

BDC19

Building a better
future for all

Report of Executive Council

DUBLIN 2-4 JULY

STRONGER TOGETHER
CONGRESS
Irish Congress of Trade Unions



Contents

Introduction & Overview	2
Introduction by Sheila Nunan, President	3
Foreword by the General Secretary	5
Executive Council Members 2017-2019	8
Section 1 The Economy	10
Brexit	14
Section 2 The Work of Congress	18
I: Industrial, Legislation & Organising	19
II: Northern Ireland	37
III: Equality, Social Policy & Labour Market	45
IV: Education & Training	58
V: Public Engagement, Campaigns & Communications	64
VI: European Union & International	75
Appendices	81

Introduction & Overview



Introduction by Sheila Nunan, President

The cost of Ireland's economic collapse and the benefits of any on-going recovery has not been shared fairly across groups, sectors or regions in Ireland.

Workers have paid, and continue to pay, an enormous price in terms of jobs lost and incomes reduced. Living standards have plateaued but property prices, corporate profits and equity returns lead the way in recovery. Many have borne the brunt of the downturn, but few have reaped the rewards of the upswing.

Precarious work, zero hour contracts, bogus self-employment, threats to our right to organise. This is the world in which our movement finds itself. Our work has never been more important, protecting our hard-fought rights and ensuring every worker in Ireland, North and South, has a decent job and a decent standard of living.

Our movement has led calls to radically change our approach to housing, which is failing so many across our country. As a movement, we recognise our shared responsibility to stand up for our members but also, to shape the world in which we live. We have added our voice to the trumpet call for change in housing policy, contributing our campaigning and organising experience and standing shoulder to shoulder with this locked out generation. A better quality of life and access to quality public services is at the heart of a compassionate nation, and we won't settle for anything less.



Shiela Nunan, President

Our housing campaign helped to create a powerful coalition under the 'Raise the Roof' banner. Building on the principles of the Congress charter and informed by a wide range of social campaigners, who have seen first-hand the policies which have failed to deliver. Working together, we really did raise the roof, securing a motion of support in the Dáil and generating much needed public debate.

Our focus on climate justice and the need for a Just Transition as we move towards a low carbon economy places protection of workers at the forefront of the debate.

As we emerged from recession and sought to undo the damage to our public services, a new threat emerged. On the 23 of June 2016 the United Kingdom voted to leave the European Union. This decision and the chaos which has followed presents a significant threat to the livelihood of workers in the United Kingdom and indeed here in Ireland. As the negotiations continue, seemingly indefinitely, it's important we as a movement ensure that the outcome protects workers and their rights.

Our movement believes everyone should pay their fair share of tax, in order to deliver robust and responsive public services. We led a successful campaign to end the reduced VAT rate for the tourism and hospitality sector, where business was booming, hoteliers were

pocketing more cash and yet, staff wages remained stagnant.

As a movement, we have learnt some tough lessons from our recent recession. As the emergency FEMPI legislation comes to an end, we can look forward to the return to normal pay bargaining. But we must never be complacent. If we are to ensure our role isn't eroded and devalued in the future, we must be prepared to adapt and renew.

Many great ICTU leaders retired since 2017 and I want to acknowledge the contribution of many great leaders and activists who have united since then and welcome the continuation of their work by energetic successors. Congress is also fortunate to have high calibre and quality officials and staff driving the ICTU agenda in innovative ways.

Foreword by the General Secretary

We gather in Dublin this year to review key events since we last met at Biennial Delegate Conference 2017.

Our theme this year is *Building a Better Future for All*. It is a theme that speaks directly to our ongoing struggle to achieve an inclusive economy that combats inequality, rather than reinforcing it.

Decent work must be the cornerstone upon which we build that fair and inclusive society.

But there are many problems that remain to be tackled if we are to achieve that goal.

The fallout from the banking crash and the ensuing years of austerity has wreaked havoc on communities and families across the country. The number of homeless has now officially passed 10,000 for the first time, a new record that represents a stain on our society and a source of deep shame and anger for all.

Of course, the official figures serve to mask the tens of thousands affected by our housing emergency, including those on waiting lists or in cramped and insecure accommodation.

Housing is a human right, but the Government has outsourced housing provision to the private sector and it has failed to deliver.

Until the State begins to build public housing on a sufficient scale – as they have done in the past – this emergency will only worsen.



Patricia King Courtesy Conor Healy Photographer

Of equal concern is our dysfunctional health system and it is our view that Sláintecare must be implemented urgently and without delay.

During the course of our conference we will also highlight the crucial role collective bargaining plays in achieving equality. It is Congress policy to ensure that collective bargaining is established as the primary means of determining pay and employment conditions in all sectors.

We know that Brexit - if and when it happens – will almost certainly have a very negative impact on employment, trading and investment prospects, with this impact being felt more severely in particular geographic regions and sectors of the economy.

Congress also has grave concerns about the impact of Brexit on workers' rights, on citizens' rights and on the Belfast/Good Friday Agreement and our hard won and much cherished peace.

However, the Brexit debacle concludes the internationalism that is at the core of our movement and the sense of solidarity that informs all we do will continue to shape our response.

In Northern Ireland our *Better Work, Better Lives* campaign seeks to build a wider societal consensus on challenging the scourge of low pay, the rise of precarious work, the decline in public investment and the ill-judged 1% pay cap imposed on our public service members. We have protested, rallied, mobilised and lobbied to this end. In addition, we are also publishing progressive, evidence-based policy papers to support our demands and will continue to do so throughout 2019/20.

Through active campaigning and policy advocacy Congress has focussed on ensuring that the trade union movement shapes and influences policy development across the island of Ireland, to ensure the interests of working people are reflected.

Our annual review of CEO Pay (*Because I'm Worth It*) reveals that it would take 230 years for a worker earning the average wage to equal the earnings of one of Ireland's top paid bosses. Such income inequality is not acceptable.

Congress can point to tangible successes in recent campaigns.

New legislation means the effective end to the scourge of zero-hour contracts in most circumstances, with the law providing workers in casual and precarious employment with greater certainty about their hours. Provision for the introduction of Banded Hour Contracts is also included.

Our **Raise the Roof** campaign brings together trade unions, political parties, student unions, women's groups, housing agencies and community organisations to demand a radical shift in housing policy.

In October 2018 up to 15,000 people took to the streets outside Leinster House demanding action on the housing crisis. As a result, a majority of TDs and parties passed an opposition parties motion that demands major investment in public housing, action on rent certainty and security of tenure and the creation of a legal right to housing.

These elements closely mirror the core elements of the Congress Charter for Housing Rights.

The Dublin rally was followed by similar protests in Cork and Galway, organised in collaboration

with the One Cork and One Galway initiatives. As a result, both City Councils also passed similar motions, along with local authorities in Dublin.

The 'Right to Housing' online petition is ongoing and growing.

As a result of a long running campaign by Congress, the recent Budget **reversed the 2011 VAT cut** for hotels and restaurants and reinstated the fairer rate of 13.5% on these highly profitable businesses.

This tax subsidy was unnecessary in a sector that is booming, where prices are still among the highest in the EU and where workers are three times more likely to subsist on the minimum wage.

In addition, the alleged impact on employment of the VAT cut has been greatly exaggerated and it has seen tax revenue lost to essential public services such as housing or childcare.

The practice of **misclassifying workers as self-employed** is an ongoing scandal in Ireland. This results in workers being denied the full range of social welfare benefits, along with access to employment rights and protections.

In addition, the State is denied Social Welfare and tax revenue, which has very serious consequences for our public finances. Congress continues to call for legislative control measures to minimise the risk of and to detect this bogus misclassification of workers as self-employed.

Congress is campaigning for a *Just Transition* to a low carbon economy that will protect jobs and incomes, as Ireland moves to combat climate change.

The Paris Agreement – to which Ireland is a signatory – requires that *Just Transition* and social dialogue are at the core of our climate change policy response.

Workers in Bord na Móna and elsewhere – along with local communities - are being asked to make huge sacrifices for the greater common good and this demands a generous and progressive response from both companies and policymakers, in terms of job creation and new employment opportunities,

We note also that the Gender Pay Gap continues to rise across the island. Figures for 2017 saw the gap widen from 13.9% in 2014 to 16.2% in late 2017. Congress has advocated strongly for a legislative remedy and we intend to seek relevant amendments to the recently published proposed legislation.

These are key issues affecting working people and their families across the island. It is essential that Congress and the wider movement continues to champion these issues on their behalf to ensure that we do indeed build a better future for all.



Patricia King addressing PDFORRA Conference
2 Oct 2018

Executive Council Members 2017–2019



Sheila Nunan
President (INTO)



Kevin Callinan
Vice President (FÓRSA)



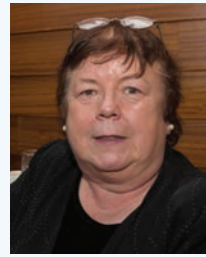
Alison Millar
Vice President (NIPSA)



Joe O'Flynn
Treasurer (SIPTU)



Larry Broderick
(FSU)



Margaret Browne
(Retired Workers Cttee Observer)



Richie Browne
(UNITE)



Ethel Buckley
(SIPTU)



Kieran Christie
(ASTI)



Shay Cody
(FÓRSA)



Colm Cronin
(Cork Council of Trade Unions Local Reserved Panel)



Joe Cunningham
(SIPTU)



Seamus Dooley
(NUJ)



John Douglas
(MANDATE)



Glenn Fitzpatrick
(Youth Cttee Observer)



Steve Fitzpatrick
(CWU)



Sean Heading
(Connect)



David Hughes
(INMO)



Paddy Kavanagh
(Connect)



David Kennedy
(CWU UK)



Angela Kirk
(FÓRSA)



John
MacGabhann
(TUI)



Justin McCamphill
(NASUWT)



Patricia McKeown
(UNISON)



Maria Morgan
(NIPSA)



Phil Ní Sheaghda
(INMO)



Fionnuala Ní
Bhrógáin (CWU)



Deirdre O'Connor
(INTO)



Jack O'Connor
(SIPTU)



Jackie Pollock
(UNITE)



Ciaran Rohan
(AHCPS)



Eoin Ronayne
(FÓRSA)



Anne Speed
(UNISON)



Denise Walker
(GMB)



Noel Ward
(INTO)



Jacquie White
(UTU)

The Economy

Section 1

Introduction

2019 will be remembered as an important year in the history of Europe. Irish economic issues were to the fore in negotiations about the departure of the UK from the EU. While the details of this departure remain unclear, the adverse effects arising from Brexit are already apparent. A flexible response by the EU is required in meeting the negative impacts coupled with appropriate political agreement to ensure peace and political progress on the island of Ireland.

Global trends and geo-political developments pose a huge challenge. These include developments from trade wars to long-term demographic trends and environmental pressures. The latter is the key concern for workers and societies as we grapple with unsustainable patterns of consumption and production. We need to move from just talking exclusively about ‘growth’ and ‘investment’ to sustainable development and equality. Thinking in the trade union movement needs to shift towards a new agenda on work, public service and enterprise. These issues are addressed in *An Ireland Worth Working for: towards a new democratic programme* published in April 2019.

In this report to BDC, we outline some of the key challenges and emerging research areas. These are: Brexit, Enterprise Development, Precarious Work, the Future of Work, Gender Inequality in the Labour Market, Childcare, Housing and Healthcare. Many areas are only touched on while others are not included here. For further information go to www.NERIinstitute.net as well as www.ictu.ie/publications/fulllist.html

Enterprise Development

Enterprises are the lifeblood of the economy. Wealth is created in enterprises. A debate about enterprises should not be colonised by employer-led interests. We need to take greater ownership of this debate. A motion passed at BDC in 2017 “noted the continuing failure in both parts of Ireland to develop a strong and outward looking high-productivity indigenous enterprise sector. While welcoming the contribution of multinational enterprises to job creation in the domestic economy, especially in the Republic of Ireland, Conference recognised the vulnerability of workers in face of changing global markets, Brexit and the rise of national chauvinism.”

The NERI has created an ‘enterprise project’ work-stream in order to support this strategy by Congress. Work has been undertaken on innovation and productivity, the entrepreneurial State, the impact of collective bargaining on economic performance, the impact of automation, job quality, just transition to a zero carbon economy and reforms to public services and revenue.

The NERI has been developing these policies through a series of working papers, briefings, and reports, and through its Labour Market conferences and seminar series. The current set of completed working papers related to

the ‘enterprise project’ is available on the NERI website.

Congress and the NERI have been collaborating on a number of papers related to the enterprise project. These include a paper on Childcare, Brexit, Just Transition and Collective Bargaining. In addition, Congress forms its recommendations in the Congress Annual Pre-Budget Submission using the work done as part of the enterprise project.

An enterprise-related pamphlet will be available at the 2019 Conference. The pamphlet identifies ten key policy messages to inform a campaign by Congress and affiliates to raise public awareness and influence public policy in both jurisdictions on the island of Ireland.

Future of Work and Automation

Recent rapid advances in artificial intelligence (AI), robotics and other forms of smart technologies have led to widespread concern about the potential impact of automation technologies for the future of work. Some paint a doomsday scenario with the unstoppable march of the robots resulting in large job losses and social disruption.

Others take a less pessimistic position and maintain that the net effect of technological advancements will be positive. Supporters of this view point to historical periods of rapid technological advancement when the same fears about technological unemployment existed, but never materialised. The NERI has recently undertaken research based on data for Northern Ireland on these questions with a special focus on this issue in the *NERI Spring 2019 Quarterly Economic Observer*¹.

It is estimated that, in Northern Ireland, about 60,000 jobs or 7 per cent of all jobs are at high risk loss due to automation technologies. A further 58% of jobs are estimated to be at risk of substantial change over the medium term. These possible or likely changes imply some level of disruption. They also point to the need for flexible and proactive policy responses

¹ https://www.neriinstitute.net/download/pdf/qeo_spring_2019.pdf

to ensure that jobs lost or transformed are replaced by quality jobs. The policy response to automation should be centred on improving job quality across the labour market, but particularly in those sectors and occupations that are unlikely to be automated but have been undervalued for too long.

Jobs within the care sector provide a key example here. In particular, much of the work carried out in the care sector is provided by females and is undervalued because it is synonymised with unpaid care work usually carried out in the home.

Strong collective rights and bargaining is a key ingredient of an effective response to AI. We need to ensure that the gains from further advances in AI are more equally shared and that workers in particular vulnerable sectors and occupations are not left behind².



NERI Staff December 2018

² For further information see – *The Future of Work: The impact of automation technologies for employment in Northern Ireland* by S. Foster and L. Wilson, and *The Future of Work: The impact of automation technologies for job quality in Northern Ireland* by P. Mac Flynn and L. Wilson

Pre Budget Submissions

Investing for the Many not the Few

The Congress Submission for Budget 2018 proposed new revenue-raising measures of nearly €1.7 billion, which on top of the then estimated fiscal space of €350 million, amounted to a total package of €2 billion.

Congress urged a ‘quantum leap’ in public investment and said Budget 2018 should have been the first in a series aimed at shifting the direction of fiscal policy towards achieving a more dynamic economy and a fairer society, by prioritising housing, health, education and childcare in particular.

Congress said that the budget subsequently announced by the Government in October 2017 ‘fell short on ambition and on the measures needed to raise living standards and tackle the many deficits in our society.’ Congress criticised the failure to abolish the reduced VAT rate for the hospitality sector and to substantially increase investment in social and affordable housing. It argued that the choices made in Budget 2018 represented a bad use of the resources available and that the monies allocated to reducing income tax would have been better spent on improving housing, childcare, education and health services.

Investing in our Shared Future

The Congress Submission for Budget 2019 argued that in addition to the then estimated fiscal space of €1.8 billion, the Government should introduce new revenue-raising measures of €1.3 billion, to allow new spending of €3.1 billion for Budget 2019.

Congress argued that while the idea of a rainy day fund had merit, the resources that were intended for it would have been better deployed boosting the economy’s productive capacity. Congress rejected the idea of tax cuts and instead urged the Government to focus on rectifying the continuing economic and social fallout of the crisis years. Congress’s new revenue-raising measures including the abolition of the reduced VAT rate for the hospitality sector and reform of the system of capital taxation and of tax expenditures. Its proposals for new spending focused on social and affordable housing, health, childcare,

social transfers and minimising the impact of Brexit through a new Brexit Adjustment Assistance Fund.

Responding to the budget announced in October 2018, Congress described the abolition of the reduced VAT rate for the hospitality sector as a step in the right direction but criticised the tax cutting measures amounting to nearly €300 million as benefiting higher income earners most of all and said the Government had failed to address the housing crisis in any meaningful way.

Brexit

Brexit is the biggest immediate threat to jobs and living standards and will have a major impact upon working people on both sides of the border. We have sought at all times to promote the Congress policy position on Brexit as articulated in the four policy papers we have produced since 2016.

We remain firmly of the view that there is no such thing as a ‘good’ Brexit for working people and citizens in Northern Ireland and in the Republic of Ireland; any Brexit agreement will inevitably be less favourable than full UK membership for working people and all citizens on this island.

We have always argued that if there is to be a Brexit, it should be as soft a Brexit as possible, particularly given the relatively narrow result of the June 2016 referendum and the fact that a majority in Northern Ireland voted remain. We believe the best way to achieve this is to agree as close as possible a relationship between the UK and the EU, ideally with the entire UK staying in the Single Market and the Customs Union. Only by achieving this can we ensure that jobs and citizens’ and workers’ rights are not negatively affected.

Congress has recently updated its analysis of Brexit in ***The Implications of a No-Deal Brexit***³. Some of the key points in this document include:

- Opposition to any hardening of the border on this island and to a border in the Irish Sea. This would be best achieved by continuing membership of the Customs Union and alignment as much as possible of market rules for Ireland and Britain.
- Maintenance of the Belfast/Good Friday Agreement and the principle of cross-community consent and protection of human rights.

- Establishment of a *Brexit Adjustment Assistance Fund* to support workers whose jobs are most at risk. It should also seek to ensure that the EU rules establishing the *European Globalisation Adjustment Fund* are revised so as to expressly allow for support to workers made redundant as a result of Brexit.
- A properly constituted Brexit Stakeholder Forum for Northern Ireland comprising representatives of the Trade Union movement, business, farmers, the voluntary sector and Government to facilitate open exchange and develop actions and policies to mitigate the impact on Northern Ireland’s society and economy.

The Likely Impact of Brexit

Research work by the NERI over the last three years has highlighted the likely negative impact of Brexit on the economies of Northern Ireland and the Republic. The role of the Customs Union, and subsequently the Single Market, in removing barriers to trade among EU Member States has been crucial to the establishment of an ‘all-island economy’ on the island of Ireland. While it is conceivable that a Free Trade Agreement and subsequent side agreements between the UK and the Republic of Ireland could negate the requirement for single market related border checks, the same cannot be said of the Customs Union.

The NERI working paper, ***Northern Ireland, the Republic of Ireland and the EU Customs***

³ <https://www.ictu.ie/download/pdf/20190301142932.pdf>

Union⁴, has set out a number of options and scenarios whereby the UK could maintain its membership of the Customs Union or at the very least replicate the key pillars of customs union membership in order to maintain an open border on the island of Ireland. While it was considered technically possible for Northern Ireland alone to join the EU Customs Union post-Brexit, the paper identified a number of logistical issues with this approach. Furthermore, if Great Britain alone were to leave the Customs Union, this would pose significant disruption for East-West trade for both Northern Ireland and the Republic of Ireland.

The Withdrawal Agreement that was approved by the EU and British Government in November 2018 contained a commitment to a ‘backstop’ clause which would make special provision for Northern Ireland in the event that the trade deal between the UK and the EU did not avoid border controls.

The Congress Executive reluctantly supported the Withdrawal Agreement, as no new arrangement will in our view be as good as the current arrangement. The draft Withdrawal Agreement that has been negotiated between the remaining 27 Member States and the UK Government does less harm to the island of Ireland and the people living on it than the available options for the UK leaving the EU.

However, the draft Withdrawal Agreement is merely the end of the beginning. The negotiation of the future relationship is key and we intend to seek to use whatever influence we have to seek to ensure the closest possible relationship into the future.

While the backstop envisages Northern Ireland remaining aligned to a number of EU Single Market regulations, the customs implications are more significant. In order to avoid a border on the island of Ireland, the UK Government has committed to maintain a customs union with the EU. This was a significant concession given the UK Government’s stated policy with regard to customs union membership. However, recent events indicate that the Withdrawal Agreement including the backstop is unlikely to receive UK parliamentary approval in the foreseeable future.

4 https://www.nerinstitute.net/download/pdf/customs_union_wp.pdf?issuustl=ignore

As of April 2019, the prospects for UK departure look problematic with no certainty on how the EU and the British Government will proceed in the coming months.

Protecting the Peace Process & Brexit



NIC marks 20th anniversary of Belfast Agreement at closed Stormont

Brexit was not the cause of the collapse of devolution in Northern Ireland. However it has certainly become a further barrier to the restoration of the devolved institutions. Congress has at all times sought to build consensus on the key issues and to seek to mitigate the worst consequences of Brexit (if Brexit is to ultimately happen). We have prioritised key issues which affects workers and their families; issues including workers’ rights and jobs, trade, our peace process, and in particular the adherence to and full implementation of the Belfast/Good Friday Agreement. We have also sought to promote the interest of citizens’ rights, be they Irish or British or both and also the interests of our international citizens who have made Northern Ireland their home.

20 years on from the Belfast/Good Friday Agreement, Congress continues to call for a Bill of Rights for Northern Ireland to be implemented, and has done so at all meetings with political leaders in Stormont, Dublin and London. Provision for a Bill of Rights was included in the Agreement in recognition that as a society we would benefit from setting down a shared set of rights.

NIC-ICTU hosted a press event / photo opportunity at **Stormont on 10 April 2018** to recognise the 20th anniversary of the Belfast/Good Friday Agreement, to demonstrate that: *“Trade unions remain completely supportive of the spirit and letter of the Agreement signed 20 years ago and are united in calling for its structures to be revived and renewed. There are devolved matters which cannot survive further neglect and require leadership from the politicians we elected.*

“We believe that locally accountable politicians can develop and implement policies on health, education and the economy better than any part-time Tory minister, no matter how well-intentioned. The economy is suffering from this stalemate. The private sector is becoming rigid with the uncertainty over Brexit, and cannot properly invest in people or research or innovation or exports.

“This event is also an important reminder that the peace agreement was not the sole achievement of politicians, and its success thus far has often been in spite of actions and statements from our political class. The peace we have is the responsibility of everyone and its benefits ought to be the common property of all of the people of Northern Ireland. The trade union movement played its part in peace building and the implementation of its features. We will continue to play a positive role and build a peaceful, just and prosperous home for every person in NI.”



Tánaiste Simon Coveney was hosted at the NIC-ICTU Belfast office for talks on Brexit

Protecting and Advancing Workers' Rights

We have sought at all times to promote the Congress policy position on Brexit as articulated in the four policy papers we have produced since 2016. We have worked with other stakeholders including employer bodies, the community and voluntary sector and the farming bodies to articulate the interests of broad Northern Ireland society.

In the Republic of Ireland, the General Secretary represents the interests of the trade union movement on the Tánaiste's Brexit Stakeholder Forum, presenting us with the opportunity to shape and influence Irish Government policy on Brexit. The General Secretary has engaged in detailed discussions with political parties in the Republic of Ireland and in Great Britain, meeting Keir Starmer MP and Tony Lloyd, the Labour Party Brexit and NI shadow ministers, as well as maintaining regular engagement with the TUC, the STUC and Wales TUC. Congress has also made sure that the voice of working people on both sides of the border has been represented in Europe through our engagement with the ETUC Executive and the European Economic and Social Committee.

In Northern Ireland, the trade union movement has met with the local political parties and the UK political parties regularly on Brexit including the DUP, SF, SDLP, UUP, the Alliance and others. We have hosted detailed meetings with:

- The leadership of the UK Labour Party including Jeremy Corbyn MP.
- Keir Starmer MP, Shadow Brexit Secretary.
- Tony Lloyd MP, Shadow Secretary of State for Northern Ireland.
- Michel Barnier, EU's Chief Brexit Negotiator.
- Simon Coveney TD, Tánaiste and Minister for Foreign Affairs, with CBI, Chambers NI, NICVA and the UFU present.
- We met with all the parties in Westminster as part of a Northern Ireland cross group lobby articulating the interests of Northern Ireland in support of the Withdrawal Agreement and the all-important Ireland protocol.

- Met with and lobbied the Prime Minister Theresa May as part of a round table discussion in Belfast.
- A NIC-ICTU delegation travelled to Brussels and met with members of Michel Barnier’s negotiating team along with the Irish Permanent Representative and representatives from the Committee of the Regions.
- We held a meeting with Secretary of State Karen Bradley MP, as well as meetings with junior ministers from the Northern Ireland Office.

At each and every meeting we have articulated the interests of workers in Northern Ireland and argued that workers must not pay the price of Brexit. We have also advocated to all, including the UK Prime Minister and the Secretary of State for Northern Ireland, that the establishment of a representative Brexit Stakeholder Forum, (similar to what operates in the Republic of Ireland) is essential.

The Work of Congress

Section 2

I: Industrial, Legislation & Organising

Developments in the Private Sector

In the period under review the Private Sector Committee met 18 times. The Committee undertook work on a broad range of issues and the main areas are detailed below.

Employment (Miscellaneous Provisions) Act 2018

At the end of 2018 *The Employment (Miscellaneous Provisions) Act 2018* became law. The Act bans zero-hour contracts in most circumstances and gives workers in casual and precarious jobs improved security around their working hours. It is one of the most important pieces of employment law in a generation and is the result of years of campaigning by the Irish Congress of Trade Unions. There are four new rights for workers to be aware of:

- Workers are entitled to a written statement of their core terms of employment within first five days;
- Zero-hour contracts are banned in most circumstances;
- Workers are entitled to a minimum payment if the employer fails to provide her/him with work;
- Workers are entitled to guaranteed hours of work that reflect the normal working week.

This piece of legislation introduces new provisions to protect employees against penalisation for invoking their rights.

Guidance on Private Sector Pay

The Committee continued its policy of issuing guidance to unions on pay bargaining in the private sector. The guidance for 2018 recommended unions seek increases in pay of a minimum of 3.1%. The guidance for 2019 advised unions that an increase of no less than 3.4% should be sought. This was based on advice from the Nevin Economic Research Institute, taking account of the estimated level

of the personal consumption deflator in the Irish economy, in addition to an amount to reflect the general growth in productivity.

The Low Pay Commission

The Low Pay Commission (LPC) invited Congress in 2017 and 2018 to make a submission as part of the annual review of the hourly rate of the minimum wage. The Private Sector Committee argued that the minimum wage is an important mechanism, which if set at the correct level could significantly reduce both the risk of poverty and the level of income inequality in our society.

Arising from the Low Pay Commission recommendations, Government increased the hourly rate of the Minimum Wage by 30c on 1 January 2018, bringing the hourly rate to €9.55, and by a further 25c per hour on 1 January 2019. The current hourly minimum rate stands at €9.80. In its 2019 submission to the Low Pay Commission the Private Sector Committee sought an adjustment of 4.1%. If implemented, this will bring the hourly rate of the Minimum Wage to €10.20 on 1 January 2020.

Congress has representation on the Low Pay Commission.

Developments in the Joint Labour Committee System

In 2018 the Labour Court conducted a statutory review of the Joint Labour Committee system. In a submission to the Court the Private Sector Committee argued that the Joint Labour Committee System (JLCs) was a crucially important mechanism for the setting of sectoral pay rates. In that regard the Committee argued that the current number of JLCs be maintained and the two existing Catering JLCs be merged. In a report to the Minister in April 2018 the Court recommended that the current system be maintained with the suggested rationalisation of the Catering JLCs.

Tackling Bogus Self-Employment

Congress continues to campaign for stronger regulation to combat Bogus Self-Employment. The Private Sector Committee campaigned to highlight the disadvantages suffered by workers who were forced to declare as self-employed. They also highlighted the revenue lost by the State as a result of this practice going unchecked.

Congress made a Submission to the Joint Oireachtas Committee on Employment Affairs and Social Protection on the issue of Bogus Self-Employment and attended a hearing with the Joint Oireachtas Committee in January 2018. The Congress position can be viewed on our website at <https://www.ictu.ie/press/2019/02/01/joint-oireachtas-committee-bogus-self-employment/>

The Private Sector Committee welcomed the outcome of the case taken by Congress against Ireland to the Council of Europe. This case alleged that Ireland had not properly implemented the European Social Charter, as it denied self-employed workers the right to engage in collective bargaining negotiations. The Ruling in this case clearly found that there was no justification for preventing self-employed workers from engaging in collective bargaining. At the time of writing discussions were ongoing with the Irish Government on the implications of the Ruling for domestic law. Congress would like to place on record our appreciation for the work undertaken by John Hendy QC in taking the case on our behalf to the Council of Europe.

Developments in the Public Sector

Public Services Stability Agreement (PSSA)

The Public Services Committee negotiated a further pay agreement in 2017. The Public Services Stability Agreement (PSSA) extended the terms of the Lansdowne Road Agreement and provided for increases in pay as per the table below:

Table 1: Pay Increases Due under Public Services Stability Agreement (PSSA)

Date	Increase
1 January 2018	1% Increase in all annualised salaries
1 October 2018	1% increase in all annualised salaries
1 January 2019	1% increase on annualised salaries up to €30,000
1 September 2019	1.75% increase in all annualised salaries
1 January 2020	1% increase on annualised salaries up to €32,000
1 October 2020	2% increase in all annualised salaries

In addition to these pay adjustments, changes to the bands on which pension contributions are based meant that the take home pay of all public servants would be further increased. The terms of the agreement were accepted by the Congress Public Services Committee on 18 September 2017.

Amongst the measures included in the PSSA was a commitment to open negotiations on the issue of the pay of those public servants who were recruited since 2011. The Government as employer had imposed lower pay rates for those recruited since that date.

After considerable and detailed negotiations, a proposal emerged that involved the elimination of incremental points on the pay scales of those recruited since 2011. The proposals also brought forward the date of application of the adjustment. The PSSA contained a provision that

no money would be provided for dealing with the issue of new entrant pay during the lifetime of the Agreement. However, the proposals will see the application of the measures commence from 1 March 2019.

The PSSA also contained a provision for consideration by the Public Service Pay Commission of the issue of retention and recruitment in the Public Service. In August 2018 the Commission produced a report which examined issues relating to the retention and recruitment of nurses and doctors. The Commission's recommendations provided for an increase in some allowances paid to certain nursing categories. Subsequently, the official side offered to pay the increases in allowances from 1 March 2019. However, the INMO rejected the Commission's proposals. INMO members took strike action on three days in early 2019.

In February 2019 the Labour Court intervened in the Nurses Dispute and issued a recommendation which has been accepted by the INMO membership.

Retirement Age Increase in the Public Service

In 2017 new legislation was passed which provided for the mandatory retirement age for most public servants to increase to 70. The Public Service Superannuation (Age of Retirement) Act 2018 means that most public servants can now opt to continue to work until they are aged 70. If a person chooses to continue working, they can continue to accrue pension benefits subject to the maximum of 40 years accrued service. The new legislation does not prevent a person from retiring earlier than age 70.

Sick Leave Review in the Public Service

During the reporting period a review of sick leave arrangements in the Public Service continued, culminating in a referral to the Labour Court for determination on a number of issues i.e. a proposed single rate of Temporary Rehabilitation Remuneration (TRR), a possible standardised waiting period to qualify for TRR after half pay runs out, and the question of whether periods spent on TRR should be counted in the four year 'look back' period. The case was heard in late September 2018.

A full listing of the Public Services Committee members is contained in Appendix 5 of this report.

Shay Cody, Chairperson Public Services Committee

The Chair of the Congress Public Services Committee is Shay Cody who has been Chair of the Committee since 2010. In that period Shay has led negotiations with Government which resulted in the Croke Park Agreement, Haddington Road Agreement, Lansdowne Road Agreement, and more recently in the Public Service Stability Agreement.

The main focus of the Committee's work under Shay's leadership has been the restoration of the pay of public servants which had been cut during the financial crisis. By the end of the PSSA the pay of the vast majority of public servants will have been restored.

During 2019 Shay will step down as both the Chair of the Congress Public Services Committee and as General Secretary of FÓRSA. There is little doubt that the period during which Shay was Chair of the Congress Public Services Committee was probably the most challenging period since the establishment of the Committee. We thank Shay for his service to the Committee throughout this period, and for his dedication and service to Congress.



Shay Cody, Chair of the Public Services Committee

Industrial Sectors

Sectoral Employment Orders (SEOs)

Since BDC 2017 two Sectoral Employment Orders have been made and are now in place in the Construction Sector.

One of the SEOs relates to Craft and General Operative grades in Construction, while the other relates to Mechanical and Engineering grades. SEOs allow for legally binding conditions of employment to be set for a particular sector. At the time of writing the Congress Construction Industry Committee (CIC) had made an application to the Labour Court for a review of the General Construction SEO.

Employment Regulation Orders (EROs)

As mentioned earlier in the report in 2018 the Labour Court conducted a review of the operation of the Joint Labour Committee (JLC) system. The JLC system allows for collective agreements to be given legal effect through the making of Employment Regulation Orders (ERO). There are currently two EROs in force; one in Contract Cleaning and one in Security Services. At the time of writing preparations were underway to have both of these ERO's reviewed as the pay provisions within them expire in 2019.

Developments in the Aviation Sector

The Minister for Transport has commissioned a review of capacity at the State airports. As part of the review the Minister asked the consultants to examine the feasibility of having an independently owned and operated third terminal at Dublin Airport.

In a detailed submission to the consultants Congress, on behalf of the unions in the Aviation Sector, argued that the Dublin Airport Authority (DAA) should continue to be allowed to develop the capacity at Dublin Airport. We also argued that there was no case to support an independently owned and operated third terminal at Dublin Airport.

A Report by Oxford Economics and CEPA was published in 2018 and at the time of writing it was being considered by the Department of Transport, Tourism and Sport (DTTAS).

In 2017 DTTAS commenced reforming the process for setting airport charges at Dublin Airport. The proposals included increasing

the powers of the Commission for Aviation Regulation. The proposed changes, if implemented, could have very serious implications for the operation of the Dublin Airport Authority. A consultation process was underway at the time of writing this report.

An agreement on pay at Aer Lingus was concluded in the period under review. The Labour Court recommended that pay at the airline should increase by 8.5% over three years. The Court's recommendation was accepted by all unions at the company.

2018 was a very significant year for unions in the aviation sector. The decision by Ryanair to recognise trade unions and enter into collective bargaining negotiations in most European countries marked the end of years of campaigning by unions all over Europe, including Ireland.

The decision by Ryanair was no doubt influenced by the industrial action of pilots at the airline. At the request of IALPA/FÓRSA, Congress assisted the Irish-based pilots in concluding a collective agreement with the company on a number of work practice issues.

Irish Water

In late 2017 the Board of Ervia proposed significant reforms to the delivery of the Public Water Service. Current arrangements provide that Irish Water is responsible for the public water service, but it is delivered by Local Authorities through service level agreements.

In 2017 the Board of Ervia proposed terminating the service level agreements and the transfer of local authority staff to Irish Water. At the time of writing a process of negotiation had commenced seeking to conclude an agreement under four headings namely;

- a sustainable future for Local Authorities,
- the proposed constitutional referendum on the future ownership of the public water service,
- the corporate status and the governance arrangements for the proposed public water utility, and
- the employment and industrial relations issues arising from the Ervia proposal.

Section 39 Organisations in the Health Sector

Congress assisted unions with members in Section 39 Organisations to formulate a claim for pay restoration. Following a number of meetings at the WRC, agreement was reached that provides pay restoration for workers in a number of these organisations. At time of writing, a process aimed at restoring pay in the remainder of the Section 39 Organisations had commenced.

Community Employment Scheme Supervisors and Assistant Supervisors, members of SIPTU and FÓRSA, held a one day strike in late 2018 in pursuit of an occupational pension scheme.

Industrial Disputes

The Central Statistics Office regularly reports on the number of industrial disputes and the number of days lost to disputes. In 2017 the number of days lost was 50,191, while in 2018 the number of days lost fell significantly to 4,050. It is expected that there will be a sharp increase in the number of days lost due to industrial action in the first half of 2019.

The following table details the disputes in the period under review.

Table 2 – Disputes

YEAR	DISPUTE	UNION INVOLVED
2017	BUS ÉIREANN	SIPTU
	EDUCATION	ASTI
	EDUCATION	NASUWT/INTO/UTU
	CLOSURE OF POST OFFICES IN UK	CWU UK
	INMO/SIPTU STAFFING LEVELS	INMO/SIPTU
	VOLKSWAGON GARAGE WESTPORT	SIPTU
	CIT PAY CLAIM	SIPTU
	FIRE BRIGADE	SIPTU
	TESCO	MANDATE/SIPTU
	EPL TULLAMORE	SIPTU
	PFIZERS	SIPTU
	CLERYS	SIPTU
	CONSTRUCTION	CONSTRUCTION UNIONS
	IRISH RAIL	TEEU (CONNECT)
	NICS FACILITY TIME	NIPSA

YEAR	DISPUTE	UNION INVOLVED
2018	RYAN AIR	FÓRSA
	TESCO	MANDATE/SIPTU
	ABBVIE PLANT CORK	SIPTU
	CORK CITY COUNCIL	SIPTU
	UNIVERSITIES (PENSIONS)	UCU
	SECTION 39	SIPTU/FÓRSA/UNITE
	CONDUIT BT IRELAND	CWU IRELAND
	KERRY FOODS MONAGHAN	SIPTU
	IRISH LIFE	UNITE
	LLOYDS PHARMACY	MANDATE
	ROSCOMMON CO COUNCIL	FÓRSA
	TK MAX	MANDATE
	XYLEM WATER	CONNECT
	ARCHEOLOGISTS	UNITE
	CORK FIREFIGHTERS	SIPTU
	NHS	UNISON
	NI CIVIL SERVICE	NIPSA
	HCL	CWU IRELAND
	PACÁISTE TEO	SIPTU
	NURSES CASHEL	INMO
	AUTHENTIC FOOD COMPANY DUNDALK (CLOSED DOWN)	UNITE
	GLEN DIMPLEX NI	SIPTU/UNITE
	TEACHERS NI	NASUWT
	BORD NA MÓNA	SIPTU
GRAFTON LANGUAGE SCHOOL	UNITE	
IRWIN'S BAKERY	BFAWU	
ROYAL MAIL	CWU /UK	
BOMBARDIER	UNITE/GMB	
FURTHER EDUCATION PAY/WORKLOAD	UCU	
2019	NURSES/MIDWIVES DISPUTE	INMO
	PFIZER	SIPTU
	LIEBHERR	SIPTU
	COMMUNITY EMPLOYMENT SUPERVISORS	SIPTU/FÓRSA
	EIRGRID	UNITE
	HEALTHCARE ASSISTANTS/CHEFS	SIPTU

YEAR	DISPUTE	UNION INVOLVED
2019	STOBART IRL.	FÓRSA
	SONI	PROSPECT
	ASDA	USDAW
	BALCAS	UNITE
	MOYPARK	UNITE/BFAWU
	DISTRICT COUNCIL OUTSOURCING	UNITE/GMB/NIPSA/ SIPTU

The Workplace Relations Commission

The Workplace Relations Commission (WRC) provides a number of services including conciliation and facilitation, mediation, adjudication, advisory, inspection and information. The table below shows the level of activity in each of these categories of service for the years 2016-2018.

Table 3: Workplace Relations Commission
Activity 2016-2018

Activity	2016	2017	2018
Conciliation			
Conferences	1,348	2,389	1,145
Facilitation	423	995	500
Mediation			
Telephone	662	376	754
Face to Face	69	197	605
Adjudication			
Complaints	14,004	14,001	15,451
Hearings	3,518	4,370	5,312
Decisions Issued	1,232	2,247	2,946
Advisory			
New Projects	64	68	66
Inspection			
Concluded	4,830	4,747	5,753
Wages Recovered	€1,500,000	€1,770,000	€3,100,000
Prosecutions	136	125	98
Information			
Calls Answered	63,385	52,001	57,348
Web Visits	2,200,000	2,300,000	2,700,000

Source WRC Annual Report 2018

The Labour Court

The Labour Court is the court of last resort in industrial relations and employment rights cases in the Republic of Ireland. The table below outlines the activity of the Labour Court across the main areas of its jurisdiction from 2016 – 2018.

Table 4: Labour Court Activity 2016-2018

Category	2016	2017	2018
Industrial Relations Cases	402	382	399
Equality Cases	109	111	93
Unfair Dismissals Cases	164	195	240
Working Time Cases	120	95	104
Payment of Wages Cases	103	80	84
Terms of Employment – Information Cases	71	59	74
Transfer of Undertakings Cases	25	37	8
Redundancy Payments Cases	17	34	41
Minimum Notice Cases	23	28	40
Minimum Wage Cases	11	12	7
Part Time Working Cases	8	2	4
Fixed Term Working Cases	22	11	16

Source Labour Court Annual Reports

Legal Strategy Group

The Legal Strategy Group meets quarterly as required to review legislative and case law developments. During the period under review the group considered developments regarding new legislation and key judgements of the Labour Court, the Courts and the European Court of Justice.

The group monitored developments in the finalisation of the European Pillar of Social Rights, and case law in the area of Bogus Self Employment.

The coordination work undertaken by Congress on the implementation of the General Data Protection Regulations (GDPR) was mandated by the Legal Strategy Group.



Frances O'Grady TUC receiving presentation from Congress President Brian Campfield at BDC 2017

ROI Trades Councils

Since the Summer of 2017 Congress has undertaken a programme of visits to Trades Councils to discuss the challenges they face, improve communications between Councils and with Congress, and renew the movement locally.

In 2018 a number of informal meetings with Council representatives were held quarterly in Dublin to increase networking opportunities, share expertise and ideas, build capacity and establish collaborative campaigns. It was found that many Councils faced the same challenges and could be assisted by a range of activities, including capacity building and skills training, localising national campaigns and increased collaboration.

The Councils agreed to meet on a quarterly basis to exchange information and improve campaign collaboration. A number of Councils are developing a school programme with the support of the Congress facilitator using the materials developed for YouthConnect. It is hoped more Councils will undertake a short training session on this over the 2019 Summer period in order to provide local workshops for the 2019-2020 academic year.

Trades Councils have been involved in a variety of different activities including being a founder member of the Housing & Homeless Coalition, the development of community campaigns, engaging with local educational institutions on apprenticeship and traineeship programmes,

launch events in Sligo-Leitrim and Kildare, historical and commemorative events including the launch of Council history publications, and community outreach and engagement.

Local Trade Union Centre (LTUC) Steering Group

Following the adoption of the Motion 13 Report at BDC 2017, the Congress Executive Council established a Steering Group to implement its recommendations, and in particular the proposal to create fully resourced Local Trade Union Centres (LTUCs). The Steering Group comprises representatives from the Congress Centres Network, FÓRSA, FSU, NIPSA, POA, SIPTU, UNITE, and members of Congress Secretariat.

During 2017 the group met on several occasions to discuss how best to progress the establishment of LTUCs and agreed to consult with the local trade union movement during 2018 in four locations; Cork, Kildare, Sligo and Wexford.

The Steering Group agreed that recommendations in respect of each location take into consideration the specific composition, capacity, needs and challenges of the local movement, and that each location will have a specific set of agreed aims.

Pilot projects will take place in Kildare and Sligo, and Congress will work closely with Cork and Wexford Councils to identify key campaigns, priorities for work and capacity building. These pilot projects will be chaired by a member of the Steering Group. In Cork and Wexford work is ongoing through the ONE programme and through Congress support and facilitation for the work of the Trades Councils as outlined above.

NI Trades Councils

The Trades Councils have assisted the Northern Ireland Committee by campaigning on a range of issues. These issues covered the impact of austerity policies, campaigns against cuts in services, and *Better Work Better Lives campaign*.

Other issues Trades Councils have worked on include: providing solidarity to workers engaged in industrial action; supporting trade union recruitment campaigns; engaging with local media; working with BME migrant communities; and campaigning on social and economic deprivation.

Ballymena and Antrim Trades Union Council has recently been re-established utilising the *Better Work Better Lives Campaign*, and has worked to reduce racial tensions in Ballymena in 2018.

They join the eight other long established Councils in Belfast, Craigavon, Derry, Omagh, Newry, North Down and Ards, Mid Ulster and Fermanagh, who celebrated their centenary in 2018.

The Councils come together at the Trades Councils Consultative Committee (TCCC) to share information and initiatives, and to develop and coordinate joint campaigns.

ONE Cork Project

Local organising initiatives are continuing with their work within specific sectors (Health, Construction, Youth, Education, Public Procurement) with solid local successes for those unions actively engaging, including increased density and participation rates.

As mentioned above, new working groups established through the Local Trade Union Centre (LTUC) will look at the establishment of a shared premises in Cork; Community Outreach to engage with the local community through the library service and better use of the LGMA Work Matters Project; and Youth Advisory to identify outreach opportunities and agree capacity building programmes.

ONE Cork has lobbied extensively since 2016 on the housing crisis, with activities in this area including meetings with local political leaders, and presentations on the housing policy to UCC Labour Society; Fianna Fáil housing conference and the Cork Labour constituency seminar on Housing.

A three day Project Management course facilitated by the Congress Education and Training department was delivered in Cork over a three week period.

ONE Cork has a regular quarterly e-zine which is sent to approximately 400 activists and officials. Members of the Steering Group also regularly attend union conferences to update delegates on their work.



Fiona Dunne, One Movement National Coordinator with members One Cork Project

ONE Galway Project

In February 2018 the launch and inaugural public event for *ONE Galway* took place in the Mick Lally Theatre attended by a broad cross section of civil society groups and unions in Galway. Both the GMIT and NUIG student unions are permanent members of the group along with affiliate unions operating in Galway city and county.

The group has agreed to primarily focus their work on two key areas affecting the majority of society which is precarious work and housing. The group has regular monthly meetings and has also coordinated public information clinics for workers in Galway City.

One Galway has participated in the Congress housing lobby and held a seminar on housing with local NGOs and community groups, and coordinated the Galway *Raise the Roof* Rally in April 2019. It has also been involved with the *Tipping Campaign* in collaboration with the Galway hospitality group.



One Galway Launch February 2018

Union Connect

Union Connect is a web based service which facilitates Congress in connecting people seeking to join a union. Approximately 800 persons per annum are referred to affiliated unions for membership allocation.

Tribute to Joe O’Flynn, Congress Treasurer



Joe O’Flynn, Treasurer

Joe O’Flynn was appointed Treasurer of Congress at the 2003 Biennial Delegate Conference in Tralee.

Since that time he has, on behalf of the Executive Council, overseen the management of the Congress’ finances with integrity and great skill.

We thank Joe most sincerely for this work, loyalty and commitment to Congress over these years and wish him well in the future.

The Work of Congress Sectoral Groups

Health Sector Group

The key focus of the Health Sector Group is the 2017 Sláintecare Report. The Sláintecare Report called for “a vision and a plan for re-orienting the health service towards a high quality integrated system providing care on the basis of need and not ability to pay.” The report marks an important milestone as it represents a broad political consensus on the need to move away from a two-tier system of health provision to one based on need and funded mainly or almost entirely from public sources.

The Republic of Ireland maintains a strongly reinforced two-tier health system with access and timeliness of treatment or diagnosis rationed on the basis of access to private health insurance, which itself has become much more expensive in recent years.

Significant cutbacks to front-line services and supports such as home help and closure of hospital wards have had a knock-on cost effect, including emergency department admissions. Quality and timeliness of interventions have improved in some areas (e.g. cancer screening) but others remain dramatically underfunded and inadequate for a modern, economically developed country (e.g. child and adolescent mental health services including diagnosis and follow-up).

A universal healthcare system modelled on European lines would remove all or nearly all out-of-pocket expenditures. Three features of such a system would be breadth of coverage (all of the population and not just those eligible under means-tested criteria), scope (covering the full scope of health services from cradle to grave) and depth (covering all costs with minimal or no user charges).

The report set out a 10 year timeframe for the establishment of a universal system rooted in the fundamental entitlement of all Irish residents to the full complement of health and social care. The key issue now is to ensure full implementation of the vision and all the recommendations set out in Sláintecare.

To this end, the Health Sector Group organised

a briefing with the chair of the All-Party Oireachtas Committee that drew up the Sláintecare Report. The briefing took place on 17 October, 2018 and focused on progress towards implementation of the report’s comprehensive recommendations.

The group voiced disquiet at the pace of the implementation process and the fact that it was not moving as quickly as it should, given the all-party consensus on the report and its key recommendations.

In addition, Congress also made a number of submissions in relation to key aspects of the Sláintecare Report and its full implementation as follows:

Submission on Primary Care Expansion (as set out in Sláintecare) to the Joint Oireachtas Committee on Health (November 2017)

The Submission noted that expansion of Primary Care services was a cornerstone of the strategy outlined in the report, something that was fully supported by Congress. The submission also queried the implementation timeframe in respect of dedicated funding streams, particularly in relation to the required capital and workforce/ recruitment spend that are required to make Sláintecare a reality.

Submission to the Independent Review Group established to examine the Role of Voluntary Organisations in Publicly-Funded Health Services (May 2018)

The Congress position pointed out that there was an “urgent need” to complete the review of Section 38/39 organisations and for the changes required to be “implemented without delay.” It stated that Congress held that all “health and social services should be delivered by directly funded agencies.”

The submission also noted industrial relations issues arising, if employers continued to “renege on national agreements” and fail to uphold the right of workers in the sector to trade union representation. The submission noted the valuable role played by Section 38/39 organisations but said changes were required to ensure value for money, delivery of quality services and security for staff.

Submission to Review Group on the Removal of Private Work in Public Hospitals (Spring 2018)

The Congress submission highlighted full support for “the recommendations in the Sláintecare Report that private care in public hospitals be eliminated on a phased basis.” It noted that the original Congress submission to the Oireachtas Committee on the Future of Healthcare (2016) called for “the ending of funding that supported the continuation of private practice within the public system and the redirecting of that funding to support the creation of single tiered public health service.”

Education Sectoral Group

In advance of the 2016 General Election, Congress set out a number of key principles in relation to the education sector, including that:

- Funding for education to be provided through a system of progressive taxation with the share of public spending for education being at least equivalent to 7% of GDP;
- Education provision to be accessible, inclusive, affordable, of high quality and provided as a public service;
- Atypical employment contracts in the sector should be regularised to provide stable and regular employment with secure tenure. The issue of pay parity needs to be addressed as it is a disincentive to people taking up posts in education;
- The continued casualisation of employment and conditions of employment in the sector will, if not corrected, result in poor learning outcomes over the long term;
- There should be dedicated resources for special education provision with a particular emphasis on early years’ education and for addressing educational disadvantage;
- There should be effective and democratically accountable governance of the sector with an enhanced role for the Education & Training Boards.

In order to assess and update these priorities for the years ahead, the Education Sector Group held a seminar (15 November 2018) involving all key affiliates and featuring expert input from

Dr. Tom Collins. Dr. Collins who serves as the Chairperson of the Governing Bodies of Dublin Institute of Technology (DIT) and Institute of Technology Blanchardstown (ITB) is the founding Chairperson of the Technological Higher Education Association (THEA).

The resulting presentation and discussion proved both wide-ranging and thought provoking, looking at areas as diverse as the role of education in an era of growing inequality, literacy, growing casualisation and insecurity of employment, the threat of privatisation, funding and the role and future development of the Third Level sector.

That discussion will form the basis for a new policy paper on the education sector, which is in preparation at the time of writing, and will seek to comprehensively outline agreed trade union policy on key issues for the sector.

Retail & Distribution Sector Group

This group was established in late 2018 to act as a focal point and platform for the tens of thousands of workers engaged in the retail trade and related distribution sector, North and South of the border.

It is constituted on an all-island basis and focuses on the very many common challenges facing the sector, in both jurisdictions and across the European Union.

This unprecedented level of expected and anticipated change is likely to prove transformative for staff (and employers), at all levels across the sector, resulting in significant changes to work patterns, employment conditions and overall employment levels.

The impact is also being felt in towns and cities across the island and beyond, as the traditional ‘high street’ succumbs to the increased role of technology in retail. This has implications for local authorities and national governments as rates and tax revenue is lost to ‘online’ and there is diminished spending in the local economy.

Clearly, Brexit also represents a significant threat although, at the time of writing, the outcome and impact of that process remained unclear. Among the key challenges identified by the group are:

- The impact of Brexit (deal or otherwise);
- The impact of technology and online on ‘traditional retail’;
- Restructuring the ‘High Street’;
- Job losses and changes to employment patterns;
- Training and reskilling;
- Decline in revenue stream for national and local authorities, through loss of rates and revenue from offshore activity;
- Diminished regional capacity to attract investment;
- Respect and safety for shop workers.

The group has made contact with employers in the sector, on an all-island basis, to explore whether there may be areas of common interest, specifically issues on which there might a shared analysis and agreement on possible joint actions (seminars, policy proposals, media statements etc.)

At the time of writing, the group had already begun an informal dialogue with employer groups and they have welcomed the initiative. The group is currently exploring how that process of all-island engagement would be structured, into the future.

Energy & Natural Resources Group

Given recent and planned developments in Bord na Móna, the ESB and across the wider energy sector, the key focus of the group has been on developing a clear and coherent trade union policy response that highlights the necessity to ensure climate action policy is driven by the Just Transition imperative.

The concept of Just Transition originated with the international trade union movement and is best summarised in the remark of a Canadian trade unionist who noted; “The transition is assured, Justice is not.” In other words, without the involvement of trade unions and other progressive forces, the inevitable transition to a low carbon economy will simply be outsourced to the free market and workers and communities will be left bereft.

A recent report from Australian resource unions – *The Ruhr or Appalachia* – contrasted the fate

of the two regions, with respect to transition from older, carbon heavy industry. One region (the Ruhr) saw a planned process, based on the principles of Just Transition, while the other was essentially left to the whims of the market, with entirely predictable consequences. https://www.ituc-csi.org/IMG/pdf/ruhrorappalachia_report_final.pdf

Just Transition is rooted in social dialogue and the participation of those affected, at every stage of the process. It is described by the International Trade Union Confederation’s Just Transition Centre as “an economy-wide process that produces the plans, policies and investments that lead to a future where all jobs are green and decent...”

As part of this process, a delegation from the group went before the Oireachtas Joint Committee on Climate Action, in December 2018. The Committee hearings were part of a process designed to feed into and shape the official policy response of government to climate change. At the time of writing the Committee was due to publish its findings and recommendations on the key measures the Government would need to adopt in respect of climate change.

In addressing the Committee, the group stressed the necessity for Ireland to adopt the Just Transition model and the urgent need to ensure it was deployed in the context of the situation unfolding at Bord na Móna.

The group also worked jointly with the Nevin Institute to publish a major report on the issue – *Building a Just Transition: the Case of Bord na Móna*.

This set out recommendations on how Bord na Móna could be used to develop a Just Transition template for other industries and sectors, which would see jobs created and replaced and new opportunities for growth across the Midlands region.

The key recommendations were:

1. Immediately establish a *Just Transition Forum for the Midlands* to identify key measures and supports that will be required by Bord na Móna staff and communities. The Forum would operate in accordance with

established ILO guidelines on this matter and would feed into the National Just Transition Commission, as proposed by the Green Party and supported by Congress.

2. Bord na Móna should move to increase its involvement in renewable power generation – Wind and Solar – in order to help create new and replacement employment opportunities for existing staff and the surrounding regions, with retraining provided as required. The SEAI estimates some 4,400 net jobs could be created in the wind energy sector alone.

The existing PSO levy for peat production could be diverted to help support solar power development and help create almost 11,000 jobs nationally in the sector, many of which could be located in the Midlands and taken up by existing Bord na Móna staff, with retraining provided.

3. The company should take the lead role in a major retrofitting programme across the Midlands and surrounding regions, to boost energy efficiency and assist in meeting national emissions targets. A national residential retrofit programme could create up to 18,750 new jobs with many located in the Midlands region with retraining to be provided for existing Bord na Móna staff.
4. Investment in public transport and broadband will also increase energy efficiency, help meet emission targets and enhance employment opportunities in the Midlands region. The Athlone Institute of Technology could be developed as a national Centre of Excellence for green technology research and innovation.

Just Transition and Bord na Móna

On foot of the Congress report on *Just Transition*, a major conference on the subject took place in Tullamore on 30 April 2019 in order to highlight the necessity to use Bord na Móna as a template and model for the implementation of a Just Transition in Ireland.

With over 100 in attendance, the packed event heard from a wide range of speakers, which included expert input from the International Trade Union Confederation (ITUC), the Scottish Trades Union Congress (STUC), Germany's DGB federation, Offaly County Council, Bord na Móna, all major political parties and worker representatives.

Congress General Secretary Patricia King told the conference that “the workers of Bord na Móna and the communities of the Midlands are being asked to make a major sacrifice for the wider common good – they are being asked to surrender jobs, opportunities and livelihoods in the battle against climate change and in the hope of creating a more secure future for generations to come. In that context, those workers, their families and their communities deserve more than hollow promises and platitudes. They deserve a response that is imaginative, flexible, generous and fully resourced.”

She warned that the case of Bord na Móna would be seen as a litmus test by workers across Ireland and the failure to deliver a Just Transition would see resistance and opposition to the transition process grow.

The conference featured input from: *Patricia King*, (Congress); *Willie Noone* (Bord na Móna Group of Unions); *John MacNamara* (Bord na Móna); *Paul Goldrick Kelly* (NERI); *Anna Maria Delaney* (Offaly County Council). *Sébastien Storme* (Senior Adviser Just Transition Centre, International Trade Union Confederation); *Dave Moxham* (Deputy General Secretary, Scottish Trade Union Congress); *Jan Philipp Paprotny* (DGB Federation, Germany). *Marcella-Corcoran Kennedy TD*, (Fine Gael representative on Oireachtas Joint Climate Action Committee); *Timmy Dooley* (Fianna Fáil spokesperson on Communications, Environment & Natural Resources); *Brian Stanley* (Sinn Féin spokesperson on Communications, Climate

Action & Environment); Sean Sherlock (Labour representative on Oireachtas Joint Climate Action Committee); Eamon Ryan (Green Party Leader); Bríd Smith (People before Profit spokesperson on Climate Change & the Environment).

The conference was chaired by Congress Vice President Kevin Callinan and SIPTU Head of Policy & Equality, Marie Sherlock.

A copy of the Congress report and some of the conference presentations is available on the Congress website⁵.

The report of the Joint Oireachtas Committee on Climate Action is available at on the Oireachtas website⁶. Chapter 2 contains proposals for a Just Transition.



Congress Vice-President Kevin Callinan chairing Just Transition Conference, Tullamore 30 April 2019

⁵ <https://www.ictu.ie/press/2019/04/30/building-a-just-transition-conference>

⁶ https://data.oireachtas.ie/ie/oireachtas/committee/dail/32/joint_committee_on_climate_action/reports/2019/2019-03-28_report-climate-change-a-cross-party-consensus-for-action_en.pdf

The Work of Committees

ROI Health and Safety Committee

The Health & Safety Committee (HSC) was re-constituted following BDC 2017 and the membership of the committee can be viewed at Appendix 5 to this report.



ROI Health and Safety Committee 2019

Based on *the Safety Begins with Your Union* Workshops which had been organised by Congress, the HSC established a Sub Committee to review with the Health & Safety Authority (HSA) plans it had for actions arising from its strategic commitment to support the role of the Safety Representative. The following issues were raised:

1. Training for Safety Representatives: The Guidelines contained within the General Application Regulations do not have any quality assurance criteria. We believe that all Safety Representatives should be entitled to accredited training;
2. Facilities and time off for Safety Representatives: We have raised concerns about the level of facilities available to Safety Representatives including time to undertake duties, desks, IT facilities etc. Both the Act and the General Application Regulations highlight the requirement for reasonable facilities but they do not elaborate on what this entails. We have requested that the HSA collect data on this so that we can build an evidence base which would then allow us to examine what should be provided to Safety Representatives;
3. Register of Safety Representatives: We have sought the establishment of a Register for Safety Representatives;

4. Annual Safety Representative Award: We sought the establishment of a Safety Representative of the Year Award similar to the one developed in Northern Ireland.

The HSA, in response to this Congress initiative to highlight the role of the Safety Representative, organised a National Safety Representative Conference in Croke Park on 28 November 2017. Over 250 delegates attended the Conference which highlighted the work undertaken by Safety Representatives where worker participation is the key to safe and healthy workplaces, and that those workplaces with active safety representatives tend to be safer and healthier for everyone.

The Conference also highlighted the increased prevalence of occupational illnesses in Ireland and across the EU. According to 2015 figures, an estimated 41,247 workers in Ireland suffered from a work related illness and over 912,559 days were lost from work. The two largest categories of work related illnesses (musculoskeletal disorders and stress, anxiety and depression) accounted for 68% of work related illnesses in Ireland.

Congress representation on the Board of the Health & Safety Authority is contained in Appendix V to this report.

Safety Representatives

The HSA has launched a short online course for Safety Representatives. This is designed for both new and existing safety representatives and is available on the Health and Safety Authority's website.⁷ The resource was developed in consultation with Congress.

The aim of this online course is to raise awareness of the role of the Safety Representative and to provide key health and safety information to those in the role. It should be stressed that this course does not replace training, but rather provides information that will be useful as part of the training process.

Congress was represented at the Annual Seminar of ETUI on Health & Safety in September 2018 which agreed a position on six Directives being reviewed by the European Commission. Discussions took place on the need for a new

Directive on Psychosocial Risks (opposed by employers and EC), the Carcinogens and Mutagens Directive (on which Congress has lobbied the European Commission and government), a current ETUC campaign on Musculoskeletal Disorders, and a planned campaign on cancers in the workplace.

Congress nominees to the EU Advisory Committee on Safety and Health and EU-OSHA continued to contribute to the work of both of these agencies.

Workers' Memorial Day

Workers' Memorial Day on 28 April continues to be an important commemorative date for the trade union movement. Congress continues its partnership with HSA, IBEC, CIF and the Department of Business, Enterprise and Innovation in marking the day.

The commemoration of those who have died, been injured or made ill at work is accompanied by commitments to improve the safety of all workplaces to avoid such death and injury in the future. Events were organised in 2018 and 2019, with a ceremony and reflections on the contribution of women to health and safety taking place in Glasnevin Cemetery this year.



Members of Executive Council marking Workers' Memorial Day 28 April 2018

⁷ www.hslearning.ie

NI Health & Safety Committee

The Health and Safety Committee continues to engage in a varied work programme including responding to consultations, organising events, supporting safety representatives and campaigning for safer workplaces.

The composition of the Committee is contained in Appendix 5 of this report.

NI Workers' Memorial Day

Workers' Memorial Day, held worldwide on 28 April, is intended to remember all those killed at or by work, and to strengthen our resolve to reduce risks and protect people from injury in the workplace.

Since 2012, the Committee, together with the Chairperson of the Enterprise Trade & Investment Committee at the NI Assembly, planted a native cherry tree in the grounds of Stormont Estate, in memory of David Layland, a GMB member who lost his life at his place of work, a landfill site just outside Belfast. A specially engraved plaque, sponsored by GMB, was placed at the tree, which now provides a focal point for the Committee, Safety Representatives and the wider trade union movement. Every year a wreath is laid in memory of David and the many others who have been killed, injured or made ill at or because of work.



Members of the ICTU Health and Safety Committee and members of the NIC gather at the Memorial Tree to mark Workers' Memorial Day

Relationship with Key Strategic Bodies

The Health and Safety Committee continues to have regular meetings with the Health and Safety Executive NI (HSENI).

Legislative matters

During this period, the Committee voiced concern at proposed changes to health and safety legislation. The Committee regards proposed changes to, among other pieces of legislation, the Management of Health and Safety regulations and the Construction Design and Management Regulations as retrograde with no clear safety rationale.

In particular, the Committee has expressed its disagreement at the proposed removal of Approved Codes of Practice which have a special legal status, acknowledged by the HSENI, and is explicitly laid out in all codes of practice prepared and approved by them. It states: *“The ACoP has been approved by the Executive. It gives practical advice on how to comply with the law. If you follow the advice you will be doing enough to comply with the law in respect of those specific matters on which the Code gives advice. The Code has a special legal status. If you are prosecuted for breach of health and safety law and if it is proved that you did not follow the relevant provisions of the Code, you will need to show that you complied with the law in some way or a court will find you at fault.”*

We were therefore pleased that after sustained engagement with HSENI on these matters, that in 2017 HSENI announced they would be moving to develop a Northern Ireland specific Approved Code of Practice for the Management Regulations.

We believe that this is both a public policy and a public safety issue. Having regulations which are supported by an ACoP and are enforced effectively benefits not only workers but society as a whole⁸.

⁸ Full responses to consultations can be viewed on www.ictuni.org

ROI Retired Workers' Committee

Joint Seminars of the Retired Workers' Committee were held in Dublin in March 2018 and in Belfast in February 2019. Both were well attended and matters such as online security, the equality of elder care, advocacy and pensions were discussed.

In accordance with an arrangement reached in spring 2017, the ROI Retired Workers' Committee Observer was elected to the Executive Council.

The Committee makes a pre-budget submission to DSEAP and follows up on the matters raised with senior civil servants as appropriate. The Committee continues to press for the appointment of an Older Persons Commissioner in the Republic with a mandate similar to the Commissioner in Northern Ireland.

The Committee established a working group of Private Sector pensioners, and is also represented on FERPA, the retired workers section of the ETUC.



Age Seminar Belfast 2019

NI Retired Workers' Committee

The Retired Workers' Committee (RWC) continues to forge ahead with an ambitious agenda. The committee is actively represented on the National Pensioners' Parliament at a regional and UK level, and its members are also active in many different arenas, including the Age Sector Platform.

The Committee campaigned on key issues, such as the State pension, the winter fuel grant, and improved access to social and long-term

care. As mentioned previously, work is ongoing with the Retired Workers' Committee from the Republic on a number of joint strategic initiatives and the North-South Age Seminar, first held in Dublin in February 2016, has become an annual fixture, alternating between Belfast and Dublin. The Seminar was addressed by trade union leaders, academics and age activists from the NPC, ASP and the NI Older Persons Commissioner.

ROI Youth Committee

The position of young workers remains a worry with higher levels of precarious work and under-employment. Unemployment for 15-24 year olds rose from 13.5% to 14.2% in the 12 months to January 2019. At the same time, many forms of precarious employment persist, especially for this cohort.

Evidence from the EU Survey on Income and Living Conditions (SILC) shows that the share of full-time permanent jobs for those under 30 at work has fallen from 74% in 2004 to 56% in 2016, with little improvement from 2012. The survey shows a similar trend in the share of new employment (1 year or less). Permanent full-time jobs represented an estimated 54.5% of new employment in 2004 compared to 43.6% in 2016, with virtually no change from 2014.

The Congress Youth Committee agreed a work programme in the period under review which focussed on issues such as developing a local election strategy, engagement with union campaigns particularly precarious work and housing, along with building external relations with youth focussed organisations, specifically national student organisations (ISSU and USI).

Youth Education

The YouthConnect school programme in its eighth year delivered workshops across ten subjects at second-level and within the Further Education sector. Following consultation with the NCCA on integrating our material into mainstream subjects, two new modules were written for the Leaving Certificate; Politics & Society and the Junior Certificate Civil, Social and Political Education (CSPE). Both of these modules will be available online for teachers to use directly with students in their classroom.

For the 2017-2018 academic year, YouthConnect conducted 205 individual visits to 160 different schools, where 456 workshops were delivered to 12,450 students across the country.



Kevin Callinan Vice President Addressing Secondary School Student Workshop Aug 2018

Youth Engagement

A new partnership project was established in 2017 with the Irish Second-level Students' Union (ISSU) which consisted of an annual Skills Academy for Future Leaders for student activists. The event was hosted by Congress, FÓRSA and SIPTU over three days in July 2017 and again in August 2018. During the event students discussed issues such as Brexit, the vote at 16 campaign, children's rights, statistical interpretation, why unions matter, global issues, women in leadership, peer-peer support for mental health, dignity and respect, inclusive schools, and workers' rights. They also attended workshops on campaigning, interview skills, media & communications, negotiations skills, lobbying, and public speaking. We also held a forum on issues for future workers.



Secondary School Student Workshop Aug 2018

Youth Representation

The Youth Committee has been represented on the Congress Executive Council since early 2018 and the position is rotated on an annual basis between the Youth Committee in the Republic and in Northern Ireland. Youth issues were pursued and represented at ETUC Youth Committee, ETUI Youth in Leadership programme, Labour Youth Summer School and Seminar on the Future of Work, Social Dialogue talks, LGBT strategy framework committee of the Department of Youth and Children's Affairs, UNI and EPSU.

Discussions continue with several organisations (USI, ISSU, NYCI, NWCI, Spunout) to build stronger relations, establish potential areas for collaboration with the ultimate strategic aim to influence and obtain better outcomes for young workers.

NI Youth Committee

The Youth Committee remains a vital part of the work and organisation of Congress, and has played an active role in the anti-cuts campaign and most recently in the *Better Work, Better Lives campaign*. The Committee has also been active in addressing a variety of social and economic issues facing young people in Northern Ireland. The full composition of the committee is contained in Appendix 5 of this report.

Given the decline in young trade union membership of recent years, recruitment remains a priority of the Youth Committee's work and a point which is enshrined within their strategic planning document published in 2017.

The Committee has maintained a high attendance record at various rallies, demonstrations and events to protest attacks on public services, job losses and low pay and was also active in support of various industrial disputes.

II : Northern Ireland

The Work of the NIC

This chapter deals with the work of the Northern Ireland Committee (NIC) over the past two years and is centred on the NIC-ICTU *Better Work Better Lives* campaign.



NIC Chair Gerry Murphy addresses a protest at the Education Authority in Derry

Better Work Better Lives Campaign

The *Better Work Better Lives* campaign was launched by NIC-ICTU on 21 November 2017 in Girdwood, Belfast with over 100 activists from affiliate unions in attendance. The purpose and objectives of the campaign were discussed, debated and agreed unanimously by the NIC in mid-2017. The purpose of the campaign is fourfold:

- To bind both public and private sector affiliates together on key issues on which they can collaborate, campaign and work together to challenge;
- To seek to involve activists from a range of affiliates in various elements of the campaign;
- To have an ongoing series of activities that are somewhat interlinked, a process not a series of one off events;
- To build the overall capacity of the trade union movement for future years.

The specific objectives of the campaign are,

- To seek to address;
 1. The scourge of low pay and insecure work across Northern Ireland;
 2. To challenge the declining levels of public investment which is impacting on all citizens;
 3. To demand an end to the 1% pay cap afflicting public service workers.
- To develop coherent, workable and realisable policies on up to 14 key areas that interest both public and private sector unions. Some of these policy areas are interlinked and they include:
 1. Restoring the cuts to the block grant;
 2. Strengthening and improving employment law;
 3. Changing the minimum wage settings;
 4. The development of an industrial strategy that puts innovation at its core;
 5. Boosting productivity for all;
 6. Addressing the skills deficit;
 7. Apprenticeships for this century;
 8. Promoting Collective Bargaining;
 9. Investment in Childcare;
 10. Welfare Reform;
 11. Better Trade union and workers' rights;
 12. Ending the 1% pay cap;
 13. Equality in the Labour Market;
 14. Tackling the housing crisis.

To achieve consensus on the setting up of a Forum for Social Dialogue in Northern Ireland which would be comprised of the key four representative pillars namely; the trade union movement, employers, community and voluntary sector and farming community. Such a forum could be modelled on the Welsh Council for Economic Development. Obviously the government of the day would also be a participant.



UK Labour Leader Jeremy Corbyn meets NIC Leadership

What would such a forum for Social Dialogue look like?

1. Formal and in time underpinned on a statutory basis;
2. At least tripartite, (the trade union movement, employers and government) but ideally also the community and voluntary sector and the farming community;
3. It would deal with some key social and economic issues facing NI, such as our 14 priority policy areas;
4. It would be advisory and consultative in nature as we do not envisage it being involved in collective bargaining on pay and terms and conditions of employment of workers;
5. It would be permanent and not ad hoc.

In summary, the Forum for Social Dialogue is the vehicle whereby we use 14 policy areas as the keys to address the three objectives of the campaign.

Since the commencement of the campaign in January 2018, NIC-ICTU has been involved in over 28 distinct initiatives to promote the objectives and interests of the campaign. The form of such initiatives has been multi-faceted, and has included lobbying, seminars, conferences, rallies, protests, pickets, demonstrations, educational, and meetings. These initiatives have included the Congress Secretariat, members of the NIC and other affiliate unions and activists from various affiliate unions to varying degrees.

They include the following:

1. Launch and training session with over 100 activists in November 2017;
2. Addressed a number of affiliated regional/ executive committees to promote the ambition of the campaign within the ranks of affiliates' senior lay leadership;
3. Published a detailed policy paper **Better Work Better Lives - the trade union campaign for a fair share for all**;
4. Established bespoke website www.betterworkbetterlives.org
5. Activist meetings in the majority of Westminster political constituencies;
6. Engagement at constituency level with over 60 MLAs/MPs to date including members of the Congress secretariat, NIC members and affiliate activists 80% of whom support the call for a Forum for Social Dialogue for Northern Ireland;
7. Congress secretariat bringing the campaign to the attention of all educational courses taking place on the Congress premises;



Better Work Better Lives Banner at Campaign Launch

8. Met with a number of Trade Councils and the NI Trade Councils consultative body to promote the campaign;
9. Met with a range of representative bodies/ other stakeholders seeking support for our call for a forum for Social Dialogue, including the CBI, UFU, NICVA, the Equality Commission, the IOD, Retail NI etc;
10. All island disability seminar conference had **Better Work Better Lives** for people with disability as the theme;
11. All island Women's Conference had **Better Work Better Lives** campaign as theme of their conference;
12. Representatives of the NIC-ICTU leadership met with the Shadow Secretaries of State for NI, Owen Smith MP and Tony Lloyd MP on a number of occasions to outline and get support for the ambition of the campaign;
13. Campaign supported the UCU pension dispute at rallies and on the picket line;
14. 2018 NI BDC adopted the campaign as the theme of the conference;
15. Union Learn Conference theme, **Better Skills Better Work Better Lives** promoted the campaign to over 90 ULR's;
16. Held a protest outside Derry HQ of the Education Authority to demand no cuts to special education, with associated local media coverage;
17. Addressed a number of union conferences including the INTO (NI), the FSU and the Welsh TUC outlining the purpose of the **Better Work Better Lives** campaign and seeking to widen support within the movement for it;
18. The Congress Secretariat presented and promoted the campaign at a range of third party seminars to which Congress had been invited to participate;
19. Engaged with the Lord Mayor of Belfast and have ensured that better trade union rights and rights to collective bargaining was included in Belfast City Council's **Rights for All** charter;
20. The theme of Mayday Rally 2018 was **Better Work Better Lives**;
21. We have promoted the campaign through a number of media platforms with opinion pieces in the Belfast Newsletter, the Belfast Telegraph, the Irish News, on local radio including BBCs' 'Good Morning Ulster' and the drive time show 'Evening Extra' as well as U105 and BBC Northern Ireland TV;
22. The NIC leadership met with Jeremy Corbyn MP and Leader of the UK Labour Party to outline the campaign and seek his support;
23. The NIC leadership also met the Prime Minister Theresa May and pressed the need for a Forum for Social Dialogue;
24. The NIC's Health committee organised a very successful demonstration in Belfast celebrating 70 years of the NHS whilst also demanding more resources for our public health system;
25. Representative of the NIC met with both the Irish Minister for Finance, Paschal Donohoe TD and the Irish Minister for Foreign Affairs, Simon Coveney TD outlining why Northern Ireland needs a Forum for Social Dialogue;
26. The NIC met with the Secretary of State to outline the requirement for a Forum for Social Dialogue for Northern Ireland;
27. The NIC met with the Permanent Secretary Andrew McCormick in the context of the issue of Brexit and its implications and outlined why a forum for Social Dialogue is necessary for Northern Ireland;
28. The campaign support and participated in a protest and rally around Stop Neighbourhood Renewal Budget cuts.

A range of other activities is planned for the remainder of 2019. It is clear with 30% of all workers in Northern Ireland now earning below the Real Living Wage of £9 per hour that realistic and pragmatic trade union policies are needed now more than ever to protect and promote the interests of workers and their families.

We must continue with the plan of activities in this campaign and seek to build a consensus within the movement and beyond as such a Forum for Social Dialogue in Northern Ireland is now necessary. It can be a powerful vehicle to address our concerns around low pay and insecure work, declining public investment and the 1% pay cap for public servants. We

will continue to put flesh on the bones of the 14 key policy areas to be ready to promote the interests of working people across Northern Ireland, whereby we in the trade union movement can come together and make a difference to workers across this society.

Public Engagement & Organisation

Reports on NI and ROI Committees that work collaboratively can be found in the relevant sections of this report, such as the Work of Congress Committees (Section 2, Chapter I - Industrial, Legislation & Strategic Organising) and in chapters on equality and education and training (Section 2, Chapter III - Equality, Social Policy and the Labour Market) and (Section 2, Chapter IV - Education & Training).

As the largest civil society organisation in Northern Ireland, Congress has engaged with elected representatives at all levels, from local councils to the Northern Ireland Assembly, the Executive, the Oireachtas and Westminster, in the many forums set up to address the economic and social crisis caused by austerity and political inertia.



Owen Reidy welcomes Jeremy Corbyn MP to NIC-ICTU office

All Party Group on Trade Unions

The Stormont Assembly All Party Group on Trade Unions (APGTU) meet to discuss socio-economic issues from both a trade union and political perspective in a collaborative environment resulting, where possible, in improved quality of life, economic growth and wellbeing for citizens of Northern Ireland.

We regret to report that the APGTU has been in abeyance since the collapse of the Assembly in January 2017.

Industrial Relations

Responsibility for employment law in Northern Ireland is devolved to the Assembly. As the Assembly is currently suspended there have been no industrial relations or employment law consultations in Northern Ireland since January 2017.

Prior to this date Northern Ireland was significantly ahead of Great Britain on employment protection legislation (EPL) partly due to the work of Congress. However, it is with regret that recent movements to improve EPL in Great Britain will not be mirrored in Northern Ireland due to the political deadlock.

NI Employment Relations Roundtable

The Employment Relations Roundtable (ERR) comprises a representative of the four lead employer organisations (Chamber of Commerce, Confederation of British Industry, Federation of Small Businesses and Institute of Directors).

The Roundtable is hosted and facilitated by the LRA and seeks to engage, advise and influence Government on all matters relating to employment/industrial relations.

In the Assembly's absence the ERR has concentrated on the Joint Declaration of Protection, developing a joint Industrial Relations skills programme, organising a conference in November 2019 (to promote the role of positive industrial and employment relations in the broader economic context) and the impact of Brexit.

The Joint Declaration of Protection is a commitment by employers and trade unions to promoting and maintaining good and harmonious working environments. It is supported

by a call for a fully resourced programme of action, comprising, among other things, an active communications strategy and training plans for making the declaration operational.

Private Sector Unions

In response to continuing job losses in the private sector, particularly in manufacturing, the NIC decided to bring together private sector unions to review the main issues affecting their membership, the overall conditions in the sector, and to consider joint actions to address the major problems facing the unions. The NIC-ICTU secretariat played a political role supporting USDAW's campaign against extending Sunday trading hours in Belfast shops.

Supported by NERI, the group is looking at trends in pay, inflation, jobs, productivity and future developments in the sector.

Under the *Better Work Better Lives* campaign the group is seeking to raise the issues of job losses in the sector, the need for an industrial strategy, employment protection legislation, skills development and other campaign policy asks can be raised directly with political representatives. The following unions are represented on this group: BFAWU; CWU UK; FSU; GMB; NUJ; SIPTU; UNITE; USDAW.

Industrial Disputes

The NIC supported and assisted affiliates in a range of industrial disputes and redundancy situations.

The NIC and Trades Councils also organised supportive rallies for workers in struggle against privatisation.



Bombardier workers at 2018 May Day parade

Education Trade Union Group



Education union activists at the 2018 NIC-ICTU BDC

The Education Trade Union Group (ETUG) is made up of teaching and support staff unions in the education sectors. It meets monthly and takes on a wide and varied programme of work. The ETUG shares information and develops a common strategic approach to issues affecting teaching and support staff unions and works on the implementation of relevant motions from the NIC ICTU Biennial Delegate Conference.

Over the period under review, the ETUG has met the Permanent Secretary of the Department of Education to demand inclusion in early stages of mooted 'transformation' of the department and the Education Authority.

The appointment of new EA Directors leading on Children and Young People's services, Finance, Operations, Education and Human Resources is changing how trade unions will engage in collective bargaining with the EA. All Directors have accountability on policy strategy and budgets and already we see the impact of the crisis in the Education budget evolving in these new structures. The ETUG continues to be an important policy advisory committee where support services and teaching staff jointly plan trade union policy and strategy responses on all major developments.

The ETUG organised a major survey of members on their experience of violence in schools. 1,427 members of Congress affiliated unions in Northern Ireland responded to the survey, which revealed that:

- 1 in 3 education workers experience physical abuse annually;
- 1 in 5 receive physical abuse once a week;

- 83% have been verbally abused in the classroom;
- 45% of verbal abusers are parents.

The report made the case that it is a reasonable expectation that schools should be safe places with robust mechanisms to protect all students and the teachers and support staff who work with them. The onus was placed on the employing authorities to ensure that reporting processes are functioning and utilised, and that action be taken to overcome the denial of the true scale of the issue.



Anne Speed, UNISON

NI Health Committee

The Committee lobbies on health policy and provides expert guidance on health issues to the Northern Ireland Committee. The composition of the committee is contained in Appendix V of this report.

The Committee led the preparations of a major



Health workers celebrate to NHS 70th Birthday



ICTU vice-President Alison Millar at the NHS Celebration

public march and rally in June 2018 to mark the 70th 'birthday' of the NHS, which was attended by thousands of health workers and service users.

The committee led a campaign to re-establish the Health Partnership Forum. The re-establishment of the Forum was welcomed by employers and unions alike. The Health committee called for this Forum to continue to meet, and meetings resumed in late 2018.

The committee have continued to lobby on the issues of workforce planning. For the previous two years, Health unions had warned the lack of focused and resourced workforce planning would lead to staff shortages which have now detrimentally impacted on delivery of service.

The Health committee was also tasked with carrying forward the intentions of a motion passed at the 2017 BDC calling for the unions

to help raise awareness of prostate cancer. Members of the committee were invited to participate in the European Men's Health Forum project that led to the production of a booklet for men on working with cancer.

May Day

Working with the Belfast Trades Council and the NIC ICTU Youth Committee, a vibrant programme was presented for May Day 2018 and 2019 which included a range of events such as concerts, talks and debates. Several thousand joined in the largest non-sectarian public procession in Northern Ireland and the biggest May Day event on the island.



May Day 2018

BME Migrant Workers

The Migrant Workers Support Unit (MWSU) was established in 2007 through funding from the Department for the Economy. The Unit's main aim is to pursue the implementation of Congress policies by working towards the elimination of racism, discrimination, exploitation and barriers in accessing services for migrant workers.

The Congress Belfast office operated a permanent Migrant Workers Employment Rights Centre as well as providing outreach clinics in other locations. The unit directly supported over 400 people per year and also ran advice centres, clinics and information sessions. From the initial contact with our organisation, migrant workers have been encouraged to join a trade union and a number of successful union organising campaigns had their origins in contact through the MWSU.

A range of publications and training sessions helped to challenge racist attitudes and break down barriers between migrant and other workers.

The MWSU had the strategic responsibilities of policy development and promoting protections for migrant workers. It lobbied government and was invited to participate in NGOs and state sponsored sub groups. The Unit worked with partners both locally and internationally in support of equality for migrant and minority ethnic workers.

Unfortunately, the MWSU closed in March 2018 due to the reallocation of resources by the funder, the Department for the Economy.

However, NIC ICTU, in partnership with Migrant Rights Centre Ireland, Ulster University and Community Intercultural Programme, successfully applied for Peace IV funding to run a project to develop a new model of labour market integration aimed at BME migrant workers particularly in the border area.

This new project *Crossing Borders, Breaking Boundaries*, funded under the European Regional Development Fund of the EU and managed by the Special EU Programmes Body (SEUPB), embraces many of the activities of the MWSU and aims to build positive relations with people from different communities and backgrounds.

All-Island & East-West Engagement

North/South Committee

The North/South Committee is comprised of members of the Executive Council and the Northern Ireland Committee. The membership of the Committee is contained in Appendix 5 of this report.

The purpose of the committee is to develop key North/South initiatives in relation to all-island socio-economic issues. The committee seeks to meet quarterly. Key issues the committee seek to address throughout 2017-19 included Brexit, Housing and public sector pay.

The Council of the Isles

The Council of the Isles is the annual meeting of the leadership of the trade union centres on these islands. It comprises the Trade Union Congress (TUC) of England, the Scottish TUC, the Welsh TUC, and the Irish Congress of Trade Unions. The Council of the Isles originated from Strand 3 of the Belfast/Good Friday Agreement

and discusses issues of mutual concern and examines areas of potential cooperation.

Meeting in London 15/16 March 2018

TUC

Frances O’Grady – General Secretary
Mary Bousted – Former President
Kevin Rowan – Head of Organisation and Services

STUC

Graham Smith – General Secretary
Satnam Ner – President

WTUC

Martin Mansfield – General Secretary

ICTU

Patricia King – General Secretary
Owen Reidy – Assistant General Secretary

Issues discussed included Brexit, precarious work, campaigns in each jurisdiction and why the trade union movement needs to embrace technology in how it communicates with members.

The Council of the Isles meeting took place in Dublin on 16/17 May 2019.



The Council of the Isles Meeting, 16/17 May 2019

Lyra McKee

2019’s Mayday celebration in Belfast was made all the more poignant soon after the callous murder of Lyra McKee, a young worker, a journalist, a proud NUJ member, and an LGBT activist. Her pointless murder is a reminder that we cannot take the peace process for granted and her life and murder must not be in vain. It also motivates us in the trade union movement, as the largest truly cross community civic society group in Northern Ireland, to stand up for peace, pluralism and diversity and all that is good about our society. Trades Councils marked their abhorrence in cities across the island, and Lyra’s NUJ comrades led NIC-ICTU’s commemoration to her life and work: *“It won’t always be like this. It’s going to get better.”*



May Day, Belfast 2019

III : Equality, Social Policy and Labour Market

Labour Market



Economic & Monetary Affairs Meeting
March 2019

Employment and Unemployment

During 2018 there was an annual increase in employment of 2.3% bringing total employment to 2,281,300. This compares with an annual increase of 3.1% in the year 2017. The increase in total employment in the year 2018 was represented by an increase in full-time employment of 2.7% and an increase in part-time employment of 0.5%.

The live register continues to fall with short term unemployment falling by 23% from 156,651 to 120,127 between December 2016 and December 2018, and long term unemployment falling by a third from 119,851 to 79,542 in the same period. Approximately 20% of the live register consists of people in casual and part time work. The numbers in this category fell from 59,908 in December 2016 to 41,751 in December 2018, a fall of 31.5%.

The widely unpopular JobBridge internship scheme was closed during the period under review. There was strong employer pressure for a replacement scheme which was opposed by Congress. The replacement scheme, Youth Employment Support Scheme was launched in October 2018 and focusses on long-term unemployed young people.

Activation Schemes

In January 2019 there were 52,208 people on activation schemes compared to 58,876 in January 2018, and 69,028 in January 2017. Community Employment and Back to Education Allowance account for more than 60% of scheme participants.

With the decline in the numbers on the live register, the training policy focus is shifting back to training for people in work. SOLAS is currently rolling out a new policy to focus ETB training on those in employment. This will be available through three strands to individuals whose skill level is below level 5 on the NFQ, to SMEs with limited capacity to identify skill needs of their workforce, and to industry sectors with particular skill needs arising from emerging vulnerabilities and opportunities. Congress continues to engage with SOLAS on this matter.

Expert Group on Future Skill Needs

Congress is represented on the Expert Group on Future Skill Needs which investigates and reports on the skill needs of particular sectors or regions. The group is supported by the skills and labour market research unit of SOLAS which produces reports on labour supply, including an annual skills bulletin, which informs policy decisions on the sectoral allocation of employment permits. Congress makes regular submissions to the Department of Business Enterprise & Innovation on the employment permit regime.

A presentation was made to the Oireachtas Committee on Business, Enterprise and Innovation on this matter.

National Competitiveness Council

The National Competitiveness Council (NCC) reports to and advises the Taoiseach on competitiveness issues facing the Irish economy. Its functions include the preparation of an annual report benchmarking the competitiveness of Ireland's business sector against the international peer countries, the preparation of an annual report outlining the main competitiveness challenges facing the business sector over the medium term, and the policy responses required to meet them.

During 2018 the Institute of Management Development and the World Bank produced reports that showed a decline of six places for Ireland's competitiveness in their respective ranking systems. This is leading to a growing focus by the NCC on costs including labour costs. The Congress nominees to the NCC have continued to argue for a greater emphasis on infrastructural investment and the need to tackle the cost of housing in particular.

In accordance with the European Council recommendation on the establishment of National Productivity Boards by Eurozone countries, the Government mandated the NCC as the body responsible for analysing developments and policies in the field of productivity and competitiveness in Ireland in March 2018. This is a significant change to the function of the NCC and its implications for workers will need to be kept under close review.

Social Policy

The Pensions Crisis

Congress has been to the fore over many decades in advocating for the introduction of second tier pension cover for all workers. In February 2018, the Government published a five year plan for pension reform, which covers the entire pensions landscape.⁹ While the plan is light on detail, the Government is currently engaging in a process of public consultation on the issue. Over 2018 Congress made three comprehensive submissions to respond to proposals which are listed in Chapter V of this

⁹ Government of Ireland (2018) *A Roadmap for Pension Reform, 2018 – 2023* <https://www.welfare.ie/en/pressoffice/pdf/PensionsRoadmap.pdf>

report and are available to view on the Congress website www.ictu.ie



Laura Bambrick, Congress
Social Policy Officer

Contributory State Pension

Government is changing the way entitlement to the Contributory State Pension is calculated.

Congress recognises the failings and unfairness with the current 'Yearly Average' method, and agrees in principle with the move to a 'Total Contributions Approach'. However, Congress rejects a number of the rules and conditions being proposed and is actively campaigning for amendments.

In particular, Congress has strong concerns for workers unfit or financially compelled to continue working beyond 65 years as a result of increases in the pension qualifying age to 66 in 2014, 67 years in 2021 and to 68 years in 2028.

While increases in the pension age are taking place in many countries, Ireland is currently on course to have the highest pension age in the OECD in 2028, yet we currently have the second lowest pensioner to worker dependency ratio in the EU27.

Congress has been firm in our position that Government is going too far, too fast and needs to reverse its decision to implement increases to the pension age.

Auto Enrolment

Less than half (47%) of all workers have a workplace or private pension to supplement their State pension – 90% of public sector workers, compared to 35% (one in three) private sector workers. The auto enrolment proposals

being introduced by Government provide for an earnings related retirement savings scheme to get low and middle income earners saving towards a financially secure retirement. Employers will, for the first time, be legally obliged to include workers in the scheme and to make a minimum contribution. Workers will also be required to contribute into their pension fund, and the State will top up the savings.

This new auto enrolment scheme will be in addition to, and is not to replace, the State pension. It will be rolled out from 2022–2027.

Congress recognises that the current voluntary approach to supplementary pension provision has failed to achieve widespread coverage, and agrees in principle with a move to auto-enrolment. However, we reject a number of the proposed features and we are actively campaigning for amendments. Our recommendations aim to deliver a fit-for-purpose scheme, one which workers can be confident will provide them with a decent income in their retirement.

Tax Relief on Pension Contributions

Government is reviewing the cost of pension tax relief on personal contributions to the Exchequer.

717,300 workers claimed pension tax relief in 2015, the latest year for which figures are available. As relief is provided at the marginal income tax rate of contributors, workers with annual earnings above €35,300 get relief at the 40% rate. The average annual earnings were €45,611 for a full-time worker. Any reduction in the rating of tax relief would adversely affect every worker earning above three-quarters of the average wage, which is a matter of grave concern for Congress.

Congress is calling for the value and mechanism of tax supports for pension savings to be effective, equitable and sustainable.

Membership Surveys

In Summer 2018, Congress conducted two online national opinion polls of trade union members.

The first was a survey of 1,500 members under the age of 34. We asked about their housing

costs to demonstrate the impact of the housing crisis on a generation sandwiched between high housing costs and low wages.

The findings revealed feelings of frustration, insecurity and despondency amongst young workers with their housing situation. Over half (54%) of respondents struggled to cover their housing costs and had to borrow or sacrifice another basic needs, such as food or heating, in order to pay their rent in the past year. The vast majority (74%) had little or no confidence in being able to buy a home in the future.

The second was a survey of 1,000 trade union members on their pre-school childcare costs which captured the impact of government underinvestment in early-years education and childcare on working families. This allowed us to take a detailed look at the implications of what many parents describe as ‘a second mortgage’.

Our findings on high childcare costs and the number of families struggling to cover them will surprise few parents. Childcare is one of the top two out-of-pocket costs for over two-thirds (71%) of working families. Over half (56%) have worked fewer hours in the last year because childcare costs are too expensive to make it affordable to work full-time or overtime.

Congress has used the stark findings from these two surveys to keep pressure on the Government to take action on the housing crisis, and to strive for access to affordable quality child care for families and improved pay and conditions for workers in the sector.

The Social Insurance Fund

While Government is simultaneously making it more difficult to qualify for the full-rate contributory State pension and increasing the qualifying pension age to 68, claiming that the Social Insurance Fund is unsustainable; Budget 2018 and Budget 2019 have provided for the extension of the range of contributory benefits to the self-employed - Invalidity Pension, Jobseeker’s Benefit, Treatment Benefit, Paternity Leave and Paternal Leave – without a corresponding increase being imposed in their PRSI contributory rates.

The self-employed pay a 4% PRSI contribution rate compared to 14.95% paid in respect of PAYE workers. Even before the benefits of Budget 2019

come into effect, the self-employed have access to 80% in value terms of contributory benefits.

Congress has successfully highlighted this unfairness in the media and is actively calling on Government to reverse the increases to the State pension age, and commit to engaging with the trade union movement on steps to address the challenges of population ageing and the financial sustainability of the Social Insurance Fund.

Abolition of the Reduced VAT Rate Subsidy

The Congress Pre-Budget Submissions for Budgets 2018 and 2019, again included calls for the abolition of the ‘temporary’ reduced 9% VAT rate for the hospitality sector. This was originally introduced in July 2011 with the claim at the time that it would boost employment levels in the sector.

A 2018 Revenue Commissioners study found that while it had helped to create around 4,000 jobs over 2011-2012, it did not seem to have had any impact in later years; and it had cost €2.7 billion in tax foregone by the end of 2017. 2018 Department of Finance research also found that the subsidy was regressive and firms that benefited most did not seem to have used the higher profits generated to invest in productivity improvements.

The Government eventually abolished the subsidy in Budget 2019. Congress described this move, which wasn’t supported by most opposition parties, as ‘undoubtedly a step in the right direction’.

Flat Rate Expenses Review

The Revenue Commissioners contacted a number of affiliates during 2018 as part of a review of flat rate expense allowances. These range from €21 a year for hotel kitchen porters (i.e. amounting to a potential tax deduction of €4.20 for a worker paying at the standard rate), to €2,476 for members of the RTE orchestras (i.e. amounting to a total potential deduction of €990.40 for a worker paying at the higher rate). The uptake of these allowances has remained relatively stable over recent years - 550,200 claims costing €81.5 million in 2016 and 545,600 costing €85 million in 2017.

Congress set out its concerns about the potential impact of this review, particularly for low-paid workers, in October 2018. In November 2018, the Taoiseach announced that any changes arising from the review would not now be implemented until January 2020 at the earliest.

National Risk Assessment 2018

Congress participated in the Department of the Taoiseach’s 2018 consultation on the draft National Risk Assessment 2018, published in May 2018. This sought to address strategic risks over the short, medium and long term.

The Congress response highlighted the risks posed by inequality, precarious employment and the draft report’s entirely negative treatment of wage growth. Factual inaccuracies identified by Congress in the draft report were corrected in the final version which was published in July 2018, although Congress’s more substantive comments do not seem to have been incorporated.

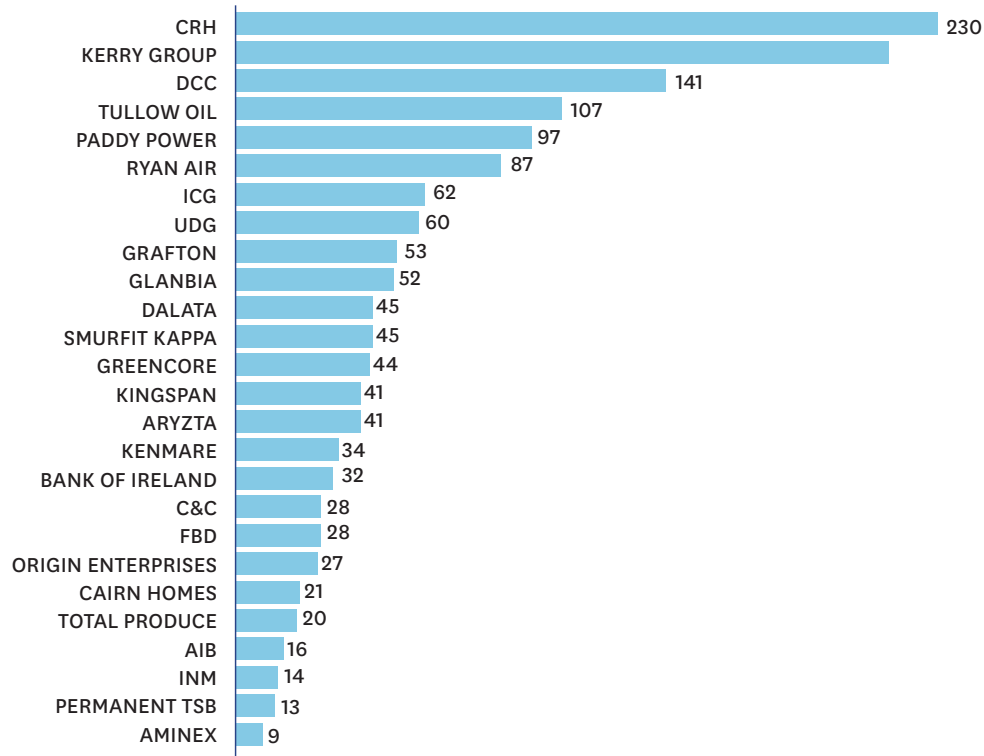
CEO Pay

Congress has continued to raise the issue of pay inequality through their publication of *‘Because We’re Worth It – The Truth about CEO Pay in Ireland’*. This research was first published in January 2017 with two subsequent updates produced in January 2018 and January 2019.

In the research published in January 2019, analysis showed that the upward trajectory of CEO pay continues unabated. According to the research the average pay for Irish CEOs in 2017 audited accounts increased at a rate of 6% per annum, with total individual remuneration packages amounting to as much as €8.6 million per year. CSO figures put the average earnings in 2017 at €37,646.

The following graph demonstrates the number of years it would take the average worker to earn what the CEO in each of the companies researched would earn in one year (2017).

Chart 1 : Number of Years for Average Worker to Earn what CEO Earned in one Year (2017)



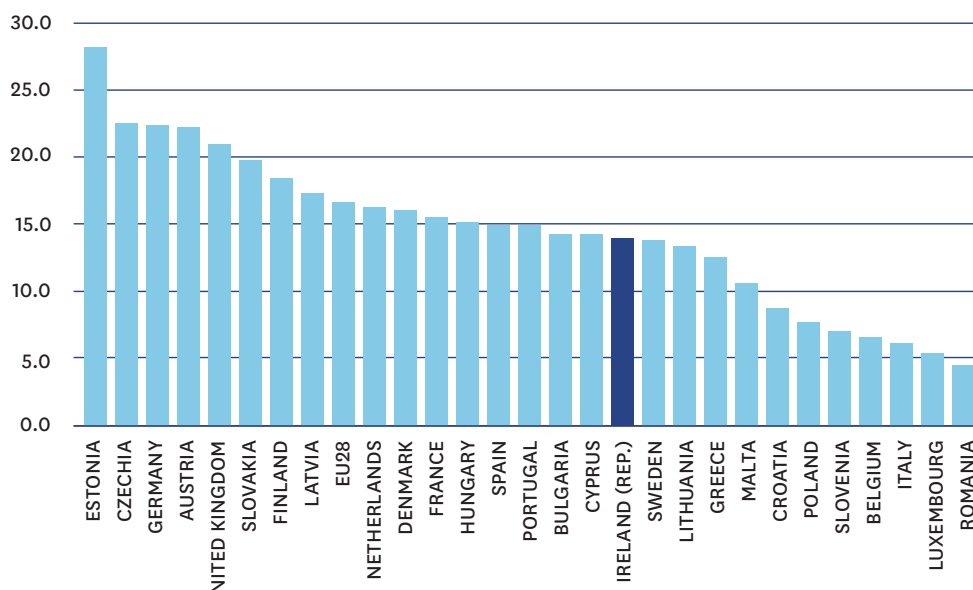
ROI Equality

The work of Congress on gender issues was carried out in consultation with the Women’s Committee and affiliate trade unions across a range of issues.

Gender Equality in the Labour Market

The chart below shows the gender pay gap across the EU in 2014.

Chart 2: Gender Pay Gap Across EU in 2014



Action is needed to better monitor and understand the gender pay gap and identify sectoral and enterprise specific areas where follow-up is required.

Congress liaised with affiliates regarding the public consultation on the Gender Pay Gap with a view to coordinated submissions for October 2017. Trade union submissions are all available on the Congress website and include calls for more collective bargaining, improvements in family leave, more women in STEM subjects and mandatory gender pay gap reporting for companies. Congress subsequently followed up the submissions by meeting IBEC and the Minister for Justice and Equality to explore common ground.

We worked jointly with the National Women's Council and participated in a national consultation meeting in January 2018. In November 2018 Congress presented to an Oireachtas Committee regarding the Government's Gender Pay Gap reporting scheme for a Bill, and the Committee Report took onboard some of our suggestions, including that the Bill:

- Reduces the threshold for public and private organisations to 10-15 employees;
- Provides for voluntary reporting by smaller companies;
- Specifies the reporting timescale for all affected organisations;
- A range of employee categorisation, including by job classification as well as quartile reporting;
- Includes part-time workers;
- Provides for specific fines in order to increase certainty and transparency and to ensure greater compliance;
- Requires employers to provide a narrative or contextual statement alongside their gender pay statistics;
- Requires the establishment of a publicly accessible website to record gender pay gap data and information.

On International Women's Day 2019 the Government announced that the reporting requirement will apply on a phased basis,

beginning with employers of more than 250 employees, then reducing to employers of more than 150 employees, and then to employers of more than 50 employees. It will include both full-time and part-time employees and will extend to bonus payments and benefits-in-kind.

Reconciling Work and Family Life

Congress continued to work with the Women's Committee, the ETUC and other civil society organisations in order to improve work-life balance. This included advocating for more affordable quality childcare and enhanced paid family leave.

The Government launched a *Whole of Government Strategy for Babies, Young Children and their Families* in late 2018 which aims to deliver change for working families. It encompasses some of the agenda pursued by Congress including the confirmation of the planned introduction of paid parental leave, which will see the gradual introduction of a non-transferable (between parents) paid parental leave, initially of two weeks, in the first year of a child's life, rising to seven weeks parental leave over a three year period from late 2019. This will be further improved by the provisional agreement between the European Council and Parliament on a new Work Life Balance Directive which includes:

- 10 days paid paternity leave (already introduced in Ireland in 2017);
- 2 months paid parental leave (an extra week in addition to Minister Doherty's announced changes);
- And the right to request flexible working.

This scheme will in effect mean that parents would have up to 42 weeks of some form of paid leave during the first year of a child's life. It will enhance families' ability to reconcile work and family life and enable fathers to play a more active role in family responsibilities. Congress has long held the position that such arrangements should cover the full first year of a child's life and notes that the proposal as planned falls short of this by some 10 weeks.

Early Childhood Care

Early childhood care and education (ECCE) has received much public attention in recent times. From a haphazard and poorly coordinated private service offering a mixture of adapted for-profit facilities in people's homes to more commercially-run centres with accredited staff and ancillary services including after-school care, the system of ECCE has grown in an unplanned and uneven way. The main problem confronting parents is cost: the service is expensive by international standards reflecting the relatively low level of public subvention in spite of significant recent funding provisions (with some announcements in Budget 2017 in the Republic stalled or delayed).

What is required is a national service with proper levels of staffing, accreditation, accompanying facilities suitable for young children and meaningful levels of inspection and accountability.

Congress will continue to pursue improvements in these areas through our participation in the LEEF subgroup on Early Years Care and Education, chaired by Minister for Children and Youth Affairs.



Sheila Nunan, Patricia King, Minister of State David Stanton TD, Emily Logan IHREC Chief Commissioner & Kevin Duffy (Author of Equality Guide) at the Launch of the Equality Guide 2017

Other Equality Initiatives

- As part of the Congress Friday Briefing series we hosted a briefing for affiliates on the introduction of the new National Childcare Scheme due to be introduced in Autumn 2019;
- We continue to pursue our gender equality agenda through participation in regular meetings of the National Strategy for Women and Girls Implementation Group, and we liaised with other civil society organisations represented on that group;
- Congress published the *Guide for Trade Unions on Employment Equality Acts 1998-2015* which was launched in November 2017;
- Congress campaigned strongly and coordinated trade union participation in the Referendum on the 8th Amendment;
- There was great trade union participation in the Dublin Pride March in June 2018;
- Congress continues to pursue the broad equality agenda under the guidance of the Women's Committee and the Disability Committee.

NI Equality

The following is a report on the work of the Equality Committees in pursuit of our objective for the creation of a fairer and more equal society.

Equality & Human Rights Sub-Group (EHRSG)

The EHRSG is a sub-committee of the NI Committee which extends its membership to the chairs of the NIC's self-organised groups, equality officers of affiliated unions and trade unionists on the enforcement bodies. The EHRSG's function is to develop, on behalf of the Northern Ireland Committee, a strategy on equality and human rights, and to co-ordinate Congress lobbies, relations and negotiations with Governments, enforcement agencies and others on equality and human rights issues.

Human Rights Consortium

Congress is a member of the Human Rights Consortium which brings together nearly 200 NGOs, trade unions and other groups to campaign for the full implementation of the

Belfast/Good Friday Agreement, in particular for a strong and inclusive Bill of Rights for Northern Ireland. The Human Rights Consortium meets on a bi-monthly basis.

Equality Coalition

Congress is a member of the Equality Coalition which is a broad alliance of non-governmental organisations whose members cover all the categories listed in Section 75 of the Northern Ireland Act 1998 ('s75'), as well as other equality strands. It was founded in 1996 by community and voluntary sector organisations and trade unions.

The Equality Coalition continues to provide a forum for unity between all sectors when campaigning for equality, while allowing for the diversity of its members' work and views. It has regular engagements with Government and the enforcement bodies.

ROI Women's Committee



Joint Women's Committee 2019

The Committee meets on a monthly basis to discuss a range of issues and events, including the annual conference and seminars. The composition of the Committee is contained in Appendix 5 of this report.

In September 2017, 200 delegates from trade unions across the island attended the Congress Joint Women's Seminar held in Portlaoise. The theme of the seminar was inclusive economic growth and included a major focus on the gender pay gap.

The Women's Conference took place 13/14 June 2018 in Enniskillen and included motions on a range of gender equality related topics, including the development of a leadership

programme by Congress. This was further discussed at the Women's Seminar held in Newcastle in March 2019 where delegates held detailed discussions on what should be included in such a programme. This programme is in development at time of writing.

The seminar in Enniskillen also included an address by Ailbhe Smyth of the Together for Yes campaign, fresh from the historic referendum result that repealed the 8th Amendment to the Constitution and paved the way for women's reproductive rights to be respected in the Republic of Ireland.

The trade union Women's Council of the Isles was held in CWU Head Office in Dublin in September 2018 where trade union centres, Women's Committees and Officers exchanged information and views on topical issues they are currently facing including the gender pay gap, mental health in the workplace and the menopause.



Women's Conference 2018

NI Women's Committee

A Work programme based on the motions passed at the 2018 Women's Conference, the 2018 NIC ICTU Biennial Conference, and the 2017 ICTU Biennial Conference was adopted by the committee.

Priority issues were identified as:

- Highlighting the issues affecting women in the workplace including insecure work, gender pay gap, and workplace harassment;
- Tackling violence against women, including domestic violence and abuse, human trafficking and combatting sexual harassment at work;
- Campaigning for reform of legislation on reproductive rights, including abortion;
- Highlighting the disproportionate impact of austerity on women and supporting gender budgeting;
- Campaigning for a comprehensive, affordable childcare strategy.

As outlined above, the major initiatives of the Women's Committee during the period were the organisation of a National Women's Conference in 2018 and National Women's Seminar in 2019, as well as participation in the Women's Council of the Isles, an initiative that brings together the TUC, STUC, WTUC and ICTU Women's Committees on an annual basis.

The Women's Conference 2018

As previously mentioned the Women's Conference took place in Enniskillen in June 2018 and had the theme of *Better Work Better Lives for Women Workers*. Some 170 delegates gathered to debate 21 motions relating to Women and Work, Women in Unions and Women in Society. Guest speakers included Dr Caitriona Crowe who spoke about the Centenary of the Representation of the People Act which extended the vote to include some women. Fringe meetings were held on topics including Women and Precarious Work, Abortion as a Workplace Issue, Sling the Mesh and the Women's Pledge.

The Women's Seminar 2019

The Women's Seminar took place in Newcastle, Co Down in March 2019. The theme of the seminar was *Women's Leadership in Work and in Society – Challenges and Opportunities*. Some 150 delegates gathered to listen to keynote speakers including Chidi King, Director of Equality at the ITUC and Esther Lynch, Confederal Secretary with the ETUC.

Women's Council of the Isles

Members of the Committee participated in the Women's Council of the Isles meetings in 2017 and 2018.

In 2017 the Council of the Isles took place in Cardiff with a particular highlight being the visit to the National Assembly for Wales. In 2018, the Council of the Isles took place in Dublin and included presentations from the Congress Assistant General Secretary on Brexit, from the TUC on stereotyping and violence in work, from the Wales TUC on hidden disabilities and gender, and from Congress on the gender pay gap and abortion as a workplace issue.

International Day for the Elimination of Violence against Women – November 2018

As part of ongoing work to establish domestic and sexual violence as a workplace issue, the Northern Ireland Equality Officer participates in a Strategic Advisory Group to the Departments of Health and Justice. Lobbying by Congress has ensured that this issue has been included in annual action plans overseen by the Departments.

A task and finish group to redraft guidelines for employers on workplace policies was established and Chaired by the Northern Ireland Equality Officer. The resultant Guidelines were published in Autumn 2018 and launched at an event in Belfast City Hall to mark the International Day for the Elimination of Violence against Women and the 16 days of action campaign. Speakers from a range of trade unions and statutory agencies spoke at the event. Congress is now working with a range of affiliates and the Equality Commission for Northern Ireland to promote the Guidelines to employers, particularly in the private sector.

Campaign for Reproductive Rights and Choice

The legislation in Northern Ireland on abortion is amongst the most restrictive and carries some of the harshest criminal penalties in Europe. Under this legislative framework, women are forced to make unbearable decisions about their reproductive health, often in very tragic circumstances. The move to fund women from Northern Ireland to travel to England for terminations does not address the lack of choice for women who are either not in a position to travel or who wish to receive medical treatment at home, surrounded by their families and loved ones.

Congress and the TUC jointly wrote to the British Prime Minister seeking that the UK Government act to remedy breaches of International Human Rights Treaties, and requesting that they fulfil their duties as the responsible state party to ensure the availability of abortion services for women in Northern Ireland.

Congress submitted a response to a call for evidence by the Women and Equalities Select Committee on abortion in Northern Ireland, and subsequently participated in a round table discussion co-ordinated by the Committee. Congress continues to work closely with allies in civil society including Alliance for Choice and has supported and promoted their work.

Abortion as a Workplace Issue

In 2017, several affiliated unions including UNITE, GMB, UNISON, MANDATE Trade Union and CWU Ireland commissioned the Ulster University to do an Independent research project on Abortion as a Workplace Issue. The research surveyed some 3,180 trade union members across both jurisdictions and found that:

- 61% agreed / strongly agreed with the statement that the current restrictions on abortion access were cruel and inhumane;
- 85% stated a woman should not be arrested and prosecuted for having an abortion;
- 19% had direct experience of abortion as a workplace issue.

The report concluded that this is a crucial issue for contemporary society in Northern Ireland and the Republic of Ireland. As the trade

union movement is the largest civil society organisation in Ireland, North and South, comprising over 700,000 individuals, 52% of whom are women, unions have a responsibility to help inform wider societal views on abortion, abortion access and legal reform.¹⁰

Menopause and the Workplace

The Women's Committee devised a survey on the effects of the menopause on the workplace which was circulated to all affiliated unions in Northern Ireland, and nearly 2,500 responses were received.

Key findings from the survey included:

- 49% of respondents said that the menopause had been treated as a joke in their workplace;
- 28% said that the menopause had been treated negatively.

Congress is now working with the Equality Commission to draft a workplace policy which can be adapted by unions and employers. Pilot training is also being considered.

The Women's Committee continues to be represented on a range of committees and groups including the Northern Ireland Women's European Platform (NIWEP) Women's Policy Group; Belfast Area Domestic and Sexual Violence Partnership; Northern Ireland Women's Budget Group; Equality Coalition, Human Rights Consortium and Strategic Advisory Group on Domestic and Sexual Violence and Abuse Strategy.

Challenging the Two Child Tax Credit policy

A major focus for Congress during this period was working with allies to challenge the 'Two Child Tax Credit' policy.

In 2016, the Conservative Government passed a law that made sweeping changes to the welfare system. One of those changes was to restrict child tax credits to only the first two children in a household.

Affected are low or no income families with more than two children, if any of those children

¹⁰ The full report can be accessed at https://www.ictuni.org/publications/tu-abortion-report-oct9_final_edit/

are born after 6 April 2017. Any family usually entitled to child tax credits (soon to be the ‘child element’ of Universal Credit) will no longer get those tax credits for their third or subsequent child. The cap is estimated to put an extra 200,000 children below the poverty line by the time it is fully rolled out.

Among the most controversial aspects of this policy is the so called ‘rape clause’ whereby a person can claim for a third or more children if they can prove that the child was conceived as a consequence of rape or while in a coercive controlling relationship – this has been labelled the ‘Rape Clause’. The consequences for women and children of this ill thought-out policy are obvious but there are also implications for workers – health professionals who may be forced to report a woman to the police if she discloses that she has been raped while in the process of making a claim for tax credit.

Campaigning for Universal Affordable Childcare

Congress is supporting a major civil society campaign, *Childcare for All* which brings together NGOs and childcare organisations with women’s organisations and trade unions to campaign for accessible, flexible and high quality childcare.

In Northern Ireland, parents and care providers face crippling childcare costs. A recent report by Employers for Childcare in Northern Ireland indicates that for a family with two children in full-time childcare the costs can be as much as £16,432 per year; whilst the average full-time childcare place now costs £158 per week, a £2 increase on last year’s figure. Despite this, there is still no strategic childcare plan for Northern Ireland.

Congress will continue to call on the Northern Ireland Executive to introduce legislation which lays out a statutory requirement to ensure that there is sufficient childcare in place, and that parents are provided with appropriate advice and information on childcare.

Equality and Employment Law Seminar Series

Congress is pleased that the popular Equality and Employment Law seminar series continues to be offered with support from the Equality Commission for Northern Ireland and the Labour Relations Agency. The seminars run approximately 15 times a year. A full list of seminars and further details can be found at www.ictuni.org.

ROI Disability Committee



Disability Committee Members North & South at the Disability Seminar 2019

The Disability Committee met regularly during the period under review and the membership of the Committee can be found in Appendix 5 of this report.

Among the initiatives taken during the period was the Disability Seminar held in Portlaoise in February 2018 which was addressed by the Chair of the Comprehensive Employment Strategy Implementation Group (CESIG). Congress hosted a blog in advance of the seminar.

The Committee met with the Minister for Disability in March 2018 and raised a range of issues in relation to barriers to people with disability obtaining and retaining employment. Among some of the key issues raised were:

- Committee members welcomed the agreement to ratify the UN Convention on the Rights of People with Disabilities (entered into force in April 2018) and expressed concern about the fact that the Government had chosen not to sign the optional protocol (which allows people to bring complaints to the UN);

- The urgent need for a new transport support scheme to replace the axed Mobility Allowance;
- The Minister informed us that the taskforce on personalised budgets had completed their work;
- The Nano Nagle case was raised with the Minister (a case which is of grave concern to the movement because of the possible implications on the obligations of employers to provide reasonable accommodation to people);
- The Minister informed people about the recent launch of the Ability Programme and encouraged trade union participation in the Make Work Pay consultation.

The 2019 Disability Seminar was held in Belfast in February and had a major focus on the issue of mental health. Anxiety and stress has now become the second most common reason for sickness across the workforce as a whole, totalling 30% of all absences, and the seminar focussed on breaking the stigma of mental ill health in a workplace context, as well as exploring how workers can be supported and what can be done when work becomes a source of ill health.



Guest Speakers Disability Seminar 2018

NI Disability Committee

The membership of the NI Disability Committee is contained in Appendix 5 of this report.

The Committee is represented on various external groups including All Party Group on Disability at the NI Assembly; The Employment for People with Disabilities Advisory Group convened by the Department for Employment and Learning; The Welfare Reform Group convened by the Law Centre NI; and The Trade Union Disability Alliance (TUDA).

As outlined above, the Committee has jointly organised seminars in Belfast (2019) and in Portlaoise (2018), dealing with topics such as the UN Convention on Persons with Disabilities, autism awareness as well as working to ensure that people who are disabled can access decent jobs and careers. In 2019, the seminar focused on the theme of *Supporting Mental Health in the Workplace*. Guest speakers included the Equality Commission, Advice NI, the Department for Communities and others.

The committee has raised serious concerns over the issue of the 'universal credit', and new regulations around Incapacity Benefit and the removal of those who have previously been awarded the benefit.

Congress responded to a number of consultations during this period with input from the Disability Committee. These included:

- Improving the job prospects and working careers of people with disabilities in Northern Ireland;
- Developing an Accessible Transport Strategy 2025.

In relation to the employment strategy, we welcomed the supported employment approach to securing and maintaining employment and welcomed the adoption of this model. However, we expressed our concern that changes to the welfare and social security system will impact disproportionately on disabled people and their families. Congress urged the Department to ensure that the work opportunities available for disabled people have inbuilt flexibilities that allow people to work without it affecting their benefit – for example the 16 hour rule.

NI LGBT Committee

The membership of the NI LGBT Committee is contained in Appendix 5 of this report. Since 2017, Committee members participated in the annual Pride events in Belfast, Foyle, Newry and Dublin; attended Outburst Queer Arts Festivals; and International Day Against Homophobia and Transphobia (IDAHOT) week.

The Chairperson represents the Committee on the LGBT Consultative Forum, the Trans Forum, and IDAHOT Planning Committee cementing the links between the Trade Union movement and the LGBT Sector organisations.

The Committee continues to help develop relationships within and between affiliates and organisations within the LGBT community and has worked hard to raise awareness and effect change for all LGBT members.

Campaign for Marriage Equality

Congress and Trade Unionists for Civil Marriage Equality played a proactive role in the May 2015 Referendum on Civil Marriage Equality in the Republic of Ireland. The Congress Executive Council took a very visible position at key points during the campaign and affiliated unions played a pivotal role in helping to win the Referendum.

Following on from the Yes vote, Northern Ireland is the only part of the UK and Ireland which does not have full civil marriage equality. Building on the momentum of the positive vote, Congress joined with Amnesty International and the Rainbow Project and called for a rally in Belfast in June 2015. In an unprecedented outpouring of public support on this issue, an estimated 20,000 people took to the streets of Belfast to call for the introduction of same sex marriage.

However, despite widespread popular support, moves in favour of introducing legislation in Northern Ireland continued to be blocked in the Northern Ireland Assembly by political parties using the petition of concern mechanism. Love Equality organised a second mass rally in Belfast in July 2017 two days after a Talks Deadline was scheduled. Thousands turned out to listen to campaigners and supporters speak about marriage equality.

Given the collapse of the Northern Ireland Assembly, Love Equality has been focused on calling the UK Government to legislate to rectify this injustice. Meetings between the Campaign and a number of high profile Irish Government and UK Government Ministers have taken place during this period.

IV : Education & Training

Training Courses



Participants on Employment Law Course
Oct 2017

Industrial Relations Courses

The primary focus of our training programmes remained on courses designed to prepare union officials to take cases through the Workplace Relations Commission and the Labour Court. Both the WRC and the Labour Court continued to provide valued support to our training programmes.

In 2017/18, a series of one day courses were offered in taking Industrial Relations cases to the WRC and Labour Court. A two day course was developed with the tutor team (Kevin Duffy and Michael Halpenny) on employment rights issues, and six of these courses were offered in 2017/18.

The quality and content of these courses, all of which were subject to evaluation, was consistently rated very highly by participants. However, it became clear that additional time was needed to adequately cover the material dealt with in the training. Accordingly, the programme of training rights course for 2018/19 was extended to three days and this has received very positive feedback.

It has been an important element of the success of these training courses that the team involved has been acutely aware of the need to respond to participant and other feedback. The courses have therefore been characterised by progressive development designed to optimise the learning experience for participants.

It is important also to acknowledge the significant contribution of the Labour Court in particular. An essential element of the training approach has been the development, in teams, of a submission to the Court based on a case study for each of the areas dealt with in the training. This submission then forms the basis for a Mock Hearing of the Court. This is an ‘as near to life’ experience as possible. A full division of the court considers the case, with participants taking on roles as protagonists and witnesses. The Court members provide feedback at the end of the session. Court members have been extremely generous in providing their time to read submissions, and in preparing for and participating in a full hearing. It has been, without doubt, one of the most significant elements of the training programme for participants.

An introductory *Employment Rights Cases Essentials* course, which is run over two days, has also introduced a visit to the Labour Court as part of the training approach, with participants having an opportunity to sit in on ‘live’ cases which demonstrate elements of their classroom-based learning. These accompanied visits - the group attends with a tutor - have proved to be very popular and productive.

The advanced three day course introduced in 2018/9 had three variants with separate courses being offered on:

- Employment Equality legislation;
- Unfair Dismissals;
- Transfer of Undertakings.

Both printed and on-line versions of a programme of training for union officials were published and circulated in Autumn each year¹¹.

¹¹ Course offerings are published to the training portal at www.ictu.ie/unionlearning

Congress/SIPTU Certificate in Business Studies (Trade Union Studies)

This joint Congress/SIPTU course consists of six modules and is delivered on a two year cycle. This is an advanced course and is accredited at Level 6 by QQI with a value of sixty (60) credits. Successful completion of the course earns the award of a Certificate in Trade Union Studies, awarded through the National College of Ireland.

The modules of the course are delivered on the basis of three terms per year with one module being delivered each term. Each module typically takes one class per week for ten weeks; classes are offered one evening a week. The six modules covered are:

- Safety, Health and Welfare at Work;
- Human Resource Management;
- Equality and Diversity;
- Introduction to Irish Employment Law;
- Collective Bargaining and the Theory and Practice of Negotiation and
- Introduction to Economics.

Learners can join the course with any module and then continue through the cycle for the major award. The number attending modules were as follows:

Table 5: Numbers attending Certificate in Business Studies (Trade Union Studies)

Venue	Jan 2017	Jan 2018	Jan 2019
Dublin	31	30	28
Waterford	8	9	9
Cork	15	15	15
Limerick	11	16	13
Galway	13	8	11
Sligo		10	12

A majority of the learners are from SIPTU, with participants also from ASTI, CONNECT, CWU, ESU, FÓRSA, Mandate, POA, and UNITE.

Health & Safety in Education

At the request of teacher unions in the Republic, based on an initiative by INTO, Congress devised a short training course designed for those who

might take on the role of safety representatives in schools.

Training events took place in Dublin, Cork, Galway, Sligo and Kilkenny with representatives from INTO, ASTI and TUI attending. The events were well attended and attracted very positive feedback.

Project Management & Corporate Governance Courses

A number of other training initiatives took place during the period. These included the provision of corporate governance training for the Boards of the Congress Centres Network, a three day Project Management Course for activists involved in the One Cork initiative and Finance and Accounts training for union officials. Congress also participated in and supported a range of training events organised by affiliates.

European Trade Union Institute (ETUI)

Congress continued its participation in the training programmes offered by ETUI and nominated participants from a variety of unions to attend a range of training courses.

Congress hosted the ETUI's Young Leaders programme in 2017. Participants included four Congress nominees (from UNITE, PSEU, MANDATE and FÓRSA). The training was held in the CWU conference centre.

The Pedagogical Committee of ETUI oversees the work of the Education Department and Congress is represented on this committee.

A new online learning platform has been initiated and a first course on European Works Councils has been delivered, and Congress has nominated people to participate in training organised by ETUI in this area.

Congress Centres' Network

The Congress Centres Network (CCN) has continued to encounter difficulties during the course of this reporting period.

Following difficulties in securing Department of Social Protection contracts to continue their Community Employment schemes, both the

Limerick and Galway Centres closed down in late 2017.

Arrangements were made to transfer CE participants to other schemes and the respective Boards dealt with trying to arrange an orderly closure of the companies running the respective centres.

Unfortunately, the Wicklow Centre for the Unemployed in Bray was also obliged to close in March 2018, while the Tallaght Centre for the Unemployed closed in March 2019. The North Leitrim Centre has decided to amalgamate with another local CE scheme.

These four centres were long-standing members of the network and all had a very strong trade union culture and tradition. Their boards and coordinators made a significant contribution to assisting the unemployed and the vulnerable in their areas and their closure represents a sad loss to the trade union movement.

Despite these difficulties, the network has continued to operate as an effective support for the vulnerable and marginalised in our communities, with quiet work helping the unemployed and others.

Quality & Qualifications Ireland

Training continues to be a key service offered by many of the Centres. In 2018 twelve of the Centres agreed to cooperate in developing a single training entity to oversee the re-engagement with QQI in an initiative that paralleled work undertaken by a number of affiliated unions in this area.

Congress was also asked to participate in a Stakeholder Forum which has been set up by QQI. Congress has made representations for providers in the C&V sector who are not sufficiently well-resourced, either financially or in terms of expertise, to deal with some of the more complex requirements arising from re-engagement as certifying training providers. This work has also involved meeting with ENQA, the European-level organisation overseeing qualifications, in giving an overview of issues in Ireland pertaining to their work.

Congress is also represented on the National Executive Council of the INOU and continues to contribute to the work being undertaken

to support the unemployed and those in vulnerable employments.

CSCS/QSCS and SafePass Schemes

Following on from the Bearing Point Report commissioned to examine the future of CSCS/QSCS and SafePass schemes in the construction sector, SOLAS published proposals for a reorganisation of these training schemes. The report caused major concerns and the HSC and the Construction Industry Committee liaised to formulate their response.

Meetings took place with the senior management of SOLAS, which has now reconsidered the direction on some of its initial proposals. At time of writing the situation is still under review as SOLAS management develop new proposals for the future of these training schemes.

People's College



People's College 70th Birthday

The People's College celebrated its 70th Anniversary in the Hugh Lane Gallery on the 9 November 2018, and the occasion was marked by the attendance of the Minister for Communications, Climate Action and Environment, and the President of the Irish Congress of Trade Unions.

The College celebrated the 25th Anniversary of our College Choir and Debating Society in 2018, both of whom continue to represent and promote the College at home and abroad. The Drama Group is developing steadily and puts on sketches and plays in the Teachers' Club Theatre each year. The Student Committee, who organise social and cultural events for College

members, continues to play a key role both as a support to the College administration and in representing the views of the student body.

The College has developed over the years. When it began in 1948, it had 105 members with a choice of four subjects – Visual Arts, Economic History, Literature and Music. The total budget (income and expenditure) was 156 pounds and 6 shillings. Today, the College has over 1,000 students and offers over 60 courses, including courses in Modern Languages, Crafts, Art & Music, Political, Social, Cultural & Environmental Studies and Personal Development & Social Skills.

The College has endeavoured over the past two years to promote its courses amongst a wider audience, and in 2018 some 60% of enrolments were new students. The College attracts young students from abroad to learn our language and other languages too. The Irish class is very popular and comprises a variety of international students including French, German and Polish.

Since the last Biennial Report, the College has maintained its position as a key provider of opportunities for lifelong learning for its members – trade unionists, their families and the general public. It is inclusive in its appeal to all age groups and we have members as young as 60 years of age coming to learn and improve their digital and computing skills. It is well known that maintaining an active mind is essential to good general health and well-being, especially in the area of mental health.

Although, enrolments have remained stable during the period under review, the College has experienced a drop in funding and hopes to turn this around by establishing new relationships and improving communication with both affiliated and non-affiliated partners.

The priority for the next two years will be to address the challenges of securing additional sources of funding and growing the student base. This will allow the continued promotion of the principles and activities enshrined in the Constitution, aimed at providing students with the learning opportunities required in an increasingly difficult and changing world.

The College is hosting a stand at the Congress Biennial Conference in Dublin this year, and

aims to build new relationships to ensure the People's College continuing support of the training and education of union members in Ireland.

NI Education

The Trade Union Education Programme

The NIC ICTU Education Programme is a vital resource for all trade union officials, representatives and members. It provides a forum for trade unionists to come together to develop their knowledge and skills, and learn from the experience of others. Over 1,000 learners participate in the training and seminars offered by NIC ICTU each year.

The programme contains pathways for union officials, representatives, health and safety representatives, equality representatives, union learning representatives and offers progression routes resulting in awards, certificates and diplomas accredited by the Open College Network (OCN). The courses are free and are run mainly on a day release basis over 3, 5, 10 or 32 days depending on the level of qualification attached to the course.

The programme is delivered in partnership with the South Eastern Regional College (SERC).

This partnership with SERC offers great potential to the development of Trade Union Education as the College is keen to engage with our innovative plans to expand the programme and introduce new delivery methods. The Trade Union programme will also be able to access other courses on the SERC prospectus thereby increasing the range of skills development opportunities that NIC ICTU can offer to workers and unions.

The NIC ICTU Education Programme continues to develop with a number of new courses added to the programme reflecting demand from affiliates and changes in the workplace and society. The Programme is flexible and includes bespoke courses tailored to the needs of individual affiliates.

The NIC ICTU TU Education Programme offers the following courses:

Core Skills

- Trade Union Reps Stage 1;
- Trade Union Reps Stage 2;
- Certificate in Employment Law;
- Health and Safety Stage 1;
- Health and Safety Stage 2;
- Union Learning Reps Stage 1;
- Union Learning Reps Stage 2;
- Negotiation and Communication Skills;
- Pay and Bargaining;
- Handling Grievance and Disciplines;
- Social Media for Trade Union Reps;
- Dealing with Redundancies;
- Public Sector Pensions.

In addition to the core courses, the programme also offers a range of other popular courses including; Taking a case to Tribunals, Mental Health Awareness, Discrimination and Equality Law, Women in Leadership, Dealing with Stress, Bullying and Intimidating Behaviour in the Workplace, Disability Champions, Equality Reps in the Workplace, Tackling Prejudice and Discrimination, Governance Skills - TU Representation on Public, Voluntary and Community Bodies, Trade Unions and Globalisation, Confidence in the Workplace, Introduction to Economics for Trade Unionists, Effective Project Management for Trade Union Reps, Diploma in Equalities (32 Week Course), Diploma in Employment Law (32 Week Course), and a Diploma in Health & Safety (32 Week Course).

NIC ICTU also runs a variety of unaccredited seminars with the Labour Relations Agency and the Equality Commission as and when required on various employment related issues including;

Key changes to family-related employment law, TUPE, Zero Hours Contracts, Annual Review of Employment Law, Unfair Dismissal the Basics, Workplace Bullying and Harassment and the Law, Agency Workers, Whistleblowing, Equality Law – An Introduction to the Industrial Tribunal System, Equality Law – Reasonable

Adjustments, Equality Law – Introduction to the Employment Equality (Age) Regulations (NI) 2006, Equality Law – Promoting equality between men and women in employment.

Further information regarding the above courses can be found on the NIC ICTU website¹²

Union Learning



Jackie Pollock with Maggie Bates (OU) & Laura Boyles (FSU), Open University Trade Union Learner of the Year 2018

NIC ICTU continues to have full responsibility for the administrative and financial management of the Union Learning Fund. The Union Learning Fund currently supports the following 11 projects:

- NIPSA
- BFAWU
- UNITE (Construction)
- UNITE
- USDAW
- AEGIS
- INTO
- FSU
- GMB
- UNISON
- FBU

During 2017/18, 570 students completed Essential Skills courses in Literacy, Numeracy and Information Technology (IT). A further 3,586 completed other courses such as British Sign Language, NVQ Level 3 – 5, CPD, ESOL and Open University Access and Modules.

In March 2018, the annual Union Learning

¹² <https://www.ictuni.org/educationtraining/>

Conference was held in Mossley Mill, Newtownabbey. Over 90 Union Learning Representatives (ULRs) attended and heard from key speakers addressing the theme of Better Skills, Better Work Better Lives. At the conference awards were presented for Union Learning Representative of the Year, Essential Skills Trade Union Learner of the Year, and The Open University Trade Union Learner of the Year.

Union Learning Conference 2019

On 28 March 2019, the Annual Union Learning Conference was held in Mossley Mill, Newtownabbey. The conference celebrated the work of the Union Learning Projects over the past year and looked forward to the year ahead. Over 80 ULR's and guests attended, hearing from key speakers, addressing the theme *Impacting Lives Through Learning*.

The Head of Further Education Delivery from the Department for the Economy, opened conference and presented awards for the Union Learning Representative of the Year 2019, Essential Skills Trade Union Learner of the Year 2019, and the inaugural Lukasz Karpinski Educational Bursary. The conference heard first hand from learners and ULRs who have participated in the Union Learning projects and in particular, the impact it has had on their work and lives.



**Union Learning Conference 28 March 2019
Award Winners**



Lukasz Karpinski

Lukasz

Lukasz Karpinski was a bright, friendly and energetic man. He had a thirst for learning and was a lifelong student. He was passionate about organising, representing and advocating for migrant workers. He was very professional and took a huge sense of pride in his work, and was highly regarded by his ICTU colleagues, and friends from affiliates.

Originally from Poland, he had lived in Northern Ireland for 10 years, making it his home. Our deepest sympathy to his partner Corrine and their extended family. He will be sorely missed by us all.

V: Public Engagement, Campaigns & Communications

Campaigns & Public Engagement

The Housing Crises

The Irish housing market remains dysfunctional and this has enormous human costs. Between July 2014 and January 2019, measured homelessness tripled in the Republic of Ireland.

The latest available data points to a continuing affordability crisis in the Irish housing market. In the six years to the third quarter of 2018, rents rose by over 43% across the State and by more than 58% in Dublin. Weekly wages grew by 7.7% over the same span.

The Central Statistics Office publish earnings data for employees in three broad occupational groups corresponding broadly to 1. Managerial workers, 2. Clerical and service workers and 3. Production and manual workers. Group 1 had the highest average income while Group 2 had the lowest. The chart below shows rent in Dublin and across the Republic as a proportion of average earnings for those groups. This chart shows that income has outstripped wage growth in all cases, particularly for lower wage groups. An average earner in the two lower paid categories would pay nearly half of their gross income in rent across the entire State, and nearly three quarters in some cases.

While the crisis in housing affordability and supply is not as severe in Northern Ireland, homelessness and lack of affordable access to public housing is a significant social problem.

Congress Housing Campaign

The Congress Housing Committee was established in June 2017, prior to that year's Biennial Delegate Conference.

Membership of the committee comprised representatives from a wide array of affiliates, a clear signal that the housing emergency - as Congress repeatedly contended - had long since ceased to be a problem solely affecting those on the margins, a claim that was often made by those defending the official policy response.

The Committee was tasked with devising a campaign that reflected both the centrality of the issue for Congress and as the single greatest problem facing trade union members and wider society.

The campaign was formally launched on 20 September and in the initial phase the Committee sought to engage with a wide range of civil society bodies and actors, in order to gather and share information and assessments on how the problem might be resolved.



Kevin Callinan, Vice President Congress

Civil Society Engagement

The Committee undertook a process of engagement with wider civil society, local authorities, political parties and campaign groups, which took place between September and December 2017.

The rationale behind the process was twofold: to hear from those specialist agencies and groups dealing directly with the crisis, while simultaneously seeking to build support across civil society for the Congress proposals on the emergency, as outlined in our 2017 policy paper: *A Local Authority Led Response to the Housing Crisis*¹³.

¹³ https://www.ictu.ie/download/pdf/congress_housing_document_june_2017.pdf

The proposals spelt out the necessity for the State – via local authorities – to become a major actor in the housing market, through the provision of adequate levels of good quality public housing. This was a role that the State had abandoned in the late 1980s (see Congress 2017 Policy Paper), with provision of housing essentially outsourced and privatised over the intervening decades.

This was a major factor in the private sector housing boom of the early 2000s, the subsequent crash and the resulting, ongoing emergency.

As part of the engagement the Committee met and briefed the Strategic Policy Committees of South Dublin County Council, Dublin City Council and Fingal County Council. These committees play a key role in the formulation of housing policy in each local authority area and comprise elected official and council housing officers.

Although the Committee made contact with a number of SPCs in other major urban areas, engagement was constrained by the fact that most only meet quarterly and it can be some time before requests to meet are fully considered and responses issued.

In addition delegations from the Committee also met with the housing spokespersons of the Labour Party, Sinn Féin and People before Profit.

We also engaged with then Lord Mayor of Dublin, along with Dublin City Council's Deputy Chief Executive, with responsibility for Housing & Community.

Housing Organisations & Campaign Groups

The specialist housing agencies possess an unparalleled expertise and a reservoir of institutional knowledge on this issue. They have also established a substantial public standing on the problem and are routinely called on to critique official policy and pronouncements.

Over the course of this process, we met the Peter McVerry Trust, Simon, Focus Ireland, Threshold and the Irish Council for Social Housing.

Overall, the agencies were fearful that the sustained nature of the crisis would see high levels of homelessness 'normalised' and

temporary short-term emergency measures (hotel accommodation) become permanent features, ongoing features of the official response. There was a strong consensus that official measures were not working and that the crisis would inevitably worsen.

All were agreed that increasing State/ local authority provision of public housing was an essential component of any lasting solution and that we had to fundamentally re-evaluate our approach to housing, as a society.

The Committee also met held constructive meetings with the campaign groups the National Homeless & Housing Coalition and the Campaign for Public Housing.

In general, the Congress proposals as outlined were well-received as was the fact that the trade union movement was actively engaged on this issue. The process of engagement revealed significant common ground between trade unions and the wider civil society on the key components of a resolution of the crisis.

The Charter for Housing Rights

This process of extensive engagement was central to the development of the Congress Charter for Housing Rights¹⁴, as it revealed the existence of a broad civil society consensus around the core elements of a long-term resolution to the housing emergency.

Therefore the Congress Charter set out a number of key policy components that would help to achieve this and also to ensure similar crises did not become a recurring feature of Irish society over the coming decades. As such, measures were required that would deliver short, medium and long term solutions. The Charter called for:

- The declaration of a housing emergency and immediate investment in a major programme of public housing provision;
- Ensuring security of tenure and rent certainty for tenants;
- An end to evictions into homelessness;
- A national land management policy that would bring an end to speculation and land hoarding;

¹⁴ https://www.ictu.ie/download/pdf/charter_for_housing_rights.pdf

- Establish a new, legal right to housing.

The Congress Charter was formally launched at a National Housing Conference held in January 2018.¹⁵



NGO Panel at Housing Conference 23 Jan 2018

The conference featured contributions from key housing spokespeople from all major political groupings and included contributions from the major housing and homeless agencies; Simon, Focus, Threshold, and Peter McVerry Trust.

Valuable expert contributions were also heard from architect Mel Reynolds and Dr Lorcan Sirr, two of the foremost authorities on the housing situation in Ireland.

The principles outlined in the Congress Charter were broadly supported by the housing agencies and it was fully endorsed by Sinn Féin, the Labour Party and People before Profit.

National Lobby

The next phase of the campaign focused on a national lobby of TDs in Fine Gael, Fianna Fáil and Independents in government, given their failure to formally endorse the Charter. Copies of the Charter were sent to all Local Authority Councillors.

The lobby campaign ran from February 2018 until May 2018. It had an overall target of 101 TDs across all 40 constituencies, broken down as follows:

- Fine Gael: 50
- Fianna Fáil: 44
- Independents: 7

Affiliate unions nominated members resident in constituencies around the country to participate in the campaign. The lobby

campaign in Cork and Galway was overseen by the One Cork and One Galway initiatives, respectively.

All relevant TD offices were contacted by phone and email, with each receiving multiple contacts - all were afforded ample opportunity to respond to our request to meet.

Ultimately, lobby meetings were conducted with 73 TDs from across the aforementioned parties, with 28 of that number either failing to respond, or unwilling to meet and engage with the campaign.

The lobby campaign showed the strongest support for the measures outlined in the Charter amongst Fianna Fáil TDs, with the overwhelming majority of the parliamentary party stating they were ‘very supportive’ or ‘broadly supportive’. There was some support among Fine Gael TDs and some independents for some of the measures.

A full breakdown of the response of TDs by constituency is available on the Congress website at <https://www.ictu.ie/download/pdf/20181002143154.pdf>

UN Special Rapporteur on the Right to Housing



Leilani Farha UN Special Rapporteur on Right to Housing

The UN Special Rapporteur on the Right to Housing is engaged in building a worldwide campaign on the right to housing which will involve local authorities, NGOs and civil society housing groups and trade unions. Underpinning the campaign is the view that housing is a Human Right. The Rapporteur visited Ireland in June 2018 to participate in a number of events and the Congress Housing Committee secured a meeting during her time here.

The Rapporteur praised the Congress Charter

¹⁵ <https://www.ictu.ie/download/pdf/20181002143154.pdf>

of Housing Rights, saying it ‘concretised’ the key elements of her global campaign and raised the possibility of using the Charter as a ‘model’ for the international campaign. She agreed to endorse the Charter and to look at possibilities for future cooperation on the issue of housing with Congress and trade unions internationally.

Raise the Roof



Raise the Roof Rally Dublin 3 October 2018

In the course of 2018, a number of opposition parties combined to agree a joint motion on housing that was to be put to the Dáil for endorsement after the summer recess.

The opposition motion demanded a major policy change on the part of government and the abandonment of the failed *Rebuilding Ireland* strategy. Significantly, key elements of the agreed motion closely mirrored the principles set out in the Congress Charter, namely the need to invest in a major programme of public housing provision, action on evictions and rents and the creation of a new, legal Right to Housing.

Campaign groups and parties involved with the initiative – including the National Homeless & Coalition (NHHK) – suggested coordinating to organise a joint support action, to take place outside the Dáil on 3 October, the day the cross party motion was to be debated.

Congress met with a delegation from the Coalition in late August and *Raise the Roof* was

established, as a broad and representative civil society initiative. The trade union led campaign now encompasses unions, women’s groups, student unions, political parties, housing agencies and NGOs and community and campaign groups.

This includes Congress and its affiliated trade unions, a range of left and progressive political parties, the Union of Students of Ireland, the National Homeless & Coalition, the National Women’s Council, the Home for Good network and other groups.

The 3 October 2018 demonstration proved remarkably successful, with up to 15,000 people at peak turning out, and Dublin seeing what was probably its largest ever lunchtime protest.

Of even greater significance was the fact that the protest helped focus minds in Leinster House and the opposition party motion was passed decisively, by 83 votes to 43. The motion was signed and supported by Sinn Féin, People before Profit, Solidarity, Social Democrats, Labour, the Green Party, members of Independents4Change and others.

It was a major defeat for the government and a major boost for a campaign platform that had been in existence for just a matter of weeks. In effect, the *Raise the Roof* policy platform (as expressed in the Dáil motion) has been endorsed and overwhelmingly supported by a clear majority of TDs and political parties.

The Campaign in 2019

It is now imperative that the motion passed by the Dáil last October is implemented in full, which is the overarching priority for the *Raise the Roof* campaign in 2019.

The campaign will also seek to expand membership of the platform on an ongoing basis, to ensure that we can create the broadest and most representative campaign initiative, focused on demanding radical action on the housing emergency.

In January 2019, *Raise the Roof* held a major national conference – focussing primarily on public housing provision and creating a legal Right to Housing – and also relaunched the campaign for 2019.

A public rally in support of such a motion took place in Cork on 11 March, under the banner of *Raise the Roof*. The motion was overwhelmingly endorsed by the Council, with just one vote against.

A further *Raise the Roof* rally took place in Galway on 8 April and was supported by a wide range of trade unions, student groups, political parties, housing agencies and community groups in the city. The rally saw several hundred people turn out in support of a motion before Galway City Council calling for a radical shift in housing policy at national and local level, including a major programme of public housing construction, operated through local authorities, action on evictions and rent certainty and the creation of a legal right to housing. The motion was overwhelmingly passed by Galway City Council. It was supported by all political parties, with the exception of Fine Gael.

At the time of writing, a national *Raise the Roof* rally is planned for Dublin on 18 May.

In addition, *Raise the Roof* also developed an online petition on securing the Right to Housing¹⁶.

Campaigns/Communications

In October 2018 following a strategic review of the communications operations of Congress, a decision was made to redesignate the communications and campaigning functions. Congress campaigns focus on raising awareness amongst affiliates and the general public and mobilising opinion on issues such as the housing crisis.

The Communications unit works to relay news and current affairs information to producers, researchers and journalists operating in television, newspapers, radio, and internet platforms North and South of the Border, whilst keeping our affiliates and the general public informed of key Congress activities and policies.

Communications Media

Congress Studio

The Congress Studio has been operative since early 2017, offering high quality training to activists, members and officials. Training is provided free of charge for members nominated by affiliates.

The courses currently on offer include:

- Recording and Creating Podcasts;
- Recording and Creating Video;
- Radio Interview Skills .

Training is provided by two highly experienced and skilled professionals: Aileen O'Meara and Simon Devilly.

At the time of writing, some 220 members, officials and activists had undertaken training in the above courses since the studio opened. Courses are also booked to run through 2019.

Congress Website

The Congress website has continued to undergo improvements, with some key additional features being added to enhance administrative capacity of the site. The website has been expanded to reflect the work of Congress. It has been upgraded to ensure ease of access for users and that it complies with Data Protection regulations.

The Congress Home Page features significant news events and is regularly updated. Video podcasts and interviews are a feature of content on the page. Congress has established a strong presence on Twitter giving Congress a voice on diverse issues ranging from Brexit to housing, pensions and workers' rights.

During the period under review traffic on the main Congress site amounted to 257,505 'sessions' (defined as when an individual user visits or engages with the site) - accounting for some 346,504 page views.

Just over 69% of all sessions were initiated from a desktop, 27% from a mobile device and 4% from a tablet device.

The pages/items most visited were: Congress Home Page, Join a Union, Intern Rights, Publications and Union Jobs.

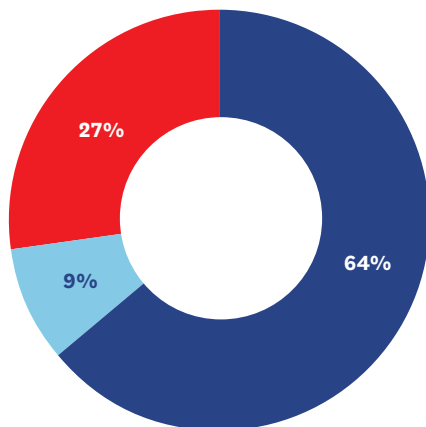
¹⁶ <https://www.ictu.ie/raisetehroofpetition>

Media Matters

In the period under review, Congress received the majority of its media coverage online, accounting for 64.1%, followed by broadcast media at 26.8% and finally social media at 9.1%. There were 3,150 more pieces of media in this period April 2018 to April 2019 than the same time in the previous year. The key topics were; Northern Ireland, Jobs, Housing, and Trade Unions.

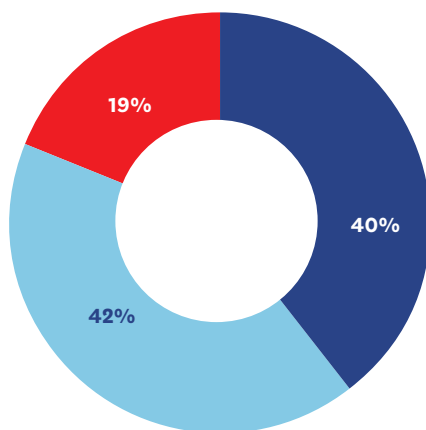
In the period under review Congress witnessed a large increase in its social media mentions. Social media accounted for 42% of the media coverage in comparison to Online Media at 40% and Broadcast Media at 19%. There was an increase of 6,270 mentions from the previous year and the main issues discussed were; Brexit, Patricia King, Trade Unions, Housing, Pensions, and the Economy.

Share of Voice 2018



● ICTU / IRISH ONLINE MEDIA	2K
● ICTU / SOCIAL MEDIA	287
● ICTU / IRISH BROADCAST	844

Share of Voice 2019



● ICTU / IRISH ONLINE MEDIA	2.5K
● ICTU / SOCIAL MEDIA	2.6K
● ICTU / IRISH BROADCAST	1.2K

General Data Protection Regulation (GDPR)

The General Data Protection Regulation (GDPR) came into effect on 25 May 2018, replacing the existing data protection framework under the EU Data Protection Directive (94/46/EC) which had been in force since 1995.

In order to assist unions in preparing for GDPR, Congress convened an Affiliate Working Group on GDPR which held a series of meetings commencing in January 2018. This Working Group consisted of key people involved in data processing in ASTI, Connect, CWU, FÓRSA, FSU, IMO, INMO, IFUT, INTO, MSLA, NIPSA, SIPTU, TUI and Veterinary Ireland. The working group assisted unions in developing a common approach and in sharing information and resources on key issues such as Data Processing Agreements, Data Breaches, Data Subject Access Requests, and Data Security and Management.

Congress has also facilitated briefings for Unions on GDPR delivered by our colleague Esther Lynch, Confederal Secretary ETUC and also by the Data Protection Commissioner's Office. An Affiliate Workshop on GDPR to allow brainstorming on common data protection issues was held in April 2019.

Congress Policy Papers

All Congress policy papers, Fact Sheets and Submissions are available to read online at <https://www.ictu.ie/publications/fulllist.html>



2017

- Precarious Work – ‘Insecure and Uncertain: Precarious Work in the Republic of Ireland and Northern Ireland’
- Brexit: Time to Rethink the Key Issues
- A Local Authority Led Emergency Response to the Housing Crisis

2018

- Because We’re Worth It – The Truth about CEO Pay in Ireland
- Housing: A Right to a Place Called Home

2019

- The Implications of a No-deal Brexit
- Because We’re Worth It – The Truth about CEO Pay in Ireland
- Building a Just Transition: the Case of Bord na Móna

Congress Fact Sheets

2017

- Why the Reduced VAT Rate Must Go

2018

- 9 Reasons why the 9% VAT Rate Has to Go
- Charter for Housing Rights
- A Quick Guide to Proposed Changes to the Old-Age Contributory Pension
- A Quick Guide to the new Auto-Enrolment Pension Scheme.

2019

- A Quick Guide to to Bogus Self-Employment
- A Quick Guide to New Working Time Rights
- Public Sector Pay Guidelines

Congress Submissions

2017

- Submission to the Citizens Assembly – Climate Change
- Submission to the Joint Oireachtas Committee on Budgetary Oversight – The cost of doing business in Ireland
- Submission on The Action Plan for Jobs

- Submission to the Joint Oireachtas Committee on Health – The extension of primary care as recommended by Sláintecare Report
- NSAI: ISO 45001-Occupational Health & Safety Management System
- Gender Pay Gap consultation by DOJE, October 2017
- Irish Congress of Trade Unions response to working draft of Ireland’s National Implementation Plan for the Sustainable Development Goals

2018

- Total Contributions Approach Submission to DEASP
- Auto Enrolment Submission to DEASP
- Control and Anti-Fraud Strategy 2019-23, Submission to DEASP
- Interdepartmental Pensions Reform and Taxation Group Submission to Department of Finance
- Review of the National Training Fund Submission to Indecon Consulting on behalf of DES
- Consultation on the Proposed Guiding Principles to frame the State’s Economic Migration Policy to DBEI
- Submission to the Public Consultation on the Review of Capacity at the State’s Airports
- Submission to the Labour Court on the Statutory Review of the Joint Labour Committee System
- Submission to the Independent Review Group to Examine the Role of Voluntary Organisations in Publicly Funded Health Services
- Submission to the Independent Review Group Examining the Proposal to Remove Private Practice for Public Hospitals
- Submission to the Low Pay Commission – Hourly Rate of the Minimum Wage
- Submission to the Low Pay Commission – A Review of Current Practices in relation to Tips and Gratuities
- Submission to Public Consultations on the Government of Ireland’s new International Development Policy

- Submission to Department of Housing, Planning and Local Government on Baseline Funding For Local Authorities
- Submission to Department of the Taoiseach on the European Commission’s Country Report Ireland 2018
- Submission to Department of the Taoiseach on the draft National Reform Programme 2018
- Submission to the Department of the Taoiseach on the draft National Risk Assessment 2018
- Public Consultation on HSA’s Statement of Strategy 2019 – 2021
- SOLAS Proposed Blue Print for Transformation and Transition of CSCS/QSCS and Safe Pass
- Congress Observations on the National Report on the Practical Implementation of OSH Directives 2013-17
- Consultation on Seasonal Clock Changes
- New International Development Policy – DFAT Consultation
- Review of Gender Recognition Act, DOJE
- United Nations Committee on the Elimination of Racial Discrimination

2019

- Submission to the Low Pay Commission – Hourly Rate of the Minimum Wage 2019
- Submission to Draft Climate Action Plan
- Submission to the Department of the Taoiseach on the European Commission’s Country Report Ireland 2019
- Submission to the Department of the Taoiseach on the draft National Reform Programme 2019

Congress Friday Briefings

The Congress Friday Briefing is an informal series of talks and conversations hosted by Congress on a monthly basis throughout the year, looking at topical and workplace issues. These briefings have proved to be very popular with affiliated unions.



Senator Catherine Noone, Patricia King General Secretary, Senator Ivana Bacik & Congress Treasurer Joe O’Flynn at Repeal the 8th Amendment Friday Briefing

Since June 2017, the following Friday briefings have taken place:

Table 6: Friday Briefings June 2017-April 2019

Date	Briefing	Guest Speaker
June 2017	Ireland's infrastructural needs, both social and economic	Tony Horan, ACEI Carole Pollard, MRAI
July 2017	The Work of Trade Unionists in the field of Humanitarian Aid	Jimmy O'Connor & Pascal Connolly, CWU
September 2017	Ireland's Homeless Crisis	Mike Allen, Focus Ireland
October 2017	Data Protection and the new GDPR	Laura Flannery, Data Protection Commissioner's Office
November 2017	Mental Health in the Workplace	Dolores Kavanagh, See Change
December 2017	So, you think you know how to Tweet?	Ronan Costello, Twitter
January 2018	CEO Pay	Martin Fitzpatrick ex NUJ
March 2018	Follow up on the new General Data Protection Regulation	Esther Lynch, ETUC
April 2018	Repeal of the 8 th Amendment	Senator Ivana Bacik & Senator Catherine Noone
June 2018	Transforming Lives through Adult Learning	Niamh O'Reilly, Aontas
September 2018	The PAYE Modernisation Project	Ruth Kennedy & Sinead Sweeney, Revenue
October 2018	What Does Digital Mean for Unions?	Antonia Bance, TUC
December 2018	Providing Frontline Health and Social Services to the Homeless	Alice Leahy, Alice Leahy Trust
February 2019	Celebrating the Centenary of the First Dáil	Padraig Yeates & Therese Moriarty (Historians)
March 2019	National Childcare Scheme	Will Fitzgerald, Pobal, Dept. of Children & Youth Affairs
April 2019	Demise of the Community Sector 2002-2015	Patricia Kelleher, Researcher & Pauline Conroy, Social Policy Analyst



Aontas Friday Briefing June 2018

Report on Biennial Delegate Conference 2017

The Irish Congress of Trade Union's 2017 Biennial Delegate Conference took place in the Assembly Buildings Conference Centre, Belfast from 4- 6 July 2017. Mr Brian Campfield, Congress President presided over proceedings.

The members of the Standing Orders Committee were: Kieran Jack McGinley (SIPTU and Chair), Annette Dolan (TUI), John Gaffney (MANDATE), Pat Guilfoyle (TEEU) and Denis Keatings (UNISON).

The following Tellers and Scrutineers were elected: Tellers: Mark Wynne, (IMPACT), Alan Douglas (TEEU), Frances Hourihane (UNITE), Billy Lynn (NIPSA), Paul McSweeney (CPSU), Scrutineers: John Kelleher (AHCPS), Tommy Kennedy (FSU), Eamon Lawless (SIPTU), Billy Hannigan (PSEU), Noel Ward (INTO).

496 delegates and 76 observers attended the Conference. 55 Motions and three Emergency Motions were submitted to BDC. Motion 22 on Selection of Labour Panel Candidates in the name of PSEU, Motion 23 on Disputes Committee Report No. 16/3, 2016 regarding the Issue of Trade Union Rights in Dublin City University in the name of IFUT and Motion 33 on Retired Members in the name of Fermanagh Trades Council were ruled out of order. Motion 21 'Promoting Worker Welfare' ASTI was remitted while all other motions were adopted. A report on the Actions on Motions to BDC2017 is contained in Appendix 6 to this report.

The keynote and fraternal speakers at BDC were: Michael D Higgins, President of Ireland, Martin Collins, Pavee Point, Omar Barghouti, BDS, Huber Ballesteros, CUT Colombia, Sharan Burrow, General Secretary of ITUC, Frances O'Grady, General Secretary of the TUC, Cllr. Nuala McAllister, Lord Mayor of Belfast, Paddy Mackel, President of Belfast Trades Council, Adam Murray, Congress Youth Committee, Brendan Mackin, Congress Centres Network, Claire Mahon, Congress Disability Committee, Margaret Coughlan, Congress Women's Committee, Mags O'Brien, Global Solidarity Committee, and Margaret Browne and Margaret Galloway, Congress Retired Workers Committee.

The following Officers were elected: Sheila Nunan, INTO, President, Kevin Callinan, IMPACT, Vice President, Alison Millar, NIPSA, Vice President, Joe O'Flynn, Treasurer, Larry Broderick, IBOA, Richie Browne, UNITE, Ethel Buckley, SIPTU, Kieran Christie, ASTI, Shay Cody, Impact, Colm Cronin (LRP), Joe Cunningham, SIPTU, Séamus Dooley, NUJ, John Douglas, MANDATE, Steve Fitzpatrick, CWU, Tom Geraghty¹⁷, PSEU, Sean Heading, TEEU, David Hughes, INMO, Paddy Kavanagh, TEEU, David Kennedy, CWU UK, Marie Levis¹⁸, IMPACT, John MacGabhann, TUI, Justin McCampfield, NASUWT, Patricia McKeown, UNISON, Marie Morgan, NIPSA, Fionnuala Ní Bhrógáin, CWU, Phil Ní Sheaghdha, INMO, Deirdre O'Connor, INTO, Jack O'Connor, SIPTU, Jackie Pollock, Unite, Ciaran Rohan, AHCPS, Eoin Ronayne, CPSU, Anne Speed, UNISON, Denise Walker, GMB, Noel Ward, INTO and Jacqui White, UTU. Margaret Browne, Retired Workers Committee and Steven Harvey/Glenn Fitzpatrick (alternates) were seconded to the Executive Council as Observers in November 2017.

Congress held the following Fringe Meetings at Conference: Tuesday 4 July – Global Solidarity on Confronting Racism, Xenophobia And Populism, NERI – An Overview Of The First Three Years Of Work, Wednesday 5 July – Love Equality – The Campaign For Civil Marriage Equality In Northern Ireland , Justice For Colombia – Peace, Prisoners And Trade Unionists In Colombia and Trade Union Friends Of Palestine – Campaigning In Solidarity With The Palestinian People.

Congress would like to acknowledge the support of our exhibitors at Conference 2017.

¹⁷ Tom Geraghty resigned in October, 2018

¹⁸ Marie Nevis resigned in September, 2017 and Angela Kirk, IMPACT was appointed as her replacement.



Patricia McKeown, UNISON at BDC 2017



Alison Millar NIPSA addressing BDC 2017



Congress Staff attending BDC 2017 in Belfast



NIPSA delegation at BDC 2017

All BDC photos and NI photos courtesy of Kevin Cooper, Photoline

VI: European Union & International

European Trade Union Confederation

In the period under review Congress was represented on the ETUC Executive Committee by Jack O Connor (SIPTU) and by alternate member Peter Rigney (Congress). The Executive meets approximately three times a year and the Steering Committee meets on an extended basis on a further two occasions per annum.

The main issues in the period under review were Brexit and the implementation of the European Pillar of Social Rights.

The Social Dialogue Committee meets three times per annum, where employers and unions meet with the Commission and discuss the progress of the Commission work programme. Under Article 155 of the Treaty of the Functioning of the European Union (TFEU) the social partners have the power to negotiate agreements on specific issues and to request that the Commission transpose them into a Directive. This power has not been exercised frequently in recent times, due to the unwillingness of the employers to negotiate. The Commission invited the social partners to negotiate on the proposed Parental Leave Directive, but the employers were unable to do so.

The Conference of the ETUC is held every four years with this year's conference taking place in Vienna from 20/24 May 2019, at which the new Congress Representative on the ETUC Executive Committee Owen Reidy and Alternate David Joyce will be confirmed.



Jack O'Connor, SIPTU

European Pillar of Social Rights

In November 2017 after intensive pressure from trade unions, the European Union adopted the European Pillar of Social Rights.

In the 18 months since it was agreed, new Directives on Work Life Balance and Transparent & Predictable Working Conditions have been passed, both giving significant new rights to workers. A regulation setting up a European Labour Authority has been approved – boosting the enforcement of EU labour law.

There is agreement on a text for a Recommendation on access to social protection including for non-standard and self-employed workers.

The Posted Workers Directive has been revised, giving equal pay at last to posted workers; a trade union demand since the notorious Laval & Viking cases in 2007.

The ETUC has worked long and hard to achieve these changes in the face of strong opposition from some Member States.

The ETUC was also instrumental in securing new binding occupational exposure limits for 24 cancer-causing substances including diesel exhaust, and preventing future occupational cancer deaths.

The EU adopted a Recommendation on 'A European Framework for Quality Apprenticeships' as proposed by the ETUC and including proposals put forward by the ETUC.

The ETUC Pay Rise Campaign raised the profile of our demands for pay increases to tackle inequality and drive growth. During the campaign there was a very clear shift in the attitude of EU institutions in favour of pay increases and against pay restraint.

On climate change the ETUC helped to achieve wording on Just Transition in the Paris Agreement, and a Ministerial Declaration

on Just Transition at the Katowice COP. Just transition is now well anchored in EU climate and energy policy and the European Globalisation Adjustment Fund can now support actions to manage decarbonisation and digitalisation.

The ETUC negotiated with European employers an Agreement on Active Ageing, a partnership in the integration of refugees, statements and joint positions on digitalisation, Brexit, industrial policy and education and training, and finally a work programme 2019-21.

In trade policy, trade unions and civil society organisations defeated the undemocratic Investor State Dispute Settlement mechanism in CETA and all future EU trade deals. The ETUC helped ensure that China did not get 'Market Economy Status' which would have made it harder to stop dumping, and got social partners involved for the first time in trade defence investigations.

In addition to many positive achievements the ETUC succeeded in preventing negative change, as follows:

- It safeguarded the Youth Guarantee;
- It persuaded the EU not to reopen the Working Time Directive when it would have resulted in a loss of rights for workers;
- It succeeded in ensuring that the new European Solidarity Corps would not replace paid jobs with unpaid volunteering;
- It defeated the Services E-Card which would have created more social dumping and letterbox companies;

These successes are the reason that trade unions work together at European level and will inspire us to keep fighting over the next four years for a fairer Europe for workers, for democracy and social justice, for just transitions, for quality jobs and higher wages.

European Economic and Social Committee

Established in 1958 the EESC is an advisory body of the EU. It works through three groups and operates by way of joint opinions, arrived at by consensus.

These opinions are submitted to the main policy making institutions and, in an average year, the EESC will produce some 200 opinions. It is mandatory for the EESC to be consulted on those issues stipulated in the EU Treaties and in all cases where the institutions deem it appropriate. The EESC may also be consulted on an exploratory basis by one of the other EU institutions, and may issue opinions on its own initiative (around 15% of its opinions are own-initiative opinions).

Congress is represented on the EESC by Jack O' Connor and Patricia McKeown, with Manus O'Riordan and John Corey as substitutes. The delegates serve on the following sections:

Patricia McKeown: Section for External Relations, Section for Employment, Social Affairs & Citizenship.

Jack O' Connor: Section for Transport, Energy, Infrastructure and the Information Society, Section for Employment, Social Affairs and Citizenship, Section for Economic and Monetary Union and Economic and Social Cohesion.

The European Semester

The EU issued (non-binding) 'country specific recommendations' to Ireland in July 2017, and in July 2018 under the European Semester process of economic and fiscal policy coordination between EU countries that Ireland has been taking part in since it left the Troika programme. Over 2017 and 2018, the EU urged Ireland to focus on reducing public debt, limiting tax breaks, broadening the tax base, targeting public spending on transport, water services, innovation, social housing, quality childcare, and employment activation, reducing non-performing loans (e.g. mortgage arrears), increasing the cost-effectiveness of the healthcare system, pension system, implementation of the National Development Plan, upskilling, and raising productivity in domestic firms.

Congress has participated in this process by responding in detail to the ‘country report’ on Ireland that the European Commission normally publishes each February and to the Government’s draft ‘National Reform Programme’ (NPR), which is normally published each April. In 2018 for example Congress highlighted the need for the Government to follow through on its previous commitment to review the reduced VAT rate for the hospitality sector. This wasn’t mentioned in the draft 2018 NPR, but was included in the final document. The Department of Finance’s subsequent review, published in July 2018, helped to pave the way for the abolition of this subsidy in Budget 2019.



Peter Rigney, Industrial Officer addressing BDC 2017

International Labour Organisation



President Higgins meeting Irish Delegation at ILO Conference Geneva June 2018

Congress continues to be represented at the International Labour Organisation (ILO), including attendance at regular ILO

Interdepartmental group meetings hosted by the Department of Business Enterprise and Innovation. Ireland is a Titulaire member of the Governing Body until the end of 2019.

The major ILO commitment is the attendance at the International Labour Conference in Geneva for two weeks in May/June. Congress is funded to send a delegate for the full conference and for a high level visit during the conference. The delegate travels as part of the official Irish delegation and participates in the workers group (coordinated by the ITUC) for the two week period. As well as the regular work of the conference, the delegate delivers a speech in the Palais des Nations on behalf of Congress, highlighting major issues for the trade union movement at that time.

In 2017, the major focus was on the Conference Committee for Fundamental Principles and Rights at Work which adopted a Resolution calling on the ILO Director-General to prepare a plan of action to further promote ILO core labour standards around the globe. The high level visit was from Executive Council member, Ethel Buckley (SIPTU) who held a number of bilateral meetings with Worker Group members from across the world.

In 2018, the conference had the first round of negotiations towards a new ILO standard on harassment and violence in the world of work. President Higgins addressed the conference on 7 June and Congress General Secretary, Patricia King participated in the World of Work Summit on 7 June and posed a question to a panel of experts on the links between decent work, and peace and resilience.

Sustainable Development Goals – Agenda 2030

Congress is a founding member of Coalition 2030 – a grouping of civil society organisations formed to promote implementation of the Sustainable Development Goals (SDGs), including Goal 8 in relation to Decent Work for All and economic growth. The steering group meets regularly to coordinate the Coalition’s activities, and we successfully sought financial support from the Department of Communication, Climate Action and the Environment for the appointment of a Coalition coordinator, now in place.

The Coalition has had a number of meetings with responsible Ministers and party spokespersons, and coordinated a shadow report for the Irish Government's report to the UN in July 2018 on its progress in implementing the goals.

We also submitted views to Government on a draft national implementation plan for Agenda 2030 and have participated in a series of consultations and national stakeholder forums.

Congress coordinates with the ITUC and ETUC on the trade union approach to the Sustainable Development Goals and is an active member of the ETUC Group on UN2030 Agenda and implementation of SDGs.

Business and Human Rights

Congress continues to participate in relevant forums with businesses and Government Departments regarding the promotion of responsible business behaviour. This includes ongoing engagement with the DBEI CSR Stakeholder Forum and sub group on business engagement with the Sustainable Development Goals and Department of Foreign Affairs and Trade Implementation Committee for National Action Plan.

ROI Global Solidarity Committee

The ROI Global Solidarity Committee of Congress meet on a regular basis seeking to coordinate trade union international solidarity work and to plan internationally themed campaigns and events. The major events during the period were the 2017 and 2018 Summer Schools. The membership of the Committee is contained in Appendix 5 at the end of this report.



Global Solidarity Summer School 2017

Summer Schools

The 2017 Summer School was held in Wexford on 30/31 August 2017, and included discussions on the Sustainable Development Goals and the Global Deal on the promotion of Social Dialogue. Global Solidarity Summer School 2018 was held in Derry in July 2018 and was themed around 'Organising for Solidarity', including presentations by the ITUC organising academy, and Coalition 2030 on the high level political forum at the UN (where the Irish Government had recently reported on its implementation of the Sustainable Development Goals).

Congress has engaged in a wide range of activities in the period under review including campaigns for the right to work for asylum seekers, meeting with Senator Frances Black regarding trade union advocacy for the Occupied Territories Bill (more on this in the section on Palestine later in this chapter).

Other Global Solidarity related work included:

- Speaking at Development Studies Association of Ireland Conference Oct 2018;
- Attended NUJ Protest at the murder of Jamal Khashoggi in November 2018 outside the Saudi Arabian Embassy;
- Attended Anti-Trafficking Conference November 2018;
- Attended the DFAT Human Rights Civil Society Forum – addressed by the Congress General Secretary on 10 December 2018;
- Attended launch of Fairtrade Fortnight February 2019.



Patricia King and Seamus Dooley at NUJ Protest at Jamal Khashoggi murder, courtesy D Spiers

NI Global Solidarity

The renewed Global Solidarity Committee for NI-based activists and affiliates was re-constituted in 2014. The membership of the Committee is contained in Appendix 5 of this report.

The NI Global Solidarity Committee have been involved in raising public awareness around, notably human trafficking, the human rights situation in Columbia and the political and humanitarian crisis in Palestine. Several affiliates were involved in lobbying for the release from prison of Huber Ballesteros, one of the leaders of the Patriotic March, a member of the National Executive of the Colombian Trade Union Congress (CUT) and Vice President of the Agricultural Workers' Union FENSUAGRO. He was arrested in 2013 when he was leading the National Agrarian Strike. Freed in early 2017, his life is continually at risk.



Omar Barghouti at a public meeting hosted by Patricia McKeown

In July 2017, Huber was invited to attend and speak to delegates at BDC 2017 in Belfast, along with another international guest speaker Omar Barghouti. The Northern Ireland Global Solidarity Committee organised a public event in the shared space of First Belfast Presbyterian church on Rosemary Street, which was well attended by several dozen Belfast citizens, from political and church activists, development educators and local Muslims. The event received positive publicity and raised the profile of the international work of the trade union movement.

The Congress Office in Belfast has also hosted meetings with Francesco Torrealba, Venezuelan Trade Union Leader and Government minister, and Miami 5 survivor Fernando Gonzalez, along with the Cuban Ambassador to Dublin, and assisted local supporters of those Governments raise public awareness of their situation.

NIC-ICTU are represented on the Steering Committee of Belfast City of Sanctuary, whose work welcoming refugees and asylum seekers has been supported by many affiliates. Many Global Solidarity activists promoted solidarity events with migrants after the EU membership referendum, alongside such initiatives as '1 Day Without Us'.

In January 2018 following a briefing from Kurdish political activists, we hosted a screening of SIPTU's Calais film followed by a short talk on direct provision for refugees and asylum seekers in the Republic of Ireland.

Trade Union Friends of Palestine

The TUFF holds bi-monthly meetings in Belfast with the aim of promoting the implementation of the Congress solidarity policy on Palestine. TUFF also has a broader network of trade union activists who contribute to the work of TUFF by organising within their affiliate organisation and their local areas. A number of affiliates support the work of TUFF by financial donations and are formally represented at meetings. TUFF distributes frequent reports and articles on the situation in Palestine and on developments in the Palestinian civil society Boycott, Divestment and Sanctions (BDS) campaign, and has organised visits to Palestine / Israel by trade union delegations.

As mentioned above, Omar Barghouti spoke to a Belfast public meeting as well as the delegates of the Congress BDC in July 2017.

Palestine

Trade Union solidarity with the people of Palestine continues to be a high priority for the work of Congress. As already mentioned above, this was illustrated by the participation of Omar Barghouti at the July 2017 BDC where he addressed delegates and also met with President Higgins in Belfast.

Members of the Executive and the Global Solidarity Committee met with the Palestinian Ambassador after their April 2018 meeting.

Congress attended a SADAKA Palestine Conference in November 2017 and subsequently became a supporter of the Occupied Territories Bill proposed by Senator Frances Black.

At time of writing, the Bill is now due to enter the second stage of the legislative process in the Dáil before entering Committee Stage. At Committee Stage the Bill will open to amendments.

Other Palestine related activity included issuing letters to the Minister for Foreign Affairs following the killing of Palestinian protestors in Gaza in Summer of 2018 seeking a robust Government response, and the linking of interested people with TUPP delegations to Palestine and facilitating reports in relevant trade union forums.

Colombia

A couple of months after his release from jail, and after a three year Justice for Columbia (JFC) campaign, Huber Ballesteros was welcomed at the Congress Biennial Congress in Belfast in July 2017.

In the Autumn of 2017, Justice for Columbia's governing structure changed so that a single governing body formed of representatives from Ireland and Britain meets twice a year and oversees its functions.

There were two JFC/FÓRSA Peace Monitor delegations in 2018 and a third is planned for the end of May 2019. They met with the trade unions, the union federation- the CUT, civil society, victims of the conflict, the Government, the FARC leadership and with the UN and the Armed forces. A report has been published and was launched in Westminster in December 2018. The launch was addressed by the EU Special Envoy to the Peace Process.

In late 2017 Justice for Columbia met with the Chair of the Irish Foreign Affairs Select Committee, and started to formalise a Parliamentary Group in the Oireachtas of TDs and Senators.

Members of the Global Solidarity Committee facilitated discussion with the EU Special Envoy for the Colombian Peace Process in Congress in April 2018.

Refugees / Asylum Seekers and Integration

Congress is represented on the National Integration Strategy stakeholder forum and also liaises with the ETUC on such matters.

Congress addressed a City of Sanctuary Dublin conference in September 2017 on Asylum Seekers' Right to Work.

Congress attended an Immigrant Council of Ireland meeting on the Community Sponsorship of Refugees and arranged a subsequent briefing for the Global Solidarity Committee. Congress also attended Government consultation on the UN Convention on the Elimination of Racial Discrimination in January and subsequently submitted views in writing in consultation with the Global Solidarity Committee.

Appendices



APPENDIX 1

Accounts

Income and Expenditure Account

Income	2018 €	2017 €	2016 €
Affiliation Fees Income	2,339,825	2,397,707	2,354,446
Department of Business, Enterprise & Innovation	900,000	900,000	900,000
Grant and Project Income	70,558	297,716	341,214
Activities Income	235,521	333,514	298,340
Conference Income	25,534	57,801	31,043
Other Income	<u>10,993</u>	<u>18,075</u>	<u>20,469</u>
Total Income	<u>3,582,431</u>	<u>4,004,813</u>	<u>3,945,512</u>
Expenditure			
Staff Costs	2,353,918	2,437,626	2,467,197
Ex-gratia Pensions	55,031	69,309	77,465
Affiliation Fees Costs	216,448	203,656	191,187
Education and Training Costs	205,959	333,757	358,919
Activities Costs	141,085	153,199	239,707
Research and Consulting	4,568	4,827	7,012
Conferences and Meetings	39,897	103,176	55,301
Publications, Printing and Stationery	22,106	23,211	26,349
Grants and Subscriptions	9,018	9,089	8,207
Repairs and Renewals	83,648	120,669	121,226
Leasing of Office Equipment	25,166	31,341	30,635
Motor, Travelling and Subsistence	70,375	65,099	71,226
Insurance	18,106	16,859	16,093
Rent, Rates and Service Charges	75,028	110,085	54,110
Postage and Telephone	34,126	36,685	51,575
Light and Heat	33,934	31,551	32,827
Cleaning and Sundry Items	54,150	57,251	40,943
Legal and Professional fees	36,345	40,185	79,859
Bank Interest and Charges	1,448	1,813	3,969
Loss on Foreign Exchange	18,258	5,995	(23,830)
Loss on Disposal of Fixed Asset	--	(221)	130,289
Depreciation	52,903	68,570	58,258
Amortisation of Deferred Premises Funding	<u>(33,255)</u>	<u>(33,255)</u>	<u>(33,255)</u>
Total Expenditure	<u>3,518,262</u>	<u>3,890,477</u>	<u>4,062,269</u>
Operating surplus for year	64,169	114,336	(116,757)
Deposit Interest (net of DIRT tax)	185	31	--
Surplus for year	64,354	114,367	(116,757)
Other Comprehensive income for the year	--	--	--
Total Comprehensive Income for the year	64,354	114,367	(116,757)

Balance Sheet

	2018 €	2017 €	2016 €
Fixed Assets			
Tangible Assets	1,936,747	1,983,435	2,007,292
Current Assets			
Cash and Cash Equivalents	1,531,037	1,009,884	1,298,144
Debtors and Prepayments	310,774	152,311	101,982
Stock of Stationery	5,034	5,034	5,034
	<u>1,846,845</u>	<u>1,167,229</u>	<u>1,405,160</u>
CREDITORS (amount falling due within one year)			
Bank Loans and Overdrafts (fix line underneath)	--	--	(12,462)
Creditors and Accrued Expenses	(1,344,582)	(742,753)	(1,073,191)
	<u>(1,344,582)</u>	<u>(742,753)</u>	<u>(1,085,653)</u>
Net Current Assets	<u>502,263</u>	<u>424,476</u>	<u>319,507</u>
Creditors: Amounts due after more than 1 year			
Deferred Premises Funding	(964,398)	(997,653)	(1,030,908)
NETT ASSETS	<u>1,474,612</u>	<u>1,410,258</u>	<u>1,295,891</u>
RESERVES			
General Reserves	609,509	545,155	430,788
Campaign Fund	865,103	865,103	865,103
	<u>1,474,612</u>	<u>1,410,258</u>	<u>1,295,891</u>

APPENDIX 2

Executive Council, General Purposes Committee, Northern Ireland Committee and Obituaries

The Executive Council held 20 ordinary meetings between July 2017 and April, 2019.

The attendances at these meetings were as follows:

Member	Number of Meetings attended
S Nunan (President) INTO	20
K Callinan (V President) Fórsa	18
A Millar (V President) NIPSA	14
J O'Flynn (Treasurer) SIPTU	12
L Broderick (FSU)	15
R Browne (Unite)	15
E Buckley (SIPTU)	16
K Christie (ASTI)	19
S Cody (Fórsa)	16
C Cronin (LRP)	16
J Cunningham (SIPTU)	17
S Dooley (NUJ)	9
J Douglas (Mandate)	15
S Fitzpatrick (CWU)	18
T Geraghty (Fórsa)	8
S Heading (Connect)	13
D Hughes (INMO)	20
P Kavanagh (Connect)	16
D Kennedy (CWU UK)	10
A Kirk (Fórsa)	6
M Levis (Fórsa)	0
J MacGabhann (TUI)	16
J McCamphill (NASUWT)	16
P McKeown (Unison)	6
M Morgan (NIPSA)	10
F Ní Bhrógáin (CWU)	19
P Ní Sheaghdha (INMO)	16
D O'Connor (INTO)	14

J O'Connor (SIPTU)	4
J Pollock (Unite)	3
C Rohan (AHCPS)	18
E Ronayne (Fórsa)	18
A Speed (Unison)	18
D Walker (GMB)	4
N Ward (INTO)	20
J White (UTU)	9
M Browne (Observer RWC)	14
S Harvey (Observer YC)	5
G Fitzpatrick (Observer YC)	7

T Geraghty resigned in October, 2018.

M Levis resigned in September 2017 and was replaced by A Kirk.

M Browne elected RWC Observer in November 2017.

S Harvey elected YC Observer in November 2017 and alternated with Glenn Fitzpatrick in October, 2018.

General Purposes Committee

The General Purposes Committee held 18 Ordinary meetings between October 2017 and April 2019.

Name	Attended
S Nunan (President) (INTO)	15
K Callinan (V President) (Fórsa)	16
A Millar (V President) (NIPSA)	15
J O'Flynn (Treasurer) (SIPTU)	13
L Broderick (FSU)	16
S Cody (FÓRSA)	18
P Ní Sheaghdha (INMO)	16
J Pollock (Unite)	1
E Ronayne (Fórsa)	14

Northern Ireland Committee

The Northern Ireland Committee's Biennial Delegate Conference was held in the City Hotel, Derry on 11th and 12th April 2018 and the following were elected as members of the Committee for 2018-20:

David Kennedy CWU UK, Jim Quinn FBU, Denise Walker GMB, Paddy Mackel GMB, Gerry Murphy INTO, Justin McCamphill NASUWT, Alison Millar NIPSA, Maria Morgan NIPSA, Paul Wolfe PCS, Niall McNally SIPTU, Katherine Clarke UCU, Patricia McKeown UNISON, Anne Speed UNISON, Jackie Pollock UNITE, Taryn Trainor UNITE, Michala Lafferty USDAW, Jacqui White UTU and Dooley Harte Trades Councils.

Gerry Murphy (INTO) is the Chair of the Committee and Alison Millar (NIPSA) is the Vice-Chair.

Obituaries

A number of close colleagues, staff and activists of individual trade unions died since BDC 2007, including:

- Tom Dowling, life time activist and past-Trustee of Connect and member of the Congress Retired Workers Committee who died in September, 2017.
- Lukasz Karpinski, member of Congress Staff who died in October 2017.
- Shirley Cosgrave, former Congress Staff member who died on 1st November, 2017.
- John Dawson, a leading official with GMB who died in December, 2017.
- Roger Hannon, former Regional Secretary of TSSA who died in January, 2018.
- John Carroll, former President of SIPTU and ITGWU and former President of ICTU, who died in April, 2018.
- Sylvia Meehan, first Chairperson and CEO of the Employment Equality Authority and former President of the Senior Citizens Parliament who died in September, 2018.
- John Ryder, Branch Official with UNITE who died in December, 2018.
- Jeremiah O'Leary, actor and trade union activist who died on December, 2018.
- Nuala Brennan, former Congress Staff member who died on 27 March 2019.

On behalf of the Executive Council Congress wishes to extend its deepest sympathies to the families of those deceased.

APPENDIX 3

Affiliated Membership

Unions affiliated to Congress 2019

(Membership figures in respect of 31 December 2018)

RORegional Officer	IS Irish Secretary
R.....Republic of Ireland	DS District Secretary
NINorthern Ireland	NS National Secretary
HOHead Office	RS Regional Secretary
GS.....General Secretary	JGS..... Joint General Secretary
IR.....Irish Representative	NO..... National Official
DODivisional Organiser/Officer	HC..... Honorary Chairperson
W.....Women	CEO Chief Executive Officer
PO.....Policy Officer	SNO Senior Negotiating Officer
NONational Organiser	AS Area Secretary
SSScottish Secretary	NIO..... Northern Ireland Officer
COOChief Operations Officer	JGS..... Joint General Secretary
AGS.....Acting General Secretary	P President

Name of Union	Number of Members		General Secretary/Address	
Association of Higher Civil and Public Servants	R	3,200	GS	Ciaran Rohan Flemings Hall, 12 Flemings Place, Dublin 4 Telephone: 01 6686 077 Email: crohan@ahcps.ie
	NI	0		
	Total	3,200		
	W R	1,475		
Association of Irish Traditional Musicians	R	169	GS	Pádraig Ó Ceallaigh 32 Cearnóg Belgrave Square, Monkstown, Co. Dublin Telephone: 01 2800 295 Email: eolas@comhaltas.ie
	NI	0		
	Total	169		
	WR	81		
	W NI	0		
Association of Secondary Teachers in Ireland	R	16,849	GS	Kieran Christie ASTI, Thomas McDonagh House, Winetavern Street, Dublin 8 Telephone: 01 6040 160 Email: gensecgalligan@asti.ie kchristie@asti.ie
	NI	0		
	Total	16,849		
	W R	11,758		
Bakers, Food and Allied Workers' Union	R	360	GS	Ronnie Draper Stanborough House, Great North Road, Welwyn Garden City, Hertfordshire AL8 7TA Telephone: 0044 1707 260 150 Email: Ronnie.draper@bfawu.org
	NI	617		
	Total	977		
	W R	43		
	W NI	135		
			NI	Laura Graham Auxiliary Organising Regional Secretary Suit 105, City East Business Centre 68-72 Newtownards Road Belfast BT4 1GW Telephone: 0044 2890 941 693 Email: laura.graham@bfawu.org
Building and Allied Trades Union	R	2,348	GS	Brendan O'Sullivan Arus Hibernia, 13 Blessington Street Dublin 7 Telephone: 01 8301 911 Email: b.osullivan@batu.ie
	NI	0		
	Total	2,348		
	W R	1		
	W NI	0		

Name of Union	Number of Members		General Secretary/Address	
Chartered Society of Physiotherapy	R	0	SNO	Claire Ronald Scottish Provident Building Donegall Square West Belfast BT1 6JH Telephone: 0044 2073 066 666 Email: ronaldc@csp.org.uk
	NI	965		
	Total	965		
	W R	0		
	W NI	932	NI	Tom Sullivan Public Affairs & Policy Manager Scottish Provident Building Donegall Square West Belfast BT1 6JH Telephone: 0044 2895 215 533 Email: sullivan@csp.org.uk
Communications Workers' Union	R	15,003	GS	Stephen Fitzpatrick William Norton House , 575 North Circular Road, Dublin 1 Telephone: 01 8663 000 Email: info@cwu.ie
	NI	0		
	Total	15,003		
	W R	3,450		
Communication Workers Union (UK)	R	0	GS	Dave Ward CWU, 150 The Broadway, Wimbledon, London SW19 1RX Telephone: 0044 2089 717 251 Email: jdunn@cwu.org
	NI	4,854		
	Total	4,854		
	W NI	917	RS	David Kennedy CWU Regional Centre, 3rd Floor Unite Blds. 26 - 34 Antrim Road, Belfast, BT15 2AA Telephone: 0044 2890 321 771 Email: northernirelandregion@cwu.org
Connect Trade Union	R	39,000	GS	Paddy Kavanagh Head Office, 6 Gardiner Row, Dublin 1 Telephone: 01 8747 047 Email: paddy_k@connectunion.ie
	NI	0		
	Total	39,000		
	W R	108		
	W NI	0		
Energy Services Union (of Ireland)	R	1,279	GS	Fran O' Neill 43 East James's Place, Lower Baggot Street, Dublin 2 Telephone: 01 6767 444/5 Email: fran@esu.ie sarahjane@esu.ie
	NI	0		
	Total	1,279		
	W R	769		
EQUITY	R	0	GS	Christine Payne Guild House, Upper St. Martin's Lane, London WC2H 9EG Telephone: 0044 2076 700 255 Email: cpayne@equity.org.uk
	NI	523		
	Total	523		
	W R	0		
	W NI	267	NO	Adam Adnyana 4th Floor, Cambridge House 8 Cambridge Street Glasgow, G23DZ Email: aadnyana@equity.org.uk mcurran@equity.org.uk
Financial Services Union	R	8,521	Acting General Secretary	Gareth Murphy Stephen Street Upper, Dublin 8 Telephone: 01 4755 908 Email: jane.higgins@fsunion.org Gareth.murphy@fsunion.org
	NI	2,568		
	Total	11,089		
	W R	5,879		
	W NI	1,772		

Name of Union	Number of Members		General Secretary/Address	
Fire Brigades' Union	R	o	GS	Matt Wrack Bradley House, 68 Coombe Road, Kingston Upon Thames, Surrey KT2 7AE Telephone: 0044 2085 411 765 Email: office@fbu.org.uk
	NI	1538		
	Total	1,538	RS	Phil Millar 14 Bachelors Walk, Lisburn, Co. Antrim BT28 1XJ Telephone: 0044 2892 664 622 Email: phil.millar@fbu.org.uk
	W NI	88		
First Division Civil Servants (FDA)	R	o	GS	Dave Penman Elizabeth House, 6th Floor, 39 York Road, London SE1 7NQ Telephone 0044 2074 015 555 Email: dave@fda.org.uk
	NI	230		
	Total	230	SS/NI	Allan Sampson FDA Scottish Office c/o EIS 46 Moray Place Edinburgh EH3 6BH Email: allan@fda.org.uk
	W NI	111		
FÓRSA	R	89,401	GS	Shay Cody Senior General Secretary Nerney's Court, Dublin 1 Telephone: 01 8171 500 Email: scody@forsa.ie Eoin Ronayne General Secretary / Organisation & Development Nerney's Court, Dublin 1 Telephone: 01 8171 500 Email: eronayne@forsa.ie Kevin Callinan Senior General Secretary Designate Nerney's Court, Dublin 1 Telephone: 01 8171 500 Email: kcallinan@forsa.ie
	NI	o		
	Total	89,401		
	WR	61,601		
	WNI	o		
GMB	R	321	GS	Tim Roache General Secretary 22 Stephenson Way London NW1 2HD Telephone: 0044 2073916700 Email: wendy.bartlam@gmb.org.uk
	NI	9,712		
	Total	10,033		
	WR	34		
	WNI	4,979		
			IR	Denise Walker Senior Organiser Victoria House 1 A Victoria Road Holywood BT18 9BA Telephone: 0044 2890 393 340 Email: denise.walker@gmb.org.uk
Guinness Staff Union	R	407	GS	John Dunne GSU, The Guinness Enterprise Centre Taylors Lane, Dublin 8 Telephone: 01 4100 600 Email: john.dunne@guinnessstaffunion.com
	NI	o		
	Total	407		
	W R	145		

Name of Union	Number of Members		General Secretary/Address	
Irish Federation of University Teachers	R NI Total W R	2,469 0 2,469 1,189	GS	Joan Donegan 11 Merrion Square, Dublin 2, Do2 P962 Telephone: 01 6610 910 Email: generalsecretary@ifut.ie
Irish Medical Organisation	R NI Total W R W NI	4,685 0 4,685 2,264 0	CEO	Susan Clyne Chief Executive Officer 10 Fitzwilliam Place, Dublin 2 Telephone: 01 6767 273 Email: sclyne@imo.ie
Irish National Teachers' Organisation	R NI Total W R W NI	38,546 7,136 45,682 32,953 5,597	GS	Sheila Nunan 35 Parnell Square, Dublin 1 Telephone: 01 8047 759 Email: info@into.ie
Irish Nurses and Midwives Organisation	R NI Total W R	39,150 0 39,150 38,626	GS	Phil Ní Sheaghda The Whitworth Building, North Brunswick Street, Dublin 7 Telephone: 01 6640 626 Email: Michaela.ruane@inmo.ie
MANDATE	R NI Total W R	33,462 0 33,462 21,750	GS	John Douglas O'Lehane House, 9 Cavendish Row, Dublin 1 Telephone: 01 8746 321 Email: johndouglas@mandate.ie
Medical Laboratory Scientists Association	R NI Total W R	1,565 0 1,565 1,179	GS	Terry Casey 4th Floor, Liberty Hall, Dublin 1 Telephone: 01 8586 472 Email: tcasey@siptu.ie
National Association of Schoolmasters and Union of Women Teachers	R NI Total W R W NI	0 12,875 12,875 0 9,394	GS NO	Chris Keates Hillscourt Education Centre, Rose Hill, Rednal, Birmingham B458RS Telephone: 0044 1214 536 150 Email: nasuwt@mail.nasuwt.org.uk Justin McCamphill Ben Madigan House, Edgewater Office Park, Edgewater Road, Belfast BT 3 9JQ Telephone: 0044 2890 784 480 Email: Justin.mccamphill@mail.nasuwt.org.uk rc-nireland@mail.nasuwt.org.uk
National Union of Journalists	R NI Total W R W NI	2,274 749 3,023 822 274	GS AGS	Michelle Stanistreet Headland House, 72 Acton Street London WC1X 8NP Telephone: 0044 2078 433 700 Email: generalsecretary@nuj.org.uk Seamus Dooley 2nd Floor, Spencer House, Spencer Row, Off Store Street, Dublin 1 Telephone: 01 8170 340 Email: seamusd@nuj.ie info@nuj.ie
National Union of Rail, Maritime and Transport Workers (RMT)	R NI Total W R W NI	13 85 98 2 14	GS RO	Mick Cash Unity House, 39 Chalton Street, London NW1 1JD Telephone: 0044 2075298307 Email: m.cash@rmt.org.uk John Tilley Temple Lane, Liverpool, L2 5BB Telephone: 0044 1512 363 912 Email: j.tilley@rmt.org.uk

Name of Union	Number of Members		General Secretary/Address	
Northern Ireland Public Service Alliance	R NI Total W NI	o 41,426 41,426 28,447	GS	Alison Millar Harkin House, 54-56 Wellington Park, Belfast, BT9 6DP Telephone: 0044 2890661 831 Email: Alison.millar@nipsa.org.uk
Operative Plasterers and Allied Trades Society of Ireland	R NI Total W R	916 o 916 3	GS	Billy Wall 18 Merrion Square, Dublin 2 Do2 E126 Telephone: 01 9079 200 Email: info@opatsi.ie
Prison Officers' Association	R NI Total W R	3,024 o 3,024 635	GS	John Clinton 18 Merrion Square Dublin 2 Telephone: 01 6625 495 Email: admin@poa.ie
Prospect	R NI Total W R W NI	51 1903 1954 13 596	GS NIO	Mike Clancy 8 Leake Street, New Prospect House, London SE1 7NN Telephone: 0044 2079 022 254 Email: cora.green@prospect.org.uk Angela Moffatt Prospect Northern Ireland/Republic of Ireland c/o ICTU NIC, 45-47 Donegall Street, Belfast, BT1 2FG Telephone: 0044 2890 246 331 Email: angela.moffatt@prospect.org.uk
Public and Commercial Services	R NI Total WR WNI	o 1,594 1,594 o 847	GS SS	Mark Serwotka 160 Falcon Road, London SW11 2LN Telephone: 0044 2078 012 614 Email: mark@pcs.org.uk Lynn Henderson 145 West Regent Street, Glasgow G2 2SG Telephone: 0044 1412 255 150 Email: lynnh@pcs.org.uk
Royal College of Midwives	R NI Total W R W NI	o 1,308 1,308 o 1,306	GS NI	Gill Walton 15 Mansfield Street London W1G 9NH Telephone: 0044 300 303 0444 Email: gill.walton@rcm.org.uk Karen Murray 58 Howard Street Belfast BT1 6PJ Telephone: 0044 2890 241 531 Email: karen.murray@rcm.org.uk
Services Industrial Professional Technical Union	R NI Total W R W NI	173,000 7,000 180,000 69,200 2,800	GS	Joe O'Flynn Liberty Hall, Dublin 1 Telephone: 01- 8586300 Email: gensec@siptu.ie
Society of Radiographers	R NI Total W R W NI	o 980 980 o 860	GS	Richard Evans 207 Providence Square Mill Street London SE1 2EW Telephone: 0044 2077 407 200 Email: info@sor.org
Teachers' Union of Ireland	R NI Total W R W NI	18,352 o 18,352 11,513 o	GS	John MacGabhann 73 Orwell Road, Rathgar, Dublin 6 Telephone: 01 4922 588 Email: tui@tui.ie

Name of Union	Number of Members		General Secretary/Address	
Transport Salaried Staffs' Association	R	559	GS	Manuel Cortes TSSA Walkden House, 2nd Floor, 17 Devonshire Square, London EC2M 4SQ Telephone: 0044 2073 872 102 Email: enquiries@tssa.org.uk
	NI	300		
	Total	859		
	W R	211		
	W NI	115		
Ulster Teachers' Union	R	45	GS	Jacquie Whyte 94 Malone Road, Belfast BT9 5HP Telephone: 0044 2890 662 216 Email: office@utu.edu
	NI	6,088		
	Total	6,133		
	W R	34		
	W NI	5,178		
Union of Shop, Distributive and Allied Workers	R	0	GS	Paddy Lillis 188 Wilmslow Road, Manchester M14 6LJ Telephone: 0044 161 224 2804/249 2400 Email: researchenquiries@usdaw.org.uk
	NI	17,898		
	Total	17,898		
	W R	10,001		
	W NI	10,001		
UNISON	R	0	GS	Dave Prentis Unison Centre 130 Euston Road London NW1 2AY Telephone: 0044 207 121517 Email: d.prentis@unison.co.uk
	NI	39,001		
	Total	39,001		
	W R	0		
	W NI	31,794		
UNITE	R	21,440	GS	Len McCluskey 128 Theobald's Road, Holborn, London, WC1X 8TN Telephone: 0044 2076112500 Email: len.mccluskey@unitetheunion.org Jackie Pollock Regional Secretary 26-34 Antrim Road, Belfast BT15 2AA Telephone: 0044 2890 232 381 Email: jackie.pollock@unitetheunion.org Brendan Ogle Senior Officer – Republic of Ireland UNITE House 55/56 Middle Abbey Street, Dublin 1 D01 X002 Telephone: 01 8734 577 Email: brendan.ogle@unitetheunion.org
	NI	33,338		
	Total	54,778		
	W R	7,085		
	W NI	7,949		

Name of Union	Number of Members		General Secretary/Address	
University & College Union	R	0	GS	Sally Hunt Carlow Street, London NW1 7LH Telephone: 0044 2077 562 500 Email: shunt@ucu.org.uk
	NI	3,336		
	Total	3,336	NIO	Katharine Clarke Suite 1, Shaftesbury House Edgewater Road Belfast BT3 9JQ Telephone: 0044 2890 372 870 Email: kclarke@ucu.org.uk
	WNI	1,786		
Veterinary Ireland	R	1,134	GS	Finbarr Murphy 13, The Courtyard, Kilcarbery Park Nangor Road, Dublin 22 Telephone: 01 4577 976 Email: hq@vetireland.ie
	NI	0		
	Total	1,134		
	WR	278		
Veterinary Officers' Association	R	287	P	Patrick Holmes Fleming's Hall, 12 Fleming's Place, Dublin 4 Telephone: 01 6686 077 Email: info@voa.ie
	NI	0		
	Total	287		
	WR	100		

Unions with Associate Status affiliated to Congress 2019

(Membership figures in respect of
31 December 2018)

Name of Union	Number of Members		General Secretary/Address
Aegis The Union	R	0	HO Brian Linn General Secretary Aegis The Union Aegon, Edinburgh Park, Edinburgh, EH12 9SE Telephone: 0044 7718 122 850 Email: brian.linn@aegistheunion.co.uk
	NI	214	
	Total	214	
	WR	0	
	WNI	125	
British Dietetic Association	R	97	HO Andy Burman 5th Floor, Charles House, 148/9 Great Charles Street, Queensway, Birmingham B3 3HT Telephone: 0044 1212 008 080 Email: tusecretary@bda.uk.com
	NI	434	
	Total	531	
	WR	92	
	WNI	412	
Community	R	0	HO Roy Rickhuss General Secretary Community 465c Caledonian Road, Lower Holloway, London, N7 9GX Telephone: 0044 2074 204 023 Email: info@community-tu.org
	NI	325	
	Total	325	
	WR	0	
	WNI	127	
Hospital Consultants and Specialist Association	R	0	HO Mr Joe Chattin General Secretary 1 Kingsclere Road, Overton, Basingstoke Hants, RG25 3JA Telephone: 0044 1256 771 777 Email: conspec@hcsa.com
	NI	134	
	Total	134	
	WR	0	
	WNI	37	
National Association of Head Teachers N1 (NAHT)	R	0	HO Paul Whiteman General Secretary NAHT Carnmoney House, Edgewater office Park, Belfast BT3 9JQ Telephone: 0044 2890 776 633 Email: nahtni@naht.org.uk
	NI	615	
	Total	615	
	WR	0	
	WNI	385	
The College of Podiatry	R	136	HO Mr Steve Jamieson General Secretary 2nd Floor , Quartz House 207 Providence Square Mill Street, London SE1 2EW Telephone: 0044 2072 348 631 Email: employmentsupport@cop.org.uk
	NI	595	
	Total	731	
	WR	102	
	WNI	479	

Affiliations to Congress

Currently there are 43 unions affiliated to Congress and 6 Associate Members.

Union Membership

The number of union members affiliated to Congress as of the 31st December 2018 stood at 713,854 compared to 724,926 in 2017, a net decrease of 11,072, representing a decrease of 1.5% in the two year period since BDC 2017. The number of unions affiliated to Congress for 2019 is 43.

CPSU, IMPACT and PSEU amalgamated in January 2018 to form Fórsa.

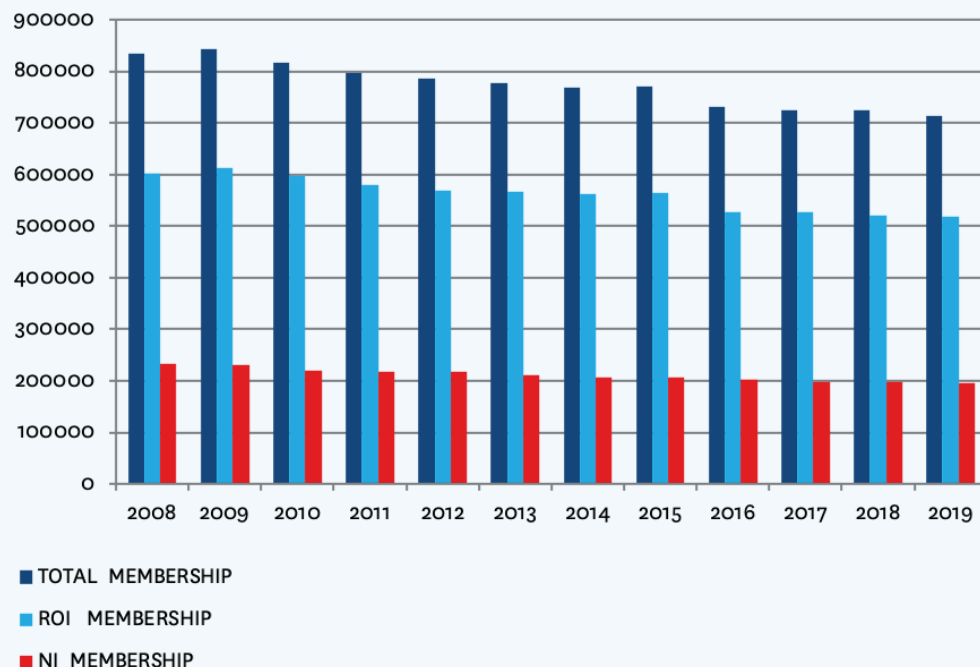
TEEU and UCATT amalgamated to form Connect.

At the time of writing, the POA NI has applied to be readmitted into membership of Congress.

The number of unions with Associate Status for 2019 is six.

Summary of Total Membership Changes 2017/2019:

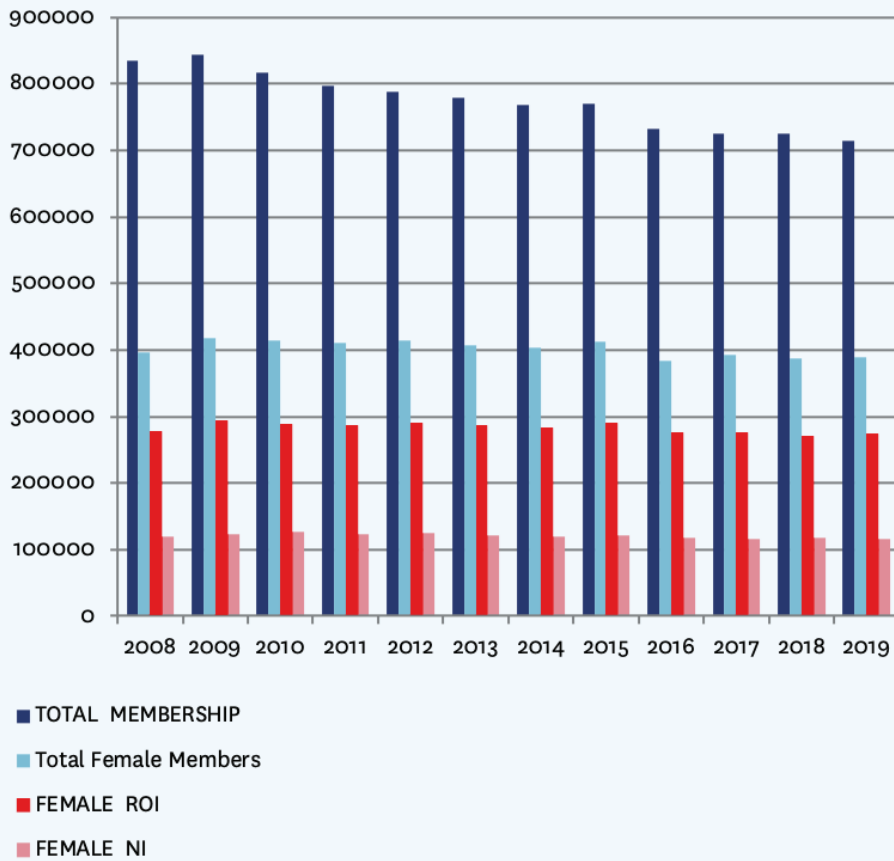
Year	ROI	NI	TOTAL
2017	527,048	197,878	724,926
2019	517,830	196,024	713,854
Difference	-9,218	-1,854	-11,072
% Difference	-1.7%	-0.9%	-1.5%



Female Membership

The total number of female members at the 31st December, 2018 is 389,360

Year	TOTAL FEMALE	ROI	NI
2017	392,901	276,559	116,342
2019	389,360	273,201	116,159
Difference	-3,541	-3,358	-183
% Difference	-0.9%	-1.2%	-0.2%



Public/Private Membership 2019

Total Private Sector	47.5%
Total Public Sector	52.5%
Total Membership	713,854
ROI Private Sector	52.2%
ROI Public Sector	47.8%
ROI Total	517,830
NI Private Sector	35.2%
NI Public Sector	64.8%
NI Total	196,024
ROI Private Sector Female	36.7%
ROI Public Sector Female	63.3%
ROI Total Female	273,201
NI Private Sector Female	23.1%
NI Public Sector Female	76.9%
NI Total Female	116,159
Total Female Private Sector	32.6%
Total Female Public Sector	67.4%
Total Female	389,360
Total Female as % of Total Membership	54.5%

Local Councils of Trade Unions Affiliated to Congress in 2019

Ballina and District Council of Trade Unions

Contact: Matt Farrell

Ballymena and Antrim District Trades Union Council

Contact: Lucille O'Hagan

Belfast and District Trades Council

Contact: Kevin Doherty

Bray and District Council of Trade Unions

Contact: Kieran Connolly

Castlebar and District Trades Council

Contact: Tony Deffley

Clare Council of Trade Unions

Contact: Mary Chesser

Clonmel Trades and Labour Council

Contact: Aileen Atcheson

Cork Council of Trade Unions

Contact: Joe Kelly

Craigavon Trades Council

Contact: Dooley Harte

Derry Trades Union Council

Contact: Goretta Horgan

Drogheda Council of Trade Unions

Contact: Tracey Osmond

Dublin Council of Trade Unions

Contact: Sam Nolan

President: Betty Tyrell Collard

Fermanagh Trades Union Council

Contact: Jim Quinn

Galway Council of Trade Unions

Contact: Tom Browne

Kildare Council of Trade Unions

Contact: Chris Harrison

Letterkenny & District Trades Union Council

Contact: Anne Wilkinson

Limerick Council of Trade Unions

Contact: Mike McNamara

Mid – Ulster Trades Union Council

Contact: Lucia Collins

Newry & District Trades Union Council

Contact: Fiona Maguire

North Down and Ards Trades Council

Contact: Janette McNulty

Omagh Trade Union Council

Contact: Anton McCabe

Sligo & Leitrim Trades Council

Contact: Denis Conway

Strabane Council of Trade Unions

Contact: Kevin Doherty

Waterford Council of Trade Unions

Contact: Tom Creedon

Wexford Council of Trade Unions

Contact: Kate Miskell

Congress Centres Network

Dr. Steven's Resource Centre

1st Floor Block A
Irishtown Central
Athlone
Co. Westmeath
Coordinator: Bernie Mannion
Ph: 090 6473001
Email: drstevensresourcecentre@eircom.net

Athy Resource Centre

The Manse
Woodstock Street
Athy
Co. Kildare
Coordinator: Sandra Watchorn
Ph: 059 8638523
Email: athyresourcecentre@eircom.net

Ballina Centre for the Unemployed

Teeling Street
Ballina
Co. Mayo
Coordinator: Lucy Cunningham
Ph: 096 70885
Email: cfuballina@eircom.net

Belfast Resource Centre

4-5 Donegall Street Place
Belfast BT1 2FG
Coordinator: Aisling Cartmill
Ph: 04890 961111
Email: info@burc.org

Caherciveen Congress Information Centre

3 New Street
Caherciveen
Co. Kerry
Coordinator: Mike Morris
Ph: 066 9472866
Email: coninfcentre@gmail.com

Castlebar Centre for the Unemployed

Tucker Street
Castlebar
Co. Mayo
Coordinator: Lucy Cunningham
Ph: 094 9227684
Email: cfucastlebar@eircom.net

Clare Congress Information & Opportunity Centre

Connolly House
Unit 7A Elevation Business Park
Clonroad
Ennis
Co. Clare
Coordinator: Andrea Lynch
Ph: 065 6481009
Email: info@cioc.ie

Drogheda Resource Centre

7 North Quay
Drogheda
Co. Louth
Coordinator: Bernadette Dowd
Ph: 041 9835754
Email: droghedaresourcecentre@gmail.com

Dublin 12 Congress Centre

146 Sundrive Road
Crumlin
Dublin 12
Coordinator: Vacant

Fingal Centre

5 Cardiffsbridge Road
Finglas
Dublin 11
Coordinator: Marie McCann
Ph: 01 8845228
Email: director@thefingalcentre.ie

Noreside Resource Centre

3 St Canice's Court
Dean Street
Kilkenny
Coordinator: Yvonne Moriarty
Ph: 056 7762146
Email: noresideresourcecentre@gmail.com

Letterkenny Congress Resource Centre

Celtic Apartments
Pearse Road
Letterkenny
Co. Donegal
Coordinator: Marie Slevin
Ph: 074 9128010
Email: congressresourcecelk@hotmail.com

**Longford Employment Development
& Information Centre**

2 Mastertech Business Park
Athlone Road
Longford

Coordinator: Breda Murphy
Ph: 043 3347515
Email: breda.coordinator@edilongford.ie

**Mullingar Congress Information &
Development Centre**

Unit B Harbour Court
Friars Mill Road
Mullingar
Co. Westmeath

Coordinator: Susan Durnin
Ph: 044 9345060
Email: ictumullingar@gmail.com

Newbridge Resource Centre

Lower Eyer Street
Droichead Nua
Co. Kildare

Coordinator: Sandra Watchorn
Ph: 045 432763
Email: drnua@eircom.net

**Tralee Congress Employment Information
Centre**

Milk Market Lane
Tralee

Coordinator: Marilyn Bulman
Ph: 066 7127617
Email: traleecongresscentres@gmail.com

Appendix 4

Staff at Congress 2019 (as of May 2019)

Head Office

31-32 Parnell Square
Dublin 1 (D01 YR92)
T: +353 1 8897777

Northern Ireland Office

45-47 Donegall Street
Belfast BT1 2FG
T: 048 90247940

Congress Head Office

General Secretary – Patricia King
Assistant General Secretary – Owen Reidy
Industrial Officer – Peter Rigney
Industrial Officer – Liam Berney
Equality Officer/Developmental Officer/Global
Solidarity Officer – David Joyce
Campaigns Officer – Macdara Doyle
Director of Union Learning/CCN – Frank Vaughan
Finance Officer – Pat Quinn
Programme Manager GS Office & Social Policy –
Eileen Sweeney
Programme Manager HR & Communications –
Deirdre Mannion
Communications Consultant – Conor Kavanagh
Social Policy Officer – Laura Bambrick
Social Policy Officer – Ger Gibbons

Administrative Staff

General Secretary's Office – Natalie Fox
Finance Office – Catherine McLaughlin
Finance Office - Pauline Corr
Reception – Vivien McDonnell
Reception - Trisha Ellis

Northern Ireland Office

Equality and Social Affairs Officer – Clare Moore
Union Services Officer, Communications & Policy
– John O'Farrell
Union Services Officer NI – Kevin Doherty
NI Finance & Programme Officer – Gillian Allen

Administrative Union Learning and Development
Officer – Julie Gorman

Administrative Assistant – Eileen Gorman

Administrative Officer – Tony Gallagher

Nevin Economic Research Institute (NERI)

Dublin Office

Director – Tom Healy
Senior Economist – Tom McDonnell
Economist – Paul Goldrick-Kelly
Economist – Ciarán Nugent
Administrator – Louisa O'Brien

Belfast Office

Senior Economist – Paul Mac Flynn
Economist – Lisa Wilson

Congress Secretariat Changes

<u>Left Congress</u>	<u>Date</u>
Lukasz Karpinski (RIP)	October 2017
Kasia Garbal	September 2017
Fearghal Geraghty	July 2018
Fiona Dunne (Secondment to One Initiative)	January 2019

<u>Joined Congress</u>	<u>Date</u>
Laura Bambrick	January 2018
Ger Gibbons	February 2018
Conor Kavanagh	October 2018

Notes

On behalf of the Executive Council, Congress wishes to extend best wishes to those who have left or joined Congress since BDC 2017 and offers its sincere sympathy to the family and friends of our colleague Lukasz Karpinski.

Appendix 5

Membership of Congress Committee and External Bodies

Appeals Board

B Hannigan (Fórsa), A Kenny (TUI), T O’Driscoll (SIPTU), M Staunton (Fórsa), N Ward (INTO).

Communications Group

S Carabini (Fórsa), J Clinton (POA), F Connolly (SIPTU), P Daly (FSU), S Dooley (NUJ), D Fagan (Fórsa), B Forbes (MANDATE), D Geary (INTO), D Gibney (MANDATE), C Griffin (TUI), B Harbor (Fórsa), A Klemm (UNITE), S Millar (SIPTU), F Ní Bhrógáin (CWU), C Rohan (AHCPS), E Ronayne (Fórsa), N Shanahan (Fórsa), G Tuffy (ASTI).

Community Sector Committee

B Byrne (UNITE), C Darley (Fórsa), J King (SIPTU), E Mullins (SIPTU), J O’Connor (Fórsa), B O’Hanlon (Fórsa), D O’Leary (SIPTU), L Scully (SIPTU).

Construction Industry Committee

J Coughlan (SIPTU), G Ennis (SIPTU), T Faulkner (Connect Trade Union), T Fitzgerald (UNITE), R Kelly (UNITE), D Lane (SIPTU), B Murphy (OPATSI), B Nolan (Connect Trade Union), B O’Sullivan (BATU), A Smith (BATU), B Wall (OPATSI).

Demarcation Tribunal

L Broderick (FSU), R Browne (UNITE), E Buckley (SIPTU), K Callinan (Fórsa), K Christie (ASTI), S Cody (Fórsa), C Cronin (Cork Council of Trade Unions), J Cunningham (SIPTU), S Dooley (NUJ), J Douglas (MANDATE), S Fitzpatrick (CWU), S Heading (Connect the Union), D Hughes (INMO), P Kavanagh (Connect Trade Union), A Kirk (Fórsa), J MacGabhann (TUI), F Ní Bhrógáin (CWU), P Ní Sheaghda (INMO), S Nunan (INTO), D O’Connor (INTO), J O’Connor (SIPTU), J O’Flynn (SIPTU), C Rohan (AHCPS), E Ronayne (Fórsa), N Ward (INTO).

Disability Committee (Northern Ireland)

A Adams (GMB), P Brennan (SIPTU), L Chestnut (UNISON), P Cobain (NIPSA) C Cumper (UTU), V Holding (CWU UK), R Kennedy (UNISON), S McCarron (INTO), S McKee (UTU), D McKendry (NASUWT), A Rea (NIPSA), A Smyth (UNITE).

Disability Committee (Republic of Ireland)

T Allen (AHCPS), M Branigan (UNITE), A Brennan (INMO), J Coghlan (NUJ), M Coughan (Fórsa), C Dennis (UNITE) D De Paor (ASTI), M Diskin (Bray Council of Trade Unions), P Fanning (Fórsa), S Gaynor, S Gilmartin (Fórsa), P Halligan (IFUT), J Hanna (SIPTU), B Hannigan (Fórsa), J Healion (ESU), F Jones (IFUT), G Looney (TUI), M Madden (Fórsa), S Magennis (IFUT), C Mahon (INMO), C McNamara (Fórsa), G Monaghan (Fórsa), D O’Connor (INTO), M O’Connor (ASTI), R O’Donovan (TUI), M Quinn (SIPTU), B Ruane (TUI), C Scheffer (CWU), J Thomas (Wexford Council of Trade Unions).

Education Sector Group

R Browne (UNITE), B Byrne (UNITE), K Byrne (SIPTU), K Callinan (Fórsa), K Christie (ASTI), B Cunningham (Fórsa), F Jones (IFUT), J King (SIPTU), J MacGabhann (TUI), M McCafferty (INTO), G McEvoy (SIPTU), S Nunan (INTO).

Education Trade Union Group

D Baxter (NASUWT), C Cumper (UTU), K Graham (NIPSA), H Greer (NAHT), M Keenan (UNITE), H Macormac (NAHT), J McCamphill (NASUWT), H McKinstry (UNISON) D McMurray (UNITE), M McTaggart (INTO), J Murdock (NIPSA), M Murphy-Higgins (NASUWT), A Speed (UNISON), F Turner (NAHT), D Walker (GMB), J White (UTU).

Energy & Natural Resources Sectoral Group

R Browne (UNITE), J Dullaghan (UNITE), D Erangey (Connect the Union), J Fox (Fórsa), K Halpenny (ESU), S Heading (Connect the Union), D Hurrell (Connect the Union), J McVeigh (SIPTU), J Nolan (ESU), W Noone (SIPTU), F

O'Neill (ESU), E Thompson (UNITE).

Equality & Human Rights Committee

G Alexander (NIPSA), K Clarke (UCU), P Cobain (NIPSA), M Galloway (PCS), D Harte (Craigavon Trades Council), S Harvey (Youth Committee), V Holding (CWU), D Kennedy (CWU UK), M Lafferty (USDAW), P Mackel (GMB), J McCamphill (NASUWT), P McKeown (UNISON), N McNally (SIPTU), A Millar (NIPSA), M Morgan (NIPSA), G Murphy (INTO), A Murray (NIPSA) J Pollock (UNITE), J Quinn (FBU), A Speed (UNISON), D Toner (NIPSA), T Trainor (UNITE), D Walker (GMB), J White (UTU), P Wolfe (PCS).

Global Solidarity Committee (Republic of Ireland)

D Bonass (Dublin Council of Trade Unions), J Bowen (Cork Council of Trade Unions), M Carroll (INMO), J Carton (ESU), J Coghlan (NUJ), F Connolly (SIPTU), R Coyle (UNITE), M Curtin (NUJ), M Dowling (Kildare Council of Trade Unions), L Dunne (AHCPS), B Forbes (MANDATE), J Gaffney (MANDATE), P Hennessy (ESU), A Horan (INTO), M Jennings (IFUT), D Keane (Fórsa), A Kenny (Kildare Council of Trade Unions), F Lee (IFUT), M Leydon (ASTI), P McCrea (Fórsa), J McCrohan (Fórsa), G McDonald (Fórsa), N McGuirk (Fórsa), C Melinn (CWU), J O'Brien (INTO), M O'Brien (SIPTU), Y O'Callaghan (SIPTU), T O'Connor (TUI), D O'Hara (CWU), B Ogle (UNITE), A Piggott (ASTI), E Quinn (Fórsa), J Roche (TUI), T Roche (Wexford Council of Trade Unions), A Seely (SIPTU), M Wall (Wexford Council of Trade Unions).

Global Solidarity Committee (Northern Ireland)

L Collins (NIPSA), P Corrigan (Amnesty International NI), K Daly (INTO), C Gates (NIPSA) R Gilpin (UTU), K Hillick (UNISON), P Mackel (Belfast Trades Council), C McCarthy (UNISON), A McKee (Equity), D McKendry (NASUWT), S McLaughlin (USDAW), E McMahon (TUFP), J McNulty (North Down and Ards Trades Council), G O'Fachtna (SIPTU), P O'Rawe (Prospect).

Health and Safety Committee (Northern Ireland)

G Alexander (NIPSA), M Baker (NASUWT), L Cooper (UTU), G Corry (GMB), E Cullen (UNISON), B Cunningham (FBU), S Doherty (CWU

UK), P Groogan (INTO), B Hewitt (Craigavon Trades Council), M Loughran (NIPSA), L Love (UTU), P McAnearney (NASUWT), A McDonnell (Belfast and District Trades Council), D McPoland (FBU), R Rafferty (UNISON), K Sweeney (CWU UK).

Health and Safety Committee (Republic of Ireland)

F Barry (UNITE), M Brehony (FSU), B Carty (Fórsa), S Cronin (SIPTU), P Kenny (CWU), T Delaney (POA), J Doran (Connect the Union), M Dowling (Kildare Trades Council), D Fagan (Fórsa), K Figgis (SIPTU), D Glynn (TUI), D Hughes (INMO), R Jordan (INTO), D McDonald (ASTI), G Maybury (Fórsa), J McCarthy (SIPTU), C McDonald (ASTI), A McGuinness (SIPTU), M Murphy (OPATSI), B O'Leary (MLSA), M Quinn (SIPTU), D Robinson (Fórsa), C Rowland (SIPTU), B Ruane (TUI), A Smith (BATU), M Wynne (Fórsa).

Health Sector Group

P Bell (SIPTU), T Casey (SIPTU), S Clyne (IMO), S Cody (Fórsa), J Cunningham (SIPTU), E Donnelly (Fórsa), T Fitzpatrick (INMO), P Ní Sheaghda (INMO).

Health Services Committee (Northern Ireland)

L Archer (SOR), J Bremner (HCSA), M Caddell (RCM) D Keatings (UNISON), T Killen (NIPSA), K McAdam (UNITE), K McCabe (NIPSA), C McCarthy (UNISON), M McKeanna (UNISON), P McKeown (UNISON), D Moorehead (UNITE), M Mulholland (GMB), C Pullar (MIP), C Ronald (CSP), A Speed (UNISON), T Sullivan (CSP).

Industrial Relations Committee

L Broderick (FSU), E Buckley (SIPTU), K Callinan (Fórsa), K Christie (ASTI), S Cody (Fórsa), C Cronin (Cork Council of Trade Unions), J Cunningham (SIPTU), S Dooley (NUJ), J Douglas (MANDATE), S Fitzpatrick (CWU UK), S Heading (Connect Trade Union), D Hughes (INMO), P Kavanagh (Connect Trade Union), A Kirk (Fórsa), J MacGabhann (TUI), P Ní Sheaghda (INMO), S Nunan (INTO), F Ní Bhrógáin (CWU), D O'Connor (INTO), J O'Connor (SIPTU), J O'Flynn (SIPTU), C Rohan (AHCPS), E Ronayne (Fórsa), N Ward (INTO).

Legal Strategy Committee

S Carabini (Fórsa) S Cody (Fórsa), T Fitzgerald (UNITE), P Kavanagh (Connect the Union), I McArdle (CWU), A McElduff (INTO), C Mullin (INMO), P Ní Sheaghdha (INMO), D O'Connor (INTO), R Ryan (SIPTU), T Smyth (IMO).

Lesbian, Gay, Bisexual & Transgender Committee (Northern Ireland)

B Adams (INTO), F Carolan (UNISON), C Cumper (UTU), A Elson (UNITE), M Johnston (FSU), S Kelly (INTO), K Loughran (NIPSA), K McDowell (FBU), A Murray (NIPSA), J O'Doherty (NASUWT), D Toner (NIPSA), A Rowan –Jenkins (UNITE), J White (UTU).

Northern Ireland Committee

K Clarke (UCU), D Harte (Craigavon Trades Council), D Kennedy (CWU UK), M Lafferty (USDAW) P Mackel (GMB), J McCamphill (NASUWT), P McKeown (UNISON), N McNally (SIPTU), A Millar (NIPSA), M Morgan (NIPSA), G Murphy (INTO), J Pollock (UNITE), J Quinn (FBU), A Speed (UNISON), T Trainor (UNITE), D Walker (GMB), J White (UTU), P Wolfe (PCS).

North South Committee

L Broderick (FSU), K Callinan (Fórsa), S Cody (Fórsa), J Cunningham (SIPTU), J Douglas (MANDATE), D Kennedy (CWU UK), M Lafferty (USDAW), P Mackel (NIPSA), P McKeown (UNISON), A Millar (NIPSA), M Morgan (NIPSA), G Murphy (INTO), S Nunan (INTO), A Speed (UNISON),

Private Sector Committee

B Barrett (FSU), R Browne (UNITE), E Buckley (SIPTU), S Cody (Fórsa), A Connolly (Fórsa), S Dooley (NUJ), J Douglas (MANDATE), J Dunne (GSU), G Ennis (SIPTU), T Fitzgerald (UNITE), T Hannick (SIPTU), S Heading (Connect the Union), P Kavanagh (Connect the Union), A Kirk (Fórsa), G Light (MANDATE), I McArdle (CWU), G McCormack (SIPTU), G Murphy (FSU), F Ní Bhrógáin (CWU), B Nolan (Connect Trade Union), S Nunan (INTO), K O'Loughlin (SIPTU), C Quinlan (UNITE),

Public Services Committee

K Callinan (Fórsa), T Casey (MLSA), K Christie (ASTI), J Clinton (POA), S Clyne (IMO), S Cody (Fórsa), P Holmes (VOA), P Kavanagh (Connect Trade Union), J King (SIPTU), J MacGabhann (TUI), F Murphy (Veterinary Ireland), P Ní Sheaghdha (INMO), S Nunan (INTO), B O'Sullivan (BATU), C Rohan (AHCPS), B Wall (OPATSI).

Retail & Distribution Sectoral Group

G Brash (UNITE), J Douglas (MANDATE), M Lafferty (USDAW), G Light (MANDATE), M Quinn (SIPTU), D Walker (GMB).

Retired Workers Committee (Northern Ireland)

R Atkinson (UTU), A Boorman (UNISON), T Cluskey (NIPSA), S Dodds (NIPSA), M Galloway (PCS), R Gray (NASUWT), M Gregg (GMB), F Hughes (PCS), J Hughes (FBU), D Lee (UNITE), J Ley (NUJ), E Luke (TSSA), P Magee (GMB), J Martin (CWU UK), M McAlinden (CWU), H Rafferty (UNITE), A Thompson (UNISON),

Retired Workers Committee (Republic of Ireland)

M Browne (FSU), M Casey (UNITE), M Doyle (ASTI), M Duffy (Fórsa), J Dunne (Wexford Council of Trade Unions) F Farrell (UNITE), B Fitzpatrick (AHCPS), S Hall (ASTI), C Henegan (Galway Council of Trades Unions), JJ Higgins (CWU UK), M Hoyer (TUI), D Keane (TUI), B Keelty (FSU), C Kelly (CWU), P Lamon (SIPTU), M MacGuinness (INMO), J McCarthy (TUI), G McGovern (GSU), A McKim (Dublin Council of Trade Unions), J J McLoughlin (SIPTU), J Nealon (Fórsa), G O'Donoghue (ASTI), S O'Donoghue (BATU), M O'Halloran (BFAWU), T Roche (Wexford Council of Trade Unions), D Ronan (INMO), B Sheehan (INTO), D Sheridan (FSU), G Walsh (Fórsa), A Walsh (AHCPS), J Walsh (Fórsa), J Whelan (UNITE).

Standing Orders Committee

A Dolan (TUI), J Gaffney (MANDATE), P Guilfoyle (Connect the Union), D Keatings (UNISON), J McGinley (SIPTU).

Women’s Committee (Northern Ireland)

G Alexander (NIPSA), N Connor (Belfast and District Trades Council), T Creaney (NIPSA), D Crilly (Belfast and District Trades Council), C Cumper (UTU), C Darcan (PCS), E Gorman (FSU), V Holding (CWU UK), G Keown (GMB), M Lafferty (USDAW), G Matthews (PCS), R McCabe (SIPTU), C McCarthy (INTO), D McCusker (UNISON), D McGinley (INTO), M McKee (UNISON), M Murphy-Higgins (NASUWT), C Nelson (Equity), L O’Hagan (Ballymena and Antrim District Trades Council), G Partridge (UNITE), T Trainor (UNITE), D Walker (GMB), A Wallace (NASUWT), S Ward (FSU), J White (UTU).

Women’s Committee (Republic of Ireland)

A Atcheson (Clonmel Council of Trade Unions), M Bennett (ESU), M Branigan (UNITE), M Brennan (Fórsa), M Browne (FSU), T Caherty (NUJ), C Corcoran (ESU), M Coughlan (Fórsa), R Coyle (UNITE), M Curtin (NUJ), M Diskin (Bray and District Council of Trade Unions), A Dolan (TUI), M Egan (SIPTU), P Fanning (Fórsa), C Farrar (NUJ), E Fitzgerald (INMO), J Gaffney (MANDATE), M Geoghegan (FSU), A Gilliland (INTO), N Grealy (INTO), K Halpenny (ESU), M Harkin-Kelly (INMO), A Healy (NUJ), C Heneghan (Galway Council of Trade Unions), M La Combte (FSU), F Lee (IFUT), M Leydon (ASTI), H Linehan (Fórsa), R McEleney (Fórsa), C McNamara (Fórsa), C Melinn (CWU), M Moody-Maguire (UNITE), M Moynihan (Bray and District Council of Trade Unions), B Neville (Wexford Council of Trade Unions), D O’Hara (CWU), B O’Leary (MLSA), K O’Loughlin (SIPTU), M Ohle (ASTI), C Popplewell (AHCPS), A Regan (Dublin Council of Trade Unions), A Russell (SIPTU), C Scheffer (CWU), B Tyrrell-Collard (Dublin Council of Trade Unions).

Youth Committee (Northern Ireland)

K Burch (North Down and Ards Trades Council), S Burns (UNITE), E Cunningham (USDAW), M Hamilton (NIPSA), S Harvey (NIPSA), M Johnson (FSU), P Mackel (CWU UK), K McCann (FSU), C McCullough (UNITE), A Murray (Belfast and District Trades Council), L Nelson (SIPTU), A Shield (USDAW).

Youth Committee (Republic of Ireland)

E Allen (INTO), D Bradley (NUJ), O Carroll (Fórsa), L Corcoran (CWU), H Duffy (Fórsa), G Fitzpatrick (FSU), D Flanagan (INMO), B Fogerty (MANDATE), C Kinsella (ASTI), R McCann (ESU), S Mealy (Cork Council of Trade Unions), E Mitchell (SIPTU), E Ni Shuilleabhain (SIPTU), J O’Donnell (MANDATE), A O’Hara (Fórsa), C Reilly (CWU), T Walsh (INTO), G Williams (Fórsa).

Bodies on which Congress is Represented

REPUBLIC OF IRELAND

Industrial Relations

Advisory Group – Better Balance for Better Business

Agricultural Stakeholders Group

An Fóram Uisce

Apprenticeship Council

Barristers Professional Conduct Tribunal

Company Law Review Group

Courts Services Board

Expert Group on Future Skills

Labour Court

Low Pay Commission

Personal Injuries Assessment Board

Private Security Authority

Workplace Relations Commission

Economic Affairs

County and City Development Boards

Harbour Boards

Local Government Strategic Policy Committees

National Competitiveness Council

National Economic & Social Council

National Statistics Board

Education and Training

Education & Training Boards (some)

Governing Bodies of Institutes of Technology

Governing Body of NCI

National Council for Curriculum and Assessment

Skillnets

Teaching Council

Safety, Health & Welfare

EU-OSHA (European Agency for Health & Safety at Work)
Health and Safety Authority
National Irish Safety Organisation
Railway Safety Advisory Council

ETUC Standing Committees

EU Advisory Committee on Freedom of Movement of Workers

EUROFOUND

International Trade Union Confederation (ITUC)

The European Social Fund (ESF)

Social Affairs

Census Advisory Group
Comprehensive Employment Strategy for People with Disabilities Implementation Group
DBEI Corporate Social Responsibility Stakeholder Forum
DEASP Technical Advisory Group on Poverty Indicators and Data
DFAT Standing Committee on Human Rights
DFAT Business and Human Rights Implementation Group
National Disability Authority
National Women's Strategy Monitoring Group
Social Welfare Tribunal
Technical Advisory Group on Social Welfare

Other Bodies

Barristers Conduct Tribunal
Board of the IPA
Coalition 2030
Construction Workers Benevolent Fund & Construction Workers Health Trust
Development of LGBT Youth Strategy
ERVIA Board
IHREC Worker Employer Advisory Committee
Law Society's Complaints and Client Relations Committee
Marine Spatial Planning Advisory Group
National Safeguarding Committee
Retirement Planning Council of Ireland
Brexit Stakeholder Forum

International Bodies

Advisory Committee on Vocational Training
Advisory Committee on Migrant Workers Social Welfare
CEDEFOP Government Board
European Economic and Social Committee (EESC)
European Foundation for the Improvement of Living and Working Conditions
ETUC Executive

APPENDIX 6

Action on Motions to Biennial Delegate Conference 2017

1. Northern Ireland (Executive Council)

Congress has advocated for a rights based restoration of devolution and the full implementation of the Belfast/Good Friday Agreement including a Bill of Rights. We have received commitments from four of the five main parties that in the context of Brexit and a return to devolution they will transpose EU directives on workers' rights, as this issue will remain a devolved matter. An Industrial Strategy and Welfare Reform are two of the fourteen policy headlines we are promoting in the Better Work Better Lives campaign which is ongoing.

2. Northern Ireland Political Situation/Austerity (NIPSA)

The Northern Ireland Committee has developed and ran the **Better Work Better Lives** campaign since January 2018. The three aims of the campaign are to,

1. Challenge the scourge of low pay and poor work;
2. Challenge the decline in public investment;
3. Seek a real end to the counterproductive 1% pay cap.

The campaign is multifaceted and ongoing.

3. Trade Union and Labour Rights (PCSU)

One of the fourteen policy initiatives under the **Better Work Better Lives** campaign is 'improved trade union and worker rights'. In the Republic of Ireland Congress and its affiliates led the campaign to challenge insecure work which resulted in the delivery of the Employment (Miscellaneous) Provisions Act 2018.

4. Sunday Trading (USDAW)

Congress assisted USDAW in their campaign to maintain the status quo in relation to Sunday Trading, in particular at a meeting with the SF leadership of Belfast City Council whereby SF ultimately supported the trade union position and this led to the Council agreeing to maintain the status quo.

5. Pay for Health and Social Care Staff in Northern Ireland (CSP)

The NIC ICTU Health Committee and its constituent unions have been working on this motion through the existing bargaining structures in health. The NIC ICTU Health Committee held a major rally in Belfast in July 2018 celebrating the 70th anniversary of the NHS and reminding the public and politicians of the need to properly fund our health service and support the staff working in the sector.

6. EU Exit – Protecting the Northern Ireland Peace Process (UNISON)

Congress has published four policy papers on Brexit and its implications which we have presented at meetings with the Irish Government, the UK government, Michel Barnier, the EU institutions, the opposition parties in the UK and Republic of Ireland. We have prioritised the Belfast/Good Friday Agreement and prioritised citizens' rights in these papers. We have sought to build consensus within NI by collaborating with other representative bodies in NI where appropriate and through our participation in the 'Brexit stakeholders' Forum in the Republic of Ireland. We have continued to build support and an understanding of our position through our deep relationships and regular ongoing engagement with the WTUC, STUC and TUC.

7. The Right of Trade Union Access (MANDATE)

This motion has been pursued with Government at the Labour Employer Economic Forum as part of the Employment Rights module.

8. Trade Union Access and Statutory Recognition (USDAAW)

Notwithstanding the fact that devolution has been in abeyance for well over two years we have made the issue of trade union rights a key policy platform under the Better Work Better Lives campaign.

9. Precarious Employment (TEEU)

The passing of the Employment (Miscellaneous) Provisions Act 2018 addresses some aspects of this motion and we are continuing to press Government to bring forward legislation to end bogus self-employment.

10. Precarious Employment Practices in the Construction Sector (OPATSI)

Congress continue to press Government to bring forward legislation to end bogus self-employment.

11. Bogus Self-Employment (CWU)

In 2019 Congress produced a paper setting out the impact of bogus self-employment on workers and the State. This was produced as part of the wider campaign aimed at ensuring that Government bring forward legislation to end bogus self-employment.

12. Exploitation of Seafarers (NURMT)

This motion required no action on the part of Congress.

13. Competition Amendment Bill 2016 (NUJ)

Arising from the decision by the Council of Europe that self-employed workers cannot be denied the right to collective bargaining, Congress is pressing the Irish Government to remove any restrictions on the self-employed entering into collective bargaining negotiations.

14. Constructing the Recovery (TEEU)

This motion called for the distribution of the benefits of economic growth to be directed towards the less well off in our society. The Congress pre-budget submissions in 2017 and 2018 sought that available resources be targeted at low to middle income earners.

15. Gender Pay Gap (IMPACT)

The Gender Pay Gap was a major focus of equality work during the period including a submission to Government's consultation, participation in a major symposium, meeting with Minister Stanton on legislation, Oireachtas Committee on Justice and Equality on the Gender Pay Gap Reporting Bill, and coordination of positions with affiliate unions, IBEC and the National Women's Council.

16. Mental Health Awareness Training (GMB)

In the Republic of Ireland, the Health & Safety Committee set up a specific working group on Mental Health to look at a range of measures and supports that might be put in place for trade union officials, representatives and front-line staff dealing with mental health. The Working Group looked at both preventive and awareness measures and at how both representatives and members can be supported in this area. Awareness training is at the heart of this approach. A mental health seminar in Dublin in January 2019 gave an opportunity to unions to affirm the supports needed, and the group are finalising proposals. Many of these issues were also addressed in the Congress Disability Seminar in Belfast in February 2019. A Level 2 Mental Health course has been developed as a pilot in Northern Ireland and will be available on the programme offered through SERC from Autumn 2019.

17. Organising Our Future (Executive Council)

As part of the YouthConnect programme two new modules were written for CSPE at Junior cycle and Politics & Society at Senior cycle, both of which will be available online. A regional education programme is

in development with Trades Councils which includes providing;

- Training to council members to deliver in-class workshops and making YouthConnect materials available to them;
- Engaging student union representatives with local Councils of Trade Unions as youth liaison officer in an observer capacity;
- Capacity building for regional student councils.

ONE Galway established a tipping campaign in November 2018 targeting hospitality workers, which are largely younger workers, and in many instances, student workers. Student unions and migrant worker groups are also engaging with the campaign through the Galway Hospitality Group which was founded by student workers in 2017. The evidence used for the campaign is largely based on research conducted by the Galway Hospitality Group.

A public awareness campaign is underway at time of writing as part of an overall strategy in which ONE Cork and the Trades Councils are endeavouring to engage young workers in this sector with the movement.

18. Youth Organising (CPSU)

ONE Cork and ONE Galway extended membership to the Student Unions in each location. ONE Galway held a student accommodation focussed event in September to engage directly with students. It is now a permanent element of the work of ONE Galway to include student unions in campaigns. ONE Cork works with a Youth Advisory Group working to advise on improved engagement. Activities have included a youth clinic, skills academy programme with local young workers which is set to expand to youth groups in the south of Cork city.

ONE Galway is working with the President of the Irish Second-level Students' Union (ISSU) to develop student council skills training as a collaborative pilot programme for schools. This programme also covers introduction to trade unions using ONE Galway as the liaison group.

All Trades Councils have been advised to extend an invitation to local student unions to engage with the work of the council. Kildare Trades Council has updated their Constitution to reflect the Student & Youth liaison position which is held by an ISSU activist over 18 years of age. Short training sessions have also been provided for Trades Councils to help them develop a local panel of speakers to schools, including materials on request.

19. Strategic Plan for Future of the Trade Union Movement (MANDATE)

Congress through the Private Sector Committee developed a number of proposals aimed at fulfilling the requirements of this motion. These proposals were discussed at a seminar of all affiliate unions and arising from those discussions, work is ongoing in developing a response to the challenges identified in the motion, particularly through the industrial sectoral committees of Congress.

20. Special Fund for Trades Councils (Dublin CTU)

This work is being promoted by both the 'One' Projects (currently Cork and Galway), the LTUC initiative, the Trades Councils, along with the appointment of a facilitator for these projects.

21. Promoting Worker Welfare (ASTI)

This motion was remitted. The Executive Council agreed to work with the proposer of the motion to understand how the objectives of the motion might be realised. This work is ongoing.

22. Selection of Labour Panel to Candidates to Seanad Elections (PSEU)

This motion was ruled out of order.

23. Disputes Committee Report No. 16/3 2016, Regarding the Issue of Trade Union Rights in Dublin City Universities (IFUT) (Amendment SIPTU)

This motion was ruled out of order.

24. The Economy (Executive Council)

A number of working papers and reports are in preparation including a compendium of articles by NERI staff which will be published in a single book in 2020. This book will highlight the key lessons and policy directions needed to deliver a new enterprise economy. Work is proceeding on the role of decarbonisation and Just Transition, the single electricity market, the role of the entrepreneurial state in working with the private sector, the link between job quality, productivity and workplace practice and new models of ownership and corporate governance. Working papers have already been published on productivity trends in the Republic of Ireland and Northern Ireland. A submission was made by the NERI to the Seanad Public Consultation on small and medium-sized enterprises in September 2018.

25. Sustaining Access to Financial Services as Part of Thriving Communities (FSU)

Congress continues to press Government to set up a forum on banking and financial services.

26. Brexit (Executive Council)

Congress has developed four policy papers on Brexit and has engaged with social partners North and South, lobbied the Irish Government (through its seat on the Brexit Stakeholder Forum) and opposition parties, the political parties in Northern Ireland and the UK Government and Westminster opposition parties, Michel Barnier and politicians in Brussels on our policy position. We have also maintained a close relationship with the TUC, STUC, WTUC and ETUC on this crucial issue for workers and their families across the island.

27. Brexit and Irish Shipping Policy (Wexford CTU)

As outlined above, part of the Congress policy position endorsed by the Executive has been to seek to advocate that the UK as a whole remains in the Customs Union and the Single Market. We have also supported the 'backstop.' Both of these positions, if

finally adopted, would address the issue of increased cost of goods as the situation would remain as it is, i.e. tariff free.

28. Brexit (UNITE)

The four Congress policy papers cover policy positions on all issues raised in the motion. We have been centrally involved in the Republic of Ireland Government Brexit Stakeholder Forum and have demanded the Secretary of State set up a similar forum for Northern Ireland. We have engaged with politicians locally and nationally across the island and across the UK and with Michel Barnier on the issue.

29. Impact of UK EU Withdrawal on Cross-Border Working (Prospect)

As outlined in motion above, Congress has campaigned for the preservation of the Common Travel Area (CTA) and advocated that the various pieces of legislation which have led to the CTA now be put into an Anglo-Irish Treaty to make it more durable.

30. All-Island Agreement in Respect of Freedom of Movement and the Right to Work (Equity)

Congress has received commitments from four/five main political parties that should devolution return they would agree to continue to transpose EU Directives on the subject of workers' rights to prevent a race to the bottom on workers' rights and employment law more generally.

31. Workers Must Not Pay the Price (GMB)

Congress has received commitments from four/five main political parties that should devolution return they would agree to continue to transpose EU Directives on the subject of workers' rights to prevent a race to the bottom on workers' rights and employment law more generally.

32. Retired Workers (Executive Council)

The restoration of pension cuts under FEMPI is being addressed under the Public Service Stability Agreement (PSSA). The Retired Workers' Committee in the Republic of Ireland has established a working group of members of private sector pension

schemes. This matter has been referred to the Private Sector Committee.

33. Retired Members (Fermanagh Trades Council)

This motion was ruled out of order.

34. Pensions (Executive Council)

Congress is continuing to press Government through the Labour Employer Economic Forum to introduce promised legislation to provide for the further protection to defined benefit pension schemes. Congress is actively working to influence the shape of the Irish Government's proposed Auto Enrolment pension.

35. Housing (Executive Council)

Congress organised a major campaign in response to the housing crisis which saw publication of the Congress Charter on Housing Rights in January 2018, the hosting of two major conferences on housing (January 2018 and January 2019), and a national lobby of TDs in Fianna Fáil, Fine Gael and Independents in Government, to press our case for significant investment in a programme of public housing construction along with action of speculation, rents, evictions and the right to housing. The lobby campaign was conducted at constituency level and showed strong levels of support for the principles outlined in the Housing Charter among TDs and political parties. The lobby campaign focused on Fianna Fáil and Fine Gael as all other main parties supported the Charter. This led to the creation of the trade union led *Raise the Roof* campaign, which saw unions, student groups, women's organisations, housing agencies and community groups join forces to press for radical action on the crisis. *Raise the Roof* organised an extremely successful public rally outside the Dáil on 3 October 2018, in support of an opposition party motion on housing. The motion closely mirrored the principles set out in the Congress Housing Charter and was passed and endorsed by a majority in the Dáil. *Raise the Roof* is now pressing for full implementation of that motion and has organised a national campaign for 2019, which involved regional rallies in Cork and

Galway, a national demonstration on 18 May, along with a national petition on securing a legal Right to Housing.

36. Housing Policy (GSU)

Congress organised a major campaign in response to the housing crisis which saw publication of the Congress Charter on Housing Rights in January 2018, the hosting of two major conferences on housing (January 2018 and January 2019), and a national lobby of TDs in Fianna Fáil, Fine Gael and Independents in Government, to press our case for significant investment in a programme of public housing construction along with action of speculation, rents, evictions and the right to housing. The lobby campaign was conducted at constituency level and showed strong levels of support for the principles outlined in the Housing Charter among TDs and political parties. The lobby campaign focused on Fianna Fáil and Fine Gael as all other main parties supported the Charter. This led to the creation of the trade union led *Raise the Roof* campaign, which saw unions, student groups, women's organisations, housing agencies and community groups join forces to press for radical action on the crisis. *Raise the Roof* organised an extremely successful public rally outside the Dáil on 3 October 2018, in support of an opposition party motion on housing. The motion closely mirrored the principles set out in the Congress Housing Charter and was passed and endorsed by a majority in the Dáil. *Raise the Roof* is now pressing for full implementation of that motion and has organised a national campaign for 2019, which involved regional rallies in Cork and Galway, a national demonstration on 18 May, along with a national petition on securing a legal Right to Housing.

37. Social Progress (SIPTU)

The issues identified in this motion have been advanced as part of the work of the various industrial sectoral committees of Congress, through various campaigns run by Congress including the *Raise the Roof* Campaign and *Better Work Better Lives* Campaign.

38. Equality & Human Rights (Executive Council)

Congress continues to strive for equality and respect for human rights in our trade unions, workplaces and broader society. In the Republic of Ireland we participate on a range of stakeholder forums in relation to national strategies, including the national strategy for women and girls; comprehensive employment strategy for people with disabilities; and the implementation group for business and human rights. Congress continues to campaign for the full realisation of the Belfast/Good Friday Agreement including the long-awaited Bill of Rights. Congress continues to campaign for the implementation of strategic equality strategies in Northern Ireland including an Anti-Poverty Strategy, a Gender Equality Strategy, and a Sexual Orientation Strategy.

39. Securing Reproductive Rights for Women (UNISON)

Congress made public its support for the repeal of the 8th Amendment, including a photo opportunity with the Executive Council in advance of the referendum and a statement welcoming the result. Congress also hosted a Friday Briefing on the topic. In Northern Ireland, Congress continues to work with allies to achieve reproductive health justice. Congress has promoted the 'Abortion as a Workplace Issue' report; responded to consultations including to the Women and Equalities Select Committee, and to the special inquiry carried out by CEDAW on abortion law in Northern Ireland.

40. Prejudice and Discrimination (Belfast District CTU)

Congress continues to participate in the monitoring committee of the National Integration of Migrants' Strategy. In partnership with the main employers organisations in Northern Ireland the NIC launched the Joint Declaration of Protection which focuses on all forms of workplace discrimination/prejudice. In addition, Congress has a three year project to promote the interests and rights of BME migrant workers and to challenge

prejudice on a North/South basis. Congress undertook an equality audit in 2019 and continues a full programme of equality/employment education and training. Day three of the 2019 BDC International Section will focus on the rise of the far right and populism across Europe and strategies to combat this.

41. Accessible and Inclusive Public Education System (INTO)

This motion is being pursued through the work of Congress Education Sector Committee.

42. Investment in Education (TUI)

This motion is being pursued through the work of Congress Education Sector Committee.

43. Media Control (UNITE) (Amendment NUJ)

Congress supported an NUJ- led campaign against the concentration of ownership, including the takeover of Celtic Media Group by Independent News and Media Plc. The campaign for a Commission on the Future of Media in Ireland is ongoing.

44. The Future of Health Care in Ireland (INMO)

Congress continues to press for the immediate implementation of the Sláintecare Report directly with Government and through the work of the Congress Health Sector Committee.

45. Irish Public Health System (IMO)

This motion is being pursued through the work of the Congress Health Sector Committee.

46. Support for Workers in Relation to Mental Health and Well-Being (NASUWT)

This motion is being pursued through the work of the Congress Health Sector Committee in the Republic of Ireland. In Northern Ireland, Congress continues to promote the importance of good mental health practice through the Disability Committee and the Health and Safety

Committee. Congress raises awareness of workplace good practice through our seminar programmes and in association with the LRA and the HSENI. As part of a focus on mental health, Congress has chosen Supporting Mental Health in the Workplace as the theme for the Disability Committee Annual Seminar in 2019.

47. Perinatal Mental Health (RCM)

This motion is being pursued through the work of the Congress Health Sector Committee in the Republic of Ireland. In Northern Ireland we have made progress on the issue including a joint report as well as training by PHA linked into the Health Services Committee.

48. Cancer Awareness (Fermanagh Trades Council)

The Vice Chair of the Northern Ireland Health Committee has been involved in an Ulster University working group on this matter and the information has been disseminated through the health unions and through the ULR's at the 2019 Union Learn Conference in Belfast. In the Republic of Ireland, Congress has partnered with Irish Cancer Society in a campaign to highlight the dangers of cancer to outdoor workers. The campaign will launch in early May and continue through the summer of 2019.

49. Protection of Local Services (Letterkenny Trades Council)

Congress continues to press Government to improve local services. We have lobbied the National Transport Authority to provide additional resources for rural bus services provided by Bus Eireann.

50. Bus Eireann (Cork CTU)

This motion was pursued by Congress as part of our contribution to the Public Transport Forum and in submissions to the National Transport Authority.

51. Sectarianism/Hate Crimes and the Trade Union Response (NIPSA)

Congress is a key partner in an initiative with UU, MRCI and CIP which is promoting and building the capacity of migrant workers in

the border areas and promoting positive community integration. We have also through the Ballymena and Antrim Trades Council sought to improve community relations between migrant workers and local people. Working with five affiliate industrial unions we have agreed a protocol which may facilitate the organisation of the migrant workers who engage with the programme. We have also met with the leadership of UAR.

52. European Pillar of Social Rights (Executive Council)

Congress worked closely with the ETUC in the implementation of the main Social pillar initiatives, and lobbied TDs, MEPs and Government departments as necessary. These proposals were the subject of negotiation and amendment, and at the time of writing all the main elements of the Pillar have been agreed between the EU Institutions - Council, Commission and Parliament and the final proposals are awaited. All must be finalised in the life of the current Commission. The main elements of the pillar are:

- Directives on Work-Life Balance;
- Transparent and Predictable Working Conditions Directive;
- European Labour Authority;
- Social Insurance for the self employed.

Although not strictly part of the Pillar the *Revision of the Posted Workers' Directive* was also concluded in the period under review.

53. Global Solidarity (Executive Council)

Congress continues to work to raise awareness and to hold Government to account in terms of its implementation of the Paris Agreement and the Sustainable Development Goals, and was successful in campaigning for a limited right to work for asylum seekers.

54. International Labour Organisation (Executive Council)

Congress continues to work on ILO matters through participation in the Interdepartmental Working Group of

Department of Business Enterprise & Innovation. We also participated in the first year (2018) of discussions towards a new ILO Standard on Violence and Harassment in the World of Work and were successful in campaigning for the ratification of the Forced Labour Protocol in 2019.

55. Palestinian Solidarity (Derry CTU)

Congress has disseminated the Economic and Social Commission for Western Asia (ESCWA) Report to affiliate trade unions and urged them to consider the civil society recommendations. We were honoured to have Omar Barghouti as a keynote speaker at BDC 2017. Congress has been a major proponent of the Occupied Territories Bill in the Republic of Ireland.

Emergency Motion No. 1 – Climate Change & the Paris Accord (GSU)

This motion was pursued through the work of the Congress Energy and Natural Resources Sector Committee.

Emergency Motion No. 2 – Appalling Tragedy/Crime at Grenfell Tower (Derry CTU)

The relevant Congress affiliates on both sides of the border (FBU in Northern Ireland and SIPTU and Forsa in the Republic of Ireland) have been proactive in the wake of the Grenfell fire, demanding that appropriate risk assessments are carried out and lessons learned from the Grenfell tragedy. The NIC-ICTU Better Work Better Lives campaign has prioritised the issue of housing and in particular public housing as one of its fourteen policy areas.

Emergency Motion No. 3 – Columbia Peace Agreement (UNITE)

There were two Justice for Columbia/FÓRSA Peace Monitor delegations in 2018 with a third planned for the end of May 2019. The first delegation in April 2018 met with the trade unions, the union federation - the CUT, civil society, victims of the conflict, the Government, the FARC leadership, the UN and the Armed forces. A report has been published and was launched in Westminster in December 2018 which was addressed by the EU Special Envoy to the Peace Process. In late 2017 Justice for Columbia met with the Chair of the Irish Foreign Affairs Select Committee, and have to formalise a Parliamentary Group in the Oireachtas of TDs and Senators.

Appendix 7

Disputes Committee

The following Disputes Committee Reports were brought before the Executive Council for decision:

1. Representation Rights Dublin City University

This dispute concerned the right to represent various grades in Dublin City University. A Disputes Committee considered the dispute and Disputes Committee Report 01/16 was approved by the Executive Council on 21st June, 2016. This report was appealed by IFUT and the appeal was considered by a new Disputes Committee. The findings of the Disputes Committee in the case of the appeal are outlined in Disputes Committee Report 03/16, which was adopted by the Executive

Council on 14th December, 2016. Disputes Committee Reports 01/16 and 03/16 follows below:

Irish Congress of Trade Unions Disputes Committee Report 01/16

Parties: SIPTU v UNITE, IMPACT, IFUT

Date of Hearing: 25th May, 2015

Dispute: Organisation of Workers in St Patrick's College, Mater Dei Institute and Church of Ireland College of Education upon the incorporation of these bodies into DCU

Committee: Sheila Nunan (Chair and Executive Council Member) Ian Mc Ardle (CWU) Brian Nolan (TEEU)

There was no objection to the constitution of the Committee.

1. Background

2. SIPTU Case:

On behalf of SIPTU it was stated that the union had an agreement with DCU giving it sole negotiating rights in DCU as then constituted and in all future forms and locations of that institution. Arising from the Sahlberg Report on Teacher Education, a number of other unions would be incorporated into DCU. A conciliation process was established by ICTU to seek to accommodate the position of all the unions (SIPTU, UNITE, IFUT and IMPACT). The outcome of this process was unacceptable to SIPTU because it compromised their agreement. The following were specific points of difficulty:

- While the proposal on restructuring would create one additional faculty – education – the proposal applied to all of DCU.
- Maintaining the ratio of membership for a period of one year was insufficient to ensure the maintenance of the integrity of SIPTU's agreement.
- SIPTU were not seeking the transfer of members of other unions, and were willing to discuss interim measures. However, it had to be borne in mind that a process was under way which would place all of the staff in the three institutions onto DCU contracts.
- All unions were party to discussions on the incorporation process and had sought as a matter of policy to minimise the red circling of conditions.

- SIPTU had in recent times transferred over 1000 members to other unions as part of public service restructuring. This was sometimes done against the wishes of the members, but in order to maintain the integrity of existing collective agreements.

3. IFUT Case

IFUT had engaged in good faith with the ICTU conciliation process, but that since it had been rejected it was now off the table. IFUT had 1200 members in UCD, TCD, UCC, NUIG, Maynooth, RCSI and several other institutions. It had exclusive rights for the relevant grades in TCD UCC and Maynooth. It worked alongside the other unions in the sector. IFUT had approximately 215 members in the three institutions or over ten per cent of the union's membership. The loss of such a number would be catastrophic. Loss of negotiating rights in this case could have adverse consequences for the IFUT position in Mary Immaculate College in Limerick.

The third level sector was IFUT's natural sphere of influence. DCU and UL were exceptions being former institutes of higher education having single union agreements with FWUI and ASTMS respectively.

The ICTU compromise proposal contained a measure to restrict recruitment in order to maintain ratios. This would make it more difficult to expand union membership, because if people could not join the union of their choice they would most likely join no union.

The committee was asked to find that IFUT should share representational rights for academic staff in DCU as was already the case in UCD and NUIG.

4. UNITE Case

On behalf of UNITE it was stated that they had members in UCD, Maynooth, UL and DIT. They had 52 members in St Pats covering Library, Admin, Porters and maintenance.

UNITE stated that they had legal advice that this was a TUPE situation and union recognition would transfer to the new entity.

In these circumstances the committee was asked to find that UNITE should share recognition for these grades in DCU.

5. IMPACT Case

IMPACT stated that they supported the Congress conciliation proposals, which formed the basis of a resolution.

6. Findings

The committee finds as follows:

As regards the TUPE argument the committee is not qualified to make a finding on this issue. Matters such as this should be settled between unions within structures laid down under clause 46 of the ICTU constitution.

As regards the case of the 1983 disputes committee on community colleges, the committee do not necessarily feel bound by a precedent dating back over thirty years, but in any event the case referred to concerned two unions who were already part of the same staff panel and therefore the same negotiating unit.

Clause 46 f of the Constitution states:

“Unions should consider the possibility of joint working agreements relating to spheres of influence, recognition of cards, machinery for resolving differences and conditions for the transfer of members. Unions organising similar classes of workers, or organising different classes of workers within the same industry, should, as far as possible, make joint working agreements”.

Disputes committees should support and promote such agreements.

The proposals put forward in February 2015 are in the committees view, the best way of resolving this matter. However, these proposals should be regarded as having effect only in the faculty of education of the incorporated institution. The faculty is an established sub unit of university life recognised as such in the statutes of the college.

Additionally the review period in point seven of the proposed agreement should run until the end of the 2018 - 2019 academic year.

Irish Congress of Trade Unions Disputes Committee Report 03/16

Parties: SIPTU vs UNITE, IMPACT, IFUT

Date of Hearing: 12th April, 2016

Dispute: Organisation of Workers – Appeal by Unite and IFUT of Dispute’s Committee Report 01/16

Committee: Brian Campfield (Executive Council Member) Phil Ní Sheaghda (Executive Council Member) John Clinton (POA)

1. IFUT, UNITE CASE

Dispute’s Committee report 16/1 contains two clauses which read:

‘The proposals put forward in February 2015 are, in the Committee’s view, the best way to resolve the matter’.

and

‘However, these proposals should be regarded as having effect only in the Faculty of Education of the Incorporated Institution.’

It is the view of the appellant unions that these clauses are incompatible. A very large number of IFUT members who will transfer into posts at DCU will be working in Departments other than Education. Also UNITE and IFUT members will be working in the Library and Administration and many other areas which are not demarcated along faculty lines.

Some Departments in Faculties other than Education will be staffed by a majority of IFUT members.

IFUT further submitted that ‘In Universities the negotiating unit is (apart from individual grievances) a national one.

UNITE believed that the refusal of the original Dispute’s Committee to deal with the TUPE implication of the case is a major mistake for a trade union body.

2. SIPTU CASE

SIPTU has a Collective Agreement with Dublin City University which provides for the following:-

“Dublin City University [hereafter referred to as the University] agrees to recognise SIPTU [hereafter referred to as the Union] as the representative trade union for academic and all other staff of the University. It agrees to recognise the Union as the sole representative body for Collective Bargaining purposes for staff employed by the University in the main Dublin City University campus, Collins Avenue, Dublin 9 and all other locations from which the University operates now or in the future.”

In light of the Appeal lodged by IFUT and UNITE, SIPTU’s position is that the ICTU Appeals Board should fully uphold the Collective Agreement. SIPTU would have been prepared to accept the Report 16/1 insofar as they would be strictly applied to and only have application in the Faculty of Education.

Report 16/1 represented a compromise scenario wherein SIPTU is being asked to set aside its Collective Agreement, and to accede Collective Bargaining Rights to the other Unions [IFUT, UNITE and IMPACT] in return for the other Unions accepting this would only apply in the Faculty of Education. The IFUT and UNITE letters of Appeal would indicate that no compromise solution is workable and can be considered by them. SIPTU is not seeking that members of the other unions transfer their membership to SIPTU.

SIPTU however, is not willing and sees no reason to surrender a Collective Agreement entered into on the formulation of DCU [NIHE].

3. Disputes Committee Finding

This Dispute's Committee does not accept that the original Dispute's Committee report contained incompatible clauses. Rather it was an attempt to find a compromise which would be acceptable to all the unions involved. As the attempt at compromise has failed this Committee finds:

- IFUT, UNITE and IMPACT will give their full list of members and details to the Irish Congress of Trade Unions. SIPTU will not take into membership anyone who is on this list.
- IFUT, UNITE and IMPACT accept that they will not take into membership any other worker at DCU.
- IFUT, UNITE and IMPACT will have rights to represent these members on an individual basis to ensure that they are getting their entitlements from a Collective Agreement. but not where any representation would have the effect of changing the Collective Agreement.
- IFUT, UNITE and IMPACT will not continue to seek recognition for Collective Bargaining Rights and accept that Dublin City University recognises SIPTU as the sole Representative Body for Collective Bargaining Purposes for staff employed by the University, in accordance with the Agreement between Dublin City University and SIPTU.
- However SIPTU should initiate suitable arrangements where the views of IMPACT, UNITE and IFUT on any issues within the scope of the Collective Agreement can be ascertained.
- IFUT, UNITE and IMPACT will continue to represent their members in national level negotiations in the normal way.

2. Representational Rights – Irish Film Industry

This dispute concerned the right to represent various grades in the Irish Film Sector. A Disputes Committee considered the dispute and Disputes Committee Report 01/17 was approved by the Executive Council on the 15th March, 2017. This report was appealed by GMB and the appeal was considered by a new Disputes Committee. The findings of the Disputes Committee in the case of the appeal are outlined in Disputes Committee Report 03/17, which was adopted by the Executive Council on 20th September, 2017. Disputes Committee Reports 01/17 and 03/17 are outlined below.

Irish Congress of Trade Unions Disputes Committee Report 1/17

Parties: Film Group of Unions and GMB

Date of Hearing: 11th January, 2017

Dispute: The Organisation and Representation of Workers in the Film Industry

Committee: Steve Fitzpatrick (Chair and Executive Council Member)
Dessie Robinson, Billy Hannigan

Group of Unions' Case

The group of unions presented a written submission in which they stated that the group consisted of SIPTU, OPATSI, BATU and SIPTU – INP. The group conducted negotiations with Screen Producers Ireland (SPI) regarding the pay and conditions of those employed in the film industry. In 2015 the group became aware of an attempt by members of SIPTU to join GMB union. Members of other unions had also joined GMB. In the case of OPATSI, the members had taken out dual membership but wished to remain in OPATSI.

No attempt had been made by GMB to consult with unions regarding the transfer of members. This was in clear contravention of clause 46 of the ICTU constitution.

The only defence put forward by the GMB at the preliminary hearing was that there was no active recruitment. This was clearly at variance with the position as set out in the GMB letter, signed by the Regional Secretary which welcomed the decision of the Irish Film Workers' Association to become part of the GMB followed by the statement *"I look forward to receiving your membership application form"*.

The group sought a declaration from the committee that:

- The ICTU group of unions be recognised as having sole negotiating rights for film workers.
- The ICTU inform GMB that their actions are in breach of the ICTU constitution
- The GMB be instructed to return the disputed members to their appropriate unions and engage in any process that may be appropriate thereafter.

In the course of a verbal submission the GMB stated that the union's treatment in a recent Disputes Committee involving UNITE had left a bitter taste. The GMB had a long history in Ireland through a number of its affiliates. It found itself in the position of having three negotiating licences, none of which were current. Following discussions with the Minister the extant licence of the Irish Association of Professional Officers was utilised to regularise the position. This position was confirmed by the Department and the Attorney General. This matter had been clarified at the preliminary hearing and had been accepted by the other unions.

The GMB had at no stage actively recruited the members concerned. The union had been approached by the Irish Film Workers Union who sought membership. It was made clear to the GMB that under no circumstances would the members concerned return to SIPTU. The attention

of the committee was drawn to a previous case where members of SIPTU in the fire and emergency services had left SIPTU but had joined a non-congress Union – the PNA.

A member of the GMB speaking on behalf of the Irish Film Workers' Association informed the committee that the Irish Film Workers' Association had registered as a trade union in 2015 – registration no 612T. The IFWA had secured negotiating rights with the film employers, and had achieved things which SIPTU had been seeking without success for years such as the achievement of an industry pension scheme, the achievement of holiday pay paid on a correct basis and the regularisation of many contracts of indefinite duration (CIDs). In addition the GMB had secured agreements with two film facilities companies in the course of which a substantial number of workers had been released from enforced bogus self-employment.

After each side had made their submission, a number of points of clarification were made.

One of the GMB representatives outlined the basis for his dissatisfaction with SIPTU. SIPTU for their part stated that these allegations had been investigated internally and had been found to be without foundation.

GMB stated that in respect of the query on past union membership, this was now contained on the GMB Ireland application form. They further stated that their advice was that data protection constraints prevented them from disclosing individual information to third parties. BATU disputed this assertion on the basis of their experience with the data protection commissioner.

During the course of the hearing GMB referenced a finding in another Disputes Committee hearing (01/13). The Committee did not consider the case in question to be particularly germane to the issue before it. Nonetheless, the Committee has established that a former member of the Executive Council had been appointed to mediate between the parties to that dispute. The Committee noted that it remained open to GMB to engage with that process.

2. Finding

In considering the case before it the Disputes Committee gave consideration to the following issues having regard to the constitution of Congress and the guidelines of Congress on paragraph 46 of the Congress Constitution:

Consultation between unions on the transfer of members; the negotiating unit; and established spheres of influence.

In relation to consultation between unions the guidelines on the application of paragraph 46 of the constitution are quite specific. Guideline 3.1 provides as follows:

“Failure on the part of a union to consult or to enquire as to the applicants’ past or present membership of other unions should be regarded as a serious matter. A failure to consult in line with the procedures outlined in paragraphs 2.2 and 2.3 would normally lead to a recommendation that the union terminate the membership of the individuals concerned”.

So far as the negotiating unit is concerned the evidence presented to the Committee can only lead it to the conclusion that this is comprised of the Film Group of Unions. GMB is not, and have never been, part of this negotiating unit and has failed to advance any argument, other than its decision to admit members of the Film Group of Unions into membership of the GMB, why it should be admitted. (In this connection it must be noted that GMB failed to produce evidence on the numbers of persons it had admitted into membership.)

Turning to the issue of spheres of influence, and the role of the IFWA, the evidence presented to the Committee makes it clear that while the IFWA may be a registered trade union in its own right, its affiliation to GMB places the matter clearly and absolutely within the scope of clause 46 of the constitution. The admission of another trade union or association, rather than a group of members,

does not free a union from the obligation to observe the provisions of rule 46 in dealing with a transfer of membership.

In its consideration of this matter the committee considered two cases as having particular precedent and relevance in its consideration of the current case namely:

ATGWU vs SIPTU in the case of ILDA

ITGWU vs LGPSU in the case of PNA

In the first case Disputes Committee 01/3 held, inter alia, that:

“The disputes committee is satisfied that a long standing sphere of influence has been established in Irish Rail that excludes ATGWU from recruiting locomotive drivers in Irish Rail”

In the second case cited the disputes committee found that entering in to an agreement with a breakaway organisation constituted bad trade union practice (1980 Annual Report, pp. 201-206). While noting the time elapsed since the issue of this particular report the Committee noted that the negotiating position of the PNA was, in fact, raised in its submission by the GMB.

Having considered the evidence presented to it; the provisions of the Constitution; the guidelines issued on the application of Paragraph 46 of that constitution and the relevant precedent cases available the committee finds that the GMB:

1. Should immediately terminate the membership of any member of the group of unions taken into membership and encourage them to join their appropriate union within the Congress Film Group of Unions.
2. Should terminate any agreement with the IFWA.

During the course of the hearing issues related to membership services of the Group of Unions were raised. These matters are not within the scope of the Committee other than to note the assurances of the Group of Unions that any appropriate steps necessary to address any such concerns would be taken by the Group of Unions.

Irish Congress of Trade Unions Disputes Committee Report 03/17

Parties: GMB and ICTU Film Construction Group of Unions

Date of Hearing: 7th September 2017

Dispute: Appeal by GMB of Disputes Committee Report 01/17

Committee: Shay Cody (Chair and Executive Council Member) Marian Geoghegan (FSU) and Brendan O Hanlon (MANDATE)

1. Background.

The hearing was arranged for the purposes of hearing an appeal by the GMB of Disputes Committee Report 01/17. Disputes Committee Report 01/17 was concerned with the representation of workers involved in construction in the Irish film industry and an allegation that GMB were in breach of the Congress Constitution in seeking to organise these workers.

Disputes Committee Report 01/17 was approved by the Congress Executive in March 2017 and following the approval of the report the GMB advised Congress, by email, that they intended to appeal the decision. However it was not until May 2017 that the GMB provided Congress with the grounds of their appeal. At the June 2017 meeting of the Congress Executive it was decided to allow the appeal and that a Disputes Committee should be formed for that purpose.

2. Preliminary Matters

There were a number of preliminary matters that were required to be decided ahead of considering the substantive issues. These were as follows:

- The Chair referred to the provisions of paragraph 45 (xiv) of the Congress Constitution and asked the GMB to confirm that their appeal was based on their contention that the original Disputes Committee had failed to take cognisance of certain facts. The GMB confirmed that this was the case.
- The Chair asked the parties to confirm that they agreed that the Disputes Committee convened to hear the appeal had been properly constituted. Both parties confirmed that the Committee was properly constituted.
- The ICTU Film Construction Group of Unions contended that the appeal should not be allowed as in their view it had not been submitted by GMB within the time provided for in the Congress Constitution. The Disputes Committee noted this point however because the decision to allow an appeal was one for the Executive Council and because the Executive Council had decided to allow an appeal in this case, the Disputes Committee would hear the appeal.

3. GMB Case

The GMB submitted a document setting out the grounds of their appeal and this was supported by oral evidence during the hearing. Following the hearing they also supplied information (by email) to the Committee on the members of the GMB in the sector. The grounds of the GMB appeal can be summarised as follows.

- The GMB acknowledged that following detailed research they had identified some errors in the procedures used to admit some of the members in question however they stressed that all times they acted in good faith and did not seek to wilfully ignore the requirements of the Congress Constitution.
- The GMB contended that they had no knowledge of the existence of the ICTU Film Construction Group of Unions and if they had been aware of the role played by the ICTU Group they would have sought to engage with the Group at an early stage.

- The GMB contended that they wished to continue to play an active role in the film sector and felt that they could play a positive role in improving the conditions of workers in the sector.

4. Response of the ICTU Film Construction Group of Unions

The ICTU Film Construction Group of Unions provided the Disputes Committee with a detailed submission. This was supported by oral evidence during the hearing. The main points can be summarised as follows.

- The GMB has actively recruited and taken into membership film workers who were members of the constituent unions of the ICTU Construction Group of Unions contrary to the provisions of the Congress Constitution.
- ICTU Construction Film Group of Unions does not accept that the GMB was unaware of the existence of the group of unions. They contend that one of the persons taken into membership by the GMB had played an active role in the group as a member of SIPTU for a number of years.
- The GMB cannot be allowed to continue to seek to represent workers in this sector as the people they had in membership had been admitted contrary to the provisions of the Congress Constitution.

5. Findings

The Dispute Committee noted that the tone of the exchange between the parties at the hearing was respectful and courteous and that both parties had made every effort to assist the Disputes Committee in conducting the hearing.

The Disputes Committee finds that the GMB did not follow the procedures that are required by the Paragraph 46 of the Congress Constitution.

The Disputes Committee further finds that the ICTU Film Construction Group of Unions is of long standing and has established recognition and bargaining rights within the sector.

The Disputes Committee notes that ICTU Film Construction Group of Unions complained that the GMB appeal was not submitted in the time frame required by the Congress Constitution. The Disputes Committee requests that the Executive Council clarify the procedure to be followed by affiliates wishing to appeal Disputes Committee Reports.

6. Decision

The Disputes Committee has given detailed consideration to the oral and written evidence presented at the hearing and in light of this upholds the findings in Disputes Committee Report 01/17.

3. Breach of Congress Constitution by TUI

This dispute concerned an allegation by ASTI that TUI had taken in membership, members of the ASTI in breach of the Congress Constitution. A disputes committee considered the dispute and report 01/18 was approved by the Executive Council. This report was appealed by TUI and the appeal was considered by a disputes committee. The findings of the disputes committee in the case of the appeal are outlined in disputes committee report 02/18. Disputes Committee Reports 01/18 and 02/18 follow below:

Irish Congress of Trade Unions Disputes Committee Report 01/18

Parties: ASTI and TUI

Date of Hearing(s): 27 November 2017 and
27 February 2018

Dispute: ASTI allege that TUI accepted into membership members of the ASTI in breach of the requirements of the Constitution of Congress

Committee: Phil Ní Sheaghda (Chair and Executive Council Member), Adrian Kane (SIPTU) and Ian McArdle (CWU)

1. Introduction

The dispute relates to a claim by the ASTI that the TUI accepted into membership former members of the ASTI in breach of the requirements of the Constitution of Congress.

2. Background

In 2016 both the TUI and the ASTI were in dispute with the Department of Education and Skills on the issue of new entrant pay and on Junior Certificate reform. During that year the TUI negotiated a package of measures which allowed that union to remain within the public service pay agreement. However, the ASTI continued to be in dispute with its employer. In 2017, as part of their dispute, ASTI members took industrial action. This resulted in the Department of Education and Skills withholding certain payments to members of the ASTI.

The ASTI claim that during the period from 1 January 2017 until the 10 June 2017, 1,235 members resigned from the ASTI and sought membership of the TUI. They further claimed that, as they were in dispute with their employer at that time, no other union was entitled to enrol into membership members of the ASTI as to do so is contrary to the Constitution of Congress. They further claim that the TUI did not consult them about applications from former members of the ASTI.

On the 29 June 2017, the ASTI wrote to Congress complaining that the TUI had breached the terms of the Congress Constitution. A preliminary meeting between the parties took place on the 14 August 2017. As there was no resolution of the dispute at this meeting, a Disputes Committee was asked investigate the claim made by the ASTI. The Disputes Committee held two meetings with the parties on the 27 November 2017 and on the 27 February 2018 respectively.

3. Meeting 27 November 2017

At the meeting held on the on the 27 November 2017 the ASTI provided the Disputes Committee with a written submission.

The ASTI submission can be summarised as follows:

- that the TUI was in breach of the Congress Constitution because it had admitted into membership members of the ASTI while the ASTI was in dispute with its employer;
- the ASTI claimed that TUI had accepted ASTI members into membership of the TUI without any attempt to consult the ASTI. They offered two examples to support this claim;

- the submission sought to demonstrate that in the first six months of 2017 the membership of the TUI had grown substantially and that the membership of the ASTI declined. The ASTI referenced deduction at source (DAS) data obtained from the Department of Education and Skills by way of parliamentary question.

The TUI did not make a written submission at this meeting. It did make some preliminary remarks in response to the ASTI submission but undertook to provide a written submission responding to the points made by ASTI.

One of the important considerations for the Disputes Committee was to seek to establish if in fact a dispute existed between the ASTI and their employer. At this meeting, it was agreed by both the ASTI and TUI, that for the purposes of the Disputes Committees deliberations, the ASTI was in dispute with their employer from the period of the 1 January 2017 until 10 June 2017. This period of time was then established by the Dispute Committee as the agreed period in dispute between the ASTI and TUI - hereafter referred to as the agreed period.

During this meeting, the ASTI provided the Disputes Committee with a list of members of the ASTI who had left that union in the agreed period. The ASTI requested that the Disputes Committee seek to establish if the people listed were now members of the TUI.

The TUI agreed at the meeting that they would fully co-operate with the Disputes Committee in any examination of the ASTI list.

4. Audit by Mazars

With the agreement of the parties to the dispute, in December 2018 the Disputes Committee asked Mazars to carry out an audit to establish if any off the names listed by the people on the ASTI list were now members of the TUI.

On the 8 January 2018, Mazars reported the following to the Disputes Committee:

- the total number of names listed by the ASTI was **1,235**;
- In **1,026** of these or **83.1%**, the name and school were fully matched on the TUI database;
- **33** of these or **2.7%**, partially matched (name only) on the TUI database;
- **10** of these or **0.8%**, partially matched (name only) on the TUI database but joined TUI outside the agreed period; and
- **166** of these or **13.4%** were not matched on the TUI database.

5. Correspondence to the Parties

On the 24 January 2018, the Disputes Committee received a written submission from the TUI. This submission was a response to that made by the ASTI at the meeting on the 27 November 2017.

On the 24 January 2018, the Disputes Committee provided a copy of the TUI submission together with Mazars report to the ASTI. They also supplied the TUI with a copy of the Mazars report.

The Disputes Committee also invited the parties to a further meeting on Tuesday 27 February 2018.

6. TUI Submission

The TUI submission can be summarised as follows:

- The submission detailed the losses that ASTI members continued to endure as a result of their repudiation of public service pay agreements;
- The submission argued that at all times the TUI acted in good faith and did not seek to attract, entice or recruit members of the ASTI. It does not accept that it acted in breach the Congress Constitution in the manner alleged by the ASTI;
- The submission argued that the TUI had been vigilant in respect of applications for membership

from members of the ASTI and arising from this they had discovered a problem with their online membership application system which they had since rectified;

- The submission places particular significance on the difference in the wording between paragraph 46(b) and 46(c) of the Congress Constitution. Paragraph 46(b) reads as follows **“No member or ex-member of another union should be accepted until the Union has been consulted”** while paragraph 46(c) reads **“no member of another union should be accepted when under discipline, engaged in a trade union dispute or in arrears with contributions, save only with the consent of the other union”**. They claim that because there is no reference to “ex-member” in paragraph 46(c) they are free to take into membership ex-members of the ASTI even if that union is engaged in an industrial dispute.
- The TUI is of the view that what this case illustrates, more than anything else, is the unsatisfactory, anachronistic and occasionally absurd situation of having two unions representing teachers in an environment where both unions are present in a large and increasing number of dual schools and where both attend the same national negotiation forum. Both unions have policy positions that favour moving towards a single union for second level teachers.

7. Meeting held on 27 February 2018

At this meeting the ASTI was asked if it wished to comment on the submission that had been made by the TUI.

The ASTI made the following response to the TUI submission:

- The ASTI is not disputing the bona fides of the TUI and the two unions have a good working relationship.
- The ASTI does not dispute that external financial incentives circular 0045/2016 may have been a motivating factor for some people in seeking membership of the TUI.
- The ASTI complained that at no stage did the TUI consult them about membership applications they had received from former members of the ASTI. The ASTI had always complied with this requirement of the Congress Constitution.

During this meeting, the TUI advised the Disputes Committee that they had reviewed the applications of the people on the ASTI list who are now members of the TUI. The TUI stated that from this review they had established the following:

- **607** people indicated on the application form there was no previous membership of another union;
- **350** people indicated on the application form that they had resigned or left the ASTI or their membership had lapsed;
- **121** may have been members of the ASTI at the time of application;
- **53** had applied for membership of the TUI outside the agreed period;
- For **22** people no application form could be found and no further information is available.

The Disputes Committee at the meeting on the 27 February 2018 asked both unions to have bi-lateral discussions. The Disputes Committee understands that discussions did take place between the unions. However, on the 5 March 2018, the ASTI informed the Disputes Committee that in their view no resolution could be found through discussions between the unions. On the 5 March 2018, the TUI informed the Disputes Committee that it had hoped that a resolution might have been possible through bi-lateral ASTI/TUI engagement. Regrettably, that proved not to be the case.

8. Disputes Committee Findings

Arising from the material provided to the Disputes Committee by the unions, from the discussions

that took place and from the work undertaken by Mazars, the Disputes Committee is in a position to make the following findings:

The Disputes Committee noted that both unions accepted that during the agreed period incentives existed that motivated some people to seek to transfer from the ASTI to the TUI. In this regard, both the ASTI and the TUI drew attention to the unhelpful effect of the trade union identification form at Appendix 1 of circular letter 0045/23016. The Disputes Committee is concerned as to the perceived effect on industrial relations of any financial incentive aligned to trade union membership.

It is agreed by both unions that between the 1 January 2017 and the 10 June 2017 the ASTI was involved in an industrial dispute with the Department of Education and Skills.

Both unions indicated that they accepted the Mazars Report. This report showed, following an independent audit, that in the agreed period at least 1,059 members of the ASTI sought membership of the TUI and were admitted into membership of that union.

The provisions of the Congress Constitution require that when a union receives an application for membership from a person who is, or was a member of another union, there is a requirement on that union to consult with the other union before consideration is given to admitting them into membership. The Disputes Committee finds that the TUI has failed to meet their obligations in this regard as stipulated in the Congress Constitution.

9. Decision

The Disputes Committee has given very careful consideration to the issues that have arisen in this dispute. The Disputes Committee is conscious of the excellent working relationship that exists between the two unions concerned and more generally amongst the unions in the education sector. The Disputes Committee, in framing its decision, is mindful of the need to ensure the continuation of good and constructive working relationships between the unions in the sector.

Notwithstanding this, it is clear to the Disputes Committee that the TUI did not adhere to the requirements of the Congress Constitution.

In light of this, the Disputes Committee has decided as follows:

- That the TUI write to the 1,059 members concerned and advise them that they have been admitted into membership of the TUI in breach of the rules of the Irish Congress of Trade Unions and that they can apply to re-join the ASTI.
- The ASTI will admit into membership any person within this category seeking to re-join.
- 6 weeks after the TUI has corresponded with the members concerned, the General Secretary of Congress will meet with both unions. The purpose of this meeting is to establish how many of the 1,059 members re-joined the ASTI. Arising from this the TUI is required to make a financial settlement with the ASTI, which reflects the loss of membership subscription involved, if any. The General Secretary of Congress will be available to assist in determining the structure and size of the settlement if required by the parties.
- The General Secretary of Congress will also require confirmation and verification from both unions of the procedures in place in relation to the transfer of members, which the Disputes Committee now understand comply with the requirements of the Congress Constitution.
- The Disputes Committee notes that both the ASTI and the TUI have agreed, by virtue of motions passed at annual conferences, to develop closer working relationships and to achieve over time the goal of 'teacher unity'. The Disputes Committee is also mindful of the recommendations of the two reports of the Trade Union Commission and the specific reference to the potential for closer co-operation between the teacher unions. In light of this, the General Secretary of Congress is available to work with the parties to examine how their shared policy of achieving 'teacher unity' might be realised.

Irish Congress of Trade Unions Disputes Committee Report 02/18

Parties: ASTI and TUI

Date of Hearing: 31st July, 2018

Dispute: Appeal by TUI Against the Findings of the Dispute Committee Report 01/18

Committee: Ciaran Rohan, AHCPs, (Chair and Executive Council Member) Paddy Kavanagh, Connect Trade Union (Executive Council Member) and Anne Speed, Unison (Executive Council Member)

1. Background

The hearing was arranged for the purposes of hearing an appeal by the TUI of Disputes Committee Report 01/18. Disputes Committee Report 01/18 was concerned with the allegation that the TUI accepted into membership members of the ASTI in breach of the requirements of the Constitution of Congress.

Disputes Committee Report 01/18 was approved by the Congress Executive in April 2018 and following the approval of the report, the TUI advised Congress that it wished to appeal this decision. The Appeal was granted at the Executive Council meeting held in April 2018 and a new Disputes Committee was formed.

2. Preliminary Matters

There were some preliminary matters which were required to be decided on ahead of considering the substantive issues. This were as follows:

- A letter dated 14th June, 2018 to the Chair of the Disputes Committee from the General Secretary of ASTI seeking that the Board consider that persons referred to in the Mazars report, which was considered during the first Disputes Committee Report, were consequently excluded from the consideration and findings by the Disputes Committee on the basis that their recruitment into membership of TUI occurred outside the agreed period, and that ASTI had information that a number of others whose names were not submitted within the process may also have been so recruited.
- A letter dated 30th July, 2018 to the Chair of the Disputes Committee from the General Secretary of TUI in response to the letter sent to the Chair from the General Secretary of ASTI outlined above, outlining that as set out in paragraph 45 (xiv) of the Constitution of the ICTU, if a party to the Report of a Disputes Committee “considers that the Report adopted by the Executive Council should be the subject of appeal...such appeal should be lodged with the Executive Council within one month of the date of issuance of the adopted Report”.
- The Disputes Committee noted that that in relation to the Preliminary Matters, as the correspondence from the ASTI dated the 14th June 2018, was outside the time limit in relation to reference to Disputes Committee Report 1/18 and therefore the only appeal which would be considered was that furnished by the TUI dated 9th July 2018. The ASTI was advised that the matters raised in the letter dated 14 June, would have to be the subject of a separate complaint.

3. TUI Case

The TUI submitted a document outlining the grounds for their appeal and this was supported by oral evidence. The grounds of the TUI appeal can be summarised as follows:

- The TUI contends that, in framing its decision, the Disputes Committee did not take sufficient account of or failed to take cognisance of certain important facts. The TUI contended that the Disputes Committee Report is incorrect in relation to stating when ASTI was in dispute with the Department of Education & Skills on the issue of New Entrant Pay and on Junior Certificate Reform in 2016.

- The TUI also contended that at no point (in June/July 2016 or subsequently) did ASTI communicate with TUI that they were going to take any form of industrial action.
- The TUI contended that at no point did they state that they were “free to take into membership ex-members of the ASTI even if that union is engaged in industrial action”. The TUI also contended that the ASTI had claimed that at no stage did the TUI consult them about membership applications which they had received from former members of the ASTI.
- The TUI contended that there was an increase of over 16,000 teachers into the system since 2011 across all levels and a recruitment process was ongoing. However, they had discovered a problem with their online membership application system which had since been rectified. This issue was brought to light by a branch of the TUI and not TUI Head Office. The TUI claimed that no suspicions were raised by the increase in membership including those from voluntary secondary schools.
- The TUI contended that the Disputes Committee did not take cognisance of the fact that of persons applying for membership of the TUI, 607 persons out of a total of 1059, had indicated that they had “no previous membership of another union”.
- The TUI contended that there could also be an issue in relation to ‘Data Protection’ as under legal constraints that exist in respect of the data protection requirements that apply to trade unions, it would not have been open to the union to share data collected on/from the application forms of these persons with another union or third party, without the prior consent of the applicant whose data it was.
- The TUI claimed that the Disputes Committee Report does not take sufficient cognisance of the actual implication of the findings/decision (paragraph 36) for unions that represent the same grade and/or have a presence in the same workplace and where an applicant indicates that he/she is not or was not previously a member of another union would have to be the subject of consultation with the other relevant union/s in that workplace.
- The TUI contended that they did not seek to influence the decision of those who left ASTI to join TUI and that this decision was taken entirely on a personal basis which had nothing to do with the TUI.
- The TUI acknowledged that there is an issue to be addressed in respect of some 277 persons whose applications indicated current or previous membership of ASTI.
- The TUI contended that they had offered no inducements to persons who had left ASTI to join TUI. They contended that the Committee did not take enough cognisance of the fact that incentives which came with membership of the TUI came about from pay restoration and other measures under the LRA agreement which included avoiding punitive measures under the FEMPI legislation.
- The TUI contended that insufficient cognisance was not taken of the fact that it had sought advice from ICTU in relation to clarification regarding “what appears to be an ambiguity in paragraph 46 of the Constitution and Standing Orders of the ICTU”.
- In summary, the TUI contended that insufficient cognisance or account were taken of salient facts and that, as a result, the findings/decision set out in Disputes Committee Report 01/18 are inappropriate, and disproportionately severe, insofar as they apply to the TUI.

4. Response of ASTI

ASTI provided the Disputes Committee with a detailed submission. This was supported by oral evidence during the hearing. The main points can be summarised as follows:

- ASTI in the course of their submission observed that the original Disputes Committee was fully cognisant of all the relevant matters when they made their finding and that in submitting the appeal that the TUI was seeking to re-run the original Disputes Committee.

- In relation to paragraph 4 and 5 of the Disputes Committee Report, ASTI stated that there was indeed a minor error of fact, and indeed differences of interpretation as to the chronology of the dispute over Teachers' Pay. However, ASTI contended that these minor errors and differences were not of sufficient weight to cast doubt upon the overall Disputes Committee findings.
- ASTI stated that TUI had raised issues regarding the ASTI application form. These issues had been dealt with as soon as they had been raised. There were no transgressions of ICTU rules arising from any weaknesses or omissions in the ASTI application form.
- The original Disputes Committee had considered the case of 607 applicants to TUI who had stated on their application form that they were not in any union, when in fact they were in membership of ASTI. Those statements, from those teachers, were not credible and ASTI believed that the original Committee accepted this.
- The TUI's statement that many people had been admitted in error through a lacuna in their computer system is difficult to reconcile with information from the Department of Education & Skills which showed that TUI had a 600% increase in membership in the Voluntary Secondary School sector in the first six months of 2017 and an increase of 1294% in the first nine months of the year. The ASTI expressed surprise that such a rate of increase excited so little curiosity in TUI Head Office.
- Of the 1059 ASTI members who found their way in to the TUI in this period, not one was the subject of consultation between TUI and ASTI as required by Clause 46 (a) of the ICTU Constitution.
- For all these reasons, the Appeals Committee was being asked to uphold the original Disputes Committee Report in its entirety.

5. Findings

The Disputes Committee accepts that the figures under consideration are those figures as provided for by Mazars.

This Disputes Appeals Committee does not accept that the original Dispute's Committee decision did not take cognisance of all the facts raised in the TUI appeal. While there were some minor errors of fact contained in the Disputes Committee report, these were not of enough significance as to lead the Disputes Committee to alter the original decision of the Disputes Committee as outlined in Disputes Committee Report 1/18.

6. Decision

The Disputes Committee has given detailed consideration to the oral and written evidence presented at the hearing and in light of this upholds the findings in Disputes Committee Report 01/18.

Irish Congress of Trade Unions

31/32 Parnell Square
Dublin 1, D01 YR92
Ireland

Tel: +353 1 8897777

Fax: + 353 1 8872012

Email: congress@ictu.ie

Web: www.ictu.ie

Northern Ireland Committee

Irish Congress of Trade Unions
45-47 Donegall Street
Belfast BT1 2FG, Northern Ireland

Tel: 02890 247940

Fax: 02890 246898

Email: info@ictuni.org

Web: www.ictuni.org

PRINTED BY TRADE UNION LABOUR

Follow us  [@irishcongress](https://twitter.com/irishcongress) #BDC19