

Agenda

Biennial delegate conference
Tralee 7-10 July, 2009



STRONGER TOGETHER
CONGRESS
Irish Congress of Trade Unions

BDC 09
BUILDING
SOLIDARITY

BDC 09
BUILDING
SOLIDARITY

BDC 09
BUILDING
SOLIDARITY

BDC 09
BUILDING
SOLIDARITY

BDC 09
BUILDING
SOLIDARITY

Notice to Delegates

1. This year, the overall theme of the Conference is **"Building Solidarity"**. Within that overall theme, Conference will debate:-
 - 72 Motions, including 6 motions from the Executive Council;
 - A Report from the Executive Council on Congress Priorities & Strategy, Organisation & Finance over the past two years;
2. This document contains the motions to be debated at Conference, the timetable of business and the first report from the Standing Orders Committee.
3. The timetable of business gives you the order in which the motions will be debated and voted on for each day.

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

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

4. The commencement time for each morning session of the Conference is 9.30a.m. and 2.30p.m. for the afternoon session.

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

5. You must show your Credential Card to gain entrance to the Conference Hall. You should bring Conference documents with you to each session, as additional copies will not be available.
6. If you are moving a motion you will be allowed to speak for five minutes, and each subsequent speaker for three minutes. You should give your name and the name of your organisation when speaking.
7. If you wish to contact the Standing Orders Committee you may do so by contacting any member of the Congress Secretariat at the entrance to the Conference Hall. The members of Standing Orders Committee are: Brian Campfield, Jack Kelly, Mary Maher, Liam O'Meara, Michael Sharp.

Timetable of Business
Biennial Delegate Conference 09

Tuesday 7th July

Morning Session

09.30 – 11.30 Opening of Conference

Address of Welcome: Chairperson of Tralee Town Council and President of Tralee Trades Council

Adoption of Standing Orders Committee Reports No 1 & 2

Election of Tellers (Six)

Election of Scrutineers (Six)

President's Address: Patricia McKeown

Introduction of Biennial Report and welcome to guests

Guest Speaker: Eamon Gilmore, TD, Leader of the Labour Party

11.30 – 12.45 Pensions

(Principal EC Report reference: Section 3, Chapter 1)

Motion 1 (Pensions)

Motion 2 (Pension Protection Fund)

Motion 3 (Pensions)

Vote on Motions 1, 2, 3

Guest Speaker: Peter Sands, Congress Retired Workers Committee

12.45 Guest Speaker: Mr. Tarsicio Mora–Godoy, President of CUT Colombia

13.00 Lunch Adjournment

Tuesday 7th July

Afternoon Session

14.30 – 16.30 The Economy

(Principal EC Report reference: Section 1, Chapters 1-5
Section 2, Chapter 1)

Introduction by General Secretary

- Motion 4 (The Economy)
- Motion 5 (Moratorium on Evictions/
Repossessions of Family Homes)
- Motion 6 (Taxation)
- Motion 7 (Restoring Public Finances)
Vote on Motions 4, 5, 6, 7
- Motion 8 (Manufacturing and The Economy)
- Motion 9 (Capitalism in Crisis)
- Motion 10 (Financial Services)
- Motion 11 (Tax Base)
Vote on Motions 8, 9, 10, 11
- Motion 12 (Anti Worker and Anti-Public Sector
Agenda)
- Motion 13 (Regulatory Impact Analyses)
- Motion 14 (Ethics, Standards & Regulations
Governing the Market)
- Motion 15 (Opening Postal Markets to Free
Competition)
Vote on Motions 12, 13, 14, 15

- Motion 18 (Allocation of Resources)
- Motion 19 (Commission to Review Trade Union
Membership in Ireland)
- Motion 20 (Black Workers Conference)
- Motion 21 (Representation of Retired Workers
from ROI and NI at BDC)
Vote on Motions 18, 19, 20, 21
- Motion 22 (Political Awareness of Trade Unionists)
Vote on Motion 22
- Motion 23 (Observer Seat on Executive Council for
Youth Committee)
*Reference Standing Orders Report No. 1,
Point 11.*

Recruitment and Organising

- Motion 24 (Building Union Strength)
- Motion 25 (Establishment of Forum of Social, Political,
Community & Cultural Groups)
Vote on Motions 24, 25

17.30 Adjournment until Wednesday 8th July at 09.30

16.30 – 17.30 Private Session

Finance and Organisation

Congress Committees and External Bodies

Affiliations

Congress Staff

(Principal EC Report Reference: Section 4 Chapters
1,2,4,6 and *Appendices 1-5*)

- Motion 16 (Amendment to the Constitution
– Election of Local Reserved Panel)
Vote on Motion 16
- Motion 17 (Representation of Young Workers)
(Amendment to Motion 17)
Vote on Amendment to Motion 17
Vote on Motion 17

Wednesday 8th July

Morning Session

09.30 – 10.30 Equality

(Principal EC Report reference: Section 2, Chapter 2)

- Motion 26 (Equality)
- Motion 27 (Pay Gap)
- Motion 28 (Equality)
- Vote on Motions 26, 27, 28

Guest Speaker: Clare Treacy, Congress Women's Committee

- Motion 29 (Quality of Life for Older People)
- Motion 30 (Women's Right to Choose)
- Motion 31 (Rights of People with Disabilities)
- Vote on Motions 29, 30, 31
- Motion 32 (Equal Opportunities for Same Sex Couples)
- (Amendment to Motion 32)
- Vote on Amendment to Motion 32
- Vote on Motion 32

Guest Speaker: Deirdre O'Connor, Congress Disability Committee

10.30 - 12.30 Northern Ireland

(Principal EC Report reference: Section 5)

- Motion 33 (Northern Ireland)
- Motion 34 (Arts in Recession)
- Motion 35 (Engagement with Excluded Sections of Society)
- Vote on Motions 33, 34, 35
- Motion 36 (Economic Recession and the Need for Fundamental Human Rights)
- Reference Standing Orders Report No. 1, Point 12a*
- Vote on Motion 36

12.30 Fraternal Speaker: Sheila Bearcroft, TUC

12.45 Fraternal Speaker: Grahame Smith, STUC

Adjournment until Thursday 9th July, 09.30am

Thursday 9th July

Morning Session

09.30 – 11.45 Public Services

(Principal EC Report reference: Section 4, Chapter 3)

- Motion 37 (Debate on Future of Electricity Generation for Ireland)
- Motion 38 (Building a New Society Through World Class Public Services)
- Motion 39 (Media Control and Ownership)
- Motion 40 (Film and Television Production)
- Vote on Motions 37, 38, 39, 40
- Motion 41 (Provision of Public Health Services)
- Motion 42 (PPP/PFI)
- Motion 43 (Creating an Inclusive, Equal and Fair Society)
- Motion 44 (Protecting Public Services)
- Vote on Motions 41, 42, 43, 44
- Motion 45 (Carers in Society)
- Motion 46 (Cutbacks in Frontline Health Services)
- Motion 47 (Evaluation of Cuban Health Model)
- Vote on Motions 45, 46, 47

11.45 Fraternal Address: Martin Mansfield, Wales TUC

12.00 – 13.00 Partnerships, Pay and The Workplace

(Principal EC Report reference: Section 3, Chapter 2-5 and *Appendices 7 & 8*)

- Motion 48 (Performance Management Systems)
- Motion 49 (Contracts of Employment & a Living Wage)
- Motion 50 (Redundancy Consultation & Pay)
- Motion 51 (Testing for Intoxicants)
- Vote on Motions 48, 49, 50, 51

13.00 Lunch Adjournment

Thursday 9th July

Afternoon Session

14.30 – 15.30 Partnership, Pay and The Workplace Continued

- Motion 52 (Employment Rights)
- Motion 53 (Rights for Agency Workers)
- Motion 54 (Respect for Shop Workers)
- Vote on Motions 52, 53, 54

Guest Speaker: Edward Mathews,
Congress Youth Committee

15.30 – 17.30 Education & Learning

(Principal EC Report reference: Section 4, Chapter 5)

- Motion 55 (Union Learning & Upskilling)
(Amendment to Motion 55)
Vote on Amendment to Motion 55
Vote on Motion 55
- Motion 56 (Possible Effect of WiFi on Health)
- Motion 57 (Special Needs & Alternative Education Provision)
- Motion 58 (Knowledge Economy)
- Motion 59 (Education Cutbacks)
Vote on Motions 56, 57, 58, 59
- Motion 60 (Higher Education Tuition Fees)
- Motion 61 (Lifelong Learning)
- Motion 62 (Education Cutbacks)
- Motion 63 (Support Services for Education Workers)
Vote on Motions 60, 61, 62, 63
- Motion 64 (Access to Education)
- Motion 65 (Equality of Education Opportunities)
- Motion 66 ('Rationalisation' of University Courses)
Vote on Motions 64, 65, 66

Guest Speaker: Tom Murphy, Congress
Network Centres

Adjournment until Friday 10th July, 09.30am

Friday 10th July

Morning Session

09.30 - 11.30 International & European Union

Fraternal Address: John Monks, ETUC

(Principal EC Report Reference: Section 6)

Motion 67 (European Court of Justice Anti-Trade
Union Judgements & Lisbon Treaty)
Reference Standing Orders Report No. 1,
Point 12b
Vote on Motion 67

Motion 68 (International Issues of Concern to Irish
Trade Unionists)
(Addendum to Motion 68)
Vote on Addendum to Motion 68
Vote on Motion 68

Fraternal Address: Penny Schantz, AFLCIO

Motion 69 (Sri Lanka – Human Rights)
Motion 70 (Palestine)
Motion 71 (Columbia’s Human Rights Record)
Motion 72 (Columbia’s Human Rights Record)
Vote on Motions 69, 70, 71, 72

Closing Ceremonies

BDC 2009 Motions

No.	Title	Submitted by:
1	Pensions	Executive Council
2	Pension Protection Fund	Guinness Staff Union
3	Pensions	Unite/Amicus
4	The Economy	Executive Council
5	Moratorium on Evictions/ Repossessions of Family Homes	Technical, Engineering & Electrical Union
6	Taxation	Association of Higher Civil & Public Servants
7	Restoring Public Finances	Public Service Executive Union
8	Manufacturing and The Economy	Unite/Amicus
9	Capitalism in Crisis	Rail, Maritime & Transport Union
10	Financial Services	Irish Bank Officials Association
11	Tax Base	Public Service Executive Union
12	Anti-Worker & Anti-Public Sector Agenda	Civil Public & Services Union
13	Regulatory Impact Analysis	Communication Workers' Union
14	Ethics, Standards & Regulations Governing the Market	Kildare Council of Trade Unions Transport Salaried Staff Association

15	Opening Postal Markets to Free Competition	Communication Workers' Union
16	Election of Local Reserved Panel (Constitutional Amendment)	Galway Council of Trade Unions
17	Representation of Young Workers Amendment	Executive Council Northern Ireland Public Service Alliance
18	Allocation of Resources	Northern Ireland Public Service Alliance
19	Commission to Review Trade Union Membership in Ireland	Services Industrial Professional Technical Union
20	Black Workers Conference	Communications Workers Union (UK)
21	Representation of Retired Workers from ROI & NI at BDC	Fermanagh Trades Council
22	Political Awareness of Trade Unionists	Services Industrial Professional Technical Union
23	Observer Seat on Executive Council for Youth Committee Reference Standing Orders Report No. 1, Point 11.	Limerick Council of Trade Unions
24	Building Union Strength	Civil & Public Service Union Irish Nurses Organisation

25	Establishment of Forum of Social, Political, Community & Cultural Groups	Dublin Council of Trade Unions
26	Equality	Executive Council
27	Pay Gap	GMB
28	Equality	Irish Bank Officials Association
29	Quality of Life of Older People	Executive Council
30	Women's Right to Choose	Belfast & District Trades Council
31	Rights of People with Disabilities	Executive Council
32	Equal Opportunities for Same Sex Couples	National Association of Schoolmasters & Union of Women Teachers National Union of Journalists Irish Nurses Organisation
	Amendment	
33	Northern Ireland	Association of Higher Civil & Public Servants
34	Arts in Recession	Equity
35	Engagement with Excluded Sections of Society	Belfast & District Trades Council
36	Economic Recession and the Need for Fundamental Rights Reference Standing Orders Report No. 1, Point 12a	UNISON

37	Debate on the Future of Electricity Generation for Ireland	Cork Council of Trade Unions
38	Building a New Society Through World Class Public Services	UNISON
39	Media Control & Ownership	National Union of Journalists
40	Film & Television Production	Equity
41	Provision of Public Health Services	Irish Medical Organisation
42	PPP/PFI	Northern Ireland Public Service Alliance
43	Creating an Inclusive, Equal & Fair Society	Irish Nurses Organisation
44	Protecting Public Services	Irish Municipal Public & Civil Trade Union
45	Carers in Society	Guinness Staff Union
46	Cutbacks in Frontline Health Services	Irish Medical Organisation
47	Evaluation of Cuban Medical Model	Dublin Council of Trade Unions
48	Performance Management Systems	Connect
49	Contracts of Employment & a Living Wage	MANDATE
50	Redundancy Consultation & Pay	Union of Shop, Distributive & Allied Workers
51	Testing for Intoxicants	Technical, Engineering & Electrical Union

52	Employment Rights	Unite/ATGWU
53	Rights for Agency Workers	GMB
54	Respect for Shop Workers	Union of Shop, Distributive & Allied Workers
55	Union Learning & Upskilling Amendment	MANDATE Teachers' Union of Ireland
56	Possible Effect of WiFi on Health	Ulster Teachers' Union
57	Special Needs & Alternative Education Provision	National Association of Schoolmasters & Union of Women Teachers
58	Knowledge Economy	Association of Secondary Teachers of Ireland
59	Education Cutbacks	Teachers' Union of Ireland
60	Higher Education Tuition Fees	Irish Federation of University Teachers
61	Lifelong Learning	Galway Council of Trade Unions
62	Education Cutbacks	Association of Secondary Teachers of Ireland Irish National Teachers' Organisation
63	Support Services for Education Workers	Ulster Teachers' Union
64	Access to Education	Teachers' Union of Ireland

65	Equality of Education Opportunities	Irish Municipal Public & Civil Trade Union
66	'Rationalisation' of University Courses	Irish Federation of University Teachers
67	European Court of Justice Anti-Trade Union Judgements & Lisbon Treaty Reference Standing Orders Report No. 1, Point 12b	Rail, Maritime & Transport Union
68	International Issues of Concern to Irish Trade Unionists Addendum	Unite/ATGWU Services Industrial Professional Technical Union
69	Sri Lanka – Human Rights	Fire Brigades Union
70	Palestine	Derry Council of Trade Unions
71	Columbia's Human Rights Record	Limerick Council of Trade Unions Kildare Council of Trade Unions
72	Columbia's Human Rights Record	Cork Council of Trade Unions

Biennial Delegate Conference 2009

Agenda

MOTIONS TO BDC 2009

1. Pensions

Recognising that the global financial crisis has inflicted enormous damage on occupational pension schemes to the point where the sustainability of funded models is now seriously in question, Conference reasserts its demand for a state run pensions model.

Executive Council

2. Pension Protection Fund

Conference notes that workers in Northern Ireland have the protection of the Pension Protection Fund (PPF) in the event of a Defined Benefits Scheme becoming insolvent but workers in the Republic have no such protection.

Conference further notes that the PPF will pay 100% compensation to the workers who have reached their scheme's normal pension age and 90 per cent compensation for the majority of people below their scheme's normal pension age.

Conference also notes the recent European Court determination on the case of *Robins and other V The Secretary of State for Work and Pensions Case C278/05*, where the Court stated that the UK scheme does not ensure the protection provided for by the European Directive and does not constitute proper implementation of Article 8 thereof.

Conference therefore instructs the Executive Committee to campaign for a Pension Protection Fund arrangement that will fully guarantee defined benefits pension entitlement in accordance with the European Directive.

Guinness Staff Union

3. Pensions

This Conference acknowledges the progress that has been made in pension protection for employees in the UK in the event of insolvency following on from the European Court Judgement in the *Robins* case, ECJ Case C-278/05.

In response to this Judgement, the UK Government has taken necessary measures to protect pensions in the event of insolvency as set out and in particular as required in relation to Article 8 of the EU Directive

80/987/EEC relating to the protection of employees in the event of insolvency of their employer.

Whereas, the Irish Government joined with the UK Government in defending the adequacy of their pension protection arrangements, and by extension the arrangements in this regard in the Republic of Ireland, it is now obvious that the provisions in pension protection terms for employees in the Republic of Ireland are totally inadequate in any comparative sense and even more so in the context of the improvements made to the UK Schemes following on from the aforementioned ECJ.

The compelling evidence for this is the stark contrast between the pension protection arrangements provided for Waterford Wedgewood employees in the UK and their counterparts in Waterford Glass in the Republic of Ireland.

This Conference demands that the Irish Government take the necessary measures to provide adequate Pension Protection arrangements for employees in the event of insolvency and that the Executive Council support, by any means at its disposal, affiliated unions seeking to bring about the legislative change necessary to implement such measures.

Unite/Amicus

4. The Economy

Congress asserts that defence of employment must be the first priority of economic and social policy on the island of Ireland. The Executive Council must continue to engage with both Governments and employer organisations in pursuit of this objective.

It is clear that the economic model, based on the concept of self regulating markets, has failed and in its failure 30 years of orthodoxy has dissolved with it. It is less clear that the lessons of this failure have been fully assimilated by policymakers. The challenge for the trade union movement is to advocate effectively for the type of economic restructuring which is sustainable in the longer term and the creation of a new orthodoxy which sees the economy embedded in society and not the other way around.

Executive Council

5. Moratorium on Evictions/Repossessions of Family Homes

This conference calls on the ICTU Executive Council to use all means at its disposal to secure a **three year** moratorium on evictions/home repossession

where people cannot pay due to redundancy or unfair dismissal in the current economic climate.

This Congress will not tolerate a situation whereby people are faced with eviction/home repossession due to banks lending recklessly, developers and land speculators driving the price of homes to unsustainable levels and the Government is doing deals with them behind closed doors while ordinary people are being shown their own front door.

Technical, Engineering & Electrical Union

6. Taxation

This conference:

- (1) calls on the Government and the Revenue Commissioners to actively pursue a policy where we move away from a settlement culture to one where greater and effective sanctions apply.
- (2) calls for the introduction of a Revenue Court.
- (3) calls upon the Irish Business and Employers Confederation (IBEC), the Irish Small and Medium Enterprises Association (ISME), the Construction Industry Federation (CIF), the Irish Farmer's Association (IFA) and other similar bodies in the private sector:

To take special cognisance of the hugely significant contribution that outstanding Fiduciary and Direct Taxes could make towards replenishing reduced Exchequer receipts and which outstanding taxation liabilities combined, based upon the most recent tax returns received, amount to in excess of €1.2bn. as follows :

Fiduciary Taxes	€m
PAYE / PRSI	€160
VAT	€480
RCT	€60
Totals	€700m

Direct Taxes	€m
Income Tax	€350
Corporation Tax	€110
Capital Gains Tax	€120
Total	€580

Association of Higher Civil & Public Servants

7. Restoring Public Finances

This Conference calls on Government to ensure that, in taking the action necessary to rectify the problems in our public finances, no disproportionate burdens are placed on ordinary workers without taking account of their capacity to meet such extra costs.

Public Service Executive Union

8. Manufacturing and The Economy

Conference is deeply alarmed at the haemorrhaging of jobs in manufacturing throughout the island, particularly high skilled, high quality jobs in advanced technology industries.

In Northern Ireland major job losses at Bombardier, Visteon, Nortel and other companies strike at the very heart of the industrial base, undermining many other jobs in sub-supply companies and threatening the skills base which will be needed to avail of an eventual upturn in global markets.

In the Republic similar losses are occurring across all manufacturing sectors, e.g. SR Technics and Waterford Glass, building to a situation where unemployment is expected to reach 16% or higher in 2010.

While Conference is aware that the loss of manufacturing jobs is due primarily to the recession-induced contraction in export markets combined with a major decline in domestic demand, we are concerned and disappointed at the inadequacy and ineffectiveness of the response to the crisis from both Government and employer bodies.

Government policy contributed to the decline in domestic demand and job losses by inappropriate tax increases on the incomes of low and middle income workers rather than on wealth. Employers are further depressing the economy by IBEC's and the CIF's unilateral withdrawal from the pay agreement.

Conference therefore calls on all parties to agree on a Social Solidarity Pact which will identify and act upon the following priorities:

- Retain as many skilled manufacturing jobs as possible through a combination of wage supports/redirection of welfare, flexible work arrangements, and other innovations that may be agreed
- Guarantee all workers who lose their jobs effective training and upskilling courses which will retain

their skills and allow them to participate in a future upturn and remove any impediments to this in the social welfare code

- Ensure that no more jobs are lost due to the banking crisis; use the leverage the state now has over the financial sector to restore confidence and guarantee the credit facilities needed by business
- Restore consumer confidence and domestic demand by shifting the burden of adjustment away from lower and middle income workers onto wealth and non-productive assets
- Establish a tracking sterling stabilisation fund to assist those companies who are in difficulties largely because of fluctuations in sterling
- Prepare the ground for recovery through concerted joint action by all industrial development agencies North and South; to identify, attract and establish Companies of Excellence in the most advanced manufacturing sectors of the future. This should be done through a combination of traditional incentives, public private-partnership and, where private companies are not yet ready to enter these areas, establish state manufacturing enterprises, under a state holding company, which will act as seed companies and catalysts for future developments in key sectors
- Monitor the outcomes of the Rome Summit and London Conference on jobs, and of the G20 Summit last April, as the stimulus package agreed there paid little attention to manufacturing and may not be sufficient to avoid millions of unnecessary job losses in the manufacturing sector. We call on the Irish and British Governments to promote measures at EU level aimed at providing additional stimulus measures especially aimed at retaining and creating manufacturing jobs

Unite/Amicus

9. Capitalism in Crisis

Congress regards the current European and Global economic and financial crisis as one which arises from the nature of our economic and social system.

Congress believes that the concentration of economic power in the hands of giant financial and industrial monopolies, which use that power to influence politicians and Government policies, ensures that the maximisation of profit takes precedence over the interests of workers and their families.

Congress further believes that the commitment to free movement of capital, 'light-touch' regulation and low taxes on the super-rich and big business have protected and promoted the interests of the giant monopolies.

Congress therefore agrees to campaign for a radical programme of measures to boost the economy, create jobs, enhance public services and improve the lives of workers and their families. These measures should include:

- full public ownership of the main elements of the banking sector
- public ownership of the energy and public transport sectors and a huge programme of social house building, utilising renewable energy technology
- a massive programme of public works including energy conservation projects and investment in green jobs

Rail, Maritime & Transport Union

10. Financial Services

Believing that the reckless pursuit of short term profit taking by senior management in the Irish financial services sector has exacerbated the current economic crisis, Congress seeks a radical change in the governance, regulation and operation of the banking industry to ensure the following:

1. the full protection of the jobs, pay and terms and conditions of ordinary staff in the industry who bear no responsibility for the present crisis
2. the introduction of staff representatives on the Boards of all banks and financial institutions in order to protect staff interests into the future
3. a major overhaul of the regulatory framework in order to ensure greater transparency and accountability as well as restoring trust, integrity and prudential values to the banking system – and to facilitate staff involvement
4. the creation of a Banking Commission – including representatives of all stakeholders including customers and staff – to conduct a thorough review of recent practices and to make recommendations for the reformation of the financial services sector to facilitate long-term economic and social development

Irish Bank Officials Association

11. Tax Base

This Conference notes that between 1998 and 2004 our Government set about the systematic dismantling of our tax base, thus ensuring that we became overly dependant on windfall taxes that were, themselves, dependant, in turn, on our temporary property bubble. Conference resolves that when our public finances are restored to a functioning equilibrium, Congress shall do all in our power to ensure that this fundamental mistake is not repeated.

Public Service Executive Union

12. Anti-Worker and Anti-Public Sector Agendas

Conference condemns the Government and certain Employers for using the present economic crisis to implement their anti-worker and anti-public sector agendas.

Conference instructs the incoming Executive Council to examine all options including strike action to achieve the following objectives:

1. Fight job losses and wage cuts of workers in all sectors
2. Defend Public Services
3. Reform of the tax system to make the rich pay

Civil Public and Services Union

13. Regulatory Impact Analyses

Conference notes the increased and often negative effect that national regulators have in their respective industries either by their action or inaction, which has led to, among other things, skewed competition, unnecessary price increases and serious questions being asked of Ireland's reputation internationally.

Regulators including IFSRA, CER and ComReg are determined and designed to pursue an agenda of competition at all costs which does not consider the affected workers as legitimate stakeholders.

In order to address this issue conference calls on the Executive Council to seek commitments from the social partners to ensure that proper Regulatory Impact Analyses (RIA) as proposed in the Government White Paper 'Regulating Better' are conducted in advance of regulatory changes.

The RIA provides for an evidence based approach to regulating which considers the costs and benefits of regulatory proposals to the economy and society and should provide an opportunity to mitigate against the 'competition at all costs' attitude that has driven so much of the regulation in this country which has left its citizens with a banking system that is in disrepute, an energy market that has been high-jacked in name of competition and a broadband infrastructure that is not fit for purpose.

Communication Workers' Union

14. Ethics, Standards and Regulations Governing the Market

Since the financial meltdown in 2008, many questions are being asked around the ethics, standards and regulations governing the market. This presents a key opportunity for *reframing the rules and standards around international investment policy*. Given the failure of voluntary initiatives, there is now an imperative to redraw the investment landscape and demonstrate commitment to an *ethical globalisation*: one that promotes standards of behaviour and operation that reflect the desire of the great majority to see a globalisation built on respect for human rights, the environment and international humanitarian law.

A starting point for moving towards an ethical globalisation within the Irish context is the National Pensions Reserve Fund [NPRF], the objective of which is to meet as much as possible of the costs of social welfare and public service pensions from 2025 onwards.

Conference deplores the present situation whereby the National Pension Reserve Fund's only investment criteria is "to *secure the best possible financial return subject to prudent risk management*". This means that the fund is not able to consider the investment's often known negative impact on human rights or the environment. It furthermore is unable without direct legislation to divest from companies even if these companies are acting in a manner contrary to the rights of working people and to Ireland's international commitments to uphold human rights.

In order to ensure that the NPRF does not invest in corporations which contravene international human rights, environmental or humanitarian laws or norms conference calls on the Minister of Finance;

to introduce legislation which allows for the introduction of ethical guidelines to the National Pension Reserve Fund, so that public money is no longer invested in companies that violate the rights of workers; seriously damages the environment and violates international humanitarian law. In introducing legislation allowing for ethical guidelines to inform investment, Conference recommends that the following issues be considered unethical:

- Serious or systematic human rights violations, such as murder, torture, deprivation of liberty, forced labour, the worst forms of child labour and other child exploitation.
- Serious violations of individuals' rights in situations of war or conflict
- Production of weapons that through normal use may violate fundamental humanitarian principles
- Severe environmental damages
- Gross corruption

Finally, Conference calls for the pension fund to carry out regular screenings of the investment portfolio and for the Dáil and the public to receive regular up-to-date information on the outcome of these screening exercises.

Kildare Council of Trade Unions
Transport Salaried Staff Association

15. Opening Postal Markets to Free Competition

The European Commission and European Parliament have passed the third directive which legally obliges member states to fully open their postal markets to free competition by January 1st 2011. The Department of Communications is due to conduct a second round of consultations with stakeholders before transposing this directive into Irish law.

This is a critical piece of legislation that will shape the future of the Irish postal market for generations to come and it is vital that the Government pays careful attention to the lessons that can be learned from the experience of other countries who already liberalised their postal markets.

In the UK postal liberalisation has led to the financial collapse of Royal Mail with the daily postal delivery under severe threat. The response has been to privatise a 350 year old institution that had, for so long prior to liberalisation, delivered an important public service.

Conference calls on the Executive Council to support postal workers in their efforts to ensure that any new legislation introduced in Ireland does not become a mandate for social dumping, that it protects the decent jobs, terms and conditions in the marketplace and most importantly that it protects a vital public service from the kind of unbalanced, unfair competition that has led to a poorer service in other countries.

Communication Workers' Union

16. Election of Local Reserved Panel

Conference calls on the Executive Council to amend Standing Orders, Section IX, Method of Voting, sub-section (ii) to read as follows:

The election of the Officers and members of the Executive Council, Standing Orders Committee, Northern Ireland Committee and Appeals Board shall be carried out using the single transferable vote system of proportional representation. Delegates appointed by Local Councils of Trade Unions shall not be eligible to vote in the election of the Officers of Congress and members of the Executive Council from the general panel and the women's reserved panel, Standing Orders Committee, Northern Ireland Committee members from the general panel and the Appeals Board, but, **only delegates appointed by Local Councils of Trade Unions** shall be eligible to vote in the election of the Ordinary Member of the Executive Council from the local reserved panel and the Ordinary Member of the Northern Ireland Committee member from the local reserved panel.

Galway Council of Trade Unions

17. Representation of Young Workers

Congress welcomes the resourcing and development of the Youth Connect programme including the new pack for schools, which will be an important tool to raise awareness among young people about the role of unions and to inform them of their rights, the importance of collectivism and the need to build social solidarity in today's society.

Congress encourages all unions to deploy resources towards the engagement and activation of young people and to proactively support the Youth Committee and the Youth Connect programme, in particular through the formal education sector.

Congress resolves, in light of its dedication to the organising, recruitment, and representation of young workers, that steps be taken to create and resource a representative forum/committee for young workers in each affiliate, to facilitate the participation of young workers in their unions, which would also advise the affiliate on relevant matters, and in turn contribute to the Congress Youth Committee. The Youth Connect programme and the work of the Youth Committee should be adequately resourced with a dedicated youth organiser.

Executive Council

Amendment to Motion 17

Add the words "under the age of 26" before the words "in each affiliate" in the third line of paragraph 3

Northern Ireland Public Service Alliance

18. Allocation of Resources

Conference calls for a review of the deployment of resources to enable the Congress Executive Council and the Northern Ireland Committee to discharge the obligations placed on them by the Congress Constitution taking account of:-

- (a) the need to have a fair allocation of Congress resources North and South having regard to contributions and needs
- (b) the need to support effectively the Northern Ireland Committee's capacity to represent and campaign on matters of concern to all affiliated trade unions in the context of the NI Executive devolved administration
- (c) the significant change in Sterling/Euro exchange rates in the last year

Northern Ireland Public Service Alliance

19. Commission to Review Trade Union Membership in Ireland

Conference, recognising the challenges presented by the unfolding collapse of the Anglo-American model of capitalism globally, compounded by the failure of domestic policies which have been over-reliant on credit-led property speculation, paralleled by inequitable and inadequate tax systems and moved by the enormously negative affect of unemployment on working people and their families and concerned

with the implications for enterprise, employment retention and job creation, as well as the disastrous consequences for the social fabric of society including the quality of public health and education services, re-asserts our fundamental commitment to the promotion of equality and fairness for all and to this end, approves the establishment of a Commission to review trade union organisation in Ireland, including structures and procedures, with the objective of optimising effectiveness through co-ordination of resources in the best interests of working people and their families over the period which lies ahead.

Services Industrial Professional Technical Union

20. Black Workers Conference

This Conference notes that at present the ICTU does not have a platform to host debate and pass motions on issues specifically concerning black trade unionists in Ireland/Northern Ireland.

However, it is also noted that ICTU Women have their own arrangements in place for hosting conferences and seminars.

This conference therefore asks the incoming committee to make it a priority to put in place the necessary processes that will allow an ICTU black workers conference on the same basis as the Women's Conference and seminars.

Communications Workers Union (UK)

21. Representation of Retired Workers from ROI and NI at BDC

That this BDC notes the Congress document 'A Voice for Retired Workers – Report on the Status of Retired Workers in the Trade Union Movement' which was presented at the ICTU Biennial Conference in 1995 and taken together with Motion 63 at that Conference. In that document, at Item 6 'Retired Workers and Congress' it reads: "*The Review Group are recommending that the Retired Workers' Committees of the Republic and Northern Ireland be given an enhanced role to participate in the work of Congress. To achieve this it is recommended that the Executive Council submit, following consultation with the Retired Workers Committees, a motion to each Biennial Conference on issues of concern to pensioners, and that representatives from Retired Workers' Committees be invited as observers and also be invited to address Conference at the time when the particular motion is being taken.*"

It further notes that this has never been fully implemented at Congress BDCs. Indeed at ICTU BDCs, although the ROI RWC has been invited to provide speakers, the NI RWC has never been afforded the same representation.

It therefore calls on Congress to take steps to ensure that the intention within Motion 63 and the Congress document is implemented at all future ICTU BDCs. To achieve this, the ICTU Executive should submit, following consultation with both RWCs, a motion to each ICTU Biennial Conference on issues of concern to retired workers and that representatives of both RWCs be invited to speak when the particular motion is being taken.

Fermanagh Trades Council

22. Political Awareness of Trade Unionists

Conference, recognising the tragic consequences of the politics of unfettered free-marketism, which has undone much of the gains of the first decade of social partnership in the Republic of Ireland, through facilitating reckless credit-led property speculation over sustainable investment and economic development, thus jeopardising the livelihoods and prospects of tens of thousands of working people and their families, resolves to take all possible steps to ensure that it never happens again and to this end urges all affiliates in the jurisdiction to emphasise the importance of political awareness among their respective memberships through information, education and campaigning and to address the critically important issue of affiliating to the Labour Party so as to assist in shifting the fulcrum of influence in the corridors of power in the direction of our fundamental values of social solidarity and the primacy of the common good.

Services Industrial Professional Technical Union

23. Observer Seat on Executive Council for Youth Committee

Conference resolves, recognising as vital the true participation of young people in the movement that an observer seat be provided to the Youth Committee of Congress to ensure their involvement and participation in all matters. This resolution notes that similar provisions exist in the majority of confederations within Europe and seeks to align the ICTU with those confederations and the ETUC on this important matter.

Limerick Council of Trade Unions

24. Building Union Strength

This conference noting:

- the overt attempts by private sector employers to legally challenge long standing procedures for determining workers pay in the private sector;
- the behaviour of IBEC and CIF with regard to the transitional agreement under Towards 2016 and their effective unilateral renegeing on same; and
- the continued reticence of Government to give trade unions the legal right to exist at work place level;

calls upon this conference to direct the incoming Executive Council to prioritise the following initiatives:

- the co-ordination of targeted recruitment campaigns, through the media in appropriate languages within identified areas of the private sector, in order to protect vulnerable workers in those sectors;
- renew our efforts, at national level, to create a legal framework which recognises the individual workers right to join, and be represented by, a trade union in workplace bargaining;
- to commence a national media campaign, aimed at unorganised workers, highlighting the need to join a trade union in these difficult times.

A report on progress made on the implementation of this motion should be made to the next BDC.

Irish Nurses Organisation
Civil and Public Services Union

25. Establishment of Forum of Social, Political, Community & Cultural Groups

Conference calls on the Executive Committee to convene a Forum of Social, Political, Community and Cultural Groups, sympathetic to the needs of working people in order to prepare a platform to promote an agreed programme for the development of a socially responsive and balanced Irish economy, cognisant of their needs and interests.

Dublin Council of Trade Unions

26. Equality

Conference notes that we meet at a critical time for women, both here in Ireland and overseas. Thanks to our determination and campaigning we have won important victories over the years including:

- a strong increase in female labour force participation
- Improved maternity leave
- Work life balance and flexible working arrangements
- Improved equality legislation and accompanying infrastructure

This is to be welcomed but as we all know, so much remains to be done - and the next period promises to be hugely challenging.

As the global economic crisis intensifies and recession threatens to become depression, women everywhere are feeling the consequences. And the Government has sought to use the cover of the recession to row back on hard won rights – including disproportionate cuts to our equality infrastructure and the renegeing on the national carers' strategy. This despite the evidence to show that there is a strong relationship between diversity and equality strategies, and flexible working arrangements, linked with a growth in productivity.

Violence against women is increasing against this background and this violation of human rights must be challenged and eradicated.

Conference therefore calls upon Congress and affiliate unions to work towards ensuring a new and better deal for women by:

- Engaging with Government and making the case that equality must be part of our recovery – and includes a strong, effective and independent equality and human-rights infrastructure so that we can emerge from this crisis with a better, fairer society that respects and protects the dignity of all its members, including women
- Bargaining with employers for initiatives to tackle persistent inequalities including the gender pay gap, unequal burden of caring responsibilities between men and women, poor pension coverage, and enforced part-time working and lack of access to flexible working arrangements
- Developing a suite of support mechanisms to assist those affected by domestic violence,

including legal redress which is affordable and by updating and re-issuing the ICTU Guide for Negotiators on Domestic Violence in the Workplace, to ensure it becomes the minimum standard applicable in all workplaces on the island

- Ensuring that our own structures genuinely reflect the diversity of our membership; that equality is not an optional extra but part of our core work; that during this downturn we promote solidarity between all workers, regardless of gender, race or nationality

Executive Council

27. Pay Gap

Congress acknowledges that the current application of flat across the board percentage pay rises is grossly unfair, unjust and perpetuates obscene differentials in income between the workforces.

Congress is extremely concerned that over the past number of years local authority, along with other sector pay awards has seen the same percentage rises for all employees, resulting in an ever increasing pay gap between low paid front line staff and management.

Congress understands that there can be no justification in the continuation of a system which perpetuates inequality and compounds a widening pay gap year on year.

Congress endorses and supports negotiations which seek to address the pay gap based upon the premise of wage compression which will deliver a fairer pay award for low paid workers, while at the same time narrowing the pay gap between high and low earners.

GMB

28. Equality

Recognising that the strength of commitment to equality from many employers has been luke-warm at best;

Noting that a minority of employers have engaged meaningfully on the trade union movement's equality agenda;

Concerned that in the current economic climate the existence of the former may undermine the good intentions of the latter;

Congress, therefore, resolves to resist any attempts to use the crisis to row back on such gains as have been made in pursuit of equality; and urges employers to negotiate in a constructive fashion in relation to issues such as flexible working arrangements, paid maternity and paternity leave, disability and equal opportunities.

Irish Bank Officials Association

29. Quality of Life of Older People

Congress recognises that effective public services are essential to guarantee a decent quality of life for older people. The development and maintenance of a world-class health service and an effective public transport system throughout rural and urban areas are fundamental to the well-being and inclusion of older people.

This conference reiterates its support for the achievement of high-standard public services as a means to achieve social solidarity and equality in our society and reaffirms its commitment to campaign for such services and to use its influence in social partnership to achieve this objective.

Executive Council

30. Women's Right to Choose

Every day women leave this Island, North and South to terminate unwanted pregnancies. Their reasons are many and varied, however the impact of this decision is greater on working class and poor women who have to struggle to find the money, not only for the procedure, but for travel to Britain or other European destinations. It is a woman's fundamental human right to choose.

This Conference calls on the ICTU to support and campaign with other pro-choice groups working to amend the current provisions for women's reproductive rights to include the right to terminate a pregnancy under similar conditions to those provided in the UK by the 1967 Abortion Act, as amended, and by other member countries of the European Union.

Belfast & District Trades Council

31. Rights of People with Disabilities

Conference notes, that in the current economic climate, there is an increasing need to maintain a

strong focus on the active engagement of people with disabilities in the labour market and in the trade union movement. In difficult times, people with disabilities are among the most vulnerable groups to the effects of the recession including: decreased access to the labour market, lay offs, reluctance by employers to introduce reasonable accommodations/adjustments and cutbacks in public services as exemplified by the deferral of the Education for People with Special Needs Act and renegeing on the carers strategy in the Republic and difficulties people with disabilities are experiencing in the Employment Support Allowance (ESA programme) in Northern Ireland.

The representation and recruitment of people with disabilities into trade unions is therefore more relevant and important than before. The employment rate of people with disabilities remained stagnant during the boom and it is imperative that we redouble our efforts to ensure that this level does not decrease over the coming years. There is a need to strengthen our commitment to an effective equality infrastructure to promote equality and combat discrimination against people with disabilities and the development and implementation of a comprehensive employment strategy for people with disabilities.

In this regard, Congress and affiliate unions should campaign vigorously for ratification without reservations by both the Irish and UK Governments of The UN Convention on Rights of Disabled People.

Executive Council

32. Equal Opportunities for Same Sex Couples

Congress condemns the failure of Governments North and South to ensure that same sex couples have equal rights and opportunities

Congress is dismayed at the outrageous remarks directed against the Gay and Lesbian community by a Minister in the Northern Ireland Assembly. Congress also notes that gay and lesbian couples in the Republic of Ireland do not enjoy parity of esteem with their brothers and sisters in Northern Ireland, whose rights and civil liberties are enshrined in the Civil Partnership Act. The failure to enact a Civil Partnership Bill is indicative of the Government's approach to the Equality Agenda, reflected in the undermining of the equality infrastructure of the Republic of Ireland

Conference calls for a renewed campaign by the incoming Executive Council and by affiliate unions for legal recognition of the rights of same-sex couples. Congress reaffirms its commitment to defending the human rights of all minority groups, including members of the LGBT community, and denounces any attempt to discriminate against them or to denigrate them in any way.

National Association of Schoolmasters and Union of Women Teachers
National Union of Journalists

Amendment to Motion 32

Amend the first sentence as follows:

Conference calls for a renewed campaign by the incoming Executive Council and by affiliated unions for legal recognition of the rights of same sex couples and affirms civil marriage as the only option that affords equal rights to same sex couples.

Irish Nurses Organisation

33. Northern Ireland

This conference congratulates ICTU and in particular the Northern Ireland Committee on its significant and sustained role in organising the trade unions response to many of the challenges to civil society over the last decade, in particular, its role in organising the public displays of solidarity for the peace process which gave trade unionists, their families and the entire community the opportunity to show their support for a better future for all, irrespective of religion, or race.

Association of Higher Civil and Public Servants

34. Arts in Recession

The current economic recession is having a disastrous effect on the employment and living standards of our members. Public sector borrowing is also at its highest level for decades and both National and Local Government will be looking at ways to cut back.

Within the Arts and Entertainment Industries public funding is a necessity for the continued employment of Actors, Stage Managers and Technicians as well as the creative talent behind a production. It is essential that that funding is maintained, particularly in Northern Ireland where funding to the Arts is the lowest in all of the national areas that are the United

Kingdom and Ireland. We urge Congress to lobby and campaign within the Northern Ireland Assembly and within the Dáil to ensure that funding is not only maintained but that spending within all of Ireland is on a like for like basis.

Equity

35. Engagement with Excluded Sections of Society

Conference calls on Congress across the island of Ireland to actively engage with all political parties, community groups, ethnic support groups and other excluded sections of society to ensure that the impact of the economic downturn and financial opportunism does not lead to greater disaffection.

Congress should actively pursue anti-poverty and targeting social needs strategies as agreed at previous ICTU conferences.

Belfast & District Trades Council

36. Economic Recession and the Need for Fundamental Human Rights

In times of economic recession the most vulnerable in society are at greatest risk. From our history we have learnt that discrimination, intolerance and the denial of fundamental human rights increases as economic prosperity decreases. It manifests itself in forms such as increased racism, xenophobia, homophobia, sex discrimination, domestic abuse and hate crimes. It deepens poverty and social exclusion. The single largest group, both at work and in society likely to face discrimination on all counts is women.

In Ireland too little attention has been paid by politicians in the Republic to the need for fundamental human rights to be enshrined in a Bill of Rights and too much resistance has been exerted by politicians in Northern Ireland where such a Bill is a key element of the peace agreements.

The economic crisis, global and local, has laid bare the consequences of ignoring the necessity to promote equality and enshrine fundamental human rights for all of our people. The absence of strong socio-economic rights in particular has hit the most vulnerable in our society hardest. The culture which resisted rights and regulation is exposed as selfish and corrupt.

Conference calls on the Executive Council to prioritise fundamental human rights in general and socio-economic rights in particular in all its work on re-shaping our society and economies.

To this end the Executive Council, through fully resourced Congress North South structures, will:

- engage in a process of direct negotiation with Governments on securing respective Bills of Rights to under-pin the socio-economic and other human rights of all people working and living on the island of Ireland
- collaborate with the respective Governmental equality and human rights bodies and NGOs to develop a rights based programme for a fairer, more just and equal society which also encompasses the full range of workers rights
- involve trade unionists at workplace and community level in direct awareness raising campaigns which demonstrate how the tools of equality and human rights can be used effectively to reshape the decisions which affect their lives at work and in society in general

Conference calls on the Executive Council to report progress to the 2011 Biennial Conference.

UNISON

37. Debate on the Future of Electricity Generation for Ireland

That in the public interest ICTU hold a public debate on the future of electricity generation for Ireland.

This debate to include all related matters on electricity generation from fossil fuels, wind, wave, solar and nuclear.

Cork Council of Trade Unions

38. Building A New Society Through World Class Public Services

Conference recognises that world class public services delivered by public service workers become even more vital in times of economic recession.

Conference notes the expedient reversal of the consistent attack on the size of the public sector in the North by those who long sought to privatise it in the face of consistent trade union opposition but who

ironically now see it as a buffer from the worst effects of the economic downturn.

Conference further notes that the neo-liberal agenda operating in the Republic of Ireland has consistently sought to cap and privatise public services and failed to sufficiently invest in front-line public services throughout the period of economic prosperity.

Conference rejects the attempts by both Governments to further cut our key public services, in particular health, education and housing.

Conference calls on the Executive Council to use all influence at its disposal to negotiate with Governments North and South a programme of action designed to protect all workers, their families and the most vulnerable people in our society through the effective development and expansion of public services, including:

- the creation of public sector jobs and expansion of front-line services
 - the use of public services to promote regeneration in local communities by drawing on successful retraining and employment models targeted at the unemployed and economically inactive
 - the promotion of employment and service development through the effective use of public procurement and infrastructure investment
 - securing the in-house return of public services privatised through the tendering process;
 - halting any further privatisation of public services
- Conference further calls on the Executive Council to initiate a *Public Service Watch* programme to regularly report progress to affiliates and to the public and to take a high profile public lead on campaigns to protect and develop our public services.

UNISON

39. Media Control and Ownership

Conference notes the publication of the Report of the Advisory Group on Media Mergers and calls on the Executive Council and affiliate unions to campaign for immediate legislation to protect the public interest where it is proposed that media mergers take place.

The electronic and print media industries are in a state of crisis. At regional and national level employment in the newspaper, magazine and broadcasting sectors has been devastated. The failure of both the Competition

Authority and the Broadcasting Commission of Ireland to effectively regulate ownership, including cross-ownership; the policy of the Fianna Fáil and Green Parties in relation to national broadcasting and the primacy of market share over editorial content have combined with economic circumstances to undermine employment and inhibited public interest journalism.

In this regard Congress should join with the British TUC in endorsing the NUJ Stand Up for Journalism campaign, Congress should further campaign for the establishment of a Forum on the future of the media in Ireland which would bring forward proposals for a coherent State policy on media ownership and control, with particular reference to employment and the need to protect public service values in the broadcasting sector.

National Union of Journalists

40. Film and Television Production

Currently film and television production in Ireland is co-ordinated around two separate geographical areas with their own distinct governance and national boundaries. This can be confusing for inward investors as well as allowing production companies and broadcasters to cherry pick different union agreements or to engage people on non industry standard contracts. This Congress calls on both Governments to work together more closely, along with all the unions concerned both North and South, to provide a unified strategy. This will not only increase and attract new production but will also ensure that people are engaged on industry standard contracts.

Equity

41. Provision of Public Health Services

That the ICTU calls on the Government to review the culture of providing tax relief incentives for the development of the private hospital sector and use the associated savings to invest in the provision of public health services.

Irish Medical Organisation

42. PPP/PFI

Congress notes that the Governments North and South continue to support the use of Public Private Partnerships/Private Finance Initiative (PPPs/PFI) to fund capital infrastructure projects and deliver public services.

Conference notes that an independent report by the University of Edinburgh on the use of PPPs/PFI in Northern Ireland confirmed yet again that funding public service projects using private finance costs substantially more than if the required finance is secured through direct borrowing by the public authority.

Conference calls on the Executive Council to ensure that the Governments North and South are pressed to impose a moratorium on the future use of PPP/PFI to deliver any public service infrastructure or functions.

Conference also calls on the Executive Council to press the Governments to review all existing PPP/PFI projects and contracts so that all such functions and/or services are undertaken again by accountable public service staff.

Northern Ireland Public Service Alliance

43. Creating an Inclusive, Equal and Fair Society

Conference, noting the following:

- the abject failure of Government to honour its long stated commitment to a world class public health service
- the continued policy shift towards privatisation and the inevitable consequences of a further shift towards an unfair and unequal two-tiered health system
- the gross underfunding of the public health service; and
- the introduction, without consultation and agreement, of a public service recruitment embargo which renders it impossible to manage and deliver a safe and easily accessible public health system

calls upon Congress to pursue the following:

- the immediate establishment of the Health Forum, contained within the transitional agreement Towards 2016, and, at such a Health Forum, to constantly, and consistently, demand a universally accessible health service funded through a health insurance model;
- that all measures taken by Congress, towards the public health service, should be designed to ensure:

- the provision of safe care to patients and clients
- the protection of employment both permanent and temporary; and
- the maintenance of existing terms and conditions of all health service staff; and

- the renewal of a public campaign aimed at reminding the general public of the essential social good arising from access, for all citizens, to a quality assured public health service

Irish Nurses Organisation

44. Protecting Public Services

Congress notes that the 2008 OECD report into public services in the Republic of Ireland, which was welcomed by the Government, employers' bodies and most commentators, found that public servants are delivering high quality services at relatively low cost, and that Ireland has a relatively small public service given the size of its economy, labour force and population. Congress therefore asserts that cuts and proposed cuts in public services and public service staffing are being driven, not by overstaffing or underperformance, but by a crisis in public finances that was ultimately caused by greed at the top of private industries like banking and property. Conference, therefore, calls on the ICTU Executive Council to continue to work for the protection of vital public services by:

- Opposing cuts in public service staffing and working to negotiate with Government to protect public service jobs
- Making the case for essential investment in improved services as the economy recovers
- Publicly opposing unwarranted attacks on public services and the people that provide them
- Practically assisting Congress affiliates in their campaigns for an EU framework directive for public services, and in their opposition to any EU initiatives - like the cross-border healthcare directive and others - that threaten high quality public service provision, and
- Continuing its opposition to the public service levy and other attacks on public service incomes, which contribute both to the maintenance of services and to broader economic activity

Irish Municipal Public and Civil Trade Union

45. Carers in Society

Conference condemns the Government for their decision to abandon the National Carers Strategy agreed in *Towards 2016*.

Conference notes that the strategy was to set out Government's vision for Family Carers and establish a set of goals and actions in areas such as income support, health care and services, housing, transport, information services, labour market issues, programmes of training, social inclusion and research and technology development.

Conference is concerned that this is a major setback to the 161,000 Family Carers in Ireland, many of whom experience very high levels of social isolation.

Conference applauds the contribution Carers make to society and instructs the Executive Committee to highlight the role of Carers and to press for a comprehensive support and recognition strategy for these workers.

Guinness Staff Union

46. Cutbacks in Frontline Health Services

That the ICTU would urge the Government to give careful consideration of cutbacks in frontline health services which would adversely affect the provision of care and would increase the cost for the State and patients in the medium and long term.

Irish Medical Organisation

47. Evaluation of Cuban Medical Model

Congress calls on the Government to undertake a study to evaluate the success of the Cuban medical model in order to see what lessons can be learned in the context of the current crises besetting the Irish health system.

Dublin Council of Trade Unions

48. Performance Management Systems

Conference notes that increasing numbers of our members are subject to performance management systems which determine their pay, job security and career prospects. Conference is concerned at the growing evidence that these systems are being abused in a way which lowers morale and commitment.

Rather than improve performance, they are being increasingly used to drive down pay costs or drive employees out. The use of pay budgets which are set too low, forced distributions of performance markings and quotas for so called underperformers mean that for too many employees, performance management systems work to their disadvantage. Moreover, the way that performance is managed puts individuals under pressure to work longer hours to avoid low performance assessments.

There is also growing evidence of bias within performance markings on grounds of ethnicity, disability, part time worker status and being lower in the organisational hierarchy. In other words the higher you are in the organisation the higher your assessed level of performance. Where there is a link between performance markings and pay these patterns of bias also contribute to the gender pay gap.

Conference urges the Executive Council:

- to highlight the way performance management systems are being corrupted by the use of performance quotas and restricted pay budgets
- to highlight the need for greater transparency and openness in the way they operate
- to highlight concerns about employers' increasing use of performance and capability dismissals to avoid making redundancy payments, and
- to consider convening a meeting of unions and other experts to encourage and share best practice in identifying and eliminating abuse and bias in performance management systems.

Connect

49. Contracts of Employment and a Living Wage

While recognising the work/life balance benefits of part-time and flexible working, this conference condemns the deliberate casualisation of employment by employers, especially large profitable retailers, through the endless subdivision of jobs into hourly paid units which fail to afford workers the opportunity to earn a decent living wage. Conference calls on the incoming Executive Council to seek the introduction of legislative measures which confer on workers a right to seek full-time employment in enterprises where it can be proven that such full-time employment is sustainable.

MANDATE

50. Redundancy Consultation and Pay

Congress is concerned that Ireland will be badly hit during the recession. Already there have been major redundancies in the Irish manufacturing, financial and construction industries. For example, every Woolworths store in Northern Ireland has now closed with thousands of retail workers losing their jobs. More redundancies are to be expected in Ireland before the recession ends.

At this difficult time, we must ensure that the redundancy consultation and payment schemes offer as much protection as possible to workers in Ireland.

Congress is concerned that at present meaningful consultation with the workforce and their trade union representatives is often not taking place and that at times of administration negotiated enhanced company redundancy payment schemes are not being honoured.

Congress believes employers and administrators must be committed to effective and meaningful consultation with employees and their trade union representatives. Congress further believes that redundancy pay should more accurately reflect an individual worker's true earnings and length of employment.

Congress therefore agrees to campaign for:

- a) Improved rights to meaningful consultation arrangements for any employees facing redundancy
- b) Improved redundancy pay
- c) A reduction in the qualifying period before eligibility to redundancy pay
- d) A greater obligation for administrators to consult meaningfully with trade unions at a time of administration
- e) Any enhanced company redundancy pay scheme to continue to apply following administration.

Union of Shop, Distributive and Allied Workers

51. Testing for Intoxicants

This Conference mindful of:

- a) Section 13 of the Health & Safety Act, 2005 that states:

"If reasonably required by his or her employer, submit to any appropriate, reasonable and proportionate tests for intoxicants by, or under the supervision of, a registered medical practitioner who is a competent person or may be prescribed"

- b) The commitment given by the Minister for Labour Affairs in 2004 that such testing would only be introduced for Safety Critical Workers in sectors or employments prescribed by ministerial order, and
- c) The fact that national consultation through the HSA has commenced with the social partners for the introduction of this section of legislation

Calls on the Executive Council to ensure that the introduction of testing for intoxicants, in Ireland is based on the **European Laboratory Guidelines for Legally Defensible Drug Testing, Guidelines and Procedures**. This is to ensure: Specimen Collection, Laboratory Organisation, Laboratory Analysis Procedures, Quality Assurance/Quality Control and interpretation of results are robust and uniform.

This will ensure that the 'zero tolerance policy' adopted by many companies operating in Ireland does not conflict with this proposed national policy, and avoid unnecessary conflict.

Technical, Engineering & Electrical Union

52. Employment Rights

Conference, noting that Ireland and the United Kingdom Northern Ireland have the least regulated labour markets in the EU, and noting that this results in denial of workers' rights that would not be tolerated anywhere else in Europe, and further noting that workers rights and living standards are not an obstacle to economic recovery but are necessary pre-requisites for recovery and economic renewal; calls on Congress to

- Highlight the disparity between workers rights on this island and the rest of the EU
- Prioritise the right to collective bargaining and the recognition of Trade Unions in the workplace

- To put forward and campaign on specific proposals regarding workplace consultation, redundancy, pension protection and working time
- Demand protection of any monies given by way of grant-aids, tax incentives and in-kind supports to inward investors in respect of establishing, developing or promoting their enterprises
- And to make these demands central to any engagement with the respective Governments

Unite/ATGWU

53. Rights for Agency Workers

This council calls upon the ICTU to put pressure on employers who abuse the use of agency workers.

This branch realises and appreciates the need for agency workers in the workplace, however there has been an abuse of their use for the past number of years. These agency workers are being brought into the workplace for periods far exceeding 3 months, by doing this the employer is preventing the agency worker from enjoying the benefits enjoyed by those on regular contracts and temporary contracts, holidays etc.

In some cases it is a failure to police this use of agency workers by the employer and in others it is an attempt to prevent the worker from enjoying the stated benefits. We call upon Congress to pressurise the employers to have a policy which would eradicate the abuse of agency workers.

GMB

54. Respect for Shop Workers

This Conference supports Usdaw's Freedom From Fear Campaign, which seeks to prevent violence, threats and abuse against shop workers.

Conference calls on the Government of the Republic of Ireland, the Northern Ireland Executive, local authorities and the police forces to take action to stop the rise in abuse against shop workers. Conference is concerned that such incidents of violence, threats and abuse at work are increasing for many 'front-line' retail staff.

Usdaw's survey of shop workers shows that:

- Two-thirds suffered verbal abuse in the last 12 months, many on a daily basis

- One-third have been threatened with violence
- 10% were assaulted, which is 25% more than last year

To help tackle this escalating problem Conference calls on the Government of the Republic of Ireland and the Northern Ireland Executive to:

- Promote safer shopping partnerships in towns and shopping centres, ensuring that sustainable funding is available
- Ensure that local councils and the police are working with retailers and shop workers to jointly tackle problems of crime and anti-social behaviour
- Work with all trade unions to help promote a culture of respect in the workplace and protect all staff, particularly those whose job requires them to deal with members of the public

Conference congratulates other unions who run campaigns to protect their members from violence at work, including Mandate and their Respect Retail Workers Campaign. This is a problem that faces all public-facing workers and Congress calls on all employers to safeguard their staff and prioritise their duty of care.

Union of Shop, Distributive and Allied Workers

55. Union Learning and Upskilling

Current economic crisis demands that all workers employed and unemployed have fair and equal access to learning and upskilling opportunities to protect and enhance their jobs and employability. While there has been a number of welcomed initiatives in this area the major blockage to equal access to training is the failure of most employers to facilitate paid release to workers to attend such training, the fact still remains that most employers view training and learning as a cost. If government is serious about creating a smart economy as a response to the current economic crisis, then it must support, as a right, access to training and learning for all workers.

This conference calls on the incoming Executive Council to seek the introduction of legislative measures which establish a right to paid release for training and learning for all workers.

MANDATE

Amendment to Motion 55

Please insert colon after "to" in the second paragraph- first line, insert bullet point before "seek" and add further bullet points as follows:

- Facilitate the raising of the educational level of those in the workforce or those recently unemployed in line with the recommendations of the task force in the Report of the Expert Group on Future Skills Needs.
- Seek the elimination of various restrictions in accessing Further Education and Third Level Education courses.

The motion to read:

Current economic crisis demands that all workers employed and unemployed have fair and equal access to learning and upskilling opportunities to protect and enhance their jobs and employability. While there has been a number of welcomed initiatives in this area the major blockage to equal access to training is the failure of most employers to facilitate paid release to workers to attend such training, the fact still remains that most employers view training and learning as a cost. If Government is serious about creating a smart economy as a response to the current economic crisis, then it must support, as a right, access to training and learning for all workers.

This conference calls on the incoming Executive Council to:

- Seek the introduction of legislative measures which establish a right to paid release for training and learning for all workers.
- Facilitate the raising of the educational level of those in the workforce or those recently unemployed in line with the recommendations of the task force in the Report of the Expert Group on Future Skills Needs.
- Seek the elimination of various restrictions in accessing Further Education and Third Level Education courses.

Teachers' Union of Ireland

56. Possible Effect of WiFi on Health

Conference acknowledges that there is conflicting research regarding the possible effect of wireless local area networks (wifi) on health. Conference calls on the Governments, North and South, to provide

sufficient funding to enable schools who so choose to install an alternative system of internet access.

Ulster Teachers' Union

57. Special Needs and Alternative Education Provision

Congress believes that there has been a sustained reduction in appropriate educational provision for the most vulnerable pupils and that the number of assessments of special educational needs (SEN) for such pupils is being restricted on the grounds of affordability.

Congress asserts that the learning needs of the child provide the only valid criteria for determining whether an assessment of SEN is required, regardless of cost, and that any failure to address those needs discriminates against disadvantaged pupils.

Congress deplores the lack of public funding for alternative education projects that depresses the pay and worsens the working conditions of teachers and support staff engaged with them. Without improved support for schools and pupils, teachers will continue to be frustrated in their efforts to achieve the best for all their students and those with special needs will not get sufficient help to realise their potential.

Conference demands that:

- (i) the rights of children with SEN are respected by restoring their right to support provided by assessments of SEN following valid assessments and
- (ii) acceptable levels of pay and improvements in working conditions are secured for teachers of children with SEN, including those employed in alternative education projects

National Association of Schoolmasters and Union of Women Teachers

58. Knowledge Economy

That Congress, recognising the crucial role that Science and Technology will play in the development of the knowledge economy, calls on the Government to implement the recommendations of the Report of the Task Force on the Physical Sciences.

Association of Secondary Teachers of Ireland

59. Education Cutbacks

Congress unreservedly condemns the education cutbacks at all levels of education as applied by the Government in the name of financial restraint.

These cuts, include:

- Loss of teachers and lecturers by the reduction in the pupil teacher ratio
- Reduction in finance for schools, (e.g. loss of Grants for Leaving Certificate Applied, Transition year, Home Economics, Music)
- Reduction in finance for Third Level Colleges (cuts in overall funding)
- Failure to honour commitments in respect of the PLC sector made in Towards 2016 (Section 31.1, page 51)
- Withdrawal of Book Grant Scheme in non DEIS (Delivering Equality of Opportunity in Schools) designated schools
- Cap on Language Support Teachers in all schools
- Reduction in School Transport Funding
- Withdrawal of supervision/substitution in schools
- Reduction in Home School Liaison provision
- Attacks on further and adult education provision
- Withdrawal of funding for Schools Completion programme
- Withdrawal of ICT funding (€252 million)
- The moratorium on the filling of posts of responsibility / management posts in schools, colleges and centres of education (this will undermine schools', colleges' and centres' management, administrative and pastoral care structures).

These will have a devastating effect on the already impoverished education system and will have a disproportionate effect on the marginalised in our society. Congress also notes that the education cuts will damage schools' capacity to foster positive student behaviour, and demands significantly increased resourcing of initiatives aimed at improving student behaviour in second levels schools.

Congress demands from the Government a reversal of the cuts and commits to an ongoing campaign of opposition with a view to the reversal of the cuts as soon as possible.

Congress believes that a well funded education system from pre primary to fourth level is the key to future economic recovery and social progress and calls for a level of public funding for education in the future

such as to put Ireland in the upper end of OECD countries in terms of investment in education.

Teachers' Union of Ireland

60. Higher Education Tuition Fees

This conference, whilst noting the current serious underfunding of our higher education system rejects the reintroduction of tuition fees as a remedy.

Our reasons for this rejection include

- It is clear that the Minister sees fees as a means of saving money, so what is gained in fees would be lost in State funding thus transferring the burden to individual students and their families
- We need more highly educated people not less. The reintroduction of fees will make it harder for the children of low to middle income PAYE workers to get to college, while at the same time others such as the self-employed will be able to avail disproportionately of any revised grant scheme
- Education is a right. It benefits the entire society and it should be available to all, not just as a commodity which you can purchase if you can afford it and do without if not
- A fees regime would encourage the development of a dangerous privatisation agenda for education

Irish Federation of University Teachers

61. Lifelong Learning

Conference calls on the incoming ICTU Executive to give serious priority to promoting the Lifelong Learning agenda in cooperation with Government and the other social partners. Lifelong Learning is a primary key to our country's continuing social and economic development and we must continue to improve the opportunities available to our workers and young people through access to continuing education, re-skilling and up-skilling programmes.

Galway Council of Trade Unions

62. Education Cutbacks

Congress deplores and condemns the education cutbacks at all levels of the education sector which Government have announced. These cuts will result in,

- Increased class size in all levels of the education system and resultant job losses,

- Significantly reduced resources for schools and third level institutions with the resultant withdrawal of many important programmes such as the Leaving Certificate Applied
- Reduced number of language support teachers
- Withdrawal of the book grant scheme, significantly reduced support for traveller education and a reduced home school liaison programme
- Significant deficits in the ICT facilities available to teachers and pupils

These cuts will have a devastating effect on an already under resourced system and will have a will further marginalising effect on the disadvantaged in our society. This conference calls for a complete reversal of these cuts and for the Government to work with all the education partners to properly resource our education system.

Association of Secondary Teachers of Ireland
Irish National Teachers' Organisation

63. Support Services for Education Workers

Conference believes that the mental health and wellbeing of those involved in the education service, has not been given the high priority it deserves. Conference calls on the two departments responsible for Education north and south, to ensure that support services for education workers are improved and that training is provided for teachers in recognising potential mental health issues in pupils.

Ulster Teachers' Union

64. Access to Education

It is the view of Congress that the Schools, Colleges and Centres in the public sector of education are ideally placed to play an active and increasing role in the ever increasing demand for up-skilling and of increasing the educational level of the workforce through a variety of Further and Higher Education programs already in existence.

Congress notes the respective roles in the areas of education and of training of the Department of Education and Science and of FAS. Congress also notes the sometimes fine distinction between the terms "education" and "training" and that in the area of adult, continuing and further/higher education such distinctions can tend to be less clear.

It is further the view of Congress that Government should be encouraged to look at any overlap and

possible duplication of effort between the activities carried out under the auspices of the Department of Education and Science FAS and other bodies; to prioritise the resources of these bodies towards the provision of appropriate courses necessary to bring about the necessary increase in the educational levels of the workforce and the increase in participation rates in education overall in line with the recommendations of the task force in the Report of the Expert Group on Future Skills Needs 2007.

To this end and in light of the rising level of unemployment, Congress seeks the elimination of the various restrictions in the access to education courses imposed by the Department of Education and Science and other education bodies and by the Department of Social and Family Affairs e.g. the artificially imposed cap on numbers of participants in Post Leaving Certificate, Vocational Training Opportunities Scheme (VTOS) and other further education courses, the restriction on the dates for enrolment to education and training courses, the requirements imposed an eligibility to the Back to Education Allowance.

Teachers' Union of Ireland

65. Equality of Education Opportunities

Congress notes that part of the Government's response to the rapid decline in public finances has included the imposition of cuts in education spending, which have the potential to damage the long term prospects of children, diminish the opportunities that further education offers to adults, and damage future economic competitiveness.

Congress believes that education has a key role in addressing inequality and that it is vital to safeguard educational opportunities during a recession, particularly for the most vulnerable in society. Congress therefore calls on the ICTU Executive Council to make continued efforts to safeguard the quality and availability of education by:

- Opposing cuts in education spending and working for a sustainable education budget for pre-school, primary, post-primary and further education
- Campaigning for continued and appropriate investment in supports for children with special needs in mainstream education, including the creation of a single, accountable state body to provide continuing assessment of children requiring special education and ensure that they have access to all necessary care and education requirements throughout their school years

- Working with affiliates to achieve recognition and standardised remuneration for school secretaries and caretakers who, despite playing a vital role in our schools, continue to be marginalised by the inconsistency of their employment arrangements
- Open up discussions with the Department of Education about creating a role for Vocational Education Committees (VECs) in primary level education in appropriate areas
- Oppose the re-introduction of third level fees, as they create a barrier to university education for families on lower incomes

Irish Municipal Public and Civil Trade Union

66. 'Rationalisation' of University Courses

Congress notes with concern the evidence that substantial consideration has been given to the question of university 'rationalisation' without any attempt to consult with the staff involved through their trade unions.

Congress fully endorses the concept of waste elimination and cost effectiveness, but we note that 'rationalisations' of this nature are normally exercises in cutbacks rather than exercises in reasonable redeployment of resources.

Congress calls on the Department of Education and the Higher Education Authority not to proceed any further with such discussions without the full involvement of the trade unions directly involved.

Irish Federation of University Teachers

67. European Court of Justice anti-trade union judgments and Lisbon Treaty

Congress is appalled that the Viking, Laval, Ruffert and Luxembourg judgments in the European Court of Justice (ECJ) are a fundamental attack on collective bargaining and the right to strike.

Congress believes there is an urgent need to campaign strenuously for restoration of the fundamental human right to strike recognised but overridden in the ECJ cases.

The unelected judges of the EU using the 'free movement' provisions have disembowelled the concept of social Europe and undermined the ability of unions to protect workers.

The Lisbon Treaty would exacerbate these attacks by handing greater powers to the ECJ to interpret disputes concerning the Charter of Fundamental Rights.

Congress also believes that the ECJ decisions are reflected in the increasingly neo-liberal policies emanating from the EU which are in turn reflected in the Lisbon Treaty and Congress therefore agrees to campaign to halt the ratification of the Lisbon Treaty.

Rail, Maritime & Transport Union

68. International Issues of Concern to Irish Trade Unionists

Conference, noting Congress's highly successful reports that highlighted the appalling conditions that Palestinians face in both Israel and the occupied territories, calls on Congress to build on this and other pro-active interventions on international issues of concern to Irish trade unionists; in particular:

- To continue campaigning for a comprehensive boycott of Israeli goods and services, for an end to Israel's illegal occupation of Palestinian territory and their war of aggression against the civilian population; and to champion the national rights of the Palestinian people to an independent, sovereign state
- To vigorously campaign on behalf of trade unionists in Columbia who are being attacked by the Government and employers, and their para-military allies; to raise this issue at all appropriate national and international forums and government agencies; and to seek out ways how Irish trade unionists can provide concrete support to our fellow trade unionists in Columbia, and throughout Central and South America
- To campaign in support of the people in Cuba and, in particular, to raise the demand that the US embargo and sanctions be lifted immediately without preconditions at every possible opportunity
- To demand the immediate release of the Miami 5 who are victims of right-wing hostility and aggression to the Cuban government and the struggle of the Cuban people; and to demand that their spouses, who have been denied visas, are given immediate leave to visit the prisoners

Unite/ATGWU

Addendum to Motion 68

Amend bullet point 2 to read:

- Affiliate unions join the efforts of the recently formed Irish branch of Justice for

Columbia, established by ICTU Global Solidarity Committee, to vigorously campaign on behalf of trade unionists in Columbia who are being attacked by the Government and employers, and their para-military allies; to raise this issue at all appropriate national and international forums and government agencies; and to seek out ways how Irish trade unionists can provide concrete support to our fellow trade unionists in Columbia, and throughout Central and South America

Additional bullet point:

Affiliate unions actively participate in the ICTU Global Solidarity Committee which plays an important role in developing Congress' international solidarity work. The Irish Aid supported ICTU training course "Global Solidarity Champions" is also a useful vehicle for unions to build their capacity in developing their international solidarity work.

Services Industrial Professional Technical Union

69. Sri Lanka – Human Rights

Conference condemns the Government of Sri Lanka for its brutal military offensive against the Tamil population in the Jaffna area and for its removal of basic democratic rights throughout the Island.

We demand the withdrawal of the Sri Lankan army from Tamil areas, the closure of the detention camps and an end to the disappearances, kidnappings and extra-judicial murders carried out across the island at the behest of the Government.

Full democratic rights, including freedom of speech, freedom of the press and media, trade union rights, and the right to free and fair elections must be restored. The Tamil population must be granted the right to self-determination. As trade unionists we stand for a united struggle of Tamil and Sinhala workers to end war, mass poverty and dictatorship.

We support the work of the Civil Monitoring Committee in its investigations of state killings and demand that the death threats against leading members of this body be lifted. We also support the work of the Stop the Slaughter of Tamils Campaign in drawing attention to this issue in India and internationally. Conference calls on the Executive Council to send strongly worded letters of protest to the Sri Lankan President Mahinda Rajapakse and to

the Secretary of Defence, Public Security, Law and Order, Gotabhaya Rajapakse.

Fire Brigades Union

70. Palestine

This BDC welcomes and endorses the report of the visit of the ICTU delegation to Israel and Palestine in November 2007.

BDC commends the solidarity work of TUIFP, North and South.

BDC condemns Israel's criminal attack on the citizens and infrastructure of Gaza between 27th December 2008 and 18th January 2009, when the entire population of Gaza, already imprisoned by the illegal Israeli-imposed siege, was forced to endure intensive bombing of densely-populated civilian areas as well as the bombing of ambulances, hospitals, schools and UN compounds being used for refuge. We note that many civilians suffered devastating injuries from white phosphorus bombs and new types of weapons such as Dense Inert Metal Explosives (DIME). Over 1400 Palestinians, a large majority of them civilians, including more than 400 children, died as a result of this merciless military assault.

The assault on Gaza confirmed that Israel's oppression of the Palestinian people can be likened to the oppression of the black majority in South Africa under Apartheid. The parallel with Apartheid has been noted by Nelson Mandela, Archbishop Desmond Tutu, ex-President Jimmy Carter, a number of UN Special Rapporteurs and many others of high standing in the world. We note the call of the current President of the UN General Assembly, Fr. Miguel d'Escoto Brockman, for a global response to the oppression of Palestinians along the lines of the non-violent campaign of boycott, divestment and sanctions which helped bring Apartheid to an end.

BDC registers its concern that, despite mass popular opposition to the brutality of the Israeli occupation across the European Community, the Governments of the EU and the EU Commission have failed to take effective action to sanction Israel.

This BDC therefore:

1. Calls for the establishment of a War Crimes Tribunal to investigate Israel for crimes against humanity and breaches of the Fourth Geneva Convention and International Humanitarian Law during the assault on Gaza

2. Recognises that, in the absence of UN or Governmental intervention, the most effective action which it is open to us to take in support of the Palestinian people is to assist in the mobilisation of civil society behind the campaign for boycott and divestment. We note the statement, 'We are all Gazans', issued by the PGFTU in the midst of the Gaza massacre, calling for 'support and encouragement for Boycott, Divestment and Sanctions (BDS) against Israel'. We note that this call was directed to all sister labour unions world-wide, and particularly to unions and union federations in Europe and the USA. Accordingly, this BDC calls for adequate officer time to be allocated to the implementation of the current strategy

3. Calls for the recommendations of the delegation report published last year to be implemented in full

Derry Council of Trade Unions

71. Columbia's Human Rights Record

In view of Colombia's appalling Human Rights record, particularly towards Trade Unionists – over 700 of whom have been murdered since President Uribe took power in 2002 – Congress deplores the decision of the European Commission to grant favourable trading status under GSP+ to Colombia in December 2008, to cover the period 2009 to 2011.

This decision is especially difficult to understand given that the EU claims that to qualify for GSP+ status a country must ratify and comply with 27 Conventions on Human Rights and Labour Standards, including ILO Convention 87 on freedom of association and the protection of the right to organise and Convention 98 on the right to organise and collective bargaining – Colombia clearly does not comply with these Conventions.

We are also extremely concerned that the EU has begun negotiations with Colombia for a bilateral EU-Colombia Free Trade Agreement, which would provide Colombia with further economic benefits despite the country making almost no progress in ending violence against trade unionists, and we note that the United States recently rejected such a deal citing anti-trade union attacks as the principle reason for doing so.

We therefore call on ICTU to campaign against the proposed EU-Colombia FTA and to campaign for the European Commission to instead open an investigation into Colombia's labour and human rights performance as it is permitted to do under

the regulation governing GSP+, and to push the Irish Government to treat Colombia as a pariah state until such time as it behaves in line with UN and ILO Conventions in regard to human rights and recognises the rights of workers to organise in Trade Unions without fear of arrest, torture and death.

Limerick Council of Trade Unions

Kildare Council of Trade Unions

72. Columbia's Human Rights Record

In view of Columbia's appalling Human Rights record, particularly towards Trade Unionists, over 3000 of whom were murdered between 1986 and the end of 2008 – 700 alone since the accession to power of the Uribe Regime in 2002, Congress deplores the decision of the European Commission to grant favourable trading status under GSP+ to Columbia in December 2008, to cover the period 2009 to 2011.

This decision is especially difficult to understand given that the EU claims that to qualify for GSP+ status a country must ratify and comply with 27 Conventions on Labour standards, including ILO Convention 87 on freedom of association and protection of the right to organise and Convention 98 on the right to organise and collective bargaining –Columbia clearly does not comply with these conventions.

We therefore call on ICTU to campaign to have this decision reversed, and that Columbia be treated as a pariah state until such time as it behaves in line with UN and ILO conventions in regard to Human Rights and recognises the rights of workers to organise in Trade Unions without fear of arrest, torture and death.

Cork Council of Trade Unions

Standing Order Committee 2007-2009

1 Brian Campfield
NIPSA



2 Michael Sharpe, Chairman
Unite, Amicus



3 Liam O'Meara
MANDATE



4 Mary Maher
NUJ



5 Jack Kelly
SIPTU



Standing Orders Committee
Report Number One

Times of Sessions

1. Conference sessions will commence at 09.30 hours each day from Tuesday 7th July to Friday 10th July. Conference will adjourn for lunch at 13.00 hours each day Tuesday to Friday and will resume at 14.30 hours each day except Wednesday 8th July and Friday 10th July.

The Election of Officers and Ordinary Members of the Congress Executive Council and the Congress Standing Orders Committee.

2. The Standing Orders Committee notes that Congress has received nominations for the Officer positions as follows: One nomination has been received for the position of President and Jack O Connor is therefore deemed elected. One nomination has been received for the position of Treasurer and Joe O Flynn is therefore deemed elected.
3. Three persons have been nominated for the two Vice-President positions. It is noted that the Congress Constitution requires that at least one Vice-President be a woman. Since only one woman has been nominated as a Vice-President, Patricia King is deemed elected. An election, using the single transferable vote system, will be held between the two other candidates for the remaining Vice-President position.
4. The Standing Orders Committee notes that both of the candidates nominated for the position of Vice-President are also candidates for election as an ordinary member of the Congress Executive Council. The person elected Vice-President cannot be a continuing candidate in the election for the ordinary members of the Congress Executive Council. Therefore, any ballot paper which shows a preference marked for the person elected as Vice-President will be ignored and the next preference shown on the ballot paper will be the operative preference for purposes of the election of ordinary members of the Congress Executive Council. Thus, for example, in the case of a ballot paper which shows a No.1 Preference for the person elected as Vice-President, a candidate on that ballot paper who is shown as receiving a No. 2 preference will be deemed to have received a No.1 preference and similarly for lower preferences. It will be necessary therefore for the scrutineers to count the ballot for Vice-President first and in light of that result proceed to the election of the 30 ordinary members of the Congress Executive Council.
5. The election of the ordinary members of the Executive Council will be conducted using the single transferable vote system. The Congress Constitution requires that this election must result in the election of at least eight women. In the event that the outcome of the election of the 30 ordinary members of the Executive Council results in less than eight women being elected then the following procedure should apply: The last man to be "elected" amongst the 30 should be replaced by the last woman to be "eliminated". In the event that this does not result in eight women being elected then the second last man to be "elected" should be replaced by the second last woman to be "eliminated" and so on until the minimum requirement of eight women members is met.
6. The Standing Orders Committee notes that Congress has received one nomination for the position on the Congress Executive Council reserved for a person to represent Trades Councils, therefore Eric Fleming is deemed elected. On the 26th May 2009 Congress received by email a notification from the Cork Council of Trade Unions that it wished to nominate Colm Cronin to contest the seat on the Congress Executive Council reserved for Local Councils of Trade Unions. As the deadline for nominations had passed and no reason was offered as to why the Cork Council of Trade Unions could not meet the deadline, Standing Orders rules that Colm Cronin is ineligible to contest the election.
7. The Standing Orders Committee notes that Congress has received seven nominations for election to the Congress Standing Orders Committee. The unsuccessful candidates will be substitutes.

Ballot Papers

8. The arrangements for the exchange of credential stubs and the issuing of voting cards and ballot papers will be as follows:
 - Credential stubs will be exchanged for voting cards during the conference proceedings on the Tuesday afternoon and Wednesday morning. Each delegate must personally exchange his or her credential stub for a voting card.
 - Ballot papers for the election of a Congress Vice President, the Congress Executive Council Members and the Congress Standing Orders Committee will be issued from 9.30 hours to 12.30 hours on Thursday 9th July 2009.
 - Each union will be asked to nominate a principal delegate who, in exchange for the voting cards, will collect the ballot papers from a Polling Station away from the main conference hall.
 - On completion, ballot papers should be returned to the sealed ballot boxes in the Polling Station by the individual delegates or by the principal delegate in accordance with union practice, before 13.00 hours on Thursday 9th July 2009.

Motions and Amendments

9. The Standing Orders Committee has examined the motions on the preliminary agenda and the amendments submitted by affiliated organisations.
10. At the request of the Executive Council the Standing Orders Committee has where possible and with the agreement of the affiliated organisations concerned attempted to composite motions where the motions submitted were of a broadly similar theme or had similar objectives. The final agenda contains 5 composite motions and these motions will be taken as per the timetable set out in the final agenda for conference. Standing Orders recommends that each of the sponsoring organisations in whose name the composite motion stands be afforded same speaking rights as the proposer of a normal motion before conference.
11. The Standing Orders Committee has considered the motions and amendments which have been

submitted by affiliated organisations. Standing Orders finds that:

Motion No. 23 entitled "*Observer Seat on Executive Council for Youth Committee*" submitted in the name of the Limerick Council of Trade Unions **is ruled out of order** as the facility exists in the Congress Constitution that allows any affiliated organisation to propose a motion to amend the Congress Constitution and it is proper that if an affiliated organisation wishes to propose a motion seeking to change the Congress Constitution they should avail of this facility, by proposing a motion specifying the change they wish to see made and the precise amendments required to achieve this change.

12. The Standing Orders Committee also wishes to draw the following to the attention of delegates and affiliated organisations:
 - a) Motion No. 36 entitled "*Economic Recession and the Need for Fundamental Human Rights*" submitted in the name of UNISON - it should be noted that the motion demands that Congress achieve particular objectives and that the achievement of these will require the active participation of Governments North and South which may or may not be forthcoming.
 - b) Motion No. 67 entitled "*European Court of Justice Anti-Trade Union Judgements and the Lisbon Treaty*" submitted in the name of Rail, Maritime and Transport Union - the Standing Orders Committee would point out that because of the ratification by the British Parliament of the Lisbon Treaty, the issue of the position of Congress on ratification in the Republic of Ireland should not, strictly speaking, be a matter for consideration by a Congress BDC. However, because there is no facility within the Constitution to provide for a Special Delegate Conference to consider this matter, the Standing Orders Committee cannot rule this motion out of order. The Standing Orders Committee, in allowing the motion to stand is doing so on the basis that in coming to any final decision on the position of Congress in respect of a second referendum on the Lisbon Treaty in the Republic of Ireland, the Executive Council will take account of the debate and the decision of Conference on this motion.

13. The Standing Orders Committee rules that all other motions and amendments on the Final Agenda are in order.

14. The Standing Orders Committee requests that affiliated organisations would ensure that only one speaker from their organisation speaks on any motion save a motion standing in the name of their own organisation.

Suspension of Standing Orders

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

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

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

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

Conference Sessions

16. Time periods have been allocated for specific topics in the appropriate section of the Executive Council Report. Related motions will be taken during these time periods. If there is time left over after the completion of the specified business, Conference will proceed to deal with other business.

The Sections of the Executive Council Report and the motions on the Final Agenda will be taken at the time given in the Timetable of Business.

Motions have been grouped and votes on the Motions will be taken as indicated in the Timetable of Business.

Fraternal Addresses and Guest Speakers

17. The following people have been invited to address conference:

Mr. Eamon Gilmore TD, Leader of the Labour Party, will address conference on Tuesday 7th July 2009 during the morning session of conference.

Mr. Tarsicio Mora–Godoy, President of CUT Colombia will address conference on Tuesday 7th July 2009 during the morning session of conference.

Mr. Sheila Bearcroft, President of the TUC will address Conference on Wednesday 8th July, 2009.

Mr. Grahame Smith, General Secretary of the STUC will address Conference on Wednesday 8th July, 2009.

Mr Martin Mansfield, General Secretary of the Wales TUC will address Conference on Thursday 9th July, 2009.

Mr. John Monks, General Secretary of the European Trade Union Confederation. will address conference on Friday 10th July 2009.

Ms. Penny Schantz, AFLCIO will address conference on Friday 10th July, 2009

18. The Executive Council have invited speakers from the Congress Centres Network, from the Congress Retired Workers Committee, from the Congress Women's Committee, from the Congress Youth Committee and The Congress Disability Committee to address conference.

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

**32 Parnell Square,
Dublin 1
T +353 1 8897777
F +353 1 8872012**

**congress@ictu.ie
www.ictu.ie**

**Carlin House,
4-6 Donegall Street Place,
Belfast BT1 2FN
T +02890 247940
F +02890 246898**

**info@ictuni.org
www.ictuni.org**

