

MAKING

WORK

UNIONS  
TRANSFORMING  
WORK AND  
WORKPLACES

PAY

BIENNIAL DELEGATE  
CONFERENCE 2023

AGENDA

4-6 JULY 2023  
KILKENNY

STRONGER TOGETHER  
**CONGRESS**  
Irish Congress of Trade Unions





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## NOTICE TO DELEGATES

1. This year the overall theme of Conference is **Making Work Pay – Unions Transforming Work and Workplaces**.

Within the overall theme, Conference will debate:

- 48 Motions and 4 Amendments, including eight motions from the Executive Council.
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.

Please note that the timing of the address by President Michael D. Higgins may be subject to change depending on the President's diary. 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 will be **09.30 hours** on Tuesday 4 July, Wednesday 5 July, and Thursday 6 July 2023. The afternoon sessions will commence at **14.30 hours**. The Conference is scheduled to finish at **17.30 hours** on Tuesday 4 July, **17.30 hours** on Wednesday 5 July, and **13.30 hours** on Thursday 6 July 2023.

You are asked to be in the conference hall punctually and to remain throughout the sessions.

5. You must show your Credential/Lanyard Card to gain entrance to the conference hall. You should bring Conference documentation 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 maximum**, and each subsequent speaker for **three minutes maximum**. You should give your name and the name of your organisation when speaking.

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: Kieran Jack McGinley (Chair) SIPTU, Joan Gaffney (Mandate), Colm Kelly (TUI), Frances Hourihan (Unite) and Antoinette McMillen (NIPSA).

# TIMETABLE OF BUSINESS

## TUESDAY 4 JULY 2023

### MORNING SESSION

09.30 – 11.00

#### OPENING OF CONFERENCE

Address of Welcome

Mayor of Kilkenny

Honorary Secretary Kilkenny Council of Trade Unions

Election of Tellers (six)

Election of Scrutineers (Six)

Adoption of Standing Orders Reports No. 1 and No. 2

Address by Congress President, Kevin Callinan

Vote of thanks to President

Introduction of Executive Council Report

11.00 – 11.30

#### NORTHERN IRELAND

(Principal EC Report: Section 2 (ii) Northern Ireland)

Motions on Northern Ireland

11.30-12.00

ADDRESS BY PRESIDENT OF IRELAND,  
MICHAEL D. HIGGINS<sup>1</sup>

12.00-13.00

#### NORTHERN IRELAND continued

Motions on Northern Ireland continued

Committee Speakers: Address by Jimmy Whelan and Margaret Galloway, Retired Workers' Committee Representatives ROI & NI

13.00 – 14.30

#### Lunch Adjournment

### AFTERNOON SESSION

14.30 – 15.45

#### THE ECONOMY

(Principal EC Report Reference Section 1: The Economy)

Presentation on the Economy in ROI and NI (Nevin Economic Research Institute)

Motions on the Economy

Committee Speaker: Address by Ronan Sharkey Congress Youth Committee Representative

<sup>1</sup> Please note that the timing of President Michael D. Higgins' speech is subject to change

15.45 – 16.00

Break

16.00 – 17.30

**FINANCE, ORGANISATION & ORGANISING  
(PRIVATE SESSION)**

*(This session is restricted to full delegates only, no media permitted)*

*(Principal EC Report Reference Section 2 – The Work of Congress (i) Industrial, Legislation & Strategic Organising (iv) Education & Training, (v) Public Engagement, Campaigns & Communications, Appendix 1 – Accounts, Appendix 2 – Congress Committees, Appendix 3 – Affiliations, Appendix 4 – Staff at Congress 2023, Appendix 5 – Membership of Congress Committees & External Bodies, Appendix 6 – Action on Motions to BDC 2021)*

**Presentation of Financial Report by Treasurer**

Presentation on Trade Union Renewal Project by Eoin Ronayne, Executive Council

Motions on Finance, Organisation & Organising

## WEDNESDAY 5 JULY 2023

### MORNING SESSION

09.30-12.00

**EMPLOYMENT RIGHTS**

*(Principal EC Report Reference Section 2 – The Work of Congress, (i) Industrial, Legislation & Organising)*

Motions on Employment Rights

**Fraternal Address: Esther Lynch, General Secretary, ETUC**

Motions on Employment Rights continued

Committee Speaker: Address by Congress Disability Committee Representative

12.00 – 13.00

**PUBLIC SERVICES/SOCIAL POLICY**

*(Principal EC Report Reference Section 1 – The Economy, Section 2 – The Work of Congress (i) Industrial, Legislation & Organising, (ii) Northern Ireland, (iii) Equality & Social Policy, (v) Public Engagement, Campaigns & Communications)*

Committee Speaker: Address by Joanne Pearson Congress Centres Network Representative

**Presentation on Trade Union Voice in Ireland by Dr John Geary (UCD)**

Motions on Public Services

13.00 – 14.30

**Lunch Adjournment**

## AFTERNOON SESSION

14.30 – 17.30

### PUBLIC SERVICES/SOCIAL POLICY

*(Principal EC Report Reference Section 1 – The Economy, Section 2 – The Work of Congress (i) Industrial, Legislation & Organising, (ii) Northern Ireland, (iii) Equality & Social Policy, (v) Public Engagement, Campaigns & Communications)*

**Interview with Philly McMahon**  
**Discussing Combatting the Rise of the Far Right in our Communities**

Motions on Public Services/Social Policy

**Fraternal Address: Owen Tudor, Deputy General Secretary, ITUC**

Committee Speaker: Address from Margaret Coughlan, Congress Women's Committee Representative

## THURSDAY 6 JULY 2023

## MORNING SESSION

09.30 – 13.00

### INTERNATIONAL AFFAIRS

*(Principal EC Report Reference Section 2, The Work of Congress, (v) European Union & International)*

**Fraternal Address: Paul Nowak, General Secretary, TUC**

Motions on International Affairs/Global Solidarity

Committee Speaker: Address from Global Solidarity Committee Representative

13.00-13.30

### CLOSING CEREMONIES

## LIST OF MOTIONS & AMENDMENTS TO BDC 2023

**TUESDAY 4 JULY 2023**

**Morning Session: 11.00 – 13.00 hours**

NORTHERN IRELAND		
Motion No.	Name	Mover
1	Special Education in Northern Ireland	NASUWT
2	Education Funding in NI	UTU
3	Northern Ireland needs a Women's Health Strategy	CSP
4	The Belfast/Good Friday Agreement	Executive Council
5	25 years of the Good Friday Agreement	UNISON

**Afternoon Session: 14.30 – 15.45 hours**

THE ECONOMY		
Motion No.	Name	Mover
6	The New Economic Model	Executive Council
7	Profiteering in Cost of Living Crisis	SIPTU
8	The Future of Banking	Financial Services Union

**Afternoon Session: 16.00 – 17.30 hours**

FINANCE, ORGANISATION & ORGANISING (PRIVATE SESSION)		
Motion No.	Name	Mover
9	Delivering a Stronger Trade Union Movement through a Programme of Renewal and Growth	Fórsa
	<b>Amendment</b>	Belfast Trades Council
10	Local Trade Union Organisation	Wexford Council of Trade Unions
11	Equity for Entertainers	EQUITY
12	Poaching of Union Members	CONNECT
13	Participation of Retired Workers	Fermanagh Council of Trade Union



## WEDNESDAY 5 JULY 2023

### Morning Session: 09.30 -12.00 hours

#### EMPLOYMENT RIGHTS

Motion No.	Name	Mover
14	Collective Bargaining	Executive Council
15	Equality	Executive Council
16	Right to Organise Campaign	CWU
	<b>Amendment</b>	USDAW
17	Developing a Collective Strategy to defeat Union-Busting	Unite the Union
18	Fair Pay for Young Workers	Belfast & District Trades Councils
19	Apprenticeships and Minimum Wage	CONNECT
20	Citizens' Assembly on Workers' Right to engage in Collective Bargaining	Kildare Trades Council
21	Health & Safety	Executive Council
22	Trade Union Training Release	Mandate
23	Artificial Intelligence (AI)	NUJ
	<b>Amendment</b>	USDAW
24	Automation and Skills	USDAW
25	Support for Creative Industries	Prospect
26	Failure to tackle seafarer exploitation in the Irish Sea	RMT
27	Protect workers' rights and promote equality	UNISON
28	Remove burden of unfair BIK increases on workers	GSU
29	Work Life Balance	Galway Council of Trade Unions

### Morning Session: 12.00-13.00 hours

#### PUBLIC SERVICES/SOCIAL POLICY

Motion No.	Name	Mover
30	Safe Staffing and Skill Mix	INMO
31	Public Service Pensions	INTO
32	Rising Cost of Living and Living Standards on a Fixed-Income	Executive Council
33	Delivering Better Maternity Services	RCM
34	Pension Entitlements	ASTI
35	Recruitment, Retention and Reclamation in the Education Sector	TUI
36	School-Based Mental Health Support for Primary School Children	Bray & District Council of Trade Unions
37	Health Service	NIPSA

38	DECON (decontamination) Campaign	FBU
39	Gender Equality in Medicine	IMO
40	Acute Bed Capacity	IMO
41	Fair Pay Now	Pharmacists' Defence Association

#### Afternoon Session: 14.30 – 17.30 hours

##### PUBLIC SERVICES/SOCIAL POLICY

Motion No.	Name	Mover
42	Housing <b>Amendment</b>	Executive Council Belfast Trades Council
43	Workers Unity	NIPSA
44	Refugees and Asylum Seekers – Fair Treatment	PCS
45	The Rise of the Far-Right	IFUT

## THURSDAY 6 JULY 2023

#### Morning Session: 09.30 -13.00 hours

##### INTERNATIONAL AFFAIRS

Motion No.	Name	Mover
46	Campaigning against Apartheid in Palestine	Executive Council
47	War and Peace in Ukraine	Dublin Council of Trade Unions
48	Irish Neutrality	Cork Council of Trade Unions

# MOTIONS & AMENDMENTS TO BDC 2023

## NORTHERN IRELAND

### 1. Special Education in Northern Ireland

Congress commends all those who work in special education, delivering every day to provide the best learning experience for the children and young people in their care.

Congress is concerned that the education of the most vulnerable children and young people in Northern Ireland is now under attack as the UK government seeks to impose a budget on Northern Ireland which will further impact special needs education.

Congress is appalled that even before the latest threats to education budgets; teachers and support staff are already facing unacceptable conditions at work.

Congress is clear that the primary driver behind these appalling conditions is the failure to properly fund special education. As a consequence of inadequate funding, the following have become the norm in special education:

- Proliferation of temporary working contracts leading to job insecurity and high turnover of staff.
- Longer teaching hours, leaving teachers feeling exhausted and with a lack of time to write up incident reports.
- Not enough schools to deal with the increase in the number of children who require a special school place.
- Children who are more likely to injure themselves, another pupil or a member of staff are not given the required support.
- Increased class sizes in special schools and a lack of space because too many pupils are being accommodated in schools designed for much smaller numbers of students.
- A complete lack of suitable continued professional development to support the changing conditions and profiles of students in special schools.
- The surreptitious acceptance of routine assaults on staff as being part of the job and therefore somehow acceptable.
- Reports of assaults on staff going unanswered.
- A huge proportion of a teacher's working day can often be spent dealing with extremely challenging and emotionally draining situations while simultaneously trying to meet the needs of other students.
- The complete lack of contingency support for staff experiencing traumatic incidents on the premises.
- Workplace stress leading to staff burnout and absence as well as long-term health and emotional impacts on staff.

Congress believes that special education in Northern Ireland has reached a crisis point which is not sustainable in the longer term and where remaining staff are at breaking point.

Congress calls on the ICTU to organise a NI-wide campaign to raise the issue of services for children and young people and the conditions for staff in special schools.

**NASUWT**

## **2. Education Funding in NI**

The role of the education system of any country is to form the bedrock of the future by ensuring that each child is supported in reaching their full potential and can contribute to the progression of society in an informed and productive manner.

Congress has grave concerns about the current state of the education system in Northern Ireland and despairs at the chronic long-term under-investment and the huge negative implications of the proposed cuts moving into the future.

Congress further deplores the continued undervaluing of all education workers and fears that the expertise on which the system is based will be eroded in the absence of fair and appropriate pay settlements.

Congress calls on all political parties, in NI or with responsibility for NI, to commit to a properly funded and properly resourced education system which values, and is seen to value, both children and education workers, and to deliver on that commitment as a matter of urgency.

**UTU**

## **3. Northern Ireland needs a Women's Health Strategy**

Congress notes that for years, health services across the Island of Ireland have been designed by men for men and that gender inequality in healthcare has long been neglected. Despite the fact that women on average live longer than men, women spend a significantly greater proportion of their lives in ill health and disability when compared with men.

These inequalities have been recognised with governments in Scotland, Wales, England and Ireland, all launching some form of women's health strategy/action plan, focused on understanding the changing health and care needs of women and girls across their lives, from adolescents and young adults to later life.

However, the DOH in NI said it has no plans to deliver a gender specific health strategy because it would largely duplicate actions it already takes. The position taken by the DOH in NI is unacceptable and will not address the gender health gap.

Congress demands that,

- The Executive council pulls together data to support the need for a women's health plan in NI to counter the departments position.
- The Executive council works with any incoming executive to see this as a priority and to ensure that funding is set aside to deliver on the plan.
- That we learn from women's health strategies/action plans in other jurisdictions on what actions are delivering benefits and work to replicate them in NI.

CSP

#### 4. The Belfast/Good Friday Agreement

Conference notes that the 25th anniversary of the historic peace agreement signed in 1998 has passed that milestone with too much of its promise unfulfilled.

Conference welcomes the tireless efforts by the trade union movement together with our allies in civil society as well as the international community in continuing to defend the spirit and letter of the Agreement and particularly the intention to legislate for a Northern Ireland Bill of Rights. Conference also pays tribute to the unsung work of peacebuilding by local citizens and community groups.

Conference must also, however, acknowledge the lost opportunities of the past quarter-century, and be unafraid to name the institutions and individuals who blocked progress on many core aspects of the agreement which was mandated by overwhelming majorities in both jurisdictions. Every opinion poll and every vote in every type of election has shown consistent support for the Agreement across all sections of the Northern Ireland community. Every Northern Ireland poll and election has rejected the parties opposed to progress and especially those elements who reject the primacy of the ballot and engage in violence, intimidation and other expressions of criminality.

The trade union movement is a democratic movement and supports the spirit and letter of the Belfast/Good Friday Agreement as the authentic will of the people, even after 25 years and many delays and disappointments. We believe that our elected devolved NI Assembly and NI Executive are best placed to complete the Agreement, however we have long held that should dogma continue to block its complete implementation, including a Northern Ireland Bill of Rights, that the UK Government must, as a co-guarantor of the Agreement, intervene to legislate.

NIC-ICTU, representing the hopes and interests of 200,000 people in Northern Ireland, recently launched the **Workers Demand Better** campaign. The purpose of the campaign is to build and lead a progressive movement that demands immediate and urgent action to tackle the cost-of-living crisis that is likely to get only worse over the coming months.

As part of this, we support our affiliates engaged in the democratic exercise of lawful industrial action in the interests of their members and workers. We have lobbied all NI parties in recent months on these and other matters, but lobbying and influencing Executive ministers and Assembly members will better help achieve our aims.

Conference calls for action on the following issues:

- The NI Assembly and NI Executive must be revived and funded by the UK Government to serve the people.
- In the 25th anniversary year of the Agreement, the Executive Council commits to work wherever it can for the realisation of rights in Northern Ireland, the restoration of devolved government within a framework of equality and human rights, and the protection of the peace process
- The unfinished business of the Agreement must be addressed – in particular, the negotiation and legislation required for a meaningful Bill of Rights.
- We need to see social dialogue to improve industrial relations and examine the social wage.
- Governments, in Dublin, London and Stormont need to engage with the trade union movement and start implementing progressive policies that support workers and their families. The trade union manifesto, *No Going Back – A new deal towards a safe and secure future for all*, has serious policies which must be advanced.
- Conference demands a robust NI Employment Bill that promotes workers' rights and stronger collective bargaining, as a centrepiece in any Programme for Government of the NI Executive.

### Executive Council

## 5. 25 years of the Good Friday Agreement

Conference recognises that 2023 marks the 25th anniversary of the Good Friday Agreement. Conference acknowledges the work of trade unionists in the peace process and believes that it is important to acknowledge the role played by affiliates and individual trade unionists, including those who are no longer with us, in campaigning for peace.

Conference agrees that celebration of the achievements of the peace agreement must also be accompanied by renewed vigour around its full implementation.

Conference notes that at the time of writing, Northern Ireland does not have a devolved Government in place. Conference recalls that core commitments made within the Good Friday Agreement and subsequent agreements remain unimplemented.

Conference agrees that the voice of workers is central to building the peace and developing our future and that this must be recognised. This should include bi-lateral engagement with devolved Government, trade union representation on North/South bodies, and engagement with the respective inter-governmental conferences.

Consequently, conference calls on the incoming Executive Council, working with the Northern Ireland Committee and the ICTU North/South Committee, to engage with the UK and Irish Governments, and with any future devolved Government, to ensure recognition of the role of the trade union movement as an equal social partner in peacebuilding and in advancing the social and economic rights of workers, their families and communities.

Conference further calls for the immediate establishment of the promised mechanism for inclusive civil society engagement with devolved Government in Northern Ireland.

**UNISON**



## THE ECONOMY

### 6. New Economic Model

Conference endorses the Congress economic strategy as articulated in the No Going Back documents. Conference is of the view that economic growth must be inclusive and provide agency and adequacy to all its participants. We must broaden labour market opportunities by removing barriers to employment, and provide voice and dignity to those in the world of work through access to collective bargaining. Living wages, adequate benchmarked income floors, and a significant expansion of universal basic services should underpin and bolster living standards.

Achieving this requires a reappraisal of both fiscal policies and enterprise policies. The state must be properly resourced. Accordingly, Conference supports the finding of the independent *Commission on Taxation and Welfare* that the overall level of revenues raised as a share of national income must increase materially to meet the long-term threats to fiscal responsibility. Fiscal supports for enterprise should be contingent on meeting wider long-term economic and social goals.

Conference notes that other small open economies such as Austria, Denmark, Finland, the Netherlands, Norway and Sweden all rank higher than Ireland on global competitiveness and innovation indices. Conference further notes that all these countries have higher rates of collective bargaining coverage and that the OECD's *Negotiating Our Way Up* report highlights the potential of collective bargaining to enhance productivity and increase innovation. Conference accordingly views initiatives promoting collective bargaining such as the Adequate Minimum Wages Directive and the High-Level Group Report not only as key instruments for achieving fairer outcomes for workers and decent work but also for moving to a high-road economic model.

Therefore, given the considerable deficits in the economies of Ireland, in particular the domestic economies; given the range of future challenges such as climate change, digitalisation (including AI and automation), and the danger of long-term low-growth, low-productivity future; and given the overriding need to promote quality employment and the living standards of workers;

Conference authorises the incoming National Executive Council to launch a debate throughout the trade union movement, utilising the resources of the Nevin Economic Research Institute and the resources of member unions, to develop a comprehensive long-term model of economic development for both economies on the island of Ireland that can address these deficits, meet these challenges and promote the living standards of workers and the wider society.

And following this movement-wide debate, the Executive Council shall report its findings to the following Biennial Delegate Conference for approval.

**Executive Council**



## 7. Profiteering in Cost of Living Crisis

Conference notes that there is increasing evidence that rising corporate profits are fuelling high prices in the current cost-of-living crisis.

International studies from the US, the UK and Australia show that we are experiencing a 'profit-price' spiral with profit-margins at their highest in decades. Even the European Central Bank is now acknowledging the role of profiteering on the back of inflation. The Central Bank of Ireland recently published data showing the extent to which corporate profits are fuelling inflation.

Workers are being hit twice by this profit-price spiral. First, many companies are driving up profits while wages are struggling to maintain pace with inflation. At the same time workers are paying higher prices to finance this profit-drive.

Conference demands that the Government use its resources to track the prices of key economic goods and services and determine to what extent these are being driven by rising profits. If there is evidence that profiteering is occurring, the Government should, where practicable, use its power in the Consumer Protection Act to apply maximum price orders, or use other instruments to control prices. In this way we can reduce the negative impact of rising prices on workers, households and the economy.

Further, conference calls on the incoming Executive Council to campaign on this issue as part of a twin-track strategy of raising wages and lowering prices.

SIPTU

## 8. The Future of Banking

Congress recognises the importance of a robust banking sector to staff, citizens, and the economy, and we note with concern the recent issues with financial institutions in the US and Switzerland.

The Banking crash in 2008 caused significant job losses in the sector and resulted in the taxpayer bearing the financial cost of the bailout, accumulating enormous losses for the State and curtailing much needed investment in education, health, and other vital public services. The importance of an accountable, stable, and viable banking sector to the economy and society cannot be overstated. Change in the sector needs to be carefully managed by all stakeholders to ensure there is no return to the unaccountable, poorly regulated, and culturally deficient system that prevailed in the past.

That is why:

The FSU initiated the calls for a Banking Forum North & South and welcomes the publication of the Report of the Banking Roundtable Event initiated by the Department of Finance in Northern Ireland and the Banking Review Report by the Department of Finance in the Republic of Ireland together with the Report on Banking published by the Dail Committee on Finance, Public Expenditure and Reform. We welcome the outcomes of these reports which identified the need to protect the most vulnerable in our society, guarantee access to services and cash for all of our citizens and ensure change is managed in a way that fully takes account of all stakeholders.

The FSU believes:

There should be a debate on the appropriate ownership model of the two state owned banks prior to the state divesting itself of a majority stake.

The FSU further welcomes the introduction of the Individual Accountability Framework Act and seeks that all staff receive protected time to be fully trained on the requirements of the Act in order to ensure full compliance by all financial entities.

The FSU further urges the Central Bank to urgently update its consumer code to reflect the recommendations from both the Banking Review and the Dail Banking Report and to continue its stakeholder engagement across the Financial Services Sector.

The FSU calls on Congress to support the call of FSU and other key societal groups to Government for the continuance of the Banking Levy in order to use the funds generated by the levy to support the continuation of local banking services and branch networks at a local level across the country.

The FSU further welcomes the changes included in the Banking review but recognizes the serious omission of any reference to worker participation including worker and consumer directors in the report and requests the assistance and support of ICTU to achieve Government agreement to fund research into the merits of workers and consumer directors on the boards of the three main Banking institutions.

**Financial Services Union**

## FINANCE, ORGANISATION & ORGANISING (PRIVATE SESSION)

### 9. Delivering a Stronger Trade Union Movement through a Programme of Renewal and Growth

That this conference –

Conscious that significant organisational deficits continue to exist which put at risk our collective strength and have the potential to diminish our historic role as the unquestioned voice of working people if left unaddressed.

Is empowered by the fact that the trade union movement has been and continues to be the largest civil society organisation on the island with a proud record of uniting workers across divides.

Resolves that strengthening the trade union movement further is an imperative for all ICTU affiliates and that our affiliates must work together if we are to achieve this common objective.

Notes the completion by the Secretariat and the Executive of a 10-year progress review of the 2011 recommendations of the Commission of the Irish Trade Union Movement and welcomes its conclusions:

- reaffirming the unique role of Congress across the island
- that potential legislative change will assist in capacity building if affiliate organising strategies are adequate
- of the need for agile and nimble structures to reflect the changing nature of the workplace
- that competitive trade unionism must end now, and collaborative mechanisms developed to build inter-union trust
- that there is continuing positive sentiment towards trade unions
- but that the choice is ours whether we adopt and pursue a strategy to realise our collective objectives

And its recommendations that:

- The General Purposes Committee of the Executive should act as the steering group to deliver a strategic action plan, identifying what needs to be done, how it will be done and where responsibility will rest over a 1-, 3- and 5-year timeframe as appropriate.
- ‘Trade Union Renewal’ should be a standing item on the Executive Council Agenda under which initiatives by individual affiliates or groups of affiliates are reported on and shared in a manner to allow for flexibility and prioritization of issues of particular concern and to enable and encourage a commitment to resource a common approach.

Acknowledges the progress made since BDC 2021 in identifying specific targeted actions designed to address key areas of concern and challenge which will facilitate the delivery of a comprehensive programme of renewal and growth. In particular the:

- Publication of the “Irish State Post Pandemic” report exploring the role of a larger state.
- Assessment of the level of public awareness and support for collective bargaining.
- Development of a multi-union national organising campaign within ICTU.
- Campaign for the four-day week and union efforts to introduce more flexible working arrangements post-pandemic.

- Establishment of the ICTU led Just Transition Alliance.
- Commissioning of research on the potential to establish a digital first media platform to progress the trade union agenda.
- Efforts to build the trades council network and expand regional and local trade union office resources across the country.

Commends, the establishment by the GPC of several high-level strategic groups in line with the above recommendations to progress targeted renewal actions including:

- Work on the development of a single, unified trade union public communications campaign to encourage citizens to join a union and to organise collectively to take advantage of legislative developments resulting from the High-Level Group on Collective Bargaining in the Republic and the EU Directive on the Minimum Wage encompassing the rights of workers to have access to Collective Bargaining.
- Collaborative inter-union pilot organising initiatives aimed at building trade union profile, presence, and power in strategically significant emerging growth sectors of the Irish economy including tech and digital.
- The identification of resource sharing potential, and the advancement of new initiatives designed to exploit potential efficiencies of scale and combined skills and knowledge.
- Reaffirming Congress as the leading voice supporting a reimagined role for the state north and south post-Covid-19,
- Campaigning for a brighter future of work for all workers centred on quality jobs and better life quality through reduced working time, greater control over working hours and flexibility in choice of work location.
- Campaigning for a fair transition to a zero-carbon, digitalised future for workers and supporting the work of the ICTU Just Transition Alliance.
- Commissioning a research paper from the DCU Future Media Unit on the potential to establish Digital First Media platform to progress the trade union agenda progressing t of a new, trade union funded, digital-first media platform, informed by national and international research.
- Develop the potential on a 32-county basis for new educational outreach programmes including through schools and colleges to embed a better understanding of the role and benefits of trade union organisation and the potential for better economic and social development for all citizens.
- Reviewing the potential of local trades councils to build trade union membership and organisation at local and regional community levels across the island through commissioning a survey of existing LTUC resources and organisational realities,
- Working to expand regional and local trade union office resources across the country adopting the ONE initiative including developing plans to acquire additional regional facilities.

Mandates the incoming Executive Committee to adopt a comprehensive Trade Union Renewal and Growth Programme, no later than autumn 2023, which sets

out targeted actions inclusive of the above, to be achieved within set timelines,

Further mandates that this Renewal and Growth Programme should

- ensure that the ONE initiative in Cork and Galway is utilised as a model for promoting better relations and co-operation between affiliates working at local level across the island,
- that full-time resources at a central level in Congress are assigned to work with Local Trades Councils to rejuvenate and grow existing Councils
- seeks to ensure that every county can have the potential to establish a trades council/local trade union centre to play a key role in building trade union membership and greater union activity across all parts of the island.
- establishes a Local Trade Union Fund administered by the GPC and Executive Council which will be available to support organisational work projects identified and carried out by local trades councils.

**Fórsa**

### **Amendment**

Last paragraph of this motion, at bullet point 2, after 'that', insert 'respecting and maintaining the autonomous nature of affiliated Trades' Councils'

**Belfast Trades Council**

## **10. Local Trade Union Organisation**

Recognising the critical importance of the central role the trade union movement plays in the life of Irish civic society this Conference reinforces the commitment of Congress to strengthen local trade union structures as a vital part of the ongoing growth of our movement.

Further to decisions adopted by previous BDCs (Motion 13 2015 and Motion 8 2021) this Conference calls on the Executive Council to formally adopt and act on the recommendations of the audit of Trades Councils undertaken in 2022 and advance a strategy to ensure a unified, coordinated movement is an integral part of Congress at local level.

**Wexford Council of Trade Unions**

## **11. Equity for Entertainers**

Performers' Unions such as Equity, Irish Equity, the Musicians' Union and the Musicians Union of Ireland support their members via their collective and in-house agreements with production companies in for example film, tv and in the theatre. However, many freelance performers do not benefit from collective agreements and, in the world of event entertainers, they are more likely to demand their own fees or use an industry standard fee as the basis for their rates.

As Trades Unions supporting fair pay for all workers, Equity UK is clear that all performers working at Trades Union events, such as comics, singers, after-dinner speakers, band members and DJs should each receive at least the standard rate for their work, where one is applicable. For example, Equity and the Entertainment Association/ Variety and Light Entertainment Council agreed rates for floor shows in 2023 is £528 per week. Where no collectively agreed rate is available, each artist



involved should be engaged for no less than the real living wage or the Irish living wage from the time of arrival to the time of departure from the venue.

Equity calls on ICTU's Biennial Delegate Conference to require all Trades Unions affiliated to ICTU to pay appropriate rates of pay to performers working at their events.

## EQUITY

### 12. Poaching of Union Members

In the current environment of declining trade union density, the need to organise the unorganised must be a priority for all trade unions.

This conference condemns any affiliate union who would poach members from another affiliate to boost their membership.

Conference resolves, that Congress take further steps to discourage the poaching of members.

In that regard, the incoming Executive Council will undertake a review of the 'Guidelines on Paragraph 46 of the Congress Constitution' which was approved in July 2001.

The review will examine what further sanctions, including financial sanctions, that are appropriate where an affiliate union was found, by a Disputes Committee, to have poached members from another affiliate.

In the interest all workers we propose this motion to conference.

## CONNECT

### 13. Participation of Retired Workers

Conference continues to be concerned about the lack of progress on the actions contained in Motion 33 carried overwhelmingly by the Biennial Delegate Conference (BDC) 2019.

Four years ago, Conference acknowledged the contribution of our Retired Workers Committees in Northern Ireland and the Republic of Ireland. It also accepted that their inability to fully participate in the decision making of the Irish Congress needed to be addressed and was inconsistent with the Irish Congress of Trade Unions (ICTU) objectives in respect of equality and inclusiveness.

In 2019 Conference agreed that Congress should work with its Retired Workers Committees to address these potentially discriminatory inconsistencies.

In carrying Motion 33 at the BDC 2019. Conference acknowledged and accepted the specific issues and agreed the actions required for change.

To date the actions required by the motion have not been met.

Conference calls upon the Executive Council to engage with the Retired Workers Committees in Northern Ireland and the Republic of Ireland as soon as possible to fulfil and deliver the overwhelming will of the 2019 Biennial Delegate Conference.

## Fermanagh Council of Trade Unions

## EMPLOYMENT RIGHTS

### 14. Collective Bargaining

Conference notes the:

- acceptance by the Irish government of the Labour Employer Economic Forum (LEEF) High- Level Group Report on Collective Bargaining;
- adoption by the EU of a Directive on Adequate Minimum Wages Directive in Europe.

Conference recognises that the Report of the High-Level Group and the EU Directive have the potential, if properly implemented, to transform the collective bargaining landscape.

Conference therefore demands that:

- the Irish government, in consultation with Congress, brings forward legislation to fully implement the letter and spirit of the High-Level Group Report;
- the Irish government, in consultation with Congress, brings forward legislation to fully transpose into Irish Law the EU Directive on Adequate Minimum Wages.

Finally, Conference recognises that the adoption of elements of the EU Directive on Adequate Minimum Wages in Northern Ireland could significantly improve the ability of unions to collectively bargain for their members. Conference therefore urges the incoming Executive Council to work with the Northern Ireland Committee to lobby for its adoption in Northern Ireland via an Employment Bill.

#### Executive Council

### 15. Equality

Conference commends the work of the ICTU Equality Committees and affiliates in advocating for equality and human rights across the island of Ireland. Conference likewise applauds the ongoing work to promote equality and diversity in our workplaces and our trade unions.

Despite the lack of a functioning Government in Northern Ireland, Congress, affiliates and our allies in civil society have continued to campaign for equality and human rights, not least ensuring that the full realisation of the Belfast/Good Friday Agreement including the Bill of Rights remains firmly on the trade union and political agenda; Congress has also been engaged with statutory bodies and allies in civil society to ensure that the dangers to equality and rights brought about by Brexit are highlighted and guarded against.

Conference endorses the positive legislative and policy developments including ratification of ILO Convention 190 in both jurisdictions. In Northern Ireland, the Domestic Abuse (Safe Leave) Act, the Period Products (Free Provision) Act and the Abortion Services (Safe Access Zones) Bill; and in the Republic of Ireland, the gender pay gap reporting legislation, Work Life Balance Bill – including new rights to request remote working, a new National Action Plan against Racism and paid leave for victims of domestic violence and positive developments in early years care and education are all positive.

Conference acknowledges the critical role that the trade union movement played in campaigning on all of these issues over many years.

Conference urges Congress and affiliates to ensure that an incoming Northern Ireland Executive must prioritise equality and human rights in our workplaces and society; this should include the implementation and resourcing of social inclusion strategies, a robust Elimination of Violence against Women and Girls Strategy as well as the roll out of long-awaited Gender Pay Gap Reporting legislation. The NIE must also address long standing inequalities in the labour market by finally resourcing an affordable and accessible system of childcare which prioritises investment in publicly provided early years education and care as well as tackling the unacceptable disability employment gap.

And in the Republic of Ireland to work tirelessly to tackle the continued marginalisation of Travellers, Roma, women, lone parents, people with disabilities, migrants and refugees, who continue to be overlooked and underserved in the Irish labour market. And to ensure implementation of these new laws and equality related strategies. And to seek a meaningful and effective revision of equality legislation and effective new national strategies for women and girls and for the integration of migrants.

#### Executive Council

### 16. Right to Organise Campaign

Recent decisions by leading tech companies to lay off hundreds of staff is a stark reminder that non-union workplaces are precarious workplaces.

Despite strong revenues and healthy profits, companies in the tech sector have shown a callous disregard for workers and we have witnessed wholesale compulsory redundancies across the sector which has been characterised by at least one CEO as 'an opportunity'.

There is scant regard shown for the impact this is having on workers as many of these companies focus almost entirely on their share price.

Efforts to organise workers in the tech and related sectors have been met with fierce resistance by employers. The CWU strongly condemn companies that enjoy massive profits and all the benefits that come from having operations in Ireland but who fail to respect the true meaning of trade union membership. That is the ability to bargain collectively.

The ability to organise and to bargain collectively are inextricably linked. One without the other is meaningless. First, we organise, then we bargain. This was the clear message from the Future of Collective Bargaining Seminar organised by Congress in April and which was attended by industrial relations officials and organisers.

Noting that the Directive on Adequate Minimum Wages states that 'In a context of declining collective bargaining coverage, it is essential that the Member States promote collective bargaining' including 'measures easing the access of trade union representatives to workers.'

Conference calls on the incoming Executive to initiate a Right to Organise campaign in advance of the transposition of the Directive on Adequate Minimum Wages.



Among other demands this campaign should call for:

- the removal of barriers to workers organising.
- support and protection for volunteer worker leaders and workplaces representatives.
- access to all areas of employment for the purpose of union activity.
- paid time off for training.
- the right to talk to employees in the workplace about joining a union and other union matters.
- the right to hold union meetings in the workplace.

### Communications Workers' Union

#### Amendment

- Add at end, two new bullet points:
- Employers to provide employee contact details to help support organising efforts and advise unions of all new starters.
- Stronger legislation to prevent union busting tactics and the removal of practices that seek to undermine organising in the workplace.

### USDAW

#### 17. Developing a Collective Strategy to defeat Union-Busting

At a time of growing trade union militancy, Congress notes with concern attempts to curtail the ability of trade unions to organise and take collective action.

Union-busting may be facilitated by repressive industrial relations legislation, and can take a range of forms including, but not limited to:

- Victimisation of shop stewards and union members
- Blacklisting of union activists
- Denying workplace access to union representatives and facility time
- Refusing check-off arrangements
- Establishment and promotion of in-house staff associations
- Legal manoeuvres to prevent or delay industrial action
- Bonus payments or other inducements for non-striking workers
- Use of agency workers as strike-breakers
- Large-scale layoffs or closure of unionised workplaces
- Use of 'union-busting' consultants
- De-recognition

Union-busting is an attack on every trade union and every trade union member, and our response must be a collective one rooted in solidarity.

Congress therefore instructs the incoming Executive to:

- Survey member unions to ascertain the extent of union-busting in Ireland, north and south;
- Develop a strategy to ensure that union-busting attempts are met with a collective response, to the greatest extent possible, by all affiliate unions;
- Campaign for the repeal of provisions prohibiting secondary or solidarity strike action;
- Campaign for *Union Respect* legislation:
  - Defining and outlawing union-busting, and providing for punitive sanctions for employers found in breach of the legislation
  - Enhancing the protections afforded to trade union representatives in organised workplaces;

- Enhancing the redress available for trade union members where their trade union membership or activity played any role in a dismissal
- Making it illegal for employers to pressurise, coerce or otherwise induce workers to refrain from taking collective action, for example by offering 'bonuses' to workers not joining a strike, or imposing less favourable working patterns or precarious working arrangements on workers participating in strike action.

## Unite the Union

### 18. Fair Pay for Young Workers

Conference believes that both economies on the Island are failing to deliver for workers and society. The current cost-of-living crisis has been exacerbated by economies that prioritise extreme profit at the expense of degrading the living standards and wages of workers along with the public services they rely upon.

Conference welcomes and supports unions engaging in industrial action to improve their members pay and conditions at this time of crisis.

Conference also welcomes the work that Congress and affiliates are doing to demand the raising of the statutory minimum wage rates to levels that workers can comfortably live on.

However, conference recognises that this cost-of-living crisis is compounded for young people who, despite performing the same duties as their colleagues, face statutory wage discrimination in workplaces across the island, resulting in pay discrepancies for under 20s in the South and under 23s in the North.

In the midst of spiralling living costs, we face another mass emigration of our youth, with 70% of 18–24-year-olds considering fleeing the country due to 'struggling to make ends meet' (Red C / National Youth Council of Ireland survey).

Conference calls on Congress and affiliates to:

- Lobby elected representatives for a single minimum wage rate for all workers based on the relevant real living wage rate.
- Support the ICTU Youth Committee to develop a campaign to end the discriminatory practice of age-based, sub-minimum rates of the national minimum wage schemes, and for fair treatment of young workers.
- Encourage the establishment of youth committees in all affiliates to assist in the targeted recruitment of young people into the trade union movement.

## Belfast & District Trades Council

### 19. Apprenticeships and Minimum Wage

Currently section 5(b) of the National Minimum Wage act of 2000 provides that the act does not apply to the remuneration of a person who is an apprentice within the meaning of or under the Industrial Training Act 1967 or the Labour Services Act 1967.

Connect Trade Union following consultation with its Apprentice and Youth forum now call for the removal of this exemption from the act. Connect Trade Union believes that this exemption as outlined in the act is a disincentive for the taking up of apprenticeships, especially for those in more disadvantaged communities where there is little or no ability for families to subsidize members in the initial stages of their apprenticeships.

In addition, with the changing profile of apprentices and where the vast majority are post leaving certificate and where many will begin to incur rental, health and childcare costs, this exemption is an unfair burden which they should not have to carry while training in their chosen profession.

Therefore, we call on the conference to adopt this motion and ensure that it is a primary policy for congress in any future engagement with the government on pay and social policy.

## CONNECT

### 20. Citizens' Assembly on Workers' Right to engage in Collective Bargaining

ICTU notes the contribution of the Citizens' Assembly as a positive exercise in deliberate democracy that has contributed positively to social, legislative and constitutional change. Welcomes the recommendation of the Citizens Assembly on Gender Equality to 'establish a legal right to Collective Bargaining to improve wages, working conditions and rights in all sectors.

Conference calls on Government to convene a Citizens' Assembly to consider legislative and constitutional constraints on the right of workers to freely engage in collective Bargaining and exercise their right of independent representation without employer constraint or veto in vindicating Irish and EU employment law rights within the workplace, and prioritise such recommendations and proposals regarding the European Union Directive on adequate Minimum Wages and the Final Report of the LEEF High-Level Group on Collective Bargaining.

## Kildare Trades Council

### 21. Health & Safety

Conference notes that the Safety Health and Welfare at Work Act 2005 conveys a legal right on workers to select and appoint their Safety Representatives. Under the Act these Safety representatives are protected from penalisation and employers must recognise their role and act on their representation. Conference also notes that under its three-year strategy the Health and Safety Authority is committed to developing and promoting the role of safety representatives while also raising awareness of rights for vulnerable and marginalised workers including the gig economy.

Some employers and "health and safety professionals" contend that safety, health and welfare at work is not a trade union or industrial relations issue. Conference rejects this assertion and highlights the continuing incidence of workplace accidents that can lead to the death or injury of workers and the exposure to preventable hazards including psycho social risks that can also lead to illness, infection or disability. Congress recognises that health and safety and psychosocial risks are a key issue for workers when seeking representation and this along with the rights of Safety Representatives provide Trade Unions with an opportunity for organising which has not to date been utilised.

In addition, Conference supports the call from health unions to the HSA to build on the good work they have done in Industry, Agricultural and Construction, by bringing the same focus and attention to the Health service as an employment of high risk. This must include the establishment of a HSA separate designated division and advisory panel for the health services.

Conference recognises that during COVID the Lead Worker Representative heightened the value of a worker's voice with employer acceptance and state

recognition of the role. Conference further recognises that the dialogue between the ICTU Health and Safety Committee and the Health and Safety Authority is helping and supporting the role of the Safety Representative.

Conference therefore mandates Congress in conjunction with the Health and Safety Committee to undertake the following:

- Protect the important role of Safety Representatives in the workplace and the selection and appointment process that allows workers to democratically choose their Safety Representative.
- Develop a generic training module aimed at full time union officials on health and safety as an organising tool.
- Revise the ICTU "Organised Workplaces are Safer Workplaces" manual and direct it towards Union officials.
- Continue to promote Sectoral Safety Representative Conferences in conjunction with the Health and Safety Authority.
- Encourage all unions to review their commitment to health and safety and the value of developing their safety rep numbers and structures.
- Encourage all unions to commit to including safety and health in their consideration of workplace strategies and IR training.
- Include elected safety representatives in their representative structures and conferences.
- Raise psycho social risk as a distinct health and safety issue.
- Encourage unions to pilot the HSA Work Positive Tool among their own staff.

#### Executive Council

### 22. Trade Union Training Release

The Trade Union movement in Ireland has made a significant positive impact on workers' access to lifelong learning. Competing with the demands of big business and profiteering is the need to ensure that workers have access to free learning and development opportunities during their careers. Much of this has been provided for by the Irish Trade Union movement to the extent that affiliated unions of ICTU have through their own collaborations, made efforts to expand the breath of free learning and development opportunities for union members. Many of these course programmes have been accredited while some have been self-development courses designed to encourage life-long learning. Some of the key requirements of organised labour is access to continuous education and personal development.

Regrettably, there are employers who have discouraged workers from attending trade union specific training and have withdrawn paid release. Some multi-national retailers have refused release for elected Health and Safety Representatives to attend the relevant training and blatantly ignore the provision for paid release for training in collective agreements.

Other examples can be seen across the private sector where low paid workers wishing to avail of personal development opportunities coordinated by the trade union movement must sacrifice their income for the opportunity to learn and develop their skills.

To this end Conference calls on the incoming Executive Council of the Irish Congress of Trade Unions to lobby government to legislate for paid release from work for trade union members to attend union specific training, to enhance the opportunities and personal development of every trade union member.

### Mandate Trade Union

## 23. Artificial Intelligence (AI)

This Biennial Delegate Conference notes that Algorithmic systems, in particular Artificial Intelligence (AI), have the ability to transform the future of work, with enormous social and economic consequences.

The AI chatbot, Chat GPT has profound implications, for all spheres, including education, science, academic research, journalism, and the dissemination of information on a global scale. Technological advancements such as AI have the capacity to positively transform the world of work but unregulated, can also undermine the dignity, creativity, and independence of workers.

Conference notes and welcomes the resolution of the ETUC Executive Committee adopted on 6th December 2022 calling for an EU Directive on Algorithmic Systems at Work.

The proposed EU framework, the AI Act, is inadequate for dealing with the regulation of AI in the workplace.

Conference therefore supports the ETUC campaign for an EU directive on algorithmic systems which would define minimum European standard for the design and use of AI system in the context of employment.

AI systems operate without a framework of ethical values and can, if allowed lead to a dehumanisation of the workplace, with workers being assessed merely as an economic unit of production.

The dehumanisation of decision-making processes, especially when used as human resources tools has implications for equality in recruitment, promotion and in redundancy selection as well as in ongoing performance evaluation.

Conference calls on the ICTU Executive Council to:

- develop a comprehensive policy on the use of AI in the workplace, with a focus on the protection of workers' rights, including the rights to information, consultation, and participation and with due regard to health and safety legislation, equality and the right to dignity at work.
- campaign for an EU Directive on Algorithmic Systems at Work
- lobby at national and EU level to ensure that EU policy is predicated on the principle of 'humans remains in control'.
- Consider holding a seminar for affiliates on the implications for trade union organisation and representation of AI.

### National Union of Journalists

## Amendment

Insert additional new bullet point 3:

- Ensure that any legislative protections apply to all workers across the island of Ireland.



## 24. Automation and Skills

Congress is deeply concerned by the vast developments in workplace technology and automation. Technology has become an ever-increasing part of our lives and as a result of these massive changes, it is estimated that nine in 10 employees will need to retrain by 2030.

Many jobs and workers have already been impacted and as the rate of technological development increases, there will be a greater and greater impact on the workforce. Congress is alarmed by the lack of training from employers to help ensure that workers can use technology effectively. Research from USDAW shows that over half of workers do not believe they have been given adequate training on the use of technology at work.

Congress recognises that a key priority must be to ensure everyone can access the skills and qualifications required to adapt to the changing world of work. High quality training provisions should be the foundation of any plan to respond to automation and technology.

Congress calls for the ICTU to:

- Publicly support the need for significant and long-term investment in skills funding, including co-ordination of skills and adult education budgets.
- Promote positive action to tackle under-representation, including calling on employers to report on what actions they are taking to promote inclusive training and skills provisions.
- Campaign for the development of robust sectoral plans to support skills development.
- Make the case for a right to paid time off for retraining to encourage greater overall digital literacy as well as broader skills development across the workforce.

USDAW

## 25. Support for Creative Industries

We call on Conference to recognise the particular issues and challenges faced by creative industry professionals in the Republic and Northern Ireland, including security of employment, pay/terms and conditions and safe and healthy working.

We ask Conference to task ICTU with co-ordinating a coming together of unions representing creative industry workers, via a special event, in order to:

- Discuss and determine key industry priorities and challenges
- Identify common areas of interest and opportunities for working together
- Produce an action list for joint working for unions, particularly to promote membership and activism

Prospect

## 26. Failure to tackle seafarer exploitation in the Irish Sea

Congress welcomes the solidarity shown by ICTU in response to P&O Ferries disgraceful attacks on seafarers' jobs.

Congress is concerned that despite the P&O scandal there has been no meaningful attempts to end exploitative contracts or return maritime jobs to local seafarers on Irish Sea shipping services.

For example, Congress is extremely concerned that seafarer jobs at Stena Line, covered by collective bargaining agreements continue to be undermined by P&O, Seatruck and Irish Ferries, particularly on services to Dublin.

Congress notes that in response to the P&O crisis the UK Government is seeking to establish 'minimum wage corridors' on international routes, in which similar pay rates to the UK and, for example, Irish NMW would apply. This requires bilateral agreements between the UK and other governments, but these agreements are not legally binding on employers, exclude wider employment conditions such as roster patterns and would be virtually impossible to enforce in international waters.

Congress notes that the UK and French Governments have made progress on a bilateral agreement but expresses alarm at the complete lack of progress between the UK and Irish Governments on this issue, despite regular contact between the two administrations post-Brexit.

Congress asks that the ICTU considers working with affiliates to do all within its power to lobby the Irish Government to help bring about a strong, mandatory bilateral agreement which protects domestic seafarer employment.

This to be part of our wider campaign to lobby politicians in the Republic of Ireland and Northern Ireland to take concrete and urgent steps to tackle seafarer exploitation on the Irish Sea.

RMT

## 27. Protect workers' rights and promote equality

Conference recognises that workers' rights and trade union rights are vulnerable in both jurisdictions on the island of Ireland, in the absence of comprehensive domestic legislation safeguarding those rights.

Conference further notes that many rights derive from international human rights instruments, but that both the Irish and UK Governments can choose to adopt or derogate from these instruments. Other rights deriving from EU law may now have a reduced status in Northern Ireland following the UK withdrawal from the EU.

Conference recognises that both the Irish Government and the Northern Ireland Executive have the authority to introduce domestic legislation to protect and develop workers' and trade union rights. Conference notes that the most recent advancement on the EU Directive on adequate minimum wages and collective bargaining will require to be given domestic effect by the Irish Government.

Both the UK exit from the EU and sustained attacks by the UK Government on workers' and trade union rights in Great Britain highlight the need for devolved Government in Northern Ireland to strengthen and protect these rights.

Conference therefore calls on the Executive Council, working with the Northern Ireland Committee and affiliates, to develop model legislation, appropriate to each jurisdiction, enshrining workers' and trade union rights, including the right to strike and the right to collectively bargain, and to campaign for such legislation to be passed as soon as possible.

UNISON

## 28. Remove burden of unfair BIK increases on workers

The government decision in January this year to introduce an extortionate and unfair tax bill on ordinary workers through the Benefit in Kind taxation system for the use of company cars was reversed and put on hold quite quickly when exposed for what it was, an attempt to use the green agenda to take more from normal working people.

The rationale of moving to a CO2 based Benefit-in-Kind system, which incentivises the use of Electric Vehicles and lower emission cars, is an important element of achieving Irelands climate targets, but a significant number of employees with vehicles in the typical emissions range experienced large increases in their income tax liabilities since the start of 2023 which during this cost of living crisis wiped out any budgetary gains for those affected.

But this reversal is only temporary, a pause for twelve months, with no effort being made to address the failures of this legislation to have a positive effect on CO2 emissions, the legislation actually inspires people using company cars to drive more so that they are not taxed higher, how does this make sense in what is supposed to be an environmentally progressive Act.

Some commentators have even said that businesses could move away from company cars to an allowance system whereby drivers could drive their own potentially higher polluting second hand cars, again how is this in keeping with our climate change responsibilities.

We call on Congress to engage with government to introduce a fairer system for our members and to not only move the burden of this unfair tax away from workers and onto employers but to also address the real concerns that this proposal does not add any real value in the fight against climate change.

GSU

## 29. Work Life Balance

This Conference broadly welcomes the passing into law of the **Work Life Balance and Miscellaneous Provisions Act, 2023**, particularly the right of all workers to request remote working subject to meeting the listed conditions.

The necessity for access to an independent appeal process will be crucial for those workers whose applications have been refused.

This Conference requests Congress to lobby for the inclusion of such a review provision in the Code of Practice for the Act's implementation.

This should ideally include a review of case numbers in the first year or two of implementation and whether these necessitate the provision of additional staff to the review body (WRC or other) in order to deliver quick and well-founded outcomes to applicant workers.

Galway Council of Trade Unions



## PUBLIC SERVICES

### 30. Safe Staffing and Skill Mix

BDC has recognised that safe staffing for nursing and midwifery saves lives in our hospitals, care of the older person services, disability services and community.

Therefore, Conference calls on the respective Governments to take the necessary steps to urgently legislate to implement the government policy 'framework for safe nurse staffing and skill mix' in all areas of our Health and Social Services to maintain patient safety.

Likewise, the proposals for safe staffing in healthcare submitted to the Health Department of NI to be enacted as a matter of priority.

All international and national evidence supports Safe Staffing and Skill Mix as the necessary step to protect patients and nurses and midwives in an increasingly demanding, expanding global health service. Maintaining the workforce at a safe level should not be a struggle for the professionals it should be the priority of every government in the interest of access recovery and best outcomes for patients.

This conference demands that respective Governments now take the necessary steps to legislate for safe nursing and midwifery staff levels and skill mix in 2023.

INMO

### 31. Public Service Pensions

Conference acknowledges the important role that a decent pension scheme continues to play in securing necessary levels of recruitment and retention within the civil and public service. Approximately 200,000 public servants are now members of the Single Public Service Pension scheme which was introduced unilaterally in 2013. This scheme offers significantly reduced benefits compared to previous superannuation schemes for workers in these sectors.

Conference also notes with concern the recommendation contained in the Report of the Commission on Pensions to remove the exemption to pay PRSI on people aged 66 and over, which could unfairly and disproportionately impact on retired and older (pre-1995) civil and public servants who have no entitlement to the State Pension. Many of these workers rely on a public sector pension that is less than the value of the State Pension.

Conference condemns the failure of some line departments, including the Department of Education, to send out the required Annual Benefit Statements to members of the scheme in a timely manner, so members are not fully equipped to make decisions in relation to their pension provision.

Conference notes the positive impact measures including shortening of salary scales and reduced rates of Additional Superannuation Contribution are having on members of the scheme, and calls on Congress to explore how further improvements can be achieved.

Conference further calls on Congress to raise awareness among union members generally of the importance of pension provision as a key element of pay and conditions.

Irish National Teachers' Organisation

### 32. Rising Cost of living and Living Standards on a Fixed Income

Conference recognises that low-income households and those on a fixed-income, such as pensioners, are disproportionately affected by the spiralling cost of living and energy costs, because a higher proportion of their expenditure goes on food and fuel.

Conference demands governments in both jurisdictions do more to safeguard the living standards of our older citizens and to lift all low-income and fixed-income households out of energy poverty.

Conference calls on the Executive Council to ensure representations on cost-of-living issues, such as the *Workers Demand Better* campaign and at LEEF, include these basic demands:

- Make permanent the State support for household energy bills;
- Make it easier and more affordable for older homeowners to undertake home energy upgrades for a warmer, more comfortable home with lower energy bills;
- Copper fasten gains in State Pensions and secondary benefits made in recent years, such as the UK's triple-lock;
- Deliver on the 2018 commitment to benchmark the contributory State Pension in the Republic at 34% of average annual earnings and index link future increases in the payment to increases in prices and wages.

**Executive Council**

### 33. Delivering Better Maternity Services

Conference calls for a renewed and robust focus on Maternity services in Ireland. It is vital that we get the delivery of maternity services right maximising their contribution to improving population health. There is an urgent need to ensure that maternity services are better supported to ensure women have a proper choice in relation to birthing options and that these choices are respected and supported. Two key strategic priorities identified in the maternity strategy 2016-2024 is "women have access to safe high quality nationally consistent women centred maternity care" and "pregnancy and birth is recognised as a normal physiological process and in so far as this is safe to do so, a women's choice is facilitated". Despite these priorities and publication of the report in 2016, seven years later it is now more difficult for women to have their choice respected regarding their care pathways. The HSE and government have failed to deliver on maternity led services as they have not expanded the provision of midwifery led units outside of Cavan and Drogheda. Furthermore, access to these and other services such as homebirth have not been developed adequately.

Meanwhile in the North, in the absence of a Maternity Strategy we see services being undermined and contracted. There is a need to consider how best to respond to the needs of women accessing maternity services. The increasing health and social complexity experienced by women, for example, demands different things from maternity services than has been the case in the past. Women's need for personalized care provided in Midwife Led environments or through Midwifery Continuity of Care schemes need to be factored into future plans. Work on a new strategy in Northern Ireland is essential and must ensure that maternity services continue to make a significant contribution to improved public health.

Fundamental to all of this is the need to recognise the transformational change required to ensure that women are at the centre of the system, not trying to navigate a system that does not meet their needs. Women and their families deserve a service that reflects the needs of the population, challenges health inequalities and ensures that the next generation is healthier than before.

RCM

### 34. Pension Entitlements

That ICTU negotiate with the relevant Government departments that changes be made to pension arrangements for workers paying Class A PRSI who wish to work in retirement prior to reaching State Pension age, in order to bring them in line with the pension rights of retired workers in the Class D PRSI scheme working before reaching State Pension age.

ASTI

### 35. Recruitment, Retention and Reclamation in the Education Sector

#### Recognising

- that a high-quality public education system, at all levels, is an intrinsic element of the social contract for a modern, tolerant, inclusive and just society
- the severe crisis in the recruitment and retention of teachers, lecturers, other educators and other frontline public servants
- the resulting work overload for existing staff and significant encroachment of that work into personal/family time
- the associated damaging impact on services to students and the broader community as well as on the morale of the profession/s
- the consequential perpetuation of inter-generational educational disadvantage and related societal inequalities
- the absence of any effective or systemic response by government meaningfully to address the recruitment and retention crisis and the chronically low level of public investment in education (in comparison with other EU and OECD countries),

#### Noting that the crisis is also greatly exacerbated by

- the long period of unpaid pre-service training and the refusal of proportionate recognition for relevant prior experience
- precarity and the absence of permanency during the early years of service
- the imposition by the DPER and other relevant government departments of artificial administrative restrictions designed to impede recruitment and/or permanent appointment and/or recognition for prior relevant experience
- the hollowing out of career, promotional and support structures (since imposition of the austerity moratorium) and the very damaging effect this has had on institutional effectiveness and supports for students
- the ongoing bureaucratisation of workload and the deflection of staff from their central teaching role
- the increasing prevalence of management styles and structures that are remote or hostile and the resultant alienation of later career stage teachers and lecturers
- the erosion of academic freedom and appropriate professional autonomy

And further **noting** the catastrophic effects of the housing/accommodation crisis on recruitment and retention patterns, particularly in growing urban areas,

This BDC instructs the ICTU

- to prioritise the preservation and enhancement of the education service as a public good and, in that regard, to do everything within its power and compass to compel government, as a matter of urgency, to put in place concrete measures to remedy the recruitment and retention crisis
- to orientate the work of the relevant sectoral committees and working groups of Congress towards this goal.
- to include the reclamation, restoration and improvement of the public education service, at all levels, as a key objective for any successor agreement to Building Momentum
- to demand, in the interim, that the many barriers to recruitment imposed by government departments be removed
- to demand also that the barriers to retention be removed and that sustainable career structures be restored
- to champion the essential principles of academic freedom and appropriate professional autonomy
- in all its engagements with government and other relevant agencies, to protect the public education system against the threats of bureaucratisation, managerialism and creeping privatisation.

TUI

### 36. School-Based Mental Health Support for Primary School Children

That this Conference calls for improved school-based mental health supports for primary school children. It is widely acknowledged that schools are considered appropriate and valuable settings for delivery of such supports.

The importance of early intervention and prevention cannot be overstated. It is well recognised that if the social-emotional, behavioural and mental health needs of children are not met in a timely and appropriate manner that this has far-reaching consequences not only for their school engagement and academic progress but also for children's future well-being.

Teachers and school communities have been trying to draw attention for years to the lack of support and resources and in particular the lack of clinical support, available to primary school age children with social, emotional and behavioural needs. They also point to the lack of training and continuous professional development available to equip them in supporting pupils whose mental health needs can be complex and sometimes extremely challenging.

Therefore, this Conference calls for:

- a radical overhaul of the liaison structures between children's community mental health services and schools.
- the putting in place of clear and definite pathways where supports are readily accessible to schools seeking advice and referral in relation to children with significant social, behavioural and emotional needs.
- adequate staffing of all agencies working in the area of community mental health for children.
- a recognition of the urgent need to put in place a school-based clinical support system which is adequately staffed and properly resourced.
- appropriate training and CPD to be made available immediately for school staff.

**Bray & District Council of Trade Unions**

### 37. Health Service

Conference notes that the continuing transfer of patients North to South, and vice versa, is largely driven by profit gouging by private sector companies that make their money from the ill health and suffering of others.

Conference recognises that this is a blight on society and is only made socially acceptable by deliberate underfunding and mismanagement of public sector alternatives.

Conference calls on ICTU to campaign for comprehensive health services that:

- Provide a full range of medical services;
- Are publicly owned;
- Are democratically controlled by health unions and service users as well as politicians;
- Are free at the point of use;
- Funded by universal taxation;
- Adequately funded to provide the services our citizens need.

NIPSA

### 38. DECON (decontamination) Campaign

This Congress is deeply concerned by the recent release of a peer reviewed study, commissioned by the Fire Brigades Union and independently carried out by the University of Central Lancashire (UCLan), which found that Firefighters die from cancers at a younger age, compared to the general population and the majority are diagnosed with rare cancers at the terminal stage.

These findings support calls for regular preventative health monitoring among Firefighters as debated in the Northern Ireland Assembly, where a motion was passed calling for annual cancer screening for serving Firefighters.

The study also found that some specific cancers have much greater mortality rates in Firefighters than the general population, along with some other specific diseases that have shown to be linked to firefighting:

- Prostate - 3.8 x higher
- Leukaemia - 3.2 x higher
- Oesophagus - 2.4 x higher
- Heart attacks - 5 x higher
- Stroke - 2.7 x higher

Action is needed from Employers and Governments to support this work and protect Firefighters from one of the most significant safety developments in our sector's history.

Congress therefore calls on Governments across the island to action:

- annual health monitoring for all Firefighters, continuing after retirement;
- adequate recording of occupation, or former occupation (as a Firefighter) in health and similar records, including death certificates;
- the introduction of legislation to ensure affected Firefighters are given the compensation and protection they deserve;
- and appropriate capital and resource investment to support Fire Services to ensure that the facilities, equipment and resources required to protect Firefighters from occupational cancer and other diseases are in place.

FBU



### 39. Gender Equality in Medicine

Significant gender inequalities exist within medicine in particular, the inability to plan for and balance work and family commitments, impacts on career choices and family planning choices, career progression and consequent negative impact on female earnings in medicine. Given the increasing numbers of women entering and practising medicine and the positive benefits this brings to healthcare, the BDC calls on the Department of Health and the HSE to:

Ensure any obstacles that deter women reaching their full career goals are removed.

- a. Ensure any obstacles that deter women reaching their full career goals are removed.
- b. Provide that all contractual terms and conditions should take account of part time working and job sharing in addition to enhanced family friendly policies
- c. Provision of onsite childcare facilities in line with the working hours expected of doctors, nurses and all healthcare workers.

**Irish Medical Organisation**

### 40. Acute Bed Capacity

ICTU calls on the Department of Health to develop and publish a fully funded plan which will be implemented by 2028 to increase the number of appropriate acute beds in the public healthcare system by 5000 so as to meet the needs of the entire population.

**Irish Medical Organisation**

### 41. Fair Pay Now

Congress notes that as the pandemic came to an end, the then Minister for Health announced a special recognition payment for all health and social care workers in Northern Ireland. Yet some self-employed pharmacists, that is locum pharmacists, have still not received the £500 payment. This is an economically vulnerable group, and a group that the department has made repeated calls to bolster failing services.

Congress notes that in April 2022 the pay uplift for those working under Agenda for Change, the NHS pay grading scale, was announced. It was 12 calendar months later before this pay increase was delivered into the bank accounts of those working in the North due to delays in the approval process because of no Assembly.

Congress notes there are other employers within the health system, that echo Agenda for Change terms, despite the fact they are essentially private businesses contracted to the NHS, not actually public bodies. While echoing the pay structure has some advantages, these employers also seek to unnecessarily delay pay increases on the basis that the NHS changes are so delayed.

This treatment is not good enough for those giving their utmost to their roles. These instances are not unique to pharmacists.

The Universities in Ulster Schools of pharmacy are ranked as some of the highest in the UK. They are gifting our population with high calibre graduates destined to provide excellent patient care. These pharmacists want to stay in a job that helps patients. They want to deliver the care that they have spent years of time and often thousands of pounds to render themselves confident and capable.

They deserve the option of pursuing their career in their home country, yet these publicly funded workers face an additional delay on receiving improved pay rates.

However, as it stands, they are being forced out of these roles in order to earn what their peers receive elsewhere; tempted away by the plethora of advertisements of preferable conditions in shores far away. This means the communities here miss out on those highly skilled workers tending to them. A lose-lose situation for pharmacists and patients.

Congress therefore agrees to campaign to ensure that such delays are ended and that keeping public sector pay increases up to date and paid on time is achieved, whatever the political position of our government.

#### **Pharmacists' Defence Association**

## SOCIAL POLICY

### 42. Housing

Congress notes that it is now over five years (March 2018) since government declared the housing crisis to be a 'national emergency.'

Yet, on every single metric the housing situation has grown immeasurably worse over that timeframe.

The scale and gravity of the crisis is most graphically illustrated in the private rental sector, where a lack of secure, affordable tenancies has resulted in record levels of evictions and homelessness.

This situation will be further exacerbated by the indefensible decision to end the Moratorium on Evictions - without first putting in place the protections required to ensure that no family or individual is forced into homelessness, when a tenancy is ended.

In addition, the absence of affordable homes to purchase or rent has become an impediment to the delivery of essential public services and to wider economic development. Indeed, the State's own Parliamentary Budget Office has now classified housing as "severely unaffordable."

Official policy over much of the last decade has failed to tackle, resolve or even ameliorate this ever-deepening crisis.

The consistent prioritisation of private, for-profit delivery over the urgent need to deliver *affordable* homes for all, lies at the root of this failure.

Housing is human right and a vital, essential social need. As such, responsibility for its provision cannot be surrendered to private interests.

Congress therefore calls for a fundamental reset of housing policy to ensure that the delivery of **secure, affordable homes** is designated as the overarching goal of all officially-funded housing policies and programmes.

As existing targets for delivery of public housing, affordable homes to purchase and cost rental are far too low to meet existing and anticipated demand, these must now be significantly increased.

The new increased targets will require additional resources to fund a major housing programme that must be State-led. This programme would ensure that all public land is retained in public ownership and used exclusively for provision of public housing, affordable purchase and cost rental.

In addition, we must prioritise the development of a Secure Tenancy Model in the rental sector through the creation of tenancies of indefinite duration and an immediate ban on 'not fault' evictions, including for reasons of sale of the property.

This new housing framework must be underpinned by the establishment of a new, legal and justiciable Right to Housing to ensure the State meets all its human rights obligations under the International Covenant on Economic, Social & Cultural Rights and the European Social Charter.

Executive Council



## Amendment

At paragraph 11, after, 'The new increased targets will require additional resources to fund a major housing programme that must be State-led', insert 'and democratically controlled.'

**Belfast Trades Council**

## 43. Workers Unity

Conference notes with alarm the dangerous mix of political instability, the cost-of-living crisis, paramilitarism, racism, homophobia, sexism, sectarianism and state repression in society.

Conference recognises that this deeply toxic and divisive mix is a real danger to working class communities and young people who, in a desperate attempt to find a way to a better future, can be drawn into futile and destructive methods of struggle.

Conference recognises the inspirational work by trade union activists who are dealing with and challenging these issues on a day-to-day basis.

It is imperative that the trade union movement continues to provide a positive, unifying, alternative by building a better society for working class people.

Conference calls on ICTU to promote policies that provide a real alternative to the current impasse.

**NIPSA**

## 44. Refugees and Asylum Seekers – Fair Treatment

We are concerned with the rising incidences of hate directed towards asylum seekers and refugees in both Ireland and Great Britain, a situation which has been exacerbated by lack of action on housing, healthcare, social services, education, welfare and the absence of a functioning and fit-for-purpose asylum process.

The poor treatment and use of dehumanising language, as well as the scapegoating of these severely marginalised groups has given cover to the far right to step-up their racist and xenophobic campaigns against vulnerable people fleeing war and persecution. Additionally, protracted delays in the asylum process in both jurisdictions, made worse by a lack of funding and understaffing, have left those seeking asylum waiting for years for a decision on their status with many having had to put their lives on hold while their cases are considered.

Congress welcomes the work of the PCS union to defend its members being forced to work in a hostile environment and its work to defend refugees. In particular, Congress applauds the litigation mounted by PCS to defeat the pushbacks manoeuvre in the English Channel, to challenge the Rwanda policy and to improve the disgraceful conditions at the Manston Short-Term Holding Facility.

Conference instructs the Executive to:

- Organise a campaign defending refugees and asylum seekers in both jurisdictions, highlighting the continued failures of both the UK and Irish governments' commitments to the 1951 Refugee Convention, the ICCPR, the ICESCR, the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, the ECHR and, the UNCRC,

- Call for the adoption of the "Safe passage for Refugees" policy developed by PCS and Care4Calais and to promote it within ICTU,
- Work with political parties, affiliates, statutory agencies and third-sector bodies to ensure that refugees and asylum seekers receive protections under the law,
- Keep advocating for an end to Direct Provision and the opposition of the Refugees to Rwanda programme, and push for the reform of the asylum process to prevent applicants from waiting for years without a decision being made,
- Campaign for suitable accommodation where asylum seekers can be housed with family members and integrated into society, ensuring that they have access to healthcare (including mental health support), welfare and are given the opportunity to contribute in a meaningful way to host communities,
- Press both Governments to ensure that private companies charged with managing refugee centres meet their contractual and legal obligations in providing safe and suitable accommodation for asylum seekers, and;
- Denounce and oppose the far right, who seek to harass and attack refugees and asylum seekers who have fled from war and persecution.

PCS

#### 45. The Rise of the Far-Right

This motion calls on the Irish Congress of Trade Unions to strengthen its efforts to counter the rise of far-right ideology in Ireland and in particular to capitalise on the central role that the trade union movement can play in this critically important issue.

All trade unions in Ireland have a central role in countering the hate, racism, bigotry, homophobia, and transphobia that appears to be growing in several regions. The strength of solidarity of working people must be harnessed so as to show unity in the face of those who wish to sow division. The mistruths and misrepresentations surrounding migration and asylum must be countered with rational and evidence-based facts. In particular, trade unionists in the education sector can play a crucial role in ensuring that young people are educated about the risks of division, the benefits of unity in diversity, and of the dangers of giving credence to hateful sentiments.

The trade union movement must cocreate an attractive and informative advertising campaign that will inform workers across the country, equip them with the skills and knowledge to counter far-right positions when encountered and build a strong solidaristic movement that will reject racism and will establish Irish workplaces as safe and diverse settings ready to counter the hate of the far-right.

IFUT

## INTERNATIONAL

### 46. Campaigning against Apartheid in Palestine

Conference recognises that the prohibition of Apartheid is a peremptory norm of international law, the breach of which requires the international community to cooperate to bring it to an end through lawful means and to refrain from recognising situations created by that breach as lawful or rendering aid or assistance in maintaining such situations.

Conference notes in particular:

- The 2022 report of Amnesty International ("Israel's Apartheid Against Palestinians: Cruel System of Domination and Crime Against Humanity") which concluded that Israel has established and maintains an institutionalised regime of oppression and domination of the Palestinian population-a system of apartheid-wherever it has exercised control over Palestinian lives since 1948;
- The 2022 Report of the UN Special Rapporteur on the situation of human rights in the Palestinian territories occupied since 1967 concludes that Israel has established an institutionalised regime of racial discrimination which satisfies the evidentiary standard for the existence of the crime of apartheid; and notes the Statement by Special Rapporteur, Michael Lynk, to the Oireachtas Joint Committee on Foreign Affairs and Defence (31 March 2022) that "Israel has imposed upon Palestine an apartheid reality in a post-apartheid world";

Conference calls on government to:

- Affirm its commitment to upholding and defending the international law obligations of concern to the international community as a whole, including the prohibition of apartheid, wherever and whenever it occurs;
- Cooperate with other States to bring to an end through lawful means any situation of apartheid, not to recognise any such situation as lawful and to refrain from rendering aid or assistance in maintaining any such situation.

Conference encourages the engagement of affiliates with the realities of Israeli Apartheid, such as study visits to Israel and oPt, or hosting seminars and visits from experts and witnesses of the situation.

Conference encourages affiliates to engage in the work of the Irish Anti-Apartheid Campaign for Palestine and that of Trade Union Friends of Palestine (TUFPP).

Conference also reiterates its support for the international tactic of Boycott, Divestment and Sanctions (BDS) and urges affiliate engagement with the BDS Action Plan endorsed by the Executive Council in July 2022.

**Executive Council**

#### 47. War and Peace in Ukraine

Recognising the concern shown by the executive committee of the Irish Congress of Trade Unions since the invasion of Ukraine on 24th February 2022, this conference

- condemns the invasion and occupation of February 2022 by the Russian Federation;
- urges a return to peace through an immediate ceasefire accompanied by an immediate withdrawal of Russian forces to the line of 23rd February 2022;
- reiterates its support for the principle of self-determination and sends it's solidarity to the people of Ukraine;
- urges that immediate negotiations on the future of Ukraine, including the Donbas and Crimea, be facilitated by the United Nations or an agreed independent group of nations, and that these talks
  - be free of pressure from East or West,
  - recognise that only the people of Ukraine should have the final say in the future of their country,
  - aim for peace and the security of the borders of all the countries in the region;
- sends its solidarity to the trade union movement of Ukraine and supports it in opposing legislation that weakens labour rights;
- sends its solidarity to all peace, anti-war, trade union and worker activists in the Russian Federation;
- opposes any attempt by the Irish government to use the war situation to end or erode Irish neutrality;
- welcomes refugees from Ukraine into our country and into the trade union movement;
- condemns imperialist war, expansion and aggression anywhere in the world from any big power or their clients, or from any military alliance.

**Dublin Council of Trade Unions**

#### 48. Irish Neutrality

Congress states that it is in favour of Ireland retaining its policy of neutrality and rejects any attempts by Government to undermine this.

We express our concern at recent statements of Ministers, including the Taoiseach and Minister for Foreign Affairs and Defence, which suggested that they favoured a change in this country's position of not joining military alliances such as NATO.

We believe that Ireland's involvement in foreign military activities should be restricted to UN sanctioned operations which are approved by a vote of the Oireachtas under the "Triple Lock" arrangement.

**Cork Council of Trade Unions**

# STANDING ORDERS COMMITTEE

## REPORT NO. 1

TUESDAY 4 JULY 2023

### Opening Session

#### 1. Time of Sessions

The time of the various conference sessions will be as follows:

- Tuesday 4 July 2023 from 09:30 to 17:30 hours;
- Wednesday 5 July 2023 from 09:30 to 17:30 hours;
- Thursday 6 July 09:30 to 13:30 hours unless the business of Conference is concluded earlier.

Conference will adjourn at 13:00 hours on Tuesday and Wednesday for lunch and will recommence at 14:30 hours.

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

#### 3. The Standing Orders Committee notes that Congress has received nominations for the Officer positions as follows:

- Congress has received one nomination for the position of President and Justin McCamphill is therefore deemed elected;
- Congress has received two nominations for the two Vice-President positions. The persons nominated are Phil Ní Shéaghdha and Katie Morgan and both are deemed elected;
- Congress has received one nomination for the position of Treasurer and Joe Cunningham is therefore deemed elected.

#### 4. The Standing Orders Committee notes that Congress has received 33 nominations for election as ordinary members of the Congress Executive Council. There are 30 seats to be filled. 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 shall 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.

#### 5. 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. Betty Tyrrell-Collard is therefore deemed elected.



6. The Standing Orders Committee notes that Congress has received six nominations for the Congress Standing Orders Committee. An election using the single transferable vote system will be held to fill the five positions on the Standing Orders Committee. The unsuccessful candidate will be the first substitute.
7. The Standing Orders Committee notes that Congress has not received any nominations for the Congress Appeals Board. The filling of the five seats on the Congress Appeals Board will be a matter for the incoming Executive Council.

#### 8. Ballot Papers

9. 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 commencing from 14:30 hours on Tuesday 4 July 2023 until 11.00 hours on Wednesday 5 July 2023. Each delegate must personally exchange their credential stub for a voting card.
  - Ballot Papers for the election will be issued on Wednesday 5 July 2023 from 11:00 hours to 15:00 hours.
  - 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 situated 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 15:00 hours on Wednesday 5 July 2023.
  - The results of the election will be announced during the conference proceedings during the morning of Thursday 6 July 2023.

#### 10. Motions and Amendments

11. The Standing Orders Committee has examined the motions and the amendments submitted by affiliated organisations. The Standing Orders Committee have determined that all motions and amendments in the final agenda are in order.
12. The Standing Orders Committee wishes to draw to the attention of delegates the rules relating to speaking time as set out in the Standing Orders of Congress. ***The proposer of a motion or amendment shall be allowed five minutes and each subsequent speaker three minutes.***

#### 13. Suspension of Standing Orders



14. In the interest of orderly and effective conduct of business, the Standing Orders Committee draws the attention of delegates and affiliated organisations to the provisions of paragraph 12 of Standing Orders, as follows,
- "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 a 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.

#### 15. Conference Sessions

16. Time periods have been allocated in the agenda for BDC for the consideration of specific topics as detailed in the Executive Council Report. Motions related to these topics will be taken during these time periods. If there is any time left over after the completion of the specified business, Conference will proceed to deal with other business as appropriate.
17. Motions have been grouped and votes on motions will be taken as indicated in the Timetable of Business.
18. Delegates are asked to especially note that there is a private session scheduled during BDC. Only accredited delegates can attend this session. The private session is scheduled to be held on Tuesday 4 July from 16:00 until 17:30.

#### 19. Distribution of Materials at BDC

20. Affiliates and delegates to BDC are reminded of the requirement to seek the permission of the Standing Orders Committee in advance of the distribution of any material to delegates during the course of the BDC. Particular attention is drawn to the prohibition in the conference venue on the display of banners, posters and of other material that may cause offence to others.

#### 21. General Data Protection Regulations (GDPR)

22. There will be a photographer present and the Biennial Delegate Conference taking photos of guest speakers, delegates and observers. These photographs will be stored by Congress in the cloud and on our servers, and may be uploaded to our website and our Flickr account. We may use these images in publications and to promote the work that Congress is involved in. If you have any objection to having your photograph taken, stored or used in this manner please contact [congress@ictu.ie](mailto:congress@ictu.ie) and speak to a member of the Congress staff at the Biennial Delegate Conference.

#### 23. Guest Speakers

- 24.** The following people have been invited to address Conference and have accepted the invitation:

The Mayor of Kilkenny  
The Honorary Secretary Kilkenny Council of Trade Unions  
President of Ireland, Michael D. Higgins  
Philly McMahon  
Esther Lynch, ETUC  
Owen Tudor, ITUC  
Paul Nowak, TUC  
Mike Arnott, STUC  
Dr. John Geary, UCD

**25. Exhibition Stands**

- 26.** The following organisations/projects/businesses have been granted permission to have exhibition stands in the conference centre: Clearcourse Membership, Coalition 2030, Cornmarket Group Financial Services Ltd, Department of Social Protection, Donnelly & Kinder Solicitors, The Trade Union Friends of Palestine, Health & Safety Authority, HSF Health Plan, Irish Congress of Trade Unions, Irish Labour History Society, Irish Traveller Movement, Justice for Colombia, Labour Relations Agency, Mi-Voice, MTB Solicitors, National Women's Council of Ireland, NERI, Silverbear, The People's College, Thompsons NI, Three Creative Company Limited, Union Learning Network and The Workplace Relations Commission.



*Members of Standing Orders Committee are (l-r) Kieran Jack McGinley (SIPTU) (Chair), Joan Gaffney (Mandate), Antoinette McMillen (NIPSA), Colm Kelly (TUI) (absent is Frances Hourihan (Unite)).*

## NOMINATIONS TO BDC 2023

Position	Nominee	Union	Nominated by
President	McCamphill Justin	NASUWT	NASUWT / UTU/INTO/ Fórsa
Vice President	Ní Shéaghdha Phil	INMO	INTO/Fórsa/INMO
Vice President	Morgan Katie	Fórsa	Fórsa
Treasurer	Cunningham Joe	SIPTU	SIPTU
Executive Council	Nominee	Union	Nominated by
Ordinary Panel			
	Boyle John	INTO	INTO
	Buckley Ethel	SIPTU	SIPTU
	Callinan Kevin	Fórsa	Fórsa
	Christie Kieran	ASTI	ASTI
	Connolly Ashley	Fórsa	Fórsa
	Dalton Karl	POA	POA
	Donnelly Eamonn	Fórsa	Fórsa
	Dooley Seamus	NUJ	NUJ
	Fitzgerald Susan	UNITE	UNITE
	Fitzgerald Tom	UNITE	UNITE
	Fogarty Mary	INMO	INMO
	Gates Carmel	NIPSA	NIPSA
	Gillespie Michael	TUI	TUI
	Jones Frank	IFUT	IFUT
	Kavangah Paddy	CONNECT	CONNECT
	King John	SIPTU	SIPTU
	Light Gerry	MANDATE	MANDATE
	Massey Erin	CWU UK	CWU UK
	Matthews Edward	INMO	INMO
	McCormack Gerry	SIPTU	SIPTU
	McDonagh Seán	CWU	CWU
	McKeown Patricia	UNISON	UNISON
	Neal Raymond	USDAW	USDAW
	Nolan Brian	CONNECT	CONNECT
	Ní Bhrógáin Fionnuala	CWU	CWU
	O'Brien Lorraine	MANDATE	MANDATE
	O'Connell John	FSU	FSU
	O'Connor Deirdre	INTO	INTO

	Rees Sally	NASUWT	NASUWT
	Rohan Ciaran	AHCPS	AHCPS
	Speed Anne	UNISON	UNISON
	Toner Dáire	NIPSA	NIPSA
	White Jacquie	UTU	UTU

Local Reserved Panel	Nominee	Union	Nominated By
	Tyrrell-Collard Betty	Dublin Council of Trade Unions	Dublin Council of Trade Unions
Standing Orders Committee	Nominee	Union	Nominated By
	Gaffney Joan	MANDATE	MANDATE
	Hamilton Miriam	IFUT	IFUT
	Heading Sean	CONNECT	CONNECT
	Kelly Colm	TUI	TUI
	McGinley Jack	SIPTU	SIPTU
	Yapicioz Deborah	UNISON	UNISON

## FRINGE EVENTS AT BDC 2023

**TUESDAY 4 JULY 2023**

**Tuesday Lunchtime – 13.00 hours**

**Venue: Maginnes 2**

**Congress Fringe Event**

### **Locked Out**

Over the last decade house prices and rents have risen remorselessly as the crisis in the sector has morphed into a full-blown housing emergency.

The most visible manifestation of this deepening problem is the growing number presenting as homeless, a figure which has now risen above 12,000 and includes some 3,600 children.

The absence of secure, affordable homes to buy or rent has seen an entire generation locked out of the housing system and the collapse of home ownership rates among the under 30s.

As the state's once critical role in housing provision has diminished in favour of private, for-profit developers, so the affordability crisis has mushroomed and engulfed the sector.

It is clear that our housing system is no longer fit for purpose and that a dramatic and radical shift in policy is needed.

This fringe event will hear expert analysis of the key problems facing the housing system and details of new Congress proposals on how we can deliver secure, affordable homes for all who need them.

Refreshments will be provided.



**Tuesday Lunchtime – 13.00 hours**

**Venue: Maginnes 3**

**NERI Fringe Event**

**Catching the free-riders** – Who are the non-union members in organised workplaces?

Chair: Tom McDonnell (NERI)

Speakers John Geary (UCD), Phil Ní Sheaghda (INMO) and Paul Mac Flynn (NERI)



**Tuesday Evening – 17.30 hours**

**Venue: Maginnes 2**

**Fórsa Fringe - Collective bargaining**

Fórsa will host a discussion on the collective bargaining, public perception and levels of support.

Speakers: Kevin Cunningham from Ireland Thinks and John Geary UCD



**Tuesday Evening – 17.30 hours**

**Venue: Maginnes 3**

**Irish Left with Ukraine -  
Trade Unionists for Solidarity with Ukraine  
- Russian Troops Out of Ukraine Now**

We support Ukraine's right to appeal for, and be provided with, the military equipment needed to defeat the invasion.

We are for the speediest possible end to the war, based on: withdrawal of all Russian forces; restoration of a united Ukraine; approval of any 'peace deal' by the people of Ukraine.

We extend our solidarity to Ukrainian trade unionists and socialists who continue to promote and defend workers' rights. We oppose the introduction of new labour laws in Ukraine which have undermined trade union and worker rights.

We support a socially progressive reconstruction of Ukraine, with trade unions and civil society playing a central role. We therefore support the cancellation of Ukraine's foreign debt and seizure of Russian assets to help fund state and society-led reconstruction with fully state-funded welfare state and low carbon sustainable economy.

Speakers will include a Ukrainian Socialist and an Irish Trade Union speaker.



## WEDNESDAY 5 JULY 2023

**Wednesday Lunchtime – 13.00 hours**

**Venue: Maginnes 2**

### **Fórsa Fringe Event**

#### **The Future of Work**

Fórsa would like to invite you to a discussion on the future of work, including the four-day week, remote and flexible working arrangements.

Speakers: Dr. Orla Kelly author of the report on the Irish trial of the four-day week.

Refreshments will be provided.



**Wednesday Lunchtime – 13.00 hours**

**Venue: Maginnes 3**

### **Justice for Colombia Fringe Event**

#### **Colombia's Progressive Government: The First Year**

Colombia's first progressive government was elected last year on a platform of support for trade union rights, human rights and renewed focus on the 2016 peace agreement. Major policies include entering new peace talks with armed groups and major labour reforms to tackle gaping inequality. But President Gustavo Petro faces a huge challenge amid right-wing opposition and a human rights crisis that has killed over 1,400 social activists and 360 former guerrillas.

Join JFC along with Colombian trade unionists and activists via video, as well as ICTU trade unionists who have visited Colombia.

Speakers to be confirmed.

Refreshments will be provided.









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