

UNISON

2019 National Delegate Conference

Composite Booklet

A	Menopause and the Workplace
B	Sexual Harassment in the Workplace
C	Tackling Stress, Bullying and Harassment
D	The Crisis in Social Care
E	Housing Crisis
F	Cuba
G	Palestine
H	Justice for the Windrush Generation

Composite A

Menopause and the Workplace

(Motions 23 and 26, Amendments 23.1, 23.2, 23.3 and 23.4)

Conference notes that around 3.5 million women aged fifty years and over are currently in employment in the UK.

Conference notes further that the employment rate for women in the UK has actually increased in the past few decades and women now represent nearly half of the UK labour force. This means that many more women are affected by symptoms of the menopause in the course of their daily activities, often to the detriment of their families, work and life in general. Menopause symptoms vary, with around 25% of women suffering severe symptoms. One in a hundred women under the age of 40 experiences the menopause. It is no surprise that women going through the menopause find work difficult due to poor concentration, tiredness, poor memory, depression, feeling low, reduced confidence and particularly hot flushes which are all contributory factors. These symptoms can have significant impact on attendance at work, which can then be misconstrued as a performance issue.

Conference is clear that employers have responsibility for the health and safety of all their employees, and there are clear business reasons for proactively managing an age diverse workforce.

Conference notes that UNISON has produced guidance for its safety reps on menopause and work. According to the research from TUC, workplaces are not designed for menopausal women in mind. Often managers are male or younger; and women find it difficult to disclose their menopausal issues to them. Many women opt to work part time or leave work altogether because flexible working hours are not available. Women would find it useful to have information regarding the menopause or advice regarding how to cope with work and their employer.

Conference recognises that the menopause also affects some trans men and non-binary people, and that menopause policies and procedures need to be fully inclusive to meet the needs of all members affected by the menopause.

Temperature control in the workplace remains an important issue. The hottest issue is that managers don't recognise problems associated with the menopause, believing it to be a difficult subject. Managers need training on menopause related () leave and flexible working time arrangements; they need to provide appropriate uniforms.

The STUC launched a report last year on the impact of Menopause in the workplace. One of the conclusions was that of the 3,649 respondents 95% said they would welcome a model policy.

Conference congratulates South Lanarkshire Council UNISON branch for developing a menopause policy with their employers which is the first comprehensive policy of its kind in Scotland. It is vital that employers provide the support that women need within the workplace.

Conference also congratulates the Velindre and Public Health Wales UNISON branch, whose pioneering work with Velindre University NHS Trust has directly led to a policy document, backed by the Board, that will make the employer both menopause aware and supportive to its staff. This policy will include specific training for all managers, workshops for all staff, access to alternative therapies and pelvic health experts and the utilisation of the Menopause Cafe to enable all staff to talk about their menopause experience.

Conference believes we must use all our resources to challenge attitudes to the menopause, to ensure employers have procedures in place and to ensure that the workplace meets the needs of the menopausal woman.

Conference fully recognises that having over one million women members is unique in our trade union movement.

Conference let us lead the way on this issue. We have a duty to those members who are or will suffer from this condition. This can also be used as recruiting tool to show again that UNISON is at the forefront of campaigning for our members.

Conference therefore calls on the National Executive Council to:

- 1) Work with branches and regions to establish examples of good practice in the local areas;
- 2) Build on good practice to develop workshops to enable union reps to represent and negotiate suitable working conditions for members going through the menopause;
- 3) Work with Learning and Organising Services (LAOS) to produce training materials on menopause to branches and regions;
- 4) Consider working with the Menopause Cafe charity as a way to actively promote discussion and awareness of menopause with employers across the UK;
- 5) Develop a "Menopause - We Got This Covered" Charter to highlight and offer advice re good workplace practices to help during the menopause;
- 6) Fund the launch of this charter and encourage politicians at local and national level to highlight the issue of menopause.

National Women's Committee 23

National Executive Council 23.1

Lambeth 23.2

London Fire and Emergency Planning Authority 23.3

Velindre and Public Health Wales 23.4

Renfrewshire 26

Composite B

Sexual Harassment in the Workplace

(Motions 37, 38, and 39)

Conference notes that #MeToo has transformed the debate around sexual harassment and has enabled women and men to come forward. with cases being reported in the media more than ever before.

Conference acknowledges that anyone at any time can experience sexual harassment, but the statistics demonstrate that the overwhelming majority of victims are women.

Conference believes UNISON needs to ensure that the voices of working women are highlighted in the #MeToo debate, and that young women know UNISON can support them in cases of sexual harassment.

Conference acknowledges that sexual harassment in the workplace is not new. It can affect anyone. Generally perpetrators are those who are in a position of power or perceive they are.

Victims can feel powerless, ashamed, hopeless and scared. They often develop very low self esteem and this often leads them to avoiding the harasser, denying or downplaying the gravity of the situation, attempting to ignore, forget, or simply endure the behaviour.

Sexual harassment and attacks against women are not limited to the directors couch or behind film cameras. It takes place in ordinary work places. For too long women have felt disempowered by powerful male decision makers, men who literally hold your job in their hands. The very real fear of being scape-goated, ostracised or sacked means that women simply suffer in silence; they feel they have no other choice.

Conference is concerned to note that the Young Women's Trust found in 2018 that 24% of young women would be reluctant to report sexual harassment at work for fear of losing their jobs. A further 15% of young women had been sexually harassed at work and not reported it. Only 8% of women who experienced sexual harassment said they had reported the incident. 17% are worried they would be offered fewer hours if they reported sexual harassment.

Reporting levels of sexual harassment are believed to be shockingly low, yet it is a fact that a disproportionate number of victims are women and the majority of perpetrators are men.

Worryingly, 32% of young women said they did not know how to report sexual harassment in their organisation.

A study by the TUC in 2016 found that 52% of women had experienced unwanted behaviour at work including groping, sexual advances and inappropriate jokes. Among women and girls aged 16-24, the proportion reporting sexual harassment rose to 63%.

Around one in eight women reported unwanted sexual touching or attempts to kiss them at work, which the report's authors point out would be considered sexual assault under the law.

Almost a fifth said they had been harassed by their boss or someone else with authority over them.

But four in five women said they did not report the incidents to their employers, with many fearing that it would harm their relationships at work or that they would not be taken seriously.

Also, of those who had reported harassment to their employer, very few saw a positive outcome with nearly three quarters reporting that there was no change, and sixteen percent reporting that they were treated worse as a result.

A more recent survey by the TUC in December 2018 (Not Part of the Job) stated that there is evidence that suggests that harassment from third-parties is getting worse. All reports found that, in cases where the perpetrator of harassment or discrimination is not an employee, victims may be more reluctant to report the incident because there is a perception that it will not be dealt with in the same way as it would be if the perpetrator were another employee.

Prior to repeal in 2013, Section 40 of the Equality Act 2010 made provision for employers to be held liable in cases where the employer was aware of three incidences of harassment and had failed to take action to prevent reoccurrence. The coalition government removed this important protection as part of its 'red tape challenge', arguing that the protection existed elsewhere within the Act. In a twist predictable to many, the Court of Appeal in 2018 ruled that third-party harassment was not covered by alternative sections of the Equality Act 2010 (Unite the Union vs Nailard) and so it is essential that UNISON campaigns for Section 40 to now be reinstated.

Conference believes UNISON, as the union with over 1 million women, needs to lead the way with challenging sexual harassment, and empowering branches and young women members to do so. By developing innovative work in this area, UNISON can pioneer and champion unions as a place for support when sexual harassment occurs.

We must ensure that all activists and branch officers are equipped to support women who wish to report sexual harassment at work. This includes ensuring public sector employers have a public zero tolerance on sexual harassment and adequate policies in place developed to protect those who make claims.

Conference calls on the National Executive Committee to work with the appropriate UNISON committees, including Labour Link, to:

- 1) Publicly endorse and promote the #metoo and #timesup campaigns;
- 2) Make addressing sexual harassment a strategic priority with respect to the recruitment and organising of young women;

- 3) Work with the National Women's Committee and the National Young Member's Forum to develop a 'Call It Out!' campaign, aimed at young women in UNISON; liaising with appropriate external organisations such as NUS;
- 4) Work with appropriate bodies within UNISON to conduct research about women in UNISON and the sexual harassment they experience, in order to develop toolkits for branches that are reflective of the different sectors we represent;
- 5) Develop a toolkit for activists and branch officers that includes guidance on:
 - a) Negotiating a zero tolerance sexual harassment policy, with appropriate protections and safe reporting routes for victims with our public sector employers;
 - b) How branches should support members who report sexual harassment in the workplace;
 - c) Appropriate external bodies, that branches can signpost victims to, for expert support and counselling outside of the workplace;
- 6) Work with Learning and Organising Services to provide specific training for activists on sexual harassment in the workplace and how to develop workplace policies;
- 7) Work with Labour Link to raise with MPs the issue of sexual harassment in the workplace;
- 8) Campaign for the reintroduction of Section 40 of the Equality Act 2010 on 'third party protection';
- 9) Work with the London, East and South East TUC (LESE) and other public sector trade unions to develop a trade union campaign against sexual harassment in the workplace;
- 10) Work with the TUC and other public sector trade unions both in the UK and abroad to develop a global trade union campaign against sexual harassment in the workplace.

***National Women's Committee 37
Greater London Region 38
Epsom and Ewell 39
Milton Keynes Area 39***

Composite C

Tackling Stress, Bullying and Harassment

(Motions 40 and 41)

Conference understands the huge scale of harm being caused to members by work-related stress, including wrecked lives and relationships, debilitating mental and physical illness and sometimes, tragically, death. Such misery is often compounded by the insensitive treatment of victims by some employers who, far from acknowledging their own responsibility for causing excessive workplace stress, seek to punish the victims of their negligence.

Conference understands that work-related stress is a top concern of members. The 2018 TUC survey of safety reps confirmed that stress, bullying/harassment and overwork were the biggest three health and safety concerns.

Conference notes that stress is not an inevitability; it is a consequence of the way work is organised and the way people are managed. The solution lies in prevention, with the Health and Safety Executive (HSE) Management Standards approach to tackling stress, which refers to six primary causes:

- 1) Demands including workload;
- 2) The control people have in the way they do their work;
- 3) The support people get from line management and colleagues;
- 4) Relationships at work;
- 5) How well they understand what's expected of them;
- 6) How change is managed.

One possible approach involves an anonymous staff survey, and then focus group discussion of the results leading to action plans to address the issues identified. It recognises that the solutions best stem from the people affected.

This approach involves and utilises full branch involvement and joint working with the employer, which significantly improves the effectiveness of the approach. It also builds staff and employer confidence, meaning it is possible to carry out a confidential survey which includes people's names, jobs and team locations. It can build a much more accurate picture, identifying hotspots, where things are really bad, and the specific causes behind them, and also improve any survey response rates, focus group discussions, action plans, and monitoring of implementation. Bullying and harassment will be addressed along with all the other causes of stress such as violence at work.

Conference understands this solution will be valuable wherever stress is a serious problem for members, wherever high sickness absence rates are a serious concern of the employer and wherever they are willing to work with us. Where employers have had doubts over the Management Standards approach, this is an opportunity to show that, by working with us, they can be very effective.

Conference notes that experience from branches shows that this work:

- a) Is a very real support to our members affected by stress;
- b) Helps prevent the harm that stress can cause;
- c) Helps develop partnership working with employers;
- d) Demonstrates the union effect;
- e) Represents a considerable opportunity for the recruitment of members and reps;
- f) Will help improve our public services.

Conference understands that full branch involvement in tackling stress is a long-term commitment. Branches will need the appropriate financial and physical resources to help develop the capability and capacity required. Developing capability will involve the provision of training resources and mentors, to help develop the skills, knowledge and confidence required, whilst developing capacity will involve discussions with employers over the business case and the significant savings to be made from reduced sickness absence.

Conference calls upon the National Executive Council to grasp the opportunity to develop and support this work, to provide the necessary training, materials, advice and assistance to help make this approach available to all branches.

Building on work done to date, Conference calls specifically on the National Executive Council to:

- i) Identify appropriate financial and physical resources to develop appropriate training resources and materials for branches;
- ii) Identify appropriate financial and physical resources to develop and provide training for those involved with delivering training and assistance at regional level;
- iii) Ask regions to fully back this work, providing the training and advice for Branches, electing or nominating a regional project lead, and facilitating the sharing of experience between Branches;
- iv) Ask branches to consider leading on this development in their area, electing a branch project lead, and discussing it with employers;
- v) Work with service groups, regions and branches with a view to ensuring that employers at local and national level may develop a greater understanding of how tackling stress more effectively will reduce costs and improve productivity, as well as improving the health of workers;
- vi) Ensure that UNISON continues to lobby the government and Health and Safety Executive for clearer guidance and stronger enforcement action regarding the implementation of the Stress Management Standards;

- vii) Campaign with the aim of establishing illness resulting from work-related stress as an industrial injury, acknowledging that stress is always a 'process' rather than 'event';
- viii) Work with Labour Link to ensure these issues and policy aims are given full consideration by the Labour Party as it develops its manifesto for the next general election;
- ix) Give increased support to the UK Work Stress Network whose annual conference is an excellent opportunity for networking, learning and inspiration.

United Utilities 40
Camden 40
Gateshead 40
Northumberland Tyne and Wear Health 40
Peterborough City 40
United Utilities 40
Western Energy 40
Cardiff University 41

Composite D

The Crisis in Social Care

(Motions 70 and 71, Amendments 70.1, 70.2, 70.3, 70.4, 70.5, 70.6, 70.6, 70.7 and 71.1)

Conference notes with alarm the ongoing crisis in social care and continues to be appalled by the cuts being made to vital social care services.

Conference notes that, although social care has been relatively protected compared to other council services, care spending per adult resident has fallen substantially since 2009-10.

Conference believes that the sector faces a perfect storm in which the impact of years of chronic underfunding has been worsened by increasing demand and the knock-on impact of cuts to other key public services, such as housing and welfare.

Conference is alarmed at the impact these cuts are having on UNISON members responsible for delivering services in such circumstances – care workers who are almost universally underpaid, largely undervalued and often exposed to exploitation.

And Conference notes with alarm that the needs of many of society's elderly and most vulnerable people are not being met. Nearly ninety people die each day waiting for social care, with the government's former pensions minister Baroness Altmann moved to comment that "every bit of our social care system is broken".

Conference notes that there are now 8,000 fewer care beds than there were three years ago and that a record 1.4 million older people do not receive the level of care they need.

Conference believes that inadequate access to social care affects people right across society – whether those in direct need of care, those friends and family members providing unpaid care, or those working elsewhere in public services who are left to pick up the pieces when people are left without the support they need.

Furthermore, Conference asserts that were it not for the ongoing dedication and commitment of the social care workforce the sector would have imploded completely – but no more can the government expect to prop up a creaking system on the backs of UNISON members.

This has been supported by the Social Care Inquiry carried out by the Fair Work Convention in Scotland that evidenced a culture of zero-hours, unpredictable working hours and unstable earnings. The inquiry makes recommendations about how to realise fair work for social care workers by setting out what policy makers, commissioners and leaders in Scotland's social care sector can and should do.

Conference notes the double jeopardy of social care cuts on the women who make up 80% of the social care workforce and who are both managing impossible workloads and filling gaps in provision when care for children and, increasingly, elderly relatives breaks down as a consequence of relentless cuts. Society still expects women to be the prime carer.

Conference recognises that there are differences in approach across the four countries of the UK. For example, Northern Ireland has had integrated health and social care since the 1970s; Scotland has had free personal care since 2002; and Wales recently moved to curb the use of zero hours contracts by ensuring that homecare workers are offered a choice of contract after three months of employment.

However, Conference notes that underfunding of social care is causing serious damage in every part of the UK. Children's social care, in particular, is under extreme pressure and UNISON disabled members are often service users who rely on social care services for assistance to stay in work and have a family life.

With an ageing population many older people including UNISON retired members are dependent on social care to enable them to have dignity in later life. Properly funded social care would also make it possible for people to remain in their homes.

Proper funding and major reform are long overdue, so Conference is appalled that the government has repeatedly delayed the publication of its Green Paper on care and support in England.

Social care has for too long been regarded as a poor cousin of the NHS and Conference wants to see a concerted push to begin to raise its profile and standing within society. Social care services complement the NHS and prevent both acute admissions and enable recovery at home.

As such, Conference believes that various piecemeal attempts made to prop up the current failing system will not cater adequately for the needs of our growing and ageing population.

Instead Conference wants to see a longer term, more ambitious vision of where social care should be in ten years' time, with serious financial commitments to back this up, and a strict timetable for achieving change – as a way of shielding such plans from being blown off course by short term political or economic considerations.

Conference notes that a number of think tanks and Parliamentary committees have now come out in favour of making universal access to personal care free at the point of delivery.

Whilst recognising that it would not be achieved overnight, Conference believes that ultimately the goal should be to bring social care up to equivalent levels of equity and access as those associated with the NHS.

Conference accepts that this would be expensive, but believes that the ongoing failure to invest properly in social care by successive governments is purely a matter of political choice.

Conference notes, for instance, that even with the continuation of austerity policies for most of the public sector, the chancellor still managed to find £2.7 billion for tax cuts in his 2018 Budget – a policy that will predominantly benefit the better off.

Similarly, Conference notes recent work by the Resolution Foundation which found that government could raise as much as £7 billion a year by 2022 by making a series

of relatively moderate adjustments to wealth taxes and subsidies, such as entrepreneurs' relief and inheritance tax.

Conference is encouraged that organisations from across the spectrum – including the Local Government Association, health think tanks, and Parliamentary Select Committees – have all reached the conclusion that some form of taxation reform will be needed to deliver the resources that are so urgently required in the social care sector.

Conference also believes, however, that providing extra money is only part of the solution; there must also be accompanying changes to the way in which care is delivered.

Conference notes that the existing social care market remains completely dysfunctional: there is a hugely fragmented provider landscape in which some areas have hundreds of providers operating, many of which exit the market each year.

Conference believes that social care workers must be recognised as highly skilled professionals, entitled to decent pay and working conditions, proper support and supervision, high quality training and clear pathways for career progression.

Conference remains concerned that the vast majority of social care is no longer provided by the public sector, but recognises that this means thousands of UNISON members working in social care are now employed by private contractors or providers from the community and voluntary sector, predominantly these members suffer from low pay, poor terms and conditions, limited pensions and aggressive management behaviours.

Conference continues to believe that services such as social care are best provided by the public sector, while noting that there is also a need at many local authorities to rebuild the capacity of councils to deliver care themselves if contracts are to return in-house without endangering service users.

Conference notes the success of the Care Workers for Change campaign in the North West region, a large scale organising project which involved the active support and participation of branches. The campaign encountered consistent hostility from employers and developed a multidimensional approach combining workplace organising with political lobbying and community engagement. The campaign has achieved high levels of membership growth with 4,500 new members and 200 new care worker activists who are working to build their union in their workplaces. The campaign has won real material benefits for care workers through bringing pressure on councils to require that their commissioned providers allow access to trade union organisers and that they pay at least the real living wage.

Conference therefore calls on the National Executive Council to campaign with the Labour Party, campaign groups, charities and other allies inside and outside Parliament for the following:

- 1) Social care to finally receive the proper funding it deserves, particularly from the 2019 spending review, as part of a longer term plan to ensure its

equivalence to the NHS in terms of access to services and its status within society;

- 2) For such funding to be raised by collective rather than individual means;
- 3) For any spending boost to be accompanied by meaningful reform of service delivery to improve the system in the interests of its staff and those they care for – highlighting the current plight of care workers and service users, particularly women;
- 4) Social care workers to be recognised as highly skilled professionals entitled to decent pay and working conditions, proper support and supervision, high quality training and clear pathways for career progression;
- 5) Social care to remain an organising and recruitment priority for UNISON, complementing the union's high-profile campaigns against injustice, privatisation and underfunding, and building on the successes and the lessons of the Care Workers for Change campaign in developing an effective strategy to organise care workers;
- 6) Encouragement of targeted activity at selected high profile employers for campaigning activity in order to highlight the plight of our members working in the sector, including coordinated action up to and including lawful industrial action where branches are able to lodge legal trade disputes on members terms and conditions;
- 7) Where a private sector provider is facing bankruptcy or liquidation, local authorities to be supported by central government to take over the running of homes in their area to ensure continuity both of provision and of employment for the staff in these homes;
- 8) To support care workers having a greater voice in the workplace and as part of the wider public debate;
- 9) A universal social care system, based on public provision, paid for by general taxation and free at the point of need.

Conference also recognises that to achieve the above demands will require the replacement of this Tory Government with a Corbyn led Labour Government pledged to fund and provide for people's needs.

National Executive Council 70
Scotland Region 70.1
National Retired Members Organisation 70.2
Salford City 70.3
Mid Yorkshire Health 70.4
Sefton 70.5
Portsmouth City, Tower Hamlets 70.6
Hackney 70.7
East Midlands Region 71
National Women's Committee 71.1

Composite E

Housing Crisis

(Motions 72, 72 and 73, Amendments 72.1, 72.2, 73.1 and 73.2)

Conference recognises that high housing costs and affordability are among the biggest issues facing the workforce in the South East and nationally, and affecting where they can live, what they can access and what they can afford.

According to the National Housing Federation, there was a shortfall of over 85,000 homes in the South East between 2012 and 2016, the highest in the country after London. The average home is over £360,000, 12 times the average salary; and the average monthly rent is £994. Data reported by The Guardian found that 40% of houses sold under the Right to Buy are now in the private rented sector, tens of millions of pounds are being paid by local authorities to rent former council homes to house homeless families, and some councils have bought back their former homes at more than six times the amount they sold them for.

A report by the Office for National Statistics confirms that the South East has the worst affordability rating for median house prices compared to median earnings outside of London. A UNISON study also shows that saving money for a down payment on a property would take over 52 years in some parts of the South East, making it virtually impossible for a huge number of UNISON members to buy their own home.

Conference notes that the worsening affordability crisis is a result of funding cuts to the “affordable housing budget” and failed housing policies, which have meant that not enough social and truly affordable homes have been built, and have led to a drastic decline in the number of new social rent homes built nationally. As a result, private rents and house prices in many parts of the country have risen dramatically, often to levels which make housing completely unaffordable to our members. This has happened at the same time as welfare reform, which has reduced the support that working age claimants can receive with their housing costs. With rents outpacing wages in many parts of the country, public service workers are spending more than a third of their income on rent. As a consequence, low paid workers struggle to save for a house deposit, pay rent or other living costs. Many face financial hardship, poverty and even homelessness.

The shortage of genuinely affordable homes means that thousands of people are on social housing waiting lists. Thousands more are forced to live in overcrowded or unsuitable homes where they are exposed to health and safety hazards. For the people caught in the trap of ever increasing housing costs and stagnating wages, the stress put on all areas of life are all too real; the human misery of this expressed all too vividly by the scandal of homelessness doubling under the Tories since 2010.

Many towns and cities are out of reach for public service workers due to the rising costs of housing compared to wages. In the Private Rented Sector, where rents are unregulated and tenancies are insecure, research by Shelter shows that rents rose by 16% between 2011 and 2017 in England, compared to average wages which rose by only 10% over that period. The situation is worse in some areas, including Elmbridge, Surrey, where rents have risen by 21% while wages are down by 15%;

and in Tunbridge Wells, Kent, rents are 19% higher while wages have dropped by 9%.

Conference is concerned that the high costs of housing, coupled with real term cuts to public service pay, tax credit and Universal Credit changes are blighting the lives of our members, as they struggle to find somewhere affordable to live. This is putting a further financial strain on our members, household budgets and eroding their living standards. More workers are spending a significant proportion of their income to meet housing costs, leaving less money for other household essentials and exposing them to hardship. Many workers face lengthy commutes to work, high costs of travelling and pressure on their work life balance because they simply cannot access social housing or afford a decent home near their place of work.

Conference also notes the impact of the decline in social housing on members affected by domestic violence. Research shows that in times of austerity and uncertainty, domestic violence is more prevalent. Anyone tied to their abuser due to the lack of social / affordable housing is not able to break the cycle of abuse easily. Far too often victims give up not only their homes but also their jobs to escape violence. Worse still, some remain in the abusive situation and put their lives at risk. It should be possible for victims of abuse who work in the public sector to be accommodated in neighbouring Council areas, both in respect of housing and their job even if this is on a temporary basis until longer term solutions can be found. However, the housing crisis means this is not possible.

Conference notes that in spite of the government's pledge "to fix the broken housing market, it is not doing enough to help those on modest incomes access decent and secure housing. Conference is concerned that the government has failed to comprehend the ways in which social housing could be used to tackle the housing crisis. The government's housing policy remains focused on promoting home-ownership and encouraging the development of costly types of housing, including so called "affordable rent homes" priced at 80 per cent of market rates which are expensive and beyond the reach of the low paid, and helping the privileged to buy their own home through schemes such as the Right to Buy and Help to Buy. The government needs to take urgent action to address the housing crisis to ensure that the low paid have access to homes they can afford.

The Right to Buy and barriers to new council house building have resulted in reduced democratic accountability with the housing sector. This stealth privatisation needs to be reversed as a matter of urgency and Conference believes a massive council house building programme is essential to achieve this. Recent measures to provide housing associations with longer-term strategic partnership funding from 2022, to build more "affordable homes", including social housing, and the scrapping of the Housing Revenue Account borrowing cap, which prevented councils from borrowing to invest in new homes, are steps in the right direction. However, they are not sufficient to address the depth and scale of the crisis unless the Right to Buy is suspended, as in Scotland and Wales, and ultimately ended as soon as practicable, and councils are supported with significant grant funding to build more homes for people on modest incomes.

With household growth projected to be higher in the South East, London and parts of the midlands over the next decade and government funded social house building at

an all time low, there is an urgent need for innovative, bold and radical measures to resolve the deepening housing crisis.

Conference calls on the National Executive Council to:

- 1) Continue to make the case for decent, secure, safe and affordable housing, particularly those provided directly by councils and housing associations, to ensure that there are sufficient homes for workers on modest incomes;
- 2) Work with Defend Council Housing, Homes For All and Axe The Housing Act to campaign for increased building of council homes;
- 3) Highlight the cost of housing in pay campaigns to ensure that our members have additional income to pay for their housing costs and campaign for £10 an hour minimum wage;
- 4) Produce a housing manifesto document setting out UNISON's policies on dealing with the housing crisis and use this to galvanise support for UNISON's campaign for improvements in housing policy.

Conference calls on the National Executive Council to lobby the Westminster government and devolved administrations where appropriate to:

- a) Give councils and housing associations increased financial flexibilities to enable them to build more social homes at scale;
- b) Establish a new definition of “affordable housing” linked to people's income not market prices, and scrap the so called “affordable rent homes”, which makes some social homes inaccessible to the low paid;
- c) Reform the land market to make it cheaper and easier for local authorities to build new homes;
- d) Set up a “Homebuilding Capacity Fund” to help councils to build capacity to deliver “a new generation of council homes”, to ensure that they have the resources to recreate architectural, design and engineering teams and modern direct labour organisations to boost house-building;
- e) Introduce stronger measures to regulate the private rented sector, including indefinite tenancies, a system of rent caps to limit rent increases, and increased rights and protections for private renters to improve standards and affordability in private renting, as Scotland has done;
- f) End the Right to Buy scheme as soon as practicable.

Further we believe that the above are only possible, provided that an incoming Labour Government makes a commitment to build 500,000 Council homes a year in conjunction, with other measures in the Labour parties Green Paper as part of a ten year housing plan, to resolve the crisis in housing once and for all.

South East Region 72
Isle of Wight 72
National Women's Committee 72.1
Hackney 72.2
Cymru/Wales Region 73
Camden 73.1
Hackney 73.2

Composite F

Cuba

(Motions 84 and 85, Amendments 84.1)

UNISON applauds the achievement by the people of Cuba in liberating their country and sustaining it as a beacon of socialism over the last 60 years - with remarkable achievements in health, education and culture - in the face of massive oppression by powerful northern neighbour the USA and other reactionary forces.

The Cuban revolution in 1959 swept away the rotten Batista regime and replaced it with a socialist government led by Fidel Castro. For six decades, the small Caribbean island nation of around 11 million people has stood firm against all attempts to invade, to overthrow and to blockade it out of existence. A short lived moment of hope for a change in US policy under President Obama has been replaced by yet more rhetoric and reaction under President Trump.

Conference notes that Cuba has some of the lowest illiteracy and child mortality rates and percentage of students in higher education in the region, plus greatly improved life expectancy rates. It also ranks among the top countries in the world for percentage of women MPs and sustainable human development.

Conference congratulates the Cuban people on the impressive achievements made in health care, education, social care and international solidarity during this time.

Conference applauds Cuba's outstanding international humanitarianism with 50,000 Cuban health professional working in 69 countries; emergency medical brigades providing vital support during natural disasters, notably the Haitian earthquake and West African Ebola outbreak; and sight restored to more than four million people as part of the Operation Miracle programme. Cuba's Latin America Medical School which celebrates its 20th anniversary in 2019 has also provided medical scholarships for thousands of working class students from Latin America, Asia, Africa and even the United States, free of charge, since opening in 1999.

UNISON has always supported the Cuban revolution and our fellow public service workers and trade unions there, notably through our support for the Cuba Solidarity Campaign (CSC) and the smaller but no less vital Scottish Cuba Solidarity Campaign (SCSC).

UNISON Scotland's International Committee was honoured in November and December 2018 to take part in the union's delegation to Cuba ahead of the 60th anniversary and also as part of the 80th anniversary of the Cuban TUC (CTC – Central de Trabajadores de Cuba).

Our delegates saw at first hand the hard won benefits for workers and their families in Cuba through meetings with trade unionists, women's organisations and local communities. Cuba today has 98% literacy - higher than most nations including the USA and far in advance of most 'developing' countries. Its education system and health service outperform many rich nations. Famously but still incredibly - despite the blockade - Cuban medical training and expertise is provided free of charge to developing nations throughout Latin America and now in Asia and Africa. Equal

rights and pay for women is constitutionally guaranteed, and Cuban women's representation in government is higher than most countries - with majorities in many areas.

Conference expresses support for the right of Cuba to choose its own economic, social and political path and opposes the USA's illegal economic blockade.

Conference notes that these achievements have been made while Cuba has suffered under the inhumane US blockade for more than 56 years. While we welcome the reestablishment of diplomatic relations made under President Obama in 2014, the blockade is still very much in place. UNISON expresses serious concern at the return to the aggressive "Cold War" rhetoric and tightening of the blockade made against Cuba by the Trump administration which constitutes new and real threat, not just to the Cuban people, but progressive movements in the region as a whole.

Conference supports the UK government joining 188 other countries in condemning the US blockade at the UN general assembly in 2018. However, Conference believes the government should take concrete measures to sanction British organisations or companies that comply with extraterritorial US blockade legislation over UK sovereign laws. We note the recent example of this in the Open University ban on Cuba students and congratulate the Cuba Solidarity Campaign and the British trade union movement for its work to pressure the Open University to overturn this decision.

Conference agrees to support the proposal of the Cuba Solidarity Campaign to celebrate Cuba's achievements and strengthen links between British and Cuban trade unions in this anniversary year and agrees to provide publicity and support for events organised under the Cuba60 banner.

Solidarity with Cuba is ever more vital and can bring success, as shown for example by the campaigns to free the Miami Five, and to end discrimination against Cuban academics and students by the Open University. Solidarity is also vital so that Cuba can continue to stand with other countries in Latin America which face similar challenges from right wing populists funded and supported by the USA.

Conference calls on the National Executive Council to:

- 1) Congratulate the Cuban people, their government and trade unions on the 60th anniversary of their revolution and pledge to work to ensure their continuing and future successes.
- 2) Campaign for an end to the cruel and illegal blockade, and work to promote international recognition and support for Cuba from governments and parliaments in the UK, European Union and United Nations – and call on the USA to improve its relations with Cuba;
- 3) Campaign within the TUC to help develop a strategy designed to persuade the UK government to implement measures preventing UK based companies from complying with extraterritorial blockade legislation;

- 4) Ensure we continue to publicise the threats to the Cuban revolution amongst UNISON members via the union's publications and press statements;
- 5) Work collectively through the TUC, the Scottish TUC, the Wales TUC and the Irish Congress of Trades Unions with sister unions to support Cuba;
- 6) Publicise details of CSC delegations to Cuba to all Branches and Regions on a regular basis, encourage regions and branches to visit Cuba in solidarity with the Cuban people and Cuban trade unions;
- 7) Encourage all Branches to donate to the Cuba 60 appeal to help fund the costs of organising events;
- 8) Invite representatives from sister unions in Cuba to visit the UK during 2019 which will include visiting Regions, Branches and workplaces, as well as organising an event involving the invitation of sister unions from Cuba, which Branches and Regions would be invited to participate;
- 9) Coordinate a UNISON delegation made up of activists from across the union to attend CSC's Unions for Cuba conference being held in the UK during November 2019 and encourage Branches and Regions to send representatives to the event;
- 10) Encourage all branches and regions to display CSC's Cuba60 exhibition celebrating Cuba's achievements at appropriate events throughout 2019;
- 11) Give support to and campaign with the Cuba Solidarity Campaign and the Scottish Cuba Solidarity Campaign;
- 12) Encourage branches, regions and nations of UNISON to affiliate to the CSC and SCSC.

Scotland Region 84
National Executive Council 84.1
Isle of Wight 85

Palestine

(Motions 93 and 94, Amendments 93.1 and 94.1)

For the last 12 years Gaza has been devastated by a tight land, sea and air blockade, which has turned this narrow strip of land into a virtual prison for two million women, children and men. The blockade has decimated basic public services including health, education, water, sanitation and electricity, leading the United Nations to estimate that Gaza will be uninhabitable by 2020.

Conference condemns the brutal massacre of over 180 Palestinian protestors, including 33 children, and injury to over 23,000 more, near Gaza's border with Israel, during the first eleven months of the Great March of Return. We stand in solidarity with the brave health workers, who risked and even sacrificed their lives to rescue and treat protesters injured by Israeli gunfire.

Even before demonstrations began, Gaza's health services were on the verge of collapse. Electricity cuts and severe shortages of drugs, medical supplies, clean water and staff, caused by the blockade, have severely reduced the capacity of public hospitals to treat patients, particularly complex cases. Many patients in Gaza are referred to Palestinian hospitals in the West Bank, particularly East Jerusalem, but only a fraction are permitted to travel. During the demonstrations the Israeli government approved less than a quarter of applications for exit permits to receive medical treatment outside Gaza.

Conference notes with concern that despite the continuing repression of the Palestinian people and the brutal massacre in Gaza, defence collaboration between the United Kingdom and Israeli governments, including the arms trade, has increased in recent years. Conference reaffirms its demand for the UK government to suspend the arms trade with Israel until the Israeli government complies with its international human rights obligations.

Conference condemns US President Donald Trump's unilateral decision to recognise the occupied Golan Heights as Israeli, move the United States embassy to Jerusalem and recognise the city as the capital of Israel, in violation of countless UN resolutions and international law. His decisions to end US support for United Nations Relief and Works Agency (UNRWA), the UN body responsible for the provision of health, education and other crucial services to Palestinian refugees, and to close the Palestine Liberation Organisation's mission in Washington DC, will further undermine the prospects for peace and a viable Palestinian state alongside Israel.

The approval of the controversial 'Nation-State Law' by the Knesset in 2018 has significantly eroded the rights of Palestinian citizens of Israel, by further undermining their right to equal citizenship and self determination, and downgrading the status of the Arabic language. It further undermines the prospects of a two state solution by declaring that Jerusalem is the capital of Israel and "Jewish settlement" is a "national value". Conference believes that this action, along with many other violations of Palestinian human rights could amount to the crime of apartheid as defined by the International Criminal Court.

Conference notes that since the election of Donald Trump, the Israeli government has intensified its colonisation of the West Bank, including East Jerusalem, in defiance of successive UN resolutions and international law. In 2018 the Israeli government increased the rate of settlement construction in the West Bank and announced plans to build thousands more settler homes. Meanwhile the Israeli government destroyed a further 460 Palestinian structures and threatened to demolish entire communities in the West Bank. This has had a devastating impact on the lives and livelihoods of Palestinians, restricting their freedom of movement, access to essential services, homes and jobs.

These serious violations of international law should have prompted the European Union and European governments to take action, as Israel's largest trade partner. Instead military, financial and settlement trade relations continue to undermine Palestinian human rights.

Conference reaffirms its demand for the suspension of the EU-Israel Association Agreement until Israel complies with its human rights obligations, and welcomes UNISON's leading role in the establishment of the European Trade Union Network for Justice for Palestine, to bring together European trade unions to collaborate on campaigns to end European and corporate complicity with Israeli violations of international law.

Conference calls on the National Executive Council to:

- 1) Campaign for the British government to suspend the arms trade with Israel, and the EU to suspend the EU-Israel Association agreement until the Israeli government complies with international human rights law;
- 2) Campaign for quality public services and decent work for Palestinians;
- 3) Support and affiliate to the European Trade Union Network for Justice for Palestine;
- 4) Encourage branches to support and affiliate to the Palestine Solidarity Campaign and to support the Boycott, Divestment, Sanctions (BDS) Campaign.

Royal Hospital Trust 93
National Executive Council 93.1
Halton 94
National Executive Council 94.1

Composite H

Justice for the Windrush Generation

(Motions 103 and 104)

Arriving in UK between 1942 – 1971 from the Caribbean islands, at the invitation of the then government, came the generation named the 'Windrush Generation'. The name came from the MV Empire Windrush, which arrived at Tilbury Docks, Essex, on 22 June 1948, bringing workers from Jamaica, Trinidad and Tobago and other islands, as a response to post-war labour shortages in the UK.

The entry in to the UK ended with the 1971 Immigration Act, when Commonwealth citizens already living in the UK were given indefinite leave to remain. After this, a British passport-holder born overseas could only settle in the UK if they firstly had a work permit and, secondly, could prove that a parent or grandparent had been born in the UK. It was also not clear that citizens needed to change their Caribbean passport to a British one.

The way in which the Windrush Generation has been treated is truly appalling. They were invited to the 'Mother Country', as law abiding British Citizens, to help to rebuild Britain 70 years ago, post-Second World War. Having worked hard and delivered what they were invited to Britain to do, some returned of their own free will to their homelands, while others chose to remain. They came on the promise of equality, carrying the same passports as an individual born in the United Kingdom, Colonies and Commonwealth countries. They did not, however, realise that a 'hostile environment' awaited them.

Some of the Windrush Generation were heartlessly deported to places they left all those years ago. Others, often children of the Windrush era who came to Britain on the passports of their parents have been forced to stop working, without recourse to public funds. Cases are mounting up of individuals seeking NHS treatment, passports, jobs or housing only to find themselves having to prove their right to live in the country where they have been legally resident for more than 50 years, or risk being deported.

Traumatic stories have emerged of individuals being made homeless, jobless and refusal of medical treatment, after they failed to produce proof they were never given in the first place. A Londoner who been diagnosed with prostate cancer, was refused NHS medical treatment because his immigration status and billed £54,000.

Evidence that might have put a stop to this mistreatment is the landing cards that recorded arrivals from the Caribbean until the 1960s. These were destroyed by the Home Office in 2010.

In 2014, Theresa May, the home secretary produced a new immigration policy which created a hostile environment toward illegal immigrant by forcing landlords, employers, banks and NHS services to run immigration status checks. It also allowed people to be deported more quickly and avoid lengthy appeals processes. The policy was further extended in 2016 to enforce penalties to any employer who did not follow through with the new policy and further distress to those who cannot prove that they have rights to work/live in the UK.

The Tory government has created a racist hostile environment in which if you cannot prove you are British from specific paperwork you are in fact classed as an illegal immigrant and will be deported.

Conference condemns the Tory government's actions as institutionally racist and holds Home Secretaries in particular, responsible for the many individual tragedies. Those targeted had their rights further eroded as the appeals process effectively made them guilty until proven innocent. They withstood the racism whipped up by politicians like Enoch Powell and stood through many ensuing struggles. They changed both the labour movement and society for the better. It is a betrayal and an insult that in retirement they have been told they don't belong.

UNISON made submissions to the government's Compensation Scheme and Lessons Learnt in October 2018 and made it clear that the government should seek to make this a non-contentious, helpful process to those who have been affected.

UNISON have also supported no cap on the compensation scheme, given the scale of the damage inflicted includes deportation, lack of access to vital cancer treatment, loss of home, loss of livelihoods and even loss of life.

UNISON will continue to work with Labour Link and the TUC to protect the rights of workers including migrant workers against exploitation from bosses, deportation and loss of access to public services such as health and education and all racist immigration controls.

We welcome the Movement for Justice's 'Widen Windrush' Campaign to include the descendants and relatives of the Windrush generation who came to Britain as adults after 1973, in the government's 'Windrush Scheme' thereby offering them a route to citizenship. At its launch Janet Daby MP, David Lammy MP, Eleanor Smith MP and Baroness Hamwee all spoke in support of this campaign.

Conference calls on the National Executive Council to:

- 1) To continue to support UNISON members who are part of the Windrush Generation to ensure their immigration status is settled;
- 2) Continue in raising awareness of the issues facing the Windrush generation in all UNISON media;
- 3) To build and strengthen alliances with other charities and organisation such as the Joint Council for the Welfare of Immigrants (JCWI) who are supporting victims of immigration crisis;
- 4) Explore with Labour Link how Labour can support the call to reform the immigration system when it gets elected into government;
- 5) Request Labour Link seeks to ensure Labour's policy on immigration reflects UNISON's position.

- 6) Campaign for a fairer immigration system that recognises the vital contribution migrants have made, and continue to make, to public services and UK communities;
- 7) Work with other Trade Unions and through the TUC Race relations Committee to continue to campaign against the hostile environment, and help establish a network of support for Black workers/members subject to these hostile policies;
- 8) Work with all appropriate campaign groups and stakeholders' including the Widen Windrush Campaign to challenge the racism of immigration legislation and its impact on the descendants of the Windrush generation;
- 9) Prepare and circulate information to all branches about the Windrush campaign, support available from the union for members affected, and how they can access this;
- 10) Work with the Movement for Justice Campaign and other affiliated organisations to campaign for the removal of 'immigrant' status of the Windrush generation and descendants in recognition of their British Citizenship, even before arriving in the UK.

National Black Members' Committee 103
Bedfordshire Police 104