

Notice to Delegates

1. This year, the overall theme of the Conference is **Equality for All**.

Within this overall theme, Conference will debate:

- 74 motions, including 10 motions from the Executive Council;
- A Report from the Executive Council on the work of the past two years;

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

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

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

4. The commencement time for each morning session of the Conference is 09.30, with afternoon sessions commencing at 14.30. Conference will adjourn at 13.00 on Wednesday 4 July and recommence at 09.30 on Thursday 5 July.

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

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

Biennial Delegate Conference 07

Timetable of Business



Tuesday 3rd July – Morning Session

09.30 – 11.00 Opening of Conference

Address of Welcome: Chairperson Burdorán Urban Council
Letterkenny Trades Council
Sligo Trades Council

Adoption of Standing Orders Committee Reports No 1 & 2

Election of Tellers (Six)

Election of Scrutineers (Six)

President's Address: Peter McLoone

Introduction of Biennial Report and welcome to fraternal guests

11.00 – 13.00 Equality

Guest Speaker: Niall Crowley, Chair of European Year of Equal Opportunities for All, Ireland and Chief Executive, Equality Authority.

(Principal EC Report reference: (Section 1, Chapter

1: “*Equality and Intergration*”, Chapter 2: “*Working for Equality*”, Chapter 3: “*Getting the Balance Right*”)

- Motion 1 (Equality)
- Motion 2 (Gender Equality)
Vote on Motions 1, 2
- Motion 3 (People With Disabilities)
Vote on Motion 3
- Motion 4 (Equality)
(Amendment to Motion 4)
Vote on Amendment to Motion 4
Vote on Motion 4
- Motion 5 (Protection of Rights of Cohabiting Couples)
Vote on Motion 5
- Motion 6 (Employment Equality Act)
Vote on Motion 6
- Motion 7 (Mental Health)
Vote on Motion 7

Guest Speaker: Rhonda Donaghy, Congress Women's Committee

Guest Speaker: Berni McCrea, Congress Disability Committee

Fraternal Address: John Monks, General Secretary, ETUC

13.00 Lunch Adjournment

Tuesday 3rd July – Afternoon Session

14.30 – 17.30 Private Session

Finance & Organisation

(Principal EC Report reference: Section 2, Chapter 1: “*Future Funding & Organisation*”, Chapter 3: “*Congress Education, Training and Skills Development*”, Chapter 4: “*Congress Activities*”, Appendix 1: “*Congress Accounts*”.

- Motion 8 (Amendment to the Constitution – Affiliation Fees)
Vote on Motion 8
- Motion 9 (Congress BDC)
Vote on Motion 9
- Motion 10 (Amendment to the Constitution – Local Reserved Panel)
Vote on Motion 10
- Motion 11 (Support for Trades Councils)
Vote on Motion 11

Executive Council, General Purposes Committee, Northern Ireland Committee

(Principal EC Report reference: *Appendix 2*)

Affiliated Membership

(Principal EC Report reference: *Appendix 3*)

Congress Secretariat

(Principal EC Report reference: *Appendix 4*)

Committees and External Bodies

(Principal EC Report reference: *Appendix 5*)

Action and Motions to BDC2005

(Principal EC Report reference: *Appendix 6*)

Recruitment and Organisation

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

- Motion 12 (Right to Organise)
Motion 14 (Protection of Trade Union Representatives)
Vote on Motions 12, 13

Guest Speaker: Elaine Harvey,
Congress Centres Network

**17.30 Adjournment until Wednesday 4th
July at 09.30**

Wednesday 4th July – Morning Session

09.30 – 10.30 Northern Ireland

(Principal EC Report reference: Section 4: “*Northern Ireland*”)

- Motion 14 (The Peace Process)
- Motion 15 (Good Friday Agreement)
Vote on Motions 14, 15
- Motion 16 (Trade Union Representation)
Vote on Motions 16

Fraternal Address: Mr Grahame Smith, General Secretary, STUC

10.30 - 13.00 Pay & The Workplace

(Principal EC Report reference Section 3, Chapter 1: “*Pay and the workplace*”, Chapter 3: “*Improving Working Conditions*”, Chapter 4: “*Employment Rights*”, Chapter 5: “*Representation and Dispute Resolution*”).

- Motion 17 (Pensions)
Vote on Motion 17
- Motion 18 (Occupational Pension Schemes)
(Amendment to Motion 18)
Vote on Amendment to Motion 18
Vote on Motion 18
- Motion 19 (Pensions)
- Motion 20 (Portability of Public Pension Schemes)
Vote on Motions 19, 20

- Motion 21 (Employment Standards)
(Amendment to Motion 21)
Vote on Amendment to Motion 21
Vote on Motion 21
- Motion 22 (Establishment of Department of Labour)
(Amendment to Motion 22)
Vote on Amendment to Motion 22
Vote on Motion 22
- Motion 23 (Employment Agencies)
Vote on Motion 23
- Motion 24 (Exploitation of Seafarers)
Vote on Motion 24
- Motion 25 (Collective Bargaining)
Vote on Motion 25
- Motion 26 (Low Pay)
Vote on Motion 26
- Motion 27 (Conditions of Service)
Reference Standing Orders Report No. 1
- Motion 28 (Public Holidays)
Vote on Motion 28
- Motion 29 (Health & Safety)
Vote on Motion 29
- Motion 30 (Safety & Security of Staff)
Vote on Motion 30
- Motion 31 (Oppose Mandatory Testing)
Vote on Motion 31

Guest Speaker: Peter Sands, Congress Retired Workers Committee

Adjournment until Thursday 5th July, 09.30am

Congress BCD Agenda 2007

Thursday 5th July – Morning Session

09.30 – 12.00 The Economy & Public Services

(Principal EC Report reference: Section 5: “*The Economy*”)

- Motion 32 (The Economy)
- Motion 33 (All Island Economy)
Vote on Motions 32, 33
- Motion 34 (Energy and Climate Change)
- Motion 35 (Climate Change)
Vote on Motions 34, 35
- Motion 36 (Broadband)
(Amendment to Motion 36)
Vote on Amendment to Motion 36
Vote on Motion 36
- Motion 37 (Public Transport)
Vote on Motion 37
- Motion 38 (Private Equity Buyouts)
Vote on Motion 38
- Motion 39 (Independent Radio Stations)
Vote on Motion 39
- Motion 40 (Time for the Arts)
Vote on Motion 40
- Motion 41 (Companies Act 1963)
Vote on Motion 41
- Motion 42 (VAT on Registered Charities)
Vote on Motion 42

- Motion 43 (Sole Traders)
Vote on Motion 43
- Motion 44 (Public Service Staffing)
Vote on Motion 44
- Motion 45 (Tackling Privatisation and Promoting Public Services)
Vote on Motion 45
- Motion 46 (Public Water Services)
- Motion 47 (Quality Public Services)
Vote on Motions 46, 47
- Motion 48 (PPP/PFI)
Vote on Motion 48
- Motion 49 (Services Directive)
Vote on Motion 49
- Motion 50 (Establishment of Transport Authorities, North and South of Ireland)
Vote on Motion 50
- Motion 51 (White Paper on Energy)
Vote on Motion 51
- Motion 52 (ESB)
Vote on Motion 52
- Motion 53 (Nuclear Power)
Vote on Motion 53
- Motion 54 (Shell to Sea)
Vote on Motion 54

Fraternal Address: Brendan Barber, General Secretary TUC

12.00 - 13.00 Education

(Principal EC Report reference: Section 3, Chapter 2:
“*Skills Development*”)

- Motion 55 (Education and Workers’ Rights Programme)
Vote on Motion 55
- Motion 56 (Academic Freedom & Diversity)
Vote on Motion 56
- Motion 57 (Taskforce on Student Behaviour)
Vote on Motion 57
- Motion 58 (Class Size)
Vote on Motion 58
- Motion 59 (Cyber Bullying)
Vote on Motion 59
- Motion 60 (Early Childhood Care and Education)
Vote on Motion 60
- Motion 61 (Privatisation of Education)
Vote on Motion 61
- Motion 62 (Education Provision)
Vote on Motion 62
- Motion 63 (Violent and Disruptive Pupils)
Vote on Motion 63
- Motion 64 (Paid Learning Leave)
Vote on Motion 64

Guest Speaker: Edward Matthews,
Congress Youth Committee

13.00 Lunch Adjournment

Thursday 5th July – Afternoon Session

14.30 – 16.00 Health & Social Policy

(Principal EC Report reference:
Section 6: “*Health & Care*”)

Health Debate/Questions & Answer Session: “*Public V Private – Which Direction*”

Panel: Chaired by Mary Raftery,
(Columnist – Irish Times)
Michael Scanlan (Secretary General of
Department of Health & Children)
Vincent Sheridan (CEO of VHI)
Miriam Wiley (Research Professor ESRI)
Fergus O’Farrell (Director of The Adelaide Society)

- Motion 65 (Health Care)
(Amendment to Motion 65)
Vote on Amendment to Motion 65
Vote on Motion 65
- Motion 66 (Privatisation of Health Services)
Vote on Motion 66
- Motion 67 (A Fairer Society)
Vote on Motion 67
- Motion 68 (Social Housing)
Vote on Motion 68

Motion 69 (Consumer Price Index and Tobacco
Addiction)
Vote on Motion 69

Fraternal Address: Felicity Williams, General
Secretary Wales STUC

Adjournment until Friday 6th July, 09.30am

Friday 6th July – Morning Session

09.30 - 13.00 International & European Union

(Principal EC Report reference: Section 7:
“*International*”)

Motion 70 (Palestinian Solidarity)
Motion 71 (Implementing ICTU Policy on
Palestine
Vote on Motions 70, 71
Motion 72 (European Social Model)
Vote on Motion 72
Motion 73 (European Union Treaty)
Vote on Motion 73
Motion 74 (EU Labour Law Reform)
Vote on Motion 74

Closing Ceremonies

BDC 2007 Motions

No.	Title	Submitted by:
1	Equality	Executive Council
2	Gender Equality	Executive Council
3	People With Disabilities	Executive Council
4	Equality	PSEU
5	Protection of Rights of Cohabiting Couples	Executive Council
6	Employment Equality Act	ASTI
7	Mental Health	CWU UK
8	Affiliation Fees	Executive Council
9	Congress BDC	Executive Council
10	Amendment to Congress Constitution – Local Reserved Panel	Galway Trades Council
11	Support for Trades Councils	Craigavon & District Trade Union Council
12	Right to Organise	SIPTU
13	Protection of Trade Union Representatives	DCTU
14	The Peace Process	UNISON
15	Good Friday Agreement	ATGWU

16	Trade Union Representation	Craigavon & District Trade Union Council
17	Pensions	Executive Council
18	Occupational Pension Schemes	IBOA, PSEU and TEEU
19	Pensions	UCATT
20	Portability of Public Sector Pensions	UCU
21	Employment Standards	CWU
22	Establishment of Department of Labour	NUJ
23	Employment Agencies	SIPTU
24	Exploitation of Seafarers	RMT
25	Collective Bargaining	INO
26	Low Pay	CPSU
27	Conditions of Service	TUI
28	Public Holidays	Galway Trades Council
29	Health and Safety	Dublin Council of Trade Unions
30	Safety and Security of Staff	IBOA
31	Oppose Mandatory Testing	GSU
32	The Economy	Executive Council
33	All Island Economy	AMICUS

34	Energy and Climate Change	Executive Council
35	Climate Change	AMICUS
36	Broadband	CWU (UK)
37	Public Transport	Derry Trades Council
38	Private Equity Bonds	MANDATE
39	Independent Radio Stations	NUJ
40	Time for the Arts	Equity
41	Companies Act 1963	BATU
42	VAT on Registered Charities	UCATT
43	Sole Traders	BATU
44	Public Service Staffing	IMPACT
45	Tackling Privatisation and Promoting Public Services	UNISON
46	Public Water Service	NIPSA
47	Quality Public Services	IMPACT
48	PPP / PFI	NIPSA
49	Services Directive	TEEU
50	Establishment of Transport Authorities North and South	TSSA
51	White Paper on Energy	ESBOA

52	ESB	ATGWU
53	Nuclear Power	Waterford Trades Council
54	Shell to Sea	Waterford Trades Council
55	Education and Workers Rights Programme	Fermanagh Council of Trade Unions
56	Academic Freedom and Diversity	IFUT
57	Taskforce on Student Behaviour	TUI
58	Class Size	ASTI
59	Cyber Bullying	NASUWT
60	Early Childhood Care and Education	INTO
61	Privatisation of Education	IFUT and UCU
62	Education Provision	INTO
63	Violent and Disruptive Pupils	NASUWT
64	Paid Learning Leave	Sligo Trades Council
65	Health Care	Executive Council
66	Privatisation of Health Care	IMO, INO and MLSA
67	A Fairer Society	MANDATE
68	Social Housing	GSU
69	Consumer Price Index and Tobacco Addiction	IMO

70	Palestinian Solidarity	Belfast and District Trade Union Council
71	Implementing ICTU Policy on Palestine	Derry Trades Council
72	European Social Model	CWU
73	European Union Treaty	CPSU
74	EU Labour Law Reform	RMT

Biennial Delegate Conference 2007 Agenda



1. Equality

Conference declares that the great political challenge in this age of globalisation is to achieve in equal measure of importance sustainable economic development, individual freedom and social justice. It is clear that, in relation to social justice, the effect of globalisation is to compound discrimination and increase inequality. The proponents of neo-liberal economics, alarmed that popular resentment at growing inequality may encourage protectionism, are promoting the idea that technology rather than globalisation is the root cause of inequality. Experience of the vulnerability of even high tech manufacturing industries would tend to undermine the creditability of that argument. But either way it is the effect of inequality rather than its cause that is at issue.

Inequality comes in many forms. Its root cause is discrimination, both institutional and societal and the denial of fundamental human rights. Its greatest global impact is on women. Discrimination has multiple identities. It attacks on the grounds of gender, age, marital status, religious belief, political opinion, sexual orientation, race, disability, family status and membership of the Traveller Community. It creates poverty and widens the gap between rich and poor. The reduction of inequality in all its forms is the mission of social democratic trade unionism. For the most part this is achieved by recruiting and organising people in trade unions and using this collective strength to force a redistribution of wealth within the market system and to advocate for more effective Government policies on

equality in society, underpinned by strong laws to tackle discrimination and promote equality of opportunity.

The age of globalisation is driven by a capitalism which is brutal, uncaring and irresponsible. It has been correctly described as “Casino Capitalism” by the General Secretary of ETUC and its agents as “Locusts” by Franz Munterfaring of the SDP in Germany. It is the cause of increasing levels of migration and environmental damage throughout the world.

This Conference affirms that inequality, in all its forms, can only be effectively countered by collective action. Individualism offers no solution. Collective action is required to achieve such objectives as:

- A more equal distribution of wealth;
- An end to the feminisation of poverty;
- Ending the pernicious practice of human trafficking, particularly in women and children, which is a 21st century form of slavery;
- The ratification and implementation by Ireland and the UK of the range of UN, EU, and ILO Covenants and other instruments on women’s rights, workers’ rights, human rights and socio economic rights.
- The adoption by a larger number of countries of the UN Convention on the rights of migrant workers and their families;

- The prevention of exploitation at work by the enforcement of good employment standards and contract compliance;
- Preventing the increasing casualisation of work;
- Arresting the growing phenomenon of bogus self employment;
- Reversing the erosion of pensions provision (and the disproportionate impact of this on women) and building a truly inclusive national pensions system;
- Countering the use of an increasing pool of labour through the integration of China, India and Eastern Europe in the global economy to force wages down over a prolonged period;
- Eliminating discrimination and exploitation in the global supply chain;
- Raising public awareness of the real price being paid for the lifestyles we enjoy.

Conference notes with regret that political discourse in both parts of Ireland rarely tries to grapple with the underlying reality of the world we inhabit. The paradox of a world in which gross domestic product increases but in which many people are poorer, both in absolute and relative terms and a small number of individuals are fabulously wealthy, cannot be explained in terms which are defensible. The matter

is not discussed because it lays bare the fallacy of liberal economics and the inequality which is the principal failure of liberal democracy as a whole.

Derived from this analysis Conference concludes that there is an unprecedented and urgent need for a worldwide progressive movement to counter the excesses of modern capitalism. The trade union movement is the only force capable of meeting this need, and its growth is therefore critically important, both nationally and internationally. Accordingly, Conference reaffirms its commitment to playing its part in developing the international trade union movement and to the recruitment and organisation of workers into unions as the first priority of the movement and in Ireland and the only long term sustainable antidote to inequality.

Conference urges all affiliated unions to focus on this task in 2007 noting that it is both the European Year of Equal Opportunities for All and the 200th anniversary of the outlawing of the slave trade.

Executive Council

2. Gender Equality

In this the European Year of Equal Opportunity for All Conference calls on the ICTU to make the multiple disadvantages faced by women its key focus at a range of levels including:

- A vigorous campaign North & South targeted at organising all women workers into unions, particularly those who are in low paid and casual employment;
- Through this, to identify key equality goals which will impact on the most disadvantaged women and lift them out of low pay and poverty;
- To seek provision of a comprehensive childcare infrastructure which will enable low paid women workers and women outside the workforce to fully participate;
- A strategy to make flexible working and work life balance available to all who need it;
- A campaign for equal pay which will highlight and redress the current income imbalance between women and men;
- Any future agreements entered into must contain measures which deliver real equality and incorporate a comprehensive social agenda for progress to women;

- All campaigns are properly resourced once accepted.

Executive Council

3. People with Disabilities

Conference notes the continuing involvement of Congress and affiliated unions in promoting, negotiating and organising on issues related to disability in the workplace. There has been some progress in recent times.

In the Republic, recent developments include the publication of the National Disability Strategy which represents a comprehensive strategy for this aspect of the life cycle framework of 'Towards 2016'. The strategy includes a commitment by the Department of Enterprise, Trade and Employment to develop an employment strategy for people with disabilities and, for the first time, places the 3% employment target in the public service on a statutory level.

However, creating a society and workplaces that are inclusive of people with disabilities remains a major challenge. Recognising the significant progress in implementation of some aspects of this agenda, many difficulties remain;

- The State needs to take a central role and make greater efforts to raise the level of education and training among people with disabilities;

- The lack of recruitment targets for the Private Sector in an environment where job vacancies are the norm;
- The need to adequately support people in Sheltered Workshops, replacing the system of payment of benefits with proper pay and conditions of employment and proper support to offset the cost of disability;
- The requirement of people with disabilities to give up medical cards and other essential social supports, if they take up any form of employment, even part-time;

In Northern Ireland:

- The challenges arising from the recent legislation “to promote positive attitudes towards disabled people and encourage participation in public life;
- The need for additional provisions to Special Educational Needs Disability Order to equalise the disability needs of children, young people and families;
- For an Industrial Tribunal to have the option of reinstatement of a worker with a disability
- The provision for a continuous link of transport to ensure an uninterrupted journey from door to destination and back;
- A training and employment service that has the support of individual disabled people and an input from groups

and organisations representing people with a disability;

- The need for sufficient resources to be made available for those people with disabilities who aspire to live independent lives.

Conference therefore urges all unions, in line with motions 34 (promotion of equality) and Motion 35 (disability issues) adopted in 2005, to redouble their efforts to pursue actions based on the following priorities;

Code of Practice – how people within unions are treated:

Conference urges all those unions who have yet to do so, to adopt the Equality Clause and the Trade Union Code of Practice for People with Disabilities to ensure that people with disabilities are recognised and treated as having equal status with all other persons within the union.

In Northern Ireland to fully implement the Code of Practice for Trade Organisations recently amended, Section 75 of the Northern Ireland Act 1998 and the ICTU eighteen point Disability Rights Charter 1988.

Employment Opportunities:

Conference calls on unions, using equality legislation and the provisions of the National Disability Strategy and the Disability Discrimination Act 1995 and other legislation, to dismantle barriers and eliminate discrimination experienced by people with disabilities in accessing employment in the

Public and Private Sectors and in pursuing better career opportunities in employment. In the public sector, unions are encouraged to work within the new system to monitor compliance with the target, where it applies, and to ensure trade union participation on the Monitoring Committees within Government departments. In the Private Sector, unions are encouraged to continue to use the ICTU/IBEC Joint Employment Guidelines, the Disability Discrimination Act 1995 Code of Practice and the booklet “Addressing Disability in the Workplace” as a tool to negotiate improved employment opportunities for people with disabilities.

Conference welcomes the roll out of the Disability Champions programme on the island and urges all unions to actively participate in this so that the capacity of trade unions to bargain collectively on behalf of people with disabilities is enhanced.

Executive Council

4. Equality

That this Biennial Delegate Conference notes that 2007 is the “European Year of Equal Opportunities for All” and calls on the Government and employers to ensure:

- (a) increased support for the development and implementation of family friendly policies designed to assist people to reconcile their work and family responsibilities;

- (b) practical measures are taken to enable people with disabilities to participate fully in the workplace;
- (c) steps are taken to finalise arrangements for Dependents’ Pensions in the Public Service in line with the provisions for Spouses and Children’s pensions.

Public Service Executive Union

Amendment

Add the following Bullets,

- (d) Increased annual leave, a greater number of public holidays (in line with best practice in Europe);
- (e) The introduction of paid parental leave and two weeks paid paternity leave;
- (f) The provision of accessible and affordable child care facilities supported by a tax refund scheme for users.

Technical, Engineering and Electrical Union

5. Protection of the Rights of Cohabiting Couples

The Irish Congress of Trade Unions calls on the Irish Government to immediately take steps to address the serious inequity of treatment of cohabiting couples, whether of same or opposite sex. The lack of legal recognition for such couples results in serious disadvantages for them across a wide range of areas, including employment, taxation, inheritance, pensions, social welfare and immigration. Government needs to act urgently to remedy these inequalities, to which trade unions have been pointing for many years.

The recent publication of the *Options Paper on Domestic Partnership* together with the Law Reform Commission's Report on the *Rights and Duties of Cohabitants*, provide clear guidance on these matters and should be acted on as a matter of urgency.

Executive Council

6. Employment Equality Act

Congress calls on the Minister for Justice, Equality and Law Reform to engage in a consultative process designed to effect the repeal of Section 37.1 of the Employment Equality Act, 1998.

Association of Secondary Teachers Ireland

7. Mental Health

Conference expresses its concern about the rise in mental health problems in the workplace and in particular the rising number of members who suffer from stress and related illnesses caused by working. Conference recognises that members with mental health problems are often reluctant to seek support and representation because of the stigma then attached and the possibility of resulting discrimination.

Congress notes that mental health problems are becoming increasingly widespread among the workforce and calls on the incoming ICTU Executive to;

- Instigate a campaign within the membership against discrimination on the grounds of mental health.
- Work with the Congress Disability Committee and other relevant bodies to develop an information package which will inform affiliated trade unions about the facts surrounding mental health issues.

- Liaise with the TUC and other professional bodies to design a training package to help equip union officers to deal with members who have or develop mental health problems.
- Encourage employers to meet their legal obligations, and take a positive approach to the employment and retention of people with mental health problems.

CWU (UK)

8. Affiliation Fees

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

The affiliation fee payable by members is calculated on a hybrid system for determining affiliation fees based on three factors: an amount per member; plus an amount per delegate to which each union is entitled to have at BDC; plus a flat fee element.

From January 1st 2008, the rates for each element are:

- €2.48 per member; plus
- €780 per BDC delegate; plus
- €1,560 flat fee per Union.

From January 1st 2009, the rates for each element are:

- €2.58 per member; plus
- €811 per BDC delegate; plus
- €1,622 flat fee per Union.

The affiliation fee payable in respect of membership in Northern Ireland shall be the Sterling equivalent based on the rate of exchange on 1 November preceding the year in respect of which the fees are payable. This rate of exchange shall be determined by the Executive Council based on the best advice available at the time. The foregoing is subject to a minimum affiliation fee of €2,000 being payable by any trade union.

The affiliation fee payable by trade unions with associate membership shall be two thirds of the full membership rate per member, subject to a minimum affiliation fee of €1,320.

The Executive Council shall have sole discretion to waive all or part of the increase, in exceptional circumstances, where an application is made to it by an individual union prior to the due date for affiliation fees.

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

The annual affiliation fee payable by Local Council of Trade Unions, shall be €50 if the affiliated membership is 6,500 or less, and €100 if the affiliated membership is in

excess of 6,500. The affiliation fee payable in respect of Local Councils of Trade Unions in Northern Ireland shall be the Sterling equivalent of 1 November preceding the year in respect of which the fees are payable. This rate of exchange shall be determined by the Executive Council based on the best advice available at the time.

Executive Council

9. Congress Biennial Delegate Conference

Conferences urges the Executive Council to establish a Working Group to examine the structure and functioning of the Congress Biennial Delegate Conference. The Group will report to the Executive Council in the first half of 2008. The Executive will consider the recommendations of the working group and, where possible, will seek to have any agreed reforms in place for the Biennial Delegate Conference in 2009.

Executive Council

10. Amendment to Congress Constitution – Local Reserved Panel

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

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

Galway Council of Trade Unions

11. Support for Trades Councils

Conference notes the development of a Two-Year Programme of Work for Trades Councils covering issues such as Migrant Rights, Protection of Public Services and Trades Council Organisation. Conference acknowledges that the successful implementation of any such programme requires support from Congress Affiliates, both financial and through union representatives working on Trades Councils.

Conference therefore calls on Executive Committee, and especially individual Trade Unions, to provide all necessary support to Trades Councils to support their work over the next two years and beyond.

Craigavon & District Trade Union Council

12. Right to Organise

Conference calls on the incoming Executive Council to prioritise the Right to Organise, with particular emphasis on respect for the rights and responsibilities of workplace representatives and shop stewards and increased statutory protection against discrimination and dismissal for them.

Services Industrial Professional Technical Union

13. Protection of Trade Union Representatives

Congress salutes the thousands of Shop Stewards and Representatives in our ranks who tirelessly work and without personal gain represent our members at the workplace. Many of these stalwarts of our movement are under daily attack from unscrupulous employers who will do anything to stop them from carrying out their lawful duties effectively. In many cases isolated shop stewards risk their livelihoods being taken from them by being summarily dismissed.

This Congress must make it clear that enough is enough and demand that the Government introduce much tougher regulations than those existing heretofore to secure our Shop Stewards' right to carry out their union responsibilities without fear of dismissal or recriminations.

Dublin Council of Trade Unions

14. The Peace Process

Conference welcomes the restoration of political devolution in Northern Ireland and looks forward to the full implementation of the Good Friday Agreement.

Conference notes that the circumstances are now being created which also enable full effect to be given to the relevant commitments in the NESC strategy and the National Development Plan.

Conference also welcomes the publication of the report 'Equality in Northern Ireland – Rhetoric or Reality?' and expresses its concern that, based on the UK Government's own data, patterns of discrimination, inequality and social exclusion in the North continue in the same areas and for the same groups as in the past.

Conference notes that some of the most effective equality and human rights instruments, long fought for by trade unions and their allies, were largely ignored under the most recent period of direct rule and as a consequence the problems have deepened.

Conference further notes that much of the policy-making to date on North South economic development, cross-border labour mobility and the All-Ireland infrastructure investment programme has excluded ICTU. Consequently the voice of labour and workers' rights have been largely ignored.

Conference therefore calls on the ICTU to bring its influence

to bear on Governments and public sector decision makers North and South to ensure that public policy-making in respect of North South economic development, public procurement, infrastructure investment, and public service location and delivery have clear compliance conditions which target those areas and groups of greatest need in a clear and unequivocal effort to disrupt the current patterns of discrimination and to consolidate a Peace Process which leaves no citizen behind.

UNISON

15. Good Friday Agreement

That this Conference welcomes the re-establishment of the all the institutions of the Good Friday Agreement. Conference congratulates the two Governments and all the political parties involved. Conference recognises that the ICTU has consistently supported a policy of reconciliation, equality, justice and human rights which are at the heart of the Good Friday Agreement and must be used as a vital part of any real conflict resolution process. Conference declares its continuing support for a Government of co-responsibility which will implement policies based on mutual respect for all the relationships within Northern Ireland and between North and South on these islands. Whilst fully supporting the agreement and the institutions and welcoming the role of all the political parties who helped to bring this agreement about Conference notes that because all the significant political parties are in the Government a special role falls

on the trade union movement to hold the executive and the institutions accountable to civic society and working class interests. Conference therefore commits itself to vigorously pursue the elimination of economic and social inequality based on the needs of the communities concerned and not on any sectarian head count. Conference further notes that we should campaign for more appropriate industrial legislation improving on the best practice in both the UK and the Irish Republic to include the possibility of having a Rights Commissioner service operated within Northern Ireland. Conference reaffirms its commitment to a new and more focused targeted social needs initiative and a range of measures aimed at combating unemployment and progressively eliminating the differentials in unemployment and poverty between the two communities by targeting objective needs. The ICTU will work with non-Government agencies, individual pressure groups and community organisations to focus on these issues and to ensure that the new institutions set up under the Good Friday Agreement are responsive to the needs of all the people.

Amalgamated Transport and General Workers' Union

16. Trade Union Representation

Conference acknowledges that the European Peace and Reconciliation Initiative has now moved into Phase III and that the process for granting money under this scheme is changing. Whereas previously funding was distributed through Local Strategy Partnerships, a new process of local Steering Committees, led by District Councils, will operate with money distributed centrally through SEUPB. Within the new process, District Councils will have the ability to select Trade Union Representatives on any Steering Committees.

Conference considers this procedure wholly unacceptable and calls on the Executive Council to ensure that Trade Union representation on committees is significant and robust but that the Trade Union movement, through the ICTU, will nominate and agree its representation, not District Councils.

Craigavon & District Trade Union Council

17. Pensions

Conference considers that the numbers of older people at risk of poverty, as determined by the EU Commission in February 2007, is unacceptable, unnecessary and a reproach to the social conscience of a modern wealthy economy.

Noting the commitment of Government, in the context of *Towards 2016*, to produce a comprehensive strategy on pensions by September 2007, Conference reaffirms its preference for a mandatory second pillar pension scheme. This scheme should be operated by the State on the basis of equal funding contributions by employers, employees and the State. Conference strongly condemns the increasing trend in both jurisdictions towards closure of Defined Benefit occupational pensions, particularly since this is motivated in many cases, not by financial exigencies, but by the pursuit of increased shareholder value. Ultimately what is involved is an unprecedented transfer of risk from business to individual employees, and ultimately to the State, the latter on the assumption that society will not continue to tolerate widespread poverty amongst an increasing cohort of older people. A mandatory scheme is necessary now to ensure that business does not completely evade its responsibility in this matter. Conference asserts that it is well within the resources of society to provide adequately for its pensioners. The will to do so is a matter of intergenerational fairness and social justice. Congress also pledges to give all possible support to affiliates resisting the closure of Defined Benefit occupational pension schemes.

Executive Council

18. Occupational Pension Schemes

This Conference, mindful of the concerted campaign by employers to abandon, diminish and undermine occupational pension schemes where they exist as part of established terms and conditions of employment of workers, and the absolute unwillingness of employers and Government to subscribe to the principles contained in Section 8 of *Towards 2016* that “*all retired persons should have adequate incomes*” calls on the Executive Council to launch an immediate campaign to:

- Build an awareness amongst workers of the value of pension schemes;
- Identify for the members of existing Defined Benefit pension schemes the implications of closing the scheme to new employees;
- Assist workers and affiliated unions in understanding the many complex alterations to pension schemes currently being proposed by various employers;
- Amend the Transfer of Undertakings legislation to encompass pension schemes where they exist in the Transferor Company;
- Defend existing pension schemes, in particular Defined Benefit schemes that form part of members’ terms and

conditions of employment and seek the introduction of measures to prevent employers from unilaterally implementing changes to such schemes.

Irish Bank Officials' Association Public Service Executive Union Technical Engineering and Electrical Union

Amendment

Add additional bullet,

- Whilst welcoming the increases in State Pensions notes the impact this is having on integrated schemes, particularly for lower paid workers, by way of decreasing the relative value of the difference between the state element and the supplementary element, the benefit of which is not being shared with the employee in improved supplementary benefits, or otherwise, and to ensure that this disadvantageous position is addressed in any negotiation.

AMICUS

19. Pensions

With in excess of 300,000 workers employed in the construction industry on this Island, and with free movement of capital and labour.

This Conference calls on Congress to initiate discussions with all sides involved in the construction industry, Government, and Employers North and South with a view to;

- a) The introduction of a Contributory Pension Scheme for building workers in Northern Ireland that would be no less favourable than the contents of the Scheme that is in operation for building workers in the South.
- b) That Revenue both North and South to recognise the contributions paid by building workers to a Pension Scheme, for the purpose of allowing tax relief on such contributions, irrespective of the jurisdiction that the contributions are paid into.

Union of Construction Allied Trades and Technicians

20. Portability of Public Sector Pensions

Congress regards difficulties regarding the transfer of Public Sector pension rights, including those for teachers and university staff, between the Republic and Northern Ireland, and vice versa, as a significant barrier to labour mobility in Ireland. Congress calls upon the Executive Council to investigate the nature of the technical issues involved in such transfers and to lobby Governments in both jurisdictions to take action as a matter of urgency

to facilitate the cross border transfer of Public Sector pension rights.

University & College Union

21. Employment Standards

Conference is conscious of the increasing attacks on the conditions of employment of working people represented by the Irish Trade Union Movement which was evidenced during the Irish Ferries dispute and by the recent Supreme Court decision in relation to Ryanair v/s IMPACT.

Conference recognises however, the constraints on the ICTU in relation to organising industrial action in circumstances where there is an obvious threat to the hard won rights of our Trade Union members and believes it is now time to arm the Trade Union movement through the ICTU with the tools needed to protect members in the future against any further attacks.

Conference therefore instructs the incoming National Executive Council to examine how ICTU could act to defend workers' rights, pay or conditions through industrial action up to and including strike action.

Communications Workers' Union

Amendment

Change final sentence to read as follows:

Conference therefore instructs the incoming National Executive Council to examine how the ICTU could act to defend workers' rights, pay and conditions, using all possible approaches including legislative change and industrial action up to and including strike action.

IMPACT

22. Establishment of Department of Labour

This Biennial Delegate Conference notes the ongoing difficulties faced by the ICTU and affiliate unions in maintaining employment standards and in protecting the rights of workers. The maintenance of employment standards is dependent upon organised trade unions in the workplace but also requires vigilant enforcement of the law and the introduction of legislative measures guaranteeing recognition of the right to collective bargaining.

Conference notes that:

- Despite workers having a right to belong to a trade union there is no national legislation requiring employers to recognise a trade union, nor is there any obligation on employers to participate in collective bargaining or conclude collective agreements.

- The right to collective bargaining is being denied to thousands of so-called atypical workers through the use of competition law while the Irish Government ignores ILO Conventions guaranteeing workers' rights.
- The unequal treatment of contract and agency workers remains a scandal, with some employers using agencies to avoid legal obligations.
- Undocumented workers are being blocked from asserting their rights by the absence of a fair regularisation process.
- Employment rights are being denied to thousands of workers through use of bogus employment status.

The low political priority accorded to employment rights is reflected in the diminution in the status of the Department of Labour through the creation of the Department of Enterprise, Trade and Employment, which designated Labour Affairs as the responsibility of a Minister of State.

Recognising the need to give greater priority to employment rights, Conference instructs the ICTU Executive to campaign for the restoration of a Department of Labour headed by a Cabinet Minister with exclusive responsibility for Labour Affairs.

National Union of Journalists

Amendment

Add the following:

“While recognising that Ireland has benefited from immigration in recent years and that the majority of migrant workers who have come to live and work in Ireland had a positive experience, this is not true for all migrant workers. Many experience discrimination, exploitation and are forced to accept lower wages and worse working conditions, pay at levels below minimum wage and below REA/JLC rates, they are not paid overtime rates, they work excessive hours, have no holiday pay, unlawful deductions, bullying and non issuing of pay-slips. Addressing these concerns along with managing Ireland’s labour market and permission to work schemes in a way that protects workers rights also need to be central to the work of a reformed Department of Labour”

Technical, Engineering and Electrical Union

23. Employment Agencies

Conference, noting that the principle of equality of treatment for workers employed by employment agencies applies in every country in the EU, except Ireland, UK and Hungary, deplores the continuing refusal of the Governments in both jurisdictions to legislate for it. Conference calls on the incoming Executive Council to prioritise the issue on our campaigning agenda in this year of equal opportunities and also resolves that legislation, providing for equality of treatment for workers employed by

employment agencies and a limit on the duration for which any post can be filled by an agency worker, is pursued with both Governments as a matter of urgency.

Services Industrial Professional Technical Union

24. Exploitation of Seafarers

Congress is deeply concerned that there are still highly exploitative operators trading in the Irish Sea as demonstrated by the recent case of the “The Merchant Brilliant”.

Congress notes that on this vessel the Russian crew barricaded themselves on board ship in protest at continued harassment and bullying and non payment of wages.

Congress believes that this case once again emphasises the need for the Governments of the Republic of Ireland and the UK to formulate a joint crackdown on the increasing menace of sub standard shipping in the Irish Sea.

Congress notes that the shipping industry has long had to suffer the adverse effects of globalisation and believes that if the associated exploitation of seafarers is allowed to continue unchecked these neo-liberal policies will quickly be used against other workers.

Congress therefore welcomes the close relationship between

SIPTU and the UK maritime unions in working together to prevent the exploitation of seafarers as demonstrated by their key role in putting in place arrangements for a high profile ETF campaign to highlight discrimination against EU seafarers and defending jobs. Congress resolves to give full support for this forthcoming campaign.

National Union of Rail Maritime and Transport Workers (RMT)

25. Collective Bargaining

Conference considers that there is a strong case for improved coordination of bargaining on conditions of employment and request the incoming Executive Council to put structures in place to facilitate this.

Irish Nurses Organisation

26. Low Pay

This Conference notes that significant income inequalities still exist in Irish society and declares that tackling them will be a priority for the next round of Social Partnership discussions.

Conference therefore supports a strategy which will:

- Tackle widening income differentials by prioritising the needs of lower paid workers and those on average incomes;
- Put the gender pay gap at the top of the agenda;
- Take action to control inflation including the removal of stealth taxes
- Combat social exclusion and poverty and promote real income gains for pensioners, social welfare recipients and other disadvantaged groups;
- Expand the affordable housing initiative to make housing affordable for lower income groups;
- Increase significantly the availability of childcare places and crèche facilities in both the private and public sectors;
- Make affordable childcare in conjunction with an effective regulatory system a priority for discussion with Government.

Civil and Public Services Union

27. Conditions of Service

This Conference notes that some affiliate unions have a difficulty with the concept of the conditions of service and other work related changes for their members being determined by aggregate vote of ICTU membership, as happens sometimes in National Agreements, rather than by a vote of the members concerned. Conference instructs the Executive Council to take account of such difficulties and to provide for a means by which unions can protect their own independence and integrity within Congress while participating fully in National Agreements. In particular ICTU shall not agree to changes in conditions of service and other work related changes for particular grades or groups of grades in the public sector being included in a proposed National Agreement for aggregate voting. This Congress guarantees to unions that any issues of conditions of service demanded by National Agreements will only be determined by the Union concerned.

Teachers Union of Ireland

28. Public Holidays

Given that workers in the Republic of Ireland receive fewer public holidays than the average in the other EU Member states Conference calls on the in-coming Executive to pursue negotiations, until successful, to increase the number of public holidays, in the Republic, in line with the EU average.

Galway Council of Trade Unions

29. Health & Safety

Congress condemns the Government for failing to provide a National Register of occupational illness, injuries and diseases. Thousands of workers are struck down from occupational hazards resulting in chronic illness, injuries or death. The existence of a comprehensive register of the pattern of such occupational related conditions would guarantee that through a forensic examination of such data, measures could be taken to radically improve the health and working conditions of those at risk at work.

Congress therefore demands that the Minister of State for Labour Affairs should act and set about the establishment of such a register immediately.

Dublin Trades Council

30. Safety & Security of Staff

The increasing trend in bank robberies and in particular the phenomenon known as 'Tiger Kidnappings', is a cause of concern to all employees and customers. ICTU calls on both Governments to establish a Forum to review security arrangements which has as its main remit the safety of staff and customers. Such a Forum should include representatives of Government, relevant police authorities, industry and

trade union representatives. Furthermore, this Conference mandates the Executive Council to initiate a campaign to lobby the Financial Services and Security industries and both Governments to ensure the safety and security of staff and customers is ahead of cost considerations.

Irish Bank Officials' Association

31. Oppose Mandatory Testing

Conference notes the work of the National Implementation Group on Alcohol Misuse. A key element of the Group's work is the creation of an 'Alcohol in the Workplace' National Policy.

Conference believes that an agreed National Policy on Alcohol in the Workplace will be to the benefit of workers and employers alike and commits to achieving the same.

However Conference does not agree that the mandatory testing of workers for alcohol is acceptable or should form any part of the national policy.

Conference notes the position of colleague unions in the worldwide trade union movement who are opposed to mandatory testing and in particular those who argue that it is an abuse of Human Rights.

Conference endorses this view and will strive to oppose mandatory testing while at the same time attempting to agree a National Alcohol in the Workplace Policy.

Guinness Staff Union

32. The Economy

Conference considers that for the first time in our history there is a unique opportunity to build a prosperous and decent society in the whole island of Ireland. The confluence of such important factors as peace, favourable demographics, low dependency ratios, strong public finances and a strong global economy make this possible. There is a window of opportunity of perhaps seven to eight years in which to take action to achieve this objective.

Conference endorses the proposition contained in the NESC strategy and *Towards 2016* that social and economic development are interdependent and should also be pursued in an All Island context.

Nevertheless, the positive outcomes which are possible will not happen unless the correct policy options are followed. Indeed it is also possible that this window of opportunity could be squandered by failure to invest adequately in economic and social infrastructure or to act in a way that mitigates the negative implications of globalisation.

On all the available evidence of economic efficiency and social cohesion the general approach of the Nordic countries offer the most appropriate model for Ireland. Notwithstanding that emulating the broad strategies of the Nordic model represents a significant change of emphasis

in public policy, considerably beyond the parameters of *Towards 2016*, Congress resolves to advocate for and to use all possible influence to move progressively in that direction.

Executive Council

33. All Island Economy

This Conference considers that circumstances on the island are appropriate for the establishment of an economic strategy which can guarantee high levels of prosperity, quality of life and equality of opportunity for all on the island of Ireland. Conference calls on the Executive Council to campaign for the following:

- Implementing the planned €100 billion investment strategy for the whole island in the coming decade with the twin aims of creating one of the most modern and high productivity economic zones in the world today and eradicating absolute and relative poverty from both jurisdictions;
- Implementing the all-Ireland energy strategy agreed between the two Governments with the emphasis on serving the needs of the people rather than some unreal model of private competition;
- Co-ordination of industrial policy between the two jurisdictions, especially attracting and optimally distributing high-value Foreign Direct Investment and

promoting high levels of R&D investment by both domestic and foreign investors. This co-ordination should be aimed at maximising employment in manufacturing industry and continuously raising the skill levels of the workforce;

- Negotiating a common level of corporation profits tax for the whole island and examining convergence issues in relation to revenue;
- The sharing of resources, planning and expertise to ensure the best quality public services given the resources available.

AMICUS

34. Energy and Climate Change

Conference notes that the publication of the Stern Report will have dispelled any lingering doubts that may have existed about the seriousness of climate change. It is clear that energy policy and environmental policy must henceforth be framed in tandem. This is a very significant challenge for Ireland particularly having regard to our high dependency on fossil fuels, especially oil, and our projected population increase to five and a half million in the Republic by 2026. There is a need for a national debate a national debate on the appropriate stance of public policy on energy and the environment in the context of sustainable development. Conference regrets that this has not been the case to date

reflected in particular in an ideological preoccupation with promoting competition in the electricity market which has achieved only price increases and is inappropriate in a small country.

Executive Council

35. Climate Change

Climate change is at present the most serious issue facing humanity. It also threatens jobs, livelihoods and economic prosperity across the globe, exacerbating poverty and deepening inequality. Conference calls on the ICTU to actively campaign for Government action to effectively tackle climate change including pushing for an international agreement to keep the rise in global temperatures to 2 degrees C or less, pushing the Government to set an annual carbon budget for 3% reductions year-on-year for greenhouse gas emissions and to support developing countries to adapt to the unavoidable effects of climate change.

AMICUS

36. Broadband

Congress notes the following:-

1. The slow roll out of fixed line Broadband Services in the Republic of Ireland.
2. That Broadband penetration is approaching 100% in the North of Ireland.
3. That the development of BT's 21st Century network will bring technological advantage to the telecommunications market in the North of Ireland.
4. That the restoration of the Power-Sharing Executive creates the conditions for improved economic co-operation on an All Island basis.

Congress accepts, therefore, that it is important that equitable Broadband capability is available across the whole of the island and agrees to launch a "Broadband Ireland" initiative to promote the extension of equitable Broadband capability and services throughout the Republic of Ireland.

CWU UK

Amendment

Replace text of point three as follows,

"The development of BT's 21st century network and Eircom's development of Next Generation Networks will bring technological advantage to the telecommunications market on the island of Ireland. "

CWU

37. Public Transport

Congress pursues active policies to persuade the Governments of Northern Ireland and the Republic to implement policies to improve the inadequate public transport system in Ireland which causes the over reliance on private transport and contributes to the continuing damage to our environment

Derry Trades Council

38. Private Equity Buyouts

Conference instructs the incoming Executive Committee to vigorously campaign for tougher regulation, greater transparency and social responsibility in the operations of private equity groups. On many occasions the result of a private equity buyout leaves the target company loaded with debt, high management fees and dividends, leaving workers to pay the price with their jobs and working conditions.

MANDATE

39. Independent Radio Stations

This Biennial Delegate Conference notes the dramatic change in the ownership structure of independent commercial radio stations in the Republic of Ireland.

The high prices paid for these stations contrasts sharply with the low wages paid by many stations. While the introduction of independent commercial radio had been viewed as an opportunity for the development of community radio independent stations are now viewed merely as a revenue generating enterprise, with the pretence of community involvement disregarded.

This Conference calls for an independent review of the criteria used by the Broadcasting Commission of Ireland in approving transfer of license franchise and demands a moratorium on the sale of independent radio stations pending the outcome of that review.

National Union of Journalists

40. Time for the Arts

This Congress fully supports the re-establishment of the Northern Ireland Assembly and recognises the immense job that the devolved Government has to do in many of its key economic industries. However over the past decade the Cultural Industries have suffered immensely, largely due to the lack of investment by both National Government and

Local Authorities. At this point in time per capita spending on the arts in Northern Ireland is the lowest across the UK and Ireland with only £6.13 per head of population compared with £11.93 in Scotland and £12.61 in the Republic. We now have a New Assembly and a new Minister for the Arts in Northern Ireland. We are calling on Congress to campaign in line with the Good Friday Agreement that public funding to the arts is increased throughout the whole of Ireland to ensure that the disparity that exists is eroded and that all of Ireland benefits from a thriving cultural industry.

Equity

41. Companies Act 1963

Conference calls on the incoming Executive Council to raise, as a matter of urgency with the Government, the problems arising from it's failure to enforce the provisions of the Companies Act 1963, which requires companies from outside the State to register within thirty days of commencement to trade in this jurisdiction.

As a result, the most basic provision of the Companies Act is openly flouted, because the Government has failed to provide the resources to the Office of the Director of Corporate Enforcement to enable it to police this vital area of corporate governance. This enables "foreign" companies, many on the receiving end of lucrative public contracts, to avoid compliance with industry agreements and labour legislation simply because they have not

registered in this State in accordance with the provisions of the Companies Act.

As an example, the Labour Court will not hear cases involving companies that do not have an established place of business within this State which means, in the building industry, that legally binding procedures cannot be fully exhausted.

We are therefore calling on Conference to mandate the Executive Council to ensure that all areas of corporate enforcement are fully resourced as a matter of priority.

Building and Allied Trades Union

42. V.A.T on Registered Charities

Registered charities both secular and religious are paying between €15 - €20 million p.a. in V.A.T. These charities are involved in work in support of the sick, the underprivileged and deprived people in our community. They are also engaged in work vital to the health and welfare of hundreds of thousands of working people. The charity set up by the Construction Industrial Committee of Congress, the Construction Workers Health Trust, has paid approximately €90,000 in V.A.T over the past two years. That amount would provide health screening for in excess of 1,000 additional construction workers.

This motion requires Congress to initiate negotiations with the Government with the objective of introducing a V.A.T. Refund Scheme whereby V.A.T. is refunded on qualifying expenditure to the Registered Charities.

This Refund Scheme is acceptable under E.U. law and is currently operational in Europe.

Union of Construction Allied Trades and Technicians

43. Sole Traders

Conference notes with alarm that sole traders are not covered by the provisions of the Companies Act 1963, sections 351 – 360 and that there is no requirement for sole traders to register with any State Agency other than the Revenue Commissioners.

Noting that sole traders employ thousands of workers in the Construction Industry and other sectors of the economy, the failure to regulate leaves workers employed by sole traders particularly vulnerable to exploitation. Conference calls on Congress to engage with the Government with a view to establishing mandatory registration of sole traders, and the amendment of the relevant sections of the 1963 Companies Act, to eliminate current abuses.

Building and Allied Trades Union

44. Public Service Staffing

This Conference:

- Notes that the population in the Republic of Ireland increased by 8% between 2002 and 2005, while the number of public servants only rose by 4%;
- Accepts the need to control public service employment numbers but believes that the Government's public service recruitment embargo is damaging service provision and reducing flexibility;
- Notes that some senior public service managers have said that the recruitment embargo is driving costs up by increasing dependence on agency staff;
- Calls for the abolition of the recruitment embargo.

Irish Municipal Public and Civil Trade Union

45. Tackling Privatisation and Promoting Public Services

Over the years successive ICTU Annual and Biennial Conferences have adopted strong policies in support of public services and in opposition to privatisation North and South.

Strong public services, delivered by public servants are integral to democracy and to the fundamental rights of citizens.

Under the current neo liberal policies of the EU our public services have come under sustained attack. The European Trade Union Congress and the Public Services International are currently pressing for EU framework legislation to protect public services from the free-market and to protect the rights of citizens and public service workers alike.

This is therefore an appropriate time for ICTU to align its policy position in both jurisdictions, North and South.

Privatisation includes both the selling off of public assets and the delivery of public services by the Private Sector. It is about workers and citizens as well as state assets and resources.

It includes contracting out, outsourcing, Public Private Partnerships and the Private Finance Initiative.

Conference calls on the Executive Council to commence work on removing from any agreements in our name, conditions which provide for the contracting out or outsourcing of public services or the introduction of further private sector providers into public service delivery.

It further calls for the introduction of a strategic campaign in the South, similar to that in the North which seeks to improve the quality of public services by the direct involvement of

public services workers and their unions and the return in-house of core services in Health, Education, Housing and Local Government which have previously been privatised.

UNISON

46. Public Water Service

Conference condemns the European Commission for persistently promoting increased Private Sector participation in the provision of water and sewerage services. This is despite the growing evidence of Private Sector failures to provide affordable water for people in many countries.

Conference restates as a fundamental principle that access to water is a basic human right and water and sewerage services should be provided as a public service by accountable public servants. Conference notes that worldwide 90% of piped water is publicly provided.

Conference condemns the attempts by the UK Government to implement household water charges in Northern Ireland and to create a Water Company structure designed for privatisation of the service. Conference is deeply concerned that such developments could have major adverse implications for the provision of water and sewerage services across the island of Ireland.

Conference calls on the Executive Council to:

- Urge the Irish and UK Governments to make strong interventions with the European Commission to stop promotion of policies that aid the privatisation of public water supply.
- Give all possible support to the trade unions in Northern Ireland in the campaign to stop household water charges and privatisation of water and sewerage services.

Northern Ireland Public Service Alliance

47. Quality Public Services

While accepting that there are many shortcomings in Ireland's public services, this Conference deplores the widespread unfair criticism of the people who are trying their best to deliver services, often in very difficult circumstances. Conference believes that constant criticism of public servants, and failure to recognise and applaud the many service improvements they have delivered in recent years, has the potential to fatally undermine public services by promoting the view that privatisation alone can deliver improvements. Conference calls on Congress to support efforts, by trade unions and others, to defend public services and the people who deliver them, and to campaign for high quality, well-resourced and equitable public services.

Irish Municipal Public and Civil Trade Union

48. PPP/PFI

Conference notes the commitments of Governments North and South to develop new economic co-operation on an All Island context. Conference notes in this context the plans to jointly fund a number of infrastructure projects.

Conference also notes that major private sector interests, North and South, with the support of some Public Sector organisations such as the Strategic Investment Board in Northern Ireland, have been strongly advocating the development of Public Private Partnerships/Private Finance Initiative as the means to deliver infrastructure investment.

This Conference reiterates its opposition to the privatisation of public services in all forms and calls on the Executive Council to:

- Campaign strongly against the use of PPP/PFI for the delivery of any infrastructure investment North and South and particularly under the All Island economy or any joint funding arrangements.
- Arrange an ICTU North/South Conference on PPP/PFI at an early date and subsequently establish mechanisms to ensure that trade unions are kept fully informed of any PPP/PFI developments with a North and South dimension.
- Update and reissue ICTU's Guidance on PPP/PFI.

Northern Ireland Public Service Alliance

49. Services Directive

This Conference congratulates the ICTU and affiliated unions involved in their successful campaign to improve the Services Directive and in having the so-called country of origin principle removed. This was important as adopted it would have undermined workers and consumer rights by allowing overseas companies to trade in Ireland on the basis of their own minimum legal standards. Other important wins included the exclusion of labour law, health and many other public services from the scope of the Directive.

But the fight is not over yet, this Conference calls on the ICTU to closely monitor the transposition of the Directive into Irish law. In particular that Ireland would include provisions in the legislation to protect workers and public services when the European market is liberalised. This will be necessary as the Directive allows but does not compel Governments to introduce such provisions. It is clear that Irish unions and the ICTU must stay focused on this issue until acceptable Irish legislation is in place.

Other equally sinister alternative back door methods which have the potential to destroy workers' rights are being considered at EU level such as the 'Services of General Interest. These need to be equally opposed and defeated.

Technical Engineering and Electrical Union

50. Establishment of Transport Authorities, North and South of Ireland

Conference notes the proposals of the Irish and British Governments to establish a Transport Authority for the Greater Dublin Area and a Passenger Transport Authority in Northern Ireland.

Conference notes that the establishment of these Authorities as proposed by the respective Governments will have serious implications for the staff in the CIE Groups of Companies and Translink.

Conference resolves to ensure that the employment of members affected by these new bodies will be protected to the fullest possible extent. It is also the view of this Conference that Congress should be represented on the boards of these authorities.

Transport Salaried Staff Association

51. White Paper on Energy

That this Conference, whilst welcoming the commitment for the increased use of renewable energy sources contained in the White Paper *Delivering a Sustainable Energy Future for Ireland*, believes that the specific proposals for the ESB would result in the:

- Fragmentation of an efficient and successful semi-state company;
- Endanger security of electricity supply to the country;
- Lead to increased electricity costs;
- And provide no benefit to customers through increased competition in the sector.

And supports the demand for the withdrawal of these proposals.

Electricity Supply Board Officers' Association

52. ESB

Conference endorses the document '*Through the Looking Glass*' published by the ATGWU in March 2007 which is reflective of ICTU policy on public utilities, and deplores previous efforts by the Government, through Deloitte, to blame ESB workers for the exorbitant price of electricity in the Republic of Ireland.

Conference deplores the position outlined in the Government White Paper to break up the ESB by removing the transmission assets from ESB ownership. This position was reached by the Government without consultation with

the ESB Unions, and is in breach of a tripartite agreement entered into by the ESB Unions, ESB and the Government in 2000. Moreover, this position is a clear breach of paragraph 6 of the Partnership Agreement *Towards 2016*.

Maintaining ESB as a strong Vertically Integrated Utility (VIU) with Generation, Transmission, Distribution and Supply assets is in the national interest in relation to security of our electricity supplies. It is in line with all of our agreements with Government and it is the foundation upon which all business in ESB has been conducted. The maintenance of the VIU is also reflective of ICTU policy on our electricity infrastructure. It is not tenable for a Minister to sunder these arrangements for no reason in a way that is damaging to the company and national electricity infrastructure. It is also an assault on ESB Unions and their members' pay and conditions.

Conference re-affirms that ICTU must do all in its power to ensure that ESB is maintained as a VIU into the future and that Government honour their agreements with us in this regard.

Conference assures ESB Unions that they will receive the support of ICTU in their endeavours to achieve this aim and endorses the position of all Unions in ESB that they will take whatever action is necessary to this end.

Amalgamated Transport and General Workers' Union

53. Nuclear Power

This Conference agrees that any future proposal to introduce nuclear power to Ireland should be vigorously opposed and actively campaigned against by Congress. We recognise the grave dangers associated with nuclear power and reject the argument that it is necessary for Ireland's development

We also call on Congress to promote the development of alternative energies such as solar, wind and wave energy and seek to make Ireland a world leader in abandoning outdated, polluting fossil fuels in favour of renewable energy.

Waterford Council of Trade Unions

54. Shell to Sea

This Conference supports the campaign of the Shell to Sea group in their attempts to force Shell to locate the proposed Corrib Gas Terminal and pipeline offshore in compliance with best international practice.

We utterly condemn Shell for their refusal to address the concerns of the local community in Erris and putting their profits ahead of health and safety. We also call on the Government to put the safety of the people of Mayo first and stop siding with Shell in this long-running dispute.

Waterford Council of Trade Unions

55. Education and Workers' Rights Programme

That Conference calls on Congress to ensure that adequate resources are made available from the British and Irish Governments to provide classes in English as a Second Language both in Northern Ireland and the Republic of Ireland. Furthermore, Conference calls on the ICTU Executive to ensure further funding to implement a Workers' Rights Programme for migrant workers and their families. That Conference recognise the need for greater integration and social interaction among Irish and migrant workers

Fermanagh Council of Trades Unions

56. Academic Freedom & Diversity

This Conference rejects the view that university and third-level education is a commodity to be purchased rather than a right to which all qualified citizens are entitled.

This same ideology views education courses in our universities and third-level colleges in a narrow, purely economic context without regard to the social benefits of a diverse and challenging range of studies.

We believe that education courses certainly do contribute to

the economic development of our country, but they do much more than that – they build an active, inquiring, articulate, informed society which understands that not all values can be expressed on a financial balance sheet.

Therefore, this Conference declares that the maintenance of a free and independent culture of learning in our universities is vital for the social and democratic development of our country.

In this respect we pledge our support for the principles of academic freedom and academic diversity and declare that we will not allow our universities to be treated as merely the R+D departments of powerful corporations.

We live in a society not just an economy and therefore we demand the retention of a broad range of study opportunities in our education system.

Irish Federation of University Teachers

57. Taskforce on Student Behaviour

ICTU. calls on the Minister for Education & Science to implement the recommendations of the Taskforce on Student Behaviour in second level schools.

ICTU calls for:

- Increased staffing for the Behaviour Support Service to allow for the provision of behaviour support in all second level schools;
- The establishment of behaviour support classrooms in all schools;
- The provision of adequate time for class tutors and year heads for pastoral/behaviour support for pupils through an increased teaching allocation;
- Additional staffing for schools targeted in the first instance at schools designated as disadvantaged;
- Extension of Youthreach and establishment of a range of alternate education provision.

ICTU also calls for legislation setting out the rights and responsibilities of pupils in their learning and rights-based legislation for teachers.

Teachers Union of Ireland

58. Class Size

That Congress, noting that expenditure on each second level pupil relative to the country's expenditure per capita places Ireland 29th out of 30 OECD countries, calls on the Government to introduce a phased policy of development to increase resources to second level schools, thereby reducing class sizes.

Association of Secondary Teachers Ireland

59. Cyber Bullying

Conference notes with alarm the increasing use of internet websites such as Rate my Teacher, Bebo and MSN which are being used by both pupils and parents to bully teachers. Conference instructs the incoming Executive Council to raise awareness on the issue of Cyber Bullying, and calls on Governments North and South to regulate mobile and internet providers to better protect teachers and young people.

National Association of Schoolmasters and Union of Women Teachers

60. Early Childhood Care and Education

Conference calls for:

- a. the provision of an appropriate learning environment for all children in infant classrooms, in order to facilitate the implementation of play and activity-based programmes;

- b. an optional three year infant programme for all children who require such a programme;
- c. the expansion of the Early Start Programme as part of universal early childhood education and care provision for three year old children;
- d. an immediate improvement in the staffing schedule of primary schools to ensure that class sizes in Ireland are in line with European norms.

Irish National Teachers' Organisation

61. Privatisation of Education

This Conference believes that the provision of good quality education at all levels is a responsibility which should be willingly accepted by any progressive State which cares about the quality of life of its citizens.

We believe therefore that it is wholly inappropriate that the provision of education should be perceived as a 'for profit' business. We reject the idea of 'privatised' education delivered under the spurious grounds of 'competitiveness'. Conference believes that Universities and Colleges are a public good providing quality education, and that the interests of our people are best served in well-funded and supported public institutions. Conference reaffirms its commitment to public education and calls on Congress to resist private sector involvement in further and higher education.

Conference also calls on Congress to campaign for extra student places to meet the demand from local students.

Irish Federation of University Teachers University & Colleges Union

62. Education Provision

This Conference:

- a. recognises the importance of adequately staffing and resourcing our primary education system to ensure the inclusion of children from a diverse range of backgrounds and with a wide variety of educational needs;
- b. calls for an immediate commitment by Government to put in place the resources and funding for the implementation of the Education for Persons with Special Educational Needs Act and the Disability Act;
- c. demands an expansion of the staffing, and an increase in grants for teaching materials, in schools which cater for children with English as an additional language;
- d. also demands further enhanced programmes to tackle educational disadvantage, with particular emphasis on quality early childhood education, literacy and numeracy standards, and special measures for the recruitment and retention of qualified teachers;

- e. calls on Government to amend the planning legislation so as to ensure that the educational accommodation needs of an area are provided for before residential zoning is granted.

Irish National Teachers' Organisation

63. Violent and Disruptive Pupils

Conference views with concern recent developments regarding the ability of schools to suspend/expel violent or disruptive pupils. Decisions to suspend/expel are only taken as a last resort and following strict adherence to schools' disciplinary policies.

Conference notes that attacks on staff, including swearing, intimidation, physical assault, prejudice related bullying and persistent low level disruption contribute to high levels of stress and early exit from careers in education. Conference also notes the recent rise of 'cyber bullying' as a new weapon to intimidate, harass and abuse school staff.

Conference deplores the decisions of appeals panels that overturn a school's decision to exclude a pupil who has a clear history of violent behaviour.

Conference maintains that teachers cannot teach and pupils cannot learn in an environment where there are problems of pupils disruption and violence.

Conference endorses action by teacher unions to conduct 'Refusal to Teach' ballots in schools that refuse to take appropriate action to tackle violent and disruptive pupil behaviour and which places teachers and pupils at risk.

National Association of Schoolmasters and Union of Women Teachers

64. Paid Learning Leave

This Biennial Delegate Conference welcomes the pilot of the Paid Learning Leave Initiative and asks all unions affiliated to the ICTU to work to ensure the success of this programme.

Sligo Trades Council

65. Health Care

Conference fully endorses the report on Health Strategy *How Ireland Cares: the Case for Health Care Reform*, published by the Executive Council. Failure to develop good quality health care at a time of unprecedented prosperity in Ireland is a great shortcoming in public policy.

Conference condemns the move towards privatisation of health care through tax financed building of private hospitals on land attached to public hospitals. The net

outcome of this is likely to be the further divergence into two tiers of health provision. This is a policy which is ideologically motivated, has had limited debate and enjoys no popular mandate.

Executive Council

Amendment

Conference condemns the moves to erode community rating and risk equalisation by stealth and the concerted attack on the role of the VHI as a not for profit organisation and cost inhibitor on healthcare charges.

AMICUS

66. Privatisation of Health Services

Conference condemns the policy of increased privatisation of the nation's health services evidenced by such developments as:

- co-located acute hospitals;
- state financing, through subvention, of private nursing homes/hospitals in preference to investment in public hospitals and facilities and in general practice; and

- tax breaks for the development of private health facilities

This Conference re-affirms Congress's opposition to the privatisation/outsourcing of public health services and campaigns to ensure that necessary modernisation of existing services is done within the public health service in order that the benefits of that modernisation accrue to the public health service rather than private shareholders. This Conference further calls for a public debate on this matter which would include consideration of the financing that is required to develop and maintain a world class health service which is fully equitable with access solely determined by clinical need.

Irish Medical Organisation
Irish Nurses Organisation
The Medical Laboratory Scientists Association

67. A Fairer Society

This Conference calls on the incoming Executive Council to develop and implement policies which will deliver a more equitable distribution of wealth in Irish society. These policies to include:

- Weighted pay increases in favour of lower paid workers;

- Delivery of social and affordable housing to a level that will eliminate existing housing waiting lists;
- A targeted Government incentive scheme on pensions weighted towards lower paid workers

Recognising that tax/welfare policies have a key role to play in the re-distribution of resources and the reduction of poverty, Congress should prioritise progressive policies which re-distribute wealth to lower income groups. Furthermore, in developing such policies to critically analyse the impact on wealth distribution of Government subventions such as those currently in place for private pension schemes and SSIA's.

MANDATE

68. Social Housing

Conference affirms the view that Affordable Housing should be available for all workers in Ireland. Conference notes that the Social Housing provision has helped many workers achieve their housing goal.

However, Conference notes with concern the action of some Developers and Local Authorities who have worked together to reduce the benefits of Social Housing for individual workers. Conference also notes with concern the high number of new builds that remain empty after purchase

and request the Executive Council to consider how best to ensure these homes are used for housing purposes.

Conference commits to continue to press Government to ensure that sufficient Social Housing is provided to meet the need for accommodation for workers. Conference also instructs the Executive Council to press Government to outlaw any practice that reduces or aims to reduce the number of Social Housing Units.

Guinness Staff Union

69. Consumer Price Index and Tobacco Addiction

That, in order to bolster the campaign to halt the rise in tobacco addiction, Congress calls for tobacco to be removed from the Consumer Price Index.

Irish Medical Organisation

70. Palestinian Solidarity

This ICTU BDC is outraged at the continued human rights abuses being suffered by the Palestinian people. In response to the destructive impact of the Israeli Governments actions on the daily life of Palestinians, and in pursuance of the existing ICTU policy to campaign in solidarity with the Palestinian people, this BDC calls on the ICTU to:

- a) Make direct representations to the European Council of Ministers to:
 - Challenge the withholding of EU funding for the Palestinian Authority.
 - Raise the EU's failure to meet its obligations under international law to oppose the illegal actions of the Israeli Government.
 - Call for the ending of the preferential trading status afforded to Israel under the Euro-Mediterranean Agreement.
- b) Seek meetings with the Minister for Foreign Affairs and the Irish EU Commissioner to raise our concerns around the issues raised in point A) above and to ask for their support.
- c) Make representations to the European TUC to organise a campaign around the issues raised in point a.
- d) To support and promote a boycott campaign of Israeli

goods and services similar to the boycott of South African goods during the Apartheid regime. ICTU should work with affiliates, human rights and humanitarian relief organisations to promote such a campaign through a programme of educational activities and media campaigns.

e) To support and promote a policy of divestment from Israeli companies as a means of encouraging the Israeli Government to comply with international law and to end the human rights violations of the Palestinians people. As part of this ICTU should encourage affiliates to apply and to campaign for a policy of ethical investment against Israeli companies and other companies who directly support the Israeli Government's occupation and destruction of Palestinian land and infrastructure.

f) To strengthen solidarity links between the Irish, Palestinian and Israeli labour movements through exchange visits. ICTU should initially facilitate a trade union delegation to the Palestinian territories to encourage greater awareness of the situation.

The BDC welcomes the establishment of the Trade Union Friends of Palestine in Northern Ireland and calls on ICTU to encourage the formation of a similar group in the Republic of Ireland. To facilitate this, the BDC also calls on ICTU to host a seminar to further develop trade union solidarity action.

Belfast and District Trades Union Council

71. Implementing ICTU Policy on Palestine

This ICTU Biennial Conference is outraged at the continued human rights abuses being suffered by the Palestinian people. We particularly note the following:

- the continued occupation and destruction of Palestinian lands and Palestinian homes in breach of the Geneva Convention and numerous United Nations resolutions;
- the continuation of mass arrests of torture and of extra-judicial killings;
- the horrific assaults on the population of Gaza – the frequent killings of civilians including on a mass scale as at Beit Hanun, or the family of Houda Galia wiped out as they sat on the beach, the enclosure of the people of Gaza with razor wire and electrified fences, where they are subjected to frequent invasion and constant surveillance – including the sinister unmanned drones targeting for bombing raids, or the over-flights of ear-shattering jet fighters;
- the deliberate and illegal destruction of civilian infrastructure including electricity and water supplies;
- the imposition of collective punishment, banned under international law, including the bulldozing of houses, the uprooting of ancient olive groves and destruction of industrial units;
- the policy of ethnic cleansing designed to make life unbearable for all Palestinians under both Israeli and Palestinian authority – the ongoing in-depth surveillance and control of the population including the forced division of families, and restrictions on free movement to deny them access to work, to education and to health-care, even in emergency situations such as childbirth;
- the enforced bankruptcy of the Palestinian Authority and the impoverishment of the Palestinian People by the withholding of tax revenues, the impositions on the free movement of finance; the blocking of Palestinian exports and the blocking of international support and grant aid;
- the continued building of the Apartheid Wall in defiance of the ruling of the International Court of Justice in the Hague, creating a series of ‘bantustans’ in the West Bank, fracturing families and communities, depriving Palestinians of their most productive land and water supplies and effectively annexing East Jerusalem into Israeli territory;
- the continued building of illegal Israeli settlements in the West Bank, with the associated oppressive policing of the local population, the demolishing of Palestinian homes, the theft of land and water and the disruption of Palestinian infrastructure.

Conference also notes that the British and Irish Governments and the European Union have failed in their obligations under International Law – in terms of the Geneva Convention, the UN and the International Court – to challenge the activities of the Israeli Government. A reasonable response would be the imposition of political and economic sanctions. Instead it is the Palestinians who have been punished by the withholding of grant aid, whilst the criminal actions of the Israeli State are further appeased by continuing to grant them preferential trading rights under Article 2 of the Euro-Mediterranean Association Agreement. Conference notes that the European Union is formally obligated under the human rights clause in Article 2 to suspend the trading privileges enjoyed by Israel as it is in breach of human rights. The litany of human rights abuses, atrocities and war crimes should long ago have led to the ending of the agreement – indeed the European Parliament has already on two separate occasions called on the Council of Ministers to take this action.

In pursuance of ICTU policy to campaign in solidarity with the Palestinian people, and in recognition of the depths of oppression being suffered by them, Conference authorises the Executive of ICTU to undertake the following:

a) that the ICTU make direct representations to the European Council of Ministers to challenge the withholding of EU funding, and addressing the fact that the EU has failed in its obligations under international law to oppose the actions of Israel. ICTU also demands the ending of the preferential trading status enjoyed by Israel

under the Euro-Med Agreement;

b) that the ICTU could seek a meeting with the Minister for Foreign Affairs and the Irish EU Commissioner to express our grave concerns about these issues, specifically to address the illegality of the Israeli actions, and to call for an appropriate and effective response;

c) that the representatives of ICTU raise these issues at the European TUC, and call upon concerted EU-wide trade union solidarity action to protest at the indifference of EU Governments, at the failure of the strategy of ‘constructive engagement’ with the State of Israel, and at what is effectively the appeasement of the Israeli aggression and territorial expansionism;

d) to actively and vigorously promote a policy of divestment from Israeli companies recognising that it is one of the most effective ways to ensure that the Israeli Government is made aware of the extent of opposition to its crime against humanity. ICTU will encourage affiliates to apply a policy of ethical investment in terms of pension fund holdings, and seek to ensure that investments are therefore withdrawn from Israeli companies as well as companies such as Caterpillar and Irish Cement Holdings that directly support the Israeli occupation and destruction of Palestinian land. Affiliates will also be encouraged to use whatever influence they can bring to bear on employers in both the private and state sector to apply such a policy of ethical investment.;

e) to actively and vigorously promote a boycott of Israeli

goods and services similar to the boycott of south African goods during the era of apartheid. ICTU will proactively support such a boycott policy by working with affiliates on a programme of educational activities, by a media campaign and by working alongside human rights and humanitarian relief organisations.;

f) that the solidarity links between the Irish, Palestinian and Israeli labour movements be strengthened by a delegation of senior trade union leaders to the occupied areas. ICTU will also invite Palestinian trade union representatives to visit Ireland to encourage greater awareness of the situation in Palestine today, and to support the call for divestment, boycott and sanctions.

g) that the implementation of ICTU policy be further strengthened by the formation of Trade Union Friends of Palestine groups in the Republic of Ireland to work alongside TUFPP in Northern Ireland. That ICTU hosts a TUFPP Conference, with invited international speakers, to further develop trade union solidarity action.

Derry Trades Council

72. European Social Model

Conference notes with concern the continued pursuit by the European Commission of a liberalisation agenda that is focused on economic and competitive benefits for business at the expense of European workers and the social agenda

as set out in the Lisbon Strategy.

The Lisbon Strategy outlined the need to develop “more and better jobs” within the European Union. The liberalisation agenda runs contrary to this as evidenced by the loss of 100,000 jobs in the Postal Sector since the liberalisation process began. The same could be said of other public services such as energy and telecommunications which will and have been subject to similar treatment.

Conference calls on the National Executive to pursue a strategy in conjunction with their European counterparts to ensure that the social principles enshrined in the Lisbon Strategy are restated, reaffirmed and once again placed at the centre of the decision making process in the European Union.

At National level Conference instructs Congress as a Social Partner and significant stakeholder in the economy and as the recognised voice of Workers in this country to ensure that the regulatory and liberalisation agenda is not pursued without due consideration and the continued protection of employment levels in the affected industries.

Communications Workers’ Union

73. European Union Treaty

This Conference considers that the application of the Charter of Fundamental Rights is essential to protect and promote workers’ rights across the European Union.

Conference therefore declares that, Congress support for a European Union Treaty will be conditional on the Charter remaining as an integral part of any proposed Treaty.

Civil and Public Services Union

74. EU Labour Law Reform

Congress is concerned at the decision of the European Commission to launch the Green Paper, "Modernising Labour Law to meet the challenges of the 21st Century."

Congress is further alarmed that under the central principle of "Flexisecurity" the paper is seeking to portray its objectives as wider participation in the labour market for vulnerable workers.

Congress believes, however, that the central purpose of the paper is to encourage proposals which will reduce employment protection, encourage casualisation and drive down wages and conditions.

The Green Paper implies that overtly protective terms and conditions are a barrier to job creation and reduce the dynamism of the labour market. The paper proposes measures which will dilute unfair dismissal rights, reduce health and safety and weaken permanent employment contracts

Congress also notes that despite claiming to seek to support vulnerable workers the paper makes no mention of the Temporary Agency Workers Directive.

The primary concern of the paper, however, is its overarching proposals to weaken trade union and collective rights across the EU, which in turn would pave the way for further exploitation, social dumping and privatisation.

Congress therefore agrees to work with our fellow unions throughout the EU to resist this attack on workers and trade unionism.

National Union of Rail Maritime and Transport Workers (RMT)

Biennial Delegate Conference 2007
Standing Orders Committee
Report Number One



Tuesday 3rd July 2007 – Morning Session

Times of Sessions

1. Conference sessions will commence at 09.30 hours each day from Tuesday 3rd July to Friday 6th July. Conference will adjourn for lunch at 13.00 hours each day Tuesday to Friday and will resume at 14.30 hours each day except Wednesday 4th July and Friday 6th July.

The Election of Officers and Ordinary Members of the Congress Executive Council, the Congress Standing Orders Committee and the Congress Appeals Board

2. The Standing Orders Committee notes that Congress has received nominations for the Officer positions as follows. One nomination has been received for the position of President and Patricia McKeown is therefore deemed elected. One nomination has been received for the position of Treasurer and Joe O'Flynn is therefore deemed elected.
3. Three persons have been nominated for the two Vice-President positions. It is noted that the Congress Constitution requires that at least one Vice-President be a woman. Since only one woman has been nominated as a Vice-President, Patricia King is deemed elected. An election, using the single transferable vote system,

will be held between the two other candidates for the remaining Vice-President position.

4. The Standing Orders Committee notes that one of the candidates nominated for the position of Vice-President is also a candidate for election as an ordinary member of the Congress Executive Council. If that person is elected Vice-President they cannot also be a continuing candidate in the election for the ordinary members of the Congress Executive Council. Therefore in the event that the person in question is elected as Vice-President any ballot paper which shows a preference marked for the person elected as Vice-President will be ignored and the next preference shown on the ballot paper will be the operative preference for purposes of the election of ordinary members of the Congress Executive Council. Thus, for example, in the case of a ballot paper which shows a No.1 Preference for a person elected as Vice-President, a candidate on that ballot paper who is shown as receiving a No.2 preference will be deemed to have received a No.1 preference and similarly for lower preferences. It will be necessary therefore for the scrutineers to count the ballot for Vice-President first and in light of that result proceed to the election of the 30 ordinary members of the Congress Executive Council.
5. The election of the ordinary members of the Executive Council will be conducted using the single transferable vote system. The Congress Constitution requires that this election must result in the election of at least eight

women. In the event that the outcome of the election of the 30 ordinary members of the Executive Council results in less than eight women being elected then the following procedure should apply. The last man to be “elected” amongst the 30 should be replaced by the last woman to be eliminated. In the event that this does not result in eight women being elected then the second last man to be “elected” should be replaced by the second last woman to be eliminated and so on until the minimum requirement of eight women members is met.

6. The Standing Orders Committee notes that Congress has received two nominations for the position on the Congress Executive Council reserved for a person to represent Trades Councils. An election to fill this vacancy will be held using the Single Transferable Vote system.
7. Congress has received seven nominations for election to the Congress Standing Orders Committee. An election to select the five members of the Standing Orders Committee and the two substitutes will be conducted using the Single Transferable Vote system.
8. Congress invited nominations for five members of the Congress Appeals Board. At the closing date only three nominations had been received and therefore, Gerry Light, Denis Keatings and Cora Martin are deemed elected. The filling of the two remaining vacancies will be a matter to be decided by the incoming Executive Council.

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 during the conference proceedings on the Tuesday afternoon and Wednesday morning. Each delegate must personally exchange his or her credential stub for a voting card.
 - Ballot papers for the election of a Congress Vice President, Congress Executive Council Members and the Congress Standing Orders Committee will be issued from 9.30 hours to 12.30 hours on Thursday 5th July 2007.
 - Each union will be asked to nominate a principal delegate who, in exchange for the voting cards, will collect the ballot papers from a Polling Station away from the main conference hall.
 - On completion, ballot papers should be returned to sealed ballot boxes in the Polling Station by the individual delegates or by the principal delegate in accordance with union practice, before 13.00 hours on Thursday 5th July 2007.

Motions and Amendments

10. The Standing Orders Committee has examined the motions on the preliminary agenda and the amendments submitted by affiliated organisations.
11. At the request of the Executive Council the Standing Orders Committee have where possible and with the agreement of the affiliated organisations concerned attempted to composite motions where the motions submitted were of a broadly similar theme or had similar objectives. The final agenda contains 3 composite motions and these motions will be taken as per the timetable set out in the final agenda for conference. Standing Orders Recommends that each of the sponsoring organisations in whose name the composite motion stands be afforded the same speaking rights as the proposer of a normal motion before conference.
12. The Standing Orders Committee rules that Motion No.27 on Conditions of Service submitted by the TUI is out of order in that decisions in relation to National Agreements are taken by Special Delegate Conferences attended by delegates from trade unions in the Republic in Ireland only in accordance with 1.2 of Standing Orders.
13. The Standing Orders Committee rules that all the remaining Motions and Amendments on the Final Agenda are in order.

Suspension of Standing Orders

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

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

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

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

Conference Sessions

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

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

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

Fraternal Addresses

16. Fraternal addresses will be given by the following:

Mr. Brendan Barber, General Secretary of the British Trade Union Congress. Brendan will address conference on the 3rd or 4th July 2007 during the morning session of Conference.

Mr. John Monks, General Secretary of the European Trade Union Confederation. John will address conference on Tuesday 3rd July 2007 during the morning session of conference.

Mr Grahame Smith, General Secretary of the Scottish Trades Union Congress. Grahame will address conference on 3rd or 4th July 2007 during the afternoon session of conference.

Ms Felicity Williams, General Secretary of the Wales Trades Union Congress. Felicity will address conference on Thursday 4th July 2007 during the morning session of conference.

Guest Speakers

17. The Executive Council has invited speakers from the Congress Networks Centres, from the Congress Retired Workers Committee, from the Congress Women's Committee, the Congress Disability Committee and the Congress Youth Committee to address conference.

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



Notes