A New Movement

Building the strength and power of the trade union movement in Ireland, north and south, is the only way we can ensure that equality and justice are at the heart of Irish political life.

If democracy is to be meaningful it must empower citizens to take greater control over the decisions that shape their everyday lives. That is why we cannot leave these decisions solely to elected politicians and political parties. The bank bailouts and the work of the Troika during the austerity years highlighted the necessity for people to mobilise to safeguard their interests.

Globalisation and the imbalance of power in favour of capital and large corporations are a threat to democracy. This is evident with trade agreements such as CETA and TTIP, which expose a bias in favour of private business, at the expense of democratically elected governments, as underlined by the Investor State Dispute System (ISDS).

In the Republic of Ireland the Clery’s closure scandal shone a bright light on the reality of power in this society and the prioritisation of the rights of property over the rights of citizens.

Privatisation of public services and natural resources weakens democracy and shifts accountability even further away from the people.

The trade union demand that the public ownership of Irish Water be enshrined in law could, if successful, spark a renewed recognition of the value of public ownership and public services generally, for the well-being of wider society.

In an era where culture and daily life are commercialised and commodified, we need to utilise all opportunities to ensure that at the centre of public discourse there is a clear understanding that the needs of citizens and communities should always trump commercial and financial interests.

We have trade union offices, Trades Councils and centres located across the country which could function as the nerve centres of our alternative narrative and as a motor for a resurgent trade union movement, which speaks and acts for all working class communities and helps generate a more equal distribution of wealth and power across the country.

To begin this we need to achieve greater cooperation and unity within the trade union movement. That doesn’t require the dilution or discarding of strongly held political and policy positions, or the surrender of independence. The

Trade Union Commission may be dead but the challenges that it identified remain.

The key to a strong trade union movement lies in increased union density and a membership that understands the nature of our society and recognises those forces which threaten the interests of working people.

It is a movement with which working class communities can strongly identify and which campaigns unapologetically and effectively in their interests.

Brian Campfield
President
Facing the Challenges

We gather in Belfast this year to review key events since our last Biennial Delegate Conference (BDC) and critically, to forge a path for the union movement on this island, for the medium and long term.

Our theme for BDC 2017 very consciously echoes what in many respects are the core elements of trade unionism, the essential day to day work that defines our mission and our very existence.

‘Organise, Bargain, Progress’ speaks to the very essence of trade unionism, whether it be practiced in Dublin, Belfast, Ballyhaunis or Bangor.

It spells out not only what we do, but the very elements on which we must focus relentlessly into the future, if we are to ensure that the trade union movement on this island maintains the capacity to better the lives of those we represent and shape a more equal society.

Over the last two years Congress has placed great emphasis on the necessity for Decent Work and its role in any recovery, through the Charter campaign which you can read about elsewhere in this document.

We have also focused on ensuring that the trade union movement helps shape policy in Ireland through the publication of a wide range of briefings on critical issues for working people.

Our voice will not be heard if we do not speak up and speak clearly.

We face many challenges in the coming years, but perhaps none greater than to fully realise our own potential as a movement and maximise the impact of everything we do, on behalf of working people.

We have an obligation to those who built this movement and a duty to those we represent today to make this a reality.

Therefore we must always seek to ensure that our organisational structures are fit for purpose and must immediately address deficits where they are identified.

As a movement, we cannot possibly hope to successfully meet the challenges that face us armed with ill-suited structures and outmoded practices.

This is particularly true as we consider how Brexit is likely to transform and reshape the social and political landscape of this island and the wider European Union.

While no clear picture has emerged as yet as to the final outcome of that process, it would be safe to assume that there are unlikely to be very many upsides for working people on this island, or across Europe.

We must work as one to ensure that they do not become scapegoats for the ideological whims of right wing populism.

We must also state very plainly that Europe as a whole must change if it is to recapture those many millions who have lost faith in the entire European Project, a hardly surprising outcome to eight hard years of austerity and the conscious policy decision to drive down living standards in response to a crisis in high finance.

That faith will only be restored when we see Social Europe rebuilt and returned to its rightful place at the heart of Europe.
Executive Council Members, 2015–2017

Brian Campfield, President (NIPSA)
Kevin Callinan, Vice President (IMPACT)
Sheila Nunan, Vice President (INTO)
Joe O’Flynn, Treasurer (SIPTU)
Larry Broderick (FSU)
Margaret Browne (FSU – Retired Workers Cttee Observer)
Richie Browne (UNITE)
Ethel Buckley (SIPTU)
Shay Cody (IMPACT)
Colm Cronin (Cork Council of Trade Unions - Local Reserved Panel)
Diarmaid de Paor (ASTI)
Eamon Devoy (TEEU)
Séamus Dooley (NUJ)
Liam Doran (INMO)
John Douglas (MANDATE)
Steve Fitzpatrick (CWU)
Tom Geraghty (PSEU)
Arthur Hall
(TEEU)

Steven Harvey
(NIPSA - Youth Committee Observer)

Mike Jennings
(IFUT)

Jimmy Kelly
(UNITE)

Marie Levis
(IMPACT)

John MacGabhann
(TUI)

Justin McCamphill
(NASUWT)

Patricia McKeown
(UNISON)

Gene Mealy
(SIPTU)

Alison Millar
(NIPSA)

Jim Moore
(UCATT)

Maria Morgan
(NIPSA)

Aileen Morrissey
(MANDATE)

Phil Ni Sheaghdha
(INMO)

Deirdre O’Connor
(INTO)

Jack O’Connor
(SIPTU)

Ciaran Rohan
(AHCPS)

Eoin Ronayne
(CPSU)

Anne Speed
(UNISON)

Noel Ward
(INTO)
Section 1: The Economy
Developments in the labour market and the wider economy continue to place enormous pressure on workers, families and communities.

While there are strong signs of economic recovery in the Republic of Ireland, Northern Ireland remains mired in a slow paced recovery in terms of productivity and incomes. In the Republic, low pay and elevated levels of poverty, deprivation and indebtedness weigh on the ‘social recovery’ which is much less evident than its economic counterpart.

Regional and sectoral imbalances are increasingly exposed with implications for sustainable communities. The crisis in housing constitutes the biggest single challenge, especially in the Republic of Ireland. To date, the response of government has been lacking in scale, ambition and properly coordinated intervention.

The challenges of Brexit and the uncertainty arising from global political developments demand a new vision and energy from the European Union. A joined up, coordinated response involving the various social actors and civil society organisations would make a difference. At the heart of this response, a renewed emphasis on the role of enterprise development, skills and employee participation is vital.

Research on the labour market - on both sides of the border - is a key focus for NERI with the aim of providing ongoing analysis of overall trends in the labour market and investigation of specific labour market issues.

The Pressure on Wages

Average weekly earnings in the Republic were about one fifth of one percent higher in real terms across all sectors, in the final quarter of 2016 than the same quarter in 2008 (See Chart 1).

In nominal terms, average weekly earnings dropped by about €5 per week in the same period - from €721 per week to an average of €716 per week - whilst the average price of a typical ‘basket’ of goods as measured by the Consumer Price Index (CPI) has dropped by about 1% over that period.

Although average weekly earnings have recently reached the 2008 level, some groups have benefitted slightly whilst others have lost out. According to the CSO, the average nominal weekly earnings of 15-24, 25-29 and 30-39 year olds all fell by about 1.5% between 2011 and 2014, while they rose for those 50-59 and 60 and over by about 2%.

In nominal terms, average weekly pay across all sectors in Northern Ireland rose by about £55 (£406-£461) between 2008 and 2016. In the same period however, once figures were adjusted for inflation with the UK’s Retail Price Index (RPI) average real weekly wages for all employees actually dropped by about 7% between 2008 and 2016, as the price of a typical ‘basket’ of good rose by over 20%.

The aggregate figure masks considerable inequalities between generations as 18-21 year olds earned on average 30% less in 2016 than in 2008 in real terms and 22-29 year olds were earning over 26% less. These figures, like those for the Republic of Ireland, do not reflect differences in unemployment between generations.

Women, young and migrant workers continue to be heavily represented among the lower paid and in the most precarious jobs. This is especially so in sectors such as retail and hospitality. Consequently, we have seen a greater focus on the idea and implementation of the Living Wage in the UK and in the Republic of Ireland. The NERI has contributed significantly to this debate.

Disturbing Trend on Jobs

Employment in the Republic grew by almost 3% in 2016, with end-year total employment reaching 2,048,100. This was the highest fourth quarter total since 2008, though employment is still over 100,000 below its 2007 level. In Northern Ireland, the employment rate increased by 1.2 percentage points over the year, with total end-year employment reaching 847,000. This is consistent with an overall employment rate of 70%, which is substantially below the corresponding rate of 74.6% for the United Kingdom as a whole (see Chart 2).

Unemployment and long-term unemployment are also on steady downwards trajectories in both jurisdictions.

However, rates of under-employment and long-term unemployment continue to blight the labour market across all regions of the island, especially some areas on the western seaboard, near the border or far from the central economic hubs.
There are troubling trends emerging in the labour market. NERI research has highlighted the sizeable proportion of young people (16-24) classified as not being in education, employment or training (NEETs). In the Republic of Ireland, the proportion of 18-24 year old’s classified as NEETs was 18.5% in 2015 (the latest year for which data are available). The corresponding figure in Northern Ireland was 20.8%. Both of these figures are significantly higher than is the case in the UK and the EU 28. In Northern Ireland, following the recession, there was a step change increase in NEET’s which has continued to this day, with no sign of recovery.

The evidence indicates that jobs are increasingly precarious in nature. Recent NERI research looking at the quality of jobs found that in Northern Ireland, slightly over 1 in 3 adults in paid employment are experiencing poverty, are in insecure employment or working in a poor-quality environment.

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**Chart 1: Real Wages in RoI and NI**

**Chart 2: Employment Rates Since 2008**

(seasonally adjusted)
Pensions

Pensions represent a vital form of ‘deferred income’ for workers. Ageing populations and the widespread collapse in private defined benefit pension schemes along with a deterioration in occupational pension benefits for public sectors workers in both jurisdictions, are issues of major concern. Some voices have been raised in support of a Universal Basic Income. The NERI will continue to explore this concept from the vantage point of cost and feasibility.

The Banking Sector

The face of banking continues to be transformed across the island. The collapse in private banking and the use of tax funds to bail out the major banks has left a huge legacy of public debt for future generations. As part of NERI’s strategic vision we will continue to elaborate a plan for banking that provides for a ‘mixed economy’ of public, private and voluntary financial institutions offering a range of services and support to households and businesses.

Enterprise Development

The NERI has begun a programme of research focused on enterprise and industrial strategy, North and South. The prevailing wisdom amongst policymakers is that in order to create growth in industry, all government need to do is step aside and allow the market to function. However, many have started questioning this laissez-faire approach as developed economies struggle with the issue of productivity.

Productivity is a measure of the total output of the economy adjusted for the total population. In other words, how much output each person contributes. There are two separate stories to tell in relation to productivity North and South. In the Republic of Ireland, productivity statistics suffer from the same distortion that affects the reporting of GDP. While overall productivity statistics look good, there is a glaring divide between Irish-owned companies and foreign-owned enterprises. As Chart 3 below shows this gap exists at all levels of business but is most pronounced for large firms. Large foreign-owned firms have twice the level of productivity of Irish-owned firms.

For Northern Ireland, the story is even more worrying. As Chart 4 overleaf shows despite some gains in the mid-2000s, Northern Ireland has been falling significantly behind the rest of the UK in terms of output per head of population. Northern Ireland is now the second worst performing region of the UK only marginally ahead of Wales. The private sector in particular falls even further behind in ICT, finance, and high-skilled manufacturing.

The NERI programme of work will seek to examine how government policy can build a base of successful indigenous companies through in-

Chart 3: Productivity in Republic of Ireland, 2012

![Chart 3: Productivity in Republic of Ireland, 2012](image-url)
vestment and innovation. The state has a central role to play in building sustainable industries for a stable and prosperous economy, on both parts of the Island of Ireland.

The Brexit Threat

Brexit is one of the most significant economic and political events to occur on this island in several decades. The decisions that will be taken over the next two years are likely to shape the economic relationship between the Republic of Ireland and Northern Ireland for many decades to come.

The NERI carried out research in the run up to the June 2016 referendum highlighting the possible impacts for Northern Ireland in terms of jobs, trade and investment. Manufacturing and retail were found to be vulnerable to any disruption in EU trade, whilst rural and female workers were found to be most at risk in terms of jobs.

Following the result of the referendum The NERI carried out research into the impacts of a ‘hard Brexit’, a situation whereby the UK leaves not only the EU but also the Single Market and importantly for Ireland, the Customs Union.

The Single Market allows for the free movement of goods, services, trade and capital making it as easy to buy and sell to another EU country as it is to buy and sell within your own. The Customs Union allows trade to flow freely within the EU and regulates the flow of trade from outside the EU. If the UK leaves the Customs Union, the border between the Republic and Northern Ireland will become an EU trade frontier. This would not only create barriers to North-South trade but would also cause significant disruption to East-West trade between the Republic of Ireland and Great Britain.

Public Finances

The Republic of Ireland’s public finances continue to improve on the back of a recovering economy. More people in work means greater government revenue from income tax and VAT, while less people out of work means less spending on social protection.

The public finance deficit was close to 0.8% of GDP in 2016. A deficit of such modest scale is sustainable over the long-term given expected GDP growth of 5% over the long-term. The deficit should continue to close in the short-term.

The public finances’ projection in the Spring 2017 edition of NERI’s Quarterly Economic Observer are for a government deficit of close to 0.3% of GDP in 2017 as well as a year-end gross debt-to-GDP ratio of around 70%.

Budget 2018 will therefore take place with a small deficit in the public finances and a medium-to-high, albeit declining, debt to GDP ratio. The public finances, while improving, remain fragile and vulnerable to external policy decisions and external/internal growth shocks.

The budgetary space for new measures will be extremely limited in Budget 2018 with just €0.6 billion or so of unused (i.e. net) fiscal space. This implies continuing strain on public services and infrastructure, unless measures are taken to in-
increase taxes. On a more positive note the amount of fiscal space is likely to expand significantly from 2019 onwards.

Government forecasts for the medium-term budgetary trends show that, absent a change in policy direction, a further entrenchment of the Republic’s position as one of the lowest tax and spend economies in the EU.

Public spending as a share of economic output is set to reach a very low rate historically by 2021 – and this was the case even before the recent distortions to the GDP figures.

Public spending is already at the lower end of the EU spectrum and a no-change scenario implies significant future pressures on government services, public investment and social payments. Bottlenecks and infrastructure deficits are already apparent in a number of areas including: housing, transport and communications infrastructure (rural broadband). Failure to invest sufficiently in infrastructure will constrain the medium and long-term growth of the Irish economy and damage the sustainability of the public finances.

The fiscal outlook for Northern Ireland is bleak in the short-term with persistent fiscal deficits expected in the UK. A negative ‘Brexit effect’ is only likely to put further pressure on the public finances. In this context serious consideration should be given to abandoning the plans to copy the Republic’s 12.5% headline corporation tax rate in Northern Ireland.

**The Housing Crisis**

Housing in the Republic of Ireland currently is characterised by an imbalance between housing supply and cumulative demand driven by demographic pressures, pent up demand and other factors. This has led to a generalised increase in house prices and rents that are exerting particular pressure in urban areas. These pressures pose problems in terms of equity and social solidarity, as well as potential competitiveness in an increasingly uncertain international economic environment.

Figure 1 (below) displays reported construction activity between 1994 and 2016. According to these statistics, building activity peaked in 2006 at over 93,000 units and fell back sharply to around 8,300 units per annum in 2013 (Department of Housing, Planning Community and Local Government, 2017).

There has been a modest recovery in output but, notwithstanding various tax incentives and announcement of government plans in 2014,

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1 It should be noted that these data are based upon new electricity connections recorded monthly and includes reconnection of buildings that were not connected for two years or more. The rate of house completions as proxied by ESB new connections or reconnections is likely to flatter estimates of newly built units.
officially counted new completions in 2016 were little more than they were in 2010.

A key driver of the recent acute crisis in homelessness or threat of homelessness for many more struggling with high rents (high relative to household income), is the sharp pro-cyclical drop in public investment in social housing.

Within the overall total the component of local authority social housing sharply contracted to such an extent that a total of 75 were built in the year 2015.

There were modest improvements in 2016, in terms of new local authority and voluntary association builds for social housing, but the delivery of between 400 and 600 new units remains wholly insufficient.

House prices in Northern Ireland have been increasing on foot of tightening supply, increasing by over 5% on an annualised basis between the third quarter of 2015 and 2016.

Private rents also continue to rise with rents approximately 2.2 per cent higher on an annualised basis in the first quarter of 2016.²

The recent ruling by Office of National Statistics (ONS) regarding reclassification of housing bodies in England and Northern Ireland as Public Non-Financial Corporations and the attendant appearance of association debt on those incurred by the exchequer, is likely to have implications for the social housing sector. The financial effect of this ruling may be especially pronounced in Northern Ireland given the exit of the public authority NIHE from new social housing delivery and potential difficulties accessing private finance that may arise as a result.

The Way Forward

The NERI continues to develop a strategic economic and social vision for the island of Ireland. Key areas of priority include:

- Wages and social investment;
- Employment quality and trends;
- Public finances;
- Enterprise and skills policy;
- Issues arising directly from Brexit.

What measures need to be examined if we are to create a fairer and more sustainable economy in the coming decades?


• Measures to fix the housing supply crisis;
• Movement towards a European, single-tier, public health system that works for citizens of all ages and social background;
• Development of a strong, competitive, export-orientated and innovative enterprise sector;
• Education, training and enterprise policies to boost employment participation, raise skills, transform company cultures and ensure decent jobs that pay and reward ability;
• Greater social and economic equality so that no child, family or worker lives in material deprivation;
• A fundamental and measurable shift in patterns of production, consumption and behaviour in the direction of zero carbon footprint;
• A balanced and reformed tax code to ensure a wide and sufficient tax base to provide quality and accountable public service to a growing and ageing population, a fair distribution of taxes and an effective social support network for the young, the sick, the old and those in between jobs.

Pre Budget Submissions

Jobs, Homes & Investment

The Congress submission for Budget 2016 proposed an overall spending and tax package of some €2.15 billion to support economic recovery and restore living standards for workers.³

Rejecting the 50:50 ratio of spending increases to tax cuts proposed by government, Congress outlined a net fiscal adjustment of €1.5 billion, with some €650 million raised through new tax measures, including the introduction of a Wealth Tax.

The package included borrowing of €1 billion for investment in capital projects, such as a programme of social and affordable housing.

Congress said the investment programme should be run ‘off the books’ and be excluded from the rules governing the Stability & Growth Pact, stating that the “fiscal rules are too restrictive, opaque and based on a flawed methodology.”

In addition, Congress called for funding for childcare and the reversal of many of the welfare cuts imposed on young people, pensioners and lone parents.

The submission voiced support for equali-
ty-proofed reforms to the Universal Social 
Charge (USC).

It said that “the Congress proposals would 
protect the most vulnerable communities and 
individuals, while being supportive of jobs and 
growth.”

People Deserve Better

The theme of investment in services and 
infrastructure was continued in the Congress 
submission, for Budget 2017.4

It said that the budget should aim to “raise living 
standards through investment of €2 billion in 
key services and critical infrastructure.”

The submission specifically highlighted the need 
to boost the Social Wage through investment in 
a range of key services such as health, education 
and childcare.

Speaking at the public launch of the submission 
People Deserve Better Congress General Secre-
tary Patricia King said: “After eight long years 
of crisis and diminished living standards the citi-
zens of this society deserve far better.”

It proposed a series of measures to deal with 
the Housing Crisis, pointing out that it required 
an emergency response. Along with a Vacant 
Site Levy and the use of Compulsory Purchase 
Orders to free up land and acquire housing units, 
Congress called for state to take the lead on an 
immediate house building programme, allocat-
ing €1 billion for that purpose.

In addition, Congress called for the prioritisation 
of Decent Work, stating that: “Wage suppres-
sion, greater insecurity at work and lower living 
standards are no basis on which to rebuild an 
economy and a society. Work must provide citi-
zens with decent incomes and workers should be 
able to deal with employers on an equal and fair 
footing, to win better conditions.”

Congress also called for an end to the special 9% 
VAT rate for the tourism sector, which has al-
ready cost some €2.1 billion in revenue foregone.

About the Nevin Economic Research 
Institute

The Nevin Economic Research Institute (NERI) 
is comprised of seven staff in Dublin and Bel-
fest. Since the 2015 BDC the Institute has 
continued to publish a large range of reports, 
working papers, research in-briefs and blogs to-
gether with delivery of courses, briefing material 
and presentations to affiliate unions and Con-
gress. A number of highly successful and well 
tended events are now a feature of our regular 
calendar including the annual Donal Nevin 
lecture, the annual Labour Market conference 
which is held in different parts of Ireland and 
regular seminars in Dublin and Belfast. The key 
areas of analysis have included:

- Macro-economic analysis including fiscal, 
  monetary and labour market trends.
- Policy options across a range of topics from 
  the labour market, income distribution, 
  taxation, health, education, housing, TTIP to 
  enterprise policy.
- Development of a long-term strategic vision 
  for the economies and societies of both parts 
  of the island as well as the implications of a 
  post-Brexit Ireland.

Since its inception in 2012, the Institute has 
gained in reputation and standing and is now 
regarded as a serious contributor to economic 
debates at various levels from parliamentary, 
media, civil society to academic. The trade union 
movement is better positioned and informed as a 
result of The NERI work and collaboration with 
the secretariat of Congress.

NERI Staff

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Section 2: The Work of Congress
**Industrial, Legislation & Strategic Organising**

**Developments in the Private Sector**

In the period under review we saw a concerted effort by affiliated unions in the private sector to recover ground lost during the downturn and to improve members’ living standards.

Through the work of the Private Sector Committee Congress has endeavoured to provide a platform for the co-ordination of pay bargaining across the sector. In December 2015 the Committee issued guidelines to unions encouraging pay claims for 2016 in the range of 2.5% to 5%

The available evidence suggests that in the majority of cases unionised workers in the private sector did achieve increases within the range advised. A survey from IRN – CIDP reported that 81% of firms surveyed increased pay by a minimum of 2.8% in 2016.

In December 2016, the Committee issued further guidelines on pay bargaining in the sector for 2017. This advised unions to lodge claims for a minimum increase in pay of €1000 per annum, or 4% per annum, whichever was more beneficial for workers in the enterprise concerned. At the time of writing, there are clear indications that increases are trending ahead of those achieved in 2016.

The members of the Congress Private Sector Committee are listed in the appendices to this report.

**The Low Pay Commission**

The work of the Low Pay Commission (LPC) is critically important to improving living standards for the lowest paid workers in our society. Congress has consistently argued that the Minimum Wage should be increased incrementally over a short period of time until it reaches the rate of the Living Wage, currently calculated at €11.50 per hour.5

In our submissions to the LPC in 20167 and 20178 Congress highlighted the need for a substantial increase in the hourly rate of the minimum wage. We also demonstrated that such an increase would be of very significant benefit to those on low pay and would not undermine employment or competitiveness. However a two thirds majority of the members of Commission have so far persuaded government to restrict minimum wage increases, recommending a derisory increase of just .10c per hour in 2016.

**Developments in the Public Sector**

The main focus of the Congress Public Services Committee (PSC) in the period under review was to actively seek the unwinding of the Financial Emergency Measures in the Public Interest (FEMPI) legislation and restore the pay and conditions of all public servants.

In a letter to the Minister for Public Expenditure & Reform in June 2016, the Secretary of the Committee, Tom Geraghty, pointed out that Congress continued to oppose the FEMPI legislation and was seeking its immediate repeal.

In the Executive Council report to BDC 2015 we reported that negotiations had commenced on a replacement for the Haddington Road Agreement. In September 2015 the PSC voted to accept the terms of what became known as the Lansdowne Road Agreement. This marked the first step in restoring and improving the pay of public servants.

It provided that the pay of all full time public servants would increase by €1000 in 2016, through a reduction in the pension levy and

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5 IRN 17th March 2016
6 http://www.livingwage.ie/
application of headline increases lower paid workers. The agreement also provided for a similar increase in gross salary to be payable in September 2017, for those earning up to €65,000. However, in January 2017 it was agreed that the date of payment of the increases would be brought forward to April 2017.

This arose following a Labour Court Recommendation in a dispute involving members of An Garda Síochána. As a result, the pay of those public servants earning under €65,000 increased from April 1, 2017, which coincided with restoration of some of the pay of higher paid public servants, agreed as part of an earlier public service deal.

The improvement in the terms of the Lansdowne Road Agreement has meant that negotiations on a successor will commence earlier than had been previously envisaged. However, an additional dimension has been added to the process on this occasion.

As part of the agreement reached between Fine Gael and Fianna Fáil on the formation of the current government, a new Public Service Pay Commission was established.

Although the precise role of the Commission was initially unclear, it has since been established that it will act in an advisory role to government in determining its approach to public sector pay policy. The Commission was formally established in October 2016 and is chaired by the former Chair of the Labour Court, Kevin Duffy. There are six additional members, including the former General Secretary of IMPACT Peter McLoone and the former SIPTU National Secretary Noel Dowling. It is expected the Commission will issue its first report by the end of April 2017.

At the time of writing the PSC had made three submissions to the Public Service Pay Commission. The first set out the PSC view on pay and conditions of employment of public servants in general and highlighted some difficulties with the government’s pay policy. It also encouraged the Public Service Pay Commission to adopt a particular approach to its work and pointed to the importance of ensuring an evidence based methodology.9

The second submission looked in greater detail at trends in pay in Ireland and also the movement in pay in comparable countries.10 A third submission rebutted points that had been made by IBEC to the Commission.11 At the time of writing a fourth submission to the Commission on the issue of public sector pensions was being prepared.

Once the Commission has reported it is envisaged that negotiations on a replacement agreement for the Lansdowne Road Agreement will commence.

While the Lansdowne Road Agreement has provided the general framework for pay and conditions of employment there have been a number of disputes in various sections of the public service. The government decision to unilaterally implement lower rates of pay for new entrants has led to disputes in many areas of the public service, including Health and Education.

There have also been disputes in the health service in relation to staffing and overcrowding.

In the local authority sector there have been disputes in relation to staffing in libraries.

In some of the section 38 and 39 organisations disputes relating to pensions and staff numbers. In addition, some public service unions have also used provisions of the Lansdowne Road Agreement to resist management attempts to outsource work.

As part of the roll out of the new single pension scheme detailed discussions have taken place with the Department of Public Expenditure & Reform (DPER) on a scheme for the purchase of additional benefits and a scheme to provide for benefits in the event of ill health. At the time of writing discussions had concluded and circulars were in preparation.

Arising from the Haddington Road Agreement discussions have also taken place resulting in changes to subsistence and payment of motor mileage. Details of the changes have been notified in circulars issued by the DPER.

The Officers of the Congress Public Services Committee are Shay Cody (Chair), Shelia Nunan (Vice Chair), Gene Mealy (Vice Chair) and Tom Geraghty (Secretary). The full committee membership is listed in the Appendices.

Developments in the Construction Sector

The enactment of the Industrial Relations Amendment Act 2015 opened up the possibility of re-instating a legally binding minimum rate of pay for workers in the construction sector. The provisions in the legislation that allowed for the making of Sectoral Employment Orders was seen by the Construction Industry Committee of Congress as a means of providing for minimum standards of employment for all workers in construction in the Republic of Ireland. In that regard negotiations commenced with the Construction Industry Federation (CIF) in December 2015. While some progress was made in discussions, in December 2016 the CIF applied to the Labour Court for an SEO for the construction sector covering pay and pensions. The Congress Construction Industry Committee has made a submission to the Labour Court on the CIF application and at the time of writing further progress was awaited.

While progress has been made in respect of an SEO for the construction sector attempts to conclude a Registered Employment Agreement covering other conditions of employment and related matters did not prove successful.

Tackling Bogus Self-Employment

Congress continues to engage with the Revenue Commissioners regarding its facilitation of bogus self-employment in the construction industry. In December 2015, Congress published a comprehensive briefing paper on the matter: False Economy, the Growth of Bogus Self-Employment in the Construction Industry. This found that bogus self-employment had risen exponentially in recent years and had likely cost the state almost €700 million in lost revenue. The report generated good media coverage and provoked a wider debate about this critical issue.

In response, the government announced the creation of an inter-departmental working group to examine the matter, with a deadline of March 31, 2016 for submissions. Congress duly made a comprehensive submission on the matter, reprising much of the content of our original briefing paper.

We understand that 23 submissions in total were made but at time of writing (nearly a year later) there is still no sign of the final report issuing from the working group, despite repeated assurances of its imminent publication. Meanwhile bogus self-employment continues unabated in the construction industry.

Industrial Disputes

In noting pay developments in the public sector it is important to record some of the industrial disputes that have occurred in the period under review.

In June 2016 we saw Clerys - the iconic department store in Dublin's O Connell Street - suddenly closed and over 300 SIPTU and Mandate members sacked without any notice or agreed redundancy terms.

The behaviour of the owners of Clerys highlighted a number of gaps in company and employment law. Congress subsequently led a campaign to ensure that this could never happen again. The Congress led campaign included the holding of weekly protests at the Office of the Minister of Enterprise, Jobs and Innovation. Following a number of these protests the Congress General Secretary secured a commitment from Government to commission an examination of the relevant provisions of company and employment law. The resulting Duffy/ Cahill Report recommended a number of changes to employment law and Congress is continuing to press for their full implementation.

The examination of the company law issues by the Company Law Review Group is ongoing. In March 2017, following an intervention by Lord Mayor of Dublin, Councillor Brendan Carr, it was announced that a settlement been reached between the new owners of Clerys that provided for measures to address the concerns that had been raised by the unions.

In the wider retail sector on April 2, 2015 members of Mandate and SIPTU in Dunne’s Stores engaged in a 24 hour strike in pursuit of decent working hours.

In February 2016 Mandate members in Tesco commenced strike action to prevent the company unilaterally altering the terms and conditions of employment of a group of workers in that company. Following 10 days of strike action Congress sought a further intervention by the Labour Court. At the suggestion of the Labour Court the strike was suspended and a mediator appointed to assist the parties in reaching an overall settlement. At the time of writing the mediation process was underway.

In 2015 Unite members in Irish Life engaged in a series of stoppages in a dispute on the company’s pay determination model. The dispute was resolved following intervention of the WRC and a process of independent facilitation.

In the transport sector, strikes in Dublin Bus and the Luas operator Transdev saw significant pay increases for the union members in those companies. However, in early April 2017 a decision by management in Bus Éireann unilaterally change the terms and conditions of workers at the company led to the commencement of indefinite strike action.

After a number of days of strike action the Workplace Relations Commission invited the parties to discussions and while some progress was made it was not sufficient to allow an overall agreement to be concluded. The dispute as referred to the Labour Court who issued recommendations to the parties. The Labour Court Recommendation was accepted by SIPTU, UNITE, TSSA and TEEU.

The CSO regularly reports on the numbers of industrial disputes and the number of days that are lost to disputes. In 2015 the number of days lost was 32,964 while in 2016 the number of days lost more than doubled to 71,647.14

The Workplace Relations Commission

In the BDC 2015 Executive Council report we highlighted the significant planned reforms to the state’s industrial relations machinery. Since then the Workplace Relations Commission (WRC) has been established.

The WRC now carries out the work previously undertaken by the Labour Relations Commission, the National Employment Rights Authority and the Equality Tribunal.

In March 2017 the WRC published a comprehensive report of its activity for 2016. This records activity levels across all of the services provided by the WRC. We have summarised some of the information below:

- In 2016 the WRC information line logged 63,358 calls;
- The Advisory Service of the WRC promotes good workplace practice and provides training. In 2016 the Service assisted with the 19 joint working parties and conducted 13 company level industrial relations reviews;
- Some 1037 cases were referred to the conciliation service of the WRC in 2016 with a resolution rate of 86% recorded;
- The WRC’s mediation service was availed off in 700 cases in 2016;
- The adjudication service of the WRC dealt with 6,863 cases in 2016;
- The inspection and enforcement service carried out 4,830 inspections in 2016, with 37%
of employers inspected found to be in breach of employment legislation.

In July 2016 Ms Oonagh Buckley was appointed to replace Kieran Mulvey as Director General of the WRC. The board includes the two members appointed to represent the interest of workers: Liam Berney and Shay Cody.

The Labour Court

The reforms to the industrial relations institutions of the state have resulted in some very significant changes to the mandate of the Labour Court. The Labour Court has now taken over the role previously performed by Employment Appeals Tribunal and it is now the court of final appeal in industrial relations and employment rights disputes.

The changed mandate has resulted in increased levels of activity for the Court, which will rise further in the years to come. From data obtained from the Labour Court, 2016 saw an increase of over 300 cases referred to the Court from the WRC conciliation service.

In the same period the Labour Court has seen an increase of over 250 referrals from WRC adjudicators or Rights Commissioners.

There have also been significant changes in the membership of the Labour Court.

In June 2016 Mr Kevin Duffy retired as Chair of the Court and was replaced by Mr Kevin Foley.

In November 2015 Ms Louise O’Donnell was appointed as a worker member of the Court. Two new employer members of the Court were appointed in the period under review: Gavin Marie (November 2015) and Katie Connolly (January 2017). In September 2015 Alan Haugh was appointed as Deputy Chair.

Legislative Developments

The Legal Strategy Group met regularly during the period under review. Amongst the issues dealt with were: collective bargaining rights for freelance workers; the Duffy Cahill report arising from the closure of Clerys; the issue of banded hours arising from the Dunne’s Stores dispute and the report on the prevalence of low hour contracts published by University of Limerick, in 2015.

The group also dealt with the transposition of the EU Directive 2014/67EU on Posted Workers, and monitored relevant cases and developments in employment law.

The Competition Amendment Bill 2016, which seeks to grant collective bargaining rights to freelance workers, was passed in the Seanad in late 2016 and was not opposed by the government. It is hoped that it can be introduced into the Dáil in the near future. Meanwhile Congress has made a collective complaint against Ireland under the procedure of the European Social Charter on the same issue. The Congress submission has been drafted by Mr. John Hendy QC, with inputs from the Congress secretariat, the NUJ and SIPTU.

The Duffy Cahill report arose as a result of the campaign of protest led by Congress and Affiliates following the closure of Clerys. The proposals contained in the report are aimed at preventing a similar situation recurring.

This report is currently being considered by the Company Law Review Group (CLRG). Congress is represented on the CLRG by Michael Halpenny BL.

The Congress secretariat has engaged with the Department of Jobs, Enterprise & Innovation in seeking to have legislation introduced which will ban low hour contracts and deal effectively with the banded hours issue.

Congress appeared before the Oireachtas Committee on Jobs, Enterprise & Innovation in April 2017, to press the case for legislative change. We advised the Committee members that Congress supported the recommendations of the Uni-
versity of Limerick study on low hour practices and were specifically calling for workers to have the right in law to a minimum number of working hours and a ban on zero hour contracts. In addition, we pointed to the need for workers to be compensated when no work was available, for employers to be required to provide written terms on commencement of employment and the right to claim for more hours, in accordance with their work patterns over time.\(^\text{16}\)

In July 2016 the government transposed EU Directive 2014/67/EU on Posted Workers almost in its entirety. However Congress protested at the failure of the Minister to transpose clause 9 (1) (f) which states: “to designate a contact person with whom the relevant worker representative bodies may seek to engage the service provider to enter into collective bargaining in accordance with relevant national legislation.”

Congress believes that the refusal to transpose this clause arises from a reluctance to acknowledge the role of collective bargaining in regulating the relationship between employers and workers.

### Strategic Organising

The first report of the Trade Union Commission - A Call to Action - suggested that Congress establish a Strategic Organising Group. The group has now held a number of meetings and has identified three specific priorities which it intends to pursue in the coming period. The priorities are:

- Encouraging further cohesion of the trade union movement and identifying opportunities for co-operation between unions in the various industrial sectors;
- Conducting research to assist in the recruitment and organisation of workers and highlighting the benefits of union membership and collective bargaining;
- Identifying specific recruitment and organising opportunities and encouraging a co-operative approach amongst affiliated unions.

### Rol Trades Councils

There are 17 Trades Councils affiliated to Congress in the Republic of Ireland and most continue to act as the trade union voice and presence at a local level.

Many Trades Councils are associated with


Congress Centres and their activities in this regard are documented elsewhere in this report. In addition, most will nominate representatives to Strategic Partnership Committees and Local Partnership and Development Boards.

In the period under review the Congress secretariat has had a range of interactions with Trades Councils. As part of the work of the Motion 13/CCN Review Group, Congress hosted a national workshop for Trades Councils and Congress Centres in the offices of the Communication Workers Union on October 20, 2016.

Following the closure of the Dundalk Congress Centre an officer of Congress convened a meeting of the unions in the Dundalk area for the purposes of re-establishing the Dundalk Trades Council, also in October 2016.

An officer of Congress attended the 2016 AGM of the Bray Trades Council, while Congress General Secretary Patricia King attended a special event to mark the centenary of the foundation of the Bray Trades’ Council in March 2017. An officer of Congress also attended the Wexford Trades’ Council September 2016 meeting.

Two officers of Congress met with officers of the Dublin Council of Trade Unions (DCTU), in February 2017. Sam Nolan, Pat Bolger and Betty Tyrrell-Collard represented the DCTU.

The DCTU delegation informed Congress that they had a presentation from the One Cork Project and were very enthusiastic about establishing a similar project in Dublin. It was agreed that this matter will be revisited when the Motion 13 Review Group reports to the Congress Executive Council.

In February Congress arranged for Michael Halpenny BL to address the DCTU on aspects of company law, including the fiduciary duties of directors.

### NI Trades Councils

Trades Councils bring together union activists and members to work and campaign around issues affecting working people in their local workplaces and communities. They have been the backbone of, and at times the instigators of, many trade union campaigns that have sought to unite affiliates and communities behind common issues, such as Austerity policies, supporting unions in dispute, and international solidarity.

Currently there are 11 Trades Councils covering Belfast, Craigavon, Derry, Fermanagh, Newry, North Down and Ards, Mid Ulster, Omagh,
Strabane, Ballymena and Antrim, and Causeway. The councils come together at the Trades Councils Consultative Committee (TCCC) to share information and initiatives, and to develop and coordinate joint campaigns.

**ONE Cork Project**

The One Cork project is a joint initiative between 20 trade unions working in Cork city and county, the Cork Council of Trade Unions and the Irish Congress of Trade Unions. It is the first initiative of its kind and offers a potential blueprint for similar initiatives elsewhere on the island.\(^{17}\)

It was formally launched in January, 2016.\(^{18}\)

ONE Cork primarily focusses on engaging unions operating in the Cork area to collaboratively organise, to share good practice experiences and develop sustainable relations.

With this aim, five collaborative working groups have been established in the key areas of: Health, Retail & Associated trades, Construction & Public Procurement, Education, Public & Private Sector Contract Services.

The procedural approach adopted has been similar across all groups with relevant unions invited to engage, terms of reference and scope agreed, sites profiled, cross-union workplace representatives invited to discuss key priorities, following which multi-union networks are established to progress issues.

This process helps to engage and empower local members and provide a permanent central point of union engagement in that area.

It also assists with building local capacity to ensure continuity and, to this end, access to education and training for activists has been provided through the SIPTU Educate to Organise programme, throughout 2015 and 2016.

Although the project team is the key forum for oversight, the need to prioritise communications and develop a strategy saw the establishment of a Media/Communications Group.

Its role includes using multiple channels to disseminate the progress, learning and outcomes from the project to the broader movement, through the website (www.onemovement.work) and social media channels, along with traditional engagement via national executive committees, branch AGMs and conferences.

Its work also involves building broader support across diverse groups, fostering vital links within local communities and establishing strong relations with local media.

ONE Cork also recognises that the key to successful long-term growth is engagement with youth. To this end, a Youth & Student Working Group engages with unions to organise information and awareness raising activities, build solid relations with the student unions and engage students in an education programme. Public events were held on issues of concern to younger workers and students - zero hour contracts, rising rents and building a just economy.

**Key Project Activities**

The establishment of an Inter-union group (IUG) in Cork University (& Maternity) Hospital, with the assistance of UCC/IUG and has worked successfully on a number of key issues.

ONE Cork organised a major housing campaign, based on a brief from the construction group. A publication outlining the key elements of the campaign was subsequently endorsed by the

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17 https://onemovement.work/
18 https://onemovement.work/events/6/one-cork-launch
Congress Executive Council and has gained wider public and political interest. The holding of activist fora to provide engagement opportunities, outline project progress and garner support for new campaigns.

Workshops targeting students attending further education colleges (based on the Youth Connect model) have been delivered since September 2016 to over 400 students in Cork College of Commerce.

Generic multi-union recruitment leaflets were developed and distributed by the Retail & Associated Trades Group, with the assistance of other unions and generated new membership applications.

Some other notable outcomes in the period under review were:

- Increasing union density in locations of concentrated ONE Cork activity;
- Higher levels of engagement, participation and activism by union members;
- Progress and support on issues of national interest and importance;
- Deeper cross-union support and sharing of knowledge and experiences;
- A greater synergy between unions locally resulting in more dynamic and cohesive relations.

In 2016 Congress produced a major policy document on the future of the Irish health service. This was produced in conjunction with the Congress Health Sector Committee and arose from a request from the Oireachtas Committee examining the future provision of health services. The main points in the submission are:

- Over time we should move to a universal, fully integrated, single-tier public health service that guarantees access and quality care, regardless of income;
- The public health service should be funded through a progressive taxation system. At a minimum, the service should be allocated dedicated funding of 10% of GDP per annum. As part of the reform programme over time the state will cease to subsidise all forms of private health care provision;
- The development of a network of public, locally-based community health care centres is vital to the restructuring of the service. These should provide an expanded range of clinical and diagnostic services and lead on health promotion campaigns in the community;
- The network of public hospitals will continue as a vital cornerstone of the public health service, with the role of the public hospital re-focused and some services devolved to the community health care centres. Vital to reform of health service will be a move to a team-based approach to patient care which is consultant delivered and in which all hospital staff are respected and enabled to perform tasks appropriate to their qualification levels and competence;
- The increase in the number of older people living longer lives is the biggest challenge facing our public health service. It is such that it will require the state to reverse its current policy of privatising elder care and re-engage as the principal provider of health care services for older people;
- The incidence of mental health disorders continues to rise and demands a renewed commitment to deliver in full the proposals contained in the Vision for Change strategy published in 2006;

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• Not for profit organisations provide the bulk of health services to people with disabilities. A small number of highly publicised failures highlight the need for better oversight and a focus on quality assurance and patient care. A strategy of providing services in community-based settings must be part of an overall approach to the care of people with disabilities;

• Moving to a universal, fully integrated, single tier public health service presents workforce planning challenges, not the least of which is understaffing. In designing the new system, full regard must be had for appropriate remuneration, reward and recognition systems and other conditions of employment, to ensure the public health system is ultimately viewed as the employer of choice, capable of attracting and retaining the most talented staff.

Congress presented this submission to the Oireachtas Committee on October 26, 2016 and at the time of writing the Committee deliberations were ongoing.

Public services should be funded through a system of progressive taxation with the share of spending for education equivalent to at least 7% of GDP;

• Atypical employment contracts should be regularised to provide stable and regular employment with secure tenure. Pay parity had to be addressed as it is a disincentive to people taking up posts in the sector. If not corrected the continued casualisation of employment will result in poor learning outcomes, in the long term;

• Education provision should be accessible, inclusive, affordable, of high quality and firmly rooted in the public sector;

• There should be dedicated resources for special education provision with a particular emphasis on early year education and for addressing educational disadvantage;

• There should be effective and democratically accountable governance of with an enhanced role for the Education and Training Boards.

The continuing use by management of atypical contracts of employment was raised frequently by the affiliates in the sector and Congress.

Arising from framework agreements on public service pay, studies were commissioned to look at the use of these contracts and to make recommendations. The reports by Peter Ward SC and Michael Cush SC recommend that the use of fixed term contracts be limited, with workers becoming entitled to contracts of indefinite duration after two years in employment.

At the time of writing, efforts are ongoing to end the continued usage of atypical employment contracts amongst some grades in the education sector.

One of the significant developments in the sector was the 2016 publication of the Report of the Expert Group on the Future Funding of Higher Education. This was chaired by the former Congress General Secretary, Peter Cassells. The report recommended that significant additional funding was required and in deciding how this funding should be secured consideration should be given to three possible approaches.

In December 2016 Congress was invited to a hearing of the Oireachtas Committee on Education & Skills to discuss the Cassells Report. In the Congress submission to the Oireachtas Committee we argued that:

Education Sector

Through the work of the Education Sector Committee Congress has sought to highlight key issues in relation to education provision. In the run up to the February 2016 general election Congress published a number of priorities to be addressed by the incoming Government. In the education sector these included:

23 http://www.ictu.ie/download/pdf/opening_statement_by_
• That higher education should be predominately funded by the state. A fully publicly funded system safeguards the contribution of the higher education sector to the economic and social development of the country;

• Employers are major beneficiaries of higher education and Congress agreed with the recommendation that employers should be required to make a structured contribution to funding of same. We agreed that this should be made by increasing the National Training Fund levy. This raised €350 million in 2015.

The members of the Congress Education Sector Committee are: Shelia Nunan (INTO), Deirdre O’Connor (INTO), John MacGabhann (TUI), Diarmuid De Paor (ASTI), Moira Leydon (ASTI), Mike Jennings (IFUT), Kevin Callinan (IMPACT), John King (SIPTU) and Jack McGinley (SIPTU). Patricia King and Liam Berney from the Congress Secretariat also participate in the work of the Committee.

Water Sector

The reform to the provision of water services has been one of the most controversial policy issues to emerge in recent years. At the BDC 2015 motions were passed calling for the abolition of water charges and for a referendum to retain public ownership of the water system. Congress established a subcommittee of the Executive Council to pursue these motions consisting of Steve Fitzpatrick (CWU), Gene Mealy (SIPTU), Marie Levis (IMPACT) and Liam Berney (Congress).

Under the agreement between Fine Gael and Fianna Fáil on the formation of the government an Expert Commission on the Future Funding of the Water Sector was established. The Expert Commission was chaired by the former Assistant General Secretary of Congress and former Chair of the Labour Court, Kevin Duffy. Congress was invited to make a submission to the Expert Commission and was invited to a meeting with the Commission, in October 2016. The Congress submission argued that:

- Water is a public good, and every citizen should have an adequate supply of clean water for daily use;
- There is a strong need for a national organisation to plan the overall delivery of public water services and to plan and implement the modernisation of the water services infrastructure;
- Continued public ownership of the public water system must be guaranteed. There is a widely held suspicion that the objective of the most recent reform was the privatisation of the public water system;
- Although suspended, a system of domestic water charges was not accepted by a large number of citizens and it would not be possible to re-introduce them;
- Commercial users should, as a minimum, pay the cost of production for the water they use;
- There will be an ongoing need for direct subvention of the water system by central government. The full costs of production will not be capable of being recovered from charges;
- The attitude of citizens to the funding of the water system is linked to the resolution of the issue of ownership of the water system.

In its report the Expert Commission recommended that the government take action to resolve the ownership issue. Separately the Dáil passed a motion calling for a referendum to be held on the future ownership of the public water system.

During the period under review the government also established the Public Water Forum. The role of the Forum is to represent the interests of Irish Water customers. Congress is represented on the Forum by Liam Berney.

The industrial relations matters arising from the arrangements in place for the provision of water services are dealt with at the Irish Water Consultative Group. The Congress Water Sector Committee forms the union side of the Group. The members of the Congress Water Sector Committee include, Brendan O Brien (SIPTU), Maurice Hearne (SIPTU), Con Casey (SIPTU), Peter Nolan (IMPACT), Shane Lambert (IMPACT), Sean Heading (TEEU), Brendan Byrne (Unite) and Liam Berney (Congress Secretariat).

Energy & Natural Resources Sector

In 2015 Congress established a new Energy Natural Resources Sector Committee. The Committee has agreed a work programme and the overall purpose of its work is to ensure better policy coordination amongst the unions in the sector.

One of the key issues identified by the Committee was how climate change policy would impact on employment and employment standards in the energy sector. In May 2017 the Committee organised a seminar to examine some of the is-
sues involved. The seminar was addressed by the Minister for Communications, Climate Change & Environment, Denis Naughten TD. It is the intention that a policy document on this issue will be developed by the Committee, arising from the conference.

The members of the Committee are: Adrian Kane (SIPTU), John Regan (SIPTU), Eugene Murphy (SIPTU), Richie Browne (UNITE), Ed Thompson (UNITE), Fran O Neill (ESU), Ann Lynch (ESU), Darren Erangey (TEEU), Derek Kelleher (TEEU), Johnny Fox (IMPACT) and Jimmy Nolan (ESB Group of Unions). Liam Berney and David Joyce from the Congress Secretariat participate in the work of the committee.

Community Sector Committee

There are three affiliate unions represented on this committee, UNITE, IMPACT and SIPTU. To date, the work of the committee has been greatly hampered by the refusal of the decision makers and funders - i.e. the Department of Housing, Planning, Community & Local Government and the Department of Social Protection - to either engage with the Workplace Relations Commission (WRC) or the Labour Court, or to accept Labour Court recommendations.

Under the terms of the Lansdowne Road Agreement (LRA) a High Level Forum was established where it was hoped some of these ongoing problems would be progressed. However the operation of the Forum has been seriously delayed, resulting from the February 2016 General Election, the time taken to form a new government along with senior personnel changes in the Department of Public Expenditure & Reform. It is also clear that this Forum is not a high priority for the department.

At time of writing just one meeting of the Forum had been held and a number of dates for forthcoming meetings have been agreed.

Redundancies in the Community Sector

In September 2015 Congress and affiliate unions pursued a claim for enhanced redundancy terms for workers in the Community Sector through the special forum established under Labour Relations Commission. The unions and employers – the Irish Local Development Network (ILDN) – agreed that the claim was justified and that the Department of Housing, Planning, Community & Local Government should foot the bill.
The Work of Congress Committees

Rol Health & Safety Committee

The Congress Health & Safety Committee meets to discuss and identify ways in which unions can work together to promote health and safety concerns and create safer workplaces.

Underpinning the work of the Committee is the understanding that union organisation is the most effective tool for ensuring good health and safety at work. It is a verifiable fact that organised workplaces are safer workplaces.

The Health & Safety Committee produced a report based on feedback from over 200 safety representatives it engaged with over a series of regional workshops conducted in 2015. It reaffirmed its primary strategic priority of building and supporting the role of the safety representative, which has seen a decline in many sectors in recent years. A work programme based on the report was developed and presented to the Congress Executive Council in September 2016. It made the following recommendations:

- Recognise the potential of H&S as organising tool;
- Designate a senior official within each affiliate with responsibility for H&S;
- Require integration of H&S into branch/sector business and reports and Annual Conferences;
- Build a central register of Safety Representatives;
- Provide a website with secure resources/info;
- Encourage members to take on role of rep;
- Include H&S in collective agreements;
- More coverage in union publications;
- Support and promote training.

Several unions have responded and are now engaged in initiatives to highlight these issues and encourage more safety representatives to become involved.

Work has commenced on developing a micro-site for health & safety issues and a technical model to support an online register for safety representatives is in development.

A working group was also set up to assess supports that might be needed to assist unions in dealing with mental health issues in the workplace with particular emphasis on stress.

The group aims to develop a policy that would
provide a framework for development of guidelines and other supports and provide a basis for working jointly with employers in this area.

The training working group also agreed to review the structure and content of our accredited training. This would seek to integrate newly-available resources, such as the Safety Representatives Manual and the companion guide published by Congress.

The duration and delivery of training will also be reviewed. Despite the provisions of the 2005 H&S Act which aims to ensure training of safety reps there have been difficulties in securing release for workers to attend training.

New Standards

Negotiations have been underway for some time in relation to new standards for Health & Safety Management Systems. The International Standards Organisations, including their Irish affiliate the NSAI have been seeking to establish a new ISO standard (ISO-DIS 45001) that would effectively replace ILO standards in this area.

There has been concern from the ITUC and ETUC that worker consultation and involvement would be weakened in the new standard. The H&S committee made a formal submission to the NSAI on the matter and was supported in this by the DJEI.

The Committee also made submissions to the EU Commission and to Irish MEPs in relation to a new directive on carcinogens in support of what was a successful campaign to have lower exposure limits for various known carcinogens.

Workers’ Memorial Day

International Workers’ Memorial Day takes place annually on April 28. It is an international day of remembrance and action for workers killed, disabled or injured while working. According to the International Labour Organisation (ILO) each year, more than two million women and men die as a result of work-related accidents and diseases around the world.

A formal event for Workers’ Memorial Day was held on April 28th 2016 in the Royal Hibernian Academy which included addresses by the General Secretary and then Minister Ged Nash. The event was well-attended by members of the Health & Safety Committee and EC. Two short promotional videos based on the event were prepared.

A new publication Organised Workplaces are Safer Workplaces – A Practical Guide for Union Safety Representatives was officially launched at the RHA event.25

The guide was commissioned by the Health & Safety Committee and was written by Francis Devine in consultation with the editorial committee, who worked on the Safety Reps manual published in 2015.26

Workers Memorial Day 2017

A similar event to mark Workers’ Memorial Day is also planned for 2017.

Health & Safety Authority

Congress nominees on the board (Pat Kenny (CWU); Chris Rowland (SIPTU); Frank Vaughan (Congress) have actively participated in a strategic review of the Authority’s work and successfully made proposals for the support of the role of safety reps, along with a greater emphasis on mental health to be adopted as strategic priorities for the Authority.

Focal Point Network

The European Agency for Safety and Health at Work mission is to make Europe’s workplaces safer, healthier and more productive. It does this by bringing together European workplaces to share knowledge and information in order to promote a culture of risk prevention. At the national level, it is represented through a network of focal points, managed in Ireland by the HSA. The network is made up of stakeholders covering a wide range of representative bodies. Congress is represented on the Network by Bobby Carty (IMPACT), Pat Kenny (CWU), Michelle Quinn (SIPTU) and Desmond O’Toole (ASTI).

Construction Safety Partnership Advisory Committee

The Construction Safety Partnership and the HSA Construction Advisory Committee have been combined, thereby establishing the Construction Safety Partnership Advisory Committee (CSPAC). The new structure is a reflection of the need for a renewed focus and increased action on safety and health in the construction sector. The combination of both groups has significant potential to be a key driver for this. The CSPAC is co-chaired Pat Kenny (CWU).

NI Health & Safety Committee

The Committee continues to engage in a varied work programme including responding to consultations, organising events, supporting safety representatives and campaigning for safer workplaces. It has regular meetings with the NI Health & Safety Executive. Barbara Martin (UNISON) was re-elected as Chairperson at the reconstitution in May 2016, Geraldine Alexander (NIPSA) was elected vice Chair.

The 2015 winner of the Safety Representative Award was Kevin Sweeny (CWU) with a Highly Commended certificate being issued to Margaret Dooley of NIPSA. Building on work undertaken by the Health & Safety Committee, an ‘Asbestos in Schools’ position paper was developed, in conjunction with the Congress Education Trade Union Group.

During this period, the Committee voiced concern over proposed changes to health and safety legislation as being retrograde and having no clear safety rationale. In particular, Congress opposed changes to the Management of Health and Safety at Work regulations and the Construction Design and Management Regulations, including proposals to remove the approved codes of practice, which have a special legal status and are a useful tool for health and safety representatives. Congress believes that this is a public policy and a public safety issue. Having regulations which are supported by an ACoP and are enforced effectively benefits not only workers but society as a whole.

Workers’ Memorial Day

Every year since 2012 the Committee has hosted a public event at a native cherry tree in the grounds of Stormont Estate, which has a specially engraved plaque in memory of David Layland, a GMB member who lost his life at his place of work and the many others who have been killed or injured at or because of work.

Louise Taggart from Families against Corporate Killers (FACK), a network which campaigns to stop workers and others being killed in preventable incidents, joined the event in 2015 and gave a powerful testimony about the death of her brother Michael Adamson who died in a work related accident in 2005.

RoI Retired Workers’ Committee

Following the presentation of the Report on the Status of Retired Members in the Trade Union Movement to BDC 2015, two seminars for retired workers were held: the first in Dublin in February 2016, the second in Belfast in February 2017. Both were well attended and issues pertaining to older people such as pensions, social welfare, security, advocacy and elder care were discussed.

Following discussions, agreement was reached on having a retired worker presence on the Congress Executive Council. Margaret Browne was subse-
quently elected as an observer from the Retired Workers’ Committees to the Executive Council.

In 2015/2016 the Retired Workers’ Committee made a pre-budget submission to the Department of Social Protection, titled *Justice & Equality for Older People*, with our submission the following year titled *Intergenerational Solidarity Dignity & Respect for Older People.*

The documents outlined the perilous financial situation that many older persons have found themselves in as a result of the introduction of a series of levies/cuts, changes in income tax allowance, imposition of the universal social charge, reduction in household benefits, pensions, health and property tax, to name but a few.

The Committee has met with the relevant government minister on a number of occasions during the period under review to outline their concerns on these and related matters.

Since BDC 2015, a major European conference was held in Budapest, Hungary at which Margaret Browne, Secretary and Des Sheridan, FERPA representative attended. Similar meetings, seminars and gathering have taken place regularly...
during the period under review, with Congress having a major input.

The fifth EU Social Partners Work Programme 2015 – 2017 was formally adopted in June 2015 by the ETUC Executive Committee.

In the programme, the European social partners committed to negotiate an agreement on active ageing and an intergenerational approach. Margaret Browne represented Ireland as part of the composition of the ETUC delegation.

The European social partners accepted that measures needed to be implemented, at national, sectoral and/or company levels, to make it easier for older workers to actively participate and stay in the labour market until the legal retirement age and make sure that measures are taken to ease inter-generational transitions, in the context of high youth unemployment. The ETUC Executive Committee accepted the framework agreement of the European social partners on active ageing and an intergenerational approach.

NI Retired Workers’ Committee

The Retired Workers’ Committee (RWC) continues to forge ahead with an ambitious agenda under the chair of Margaret Galloway (PCS). The Committee is actively represented at the National Pensioners Parliament its members are also active in many different arenas, including the Age Sector Platform.

This involved campaigning on key issues, such as the state pension, the winter fuel grant, improved access to social and long-term care. Work is ongoing with the Retired Workers’ Committee from the Republic on a number of joint strategic initiatives and the inaugural North-South seminar was held in Dublin in February 2016. A successful follow-up was hosted in Belfast in 2017.

Rol Youth Committee

The Congress Youth Committee agreed a work programme covering the period under review, which focused on four key areas

- Research
- Organising
- Education & Awareness Raising
- Priority Campaigns and building relations with youth-focussed organisations.

In the period under review, the Committee produced;

- A submission to the Low Pay Commission on National Minimum wage sub-minima rates;\(^{27}\)
- Report with key recommendations based results from Youth Committee survey on youth activism;\(^{28}\)
- A submission to the European Pillar on Social Rights and on the ETUC Framework agreement on active ageing (in conjunction with the Retired Workers’ Committee);\(^{29}\)
- A summary paper of affiliate actions on Pay equality as part of their youth recruitment priorities.

In addition, activities to raise awareness among young students and/or workers included;

Organising a joint north-south Congress Youth Conference with the theme: Learning from the Past to Influence Future Outcomes.

The Committee also developed a ‘Know Your Rights’ leaflet aimed at younger workers and including working students at third-level.

We also assisted in the establishment of an informal network of teaching unions in the Dublin Region, with the aim of developing a cohesive approach to recruitment and organising.

In July 2016, the Committee hosted the biennial Summer School, with the theme: Equal Rights and Equal Opportunities for all our Citizens – Overcoming Inequality Challenges. The two day event featured a number of keynote speakers and workshops and took place in the CWU Conference Centre, in Dublin.

The Committee marked 2016 World Day for Decent Work by hosting a Youth Activist network while, youth-focussed stands were organised for:

- Affiliate Union conferences;
- Transition Year EXPO
- Careers Week in DIT, WIT and NUIG;
- Inaugural Zeminar event;
- Conferences in History, Business, Leaving Certificate Applied National Association, Transition Year & Feilte;

In the period under review, Congress Youth has continued to engage with and support the following:

- USI campaigns on publicly funded education, voter registration drive, student teacher grants and working students;
- Labour Youth campaign on Pay Discrimination.

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

YouthConnect Programme

The YouthConnect school programme is now in its sixth year and continues to deliver workshops across ten subjects. The full-day Transition Year workshop has been very well received with a new offering for the Politics and Society course in development.

The programme was extended in 2016-2017 to Further Education students but also includes a specific focus on current union campaigns within each sector along with reference to the Congress Charter, the Living Wage and the Low Pay Commission.

Workshops were also developed and delivered by the Youth Committee for students aged u-25 attending Congress Centres’ training courses.

NI Youth Committee

The Youth Committee remains a vital part of the work and organisation of Congress and has played an active role in the anti-cuts campaign. It has been active in addressing a variety of social and economic issues facing young people in Northern Ireland. The Committee Chair is Brendan O’Reilly (Belfast & District TUC).

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

In addition, the Committee has worked collaboratively on projects with QUB Students Union and is an active presence at of SU events.

The North and South committees of Congress Youth successfully held a two-day youth conference in Belfast in February 2016, with a variety of international speakers discussing a range of issues including: organising young people and workers co-operatives. Both committees are working collaboratively on a number of projects.
Challenging Brexit

This report outlines the main activities of the Northern Ireland Committee (NIC) since 2015, a period marked by the imposition of austerity, political crises in Stormont and Brexit.

The latter is a major economic challenge with huge implications for Northern Ireland. It is not an abstract matter.

The Police Federation NI have warned that “physical border posts would make officers easy targets”, and that enforcing border controls would have an adverse impact on PSNI resources and community relations.

The Prime Minister’s pursuit of a ‘hard brexit’ has severely dented the confidence of people across NI who supported the Good Friday Agreement.

The consequences of NI being evicted from the EU despite 56% voting to Remain, are complex and comprehensive.

In late 2016, the NIC and the Congress Executive Council worked closely to produce a position paper which made seven clear demands for working people on both sides of the border.30

This formed the basis for a series of bi-lateral meetings with political parties and civil society, and an NIC Brexit seminar in late March 2017 on the day the UK government triggered Article 50, which was attended by 80 delegates, including representatives of NI’s major political parties. Members commented on the necessity of ensuring that workers would not pay the price of Brexit, by losing their rights or their economic opportunities. The seminar also heard calls for the trade union movement, the community and voluntary sector and business come together and seek to develop an agreed policy platform that puts the interest of workers, communities and business centre stage, using its collective influence on the Brexit negotiations as they affect Northern Ireland.

The trade union paper is adamant that the principle of consent must be respected and upheld. An exit from the EU poses a constitutional threat to the existence of the rights established with the formation of NI’s devolved administration, as set out in the Good Friday Agreement. Working people across the island must not pay the price for Brexit. Among the demands set out by Congress are:

- Protections on workers’ rights must be respected and improved;
- Protect those jobs at most risk and develop a plan to withstand the expected shocks;
- Retain membership of EU Single Market and Customs Union;
- Safeguard the rights in the Belfast Agreement;
- Free movement of labour, as well as goods, capital and services;
- Funding for programmes presently supported by the EU;
- Role for the the union movement and civil society in Brexit negotiations.

The Work of the NIC

The NIC has been well served by the committed and efficient leadership of Jackie Pollock, whose two year term as NIC Chair ended in 2016. His successor, Maria Morgan, now steers the work of the Committee and acts as its public face, welfare ‘reform’ an area of expertise for Maria and her NIPSA colleagues.

The union movement’s case is that a living wage for workers is the best solution to low productivity and high welfare costs.

The NIC spent considerable resources campaign-
Working closely with NIPSA, the NIC highlighted the harmful cuts that would be imposed on working class families in NI if the Welfare Reform Bill was to be introduced here, and as a result NI was saved for four years from the worst of the Social Security cuts that has savaged communities across Britain. When the Fresh Start Agreement enacted the NI Welfare Reform Act, NIC lobbying resulted in the mitigations package that is now protecting families in NI. Work continues on this with the aim of ensuring that the vital public service of Social Security is provided from all 35 offices across NI for all that need it.

Northern Ireland has a higher uptake of benefits that ameliorate the impact of low pay than most of the UK, such as Tax Credits, Income Support and Housing Benefit. Adjusted for population, the NI spend on tax credits per capita is £577, exactly 25% more than the GB average spend of £463.

Since the BDC 2015 there have been a series of interventions, representations and campaigns by NIC-ICTU on behalf of the working people of NI, ensuring that their voices be heard during negotiations which threatened to exclude all but the two largest political parties and the senior representatives of the British and Irish governments.

In the aftermath of the May 2015 general election a fully updated version of Why Northern Ireland is Different was produced and disseminated.31 Congress also produced a short memorandum Why Devolution is Better than Direct Rule, which examined the real successes achieved since the Good Friday Agreement (GFA).32

There was some engagement between the NIC and devolved Government with a series of meetings with the First Minister and Deputy First Minister over the two year period – in advance of Stormont House, Fresh Start and the Assembly elections. Individual ministers met with NIC delegations regularly, and parties exchanged briefings with the NIC before and after suspension of the NI Assembly in 2017.

Beyond NI, representations were made at the most senior levels, to the governments and sister confederations in London, Brussels and Washington DC.

In October 2015, the ETUC passed an emergency motion supporting calls for the GFA to be protected and completed.

NIC-ICTU also briefed MPs and Peers in Westminster along with TDs and Senators in Dail Eireann. In doing so, NIC-ICTU worked closely with the the TUC, Wales TUC and Scottish TUC. Within Northern Ireland, unions have engaged with academia, faith leaders, political parties, the CBI, NICVA and the Ulster Farmers’ Union.

There has also been greater co-operation on media work between Congress and affiliates, such as a conference on the human rights implications of austerity hosted by Unison and a series of manufacturing stories involving Unite, and other industrial issues involving most of our affiliates.

Congress Charter Campaign

Congress has been working to develop a broader society-wide consensus on fair conditions of employment and the idea of Decent Work.

The Congress Charter launched in July 2015 and sets out the key elements required to make Northern Ireland a better place in which to work, live and raise a family. A strong economy cannot exist without a fair society. The Charter identifies five key principles that can help achieve that goal.

These are:

• A Living Wage;
• Fair Hours of Work;
• Right to Representation & Collective Bargaining;
• Respect, Equality & Ethics at Work;
• Fair Public Procurement.

A full report on the Charter Campaign – north and south – can be found in Chapter V, P61

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32 http://www.ictuni.org/publications/why-devolution-is-better-than-direct-rule-final/
Ahead of the Assembly elections of May 2016, the principles outlined in the Charter were widely disseminated among both outgoing and aspiring MLAs.

Part of the effectiveness of lobbying politicians was the immediate and welcome rejection by every Stormont party of the provisions of the Tory Trade Union Bill.

The Employment Act passed by the NI Assembly just before election 2016 is a real improvement in employee protection compared to the fragile state of workers' rights in Great Britain – conditions which could deteriorate further as a consequence of Brexit.

The vast majority of affiliate unions at the NIC's BDC, in April 2016, voiced opposition to Brexit and a key motion33 from UNISON - overwhelmingly passed - concerned the relationship between the NIC and the devolved Executive.

The agenda and report for the 2016 NIC BDC are available on www.ictuni.org34

Protecting the Agreement

The worst thing that could happen for workers and their families would be a collapse in the Stormont institutions and the imposition of Direct Rule from Westminster. The powers vested in Stormont are quite significant and are more far-reaching than in Wales or Scotland. The Tories have very few voters here and have nothing to lose by imposing the worst of their unfair policies. Since devolution, a Stormont which is accountable has delivered:

- No extra water charges for our publicly-owned water service;
- Better rights for workers – No Trade Union Bill;
- Better human rights and equality protections;
- Ensuring victims and survivors of the conflict are heeded and supported, on their own terms;
- Policing with the support of all communities;
- Free prescription charges for all citizens;
- Free transport for everybody over 60.

Along with those achievements, devolution has created a secure sense of identity for those who see themselves as British, or Irish or Northern Irish. There is much more that could be done by our Assembly, but the progressive policies we support would have no chance of ever being implemented under Direct Rule.

Defending Jobs & Public Services

In the midst of political turmoil, the economy remained unsteady, some 10,000 workers left the public sector under the Voluntary Exit Scheme set up by the Stormont House Agreement, but if this was to ‘rebalance’ the economy, it failed.

There were a series of layoffs in manufacturing, starting with Michelin Tyres in Ballymena, with 860 staff made redundant, a decision which will also impact on over 500 jobs in the supply chain.

This is on the back of the ongoing decline of JTI Tobacco and the closure of Patten construction. More redundancies followed at Caterpillar, Schrader Electronics and Invista.

Some 2,500 high-value manufacturing jobs have been lost in Northern Ireland in the past two years. Each year, £3 billion of public money goes into the pockets of the private sector in Northern Ireland.

Cuts over the past six years have hammered parts of the private sector harder than the intended targets in Stormont and the District Councils.

The Construction sector has been badly affected by the cuts in Capital DEL. In the face of imposed austerity, some such as the Nevin Economic Research Institute have argued for using Public Procurement more intelligently to stimulate those parts of the economy, such as construction, which have been particularly afflicted.

A full 19 years on from the Good Friday Agreement, Congress continues to call for a Bill of Rights for Northern Ireland to be implemented, and has done so at all meetings with political leaders in Stormont, Dublin and London. Provision for a Bill of Rights was included in the Agreement in recognition that as a society we would benefit from setting down a shared set of rights.

As we continue to be a society in transition, developing a Bill of Rights is as relevant today as it was then. Congress and its affiliates work continue to work closely with the Human Rights Consortium and other allies in pursuit of a meaningful Bill of Rights. To this end, members of the NIC have participated in local and global forums pressing for its implementation.

33 http://www.ictuni.org/publications/nic-bdc-16-motion-1/
34 http://www.ictuni.org/publications/agenda-to-the-2016-nicictu-biennial-conference/
Public Engagement & Organisation

Reports on NI and RoI Committees that work collaboratively can be found in the relevant sections of this report, such as the Work of Congress Committees and in Chapters on Equality & Social Policy and Education & Training.

All Party Group on Trade Unions

The Stormont All Party Group on Trade Unions (APGTU) meet to discuss socio-economic issues from both a trade union and political perspective in a collaborative environment resulting where possible in improved quality of life, economic growth and wellbeing for citizens of Northern Ireland. The group has discussed zero-hour contracts, the employment law review and welfare reform, among other topics. The following parties are represented on The APGTU: Alliance; Greens; Sinn Fein; SDLP; DUP; and UUP. Until the 2017 election the Chairperson of the APGTU was Sammy Douglas MLA (DUP).

Industrial Relations

The NIC has responded to a range of consultations issued by the Department for Employment & Learning, in particular the substantial two stage ‘Review of Employment Law.’ As the laws in the GB are being changed for the worse, the NIC decided that protecting the status of working people in Northern Ireland was a priority. A hopeful sign was the establishment by the Labour Relations Agency (LRA) of the NI Employment Relations Roundtable. The Bill passed the final stage with a number of positive amendments, on zero hour contracts, requirements on employers to disclose information on pay by gender and develop action plans with a view to closing the gender pay gap. Workers in NI are now significantly better off than other workers in GB in terms of employment rights.

The NIC Employment Relations Roundtable comprises a representative of the four lead employer organisations (Chamber of Commerce, Confederation of British Industry, Federation of Small Businesses and Institute of Directors) and four representatives from NIC ICTU, Patricia McKeown, Brian Campfield, Jackie Pollock and Kevin Doherty. It is hosted and facilitated by the LRA.

The Roundtable seeks to engage, advise and influence government, principally through the Department for the Economy (DfE), on all matters relating to employment/industrial relations. It meets to develop, in partnership with relevant stakeholders, including DfE, an Employment Relations strategy that is consistent with the Programme for Government.

While the main focus of the Roundtable’s work was around the Review of Employment Law the Roundtable is also working on developing a new NI dispute resolution system and also a ‘Joint Declaration of Protection’ for the workplace.

The original joint declaration, signed in 1993, was between the CBI and NIC Congress and focused on sectarianism. The new declaration takes account of the significant changes in the workforce since 1993 and covers racism and mistreatment on other grounds, as reflected in Section 75 of the Belfast Agreement.

Retail & Services Group

Trade unions organising in the retail and services sector have come together in the NIC ICTU Retail & Services Group (RSG) to identify common projects for recruitment and collaborative organisational purposes, in order to achieve full recognition and progress collective bargaining agreements. The following unions are represented on the RSG: BFAWU; FSU; GMB; SIPTU; UNISON; UNITE; USDAW.

Education Trade Union Group

The ETUG is made up of teaching and support staff unions organising in the education sectors. It meets monthly and has a wide and varied programme of work. Gerry Murphy (INTO) is currently the Chair of the ETUG and Anne Speed (UNISON) is vice Chair.

During the period under review, the ETUG met with the Minister for Education and civil servants in relation to the impact of proposed reforms on the education system. Since 2016, there has been a series of ballots in support of action, following the failure to offer teachers in NI a deal similar to that available in Scotland, Wales and England.

Both teaching and support service staff have been awaiting and responding to the new structures being established by the Education Authority.

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

Meeting of the Education Trade Union Group

The ETUG’s first strategic conference took place in February 2016 and focused on social disadvantage and how shared education, academic selection and education models impact upon it. Other issues affecting education workers include:

• Action on class sizes so each child can reach their potential;
• Support for children with Special Educational Needs and a sustainable budget to meet these needs;
• Retaining teachers and support services staff, not making them redundant;
• Raising the cost of getting to schools with charges for school transport;
• Introducing charges for music education;
• Hikes in the cost of nutritious school meals;
• Closing several outdoor education centres;
• Institutionalising the selection of pupils by social class at 10 years of age.

The ETUG shares information and develops a common strategic approach to issues affecting teaching and support staff unions and works on the implementation of relevant motions from the NIC ICTU BDC. The ETUG also met with the Chair and the current CEO of the Education Authority in the early phase of its establishment outlining all staffs concerns that the budget for Education should be a sustainable and prioritised budget and the EA has to play its part in championing this goal.

Health Services Committee

The committee continues to provide guidance and make recommendations to the NIC on matter of development in health policy and strategies within the Department of Health, the Health Trusts, HSCB and arms-length bodies. Anne Speed (Unison) is the current Chair of the Health Committee, while Claire Ronald (CSP) is vice Chair.

In December 2015 the then Health Minister Simon Hamilton proposed the closure of a separate structure for commissioning (HSCB). This decision has yet to be implemented. Separate to this process in January 2016, he commissioned a review on the reconfiguration of the health service which led to the Bengoa report. The committee, alongside several affiliates, made submissions to Professor Bengoa’s panel emphasising the need to sustain a publicly funded and publicly delivered health service model based on the founding principles of the NHS. The Bengoa report was reviewed by the subsequent Health Minister Michelle O’Neill, who produced a plan with a time scale of ten years for implementation – ‘Delivering Together’ - based on the principles of co design and colleagues at the bargaining table.

Again, the committee made a submission on the plan. New oversight structures on strategy and implementation were established within the Department and led by the minister. The Health committee succeeded in securing a place at the policy table and together with colleagues at the bargaining table intend to play an influential role.

The committee led a campaign to re-establish the Health Partnership Forum which had been collapsed by Ministerial and Departmental diktat. Minister O’Neill responded and before her departure with the suspension of Stormont, re-established the Forum which was warmly welcomed by employers and unions alike. The Health committee intends to ensure this Forum will continue to meet.

The committee also vigorously lobbied on the issues of workforce planning. For the previous two years, Health unions have warned the lack of focused and resourced workforce planning would lead to staff shortages which would detrimentally impact on delivery of service. The current nursing staff and AHP shortages have clearly evidenced health unions’ concerns.

The committee met with the NI Assembly Health Committee who took serious note of solidly researched evidence and made this known to the department. Since then, workforce plan-
ning has been central integrated into the strategies and implementation focus of ‘Delivering Together’. However, the political uncertainties at the time of writing make progress on all of the above a very slow process. The committee also wove into its submission the broad policy mandates adopted at the last NIC – ICTU conference in April 2016.

May Day

Working with the Belfast Trades Council and the NIC ICTU Youth Committee, a vibrant programme was presented for May Day in 2015 and 2016, with concerts, talks and debates. Several thousand participated in what is the largest non-sectarian public procession in Northern Ireland and the biggest May Day event on the island.

The Anti-Poverty Strategy

In June 2015, the NIC welcomed the result of the judicial review brought by the Committee for the Administration of Justice (CAJ) against the NI Executive for failing to adopt a strategy to tackle poverty, social exclusion and patterns of deprivation on the basis of objective need (the anti-poverty strategy). This is required as a result of the 2006 St Andrews Agreement.

The Court held that it is difficult to see how the Executive could develop and deliver an anti-poverty strategy except on the basis of clearly defined objective need. The NIC awaits the publications of a properly resourced anti-poverty strategy and other strategic equality strategies including the Sexual Orientation Strategy and a revised and resourced Gender Equality Strategy.

Consultation responses and submissions made on equality policies, in the period under review:

- Consultation on Delivering Social Change throughChildcare, a ten year strategy for affordable and integrated childcare 2015-2025;
- Criminal law on Abortion: Fatal Foetal Abnormality and Sexual Crime
- Stopping Domestic and Sexual Violence and Abuse Strategy;
- Assembly and Executive Review Committee Stakeholder ‘Call for Evidence’ Paper on Review Women in Politics and the Northern Ireland Assembly;
- Consultation on the Limited Circumstances for a Lawful Termination of Pregnancy in Northern Ireland;
- Response to the Northern Ireland Human Rights Commission’s Draft Strategic Plan;
- Accessible transport strategy;
- Improving the job prospects and working careers of people with disabilities in Northern Ireland.

All responses can be found on www.ictuni.org

Campaign for Marriage Equality

Following the Yes vote in the Republic, Northern Ireland is the only part of the UK and Ireland which does not have full civil marriage equality. Congress co-organised a march and rally in Belfast in June 2015, which attracted an estimated 20,000 people on the streets of Belfast calling for the introduction of same sex marriage. Love Equality, a campaign group consisting of Congress, the Rainbow Project, Amnesty International, NUS/USI, Cara Friend and HereNI was launched in April 2016 and is active in pursuit of marriage equality for Northern Ireland.35

35 www.loveequalityni.org
Migrant Workers’ Support Unit

In the last two years we have witnessed mass movements of people displaced by wars and conflicts in the Middle East and Africa on the scale unprecedented since the end of World War II. Some present refugees as a threat to European unity and identity, rather than human beings in need of human solidarity resulting in an increase in racial tensions and intensified violence. The Brexit referendum has also resulted in migrants feeling vulnerable and uncertain of their future in NI.

The main aim of the Migrant Workers’ Support Unit (MWSU) is to pursue the implementation of Congress policies by working towards the elimination of racism, discrimination, exploitation and barriers in accessing services for migrant workers.

The MWSU works closely with other organisations, including the NI Council for Ethnic Minorities and Amnesty, and has strategic responsibility for development, a coordinating role in establishing a network of employment rights clinics, mapping and collating information on migrant workers, organising training, seminars and information sessions.

The Belfast office continues to operate a permanent Migrant Workers’ Employment Rights Centre as well as providing outreach clinics in other locations. The unit normally deals with over 400 people per year. From the initial contact with our organisation, migrant workers can join a trade union, thus benefiting from its services and increased protection in their employment.

The Your Rights at Work booklet has been updated and is available in: English, Polish, Lithuanian, Portuguese, Slovak, Russian, Romanian, Bulgarian, Hungarian, Latvian, Spanish, Chinese and Arabic.

In addition, the MWSU:

- Has been a key driver of the Common Platform on the NI Racial Equality Strategy initiative;
- Represents the movement on the NI Strategic Migration Partnership, Migrant Centre NI, BCC Migrant Forum, and the Community Relations Council;
- Helps seminars on topics including, challenging racism, promoting rights, and human trafficking, forced labour and slavery;
- Is a founding members of Union Migrant NET, a network of contact points for migrants established, managed or supported by trade unions across the European Union;

All the above publications are available from NIC-ICTU office.

All-Island & East-West Engagement

North/South Committee

The North/South Committee comprises members of the Executive Council and the Northern Ireland Committee. The membership is:

Larry Broderick (IBOA); Kevin Callinan (IMPACT); Brian Campfield (President); Shay Cody (IMPACT); Colm Cronin (Cork Council of Trade Unions); John Douglas (MANDATE); Tom Geraghty (PSEU); Lawrence Huston, (CWU UK), Jimmy Kelly (UNITE); Paddy Mackell (NIPSA), Patricia McKeown (UNISON); Tom Millar (NIPSA); Maria Morgan (NIPSA) Gerry Murphy (INTO); Jack O’Connor (SIPTU); Jackie Pollock (UNITE), Anne Speed (UNISON).

The purpose of the committee is to develop key North/South initiatives in relation to all-island socio-economic issues and influence, where possible, the policies originating from all six cross-border bodies under the auspices of the N/S Ministerial Council.

Crucial to the work of the committee is the pursuance of the Bill of Rights for Northern Ireland and the Charter of Rights for the Republic, as set out in the Good Friday Agreement (GFA).

It is most disappointing that these elements of the GFA have not been introduced in either
jurisdiction, despite being components of an international agreement. The N/S Committee members had a meeting with the Joint Oireachtas Working Group on the Implementation of the GFA, which has members from the Oireachtas, Stormont and Westminster. (A copy of the proceedings is available on www.ictuni.org)

The failure to implement the full terms of the GFA, particularly those centred on rights issues, poses a threat to achieving a peaceful and just Northern Ireland.

The committee is of the view that an all-island public procurement task force, which was part of the Towards 2016 agreement is another issue which remains unfulfilled. An all-island public procurement strategy, which utilised the social clauses of the EU 2011 Directive, could act as a vehicle for creating a stimulus for the economy throughout the island, assisting the marginalised into employment and protecting employment rights for workers involved.

**Council of the Isles**

The Council of the Isles is an annual meeting of the trade union centres on these islands. It comprises the Trade Union Congress (TUC) of England, the Scottish TUC, the Wales TUC and Irish Congress of Trade Unions. The Council of the Isles originated from the Good Friday Agreement (Strand III, East-West) and discusses issues of mutual concern and examines areas of potential cooperation.

**Meeting of January 11-12, 2016 (Dublin)**

**TUC**
Frances O'Grady: General Secretary
Kevin Rowan: Head of Organisation and Services TUC
Liz Snape: President

**STUC**
Grahame Smith: General Secretary
Dave Moxham: ACS
R Watson: President

**WTUC**
Martin Mansfield: General Secretary
Margaret Thomas: President

**Congress**
Patricia King: General Secretary
Brian Campfield: President
J Pollock: Chair NIC-ICTU
J O'Connor: General President SIPTU
Peter Bunting: Assistant General Secretary

**Industrial Relations Act**

The Congress General Secretary gave a presentation on the above act. The content was warmly received and a discussion ensued as to how best to utilise the act for attending the various private industrial and service sectors. During this discussion the participants were appraised of developments on the Congress Charter for Fair Conditions at Work.

**Trade Union Bill (UK)**

The TUC's Frances O'Grady gave a detailed explanation of the negative elements of the above bill. Frances said it was the objective of the trade union movement to defeat, damage and delay the Bill. She explained that TUC research showed that the general public opposed any attempt to legislate against the right to strike on the use of agency workers.

Both the Scottish and Wales TUC representatives informed the meeting that their respective devolved administrators were more favourable to union opposition to the Bill.

**Brexit**

A discussion on the above topic was held and most comments centred on the workers' rights that had been gained through EU membership. Members commented on the necessity of a rejuvenated campaign across Europe by the ETUC in pursuit of pushing the Social Europe agenda and attacking the EU's failed policies of austerity. The seminar was held on the day the UK government triggered Article 50, and was attended by 80 delegates, including representatives of NI's major political parties. Expert from across civil society led debates on what a Brexit may mean for employment rights, the impact on trade and jobs and the activists commented on the necessity of ensuring that workers would not pay the price of Brexit, by losing their rights or their economic opportunities.

**Welfare Reform**

The issue of welfare reform and a continuation of the campaign against it received a different response from the confederations, due to differing priorities and issues at that time. However the meeting agreed that the confederations in the devolved administration locations should co-operate in lobbying their respective finance ministers to influence the Tory Government with regard to Welfare Reform and ending austerity policies.
Meeting of Feb 13–14 2017, (Cardiff)

TUC
Frances O’Grady  General Secretary
Kevin Rowan  Head of Organisation and Services

STUC
Grahame Smith  General Secretary
Helen Connor  President

WTUC
Martin Mansfield  General Secretary
Nick Ireland  President

ICTU
Patricia King  General Secretary
Brian Campfield  President
Owen Reidy  Assistant General Secretary

Brexit
A detailed discussion took place involving the outcome of the recent UK referendum on exiting the UK and in particular the implications workers across the UK, Ireland and Europe was explored as was the underlying reasons why a small majority within the UK voted to leave. Each of the Congress' gave a detailed presentation from their perspective about the implications of the decision and how we as the representative voice of organised labour can work to seek to ensure that workers across the UK, Ireland and Europe do not pay the price of Brexit.

Precarious work
Each of the Congress' gave a detailed presentation on the nature of precarious work in each jurisdiction and in particular the work and campaigns that they were involved in to seek to challenge precarious work. The 4 Congress' re-committed to resolve to continue to collaborate on this and other policy areas of mutual interest.

Peter Bunting

Peter Bunting retired in November 2016, after 16 years' service as Assistant General Secretary, leading the trade union movement in Northern Ireland through the uncertain years of the early peace process and the later campaigns against the imposition of austerity from Stormont and Westminster.

A native of Belfast, Peter had spent years working in Dublin, becoming General Secretary of the NBRU before taking up the post with Congress in Northern Ireland. Peter quickly became a regular and valued contributor to academic panels, government round tables and broadcast studios.

Less widely known was his role as negotiator acting between both governments and some of NI's armed groups, mediating to resolve arms decommissioning and prison crises, while also leading trade union protests against the murder of workers, regardless of the perpetrators. He used that goodwill to export the lessons of Northern Ireland and its imperfect peace to Palestine, Sri Lanka, South Africa and Colombia. Peter remains involved in the civic and political life of NI.
A Changing Labour Market

The period under review witnessed major changes in the Irish labour market. Between Quarter 4, 2014 and Quarter 4, 2016 the numbers in employment rose by 5.6% from 1.938 million to 2.048 million.

The proportion of those in full time employment rose marginally from 77% to 78%. In the same period, the Live Register fell by 23% from 354,858 to 275,093.

However, within that figure the number of part time casual workers fell by only 17% from 72,115 to 59,896. The slower rate of fall in part time and casual employment is difficult to reconcile with the other changes in the labour market.

In 2016, 133,000 people left the live register according to data from the Department of Social Protection (DSP).

Of these, 49% left to take up work and 28% because they were no longer entitled to benefit.

According to recent CSO figures, using a combination of Revenue and Department of Social Protection data:

- 35.1% of all employees earned less than €400 per week in 2014;
- 37.5% earned between €400 and €800;
- 27.3% earned more than €800 per week and of that figure;
- 4.7% earned more than €1,600 per week.
- The 2014 at risk of poverty threshold was €11,173 per annum, or just €214 per week.

Activation Schemes Reviewed

Congress has one representative on the Labour Market Council, which meets on a monthly basis. The main work of the Council in the period under review has been the review and evaluation of labour market schemes such as Community Employment, the Back to Work Education Allowance and Job Bridge. The latter scheme is widely discredited and has been closed to new entrants since October 2016.

A replacement scheme is under discussion and Congress has indicated to the Minister for Social Protection that it is opposed to any scheme which results in unemployed people being placed with employers on anything other than a regular contract of employment.

As of January 2017 there were 69,539 participants on 11 activation schemes, compared to 80,230 in January 2016. Two schemes – Community Employment and Back to Education Allowance - account for 60% of scheme participants.

In addition, as of December 2016 there were 4627 participants on JobsPlus, a scheme which provides subsidies to employers who recruit long term unemployed people on regular contracts of employment for a minimum of 30 hours a week.

JobPath is a contracted service to which long term unemployed people are referred. The two contracted providers are paid a fee on a per case basis with the full fee only paid on completion of employment. The programme commenced operation in July 2015, and the only published evaluation available (January 2017) gives some preliminary results. Of those who completed the 12 programme about 25% of participants moved into full time paid employment while engaging with the service, and that a further 17% moved into other forms of employment, including self-employment. By the end of 2016 some 9,000 people had completed the service.

Expert Group on Future Skill Needs

Congress is also represented on the Expert Group on Future Skill Needs which investigates and reports on the skill needs of particular sectors and regions. The group is supported by the skills and labour market research unit of Solas, which produces reports on labour supply, including an annual skills bulletin.

Congress made a submission to Department of Jobs, Enterprise and Innovation (DJEI) review of Minimum Annual Remuneration thresholds for employment permits.

Given the growing problem of low hour and precarious work in the economy, the Congress submission made clear our opposition to the relaxation of the minimum pay levels as set out in these guidelines.
Congress is also represented on the board of Skillnets, a body which funds the upskilling those who are in work. This is an issue that has come back into focus as the level of unemployment falls.

Congress has appeared before the Oireachtas Committee on Social Protection and has made submissions on the issues of ‘workless households’ and on ‘labour market activation.’

On the issue of low work intensity households Congress noted that this problem had been raised previously in EU semester reports. We recommended that actions to tackle this problem should focus on three priority areas: affordable childcare, NEETS (Young people not in Employment, Education or Training) and measures targeted at the long term unemployed. On the issue of activation, Congress stressed that activation had to be linked at a policy level with job quality and certainty of earnings.

Labour Market Notes is published online by Congress on a regular basis, with seven issues having appeared to date. It provides a summary of recent developments in the Irish and European Labour markets, along with analysis of longer pieces of research or statistical data.

**National Competitiveness Council**

The Congress nominees to the National Competitiveness Council (NCC) are vice-President Kevin Callinan and Dr Micheal Collins.

The functions of the NCC include the preparation of an annual report benchmarking the competitiveness of Ireland’s business sector against the international peer countries and the preparation of an annual report outlining the main competitiveness challenges facing the business sector over the medium term, and the policy responses required to meet them.

During the period under review a number of international agencies have recorded marked improvements in Ireland’s competitiveness. Recent NCC reports have not identified labour costs as the main issue affecting the cost of doing business in Ireland. A number of other cost factors have been identified.

It is noteworthy that the NCC has come around to the trade union position on the need for infrastructural investment. In addition, the importance of housing, education and training at the various levels, along with broadband and childcare services have all featured prominently in NCC recommendations.

**Responding to the Pensions’ Crisis**

A subcommittee of the Executive Council was established in late 2015 and tasked with developing a new draft policy on occupational pension provision for the Republic of Ireland. After a review the evidence and the literature the sub-committee agreed that a universal second pillar funded pension scheme should be developed for those workers who currently have no such provision.

Such a fund would involve contributions by employers, workers and the state. The sub-committee agreed principles which should govern a fund including that it should:

- Take the form of a ‘Solidarity Fund’ and be controlled by an arm of the National Treasury Management Agency (NTMA). The NTMA would invite specialist companies to bid for the investment work;
- It was also agreed that the release of funds for investment should operate on Keynesian lines in relation to the business cycle, that there should be board of trustees and an agreed set of investment criteria;
- The collection of contributions and other administration should be the responsibility of the state. Workers and employer already covered by second pillar schemes will be exempt from contributions;
- Contributions should be incremental (in Australia the employer contribution rate was 3% in 1992. By 2020 it will have risen to 12%).
- Some portion of the Universal Social Charge should be used as an initial employee contribution and workers who do not wish to be involved should have a right to opt out;
- The fund would consist of individual accounts that follow each worker throughout his/her career.

The Congress Executive Council adopted the report of the sub-committee in early 2016.

In furtherance of our pension campaign, Congress then organised and hosted a major conference on the issue entitled: The Changing Pension Landscape: the Case for Universal Pension Provision in the Mansion House, in September 2016.

In spring 2017 Congress issued a policy paper entitled The Preventable Demise of Defined Benefit Provision. The policy paper warned that unless present policy is altered a totally avoidable meltdown of Defined Benefit provision will occur. Congress therefore called for the immediate introduction of ‘debt on the employer’ legislation, such as has existed in the UK since 1995, and the establishment of an expert Commission - including unions - to devise a plan to protect the remaining assets of the DB schemes, to maximise the commitment of employers and to ensure that as much as possible can be salvaged, in the interests of the scheme members.

On foot of the briefing paper, Congress organised two well attended briefing sessions for unions on the issue, with the first taking place on December 16, 2016 and with the subsequent briefing held on February 10, 2017. Deputy Willie Penrose addressed the February briefing, outlining the key elements of legislation he was bringing forward to address the crisis. This was followed by a meeting between Congress and a number of opposition political parties in an attempt to agree a across party approach to the resolution of the problem.

Pension Authority Consultation

In September 2015, Congress issued a formal response to the Pension Authority consultation on the matter of qualification training for trustees. The Congress response noted that:

“This ‘consultation’ is part of an ongoing campaign by the Pensions Authority to imply that the current disaster in the funded pension system in Ireland would not be a problem if all trustees had more education, knowledge and commitment.

No doubt in their sundry submissions the well remunerated ‘expert advisors’ of the pension industry will agree with the Pensions Authority that the root of all our problems is that many of our trustees are not up to the mark. These experts will perhaps offer very high standards of training and qualifications at a price. This will involve a further depletion of the assets of schemes and losses for the workers and pensioners…

“It appears to us that it is an exercise designed to lead to an outcome which will be in the interest of the pensions industry but very damaging to the interests of workers, former workers and member trustees.”

When Public Policy.ie – which describes itself as an ‘independent think tank’ – commissioned Milliman Ireland to produce a report that suggested that Ireland’s state pension system was unsustainable, Congress produced a comprehensive rebuttal.

In our response, we pointed out that:

“Of all the stark and immediate sustainability challenges facing Irish society the question of providing a decent pension for citizens 40 or 50 years from now is not the most pressing. The commissioning of this report and the speculative methodology used will serve only to play into the hands of those who are ideologically opposed to public pension provision. Public Policy.ie and the Society of Actuaries have done no service to the Irish public in publishing this report.”

New Congress Policy Papers

A number of policy reports and briefing papers have been published by Congress in the period under review, covering a range of key issues for working people, including: Pensions, Bogus-Self Employment, Childcare, Rising Levels of Chief Executive Pay and the TTIP/ CETA trade agreements.

These reports aim to inform union policy in the areas covered and to spark wider, public debate on these key issues.

Childcare is a critical issue and is, in turn, related to the issues of the gender pay gap and of low work intensity households. The Congress childcare report – ‘Who Cares: Report on Childcare Costs & Practices’ - was based

on a mix of policy research and a survey of members of affiliate unions, in relation to their childcare needs.\(^\text{39}\)

One issue which emerged was the high use of (extended) family in order to compensate for the official policy failure on childcare. This is a practice that will come under increasing pressure as labour market participation levels increase.

Executive pay is linked to the issue of equality within society generally. The Congress study – Because We’re Worth It\(^\text{40}\) - was based on the published reports of 21 Irish Stock Exchange (ISEQ) quoted companies, in 2009 and 2015.

It is noteworthy that chief executive pay rose inexorably over this period – by 238% in one case – while workers’ annual earnings increased by just 2% in the same period.

At the time of writing, a further report on precarious work is under preparation. This follows on from the Congress campaign on the Charter for Fair Conditions at Work.

All are available to view and download at www.ictu.ie

**Childcare & Family Leave**

In the run up to and following from the publication of the ground breaking Congress policy paper on childcare – Who Cares: Report on Childcare Costs and Practices in Ireland - Congress has continued to liaise with early years organisations and engage with government on our low wage, high cost childcare services.\(^\text{41}\)

To that end, we attended the launch of the interdepartmental group report on the future of Early Childhood Care & Education, in July 2015. This report continues to inform developments in this area and included recommendations broadly in line with the overall Congress call for further investment in early years services, linked with provision of quality care and a revision of the Family Leaves system.

We continued to coordinate with Start Strong and the National Women’s Council regarding the Family Leaves Bill, including preparation of an infographic to illustrate our joint platform for improved family leaves. We also issued a joint public response on the parental leave proposals contained in the interdepartmental report.

In order to advocate for implementation of the recommendations contained in of our Childcare report Congress has established an ongoing engagement with the Department of Children & Youth Affairs.

This has included submission of views to Minister Zappone’s consultation on the Single Affordable Childcare Scheme and meeting – in conjunction with SIPTU and IMPACT - with Minister Zappone regarding same. We also participated in the Department of Children and Youth Affairs Open Policy Debate on the development of a National Early Years Strategy.

Much of this work is done in coordination with SIPTU’s ‘Big Start’ and IMPACT’s ‘Early Impact’ campaigns, which seek to ensure a link between quality and the terms and conditions of staff working in the early year’s sector.

Congress also attended the annual Early Childhood Ireland Conference and used the opportunity to promote our 2016 report on childcare with delegates present. We also facilitated a request from Early Childhood Ireland to organise the filming of a message from Congress General Secretary for use at the launch of an ECI report on the true cost of childcare.

Congress participated in a joint promotion on the need for more investment in early year’s services with Chambers Ireland. The event was coordinated by Start Strong and attended by politicians and other civil society groups.

**Irish Human Rights & Equality Commission**

Congress has been working to develop our relationship with the newly established Irish Human Rights and Equality Commission (IHREC) – a body which replaced the Equality Authority and the Irish Human Rights Commission.

This included a submission towards their first strategic plan and a subsequent meeting between Chief Commissioner, Emily Logan and Congress General Secretary. We attended the launch of the IHREC Strategic Plan in January 2016 and were pleased to note that it included a welcome commitment to “having a strong collaboration with workers and employer groups to drive equality and human rights.”

Further contact with IHREC to discuss how best to make this commitment a reality resulted in agreement to form an Advisory Committee.
composed of trade union and employer representatives. The first meeting of the group took place in late March and Congress nominated Patricia King, David Joyce, Seamus Dooley (NUJ) and Deirdre O’Connor (INTO) to attend.

Congress also successfully applied to IHREC’s Human Rights & Equality Grant Scheme 2016 for support on training on employment equality cases and a revision of our Taking an Equality Case guide.

In addition, Congress organised a briefing for affiliates on the Public Sector Duty to pay due regard to equality and human rights, held in IHREC’s new public space in Dublin’s Green St, in April 2017.

NI Equality & Human Rights Group

The EHRSG is a sub-group of the NI Committee and membership includes chairs of the NIC’s self-organised groups, equality officers of affiliated unions and trade unionists on the enforcement bodies. The EHRSG’s function is to develop a strategy on equality and human rights, to co-ordinate Congress relations and negotiations with governments, enforcement agencies and others. The EHRSG works with ally organisations to continue to press for the full implementation of the Bill of Rights.

NI Human Rights Consortium & Equality Coalition

Congress is a member of the Human Rights Consortium which brings together nearly 200 NGOs, trade unions and other groups to campaign for the full implementation of the Good Friday Agreement, in particular a Bill of Rights for Northern Ireland. Congress is also a member of the Equality Coalition, a broad alliance of non-governmental organisations whose members cover all the categories listed in Section 75 of the Northern Ireland Act 1998, as well as other equality strands.

Other Equality Initiatives

Congress also promoted trade union participation in the GLEN Workplace Equality Index. The Equality Officer spoke to a visiting National Union of Teachers (NUT (UK)) delegation in February 2016 on our experience of the marriage equality referendum.

Congress is regularly requested to provide inputs to trade union training courses and events including:

- IMPACT Equality Seminar in September 2015 in Dublin on the evolution of equality;
- For the Trade Union Studies HETAC course held in IMPACT Offices in Limerick in November 2015 and IMPACT Equality training Wexford October 2016;
- The HETAC course in SIPTU College;
- The development of our equality infrastructure at the TUI Equality Council in February 2016;
- Input to the Congress submission to the Citizens Assembly on Repeal the Eight Amendment at the INTO Equality Committee.

Congress played an active role in the ETUC project, ‘A4I European network of assistance for integration of migrant workers and their families’ and facilitated attendance at events by officials and activists working in the area. Congress also supported the SIPTU migrant worker conference, held in January 2016.

Congress played an active role in the Irish Council for Civil Liberties (ICCL) project coordinating the civil society input to the Ireland’s evaluation under the Universal Periodic Review (UPR) at the United Nations, in 2016. The right to trade union representation was integrated into the submission and we also submitted same to UN on behalf of Congress.

Congress regularly attends the annual Holocaust Memorial event held in the Mansion House every January. The Equality Officer contributed a reading at the 2017 event.

Congress was asked to represent the ETUC at the European Institute for Gender Equality (EIGE) experts forum in 2016 and the Equality Officer attended the meetings and also presented on the ETUC ‘Safe at Home, Safe at Work’ project in Vilnius, in November 2016.

Congress attended the launch of The National Awareness Campaign as part of the Second National Strategy on Domestic, Sexual and Gender-based Violence 2016-2021 in November 2016 and promoted this among affiliate unions.

A new series of Friday briefings for trade union officials on equality, human rights and wider work-related issues was organised in 2017.

Congress continues to play a role on the Assessment Panel for the annual Children’s Rights Alliance Report Card publication.
NI LGBT Committee

The Chair is Dáire Toner (NIPSA), Vice-Chair is Karen McDowell (FBU) and the secretary is Adam Murray (Belfast and District TUC). Between 2015 and 2017, members of the Committee:

- took part in the annual Pride events in Belfast, Foyle, Newry and Dublin;
- attended Outburst Queer Arts Festivals;
- took part in the International Day Against Homophobia and Transphobia (IDAHOT);

The Chair represents the Committee on the LGBT Consultative Forum, the Trans Forum, and IDAHOT Planning Committee cementing the links between the union movement and the LGBT sector. It organised an all-island LGBT conference in November 2016, and called for employers and trade unions to work together for equality.

Karen McDowell, FBU

The Rol Women’s Committee

The Women’s Committee is one of the longest standing formal committees of Congress and continues to provide an opportunity for women in the movement to meet and discuss issues through a gender lens. During the period, the following were elected Officers of the Committee:

- Theresa Dwyer (CPSU), Chair (Until September 2016);
- Margaret Coghlan (IMPACT), Vice Chair and elected Chairperson September 2016
- Betty Tyrrell (Dublin Council of Trade Unions), elected Vice Chair September 2016
- Melissa Brennan (PSEU), Secretary.

The major initiatives undertaken during the period included the organisation of a national conference in 2016 and the agreement of a Work Programme, which was endorsed by the Executive Council. The Women’s Seminar - planned for March 2017 - was postponed due to a clash with elections in Northern Ireland.

In compiling and agreeing the Work Programme, the Committee held a series of discussions to discuss and agree the issues it wished to include and prioritise.

The Work Programme took account of motions from BDC 2013 and 2015, the Congress Women’s Conference of 2014 and ETUC data and analysis. It was formally endorsed by the Congress Executive Council in February 2016, and also incorporated the priorities set by the Executive Council. The Programme focussed on the following themes:

- Women Organising for Decent Work includes collective bargaining, pensions, family leaves, affordable childcare and flexible working;
- Women in Society includes women and the working poor, violence against women and ending child poverty;
- Women in Trade Unions includes an audit of women in Trade Unions and female membership of delegations to union conferences.

Women’s Conference

Under the theme of ‘100 Years of Struggle’42, approximately 200 delegates gathered in Mullingar in March, 2016 to debate a wide range of motions and hear from a number of guest speakers on the history of women’s struggles.

In her opening address, Congress General Secretary Patricia King looked at how far we have come on gender equality and the remaining challenges that face us in society, in our workplaces and as a trade union movement.

Also addressing the delegates was Montserrat Mir - ETUC Confederal Secretary - who spoke about the gender equality agenda at EU level and the ETUC’s response.

In addition, Mary Muldowney delivered a presentation on the role of women in 1916, while Margaret Ward outlined the history of the struggle for Women’s Suffrage.

42 http://www.ictu.ie/equality/2016/03/03/2016-womens-conference/
Committee Initiatives

Members of the Committee also participated in the Women's Council of the Isles meetings in 2015 (London) and 2016 (Belfast)\(^43\). Other areas of activity included:

Theresa Dwyer, then Chair of the Committee addressed Congress BDC in Ennis, in July 2015;

The Committee supported the 2016 16 Days of Action campaign to end Violence against Women, which included the Equality Officer speaking at a White Ribbon Campaign event on November 25 and in Aras an Uachtaran at an event hosted by President Michael D. Higgins on the Man Up / He for She campaign on men against violence against women.\(^44\)

The Committee also cooperated with the ETUC's Safe at Home / Safe at Work project, which included the attendance of some members at a Madrid conference to launch this initiative, in November 2016.

There was continued support for the Turn Off the Red Light Campaign, including campaigning for the passing of the Sexual Offences Act and its swift enactment. The Congress Equality Officer also wrote an article for their legacy project, outlining why Congress was involved with the initiative and we participated in the celebratory event held to mark the passing of the Act, on International Women's Day 2017.

The Committee completed the annual ETUC March 8\(^{th}\) survey on gender mainstreaming within trade unions.

It also met with the European Parliament Women's Committee (Sept 24, 2015) on issues relating to women and the labour market, including: the gender pay gap, family leaves, childcare and the Repeal the Eight Amendment were discussed.

The Committee successfully sought Congress Executive Committee support for the Trade Congress RoI Womens' Committee

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\(^44\) [http://www.ictu.ie/equality/2016/03/15/congress-support-for-he-for-she-safe-ireland-campaign/]
Union Campaign to Repeal the Eighth Amendment and Congress subsequently made a submission to the Citizens Assembly supporting a referendum on repeal.45

In addition, the Committee made a submission to the Low Pay Commission focussing on the preponderance of women on the minimum wage.46

Over the course of the period under review the Rape Crisis Network Ireland (RCNI) approached the Committee for assistance in its work. As a result, the PSEU provided office accommodation and facilities for the RCNI at its headquarters in Merrion Square, while the RCNI transferred its operations from Galway to Dublin.

The Committee also assisted with the preparation of the Congress 2016 pre-election platform (Congress Platform for a Fair Society47), by compiling a list of equality related priority issues for candidates and the incoming government.

The Committee also liaised with the Department of Justice & Equality and IBEC about opening a national discussion on the key issue of Work Life Balance. In addition, over the course of 2015-2017 the Women's Committee:

- Supported the SIPTU 100 years of Women Workers event;
- Supported the Children's Rights Alliance annual Report Card assessment of the Government's record in upholding children's human rights;
- Ensured that the trade union perspective was heard during the Department of Justice & Equality civil society consultation on the UN's Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), which took place in July 2016;
- Assisted with an Irish Times article on sexual harassment in the workplace;
- Released a Committee statement in support of striking Tesco workers, during their February 2017 dispute;

The Committee also made strong representations to the Minister for Public Expenditure & Reform urging a long overdue review of Civil Service equal opportunity policies and guidelines.

The Committee was represented by Theresa Dwyer at the Scottish Trades’ Union Congress (STUC) Annual Women’s Conference in 2016.

In addition, the Committee prepared a briefing for members to facilitate participation in Department of Justice and Equality’s series of public meetings on the formulation of a new National Women’s Strategy, and made written submissions and participated in meetings with the department in its preparation of the strategy.

More information on these and other initiatives is available at: http://www.ictu.ie/equality/gender.html

The Committee was represented by Melissa Brennan at the STUC's Annual Women's Conference in 2016.

The Committee prepared a briefing for members to facilitate participation in Department of Justice and Equality’s series of public meetings on the formulation of a new National Women’s Strategy, and made written submissions and participated in meetings with the department in its preparation of the strategy.

More information on these and other initiatives is available at: http://www.ictu.ie/equality/gender.html

The NI Women’s Committee

A work programme based on motions passed at the 2016 Women's Conference, the 2016 NIC ICTU Biennial Conference and BDC 2015 was adopted by the Committee. Priority issues were:

- Tackling violence against women, including domestic violence and abuse, human trafficking and sexual harassment at work;
- Reform of legislation on reproductive rights, including abortion;
- Highlighting the disproportionate impact of austerity on women and supporting gender budgeting;
- Campaigning for a comprehensive, affordable childcare strategy.

The major initiatives of the Women’s Committee during the period were the organisation of a National Women’s Conference in 2016 as well as participation in the Women’s Council of the Isles, an initiative that brings together the TUC, STUC, WTUC and ICTU Women’s Committees on an annual basis.

The Women's Conference of 3/4 March 2016 was held under the theme: 1916-2016, Celebrating a Century of Women's Struggle & History.

Keynote speakers included: Congress General Secretary Patricia King, Dr. Margaret Ward and Dr. Mary Muldowney. The Committee also participated in the Women's Council of the Isles in Glasgow (November 2015) and presented on a number of topics including welfare reform, violence against women and the need for a universal, accessible childcare system. The Committee organised the Council of the Isles in Belfast in November 2016, when some 50 delegates gathered to discuss issues including the impact of Brexit on working women and the need for reform of abortion legislation in Northern Ireland.

Report of the Executive Council, Biennial Delegate Conference, July 2017
In December 2016 the Committee organised a seminar to mark the International Day for the Elimination of Violence against Women and the 16 days of action campaign. The seminar was opened by Claire Sugden MLA, the Minister of Justice and the keynote speaker was Rhian Bowen Davies, National Adviser for Violence against Women, other forms of Gender-based Violence, Domestic Abuse and Sexual Violence at the Welsh Assembly.

Campaign for Reproductive Rights & Choice

Congress responded to a Department of Justice consultation on abortion\(^48\), stating that barriers to reproductive rights are barriers to full social, economic, political and workplace equality and that Northern Ireland has one of the most restrictive laws in relation to abortion in the EU.

Congress welcomed the judgement delivered by the High Court in a case brought by the Northern Ireland Human Rights Commission, which stated that the ban on abortion breaches the human rights of women and girls, including rape victims. However, Congress expressed disappointment that the NI Executive failed to bring forward legislation, in response, which brings Northern Ireland into line with international human rights standards on abortion and reproductive rights.

Both the Women’s Committee and the NIC invited Alliance for Choice to brief members on the #Trust Women campaign which was launched in early 2016.

In this period, Congress also responded to a consultation issued by the Office of the First Minister/Deputy First Minister (OFM/DFM) arguing that the absence of affordable, flexible childcare not only affected women’s participation in the labour market but also hampered greater gender equality.

Officers of the Women’s Committee during the period covered by the report:

2015 – April 2016:
Chairperson: Vivien Holding (CWU)
Vice Chairperson: Jacquie Reid (UTU)
Secretary: Eileen Gorman (IBOA)

May 2016 onwards:
Chairperson: Jacquie Reid (UTU)
Vice Chairperson: Geraldine Alexander (NIPSA)
Secretary: Eileen Gorman (FSU)

The Congress Disability Committee

The Congress Disability Committee is chaired by Claire Mahon (INMO) and vice chair Mary Branigan (UNITE) and continues to meet on a regular basis.

Our work is informed by research which continues to show that people with a disability are substantially less likely to be active in the labour market and are more likely to experience discrimination. A 2017 Economic & Social Research Institute (ESRI) study commissioned by the National Disability Authority (NDA) found that:

- 31% of working-age people with a disability were at work compared to 71% of those without a disability;
- Most people with a disability had worked at some stage but it was often more than four years previously;
- Across the period, people with a disability were more likely to exit than enter employment. For those without a disability, the rate of job entry picked up in the recovery period and the rate of exit dropped. However, there was little sign of a recovery for people with a disability by 2015.

However, without specific, targeted interventions the percentage of people in employment with a disability is unlikely to increase. The report provides more evidence that, despite Government efforts, not enough is being done to help those with disabilities enter and, more importantly, remain in employment.

People with disabilities fared badly during the recession and are clearly not yet benefitting from economic recovery either.

According to the report, if education, age, gender, marital status and other personal and family characteristics are taken out, people with a disability remain about half as likely to enter employment, as people without.

In addition, it found that areas of specific importance to people with a disability include the retention of medical cards when they move into employment, support for the additional costs of disability itself and flexibility in how jobs are structured, including in hours and job tasks.

Efforts to ensure jobs for all of those with a disability who want to work need to proceed on two fronts: both increasing the capacity of those not at work to get jobs and ensuring that those currently at work can retain their jobs.

Unfortunately, we are still not in a position to report that Ireland has ratified the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) - the best mechanism to eliminate discrimination and exclusion.

The Disability (Miscellaneous Provisions) Bill 2016 was published in the Dáil in January 2017 but rather disappointingly, stated that Ireland will not be fully ratifying the Convention in the area of ‘reasonable accommodation’ on the advice from the Attorney General that a right to private property prevented a higher standard for private services.

At the time of writing, government departments were finalising their work and drafting miscellaneous amendments. The Committee will continue to impress upon the government the importance of ratifying the Convention at the earliest date. Ratification of UNCRPD is important because it signifies that people with disabilities are entitled to the same rights and opportunities as everyone else.

On a more positive note, the long awaited Comprehensive Employment Strategy (CES) for the Employment of People with Disabilities was finally published in October 2015.

Congress has worked on many different levels to ensure that the overall goal of the strategy – to ensure people with disabilities can access employment and enjoy rewarding careers - becomes a reality.

We engaged with the NDA and others on the development of the CES and provided an input into the strategy through two disability conferences. It is our view that that the role of employers and workers is central to the strategy and we particularly welcome Strategic Priority 6 – which outlines how employers will be supported and encouraged to employ people with disabilities, to support job retention and to facilitate return to work after the onset of a disability.
Trade union actions are also included in the CES. The raising of the public sector employment target from 3% to 6% is particularly welcome and we look forward to an examination of new recruitment methods and a robust data collection process that provides an accurate picture of the employment of people with disabilities, in the public sector. The public sector has to be a leader in this area and it is unacceptable that public sector unions are forced to take ‘reasonable accommodation’ cases for members with disabilities, in this day and age.

The Committee welcomed the proposed employer’s network set out in the CES and the development of an employer’s disability support service, including a peer led helpline.

Congress will continue to work with government and employer agencies to ensure that relevant well researched guidance is available to all employers and workers to ensure such actions are based on solid evidence.

In November 2016, Congress presented at a major Disability Federation of Ireland (DFI) conference in Dublin Castle: ‘Make it Work’. A capacity audience heard that everyone has difficulty getting a job, but if you have a disability, or acquire a disability, your chances of finding employment worsen significantly. They also heard that the number of people on Disability Allowance rose 6% in 2015 alone, while the numbers on the Live Register have continued to fall (Department of Social Protection Report on Disability Allowance Survey 2015)49.

While noting that there are government initiatives to tackle this problem, DFI told delegates that it has become aware of the growing frustration of people with disabilities’ in relation to their ability to access work. DFI has since conducted research to hear the direct experience of people with disabilities who are active jobseekers.

We continue to engage with The National Disability Authority, particularly with regard to its work on employment. Deirdre O’Connor (INTO and former Chair of the Committee and) sits on the NDA board.

Part 5 of the Disability Act (2005) sets out the legal obligations of public service bodies:

- To meet a target of 3% of employees with disabilities;
- To report every year on achievement of these obligations.

The Committee continues to cooperate with and promote the NDA role under Part 5 of the Disability Act.

In 2015 we saw publication of the ninth annual report from the NDA to the relevant government departments, on employment of people with disabilities in the public sector. It found that 3.6% of staff employed in the public sector are people with disabilities, a slight increase from 3.5% in 2014. This is the fourth successive year of such small increases since first achieving the 3% target in 2011.

The major events during the period under review included the holding of national seminars in 2015 (Waterford) and 2016 (Belfast) where trade union delegates, along with representatives from disability groups gathered to consider how best to promote the employment of people with disabilities.

The theme for 2015 was: ‘Decent Work for People with Disabilities - Where to Now?’

The seminar heard that employment strategies for people with disabilities were being prepared in both jurisdictions and also from a range of speakers, including then Minister Aodhán Ó Ríordáin.

The 2016 event noted the progress on the employment strategy in the Republic of Ireland and heard progress reports from Northern Ireland. Delegates heard updates from speakers on the implementation of employment strategies North and South and good practice examples from across the island.

In relation to the responsibilities for employment under the UN Convention on the Rights of People with Disabilities (UNCRPD), delegates urged the Irish government to deliver on their commitment to ratify the UNCRPD. Delegates were disturbed to hear of a recent report from the UN Committee on the Rights of Persons with Disabilities which highlighted grave violations of the UNCRPD by the UK government.

Finally, the Committee members were greatly saddened by the death of former Committee member and widely renowned disability activist, Martin Naughton. Martin was a passionate campaigner for the rights of the disabled. He became active in the Irish Wheelchair Association and the Muscular Dystrophy Association and helped found the first Centre for Independent Living, in Ireland. Martin brought a unique and perceptive contribution that greatly informed our work. That rallying cry

“nothing about us – without us” is stronger now for his dogged lifelong work in promoting independent living for disabled people.

NI Disability Committee

The Committee Chair was Berni McCrea (UNITE) until September 2015 and thereafter Marcel Dummigan (NIPSA). Frank Warwick (FSU) is the Vice Chair, alongside Secretary Sally McKee (UTU).

The Chair represented the Committee at various forums including meetings with the Equality Commission, the Human Rights Commission, NI Assembly All Party Group on Disability, the Employment for People with Disabilities Advisory Group, the Welfare Reform Group convened by the Law Centre NI and the Trade Union Disability Alliance (TUDA).

The Committee jointly organised seminars in Waterford (2015) and in Belfast (2016), dealing with topics which included the UN Convention on Persons with Disabilities, autism awareness and working to ensure that people who are disabled can access decent jobs and careers. The Disability Committee has also raised concerns over the issue of the ‘universal credit’ and new regulations around Incapacity Benefit and the removal of those who were previously in receipt of the benefit.

Congress expressed its disappointment that a consultation on improving the job prospects and working careers of people with disabilities did not acknowledge the pioneering work that trade unions have undertaken in relation to developing a network of Disability Champions.

50 http://www.ictuni.org/publications/nicictu-to-employ ment-strategy-for-people-with-disabilities/
The Workers’ College

The working group established by the Executive Council to plan the creation of a workers’ college continued its work as a Technical Group, following BDC 2015. This group consisted of Peter Bunting (Congress), Sean Heading (TEEU), Aileen Morrissey (Mandate), Martin Naughton (retired, SIPTU) and Frank Vaughan (Congress).

Work was undertaken on developing a common approach between the existing Quality & Qualifications Ireland (QQI)-recognised union training providers - Congress, CWU, FSU, Mandate, SIPTU, TEEU - to a new Quality Assurance procedure for certification. The group was assisted in this by Dr Anne Murphy of the National Qualifications Authority of Ireland (NQAI) and Dublin Institute of Technology (DIT).

The priority of the Technical Group was the setting up a legal structure which would facilitate the formal establishment of the college. The Group arrived at the view that there were benefits in having a company limited by guarantee set up for this purpose. Such a company should be wholly controlled by Congress, which does not itself have a clear legal personality, and charitable status for the company should be sought.

To that end, Education & Training Services Trust Ltd. – which had previously existed as a training company owned by Congress, TEEU and UNITE/AEEU – was repurposed to become a vehicle for the proposed college.

This entailed a substantial amendment of both articles and memorandum in order both to describe the company’s new purpose and structure, but also to align with the requirements of the Companies Act (2014) which came into force in 2015.

The charitable status of the company was confirmed with the new Charities Regulator.

The Congress Executive Council was first asked to nominate ‘members’ of the company. Nine nominations were received for the nine places available.

Accordingly, at its meeting in September 2015, the following nominees were elected as ‘members’ of the Workers’ College: S Cody, IMPACT; B Ogle, UNITÉ; A Morrissey, Mandate; D Hughes, INMO; M Geoghegan, FSU; E Devoy, TEEU; C Scheffer, CWU; J O’Flynn, SIPTU and C Rohan, AHCPS.

The members’ primary role is to hold the company shareholding on behalf of Congress and to vote on motions at AGMs and EGMs, including motions proposing the election of Directors and Company Secretary.

It was agreed at the Congress Executive Council meeting of December 2015 that the following would be nominated as Directors of the Workers College: K Callinan, (IMPACT); T Geraghty (PSEU); J O’Flynn (SIPTU); B Campfield, (NIPSA); A Morrissey, (Mandate) and S Nunan, (INTO).

These six nominees were duly elected as directors at a formal meeting in February 2016 and duly appointed as directors.

The Technical Group was invited to attend the first meeting of the Directors on 16 March 2016 at which files and status reports on various aspects of the work done to date were handed over.

The Directors met on a number of occasions during 2016. They reported to the Executive Council in December 2016 that it was decided to concentrate on accreditation for QQI and to pursue this matter urgently. It was also reported that Congress would not be seeking financial support for the appointment of a co-ordinator for the college at this stage. It was further agreed to accept the recommendations of the College Directors not to proceed with the operation of the Workers’ College.

Trade Union Skillnet

The Trade Union Skillnet (TUS), was first established in 2012 and involved participation by Congress, CWU, IBOA, INMO, Mandate, SIPTU and TEEU.

The unions involved collaborate in developing a programme of training courses and seminars covering a wide range of subject areas, including: training for union reps, communications, health & safety, training and development.

TUS was involved in two separate programmes. Most union training was delivered through the Training Networks Programme which can fund up to 50% of allowable...
training costs, including management and administration costs. The second programme is the Job Seekers Support Programme (JSSP) which is targeted at the unemployed.

This has supported a range of courses offered through the Congress Centres Network (CCN) under the general heading ‘Maximise Your Options’. The model has been very successful in facilitating progression into further training or part/full-time employment.

The network achieved its targets in both programmes in 2015.

However, arising from a number of factors relating to finance and capacity issues, it subsequently decided not to proceed with Trade Union Skillnets and to cease training activity from the end of October, 2016.

Course offerings were circulated and made available on the training portal at www.ictu.ie/unionlearning

They included courses on the Labour Court/WRC and how to take collective cases, plus a new course on taking Employment Rights cases through the WRC and LC.

**Training Courses**

**Industrial Relations**

Following consultation with the General Secretary and Industrial Officials, a decision was made to prioritise training on the new industrial relations institutions following the implementation of the Workplace Relations Act. A total of 37 participants attended a new pilot training course dealing with the Workplace Relations’ Commission (WRC) and Labour Court (LC), on May 23, 2016.

Presentations were made by the General Secretary, the Chairman of the Labour Court and the Director of Operations of the WRC. The course was exceptionally well received with very positive feedback. In response, two further courses were designed.

Course offerings were circulated and made available on the training portal at www.ictu.ie/unionlearning

They included courses on the Labour Court/WRC and how to take collective cases, plus a new course on taking Employment Rights cases through the WRC and LC.

**Economics**

‘Essential Political Economy for Trade Unionists’ was developed in collaboration with the Nevin Economic Research Institute (NERI). It designed as a pilot with the intention of developing it as a certified course.

The course ran over five days between October 2016 to January 2017 and focused on a number of topics: including economic growth and development, wages, unemployment, inequality, prices, trade and political economy.
Organising

A working group consisting of union tutors and organisers was set up to review training options for organisers, both to cater for existing organisers and also equip activists/officials with knowledge of organising strategies and techniques.

Project Management

Congress is one of a number of European federations that supported the development of an initiative to make available project management training that was specifically designed for the needs of trade unions.

‘Project Work for Trade Unions’ is aimed primarily at administrative staff in unions and was run over three days in each of 2015, 2016 and 2017.

It comprises an approach to project management for trade unions developed by ETUI over recent years. The courses included participants from TUI, IMPACT, CWU, TEEU, PSEU, ASTI, FSU and Congress.

Work has begun on developing an introductory course to focus on using a project management approach in organising to be held later in 2017.

Diploma in Training & Development

Congress continued its partnership with the Irish Institute for Training and Development (IITD) in offering a Diploma in Learning & Development Practice, a Level 7 course accredited by UCC.

The course was tailored to trade unions’ needs and designed to provide a qualification for new tutors who may be involved in the work of the Union College. The Diploma is unique in that it covers the entire process of delivering training, including assessment, preparation, creating a positive learning environment, facilitating learning, and evaluation.

Some 15 participants from a variety of affiliates and one from the Congress Centres undertook the successfully completed the course.

Certificate in Business Studies (Trade Union Studies)

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

This course has been developed in partnership with the National College of Ireland (NCI) and is designed trade union members. The six course modules are:

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

Learners can join the course with any module and then continue through the cycle for the major award.

Benefit4

Benefit4 was a programme run under the auspices of the then Department of Communications, Energy & Natural Resources which sought to deliver training in basic IT skills to those who might have been excluded. This included unemployed people, immigrants, older people and early school-leavers.

Congress secured successive annual contracts to run the training programmes over recent years, with over 5,000 people having participated.

The courses were run predominantly through the Congress Centres Network and have also been offered by participating trade unions and by the Peoples College.

Congress consistently exceeded its targets and had been approached to deliver additional places, by the Department.

We concluded the last contracted training in May 2016, following which the new Department of Communications, Climate Action & Environment launched a similar programme named ‘Digital Skills for Citizens’.

European Trade Union Institute

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

In February 2017 we hosted the Level 2 Project Management training (see above) and also agreed to host the Young Leaders programme in 2017. Congress nominated four participants (from UNITE, PSEU, MANDATE and IMPACT) to this course.

The course commenced in Gdansk, Poland with the first of three modules in October 2016. A further module took place February 2017.
Brussels. Congress is to host the third and final module in June 2017 in Dublin.

Through our work on the Pedagogical Committee of ETUI we also contributed to the redesign and updating of the training content and structure of the website.

**Quality & Qualifications Ireland**

QQI has embarked on a major overhaul of the Ireland's qualifications system, which has included a strategic review of training providers' Quality Assurance (QA) policies and procedures. While this is ongoing existing providers enjoy a 'legacy' status which allows them to continue to provide certified training courses until such time as a new framework has been agreed.

From a union perspective, this includes unions providing certified training: Congress, CWU, FSU, MANDATE, SIPTU and TEEU.

It was recognised some time ago that it would be very difficult for any single union to implement the onerous processes of the new QA alone.

It was also clear from QQI that they welcomed consolidation of providers and the setting up of consortia. It was therefore decided that the unions should proceed in this process as a single entity, using the vehicle of Education and Training Services Trust.

At the time of writing, this work was ongoing.

**Congress Centres’ Network**

The Congress Centres’ Network (CCN) has encountered difficulties during the period under review.

Congress had secured a number of training contracts (Momentum, DACT and Benefit4) which involved delivery of programmes by many of the centres in the network.

Nevertheless, many of the centres are struggling financially; the loss of the priming grant which was available some years ago, has left many in a vulnerable position. Two centres – Dundalk and Leixlip – closed during the period and others are known to face serious financial problems.

In response, a Review Group was established by the Congress Executive Council to assess how the objective of a trade union centre in every major town - as per Motion 13 passed at BDC 2015 - might be achieved.

The aim of the review was to explore the purpose and key considerations in establishing a more visible and accessible trade union presence in cities and town.

As part of its consultation process, the Review Group arranged a seminar in October 2016, which brought together over 60 participants from the boards of management of Congress Centres, representatives of affiliated trades councils and Centre coordinators. This generated useful information and feedback which will significantly inform the final report.

The CCN has continued to operate as an effective support for the vulnerable and marginalised in our communities,

The network delivered superb work in the Momentum programme, funded by Solas, with very high job placement rates for trainees who completed an ambitious programme.

Congress arranged a presentation ceremony on in November 2016 to present certificates to students who had completed training under the Momentum Programme.

The excellence of their work was also recognised in relation to the Training Options Disability Activation Project (DACT) which aimed to increase the capacity and potential of people on disability/illness welfare payments to participate in the labour market. This delivered education and training to enhance the competencies of people with disabilities in a range of personal development, Information Technology and work related programmes. The project was submitted for the Aontas Star Awards in 2016. This is the premier award in Ireland recognising contributions to adult education. The Congress project was the overall winner in this prestigious national category.

**People’s College**

The events of significance for the College in recent months have been the retirement of two long serving members of staff, Fionnuala Richardson, Director and Gretta O'Neill, Administrator. We also lost our Night Manager Derek (Bo Xu) who passed away suddenly. This creates new challenges for the College with a complete turnaround in staff.

Joanne Pearson took up the position of Director of the People’s College in July 2016. She was previously a Project Manager with the Irish Congress of Trade Unions with responsibility for education and training programmes. Dearbhla Coyle was appointed Administrator in January.
2017. Dearbhla also comes to the College with vast experience in the training and education sector. Together our priority for the next two years will be to address the challenges we face in securing new funding and maintaining and growing our student base. This will further allow us to continue to promote the principles and activities enshrined in our constitution aimed at providing our students with the learning opportunities they require in an increasingly difficult and changing world.

Since the last Biennial Report, the College has maintained its position as a key provider of opportunities for lifelong learning for its members – trade unionists, their families and the general public. We continue to provide the courses, at very reasonable rates, which the students seek. The forty-five courses offered in the two years include Modern Languages, Art & Music, Political, Social, Cultural & Environmental Studies and Personal Development & Social Skills.

Although, enrolments have remained stable during the period under review at some nine-hundred each year, we have seen a drop in funding and hope to turn this around by building new relationships and improving communication with both our affiliated and non-affiliated partners.

The Student Committee continues to play a key role in the College, both as a support to the administration and in representing the views of the student body. It also organises social and cultural events.

The Choir continues to flourish, participating in choral festivals at both national and international level; it also performs at social events for the College.

The Debating Society also plays a major role in College life organising debates and training sessions for its members.

The Drama Group is developing steadily and has put on sketches and plays in the Teachers Club Theatre.

The College will be hosting a stand at the ICTU Biennial Conference in Belfast this year. The aim of this is to build new relationship and see how the Peoples College can further support the training and education of Unions in Ireland.

**NI Education**

**The Trade Union Education Programme**

The NIC ICTU Education Programme for all trade union officials, representatives and members continues to develop. This period saw a large number of new courses added to the programme reflecting demand from affiliates and changes in society.

The programme contains pathways for union representatives, health and safety representatives, equality representatives, union learning representatives and offers progression routes resulting in awards, certificates and diplomas accredited by the Open College Network (OCN). An Equality Diploma was added to the programme to complement the other Diploma courses in Employment Law and Occupational Health and Safety. The courses are free and are run mainly on a day release basis over 3, 5, 10 or 36 days depending on the level of qualification attached to the course.

The North Western Regional College ended their partnership agreement with NIC ICTU for the delivery of the TU Education Programme in December 2015. This caused a major disruption to the Programme. However, in January 2016, the South Eastern Regional College (SERC) took over delivery of the accredited courses under the Programme. This partnership with SERC offers great potential to the development of TU Education as the College is keen to engage with our innovative plans to expand the programme and introduce new delivery methods particularly within the areas of ‘blended’ and ‘online’ learning. The TUSALL programme will also be able to access other courses on the SERC prospectus thereby increasing the range of skills development opportunities that NIC ICTU can offer to workers and union reps.

The change in college delivery partners had an adverse impact on the number of accredited courses that could be programmed for the first half of 2016. As a result, in 2016, 505 learners successfully achieved an award (an additional 26 enrolled in diploma courses in 2016 which
finished in 2017). A further 754 learners engaged in unaccredited seminars over the same period.

The NIC ICTU TU Education Programme offers the following courses:

• Trade Union Rep Training – Core Skills
• Trade Union Reps Stage 1
• Trade Union Reps Stage 2
• Certificate in Employment Law
• Health and Safety Stage 1
• Health and Safety Stage 2
• Union Learning Reps Stage 1
• Union Learning Reps Stage 2
• Negotiation and Communication Skills for TU Reps
• Pay and Bargaining for Trade Union Reps
• Handling Grievance and Disciplines
• Social Media for Trade Union Reps
• Dealing with Redundancies
• Public Sector Pensions

In addition to these core courses the programme also contains a range of other popular courses including: Tackling Prejudice and Discrimination; Women in Leadership; Discrimination and Equality Law; Stress & Bullying in the Workplace; Disability Champions; Governance Skills; Confidence; Trade Unions and Globalisation.

Union Learning

The Union Learning Fund (ULF) for Northern Ireland was established in 2002 to promote activity by trade unions in the support of the government’s objective of creating a learning society.

The ULF recognises the key role that trade unions can play in engaging individuals or groups of people who have been disadvantaged or excluded from education.

The trade unions, through the ULF projects, have long been in an ideal position to assist and encourage a wide range of learning. The focus of this learning ensures that employees develop the skills needed to carry out their work to the best of their ability, thereby opening opportunities for them to progress within their workplace and succeed in everyday life.

The Union Learning Fund has 3 main aims –

1. To develop and expand the capacity of the trade union movement as a primary catalyst for increased lifelong learning by its members.
2. To increase workplace learning by encouraging innovative, union-led partnership projects which leads to workers gaining nationally recognised qualifications.
3. To widen participation and break down barriers to learning in the workplace by supporting projects which focus on social inclusion and engaging non-traditional learners.

The first aim is met through a Northern Ireland specific programme of training for accredited Union Learning Representatives (ULRs) and others with a role to play in furthering the aims of the Fund.

The second and third aim is pursued through projects that address one or more of the following key themes:

1. Overcoming barriers and widening access to learning in the workplace for those who may have limited access to mainstream education and training provision or to information and advice about learning opportunities.
2. Engaging learners in Essential Skills ICT / Numeracy / Literacy and other learning opportunities.
3. Attracting non-traditional learners, particularly excluded groups of employees such as part-time workers, shift workers and those with Essential Skills needs.
4. Promoting partnerships and involvement with employers and others.

The Union learning programme continues to grow. From its launch in 2002 with five Union Learning funded projects, the Department for Employment and Learning confirmed in April 2014 that a further three-year period of funding would be made available. The fund currently supports the following 12 projects:

• NIPSA
• BFAWU
• UCATT
• USDAW
• AEGIS
• RCM
• RCN
• GMB
• UNITE
• UNISON
• FSU
• INTO

In this current round of funding, 1926 students completed Essential Skills courses in Literacy and Numeracy and Information Technology (IT). A further 8653 completed other accredited and
unaccredited courses such as British Sign Language, NVQ Level 3 – 5, CPD and ESOL.

ULF projects have helped thousands of workers on their learning journey this would not have been achieved without the support of dedicated Union Learning Reps (ULRs). ULRs work voluntarily to make a real difference within their workplaces, local communities and working in partnership help to improve productivity within their businesses, industries and wider economy.

As well as engaging adults back into education, union learning is also a way of engaging people with the union. Union Learning Reps are key to this work.

Congress wanted to recognise the importance of ULRs, for increasing learning opportunities and equality of access to education for union members, colleagues and their communities. In 2016, the inaugural ULR of the Award was presented to Jacqueline Morrow from AEGIS, with an additional award for the Essential Skills Trade Union Learner of The Year presented to Pauline Hunter, an employee of Tesco and USDAW union learning rep.

The ULR of the year for 2017 was Gareth Moore AEGIS and John Kennedy Unite was the Essential Skills Trade Union Learner of the Year.

ICTU continues to have full responsibility for the administrative and financial management of the Union Learning Fund. An Independent Assessment Panel was set up ensure the appropriate monitoring and assessment system and that the fund is fully utilised.

Open University

In June 2016 The Open University and the Irish Congress of Trade Unions renewed its partnership agreement. The new relationship is embodied in a Memorandum of Understanding (MOU), signed by both organisations.

To celebrate the partnership, a new award was launched; The Open University Trade Union Learner of the Year.

Ulain McKee, FSU - Open University Trade Union Learner of the Year 2016
Sylvia Rzepka, UNISON - Open University Trade Union Learner of the Year 2017

Essential Skills Learners 2014–2017

Non-Essential Skills Learners 2014–2017
Public Engagement, Campaigns & Communications

Congress Charter for Fair Conditions at Work

At the BDC 2015 delegates heard a report on progress that had made in securing support for the Congress Charter for Fair Conditions at Work. The Congress Charter for Fair Conditions at Work identifies five key areas where certain minimum standards should be enjoyed by every worker in Ireland.51

The Charter seeks to gather support so that every worker would, as a minimum:

• be paid the rate of the Living Wage;
• have Fair Hours of work;
• have the Right to be Represented by their trade union and engage in collective bargaining;
• be treated with Dignity and Respect at work; and
• see these minimum standards applied in all Public Contracts awarded for works or services.

We also reported to BDC 2015 that following an extensive campaign of meetings and representation, Congress had secured the support of the majority of the members of the (then) Dáil, the Seanad and the Northern Ireland Assembly.52

An analysis of the results of the 2016 general election in the Republic of Ireland shows an increased number of members of both the Dáil and Seanad support the Congress Charter.

In addition, the results of the March 2017 election to the Northern Ireland Assembly have also shown an increased majority of the members there support the Congress Charter.

At the BDC 2015 we informed delegates that we would also seek support for the Congress Charter with local authorities, North and South and that we would engage with employer organisations, with NGO’s, with national sporting organisations, faith groups and wider civil society in to further disseminate the Congress Charter and secure support for its principles.

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51 http://www.ictu.ie/charter/
52 http://www.ictu.ie/charter/politicians/
In the intervening period, Congress wrote to each local authority member in the Republic of Ireland and Northern Ireland, requesting that they:

- sign the pledge of support for the Congress Charter;
- request that a representative of Congress be invited to address a meeting of their local authority; and
- propose a motion at their local authority in support of the Congress motion.

As a result, a representative from Congress met and addressed a meeting of 25 of the 31 local authorities in the Republic. In the majority of these 25 local authorities a motion in favour of the Congress Charter was proposed and adopted by the Council. Congress also addressed a meeting of the City & County Managers Association.

In Northern Ireland a Congress representative addressed 6 of the 11 local authorities. Some local authorities in Northern Ireland had already adopted polices similar to the ones contained in the Congress Charter and at the time of writing, there was a clear majority of local authorities in Northern Ireland in support of the Congress Charter.

As mentioned earlier Congress requested each individual local authority member to sign a pledge supporting the Charter. At the time of writing Congress had received over 300 individually-signed pledges of support from local authority members in both the Republic and Northern Ireland.

Congress also met with a number of employer representative organisations to discuss the content of the Charter, including: IBEC, the Small Firms Association, The Banking Federation of Ireland, Chambers Ireland and the American Chamber of Commerce in Ireland.

The purpose of these engagements was to advise these organisations of the work that Congress was involved in around the Congress Charter and to discuss the content of the Charter in greater detail with them. Generally, the employer organisations we met with did not raise any significant objections to the content of the Charter, although some felt that the Living Wage would be better achieved with a contribution from the state through social welfare benefits.

Congress also organised a meeting with a number of non-governmental organisations. The meeting was attended by representatives of: Pavee Point, Oxfam Ireland, the Childrens Rights Alliance, Early Childhood Ireland, Trocaire, TENI, the Migrants Rights Centre Ireland, Comlamh, the National Women’s Council, The Wheel, The Free Legal Aid Centre, Equality Rights Alliance, the Disability Federation of Ireland, Social Justice Ireland, Dochas and the Irish Environmental Network (IEN).

A representative of Congress also addressed a Disability Federation of Ireland Conference, the Living Wage Forum and a Comhlamh seminar, in relation to the Congress Charter.

While not all of these organisations have formally endorsed the Charter a number of them - including Comhlamh, Social Justice Ireland the Migrant Rights Centre - have done so. However it is important to note that none of the organisations we met advised that they could not support the Charter.

In the final stage of the campaign Congress met with Sporting Ireland and the GAA. We requested meetings with the IRFU and the FAI, but received no response to the request. We have also engaged with a number of representatives of faith groups including the Jewish Community in Ireland, the Archbishop of Dublin and the Irish Council of Churches.

At the commencement of the campaign our aim was simple.

We sought to start a national conversation about the centrality of decent work and build a consensus around fair, minimum standards that should apply to every worker in the country. We believe that through this wide-ranging and extensive campaign we have succeeded in establishing that consensus.

Decent working conditions and a fair income at work are two of the hallmarks of a civilised society. Of course not everybody agrees. However the campaign has made it clear exactly who supports and who does not support fairness at work. In that context, the campaign was worth undertaking and pursuing.

**Housing & Homelessness**

At the time of writing this report, Congress was engaged in the joint organisation of a major national campaign, focussed on the alleviation of the housing and homelessness crisis. The Congress pre-budget submission for Budget 2017 (published Sept. 2016) contained a series of proposals aimed at alleviating and ending the housing emergency. These included: a state-led house building programme, the Vacant Site Levy and Compulsory Purchase Orders to free up land and acquire housing units. The joint campaign was expected to incorporate similar key elements and take into con-
sideration the recent NERI paper on housing (see Section 2: The Economy), with a planned launch set for early May, 2016.

**Communications & Media**

**Congress Studio**

Work began on the development of a purpose-built studio located in the Congress head office, in early 2016. A suitable space was identified and some remedial and upgrade work was carried out to ensure it was fit for purpose.

Technical advice and input was utilised in sourcing, securing and installing the appropriate equipment and facilities, a process that took place over a number of months.

In advance of any work being carried out, a wide range of affiliates was canvassed as to their likely usage such a facility. This revealed strong support for the studio and related services, such as media and skills training.

From the outset, the studio has been viewed as a trade union resource at the service of Congress, affiliates and the wider movement, with the primary purpose being the upskilling of officials, shop stewards and activists in a range of new skills and technology. This centres on three key media priorities:

- **Media Interview Skills Training.** The studio is utilised to simulate live interview settings allowing participants to develop and sharpen interview skills and techniques. At the time of writing this focused on radio interview techniques, but television interview training is to be introduced in the latter half of 2017.

- **Digital Content Creation Participants** are trained in shooting and editing short videos (on smartphone and camera) and in creation of podcast interviews, familiarising them with the relevant software and with recording techniques (they are run as two separate classes).

- **Creating Union Content** Advances in technology have opened a range of new channels that can be utilised by trade unions in communicating with members and wider audiences. Union websites and social media outlets are particularly useful in this regard, but require a steady output of digital content – such as short videos and podcast interviews. This requires that union personnel possess the necessary skills to create good quality online content and also have access to a facility in which audio and video recordings can be made and edited, such as the Congress studio.

**Training Programme**

Some initial ‘pilot’ classes were held in the studio in late 2016 in order to test systems and equipment, before training proper began in November with classes on Radio Interview Skills. Each class was/is limited to a maximum of four participants in order to ensure a good learning experience.

Participants are also provided with a digital copy of their simulated radio interview from the class. As mentioned previously, this is to be expanded to include training in television interview skills and techniques.

In the early part of 2017, classes were expanded to include Podcast Editing & Creation and Video Editing & Creation (run as two separate classes), with each class limited to a maximum of five places.

A full schedule for 2017 was circulated to affiliates, which comprised 20 individual classes running until mid-December 2017. At the time of writing 115 members had either undergone training or were booked into classes, ensuring a highly successful programme with full bookings for the duration of 2017.

Classes are open to all affiliate members and are provided free of charge by Congress, with affiliate unions taking responsibility for nominating appropriate members and staff to participate.

Among the affiliate unions that have participated in the training to date or are booked to attend are: NIPSA, INTO, PSEU, UNITE, SIPTU, Congress staff, NERI staff, USDAW, IMPACT, ASTI and MANDATE. The programme is to be evaluated in late 2017, in advance of a full schedule for 2018 being organised and circulated.

**Graphic Design**

Congress has also invested in the upgrade of its in-house graphic design capacity, with staff training undertaken in late 2016 and the purchase of appropriate systems and software. This has facilitated the development of a number of new online publications and bulletins, such as: Labour Market Notes, Global Forum News and the Private Sector Bulletin.

A dedicated online Congress newsletter is also under development and is expected to commence publication and circulation in the latter half of 2017.

The enhanced graphic design capacity has also allowed for the in-house development of promotional material for Congress events, such as seminars and conferences. In the past, where such material was
developed it would have been through a service provider and at a cost to Congress.

This has also assisted in implementing standardised models for a range of Congress publications, particularly submissions to government and outside bodies.

**Congress Website**

The Congress website has undergone a significant degree of upgrade work in the period under review, with some key additions to administrative capacity of the site, making it far easier to update and maintain.

The Congress Home Page has been restructured to more closely resemble an online news platform and news on the page can be reordered and reprioritised according to need and circumstances. Thus, if health or education is featuring heavily in the news, we can ensure that a relevant health or education publication can be positioned high up the page.

In addition, the site has seen the introduction of a number of important new features, including: the Congress Blog (early 2015); the Congress Talks podcast series of short interviews, the UnionNews.ie service and a more regular use of short videos.

**unionnews.ie**

UnionNews.ie is an entirely new service which collects the latest news output – press releases, announcements etc – from affiliate trade unions North and South and centralises these in one online location, linked to the Congress site. The service went live in late 2016 and works by digitally scanning the websites of leading affiliates and copying over and categorising the latest news from each site, onto UnionNews.ie. Affiliate websites are scanned several times daily to ensure the UnionNews.ie is always up to date, with the latest affiliate releases and announcements. It currently features newsfeeds from 17 major union outlets. News on the site is categorised according to affiliates and it also features international newsfeeds from the ETUC and ITUC.

UnionNews.ie is an essential source of news direct from trade unions in Ireland and abroad, the only online location where this is available. The aim would be to make it an essential location for all union officials, activists and members to visit at least once every day.

**Website Traffic**

During the period under review traffic on the main Congress site amounted to 138,154 ‘sessions’ (defined as ‘when an individual user visits or engages with the site’) accounting for some 367,000 page views.

Overall, the site was visited by 97,411 unique users with 69.4% of those defined as new users and 30.6% as returning visitors.

Just over 72% of all sessions were initiated from a desktop, 22% from a mobile device and just under 6% from a tablet device.

The pages/items most visited were: Congress Home Page, Press & Media, Equality, Publications, Join a Union, Global Solidarity, the Congress Blog and Intern Rights.

**Congress Policy Papers**

Communications is responsible for the editing and print production of the series of Congress policy and briefing papers, six of which have now been published. When the briefing papers were initiated in late 2015 and prior to the appearance of the first publication, a design template was created and agreed to ensure the series had coherence and that each one was readily identifiable as part of that overall series. Communications also has responsibility for the distribution of the papers, following publication and the majority receive a wide circulation among affiliates, policymakers and wider civil society.

**Media Matters**

Congress engages in ongoing media monitoring to measure the impact of public events and engagement, along with the issues that affect the wider movement.
The monitoring system operates on the basis of keywords and captures all press articles and broadcast items in which these keywords appear. The current keywords are: Patricia King, Irish Congress of Trade Unions (ICTU, Congress) and NERI.

Over the period under review, Congress, the General Secretary and/or NERI was cited in a total of 3,444 news items across a wide range of print, broadcast and online outlets - including national and regional media (print and broadcast).

The standard industry metric for assessing value of coverage is somewhat unsuitable to the purposes of Congress, as it based on the estimated cost or value of purchasing the same volume of print space or broadcast airtime that is taken up by those same 3,444 news items. This also includes some references to the Northern Ireland Committee.

Among the key issues in the media coverage received by Congress were: Public Service/Public Sector; Economy/Economic Research; Patricia King; Childcare; Decent Work; Aer Lingus; Minimum Wage; Pensions; Dunnes Stores; Clerys; County Council (Charter Campaign and One Cork) Congress Communications Group

Although not a standing Committee of Congress, the group has met regularly over the period under review, acting as a forum for the sharing of information, updates and best practice amongst affiliate communication officials and operatives. The group was central to the development of the UnionNews.ie service and plays a key role in the training programme for the Congress Studio, with group members serving as the contact point in nominating affiliate members for training. The group also plays a coordinating and support role in respect of industrial disputes, where necessary.

ETUC Communications Group

Congress is a member of the ETUC group which meets twice yearly and serves as an EU wide forum for discussion of key issues, initiatives and projects carried out by trade unions across the EU. It also serves as a useful platform for campaigns, as exemplified by the Europe Needs a Pay Rise campaign launched in February 2017. This is the first occasion on which the ETUC has run a campaign simultaneously across all member state jurisdictions, utilising similar messaging and material for all. The campaign has developed a range of resources and materials for use by affiliates, on designated days such as May 1 and at other times most appropriate to individual affiliates. The campaign is scheduled to run until mid/late 2018.

Report on Biennial Delegate Conference 2015

The Irish Congress of Trade Union’s 2015 BDC took place Treacy’s West County Hotel, Ennis, Co Clare from July 7 to July 9, 2015. Mr John Douglas, Congress President presided.

The members of the Standing Orders Committee were: Kieran Jack McGinley (SIPTU), (Chair), Joan Gaffney (MANDATE), Pat Guilfoyle (TEEU), Cora Martin (UNITE), and Aidan Kenny (TUI).

The following Tellers and Scrutineers were elected: Tellers: Brian Hewitt (UNITE), Stephen Lyons (IMPACT), Paul MacSweeney (CPSU), Alanagh Rae (NIPSA), Scrutineers: Billy Hangan (PSEU), Eamon Lawless (SIPTU), John Kelleher (AHCPS), Billy Sheehan, (INTO), Marian Geoghegan (IBOA).

Some 539 delegates and 74 observers attended the Conference. A total of 46 motions and four Emergency Motions were submitted to BDC. Motion 43 on TTIP in the name of the ASTI was withdrawn with all other motions being adopted. A report on the Actions on Motions to BDC 2015 is contained in an appendix to this report.

The keynote and fraternal speakers at BDC were: Joan Burton, Tánaiste & Minister for Social Protection, Jennifer McCann, MLA OFM/DFM Junior Minister, Afif Safieh, Palestinian Diplomat, Sharan Burrow, General Secretary of ITUC,
Bernadette Ségol, Secretary General of the ETUC, Frances O’Grady, General Secretary of the TUC, Grahame Smith, General Secretary of the STUC, Margaret Thomas, President of Wales TUC, The Lord Mayor of Ennis, The President of Ennis Trades Council, Teresa Walsh, Congress Youth Committee, Padraig Malone, Congress Centres Network, Claire Mahon, Congress Disability Committee, Theresa Dwyer, Congress Women’s Committee, Mags O’Brien, Global Solidarity Committee, Margaret Browne and Margaret Galloway, Congress Retired Workers Committee.

The following Officers were elected: Brian Campfield, NIPSA, President, Kevin Callinan, IMPACT, Vice President, Sheila Nunan, INTO, Vice President, Joe O’Flynn, Treasurer, Larry Broderick, IBOA, Richie Browne, UNITE, Ethel Buckley, SIPTU, Shay Cody, SIPTU, Colm Cronin (LRP), Eamon Devoy, TEEU, Diarmaid dePaor, ASTI, Séamus Dooley, NUJ, Liam Doran, INMO, John Douglas, MANDATE, Steve Fitzpatrick, CWU, Tom Geraghty, PSEU, Arthur Hall, TEEU, Mike Jennings, IFUT, Jimmy Kelly, UNITE, Marie Levis, IMPACT, John MacGabhann, TUI, Justin McCampfield, NASUWT, Patricia McKeown, UNISON, Gene Mealy, SIPTU, Alison Millar, NIPSA, Jim Moore, UCATT, Maria Morgan, NIPSA, Aileen Morrissey, MANDATE, Phil Ni Sheaghdha, INMO, Deirdre O’Connor, INTO, Jack O’Connor, SIPTU, Ciaran Rohan, AHCPS, Eoin Ronayne, CPSU, Anne Speed, UNISON, Noel Ward, INTO.

Congress held the following Fringe Meetings at Conference: July 7, Global Solidarity Fringe Event on Climate Change, Hunger, Poverty and Inequality, Wednesday July 8, NERI Fringe Event on An Overview of the First Three Years of Work, Wednesday July 8, Justice for Columbia Fringe Event, Wednesday July 8, TIP (sponsored by TEEU).

Congress would like to acknowledge the support of our exhibitors at Conference and also for the support of the advertisers in the Executive Council Report 2015.
European Trade Union Confederation

Congress is represented on the Executive Council of the ETUC by Jack O Connor (SIPTU) and alternate member Peter Rigney (Congress). The Executive meets approximately three times per annum.

The main issue in the period under review has been Brexit and the proposed Pillar of Social Rights. The Social Dialogue Committee meets three times per annum. At time of writing, the work programme for the next four years is under development. A key feature of this committee is its engagement with European Commission representatives, where the work programme of the Commission is discussed.

Under article 155 of the Treaty on the Functioning of the European Union, the Social Partners have the power to negotiate agreements on specific issues and to request the Commission to transpose the result into a directive. This was the origin of the EU directives on Fixed Term Work, Part Time Work and Parental Leave, adopted in the late 1990s. However, in more recent times there is less of an appetite on the employer side for such agreements.

What may be concluded are framework agreements, whose application in member states is voluntary.

Pillar of Social Rights

A proposal for a European Pillar of Social Rights was made by President Juncker in September 2015 and appears to have been conceived of as an attempt to re invigorate the concept of Social Europe that was seriously undermined during the crisis.

The proposed Pillar is “a reference framework to screen the employment and social performance of participating member states, to drive reforms at national level and, more specifically, to serve as a compass for the renewed process of convergence across Europe.”

Much of 2016 was devoted to a consultation process and also saw intense lobbying by the ETUC on the substantive shape and remit of the proposed Pillar.

Details of the final content of the European Social Pillar were unveiled towards the end of April 2017, as this report was being compiled. In response, Congress compiled an initial summary of the contents of the proposals and the Pillar generally. The proposals are currently being discussed and assessed at an EU level, most particularly by trade unions, who have long sought the revitalisation of Social Europe as a core component of the wider EU project.

The Global Forum

The Global Forum is chaired by Jack O’ Connor and meets approximately four times per annum in conjunction with meetings of the Congress Executive Council. The Forum comprises Executive Council members, Congress representatives on the European Economic & Social Committee (EESC, see below) and nominees of affiliated unions. The purpose of the forum is to provide a link between the different aspects of European and international union activity.

A Global Forum news bulletin is produced on a quarterly basis and carries updates on the forum’s activities.

53 http://www.ictu.ie/download/pdf/gfn_issue_three.pdf)
work and details of key European and international developments. In addition, it covers developments at the EESC and the European Parliament, together with developments at the International Trade Union Confederation (ITUC) and the International Labour Organisation (ILO).

**The European Economic & Social Committee**

Established in 1958 the EESC is an advisory body of the EU. It works through three groups and operates by way of joint opinions, arrived at by consensus. These opinions are submitted to the main policymaking institutions and, in an average year, the EESC will produce some 200 opinions. It is mandatory for the EESC to be consulted on those issues stipulated in the EU Treaties and in all cases where the institutions deem it appropriate. The EESC may also be consulted on an exploratory basis by one of the other EU institutions, and may issue opinions on its own initiative (around 15% of its opinions are own-initiative opinions).

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

*Patricia McKeown*
- *Section for External Relations*
- *Section for Employment, Social Affairs & Citizenship*

*Jack O’ Connor*
- *Section for Transport, Energy, Infrastructure and the Information Society*
- *Section for Employment, Social Affairs and Citizenship*
- *Section for Economic and Monetary Union and Economic and Social Cohesion*

**The European Parliament**

Under the Treaty of the Functioning of the European Union (TFEU), the parliament has enhanced powers in the decision making process. In this context liaison is maintained with MEPs on matters of interest and relevance to Congress. During the period under review the main items dealt with were the European Globalisation Fund and Brexit.

Congress delivered a paper on the (negative) influence of the Troika on collective bargaining in Ireland to a European Parliament workshop in Brussels in February 2016.55

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54  http://www.ictu.ie/download/pdf/gfn_issue_2.pdf

**The European Semester Process**

When it exited from the Troika process Ireland entered into the European Semester Process. This is the annual cycle of economic and budgetary policy coordination in which guidance is provided to member states before they take policy decisions at the national level. The European Semester Process is coordinated in Ireland by the Department of the Taoiseach, with input from relevant Departments and agencies. The extent of consultation with the European Commission Office in Dublin is more meaningful than with the national authorities.

The process begins in November when the EU Commission publishes the Annual Growth Survey. This is followed in February by the Country Reports. These inform the Country Specific Recommendations (CSRs) which are presented by the Commission in May.

Congress monitors developments in this process and makes an input into the drafting of the Country Reports. Among the measures it was recommended that Ireland take action on in 2016 and 2017 were: affordable childcare, the housing problem and measures to combat the higher than average number of houses with very low work intensity in Ireland.

**International Labour Organisation**

Congress participated in an international symposium on the promotion of decent work in global company supply chains at the ILO (December 2015) in advance of a discussion at the International Labour Conference (ILC) in June 2016. Preparation for the conference included a delegation meeting in DJEI and a special meeting regarding our case on freelance workers at the Committee on the application of standards.

We attended the ILC in Geneva in June 2016, which included participation the Committee on the promotion of decent work in global supply chains.

The Congress case on the rights of all workers to collectively bargain with their employer - specifically freelance workers - made the ‘shortlist’ in the Committee on the Application of Standards and Congress spoke at the hearing.

We also submitted comments on Ireland’s implementation of ILO Convention 98 on collective bargaining to the ILO Committee of Experts on the Application of Conventions & Recommendations.
Congress met with ILO Director General, Guy Ryder, on the occasion of his visit here for the Phelan lecture in February 2017 and recorded a podcast interview. At the Phelan Lecture, General Secretary Patricia King delivered the response on the role of the ILO regarding women and work.

The conditions facing migrant workers in Qatar building World Cup 2022 infrastructure was a major focus of our work, in the period under review.

To this end Congress formally called on Minister Mitchell O'Connor to ensure Irish government support for an ILO mission of inquiry to Qatar. At time of writing, it remained unclear if the mission would take place.

We held an event outside the Aviva stadium in advance of the Republic of Ireland's Euro 2016 qualifier match to highlight the scandal of workers in Qatar. We also worked with the TUC regarding support materials for local groups using club matches in the UK and Ireland to highlight the ongoing situation and facilitated leafleting by trade unions in Cork of a soccer match in June 2016.

Global Solidarity Committee

The Committee was formally reconstituted in October 2014, with Mags O'Brien (SIPTU) elected as the new Chairperson and Joan McCrohan (IMPACT) as vice Chair.

It was an eventful period internationally, with major agreements on climate change - the Paris Agreement - and ending poverty and inequality, Agenda 2030: the Sustainable Development Goals (SDGs).

The SDGs contained a very welcome commitment to Decent Work (Goal 8) which commits countries to: “The promotion of sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.”

Trade unions across the globe had worked hard to ensure the inclusion of Decent Work in the new development agenda and we now have a responsibility to ensure that it is fully realised.

Congress was a founding member of Coalition 2030: an Irish civil society alliance established to promote the implementation here of the new Sustainable Development Goals, including Goal 8.

Congress ran a joint project with Trinity College, Dublin on the implementation of Goal 8, which included a presentation (with TCD) at the Irish Social Policy Association conference in July 2016 and culminated in a joint conference in November 2016, in Trinity College. This heard from a range of international and national speakers, including: David Donoghue (Irish Ambassador to the UN and Co-Facilitator of the negotiations leading to Agenda 2030), representatives of the ILO, Irish business and NGOs, along with Jack O’Connor, Chair of the Congress Global Forum.

On climate change, Committee members participated in the International People’s March (November 2015) in advance of the Paris Cop 12 conference in December and David Joyce spoke on behalf of Congress at the rally, on the need for a ‘just transition’ for workers to be included in any agreement.

Climate change was also a theme at our 2016 summer school and we liaise closely with the newly formed Congress Energy & Natural Resources sectoral group.

Congress attended the National Economic Dialogue in June 2016 in Dublin Castle and fed in a trade union perspective at the breakout session on the Digital Economy & Climate Change.

We also attended Trocaire Divestment campaign launch; liaised with Friends of the Earth regarding their May 2016 European conference and facilitated trade union participation, linking with the ETUC Standing Committee on Sustainable Development.

Summer School

The Global Solidarity Summer School has now become a feature on the annual trade union calendar and continues to educate and engage on global issues.

The 2015 Summer School was held in the UCC student centre in Cork under the theme: Tackling Corporate Power in the Global Economy.
Topics for debate included business and human rights, tax justice, framework agreements with global companies and trade agreements.

We also looked at social media as a tool for global campaigning. Thanks to sponsorship by MANDATE trade union, we were delighted to screen the critically acclaimed documentary on the Garment Industry True Cost.

The 2016 School was held in Letterkenny and with the theme Global Challenges & Opportunities: Local & Global Responses.

The keynote speaker was the Minister of State for International Development, Joe McHugh TD, who delivered the opening address and formally welcomed the Summer School to Donegal. There were sessions on the refugee crisis with speakers from Oxfam Ireland and other organisations. The climate change session looked at the implications of the Paris agreement for Ireland and the need for a ‘just transition’ for workers. There was also a showing of the film: This Changes Everything (by Avi Lewis).
NI Global Solidarity

The following affiliates are represented on the NI Global Solidarity Committee: INTO, UTU, NASUWT, Unison, NIPSA, Prospect, Unite, Equity, and the Congress Youth committee. Brian Moore (NIPSA) was chair until 2016. The current chair is Kevin Daly (INTO) with Ian Boersma (Newry Trades Council) as vice-Chair. The committee works to inform and co-ordinate the activities of Global Solidarity activists across affiliates and build linkages with like-minded campaign groups on both sides of the border, such as at the annual GS Summer School. It hosted events highlighting TTIP and CETA, and works closely with Justice for Colombia and TUFP.

Trade Union Friends of Palestine

The TUFP holds formal meetings on a bi-monthly basis with the aim of promoting the implementation of Congress solidarity policy on Palestine. TUFP also has a broader network of trade union activists who contribute to its work by organising within their affiliate organisation and their local areas. TUFP distributes reports and articles on the situation in Palestine and on developments in the Palestinian civil society Boycott, Divestment and Sanctions (BDS) campaign. In late 2016, TUFP was centrally involved in organising the European Trade Union Initiative for Justice in Palestine, a major BDS conference in Brussels and is deepening ties to the European trade union movement.

Engagement with Business on Human Rights

Congress continued to provide a trade union perspective at the Department of Jobs, Enterprise and Innovation (DJEI) coordinated Corporate Social Responsibility (CSR) multi-stakeholder forum regarding the implementation of the national Corporate Social Responsibility plan and the drawing up of the next plan from 2017 into future years.

We also met with Business in the Community (BiTC) regarding the criteria for their ‘Business Behaving Responsibly’ and suggested wording on collective bargaining to be included in their criteria. We also attended BiTC annual CEO forum on responsible business, themed around the Sustainable Development Goals.

We also continued our participation in the Department of Foreign Affairs & Trade (DFAT) Standing Committee on Human Rights. This included discussions on the draft national action plan on business and human rights and Congress spoke at a DFAT consultation in January 2016.

Congress also provides an annual input on business and human rights to Masters’ degree students in the NUIG Centre for Human Rights.

Congress participated in a public meeting in November 2016 on problems for workers in Mexico’s coal mining industry and hosted a meeting with the two human rights defenders, Cristina Auerbach and María Esmeralda Saldana.

TTIP & CETA Trade Deals

Following the passing of motions on TTIP and CETA at the BDC 2015, the Executive Council appointed a group chaired by Congress President, Brian Campfield, to coordinate activities in relation to trade.

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TTIP & CETA Trade Deals

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Over the period under review there was ongoing contact with officials in DJEI regarding our position and the planned ratification process for CETA, which was passed by the European Parliament in February 2017. We have also engaged in correspondence with Minister Mitchell O’Connor regarding ratification process for CETA.

Congress also produced a comprehensive briefing paper on the TTIP and CETA trade deals,

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56 http://www.ictuni.org/publications/etui-mayday-leaflet/
which was launched in July 2016.57

In addition, Congress attended a range of briefings and meetings on these trade deals, including affiliate conferences and a briefing at the US Embassy.

Planning is ongoing for the lobbying of government and elected representatives in relation to ratification of CETA, with a day long lobby of Oireachtas members held in October 2016. This was followed up with a public statement issued upon the signing of CETA and Congress also contacted Irish MEPs in advance of the vote in the European Parliament.

Congress continues to liaise with other civil society organisations sharing concerns about TTIP and CETA, including, Age Action Ireland, Trocaire and the Irish Environmental movement.

A representative of our trade group participated in the EU wide day of action on CETA on January 21, 2017.

Palestine

The Congress Israeli Settlement Goods campaign was launched at our Biennial Delegate conference in July 2015 and conference was addressed by Palestinian diplomat, Mr Afif Safieh.

Congress participated in the Trade Union Friends of Palestine Conference on Boycott Divestment & Sanctions (BDS), which hosted by UNISON in November 2015. We addressed the Trade Union Friends of Palestine 10 year conference in Belfast September 2016.

Congress also wrote to Minister of Foreign Affairs, Charlie Flanagan regarding Israeli actions in relation to well-known BDS activist, Omar Barghouti and were pleased with the reply received confirming the Irish government’s support for the right to advocate for BDS.

Working Group on Refugees/Asylum Seekers

The working group was established following the Committee’s delegation visit to the refugee camp in Calais (France) in September 2016. Since then a number of initiatives have taken place.

With support from IMPACT and SIPTU, Gansee Films produced a short documentary *The Jungle of Calais*. This looks behind the humanitarian situation to the needs, fears and hopes of those seeking a safe haven in Europe. The film was launched on

57  http://www.ictu.ie/download/pdf/no_deal.pdf
to request the Irish government give refuge to
200 unaccompanied minors from the Calais Ref-
ugee Camp. A cross-party motion was adopted in
the Dáil on this.

According to an update by Tusla – the Child &
Family Agency – they remain committed to im-
plementing the government’s decision to accept
separated children who previously lived in the
unregistered refugee camp in Calais. Tusla’s
team for separated children seeking asylum
is working in partnership with other agencies
to receive 40 such separated children. As of 31st
March 2017, 21 children who previously lived in the
Calais refugee camp have been resettled in Ireland.

The working group is continuing to nurture the
relationships it has built through this activity
with organisations such as Oxfam, Amnesty
Ireland, Irish Refugee Council and others. There
are plans to develop a ‘welcome pack’ for pro-
gramme refugees and those leaving the direct
provision system, which will provide informa-
tion on rights at work, including the right to join
a union.

We also attended the PSEU Diversity Forum on
Refugees in December 2016.

The working group is currently updating the
Congress policy position on the ‘Right to Work’
for Refugee and Asylum Seekers, which was
adopted by the Executive in 1998. At time of
writing, it is planned is to submit this to the Con-
gress Executive Council, when drafted.

**Colombia**

After more than three years in jail, Huber Balles-
teros was finally released from prison in January
2017. The support for the campaign from Irish
trade unions was considerable, including letters
to the Colombian authorities, and delegations
visiting him in jail (most recently, Congress
President and Vice President Brian Campfield
and Kevin Callinan). Such acts of solidarity also
played an essential role in not only securing
Huber’s freedom, but also forcing the prison
authorities to show some respect for his rights
whilst he was in custody.

The Colombian peace agreement was also
finalised during the period under review, with a
Constitutional Court decision in November 2016
finally clearing the way for the peace deal to be
implemented.

The unwavering support provided by Irish trade
unions for the process has been widely acknowl-
edged by the CUT and Justice for Colombia
(JFC), including: now retired former Congress
Assistant General Secretary, Peter Bunting, John
Douglas, Patricia McKeown, Jack O’Connor,
Tom Geraghty, Jimmy Kelly, Aileen Morrissey,
Kevin Callinan, Brian Campfield and the Global
Solidarity Committee of Congress.

Our work in developing the campaign in Ireland
in support of human rights, trade union rights
and peace in Colombia was recognised along
with input on the experience and operation of
the Good Friday Agreement. Congress partici-
pated in delegations to both Colombia and the
Havana peace talks. The Irish trade union move-
ment will continue to have an important role in
the successful implementation of the peace deal.

**Other related activities included:**

- Participation in the Irish launch of the
  EU’s Fundamental Rights Agency report on
  extreme exploitation of migrant labour in
  October 2015 and an event to mark the 20
  year anniversary of Fairtrade Mark Ireland in
  Dublin’s City Hall;

- Spoke to NIPSA Global Solidarity and Execu-
tive members on decent work in the garment
industry in February 2016;

- Engaged with the Council of Europe Group
  of Experts, in December 2016, on the Sec-
  ond Evaluation of the implementation of the
  Convention on Action Against Trafficking in
  Human Beings in Ireland;

- Participation in demonstration outside Fyffes
  EGM in January 2017 and disseminated
  information on abuse of union rights in
  Honduras.
### APPENDIX 1: Accounts

**INCOME AND EXPENDITURE ACCOUNT**

<table>
<thead>
<tr>
<th>Income</th>
<th>2016 €</th>
<th>2015 €</th>
<th>2014 €</th>
</tr>
</thead>
<tbody>
<tr>
<td>Affiliation Fees Income</td>
<td>2,354,446</td>
<td>2,505,772</td>
<td>2,507,263</td>
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<td>Department of Jobs, Enterprise and Innovation</td>
<td>900,000</td>
<td>900,000</td>
<td>944,000</td>
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<td>Grant and Project Income</td>
<td>341,214</td>
<td>861,358</td>
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<td>Activities Income</td>
<td>298,340</td>
<td>350,155</td>
<td>300,710</td>
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<td>Conference Income</td>
<td>31,043</td>
<td>57,836</td>
<td>36,934</td>
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<tr>
<td>Other Income</td>
<td>20,469</td>
<td>34,185</td>
<td>50,378</td>
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<tr>
<td><strong>Total Income</strong></td>
<td>3,945,512</td>
<td>4,709,306</td>
<td>4,797,504</td>
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<table>
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<tr>
<th>Expenditure</th>
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<tbody>
<tr>
<td>Staff Costs</td>
<td>2,467,197</td>
<td>2,817,596</td>
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<td>Ex-gratia Pensions</td>
<td>77,465</td>
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<td>Affiliation Fees Costs</td>
<td>191,187</td>
<td>188,121</td>
<td>186,251</td>
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<tr>
<td>Education and Training Costs</td>
<td>358,919</td>
<td>783,852</td>
<td>782,994</td>
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<td>Activities Costs</td>
<td>239,707</td>
<td>241,643</td>
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<td>Research and Consulting</td>
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<td>Conferences and Meetings</td>
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<td>96,834</td>
<td>57,115</td>
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<td>26,349</td>
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<td>Grants and Subscriptions</td>
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<td>Repairs and Renewals</td>
<td>121,226</td>
<td>87,199</td>
<td>57,358</td>
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<td>Leasing of Office Equipment</td>
<td>30,635</td>
<td>30,908</td>
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<td>Motor, Travelling and Subsistence</td>
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<tr>
<td>Insurance</td>
<td>16,093</td>
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<td>Rent, Rates and Service Charges</td>
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<td>Postage and Telephone</td>
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<td>Light and Heat</td>
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<td>Cleaning and Sundry Items</td>
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<td>Bank Interest and Charges</td>
<td>3,969</td>
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<td>8,517</td>
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<td>Loss on Foreign Exchange</td>
<td>(23,830)</td>
<td>18,002</td>
<td>13,208</td>
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<td>Loss on Disposal of Fixed Asset</td>
<td>130,289</td>
<td>-</td>
<td>7,536</td>
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<td>Depreciation</td>
<td>58,258</td>
<td>69,798</td>
<td>70,903</td>
</tr>
<tr>
<td>Amortisation of Deferred Premises Funding</td>
<td>(33,255)</td>
<td>(33,254)</td>
<td>(33,256)</td>
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<tr>
<td><strong>Total Expenditure</strong></td>
<td>4,062,269</td>
<td>4,756,085</td>
<td>4,752,095</td>
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</tbody>
</table>

**Operating surplus for year**

(116,757) (46,779) 45,409

**Deficit for the year**

(116,757) (46,671) 51,001
## BALANCE SHEET

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€</td>
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<td>€</td>
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<tr>
<td><strong>Fixed Assets</strong></td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>2,007,292</td>
<td>2,410,332</td>
<td>2,480,126</td>
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<tr>
<td><strong>Tangible Assets</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bank Balance and Cash</td>
<td>1,298,144</td>
<td>1,176,508</td>
<td>1,181,386</td>
</tr>
<tr>
<td>Debtors and Prepayments</td>
<td>101,982</td>
<td>88,050</td>
<td>289,506</td>
</tr>
<tr>
<td>Stock of Stationery</td>
<td>5,034</td>
<td>5,034</td>
<td>5,034</td>
</tr>
<tr>
<td></td>
<td>1,405,160</td>
<td>1,269,592</td>
<td>1,475,926</td>
</tr>
<tr>
<td><strong>Current Liabilities</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Bank Loans</td>
<td>(12,462)</td>
<td>(88,000)</td>
<td>(88,000)</td>
</tr>
<tr>
<td>Creditors and Accrued Expenses</td>
<td>(1,073,191)</td>
<td>(985,227)</td>
<td>(1,936,153)</td>
</tr>
<tr>
<td></td>
<td>(1,085,653)</td>
<td>(1,073,227)</td>
<td>(2,024,153)</td>
</tr>
<tr>
<td>Net Current Assets</td>
<td>319,507</td>
<td>196,365</td>
<td>(548,227)</td>
</tr>
<tr>
<td><strong>Creditors: (amounts due after more than 1 year)</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bank loans</td>
<td>-</td>
<td>(129,886)</td>
<td>(216,309)</td>
</tr>
<tr>
<td>Deferred Premises Funding</td>
<td>(1,030,908)</td>
<td>(1,064,163)</td>
<td>-</td>
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<tr>
<td><strong>NET ASSETS</strong></td>
<td>1,295,891</td>
<td>1,412,648</td>
<td>1,715,590</td>
</tr>
<tr>
<td><strong>RESERVES</strong></td>
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<tr>
<td>General Reserve</td>
<td>430,788</td>
<td>547,545</td>
<td>618,173</td>
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<tr>
<td>Campaign Fund</td>
<td>865,103</td>
<td>865,103</td>
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<tr>
<td>Other Reserves</td>
<td>-</td>
<td>-</td>
<td>1,097,417</td>
</tr>
<tr>
<td></td>
<td>1,295,891</td>
<td>1,412,648</td>
<td>1,715,590</td>
</tr>
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</table>
APPENDIX 2

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

The Executive Council held 22 ordinary meetings and 3 Special Meetings, a total of 25, between July 2015 and June 2017.

<table>
<thead>
<tr>
<th>Name</th>
<th>Attended</th>
</tr>
</thead>
<tbody>
<tr>
<td>B Campfield (President) (NIPSA)</td>
<td>19</td>
</tr>
<tr>
<td>K Callinan (V President) (IMPACT)</td>
<td>21</td>
</tr>
<tr>
<td>S Nunan (V President) (INTO)</td>
<td>20</td>
</tr>
<tr>
<td>J O’Flynn (Treasurer) (SIPTU)</td>
<td>19</td>
</tr>
<tr>
<td>L Broderick (IBOA)</td>
<td>19</td>
</tr>
<tr>
<td>R Browne (UNITE)</td>
<td>21</td>
</tr>
<tr>
<td>E Buckley (SIPTU)</td>
<td>17</td>
</tr>
<tr>
<td>S Cody (IMPACT)</td>
<td>22</td>
</tr>
<tr>
<td>C Cronin (LRP)</td>
<td>23</td>
</tr>
<tr>
<td>E Devoy (TEEU)</td>
<td>10</td>
</tr>
<tr>
<td>D dePaor (ASTI)</td>
<td>19</td>
</tr>
<tr>
<td>S Dooley (NUJ)</td>
<td>19</td>
</tr>
<tr>
<td>L Doran (INO)</td>
<td>17</td>
</tr>
<tr>
<td>J Douglas (MANDATE)</td>
<td>18</td>
</tr>
<tr>
<td>S Fitzpatrick (CWU)</td>
<td>19</td>
</tr>
<tr>
<td>T Geraghty (PSEU)</td>
<td>22</td>
</tr>
<tr>
<td>A Hall (TEEU)</td>
<td>14</td>
</tr>
<tr>
<td>M Jennings (IFUT)</td>
<td>16</td>
</tr>
<tr>
<td>J Kelly (UNITE)</td>
<td>18</td>
</tr>
<tr>
<td>M Levis (IMPACT)</td>
<td>16</td>
</tr>
<tr>
<td>J MacGabhann (TUI)</td>
<td>16</td>
</tr>
<tr>
<td>J McCamphill (NASUWT)</td>
<td>16</td>
</tr>
<tr>
<td>P McKeown (UNISON)</td>
<td>15</td>
</tr>
<tr>
<td>G Mealy (SIPTU)</td>
<td>19</td>
</tr>
<tr>
<td>A Millar (NIPSA)</td>
<td>20</td>
</tr>
<tr>
<td>J Moore (UCATT)</td>
<td>14</td>
</tr>
<tr>
<td>M Morgan (NIPSA)</td>
<td>16</td>
</tr>
<tr>
<td>A Morrissey (MANDTE)</td>
<td>17</td>
</tr>
<tr>
<td>P Ni Sheaghdha (INMO)</td>
<td>19</td>
</tr>
</tbody>
</table>

D O’Connor (INTO) | 16       |
J O’Connor (SIPTU) | 13       |
C Rohan (AHCS) | 19       |
E Ronayne (CPSU) | 17       |
A Speed (UNISON) | 21       |
N Ward (INTO) | 21       |
*M Browne (RWC Observer) | 12       |
**T Dwyer (YC Observer) | 4       |
***S Harvey (YC Observer) | 7       |

*M Browne elected Observer for Retired Workers Committee in June 2016.
**T Dwyer elected Observer for Youth Committee in June 2016.
***S Harvey replaced T Dwyer in November 2016

General Purposes Committee

The General Purposes Committee held 20 Ordinary meetings between October 2015 and June 2017.

<table>
<thead>
<tr>
<th>Name</th>
<th>Attended</th>
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<tbody>
<tr>
<td>B Campfield (President) (NIPSA)</td>
<td>16</td>
</tr>
<tr>
<td>K Callinan (V President) (IMPACT)</td>
<td>18</td>
</tr>
<tr>
<td>S Nunan (V President) (INTO)</td>
<td>18</td>
</tr>
<tr>
<td>J O’Flynn (Treasurer) (SIPTU)</td>
<td>14</td>
</tr>
<tr>
<td>S Cody (IMPACT)</td>
<td>20</td>
</tr>
<tr>
<td>J O’Connor (SIPTU)</td>
<td>15</td>
</tr>
<tr>
<td>T Geraghty (PSEU)</td>
<td>17</td>
</tr>
<tr>
<td>J Kelly (UNITE)</td>
<td>14</td>
</tr>
<tr>
<td>P Ni Sheaghdha (INMO)</td>
<td>17</td>
</tr>
</tbody>
</table>

Appendix 2
Northern Ireland Committee

The Northern Ireland Committee’s Biennial Delegate Conference was held in the City Hotel, Derry on 9th and 10th April 2016 and the following were elected as members of the Committee for 2016-18:

L Graham, BFAWU
L Huston, CWU UK
M Lafferty, USDAW
J McCamphill, NASUWT
P McKeown, UNISON
A Millar, NIPSA
M Morgan, NIPSA
G Murphy, INTO
M O’Rourke, SIPTU
J Pollock, UNITE
J Quinn, FBU
J Reid, UTU
A Speed, UNISON
T Trainor, UNITE
D Walker, GMB
P Wolfe, PCS
P Mackel, Trades Councils

As there are 17 seats plus 1 Trades Council seat on the NIC, a nomination for the unallocated seat was put to unions after conference and Katherine Clarke, UCU was nominated and elected to the committee.

Maria Morgan is the Chair of the Committee and Gerry Murphy is the Vice-Chair.

Obituaries

A number of close colleagues, staff and activists of individual trade unions have passed on since BDC 2015. It is not possible to mention them all here and on behalf of the Executive Council, Congress wishes to extend its deepest sympathies to all of the families of those deceased.
## APPENDIX 3: Affiliated Membership

### Unions affiliated to Congress 2017

(Membership figures in respect of 31 December 2016)

<table>
<thead>
<tr>
<th>Name of Union</th>
<th>Number of Members</th>
<th>General Secretary/Address</th>
</tr>
</thead>
</table>
| Association of Higher Civil and Public Servants | R 3,129 NI 0 Total 3,129 WR 1,239 | GS Ciaran Rohan  
Flemings Hall, 12 Flemings Place, Dublin 4  
Telephone: 01-6686077  
Email: crohan@ahcps.ie |
| Association of Irish Traditional Musicians | R 183 NI 0 Total 183 WR 81 WNI 0 | GS Pádraig Ó Ceallaigh  
32 Cearnóg Belgrave Square, Monkstown, Co. Dublin  
Telephone: 01-2800295  
Email: Siobhan@comhaltas.ie |
| Association of Secondary Teachers in Ireland | R 18,372 NI 0 Total 18,372 WR 12,815 | GS Kieran Christie  
ASTI, Thomas McDonagh House, Winetavern Street, Dublin 8  
Telephone: 01 - 6040160  
Email: gensecgalligan@asti.ie, kchristie@asti.ie |
| Bakers, Food and Allied Workers’ Union | R 360 NI 558 Total 918 WR 50 WNI 143 | GS Ronnie Draper  
Stanborough House, Great North Road, Welwyn Garden City, Hertfordshire  
AL8 7TA  
Telephone: 0044 1707 260 150  
Email: Ronnie.draper@bfawu.org  
NI Laura Graham  
1st & 2nd floor, 157 Bloomfield Avenue, Belfast BT5 5AB  
Telephone: 028 90454542  
Email: Region7@bfawu.org |
| Building and Allied Trades Union      | R 1947 NI 0 Total 1947 WR 1 WNI 0 | GS Brendan O’Sullivan  
Arus Hibernia, 13 Blessington Street Dublin 7  
Telephone: 01- 8301911  
Email: union@batu.ie |
| Chartered Society of Physiotherapy   | R 0 NI 965 Total 965 WR 0 WNI 932 | GS Claire Sullivan  
14 Bedford Row, London WCIR4ED  
Telephone: 0044 2073066666  
Email: sullivanc@csp.org.uk  
NI Tom Sullivan  
Public Affairs & Policy Manager  
Scottish Provident Building  
Donegall Square West  
Belfast BT1 6JH  
Telephone: 00442895215533  
Email: sullivant@csp.org.uk |
<table>
<thead>
<tr>
<th>Name of Union</th>
<th>Number of Members</th>
<th>General Secretary/Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Civil and Public Service Union</td>
<td>R 13,775</td>
<td>GS Eoin Ronayne</td>
</tr>
<tr>
<td></td>
<td>NI 0</td>
<td>CPSU, 19/20 Adelaide Road, Dublin 2</td>
</tr>
<tr>
<td></td>
<td>Total 13,775</td>
<td>Telephone: 01-6765394</td>
</tr>
<tr>
<td></td>
<td>WR 9,643</td>
<td>Email: <a href="mailto:jmooney@cpsu.ie">jmooney@cpsu.ie</a></td>
</tr>
<tr>
<td>Communications Workers’ Union</td>
<td>R 15,003</td>
<td>GS Stephen Fitzpatrick</td>
</tr>
<tr>
<td></td>
<td>NI 0</td>
<td>William Norton House, 575 North Circular Road,</td>
</tr>
<tr>
<td></td>
<td>Total 15,003</td>
<td>Dublin 1</td>
</tr>
<tr>
<td></td>
<td>WR 3,297</td>
<td>Telephone: 01-8663000</td>
</tr>
<tr>
<td>Communication Workers’ Union (UK)</td>
<td>R 0</td>
<td>GS Dave Ward</td>
</tr>
<tr>
<td></td>
<td>NI 4,799</td>
<td>CWU, 150 The Broadway, Wimbledon, London SW19</td>
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<td></td>
<td>Total 4,799</td>
<td>IRX</td>
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<tr>
<td></td>
<td>WNI 911</td>
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<td></td>
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<td>Email: <a href="mailto:dward@cwu.org">dward@cwu.org</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>RS Lawrence C Huston, CWU Regional Centre,</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1st Floor Unite Bld.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>26 – 34 Antrim Road, Belfast BT15 2AA</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Telephone: 0044 042890 321771</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Email: <a href="mailto:l.huston@btinternet.com">l.huston@btinternet.com</a></td>
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<tr>
<td></td>
<td></td>
<td>Regional Secretary Elect</td>
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<tr>
<td></td>
<td></td>
<td>David Kennedy: July 2017</td>
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<tr>
<td>Energy Services Union (of Ireland)</td>
<td>R 1,300</td>
<td>GS Fran O’ Neill</td>
</tr>
<tr>
<td></td>
<td>NI 0</td>
<td>43 East James’s Place, Lower Baggot Street,</td>
</tr>
<tr>
<td></td>
<td>Total 1,300</td>
<td>Dublin 2</td>
</tr>
<tr>
<td></td>
<td>WRI 900</td>
<td>Telephone: 01-6767444/5</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Email: <a href="mailto:fran@esu.ie">fran@esu.ie</a>, <a href="mailto:sarahjane@esu.ie">sarahjane@esu.ie</a></td>
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<tr>
<td>EQUITY</td>
<td>R 0</td>
<td>GS Christine Payne</td>
</tr>
<tr>
<td></td>
<td>NI 422</td>
<td>Guild House, Upper St. Martin’s Lane, London</td>
</tr>
<tr>
<td></td>
<td>Total 422</td>
<td>WC2H 9EG</td>
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<tr>
<td></td>
<td>WRI 0</td>
<td>Telephone: 0044 2076700255</td>
</tr>
<tr>
<td></td>
<td>WNI 213</td>
<td>Email: <a href="mailto:cpayne@equity.org.uk">cpayne@equity.org.uk</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>NO Adam Adnyana</td>
</tr>
<tr>
<td></td>
<td></td>
<td>114 Union Street, Glasgow, G13QQ</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Telephone: 00441412482472</td>
</tr>
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<td>Email: <a href="mailto:aadnyana@equity.org.uk">aadnyana@equity.org.uk</a></td>
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<tr>
<td>Financial Services Union</td>
<td>R 11,069</td>
<td>GS Larry Broderick</td>
</tr>
<tr>
<td></td>
<td>NI 3,932</td>
<td>Stephen Street Upper, Dublin 8</td>
</tr>
<tr>
<td></td>
<td>Total 15,001</td>
<td>Telephone: 01-475 5908</td>
</tr>
<tr>
<td></td>
<td>WR 7,498</td>
<td>Email: <a href="mailto:Larry.broderick@fsunion.org">Larry.broderick@fsunion.org</a></td>
</tr>
<tr>
<td></td>
<td>WNI 2,753</td>
<td></td>
</tr>
<tr>
<td>Fire Brigades’ Union</td>
<td>R 0</td>
<td>GS Matt Wrack</td>
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<tr>
<td></td>
<td>NI 1,619</td>
<td>Bradley House, 68 Coombe Road, Kingston Upon</td>
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<td></td>
<td>Total 1,619</td>
<td>Thames, Surrey KT2 7AE</td>
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<td></td>
<td>WNI 85</td>
<td>Telephone: 0044 2085411765</td>
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<tr>
<td></td>
<td></td>
<td>Email: <a href="mailto:office@fbu.org.uk">office@fbu.org.uk</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>RS Stephen Boyd</td>
</tr>
<tr>
<td></td>
<td></td>
<td>14 Bachelors Walk, Lisburn, Co. Antrim BT28 1XJ</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Telephone: 0044 2892664622</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Mobile: 0044 7879671837</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Email: <a href="mailto:Stephen.boyd@fbu.org.uk">Stephen.boyd@fbu.org.uk</a>, <a href="mailto:02@fbu.org.uk">02@fbu.org.uk</a></td>
</tr>
<tr>
<td>First Division Civil Servants (FDA)</td>
<td>R 0</td>
<td>GS Dave Penman</td>
</tr>
<tr>
<td></td>
<td>NI 311</td>
<td>8 Leake Street, London SE1 7NN</td>
</tr>
<tr>
<td></td>
<td>Total 311</td>
<td>Telephone 0044 2074015555</td>
</tr>
<tr>
<td></td>
<td>WNI 155</td>
<td>Email: <a href="mailto:dave@fda.org.uk">dave@fda.org.uk</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>SS/NI Allan Sampson</td>
</tr>
<tr>
<td></td>
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<td>FDA Scottish Office</td>
</tr>
<tr>
<td></td>
<td></td>
<td>c/o EIS</td>
</tr>
<tr>
<td></td>
<td></td>
<td>46 Moray Place, Edinburgh EH3 6BH</td>
</tr>
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<td></td>
<td></td>
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</tr>
<tr>
<td>Name of Union</td>
<td>Number of Members</td>
<td>General Secretary/Address</td>
</tr>
<tr>
<td>------------------------------------------------------</td>
<td>-------------------</td>
<td>------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>GMB</td>
<td>R 314 NI 10,454 Total 10,768 WR 43 WNI 5,401</td>
<td>GS Tim Roache General Secretary&lt;br&gt;22 Stephenson Way&lt;br&gt;London, NW1 2HD&lt;br&gt;Telephone: 0044 2073916700&lt;br&gt;Email: <a href="mailto:tim.roache@gmb.org.uk">tim.roache@gmb.org.uk</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>IR David Kearney&lt;br&gt;4 Mount Street Upper, Dublin 2&lt;br&gt;Telephone: 0873291300 / +353 1 662 4325&lt;br&gt;Email: <a href="mailto:david.kearney@gmbcollege.ie">david.kearney@gmbcollege.ie</a></td>
</tr>
<tr>
<td>Guinness Staff Union</td>
<td>R 381 NI 0 Total 381 WR 155</td>
<td>GS John Dunne&lt;br&gt;GSU, 107 James’s Street, Dublin 8&lt;br&gt;Telephone: 01- 6435743&lt;br&gt;Email: <a href="mailto:johndunnegsu@outlook.com">johndunnegsu@outlook.com</a></td>
</tr>
<tr>
<td>Irish Federation of University Teachers</td>
<td>R 2,332 NI 0 Total 2,332 WR 1,829</td>
<td>GS Mike Jennings&lt;br&gt;11 Merrion Square, Dublin 2&lt;br&gt;Telephone: 01- 661 0910&lt;br&gt;Email: <a href="mailto:admin@ifut.ie">admin@ifut.ie</a>/generalsecretary@ifut.ie</td>
</tr>
<tr>
<td>Irish Medical Organisation</td>
<td>R 3,931 NI 0 Total 3,931 WR 1,829</td>
<td>COO Susan Clyne&lt;br&gt;10 Fitzwilliam Place, Dublin 2&lt;br&gt;Telephone: 01- 676 7273&lt;br&gt;Email: <a href="mailto:sclyne@imo.ie">sclyne@imo.ie</a></td>
</tr>
<tr>
<td>Irish Munici ple, Public and Civil Trade Union</td>
<td>R 63,566 NI 60 Total 63,626 WR 44,496 W NI 0</td>
<td>GS Shay Cody&lt;br&gt;Nerney’s Court, Dublin 1&lt;br&gt;Telephone: 01-817 1500&lt;br&gt;Email: <a href="mailto:scody@impact.ie">scody@impact.ie</a></td>
</tr>
<tr>
<td>Irish National Teachers’ Organisation</td>
<td>R 35,585 NI 7,019 Total 42,604 WR 30,503 W NI 5,506</td>
<td>GS Sheila Nunan&lt;br&gt;35 Parnell Square, Dublin 1&lt;br&gt;Telephone: 01 8047759&lt;br&gt;Email: <a href="mailto:info@into.ie">info@into.ie</a></td>
</tr>
<tr>
<td>Irish Nurses and Midwives Organisation</td>
<td>R 39,150 NI 0 Total 39,150 WR 37,822</td>
<td>GS Liam Doran&lt;br&gt;The Whitworth Building, North Brunswick Street, Dublin 7&lt;br&gt;Telephone: 01 - 6640626&lt;br&gt;Email: <a href="mailto:Michaela.ruane@inmo.ie">Michaela.ruane@inmo.ie</a></td>
</tr>
<tr>
<td>MANDATE</td>
<td>R 36,756 NI 0 Total 36,756 WR 24,206</td>
<td>GS John Douglas&lt;br&gt;O’Lehane House, 9 Cavendish Row, Dublin 1&lt;br&gt;Telephone: 8870702/8746321&lt;br&gt;Email: <a href="mailto:johndouglas@mandate.ie">johndouglas@mandate.ie</a></td>
</tr>
<tr>
<td>Medical Laboratory Scientists Association</td>
<td>R 1,559 NI 0 Total 1,559 WR 1,237</td>
<td>GS Terry Casey&lt;br&gt;4th Floor, Liberty Hall, Dublin 1&lt;br&gt;Telephone: 01 - 8586472&lt;br&gt;Email: <a href="mailto:Mlsa2@siptu.ie">Mlsa2@siptu.ie</a></td>
</tr>
<tr>
<td>National Association of Schoolmasters and Union of Women Teachers</td>
<td>R 0 NI 12,875 Total 12,875 WR 0 WNI 9,394</td>
<td>GS Chris Keates, Hillscourt Education Centre, Rose Hill, Rednal, Birmingham B458RS&lt;br&gt;Telephone: 0044 121 453 6150&lt;br&gt;Email: <a href="mailto:nasuwt@mail.nasuwt.org.uk">nasuwt@mail.nasuwt.org.uk</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>NO Justin McCamphill&lt;br&gt;Ben Madigan House, Edgewater Office Park, Edgewater Road, Belfast BT 3 9JQ&lt;br&gt;Telephone: 0044 289 0784480&lt;br&gt;Email: <a href="mailto:Justin.mccamphill@mail.nasuwt.org.uk">Justin.mccamphill@mail.nasuwt.org.uk</a>&lt;br&gt;<a href="mailto:rc-nireland@mail.nasuwt.org.uk">rc-nireland@mail.nasuwt.org.uk</a></td>
</tr>
<tr>
<td>Name of Union</td>
<td>Number of Members</td>
<td>General Secretary/Address</td>
</tr>
<tr>
<td>---------------------------------------------------</td>
<td>-------------------</td>
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<tr>
<td>National Union of Journalists</td>
<td>R 2,274 NI 749</td>
<td>GS Michelle Stanistreet</td>
</tr>
<tr>
<td></td>
<td>Total 3,023 WR 822</td>
<td>Headland House, 72 Acton Street</td>
</tr>
<tr>
<td></td>
<td>WNI 274</td>
<td>London WC1X 8NP</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Telephone: 0044 207 843 3746</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Email: <a href="mailto:michelles@nuj.org.uk">michelles@nuj.org.uk</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>AGS Seamus Dooley</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2nd Floor, Spencer House, Spencer Row, Off Store Street, Dublin 1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Telephone: 01-8170340</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Email: <a href="mailto:seamusd@nuj.ie">seamusd@nuj.ie</a>, <a href="mailto:info@nuj.ie">info@nuj.ie</a></td>
</tr>
<tr>
<td>National Union of Rail, Maritime and Transport Workers (RMT)</td>
<td>R 9 NI 46</td>
<td>GS Mick Cash</td>
</tr>
<tr>
<td></td>
<td>Total 55 WR 0</td>
<td>Unity House, 39 Chalton Street, London NW1 1JD</td>
</tr>
<tr>
<td></td>
<td>WNI 7</td>
<td>Telephone: 0044 2075298307</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Email: <a href="mailto:m.cash@rmt.org.uk">m.cash@rmt.org.uk</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>RO John Tilley</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Temple Lane, Liverpool, L2 5BB</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Telephone: 0044 1512363912</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Email: <a href="mailto:j.tilley@rmt.org.uk">j.tilley@rmt.org.uk</a></td>
</tr>
<tr>
<td>Northern Ireland Public Service Alliance</td>
<td>R 0 NI 42,016</td>
<td>GS Alison Millar</td>
</tr>
<tr>
<td></td>
<td>Total 42,016 WNI 28,866</td>
<td>Harkin House, 54-56 Wellington Park, Belfast Co. Antrim BT9 6DP</td>
</tr>
<tr>
<td></td>
<td></td>
<td>London Telephone: 048 - 9066 1831</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Email: <a href="mailto:Alison.millar@nipsa.org.uk">Alison.millar@nipsa.org.uk</a></td>
</tr>
<tr>
<td>Operative Plasterers and Allied Trades Society of Ireland</td>
<td>R 850 NI 0</td>
<td>GS Billy Wall</td>
</tr>
<tr>
<td></td>
<td>Total 850 WR 1</td>
<td>9/13 Blackhall Place, Stoneybatter, Dublin 7</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Telephone: 01-7994519</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Email: <a href="mailto:info@opatsi.ie">info@opatsi.ie</a></td>
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<tr>
<td>Prison Officers’ Association</td>
<td>R 3,085 NI 0</td>
<td>GS John Clinton</td>
</tr>
<tr>
<td></td>
<td>Total 3,085 WR 676</td>
<td>18 Merrion Square Dublin 2</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Telephone: 016625495</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Email: <a href="mailto:admin@poa.ie">admin@poa.ie</a></td>
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<tr>
<td>Prospect</td>
<td>R 46 NI 1,815</td>
<td>GS Mike Clancy</td>
</tr>
<tr>
<td></td>
<td>Total 1,861 WR 9</td>
<td>8 Leake Street, New Prospect House, London SE1 7NN</td>
</tr>
<tr>
<td></td>
<td>WNI 536</td>
<td>Telephone: 0044 2079022254</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Email: <a href="mailto:gsoffice@prospect.org.uk">gsoffice@prospect.org.uk</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>NI Philip O’Rawe</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3rd Floor, 5 Lanyon Place, Belfast BT1 3BT</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Telephone: 048 9004 2083</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Email: <a href="mailto:philip.orawe@prospect.org.uk">philip.orawe@prospect.org.uk</a></td>
</tr>
<tr>
<td>Public and Commercial Services</td>
<td>R 0 NI 1,195</td>
<td>GS Mark Serwotka</td>
</tr>
<tr>
<td></td>
<td>Total 1,195 WR 0</td>
<td>160 Falcon Road, London SW11 2LN</td>
</tr>
<tr>
<td></td>
<td>WNI 657</td>
<td>Telephone: 0044 2078012614</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Email: <a href="mailto:mark@pcs.org.uk">mark@pcs.org.uk</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>SS Lynn Henderson</td>
</tr>
<tr>
<td></td>
<td></td>
<td>145 West Regent Street, Glasgow G2 2SG</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Telephone: 0044 141 225 5150</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Email: <a href="mailto:lynn@pcs.org.uk">lynn@pcs.org.uk</a></td>
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<tr>
<td>Public Service Executive Union</td>
<td>R 12,000 NI 0</td>
<td>GS Tom Geraghty</td>
</tr>
<tr>
<td></td>
<td>Total 12,000 WR 7,420</td>
<td>30 Merrion Square, Dublin 2</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Telephone: 01-676 7271</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Email: <a href="mailto:tgeraghty@pseu.ie">tgeraghty@pseu.ie</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td><a href="mailto:info@pseu.ie">info@pseu.ie</a></td>
</tr>
<tr>
<td>Name of Union</td>
<td>Number of Members</td>
<td>General Secretary/Address</td>
</tr>
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<tr>
<td>Royal College of Midwives</td>
<td>R 0</td>
<td>GS Prof Cathy Warwick&lt;br&gt;58 Howard Street&lt;br&gt;Belfast BT1 6PJ&lt;br&gt;Telephone: 0044 2890 241531&lt;br&gt;Email: <a href="mailto:Breedagh.hughes@rcm.org.uk">Breedagh.hughes@rcm.org.uk</a></td>
</tr>
<tr>
<td></td>
<td>NI 1,326</td>
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<tr>
<td>Services Industrial Professional Technical Union</td>
<td>R 173,000</td>
<td>GS Joe O’Flynn&lt;br&gt;Liberty Hall, Dublin 1&lt;br&gt;Telephone: 01-8586300&lt;br&gt;Email: <a href="mailto:gensc@siptu.ie">gensc@siptu.ie</a></td>
</tr>
<tr>
<td></td>
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<td>WR 69,200</td>
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<td>WNI 2,800</td>
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<tr>
<td>Technical, Engineering and Electrical Union</td>
<td>R 44,500</td>
<td>GS Paddy Kavanagh&lt;br&gt;6 Gardiner Row, Dublin 1&lt;br&gt;Telephone: 01-8747047&lt;br&gt;Email: <a href="mailto:info@teeu.ie">info@teeu.ie</a></td>
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<tr>
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<tr>
<td>Teachers’ Union of Ireland</td>
<td>R 17,650</td>
<td>GS John MacGabhann&lt;br&gt;73 Orwell Road, Rathgar, Dublin 6&lt;br&gt;Telephone: 01 4922588&lt;br&gt;Email: <a href="mailto:tui@tui.ie">tui@tui.ie</a></td>
</tr>
<tr>
<td></td>
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<tr>
<td>Transport Salaried Staffs’ Association</td>
<td>R 610</td>
<td>GS Manuel Cortes&lt;br&gt;TSSA, Walken House, 10 Melton Street Euston, London NW1 2EJ&lt;br&gt;Telephone: 0207 529 8000&lt;br&gt;Email: <a href="mailto:enquiries@tssa.org.uk">enquiries@tssa.org.uk</a></td>
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<td></td>
<td>NI 296</td>
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<tr>
<td>Ulster Teachers’ Union</td>
<td>R 39</td>
<td>GS Avril Hall-Callaghan&lt;br&gt;94 Malone Road, Belfast BT9 5HP&lt;br&gt;Telephone: 048 90662216&lt;br&gt;Email: <a href="mailto:Avril.hall-callaghan@utu.edu">Avril.hall-callaghan@utu.edu</a></td>
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<td>NI 6,203</td>
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<td>WNI 5,269</td>
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<td>Union of Shop, Distributive and Allied Workers</td>
<td>R 0</td>
<td>GS John Hannett&lt;br&gt;188 Wilmslow Road, Manchester M14 6LJ&lt;br&gt;Telephone: 0044 461 224 2804/249 2400&lt;br&gt;Email: <a href="mailto:enquiries@usdaw.org.uk">enquiries@usdaw.org.uk</a></td>
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<tr>
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<td>NI 18,026</td>
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<td>WNI 10,002</td>
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<tr>
<td>UNISON</td>
<td>R 21</td>
<td>GS Dave Prentis&lt;br&gt;Unison Centre, 130 Euston Road, London NW1 2AY&lt;br&gt;Telephone: 0044 207 1215301&lt;br&gt;Email: <a href="mailto:d.prentis@unison.co.uk">d.prentis@unison.co.uk</a></td>
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<tr>
<td></td>
<td>N 37,584</td>
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</tbody>
</table>

**Appendix 3**
UNITE

R 22,817
NI 34,509
Total 57,326
WR 7,698
WNI 8,074

GS Len McCluskey
128 Theobald’s Road
Holborn, London, WC1X 2TN
Telephone: 0044 2076112500
Email: Mohan.arunachalam@unitetheunion.org

RS Jimmy Kelly
26-34 Antrim Road, Belfast BT15 2AA
Telephone: 048 90232381
Email: jimmy.kelly@unitetheunion.org

Unite offices in Dublin :
UNITE the Union
55/56 Middle Abbey Street, Dublin 1
Telephone: 01 873 4577/6611063

University & College Union

R 0
NI 3,170
Total 3,170

GS Sally Hunt
Carlow Street, London NW1 7LH
Telephone: 0044 207 756 2500
Email: shunt@ucu.org.uk

NIO Katharine Clarke
94 Malone Road, Belfast BT9 5HP
Telephone: 048 90665501
Email: kclarke@ucu.org.uk

Veterinary Ireland

R 1,179
NI 0
Total 1,179
WR 301

GS Finbarr Murphy
13, The Courtyard, Kilcarbery Park
Nangor Road, Dublin 22
Telephone: 01 457 7976
Email: hq@vetireland.ie

Veterinary Officers’ Association

R 255
NI 0
Total 255
WR 76

P Mark McCarthy
Fleming’s Hall, 12 Fleming’s Place
Dublin 4
Telephone: 01-668 6077
Email: mark.mccarthy@agriculture.gov.ie

Unions with Associate Status affiliated to Congress 2017
(Membership figures in respect of 31 December 2016)

<table>
<thead>
<tr>
<th>Name of Union</th>
<th>Number of Members</th>
<th>Contact/Address</th>
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<tbody>
<tr>
<td>Aegis The Union</td>
<td>R 0</td>
<td>HO Brian Linn, General Secretary</td>
</tr>
<tr>
<td></td>
<td>NI 148</td>
<td>Aegis The Union, Aegon</td>
</tr>
<tr>
<td></td>
<td>Total 148</td>
<td>Edinburgh Park</td>
</tr>
<tr>
<td></td>
<td>WR 0</td>
<td>Edinburgh, EH12 9SE</td>
</tr>
<tr>
<td></td>
<td>WNI 83</td>
<td>Telephone: +44 771 812 2850</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Email: <a href="mailto:brian.linn@aegistheunion.co.uk">brian.linn@aegistheunion.co.uk</a></td>
</tr>
<tr>
<td>British Dietetic Association</td>
<td>R 114</td>
<td>HO Andy Burman</td>
</tr>
<tr>
<td></td>
<td>NI 404</td>
<td>5th Floor, Charles House</td>
</tr>
<tr>
<td></td>
<td>Total 518</td>
<td>148/9 Great Charles Street</td>
</tr>
<tr>
<td></td>
<td>WR 105</td>
<td>Queensway, Birmingham B3 3HT</td>
</tr>
<tr>
<td></td>
<td>WNI 391</td>
<td>Telephone: +44 121 200 8080</td>
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<td></td>
<td></td>
<td>Email: <a href="mailto:tusecretary@bda.uk.com">tusecretary@bda.uk.com</a></td>
</tr>
<tr>
<td>Community</td>
<td>R 0</td>
<td>HO Roy Rickhuss, General Secretary</td>
</tr>
<tr>
<td></td>
<td>NI 150</td>
<td>Community</td>
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<td></td>
<td>Total 150</td>
<td>465c Caledonian Road</td>
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<td></td>
<td>WR 0</td>
<td>Lower Halloway</td>
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<td></td>
<td>WNI 75</td>
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<tr>
<td></td>
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<td>Telephone: +44 207 420 4023</td>
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<td></td>
<td></td>
<td>Email: <a href="mailto:info@community-tu.org">info@community-tu.org</a></td>
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</table>
Affiliations to Congress
Currently there are 44 unions affiliated to Congress and 6 Associate Members.

Union Membership
The number of union members affiliated to Congress at the beginning of 2017 stood at 723,976 compared to 731,324 in 2016, a net decrease of 7,348, representing a decrease of 1% in the twelve month period.

Summary of Membership Changed 2016/2017

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<th>NI</th>
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<td>731,324</td>
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<tr>
<td>2017</td>
<td>527,048</td>
<td>196,928</td>
<td>723,976</td>
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<tr>
<td>Difference</td>
<td>-975</td>
<td>-6373</td>
<td>-7,348</td>
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<tr>
<td>% Difference</td>
<td>-0.18%</td>
<td>-3.13%</td>
<td>-1.00%</td>
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**Female Membership**

The total number of female members in 2017 is 363,237

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<td>276,177</td>
<td>117,767</td>
<td>393,944</td>
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<td>2017</td>
<td>274,895</td>
<td>88,342</td>
<td>363,237</td>
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<tr>
<td>Difference</td>
<td>-1,282</td>
<td>-29,425</td>
<td>-30,707</td>
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<tr>
<td>% Difference</td>
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<td>-24.99%</td>
<td>-7.79%</td>
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**Proportion of Female Members 2017**

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<tr>
<td>2016</td>
<td>53%</td>
<td>45%</td>
<td>50%</td>
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</table>

**Affiliated Membership**

There are 44 unions affiliated to Congress for 2017. The unions who have ceased membership since 2015 are: ATL and POA NI disaffiliated and BECTU and UCATT (mergers). The Royal College of Midwives has affiliated to Congress as a new member for 2017.

The number of unions with Associate Status for 2017 is six.
Local Councils of Trade Unions Affiliated to Congress 2017

Ballina and District Council of Trade Unions
Matt Farrell, Chairman
Laughty, Ballina
Co. Mayo
Mobile: 087 261 7167
Email: mattgfarrell@gmail.com

Belfast and District Trades Council
Kevin Doherty, Secretary
c/o ICTU
45-47 Donegall Street
BELFAST, BT1 2FG
Telephone: 0044 7748148863
Email: Kevin.doherty@ictuni.org

Bray and District Council of Trade Unions
Kieron Connolly, Secretary
58 Fairyhill, Bray
Co Wicklow
Mobile: 087 234 1555
Email: kconnolly@siptu.ie

Castlebar and District Trades Council
Tony Deffley
Cashel, Glenisland
Castlebar, Co Mayo
Telephone: 0877984740
Email: cnocrua@gmail.com

Causeway Trade Union Council
Rodger Doherty, Secretary
45 Laurel Mount Road
Coleraine
Co Londonderry
Northern Ireland BT51 3BA
Mobile: 00447772191936
Email: secretary@causewaytc.co.uk

Clare Council of Trade Unions
Ms Mary Chesser, Secretary
CIOC Elevation Business Park
Ennis, Co. Clare
Telephone: 0656841009
Email: info@cioc.ie

Clonmel Trades and Labour Council
Aileen Atcheston, Secretary
15 Bolton Street,
Clonmel, Co Tipperary
Telephone: 052 61 21818

Cork Council of Trade Unions
Joe Kelly, Secretary
c/o SIPTU
Connolly Hall
Lapps Quay, Cork
Telephone: 021 4277466
Mobile: 0872289307
Email: joekelly@siptu.ie

Craighavon Trades Council
Dooley Harte, Secretary
13 The Brambles
Craigavon, Co Armagh,
BT66 6LP
Telephone: 07793782466
Email: Dooley.harte@nipsa.org.uk

Derry Trades Union Council
Natalie Fleming
51 Osborne Street, Derry,
BT48 0HR
Telephone: 00447706310748
Email: derrytradesunioncouncil@outlook.com

Drogheda Council of Trade Unions
Tracey Osmond
Secretary
c/o Drogheda Resource Centre
7 North Quay, Drogheda
Co Louth
Mobile: 0861264608

Dublin Council of Trade Unions
Sam Nolan, Secretary
c/o Mr Eric Fleming
168 Ardilaun,
Portmarnock, Co Dublin
Mobile: 0879223150
Email: ericflemingoo@gmail.com
samuelnolan@eircom.net

Fermanagh Trades Union Council
Domhnall O’Cobhthaigh
24 MacNean Park
Belcoo, Co Fermanagh
BT93 5EZ
Telephone: 07810157926
Email: donaloc@hotmail.com

Galway Council of Trade Unions
Tom Browne, Secretary
c/o Galway City Library
St Augustine Street
Galway
Mobile: 0877691439
Email: tmfbrowne@gmail.com

Kildare Council of Trade Unions
Frank Jones
Secretary, 16 Cushalla,
Allenwood, Naas, Co. Kildare
IFUT
Mobile: 087 2444217
Email: ffxjones@gmail.com

Killarney Trades Union Council
Tom Murphy, Secretary
c/o Resource Centre
8 College Street
Killarney, Co Kerry
Telephone: 064 6636863
Email: coordinator.killarney@congresscentres.net
Letterkenny & District Trades Union Council
Charlie Kelly, Secretary
Congress Resource Centre
Pearse Road, Letterkenny
Co Donegal
Telephone: 0749128010
Email: cfkelly@eircom.net

Limerick Council of Trade Unions
Mr Mike McNamara, President
Mechanics Institute
Hartstowne Street
Limerick, Co. Limerick
Mobile: 0874129789
Email: m.mcnamara061@gmail.com

Mid – Ulster Trades Union Council
Ms Lucia Collins, Secretary
c/o 64 Ballygrooby Road
Moneymore
Co.Derry BT457XD
Telephone: 00447543020851
Email: luciacollins@outlook.com

Newry & District Trades Union Council
Fiona Maguire, Secretary
25 Barcroft Park
Newry, Co.Down
BT35 8EW
Email: Fiona.maguire@Southerntrust.hscni.net

North Down and Ards Trades Council
Janette McNulty, Secretary
9 Cranley Gardens
Bangor Co. Down BT19 7EZ
Telephone: 0044 7876210928
Email: janettenmcnulty@gmail.com

Omagh Council of Trade Unions
Anton McCabe, Secretary
7 Sunningdale
Omagh BT78 1JX
Tyrone
Telephone: 0044 7713416234/048 82250133
Email: omaghtradescouncil@fastmail.fm

Sligo Council of Trade Unions
Hugh MacConvile, Chairman
Carnadough, Strand Hill
Co. Sligo
Mobile: 0872441270
Email: hughmacconvile@gmail.com

Strabane Trades Council
Michael McLaughlin, Secretary
7 Casement Place
Strabane, Co.Tyrone
Email: satuc@gmail.com

Tralee Council of Trade Unions
Con Casey, Secretary
Connolly Hall
Upper Rock Street
Tralee, Co. Kerry
Mobile: 087 9728830
Email: ccasey@siptu.ie

Waterford Council of Trade Unions
Tom Hogan, Secretary
30 Crescent Drive
Hillview Estate
Waterford
Telephone: 0861656818
Email: thos65hogan@gmail.com

Wexford Council of Trade Unions
Michael Wall, Secretary
New Corish Memorial Hall
O’Leary Road
Coolcotts
Wexford Y35 EW94
Telephone: 053 9146774
Email: wexcountu@gmail.com

Congress Centres Network

Athy Resource Centre
The Manse, Woodstock St
Athy Co Kildare
Co-ordinator: Sandra Watchorn
Phone: 059 8638523
Email: athyresourcecentre@eircom.net

Ballina Centre for the Unemployed
Teeling Street
Ballina, Co Mayo
Co-ordinator: Denise Fox
Phone: 096 70885
Email: cfuballina@eircom.net

Belfast Resource Centre
45-47 Donegall Street
Belfast BT1 2FG
Co-ordinator: Aisling Cartmill
Phone: 04890 961111
Email: aisling.cartmill@burc.org

 Caherciveen Congress Information Centre
3 New Street
Caherciveen, Co Kerry
Co-ordinator: Mike Morris
Phone: 066 9472866
Email: coninfcentre@gmail.com

 Castlebar Centre for the Unemployed
Tucker Street
Castlebar, Co Mayo
Co-ordinator: Lucy Cunningham
Phone: 094 9027684
Email: cfucastlebar@eircom.net
Congress Employment Information Centre, Tralee
Milk Market Lane, Tralee, Co Kerry
Co-ordinator: Marilyn Bulman
Phone: 066 7127617
Email: Tralee@congresscentres.net

Congress Information & Opportunity Centre
Un 7 A, Elevation Business Park, Clonard Ennis, Co Clare
Co-ordinator: Andrea Lynch
Phone: 065 6841009
Email: coordinator.clare@congresscentres.net

Congress Resource Centre Letterkenny
Celtic Apartments, Pearse Road Letterkenny, Co Donegal
Co-ordinator: Marie Slevin
Phone: 074 9128010
Email: coordinator.letterkenny@congresscentres.net

Dr Steven’s Resource Centre
1st Floor, Block a irishtown Central Athlone, Co Westmeath
Phone: 090 6473011
Email: drstevenresourcencentre@eircom.net

Drogheda Resource Centre
7 North Quay
Drogheda, Co Louth
Co-ordinator: Bernadette Dowd
Phone: 041 9835754
Email: bernadettedowd@yahoo.ie

Dublin 12 Congress Centre
146 Sundrive Road
Crumlin, Dublin 12
Co-ordinator: Margaret Fitzpatrick
Phone: 01 4546772
Email: coordinator.dublin12@congresscentres.net

Employment Development & Information Centre
11a, 2 Mastertech Business Park
Athlone Road, Longford
Co-ordinator: Marcella McGarry, Breda Murphy
Phone: 043 3347515
Email: marcella.coordinator@edilongford.ie
breda.coordinator@edilongford.ie

Galway Peoples’ Resource Centre
St. Clare’s Walk, Merchant Road
Galway
Co-ordinator: Margaret Cullinane
Phone: 091 564822
Email: margaret.cullinane@gprc.ie

Limerick Resource Centre for the Unemployed
9 Cecil Street, Co Limerick
Co-ordinator: Padraig Malone
Phone: 061 312718
Email: lrcu@eircom.net

Mullingar Congress Information & Development Centre
Unit 8, Harbour Court, Friars Mill Road
Mullingar, Co Westmeath
Co-ordinator: Susan Bray
Phone: 044 9345060
Email: ictumullingar@gmail.com

Newbridge Resource Centre
Lower Eyre Street
Droichead Nua, Co Kildare
Co-ordinator: Theresa Whelan
Phone: 045 432763
Email: twcl@eircom.net

Noreside Resource Centre
3 St Canices Court
Dean Street, Kilkenny
Co-ordinator: Yvonne Moriarty
Phone: 056 7762146
Email: noresideresourcencentre@gmail.com

North Leitrim Resource Centre
New Line, Manorhamilton
Co Leitrim
Co-ordinator: Gerry Cornyn
Phone: 071 9856029
Email: coordinator.northleitrim@congresscentres.net

Tallaght Centre for the Unemployed
St Dominick’s Hall
Main Street, Tallaght, Dublin 24
Co-ordinator: Madeleine Moralee
Phone: 01 4512983
Email: tcuinfo@eircom.net

The Fingal Centre
5 Cardiffsbridge Road
Finglas, Dublin 11
Co-ordinator: Marie McCann
Phone: 01 8845228
Email: director@thefingalcentre.ie

Wicklow Trade Union Centre
97 (rear) Main Street
Bray, Co Wicklow
Co-ordinator: Patricia Shortt
Phone: 01 2866730
Email: coordinator.bray@congresscentres.net
APPENDIX 4: Staff at Congress 2017

Staff at Congress (as of May 2017)

Head Office,
31-32 Parnell Square,
Dublin 1 (D01 YR92)
Telephone: 00353 1 8897777

Northern Ireland Office,
45-47 Donegall Street,
Belfast, BT1 2FG.
Telephone: 048 90247940

Congress Head Office
General Secretary – Patricia King
Assistant General Secretary – Owen Reidy (responsibility for Northern Ireland)
Industrial Officer – Liam Berney
Industrial Officer – Peter Rigney
Equality Officer/Developmental Officer/Global Solidarity Officer/Social Policy - David Joyce
Communications Officer – Macdara Doyle
Director of Union Learning/CCN – Frank Vaughan
Finance Officer – Pat Quinn
Programme Manager GS Office & Social Policy – Eileen Sweeney
Programme Manager HR & Communications – Deirdre Mannion
Programme Manager Cork Project/UnionConnect/YouthConnect – Fiona Dunne

Administrative Staff
Natalie Fox – General Secretary’s Office
Catherine McLoughlin – Finance Office
Trisha Ellis – Finance Office
Vivien McDonnell - Reception
Pauline Corr - Reception
Fearghal Geraghty – Congress Studio & Admin Support

Northern Ireland Office
Equality and Social Affairs Officer – Clare Moore
Union Services Officer, Communications & Policy – John O’Farrell
Union Services Officer NI – Kevin Doherty
Project Worker NI - Kasia Garbal (on Maternity Leave)
Project Worker NI Migrant Rights Advisory Centre – Lukasz Karpinski (providing Maternity Leave cover)
Finance & Programme Manager – Gillian Belch
Administrative Union Learning and Development Officer – Julie Gorman
Administrative Assistant – Eileen Gorman
Administrative Assistant – Tony Gallagher

Nevin Economic Research Institute (NERI)
Dublin Office
Director – Tom Healy
Senior Economist – Tom McDonnell
Research Assistant - Paul Goldrick-Kelly
Temporary Research Intern – Ciaran Nugent
Administrator – Louisa Gavin

Belfast Office
Senior Economist – Paul MacFylnn
Economist – Lisa Wilson

Congress Secretariat Changes

Left Congress | Date
--- | ---
Peter Bunting (Retired) | October 2016
Fergus Whelan | May 2017
Esther Lynch (secondment to ETUC) | October 2015
Sylvia Ryan | April 2017
Joanne Pearson (Browne) | July 2016
Noreen Moloney | October 2015
Michéal Collins (NERI) | August 2016
Daragh McCarthy (NERI) | January 2016
Niamh Holton (NERI) | November 2016
Jade Rutherford | May 2017

Joined Congress | Date
--- | ---
Owen Reidy | November 2016
Fearghal Geraghty | October 2015
Jade Rutherford | January 2015

Notes
On behalf of the Executive Council, Congress wishes to extend best wishes to those who have left or joined Congress since BDC 2015.
APPENDIX 5
Membership of Congress Committees and External Bodies

Appeals Board
J Dawson (GMB), A Hall (TEEU).

Community Sector Committee
B Byrne (UNITE), K Callinan (IMPACT), C Darley (UNITE), D Doolan (UNITE), T Erbsloh (UNITE), S Griffin (SIPTU), E Harvey (SIPTU), A Hewitt (UNITE), K Jackson (IMPACT), J King (SIPTU), P Lowth (IMPACT), P Mullen (IMPACT), E Mullins (SIPTU), G O’Brien (SIPTU), D O’Connor (SIPTU), J O’Connor (SIPTU), P O’Connor (SIPTU), D O’Leary (SIPTU), P Quinn (SIPTU), S Ryan (ICTU), L Scully (SIPTU).

Construction Industry Committee
D Beegan (TEEU), A Connolly (BATU), J Coughlan (SIPTU), W Cullen (UNITE), K Deegan (BATU), S Donoghue (BATU), G Ennis (OPATSI), R Kelly (SIPTU), D Lane (SIPTU), S Lewis (OPATSI), D O’Leary (SIPTU), P Quinn (SIPTU), S Ryan (ICTU), L Scully (SIPTU).

Demarcation Tribunal
L Doran (INMO), J Douglas (MANDATE), A Hall (TEEU), P McKeown (UNISON), J O’Connor (SIPTU), J O’Flynn (SIPTU).

Disability Committee (Northern Ireland)
A Adams (GMB), P Brennan (SIPTU), M Crelelman (UTU), T Creaney (NASUWT), M McCelland (USDAW), B Nolan (SIPTU), E Morris (SIPTU), J Moore (TEEU/UCATT), J O’Brien (SIPTU), T Reilly (SIPTU), B Nolan (SIPTU), J Sheridan (SIPTU), A Smith (BATU), B Wall (OPATSI).

Disability Committee (Republic of Ireland)
M Branigan (UNITE), I Breen (FSU), A Byrne (INMO), J A Carton (ESU of Ireland), J Coghlan (NUJ), M Coughlan (IMPACT), D de Paor (ASTI), M Diskin (Bray and District Council of Trade Unions), S Dooley (NUJ), J Dowling (Kildare Council of Trade Unions), L Dunne (AHCP), P Foyle (Wexford Council of Trade Unions), B Forbes (MANDATE), P Hardiman (Galway Council of Trade Unions), P Hennessy (ESU of Ireland), V Holding (CWU UK), A Horan (MACE), J Keane (OPATSI), S Quinn (PSEU), T Roche (Wexford Council of Trade Unions), T Roche (TU), A Seely (SIPTU), E Soye (PSEU), P Torsney (CWU).

Disability Committee (Northern Ireland)
M Branigan (UNITE), I Breen (FSU), A Byrne (INMO), J A Carton (ESU of Ireland), J Coghlan (NUJ), M Coughlan (IMPACT), D de Paor (ASTI), M Diskin (Bray and District Council of Trade Unions), S Dooley (NUJ), J Dowling (Kildare Council of Trade Unions), L Dunne (AHCP), P Foyle (Wexford Council of Trade Unions), B Forbes (MANDATE), P Hardiman (Galway Council of Trade Unions), P Hennessy (ESU of Ireland), V Holding (CWU UK), A Horan (MACE), J Keane (OPATSI), S Quinn (PSEU), T Roche (Wexford Council of Trade Unions), T Roche (TU), A Seely (SIPTU), E Soye (PSEU), P Torsney (CWU).

Education Trade Union Group
K Bannon (NIPSA), K Clarke (UCU), A Conway (INTO), E Corry (NAHT), M Crelelman (UTU), M Daly (Prospect), H Greer (Prospect), A Hall-Callaghan (UTU), M Keenan (UNITE), D Limb (UCU), H Macmommac (NAHT), C McCailllon (UNITE), J McCamphill (NASUWT), J Murdock (NIPSA), M Murphy-Higgins (NASUWT), G Murphy (INTO), S Parlour (NASUWT), A Speed (UNISON), D Thompson (UTU), F Turner (NAHT), D Walker (GMB).

Equality & Human Rights Committee
The Equality and Human Rights Committee is comprised of members of the NIC, Officers of NIC/ICTU equality committees together with representatives from affiliated trade unions with responsibility for equality and human rights matters.

Global Solidarity Committee
M Barry (SIPTU), D Bonass (Dublin Council of Trade Unions), J Bowen (Cork Council of Trade Unions), R Brady (NUJ), J A Carton (ESU of Ireland), J Coghlan (NUJ), M Coughlan (IMPACT), M Diskin (Bray and District Council of Trade Unions), S Dooley (NUJ), J Dowling (Kildare Council of Trade Unions), L Dunne (AHCP), P Foyle (Wexford Council of Trade Unions), B Forbes (MANDATE), P Hardiman (Galway Council of Trade Unions), P Hennessy (ESU of Ireland), V Holding (CWU UK), A Horan (MACE), J Keane (OPATSI), S Quinn (PSEU), T Roche (Wexford Council of Trade Unions), T Roche (TU), A Seely (SIPTU), E Soye (PSEU), P Torsney (CWU).

Global Solidarity Committee (Northern Ireland)
G Alexander (NIPSA), I Boersma (Newry Trades Council), P Corrigan, M Crelelman (UTU), K Daly (INTO), D McGlinley (INTO), A McKee (Equity), D McKendry (NASUWT), S McLaughlin (USDW), E McMahon, J McNulty (North Down & Ards TC), B Moore (NIPSA), D Murray (UNISON), P O’Rawe (Prospect), A Stewart (UTU).

Health & Safety Committee (Northern Ireland)
G Alexander (NIPSA), M Baker (NASUWT), S Doherty (CWU), N Leesr (SIPTU), L Love (UTU), B Martin (UNISON), G Matthews (PCS), A McDonnell (NIPSA), H McKinstry (NIPSA), A Mcllwaine (USDW), D Mullan (PCS), J Reid (UTU), K Sweeney (CWU), S Willis (SIPTU), R Young (UNITE).
Health & Safety Committee (Republic of Ireland)
B Barrett (FSU), F Barry (UNITE), E Brady (MANDATE), M Bridge (IFUT), B Carty (IMPACT), S Cronin (SIPTU), T Delaney (POA), J Doran (TEEU), M Dowling (Kildare Council of Trade Unions), K Figgis (SIPTU), D Glynn (TUI), D Hughes (INMO), R Jordan (INTO), P Kenny (CWU), G Maybury (PSEU), J McCarthy (SIPTU), M Murphy (OPATSI), A Smith (BATU), D O’Toole (ASTI), M Quinn (SIPTU), D Robinson (IMPACT), C Rowland (SIPTU).

Health Services Committee (Northern Ireland)
L Archer (SOR), J Bremer (HCSA), M Caddell (RCN), J Chattin (HCSA), B Hughes (RCN), D Keatings (UNISON), T Killen (NIPSA), K McAdam (UNITE), K McCabe (NIPSA), M McKenna (SIPTU), P McKeown (NIPSA), D Moorehead (NIPSA), J Quinn (SIPTU), D Robinson (IMPACT), C Rowland (SIPTU).

Industrial Relations Committee
L Broderick (FSU), R Browne (UNITE), E Buckley (SIPTU), K Callinan (IMPACT), B Campfield (NIPSA), S Cody (IMPACT), C Cronin (Cork Council of Trade Unions), D de Paor (ASTI), E Devoy (TEEU), S Dooley (NUJ), L Doran (INMO), J Douglas (MANDATE), S Fitzpatrick (CWU), T Geraghty (PSEU), A Hall (TUI), J MacGabhann (TUI), G Mealy (SIPTU), J O’Flynn (SIPTU), C Rohan (AHCPS), E Ronayne (SPSU), N Ward (INTO).

Legal Strategy Group
S Cody (IMPACT), T Fitzgerald (UNITE), J Mc Ardle (CWU), A McElduff (INTO), D Miskell (MANDATE), C Mullin (INMO), P Ni Sheaghdha (INMO), D O’Connor (INTO), T O’Driscoll (SIPTU), R Ryan (SIPTU), T Smyth (IMO).

Lesbian, Gay, Bisexual & Transgender Committee (Northern Ireland)
G Atkinson (USDAW), M Creelman (UTU), B Darling (UNITE), D Halliday (PCS), J Johnston (FSU), G Lee (PCS), M Lewis (GMB), S McClelland (USDAW), K McDowell (FBU), A Murray (NIPSA), J Reid (UTU), A Rowan-Jenkins (GMB), D Shearer (UNITE), D Toner (NIPSA).

Northern Ireland Committee
K Clarke (UCU), L Graham (BFAWU), L Huston (CWU UK), M Lafferty (USDAW), P Mackel (NIPSA), J McCampbell (NASUWT), P McKeown (UNISON), A Millar (NIPSA), M Morgan (NIPSA), G Murphy (INTO), M O’Rourke (SIPTU), J Pollock (UNITE), J Quinn (FBU), J Reid (UTU), A Speed (UNISON), T Trainor (UNITE), D Walker (GMB), P Wolfe (PCS).

North South Committee
L Broderick (FSU), K Callinan (IMPACT), B Campfield (NIPSA), S Cody (IMPACT), C Cronin (Cork Council of Trade Unions), J Douglas (MANDATE), T Geraghty (PSEU), L Huston (CWU UK), J Kelly (UNITE), P Mackel (NIPSA), P McKeown (UNISON), A Millar (NIPSA), M Morgan (NIPSA), G Murphy (INTO), J O’Connor (SIPTU), J Pollock (UNITE), A Speed (UNISON).

Private Sector Industrial Committee
B Barrett (FSU), L Broderick (FSU), R Browne (UNITE), E Buckley (SIPTU), T Delany (CWU), S Dooley (NUJ), J Douglas (MANDATE), J Dunne (GSU), T Fitzgerald (UNITE), P Kavanagh (TEEU), A Kirk (IMPACT), M Landers (IMPACT), G Light (MANDATE), I Mc Ardle (CWU), G McCormack (SIPTU), G Mealy (SIPTU), C Quinlan (UNITE), B O’Hanlon (MANDATE).

Public Services Committee
P Bell (SIPTU), J Boushell (SIPTU), R Browne (UNITE), T Casey (MLSA), K Christie (ASTI), J Clinton (POA), S Cody (IMPACT), L Doran (INMO), A Dolan (TUI), T Geraghty (PSEU), B Hannigan (PSEU), D Hughes (INMO), J Kane (MLSA), J King (SIPTU), M Jennings (IFUT), P Kavanagh (TEEU), M MacGabhann (TUI), G Mealy (SIPTU), J Mitchell (POA), D Mullen (CPSU), S Nunn (INTO), P Ni Sheaghdha (INMO), C Rohan (AHCPS), E Ronayne (CPSU), B Wall (OPATSI), N Ward (INTO).

Retired Workers Committee (Northern Ireland)
R Atkinson (UTU), A Boorman (UNISON), G Cassidy (UNITE), T Cluskey (NIPSA), S Dodds (NIPSA), M Galloway (PCS), R Gray (NASUWT), F Hughes (PCS), J Hughes (FBU), J Ley (NUJ), E Luke (TSSA), J Martin (CWU), J Mathews (UNITE), M McAlinden (CWU), H Rafferty (UNITE), A Thompson (UNISON).

Retired Workers Committee (Republic of Ireland)
M Browne (FSU), P Browne (SIPTU), B Burke (IMPACT), H Collins (ASTI), T Dowling (TEEU), Marie Doyle (ASTI), M Duffy (IMPACT), F Farrell (UNITE), B Fitzpatrick (AHCPS), A Gilligan (SIPTU), D Griffin (UNITE), S Hall (ASTI), JJ Higgins (CWU), M Hoye (TUI), B Keelty (FSU), C Kelly (CWU), M MacGuinness (INMO), J McCarthy (TUI), G McGovern (GSU), J J Mc Loughlin (SIPTU), P Moran (SIPTU), J Nealon (IMPACT), C Ó Cléirigh (IFUT), B Ó Cochléir (IFUT), G Ó Donoghue (ASTI), M O’Halloran (BFAWU), T O’Meara (TUI), C Percival (NUJ), A Roche (UNITE), D Ronan (INMO), B Sheehan (INTO), D Sheridan (FSU), G Walsh (IMPACT), J Whelan (UNITE).

Standing Orders Committee
A Dolan (TUI), J Gaffney (MANDATE), P Guilfoyle (TEEU), D Keatings (UNISON), J McGinley (SIPTU).

Women’s Committee (Northern Ireland)
G Alexander (NIPSA), N Connor (Belfast & District Trades Council), C Darcan (PCS), M Fay (USDAW), E Gorman (FSU), M Gregg (GMB), V Holding (CWU), G Keown (GMB), G Matthews (PCS),
Bodies on which Congress is Represented

Republic of Ireland

Industrial Relations
Agricultural Stakeholders Group
Apprenticeship Council
Barristers Professional Conduct Tribunal
Company Law Reform Group
Courts Services Board
Employment Appeals Tribunal
Labour Court
Low Pay Commission
Personal Injuries Assessment Board
Private Security Authority
Public Water Forum
SP Hidden Economy Working Group
Workplace Relations Commission
WRC Proposed Code of Practice on Longer Working

Economic Affairs
County and City Development Boards
Harbour Boards
Local Government Strategic Policy Committees
National Competitiveness Council
National Economic & Social Council
National Statistics Board

Education and Training
Expert Group on Future Skill Needs
Education & Training Boards (some)
Governing Authority of National University of Ireland
Governing Bodies of Institutes of Technology
National Council for Curriculum and Assessment Skillnets
Teaching Council of Ireland

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

Social Affairs
DFA Standing Committee on Human Rights
National Disability Authority
National Women’s Strategy Monitoring Group
Social Welfare Tribunal
Technical Advisory Group on Social Welfare
Universal Periodic Review Stakeholders Group

Other Bodies
Barristers Conduct Tribunal
Board of the IPA
Board of POBAL
Company Law Review Group
Construction Workers Benevolent Fund &
Construction Workers Health Trust
CSR Stakeholder Forum (DJEI)
Development of LGBT Youth Strategy
DFAT – NGO Standing Committee on Human Rights
ERVIA Board
Horse Racing and Greyhound Racing Board
IHRC
Law Society’s Complaints and Client Relations Committee
National Safeguarding Committee
Personal Injuries Assessment Board
Private Security Board
Retirement Planning Council of Ireland
Barristers Conduct Tribunal

International Bodies
Advisory Committee on Vocational Training
Advisory Committee on Migrant Workers Social Welfare
CEDEFOP Governing Board
European Economic and Social Committee (EESC)
European Foundation for the Improvement of Living and Working Conditions
European Structural and Investment Funds 2014-2020 Ireland Wales
ETUC Executive
ETUC Standing Committees
ETUI Pedagogical Committee
EU Advisory Committee on Freedom of Movement of Workers
EUROFOUND
EU-OSHA (European Agency for Health & Safety at Work)
Interreg 2014-2020
The European Social Fund (ESF)
APPENDIX 6
Action on Motions to Biennial Conference 2015

1. The Economy (Executive Council) Adopted
In the course of the last two years, the Nevin Economic Research Institute (NERI) has continued to publish an extensive range of research papers on a wide range of economic policy issues. The staff of the Institute have also regularly contributed to public seminars, union conferences and various media and civic society events as well as provide assistance to various Congress projects. The Northern Ireland Committee of Congress has consistently campaigned for investment and against the ideology of austerity, while lobbying to maintain devolution and the institutions of the Good Friday Agreement against the threat of Direct Rule by the Conservative government in Westminster. The NIC lobbied and campaigned against the worst aspects of the Stormont House Agreement and pressed for improvements and mitigations, some of which were delivered under the Fresh Start Agreement. The NIC campaigned for living wages and decent work as outlined in the Congress Charter, and continues to lead the opposition to reductions in Corporation tax. Congress worked with MLAs to pass legislation which better protects workers than in the rest of the UK, and continues to campaign for the protection of human rights and equality in the face of Brexit.

2. Wage Led Growth (PSEU) Adopted
In the course of the last two years, the NERI has continued to publish an extensive range of research papers on a wide range of economic policy issues. The staff of the Institute have also regularly contributed to public seminars, union conferences and various media and civic society events as well as provide assistance to various Congress projects. The Northern Ireland Committee of Congress has consistently campaigned for investment and against the ideology of austerity, while lobbying to maintain devolution and the institutions of the Good Friday Agreement against the threat of Direct Rule by the Conservative government in Westminster. The NIC lobbied and campaigned against the worst aspects of the Stormont House Agreement and pressed for improvements and mitigations, some of which were delivered under the Fresh Start Agreement. The NIC campaigned for living wages and decent work as outlined in the Congress Charter, and continues to lead the opposition to reductions in Corporation tax. Congress worked with MLAs to pass legislation which better protects workers than in the rest of the UK, and continues to campaign for the protection of human rights and equality in the face of Brexit.

3. The Economy and Society in the Republic and Northern Ireland (UNITE) Adopted
In the course of the last two years, the NERI has continued to publish an extensive range of research papers on a wide range of economic policy issues. The staff of the Institute have also regularly contributed to public seminars, union conferences and various media and civic society events as well as provide assistance to various Congress projects. The Northern Ireland Committee of Congress has consistently campaigned for investment and against the ideology of austerity, while lobbying to maintain devolution and the institutions of the Good Friday Agreement against the threat of Direct Rule by the Conservative government in Westminster. The NIC lobbied and campaigned against the worst aspects of the Stormont House Agreement and pressed for improvements and mitigations, some of which were delivered under the Fresh Start Agreement. The NIC campaigned for living wages and decent work as outlined in the Congress Charter, and continues to lead the opposition to reductions in Corporation tax. Congress worked with MLAs to pass legislation which better protects workers than in the rest of the UK, and continues to campaign for the protection of human rights and equality in the face of Brexit.

4. Economic Development (DCTU) Adopted
In the course of the last two years, the NERI has continued to publish an extensive range of research papers on a wide range of economic policy issues. The staff of the Institute have also regularly contributed to public seminars, union conferences and various media and civic society events as well as provide assistance to various Congress projects. The Northern Ireland Committee of Congress has consistently campaigned for investment and against the ideology of austerity, while lobbying to maintain devolution and the institutions of the Good Friday Agreement against the threat of Direct Rule by the Conservative government in Westminster. The NIC lobbied and campaigned against the worst aspects of the Stormont House Agreement and pressed for improvements and mitigations, some of which were delivered under the Fresh Start Agreement. The NIC campaigned for living wages and decent work as outlined in the Congress Charter, and continues to lead the opposition to reductions in Corporation tax. Congress worked with MLAs to pass legislation which better protects workers than in the rest of the UK, and continues to campaign for the protection of human rights and equality in the face of Brexit.

5. A Charter for Banking (IBOA) Adopted
Congress worked with the FSU in pursuit of the objectives of this motion. In particular, as part of our lobbying work, we sought the agreement of political parties in Northern
Ireland and the Republic of Ireland to the reforms outlined in the motion. We also sought the agreement of industry/employer representatives. We will continue this work over the coming two years.

6. Peace, Progress & Equality (Executive Council) Adopted
The Northern Ireland Committee of Congress lobbied and campaigned against the worst aspects of the Stormont House Agreement and pressed for improvements and mitigations, some of which were delivered under the Fresh Start Agreement. The NIC has worked closely with sister confederations in Scotland, Wales and England to protect workers’ rights and to defend the spirit and the letter of the peace process, especially after the EU referendum. The NIC also supported our TUC colleagues in their campaign against the Tory Trade Union Bill, ensuring that it received no support from Northern Ireland’s MPs.

7. Opposition to Austerity (NIPSA) Adopted
The Northern Ireland Committee of Congress has consistently campaigned for investment and against the ideology of austerity, while lobbying all elected politicians to maintain devolution and the institutions of the Good Friday Agreement against the threat of Direct Rule by the Conservative government in Westminster. The principles of the Congress Charter were also presented to all MPs, MLAs and District Councils, winning the support of many for a Living Wage for all workers and other crucial improvements.

8. Co-ordinated Industrial Action on Pay (PCS) Adopted
The Northern Ireland Committee of Congress is regularly briefed by affiliates on industrial disputes and has expressed and delivered support when requested, most recently in the education sector and in the successfully resolved Concentrix contact centre dispute, as well as long-term industrial action across the public sector against the pay cap.

The Northern Ireland Committee of Congress campaigned for living wages and decent work as outlined in the Congress Charter, and continues to lead the opposition to reductions in Corporation tax, and to privatisation and outsourcing, while supporting affiliates who engaged in industrial action.

10. Supporting the Northern Ireland Peace Process (UNISON) Adopted
The Northern Ireland Committee of Congress has consistently raised the long-promised Bill of Rights at every meeting with political leaders and various public fora. Congress has highlighted the threat to the rights and equality provisions of the Good Friday Agreement by the UK leaving the EU, and has raised threats to the stability of the peace process with the wider trade union movement, including at the ETUC Congress in 2015. Congress has lobbied the Irish and UK Governments to fully implement the 1998 Agreement.

11. The Establishment of the Education Authority (NASUWT) Adopted
The Northern Ireland Committee’s Education Trade Union Group is the vehicle for developing and campaigning for policy matters, and it hosted a major policy seminar in 2016. It continues to campaign for an authority which can truly reflect the needs and concerns of children, young people and the education workforce.

12. Funding of the NERI, Amendment to the Constitution (Executive Council) Adopted
The structure of the Congress affiliation fees was changed for the year 2016 and ongoing years to incorporate an amount of .75c per member (and the Sterling equivalent for Northern Ireland) as the NERI contribution.

13. 1916 Centenary (SIPTU) Adopted
Strengthening NERI - Consequent on revised funding arrangements through Congress, applicable to NERI, this issue has been resolved.

Workers College – during 2015, Congress established the ‘Workers College’ as a stand-alone independent entity. Nine board directors were appointed by the Executive Council. The board met on a number of occasions and has since decided not to propose a programme of education at this time. The Workers’ College structure will be utilised to administer QQI course validation.

Centralised Media Platform – steady progress has been made and the Congress website now hosts up to date daily affiliate ’News’ headlines which are easily assessable. Congress has further developed a Media Training Studio an a training programme is in place.

Launching fully staffed Trade Union Centres in every major city and town – a review group, chaired by the Congress President, is finalising its report which will be available at BDC2017.

Optimising organising capacity – a Strategic Organising Committee has been re-established. It is expected that a ‘seminar’ on the topic will be held in September.

Effectively co-ordinating collective bargaining and industrial strategy – Congress in both the Republic of Ireland and Northern Ireland has key sector committees in place. These committees oversee key industrial policy in the specific sections.

Pursuing properly resourced intelligent
political policies – Congress in the Republic of Ireland and Northern Ireland have been actively lobbying over the past two years.

14. Low Pay/Inequality (Executive Council) Adopted
Congress has consistently advocated, particularly through successive pre-budget submissions, that current taxation policy should be amended to include measures to implement a wealth tax. Through the Congress Charter campaign, we have campaigned across all society groups to achieve implementation of a living wage.

The Women’s Committee has prioritised taking action on the impact of austerity on women and highlighting issues of low pay and insecurity on women workers.

15. Zero Hour Contracts, Low Hour Contracts and Underemployment (MANDATE, USDAW, GSU, GMB) Adopted
Congress has been actively engaged in lobbying political parties in the Republic of Ireland and Northern Ireland in this subject and a number of Private Members’ Bills have been produced. Discussion with officials of the Department of Jobs, Enterprise and Innovation have now concluded and the Government has agreed to progress legislation, which will outlaw ‘zero-hour’ contracts and introduce provisions relating to ‘banded hour’ contracts. Congress has also been meeting with elected representatives, political parties, local county/city councillors, NGOs and Sport Bodies, seeking their support for the Congress Charter for Fair Conditions at Work.

Congress Northern Ireland continues to oppose zero hours contracts and other forms of precarious employment. Political engagement at Stormont by NIC ICTU has resulted in the Employment Act (NI) 2016 containing provisions for future regulations to be introduced to prevent abuses associated with the use of zero-hours contracts.

NIC ICTU has also been meeting with elected representatives, political parties and local councils seeking their support for the Congress Charter for Fair Conditions at Work.

16. Pay Rise for All (CPSU) Adopted
Through the Congress Private Sector Committee, Congress has issued pay guidelines based on the economic advice of NERI. Congress has publically advocated these pay increases and has received considerable media coverage on same.

17. Exploitation of Seafarers (NURMT) Adopted

18. Precarious and Unstable Forms of Work in the Construction Sector (OPATSI) Adopted
Congress issued a policy document – ‘False Economy’, exposing the abuse of bogus self-employment in the construction industry. Following a meeting between the General Secretary and the Chairman of the Revenue Commissioners, the Minister for Finance announced an inter-Departmental enquiry into bogus self-employment in the Irish economy generally. Congress made a submission to this inquiry in March 2016. However, at the time of writing a report was still awaited. False Economy can be accessed here: http://www.ictu.ie/publications/fulllist/false-economy-the-growth-of-bogus-self-employment/

19. Relevant Contracts Tax (UCATT) Adopted
Congress issued a policy document – ‘False Economy’, exposing the abuse of bogus self-employment in the construction industry. Following a meeting between the General Secretary and the Chairman of the Revenue Commissioners, the Minister for Finance announced an inter-Departmental enquiry into bogus self-employment in the Irish economy generally. Congress made a submission to this inquiry in March 2016. However, at the time of writing a report was still awaited. False Economy can be accessed here: http://www.ictu.ie/publications/fulllist/false-economy-the-growth-of-bogus-self-employment/

20. Inequality in the Arts (Equity) Adopted
Congress wrote to the Minister for Arts, Heritage, Regional, Rural and Gaeltacht Affairs, in relation to the need for cultural industries to ensure their operations operate in a manner that is inclusive, non-discriminatory and respects the rights of all people working in the industries and to request her Department to use its considerable influence in that regard.

Congress has made representation to the relevant Northern Ireland departments and committees within the NI Assembly to highlight issues of inequality in the cultural industries.

21. Rights of Freelance Workers (NUJ) Adopted
Ireland’s case at the ILO’s Committee on the application of standards (CAS) was heard on 3rd June 2016. The Conclusions were presented on 8th June and suggest that the Government and the social partners should identify the types of contractual arrangements that would have a bearing on collective bargaining mechanisms. They noted that this case related to issues of EU and Irish competition law and invited the Government to
Before the fall of the last Government, Ivana Bacik Labour introduced the Competition Amendment Bill into the Seanad. The then Minister referred the matter the Europe to assess whether it was in line with the Competition Directive. In the event Senator Bacik reintroduced it in 2017 and it was passed without government opposition and at time of writing is due before the Dáil.

In July 2016 Congress, SIPTU and the NUJ instructed John Hendy QC to act on an official complaint against Ireland to the Council of Europe under the European Social Charter.

22. Service Providers to Trade Unions (CWU) Adopted
This motion was pursued as part of the ongoing work to implement the report of a Trade Union Commission and the Congress campaign to win support for the Congress Charter on Fair Conditions at Work.

23. Employer Approaches which Remove Employees from Post (Prospect) Adopted
The NIC successfully lobbied and campaigned to ensure that further loosening of employment protections was excluded from the Employment Act (NI) 2016, which has put NI ahead of other parts of the UK in employment protection law. NIC ICTU continues to monitor the issues of concern in the workplace, and the legal environment, while working jointly through the Employment Relations Roundtable to achieve better protections for employees.

24. Equality (Executive Council) Adopted
Equality section of Executive Council Report covers the content of this motion. Highlights include: Guide to taking an Equality case produced with the support of IHREC; Worker/Employer Advisory Committee to IHREC formed; Report on Childcare produced and advocacy with the Department of Children and Youth Affairs; ongoing advocacy on family leaves culminated in introduction of paternity leave in September 2016; comprehensive employment strategy for people with disabilities published and Congress participates on the implementation group.

The Northern Ireland Committee continues to robustly campaign for the full implementation of the Good Friday Agreement, in particular the publication of a Bill of Rights for Northern Ireland. The NIC and ICTU Equality Committees have been engaged with relevant NI Executive Ministers and Departments to ensure that strategic Equality Strategies are implemented, resourced, and monitored. The NIC is engaged in advocacy in relation to the development of a universal and affordable childcare system and also awaits the development of gender pay gap reporting regulations.

25. Housing Provision and Homelessness (IMPACT) Adopted
Congress lobbied for a high priority to be given to housing and in particular social housing. A document on housing has been drawn up by the One Cork project which was adopted by the Executive as a policy position in conjunction with a NERI research document on the subject.

26. Community Sector (Wexford CTU) Adopted
Congress succeeded in getting a high-level forum for the Community Sector as part of the Landsdowne Road Agreement. However, we still have not been able to get Labour Court recommendations implemented in the sector nor get the decision makers into the Industrial Relations process.

27. Pensions (Executive Council) Adopted
Congress has established a sub-committee on pensions which has issued policy documents on universal coverage and the Defined Benefit (DB) crises. A major pensions seminar was held in Dublin in October 2016. Several briefings and think-ins were organised for affiliates. Congress continues to lead the public debate in this area. In Spring 2017 Congress published a policy document entitled ‘The Preventable Demise of Defined Benefit Pension Provision’.

Congress has established a sub-committee on pensions which has issued policy documents on universal coverage and the DB crises. A major seminar was held in Dublin in October 2016. Several briefings and think-ins were organised for affiliates. Congress continues to lead the public debate in this area. In Spring 2017 Congress published a policy document entitled ‘The Preventable Demise of Defined Benefit Pension Provision’.

29. Pensions in Retirement (UNITE) Adopted
In June 2106 Public Policy.ie engaged Milliman to evaluate the PRSI system. Milliman concluded that Ireland cannot afford a decent pension system going forward. Congress issued a robust rebuttal of the Milliman report which can be accessed here: http://www.ictu.ie/publications/fulllist/congress-response-milliman-prsi-report-may-2015/

30. Retired Workers (Executive Council) Adopted
The Retired Workers’ Committees - North and South - have campaigned actively on all the issues covered by this motion. In February 2016, a cross-border seminar was held in Dublin with a second seminar planned.
for Belfast in February 2017. In the Republic the retired workers submitted its own pre-budget proposals. The Retired Workers are represented by an Observer on the Congress Executive and attend all relevant meeting with Government Departments.

31. Older People’s Contribution to the Community (Fermanagh TC) Adopted
The Retired Workers’ Committees - North and South - have campaigned actively on all the issues covered by this motion. In February 2016, a cross-border seminar was held in Dublin with a second seminar planned for Belfast in February 2017. In the Republic the retired workers submitted its own pre-budget proposals. The Retired Workers are represented by an Observer on the Congress Executive and attend all relevant meeting with Government Departments.

32. Privatisation (Executive Council) Adopted
Congress continued to oppose proposals to privatise public utilities and public services. We have actively campaigned for a referendum to be held to protect the public water infrastructure and we opposed the sale of the Government’s shares in Aer Lingus. We have also secured, as part of The Lansdown Road Agreement, strong protocols aimed at avoiding the outsourcing of public sector work.

33. Privatisation of Public Transport (TSSA) Adopted
Congress continues to oppose the privatisation of public transport services. Arising from the passing of this motion, we contacted Government to seek that the proposal to tender 10% of Dublin Bus and Bus Éireann services would not proceed.

34. Health Inequalities and Access (IMO) Adopted
Congress produced a comprehensive policy on the future of our health care services which reflected the actions sought in this motion. A copy of the policy can be obtained at http://www.ictu.ie/publications/fulllist/submission-to-oireachtas-committee-on-the-future-o/

35. Universal Health Service – An Essential Social Good (INMO) Adopted
Congress produced a comprehensive policy on the future of our health care services which reflected the actions sought in this motion. A copy of the policy can be obtained at http://www.ictu.ie/publications/fulllist/submission-to-oireachtas-committee-on-the-future-o/

36. FEMPI and Pay & Conditions of Public Sector Workers (ASTI) Adopted
Congress, through the Congress Public Services Committee, has sought the repeal of the FEMPI legislation and continues to seek agreement with Government for the restoration of public service pay.

37. Precarious and Casualised Work (TUI) Adopted
Congress worked with the unions in the education sector to secure the full implementation of the ‘Ward and Cush’ Reports and has been working on securing further and improved regulation of working time taking account of the study by Limerick University.

38. Class Size (INTO) Adopted
In the run up to the General Election in February, 2016, Congress published a list of policy priorities for the incoming Government. As part of the publication, Congress argued for proper funding of the education system and the resources to be made available to bring funding in line with standards in the EU and OECD.

39. Corruption and Tendering for Public Services (UNISON) Adopted
The NIC continues to make representation at the highest levels of government to oppose both outsourcing of public services to the private sector and unfair practices in the procurement process. The NIC has engaged in advocacy with the NI Executive and the Central Procurement Directorate to ensure that equality and human rights concerns are at the centre of procurement policy in Northern Ireland. This has included working with the NI Human Rights Commission and the NI Equality Commission to ensure that their recommendations and guidance on equality and human rights in public procurement are properly implemented and monitored.

40. Referendum on Water Supply and Treatment (CWU) Adopted
Congress campaigned for policy initiatives to be taken to secure the objectives of these motions. We made submissions in line with these policies to the Expert Commission on the Future Funding of Water Services, the Oireachtas Committee considering the Expert Committee Report and the Public Water Forum. The Oireachtas has agreed in principle to holding of constitutional referendum.

41. Water Charges and Public Ownership (Waterford TC) Adopted
Congress campaigned for policy initiatives to be taken to secure the objectives of these motions. We made submissions in line with these policies to the Expert Commission on the Future Funding of Water Services, the Oireachtas Committee considering the Expert Committee Report and the Public Water Forum. The Oireachtas has agreed in principle to holding of constitutional referendum.

42. Transatlantic Trade and Investment Partnership, TTIP (Executive Council)
Adopted
Congress produced a briefing paper on TTIP and CETA and worked with other organisations to advocate with the political system regarding our concerns.

The NIC hosted a major conference on TTIP in Belfast in late 2015, and distributed campaign materials throughout the movement via the network of Global Solidarity committees and activists. In 2016, there were follow-up public briefings from academic experts and trade unionists, before the collapse of TTIP in late 2016. A similar campaign is underway on CETA, and should be a template for future activities on trade agreements after the UK leaves the EU.

43. Transatlantic Trade and Investment Partnership (ASTI) Withdrawn
No Action Required.

44. International Action to Tackle Climate Change and Poverty (Executive Council) Adopted
Congress sought to influence the agenda of negotiators of the Paris Climate Agreement by seeking the inclusion of a ‘Just Transition’. The Congress Energy and Natural Resources Committee have taken up this issue and a conference is planned for May 2017 to discuss what this would entail in an Irish context. In relation to the wider poverty issue, the Sustainable Development Goals were agreed in September 2015 and include Goal 8 on decent work. Congress held a joint conference with TCD on the implementation of Goal 8 in November 2016 and was a founding member of ‘Coalition 2030’ – an Irish Civil Society coalition formed to ensure Ireland lives up to its responsibilities in implementing Agenda 2030 at home and abroad.

45. Climate Change (Belfast District TC) Adopted
This objectives of this motion are been pursued through the general work of Congress and specifically through the work of the Sectoral Committee on Energy and Natural Resources.

46. Ban on Fracking (Fermanagh TC) Adopted
NIC ICTU continues to oppose fracking and joined with Friends of the Earth in the protest against the drill site at Woodburn Forrest, Carrickfergus.

I Emergency Motion No. 1 – Treatment of the Clerys’ Workers by Natrium and Gordon Brothers (SIPTU) Adopted
Arising from Emergency Motion No. 1, Congress campaigned for changes to employment and company law legislation. On foot of this representation, the Government commenced a review into the employment law issues arising from the Clery’s dispute. The Duffy Cahill Report was presented to Government in 2016 and we continue to seek the implementation of the recommendations of this report. The Company Law Review Group was commissioned to look at the company law issue arising from the Clery’s dispute.

II Emergency Motion No. 2 – One Parent Family Payment Changes (MANDATE) Adopted
Congress opposed the changes brought about to one parent family payments through the Labour Market Council and the DSP technical group on social inclusion. Our opposition did not meet with success. Congress continues to argue that the effects of the changes should be evaluated to ascertain their effects on poverty among one parent families.

III Emergency Motion No. 3 – Direct Provision (UNISON, Waterford TC, UNITE, CPSU, INMO, MLSA, UCU, MANDATE, NASUWT) Adopted
This was part of the agenda for the Global Solidarity Committee Working Group on Refugees/Asylum Seekers.

IV Emergency Motion No. 4 – TTIP (TEEU) Adopted
This was included in our advocacy under Motion 42.

The NIC hosted a major conference on TTIP in Belfast in late 2015, and distributed campaign materials throughout the movement via the network of Global Solidarity committees and activists. In 2016, there were follow-up public briefings from academic experts and trade unionists, before the collapse of TTIP in late 2016. A similar campaign is underway on CETA, and should be a template for future activities on trade agreements after the UK leaves the EU.
APPENDIX 7
Disputes Committee Reports

A Protocol on the processing of Disputes between unions was adopted at the April 2015 meeting of the Executive Council.

Protocol on the Handling of Disputes
Guidelines for the handling of disputes between unions were published in May 1990 and re-published in July 2001. They set out a two stage format (conciliation and hearing) and laid out indicative timelines. An opportunity is now being taken to examine their operation in the light of experience. It is also proposed to set guidelines which have not existed heretofore for matters arising under Clause 41, 47 and Clause 48 of the Constitution.

General
Once a complaint is submitted, it becomes the property of Congress and the complaint will immediately be supplied to the other union(s), and will be dealt with through the appropriate clause of the Congress Constitution, subject to the provisions set out below. The complaint will cease to be the property of Congress when a finding is issued to the parties or, prior to that, if the complainant withdraws the complaint.

Complaints must take the form of a letter, either in soft or hard format, (subject to a variation in respect of the Appeals Board - see below). This letter must as a minimum set out:

- The employer or industry concerned.
- The number of members concerned and their names.
- The involvement of any third party union.
- Details of any attempts to resolve the matter between the parties, including application of bilateral agreements or procedures.
- Applicable disputes committee precedents.
- Any other relevant matter.

The items set out in the complaint will be the only matter to be considered by the conciliation meeting or hearing. Additional matters may only be introduced when it involves the updating of the original complaint or by agreement between both the parties.

Clause 41 Disputes between Unions
Complaints under this clause will be considered by the General Secretary in the first instance. The General Secretary will decide in consultation with the GPC how to proceed with the dispute and may decide to appoint a subcommittee of the Executive Council to deal with the matter or, if a transfer of members arises, to deal with the matter under clause 46.

Clause 46 Disputes regarding the Transfer of Members

There are well established guidelines for dealing with Disputes Committees. These set out the following timelines:

- As soon as a complaint is received from an affiliated union against another affiliate, the union against which the complaint is made shall be immediately informed of the exact nature of the complaint and a meeting shall be arranged between the parties in dispute and an officer of Congress.
- Such a meeting shall be arranged as quickly as possible and in normal circumstances within one week. Only in the most exceptional circumstances should it take more than two weeks to arrange such a meeting.
- The purpose of the meeting shall be to seek to resolve the issues by agreement. It shall be used to identify the nett issues in dispute. These meetings shall also be used, as far as possible, to agree the facts which are relevant to the case.
- In all cases a written report on the meeting shall be prepared by the Congress official responsible. Where a settlement is reached, this shall be confirmed in writing to both sides immediately following the meeting. Where the issue cannot be resolved, arrangements shall be made at the meeting itself for reference of the dispute to a Disputes Committee. A date at which the Disputes Committee Hearing can take place shall be arranged as quickly as possible and, except in exceptional circumstances, shall not be more than two weeks from the date of the preliminary meeting.

Clause 47 Demarcation Tribunals
No such tribunal has sat in the last twenty years. While the continued existence of this clause may be an anachronism, some procedures must be in place. The tribunal requires three Executive Council members and, as far as can be established in later years, unions agreed that in such cases that a Congress officer would act as an ad hoc arbitrator, subject to the approval of the report by the Executive Council.

Clause 48 Appeals Board
This deals with complaints of lack of service by groups of members or appeals against expulsion by individuals. It is proposed that a form be made available on which complainants would outline their complaint. The completed form would then form the complaint to be submitted to the union, who would be expected to reply within two weeks.

Approval or noting by Executive Council
Reports arising under Clause 48 are for noting, and shall be circulated in advanced by electronic means, together with other Executive Council documentation. Reports for approval under clauses 46 and 47 shall be circulated on the day of the meeting.
Irish Congress of Trade Unions

Disputes Committee Report 15/01

Parties in Dispute: UCU and ATL
Date of Hearing: 25th February 2015

Dispute:
Complaint by UCU that ATL are seeking to organise members of that Union and workers in the further education sector contrary to the Congress Constitution and in breach of the findings of Disputes Committee Report 08/02.

Disputes Committee:
Shay Cody (Chair and Executive Council Member), Billy Hannigan (PSEU) and Marian Geoghegan (IBOA)

Background
The University College Union has complained to Congress that the Association of Teachers and Lecturers are seeking to recruit workers in the further education sector contrary to the Congress Constitution and contrary to a Disputes Committee finding in 2008. Congress arranged for a conciliation meeting between the parties as per the Congress Constitution and a meeting was held on the 21st October 2014 however the dispute could not be resolved.

UCU Complaint
UCU complained that ATL are actively seeking to recruit workers in the further education sector in Northern Ireland. They argue that this is contrary to the Congress Constitution as a previous Dispute Committee found that ATL have no established rights in that sector.

UCU further argued that ATL have acted contrary to the Congress Constitution and Guidelines by actively recruiting members of UCU during an industrial dispute at Stranmillis College.

UCU also claim that ATL have undermined the position of UCU by misrepresenting their position as it related to the settlement of an industrial dispute (Deane). UCU allege that ATL used this misinformation to actively recruit members of UCU.

ATL Response
ATL responded to the allegations made by UCU as follows:

ATL claim that they had fully implemented the findings of Disputes Committee Report 08/02 however from 2011 the circumstances changed considerably.

ATL claims that as a result of a merger between ATL and AMIE they acquired representational rights in the Further Education Sector in Northern Ireland. They argue that because AIME had representational rights in the Further Education Sector they now had similar rights.

ATL did acknowledge that they took into membership members of UCU in Stranmillis College during an industrial dispute. However they claim that they had no knowledge that an industrial dispute was occurring at that time. ATL accept that they should not have done this.

ATL denies any accusation that they sought to undermine position of UCU.

Conclusions
The Committee has examined the evidence provided to it by both UCU and ATL.

The Committee has been asked to accept that the merger between ATL and AMIE has conferred on ATL representational rights in the Further Education Sector in Northern Ireland and in such circumstances the previous Disputes Committee finding should be set aside.
While the Committee accepts that AIME has some representational rights in the Further Education Sector in Northern Ireland, these are confined to “Director Grades” in that sector and it does not follow that ATL, by virtue of a merger with AIME has acquired representational rights for the sector as a whole.

The Committee notes that ATL did admit that they should not have accepted into membership members of UCU while an industrial dispute was ongoing.

Findings
The Disputes Committee finds as follows:

The Disputes Committee did not consider that there was any evidence or substantial argument provided to it by ATL that persuaded the Committee the findings of the 2008 Disputes Committee should be varied.

The merger between ATL and AIME does not confer on ATL representational rights for the Further Education Sector in Northern Ireland. The merger does not disturb the already established representational rights held by UCU which were confirmed in Disputes Committee Report 08/02.

ATL having acknowledged that it should not have taken into membership members of UCU during an industrial dispute in Stranmillis College should explain this to the members concerned and encourage them to rejoin UCU.

ATL should as a matter of urgency examine its membership application form and its procedures for the admittance of members. ATL should make whatever amendments are necessary to ensure that they fully comply with the Congress Constitution and the Congress Guidelines on Paragraph 46 of the Congress Constitution.

This report was agreed at the Executive Council Meeting of March 2015.

Arising from the adoption of the report, the ATL advised that they wished to appeal the decision. The May 2015 Executive Council decided that under Rule 45, the decision of the Disputes Committee Report would stand as the Appeal had been received outside the stated time limit.
Irish Congress of Trade Unions

Disputes Committee Report 15/02

Parties in Dispute: TEEU and UNITE
Date of Hearing: 13th May 2013

Dispute:
Organisation of Mechanical Craftworkers on the Intel site, Leixlip

Disputes Committee:
S Nunan (chair), I. Mac Ardle, B. Hannigan

Attendance:
Ritchie Brown, Tom Fitzgerald (UNITE), Eamon Devoy, Brian Nolan (TEEU)

The complaint by TEEU against UNITE was made in respect of the organisation of workers in the mechanical contracting sector, irregular transfer of members and failure to observe the ICTU Constitution.

TEEU Submission

The TEEU made a written submission, which is summarised as follows.

UNITE is continuing a campaign of vilification against the TEEU and offering inducements to TEEU members to join UNITE.

UNITE'S membership procedures in the Republic are contrary to clause 46 of the Constitution and their rule book fails to accord with para 1.3 of the guidelines on paragraph 46 of the Constitution, in which respect it is contrary to the finding in the report to the Executive Council of July 2012

Two cases arose where individual members of the TEEU were taken in to membership by UNITE without consultation.

UNITE continued to disregard the determination of the ICTU Executive Council of 18th July 2012.

The TEEU asked the committee to note its dismay that the complaint, although made under clause 41 of the Constitution, was being heard under clause 46, and advised that it reserved its position in this regard

Background

The TEEU and UNITE had previously co-existed and both are parties to a common national collective agreement for plumbers within the construction industry. Membership transfers were not infrequent but effected in accordance with the ICTU Constitution. The TEEU made a previous complaint about UNITE poaching electrician members in June 2012. This issue was resolved when the Regional Secretary of UNITE signed a specific undertaking not to recruit electricians in the Republic of Ireland.

TEEU’s current complaint was based on UNITE recruiting TEEU members employed by Mercury Engineering on the Intel site in Leixlip where the TEEU represents the majority of members. The number of construction and contracting employees on site has declined from 4,700 in April 2014 to less than 2,000 in December 2014.

Since the site was established 26 years ago, it was agreed that all construction and contracting works must be carried out in accordance with the collective bargaining agreements for these industries. This includes mandatory trade union membership which workers have to prove before commencing work on the site.

Consequently, Intel appointed Contractions Administration Services (CAS) almost 25 years ago to ensure compliance with these collective agreements, including union membership. Therefore, the workers on the Intel site are fully unionised, and should not be recruitment/organising targets for other unions.
However, in November 2014 UNITE organised a car park meeting of Mercury workers on the Intel site to try and recruit them. This recruitment drive was unsuccessful. UNITE subsequently planned another meeting for the 9th December 2014 and circulated a flyer around the site. The flyer suggested that recipients “pass the details to your mechanical colleagues” and referred to the dismissal of two UNITE members from Mercury Engineering.

One of these UNITE members had been a member of the TEEU since 9th October 2013 prior to commencing his employment with Mercury Engineering on the Intel site. Whilst employed on the site, he failed to keep up his contributions to the TEEU and joined UNITE without the knowledge or consent of the TEEU, contravening the terms of the Congress Constitution.

The person concerned was among 12 workers (2 UNITE members and 10 TEEU members) made redundant from Mercury Engineering over his dismissal from the company – deeming it as due to his membership of UNITE and activities he completed on their behalf.

The TEEU objected to UNITE representing one of its members and in response, UNITE declared to those on site that the TEEU was in collusion with management by preventing them from representing the member concerned. At the same time they continued to poach members from the TEEU on site.

The TEEU discovered that another member had cancelled the payment of his TEEU subscription. He had joined the TEEU before starting on the Intel site on the 3rd August 2010 but accrued arrears whilst in employment with Mercury Engineering. He explained to the TEEU that he had joined UNITE when encouraged to do so by the union in order to avail of a cheaper membership rate and to avoid paying his arrears to the TEEU. The TEEU asked him to regularise his membership which he had failed to do.

UNITE set out to recruit workers employed by Mercury Engineering in full knowledge that they were TEEU members. They poached TEEU members who had accrued arrears without consent from or informing the TEEU. One of these members was part of a redundancy situation which UNITE used to fabricate a dispute that potentially had implications for all union members on site. Seizing upon interest in the dispute, UNITE then proceeded to poach another TEEU member who had accrued arrears to the TEEU.

By representing a TEEU member in a dispute fabricated for the purpose of recruiting members, UNITE demonstrated the worst type of anti-trade union activity which was detrimental to the interests of Congress.

The TEEU sought:

That the TEEU’s complaint against UNITE be upheld and that Congress would put measures in place to prevent UNITE from poaching TEEU members.

That UNITE would be asked once again to confirm their commitment to the Congress Constitution.

The current UNITE online membership application form for the Republic of Ireland does not enquire about existing or former membership of another trade union, and that this matter should be rectified.

That UNITE should be told immediately to relinquish the two named TEEU members and to encourage them to regularise their affairs with the TEEU.

That UNITE should be told to amend their rule book to enable their Executive Committee to terminate membership where this is necessary in order to conform with a Congress Disputes Committee Report per paragraph 46 of the Congress Constitution.

UNITE Submission

UNITE stated that as they were unaware of the precise nature of the TEEU case and they were forced to rely on an oral submission. The dispute had its background in the collapse of the construction industry where wage cuts in excess of twenty per cent had been imposed in recent years. The approach of the union was based on union organisation rather than union regulation. UNITE had sought a common front in getting a wage increase, and sought to work with TEEU. UNITE had laid out a five point agenda for discussion with TEEU and these points were discussed in a subsequent meeting with the CIF. Later it emerged that TEEU had held a separate meeting with the...
employers at which a sixth issue was discussed. UNITE were surprised and dismayed at the approach taken by the TEEU on this occasion.

A copy of a completed application form was produced. UNITE asked the committee to note that the form contained a question enquiring as to the previous union affiliation of the applicant, in accordance with ICTU procedures. In response to a question regarding the online application form, UNITE officials stated they were unaware of the precise nature of this as it was a matter for the IT department at headquarters. UNITE stated that the allegations of TEEU regarding statements by UNITE, encouraging people to leave TEEU and join UNITE were inadmissible, as they were hearsay.

In relation to the details of the transfers, one of the applicants had been a long standing member of UNITE but had to join TEEU to gain work on the site in question. He had been issued with lay off notice out of seniority. UNITE had taken up his case under the procedures that existed in the construction industry. They heard from the CIF that TEEU was objecting to the case being heard as the member was in arrears. They felt that it was bad trade union practice for one union to derail another union’s case with an employer in defence of a member. Both of the disputed applications came about as a result of a site meeting on the issue of wages. UNITE acted in good faith on the basis of the forms filled in by both applicants. UNITE produced other transfer request made to TEEU.

The issues between both unions regarding electricians had been settled by the 2012 agreement. In the nature of things, the unions’ paths crossed in mechanical maintenance and in mechanical contracting. In maintenance the unions worked well together in employments such as Bord na Móna, AAL and Waterford Glass. The difficulties arose in mechanical contracting where both unions shared membership. UNITE felt that a co-operative approach in the face of employers, most of whom were decent, would serve better than predatory trade unionism.

UNITE stated that the current complaint lodged by TEEU was part of a campaign to damage UNITE. They would not wish that UNITE would be suspended from ICTU on foot of what was essentially a technicality, but if that was the case they could live with it.

UNITE reserved the right to make counter claims against the TEEU.

Finding

This case is heard under clause 46 of the Constitution. The committee noted that both unions had reserved their position regarding possible further complaints under clause 41 and 46. The need for such complaints would be considerably lessened if the recommendations contained in the 2012 report and 2013 agreement were adhered to. The committee considers that this approach remains the only positive way forward for inter union relations in this sector.

With regard to the disputed transfers the committee notes that in the application forms submitted to UNITE the applicant ticked both the yes and no boxes in response to the previous trade union membership question. This should have prompted a more active response by UNITE. The committee notes that in circumstances such as the Leixlip site, where trade union membership is a prerequisite to gaining employment, any applications received after a site meeting could only have been from members of another union. The committee is critical of UNITE for its approach in this circumstance.

The Committee notes that it was acknowledged by TEEU that had a request for transfer been received custom and practice would have determined that the request would have been granted. In these circumstances the Committee does not propose to make a specific recommendation on the individual case before the Committee.

However, the Committee does recommend that both unions should ensure that the provisions of the Constitution are applied scrupulously and the guidelines regarding transfer of members are adhered to in order that the good relations, which both unions insist they wish to have, can be maintained and enhanced.

With regard to the format of union literature and stationery, this matter is a constitutional requirement applicable to all affiliates. This has been upheld by a recent disputes committee, where a union was urged to “examine as a matter of urgency its membership application form and its procedures for the admittance of members (making) whatever amendments are necessary to ensure that they fully comply with the Congress Constitution and the Congress guidelines on paragraph 46 of the Constitution”.

This report was agreed at the Executive Council Meeting of June 2015.
CPSU Case

On behalf of CPSU, it was stated that historically CPSU had exclusive negotiating rights in the Post Office and then An Post. In 2003 and 2007 the CPSU agreed to single table bargaining this did not come into effect until 2012 when a new entry grade – Universal clerk was created, represented by either union. This was followed by discussions between the unions and in 2014 a process was entered into whereby the CPSU branch of An Post would be absorbed into the CWU. This was put to a ballot of CPSU members and rejected by 67% to 34%.

Opinion within the branch was divided and there was a robust debate on the issues. Some of the arguments on the anti-amalgamation side caused offence to the CWU. An intervention by the President of the ICTU resolved these matters which were now out to rest.

Following on this a number of former CPSU activists - approximately 30 in number- approached the CWU who enrolled them without consultation. These were in grades for which the CPSU had negotiating rights. The CWU continued to canvass CPSU members to join them.

The CPSU sought from the Disputes Committee that it instruct the CWU to hand back the members who had joined them and that the committee confirm that CPSU held sole negotiating rights for the following an Post Grades:

- Senior secretary
- Clerical officer
- Staff officer
- Business support officer
- Front line supervisor

CWU Case

In early 2013 CWU was approached by the General Secretary of the CPSU with regards to union organisation in An Post. This approach was made under the heading of the trade union commission. CWU had approximately 85% of An Post workers in membership.

A number of meetings were held between both unions and the prospect of a transfer of members was fleshed out and the options clarified. Some CPSU members took issue with the CWU position on collective responsibility which they described as the tyranny of the majority.

An internal CPSU meeting was held to discuss the proposals and a number of serious inaccurate statements were made about CWU which were not refuted by CPSU officials present. An appeal was then made to the CPSU executive for a ballot of the members on the transfer proposal. This was approved despite the opposition of the executive member representing An Post.

The ballot period was attended by a campaign of vilification of the CWU, and of those members in An Post who supported the transfer proposal. This latter aspect amounted to intimidation, and following the defeat of the ballot proposal a number of CPSU activists and members had joined CWU. Some of the statements made as part of this campaign were the subject of a separate process under the auspices of the then President of Congress. The CPSU had subsequently apologised for these statements.

The CWU in summary stated that they organised over 85% of the members in An Post, and had negotiated in good faith with CPSU in order to secure a more effective
negotiating structure in the company. The campaign which surrounded the ballot had been the subject of a separate process, but the atmosphere which that campaign had created made it unreasonable to ask the 40 or so members who had joined CWU to be asked to re-join CPSU. In addition, the new common entry grade in An Post was open to either union and there was a compelling logic to apply this to the other grades in the clerical group, particularly when CWU already organised 85% of the workforce in the company.

Finding
The committee dealt with the dispute under the terms of clause 46(f) which deals with transfer of members. Clause 46(f) of the Constitution states:

“Unions should consider the possibility of joint working agreements relating to spheres of influence, recognition of cards, and machinery for resolving differences and conditions for the transfer of members. Unions organising similar classes of workers, or organising different classes of workers within the same industry, should, as far as possible, make joint working agreements”.

This is the first case of its type, and therefore gives rise to a unique level of complexity.

Certain other issues arose arising out of the ballot processes which were the subject of a special committee chaired by the president. The matters covered by this report are closed and were not considered by the committee.

The committee acknowledge that both unions negotiated in good faith to reach an agreement on the transfer of clerical and related grades from CPSU to CWU. These proposals were rejected by a ballot vote of CPSU members. The material circulated to CPSU members gave the arguments for and against the absorption proposal. However in the preamble the CPSU stated the following as a matter of fact:

CPSU always had sole negotiating rights for our members/ grades in defined areas of An Post. That has now changed for the following reasons:

1. In December 2012 the CPSU agreed to changes in the pay scales of the new entrant BSO after 2003. - This means that the new Retail Clerk (counters) and new BSO are effectively the same grade and our members have the option of joining the CWU.

2. Front line supervisor – our SO supervisory grade was always open only to CPSU members through competition. The replacement grade of FLS is now open to CWU members. Some CWU members were successful in the recent competition.

3. Labour Court recommendation on call centre – this recommendation states that when our call centre eventually merges with the CWU members’ call centre then those workers can join either union.

The net effect of the above is that our exclusive recognition rights no longer exist and we now have to share the pitch with the CWU.

This document was submitted the CPSU in appendix 3 to their submission and explicitly acknowledged by the CPSU at the hearing. In this document CPSU make one argument regarding recognition rights, acknowledging that joint negotiating arrangements would emerge regardless of the outcome of the ballot. In its case to the disputes committee, the CPSU made a directly opposite case. This is not a tenable position.

The committee is unable to recommend the return of the members in dispute.

The committee confirms the rights of CPSU in respect of former civil service grades of CO and SO.

The recognition position of the BSO and FLS grades should be as set out above on page 1 of the CPSU consultative ballot.

This report was adopted at the November 2015 meeting of the Executive Council.

Following an appeal by CPSU, the January 2016 Executive Council meeting decided that a new Disputes Committee would be reconstituted to hear the appeal. The report on the appeal – Disputes Committee Report 16/02 -found that the Appeal by the CPSU was unsuccessful and that the findings of the original Disputes Committee Report 15/03 should be upheld. This report was approved by the November 2016 meeting of the Executive Council.
Disputes Committee Report 16/02
Appeal by CPSU regarding Disputes Committee Report 15/3

Parties in Dispute: CPSU vs CWU
Dispute: Transfer of Members in An Post

Committee:
Richie Brown (ICTU Executive Council Member) Billy Barrett (FSU)
Albert Murphy (INMO)

CPSU Case
The CPSU had furnished its grounds for Appeal to the Executive Council and this was augmented by a written submission produced on the day of the hearing. The grounds of Appeal were that the original Disputes Committee ‘failed to take cognisance of certain facts.’

The CPSU contend that the Disputes Committee erred when it dealt with the complaint under 46(f) of the Congress Constitution. The CPSU contended that clauses 46(b) and 46(d) are the relevant clauses to the complaint made.

The CPSU also submitted that the Disputes Committee appeared ‘to have confused the issue of single table bargaining for a new grade (Universal Clerk or ‘new BSO’) and for which the CWU also holds recognition rights with the complaint made by the CPSU which relates solely to ‘old’ grades for which the CWU does not hold recognition rights.’

The CPSU further observed that ‘considerable weight is placed by the Disputes Committee on the text of the preamble of the Ballot Paper issued to its members during a ballot on transferring its members and rights in An Post to the CWU back in late 2013. However, this was a position overwhelmingly rejected by the members in that ballot and consequently the position argued is NOT the position of the CPSU post ballot.’

The CPSU further contended that it has sole negotiation rights for the grades concerned and that the CWU is in breach of Clause 46(b) and (d) of the Congress Constitution.

CWU Case
In early 2013, CWU was approached by the CPSU with regards to union organisation in An Post. This approach was made under the heading of the Trade Union Commission. CWU had approximately 85% of An Post workers in membership.

A number of meetings were held between both unions and the prospect of a transfer of members was fleshed out and the options clarified. The CWU was prepared to facilitate the request from the CPSU to take its members in An Post into the CWU. The CPSU then decided to put the question of the transfer of members to a ballot.

The ballot period was attended by a campaign of vilification of the CWU, and of those members in An Post who supported the transfer proposal.

The CWU stated that they organised over 85% of the members in An Post, and had negotiated in good faith with the CPSU in order to secure a more effective negotiating structure in the company.

The campaign which surrounded the ballot had been the subject of a separate process, but the atmosphere which that campaign had created made it unreasonable to ask the 40 or so members who had joined CWU to be asked to re-join CPSU. In addition, the new common entry grade in An Post was open to either union and there was a compelling logic to apply this to the other grades in the clerical group, particularly when CWU already organised 85% of the workforce in the company. The CWU had recently engaged with the company and had secured a wage increase which had been applied to former CPSU members who are now in CWU. The CPSU had written to the company asking it to withdraw this pay increase.
Finding

The original Disputes Committee dealt with the dispute under the terms of clause 46(f) which deals with transfer of members. Clause 46(f) of the Constitution states:

“Unions should consider the possibility of joint working agreements relating to spheres of influence, recognition of cards, and machinery for resolving differences and conditions for the transfer of members. Unions organising similar classes of workers, or organising different classes of workers within the same industry, should, as far as possible, make joint working agreements.”

This Appeals Committee dealt with the issue in Clause 46 in its entirety. However, the Appeals Committee find that the Disputes Committee did not err in that this situation arose not as a result of a hostile recruitment approach by the CWU, but from a request from the leadership of the CPSU to facilitate the orderly entry of CPSU members into the CWU.

The leadership of the CPSU in the preamble to the ballot stated the following as a matter of fact:

“CPSU always had sole negotiating rights for our members/grades in defined areas of An Post. That has now changed for the following reasons:

1. In December 2012 the CPSU agreed to changes in the pay scales of the new entrant BSO after 2003. This means that the new Retail Clerk (counters) and new BSO are effectively the same grade and our members have the option of joining the CWU.

2. Front line Supervisor – our SO Supervisory Grade was always open only to CPSU members through competition. The replacement grade of FLS is now open to CWU members. Some CWU members were successful in the recent competition.

3. Labour Court Recommendation on call centre – this recommendation states that when our call centre eventually merges with the CWU members’ call centre (sic) then those workers can join either union.

The net effect of the above is that our exclusive recognition rights no longer exist and we now have to share the pitch with the CWU.”

If the above was a statement of fact before the ballot it remains a statement of fact regardless of the ballot result. The ballot was a somewhat obtuse way of getting the members’ view of what the ballot paper calls ‘The CWU proposals’. The above statement of fact was not a CWU proposal and was not therefore rejected in the ballot. The CPSU members in An Post did not and indeed could not overturn a statement of fact by ballot.

The Appeals Committee therefore upholds the Disputes Committee finding in its entirety and the Appeal fails.
Irish Congress of Trade Unions

Disputes Committee Report 17/01

Dispute:
The Organisation and Representation of Workers in the Film Industry

Committee:
Steve Fitzpatrick (Chair and Executive Council Member), Dessie Robinson, Billy Hannigan

Parties: Film Group of Unions and GMB

Group of Unions’ Case

The group of unions presented a written submission in which they stated that the group consisted of SIPTU, OPATSI, BATU and SIPTU – INP. The group conducted negotiations with Screen Producers Ireland (SPI) regarding the pay and conditions of those employed in the film industry. In 2015 the group became aware of an attempt by members of SIPTU to join GMB union. Members of other unions had also joined GMB. In the case of OPATSI, the members had taken out dual membership but wished to remain in OPATSI. No attempt had been made by GMB to consult with unions regarding the transfer of members. This was in clear contravention of Clause 46 of the ICTU Constitution.

The only defence put forward by the GMB at the preliminary hearing was that there was no active recruitment. This was clearly at variance with the position as set out in the GMB letter, signed by the Regional Secretary which welcomed the decision of the Irish Film Workers’ Association to become part of the GMB followed by the statement “I look forward to receiving your membership application form”.

The group sought a declaration from the committee that:

• The ICTU group of unions be recognised as having sole negotiating rights for film workers.

• The ICTU inform GMB that their actions are in breach of the ICTU Constitution

• The GMB be instructed to return the disputed members to their appropriate unions and engage in any process that may be appropriate thereafter.

In the course of a verbal submission the GMB stated that the union’s treatment in a recent Disputes Committee involving UNITE had left a bitter taste. The GMB had a long history in Ireland through a number of its affiliates. It found itself in the position of having three negotiating licences, none of which were current. Following discussions with the Minister the extant licence of the Irish Association of Professional Officers was utilised to regularise the position. This position was confirmed by the Department and the Attorney General. This matter had been clarified at the preliminary hearing and had been accepted by the other unions.

The GMB had at no stage actively recruited the members concerned. The union had been approached by the Irish Film Workers Union who sought membership. It was made clear to the GMB that under no circumstances would the members concerned return to SIPTU. The attention of the committee was drawn to a previous case where members of SIPTU in the fire and emergency services had left SIPTU but had joined a non-congress Union – the PNA.

A member of the GMB speaking on behalf of the Irish Film Workers’ Association informed the committee that the Irish Film Workers’ Association had registered as a trade union in 2015 – registration no 612T. The IFWA had secured negotiating rights with the film employers, and had achieved things which SIPTU had been seeking without success for years such as the achievement of an industry pension scheme, the achievement of holiday pay paid on a correct basis and the regularisation of many contracts of indefinite duration (CIDs). In addition the GMB had secured agreements with two film facilities companies in the course of which a substantial number of workers had been released from enforced bogus self-employment.
After each side had made their submission, a number of points of clarification were made.

One of the GMB representatives outlined the basis for his dissatisfaction with SIPTU. SIPTU for their part stated that these allegations had been investigated internally and had been found to be without foundation.

GMB stated that in respect of the query on past union membership, this was now contained on the GMB Ireland application form. They further stated that their advice was that data protection constraints prevented them from disclosing individual information to third parties. BATU disputed this assertion on the basis of their experience with the data protection commissioner.

During the course of the hearing GMB referenced a finding in another Disputes Committee hearing (01/13). The Committee did not consider the case in question to be particularly germane to the issue before it. Nonetheless, the Committee has established that a former member of the Executive Council had been appointed to mediate between the parties to that dispute. The Committee noted that it remained open to GMB to engage with that process.

**Finding**

In considering the case before it the Disputes Committee gave consideration to the following issues having regard to the Constitution of Congress and the guidelines of Congress on paragraph 46 of the Congress Constitution:

Consultation between unions on the transfer of members; the negotiating unit; and established spheres of influence.

In relation to consultation between unions the guidelines on the application of paragraph 46 of the Constitution are quite specific. Guideline 3.1 provides as follows:

“Failure on the part of a union to consult or to enquire as to the applicants’ past or present membership of other unions should be regarded as a serious matter. A failure to consult in line with the procedures outlined in paragraphs 2.2 and 2.3 would normally lead to a recommendation that the union terminate the membership of the individuals concerned”.

So far as the negotiating unit is concerned the evidence presented to the Committee can only lead it to the conclusion that this is comprised of the Film Group of Unions. GMB is not, and have never been, part of this negotiating unit and has failed to advance any argument, other than its decision to admit members of the Film Group of Unions into membership of the GMB, why it should be admitted. (In this connection it must be noted that GMB failed to produce evidence on the numbers of persons it had admitted into membership.)

Turning to the issue of spheres of influence, and the role of the IFWA, the evidence presented to the Committee makes it clear that while the IFWA may be a registered trade union in its own right, its affiliation to GMB places the matter clearly and absolutely within the scope of clause 46 of the Constitution. The admission of another trade union or association, rather than a group of members, does not free a union from the obligation to observe the provisions of rule 46 in dealing with a transfer of membership.

In its consideration of this matter the committee considered two cases as having particular precedent and relevance it its consideration of the current case namely:

ATGWU vs SIPTU in the case of ILDA
ITGWU vs LGPSU in the case of PNA

In the first case Disputes Committee 01/3 held, inter alia, that:

“*The disputes committee is satisfied that a long standing sphere of influence has been established in Irish Rail that excludes ATGWU from recruiting locomotive drivers in Irish Rail*”

In the second case cited the disputes committee found that entering in to an agreement with a breakaway organisation constituted bad trade union practice (1980 Annual Report, pp. 201-206). While noting the time elapsed since the issue of this
particular report the Committee noted that the negotiating position of the PNA was, in fact, raised in its submission by the GMB.

Having considered the evidence presented to it; the provisions of the Constitution; the guidelines issued on the application of Paragraph 46 of that Constitution and the relevant precedent cases available the committee finds that the GMB:

Should immediately terminate the membership of any member of the group of unions taken into membership and encourage them to join their appropriate union within the Congress Film Group of Unions.

Should terminate any agreement with the IFWA.

During the course of the hearing issues related to membership services of the Group of Unions were raised. These matters are not within the scope of the Committee other than to note the assurances of the Group of Unions that any appropriate steps necessary to address any such concerns would be taken by the Group of Unions.

This report was agreed at the Executive Council Meeting of March 2017.

**Disputes between Unions - Demarcation**

One demarcation dispute arose in St Vincent’s Hospital between UCATT and UNITE/TEEU. Congress held a meeting between the parties and issued a recommendation which was accepted. The need to convene a Demarcation Tribunal under clause 48 did not therefore arise.