

CONFERENCE ARRANGEMENTS COMMITTEE

Addendum to CAC REPORT 2

COMPOSITE MOTIONS

Saturday 25 September

Please note that this document will not be printed. Composite motions will be printed in each CAC document that you will receive each morning when entering the hall.

CONTENTS

CLIMATE CRISIS	3
EARLY YEARS AND CHILDCARE	4
ELECTORAL REFORM (1).....	6
ELECTORAL REFORM (2).....	7
ELECTORAL REFORM (3).....	7
EQUALITIES.....	8
HEALTH	10
INVESTING IN INFRASTRUCTURE (1).....	13
INVESTING IN INFRASTRUCTURE (2).....	14
PUBLIC SERVICES AND LOCAL GOVERNMENT FUNDING	15
SOCIAL CARE	17
THE GROWING CHALLENGES OF OUR ECONOMY (1)	19
THE GROWING CHALLENGES OF OUR ECONOMY (2)	20
UKRAINE.....	22
VIOLENCE AGAINST WOMEN AND GIRLS	23
WORKERS' PAY	24

CLIMATE CRISIS

Conference notes:

- Climate change is an existential threat to humanity. Solving this crisis will impact on all aspects of society.
- Environmental harms extend beyond borders. Countries around the world, including the UK, are experiencing climate change related extreme weather events, including extreme temperatures, devastating flooding, wildfires, hurricanes, and droughts. This is with warming at 1.2°C above average pre-industrial levels.
- Residential and commercial buildings are among the largest contributors to climate change, accounting for a quarter of the UK's greenhouse gas emissions.
- Soaring energy bills are among the main drivers of the current cost of living crisis. Even before the recent spike in energy bills, 12% of households in Wales and 13% in England were already classed as fuel poor.
- Millions of British families and tens of thousands of British businesses are struggling to pay their bills now, yet the Conservatives will allow bills to increase further in October.
- Peatlands in the UK contain an estimated 3,200 million tonnes of carbon, more than the forests of the UK, France and Germany combined and roughly 10 times Britain's annual CO₂ emissions. While peatland should be a net carbon sink, British peatlands are currently emitting over half a million tonnes of carbon dioxide a year. In the UK, at least 80% of peatland habitats have been lost or damaged by human activity. Moorland fires have been increasing year on year in the UK as a result of climate change.

Conference believes:

- The UK has had the largest energy price increases of any European country because of Conservative Government policy failures: gutting energy-efficiency subsidies, effectively banning onshore wind in England and scrapping the zero-carbon homes standards – measures introduced by the last Labour Government.
- Issuing new UK oil and gas licences and removing the ban on fracking won't reduce UK energy bills quickly: it will increase climate change-causing carbon dioxide and methane emissions.

- The quickest, cleanest and most cost-effective way of reducing UK energy bills and UK greenhouse gas emissions is to prioritise a rapid expansion of renewable energy and energy efficiency.
- Increased moorland fires present a threat to wildlife, and to the mental, physical and economic wellbeing of human beings who use moorland. Current land management practices in British uplands, such as controlled burning of peatland habitat for grouse shooting, have contributed to increased flooding and have a detrimental effect on biodiversity. The restoration of British uplands presents an opportunity to create many green jobs in the revegetation and rewetting of peat bogs.

Conference recommends a Labour government must:

- Recognise a legal duty of care regarding climate change/biodiversity emergencies.
- Recognise international legal responsibilities.
- Offer a programme that shows global climate and energy policy leadership, working with UK nations, local authorities, FE colleges, businesses and unions to devise and deliver the training necessary for the skilled workforce required to achieve its renewables and energy efficiency plans.
- Support an immediate state-coordinated strategy for retrofitting buildings across the UK, to reduce energy consumption and household bills.
- Deliver the policy changes necessary to rapidly scale-up onshore and offshore renewables and prevent fracking and new coal mines.
- Invest in the maintenance and conservation of British peatlands to transform them into a carbon sink, reduce flood risk, prevent moorland fires, prohibit peatland burning and improve biodiversity.

Mover: SERA
Seconded: Delyn CLP

EARLY YEARS AND CHILDCARE

Conference notes:

The UK is one of the most expensive countries in the world for childcare. Parents face huge difficulties finding the right care for their children.

Early years childcare workers are undervalued and underpaid for the work they do

A 2% investment in care produces double the number of jobs for women and almost as many jobs for men as the same investment in construction. Investment in free universal child care especially, returns almost all its initial investment.

The Sure Start programme was inaugurated in 2001. By 2010 it was considered to be successful enough to pass the funding to local authorities, who would be able place the centres where they were most needed.

Aimed at providing an inclusive service from pregnancy onwards for help in a wide variety of aspects of parenting and providing some activities for children: the most tangible benefits have been in mental and physical health, creating considerable reductions in NHS costs.

Research has shown that these benefits continue into teenage years. The social benefit, alongside personal and community assistance, is less measurable but of equal importance.

Cuts in local authority finance have meant that the majority of Sure Start centres have closed, thus depriving many parents and their children of a readily accessible, popular and useful professional service.

A solution to this crisis is including childcare as essential infrastructure in Labour's industrial strategy. Investment in social infrastructure supports the rest of the economy at least as much as physical infrastructure such as roads.

Conference believes:

The UK needs an active industrial strategy that invests in childcare infrastructure to achieve a better functioning, more flexible and fairer economy.

Without immediate action to support women to stay in work we risk losing decades of progress on women's equality.

Investing in childcare infrastructure will ensure women are key players in economic recovery, lead to higher incomes for women and reduce the gender pay gap.

Conference resolves;

For Childcare to be considered infrastructure and a key part of regional and national industrial strategies

To develop an industrial strategy, in partnership with trade unions, service providers, service users and other stakeholders, which includes:

Good quality affordable and accessible childcare for all including early childhood education and activities before and after school.

Professional recognition for early years childcare workers.

Mover: Bristol South CLP
Seconded: Bristol West CLP

ELECTORAL REFORM (1)

Our political system has catastrophically failed to represent people's wishes, needs and votes.

No one voted for housing food, heating or transport to be beyond the means of ordinary people.

No one voted for our health, education and justice systems to be underfunded past breaking point. To build a better society address distrust and alienation in politics and to safeguard the union, everyone must have an equal voice

First Past the Post (FPTP) does long-term damage to the health of our democracy.

Labour must commit to fixing it,

In the 2019 General Election, there were: 38,264 votes for every Tory MP elected; 50,836 for every Labour MP, 25,882 for every SNP MP.

Devolution was a major achievement of the last Labour government. Labour is already committed to extending democracy, from strengthening devolution to Lords reform.

But our democratic system will remain broken – until we replace FPTP with a form of Proportional Representation.

There are systems of PR that retain a strong constituency link between MPs and their electorates, while ensuring that votes count equally and seats match votes.

Conference resolves that:

Labour must make a commitment to introduce Proportional Representation for general elections in the next manifesto.

During its first term in office the next Labour government must change the voting system for general elections to a form of PR.

Labour should convene an open and inclusive process to decide the specific proportional voting system it will introduce.

Mover: Ashford CLP

Seconded: North West Leicestershire CLP

ELECTORAL REFORM (2)

Under this Tory government we have seen a culture of undermining the Rule of Law, breaching the Ministerial code, and ultimately undermining our democracy.

The events since 2019 has shown contempt toward the public. From unlawfully proroguing parliament, Owen Patterson breaking the ministerial code, allowing Priti Patel to remain in post despite bullying civil servants, to promoting Chris Pincher despite knowing of his sexual misconduct. But finally, the brazen culture of partying during the pandemic, whilst so many made sacrifices this Government will never understand but ultimately asked us all to obey.

This motion calls for several actions:-

1. Replace the Ministerial Code with a Legally Binding contract, with clear consequences for breaches. With key examples when consequences are triggered. Including, suspensions, resignations, and removal of an MP or even PM and the automatic triggering of a by-election.
2. Increase the Electoral Commission's powers, to hold political parties, candidates, and MPs to account, if they are found to have broken the rules. The consequences include the ability to exclude candidates or MPs from standing for election.
3. MPs shouldn't ordinarily hold second jobs, and that any secondary income can't surpass their MP salary (Some exceptions apply).

These bold steps will show the public that the Labour Party, not only sets the rules, and lives by them, but ultimately show the public that we are not all the same.

Mover: Blackpool North and Cleveleys CLP

Seconded: Sutton and Cheam CLP

ELECTORAL REFORM (3)

Conference notes that the Labour Party has long recognised that the House of Lords is not fit for purpose and that it has no place in a modern democracy.

Conference believes that Labour should now commit itself to the abolition of the current House of Lords and its replacement with an elected second chamber or

Senate and should legislate to that end in the first term of the next Labour Government.

This second chamber should act as a revising body that seeks to improve legislation. In order to have legitimacy we further believe that this new body should be democratically elected and must reflect the makeup and identity of the United Kingdom.

Conference looks forward to the publication of the report on the issue of the House of Lords by former Prime Minister Gordon Brown due to be published later this year, and resolves to use it as a springboard for progressive reform

Mover: Glasgow Anniesland CLP

Secunder: Maidenhead CLP

EQUALITIES

Conference believes the Conservative Government has deepened income and wealth inequality, and systemic inequalities experienced by women, Black and Asian, disabled and LGBT+ people, who have been disproportionately negatively impacted by Tory policies.

Austerity disproportionately impacted disabled people living standards, the right to live independently and be included in the community, rights relating to work and employment.

Conference notes the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) was agreed in 2006 and ratified by the UK Government in 2009 but has never been fully passed into UK law.

The UN noted in 2017 that several of the measures taken by the UK Government in enacting austerity 'disproportionately and adversely affected the rights of persons with disabilities'.

Conference notes that:

1. Three quarters of the workers at highest risk of exposure to COVID-19 are women.
2. New Zealand's Equal Pay Amendment Act 2020 allows for cross-employer comparators, which enables women workers to more effectively achieve equal pay for work of equal value and challenge systematic discrimination.

Conference recognises that low pay is an intersectional issue and progress in eliminating the gender pay gap is slow and the full-time pay gap rose in 2021.

Women are still paid 41 per cent less on average over a lifetime and women are systematically underpaid in care and other sectors. Equal pay remains unfinished business in too many workplaces, from Asda to local government.

Conference condemns employers' attempts to deny women fair pay; and resolves to support GMB's Birmingham City Council equal pay campaign to put right the historic and structural failure to pay women what they are worth.

Conference believes that the UK should be a leader in human rights for all.

Conference further recognises that only an appropriately funded welfare system based on dignity can protect the rights of disabled people.

Fighting for equal decent pay must be at the heart of Labour's agenda. The undervaluing of women's work is historic, structural, and will be enduring if Labour in government does not act.

We must build on past achievements: the Equal Pay Act, Race Relations Act, first steps towards LGBT+ and disabled people's equality, the Equality Act, National Minimum Wage, maternity and family rights, action on gangmasters and much more.

Conference resolves that advancing and achieving equality must be at the heart of all Labour's policies, actions and demands.

Now we must make new policies for the next Labour government, strengthen and prioritise those already made, including;

- Learning lessons from the pandemic, with Equality Impact Assessments of all employer and Government policies to promote equality;
- Fully implementing the Equality Act, including the socio-economic equality duty on class and tackling dual discrimination, such as that faced by Black and Asian women;

Conference therefore resolves that Labour in power must commit to:

- Allow cross-employer comparators in equal pay cases; and meet the moral, political and legal obligation to settle outstanding equal pay injustices.
- Urgently prioritise its commitment to establish a Fair Pay Agreement in social care in light of Conference 2021's vote for at least £15 an hour;
- Reaffirm its commitment to fully implementing UNCRPD
- Appropriately funding disabled benefits housing, education and the care system, to underpin the dignity and living standards of disabled people and

their rights under UNCRPD, protect their right to assets ensure all benefit and work assessments maintain the dignity of those undergoing them

- The Employment Rights Green Paper commitments on Fair Pay Agreements, sectoral collective bargaining, stronger maternity and caring rights at work, with effective childcare support and employers obliged to prevent all forms of harassment;
- Statutory rights for union equality reps;
- Restoring the rights of migrant domestic workers;
- A new Race Equality Act including actions to close the race pay gap;
- Strengthening equal pay and pension rights for women, and action on disability and LGBT+ pay gaps;
- Implementing ILO Violence and Harassment Convention and Unite's 'Get me home safely Campaign'
- Meaningfully involve disabled people in decisions about them and ensure access to justice by funding legal advice for disabled people seeking redress and reparation for alleged violation of their rights
- Commit to uphold the right of disabled children to an inclusive education on an equal basis to non-disabled people

Mover: Jayne Taylor

Secunder: GMB

HEALTH

Conference notes:

- 12 years of Conservative underfunding, neglect and mismanagement have left our NHS with waiting lists at the highest on record and the lowest level of patient satisfaction since 1997
- those needing mental health support have been particularly let down
- that the imposition of US-style structures such as Integrated Care Systems (ICSs) in the Health and Care Act 2022 shows how corporate involvement in policy making leads to private profits at the expense of patient care and workers' pay
- that the ICSs, rather than integrate, obstruct high quality social care alongside the NHS

- that the personal experiences of many in countries with healthcare for profit systems, most notably the USA, warn of the dangers of privatised healthcare systems
- that there is a crisis in which GPs work under extreme pressure, beyond contracted hours; numbers entering training will not sustain the workforce
- that good mental health runs through all aspects of life and can only be tackled as an embedded part of wider living standards
- a quarter of mental health beds have been cut, over a third of children were turned away from mental health services last year alone, and right now 1.6 million people are waiting for mental health treatment
- that Labour created the NHS and should be its primary defender and reject any plan to increase privatisation in the healthcare system.

Conference reaffirms:

- Labour's unequivocal commitment to a publicly funded, publicly provided, publicly accountable, universal and comprehensive National Health Service.
- There must be direct employment of NHS workers, ending commercialisation and fragmentation and the use of outsourcing, private providers and public-private partnerships within the NHS.
- Ending outsourcing better enables our friends and allies in the union movement to secure fair pay and conditions for their members, whose work during the pandemic saved tens of thousands of lives.
- Health services are of better quality, more equitable and cost-effective when nationally planned and provided by democratically-accountable, public authorities with local expertise.
- The socialist achievements of the Welsh government in publicly providing and funding a public Welsh NHS

Conference resolves Labour must:

- adopt a position of unequivocal support for the National Health Service and a position of outright opposition and commit to vote against any and all forms of privatisation of the NHS;
- commit to returning all privatised portions of the NHS to public control upon forming a Government;
- not accept donations from companies interested in outsourcing NHS functions;

- immediately launch a public campaign against privatisation of the NHS and actively support current campaigns and activist groups;
- publicly support all NHS Trade Unions campaigning to return to and retain all public control of the NHS, including, but not limited to any legal Industrial action;
- commit to support GPs so that everyone can access care when needed and staff are developed and valued;
- guarantee an appointment for all citizens
- allow medical professionals to use a variety of appointment types (e.g. virtual or in-person) based on medical need
- provide more places for General Practice, Nurse Practitioners, and other staff roles where a shortage exists
- build and maintain an NHS fit for the future, by providing the staff, equipment and modern technology needed to treat patients on time.
- commit to a national well-being strategy in which mental health prevention is embedded within wider aims. The strategy would elevate the importance of mental health and link to other policy areas of our society and economy.

Conference therefore resolves:

- To repeal the Health and Care Act 2022 and to reverse and eliminate Integrated Care Systems
- To establish a publicly funded, publicly provided, publicly accountable, universal and comprehensive National Health Service
- To return all privatised portions of the NHS to public control upon forming a Government;
- To ensure a Labour government and economy are fit to handle another pandemic with proper preparations and regulations.
- To ensure Labour invests in research that focuses on epidemiology, biomedical sciences and research in other STEM fields, bracing for all forms of a pandemic.
- To establish comprehensively improved public health
- To establish a publicly funded and publicly provided National Care Service with care and support for independent living for all who need it.

Mover: Socialist Health Association
Seconded: Lewisham Deptford CLP

INVESTING IN INFRASTRUCTURE (1)

Conference notes that successive Tory governments have made promises about levelling up in the UK. Sadly, they've failed to honour these promises of investment that would help achieve a fairer, more prosperous Britain. One of the most obvious betrayals has been the scrapping of key infrastructure projects.

Conference notes the current rail dispute which has seen rail workers take industrial action at levels not seen in a generation in the face of threatened job losses, ticket office closures and falling pay.

Parts of our country have suffered from decades of under investment in industries broken by privatisation and fragmentation. Rail is a prime example of this. Profit has consistently been prioritised and short-termism has led to an industry at risk of managed decline. This has led to the cancellation of the eastern leg of HS2 and huge parts of Northern Powerhouse Rail to name just two.

Modern infrastructure combined with a valued and skilled workforce in our key industries will help foster economic growth and an efficient economy. They're also vital in bridging the gaps in prosperity and opportunity between various parts of the country.

The Labour Party must pursue policies which accept borrowing to invest in essential industries, including both infrastructure and the workforce, is the sensible and economically prudent way forward, especially considering the need to cut carbon emissions.

Many rail workers are going into a third or fourth year of a pay freeze, despite being hailed as vital key workers in the coronavirus pandemic and for stepping up to deliver exceptional services after Queen Elizabeth's death.

Conference notes that a good way of showing solidarity with workers taking strike action is to visit them on picket lines. Conference opposes proposed mass closure of ticket offices. Conference supports a negotiated settlement in the rail dispute and supports all Labour MPs attending picket lines until such an outcome is reached.

Conference reaffirms the Party's commitment to a publicly owned railway and the delivery of infrastructure projects including the eastern leg of HS2, Northern Powerhouse Rail and a rolling programme of electrification. Conference also stands in solidarity with workers taking industrial action over the cost of living crisis, believes in fully staffed services that support communities and opposes cuts to staffing in essential industries.

Conference believes that investment in our rail network – in both infrastructure and people – is vital to meet our climate commitments, boost the economy, improve air quality and improve accessibility and connectivity. Conference believes that rail services should be run in the public interest under public ownership.

Mover: ASLEF

Second: TSSA

INVESTING IN INFRASTRUCTURE (2)

This conference gives its unequivocal support to all UK workers taking strike action for higher pay and in defence of their jobs, terms and conditions and notes support for the 170,000+ workers across the communications sector who have recently been on strike.

In the case of the Royal Mail dispute, conference notes the disturbing revelation surrounding a possible takeover of the company by a foreign private equity firm. Conference notes this is subject to a government investigation under the National Security and Investment Act, because Royal Mail is deemed to be a key part of the UK's infrastructure and this may present a threat to the Universal Service Obligation (USO).

Conference agrees that any so-called modernisation plans put forward by the company must not include a "levelling down" of workers pay, conditions and the services available to the public. Neither should Royal Mail be turned into just another a "gig economy" parcel courier, with bogus self-employment and a delivery franchise model.

Conference agrees Labour must immediately register their opposition to the takeover with the government, whilst also seeking assurances that as a result of any change to ownership the current USO is completely protected.

Conference recognises that the root cause of these threats lie in the continued privatisation and liberalisation of Royal Mail.

Therefore, conference reaffirms that the next Labour government will:

- Bring Royal Mail back into public ownership, reunite it with the Post Office and create a publicly-owned Post Bank.

Mover: CWU

Second: Unite

PUBLIC SERVICES AND LOCAL GOVERNMENT FUNDING

Conference notes the UK is currently in a cost-of-living crisis with the highest levels of inflation for more than 40 years. Alongside the general rates of inflation, certain sectors such as fuel and energy costs have increased far beyond inflation, and still seem to be spiralling out of control with no end or reassurance in sight.

Conference condemns the Westminster government's longstanding policy of tight constraints on public sector pay in the UK, with decades of central funding cuts, pay caps, imposed pay review bodies and other limits designed to hold down the pay of all workers.

Conference applauds the local government workers who kept vital services running through Covid-19 despite the huge risks they faced at work. In the absence of leadership from this Tory government, it was these workers alongside Labour councillors who led the way, whether delivering food parcels to shielding residents, keeping schools open or looking after the elderly and vulnerable.

Conference recognises support that Labour in Local Government has put in place to attempt to mitigate the mismanagement of the economy by the Conservative UK Government. This is despite cuts of more than 60p in the pound to council funding since 2010.

Conference recognises the key role of the voluntary & community sector in helping our communities in this most challenging of times.

Conference notes that local government is critical to tackling the big issues facing society. It's Labour councils leading the way in declaring the climate emergency and it's Labour councils on the frontline helping people survive this cost-of-living crisis.

Conference is appalled by the 12% real-terms cut in average full-time firefighters' pay (measured by CPI) since 2010.

Conference condemns the 2% pay offer made by fire employers to firefighters in June this year, the largest real terms pay cut on firefighters in living memory.

Local government workers have endured over a decade of real-terms pay cuts and many cannot now afford the essentials.

Workers deserve protection through properly funded public services. Conference stands appalled at the recent increase in threats abuse and violence towards retail workers and reaffirms its belief that abuse should never be part of the job.

Usdaw's research has shown that since 2017, the proportion of retail workers being abused at work has increased from around half to 90%. The number of retail workers being physically assaulted has trebled over the same period.

Conference condemns the impact of Tory austerity cuts on the safety of workers. Cuts to probation, rehabilitation and other programmes that support offenders and reduce incidents, as well as a significant reduction in resources for both community policing initiatives and the justice system, have all had a serious impact on the safety of retail workers.

Conference also notes that outsourcing and privatisation is eroding pay and conditions, and damaging public services while big companies profit.

Conference condemns the Home Office White Paper, Reforming Our Fire and Rescue Service, launched in May 2022.

Conference is appalled that the White Paper contains no plans or resources to improve the fire and rescue service, nor will it solve the building safety crisis exposed by the Grenfell Tower fire.

Conference believes firefighting is a humanitarian service, not about policing.

Conference believes that the White Paper:

- threatens the legal rights of firefighters to collectively bargain with employers over pay, conditions, safety and other contractual matters.
- threatens the right of firefighters to take lawful industrial action.
- seeks to give chief fire officers powers to dictate cuts to public services.
- if implemented, would cut firefighters' pay, increase hours, roles and intensity, introduce unsafe practices and stretch the service to breaking point.

Conference opposes the White Paper, which is an attack on the workforce and the Fire Brigades Union.

Conference commits the Labour Party to vigorously campaigning alongside the FBU in defence of firefighters and their service.

Conference resolves that Labour will:

- Commit to proper long-term funding for local government services so that councils can do what they do best: develop innovative ways to support their communities, reduce inequalities, address the climate emergency, grow fairer local economies, and tackle the cost-of-living crisis

- Ensure local government workers receive a pay rise each year at least in line with RPI
- Support Labour councillors and trade unions to campaign together against Conservative cuts and commits to the establishment of robust structures to ensure that Labour's front bench works closely with Labour Local Government on all issues to do with helping our citizen's manage this crisis.
- Combat further privatisation, academisation and outsourcing, and work to bring public services back in-house.

Conference calls upon the Labour Party to commit to significant investment in public services to protect retail workers; this investment should include:

- Delivering nationwide initiatives that support the complete rehabilitation of offenders.
- To invest in community led policing initiatives, which recognise the invaluable role that retail workers play in our communities and delivers locally led programmes to guarantee worker safety.
- A properly funded justice system to tackle the backlog and deliver victims of violence and abuse the justice they deserve.

Mover: UNISON

Secunder: FBU

SOCIAL CARE

Labour notes the crisis in social care and calls for a plan that would transform care provision and would empower those accessing care - and their families - to live the life they choose.

Our Social Care system is broken and in need of urgent reform.

Many years of Tory cuts and privatisation of public services have largely obliterated early help services and care for people at home. For want of such help more people are being admitted to hospital in an emergency, and more are stuck in hospital because their needs cannot be met in the community.

Most care and support is marketised, much of which is charity based, privatised and unstable leaving thousands of disabled people in poverty. Private equity companies are making money by stripping assets from care companies while paying poor wages and depriving care staff of the training and resources needed to provide safe and

compassionate care. There is a staffing crisis as staff are being forced out of their jobs by poverty pay and poor conditions.

The contributions of 8 million unpaid, overworked family carers, including children and older relatives, are unrecognised. Planned funding is dangerously inadequate, leaving those who draw on services, their families and unpaid carers facing increasing impoverishment, exclusion and harm.

Women are the main family carers for disabled children, working age adults and frail older people at the sacrifice of careers, earnings and pensions.

Disabled people and carers face increased isolation, indignity, maltreatment and neglect and barriers to inclusion and independent living are in breach of the UN Convention on the Rights of Disabled People.

The current system doesn't reflect users' needs, wishes and diversity.

Conference calls upon the next Labour government to transform care provision, widen entitlement, reduce barriers to access, raise the quality of care based on enforced national standards and shift the focus to prevention and early intervention with a new principle of Home First, ensuring choice and control.

Conference agrees Labour must deliver a National Care Service with nationally mandated standards but designed and delivered locally, which is:

- co-produced with service users
- guided by a taskforce on independent living
- democratically accountable
- publicly funded
- publicly provided
- free at the point of use, and
- not for profit.

Labour must ensure people get the care and support when and where they need it through national assessment criteria to avoid any post code lottery for care

Labour must deliver A New Deal for Care Workers ensuring staff are recognised for the vital work they do with the pay, terms and conditions they deserve, tackling high vacancy rates, and transforming training.

Labour must fully recognise and support the contribution of 8 million family carers. Labour should deliver a new partnership with carers and families so unpaid family carers get a generous allowance, proper information, advice and breaks and more flexibility in the workplace. Labour should provide investment to improve and expand on facilities for care provision within the public sector.

THE GROWING CHALLENGES OF OUR ECONOMY (1)

Conference believes our economy is broken; it does not deliver for workers or society as a whole. The current cost of living crisis has been accelerated by an economy that prioritises extreme profit at the expense of degrading the living standards and wages of workers.

Conference believes that the root of this crisis is a structural imbalance of power and wealth decades in the making, which permeates the world of work, how the economy operates and drives institutionalised inequalities of race, gender, disability and class.

This imbalance has also degraded our public services and alongside a lack of regulation in the private sector, is allowing profits to circulate outside of the UK economy and into the pockets of billionaires, private companies and other nation states.

Conference notes wages were suppressed in response to the economic crisis in 2008 and have never recovered. Instead the “recovery” saw record profits, widening income and wealth inequality and growing poverty.

The profit margins for the UK’s biggest listed companies were 73% higher in 2021 than pre-pandemic levels in 2019. Between 2020 and 2021 average pay for the highest paid directors of the UK’s biggest listed companies leapt a colossal 29%.

Unite has exposed how this profiteering - not workers’ wages – is driving inflation, going far beyond the energy sector.

Yet it is workers expected to exercise pay restraint and continue to accept deteriorating living standards.

People can’t afford to accept another national pay cut to subsidise profits.

Conference believes workers must not be made to pay for an economic crisis fuelled by profiteering.

To build a better future we must tackle this and meet the growing challenges facing the country. The failure of the UK economy to deliver for workers goes far beyond the cost of living crisis.

That the solution to this crisis and all major challenges converging on society, from the climate emergency to the health crisis, is rooted in the expansion of the state and the democratic control and ownership of our utilities and essential industries

Conference resolves that Labour will act to;

- Take effective measures, providing a genuine alternative plan to solve the cost of living crisis, to prevent profiteering and reshape the economy to the benefit of workers and communities
- Support trade unions as the most effective vehicles to organise workers and win better jobs, pay and conditions that creates the race to the top for working people including higher wages and stronger employment rights.
- Ensure companies that receive Government financial support, investment or procurement contracts have enforced guarantees to protect and create decent jobs and pay.
- Call for a new political and societal consensus, including the need for: Taking back control of essential services and utilities through new models of democratic and efficient public ownership and Democratising the governance systems within big business, introducing fair pay ratios between CEO's and their employees, ensuring that shareholder dividends are no longer prioritised over workers' wages

Mover: Unite
Seconded: CWU

THE GROWING CHALLENGES OF OUR ECONOMY (2)

Conference is deeply concerned by the growing economic challenges facing working people. One of the critical challenges workers face in the workplace is the development and introduction of new technology and automation.

Workers will need new skills to adapt to the changing world of work, and to respond to the potential challenges that new technologies pose such as driving discrimination and inequality. The increased use of automation and AI in the workplace is occurring rapidly across all sectors. An estimated nine in ten employees in the UK will need to retrain by 2030, at an additional cost of £13 billion.

At the moment it is too easy and too cheap for employers to make workers redundant as a result of the introduction of automation systems; this needs to change. Conference is clear that new technologies should be designed with workers and for workers, to ensure that they contribute to better work, with greater reward, autonomy, and dignity for all working people.

Conference believes that we need a new deal for workers based on comprehensive skills training, strengthening trade union rights and high quality, secure employment.

Conference calls on the Labour Party to commit to support the following changes to ensure that workers are supported at the heart of technology changes at work:

- A requirement for employers to consult with workers on new workplace technologies, as well as usage of existing technology including the use of Equality Impact Assessments which employers must act upon. This should include the requirement to carry out algorithmic impact assessments where data driven systems are used, to understand the impact of such technologies on workers.
- A right to retrain, including a legal right to paid time off for retraining.
- A significant and long-term investment in skills funding, including the reinstatement of the Union Learning Fund across England.
- Investment in lifelong learning, including the introduction of a new lifelong learning fund.
- The creation of an independent National Skills Taskforce to regularly forecast supply and demand for nationwide skills investment and make recommendations to Government.
- A fundamental overhaul of the Apprenticeship Levy so that it is more targeted to workers that need it and more flexible, including allowing its use for training for future jobs.
- A right for workers to have human involvement in decision making that affects them at work— reinforcing and strengthening protections in the GDPR against solely automated decision making.
- Strengthened collective rights including, reducing the thresholds for trade union recognition.
- Strengthening protection against redundancy, including 90 days' consultation for large scale redundancies and three weeks' statutory redundancy pay for all workers irrespective of age.

Mover: Usdaw

Seconded: Community

UKRAINE

Conference endorses the Labour Party's unreserved condemnation of the unprovoked Russian invasion of Ukraine and expresses solidarity with the Ukrainian people in their courageous resistance to Russian aggression.

Conference notes:

The illegal invasion of Ukraine has led to tens of thousands of deaths; nine million fleeing Ukraine and ten million internally displaced; horrendous war crimes and human rights abuses by Russian forces.

That human rights are systematically repressed under Putin and Lukashenko's authoritarian regimes, including trade unionists' rights; and that labour rights have been suppressed in the occupied territories of Ukraine since 2014

The appeals from Ukrainian trade unions and the democratically elected Ukrainian government for practical and financial aid, including to protect workers and support refugees

Conference affirms:

To stand with NATO allies in providing military, economic, diplomatic and humanitarian assistance to the Ukrainian people.

Its support for civil rights in Russia and Belarus, including labour rights and the freedom of speech, that are currently denied.

Its solidarity with the Ukrainian people and their labour movement, including Ukrainian refugees whose sanctuary has been delayed or denied by the Government's dysfunctional approach to settlement schemes.

To work closely with other European governments and other international allies to provide assistance and give refuge to Ukrainians fleeing conflict

Conference resolves its support for:

A free united Ukraine and a peaceful end to the conflict that respects and secures the territorial integrity of Ukraine with the support of the Ukrainian people.

The provision of military, economic, diplomatic and humanitarian assistance to enable Ukrainians to free their country

ICC investigations into potential war crimes committed by Russian forces in Ukraine and justice for victims of war crimes

A long-term strategy to tackle Putin and dictators around the world to ensure security for British people and our partners and allies around the world.

The Ukrainian decision to apply for EU membership [and] the decision of Finland and Sweden to join NATO.

An increase in funding for UK defence manufacturing so that the UK can rebuild lost industrial capacity and jobs, better aid Ukraine and ensure its forces are equipped to keep Britain and our allies safe in an increasingly insecure world.

Ukrainian trade union fundraising appeals for aid and a socially progressive reconstruction in which trade unions and civil society are properly recognised and can democratically participate.

Mover: GMB

Seconded: Holborn and St Pancras CLP

VIOLENCE AGAINST WOMEN AND GIRLS

Women and girls in Britain are suffering from misogyny, expressed in sexual harassment, domestic abuse and death.

Currently, not all police forces around the country record Misogyny.

We call upon the Labour Party to campaign for the following:

1. Legislation to make misogyny a hate crime, to be recorded as such by all police forces across the UK, and prosecuted by the Crown Prosecution Service. Currently only 12 police forces do this.
2. That police forces should be required to record all instances of femicide, the killing of a woman or girl by a man, with immediate effect.
3. Assess the extent and impact of incel (involuntary celibate) groups both online and offline and to work with voluntary groups and experts who have already begun work in this field.
4. That policing resources should be increased to ensure that police forces are able to deal with these new responsibilities.

Mover: Ribble Valley CLP

Seconded: South Ribble CLP

WORKERS' PAY

Conference notes Labour's proud record as the party of decent pay. It was Labour Governments that delivered equal pay, the minimum wage, and record investment in public services, and it is Labour in power in Wales rolling out the real living wage for all care workers.

Conference believes that the cost-of-living crisis is a low pay crisis. The only way to avoid the steepest drop in living standards since the 1950s is to give Britain's workers a pay rise.

Conference thanks public service workers who put their lives on the line through the Covid-19 pandemic, and notes that over a decade of Tory pay restraint and austerity has left them vulnerable to this cost-of-living crisis.

As high inflation continues to push up prices and put strain on household budgets, Conference therefore resolves that Labour will commit to taking urgent steps to improve pay and rebuild a fairer economy including:

- Pay increases at least in line with inflation
- Government at all levels to take seriously their responsibility to fund public services properly and deliver a fair wage to those who provide them
- £15 per hour minimum wage
- Job security and proper sick pay
- Reform of the welfare system to protect dignity and provide adequate income
- Affordable, good quality childcare that allows parents to return to work and which pays early years staff a decent wage
- Employers, not workers, to bear the costs of working, including hospital carparking fees and out-of-date mileage rates.

Mover: Unison
Seconder: GMB