

CONFERENCE ARRANGEMENTS COMMITTEE

Addendum to CAC REPORT 2

COMPOSITE MOTIONS

Monday 9 October 2023

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.

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UKRAINE

Conference notes the continued suffering of the Ukrainian people following Putin's brutal and illegal invasion last year.

The UN has condemned human rights violations in Ukraine following the invasion, in light of Russian aggression triggering 'the most massive violations of human rights' in the world today.

It is now clearer than ever that Putin must be defeated in Ukraine.

Conference recognises the Labour Party's firm commitment to provide long-term support for Ukraine in its struggle to defend their territorial sovereignty in light of Russian aggression.

Conference resolves that:

- Labour's support for NATO, our nuclear deterrent and our armed forces will remain absolute.
- Labour will ensure our defence spending meets our NATO commitments.
- Labour will invest in the UK's defence manufacturing base.
- Labour guarantees continued long-term UK support for Ukraine and will work with allies to provide the assistance it needs to defend itself.
- A Labour government will seek new alliances and deepen others to strengthen our resilience to new threats including a new EU-UK security pact and developing the new AUKUS partnership.
- Under a Labour government, Britain would take an active role in international efforts to secure strategic arms limitation and multilateral disarmament and reduce nuclear risk.

Conference calls on the Labour Party to work with its allies across the international community and hold Putin and his associates to account, including the dictatorship in Belarus. This includes pushing for the creation of a special tribunal to hold Putin to account for the crime of aggression.

DEFENCE

The first duty of any government is to keep Britain safe and protect our citizens.

In a world which is becoming increasingly unstable a future Labour government must ensure Britain is properly equipped to take on the threats facing the country.

Labour's support for NATO, our nuclear deterrent and our armed forces will remain absolute.

Labour will ensure our defence spending meets our NATO commitments.

Labour will invest in the UK's defence manufacturing base.

Labour guarantees continued long-term UK support for Ukraine and will work with allies to provide the assistance it needs to defend itself.

A Labour government will seek new alliances and deepen others to strengthen our resilience to new threats including a new EU-UK security pact and developing the new A UKUS partnership.

Under a Labour government, Britain would take an active role in international efforts to secure strategic arms limitation and multilateral disarmament and reduce nuclear risk.

CRITICAL INFRASTRUCTURE

Conference notes that the last thirteen years of Conservative austerity have seen our critical infrastructure stripped back through underinvestment and a lack of forward planning. Conference believes that privatisation of our key national infrastructure has failed and has allowed rampant profiteering from energy firms, including giant energy corporations and National Grid.

Conference notes Unite's research showing the energy sector made nearly £45 billion in profits in 2022, which could have cut bills by £1,800 per household, instead of adding 4.2% to the level of inflation.

Conference notes that the French Government used its ownership of EDF to reduce bills for households and businesses in France, which British EDF customers then effectively subsidised.

Conference notes the recent "excess" profits made by energy companies such as;

- British Gas's owner Centrica's £6.5bn operating profit in the first half of 2023, an increase of 691%.

- Shell and BP's combined profits of almost £12bn in the first quarter of 2023 alone.

Conference is concerned that privatised electricity and gas networks are an obstacle to any plan for a negotiated transition to green jobs and a greener economy – delaying essential energy projects and putting profit before the public interest.

Conference notes that Britain is a two trillion plus economy that can well afford to take back our key infrastructure into public ownership. They would then be assets on our books which would mean that we all benefit from further public investment.

Conference agrees that;

- Privatisation of our energy has failed.

The Conservative Government is presiding over a deliberate policy to run down Britain's railways whilst at the same time undermining critical infrastructure. This is clear on our railways, where the fragmentation and privatisation of the industry has only worked to increase the damage done by the Tories.

This is most evident in the decision to close 974 ticket offices in England and one in Glasgow, making use of the rail network even harder for many groups – including disabled people, and those with access needs.

Conference further notes that the announcement of ticket office closures is another attempt to remove jobs, damage safety, and continue the managed decline of our railways.

These plans, pushed by Ministers hiding behind the Train Companies, have drawn a record-breaking 700,000 responses in the public consultation phase.

Conference notes that an integrated, accessible, and affordable public transport system is key to connecting our communities and protecting our planet. We need rail investment to reduce carbon emissions if we are to reach net zero.

Conference further notes:

Britain's railways are a key strategic asset underpinning local, regional and national economies and a critical green mass transport system in the fight against climate change.

This is most evident in the planned High Speed 2 project which is set to provide many thousands of jobs and much needed extra rail capacity, while at the same time bringing Britain alongside other comparable countries which have long seen the benefits of high-speed rail.

Conference reaffirms the Labour Party's commitment to:

- a publicly owned railway
- the delivery of infrastructure projects including HS2 in full in its original scope and Northern Powerhouse Rail
- a rolling programme of electrification
- making sure freight is part of the ongoing conversation about rail

Conference also recognises the struggle of railway workers currently taking industrial action in the face of threatened job losses, ticket office closures, and falling pay.

Conference stands in solidarity with workers taking industrial action, believes in fully staffed services that support communities, and opposes cuts to staffing in essential industries.

Conference therefore commits to investing fully in our railway infrastructure and the people who work on the railway, keeping ticket offices open, and delivering the publicly owned, integrated, and accessible transport network that Britain deserves.

Conference calls on Labour:

To reaffirm the pledge, given in the recent NPF document, that HS2 must be built in full - not only to Manchester but also the Eastern leg to Leeds - as part of a publicly run rail network.

To pledge, when in government, to retain (or reopen) fully staffed rail ticket offices - a significant component of critical infrastructure - which ensure millions of people from all walks of life can travel safely, with confidence, and knowing that they had paid the best value fare.

Conference demands that;

- UK energy be brought back into public ownership, starting with the National Grid's electricity and gas networks.

INDUSTRIAL STRATEGY, EDUCATION AND SKILLS

Conference believes the UK's recovery must be based on an industrial strategy that creates well-paid, unionised jobs.

Conference welcomes Labour's commitment to deliver a long-term Plan for Green Steel, including the £3 billion investment through a National Wealth Fund, to achieve near zero emission steel production by 2035.

Conference further welcomes Labour's vision for introducing and championing a genuine industrial strategy in Government with business, workers and unions.

Following the passing of the Biden Inflation Reduction Act and the EU's Green Deal Industrial Plan, Conference condemns the Sunak Government's failure to respond, which puts energy and manufacturing investment and jobs at risk.

Further noting that Conservative Ministers seek confrontation with union members, Conference believes that a new approach to industrial relations must accompany Labour's industrial strategy.

Conference believes decarbonising the steel industry is one of the biggest challenges facing the industry, but one we must get right and ensure we decarbonise in a just, fair way for the workforce.

Conference notes the recent announcement from the Government and Tata Steel regarding the future of steelmaking in Port Talbot and believes an electric arc-only model is not the right strategy for the future of our steel industry.

Conference further notes that new technologies are emerging for the decarbonisation of the steel industry, and for workers to feel confident in facing the green transition, training and development opportunities must be created in Labour's modern skills system.

Conference therefore welcomes Labour's commitments to:

- deliver a long-term Plan for Green Steel, including the £3 billion investment through a National Wealth Fund, to achieve near zero emission steel production by 2035.
- Create new industrial relations structures around the everyday economy covering mostly low-paid women through the School Support Staff Negotiating Body and the social care Fair Pay Agreement.
- Establish Skills England and the Council for Economic Growth with union representation, and give workers a real voice in trade talks.
- Institute a right of union access to workplaces to organise and promote recognition through procurement as fundamental parts of the New Deal for Working People.

Conference calls on the Labour Party to:

- Further develop and implement its Inflation Reduction Act response in Government.
- Ensure unions have a voice in the setting of growth priorities and reform of skills curricula.
- Fight for a just transition for all steelworkers and reject the government's short-term sticking plaster approach to the steel sector that is being acted upon company by company.

- Advocate for a combination of technology options to decarbonise the steel industry, including but not limited to, electric arc furnaces, carbon capture, DRI technology and hydrogen-based steelmaking.
- Champion the significant £3 billion steel commitment, which would be transformative in enabling the industry to decarbonise, with employers and in communities.
- Set a strategic target of growing the manufacturing and engineering sectors as part of its wider industrial strategy to create a high-growth, high-investment, high-wage economy.

SOCIAL CARE WORKFORCE

Conference welcomes Labour's commitment to deliver a long-term plan for reform of social care which would prevent new contracts being given to care providers who do not meet high standards.

Conference reaffirms its support for a National Care Service based on needs, that is locally delivered, and where people are helped to stay in their homes for as long as possible and where disabled adults have choice and control over their support.

Conference believes success will be built on a workforce well prepared for the care needs of today and the future and welcomes the establishment of a national Fair Pay Agreement in adult social care, empowering social care trade unions to negotiate fair pay, terms, conditions, staff benefits, and training.

Labour must ensure all care providers demonstrate financial sustainability and responsible tax practices, value their staff, ensure all social care workers are paid fairly for what they do and deliver high quality care for service users.

Conference further believes that the creation of a National Care Service, based on these values will benefit every family in the country and will lead to a service that sits alongside the NHS as one of Labour's finest achievements.

Conference therefore resolves that Labour will put a National Care Service at the centre of the election campaign.

Conference further resolves that Labour must work closely with the unions representing the social care workforce to build a National Care Service that rewards them for their work and ends poor pay and exploitation for good.

TECHNOLOGY AND AI IN THE WORKPLACE

Conference notes the increasing pace and impact of automation, new technologies and Artificial Intelligence (AI) in the workplace including surveillance technologies has left many working people in stressful and precarious positions.

Conference further notes how these technologies can automate jobs, exacerbate workplace inequalities, increase workplace pressure and stress, drive down skills, violate basic human rights and accelerate rampant profiteering and wealth inequality. Analysts are already forecasting that AI could increase corporate profits by a further \$4.4 trillion.

Surveillance technologies are already being used to exacerbate workplace inequalities, drive down conditions and create unsafe work environments. We have seen this across employers in our industries, where workers are being pressured by constant surveillance to work harder and faster for less.

The introduction of automation and AI in the workplace and key infrastructure without proper regulation could have catastrophic consequences. There is a growing problem in the lack of knowledge and policy surrounding the development of technologies like AI and the labour movement must improve our resources if we are to confront the inappropriate use of these technologies in the workplace.

The gap in workers' rights in regards to technology must be addressed and an iron-clad legal right to wider consultation must be introduced.

Conference calls on the Labour Party to develop a comprehensive package of legislative, regulatory and workplace protections to ensure that when in government the positive potential of technology is realised for all including the fair distribution of productivity gains. This to include:

- protections of workers' data, human characteristics, acquired knowledge and experience, as the intellectual property of the worker;
- a collective bargaining framework ensuring that such intellectual property is properly recognised, valued, and compensated;
- a legal right for all workers to have a human review of decisions made by AI systems that are unfair and discriminatory so they can challenge decisions;
- amendments to the UK General Data Protection Regulation (UK GDPR) and Equality Act to guard against discriminatory algorithms;
- a programme of re-skilling and up-skilling existing workforces;

- support for the creation of new training and apprenticeship schemes reflecting changing job roles.

Conference resolves:

- the next labour government should ensure that a legal duty on employers to consult trade unions on the introduction of invasive automated or artificial intelligence technologies in the workplace is enshrined in law.
- Labour should commit to working with trade unions to gain an understanding of the unscrupulous use of technology in the workplace and campaign against it.
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ENERGY

Conference notes:

- After thirteen years of Conservative government in Westminster and the SNP in Holyrood, the United Kingdom has suffered the worst inflation among developed economies due to its exposure to fossil fuel prices.
- The reliance on oil and gas imports meant that fuel bills rocketed last winter, resulting in the cost of living crisis.
- The severity of the climate emergency with global temperature records regularly broken and extreme weather events devastating communities around the world.
- The urgent need to reduce demand for fossil fuels in order to limit the scale and impact of climate change;
- Under the last Labour government, energy bills were 30% cheaper, the UK had deployed the equivalent of three nuclear power stations in cheap onshore wind capacity, over one million homes were being insulated every year and the UK had reduced greenhouse gas emissions by nearly a quarter.
- The Conservative Government is failing to act, exacerbating the situation.
- The Climate Change Committee warns that the UK is missing targets on every front.
- Meeting climate targets must go hand in hand with protecting jobs in the energy sector and the skills and expertise of the workforce are key to a successful transition.

Conference supports the Labour Party to:

- Cut energy bills permanently by insulating millions of homes and moving to cheaper renewable energy generation.
- Make Britain a clean energy super power, with net zero electricity by 2030, working in partnership with the private sector, improving regulation and reforming planning
- Create over a million good quality jobs, protecting and rebuilding our industrial heartlands and coastal communities.
- Make the UK energy secure, by using our abundant natural resources to free ourselves from the manipulations of Vladimir Putin and petrostate tyrants.
- Lead the world by accelerating towards net zero and protecting our planet for future generations
- Create Great British Energy, a publicly owned energy company, and a National Wealth Fund, to ensure that everyone benefits from the wealth created through the transition.
- Fund further British research and development into ground-breaking environmental solutions, such as in green engineering and renewables
- Introduce a meaningful windfall tax on the excess profits accruing to energy companies, to help ease the cost of living for working families.

VIOLENCE AGAINST WOMEN AND GIRLS

Every woman and girl should feel safe in their home, on our streets, in their school or workplace and in our wider community. Yet, violence against women and girls remains endemic in Britain today.

Under the Conservatives, our criminal justice system is failing the women and girls who become victims of these crimes. The charge rate for rape has collapsed and across the criminal justice system, millions of victims are now dropping out. Too many victims wait years for justice because of the huge backlog in the courts, caused by 13 years of Conservative chaos in the justice system.

Tackling violence against women and girls must be a coordinated effort across Government, not just limited to crime and justice reform, to ensure Labour can deliver on its mission in Government to halve levels of VAWG.

Conference Notes:

- The number of devastating and high-profile murders of women
- Domestic abuse is the most prevalent form of violence against women and girls, with nearly 1 in 5 crimes recorded by the police being domestic abuse related.
- The rising impact of online misogynist influencers
- The centrality of relationships, sex and health education (RSHE) in schools to tackling VAWG and online misogyny
- The Private Family Law system often fails to safeguard children and DA victims, especially in cases of Coercive Control
- The need to ensure that measures addressing VAWG are fully inclusive of all victims of VAWG, including women who are BAME, transgender, disabled, migrant women and children of domestic abuse victims.
- the need for employers to take reasonable steps to ensure all their workers are safe

Conference calls on the Labour Party to:

- Review sentencing for domestic abuse
- Introduce a guideline minimum sentence of seven years for rape, which better reflects the seriousness of the crime.
- Review the use of the Sexual Harm Prevention Order for sexually motivated violence
- Roll out Specialist Rape Courts to tackle the unacceptably low rates of prosecution for rape by fast tracking rape cases through the court system to improve victims' experience
- Ensure a comprehensive reform of the Private Family Law system
- Introduce a specific new criminal offence for spiking.
- Introducing new custodial sentences for those who name victims of rape and sexual assault

- Ensure domestic abuse survivors can access the support, including financial support, they need quickly
- Introducing a survivor support package to improve victims' experience in the courts – including fast tracking cases, legal help, better training for professionals
- End the promotion of harmful content online to tackle harassment and abuse experienced on social media platforms.
- Overhaul police standards system, by introducing new national compulsory standards on vetting, checks and misconduct.
- Ensure within each police force in England and Wales there is a specialist rape and serious sexual offence unit, and set accountable standards for the way victims of sexual abuse and violence are treated.

CHALLENGES FACING RETAIL AND THE HIGH STREET

Conference recognises that retail is at the heart of our communities – but that it is facing growing challenges. Retail workers are denied a fair deal.

The economic environment, combined with an inadequate employment rights framework, has put many jobs at risk. Wilko's collapse in September 2023 led to 12,500 direct job losses.

Conference recognises that this was not inevitable, as shareholders extracted dividends worth £77 million in the last ten years.

Conference recognises GMB's work to try to save Wilko, and GMB's campaigns to protect and improve jobs and secure equal pay in Asda.

Conference further recognises that Wilko was not the first and it will not be the last, noting that GMB research shows that hundreds of thousands of brick-and-mortar retail jobs have been lost since 2010.

Usdaw's 'Freedom From Fear' Campaign has also highlighted the horrific level of abuse and violence faced by frontline retail workers and the need for meaningful action to tackle this. In addition, the increased use of technology across the sector is significantly impacting working practices, not just in terms of online retail but also the growing digitisation in stores.

When taken together, retail workers are facing unprecedented challenges affecting every aspect of their working lives.

Conference welcomes Labour's commitment to increasing security of work in the New Deal, including strengthening redundancy rights and protections, and to implementing for all workers the measures in the Protection of Workers (Retail and Age-restricted Goods and Services) (Scotland) Act 2021 that currently protect Scottish retail workers from abuse and violence.

Conference acknowledges that:

- Jobs and shops are being lost on the high street because the antiquated business rates system penalises investment.
- Retail workers are exposed to low wages and violence, despite their recognition as key workers when the pandemic struck.

Conference therefore calls on Labour to:

- Send a message of support to all Wilko workers.
- Ensure that the importance of the retail sector and our communities' high streets is reflected in Labour's industrial strategy, emphasising the need to protect jobs, deliver growth, and provide security of employment.
- Replace business rates with a fairer system.
- Deliver on the strongest possible legal protections against violence and abuse for frontline retail workers as soon as possible
- Work with retail unions to establish a taskforce to deal with the challenges of new technology and automation, ownership standards, administration law and TUPE as a matter of urgency, in order to protect jobs and to make sure that the economy is well positioned to adapt.

NEW DEAL FOR WORKING PEOPLE

The COVID-19 pandemic exposed how grotesquely undervalued workers are in our society. Instead of learning lessons from this life-altering period, inequalities are growing and are being exacerbated by today's world of work.

Business leaders used to be paid to build companies, create growth and secure employment. Now, profiteering is increasingly shaping our world of work, with short-term profits favoured over long-term investment.

The expansion of the gig economy has created a major barrier to improving pay, conditions and security for workers everywhere. Companies bogusly self-employ workers with no consequence, pushing down wages across entire sectors of the

economy. These companies and their employment practices need to be fundamentally changed.

Outside the workplace, our society is literally crumbling and public services are beyond breaking point. Yet the wealthiest in our society escape fair taxation and profiteering has become the norm.

It is clear that after thirteen years of Tory rule, the world of work is completely broken and workers need change immediately.

Conference commends Keir Starmer's key role in developing A New Deal for Working People and welcomes the vital role Andy McDonald and Angela Rayner have played making it government-ready. Working with trade union affiliates, the New Deal will be immediately implemented in full when in government, to shift balance towards labour, away from capital.

Conference affirms there will be no regression from the New Deal.

Conference welcomes Labour's commitment to repeal in full the Trade Union Act 2016, the Conduct of Employment Agencies and Employment Businesses (Amendment) Regulations 2022 and the Strikes (Minimum Service Levels) Act 2023 (MSLs).

Conference agrees with TUC 2023 policy to build mass opposition to the MSLs laws, up to and including a strategy of non-compliance and non-cooperation to make them unworkable, including industrial action.

Congress resolves that the next Labour government should:

- Understand that the New Deal for Workers is an electoral advantage, not a disadvantage and implement it in its entirety when elected
- Expand their commitment to sectoral collective bargaining beyond one sector to tackle the imbalance of power in the workplace
- Commit properly to implementing a single status of worker and end bogus self-employment within the first term of a Labour Government

Labour in government will immediately implement A New Deal for Working People in full including:

- Widespread rollout across the economy of sectoral collective bargaining.
- Repeal of anti-trade union legislation including Trade Union Act 2016, the Strikes (Minimum Service Levels) Act 2023.

- End 'fire and rehire' and 'fire and replace', replace the inadequate statutory code and reform the law to provide effective remedies against abuse.
- A fully resourced Single Enforcement Body.
- Increase Statutory Sick Pay and extend to self-employed.
- Simplify the process of union recognition and ensure reasonable access within workplaces.

INDUSTRIAL STRATEGY, EDUCATION AND SKILLS

Conference welcomes Labour's pledge to reform the childcare, education and skills systems, raising standards everywhere, and preparing people for work and life.

From early years, to schools, colleges, universities and adult education, Conference believes success is built on the whole education workforce being recognised and rewarded for the work they do.

Conference also believes that good industrial jobs and education are built on good early years and childcare provision.

Conference recognises the importance of lifelong learning, skills development and training and the institutions and services that provide them. Workers having the right skills, as well as opportunities for lifelong learning, developing new skills, and retraining, is crucial to securing good jobs and adapting to a continually changing work environment, As such, the skills system is an important tool of Labour's industrial strategy.

Conference believes that a priority for Labour is to re-establish the Schools Support Staff Negotiating Body and welcomes the pledge to do so.

This body must establish and sustain national terms and conditions, training, career progression routes, ensuring fair pay rates for support staff.

Such reform will ensure Labour can support schools recruit and retain the staff needed to deliver a high-quality, inclusive life-long education.

Conference welcomes Labour's commitment to developing and supporting a modern skills system and recognition of the vital role of trade unions in encouraging workers to take up training opportunities. Conference recognises the progress made by Welsh Labour through its responsive approach to skills and employability, including extra support for young people, low paid workers, and workers facing redundancy, and welcomes Labour's commitment to explore the lessons learned from these initiatives.

Conference recognises recruitment and retention problems in Further Education undermined and underfunded by the Tories, damaging their ability to teach the skills required for economic growth and green jobs and give young people a full range of opportunities.

Conference resolves that Labour:

- Support the Further Education institutions and training providers that are crucial to the delivery of meaningful and effective lifelong learning for workers.
- Believes that Universities need a funding model that provides high quality education to students and supports the research and excellence for which they are known.
- Ensure that workers have a right for time off for training.
- Ensure that the reform of the Apprenticeship Levy into a 'Growth and Skills Levy' is focused on supporting all workers, especially those facing disadvantages in the labour market, to benefit from meaningful training and development opportunities.
- Ensure that workers have a voice in decisions made, locally and nationally, about Labour's skills strategy and how the skills budget is used.
- Conference recognises the sector suffers from low pay and a lack of planning. Plans for education, skills and childcare provision are central to electoral success built on a well-rewarded and skilled workforce.

NHS FIT FOR THE FUTURE

Conference Notes:

- 13 years of Conservative mismanagement and 16 years of SNP neglect has meant that the NHS is no longer there for people when they need it.
- Month long waits to see a GP, ambulances that can't get to people in time to save lives, dangerously long queues in A&E, and over 7 million on waiting lists in the UK and 820,000 in Scotland.
- That the system is at breaking point.
- The health system is becoming two-tier, with creaking NHS care for those who can't afford to pay, and timely care only for those with the money to go private.

Conference Resolves that

- Under Labour, the NHS will never be for sale. Labour created the NHS and should be the primary defender of its founding principles; that it remain free at the point of delivery, available to all, based on need not ability to pay.
- Labour will:
 - Build an NHS fit for the future that is there when people need it; with fewer lives lost to the biggest killers; in a fairer Britain, where everyone lives well for longer.
 - Improve mental health services and cut waiting times, particularly for children and young people.
 - Train the next generation of doctors, nurses and community health staff.
 - Streamline NHS procurement to get the best modern technology to staff.
 - Repair and strengthen social care and primary care.
 - Create a working environment that motivates and retains staff.
 - Create a neighbourhood health service and tackle public health challenges.

ETHICS AND STANDARDS IN POLITICS

Under the Tories, Prime Ministers and ministers have broken the rules with impunity because the rules are too weak. To restore trust in our political system, the next Labour government must stamp out corruption in government, strengthen the rules and ensure they are enforced.

Labour will clean up our politics and undo the damage the Tories have caused through sleaze and scandal.

Labour will:

- Establish a new independent Integrity and Ethics Commission, with the power to investigate misconduct and breaches of the ministerial code, including access to any evidence it needs.
- Ban second jobs for MPs, with only very limited exemptions for public service roles or to maintain professional qualifications.

- ban former ministers from lobbying, consultancy or any paid work related to their former job for at least five years, closing the revolving door between ministerial office and lobbying for companies they used to regulate.
- Labour will make it mandatory for former ministers to apply to the Integrity and Ethics Commission before accepting any job