

Viral video to tackle negative union stereotypes

RECENT FOCUS group research conducted by Community Research for Unions21 and the TUC showed young workers have mixed attitudes towards unions.

In a word association exercise, young people made a number of strong positive associations

related to the kinds of work that unions undertake and the kinds of workplace issues they seek to address, for example: Campaigning, Advice, Guidance, Negotiation, Resolution, Working conditions, Workers' rights. In addition, many young people made associations with positive

concepts, principles and values such as: Togetherness, Security, Fairness, Equality, Democracy, Like-minded, Power to the people, Knowledge, Protection, Insurance.

In line with the findings from previous research, however, a large number of associations were backward looking. These included historical references including: Margaret Thatcher and the 1980s. For many, these associations went hand-in-hand with strongly negative perceptions such as: Low morale, Divided workforce, Scaremongering. Some associations, particularly for young people in unionised

environments, referred to union activists as being 'averse to change, acting as a barrier to all management proposals'.

In response to the research, Unions21 has worked with



Left to right: Sharon Elliott, BECTU's communications officer, Dan Whittle, Director of Unions21 and Michael Wheeler, USDAW
Pic: Mark Dimmock

BECTU joins Unions21

BECTU, THE media and entertainment union, whose membership takes in broadcasting, film, theatre and a host of allied areas has become the newest member of Unions21's steering committee.

Gerry Morrissey, General Secretary of BECTU, said: "I am delighted BECTU is taking a formal role in Unions21, we have already been pleased to support several of Unions21's activities. The work being done on union image and delivering for young workers is particularly important."

At BECTU's 2011 annual conference, communications officer Sharon Elliott joined with Daniel Whittle, director Unions21 and Michael Wheeler from USDAW's research team to lead a session on the recruitment of young people.

Dan Whittle highlighted Unions21's focus group research as part of his presentation:

"Employees aged 35-49 account for over 40% of all union members, whereas those aged 16-24 only account for around 5%. We found many of the barriers and negative perceptions that have been highlighted

in research before remain very strong for young people.

"In the words of one of the young people we spoke to: 'You've got to educate us, because we actually don't get unions. You've got to start with the basics'.

"We have an important job to tell them that things don't have to be as they are. That there can be a better, fairer future for them which starts with union membership."

The response of BECTU reps to the session was wide-ranging and very positive. Many reps recognise how essential it is for the union to broaden its appeal, both to assist the new intake and to secure the union's long-term future.

BECTU will be building on its existing work with students and new entrants during the next 12 months, a year which will also see the amalgamated union's 21st birthday.

Currently BECTU encourages students studying for a career in media and entertainment to sign up to its free Student

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Welcoming new supporters: TSSA and BECTU

Blue Unionism? Maurice Glasman has big ideas for a partnership in growth between unions, Labour and business: PAGE 6

Ideas: We want your proposals and ideas for events, publications, research, news. Twitter: @Unions21 Email: dwhittle@atl.org.uk

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Reaching out to the never members

Carl Roper is TUC National Organiser

THE STATE of membership in the private sector, as revealed in the latest trade union membership stats released earlier this year, demands a new and innovative approach to how unions reach out to the majority of workers who aren't in a union.

There's an adage that says unionised sectors of the economy can't remain islands of decent pay and conditions in a sea of declining standards. If we wanted proof that this is true then we need only look at the way in which the paucity of decent occupational pension schemes in the overwhelmingly non-unionised private sector has been used to undermine public service pension provision.

The scale of this challenge is significant. Density in the private sector is now just 14% – barely 1 in 7 private sector workers now belong to a union. Unions are present in less than a third of private sector workplaces and less than one fifth of private sector employees are covered by collective agreements. Since 2000, density in the private sector has fallen by 3.7% and membership by 840,000. And since the late 90s the number of workers who have never been members of a union has steady increased. Now, over half of all employees have never been in a union and in the private sector, three fifths of employees have never held a union card.

This is not to dismiss the efforts made by a number of unions in attempting to organise in the private sector but we have to be realistic and accept that the scale of the challenges means that we aren't going to organise every workplace in the traditional way in enough time (the average size of a bargaining unit as reported by the Central Arbitration Committee in 2010 was just 87, almost half the figure recorded in 2006). Nor is there any evidence that large numbers of workers are spontaneously going to organise themselves.

If we accept that union membership, in marketing terminology, is an 'experience good' i.e. only by being part of a union does a person fully realise and appreciate the benefits of membership, part of any new approach to reaching out must involve thinking about how we can give more workers an opportunity to experience the benefits of union membership.

In thinking about how we set about this, the TUC and unions in the UK might look at an initiative launched recently by the New Zealand CTU (Council of Trade Unions). 'Together' is a new organisation established and run by the unions affiliated to the New Zealand CTU which aims to connect workers in non-unionised work places with the union movement and the union experience. Membership, which costs just NZ\$1 per week, gives access to help and expert advice to employees and contractors in workplaces and sectors without union support.

What makes the CTU 'Together' initiative interesting is firstly the way in which it is in-part targeted at existing union members and encourages them to sign up members of their family and close friends (based on surveys of union members that found high levels of concern about how their family members and friends were treated at work); and secondly, the way it is used to join members together with union campaigns. The pitch to workers is the offer of support and advice via a dedicated website and call centre, with information and access to union campaigns. The income is used to fund both the support that 'Together' members receive and new organising initiatives.

Together is explicitly not a substitute for union membership (you can't, for example, join Together if a union is already recognised or running a campaign in your workplace). It's a way for 'never' members to connect with the wider union family.

Some may say that workers know where we are if they want to join us but the fact is that actually lots of workers don't even know WHAT we are, let alone WHERE we are. Others may say that the New Zealand initiative sounds like a

return to the false promise of credit card trade unionism, but I think that we learnt enough about the limits of that approach in the 80s and 90s not to repeat it.

If we are smart we can use this and other new forms of engagement with a whole new group of workers to inform our organising priorities and add to the campaigning work that we do. Finally, such an initiative would only be really worthwhile if it worked alongside, not in place of, traditional workplace organising.

There is evidence showing that we can find a way of making union membership more easily available to the millions who don't currently have it, and that there's a receptive audience waiting to hear from us. Polling work for the TUC has shown that unions retain broad support from the British public – with 60% of the public agreeing that 'unions provide vital protection for many groups of workers'. In 2005, over 40% of workers in non-unionised workplaces said that if asked they would be likely to join a union.

A continued decline in membership and density in the private sector, particularly should it fall below 10%, will not only give our enemies a reason to question our legitimacy as the voice for working people in the private sector, where most people in the UK work, but will increase the pressure on the terms and conditions of workers in unionised sectors of the economy. It's in the long term interests of both unions and workers this is not allowed to happen.

■ Twitter: @RoperCarl

Since the late 90s the number of workers who have never been members of a union has steady increased. Now, over half of all employees have never been in a union and in the private sector, three fifths of employees have never held a union card

NUS Vice-President Dannie Grufferty and Cllr Jack Hopkins make the case for a union card for young people in our publication *Delivering for Young Workers* to be launched in September, see back page.



Michael J. Leahy is the General Secretary of Community

RECENTLY, THE Tory-led Government was proud to welcome the UK wind power sector's new-found position at the top of the European league in terms of growth.

What was not mentioned was how few UK jobs have been created as offshore windfarms have been rolled out. Primary beneficiaries have been German turbine constructors and there have even been reports that South Korean steel has been used in their construction.

There is a clear challenge for the UK to reap the economic benefits of a new low-carbon economy.

The coalition has also made a lot of noise about the need to rebalance the economy away from a dependence on financial services, but has tied its hands through an austerity programme that is clearly limiting economic growth.

Too often their words are not matched by deeds. Consequently, there is a vacuum which needs to be filled by a new economic programme. But to what extent can business and unions work together to that end?

Community is currently endeavouring to put this into practice. We are working with Tata Steel to try and turn around its loss-making Long Products business, which has been heavily hit by the continuing downturn in the UK construction industry. The status quo was unsustainable and continuing losses were putting thousands of jobs at risk.

We share a common objective to shape the business for the long term by making it internationally competitive. It is not an easy task for either the company or the union to work together in circumstances such as this – where there are significant potential job losses involved.

No union likes to see jobs go and too many employers prefer a simple, top-down, slash-and-burn approach, without consulting the workforce. It requires a great deal of trust on the part of both sides – openness and transparency is fundamental, as is an awareness to resist reverting to old responses to familiar problems.

At the time of writing, both sides have managed to maintain a constructive and productive approach and it is hoped that the product of our efforts will sustain

Can business and unions have a shared agenda for the new economy?



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steelmaking in the north of the UK for decades to come.

But it's not just at the local or company level where employers and unions can have a shared agenda.

We can also make common cause by taking the same messages directly to Government. Witness the partnership between the TUC and employers' organisation the Energy Intensive User Group, which has produced a number of hard-hitting reports and begun to change Government thinking about the effect its energy and environment policies can have on industry.

These are just isolated examples and there needs to be a far greater joint approach if unions and employers are to have any influence in changing the direction (or lack of it) when it comes to the Tory-led Government's economic and industrial policy.

To do this there are challenges for both sides. For employers, they need to have greater confidence in challenging the government and not be afraid of sharing a platform with the unions – despite the current government's natural hostility to anything involving trade unions.

For unions, we must also ensure that we retain a focus on the economic and industrial agenda, continue to organise the heavily under-represented private sector and not get all-consumed in an essential but potentially destructive fight over public services.

As a movement we should be confident that we have the collective strength to rise to the challenge.

BECTU joins Unions21

FROM FRONT PAGE

Register, a contact scheme which offers networking opportunities and industry information to help bridge the gap between study and the world of work.

New entrants, who are working freelance, are eligible to join BECTU as a full member for their first year for just £60; this is half the standard joining fee and includes all services including essential insurance cover.

August 2011 will also see the launch of a new website aimed at new entrants. Creative Toolkit at www.creativetoolkit.org.uk will encourage the new intake to develop an awareness of their rights and in doing so, it is hoped, equip them to challenge exploitative employers. The site will also be a meeting place where established members, many of them leaders in their field, can share ideas with young creatives building on the networking events which the union is involved in during the course of the year.

■ For more information about the union's student register see www.bectu.org.uk/student-register

■ A report on Unions21's focus group research conducted with TUC backing *Young People, Unions and Recruitment* is available on the Unions21 website.

Viral video

FROM FRONT PAGE

young people from around Britain to create a video which rebuts each of the negative perceptions with real life positive examples.

The initiative also draws from one of the recommendations of the Unions21 publication *The Future for Union Image*: Unions should encourage their most 'socially networked' members to help deliver their communications. Sue Ferns, Director of Unions21, said: "We're hoping union members who use email and social media will encourage their friends and colleagues to watch the video. Responsibility for communicating a positive message about unions is something social media allows everyone to play a part in with the click of a mouse."

Shadow Chancellor Ed Balls, speaking at the launch of the research at the Unions21 annual conference, said: "Unions21 has always combined leading the debate on policy and ideas with a strong campaigning drive. It is that combination that makes for a strong movement."

■ The video can be found at www.youtube.com/unions21.

■ See back page for details of the video's official launch in September

Unions and new media, version 2.0

John Wood is TUC Campaigns and New Media Officer

SOCIAL MEDIA offers unions some interesting opportunities to communicate inside our movement and beyond, but it will take a rethink of union communications to get the most benefit.

A decade or so ago, unions like other organisations, were changing our approach to 'new media', taking it out of our IT departments and making it a responsibility of the communications team. Technology had changed, and you no longer needed in-depth technical knowledge to publish effectively online. The mantra was that investment in the web was a bargain as it scaled at no cost – a small team could produce work that could be seen increasingly widely.

Social media is changing the rules again and many new media functions are now moving on from comms specialists. The one-to-many approach of online publishing is easy to resource centrally, but the one-to-one approach of social networking seems at first much harder. To scale the number of one-to-one conversations you can hold, you need to scale the inputs on your side of the equation too.

It's worth doing though, as those one-to-one conversations are often where a huge impact can be had – sorting out a serious individual problem, or receiving crucial new information. Social media certainly has a role in central union communications, but it has a role too at any other point in the movement where people need to hold public conversations. And for social organisations like unions, that's pretty much everywhere.

With our Touchstone blog project, for example, (touchstoneblog.org.uk) we're seeking to give our policy officers the tools to run ongoing communications around their specialist areas. Many of them are using blogging, and now Twitter, to form networks of useful new contacts inside and outside the union movement. Linking up with communities focused around policy areas that overlap our own can help broaden the TUC's influence and bring us new opportunities to work with other organisations and individuals.

Social media allows people right across our movement to communicate more effectively about the work they're doing. This is especially true for our large numbers of committed, and often expert, activists. Many reps and members are well ahead of us already in how they use social media and we can do more to involve them where they want to contribute.

Unions need to be taking a lead now centrally in helping this to happen, providing union social media platforms and structures where appropriate, and also training for those that want to make more use of it. This could be partly around technical training in how to use new tools, good practice and rules of engagement, or how to measure whether they've been successful. But it's also important to help people understand some of the risks they might be taking when representing their union roles in social media.

First of these is managing expectations. There's always the risk that if you promise engagement and personal connection but don't deliver, you let down the people who thought they were contributing meaningfully to what you're doing, and you

discourage others from believing you next time. You've also got to manage the expectations of others involved in the project. Overnight successes often take years, and the likelihood of a lot of groundwork in building reputation and connections needs to be made clear to everyone from the start, if you're going to give social media a proper chance for your organisation.

Social media also offers you the possibility of falling on your face very visibly, and very fast. You need to spend time using social media yourself as a user, to understand the communities you're engaging with. Users aren't receptive to intrusive ads, and especially not to the occasional little liberties with the truth allowed to traditional advertisers. Social media campaigns are also easily subverted by others, and after a botched attempt, you could easily find yourself the story, and having to work quickly to preserve your reputation.

Union activists may find they're putting their job (or others') at risk if management don't like what they're saying online. It's one thing to criticise management decisions behind the closed doors of a union meeting, but when that meeting is happening on Facebook, or the comments section of a blog, then many others are able to see what's going on, and may react badly to seeing it in a public forum. Partly this is an issue of understanding privacy and social media, and partly an advocacy position that employers should be less thin-skinned.

There can also be a personal risk in opening up online. It's easier to keep union business and personal life separate when using established union channels, but when linking a union role to your personal life, as is hard to avoid in social media, you may find you're creating expectations and relationships that you didn't mean to. Whilst many reps, for example, value the chance to show themselves as real people, to more easily form connections with others, there's a flip side to openness that may leave activists feeling that their personal space is being encroached upon.

And lastly, social media brings with it an inherent danger that you could lose almost all your work – content and contacts – at a moment's notice. Social networks like Facebook or YouTube are run as businesses where the average revenue per user (derived from sales of targeted adverts) can be very small. Coupled with the enormous numbers of regular users of these services, this means they don't like to spend any expensive customer services time at all on resolving disputes, and much moderation is left to robots. A union organiser trying to pull together an urgent campaign by ramping up their communications can look to a robot just like a spammer, and find their access removed – losing vital contacts just when they need them most. A vexatious legal threat from a union-targeted employer to the social network hosting that union's campaign could just see the content pulled immediately by the network, rather than investigated fairly. This isn't a reason not to use third party networks – after all, they're where most of the users already are – but it's a warning to also build contact systems that you own in parallel, rather than building your strategy too closely around something that you could lose at any point.

So, social media: Powerful stuff, but make sure to take the time to understand fully how it works yourself, properly consider the resource implications, look for the opportunities right across the organisation, and don't forget your risk assessments!

Social media allows people to communicate more effectively. This is especially true for our large numbers of committed, and often expert, activists. Many reps and members are well ahead of us already in how they use social media and we can do more to involve them where they want to contribute



Blue unionism and a voice for employees

Unions21 is working on ideas for a better relationship between Labour, unions and business. Maurice Glasman tells Unions21 that unions need to show why an employee voice is in the long-term interest of companies

Union organising

At London Citizens, Lord Glasman worked on the 'living wage' campaign so that contracted-out cleaners, cooks and security guards could be paid enough to make ends meet without having to do two jobs. From ten years of 'community organising' comes a strong belief in the power of ethical social institutions, and clear views on how unions can maximise their power by working more closely with organizations such as London Citizens.

One of the recommendations from Unions21's recent focus-group work with young people was that groups of young workers should be brought together to be invited to join unions, to avoid any fear of isolation.

Maurice Glasman's work with domestic workers brought him to the same conclusion: "I was involved with organising migrant worker nannies, domestic workers, in New York State with the IAF.

"We flew them to a hotel, got them together, and got them to talk to each other about what their issues were. What was incredible was that out of those 300 nannies all of them were prepared to pay a not insubstantial part of their wages to join a union that could articulate their concerns. They were getting sexual harassment, exploitation. It only grew out of them meeting each other, they had to have that initial investment to get them together. They came from all over the world but what they found when they got together was they had the same issues."

From experiences like these, Glasman brings a vision of a greater potential for unions to bring people together around a common cause, encourage relationships to be built, with action to follow.

A recent Unions21 YouGov survey found only 15% of non-members believe unions are good at improving productivity or quality of work.

Glasman believes this reflects a feeling of resentment that can be tackled by visible support for good work and increased productivity. "If people knew you could join a union, get on, and protect each other it would be transformative – we've got to find a way, to put it bluntly, of supporting good work. There needs to be a complete transformation of the language and agenda of unions."

Glasman believes unions must work harder to show

they are willing to work with management to improve businesses, an approach that Unions21/YouGov survey work has indicated could be popular: working people expressed a strong preference for a union approach based on working with management to improve the workplace and working conditions (77%).

Unions and business

Lord Glasman says unions need to show the value that employee engagement can bring to an organisation. He says unions bring business benefit through improved accountability – that better decisions are made when the view from the shop floor is taken into account.

He argues, for example, that failure to do so was part of the reason for the financial crash: "The crash was down to a lack of accountability in firms – accountability is too important to be left to accountants. They were doing leverage beyond human imagination and no-one was calling them on it. The crash was a disaster for businesses and now they acknowledge the need for change."

Central to his vision is the example of union partnership in success in the German economy: "With its worker representation on the management board, works councils, pension co-determination, regional banks and vocational regulation, in other words with high levels of democratic interference in the economy, Germany has emerged with a more efficient workforce, greater growth and with a genuinely modern industrial sector."

Labour and unions

Glasman views the unions as the natural partners of Labour in the fight for the good, because of their closeness to ordinary people, but believes it will be challenging to ensure they can work better together: "This is going to be sorted out within 18 months. We're either going to have a partnership agenda, or we're not.

"Private sector growth, a positive role for unions, more power for workers. This is a programme that can be presented with broad support. If unions can show they are willing to change this is what we can do."

'Businesses do not think the coalition government is serious about growth. That Labour and the unions would be partners in growth they think is a great idea'



Common growth

UNIONS21 HELD a roundtable earlier this year to bring together trade unionists and communications professionals to look how we can improve union image. Writer and blogger Will Straw spoke on the Latimer Project which explained how established institutions can use new smaller organisations to help achieve their objectives

The Latimer Project examined the performance of recent oppositions including the Conservatives 1997-2010, the Democrats 2000-08 and the Republicans 2008-10. Where the party's wider ecosystem has regenerated (Conservatives 2005-10, Democrats 2004-08), this had led to electoral success. Where the wider ecosystem has not regenerated (Democrats in 2004, Conservatives in 2001 or 2005), they have failed to reclaim office despite favourable economic and political conditions.

The Conservative movement has vastly expanded over the last decade to include new thinktanks such as Policy Exchange and campaigning organisations such as the Taxpayers Alliance. We calculated that it numbered 18 constituent organisations in 1997 but had trebled to 55 by 2010. It was only through these new organisations that the Conservatives managed to find new popular policies, and get coverage of their issues through the media.

New thinktanks discussed issues of common concern like health, education and social justice. New arms-length campaign groups, like the TPA and Migration Watch, beat the drum for traditional Conservative issues like immigration and public sector waste, helping to move the public conversation over time. Activist-facing organisations like the ConservativeHome blog and the Young Britons Foundation

helped build the base of activists and explain the central strategy. At election time, these organisations came together – often with a very flexible interpretation of charity law – to support the Conservative party's electoral prospects.

The progressive ecosystem is deficient in fundraising, organisation, and coordination. Progressive organisations have an average budget of £0.5 million, compared to an average of £1.25 million for Conservative organisations. Progressive organisations are often dependent on the public sector for funding which leaves them vulnerable at a time of cuts in government spending. Many gains of the progressive movement over the last 60 years, for example the monitoring of inequalities, are vulnerable to austerity economics precisely because they have become enmeshed in government.

Conservatives after 1997 and Democrats after 2000 wasted four years before renewing their ecosystem, with serious electoral results. UK progressives must not repeat this error. Instead, trade unions, trusts and foundations, and philanthropic individuals need to come together to make strategic funding decisions about the organisations in the progressive ecosystem that can pave the way for the return of a centre-left government. This should include thinktanks devising progressive answers (rather than triangulation) to public concerns on immigration, deficit reduction, and welfare reform; arms-length campaigning groups like 38degrees and the Robin Hood tax campaign which can build public support for progressive issues; blogs like Left Foot Forward, and networks like Unions21 which provide a platform for activists to share ideas and discuss strategy.

■ Twitter: @wdjstraw

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INDIVIDUAL SUPPORTER APPLICATION

Unions 21 is a progressive 'think tank' which exists to provide an open space for debate on the key challenges for unions and the world of work. We are funded by contributions from trade unions and those who work with trade unions and we work through publications, meetings, conferences and seminars with politicians, academics and the media as well as trade unionists. Supporters come from

across employment sectors in the UK and include more than 20 trade unions, both TUC-affiliated and non-affiliated, with a combined membership of 1.5 million members. Individual supporters of Unions 21 will be sent copies of all publications including ForeFront magazines and debate pieces, as well as receiving invitations to a wide range of conferences, seminars and other events.

Yes, I would like to become an individual supporter of Unions 21 at £2.50 per month

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Unions21

TUC Fringe

MONDAY
12 SEPTEMBER

The Future for Union Image

12.45 Bedford Suite 4
Bloomsbury Hotel 16-22 Great
Russell Street WC1B 3NN

Launch of Unions21 viral recruitment video and materials and discussion on the Unions21 publication *The Future for Union Image*

David Seymour Author 'Why Join a Union?'

Captain SKA Music Producer

Kerry McCarthy MP Shadow Treasury Minister

Union speaker TBA

#Unions21image

TUESDAY
13 SEPTEMBER

Delivering for Young Workers

With the Fabian Society
Publication launch and panel debate

12:30 Bedford Suite 4
Bloomsbury Hotel

Tim Horton Director of Research, Fabian Society

Gerry Doherty General Secretary, TSSA

Mary Bousted General Secretary, ATL

Danielle Grufferty Vice President,
Society and Citizenship, NUS

Laura Bailey Actress and founding member of Equity
Young Members Committee

#Unions21youngworkers

Enquiries: dwhittle@atl.org.uk

All are welcome to attend events
unless specified, event updates are on:
www.Unions21.org.uk

Opinions put forward in this and all of our publications are not endorsed by Unions21, but are published by us to encourage the much needed, sensible and realistic debate that is required if the trade union movement is to prosper.

Liberal Democrat conference

SUNDAY
18 SEPTEMBER

The Business Case for Unions

Unions21 event at – no pass required (outside secure zone)

With the Social Liberal Forum

1.00–2.00pm Dolce Room, Hyatt
Regency Hotel, Birmingham B1 2JZ

Peter Kunzmann Social Liberal Forum

Sue Ferns Chair, Unions21

Paul Nowak TUC

Musicians' Union Speaker

Professor Mark Stuart Director, Centre for
Employment Relations Innovation and Change (CERIC),
University of Leeds

#unions21economy

Future Unions: Challenges and Strategy

FRIDAY
23 SEPTEMBER

12.30pm-2.30pm
Bloomsbury Hotel
16-22 Great Russell Street
London WC1B 3NN

Special pre-conference event with John Monks.
This event is invitation only please contact Dan Whittle
dwhittle@atl.org.uk for details.

Labour Party Conference

SUNDAY
25 SEPTEMBER

12.45pm Baby Blue, 17 Edward
Pavilion, Albert Dock, Liverpool

Can business and unions have a shared agenda for the new economy?

Fringe with Progress and the IPA
Outside the secure zone

John Woodcock MP Shadow Transport Minister

John Hannett General Secretary, USDAW

Nita Clarke Director, IPA

Simon Marsh Chemical Industries Association

Chair: Sue Ferns Chair, Unions21

#unions21economy

MONDAY
26 SEPTEMBER

Organising Our Communities

Community/ACEVO event

Unions21 will chair this event

12.45pm ACC-BT Convention
Centre, Concourse Fringe Room 4,

Other speakers:

Blair McDougall Movement for Change

Ralph Michell Head of Policy, ACEVO

Joe Mann MBE Deputy General Secretary,
Community

You will require a Labour Party Conference pass to attend.

TUESDAY
27 SEPTEMBER

12.30pm Hall 14 ACC – BT
Convention Centre, Liverpool

Who Pays for Later Life?

And Why it Matters.
The Pensions Debate

With the Association of Teachers and Lecturers

Malcolm Wicks MP former Pensions Minister

Mary Bousted General Secretary, Association of
Teachers and Lecturers

David Pitt-Watson Hermes (Speaking on Workforce
Private Sector Pensions)

Neal Lawson Chair, Compass

You will require a Labour Party Conference pass to attend.

#unions21fairpensions