GMB

UNION

GMB National Policy Guide 2025

Incorporating the decisions of Congress 2025

MAKE WORK BETTER

KEY

 symbol signifies where a CEC Statement or CEC Special Report has been agreed by Congress. Please refer to those documents for more detail.

(2016: C1) where references are given, the first part represents the Congress year and the latter the motion or composite (so this example refers to Composite 1 from GMB Congress 2016)

All Congress documents from 2005 onwards can be found on the GMB website at: https://www.gmb.org.uk/about/how-we-work/gmb-congress/

Background

GMB Annual Congress is the supreme policy making authority of GMB. It deals with motions and rule amendments from GMB Branches, Regional Committees and the Central Executive Council (CEC). In addition, other issues such as CEC Special Reports, CEC Statements and Financial Reports are debated and voted on. Once these have been endorsed, they become GMB Policy for the union as a whole.

Following the endorsement of the CEC Special Report 'Framework for the Future of the GMB: Moving Forward' at Congress 2007, it was agreed that Congress will not debate

motions which are determined to be existing union policy. At its meetings prior to Congress, the CEC identifies those Congress motions which are in line with existing GMB policy. These recommendations are reported to Congress in SOC Report No 1 at the start of Congress. Delegates will be asked to endorse these motions and if agreed, the motions will not be debated. However, following Congress, progress on these motions will continue to be reported.

The following guide is an indication of GMB policy but is not a definitive list. It aims to summarise policies under broad key themes and it will be kept up to date, especially after Congress.

It will be made available online and circulated to all members of the CEC, Regional and National Committees.

Information on most of these policy areas can also be found on the GMB National website. If you need specific advice on a particular policy area, please contact the GMB Research and Policy Department via anna.barnes@gmb.org.uk.

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GMB strives to ensure that all our activities are in line with our aims and purposes as outlined in the GMB Rulebook.

Our purpose and vision
(as defined in the Union Rule Book)

Our union was forged amid the fires of the Beckton gas works. It was created as a grassroots organisation by self-organising groups of workers under the leadership of Will Thorne. As the first general union, it was open to all grades, professions, and trades; to both women and men, without distinction, on the basis of equality and inalienable human rights.

Its purpose, then as now, is to make work, and the general conditions governing life, better for its members through organising and campaigning in the workplace. GMB recognises the inherent dignity, creativity, and value of working people, who represent the productive class within our society, that generates the wealth of the nation but which sees so little of its benefits and rewards.

While we will find common cause with good employers and work alongside them in the rebuilding and planning the economy: GMB realises that the interests of employers and workers are fundamentally different and that, as a result our members will often be in dispute with their employers. Therefore, GMB exists to rebalance the economic and productive forces in our society, in order to ensure equity, and to achieve economic and industrial, as well as political, democracy.

GMB's strength stems from the ability of its members to self-organise and campaign in their workplaces; in order to fight at all times for the betterment of wages and conditions at work. It is the collective strength of the members that generates protection at work and provides them with the opportunity for advancement.

GMB recognises its internationalist duty to offer solidarity towards workers across the globe, who find themselves engaged in the same struggles as our own members, as an attack on one is as an attack upon us all.

GMB understands the insidious nature of racism and how it systematically harms, divides, and destroys workplaces, communities, and the fabric of civil society. We stand united, poised, and proud, ready to resist, eager to challenge and

certain to defeat it whenever and wherever it manifests, itself. GMB firmly believes that hope, courage, and decency, will overcome – through organisation and education – fear and blind hatred. As a working-class organisation, we seek to celebrate our class in all its rich diversity.
Our values are eternal, rather than transitory. The right to work, to produce, and to create, without the threat of exploitation and discrimination; and to control the results and rewards of our labours, is – we believe – the greatest of freedoms. It is best achieved in current conditions through the solidarity expressed in the organised Labour Movement and within our own ranks, built-up from branch and industrial group level. We are, therefore, stronger when we act together, organised and ballot-ready within each and every workplace.

As a result, GMB remains an organisation in which every member has an equal share in the sovereign power of the union and stands as a strong pillar of a vibrant, and just, civil society and of a vibrant, and growing, union. Each member gained in the workplace builds upon our industrial power and enables GMB to effect the changes that we desire in order to ensure a world of freedom, beauty and equality, where everyone will have the opportunity to express the best that is within them for the benefit of all.

Core aims of the GMB

(as defined in the Union Rule Book)

The Aims and Objectives of the Union shall be:

To recruit, organise and represent all workers.

To act to redress the imbalance of power at work between workers and their employers through organising and campaigning on a collective basis.

To maintain and improve the wages and working conditions of our members.

To organise the Union, in each and every workplace, in order to make work better and to build the Union from the grassroots upwards; to ensure that every workplace is organised as if a ballot for action was due; recognising that the employers have different interests to our members; that it is active struggle and campaigns that grows membership; and that our members are strongest when they organise themselves. We intend to achieve this through the development of our workplace leaders and representatives; and by listening to members and helping them build campaigns around those issues that they, themselves, have identified.

To campaign to ensure that work is secure and safe; providing, as a basic minimum, a genuine living wage.

To promote industrial, together with political, democracy.

To achieve and to maintain equal pay for women; and to act to redress historic pay discrimination on the grounds of gender, sex, race, ethnicity, and disability.

To ensure equal opportunities within the Union, the workplace, and wider society; and to end harassment, prejudice and discrimination at work on the grounds of gender, gender identity, race, ethnicity, nationality, religious beliefs, disability, age, marital status, sexuality, or social class.

To provide benefits, including legal assistance, to members, in line with our Rules.

To impart the organising and industrial skills, and the knowledge required to implement the aims of the Union to members through flexible and accessible training programmes.

To ensure Trade Union freedoms to organise, recruit, and campaign in order to grow the Union and to achieve its aims, with access to workplaces; free from fear of victimisation and blacklisting by employers.

To promote or support legislation in the interests of members, especially in connection with the legal rights of trade unions; industrial health and safety; social and economic welfare and democracy; and environmental protection.

To secure the election of members to Parliament, and public authorities, who will promote the policies of the Union and further the interests of Union members through political means, providing that the candidates are pledged to collective ownership, under democratic control, of the means of production, distribution, and exchange.

To undertake any such lawful acts as are incidental or conducive to the achievement of the above aims (or any of them) or that the Central Executive Council may consider to be in the collective interests of the members, or may be likely, directly or indirectly, to benefit the union or its members as stated under Rule.

Union Organisation:
GMB Internal Matters

2005 GMB@WORK CEC Special Report: A Framework for the Future of GMB

2006 GMB@WORK CEC Special Report: The Sections of the Union

2006 GMB@WORK CEC Special Report: Progress Update

2006 GMB@WORK CEC Statement: Proposed Merger.

2007 GMB@WORK CEC Special Report: Framework For The Future

2010 GMB@WORK CEC Special Report: Stability & Accountability

2021 GMB@WORK CEC Special Report: Taskforce for Positive Change

2022 GMB@WORK CEC Special Report: Taskforce for Positive Change

2023 GMB@WORK CEC Special Report: Taskforce for Positive Change

2023 GMB@WORK CEC Special Report: Our Rulebook – A Process of Change

Congress

GMB@WORK 2009 CEC Special Report: Congress Future Arrangements

GMB@WORK 2010 CEC Special Report: Bigger Better More inclusive Congress

Congress is the body of the GMB with supreme authority. (2019:1)

The 2010 Report opened up Congress to a broader range of GMB members by increasing delegation sizes (1 delegate per 1500 regional financial members) and seeking ways to ensure delegations best represented the diversity in all Regions of the Union.

Congress Arrangements

- GMB is a Fairtrade Union, and GMB seeks to ensure that we adopt fair trade practices in all we do. In 2008, it was agreed that Congress and other national conferences should offer provide fair trade products wherever possible.
- There should be transparency and accountability for union policy and GMB members should be kept informed on the progress of Congress motions. Congress 2010 decided that the Section Conference motions should be treated in the same way. A first update should be provided by 31 January of each year, acknowledging that not all motions will be actioned by this point. (2023:3)
- Congress 2019 affirmed that we need to ensure that the content of motions are always relevant to building and growing our union and the social welfare of our members, and that the CEC remains the body that sets the duration of Congress each year, taking the needs of all members into account. (2019:1)
- A report on the progress of all carried motions will be

made available to GMB members (2015:7)

- Congress documents to be available on the GMB website during Congress (member-only access) (2011:1)
- While not normally applicable, the General Secretary's Report will clearly identify any new policy commitments that it contains (2021:3)
- At Regional delegation meetings, Regions can determine an attitude to motions from other regions (1999:9)
- Following Regional delegation meetings in March, all branches should receive a list of decisions made on all Regional motions (2012:2)
- All Congress delegates should be provided with a copy of the CEC Position on their Region's Congress motions ahead of delegation meetings (2017:1)
- If requested by delegates, Congress can choose to vote on CEC reports and congress motions by section or paragraph (1993:144)
- Voting procedures should be explained at the start of Congress (2003:11)
- Congress 2013 agreed a Rule Amendment that the National equality conference has the ability to select one motion from their Conference to go to annual Congress
- In determining the final Congress Programme consideration should be given to the number of

external guest speakers to ensure that delegates have a full opportunity to speak (2017:2)

- Congress 2018 passed a motion which said that, in the interest of the smooth running of Congress, any motion that remains unopposed should have its speakers limited to the mover and seconder (2018:8).
- Congress 2019 called on GMB to nominate, train and support staff and lay individuals to be available specifically available to discuss any uncomfortable situations or incidents. (2019:14)
- Congress has resolved that all nominations should be accepted electronically (including Congress nominations), although nominations should also still be accepted by post. (2019:33)
- Congress documents should be written in accessible language that is relevant to our members and reflective of our values. Reports should include summaries and lists of abbreviations. (2022:7).
- Congress will make clear which items of business are being voted on. (2024:2)
- Creche facilities will be provided at Congress where requests for the service are received. (2023:4)
- We have a number of Congress awards which are periodically reviewed, and guided by the wishes of Congress.
- Where it is practicable we will ensure that Congress venues accept cash as a form of payment. (2025:18)
- We will ensure that delegates at GMB events will

have access to free sanitary products. (2025:EM7)

Diversity within GMB

GMB supports programmes and activities to ensure greater participation and representation of women and minority ethnic people within its workforce, organisation and branch structure (2013:C1).

All GMB structures, committees and training should aim to progress women through the organisation and represent both the gender balance of the union and be balanced between male and female members. (2016:66 and Congress 2015 Women's Taskforce Report).

In order to best represent our members, we must always seek to ensure that our structures are accountable, representative, and orientated to their needs. Congress 2019 called on GMB to examine the barriers that prevent women from attending Congress. (2019:8)

GMB@WORK 2017 CEC Special Report: Introduction of reserved seats for equality strands on the Central Executive Council and Regional Councils (including Rule changes) This report aims to embed equality the GMB's major governing bodies by incorporating reserved seats for some of the equality strands defined by Congress.

The National Equality Department will assist Regions in developing a system of identifying volunteers with language skills who are willing to offer these services on a voluntary

basis in order to build the union and better represent our members. (2018:72)

Taskforce

GMB@WORK 2021 CEC Special Report: Taskforce for Positive Change

GMB@WORK 2022 CEC Special Report: Taskforce for Positive Change

GMB@WORK 2023 CEC Special Report: Taskforce for Positive Change

Congress 2021 resolved that updates on the progress of that Taskforce for Positive Change would be reported to future Congresses. The Taskforce was established by the CEC to progress the recommendations of the Monaghan Report, and the report prepared by Dr Elizabeth Henry. Congress 2022 carried an update report which discussed the progress made on putting in place sexual harassment policies covering staff and members, alongside progress on other areas.

Congress has called for the production of a GMB Women's Safety Charter, which would need to be integrated with the work of the Taskforce. (2022:78)

In 2023, it was reported that the Taskforce had reached the end of its natural cycle. Other bodies within GMB will now take forward progression of the issues identified by the Monaghan and Henry reports. In addition, there is also the need for the work that has been completed to be monitored, reviewed, and evaluated, to ensure that it is being properly undertaken by the union. (CEC Special Report on the Taskforce for

Positive Change)

CEC Elections

We need to ensure that our internal election procedures are fit for purpose and that we have processes in place to maximise active participation. Congress 2016 called for a review of General Secretary and CEC Elections so that GMB members are engaged and recognise the importance and significance of voting in these elections. (2016:C2)

Central Executive Council (CEC)

GMB@WORK 2023 CEC Special Report: Our Rulebook – A Process of Change

The Central Executive Council (CEC) is the lay member governing body of GMB. The CEC meets at least seven times a year and consists of about 60 lay members of the Union plus the General Secretary.

It is elected by secret ballot of GMB members every four years. The CEC is headed by a lay member President and Vice President.

For practical reasons much of its business is run by three committees: Finance & General Purposes; Organisation; and Political, European and International.

CEC Minutes are available to members in the secure area of the GMB website (2010:5).

Following a request carried at Congress 2014 for young members seats on the CEC (2014:15), young member observers were appointed and regularly attend CEC Meetings.

Congress 2016 called for the formation of an Equality Action Group to look into representation on the CEC for all the equality Strands represented by the Union (2016:C3).

Congress 2023 revised the structure of CEC seats, and resolve that no member will be eligible to be nominated for election to an industrial sector seat unless they are working in the sector at the time of nomination and election.

Online Balloting

GMB support alternative voting methods and call for a change in legislation to allow for electronic voting in industrial action ballots. Once there is a change in the legislation to allow for this, GMB would be able to use this method for internal and statutory elections.

GMB supports workplace ballots for the purpose of industrial action in line with GMB@Work principles of organising every workplace as if a ballot for action was imminent.

In preparedness for online balloting, we will work to ensure that we increase our ability to email our members within the GDPR parameters of the day. (2025:20)

GMB Regions

GMB have achieved financial stability over the years but due to the threats posed by the Trade Union Act, GMB needs to ensure that we have a sound structure in order to maintain a strong union. We are organised through our 7 Regions and National Office.

Congress 2016 committed to an examination of GMB's financial, operational and organisational structures including regional boundaries to ensure that we retain the ability to recruit, organise and retain members. (2016: C1)

There should be consultation to look at the terminology in the GMB Rule book in relation to GMB Regions and devolved nations (2017:5)

National Office

The General Secretary is based at our National Office in London. Also based there are the National Secretaries and National Officers for each of the industrial sections, Private and Public. There are also specialist Departments that provide expert advice on rights at work, industry specific issues, pensions, health and safety, equality, communications, research and policy, and employment law.

GMB Sections

GMB@WORK 2023 CEC Special Report: Our Rulebook – A Process of Change

Congress 2023 established the Industrial Sections that we have now: Public and Private.
Each Section is headed by a National Secretary and in addition there are National Officers working in the various sectors within the Section.

Branches

2013 CEC Special Report: GMB Branches: A Future That Works

2014 CEC Special Report: GMB Branches: A Future That Works (containing Rule amendment)

2015 CEC Special Report: GMB Branches: A Future that Works Progress Report (containing Rule Amendments to Rule 26,35,37,47)

GMB functions as a strong independent union because of our dedicated lay members' organisation built around workplace and branch activity.

The Congress 2013 CEC Special Report recognised the pivotal role branches play in terms of our internal democracy and noted that branch activity and involvement was inconsistent across our Regions. The Report set up a Branch Working Party to look at best practice to wide lay member participation in union activities and democracy. This reported to Congress in 2014, 2015 and 2016 ahead of a report in 2017.

Other policy applicable to branches has been outlined as follows:

- All branches should have a branch development plan where they show strategies to recruit and retain members(2010:10)
- Branches to support York Disabled Workers Co-operative
- We recognize the positive role played by Trades Union Councils in supporting the labour and trade union movement and urge GMB branches to join/ support their local Trades Council
- GMB welcomes improvements to revised online branch accounting and reporting systems and we ensure all branch post holders are aware of (and are trained in) their responsibilities and care of members' funds (2011:32, 2012:22)
- GMB to develop procedures so that Branches can easily create their own websites and linked through the national site (2013:13)
- Branches should be allowed access to GMB membership records (2014:14) Note: this is being investigated by the National Administration Unit and is being assessed under new Data Protection guidelines. In addition, exploration into expanding this for postholder use is also underway. (2025:30)
- There will be reviews pertaining to the email storage allowances for activist email accounts, including upgrades where necessary. (2025:13)
- Congress 2019 called on branches to consider holding meetings in public houses to help support an important local amenity, although branches should

also give consideration to the need to hold meetings that are accessible and which take place in a safe, welcoming environment as called for by the 2014 CEC Interim Special Report on GMB Branches. (2019:323)

- Congress 2023 called for a national health check of branches, which would be conducted through the Rulebook Working Group. (2023:25)
- National working groups which review the functions of branches can be established but can't cut across the primacy of Regions (2024:18)

Workplaces

It is our goal to ensure effective, active and strong workplace organisation, led and sustained by GMB Workplace Representatives. Therefore we would seek to endorse projects and campaigns to ensure membership growth, recruitment, representation and retention of members. Such programmes include training to equip our activists with the skills they need for a 21st century union.

Recruitment & Organising

GMB@WORK
GMB@WORK

2006 CEC Special Report: GMB@Work

2007 CEC Special Report: GMB@Work: Workplace Organisation

GMB@Work is the core principle used throughout the Union for recruitment and organisation and this was endorsed and rolled out following Congress 2007.

GMB recognises falling trade union membership levels across all sectors and urges all trade unions to work together to build union membership and fight social injustice. We should promote the benefits and advantages of trade union membership. We must prioritise to identify workplace issues and campaigns which highlight the Governments draconian policies and highlight these to branches and Regions (2017:16)

In addition, motions passed by Congress have called on GMB to:

- Use retired GMB members as a resource to recruit and retain members (2010:12)
- We recognize the need to recruit new members and have strategies in place to analyse why members leave. We need to put systems in place to limit this (2017:14).
- Organise national recruitment drives targeted at young workers (2012:12, 2014:12, 2015:C1) domestic workers (2013:20) agency workers (2015:32) street traders (2016:36) and local authority workers (2023:39).
- We recognise the challenges in reaching out to young members who are not in traditional workplaces and we should adopt a digital campaign to attract and recruit young members into GMB (2017:12)

- Gather equality data on our members to enable us to better recruit and organise workers (2014:13).
- The Workplace Organisers Toolkit is an essential tool issued as part of GMB@Work, however it needs to be updated particularly on Equalities (2017:13).
- Congress agreed in 2018 that the time has now come to review GMB@Work and bring it up to date. (2018:27) Congress 2022 called on GMB to organize strategic discussions to ensure that the union is consistently and collectively organizing in emerging sectors of the economy (such as platform and gig employers) within the framework of GMB@Work (2022:C1).
- Ensure that National officials send out clear guidelines to assist Regions where our membership in a company spans across a number of GMB Regions(2010:13) and introduce support, resources and training to improve lay member co-ordination and organisation of industry/business specific combines across regional boundaries and structures. We should also circulate examples of best practice (2017:17)
- In order to empower our members, and recruit new members, we need to produce consistent professional- looking leaflets, brochures, booklets, posters, etc. Ensuring that we produce professional material – in print, digitally, and on social media – must be a priority for our union. The new member pack is currently being reviewed, and the national

communications team will work with regions to work out the best pack for new joiners and promote GMB Money. (2018:C5,31)

- Formulate a strategy to recruit young members and devise a relevant benefits package to assist in this. (2019:28)
- Adopt a cohesive and consistent approach to both new membership engagement and lapsed member retention which will be applied across the union. (2019:31)
- Review past successful organizing efforts in schools (2022:C2).
- Conduct a review of how unspecified members are serviced and organized. (2022:12)
- Examine the possibility of providing access to convalescent home places (following the closure of Bridge House, Dawlish, during the pandemic). (2022:61)
- GMB Regions are encouraged to develop ID badge schemes so that GMB visitors to sites can be clearly accredited with employers. (2023:11)

GMB Representatives

We recognise that our workplace representatives often come under attacks or are targeted by bad employers due to their roles within the union. Whilst all trade union representatives have protections under the Trade Union and Labour Relations (Consolidation) Act

1992, Congress agrees that we should be ensuring that our representatives have fortified support. GMB is duty bound to hold employers accountable if they make false or malicious claims against our representatives. (2025:27)

Finance, Contributions & Membership Services

The CEC keeps benefits and GMB Membership Services under review. Any proposals for change come to Congress:

- The union should always keep revenue spending within current income. In other words it should make an operating surplus every year.
- Contribution rates should keep up with the rate of inflation (although Congress 2021 and Congress 2022 resolved that contribution rates would be frozen).
- We will campaign for trade union contributions to be exempt from tax (2013:59) and we should look into registering with HMRC so that GMB members might get tax relief on their contributions (2017:28). GMB has started a project to have as many categories of members as possible registered with HMRC to obtain tax relief on contributions. (2018:C6)
- Membership benefits should be advertised to members, especially to members experiencing sickness or absence issues (although Congress has noted that the union cannot give financial advice). These benefits should also be advertised

on GMB's website and through other communication channels. (2022:20; 2022:62)

- Congress 2017 called for the CEC and the CEC Finance Committee to conduct a review of our contribution structure (2017:C1). The outcomes of the review were reported in the Finance Report carried by Congress 2018.

A number of motions have called for an examination of new subscription rates such as:

- A youth membership rate and recruitment initiatives for those under 21(2009:26).
- Community membership rates (2013:52)
- Motions have been submitted calling for Family membership (2009:27). This was brought up again at Congress 2012 (m29). The CEC Finance & General Purposes Committee agreed that family membership was unlikely to add to total membership numbers, and would be more likely to reduce income by discounting existing members' contributions. It would be complex to administer and deciding on the level of service appropriate to family members would be fraught with difficulty. Therefore having considered family membership, the union has rejected it.
- A special rate for working students and apprentices (2012:27). The apprenticeship rate should only be available to apprentices. (2018:65)

- It is our policy to provide Long service awards to members with 25 years of unbroken GMB membership.
- Look into the GMB's national affiliation to the TUC (2016:48)
- Look into mileage rates for lay members (2017:26)
- In order to ensure transparency and full participation in the decision making process, regional finances and autonomy should always be preserved, maintained and enhanced. There should always be consultation and agreement with Regional Committees, CEC and Congress for all proposed revisions of regional funding and autonomy. (2017:23)
- GMB will look to offer a greater range of discounted offers for members. (2018:78)

Congress 2023 also called for enhanced hardship funds and strike pay. (2023:40)

A review and uplift will be made to subsistence allowances in line with rising costs (2025:34,35)

Congress and the Union recognises the strains to mental health that comes with being a representative in the workplace. Our reps often take on complex casework on behalf of their colleagues, often taking a significant emotional toll. Workloads, pressure from their employers and members, and difficult casework can lead to stress and burnout. It is also recognised that some reps find coping mechanisms in drug and alcohol abuse. The

union is committed to investigating effective pastoral care for our reps (such as counselling, helplines, and signposting to local services), so that they are supported, especially through challenging times. (2025:C2,41)

Requests for Financial Affiliations

If agreed, any Motion seeking that GMB affiliates to named organisations are normally referred in the first instance to the CEC Finance & General Purposes Committee for discussion and to check whether the organisation meets the aims and values of GMB. If agreed, this is reported to the CEC.

Investments

- The Union will continue to review all financial investments to ensure we do not support unethical employers and ensure that we do not inappropriately invest.
- GMB will take Socially Responsible Investing (SRI) and Environmental Social Governance (ESG) issues into account alongside financial factors when making investments. The CEC will produce and adopt a formal statement of investment principles. At the same time, we are careful not to make decisions which are detrimental to our members' jobs, which may mean investing in areas which some others might not. (2018:50)
- The 2019 statement on investment principles

should be reviewed and a copy placed on the website (2022:56)

GMB Member Services: UNIONLINE

At the end of May 2014, in conjunction with CWU, GMB set up its own Trade Union Law firm to offer free legal advice and services to our members on employment rights. UNIONLINE also provides representation to members on cases of personal injury, criminal injury, industrial diseases, conveyancing and motor legal service. www.gmb.org. uk/unionline or www.unionline.co.uk

Other member services

GMB should develop welfare rights within our organisation. This issue has become important within the community and requires a structure to be developed in order that we can affiliate with organisations to assist us in this role. (2017:51)

GMB Communications

Our GMB@Work policy calls for the Union to send frequent and informative communications to members. In order to do so, we need to ensure that our membership records are kept updated.

- All GMB communications should be fully accessible to all members regardless of any disability or impairment. All video messages

should be professionally sub-titled to ensure this.(2016:27)

- All branch, regional and national GMB communications should be "fit" for the 21st century and we need to ensure training is available (2012:6,7)
- We aim to develop an App for members to use, integrated with our website and other resources. (2024:9)
- All Regions should promote the ethical financial services that the Thorne Credit Union offers (2011:16) and this will be rebranded as "GMB Money Ltd" (2015:C2)
- There should be a Young members section on the National website (2012:10)
- A list of common abbreviations and acronyms used within GMB should be available to members (2013:11) Note this is on the GMB website and available in the "Congress Explained" document
- GMB to develop procedures so that Branches can easily create their own websites and linked through the national site (2013:13)
- GMB should monitor, review and look at ways of using new technology to better service and communicate with members particularly those in fragmented workplaces (2017:9)
- A full and high media campaign using TV radio and media advertising should be looked at to

make all aware of the campaigns and work of GMB (2017:10)

- There should be continued support for NW Region's longstanding campaign against the Sun newspaper and that we have no media contact with the Sun. Also that the paper is not sold or brought into any GMB organised conference or meeting. (2017:11)
- GMB is disturbed by homophobic and transphobic attacks made by the Daily Mail and the Mail on Sunday. We support reader pressure, including reader pressure, on national publications to change their ways through challenging these arguments head on. The recent appointment of a new editor of the Daily after the 25- year reign of his predecessor, under which bigotry was allowed to fester, presents an opportunity to apply pressure anew. (2019:101)
- GMB will create a national award in the memory of Mary Turner. (2018:12)
- GMB will continue to work with the TUC to find the best ways of highlighting the work of trade unions, including through supporting the 'Heart Unions' week, while working ourselves to showcase why unions are a relevant now as they have ever been. (2018:13)
- 'Know your rights' style communications should be translated into a range of languages, including in particular those widely spoken in

Eastern Europe (2021:25)

- We will maintain a dedicated page on the National website for School Support Staff members (2024:11)
- We are committed to 'naming and shaming' bad bosses as part of member led campaigns (2024;66)

GMB General

- GMB has been a growing and financially independent union and therefore we do not require a merger for financial or commercial reasons. GMB continues to work closely with other unions as our memberships have common enemies.
- All regions and branches are encouraged to buy shares in Wortley Hall (2012:11) and use this for regional and national training events (2015:72)
- Wherever possible, GMB should consider and provide fairtrade food and drink within its offices and at meetings (2013:17, 2008 Green Agenda Report, 2016:30)
- GMB should ensure that all contractors supplying services to the GMB pay the living wage (2015:69) and we need to review the Union's carbon footprint (2016:31)

- All regions and branches to promote and support the annual Durham Miners Gala (2013:16, 2016:32). GMB regions and branches should provide the same support to the Tolpuddle Martyrs' Festival and GMB also supports the annual Burston Strike Rally (2018:14,15). We support the campaign for a permanent memorial to the victims of the Peterloo massacre in time for the 200th anniversary of the event in 2019. (2018:296) GMB recognises and supports the Chainmakers' Festival. (2019:26)
- GMB pledges its full support for Emergency Services Day, Armed Forces Day, and Armistice Day (2019:314)
- Contact details for the Retired Members Association (RMA) should be put into GMB diaries (2015:17) as well as marking International Women's Day
- Recognise the contribution made by Eleanor Marx and establish an annual Eleanor Marx Day (January 16th). Congress 2016 saw the first Eleanor Marx Award for outstanding achievement from a woman and we will continue to make this award at Congress.
- GMB to support women in sport and ensure equal parity between GMB sponsorship of male and female teams (2016: 50)
- Gender segregation is becoming as much of an issue as racial segregation. Congress 2017

asked that there should aim for gender-neutral toilet facilities in each GMB office, noting potential restrictions in buildings that we may rent and the need for staff consultation, and that all accessible toilets and facilities in GMB offices should comply with British Standards. All toilets should provide sanitary bins, recognising that this is a necessary facility for all users. (2017:88,90; 2021:43; 2024:52)

- Consideration should be given to creating a GMB apprenticeship scheme open to GMB activists in order that they gain experience and can aspire to become regional organisers (2017:8).
- Congress agreed that GMB and the wider trade union and labour movement should establish an Aneurin Bevan Day on 15th November to commemorate the architect of the NHS, inclusive of events of celebration. (2025:19)

Training & Education: GMB Members, Reps and Officers

GMB@WORK

2016 CEC Special Report GMB Training and Education

2017 CEC Special Report Review on Rep Training

2024 CEC Statement on the Future of Trade Union Education

GMB supports fully informed activists therefore our reps should be equipped with training to enable them to better

inform and represent members in the workplace.

The role of the trade union learning representative has been embedded in statutory legislation since 2002. GMB aims to encourage members to become Union Learning Reps.

Trade union education is being attacked and its future is uncertain due to cuts in Government funding. In order that the trade union movement continues to organise and grow, our reps need to access quality accredited training. We will work with colleges and the TUC to find the best way forward (2017:C2,56)

Congress 2016 agreed a Special Report to look into a review of Training and Education within GMB.

This review would also consider a number of motions which had been agreed on GMB training.

We need to ensure GMB reps are trained in:

- The importance of voting in elections (2012:36)

  Equality and Diversity (2012:37)
  Social Welfare law (2012:38)

  Law and rights at work (2014:26)

  Basic language skills (2014:27)

  Domestic violence: awareness and support (2014:28)

Use of covert surveillance (2014:29)

Mental Health awareness (2015:78, 2017:C7)

Bullying in the Workplace/ Respect at Work (2015:80)

Training for Branch Secretaries (2016:65)

Campaigning around the Menopause (2019:126)

Non-disclosure agreements (2021:41)

The Equality Act (2021:48)

An updated CEC Training Report was brought to Congress 2017. This reported on the results of a national and regional review of the provision and content of GMB rep training. The Report covers recommendations on Initial Support Training (IST), Induction Courses, Other training and funding.

A series of successful webinars have been carried out and future GMB webinars will be notified by email to reps.

A web based Learning Management System (LMS) to enable reps to check their own training progress via the web and guide reps through the most appropriate course programme for them to follow, is being piloted.

Congress has called on GMB to develop a programme that includes: industry-specific training, courses for members who work part-time, a handbook for new Branch Presidents

and Secretaries, and social media training. (2018:83,85,86,89) Where requested by branches, GMB will provide training on the use of Teams and Zoom software (2023:59), and on modern day slavery in at-risk occupations industries, on a case-by-case basis. (2023:66)

Congress 2024 agreed through the CEC Statement on the Future of Trade Union Education that we would not pursue a campaign to reinstate the Union Learning Fund in England. However, it recognises the ULF successes in Wales. The Statement put into focus our responsibility to educate our reps and members in political economy, and campaign to have funding reinstated in trade union education.

Congress requests that the union consider the potential for providing all reps with training in basic counselling skills as part of the GMB training programme. This motion was supported with the qualification that counselling training can only focus on the softer skills, as to go beyond this is effectively to train reps to become counsellors, and this is not the intention. (2018:88) Congress affirmed the principle that reps want to support their members to the best of their ability, particularly on matters relating to mental ill-health and have access to GMB material on Neurodiversity in the Workplace, and the Mental Health at Work Guide. Congress agrees that reps should not be expected to take on the responsibility of mental health professionals, and that employers should undertake the majority burden of training in mental health awareness. (2024:39,56)

We recognise a need to make for flexibility in training shop stewards, and we support the need to trial different methods of delivering training courses such as evening, half-day and

weekend courses. (2019:93) We should aim to provide training for reps in their workplace, on a case by case basis, with an organising objective, and at scale with enough reps to attend. (2023:57)

Congress 2019 called for better training and information that reps can use when they are supporting transgender members or negotiating policy changes (2019:96), and for training, education and empowerment of reps to use gender pay gap data as a bargaining tool to help reduce the gender pay gap within their workplaces. (2019:C6)

GMB encourages the development of environmental/green reps in each branch, including with training, and for employers to recognize the role through recognition agreements. (2021:40)

Congress 2023 called for neurodiversity training to be extended, and an unseen disability campaign is being developed. (2023:63)

GMB recognised that paid release coverage for training and induction courses has historically been low for Black, Asian and Minority Ethnic members. Building on existing practice, Congress encourages all activists and officers to negotiate paid release for reps and to confront discrimination in the availability of paid release on the grounds of race. (2023:76)

In response to the collapse of Wilko in 2023, Congress agreed that training should be developed for reps to be prepared for issues arising around insolvency. These matters include the role of the Insolvency Service, Redundancy Payments Service, and Statutory Notice Pay Compensation. (2024:11)

GMB training should also take into account technological advancements such as Artificial Intelligence and the effects it could have on industrial relations. (2024:41)

Congress 2025 agreed that there should be standardisation of training courses offered across all regions, which develops a core and universal curriculum allowing for region specific add-on courses. The training should be regularly updated to reflect changes to employment law, union policy, and workplace practices. Best practice should be collated from the regions and incorporated into this training package. Monitoring and evaluation should be conducted to assess effectiveness of courses and address any gaps. All training and resources must be accessible and inclusive for all activists. (2025:47)

Branch officials should have inclusive training to ensure that they understand their branch roles covering; responsibilities and expectations; recruitment and organising; campaigning and advocacy; equalities training; and union awareness with an understanding of our history and structures. (2025:52)

Training materials

GMB@Work is built on the principle of self-organisation of all sections of our membership and those workers we seek to help organise. Workplace Organisers should first seek to identify potential leaders among migrant workers' communities themselves who are able and willing to recruit and retain GMB membership within their language group.

GMB produces union leaflets in 20+ languages and there are many GMB staff and officers with foreign language skills. Regions should explore local provision in the first instance.

As a result of the GMB Training Review Report to Congress 2017, new training materials and resources will be published.

GMB should fully utilise technology for training, and eliminate colour printing where practicable. (2018:90)

Union Learning Fund

GMB opposed cuts to the Union Learning Fund and projects. (2014:30, 2015:73)

The CEC Statement on the Future of Trade Union Education (2024) recognises the success of the ULF in Wales. However GMB will no longer pursue any campaign to reinstate the ULF in England.

Lifelong Learning

All workers need access to education and training which not only assists them to carry out their jobs but also provides skills for securing future employment.

GMB is committed to campaign for all employees to be given reasonable time off work in pursuit of lifelong learning courses in addition to courses for continuous professional development.

GMB Regions should develop lifelong learning strategies, Regional Learning Committees and lifelong training programmes to ensure that our members have access to not only workplace learning opportunities but also to lifelong learning (2015:74, 2016:61). Congress 2017

called for a Charter to be developed for education and lifelong learning (2017:57)

Congress has expressed concern over the non-continuation of the lifelong learning website and called for the union to develop and publish a strategy for lifelong learning within GMB. (2023:58)

The journey of an apprentice is a transaction between the training provider and employer and is decided without consultation with the learner. We call on the National Lifelong Learning Committee to lobby and identify ways in which workers and potential apprentices be given a voice and input before their apprenticeship starts. (2017:58)

Since 2010 the Government has reduced the budgets and availability of resources for post education adult learning. Resources must be urgently made available and the disastrous cuts since 2010 must be reversed. (2017:329)

Equality & Inclusion

GMB@WORK 2006 CEC Special Report: For Justice and Equality

GMB@WORK 2007 CEC Special Report: Progressing Equality Issues In the

GMB@WORK

GMB@WORK

2008 Equality through inclusion: GMB Strategy

2010 CEC Special Report: Review of National Equality Forum Structure

GMB@WORK 2018 CEC Special Report: National Equality Organising Strategy

GMB Commitment to Equality

Everyone is entitled to be treated with dignity and respect. The ability to live and work without prejudice is a fundamental right, regardless of your background, colour or sexual orientation.

One of GMB's main aims is to help workers fight for fairness and equality in the workplace and beyond. Challenging discrimination and winning equality is at the heart of GMB.

Besides the right not to be discriminated against or bullied, fair treatment also includes equal working conditions and pay and social life such as equality of marriage.

GMB strives to attain full and equal employment rights from day one for all, and where necessary, through mandatory pay audits and strict enforcement of the national minimum wage.

GMB is inclusive and supportive to the needs of all members, and their families, at the core of their activities.

Diversity and equality will always be at the heart GMB's strategic planning. GMB believes that to be relevant to its members the union needs to be able to connect with the

broad range of different backgrounds that they represent.

We must ensure that all equality issues are mainstream in GMB. In our negotiations with employers, there should always be an equality 'ask' on the table so that we are proactively promoting equality in the workplace, not just reacting when something goes wrong.

There is more urgency to have a cohesive, proactive equality strategy than there has been for a generation. GMB will review its equalities training provision, materials, events programme, and equalities structures.

GMB will endeavour to make all events as accessible as possible for attendees.

GMB Equality Structures

A presentation and associated leaflet to GMB Congress 2008 set up the National Equality Forum structure to ensure fair representation from Regions and Equality Strands.

GMB have robust equality structures within their 7 regions and also at national level whose role is to organise equality into the following strands:

- Women
- Black , minority and ethnic
- Disabled people
- Migrant workers

- Those who hold religious views
- Young and older members
- Lesbian, gay, bisexual and transgender

GMB has a proud record of aiding and assisting self-organised groups within each of their strands. We need to raise awareness and encourage the growth of these self-organised groups (2017:74).

GMB supports the mapping of its membership into these various equality strands, in order to know exactly how its membership is broken down.

GMB aims to develop and recommend policies, actions and structures that will ensure that the diversity of membership is reflected in our representation across the union.

GMB continues to address and combat hate crime.

To assist we could have joint community campaigns with churches and other forums to support community cohesion (2017:82).

GMB develop training programmes and educational materials to foster social inclusion of groups who are at risk and challenge cultures of discrimination and violence in British communities. In addition, in order

to encourage, inspire and support our reps, we should provide suitable training courses, based at GMB offices, for GMB representatives who are dyslexic in line with the 2010 Equality Act. (2017:60)

We are in favour of equality reps and continue to campaign for statutory rights for time off for equality representatives to

be the same as time off for shop stewards/ safety reps and union learning reps and for this to be paid.

Self Organised Groups (SOGs) organise fantastic and innovative events, and Congress 2019 called for SOGs to organise at least one workplace engagement event a year. (2019:97)

Congress welcomes the formation of the Jewish Faith Workers' Branch and the work undertaken to roll out antisemitism awareness training to London Region staff and Regional Committee. GMB should consider forming a small national working group to consider how concerns over antisemitism and other forms of hate crime can be addressed. (2023:56)

Equality monitoring and reporting

GMB should add 'Asian/Caribbean British' and 'South American' to the union's internal monitoring form. A new equality monitoring form has been produced and it will be constantly monitored. (2019:99)

We are committed to review and update equality data for all members, so we have as accurate records as possible. (2025:71)

GMB is disappointed that the race pay gap has never been formally addressed despite many research reports that confirm its existence. We support mandatory ethnicity pay reporting for employers with more than 50 employees and encourages workers to regularly carry out

pay audits, alongside other actions to campaign to reduce and eliminate the ethnicity pay gap. (2019:C5, 2023:78)

GMB notes that while some information on gender, race and disability pay gaps is now available, much more research and transparency is needed. We support a general duty on employers to report these pay gaps regardless of size, and Congress has called on the TUC to conduct research on the causes of race and disability pay gaps and make policy recommendations. We should also press employers on these issues through our industrial campaigning. (2022:76)

Zero Tolerance

We are opposed to all forms of bullying or harassment in the workplace. The GMB Respect @ Work Policy is designed to challenge harassment in the workplace, whether against women or otherwise and advocates that workers should be treated with basic dignity and respect.

We have undertaken a number of targeted campaigns highlighting bullying or attacks within some sectors such as ambulance staff, retail staff. “Abuse” should never be part of any job.

GMB@WORK Women’s Report to Congress 2014 agreed a Zero Tolerance Statement which should be used throughout the Union.

We note that there has been an increase in online bullying and harassment directed against workers, including public service workers, and we call for GMB reps to take a leading role in supporting members and helping them to log this behaviour. (2019:342)

We recognise that workplace bullying is the most common form of misconduct at work, and that bullying comes at enormous costs to individuals and society. GMB calls on employers to:

- Adopt zero-tolerance anti-bullying strategies in a joint approach with workers.
- Establish clear and confidential reporting structures.
- Institute anti-bullying training.
- Regularly review anti-bullying policies with unions.
- Provide access to and advertise multiple routes by which staff can raise problems and secure redress. (2023:89)

Discrimination

- GMB is opposed to all forms of discrimination whether in society or in the workplace.
- GMB recognises that our members may face indirect discrimination whether due to age, disability, race, gender or religious beliefs and we strive to educate and campaign to highlight this.

- We have highlighted that hidden discrimination is a particular problem in employment situations and call for employers not using disability as a criteria in selecting job applicants. (2016:93).

GMB Women (including the Women's Campaign Unit)

2013 CEC Special Report: GMB Women's Project 2014 CEC Special Report: GMB Women's Project 2015 CEC Special Report: GMB Women's' Project

Progress Report (containing Rule Amendments to Rule 17a,17d,17e)

2022 CEC Special Report: Women's Campaign Unit

We are an organisation committed to feminist ideals which focuses on embracing intersectionality and supporting all women, including transgender women, and demanding human rights for all people of all genders.

A National Women's Taskforce was set up after Congress 2013 with the aim of developing and recommending policies, actions and structures that will ensure that the GMB's profile at all levels of the lay and employee structures reflects the number of women members in the union.

GMB hold annual Regional Women's Conferences. These Conferences are a place for women to network and work towards the same goals. Nurturing and developing women

into Activism and Leadership positions within our union. It is our aim to hold a National Women's Conference once all Regions have held a Regional one. (2016:78). However, it was agreed to ensure this takes place as soon as possible and the first National Women's Conference was held on 6 November 2017.

A National Women's Campaign Unit has been created, building on the successful record of the Women's Campaign Unit in GMB Scotland. The Women's Campaign Unit has been established to spearhead campaigning over Equal Pay and working conditions for women in general. Our Equal Pay campaigns seek to rectify historic injustices and providing long-lasting institutional knowledge on the law and how we campaign. It is encouraged that best practice is shared across Regions on campaigns.

The 2022 CEC Special Report on the Women's Campaign Unit committed to:

- Building institutional knowledge of Equal Pay campaigns through the Women's Campaign Unit and our GMB activists.
- Organising claims based on improving the long-term health of women in the workplace
- Build up our own research through member engagement on the conditions of workplaces which affect the health of women.
- Health and safety training which includes specific training on IIDB to increase awareness of the benefit.
- Campaign for reform through the Department of Work

and Pensions.

- Adopting the £15 per hour demand for the Care Sector.

Other policies carried by previous Congresses include:

- GMB recognises that women are subjected to inequality within the workplace the home and society. Every day GMB challenges workplace inequalities such as equal pay.
- GMB ran a successful Toxic Shock Syndrome (TSS) campaign in the early 1990s. Despite the progress made in highlighting and raising awareness of this issue at the time, there are still cases of TSS in the UK each year, of which two to three are fatal. Congress 2008 asked for this campaign to be re-run.
- GMB is against the taxation of sanitary products and our policy is to campaign and lobby against them being classed as "luxurious items" and are thus taxed at 5% VAT. It is unfair to class these products as "luxury". The Unions' officers and branches should lobby politically; both nationally and locally, for a long-term political solution to end the disgrace of period and hygiene poverty. (2018:C13)
- GMB believe that domestic violence at any level is abhorrent and have a history of campaigning and educating its members to aid them in combating domestic violence. The GMB calls on the reversal of cuts in Local Authority funding that adversely

impacts against dealing with the perpetrators of domestic violence. In addition, the GMB calls on all policy makers to bring agencies together more effectively so that the causes and effects of domestic violence can be understood and dealt with.

- GMB are also challenging the three month time limit on domestic violence cases.
- GMB will defend a woman's right to choose abortion (2008:168) and we continue to oppose restrictions on access to abortion services (2009:35). A decision was made to affiliate to Abortion Rights Campaign. We support amending or abolishing the outdated and patronising 1967 Abortion Act (2018:301), removing abortion from criminal law altogether (2024:189) and we supported the liberalization of abortion laws in Northern Ireland. (2019:278)
- Support the Charter for Women initiated by UCU (2011:C24)
- Look at developing workplace policies aimed to support women in the workplace and especially the increasing numbers of older women in employment (2017:73).
- We recognise that sexism within schools reinforces attitudes which repeat the patterns of harmful experiences that women and girls face. We need to break the mould that perpetuate harassment and gender injustice. These effects are deeply harmful

for girls, boys, and school staff. (2018:307)

- A national Menopause Policy should be adopted, incorporating the local policy developed by South Lanarkshire branch and the London Region GMB Sisters' 'Menstruation to Menopause – it's not an easy ride' (or M2M) campaign, as part of a campaign to force employers to change their policies and procedures, and the GMB should lobby MPs to get behind this campaign. (2019:C7)
- GMB should continue to roll out training on the menopause, work to raise awareness, and work to secure experiencing the menopause protected characteristic status (which noting that our priority should be to secure the enactment of Section 14 of the Equality Act which would allow GMB to bring dual discrimination cases). (2023:62)
- Following the publication of the House of Commons Women and Equalities Committee's 2022 report on 'Menopause and the Workplace,' we support the implementation of the report's outstanding recommendations while noting that our focus should be on extending rights and protections in the workplace through GMB's model menopause policy. (2022:82)
- Congress recognises that menstruation can lead to symptoms which affect health and productivity of those who experience it. We agree that the stigma around menstruation needs to be tackled. Congress calls for the provision of paid menstrual leave in the UK, looking at examples of it implemented in Japan,

Taiwan, and Indonesia. (2024:63)

Black, Minority and Ethnic members

GMB recognise that Black members have the same concerns as any other members about jobs, fair pay and conditions of service, promotion and progression, but their experience of the workplace is too often also marked by racism and discrimination. Racial discrimination can prevent Black workers from having equal access to good-quality jobs and pay. Equality legislation gives trade unions a way of holding employers to account – but equality can only become a reality in our workplaces if we organise.

GMB are aware that structures and processes can also disadvantage Black workers. Patterns of discrimination that highlight the over- concentration of Black workers in the lowest rungs of organisations, as well as over-representation in disciplinaries, grievances and redundancies, might not be immediately visible. But appropriate information-gathering and monitoring can help to reveal the issue.

GMB believe there is a direct link between racism, fear of immigration and the deregulation of our labour markets and will work with and support the campaigns by 'Hope Not Hate' and 'Show Racism the Red Card,' to explain and oppose racism, and xenophobia.

We recognise the past struggles of Asian and immigrant workers and supported a Grunwick 40 Exhibition celebrating 40 years since the Grunwick dispute.

GMB will develop its own black history exhibition as part of Black History Month. (2018:109)

Congress has called on GMB nationally and at branch level to encourage Irish and Black, Asian, and Minority Ethnic members to become active in branch committees, and for branches to actively work to include people from all minority groups within their branch structures. (2019:109)

We note that, according to a Race Equality Matters Survey, 73 per cent of people from an ethnic minority background reported that their name had been pronounced incorrectly in the past. Within GMB, we should add phonetic pronunciation to GMB communications (such as email signatures and video captions), and to encourage employers to do the same. (2023:73)

We recognise that the term 'BAME' can disguise differences in outcomes between ethnic groups, and that the UK Government is ending its use. We should campaign to stop use of the term BAME, and on the basis of consultation transition to new terminology. (2023:C18)

We believe that employers should recruit workforces that are representative of the local population, that trends in recruitment by race and other protected characteristics should be monitored, and that employers should be held to account by GMB when recruitment fails to be representative of local demographics. (2023:77)

Congress recognises **misogynoir** – the systemic discrimination faced by women of the Global Majority and ethnically diverse due to the intersection of racism and sexism – as a deeply ingrained issue in workplaces and

society. Misogynoir undermines career progression, perpetuates harmful stereotypes, and disproportionately impacts women of colour through unfair treatment and disciplinary action. Congress recognises that misogynoir is a form of violence and racialised sexual harassment of BGM women and a health and safety issue in the workplace.

Sexual harassment experienced by Black & Global Majority (BGM) women in the workplace goes unreported, unacknowledged, and very rarely discussed. Congress commends the TUC Report on sexual harassment of BGM women in the workplace titled “Then it Clicked” as groundbreaking research where, probably for the first time, the voices of BGM women are heard and acknowledged.

Congress also notes that Hair discrimination is not only an everyday issue for BGM women, but also a form of violence against them, with Misogynoir being a daily occurrence.

Congress commits the union to update the GMB Handbook to include guidance on recognising and addressing misogynoir; provide mandatory training for all GMB reps to equip them with tools to support affected members and challenge discriminatory practices; campaign for inclusive workplace policies, including anti-discrimination training for managers and robust reporting systems; and advocate for societal education to dismantle barriers and stereotypes that marginalise women of colour. We will adopt the term misogynoir when referring to BGM women’s experience of racialised sexual harassment, particularly in the workplace.

We will form industrial responses to racialised sexual harassment; campaign on Hair discrimination; campaign for

zero tolerance of racialised sexual harassment; and include these into reps training. (2025:74)

GMB must lead the fight against misogynoir, ensuring fairness, equality, and solidarity for all members. (2025:61)

Congress recognises that Black Global Majority mothers receive less support, are not respected, and treated unfairly in all workplaces, in comparison to white mothers.

There are severe disparities in maternal health outcomes for Black Global Majority women; and the structural discriminatory barriers they face in workplaces, including significant pay gaps and lack of progression opportunities. The barriers at work are exacerbated by bias and disparities in maternity care, with devastating effects on health, career advancement, and economic security.

Congress notes with concern the deeply disturbing maternal mortality rates between women from Black Global Majority background and White women. Black women are still four times more likely than white women to die in pregnancy or childbirth in the UK and women from Asian ethnic backgrounds face twice the risk.

Congress committed to campaign to highlight, raise awareness, and work for stronger workplace action to support Black Global majority mothers and tackle maternity-related discrimination, ensuring fairness in pay and progression; campaign to promote workplace policies that protect Black Global Majority mothers, including equitable maternity leave and improved access; and work with the appropriate select committee's and APPG's (All Party-Political Groups) to voice the serious concerns of Black

Global Majority mother's experiences in the workplace for equitable support. (2025:73)

Congress recognises the debilitating effect that Sickle Cell Disease has on people, affecting those most acutely of African or Caribbean heritage. Sickle Cell disease affects blood cells, and can cause serious and long lasting periods of pain, often leading to hospital admissions. Those with the disease are prone to infection and anaemia, tiredness, fatigue and shortness of breath. It also requires long term medical care and medication. Sickle Cell Disease is protected under the Equality Act 2010 and workers should have access to reasonable adjustments. GMB is committed to raising greater awareness of Sickle Cell, including educating employers, and improving workplace policies to support those living with the disease. (2025:75)

Disability

2019 GMB@WORK CEC Special Report on Local Government and Austerity

Disability is a trade union issue. The values of our union and our movement demand an inclusive society in which disabled people can live and work with dignity and independence, and without fear of stigma, ignorance, and discrimination.

We recognise that disabled people continue to face unacceptable barriers in the workplace and wider society. GMB endorses and adopts the social model of disability, which recognises that people are disabled by social barriers. We call for more awareness of the social model and for it to be fully implemented by the government, other public bodies, and employers.

GMB recognises the importance of supported employment models and supported businesses. We celebrate the role that disabled workers' co-operatives and other genuine supported businesses are playing in improving the lives of disabled workers. In line with the existing policy of the union, GMB supports the creation of a new supported employment network, backed by public funding, that learns from the strengths and weaknesses of the Remploy model.

We support the publication of disability pay gap data, on the same basis as gender and ethnicity pay gap reporting.

Workplace Capability Assessment and other eligibility tests are not fit for purpose. The next Labour Government must scrap the test instead support a humane system based on a flexible assessment of people's needs, and never again succumb to the siren calls from the right wing press that insist that the route to electoral success lies in the demonisation of disabled workers, and disabled people who are unable to work.

Disability discrimination law requires strong enforcement by a regulator that properly investigates breaches. GMB believes that it is essential that the EHRC's funding levels are at least restored to pre2010 levels in real terms.

Disability support services and schemes must be fully funded and extended, where necessary, to ensure that they are open to all disabled people who need them.

GMB supports the creation of a new supported employment network, with a presence in each part of the country, which is backed by public funding, that learns from the strengths and weaknesses of the Remploy model.

Brexit also poses potential challenges to the sector. At the moment, the right to reserve contracts below a certain value to business where at least 30% are 'disabled or disadvantaged workers' is enshrined in EU law. GMB would like to see this provision strengthened and its use extended more widely across the public sector. Long-term funding solutions are also required following the anticipated loss of grants to disability projects through the European Social Fund.

The Disability Discrimination Act and the Equality Act were landmark legislative achievements, but GMB believes that the time has come for the law to be amended to enshrine the social model in UK legislation and be more inclusive of mental health conditions.

We call for a stand-alone disability manifesto document to become a recurring feature of Labour Party election campaigns.

GMB strives to ensure our vulnerable and disabled members are provided with training to gain skills and opportunities of supported employment to earn a living and contribute to the economy in order to make a difference and be fully inclusive in society. We also call that disability awareness training be

mandatory in all workplaces and that this should cover the legal context of disability and look at access to work, language and making reasonable adjustments for those with both visible and invisible disabilities. (2017:86 and 2018:107) GMB should also provide signposting of resources relating to hidden disabilities (2021:55).

Employers should recognize their duty to make reasonable adjustments for all disabilities that a worker may choose to disclose. (2021:53)

GMB calls on ACAS to change their advice and recognise that there is a need for managers to learn about the disabilities of their workforce and the effects that they have on them. (2018:105)

GMB calls for the 'Disability Confident' scheme to be extended and strengthened (2021:50) with time limits introduced for employers to progress beyond level 1 of the scheme and for meaningful consequences if subscribing employers do not comply with their obligations under the scheme (2021:52).

Congress 2018 called for a national campaign to raise awareness of hidden conditions such as dyslexia, dyspraxia, dyscalculia, ADHD and autism spectrum conditions. In response GMB has launched the Thinking Differently at Work campaign which includes awareness and support materials. (2018:C9, 2023:86) Congress 2019 called for GMB to further campaign around dyspraxia and to produce a similar guide on dyslexia in the workplace. (2019:C9) Congress 2024 commits us to updating guidance to support reps with dyslexia. GMB supports a cost-free right to assessment for

neurodivergent children and adults. (2021:186) Congress 2025 built on this policy of ensuring that tools to help reps support members with hidden disabilities are better promoted on the website and provided to reps. (2025: 63)

GMB should campaign for the strengthening of disability rights by: enshrining the United Nations' Convention on the Rights of Persons with Disabilities into UK law; replacing ESA and PIP assessments with a personalized holistic approach; develop Access to Work; and ensuring that Brexit does not undermine social protection. (2018:106)

We should also ensure that our members who self-define as disabled get the support they need and are clearly entitled to when having to continually go through PIP assessments and reviews, and we should lobby all political parties for a review of PIP. (2019:422) A right to be accompanied to PIP assessments must always be enforced. (2019:423) We need to campaign to end the stigma around unseen disabilities, including through the self-organised Ability groups in GMB, and by campaigning for better understanding and awareness to smash the stigma around unseen disabilities. (2023:64)

Congress 2022 called for greater awareness of colour blindness in the workplace, and of the potential for reasonable adjustments to be made under the Equality Act. (2022:227) The percentage of people who are registered blind and partially sighted and in employment is lower than for many other disabilities, and GMB's cross-impairment campaigning for disabled workers should include those who are blind and partially-sighted. (2023:85)

GMB campaigns for accessible buildings (2019:C10) and the development of campaign materials to support this aim. Accessibility information should be readily available for disabled people who are seeking housing. (2019:393)

The Reasonable Adjustment Passport developed by GMB and the TUC should be protected in Employment Law for example as a compulsory element in employment contracts. (2019:131)

To ensure that disabled workers have fewer disruptions to their work, we commit to seeking improvements to Reasonable Adjustments and guidance for employers (using the TUC report 'Disabled workers' from 2021 as a basis). (2025:80)

Congress encourages the examination of potential model employment quota systems, without seeking to replicate the problems of the pre-1995 DDA system. (2021:49)

GMB supports action to close the disability pay gap, and Congress calls on GMB to work with other like-minded organisations to secure progress on this issue. This includes mandatory disability pay gap reporting. (2021:51, 2024:62)

Congress 2021 called for a consultation to be carried out with public services members, with a view to producing a toolkit for bargaining and campaigning on disability issues with disabled members' participation (2021:57)

We believe that an absence of adequate accessible toilet facilities is a trade union. We call for new accessible toilets to follow Changing Places design standards, and for wet wipes and incontinence pads to be made available in bathrooms as standard. (2022:94, 2023:84)

We recognise that many disabled people experience barriers to accessing GP appointments. GP surgeries are often not physically accessible and booking systems may not be inclusive. We call on the government and the relevant shadow minister to look into the issue. (2023:199)

Regions are encouraged to campaign for improvements to disabled access at businesses, working with local councils. (2025:78)

We are alert to unscrupulous employers bypassing disability protections, by approaching disabled workers or those that become diagnosed with a condition with " Without Prejudice settlement agreements" to force them out. (2025:81)

We oppose the detrimental changes to PIP (2025:EM7)

Supported employment

GMB can be proud of its record in the field of supported employment: all too often, disabled people are left by the wayside – we believe that not-for-profit, social enterprises such as Enabled Works Limited are one way forward for supported employment.

Although we believe that supported employment can succeed without subsidies, Congress 2017 affirmed that the previous policy centred around the Remploy network needs to be resurrected, modified and modernized to reflect a new positive way forward and find a place for a modern supported employment program which, through ring-fenced finance, can provide a support structure for long term meaningful employment. (2017:C14)

Migrant Workers

Migrant workers and asylum seekers are making an important and growing contribution to the UK economy. Many are highly skilled individuals whose knowledge and abilities means that they can play an important role in the economy.

However, gangmasters and unscrupulous employers are attempting to exploit many migrant workers and asylum seekers paying them appallingly low wages, often illegally, and using them to undercut the wages of the local workforce. GMB is opposed to the exploitation of vulnerable migrant workers to undercut local labour.

GMB supports positive actions to address concerns of migrant workers. GMB is committed to strengthening the rights of migrant workers in the UK, to ensure that companies do not undermine the local employment market and to ensure that companies employing migrant workers provide employment policies and health & safety policies in their own languages.

GMB should be prepared to defend migrant and asylum workers and champion their rights as well as pressing for government action to stamp out exploitation and improve training and language support.

GMB believes that the Government should allocate adequate funding for educational initiatives designed to integrate

migrant workers and their families into our society whilst respecting and valuing their own cultural identity.

- GMB should be seeking to recruit and organise migrant workers and asylum seekers. We recognise the importance of migrant workers and should adopt a National Strategy for recruiting and organising Migrant Workers(2009:C1)
- GMB to lobby Government to consider an amnesty for unregistered workers in the context of improving workplace conditions. (2009:75)
- GMB demands that asylum seekers must not be treated as criminals or unlawfully held in detention centres. Their fundamental human rights need to be defended. We support the demand to give all asylum seekers/ refugees the right to work. (2018:C19)
- The successive Conservative lead governments (2010-2024) let the refugee and asylum processing system fall into crisis, leading to an unmanageable backlog of cases, and drastic inhumane solutions, such as the use of the Bibby Stockholm. Congress reaffirmed our commitment to humane treatment of refugees and asylum seekers to the UK (2024:184)
- GMB is concerned that changes to freedom of movement rules after Brexit could leave migrant workers vulnerable to hyper-exploitation. At the same time, we are aware that freedom of movement has been exploited by some

employers to undercut wages and conditions. (2018:247)

Immigration

GMB continues to build on its strong reputation for promoting equalities, respectful workplaces and unified communities.

- GMB should continue to confront prejudices around migration and immigration and work with other organisations to dispel any myths around migrant workers and we call on the Labour Party to develop a constructive policy on immigration. We note that immigration was a key deciding factor in the European Referendum of June 2016.
- GMB demands the Government stop pedalling misinformation when official statistics show that immigration would be beneficial to the UK and calls on leading politicians of all parties not to whip up racial tensions by pandering to anti-immigration sentiment in the false hope of winning support of voters away from UKIP.
- GMB is concerned over the rapid growth of UKIP and urges the establishment of campaigns to highlight and stand up to their right wing, racist and anti-trade union policies. (2015:C10)

- GMB recognises that there is support across the union to offer aid to refugees and we will continue to work with likeminded migrant and anti-racist organisations. We welcome solidarity with refugees.
- GMB should work to counter the negative propaganda relating to migration spewed out by the mass media. (2017:241)
- We unequivocally condemn the Government's policy of deporting refugees to Rwanda (noting also the particular danger to LGBT people), and we call on the Labour Party to bring the policy to an end in power. (2022:EM2, 2024:185)

GMB knows that economic migrants come to the UK seeking a better life for themselves and their families. Too often, they are exploited to undercut the pay, terms, conditions and job security of British workers.

GMB stands firmly in solidarity with all workers, no matter where they come from. We will not stand by while any worker is scapegoated. However, it is clear that the status quo is not an option.

Public opinion is in favour of an end to free movement of labour, and the Labour Party has committed to this in its manifesto. No issue was raised more vociferously or consistently during the GMB's own "angry remain" referendum campaign than immigration. Trade agreements will likely contain clauses relating to the movement of workers – this must be closely monitored. (2017:210; 2017:C18)

GMB called for the clarification of the immigration status of workers who arrive in the UK following Brexit. (2019:302, 304)

Congress 2019 called on the GMB or UnionLine to produce materials and guidance to advise members of their rights, including drawing on London Region's Migrant Workers' Toolkit. (2019:305) We also call for modification of the settled status application system too make it easier for people to register and calls for alternatives to the online-only system. (2019:306)

Congress asks the NEF to put forward a report to the CEC to look at creating and implementing a national campaign to ensure immigrants and all detainees are treated with respect and to lobby for an immediate internal review of the inhuman centres based within our airports. (2018:271)

GMB believes that the Tories' hostile environment immigration policies mean that many who had the right to live permanently in the UK for decades were denied healthcare, work, benefits and pensions. GMB condemns the Government's behaviour towards the Windrush generation, many of whom are our members and activists, and commitments to support their continuing fight for justice. (2019:301)

We support calls for an amendment to the Windrush naturalization scheme to open up a route to citizenship for descendants and family members currently excluded from it. (2021:171) Noting press reports that the Government may drop key commitments made following the Windrush scandal, we call for all the 30 recommendations made in the Williams Windrush: Lessons Learned report to be adopted in full. (2023:191) We call on the Labour Party to clearly state its

opposition to the hostile environment and to repeal the Nationality and Borders Act in government. (2023:178)

We note that there are a significant number of children who do not currently have the British citizenship they are entitled to. There are a number of barriers to children registering their citizenship, which can be a complex process with prohibitive costs. Children who have rights to citizenship should have easy access to getting the correct status and documentation. (2019:303)

GMB opposes any regressive points-based post-Brexit immigration system introduced by the Conservatives that divide diverse working class communities, and resolves instead to campaign for industrial solutions (including sectoral bargaining) that protect all workers. (2021:168) At the same time, GMB does not support 'no-borders' policy positions and recognises the need for border controls under any future immigration system. (2021:170)

We support a special status for the social care sector to play a role in addressing the serious workforce shortfalls in the industry, and to provide certainty for non-UK nationals who work in the sector. (2021:172)

We stand in solidarity with those Syrian refugees having fled the fall of the Assad regime and Congress was critical of the suspension of the Syrian programme in 2024. Congress agreed that those who pose no threat to the United Kingdom should have access to asylum and refugee processes. (2025:227)

Younger and Older Members

GMB has a national and regional network for our young members below the age of 30 where young trade unionists fight for better rights and opportunities for young people. They have led active campaigns on housing, low pay, zero hours and mental health.

GMB recognises that the toll the workplace exacts on the mental health of young workers is growing greater everyday. Low pay, a precarious future, bullying, and attacks on mental health spending have left young workers vulnerable to stress and the effects of mental health conditions.

GMB resolves to:

- Seek to establish a strategy for Workplace Organisers to support young workers who experience mental health issues.
- Provide training for Branch Youth Officers to become Mental Health First Aiders.
- Work with the GMB Young Members Network and the TUC Young Workers Forum on the issue of mental health with young workers and get employers to sign up to pledges to end the stigma and discrimination faced by people with mental health problems. (2017:99,C7)
- Work with other young members network to

promote the importance and role of trade unions for young workers (2015:79) and promote the impact of austerity on young workers. (2015:322)

- Work with GMB regions and other trade unions on the "employment journey" to move young members from education to employment. (2015:325,326)
- Raise the profile of GMB and our Young Members - Congress 2017 asked the CEC to look at allowing GMB Young Members Network to be given its own budget for campaigns and events. (2017:68,70)
- Congress calls on the CEC to promote a discussion on our aging membership and how to recruit young people into our union. (2018:24)
- GMB notes growing youth unemployment and urges the Government to work with the union movement to address this. Furthermore we oppose all cuts to services targeted for getting young people into jobs.
- We are in favour of young people being involved in Youth Councils and have taken this discussion to the GMB Councillors Network. (2012:184)
- Congress 2023 called on GMB Regions through the Regional Young Workers Organisers and Young Workers Self-Organised Groups to investigate steps by which we can recruit more young members, and how we can target those workers specifically. (2023:18)
- GMB supports the campaign for equality of

insurance premiums for younger people, and we believe that insurers' policy of imposing curfews through 'black box' technology may unfairly discriminate against night-shift workers. (2018:340)

- We note that work is often a key contributing factor in poor mental health, and that this is particularly true for young workers. We call for new legislationg, and greater support and protections for young workers. (2019:373)
- Local authorities should have a legislative basis for drawing up voluntary registers of reputable providers of services to elderly and vulnerable people. (2019:397)

GMB opposes the inequality within the payment of the National Living Wage and are challenging the exclusion of workers under the age of 25 from this payment.

GMB believe their retired members have a wealth of experience and knowledge that make them a valuable part of GMB campaigns. GMB have a Regional and National structure to ensure our retired members have the opportunity to campaign to improve, legislation on pension provision, and action against discrimination, including age discrimination. Retired members are welcome to become accredited reps. (2022:72)

Loneliness

GMB calls for a cross-government strategy to tackle

loneliness, which includes a designated Minister and a Family and Relationships Test when developing policies. Businesses, trade unions, public and voluntary organisations, together with local government leaders, should collaborate to tackle loneliness. (2018:112)

Lesbian, Gay, Bisexual and Trans Members

GMB@WORK 2018 CEC Statement on Trans Rights

GMB represents all workers. We stand against bullying and hatred. That is core to our values, and will continue to be so in the defence of trans workers.

GMB supports our trans members, condemns transphobia in the strongest terms and commits to continuing to practically support and campaign alongside the trans community.

As a union, we believe that trans members should be able to participate in our structures without a Gender Recognition Certificate, and on the basis of self-definition. We also believe that self-definition should be accepted within the Labour Party.

We understand that different cultural, faith and gender issues in different communities require more than a one size fits all' approach to inclusivity. GMB will work nationally and regionally to provide training, advice and guidance - that builds on our Trans Workers Toolkit - in conjunction with specialists such as Stonewall, in order to support trans workers, their branches and reps.

- GMB recognises and condemn the discrimination,

abuse and violence lesbian, gay, bisexual and transgender people can be subjected to.

- We condemn the Tory Government's issuing of a Section 35 notice, and blocking Scotland's Gender Recognition Reform, and politicising Trans lives. (2024:207)
- GMB fights discrimination and prejudice in the workplace and in society on behalf of its lesbian, gay, bisexual and transgender (LGBT) members. We do this by building local and national groups of LGBT members, negotiating with employers and offering individual support to anyone experiencing discrimination. We also provide access to practical advice and legal information.
- All GMB Regions should have a GMB SHOUT! Group to support LGBT+ members.
- GMB should hold a national event to mark 'Transgender Day of Remembrance,' to honour those who have lost their lives as a result of discrimination.
- GMB supports and works with 'Rainbow International' in their efforts to enable activists working in many countries across the world where LGBT people continue to face persecution and in some cases, death.
- GMB to promote awareness of the issues faced by non binary workers and start a

campaign to improve their working conditions to include unisex bathrooms, androgynous terminology and unisex uniforms. (2017:83)

- GMB opposes any return to Section 28 style restrictions in education settings aimed at trans children
- We support the Rainbow Laces campaign and we call on the England football team to wear rainbow laces when competing in countries that deny LGBT+ people equal rights (2018:289) and the Just a Ball Game? campaign against homophobia and transphobia in sport (2019:103)
- We support calls for dishonourable discharges from the armed forces for LGBT+ service members prior to 2000 to be retrospectively removed, in line with the 'Turing law' passed in 2016. (2021:182)
- We recognize the transformational role that pre-exposure prophylaxis (PrEP) drugs have played for many, and also the ongoing barriers to access to PrEP, particularly for people from BME LGBT+ backgrounds. Congress 2021 called for awareness to be raised of PrEP through inclusive approaches and materials, including through GP services. (2021:200) We also support the U=U: Undetectable=Untransmittable campaign and the elimination of stigma around living with HIV, particularly in the workplace.(2022:225)

- We believe that Pride should return to its roots as a protest – not a commercial event, and that GMB self organised LGBT+ groups should coordinate where possible their activities (2022:226, 2024:55)
- We recognise that LGBT+ workers are still experiencing verbal and physical bullying, and that too many workers still do not feel confident about reporting this prejudiced bullying in their workplace. We support the sharing of the results of the TUC's research into the experience of LGBT+ workers with branches and members. (2023:67)

GMB recognises that LGBT people are more likely to suffer from mental health problems than heterosexual people as a result of numerous factors including discrimination and homophobia. GMB calls for greater campaigning in the LGBT community to raise awareness of mental health issues and support. (2019:134)

Gender identity is an important factor in how individuals view themselves and are perceived by others.

Members of the trans community sometimes prefer to use honorifics/titles which are non-gender specific. Congress 2017 asked that GMB consider including an option on all forms used for transgender and non-binary people to self-define their own title and sex in addition to the options that are currently being used. (2017:84)

GMB have published a Transgender Equality Toolkit which is available on the National website.

Congress calls on the GMB and TUC to lobby the Welsh Assembly to including a paragraph relating to the needs of LGBT+ people accessing social care to be inserted into the Welsh Social Care

Act. This should cover: awareness of potential isolation for older LGBT+ people; dedicated training on LGBT+ provision for all care workers; training on supporting LGBT+ clients with dementia; and an aim to establish dedicated LGBT+ residential provision in all County Boroughs where there is a clear need. (2018:98)

We further recognise and condemn the increase in harassment and hate crimes directed again LGBT+ people, including the rise in transphobia. Congress calls on GMB to work on campaign material aimed at combatting LGBT+ hate crime within the workplace, and to further promote working closely with LGBT+ organisations such as Stonewall and their diversity champion's programme. (2022:80)

GMB notes with alarm the increase in attacks on LGBTQ+ people by politicians. Our starting point is always the workplace, and we encourage all branches to engage with the Trans and Non-binary toolkit and contact Regional Equality Officers and regional LGBT+ strand leads for support running a local campaign. GMB should also challenge intolerance through our use of social media, press work, and political engagement. (2023:198) We oppose any attempts to amend the Equality Act in order to weaken the rights of trans and non-binary people. (2023:EM3)

We call on a future Labour Government to appoint a Minister for LGBT+ issues. (2018:96)

Congress 2021 called for education unions to persuade the Department of Education to offer clear, strong and enforceable legislation, policies and guidelines on LGBT+ relationships education, and to further campaign for tougher

legislation to protect teachers and school staff from being targeted and subjected to abuse or threats for implementing an inclusive curriculum. (2021:183)

Equal Pay

GMB@WORK 2009 CEC Special Report: Equal Pay

GMB is at the forefront of challenging many restrictive rules that apply to comparators and continues to fight for equal pay regardless of gender or the other key comparators.

GMB won the first ever equal pay for work of equal value case when Julie Hayward achieved her famous victory against Cammell Laird. Julie was a cook working in the shipyards who proved that her work was as demanding as the work of a male painter. For too long women have been paid less purely because they are women.

Women are disproportionately affected by low pay, part time women workers in particular.

Closing the gender pay gap by obliging employers to run equal pay audits should be the beginning of a major Government initiative to end low pay among women workers in the UK.

As part of a comprehensive move to stamp out low pay once and for all the GMB calls on Government to compel employers to use equal pay questionnaires to find out whether they have an equal pay problem.

Equal pay audits can be used to show up inequalities in women's pay and resolve problems by ensuring equality of pay.

GMB continues to challenge employers and campaign to deliver Equal Pay in the workplace under the framework of collective negotiation (2009:74) and lobby the Government to fully fund the equal pay bill (2010:112)

GMB congratulates GMB Scotland and the Glasgow Women's Strike of October 2018, undertaken by predominately low-paid women workers employed by Glasgow City Council. Glasgow, and Scotland's equal pay scandal, can be, at least partly, attributed to women being excluded from power and decision-making, and considers that it could not have continued for so long had more women, earlier, been in positions of power, influence and decision-making over the long-running dispute, and on all sides, including in management, political parties and in trade unions.

GMB support campaigns that fight for women's work to be valued and to end pay discrimination in every nation and region, including campaigns run by sister unions including in the seafaring sector (2021:62).

We will promote our campaigns through means such as short videos and social media (2025:77)

Congress 2019 called for GMB to respond by:

- Putting resource in to learning the lessons of this historic equal pay campaign by committing to capturing the dispute, including the negotiations, legal limitations, and industrial organisation involved throughout, either

via film, book or another suitable method, which can be disseminated to others in the union;

- Ensuring the GMB's organising strategy learns the lessons from Glasgow and explicitly builds around gender issues;
- Ensuring that reps across all of our sectors are specifically trained to deal with equal pay claims, from representing members via grievance in the workplace, to potential strike action; and
- Exploring a similar campaign to STUC President, Lynn
- Henderson's, "Step Aside Brother" campaign which highlights that brothers in the movement have to be conscious of the roles they fill and whether they can 'step aside' to support women." (2019:C13)

We commit to equal pay campaigns across local government including a fair Local Government Funding settlement, linked to a duty on Local Authorities to assess their own liabilities; working with local councillors and central government for a fair funding scheme; and working across the union, unifying campaigns nationally. (2025:191)

Female Genital Mutilation (FGM)

GMB condemns and supports campaigns to stop the inhuman practice women and young girls have to endure when they are forced to go through the traumatic and horrendous procedure of Female Genital Mutilation (2007:292) We also call for funding to be made available to eradicate this from the UK. (2016:C7)

Dress codes

GMB calls upon the Government to substantially increase the fines on firms that enforce discriminatory dress codes despite being unlawful. (2017:151)

Inclusive language

GMB calls for the phrase 'working mum' to be replaced with 'working parents' instead, although we also reaffirm our support for working mothers. (2018:95)

GMB should lead the way in eradicating sexism by starting with ourselves. Language such as which associates characteristics with being female – 'you throw like a girl,' or 'go make the tea love' – and more positive characteristics with being male – 'man-up' or 'grow a pair' – fuels harmful and narrow ideas about what it means to be a man or a woman in society today, and contributes to sexist attitudes and behaviours, including sexual harassment. Congress has called on members of the GMB to stop the use of this sexist language, and to run training and campaigning on being mindful of how we speak to one another. (2019:102)

Digital inclusion

We note that 'digital-first' approaches to services and commercial sales is potentially exclusionary, and we call on the Government to provide more funding to enable IT access

(particularly for older people). (2021:177) We specifically draw attention to the negative consequences of making Universal Credit a 'digital-first' service, and we call for a 360 support package to be in place, and for the Government to carry out an equality impact assessment into the digitalisation of Universal Credit and the removal of support infrastructure. (2021:263)

We are concerned that the digital switchover of landline phones by the end of 2025 will have an adverse impact on the elderly, and as much assistance is provided to this group of people as possible to ensure they do not have vital lifelines are cut off.

Rights at Work

Trade Union and Employment Rights

The union's policy extends to campaigning against any further weakening of employment and trade union rights and to engage with its Parliamentary group to ensure their support for these policies. Furthermore, we oppose any Government proposals to opt out of EU regulations and social and employment protections for workers.

Within this framework, GMB policy includes:

- The right to organise industrial action, including solidarity action, without the threat of legal

proceedings by employers and for workers taking lawful industrial action to be protected from dismissal;

- Full employment rights from day one of employment;
- Rights for every worker to be represented individually and collectively by a trade union on any issue;
- Extend paid time off for all family - friendly leave provided by statute;
- Allow unions to trigger statutory equal pay audits and appoint equality reps with statutory rights on a par with these for workplace, safety and learning reps;
- Allow unions to choose to conduct workplace ballots;
- Support the abolition of restrictive balloting and industrial action notice procedures;
- Support the right to strike and the right to automatic reinstatement for taking lawful industrial action;
- Strengthen unfair dismissal legislation, ensuring an enforceable right to reinstatement;
- Improve time off and facilities for union reps and lay officials;
- Countering attacks on facility time by employers;
- Strengthen protection against exploitation and discrimination of migrant, agency, temporary workers, women, black, disabled, young and LGBT workers and those in smaller firms;
- Ensure workers receive proper compensation when their employer is declared bankrupt;

- Ensure pensions, training and equality are included as issues on which collective bargaining must take place when statutory recognition is awarded, and
- Statutory sectoral forums to establish minimum terms and conditions.
- Supporting the development in London of the 'Good Work Standard' and supporting the extension of this and similar policies in other areas. (2019:273)
- GMB is opposed to the onslaught on workplace justice and supports a commitment to deliver fair rights at work, starting with protection against unfair dismissal from day one of employment. We want rights that are consistent with the EU Charter of Fundamental Rights, decisions of the European Court of Human Rights, ILO Conventions and the Council of Europe's Social Charter.
- The curriculum taught in schools should include employment law and trade union rights, as means of preparedness for working life (2024:215)
- We are committed to making the New Deal for Working people through the Employment Rights Bill a piece of legislation that is fit for purpose (2025:219)

Union Recognition & Balloting

- All workers in the UK to have the right to have a union recognised in their workplace for the purposes of collective bargaining on their behalf on pay, hours and

holidays. The 20 worker threshold, which excludes millions of individuals working in small firms from these rights, should be removed.

- The requirement that 40% of the workers in a bargaining unit must vote in favour for recognition to be awarded should be removed. Recognition should be awarded if unions win a simple majority in a ballot.
- Trade unions should have a right to direct access to the workforce within the proposed bargaining unit.
- The three-year barring period for applying for recognition after a failed attempt must be removed from the CAC process. (2024:79)
- The Rules relating to notices and ballots should be substantially simplified thereby reducing the overly bureaucratic restrictions on unions, while retaining the need for a ballot.
- Look into electronic voting. The policy of GMB@Work is for workplace ballots to take place and for GMB to be ballot- ready at all times. We recognize that the use of electronic voting maybe worth considering.
- We are supportive of the proposals in the Employment Rights Bill to improve the rules on trade union statutory recognition. Congress is wary of any attempts to water this legislation down to allow for non independent trade unions or staff associations being able to gain recognition. Congress also agreed that the thresholds to make a fresh claim after an unsuccessful campaign should reduce from three years to three

months. (2025:21)

- Members should have access to the recognition agreements affecting their workplace and employer. (2025:22)
- Trade union reps in unrecognised work places should have greater legal protections, and explicitly protect normal day-to-day conversations about the union during the working day that do not significantly disrupt production. (2025:131)

Legal reforms

GMB@WORK 2016 CEC Statement: Trade Union Act

GMB is opposed to the Trade Union Act and other anti- trade union legislation that have the clear intention to weaken trade unions by restricting the right to strike, placing financial constraints on our ability to campaign politically, removing check-off facilities and reducing time off arrangements for undertaking union duties.

Our policy is to call for the repeal of the Trade Union Act 2016 at our first opportunity. Beyond repeal, GMB may wish to explore the case for a new framework of labour law, drawing on the work of organisations such as the Institute of Employment Rights and CLASS. There should be effective sanctions on employers that impede or obstruct the human rights of workers (2017:121, and 2017:123).

GMB supports the Welsh Government's intention to dis-apply sections of the Trade Union Act in Wales (2017:122).

GMB will oppose the introduction of any new anti-trade union legislation and campaign for the scrapping of all anti-union laws, and support the creation of a fundamental charter of workers' rights (including the right to strike). (2021:C13) Congress 2022 called on GMB to promote closer working with other unions and campaigns which share the policy of scrapping all anti-union laws. (2022:C8)

GMB supports the Institute of Employment Rights' (IER) Manifesto for Labour Law – a complete policy framework for UK labour laws which would place sectoral collective bargaining at the heart of industrial relations to stimulate economic growth and reduce inequality.

GMB calls for the creation of a Ministry of Labour/Department of Employment, led by a Secretary of State, with responsibility for the immediate introduction of a Collective Bargaining Act; achieving full employment in secure, high quality jobs, and a National Economic Forum on which workers, employers, government officials and independent academics will plan for future industrial challenges and scrutinize the impact of policy on all sections of society.

Congress has called on GMB to lobby for a new universal status of 'worker', replacing the current division that make 'workers' eligible for fewer rights than 'employees' and removes the confusion over employment status in the gig economy.

Where contractors are genuinely self-employed, the onus will be on the employer to prove this, rather than the current situation where workers are required to prove they are not

self-employed. (2019:C12, 289)

GMB calls on the government to introduce a bill of rights for UK workers, covering minimum standards of pay and conditions of service and all other benefits of employment. (2019:170) GMB also supports the Labour Party's 20 point plan for security and equality at work, which should enacted by a future Labour government. (2019:200)

We oppose the pernicious practice of 'fire and rehire', which has been directed against our members in employers from ASDA to British Gas. We will continue to work with other unions to secure legislative change to outlaw fire and rehire once and for all. (2022:125)

We also oppose the undermining of terms and conditions by employers through variations of contracts within a 90 day consultation period. (2023:120)
GMB opposes new attacks on workers' rights, including the Retained EU Law (Revocation and Reform) Act, which will allow the government to erase essential standards like working time protections, the right to holiday pay, pension protections, health and safety standards, and the protection of agency workers. GMB condemns this bonfire of essential protections. The New Act may also infringe the Trade and Co-operation Agreement with the EU.

The Strikes (Minimum Service Levels) Act also poses a serious threat to the right to strike and individual union members' protection from dismissal in affected sectors. This is a direct attack by the Tories on the trade union and labour movement working people's fundamental right to strike. It also runs roughshod over the devolution framework. We are

committed to raising awareness, and opposing and securing the repeal of this legislation, including by working and campaigning with the Labour Party, the TUC, and other unions. (2023:C7, C8, C9, 113, C10)

GMB supports the Labour Party's New Deal for Working People, which includes a clear commitment to repeal post-2010 anti-trade union legislation, establish new collective and individual rights, and outlaw pernicious practices such as fire and rehire. GMB played an important role in the development of the New Deal and we note that the New Deal's commitment to GMB policies such as full employment rights from day one. Congress has called on GMB to prioritise commitments on trade union collective rights and individual workers' rights in future discussions with the Labour Party, and to hold a future Labour government to account on its commitments. (2023:C11)

Employment Tribunals

In July 2013, the Government introduced fees for using employment tribunals. GMB has always campaigned against the introduction of fees on the grounds that the move would limit access to justice, deter merited claims and mean that employers would be able to flout the law with impunity. Along with other trade unions, GMB opposed the introduction of employment tribunal fees (2014:92) and reaffirmed this in 2024 under threat from the Conservative Government at the time (2024:102). However, in July 2017, the Supreme Court ruled that the Government had acted unlawful and

unconstitutionally when it introduced fees and so ruled them unlawful with the government having to repay up to £32m to claimants.

Congress 2019 called upon GMB to:

- Set up a strategy/plan to ensure all members who paid fees are refunded and attempt to review cases;
- Pilot an all member to survey to find out how many members felt discriminated against and were inhibited from making a claim;
- Work with UnionLine to find out how many cases with discrimination elements were unable to proceed due to the fees requirement;
- Explore the human impact of this ruling on those who were unable to proceed with their cases; and explore what other steps may form redress for those inhibited from bringing a claim. (2019:182)
- GMB calls for a review of the current employment tribunals system.
- We condemn the removal of the ability of employment tribunals to make recommendations in discrimination claims (2013:113)
- We oppose the unfair practice of employment tribunals hearing unfair dismissal cases with a sole judge and no panel members (2013:115)
- Any attempt to digitize the Employment Tribunal process will be a further barrier to accessing justice and if such legislation is introduced, it should be

reversed so that it is not mandatory for parties to use any online service. (2017:C9)

- Any attempt to replace the judicial functions of judges with caseworkers should be opposed and reversed. (2017:C9)
- Congress 2019 called on GMB to campaign for claimants' names to be redacted from the Employment Tribunal Service website. (2019:178)

We also call for the timeline to lodge an ET1 claim be extended to six months less one day from the date of incident. (2024:99,101)

Disciplinaries, dismissal, grievances, and absence

GMB calls on the TUC to amend the ACAS Code of Practice to include a provision that gives a right to question a witness in disciplinary hearings. (2019:171)

We also call for the right to be accompanied to a disciplinary meeting to be extended to investigatory meetings. (2022:113)

We note with approval the evolution of case law concerning suspensions from work, which confirms that suspension from work should never be the "norm" when investigating allegations of gross misconduct, and we resolve that GMB expects employers' suspension policies to follow recent case law and we to highlight the impact on the mental wellbeing of staff who are unjustly suspended from work, and to lobby for an effective legal remedy for workers who are unjustly suspended. (2019:174)

We support a campaign for qualifying period for unfair dismissal to be reduced in line with GMB policy of rights from day one. (2012:C4) Note that from 6 April 2012,the qualifying period for unfair dismissal clams increased from one year to two years, as part of the Government's drive to streamline the employment tribunal process. We had a number of motions in 2012 opposing this move:

- We support a campaign to prevent the use of the employer tactic of dismissal/re-engagement on reduced terms. The process is widespread in both the private and increasingly the public sectors (particularly local authorities). (2012:87)
- GMB are concerned over the use of sickness absence systems forcing employees back to work when they are unfit and call to lobby to seek changes in the law to protect workers (2012:92)
- We are critical of the use of Bradford Scoring for Sickness Absence cases and call for its removal (2024:97)
- We support the call for statutory disciplinary & grievance procedures to be re-introduced into legislation as it was removed in 2009 (2012:93)
- We welcome protection for whistleblowers (2012:95) and we call for compensation to be made available to whistleblowers (2019:334)
- We support in principle the right of workers to see grievance reports, although we note that there may be GDPR and other legal complications (where, for

example, it is necessary to protect a witness's identity). (2021:80)

- ACAS guidance should be clear and transparent so that an employee facing disciplinary action has enough time as reasonable to build their case for defence. (2024:89)
- We support any improvements to ACAS guidance on grievance policies, ensuring that fair processes are carried out. (2025:130)

Redundancy

In general, the Union calls for improved statutory consultation rights in redundancy situations:

- The minimum period of consultation on mass redundancies involving 100 or more employees should be increased from 45 days to 90 days. The Government has cut the minimum period for collective consultation (which will include the selection process) in larger scale redundancies from 90 to 45 days.
- Campaign for fair redundancy selection process. Guidance already exists across the union and via Regional Solicitors on fair redundancy selection procedures based on European and UK law and case decisions.

In the wake of the collapse of Wilko, Congress 2024 agreed

that:

- Section 188 of the Trade Unions and Labour Relations (Consolidation) Act 1992 should not hold the provision to exclude the statutory obligation for employers to consult at establishments with fewer than 20 employees. All employees should be consulted, have individual statutory notification, and have a right trade union representation. (2024:C5)
- Administrators should be made to comply with employment law from the day they take over an insolvent company, and only be indemnified if they are compliant
- Those in receipt of unpaid Statutory Notice Pay compensation by the Redundancy Payments Service should not have any deductions to their statutory entitlements if they find paid work within the 13 week period. (2024:84)

Union policy seeks a level playing field to protect UK workers from being the easy option when it comes to company re-organisation and closures and seeks to outlaw the outsourcing of redundant posts.

In redundancy situations, GMB calls for administrators to be placed under a legal obligation to ensure that the business and jobs are put before the interests of the shareholders and creditors.

The union also demands legislation to give enhanced information, consultation and negotiation rights to workplace representatives regarding business re- structuring and, in

particular, on decisions likely to lead to business closures or workplace redundancies.

The union is in favour of improvements in the current statutory redundancy payments scheme. Such improvements to include:

- An increase in the statutory redundancy payments
- Improvements in the statutory redundancy pay so that a "weeks' pay" should mean "a week's actual pay" inclusive of shift premium, bonus and overtime earnings with no monetary limits, and remove the limit on service;
- Consideration to be made to long serving employees where payments are limited by length of service (2016:138)
- An end to the practice of offsetting payments for unpaid leave and statutory entitlements to holiday at an employer's discretion (2021:105)
- Workers should have 'day one' rights to redundancy pay (2025:121)

TUPE

Changes to the TUPE Regulations came into force in 2014 and GMB continues to highlight the injustices that continue to exist.

- New employers (transferees) in TUPE transfers should be required to consult with worker representatives

before the transfer takes place. GMB supports protections of terms and conditions to be extended (2015:136)

- We support a call to strengthen TUPE Regulations with relation to retention of union recognition where a transfer takes place (2012:85) and for there to be a clearer approach
- In the Public Sector, GMB has been a supporter of the Code of Practice in Workforce Matters in Local Authority Service Contracts (the two tier workforce code) and the equivalent Code in central Government. The Codes aimed to prevent the development of a two tier workforce as a result of public sector outsourcing by deterring employers from taking on new employees on less favourable terms. The Code was scrapped by the last Government and replaced by a series of "principles" which have done little to address the issue. (2016:137)
- We are concerned that, over time, original TUPE transfer documents may become 'mislaid'.' We support a duty whereby a 'Holder of the TUPE' role be created and the necessary information be retained, subject to GDPR and other relevant matters. (2019:184)
- GMB believes that the two-tier code should be reinstated and strengthened, and that it should apply to the previously nationalised regulated utilities. (2023:119)

Job evaluations

In principle GMB supports the idea that job evaluation scores should be made available so that individuals can see where they are placed in an organisation's pay structure. (2018:166)

Strikes and Strike Action

- GMB supports to maintain the right to take strike action and continue to seek to improve the protection for workers participating in official action.
- We call for legal protections for the right to strike (2010:65) and repealing the ban on lawful secondary industrial action (2025:118)
- GMB has concerns over calls for a general strike as this would involve calling all unions in both private and public sectors to co-ordinate action and GMB notes the real differences in opinions between a number of unions on the legality of a general strike. It is clear no immunity on grounds of a trade dispute would apply. GMB has many members who would be exempt from industrial action as they provide emergency cover or are in caring professions. Furthermore, GMB would not call our members to action without a democratic ballot.
- GMB recognises that effective campaigns to defend public services and living standards may require acts of peaceful civil disobedience and protest (2013:222)

Insecure work and the gig economy

GMB@WORK 2017 CEC Special Report: Insecure: tackling precarious work and the Gig Economy.

GMB is opposed to the exploitation of short term and agency labour to undermine the terms and conditions that trade unions are trying to improve in workplaces. GMB will continue to lead campaigns to "pay the rate" wages negotiated with unions and we will continue to name and shame companies who exploit fixed term and agency workers.

GMB is in favour of agency workers having the same terms and conditions and rates of pay as directly employed workers in the workplace, including holiday entitlement (2015:155). Agency contracts should be converted into direct employment after no less than two years (2021:91). Agency workers should have protections so that employment service can count from day one and transfer to a company in a process similar to a TUPE agreement when such employees are taken on by that company directly. (2018:159) We also believe that UK regulations should be amended so that agency workers also receive any 'gratitude payments' that are otherwise paid to directly employed workers. (2022:99)

In addition there should be equal treatment in access for jobs within the UK and European labour movement (See 2009 CEC Statement on the Economy & Manufacturing)

We support an amendment to the UK Agency Worker Regulations and we call for an end to the use of the

"Swedish" derogation which is widely used as a loophole in UK regulations to avoid equal treatment for agency workers and allows pay between assignment contracts. This is in line with policy carried at Congress 2012 Motions 76-79, Congress 2013 Motions 130 and 131, and Congress 2014, Composite 7, and ongoing campaign action by GMB at both national and EU level.

Although GMB welcomed the transposition of the Agency Workers Regulations into UK legislation as positive step, we are increasingly concerned at the number of employers who are using the so-called

'Swedish Derogation' to avoid giving agency workers parity of pay and terms of conditions of their full time counterparts. This circumventing of the legislation is in addition to the fact that agency workers do not qualify for equal treatment until they have worked at least 12 weeks in the user enterprise – already a considerable obstacle to exercising the right to equal treatment.

We believe that the Swedish Derogation is contrary to the spirit and intent of the European Directive and will seek to bring about changes.

- We call for a campaign to change the laws regulating employment agencies, call for them to be properly regulated (2015:153)
- We are opposed to the spread of exploitative umbrella companies (see 2017 CEC Special Report on insecure working) which are being used to undercut terms and conditions, national agreements and for tax avoidance purposes. Although primarily used in

> construction, these are spreading toother sectors. Umbrella companies act as employers to agency workers and are involved in subcontracting work. (2015:157, 2016:136)

GMB believes that the recommendations of the Taylor Review of Modern Working Practices did not go far enough in several important regards, and that it made some recommendations that we actively oppose (such as allowing a National Minimum Wage 'opt-out' for gig economy workers.) However, there are some recommendations that we can support, such as ending the Swedish Derogation, and these should be implemented. (2018:177)

GMB believes:

- Unscrupulous employers are exploiting legislation to maximise profit by keeping workers in insecure work – this is unacceptable
- Insecure work impacts on all aspects of life, from ability to plan, to health and wellbeing to family finances
- That the union movement has a crucial role to play in organising insecure workers to effect industrial and political change
- That not enough insecure workers join a union

GMB will:

- Continue to raise awareness of the impact of insecure work on workers, their families and the economy

- Continue to fight for our members who are in insecure work, helping them to improve their pay, terms, conditions and job security.
- Highlight the human cost of bad behaviour by companies who exploit precarious workers
- Fight for workplace rights that value all workers, and truly reflect life in 21st Century Britain.
- Continue to be the union for Gig Economy workers by identifying sectors where workers can be organised around the issue of employment status.
- Build on national and regional best practice and develop a guide to 'What works in organising precarious workers'.
- Monitor the success of different organising methods and campaigns in recruiting precarious workers and making change happen on the ground, so we can see across the union what works and what doesn't.
- Produce recruitment materials - that can be adapted to regional needs - that are specifically aimed at precarious workers about the benefits of joining a trade union.
- Highlight good practice by employers to show that there is an alternative business model to profiting from insecurity.
- Hold a summit on insecure work to bring together workers, employers, politicians and GMB members.
- Monitor, research, and highlight changes in insecu65re

work and self-employment in the UK, including in bogus self-employment, zero hours contracts and agency work. This should include research regarding gaps in policy and the law for self-employed workers in the parcels delivery industry, with training on a case-by-case basis. (2023:65)

- Monitor and research the impact of automation on insecure work and GMB sectors, especially for professional drivers as more companies seek to expand into driverless technology, and develop campaigns to protect the jobs of GMB members as the world of work changes (2017:209), support a statutory right for union consultation over the introduction of automation (2021:109) and develop an automation risk register. (2018:182), although we note that in some industries the threat of automation may have been overhyped. (2018:184)
- We note that young workers may be at particular risk of displacement from automation, and Congress has supported the work GMB Young Members are doing on researching the effects of
- automation, campaigning for the government to implement the TUC's recommendations in this area, and run awareness campaigns. (2019:206)
- Call on the ONS and government to collect and publish much more detailed analysis of the state of the Labour market on a regular basis. It is unacceptable that our own government does not know what the state of play is in the UK labour market.

Other Workers

- We call for a review of the rights and employment status of volunteers (2009:70) and will campaign for tax allowances for voluntary work
- Legislate to ensure workers are not denied their rights through casualisation and self-employment arrangements (2010:61)
- GMB calls for the end to bogus employment practices within local authorities in relation to foster carers and ask that councils recognize that although not defined by statute as employees, foster carers are treated as employed. (2017:138)

Self-employed Workers

GMB is opposed to workers being forced to become self-employed (bogus self-employed) and subsequently lose their employment rights as workers. We have campaigned against this practice across a number of our sectors

At the end of 2016, GMB won a monumental tribunal case against Uber which meant that these drivers who the company classified as “self-employed” were actually workers and therefore entitled to basic employment rights. GMB will give evidence to the new Taylor review on terms and conditions within the sectors of the economy offering precarious employment. We will make the case that average

hours worked over the past 12 weeks should be deemed to be the contracted hours of work for those on zero hours as it already is for maximum hours of work under the Working Time Directive.

GMB continues to review similar contracts masquerading as bogus self- employment, particularly prevalent in the so called 'gig economy'.

Internships

GMB opposes unpaid internships, we believe they should be paid at least the National Minimum Wage and should not be used as a substitute for cheap labour (2012:83,84). As with apprenticeships, internships should be proper schemes and not exploited. This is in line with our policy on apprenticeships where we have longstanding policy of campaigning for good quality bona fide apprenticeship to ensure that apprentices are not used to replace or undermine existing staff.

Blacklisting

GMB were at the forefront on highlighting the operation of a blacklist in the construction industry by the Consulting Association. We were aware of the companies who were using the blacklist, which contained the names of over 3000 construction workers. In addition, GMB recognises that workers in other sectors have also experienced the destructive effects of victimisation and blacklisting.

We continue to be the lead union in highlighting the illegal corporate bullying that takes place due to blacklisting and exposing the companies. In addition:

- GMB calls for local councillors and local government to ensure that any company involved in blacklisting is excluded from local and central government contracts (2013:C3)
- GMB have led on highlighting Carillion's involvement in blacklisting (2013:99)

It is GMB policy to:

- Continue the campaign against private sector blacklisting
- Seek support from the TUC to oppose the legislation of mass surveillance
- To raise awareness of the "Snoopers" charter, and what it means to our members and their families. (2018:C21)

Local Enterprise Partnerships

We call for Local Enterprise Partnerships (LEPs) to fully engage with trade unions as part of their decision-making and lobbying process. Their core remit is economic growth, and they are expected to play a wide ranging role, taking in planning, housing, local transport, infrastructure, employment, enterprise and the transition to the new low carbon economy. We should press for trade unions to be

involved in their processes to ensure real community involvement. (2011:103)

Hours

The Working Time Regulations set out statutory minimum holiday entitlements. GMB continues to seek to ensure that any additional benefits and entitlements are not eroded. The right to paid holidays should be better enforced by HMRC. (2019:198)

We support a campaign for additional public holidays in line with the rest of Europe but we have no specific policy as to which date is preferred as there are differing views from across our membership and nations.

Within the EU, the UK has an individual opt out from the Working Time Directive which results in many workers working more than 48 hours per week. The 35 hour week is a long term goal, but the immediate priority for the GMB is to remove the individual opt out and reduce the maximum working week to 48 hours for everybody.

GMB calls for a review of the implementation of Road Transport Working Time Regulations into law.

GMB is opposed to the removal or relaxation of Sunday trading hours as we believe that retail workers deserve proper work life balance. In addition, no worker should be forced or bullied into working extra hours.

GMB's policy is to support members in arguing for overtime

payments to included in holiday pay. (2017:145)

GMB opposes any plans to scrap the Working Time Directive by hard- right members of the Tory Party after Brexit. (2018:162)

GMB supports a move towards a shorter working week with no loss of income. (2019:203)

Flexible working should be considered a default option unless specified why it cannot be (2024:92)

All mandatory training should be within working hours and paid, and that it is the employer's responsibility to ensure that this is facilitated. (2025:184)

Compensation awards

We believe that recouping any part of injuries to feelings damages through taxation is immoral, especially when any such awards have been calculated compensate for the damage they have suffered. (2017:128)

GMB believes that by raising the small claims limit, the government is using a so-called 'whiplash epidemic' to attack peoples' legal rights on behalf of insurance bosses.

We oppose an increase in the small claim limit and we call on all GMB-sponsored Labour MPs to also adopt this position. (2017:130)

We demand that banks and credit card companies pay compensation to their customers who have fraudulently been forced to have PPI instead of individuals having to

claim. (2018:304)

Sick pay

In line with our policy on rights from day one, Congress asks for GMB to campaign for sick pay from day one in all companies that have GMB members and recognition. (2017:146), and campaign to make this a statutory requirement (2025:C6)

The requirement to have three waiting days before payment of Statutory Sick Pay should be removed. (2018:157, 2021:74, 2025:C6) GMB further calls for the Lower Earnings Limit SSP-eligibility threshold to be removed. (2021:84; 2022:184)

Poverty Statutory Sick Pay (SSP) contributed to increased Covid-19 infection rates. We call for fundamental reform of Statutory Sick Pay so that no worker is forced to come into work when they are sick. It may be appropriate to calculate SSP on the basis of GMB's call for a Real Living Wage of at least £15 an hour, or on a proportion of average earnings – whichever is higher (2022:105, 106, C7) and we encourage our negotiators to pursue enhanced sick pay arrangements through collective bargaining (2022:109). We oppose all moves by employers to withhold sick pay from people who do not or cannot attend work due to illness. (2022:107)

Zero Hours

GMB@WORK 2014 GMB/CLASS pamphlet: "How unions can make work pay"

GMB@WORK 2017 CEC Special Report: Insecure: tackling precarious work and the Gig Economy.

GMB is committed to an end of the use and abuse of zero hours contracts. We remain opposed to all forms of insecure work (2016:129) but have especially highlighted exploitative Zero Hours contracts. We believe that Devolved bodies, councils and public bodies should not use such contracts. We will push public bodies to adopt ethical public procurement policies and decent employment standards that prevent undercutting of industry rates and the use of umbrella companies. We will discourage employers from using short hours contracts. GMB will continue to call for the abolition of zero hours contracts and look at good practices from New Zealand.

We continue to fight minimum hours contracts which are rapidly replacing zero hours contracts. Motions calling for GMB's opposition to Zero Hours Contracts were carried at Congress 2013 (129) Congress 2014 (Composites 5,6 and 63) and Congress 2015 (138).

For workers on zero hours or minimal hours contracts, GMB believes that exclusivity clauses should be outlawed and that all contracts should contain a set minimum number of working hours.

Despite rules to ban exclusivity clauses, which prevented workers from accepting work with another employer, coming into force in May 2015, 'effective' exclusivity clauses are remaining, allowing employers to penalise workers for accepting hours elsewhere. This Government must not just

sit and watch this happen.

As well as this, workers should be able to secure contractual hours based on a calculation of the hours they have actually worked in the previous 12 weeks - exactly as holiday pay is calculated. Those forced into taking a zero or minimal hours contract rightly expect and aspire for this to develop into a full-time permanent position within a few months of starting work.

GMB has been fighting for the rights of agency workers for decades and there is still much that needs to be done.

For workers employed by agencies or gangmasters, GMB believes legislation should be changed to create a presumption of direct employment after 12 weeks – so employers can no longer dodge fair practice through legal loopholes.

GMB opposes using zero hours contracts in place of permanent employment and calls for zero hours/casual contracts to be abolished. We support a campaign to call on the Government to end zero hours contracts.

GMB has been at the forefront of campaigning to end the use of zero hours contracts – and other forms of precarious work such as agency contracts being used as a business model and bogus self-employment – and will continue to do so.

We call for:

- All workers to be guaranteed normal, paid working hours.
- All workers to have the right to be paid an hourly rate

of pay if they are required to be available for work.

- All workers to have the same floor of employment rights, including unfair dismissal protection, statutory redundancy pay, rights to paid time off for trade union duties and family-friendly rights such as maternity leave and paternity leave, and the right to request flexible work.
- There needs to be a review of flexible working rights across all sectors – flexible working should be available on an equal basis, and not just at a manager's discretion. (2021:102)
- All workers to have access to effective enforcement of their workplace rights.
- All agency workers to receive equal pay and equal holidays and working hours after 12weeks in a job.
- An end to bogus self-employment and the use of tax avoidance schemes by employers.
- Awareness to be raised of the loopholes which allow employers to exploit those on zero hours' contracts. (2017: C10)
- Guidance to be issued to branches on how to work with employers to ensure that unfair practices are eliminated. (2017: C10)
- Lobbying of the Government for further legislative changes to close loopholes and create a level playing field so that all workers benefit from all employment rights. (2017: C10)

- Highlight how Young Workers are affected by these contracts (2024:94)

We continue to highlight the abuses and name and shame bad employers using this practice, and we will publicise cases where GMB secures an end to the use of zero hours contract and limited hours contracts without reductions in wages. (2019:185)

Professional fees

Where workers are required to pay professional fees – such as to the Security Industry Authority or to the Health and Care Professions Council – we encourage our negotiators to seek employer payment of these fees. (2022:118)

Leave

- Paternity leave should be increased by a further four weeks to six weeks. (2019:195)
- Statutory Shared Parental Pay is paid at £139.58 or 90% of your average weekly earnings. GMB supports the principle of 'equal pay for equal value' and therefore fathers are penalised by 10% of their average wage if they take Shared Paternity Leave, we call for an end to this practice.
- GMB has long campaigned for paid bereavement leave (2010:75, 2014:C8). While the Parental

Bereavement (Leave and Pay) Act 2018 is welcome in principle, many bereaved parents will be excluded from the Act. The Act should be amended to remove restrictions so that all bereaved parents are treated equally and with compassion. (2019:194) Both parents should be able to take leave in the event of a miscarriage. (2019:196) The law should also cover pregnancy loss before 24 weeks. (2023:80)

- Workers should be entitled to emergency leave of at least 5 days a year – which would apply when their children are suddenly ill. (2023:105)
- There should be greater flexibility around leave so that more parents can take annual leave outside of term time. (2021:60)
- GMB calls for the introduction of paid guardianship leave when taking on the responsibility of a child under a guardianship order (2021:99).
- Congress also supports a right to compassionate leave following the death of family pets. (2021:100)
- GMB supports full pay for workers on a phased return to work (2021:101)
- We support in principle paid time off for voluntary / charitable work, although this would need to be implemented in a way that did not lead to job losses in the third sector. (2021:108)
- We support a call for improvements in maternity leave and look to tackle pregnancy discrimination in the workplace. (2013:80). We recognise that inadequate

maternity provisions are holding back working mothers. We call on the Government to increase maternity pay and to prolong it to 12 months, alongside improvements in paternity and shared parental entitlements, and a reduction in the cost of childcare and to protect working mothers in their workplace. (2022:79; 2023:103)

- The Carer's Leave Act should include paid time off, not just a right to time off. (2024:86)

Note: GMB has a Model Maternity and Paternity Agreement which members can use in their workplaces. Please contact your Regional Equality Officer.

Pregnancy and maternity related discrimination

Since the rise in tribunal fees, there has been an increase in discrimination against expectant mothers in the workplace. According to the EHRC, one in nine mothers reported suffering maternity-related discrimination in 2015.

It is not appropriate to allow these discriminations to go on unchallenged. GMB launched a Model Agreement on Pregnancy and Maternity at the National Equality Conference 2017. (2017:C11)

Congress agreed to campaign for enhanced workplace protections and rights for individuals undergoing In Vitro Fertilisation (IVF) treatment. Congress recognises the physical, emotional, and financial challenges that comes with IVF. Workplace policies must reflect the need for leave to

attend appointments and periods of ill health, covering the breadth of the treatment. GMB will develop its own model policies, alongside; lobbying the government for statutory paid time off for those undergoing treatment and their partners; working with fertility campaign groups; champion those who have managed to implement policies. (2025:C5)

Maternity Pay should be at 100% of an employee's wages (2025:89).

Pay

Low Pay, Minimum Wage and Living Wage

GMB@WORK 2021 CEC Statement on Pay and the Cost of Living

GMB@WORK 2022 CEC Statement on the Cost of Living

GMB@WORK 2005 CEC Report Quality Jobs, Quality Lives: new deal for the low paid

GMB believes that it is essential that our pay claims remain relevant to changes in the cost of living as it is experienced by our members.

Congress does not seek to 'bind the hands' of our negotiators by dictating the detail of negotiations. At the same time, Congress as the supreme policymaking body of the union does establish important principles that reps and officers should have regard to in negotiations.

We believe that the National Minimum Wage should be at least £20 an hour, and we support industrial £20 an hour

demands on a sector or employer basis where it is supported by our members.

It is vital that we campaign to protect the RPI inflation rate, which most closely reflects changes in the cost of living as it is experienced by working people, through industrial and political means ahead of the Conservatives' plan to scrap the rate from 2030.

GMB is in favour of a National Minimum Wage which should equate to a living real wage and be paid to all adult workers from the age of 18.

The National Minimum Wage was an important first step in tackling the problem of low pay, but in many cases it has now become the maximum wage millions of workers can hope to earn. In many sectors, the minimum wage has become a ceiling on pay settlements, rather thana base level from which employees could secure better pay.

GMB is opposed to workers having to rely on top ups from family tax credits and housing benefits so as to make ends meet. Our policy is to quickly move the National Minimum Wage rates towards those rates needed for a living wage, to live without being reliant on benefits.

Minimum wage employers are often also state-subsidised employers. Whilst we appreciate that the minimum wage is not a living wage, if NMW rates were to move towards Living Wage, this would save the Treasury billions as workers earning more would receive fewer benefits while employers pay more in payroll taxes.

GMB makes an annual submission to the Low Pay

Commission on the subject of the effect, implementation and enforcement of the national minimum wage and we also give oral evidence at the Commission's hearings to support our submission.

We recognise that rapidly rising prices and the cost of living crisis is one of the greatest challenges facing the country. (2022:258)

- GMB continues to push for the removal of age-related rates. Workers should receive the same rate where they are doing the same job, regardless of age.
- GMB continues to call for the adult rate to be paid from the age of 18 instead of 21.
- Congress applauds GMB London Young Workers' 'Demand Fair Pay' campaign, which calls for young workers to be treated and paid equally. (2023:165)
- All National Minimum Wage rates should increase at least in line with RPI inflation.
- Congress urges all GMB members and officers to reclaim the meaning of a "Living Wage" to mean a wage that can be lived on, and further definitions for family and child supplements should be developed in line with this principle. (2019:201)
- Employers should not be able to make unlawful deductions for accommodation and there should be minimum standards of accommodation as we have experiences of poor-quality accommodation

especially in relation to migrant workers.

- There should be a requirement for employers to state clearly on payslips what is being deducted.
- There should be greater funding and resources to ensure effective enforcement.
- The Low Pay Commission should remain independent.
- There should be greater involvement of trade unions in reporting minimum wage abuses. Trade Unions are ideally placed to help promote and support a robust and efficient system by monitoring throughout the UK and highlighting issues in all medium to large businesses and organisations where we have representation and recognition, and would need to do so without falling foul of whistle- blowing policies.
- GMB is appalled that thousands of workers are being paid less than the National Minimum Wage in catering, cleaning, care and many other low paying sectors of the economy. Congress has called upon the CEC to make the abuse of low-paid workers and non-payment of the National Minimum Wage a major campaigning issue. (2017:566)
- It is our policy to campaign for increases to minimum wage rates that are at least in line with CPI or RPI inflation, whichever is higher. (2018:154)
- While the Living Wage Foundation rate can serve an important purpose for raising workers' pay, such voluntary methods should not overtake the most effective way members can raise their incomes which

is through collective bargaining. Where GMB is recognised and employers are accredited by the Living Wage Foundation, we should campaign to ensure that the rate is paid from the date that the new Foundation Living Wage rates are announced. Our engagement with employers does not override our wider commitment to campaigning for a Real Living Wage of £15 an hour, as upheld by Congress 2022. (2023:164) Congress 2025 agreed that this rate should be closer to £20 per hour (2025:196)

- Workers should be paid for the all the time they are required to be on the employers ' premises

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National Living Wage

The Government's new tier of the national minimum wage called the "National Living Wage" (NLW) only applies to workers aged over 25.

Young workers under 25 have the same living costs as those over 25, and this lower level would lead them to become trapped in in-work poverty and struggle to afford to live in a home of their own.

GMB wants a fair deal for young workers. Our policy is:

- The Governments National Living Wage should not be age related.
- GMB continues to push for the removal of age-related

rates and as a start the National Living Wage should be paid at 18 in line with the Living Wage Foundation's Living Wage. This will protect all young workers from discrimination.

- Increase the apprentice minimum wage least in line with inflation and with the same percentage increase as the adult rate.

Apprentice Rate

- GMB has a longstanding policy of campaigning for good quality bona fide apprenticeships to ensure that apprentices are not used to replace or undermine existing staff.
- Whilst we welcomed the introduction of apprentice pay being covered by the National Minimum Wage framework, the rate has now been in force for over 5 years and is too low, at the very least it should rise in line with RPI inflation. GMB believes that the apprentice rate is too low, and Congress has called on the Labour Party to commit to paying apprentices fairly with fair terms and conditions, as well as secure employment for apprentices once they complete the apprenticeship. (2022:72)
- GMB wish to see this rate increased each year of the apprenticeship and not just be a single rate. We believe that there still continues to be a gender pay

gap for apprentices.

- The rate should only apply to those undertaking intermediate level apprentices who are aged 16-18 and to 19-20 year olds in the first year of their apprenticeship.
- GMB continues to be concerned at lack of clarity with the position of older apprentices especially those 25 and over.

Tips

- Tipping is a direct relationship between the customer and the employee and tips are left by customers to reward good service. They should not be a subsidy for bad employers.
- Employers shouldn't rely on tips to top up wages. Wages and tips are two separate issues.
- GMB support a fair and transparent system for tips and gratuities for both our members and consumers.
- Legislation is required to protect employees and support good employers, explicitly designed 'to ensure tips go to whom they should' and protect employee access to the national living wage.
- Workers and consumers should be fully informed as to what happens to their tips.
- Tips should be in addition to a decent living wage. Employees should be paid decent wages instead of

their salaries being decided upon by the proportion of tips paid in cash rather than by credit cards.

- Service charges should not be used to cover staff costs or bring up wages.
- There needs to be more consumer awareness as the public are probably not aware of where their money goes.
- Employers should clearly display their tipping policy, either on menus or point of payment, showing how much of the tip is passed to the employees or on what basis a tip is divided up.
- GMB supports the campaign started in London Region against unfair tipping practices, and Congress 2017 called on GMB to join forces with other trade unions, relevant organisations and the Labour Party until staff receive 100% of card tips/service charges. (2017:142)

Executive Pay/ High Pay

- GMB is opposed to the unfairness demonstrated by the increasing gap between rich and poor in society. GMB will continue to challenge wage inequality and campaign for fair wages, fair pay and a move to a national living wage to help to narrow the gap.
- We are concerned at this growing inequality (2014:C10,C11) and support the notion of a national maximum wage.

Motion 108 carried at Congress 2014 called for a campaign for the same maximum pay differential as the Swiss have adopted and for training materials to be provided to stewards.

- GMB believes that the failure of government to adequately address the excessive bonus culture in the banking sector for senior employees and executives is a significant contributing factor to the undermining of fair pay in British society.
- GMB believes that trade unions and collective bargaining have a key role to play in tackling high pay.
- GMB supports greater scrutiny of executive pay through worker participation on remuneration committees as one means of ensuring that pay transparency plays its part in highlighting excess and bringing public pressure to bear both on recipients and those in government with the power to regulate.
- The only way to tackle excessive executive pay would be for worker representation on remuneration committees and help companies take into account employee pay and conditions within their company when setting directors' pay.
- GMB also believes that whilst pay ratios have a role to play in helping to promote fairness as a tool it does not address the problems of low pay and could be seen to hold down pay at the lowest level. We have considered pay ratios of 1:10 (2010:87)
- GMB believes that there is an inevitable conclusion that

voluntary methods for addressing excessive high pay are unlikely to work. The role of government and regulatory bodies are key to placing some restraint on excess and contributing to the establishment of a fair pay regime and addressing the pay poverty faced by so many workers.

Regional Pay

GMB are opposed to Regional Pay and subsequently any attempt of implementing a regional NMW.

Around 2012, the government considered plans to end national pay bargaining for the public sector and introduce a system of regional or local pay rates. Academics warned that any new system could widen inequalities between different parts of the UK and they claimed that there was "no convincing evidence" that regional pay would boost local economies, and that it could reduce consumer spending. They argued that would depress pay for public sector workers outside London and the South East of England.

This followed a campaign by unions to stop any introduction of regional pay rates for public sector workers. GMB was part of this campaign. In our opinion, national pay structures allow for flexibility to react to local conditions. For example, the single status pay arrangements in councils and universities have built a degree of local pay determination on to national frameworks.

Some time back regional NMW was raised by an academic but this was resisted again for the same reasons and for that

we would need regional inflation rates which are not provided.

The better solution, which is our policy is to move to a Living Wage which would benefit families, providing them with an acceptable standard of living especially with high food, transport costs and fuel inflation and takes into account regional variations.

We also oppose regional pay in principle among public services contractors, while noting that we do not always have national bargaining rights in the relevant employers. (2021:127)

GMB opposition to regional pay proposals was carried at Public Services Section Conference (2012:PS26) and reiterated at Congress 2019 (2019:233).

Surveillance & Monitoring

GMB opposes the use of covert surveillance (2014:29) and monitoring in the workplace.

Our policy is to develop guidance on the use of workplace surveillance methods (2009:72) to ensure that workers know their rights. (2017:106) and campaign against any abuses of this (2015:160).

Our on-going campaign in ASOS has highlighted invasive monitoring and surveillance being used causing increased workplace stress and affecting productivity. This unjustified surveillance by employers is usually a symptom of wider abuse and exploitation in the workplace.

We have also campaigned vigorously on hidden cameras being

used in care homes and the care sector and our members have helped shape the guidance which the Care Quality Commission eventually issued to the Care Sector.

Vehicle tracking is, by its very nature, often seen by our members as a technology that is highly intrusive, an infringement on their right to privacy and another stick used to beat them whilst they undertake their duties in the workplace. It is important that we are vigilant in protecting our members from unfair and potentially unlawful tracking from their employers. (2018:144)

We oppose the taking of biometric data (such as fingerprinting and eye-scanning) without reasonable grounds and safeguards. (2019:185)

Note: GMB have a Model Monitoring and Surveillance Agreement which members can use in their workplaces. Please contact your Regional Equality Officer.

Hostile takeovers

GMB believes that the City Code on Takeovers and Mergers offers very little protection for employees and instead is all about protecting shareholders' investments. Congress has called on GMB to lobby the Labour Party to commit to greater statutory protections for workers whose employer is subject to a hostile takeover as party policy. (2018:147)

Workers on boards

GMB supports calls to bring forward legislation to require worker representation on boards. Trade unions are the only

democratic organisations that are truly representative of the workers' voice and can provide the full support that a board representative would require in order to carry out their responsibilities properly. Any development on boardroom representation therefore must ensure that trade unions form an integral part of the process.

Bank holidays

Armistice Day on 11th November should be a bank holiday. (2018:171). All retail outlets should also be closed on Boxing Day to give retail workers a decent amount of family time to enjoy festivities like everyone else. (2018:172)

Rights at work: harassment and abuse

We call for the creation of a policy framework across sectors, including a statutory code of practice, to protect our members from abuse in the workplace (2021:81)

Future of Work

2022 GMB@WORK CEC Special Report: Future of Work

GMB recognises the reality of change, and we should

campaign and bargain to enhance (and not replace) our members' jobs as new technology is introduced. GMB should continue to use technology to build members' power and investigate growing sectors of the economy.

Workers should have a statutory right to consultation when employers wish to transfer tasks from workers to automatic processes. Business taxation should be reformed to create a level playing field between online and in-store retail.

Good quality training should always be available, within normal working hours, when new technology is introduced. The Government should provide lifelong access to training, including through remote Page 34 of 44 learning options in consultation with education workers.

Employers should carry out an Equality Impact Assessment and consult with workers before implementing large-scale automation or unfamiliar technology. Employers should also prepare Data Protection Impact Assessments before implementing new algorithms that affect workers.

All workers should have a right to an accessible explanation of how their data is used, and the basis for any decisions or recommendations that affect their employment that has been made by a machine. GMB opposes attempts to abolish workers' rights under the Data Protection Act, and instead calls for legislation to be strengthened and the regulator to be fully funded.

GMB should campaign to raise awareness of the exclusionary effects of 'digital-only' approaches, and for a right to speak to or meet a person by default.

We should prioritise the securing collective agreements in the platform economy and other emerging sectors, while calling for an independent body to investigate and make rulings on worker status. We support a statutory 'right to disconnect' for workers, with the parameters to be set on a sectoral basis. (2023:121)

Further research should be carried out on sectors and occupations that may be adversely affected by technological change such as retail, and the effects of an aging population on schools and social care.

Artificial Intelligence

Congress 2025 had a number of motions addressing Artificial Intelligence as summarised below. (2025: 133, C7)

Congress recognises that the rapid integration of Artificial Intelligence (AI) and algorithmic decision-making systems in the workplace has transformed industries, creating new opportunities but is also posing significant risks to workers.

AI is not ready nor safe to be used unsupervised, particularly in serious decision-making situations such as healthcare. For example, replacing GPs, consultants and pharmacy clinical decision making and databases that provide that clinical data support to those GPs and hospitals.

Artificial Intelligence should be used as a tool to support human decision making and not be a replacement for skilled employment, nor be allowed to risk public safety or health.

Workers must be at the heart of AI integration to ensure its use supports their wellbeing, protects jobs, and upholds rights.

Workers are increasingly subject to decisions made by AI systems, including hiring, performance evaluations, task assignments, and terminations, often without transparency or recourse.

Changes to algorithms and AI systems can have profound impacts on workers' livelihoods, job security, and working conditions, yet workers are often unaware of these changes or their implications.

The lack of transparency in AI systems and algorithmic decision-making can lead to biased, unfair, or discriminatory outcomes, disproportionately affecting marginalised and vulnerable workers.

Workers have the right to know how decisions affecting their employment are made, including the right to understand and review changes to algorithms that impact their work.

Congress work with the Government to develop legislation to establish robust worker protections in the context of AI and algorithmic decision-making, including but not limited to the following provisions:

Section 1: Right to Transparency and Updates on Algorithmic Changes

Section 2: Protections Against Unjust Job Loss Due to AI

Section 3: Safeguards Against Bias and Discrimination

Section 4: Enforcement and Accountability

Workers should have access to their data and not have their data be used for profit.

Social Policy: Harassment and abuse

Sexual harassment

We resolve to support the work of Sexual Assault Referral Centres for the work they do victims of abuse and rape and look to campaign to more support from employers to support rape victims (2016:86). We also want to raise awareness for victims of sexual assaults and look for specialist training for the police (2015:C16).

GMB also campaign for employers to support rape victim employees by:

- Being sympathetic to the need for sick leave
- Allow flexible working where needed
- Allowing time off to see solicitors and advisors

GMB will campaign to make all sexual harassment, in public or at work, categorised as a criminal offence in its own right. (2018:306)

GMB strongly condemns all forms of sexual violence and physical or psychological harassment and violence including

online abuse, and underlines the alarming increase in harassment of women online, ranging from unwanted contact to threats of rape and death. We deplore the Government's failure to ratify the Istanbul Convention. (2019:279)

GMB calls on the Government to show clear leadership and adopt a zero tolerance approach towards any form of harassment, provide support for victims and offer greater access to training to ensure that employees are respected and safe at work. GMB calls on the Government to provide clear evidence of the delivery of these recommendations.

GMB calls for the movement's full engagement in active awareness raising campaigns involving all members, including a special focus on those in the weakest positions, including those employed on insecure contracts, interns, younger workers and those in temporary jobs. (2018:312)

We are alarmed by reports of increased levels of drink spiking incidents. We call on the government, other public authorities, and venues to put in place a range of measures, including: awareness and education campaigns, drink covers in venues, good quality and readily available training for staff. (2022:C15)

We call for a ban on the use of non-disclosure agreements (NDAs) by employers in cases of sexual harassment or discrimination. (2023:267)

Employers, and those who allocate work through apps should have robust policies to protect women workers from abuse from the general public. (2024;65)

Third party harassment

GMB is alarmed by the high number of sexual harassment cases being reported following recent accounts in the media and campaigns such as #MeToo.

GMB notes that unfortunately sexual harassment at work is still common. We saw it at its worst in January 2018 when women employed to host a 'men-only' President's Club Charity Dinner were subjected to groping, sexist dress codes and sexual harassment.

Section 40 of the Equality Act, introduced in 2010, protected employees from sexual harassment from third parties in the workplace. Section 40 was an important provision that provided protection for employees against harassment by a third party, when employers' ought to have been reasonably aware of harassment as this clause was to protect employees from unwanted harassment by making their employers responsible/liable for incidents enacted by customers/clients.

On 1 October 2013 the Coalition Government, under the Enterprise and Regulatory Reform Act 2013, repealed section 40 of the Equality Act 2010, which made employers liable in certain circumstances for acts of harassment of an employee carried out by a third party so employees are no longer protected from sexual harassment at work if they are harassed by a customer, client or contractor.

We need to protect female Security Officers and other women from harassment at work and tackle sexist and misogynistic culture and the Government must take serious

action to address these concerns. GMB believes that the law needs urgent reform, so that all women are better protected within the workplace.

GMB should:

- Work with GMB-endorsed MPs to ensure the reintroduction of Section 40 of the Equality Act 2010 to guarantee workers protection from third party harassment, requiring only one previous incident of harassment for the employer to take action, and
- protection should extend to pregnancy, maternity, marriage and civil partnership status. (2018:C22)
- Develop training and materials in support of the reintroduction of Section 40. (2019:344)

Domestic violence

GMB has clear policy on domestic violence following on from the Daphne Project in 2003.

We support organisations working to prevent such abuse and recognise that this practice is not just targeted at women. (2013:71). We have also called for policies to be developed and for awareness and training to take place for our representatives. We recognise the importance of the role of trade unions and workplace organisers have in responding to domestic abuse, both in campaigning for adequately resourced prevention, protection and provision for victims, and in negotiating workplace policies that ensure employers and reps respond appropriately to workers who

have been abused.

In addition we recognise that the proposed single means tested benefit, the Universal Credit (UC), will result in women losing their financial independence and their ability to support themselves and require one partner to be dependent on the other as the monthly UC payment will be paid to one person. This might lead to increased domestic violence especially where there is an abusive partner (2013:302)

GMB recognises that government austerity measures and cuts have impacted on loss of local services offered to protect victims against gender based violence and support refuges (2014:103, 259) and we call for continued funding to be made available and for GMB Regions to support local women's services. (2017:C6) We condemn cuts by local authorities to services for people who have experienced domestic violence, and we call on central government as a matter of urgency to make adequate funds available to local authorities to enable these essential services to continue. (2018:392)

Congress 2014 highlighted the increasing numbers of BME and LGBT hate crimes and in 2015, we recognize the problem of domestic abuse in the LGBT Community.

The GMB "Respect at Work" Policy has been updated to include domestic violence in same sex relationships. We are urged to ensure that information on domestic violence is on the GMB website giving details of support networks (2015:100)

The Istanbul Convention seeks to prevent and combat violence against women and domestic violence, and sets out

a legal framework to protect women and girls from all forms of gender based violence. The UK Government signed the Convention on 8 June 2012 but has not yet ratified it and progress has stalled. GMB calls for a campaign for full ratification (2017:91)

Statistics prove that 1 in 4 women and 1 in 6 men will be a victim of domestic abuse in their lifetime. Workplaces should be a safe haven but there are increasing instances of people suffering abuse in their workplace which should not be seen as 'part of the job'. GMB calls for zero tolerance across all sectors. GMB should create a domestic abuse charter and work with employers to break down taboos, ensure employees are aware where they can get support and we should campaign to make domestic abuse at work policies mandatory. (2017:C5) We will also campaign for greater awareness of male victims of domestic abuse. (2019:345)

Note: GMB have a Model Domestic Violence and Abuse Agreement which members can use in their workplaces. Please contact your Regional Equality Officer

Congress 2019 called on all employers to adopt GMB's 'Work to Stop Domestic Violence' charter and for GMB to set up a petition to support this aim. (2019:346)

GMB recognises that domestic abuse can take many forms. It should be recognized in GMB documents that:

- Sexual abuse can include: sexual harassment/pressure, forcing sex after physical assaults, sexually degrading language and rape.
- Emotion abuse can include: intimidation, withholding

affection and constantly being insulted, including in front of others

- Financial abuse can include: totally controlling the family income, not allowing you to spend any money unless 'permitted' and making you account for every pound you spend. (2018:308)
- Harassment or stalking can occur online/digitally

GMB recognises that men and members of the LGBT+ community can also be victims of domestic abuse and that they must also be treated with compassion, and supported, and services for all must be protected.

We further recognise the value of the 'Ask for Angela' scheme, under which an individual who feels unsafe in bars or clubs can 'Ask for Angela' as a signal that they are requesting help. We encourage GMB Regions to promote the scheme in those areas where it is in operation. (2022:82)

Congress resolves to:

- Lobby Labour Party MPs to demand that education on rape and domestic abuse is included in sex education in every school in the country
- Issue a press release condemning cuts to refuges and domestic abuse services
- Write to all Labour Party MPs and councilors who are backed by GMB and call for them to publicly condemn and oppose all cuts to domestic abuse services
- Support every GMB branch to have

information on domestic abuse on every single union notice board

- Support and if necessary fund GMB branches to hold workshops on domestic abuse so that our representatives are fully informed on the latest facts and research on domestic abuse to facilitate campaigning on this issue. (2018: 309)
- GMB Education and Equality officers review reps training to include modules on coercive control, domestic abuse and violence (2025:64)

Historic childhood sexual abuse (CSA)

We call for the retrospective clearing of the criminal records of people convicted as children under Section 1 Street Offences Act 1959 (which was abolished as an offence for children in 2015 but not applied retrospectively). (2021:180)

Other

We call for tougher laws to be introduced to prevent online abuse (including via social media). (2021:190)

Social Policy:

Justice & Legal

Criminal Justice

It is our policy to oppose measures that lead to the erosion of civil liberties.

Proceeds of crime, which may be disguised through anonymity, should be sequestered by the state and where possible returned to their rightful owners. (2019:333)

Congress agreed that we should be campaigning to repeal the Public Order Act 2023 and the Police, Crime, Sentencing and Courts Act 2022, regarding the restrictions they place on our ability to protest as trade unions. (2025:236)

Justice Campaigns

GMB has supported the following justice campaigns which have fought to highlight injustice to victims and most have called for independent public inquiries.

- Orgreave Truth & Justice campaign for miners victimised in 1984 (2013:C17,2014:C19)
- GMB continues to support the Cammell Laird 1984 campaign in its fight for compensation from the Government for all members involved in the 1984strike

at the shipyard and calls on the Government to apologise for the jailing of the 37 GMB members involved. (2017:283) and the national political team will continue to seek opportunities when MPs might raise the matter in Parliament. (2019:330) GMB believes that the arrests and convictions of the Cammell Laird 37 were politically motivated and part of a pattern of using the law – especially the post-1979 anti-union laws – to undermine effective working-class struggle.

We call for the release of all Government papers related to the 1984 jailing of Cammell Laird worker and a public inquiry. Congress 2022 called on GMB to go for a judicial review. (2022:C14) Justice for the Cammell Laird 37 remains a priority area of work and we continue to update as further progress is made. (2023:193)

- GMB is committed to continuing the fight for justice for the families those who died in the Hillsborough Disaster and to ensure that the abhorrent way in which families and communities have been treated in recent years never happens again. This also includes supporting in principle the aims of the Hillsborough Law Now campaign.
- GMB supports the Justice4the21 group in their campaign for truth, justice and accountability for the families and victims of the 1974 Birmingham pub bombings. (2019:331)
- Protections for victims of modern slavery, including

rights to support – including direct pathways to ongoing support and residency rights – for victims of modern day slavery. (2019:308)

- GMB supports campaigns for justice for the sub-postmaster victims of the Horizon IT scandal, and call on the government to amend legislation which prevents criminal convictions upon people by organisations without first having proper checks. (2024:C11)

Justice System

- Congress condemns the horrific delays in UK courts and tribunals. Victims of crime and those accused can wait years for their cases to get to court, causing heightened tolls on lives. Congress resolved to campaign for proper resources for justice and a proper plan for the courts and tribunals to eliminate unacceptable delays, while safeguarding the quality of British justice. (2025:237)
- GMB is committed to a justice system which represents all levels of society and supports the removal of elitism in the judiciary system. (2008:148)
- All those on jury service should receive adequate expenses
- We call for amendments to the Criminal Injuries Compensation Scheme which was a safety net of many victims of crime. (2012:176, 2013:270)

- We call to introduce tougher laws for knife crime as part of a wider campaign (2019:340)
- Look at the question of arming police and training armed police in the light of a number of police shootings.
- We welcome a review of the release of papers under the 30 year rule. (2014:C19)
- We note that non disclosure agreements, or NDAs, have been inappropriately used in many circumstances, including to cover up sexual abuse and harassment. We support reform, although we note that there may be some circumstances where NDAs may be appropriate (including, for example, the prevention of blacklisting). (2019:337)
- We opposed the particularly harsh policing of the homeless in the proposed Criminal Justice Bill by the Conservative Government of the time (2024:190)
- We believe that workers in prison estates must be afforded press anonymity in the event of a high-profile issue at their workplace that attracts media attention. (2025:238)

Legal Aid

We are deeply concerned at the reforms to Legal Aid which came about at the end of 2010.

This reduction and contraction of the service will severely

impact on people on low incomes and women in particular.

GMB is in favour of retaining a properly funded legal aid system as we have a wider social responsibility to the poorest and most vulnerable in society. (2010:142, 2011:212, 2012:175).

Congress has called for GMB to continue its work to organise legal workers, and to mount a political and industrial campaign to reverse cuts to legal aid. (2021:179)

Other issues

GMB believes that the Government should intervene to make it illegal to compile, sell and misuse so-called 'sucker lists.' Local trading standards officers are under resourced and only 1 in 10 people on these lists have been warned that they are at risk of being defrauded. (2017:275)

We will work with Labour MPs on the issue of women in prison, and support the Women In Prison 2020 Ambition campaign. (2018:298)

GMB Member Services: UNIONLINE

At the end of May 2014, in conjunction with CWU, GMB set up its own Trade Union Law firm to offer free legal advice and services to members on employment rights. UNIONLINE also provides representation to members on cases of personal injury, criminal injury, industrial diseases, conveyancing and motor legal service.

Congress agrees that the GMB has a strong legal service which should be managed well, constantly improved, and should never again be allowed out of our own control and passed to external profit making legal outfits who see our members as money earners. It is vital that not undermining of UNIONLINE takes place

Congress is concerned that not enough promotion of UNIONLINE is being undertaken. Practical suggestions to promote the work of UNIONLINE are being explored.

UNIONLINE may continue to allocate work to National and Regional nominated legal firms as determined by the National Legal Department, SMT and the CEC.

The use of external legal specialists for campaigns or litigation is sometimes required. (2018:C7)

Congress has expressed concern over the accessibility of UNIONLINE for members who do not speak fluent English. Some language assistance is currently provided and options for improving the accessibility of UNIONLINE will be explored. (2018:71)

Congress 2019:

- Welcomed the reintroduction of branch involvement in accident claim forms and called for short online video clips to be produced to introduce the service (2019:C3)
- Recognised that direct access to UNIONLINE prevents the utilisation of staff skills and could lead to industrial issues and recruitment opportunities being lost. The reintroduction of TU56 form was not intended to dilute access to UNIONLINE by telephone (2019:C4)

- Recognised that as GMB's own law firm we must always be mindful that UNIONLINE meets member needs but is also a viable and manageable business and on a day to day basis that will be for the Directors and Senior Management Team to determine.(2019:86) On employment issues it is for Regions, UNIONLINE directors and the Senior Management Team to determine how these are best handled (2019:87,89)

Pensions & Retirement

GMB@WORK 2006 CEC Statement on Pensions

GMB@WORK 2017 CEC Special Report on Pensions

GMB is a driving force in pensions, consistently fighting to make sure our members get the best possible pensions both in their workplaces and from the state.

There is a continuing trend in Defined Benefit pension schemes towards closure and downgrading of benefits which grows every year.

Although the work of GMB and its sister trade unions has kept Defined Benefit pensions schemes open in the Public Sector, there has been less success in the private sector.

The permanent threat is the employer's willingness and ability to pay for a decent, secure retirement for their workers. We should work with appropriate groups – subject to the normal internal checks – to fight for a living state pension.

(2023:102)

GMB continues to see the prioritisation of shareholder greed over decent retirements of those who produce their profit. GMB will continue to fight to protect our member's pension schemes.

Pensioners have a right to live in dignity in a retirement free from poverty.

GMB are committed to pursuing a fair state pension that provides a minimum decent income for living in retirement.

GMB is against all forms of discrimination and supports equality through pensions. We will campaign against any pension provision that causes any inequality whether by age, gender or sexuality.

GMB are aware of the inequality that exists for women and support the work of WASPI (Women against State Pension Inequality). We will continue to support this campaign and work with local WASPI groups to speak on GMB platforms and raise awareness of this issue. We will also highlight the issue of the disproportionate impact that the 2011 State Pension Age increases had on women.

Congress 2021 called for a 'plain English guide' to pensions to be introduced. (2021:76)

GMB recognises that the continued raising of the normal retirement age is detrimental to our members. The planned increase will particularly affect low-paid workers. Many workers have also been hit by pensions scandals by unscrupulous employers and advisers. The state retirement age should be lowered, not raised. Congress 2023 called on

GMB to raise awareness and develop resources on this issue, alongside challenging the Government. (2023:C6)

Congress agrees with the notion of a Workplace Lifetime Pension Savings Scheme which follows workers across employers, particularly in the case of TUPE but recognises the complexities in aligning differing schemes. (2024:76)

Employers should be legally required to inform employees of their pension options, particularly how working arrangements (reduced hours/flexible working/job downgrading) may affect their pensions over their career. (2025:109)

In order for workers to transition to retirement, organisers should campaign for additional leave for those about to retire. (2025:115)

We oppose political attacks on the Local Government Pension Scheme and eligible members being able to access it (2025:EM2)

State Pension

We are committed to a State Pension Age that reflects the needs of our members taking in to consideration the type of work our members do and regional longevity inequality. GMB will:

- Support the GMB Retired Members Association (RMA) in its work to defend the State Pension.
- Work with the Labour Party to make sure that state pension works for working people. This includes working

to find innovative ways to combat the increasing State Pension Age for those in physically demanding occupations.

- We oppose any proposals to end the pensions triple lock. We should work with the Labour Party to support the retention of the triple lock and the policy intention of making sure that state pension value is not eroded. Congress further calls on GMB to campaign against any proposals to end the triple lock, and to work with suitable campaign partners in doing so. (2022:96, 2023:101)
- GMB strives to improve Defined Contribution pensions, so that employer contributions levels reflect what is needed by our members in retirement. We want to map Defined Contribution and look to improve it wherever possible.
- GMB believes that there is a culture of excessive and hidden charges within the pension and investment industry. GMB doesn't tolerate this culture and will do all it can to stop fat-cats dining out on workers retirement savings.
- GMB believes that Ill Health cover should play a prominent part in pensions and therefore provisions for Ill Health cover should be within both Defined Contribution and Defined Benefit pensions.
- Congress agreed that there should be no further increases to the State Pension Age (2024:75)

Defined Benefit Pensions

Defined Benefit is the most secure workplace pension arrangement and provide the best pension outcomes for our members. We will continue to fight for the ongoing provision of Defined Benefit pension through workplace organization.

GMB will:

- Work with GMB officers to identify trustees across the GMB, adding this identification to the membership system, and also in identifying and assisting GMB members to become trustees.
- Support GMB trustees with training and guidance, to help them fulfil their role in questioning the expert advice given to them.
- Work with our sister trade unions to highlight the transaction costs and the money leaking from pensions into the pockets of city spivs.
- Argue for limitations on shareholder dividends until deficits are cleared and continue to highlight the prioritization of shareholders over workers' pensions.
- Work with activists to remove the inequality within workplace pensions which have limited the survivor benefits of same sex couples.

Defined Contribution Pensions

- Launch an Auto-Enrolment campaign toolkit – we need to be at the forefront of shaping how auto-enrolment affects our members.
- Map the pension schemes across GMB employers

where we have recognition so we can develop plans for improvement.

- Continue to pressurise the Government for transparency in costs and the capping of corporate greed within Defined contribution pension schemes.
- Continue support for the provision of free Government pension guidance.
- Explore, where possible with our sister trade unions and the Labour Party the potential for new and innovative retirement products that could be provided by the state through National Savings and Investments that eradicate the corporate profit agenda.

GMB believes that transfers out of Public Sector employers should all be covered by Fair Deal avoiding a race to the bottom on pensions to improve contractor's profits. TUPE should go further to protect pension benefits upon any transfer.

GMB supports auto-enrolment and will seek improve to Auto-Enrolment pension provision, we do not accept minimum wages and will not accept minimum pensions. This includes eradication of Lower Earning Limits deductions from pensionable pay, age limits and earnings limits on eligibility as well as overall improvements to contribution levels.

GMB are committed to improving pension awareness throughout our lay structures to enhance our capabilities of improving pensions for workers and we will continue to offer activist and officer training to every GMB Region, continue to

deliver online training for pensions and continue to keep GMB members updated with pension changes through regular communications and our website.

The future of company pension schemes needs to be higher on the political agenda.

There should be no discrimination for part time workers. They should be able to aggregate their part time earnings across different employments, for the purposes of qualifying for National Insurance benefits in order to help maximise qualification for state pension.

We support the portability of Pensions a so called “pension passport” so that when workers change jobs their pension is pooled into one pot rather than having several small pots.

Directors’ responsibilities

We have seen entire workforces’ pensions wiped out because of the incompetence and greed of company directors, BHS and Carillion being prime examples. To address this issue, GMB can support other methods such as greater powers for Trustees to intervene with a trigger point at which share and dividend payments would be suspended pending resolution of pension deficit reduction strategies. We can also lobby to amend the Insolvency Act 1986 to include pension fund deficits. (2018:C12)

Political campaigning

It is our policy to lobby MPs on both sides of the House to pass a law to protect our pensions, and not allow employers to degrade our pensions. It should be illegal for companies to

pay bonuses to bosses and dividends to shareholders when its pension schemes are seriously underfunded. (2018:138,139)

Health, Safety & Environment

2007 CEC Special Report: Green agenda and GMB: Climate Change, Global warming, sustainable development.

2007 CEC Special Report: Corporate Manslaughter and Homicide Bill.

2008 CEC Special Report: The Green Agenda and GMB: Climate Change, Global Warming, Sustainable Development.

2015 CEC Special Report: Your Health, Your Safety.

2024 CEC Special Report: 50 Years of the Health and Safety at Work Act 1974

GMB recognises the valuable role health and safety reps have in the workplace and we have fought hard to establish workplace rights and protections despite constant attacks from successive Governments.

Internal

- GMB supports the introduction of Roving workplace Safety Representatives and their legal rights and protection.
- We support the promotion of health awareness in the

workplace.

Our members have died at work due to the failings of their employers, seriously hurt at work, suffering life-changing illnesses and injuries that drastically impact their quality of life. GMB aims to stop these accidents, remove hazards and promote better health and safety for all.

COVID-19

Congress 2021 carried a number of motions relating to the COVID-19 pandemic, including:

- All patient-facing ambulance should have access to the most up-to-date and highest quality PPE (2021:75)
- GMB has raised a number of concerns over the operation of the Coronavirus Job Retention Scheme ('furlough scheme'), including the lack of a National Minimum Wage 'floor,' and the fact that some members were compelled to use up holiday leave while they were furloughed. (2021:146)
- GMB supports calls for a public inquiry into disproportionate deaths among Black, Asian and Minority Ethnic workers and communities (2021:138)
- Congress called on GMB to raise awareness of the loss of specialist refuge services for Black, Asian and Minority Ethnic women during the pandemic, and to campaign for funding in this area. (2021:139)
- The Government, employers, and public agencies should provide more support for long covid sufferers,

including offering information and incentives to employers to retain their recovering workers (2021:140)

- We also support ongoing Government interventions in sectors that are particularly hard-hit by a loss in demand due to COVID-19, including aviation (see section under Commercial Services: Aviation) and hospitality (2022:178)
- We call on the Government and the Labour Party to adopt a 'zero covid' strategy (2021:143) and for an enhanced package of support to be implemented in relation to the second lockdown, including:

~ Full furlough pay (including for parents while schools are closed) and sick pay – with equivalent support for self-employed workers;

~ The £20 per week Universal Credit uplift to be made permanent;

~ Housing support, including an extension of the ban on evictions; and

~ Enhanced redundancy pay. (2021:144)

- An investigation into the growth in unregulated homeworking. (2021:148)
- We recognise that Covid is likely to be a workplace issue for many years to come. We note the additional demands that Covid is continuing to place on health and safety reps.
- We call for:

¬ Extended training for reps with paid time off

¬ Health and Safety reps to monitor absences and shutdowns due to Covid-19
¬ Covid-19 to be explicitly added as a 'dangerous occurrence' under RIDDOR. (2022:89)

- We believe that there should be a fully funded and fully provisioned plan for emergency services and the NHS, in particular to deal with a major incident and/or pandemic in the future. (2022:179)
- The UK Government should follow the Welsh Government and work with Trade Unions, businesses, and other employers to ensure that long COVID is taken seriously and put support measures in place to help employees. (2022:180) This should include promoting the widespread acceptable of long Covid as a diagnosis and an industrial injury, and continued research into its prevalence. (2022:184, 2023:91)
- Employers should make saliva swab (LAMP) tests available alongside lateral flow tests. (2022:185)
- Congress has called for options for a fitting lasting tribute to be established to commemorate GMB members who have lost their lives to Covid-19. (2022:188)

Health & Safety in the Workplace

We seek to:

- Campaign for environmental workplace reps.

- Campaign against bullying and harassment at work, and work to eliminate bullying in all types of workplace. (2022:84).
- For managers to be held legally accountable for mental injuries caused by bullying for which they are responsible under the proposed Mental Health at Work Act. (2022:91)
- Campaign for penalties against employers who do not form health and safety committees upon request.
- Oppose 'resilience' policies in the workplace.
- Campaign against employers sub-contracting the cost of injury and illness to the state.
- Campaign for better management of lone working – employers must recognize their duty of care to GMB members working alone, in unsafe and dangerous areas. (2021:70) It should be a legal requirement for employers to have a lone working policy. (2023:94)
- Campaign for better management of substance misuse issues by employers.
- Campaign for improved protection against musculoskeletal disorders, especially those caused by manual handling, and campaign to raise awareness of the costs our members have to pay to continue to work in the jobs that persistently damage their health (2019:146)
- Campaign to ensure that 'fit notes' are correctly issued. Government guidance on the "fit note" is forcing our members back to work as Occupational

Health Advisers are overriding GP's decisions. This has an effect on our members' mental and physical health and well-being. We should call for this guidance to be repealed (2017:104) and for compulsory regulation of occupational health providers. (2019:147)

- Pressurise employers to formally risk assess the work activities of new and expectant mothers.
- Campaign for better protection for workers from extreme temperatures, with maximum and minimum temperatures. (2015:110, 2024:73)
- Pressure employers to refer outdoor workers for skin checks on a yearly basis to identify any health defects arising from outdoors work. (2023:95)
- Campaign for the mandatory provision of workplace defibrillators. (2018:118)
- Establish an investigation into fatigue and shift working, which could be pursued through the Occupational Health and Safety All Party Parliamentary Group (APPG) (2019:144).
- Secure an overhaul of the Health and Safety Executive's 2006 'managing shiftwork' document to take account of subsequent research into the health risks associated with night shifts. (2022:111)
- Use our influence to work with employers so that vitamin D supplements are available in the workplace. (2019:145)
- We recognise that the increase in home working poses its own risks to workers' health and safety, and that

people who work from home may incur additional costs (such as electricity and heating bills) (2022:182). We call for specialized risk assessments to be carried out by employers, and for GMB to survey members and make recommendations to Government. (2022:88) Employers should be legally obliged to make working from home payments proportionate to home-workers' costs. (2023:166)

- That it be recognised that whilst older workers are generally less likely than younger workers to have occupational accidents they are likely to result in more serious injuries, permanent disabilities, or death. (2024:72)
- 'Gig Economy' workers should have the same access to health and safety protections that employees have. We are hopeful that much of the provision can be covered by the ERB if enacted in 2026 (2025: 98)
- With the increased use of tablets and laptops over desktop screens, there must be updates to the Display Screen Equipment regulations (1992/2022). There have been increased reports of neck and back injuries due to the posture created with tablet use. (2025:102)
- As a response to the racial violence that took place in the summer of 2024, employers should use risk assessments as a live tool, to keep their employees of an ethnically diverse/Global majority heritage safe. (2025:106)

Sector specific

GMB seeks to:

- Promote health and safety for casino workers.
- Extend the Display Screen Equipment Regulations to cover checkouts and mobile/peripatetic workers.
- Campaign for all call centre workers to be provided with their own headset, classified as personal protective equipment, and for employers to provide hearing tests and monitoring for call centre workers. (2023:90)
- Campaign for all public buildings to have sprinkler systems.
- Campaign against Local Authorities switching street lighting off at night – and for electric street lighting to be extended at night, without removal of the UK's remaining gas lamps. (2023:186)
- Congress has noted that bladder cancer is a working person's cancer that is particularly associated with certain industries (including chemical dye and rubber) and calls for GMB to campaign to raise awareness and work with outside organisations where appropriate (2019:158)
- Campaign against a lack of appropriate toilet facilities for women workers and all workers at building sites and waste handling and refuse facilities and depots.

(2019:255)

- We further call for the provision of properly resourced stopping areas for HGV and other long-distance drivers. These facilities should include clearly lit parking areas, security, food, showers and toilets. (2022:136) Similar facilities should be available at the start and end of bus routes for drivers' use. (2022:279)
- GMB supports an independent investigation following the 2016 Croydon Tram crash. (2019:412)

Health & Safety Executive (HSE), Enforcement& Accountability

GMB policy is opposed to the deregulation of UK health and safety law and any privatization of the H&S inspection regime. Furthermore, we are opposed to any reduction in the funding of the enforcement agencies.

We are committed to:

- campaign for increased resources for HSE
- campaign for HSE to take greater action on work-related violence
- campaign for legal duties on directors to hold them personally accountable under health and safety law for their failings
- campaign for the reinstatement of the HSE Infoline
- support the introduction of Provisional Improvement Notices

- support increased penalties for poor H&S performers, and financial rewards for good H&S performers
- oppose HSE commercialisation but support the Fee for Intervention scheme
- call for HSE to look at the problem of sickness absence statistics not identifying work related stress and ask that where there are changes in workload patterns, that risk assessments are carried out (2017:105)
- lobby the Government to commit more resources for research and improved care for sufferers of Idiopathic Pulmonary Fibrosis (IPF), a little understood fatal disease with a preponderance of incidence in the UK's industrial areas. We also call on the Labour Party to support this campaign. (2017:313)
- RIDDOR regulations should be tightened to prevent employers misrepresenting accident details and thereby evading their reporting requirements (2018:116) and to record deaths arising from industrial diseases and with the last occupation after the age of 75 (2019:148)

GMB further supports the devolution of health and safety regulatory and enforcement functions in Scotland to a Scottish Health and Safety Agency, accountable to the Scottish Parliament, with full funding, and on a social partnership model. (2021:73)

We are critical of the lack of transparency that Primary Authorities have with their relationship with employers, and them hindering our ability to campaign on health and safety

matters. We seek to redress this. (2025:170)

Asbestos/ Pleural Plaques/ Occupational diseases & Injuries

GMB have had a number of campaigns over the years in particular those related to industrial diseases.

GMB@WORK 2008 CEC Statement on Pleural Plaques
GMB@WORK 2010 CEC Statement on Pleural Plaques

GMB are concerned with the use of carcinogenic substances being used in workplaces and will lobby the Government and employers for the removal or to ensure that any exposure is managed and controlled.

We are committed to:

- campaign vigorously for compensation and justice for those suffering from Pleural Plaques or pleural thickening
- promote Asbestos Victim Groups
- lobby for an equitable approach to asbestos compensation across the whole UK (ie the same arrangements for England, Northern Ireland, Scotland and Wales)
- create Asbestos Registers in all GMB Regions
- campaign for asbestos awareness and training
- campaign for 100% compensation to be provided for all mesothelioma sufferers

- campaign for prosecution of those who illegally dump asbestos waste
- campaign for a greater resources from Government to combat occupational cancer
- campaign for increased awareness of legionella
- lobby for lower exposure limits for Lead
- campaign for Industrial Injury Disablement Benefit (IIDB) to be extended to osteoarthritis in certain specified industries
- Campaign for clean air in the workplace and more generally (2019:152)
- Recognise that many experts believe that environmental factors, including workplace stress, can contribute to the development of fibromyalgia, and believes that GMB should raise awareness of this condition (2021:56)
- Congress 2021 called for the development of a welding fumes register, to be held by Unionline, and for awareness to be raised of the dangers posed by welding fumes. (2021:71)

Corporate manslaughter and corporate homicide

Despite our best efforts, the Corporate Manslaughter and Corporate Homicide Act (2007) falls short, specifically in its scope for ringing individual prosecutions against directors. GMB's policy is to campaign for changes to the legislation, to

work with organisations such as Families Against

Corporate Killing (FACK), call for a 'naming and shaming' regime and stronger penalties, and campaign to appoint an explicit champion of workers' health within the HSE. (2019:150)

Violence at Work

GMB notes the increase in cases of violence in the workplace against workers and ask that the HSE work with employers, trade unions and other stakeholders. We support all campaigns against verbal & physical abuse and violence.

We have an on-going campaign for our workers in the Security sector: "SafeGuard" and we have been in discussions with the Security Industry Association (SIA) to look at the extent of violence and the sort of violence that takes place in the industry.

Our recent national campaign is for Zero Tolerance of violence against staff in schools as we recognise the growing instances of Teachers and support staff facing physical violence in the classroom, with pupils kicking, punching, spitting and even using weapons in school.

Stress

We are committed to campaign for action on work-related stress, particular on specific individual stress risk assessment and for work- related stress to be reportable under RIDDOR

(Reporting of Injuries, Diseases and Dangerous Occurrences Regulations)

Education & Training

We are committed to campaign for:

- health and safety to added to the national curriculum
- more frequent First Aid refresher training
- better awareness, guidance and training on mental health at work
- all migrant workers to be able to understand written and verbal English

Changes in Legislation

We are committed to lobby for a maximum of 4 hours works without a break for all safety critical workers and we support a campaign for International Workers' Memorial Day to become a Bank Holiday.

Climate Change

- GMB notes the on-going threat of Climate Change, we resolve to campaign for reduction in emissions in both the UK and internationally.
- We welcome raising awareness of the vital role trade unions play in awareness of and tackling climate change.

- Global warming should be high priority and GMB supports all steps to cut greenhouse gases and meet UK and World targets.
- We support all forms of recycling and call for funding from central Government to ensure that recycling services are protected. (2009:146)
- To encourage participation in the Campaign Against Climate Change.
- To campaign for alternatives to landfill.
- To support rigorous monitoring of the EU-ETS carbon trading scheme.
- To campaign for restriction and substitution of Endocrine Disrupting Chemicals.
- To campaign for green manufacturing in the UK – especially wind turbines.
- To promote renewable technologies.
- To campaign for information on the health and environmental risks of low energy light bulbs.
- To campaign for practical steps to mitigate the effects of rising heat levels, such as by lobbying local authorities to adopt a 'Heat Action Plan' as implemented in Montreal (2019:321)

Floods

GMB recognises that recent severe floods in the UK are due

to climate change and will be a hazard for many years to come (2016:C13).

GMB has lobbied Governments on these issues through the Trade Union Sustainable Development Committee (TUSDAC).

It is clear that a lack of long-term, joined up flood defence and planning policy has resulted in almost no mitigation of flooding when extreme rainfall has occurred. We call on the Government to invest in effective programmes for flood defences and flood avoidance measures:

- Campaign for protection from floods and coastal erosion.
- Rivers should be maintained.
- Flood plains should be correctly managed.
- Greater control of housing planning in flood risk areas.
- Fully fund the Environment Agency.
- Fully fund new flood defences.

Environment

- We support a campaign for environmental workplace reps.
- Food waste is damaging to the environment and we need to highlight this problem. GMB calls for a campaign looking at the food waste in supermarkets.
- To campaign for greater business recycling.

- We support a strategy of progressive improvements in the degree of control over workers' exposure to environmentally damaging substances, such as NOx and particulates, based around the principles of good contract practice set out in COSHH (Control of Substances Hazardous to Health). (2018:126)
- A national network of drinking water amenities in public spaces should be established. (2108:C20)
- Local authorities should replace 'box type' recycling collections with wheelie bins, as the rise in box collections has been associated with a 25% increase in back injuries for refuse workers (2019:157)
- There must be a programme of work undertaken to remove RAAC from buildings. (2025:106)

Social Health

- We support a lobby for government to investigate the health effects of aspartame.
- We support smoking cessation activity.
- We note that, even with the reduction of the deferral period, most gay and bisexual men will still be excluded from donating blood. We call instead for a system based on individualized risk assessment rather excluding an entire group. (2019:364)

Mental Health

1 in 4 people in the UK experience a mental health condition and this takes a toll on our members and their families and colleagues.

We recognise that Mental Health is a difficult issue for Workplace representatives and even with training we appreciate that our reps cannot be experts.

A GMB "Mental Health @ Work" Guide was launched at the 2016 National Equality Conference. This guide enables our reps to signpost GMB members to the specialist support they need, or to negotiate with employers to protect our members. GMB Young Members have campaigned on Mental Health awareness as young workers are increasingly being diagnosed with mental health conditions.

GMB@WORK 2017 CEC Statement on Mental Health at Work

The CEC Statement focusses on identifying and tackling mental health conditions, and the importance of early intervention cure. The world of work creates poor mental health and increasing workplace stress.

We call on the Government to introduce a Mental Health at Work Act which specifies the approach and methods expected of all employers in managing mental health at work. This must require the reporting of all cases of work-related stress, or work-related stress must be added to the list of reportable conditions prescribed under RIDDOR. Furthermore HSE Stress Management Standards need to be reflected in law

and there should be a clear mandate for enforcement and inspection. Congress has called for the introduction of this legislation to be a Government priority. (2021:C5)

The proposed Mental Health at Work Act should cover new duties on employers to support workers who experience Post Traumatic Stress Disorder (PTSD), which we acknowledge (based on the work of Dr Risto Talas and Professor Mark Button) is a particular issue in the security industry and other sectors where GMB represents workers. (2022:129) The Act should also clarify that work-related mental ill-health, depression and suicide are already within the scope of Section 2 of the Health and Safety at Work Act 1974. (2023:93)

We welcomed the creation of a shadow minister for Mental Health but call for this to be a full Cabinet appointment ensuring that mental health stays high in the political agenda.

A key to managing mental health at work is to train and educate the workforce from basic awareness to more specific training for managers and Health and Safety Reps. This could also include Mental Health First Aid training done by expert organisations.

GMB will develop further guidance and support for our members and so our activists have a basic idea of what to expect and what they can do to help, and host this material on our website. (2021:16)

Further to the 2017 policy of campaigning to make stress-related absences RIDDOR-reportable, the Health and Safety Executive should collect data on absences linked to all forms of

mental health concerns. (2019:138) Adding to this, RIDDOR reporting should also include work-related suicides, investigating whether work-related stress and pressures was a contributing factor. (2025:96)

GMB would like to see all organised workplaces signed up to relevant mental health at work pledges, such as Time to Change and the construction industry's Mates in Mind charter. (2019:140)

We oppose in general 'out of area' mental health placements and we call for better workplace training on mental health. (2021:204) Specifically, Congress has called for the GMB guides on mental health and 'Work and Suicide' to be promoted more widely in workplaces. (2021:207)

We recognise that there has been an increase in reports of mental health problems among our members in recent years, and Congress 2023 called for a health and well-being survey to be carried out. (2023:28)

Women's Health & Safety

As women make up roughly half of the UK workforce, GMB recognises that all working women and our women members should be informed to ensure they are healthy and safe at work.

A "GMB Guide to Women's Health and Safety @ Work" Guide was launched at the 2017 National Equality Conference.

GMB notes that period poverty is a real problem, and that low incomes and the failings of Universal Credit are important reasons for people having to choose between household bills and sanitary products. We call for the provision of free period products in workplaces and educational establishments. (2022:224) We support the Red Box Project. We also call for greater awareness of a range of sanitary products, including eco menstrual cups. (2022:223)

Economy

GMB@WORK 2009 CEC Statement on the Economy & Manufacturing

GMB@WORK 2011 CEC Special Report: A Fresh Way Forward for the UK Economy (looks at the financial crisis, banks and bonuses and recommends economic and tax policies)

In our first statement on the Economy at Congress 2009, GMB recognised the effects of the UK recession on jobs, house prices and public finances.

We need long term investment in manufacturing, housing, public works and the public sector to lift the UK out of the recession. We condemn the greed and irresponsibility of the banks and financial institutions and call for investment into improving services and stimulating local economies.

Whilst we understand the need to bailout banks, we ask for

government financial assistance to apply toother companies in financial difficulty in order to support UK industry. (2010:90,96)

- GMB opposes the short selling of shares and equities on the stock market and hedge fund insider trading and urges for GMB to campaign to stop this illegal practice.

GMB agrees that the Government should:

- Take direct control of the banks already in state hands to ensure that financial support is channeled to where it is needed.
- Set up a national watchdog to control the banking industry.
- Call for restraint in bankers bonuses and in the case of state run institutions, for all public money to be paid before bonuses are paid out.
- Re-establish mutuality of the banking sector.
- Outlaw/put a cap on unreasonable interest rates and regulate loan companies.(2010:C8, 2012:197)

GMB deplores the excessive interest rates charged by payday lending industry and supports calls for regulation and the promotion of alternative sources of credit. (2014:C16) and look at how payday loans are advertised

GMB are in favour of promoting and supporting the use of Credit Unions as alternatives to pay day loans. (2011:16, 2014:172,173)

Procurement

GMB@WORK 2021 CEC Special Report on Procurement and Spending

GMB recognises that public procurement has a key role to play in improving the quality of work and reversing the flow of multi- billion pound contracts overseas.

Policies adopted by Congress 2021 included:

- A national programme of insourcing
- UK Government spending plans should address national and regional funding inequalities, and bring overall public spending in line with comparable European countries.
- Post Brexit regional funding plans must match and then exceed previous EU funding levels.
- There must be no loss of autonomy for the devolved administrations under new trade deals or public subsidy, procurement or spending regimes.
- A full and independent inquiry into procurement scandals and cronyism in public contracting during the pandemic.
- GMB supports the introduction of a rules-based local contents requirements system to be introduced, and for the GMB to argue for this through its domestic and international federations.
- Public reporting of UK content should be introduced as

a mandatory feature of all public contracts above an appropriate threshold.

- In line with GMB's Turning the Tide campaign, the defence procurement exemptions from international competition should be much more widely used, including a guarantee that all Royal Navy and Royal Fleet Auxiliary vessels will be built in UK yards.
- The social value framework should be compulsory for all public contracts above an appropriate value, with 'good employer' weightings as a ringfenced requirement, and assessment of social value should make up at least a quarter of the weighting for all public tendering decisions above the value threshold.
- Local Labour Agreements should be standard practice across the public sector, within the social value framework.
- The UK should re-join the ILO Convention 94 (the 'fair wages resolution')
- The taxation and national insurance contributions returned by the UK workforce to the Exchequer should be factored into all major public spending decisions.
- We support GMB and Welsh Labour's work to bring forward a
- Social Partnership Bill
- We believe the Preston Community Wealth Building model is a promising example of procurement and spending policies, and we call on the UK Government to evaluate, support, and promote this approach more

widely.

- We call on public authorities to conduct meaningful Equality Impact Assessments when tendering and to integrate the Public Sector Equality Duty into each stage of the procurement process.
- We recognise the environmental benefits of 'shorter' supply chains that are based on orders placed with UK manufacturers. (2022:176)
- We agree that union busting employers such as Amazon should not be in receipt of contracts paid from the public purse

Corporate transparency

We call for tougher enforcement of existing laws and regulations (including the duty on companies to file annual accounts no less than nine months after the end of their financial year). (2022: 249)

In the case of insolvency, the Union believes that there should be obligations placed on Insolvency Practitioners to preserve the employment of those in business being taken over by creditors, rather than redundancy costs being passed onto the taxpayer. We must reduce the potential cost to taxpayers as far as practically possible by making costs incurred by the National Insurance Fund equivalent to preferential creditor status in voting and consideration terms under the Insolvency Act. (2024: C6)

Congress agreed that the Department for Business and Trade should put in place a stronger system of 'fit and proper' checks on business owners. (2024:114

We are supportive of the aims of the Better Business Act (2024:113)

Tax

2007 GMB@WORK CEC Special Report: Private Equity and Venture Capitalists

> GMB have been at the forefront of exposing scandals involving companies being sold to private equity companies and then asset stripped.
>
> We call for an end to the Government providing tax relief for interest payments on loans used by venture capitalists to buy companies like the Automobile Association, Birds Eye and Sainsbury's. This relief costs the Exchequer hundreds of millions per annum, while giving debt unfair tax advantages over equity.
>
> We oppose the unregulated and unaccountable activities of venture capitalists, their ability to get tax relief on loans, and the effect they have on companies, jobs, pensions and the economy.
>
> GMB consider that the private status of the venture capitalists is an abuse of company law and abuse of the privilege of limited liability status. The growth in this industry is leading to increased merger and takeover activity thus

generating huge bonuses for the City while the management team who run the industry levy very steep charges and commissions.

- GMB continues to fight for a fair tax system, we recognise that in the absence of a wealth tax, inequalities continue to persist
- GMB recognises that offshore and tax havens cost the Treasury billions and urge for their abolition (2009:140). We support a campaign to bring these tax havens under UK regulation (2011:160). GMB condemns the failure of successive governments of different parties to confront tax avoidance and tax evasion. (2017:217). MPs should launch an investigation into HMRC's failure to enforce existing regulations. (2018:191) Statutory and public sector bodies must not make investments through tax havens. (2018:198)
- We are in favour of a return to progressive taxation (2014:115) and an end to tax evasion and call for an examination and revisions of tax law to address the avoidance of tax which is costing the UK exchequer billions of pounds.(2011:C12)
- We are committed to developing policy around a wealth tax that we can credibly campaign for (2025:201)
- We are opposed to corporate tax dodgers and especially those using tax havens to move their money to avoid UK taxation (2010:C5, 2011:154,C12)
- There should be a 50% tax rate on bonuses above

£50,000 and 80% on bonuses above £150,000. (2009:131, 2010:84)

- GMB condemns private equity companies who pay little or no tax in the UK on profits made from UK businesses.
- We support the call for a reduction in the current rate of VAT to benefit the UK economy.(2012:C10)
- A significant number of suppliers to online retailers such as Amazon and eBay are systematically avoiding VAT. GMB supports the campaign to make it mandatory that all businesses that import goods for resale into the UK to report those goods to HMRC prior to sale; and to make enabling companies (such as Amazon and eBay) liable for shortfalls in tax due to this type of avoidance. (2018:190)
- Companies that avoid taxation should be subject to a windfall tax. (2018:197)

Other tax related policy is:

- In support of a chewing gum tax and for this to be passed directly onto local authorities to spend on cleaning up the streets. (2015:281)
- To call for a campaign and lobby against the taxation on sanitary products. (2016:158)
- We support a reduction in business rates in coastal holiday towns whose income is based on the full one year annual business rate but where income is over a shorter period. (2017:220)

- The loss of Duty Free in 1999 was a major blow to our Shipping, Ferries, Airline and Airport businesses which are vital for supporting the movement of people and goods all year round. GMB wishes to see the return of a return of a Duty Free market between the UK and the countries of the EU. (2017:265)
- Automation and robotics should be subject to increased taxation where it supplants workers' jobs. (2018:189)
- Tax revenues should be raised to fund the NHS and social security – the burden of any increases should fall on those with the broadest shoulders. (2018:192)
- We opposed the increase in National Insurance Contributions that was introduced and later repealed by the Government in 2022. (2022:175)
- The personal allowance should rise each year to take account of changes in the cost of living and incomes. (2023:167)
- The tax-free childcare income cap should be increased annually so that parents are not affected if they receive a cost of living pay increase. (2025:200)
- Council tax debt should be collected in an affordable, ethical, and fair manner. (2025:202)
- We support a fairer council tax and clearer council tax system (2025:268)

Austerity

GMB and the trade union movement continue to campaign and defend the rights of working people against employer and government attacks on their wages and conditions, and continual austerity measures and cuts in public services.

GMB is committed to fighting austerity and public sector cuts and believes the Government's economic strategy is having a disproportionate impact on working class women through the cuts to benefits, services and

public sector jobs and cuts to the funding of vital community groups. Our campaigns have also highlighted the effects austerity has had on pensioners, the disabled and other vulnerable groups.

Government initiatives such as the "Big Society" were a smokescreen for an ideological commitment to drive a full market and full competition approach through the whole public sector, regardless of any evidence about whether competition works in particular fields. This is demonstrated by a government which claims to support the Big Society at the same time as it created the conditions that resulted in the closure of libraries, children's centres, and Citizens Advice Bureau services.

GMB does not support the transfer of public services to Social Enterprises which are a form of back door privatisation.

As a key campaigning union, GMB are happy to support TUC co- ordinated campaigns and work with other unions nationally to build opposition to the austerity cuts and work with other unions and take joint action where agreed.

On the Peoples Charter, we would largely support their aims and objectives but have some difficulty with their call for general strike as this would involve calling all unions in both private and public sectors toco-ordinate action and GMB notes the real differences in opinions between a number of unions on the legality of a general strike.

It is clear no immunity on grounds of a trade dispute would apply. GMB has many members who would be exempt from industrial action as they provide emergency cover or are in caring professions. Furthermore, GMB would not call our members to action without a democratic ballot.

On our support for the People's Assembly, many of the aims of the organisation are in line with our campaigns. GMB and our members have been actively supporting and participating in regional and local anti- austerity marches and demonstrations much before the formation of the "People's Assembly".

GMB has nationally affiliated to the Peoples Charter for Change in 2011, 2012 and 2013. Rather than campaign with the People's Assembly we tend to support TUC anti austerity marches and lobbies.

Industrial strategy

GMB@WORK 2025 CEC Statement on Industrial Strategy & Infrastructure

GMB is appalled that the Government's Industrial Strategy

Green Paper did not include a mention of the role of key social partners such as trade unions. Congress has called on the government to clarify the role of trade unions in the industrial strategy, and GMB will work with the Labour Party rather than wait for the Government to invite us around the table. (2017:208)

Austerity has led to cuts in investment in infrastructure which is holding the country back. The Biden administration's Inflation Reduction Act is promoting industrial development and productivity growth through the use of subsidies that tied to trade union access and the creation good, unionised jobs. We call on the Labour Party and the TUC to assess how to emulate the Inflation Reduction Act in the UK's context as part of a commitment to a mixed economy. A UK version of the Inflation Reduction Act should be integrated with the GMB's existing policy of seeking reform of international trade rules that currently prohibit domestic contents requirements in most circumstances. (2023:C13)

GMB also calls on the Labour Party to develop and implement its own version of the 'levelling up' agenda, while noting that the language of 'levelling up' has also been tainted by broken promises made by the Conservatives. This should be accompanied by a more active industrial policy to promote economic development and tackle tax avoidance by multinational companies as part of a distinctively Labour agenda. This agenda should include a restoration of the protections provided by the old Fair Wages Resolution that was abolished under Margaret Thatcher. (2023:173)

Outsourcing and public ownership

GMB@WORK 2018 CEC Statement on Outsourcing and Public Ownership

Over the last forty years vital public services have been outsourced or privatised: including utilities, the railways, Royal Mail, and council services (including catering, cleaning, refuse, care and direct labour services) have all been sold off to the highest bidder.

The creeping privatisation of our public services is degrading the quality of provision in our schools and hospitals. GMB believes that services formerly provided through the public sector should be taken back into public ownership. We oppose any further financing of projects through the ruinously expensive PFI or PF2 schemes. We support taking steps to end existing contracts early, including through negotiations, that avoid the need to make extortionate compensation payments to PFI speculators.

GMB urges a future Labour government to use public ownership as an opportunity to improve working conditions, strengthen collective bargaining and end the exploitation of agency and temporary workers that is being used to drive down wages for the permanent workforce.

The GMB has longstanding policy in support of the nationalisation of key parts (the 'commanding heights') of UK industry.

Social enterprises and co-operatives should be supported when they are a genuine alternative to capitalist models of

business and are not used as an alternative to directly employment within the public sector. (2018:216)

GMB should be leading the campaign for a socialist alternative to the chaos and misery created by capitalism and the privatisation of the public services. (2018:C14)

This has been brought into sharp focus with financially mismanaged water companies, and the general sewage crisis in 2024. GMB has long called for the renationalisation of the water industry (2005:C35, 2014:C12, 2014:130, 2016:159).

Former Carillion workers should be given support to help find work and not be left cast adrift in the benefit system, which is itself being attacked relentlessly by this same Tory government. (2018:C15)

Congress notes the success of reps in Southern Region in bringing the patient transfer contract in Sussex (previously run disastrously by Coperforma) back into NHS and therefore public control. (2018:C16)

We oppose outsourcing in both the public and the private sectors. (2019:207)

Contracted out workers should be paid the same as the in-house going rate for the job. (2022:159)

We believe that the lessons have not been learned from the collapse of Carillion. Profiteering remains rampant across the public services. Congress congratulates Regional campaigns that have secured insourcing and calls for these campaigns to be publicised. More pressure should be placed on the government to speed up reforms

to auditing and corporate governance. We also call on the Labour Party to enact its pledge that there will be 'the biggest wave of insourcing in a generation,' and to establish a review (in government) of the activities of outsourcing contractors. (2023:C12)

Political & Labour Party

GMB@WORK 2010 CEC Political Statement

GMB@WORK 2011 CEC Statement: GMB's Political Organisation

GMB@WORK 2012 CEC Political Report

GMB@WORK 2018 CEC Political Strategy and Labour Party Reform

GMB@WORK 2025 CEC Political Strategy

The 2012 CEC Special Report looked at GMB relationship with the Labour Party and political campaigning. It made several recommendations to organise GMB regional and national Political structures to bring about greater accountability to members and set up political training. We will effectively campaign on key issues that matter to our members, and we will work with the Labour Party and others to advance our members' interests.

(see GMB@WORK Congress 2016 CEC Statement on the Trade Union Act for changes to political fund arrangements)

The 2025 CEC Political Strategy sets out a refreshed political trade unionism following the 2024 General Election.

Labour Party general

GMB@WORK 2018 CEC Political Strategy and Labour Party Reform

Congress 2018 adopted a number of policies that related to Labour Party reform and the internal functioning of the Labour Party. Those policies included:

- We note that in some local authorities, such as the London Borough of Barking and Dagenham, GMB has been subject to threats from the Labour council that the local Party "will break the GMB." It is this attitude that steers our members away from Labour support.
- GMB will never cede ground to those who believe individualism and online polls are a replacement for the collective voice of working people. We will staunchly defend the collective voice of trade union members within the Labour Party and accept no dilution of our members' voice within Labour's structures and policy making processes.
- We will continue to oppose mandatory re-selection of MPs which seeks to dilute the voice of unions within that process.
- We will ask the Party to assess the effectiveness and practicality of the affiliated supporters system. The system requires resources to administer and it has not led to the sort of engagement envisaged in the Collins

Review.

- We will argue for new rules to strengthen the relationship between Labour politicians and trade unions with a requirement for at least on year's trade union membership for all candidates standing for public office, and to insist that all Labour politicians, at whatever level of government, remain members of an appropriate trade union.
- All local Party branches should have a trade union officer.
- GMB will push for Party reforms that see Labour council leaders elected by an electoral college, and for the Labour Party to put in place a code of conduct for Labour councils. Our Party was founded on a set of principles that must be upheld at all levels of government.
- BAME Labour must be reformed – while maintaining its electoral college structure – so that members have a proper say in its structures. This opportunity must also be taken to increase levels of diversity within the Party and political representation.
- Young Labour must also adapt. We must ensure that Young Labour activists understand that role and need for collective decision making in our movement – too often the call for OMOV is made without regard for trade union structures, processes and democracy.
- GMB Congress 2018 called on the union's political team to: continue to run candidate development

training and support GMB candidates who wish to stand for office; develop a longer term training package that will be made available to members nominated by GMB Regions; campaign to abolish political restrictions on local government workers standing for public office; and co-ordinate political action to elect Labour representatives with our Regions and activists, supporting and growing activism through training, communication strategies, social media activity and collaborating with the Labour Party on community organizing and workplace projects.

- The Labour Party was formed as the political wing of the trade union movement. GMB will always ensure that the industrial needs of our members are at the heart of what and how we do things within the Labour Party.

GMB@WORK 2025 CEC Political Strategy

Congress 2025 adopted a refreshed strategy for political trade-unionism following the 2024 general election, recognising that workplace power must be matched by political influence.

It replaces GMB's 2018 strategy, updating it for a changed landscape: a Labour government elected on the promise of change, the end of austerity, technological disruption, the energy transition and rising far-right populism.

The report emphasises that decisions affecting workers' lives are made not only at work but in Parliament, devolved bodies and local government — and that the union must

organise accordingly.

Those policies included:

Workplace Rights & Legislation

- Support securing the passage of the Employment Rights Bill without dilution.
- Ensure additional "New Deal for Working People" commitments (equal pay reform, procurement/insourcing standards) are realised.
- Guarantee that industrial action and workplace organising are reflected in legal and parliamentary change (citing examples: fire-and-rehire at Centrica/British Gas engineers; recognition fight at Amazon Coventry).

Wider Political Priorities

- Oppose attacks on employment rights, union rights, public services — e.g., the agenda of Reform UK is seen as a direct threat.
- Work regionally and nationally: respond to devolution, local government re-organisation, metro-mayors and changing political geography (England, Wales, Scotland, N. Ireland).
- Maintain the First-Past-the-Post electoral system, citing the importance of clear accountability between MP and constituency.

Building Political Trade-Unionism

- Strengthen the connection between industrial organising and political action: every workplace issue should link into political strategy.
- Equip reps and activists with training and support to act politically (not just industrially) — expand political education to ensure more GMB activists become councillors, MSP/MSs, MPs.
- Recognise the federal structure of GMB: Regions must have flexibility and resources to organise in locally relevant ways.

Working Across the Wider Movement

- Strengthen collaboration with sister unions, the Trade Union and Labour Party Liaison Organisation (TULO), and the Labour Party's decision-making structures (NEC, NPF, CAC) to influence policy and hold government to account.

Our Voice, Our Future

- Re-affirm that GMB has a long history of political advocacy, and that if the union does not engage actively, "politics is done to us."
- The union commits to remain a powerful, articulate presence in workplace and political spheres, adapting to contemporary challenges.

Other relevant policies adopted by GMB include:

- GMB reaffirms its support to the Labour Party (2010:101), we encourage our members to join the Party (2007:181)

and urge our members to distribute Labour materials (2014:135). However we are conscious that we should keep our relationship under constant review (2012:146)

- GMB lay activists should be encouraged and supported to stand for political office, from Constituency Labour Party (CLP) positions to local authority positions. (2021:42)
- The Labour Party should continue to improve welfare provisions which support the most vulnerable in society to prevent the gap between rich and poor.
- Our policy is to ensure that the Labour Party fully connects with its grass roots activists and works politically and industrially with its trade union links.
- We are conscious of the costs of internal leadership elections and contests and urges the Labour Party to look at introducing financial spending limits for any future elections (2008) and rules for conduct for Labour Party elections. (2014:154)
- General Election and by-election ballot papers should include candidates' business interests. (2015:236)
- Motions have highlighted the divisions that have resulted as a result of the rise of "Progress" within the Labour Party. GMB will work to maintain unity within the Labour party (2012:154) We are concerned over factions within the Party and over the past year or so, we have called for unity within the Labour Party.(2016:174,176)
- We call for the Labour Party to reform its Parliamentary

candidate selection process.(2013:C15)

- Motions calling for de-affiliation from the Labour Party are normally ruled out of order in the absence of a Rule Change. Funding to the Labour Party is always under review. We encourage the Labour Party to adopt the policies that we can encourage our members to campaign on.
- Whilst we agree with calls for a new Clause IV of the Labour Party Constitution, there are other more pressing issues to campaign on. (2014:153)
- Trade unions should have voting rights on CLP executives and all CLPs should have a responsibility to engage properly with trade unions in their area through formal structures and processes. (2017:230)
- In addition to recognising GMB as a representative body of salaried staff, the Labour Party should also recognise GMB's right to represent and accompany lay members, such as councilors and Parliamentary candidates, in internal hearings. (2018:258)
- We call on the Labour Party to establish the post of a veterans' families officer. (2021:163)
- GMB believes that there should be 100 per cent trade union membership in the Labour Party and trade union employees (2021:22)
- We are appalled to see some Labour Councils using flimsy catch-all accusations of so-called breaches of Codes of Conduct to discipline and dismiss longstanding union reps, including most recently Gary

Bolister. We will lobby and campaign for the rights of free speech and lawful peaceful protest, and the right of council and other public sector employees to lawfully express their views. (2021:EM2)

- Decisions on whether GMB should support individual councillors should be taken locally and evaluated in line with their record of supporting GMB members, and their support for GMB principles and policies. (2022:193)

Labour Party – campaigning

- We believe that the partial move away from traditional organizing methods (including tried and tested approaches to Voter ID and constituency twinning) contributed to the disastrous 2019 election result, although we also note the central importance of policies that speak to working people's concerns (2021:C7, 2021:156).

Labour Party Conference

- All affiliated unions should have the right to submit motions to the Conference (2011:187) and we urge our members to become active within their constituency Labour Party branches. (2014:151)
- We call for the removal of restrictive contemporary

criteria and call to ensure CLPs can submit four motions for debate in addition to 4 motions for unions. (2012:155)

- We are in favour of constitutional amendments which allow unions to freely choose what motions and amendments are to be submitted and debated at Conference (2010:108,109) to maximise support for GMB key policies.

MPs

- The Labour Party and parliamentary candidates should represent the interests of working people and our members. (2012:C12, also GMB Rule 2.8)
- GMB to have a mentoring scheme to provide training and support to members who wish to stand for election as a prospective candidate (2010:121)
- GMB have constantly called for more working class MPs (2010:C10) and have set up programmes to assist GMB members wishing to run for public office
- In particular, any individual GMB supported MP who fails to support working people or pursue GMB policies should have their funding and support withdrawn (2005, 2008). In addition this also applies to those MPs who engage in paid work, consultancy work or hold positions on boards for companies who go against GMB policies and principles (e.g private equity).
- The GMB National Political Department should monitor

the voting records of our supported MPs and report back (2011:C19)

- We have called for the abolition of the House of Lords and for it to be replaced with an elected second chamber (2009:157), and in the interim period for reserved religious seats to be abolished in the Lords. (2023:177)
- We have called for a "Story of Work" historical publication detailing the struggles of our members (2010:122)
- We call for the repeal of s141 of the Mental Health Act that strips MPs from their seat (2010:124)
- GMB is opposed to unpaid MP internships
- MPs pay should be brought in line with other public sector pay increases
- Congress calls on MPs supported by GMB to ask, at Prime Minister's Question Time and other channels, for an official apology to the 37 Cammell Laird workers who were unjustly jailed in 1984. (2018:235)
- We call on MPs supported by the GMB to sign up to a charter to communicate their decisions and activities to GMB branches. (2019:288)

Political General

- On the funding of political parties, we call on the Government to restrict the donations that businesses and rich

individuals give

- We need to ensure our reps are trained and understand the importance of voting in all elections (2012:36)
- We call for a dedicated Minister for the Elderly (2012:116)
- GMB opposes the Transparency of Lobbying, Non-party Campaigning and Trade Union Administration Act 2014 - known as the "Lobbying" Act - which imposes limits on the activities of organisations such as trade unions, charities and anti-racism campaigners. It will also slash the amount organisations can spend on initiatives such as newspaper advertising. (2014:C14).
- GMB calls for a Labour Government commitment to keep the Human Rights Act in favour of the proposed British Bill of Rights (2016:C12)
- GMB calls upon the Government to help protect our women MPs and for the police force to threats these threats more seriously in light of MP Jo Cox's death. (2017:222)
- It is unacceptable for MPs to take money from private health care companies who benefit directly from the privatization of our NHS. Where these links exist, they should be exposed. (2017:223)
- GMB calls for all published materials used in manifestos and promotional material for all political parties to be verifiable at the point of publication and that information to be freely and easily available to all. (2018:231)
- The Ministerial Code should be more rigorously enforced to ensure that important policy

announcements are made first in Parliament, not in the media. (2018:232)

- GMB calls on the Labour Party to outlaw MPs from having financial interests in the sectors for which they have responsibility and the power to make decisions. (2018:233)
- Cuts to local councilors' terms and conditions should be reversed – such as the withdrawal in 2014 of their access to the Local Government Pension Scheme. (2018:234)
- GMB calls for the Government to set a cap at which political restrictions come in and not simply a blanket view that if you work in any Local Government job then you can't stand for any election or hold office. This is denying hundreds of our members the right to hold an elected office. The cap should start where the Chief Officer grades come in. (2018:254)
- Congress has recognised the long and valued relationship between the GMB and the Labour Party. However, in the years which have passed since devolution, the plurality of Scottish politics has
- established a political landscape which is unique to Scotland. Congress 2019 agreed to examine our relationship with elected members in Scotland to determine how best to utilize political relationships to achieve a fair and just society for GMB members and the Scottish people, and to involve Scottish Branches in this exercise. (2019:290)

Regional Government

- We condemn the scrapping of regional Development Agencies and call for a proper framework of regional governance (2011:201)
- We oppose the constituency boundary review (2012:156)
- We call on the Labour Government to commit to a Commission for regional governance for English Regions as part of a process leading to regional devolution of powers (2015:C11)
- Motions have called for an English Parliament because the current arrangements of UK MPs voting on English only issues in Westminster, when devolved institutions exist, seems unfair. There are a number of issues with an English Parliament; each devolved parliament and assemblies in Scotland, Wales and Northern Ireland are responsible for different policies, there are no consistent policies. The impact of how an English Parliament might determine the future of the UK must not be under estimated. The sheer size of an English Parliament could potentially rival and potentially undermine Westminster and an English parliament could mark the end of the union of the four nations which would not be in the interests of GMB members. Finally, the future of the UK and the union is under threat by the SNP campaign for Scottish independence. (2012:157,159).

- GMB is opposed to unaccountable elected mayors (2001:319, 2013:250) who are elected for a fixed period with control of local service budgets, but are only held to account by the electorate at election times. There are examples of Mayors cutting local services without reference to the Local Authority. GMB opposes cabinet and executive structures as they exclude trade unions in many local authorities.
- However, we do welcome the Good Work Charter initiatives introduced by a number of metro mayors. (2022:191)

Democracy & Constitutional Reform

GMB calls for the fullest possible debate on the distribution of power in the UK, following the vote to leave the EU, including by the establishment of a UK Constitutional Convention; and commits GMB to fighting for a response to Brexit which seeks to address the concerns and interests of members in every part of the Union and specifically affirms the right of people in Scotland to choose their own constitutional future.

It is time to demand that full powers over employment law and health and safety now be devolved to Scotland. GMB believes that empowerment of the Scottish Parliament to stand up for workers, and defend their own interests and light a way for others. (2017:236)

The Union has also debated and carried motions asking for the following changes in legislation:

ID Cards

Whilst we recognise the importance of ID cards in the security sector, we are opposed to the general introduction of ID Cards as it infringes on human rights (2008:141).

Voting

- Call to introduce compulsory voting at local, general and European elections for all over 18 (2009:160,161). This motion was referred and it was determined that falling election turnouts reflect disillusionment with politicians and the political process and this must be reversed. However, there are concerns and inherent danger in forcing people to vote. It also raises concerns over an individual's democratic right to withdraw from the political process. There are also compulsion issues with regards to what the sanctions would be. On further
- analysis, we therefore would advise that if this motion is placed before congress again that the recommendation would be to oppose it.
- Lobby for the voting age to be reduced to 16 (2012:162,248, 2013:248, 2015:257)- we note that 16year olds were allowed to vote in the Scottish Referendum – and support votes at 16 for local and national selections, including any second referendum on the

UK's relationship with the EU. (2019:298)

- Our policy is in favour of First Past the Post voting system as opposed to proportional representation (2010:125, and upheld in the debate on motions 2021:166 and 2022:206 which were lost). GMB as a founding member of the Labour Party should oppose any changes that weaken the party for the benefit of other parties that GMB does not support. (2022:210)
- Congress encourages branches and Regions to include links to postal vote registration forms in electronic communications to members (2021:11)

Titles, Honours and the Monarchy

- We support the nomination of those people who are committed to serving the public over and above their normal work which includes service to the trade union movement and charities
- GMB welcomes honours being bestowed on ordinary working people and highlights the inequality of hereditary titles and that this has no place in modern society.
- We call for a campaign to include members of the public who have shown outstanding bravery or acts of heroism during disasters and attacks (2008:171)
- Honours should be awarded for appropriate reasons. There needs to be impartial scrutiny of the Honours List to ensure that it is not being used to award for political

financial donors or toadyism, or to people with criminal convictions for offences such as fraud

- There are strong views amongst our members regarding the abolition of the Monarchy on both sides of the argument. We have had motions asking us to affiliate to Republic which campaigns for an elected head of state but we had no regional support. There is a great deal of respect for the current monarch.
- In the current economic climate, campaigning for the abolition of the monarchy is not the best use of GMB resources or time.
- GMB supports the Armed Forces and has called for wounded servicemen to be recognised in some way (2013:251)
- GMB condemns the announcement that Glyn Williams, the former Home Office Head of Immigration, who was responsible for the policies that led to the 'hostile environment', is to receive a Knight Commander of the Order of Bath award. (2019:EM4)
- We call for an end to the archaic practice of referring to MPs as ‘honourable.’ (2022:211)
- We believe that the assets of the Duchies of Cornwall and Lancaster should be brought under public control, and have greater transparency over finances. The Monarch and the Prince of Wales should pay the same tax liabilities as the rest of the population, and Duchy Territories become subject to Death Duties. (2025:203)
- Congress agreed that reforms must be made to the

accountability of the Royal Family and Head of State. This includes scrapping the Sovereign Grant; having a reasonable security budget and salary for the Monarch, pegged at the Prime Minister's salary; reduce the number of homes to two for the Monarch, and scrap all funding for homes for royal family members; end the royal exemptions to the Freedom of Information Act; have greater transparency over royal spending and accounting, which is also taken out of palace control. (2025:204)

Racism & Fascism

GMB@WORK 2025 Anti-Racism and Combatting Hate Special Report

The 2025 Special Report sets out our practical, workplace-based approach to combatting racism and hate in our communities. It sets out our history of challenging and defeating racism, and fascism, and our commitment to becoming a truly anti-racist organisation.

Racism and fascism divides workers and has no place in the trade union movement. GMB is opposed to all forms of racism and fascism.

We have some reservations about the tactics of some organisations but we are prepared to work with anti-fascist and anti-racist organisations provided their aims match those of the GMB.

We recognise the growth of the far right parties and movements across the EU and an increase in anti Islamic and anti-immigration propaganda.

In our fight to unite against fascism, we have longstanding policy to campaign against the fascist organisation, the BNP and its increased activity in communities (2009:166,167)

GMB is opposed to affiliating or donating money to any organisation whose members are affiliated to parties other than Labour or whose values do not match those of GMB.

Congress calls on the GMB to further promote training and education as well as encouraging reporting of all forms of hate crimes. GMB Yorkshire & North Derbyshire Region have entered into a partnership with Tell Mama and this collaboration uses expertise within Tell Mama to direct campaigns and literature where it is most effective. Congress calls on GMB to develop this partnership nationally. (2018:282)

GMB is aware of the rise in far right organization such as Britain First and the Football Lads Alliance. Extremism divides our communities and lead to an increase in hatred and racist attacks. Training to combat extremism should be developed by GMB in a format accessible online to reach as many people as possible. (2018:284) Congress has called on GMB to: ensure a much stronger vocal and prominent visibility against the far right; be more proactive when media reports may be regarded as biased on race issues; and ensure that our solidarity is visible each and every time. (2018:285)

GMB opposes hate speech and discrimination wherever we

find it, including racism, discrimination against LGBT+ workers, and disability discrimination. The politics of hate divides us all. GMB Congress 2019 called for an 'all stands' publicity and empowerment campaign. Including through working with other organisations. (2019:309) Practical suggestions for combating racism – such as isolating offenders and challenging their views, giving practical support for those discriminated against, and if possible making a record of what happened – should be incorporated into training. (2019:310)

GMB condemns anti Gypsy, Roma, and Traveler (GRT) racism and stands in solidarity with the Gypsy, Roma and Traveler communities facing persecution and criminalisation from the UK Government. We oppose the attacks on GRT communities in the Police, Crime, Sentencing and Courts Bill – along with attacks on freedom to protest – and we will seek repeal of those parts of the Bill should it be passed. We further call on Labour MPs and councillors to oppose the use of injunctions by local authorities that exclude traveller communities from whole regions or areas, and oppose any hostile policies that lead to exclusion of nomadic groups and openly campaign to address the site supply issue and encourage inclusion. We are committed to confronting anti-GRT racism and discrimination in workplaces and within union structures. (2021:C14)

We strongly condemn the disturbing rise in anti-Semitism in the UK. Congress 2022 committed to republishing the 2018 CEC position on anti-Semitism and to ensure that our internal policies and procedures are fit for purpose. (2022:213)

We are alarmed by the number of Islamophobic incidents in and out of the workplace. Congress 2022 called for GMB to model policy against Islamophobia, which should incorporate the APPG on Islamophobia's definition which has already been adopted by the CEC. (2022:214)

We support the Welsh Government Anti-Racism Action Plan and will seek to work with the UK Government in applying it nationally. (2025:225)

Private Section

Energy and Utilities

GMB@WORK 2017 CEC Special Report on Energy

GMB@WORK 2021 CEC Special Report on Energy and the Environment

The decarbonisation of energy – as part of the transition to a net- zero emissions economy - is one of the most important policy challenges that faces the country and our members. GMB recognises that we are in the grip of a climate crisis created by man-made global warming, and that global warming is the gravest long-term threat that faces the planet.

GMB believes that public utilities including energy, gas, electric and associated distribution and generating network, and water system should brought back into full public ownership. Congress 2023 reaffirmed this policy and called

on the UK to learn from the example of France, where public ownership of EDF has kept bills low compared to in the UK. (2023:229)

GMB is committed to:

- A balanced energy mix in which renewables, gas (including hydrogen and biogas) and nuclear all have a part to play in meeting the needs of different consumers and supporting the UK's transition to a net-zero carbon emissions economy. The workforce should be at the heart of any policy.
- GMB supports civil nuclear power, as an important component of a balanced energy mix. Nuclear is an important source of 'firm,' dependable energy. Until there is a breakthrough in large-scale, economically viable and reliable storage technology, wind and solar alone cannot replace a sensible mix of renewables and low-carbon sources, including nuclear. We support investment in new nuclear technologies, including Small Modular Reactors and Advanced Nuclear Reactor designs, industrial-scale hydrogen production, and hydrogen reserves.
- We believe that environmental subsidies should be funded out of general taxation, not through regressive charges on bills that hit the poorest the hardest.
- We support achieving net-zero emissions by

2050, or faster if a real and credible plan for protecting good quality, unionised employment can be produced. The test for any change in our position will be whether our members in the most affected industries can be convinced of the credibility of any alternative proposals, as determined through our democratic structures.

- We continue to support the 2050 target for reaching net zero, and we call on an incoming Labour Government to carry out an independent review of the estimated costs (noting the range of gross and net costs published by the OBR). (2023:238)
- We support the use of hydrogen for home heating and the promotion of the UK's manufacturing supply chain in order to create jobs in the hydrogen economy, starting with trials, which has the potential to create 75,000 jobs according to the Hydrogen Taskforce 2020 Economic Impact Assessment. (2023:239, 2024:218)
- Exploring proposals for a carbon border tariff which would raise the cost of imported goods produced under high-emissions conditions, while recognising that this is a complex and challenging policy area.
- GMB believes that North Sea Oil and Gas will remain an important and secure source of the UK's energy supply. It will play a crucial role in

decarbonising our energy supply in the short to medium term while as part of a balanced energy mix, and in ultimately achieving the energy transition.

- We support a moratorium on Contracts for Difference subsidy awards until a stronger link to UK manufacturing is put in place.
- The offshoring of jobs – which is especially a problem in the energy sector – undermines the hopes, aspirations and job security of millions of low paid working people across the UK today. Congress has resolved to oppose the offshoring of jobs (2017:213).
- We are concerned about the practicalities of the Labour Party policy around clean electricity power generation by 2030, including grid capacity. Plans to achieve net zero by 2050 should be accompanied by a plan to develop steel fabrication in the UK as part of a new green energy supply chain. (2023:240)

Fuel poverty

- GMB is concerned that pensioners across the nations have to make choices whether to heat or eat due to rising Fuel Poverty. There are millions of households in fuel poverty and we call on the Government to address this issue. We have highlighted the failing

energy market and called for suppliers to genuinely offer low cost social tariffs, levying a windfall tax on energy companies and using this revenue to provide financial assistance to the neediest households

- GMB policy is to lobby government to ensure that fuel poverty is eradicated.
- Energy regulators such as OFGEM and OFGAS should be made more accountable to consumers (2008: 175) and work in the public interest (2009:C5)
- OFGEM is a flawed Regulator which has failed to regulate the energy market and should be replaced with a more accountable enforcement authority (2009:80)
- GMB calls on the Government to curb the large profits made by energy companies and cap future prices (2009:81,82)
- We call on utility companies to ensure those on pre-payment meters or tariffs pay the same as those on direct debit (2009:84)
- Domestic fuel to be subject to zero rated VAT (2009:213)
- GMB's Emergency motion carried at TUC Congress 2008 outlined the failing energy market and called for suppliers to genuinely offer low cost social tariffs, levying a windfall tax on energy companies and using this revenue to provide financial assistance to the neediest households.
- Our Retired Members Association (RMA) also called for

the Government to commit to free bus passes, retaining the Winter Fuel Allowance, free TV Licenses and other Pensioner "benefits"

- GMB calls on all political parties to retain the Winter Fuel Allowance. (2018:390)
- Congress calls on branches, as far as is practicable, to raise awareness of the impact of the cost of living crisis, particularly on members who share protected characteristics and who are more likely to be impacted by rising energy costs. (2023:227)
- Congress registers its deep concern at the dramatic increase in energy suppliers moving customers onto pre-payment meters. It is wrong for private companies to enjoy, profit from and abuse public sector laws that they have inherited from privatisation to pursue numbers of disconnections. Better options should be provided for low-income households to pay energy bills, pre-payment meters should be banned, and there should be a standard tariff (while leaving the option for social tariffs to be introduced). (2023:C16)

Fracking

GMB@WORK 2015 CEC Statement on Fracking

GMB@WORK 2017 CEC Special Report on Energy

The UK has very large shale gas resources. It is estimated that if only 10% could be extracted, it would be equivalent to

40-50 years of UK gas consumption.

GMB notes growing national and international opposition to hydraulic fracturing (fracking) from both local communities and unions and that the Government continues to aggressively pursue a policy designed to promote hydraulic fracturing.

Our policy has always been towards a balanced energy policy.

The strategic importance of fracking within the UK's balanced energy mix must not be ignored. Along with nuclear, renewables, oil and gas, fracking could be absolutely essential to achieving near self-sufficiency which will benefit domestic and business need.

Given the fragility of the oil and gas sector due to price pressures, diversification through shale gas could well become a key employer within the energy sector.

We call for GMB to organise the sector to ensure the protection of jobs and maintain a safe environment.

GMB should work with the industry and put pressure on the employers to make it as safe as possible. If fracking is to develop in a way that does not harm the health and safety of workers, strong Union structures and organisation will be needed to hold employers to account and to maintain standards and performance.

Exactly as GMB has done in the gas industry for over 125 years, delivering jobs offering better pay and conditions and with the risks from fracking controlled and reduced so long as lessons are learned and applied from the mistakes made

in the USA, best practice is adopted and regulations are strongly enforced.

Shale gas production should be permitted, alongside the development of the UK's renewable and nuclear capacity, benefitting the security of our energy, the economy and the environment.

Energy Market

GMB is one of the largest trade unions for Energy workers in the UK with around 50,000 members working directly and indirectly in all energy sectors including nuclear, gas, electric, oil and renewables across all of the main companies.

GMB notes with concern, the increasing energy process and payment of huge bonuses to executives in power companies. We call for a fundamental review into the Energy Market to investigate practices,

infrastructure, pricing, energy supply and policy. In addition, there should be an independent body overseeing these companies (not OFGEM):

- GMB is committed to ensuring that jobs in the energy sector are highly skilled and that the UK has a secure and affordable energy mix.
- GMB supports investments in offshore windfarms so vital manufacturing and construction jobs are created.

GMB calls for an urgent review of the energy market, and for Ofgem to be replaced and its

regulatory functions to be taken over by the Government, and that mergers within the retail energy sector are given more scrutiny in Parliament. (2019:391)

GMB condemns the treatment of GMB members following RWE's have attempt to exploit hard working people by sacking them and using a business ruse to transfer its customer book to E-ON, and calls for a political and industrial response in defence of our members' jobs. (2021:116)

Congress 2022 called for a Government inquiry into the industry's handling of Storm Arwen, when our members faced a lack of support. (2022:266)

Climate Change

GMB wants to see a world where we get most of our energy from renewable sources, not fossil fuels. We also need a base load electricity capacity we can rely on until there is a breakthrough in large-scale, economically viable and reliable solar or wind power storage.

GMB wants to see a low carbon economy powered by a sensible mix of renewable and non-renewable energy sources. In the interim that should include energy derived from nuclear, gas, solar, wind and any other economically viable renewable options that come along.

Subsidies on renewable energy should be paid for through general taxation, and energy subsidies of any sort should be

shown to be justified and paid for out of basic taxation. (2018:356)

The Government should use revenues raised through taxation to create union organized green, renewable energy jobs and apprenticeships. (2018:357)

The change in climate has left communities in the UK more susceptible to flooding, more frequently than ever before. There should be a flood relief social fund to help communities who do not have access to flood insurance, and to help rebuild their lives. More needs to be done to improve flood prevention. (2025:266)

Congress believes that where subsidies are paid for renewables that the following conditions should apply:

- There should be an official register of companies in the sector in receipt of subsidies
- A high percentage of agreed supply chains should be based in the UK
- Companies on the register and their contractors should be covered by a new national recognition and collective bargaining agreement
- Subsidies should be paid to investors from a progressive general taxation system (2019:390)
- We support efforts to decarbonize specific occupations and sectors through negotiation, such as converting refuse vehicles and other HGVs to low-carbon power sources (2021:228) alongside steps that can be encouraged in most workplaces and homes to minimize energy use. (2021:230; 2023:242)

Renewables

A Renewables Development Authority should be created to support the development of new fabrication yards in order to make UK renewables manufacturing yards competitive as a step towards keeping associated orders in the UK. (2022:141)

Just transition



2021 CEC Special Report on Energy and the Environment

Congress has congratulated GMB and its sister unions on the publication of the pamphlet 'Demanding a just transition for energy workers.' We believe that the lack of a 'just transition' in previous decades has left too many workers and communities on the scrapheap. Promises of green jobs have failed to materialize because the Government has failed to promote domestic low-carbon manufacturing and secure a domestic supply chain for the wind industry. We will promote the 'just transition' 10 point check list, and address the fundamental problems of ownership and control within our energy system. (2019:208)

We support the principles of a just transition and a Green New Deal. The 2021 Special Report recognised that there is both a climate crisis and a jobs crisis, and set out our belief that there are paths for all the GMB-organised industries to play their part in meeting the net-zero emissions target. It must be recognised that some industries will always be difficult to decarbonise, and while every effort should be made to achieve carbon reductions within individual industries, it is the overall balance across the UK that counts. Any decarbonisation plans should also be subject to full and genuine consultation with the workers who are most affected by industrial change.

Congress 2022 thanked the climate activists who joined picket lines of GMB cleansing workers in Glasgow who took strike action during COP26. We encourage the development of negotiated workplace decarbonisation plans and engagement with environmental activists. (2022:271)

The UK should lead international collaborative research on technology that has the potential to decarbonise critical sectors in consultation with workers, such as hydrogen. (2022:274)

We support the definition of Just Transition, defined by trade unions across the globe, adopted as policy by the International Labour Organisation, and codified in the Paris Accord 2015. We do not support the watering down, or cynical misinterpretation of the term used by national governments and companies, who are allowing for wholesale closure of industries, costing jobs and skills. (2025:263)

Nuclear

GMB calls for public investment to build the new fleet of at least six new nuclear power stations in the same way that public investment was used to build the first generation of existing nuclear power stations.

GMB calls on the UK Government to get on with building the needed stations in Cumbria, North Wales, Gloucestershire, Essex and Suffolk, and for the Labour Party to provide a clear and unambiguous message to GMB members that they will guarantee that nuclear new build projects that are currently stalled will go ahead under a Labour Government. (2019:C18)

We call for new nuclear builds to be developed within the UK, with UK hardware and software and investment in the UK nuclear workforce to the greatest extent possible within current procurement and subsidy rules. (2022:C9).

The Nuclear Decommissioning Agency should be replaced with a Nuclear Development Agency with responsibility for developing new projects. (2019:387)

We do not condone the Scottish Governments attempts to block replacement nuclear sites through devolved planning laws. (2024:219)

We will engage with the development of the Spherical Tokamak for Energy Production project in North Nottinghamshire, building the UK's first prototype Fusion Power Plant. (2025:206)

Water industry

GMB supports efforts to unionise contractors in the water industry. Congress supports the long-term aim of creating a contractors' forum for water industry workers. (2017:157)

GMB calls for the water industry to get the Government and Labour to recognise the need for a long-term practical plan to deal with periodic water shortages in London and parts of the East and South East of England. This should include re-examination of plans drawn up by the former Water Resources Board, and support for the restoration of the Cotswolds Canals to transfer water from the Severn to the Thames. We do not rule out supporting water sharing schemes. (2018:359,360)

We are concerned about the level of fully trained workers within the water industry is reaching critical levels. GMB supports a review of training and impact of health and safety and the total lack of investment by water companies to address this important issue. (2019:210)

We condemn employers' attempts to reduce terms and conditions for water industry workers during the pandemic, which in some cases is causing our members to remortgage and run up huge debts just to make ends meet. (2022:128)

Congress has little faith in OFWATs ability to curtail the poor financial management of water companies including extremely high executive pay. Congress calls for OFWAT to be disbanded and replaced by a new regulatory body (2024:126,

2024:C8)

We condemn the abuse that workers in the water industry face from customers and members of the public, as a reaction to the poor management, excessive corporate greed, and high bills from owners and directors of our privatised water sector. We support our members 'Service with Respect' campaign to address this. (2025:151)

GMB Scotland is committed to campaign against wasteful spending within the Scottish water regulatory bodies, including executive pay, and a lack of transparency around contract awards (2025:260)

We condemn the poor financial management of Thames Water which has piled outrageous debt onto the company, which has put workers pensions and job security at risk through no fault of their own. We call for much tougher regulation so that water companies do not get into this type of financial trouble (2025:EM3)

Sewage industry

We believe that the current prohibitions against the illegal dumping of sewage waste are woefully inadequate. We call for a strengthening of the penalties on the companies that dump sewage in our rivers and seas. (2022:C16)

Congress 2023 commended the work being undertaken by GMB activists across the UK to end sewage dumping. While Ofwat has been entrusted with new powers, these powers do not go far enough. The proceeds of fines must be reinvested

in infrastructure. We need strengthened regulation and a massive programme of heavy investment in wastewater and sewerage infrastructure, in unbiased water monitoring, and enforcement which will boost regional jobs and local communities and improve the environment. (2023:C19)

Gas Industry

Gas is a vitally important energy source. Britain needs gas and Britain will use gas. Access to gas is a key part of every fuel poverty strategy.

- GMB supports the recruitment of apprentices in the Gas industry (2011:106)
- We support the inclusion of gas fired power stations in Carbon Capture and Sequestration (CCS) projects (2011)

GMB strongly opposes the call by Friends of the Earth for the UK to close down the gas industry and instead use electricity and other systems for heating of homes in the UK.

GMB rejects any unilateral action by the UK to show leadership by closing the gas industry as a very expensive and futile gesture. We have welcomed the Just Transition statement by the four energy unions including GMB.

GMB should campaign for a low carbon economy with four basic principles: reliable, reasonably priced, low and zero carbon energy sources with subsidies to be paid to investors funded from general taxpayers. GMB should now focus on "how" we move to this low carbon future in line with these

principles.

These huge decisions on the exact energy mix and prices and who pays the subsidies should be determined by government and Parliament with households and taxpayers centre stage in these discussions. It is time to add actual substance to the call for a Just Transition.

Congress 2019 called on both the Government and the Labour Party if in Government, to recognise that in the real world, gas is going to be needed to heat our homes as part of a diverse energy mix whilst we transition to a lower carbon economy. (2019:C17)

We support the reintroduction of the installation of gas supplies to all new build properties where access to mains gas is possible. (2019:385)

GMB calls for future home heating systems – whether hydrogen boilers, heat pumps, or other technology – to be manufactured in the UK. (2022:138)

GMB recognises that heat pumps will play a part home heating as part of a wide energy mix.

Congress 2022 called on the Government and Labour Party to commit to a strategy for increasing hydrogen production, including through green hydrogen derived from renewable electricity, and its use in the gas sector. Green hydrogen production should be combined with upgrading the existing North Sea storage capacity which would give the country resilience to fluctuating energy costs. This hydrogen strategy should be based on UK domestic manufacturing supply chains. (2022:C17)

Congress 2023 express its 'very [deep] concern... that an incoming Labour Government ... will ban investment in new oil and gas fields in the North Sea' through a policy of not allowing new licences. (2023:234)

We will campaign to improve the hydrogen cell infrastructure, calling for extra stations and refuelling systems in the UK. (2025:209)

Security Sector

GMB@WORK 2005 CEC Special Report Organising in Security: Opportunity and Change

- GMB condemns violent attacks on GMB members in the Security Industry: GMB have a targeted campaign "SafeGuard" aimed at tackling violence,(2015:162) which in 2024 we committed to review and seek to relaunch in some format.
- GMB supports the Government introducing legislation that exempts Cash in Transit vehicles from parking restrictions (2009:87)
- We continue to campaign to ban zero Hours contracts in the Security Sector (2009: 89)
- We support the call to abolish Section 127 which prohibits certain workers from taking industrial action
- We support a proper licensing regime for security workers and call for a refund of unexpired SIA license fees where workers leave the industry.

- GMB believes that in-house security personnel should be licensed under the SIA. (2017:159) GMB's members have expressed frustrations with the government and the SIA's approach to regulation. GMB would only ever seek to improve regulation in the security industry, and we believe that any move to a single license scheme would need to ensure that vetting and training were set at appropriate levels. (2017:161)
- Retail stores that employ more than ten people should have at least one security guard. (2019:216)
- GMB notes that cuts to police numbers since 2010 has led to additional strain and risk of violence against door supervisors and security guards. We support a review of these roles, including recruitment, training and spot checks by police and licensing authorities, and better protection for security staff, including tougher sentences for people who assault or abuse security staff. In line with wider GMB policy, cuts to police numbers should also be reversed. (2019:217)
- In line with wider GMB policy (see 2019:198), new powers should be granted to clamp down on employers who deny security officers their statutory holiday entitlement.
- Congress 2021 called for the membership and recruitment demarcation issue in G4S to be addressed at a General Secretary level, and if unsuccessful then at a TUC level. (2021:117)
- We support calls for a national 'Security Officers Appreciation Week', which has already been

implemented in some countries. (2021:141)

- We recognise that security guards play a vital role in keeping our communities safe and this can also take an emotional and physical toll on these workers. (2024:133)
- We further call on the Mayor of London to exempt security workers from payment of the congestion charge during the COVID-19 pandemic. (2021:147)
- We call for massive investment in transport links, including public transport infrastructure, to meet the needs of industry and reduce the disparities between regions. This should include fulfilment of the promises made as part of the 'Northern Powerhouse' initiative. (2022:278)
- Congress has called on GMB to campaign for better pay and conditions for security workers. (2023:133)
- We want better protections for workers who have been subject to a Site Removal Request, and enhancements to the process to ensure fairness. (2025:154)

Retail

- GMB is committed to fighting for jobs in the retail sector in the face of automation, and that these are living wage jobs (CS 2016).
- GMB is also committed to improving the working conditions for workers in distribution warehouses for

supermarkets, and online retailers as well. This includes campaigning for full

- recognition rights in large online retail distribution sites (CS 2016).
- GMB has a zero tolerance policy for attacks against workers in the retail sector, which includes physical and verbal abuse from customers. (CS 2014)
- Abusers should face consequences of the law, and retailers should have robust policies in place, including increases to security guard numbers
- We seek to establish a bargaining structure within Asda Stores for joint working (2011:104)
- We continue to highlight unethical practices of companies such as M&S who are signed up to the Ethical Trading Initiative (2015:169)
- Retail stores that employ more than ten people should have at least one security guard. (2019:216)
- GMB condemns ASDA's threat to impose less favourable terms and conditions on its workforce through the so-called "Contract 6". Congress 2019 called on GMB to demonstrate its support for our ASDA members and show its backing for a campaign, starting this week in Brighton to improve the pay and conditions of ASDA workers, up to and including industrial action. (2019:EM5)
- GMB supports shorter retail working hours over Christmas, including: early closure on Christmas Eve and New Year's Eve; closure on Christmas Day, Boxing

Day and New Year's Day (2nd January in Scotland); and no loss of pay for retail workers when stores are closed.

- We are alarmed at the number of retail businesses that are being brought by private equity, which has led to asset-stripping and job cuts. We call on MPs to investigate thoroughly any future and current private equity deals. (2023:129)

Logistics

GMB believes that no delivery workers should be penalised due to the late delivery of items by suppliers, and that it is an important industrial issue that companies often leave couriers out of pocket in these circumstances. (2023:124)

We salute the determination and defiance shown by Amazon workers who walked out and protested over pay in the summer of 2022, and the achievement of GMB members in Coventry who launched the first ever official strike action in the UK. Congress believes that the example set by the Coventry strike should be learned from across the union. (2023:131)

Transport

GMB recognises the important role an integrated

transport policy can play in society today and into the future.

GMB policy recognises the need for improved public transport to meet the needs of our members and their communities, especially those in rural areas.

We oppose deregulation of transport services as these policies have led to increased fares, less frequent and less reliable services, and far fewer passengers using public transport for local journeys. We also oppose any attacks on public transport staff

With ever increasing concerns about the environment, pollution and the pressing need for “green” solutions, there was never a more important time to finance and develop a fully integrated public transport system offering cheap and reliable interconnecting services as an alternative to the private car.

GMB believes that extending public ownership throughout the rail and bus industry can create the conditions to begin to develop an integrated, accountable transport system and strongly opposes any attempts to privatise public transport further.

Buses should be brought back under local authority control with adequate funds to be run as a service for people. The union supports:

- Free bus passes for the over 60s and UK wide concessionary fares

- The retention of Freedom Passes
- Public ownership of the public transport system, its expansion, full integration and rational planning, including better bus connections for rural areas.
- The updating of drone licensing regulations to cover all drone owners and operators following chaos caused at London airports, as well as strict age warnings on sales websites and a minimum operator age of 18. (2019:411)

GMB is concerned at the continuing failure of TfL to extend accessibility throughout the underground network and beyond, and at the closure of roads to taxis and PVHs which impacts wheelchair accessible vehicles. We actively and positively support the demand of those who self-define as disabled passengers for a more accessible public transport system that equally facilities all its users, including through accessible infrastructure and fully trained staff, and we call for full engagement by mayors and other public transport providers on seriously improving disability access in all areas of the public transport system. (2019:C19)

We call for a swift expansion of the electric charging point network, with at-cost charges for professional drivers. Any such roll-out should be linked to good employment standards and union access through the procurement process. (2022:281)

We believe that those experiencing domestic abuse

should be able to travel for free to facilitate them accessing safe refuge, based on a scheme similar to 'Ask for Angela'. (2024:205)

Buses

GMB is concerned by the year-on-year increase in deaths and serious injuries arising from bus collisions in London, and the use of contracts which offer operators incentives to meet punctuality targets but not safety targets. This poses a threat to staff, passengers, and other road users. We call on the

Mayor of London to address these issues, and for a national bus safety reporting system to be introduced outside London. (2018:380)

GMB condemns the serious cuts to bus support since 2010 which has had significant consequences for commuters and those who use bus networks for leisure. We call on the Government and opposition to address the current shortfalls in bus funding and commit to sustained resourcing of the buses network across the country to help those in most need to get to work. (2021:C11)

The 1985 Transport Act opened the door to the fragmentation and privatisation of our local bus networks. The ban – introduced in 2017 – on local authorities establishing new municipal bus companies must be repealed. (2023:249)

We recognise that more than a decade of austerity has led

to cuts in pay, terms and conditions, and that bus workers in Sunderland were forced to take industrial action. We recognise that the fragmentation and privatisation of bus services was a social disaster, and that Tyne and Wear has been at the forefront of efforts to re-regulate bus services. We believe that the local decision on whether to pursue re-regulation through franchising should be a matter of consultation with the relevant local branches. (2023:250)

Bus drivers should not be subjected to conditions which cause them to drive fatigued.

Bus passes for disabled users should apply for all times (24h) of travel, not just off-peak times, as passengers will need use for commuting to work. (2024:249)

We oppose the rise in the bus fare cap, which has increased the cost of travel by bus for poorer communities (2025:279)

Road

GMB supports:

- Measures to ensure better road safety and for us to campaign with other like-minded organisations for 20mph zones around schools, improved pavements and cycle paths, compulsory road safety lessons in schools (2008: 186) keeping cyclists off the pavements
- Cycle lanes should also be designed to ensure pedestrian safety
- Looking into the increased use of controlled parking

zones, not for the protection of the environment but for financial benefit to Councils (2008:187)

- Increased penalties for using mobiles while driving
- The use of car speed boxes as an alternative to speed cameras
- Paper Vehicle Excise Duty discs should be reinstated and displayed on the windscreens of all vehicles registered in the UK (2018:376)
- Addressing the misuse of disabled parking spaces by the non- disabled (2010:196)
- The provision and eligibility of blue badges (2016:294) including people with temporary disabilities (2016:295)
- A ban on car clamping
- We are opposed to parking on pavements as this poses a hazard for our disabled members
- We support raising awareness to pass horses wide and slowly on roads
- Campaigns to support our workers in the private hire industry and raise our profile in the industry
- Legislate to stop the illegal plying for hire from illegal private hire vehicles
- Call for a reduction in VAT on petrol and diesel
- More investment in road building schemes to boost regional economies
- Measures to ensure the protection and safety of our members working on roadside breakdowns

- Lobby for uniform charges for medicals for HGV drivers at GP practices (2015:365)
- GMB welcomes the introduction of electric cars. However, we recognise that they can also be a danger to children or those with sight or hearing impairments due to the very quiet nature of their engines. Audio and visual warnings should be introduced to alert people who are in the vicinity of a moving electric vehicle. (2018:378)
- We are mindful of the new challenges that increased electric vehicle manufacturing brings. While we are supportive of opportunities to keep car manufacturing based in the UK through new technology, the materials needed for electric vehicle batteries do also bring complexities to the wider supply chain and methods of mining. All parts of the industry should be safe, sustainable, and equitable.
- GMB is concerned that thousands of miles of motorways and the rest of the strategic road network are unlit at night. Action should be taken to alleviate the dangers that these unsafe working spaces pose. (2018:379)
- Full consultation before congestion charging schemes and Low Traffic Neighbourhoods are introduced. (2021:245,246)
- We oppose any proposal to introduce a 'pay-as-you-go' miles tax which would adversely affect communities with poor transportation links and provisions. (2025:274)

- We recognise the damage potholes can cause to cars and pedestrians who may fall into them. We believe that potholes need to be fixed quicker, and roads to be maintained better. Austerity and poor management have led to the terrible state of our roads. (2025:276)

Taxis and Private Hire Vehicles

GMB believes that private hire drivers be guaranteed at least a fair minimum wage by local authorities (2021:110) through the setting of minimum fare rates. (2013:147)

GMB notes the outdated working conditions of many private hire drivers. Drivers should have facilities where they can access at least one hot nutritious meal or refreshment a day. There should also be access for space to exercise. (2017:C13)

GMB calls for amendments to the 2015 Deregulation Act which allowed a proliferation of drivers unlicensed in local authority jurisdiction to carry out work that was quasi pre-booked and that in effect this stops licensing authorities from carrying out their work and local drivers from earning a reasonable living. Since 2015 the issue has been exacerbated, exemplified by licensing authorities such as Wolverhampton issuing high amounts, resulting in more cross border working, more competition between drivers, and lower wages. (2017:C26, 2025:C8)

GMB will campaign with representatives from the taxi trades for more effective enforcement and investigation into the

problems of cross-border hiring. (2018:374)

We believe that the process of taking appeals against taxi or PHV removal or suspension of licenses through Magistrates Courts imposes unfair legal costs as well as tying up courts' time. The process should be modernized and rationalized. (2019:403)

We welcome, and call for wider adoption and promotion of, Yorkshire and North Derbyshire Region's tax and private hire drivers' Licencing Charter, which commits local authorities to consider the welfare of drivers and to striking a balance between workers' duties and rights. (2022:129)

We oppose the practice of mandatory applications of door signage to private hire and platform/app-based hire vehicles that can cause a restraint on trade for our members working across geographical areas. (2022:132)

GMB calls on the Greater London Authority to hold a vote on the removal of the London congestion charge for private hire workers. (2022:133)

Generally we support Private Hire Vehicles being able to use bus lanes, but that it does not affect the bus route schedule adversely.

Congress has carried general policy in support of video recording and screens in cabs as security measures, however this was done with the qualification that any such demands would need to be subject to member consultation and with consideration of potential cost issues. (2022:134)

We believe that local authorities must end their draconian

policies of revoking taxi and private hire licenses for points incurred that falls short of the DVLA twelve point standard. (2023:132)

Congress agreed that licensing authorities should not hold back drivers from working after illness once they are considered fit by their doctor, giving them the opportunity to earn again sooner. (2024:136)

App based employers have a duty of care for mental wellbeing of drivers under the Mental Health at Work Act, and must recognise that policies which have significant financial changes can have an impact on drivers (2024:70)

Suspended drivers should be responded to by the relevant authorities in a timely manner.

We will work to ensure that we make sure that qualifiers to become and remain a PHV driver are fair, which do not disproportionately discriminate against immigrant or minority ethnic background workers.

With the increase in card/contactless digital payments, and reduction in cash transactions, taxi drivers can be victim to non payment or scams. GMB will work with members and operators to find solutions to mitigate losses where possible.

We agree that taxi and private hire vehicle drivers should have access to discounted prices at electric charging points.

We believe that reinstating time and distance-based pricing will provide a clear and fair guide for drivers, ensuring they are paid appropriately for their work, to counter algorithmic based calculations. Time and distance calculations offer transparency and a predictable payment structure, allowing

our members to better understand how their pay is determined and ensuring they are compensated fairly for every trip. (2025:138)

We recognise the serious impact that false allegations can have on Taxi and Private Hire Drivers, often leading to periods of being offline and unable to work. Congress calls for operators to implement clear policies to protect drivers from the impact of false allegations and to ensure compensation for lost income when drivers are cleared of any wrongdoing. (2025:139)

Couriers

Cycle couriers provide a greener solution to last mile delivery. Congress encourages local campaigns to promote active travel, and improve the road conditions and cycle pathways for these workers, so they can work in safer environments. (2024:71)

Couriers can often be carrying hazardous parcels which can pose a great risk to their health. We will aim to work with the HSE to improve the working conditions for couriers, including regulations for hazardous parcels; prohibited items; restricted deliveries; spillages; battery leakage; injury prevention; and that couriers have protection under compensation laws. Clients of courier companies, and courier companies should take on more responsibility for accurately labelled goods (2025:144,145)

Rail

- GMB supports the immediate lobbying of the Government for the need for trains and buses to be brought back into the public domain;
- We campaign for the Labour Party to commit to bring the railway industry, trams and light rail, and bus transport back into public ownership; and for the next Labour Government to re- nationalise railways and the rest of the transport system (2015:C7, 2025:277)
- GMB are in favour of the provision of a high speed rail network to connect all regions(2012:210)
- GMB opposes the closure of London Underground ticket offices (2014:250) and the removal of guards on trains (2014:251) and supports the reversal of cuts to guards on trains (2019:347)
- GMB supports a freeze on rail fares and for a reduction in the annual fares inflation rate of 0.1% by each 1% drop in punctuality. (2019:405)
- Local schools should be compensated where pupil numbers and associated funding drops due to the impacts of HS2 construction. (2019:406)
- There needs to be a major programme of investment and political and regulatory intervention to make railways stations accessible for disabled passengers. (2021:C10)

GMB recognizes that Transport for London has managed to improve overground rail services within the confines of the current contracting system compared to previous franchises.

However, GMB continues to support changes to the law so that all railways can be brought back into public ownership to deliver more regular services and fairer fares and ticketing for passengers. (2017:347)

Aviation

- GMB welcomes and supports the expansion of a third runway at Heathrow. The construction of a third runway and new terminal buildings will have a massive impact on the UK steel production industry and create much needed construction jobs and apprenticeships.
- Although GMB supports the expansion of Heathrow, this is not incompatible with calling for a 2nd runway at Gatwick to expand overall capacity in the South East, particularly as no work could begin on any new runway at Gatwick until after 2019 at the earliest
- GMB supports investment and expansion of regional airports
- GMB calls for investment in disabled facilities at Stansted airport (2015:368)
- GMB believes that all contracted workers at London Heathrow Airport should benefit from expansion and receive a real living wage. (2017:165)
- GMB calls for sector-specific support for aviation following the COVID-19 outbreak, including a 12-month

extension of the furlough scheme, and a support package linked to decarbonisation, with workers' involvement in all relevant discussions. (2021:142)

- There has long been a race to the bottom culture at UK airports with indirect supply chain staff suffering most. Congress 2022 called for pressure to be placed on employers to pay at least the Real Living Wage rate for directly and indirectly employed staff, with the qualification that industrial demands should be for our branches and committees to determine. (2022:EM1)
- Abuse of aviation staff has been on the rise, and we are committed to campaign against it (2025:C9)

Other Transport

- GMB supports the replacement of harmful diesel fuels with low sulphur alternatives as part of a just transition to a low carbon economy and the use of green cleaner fuel in shipping (2015:366)
- We will support sister trade union campaigns in the maritime sector if there are just transition plans for the workforce

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Other sectors

- We recognise that employment standards can be volatile in the sports and leisure industry and GMB will work to tackle exploitation, including by looking at the

Fighting Fit Employer standard. (2023:136)

- We condemn poor working conditions and insecure work within the Hairdressing and Barbering industry, and support the work of the Hair and Barber Council in highlighting issues around bogus self-employment and fire and rehire practices. (2025:150)

Manufacturing

GMB@WORK 1994 CEC Statement "full employment and a fair society" – considered shorter working hours, job sharing and investment in industry and skills.

GMB@WORK 2005 CEC Statement: Manufacturing

GMB@WORK 2009 CEC Statement on Manufacturing and the Economy

GMB is committed to campaigning in support of UK manufacturing and has demanded that government provides more pro-active support and interventionist action (as brought into being through the Making It campaign) GMB is in favour of a Minister being appointed with responsibility to support the sector and to introduce tighter controls to prevent high tech and high skilled jobs being exported at the expense of UK workers.

Our policy includes campaigning for government procurement to be used as a mechanism for supporting UK manufacturing jobs and for sustained investment in the UK Defence industry and support for the engineering as the

shipbuilding, mechanical and electrical design industry and many other jobs within the supply chain of civil and naval nuclear industry.

GMB seeks to remove obstacles to reserved contracts to enable organisations such as Remploy to more easily bid for work.

GMB will campaign across the trade union movement, and by using its political influence, in defence of UK manufacturing jobs. We also wish to see a significant increase in Government funding for manufacturing industrial development. (2019:220)

GMB has been campaigning for skilled apprenticeships in manufacturing, in addition to working to campaign for the retention and development of high skilled and high tech jobs in the UK.

GMB submitted a motion to TUC Congress 2016 in support of R&D investment and for the Government to increase incentives, funding and investment in R&D. This policy is recognised as vital to the future sustainability of manufacturing in the UK.

The Union:

- Urges the Government to support UK manufacturing and call on nationalisation of key parts of British industry (2012:120)
- Calls on the Government to commit to public works programmes that support public services and grow the economy (2012:123)
- Calls for a campaign for a return to full employment

- Calls for a proper active UK industrial strategy and safeguard the national infrastructure to ensure we have the manufacturing capacity that makes the country fit for a strong and prosperous economic future. In addition we need to develop a highly skilled workforce through proper training (2013:216)
- Without a proper manufacturing strategy linked to procurement, energy, transport, and climate change policy. Manufacturing in the UK will continue to be seen as a poor relation. GMB calls for a Public Procurement policy to safeguard jobs and skills and encourage contracts to be awarded to Companies who manufacture in the UK.
- Call on Government to use public procurement as a means of developing a positive boost to Manufacturing, ensuring the legal obligation in contracting Authorities to consider social, employment, disability, and environmental issues when awarding public contracts
- We need funding for research and development into environmentally friendly new technology for the motor industry.
- We call on the government to address general skills shortages in manufacturing. (2022:137) We welcome any campaign or initiative to highlight the under presentation of women workers in manufacturing and take action to find ways to attract more women into the sector.(2015:172)
- Calls for a refresh of the 2018 GMB campaign ‘Making

It' in favour of the rebuilding of UK manufacturing. (2022:140)

- Campaign for a greater share of the proceeds of manufacturing output to be shared by manufacturing workers so that a fair day's work receives a fair day's pay. (2023:137)
- Campaign for factory shop outlets to not stock products that have been manufactured elsewhere (2024:124)

Defence

GMB recognizes that the Government's strategic Defence Review has made cuts in defence investment and left gaps in our maritime capability.

- GMB opposes defence cuts and the privatisation and outsourcing of MOD bases
- All personnel serving in armed forces should be equipped with the latest equipment (2008:140)
- Government to support British companies, British jobs and British skills
- Safeguarding of our dockyards and shipyards

GMB calls upon the Government to increase the Defence Industry's spending on the UKs' Armed Forces, to ensure long-term Sovereignty for the UK, home and aboard. (2018:C18)

We are alarmed at the statements of some MPS regarding the suggestion that defence workers may be retrained to work in other sectors. We consider Labour Party policy matters such as the nuclear submarine programme to have been settled, and we do not believe that it is credible for MPs to promote what could well in effect be cuts to the terms and conditions of GMB members in this vital sector. While the defence of our members' jobs and terms and conditions will always be at the heart of what we do, in line with policy passed by previous Congresses (2017:367), the union must have the freedom to develop its own policies in support of an ethical exports strategy. (2019:292)

We call on the next Labour Government to make a firm commitment to placing defence orders in the UK, while recognising that the dynamics of the shipbuilding industry are different to the aerospace sector (where orders are now fulfilled through mature, international supply chains). (2022:177)

While GMB has rightly criticised specific NATO interventions, Congress 2023 agreed that there continues to be no alternative for our domestic security to properly trained and equipped UK armed forces as part of NATO. GMB asserts that the bedrock of the UK's national security and defence continues to the North Atlantic Treaty Organisation (NATO). An incoming Labour Government should commit to a new Integrated Security, Defence, Development and Foreign Policy Review. This should cover an upgrade of the army's land warfare capabilities – noting that the Challenger 2 tanks are more than 20 years old and soon to be reduced in number – as part of a wider programme to make sure that

the UK has properly trained equipped armed forces as part of NATO. (2023:261)

We believe that drones can and should be manufactured in the UK. (2025:215)

Trident

We acknowledge the skilled manufacturing jobs and recognise the wide-ranging views on both sides of the debate over the Trident Successor Programme.

GMB has always been multilateralist in its approach to nuclear weapons and disarmament. Whilst acknowledging that the issue of the Trident Successor programme generates legitimate emotions on both sides of the debate, the longstanding multilateralist position of GMB is reaffirmed by the CEC.

In the absence of any credible, costed alternative that guarantees the jobs, pay and conditions of these workers, the GMB position remains to continue to campaign robustly to protect the future of thousands of workers in the defense manufacturing industries and the many direct and indirect jobs in the shipyards and in the logistics and supply chain associated with these industries across the UK and Scotland.

GMB are in no doubt that failure to progress the Trident Successor Programme will have devastating consequences for GMB members across the country. Therefore the CEC position is to ensure that we remain in favour of the renewal of the Trident Programme and guarantee that we are

protected by a properly functioning defence capability.(2016:C11, 164)

GMB calls on the future Labour government to fully endorse and commit to the Dreadnought submarine programme which provides much needed highly skilled, well paid employment in both the direct and supply industries involved in the above project, whilst providing large apprentice schemes in the commercial, technical & graduate fields, often in areas of the UK where such schemes would otherwise be non-existent. (2018:C18)

Construction

GMB deplores the loss of private sector construction jobs as a result of cuts in public expenditure, including the Building Schools for the Future programme and this is causing regional economies to be damaged.

We call for the funding that was originally provided for the refurbishment of schools and other public buildings to be re-instated. We believe that money spent on public sector infrastructure expenditure will create construction jobs. GMB supports an extensive housebuilding programme (see 2014 GMB Special Report on Housing)

All infrastructure projects such as Energy from Waste (EfW), Combine Cycle Gas Turbine CCGT and other forms of combined heat and power generation, renewable energy and Nuclear construction should be built at a very minimum standard utilising National Agreements such as the National

Agreement for the Engineering Construction Industry (NAECI) for mechanical construction and the Construction Industry Joint Council (CIJC) for civil construction.

These agreements as a very base line should be a prerequisite at the tendering stages to ensure a level playing field for UK construction companies and all workers on the sites to be on equal pay choose wherever you come from, this would also eradicate the vicious form of exploitation of posted workers and social dumping which is now common place in the UK. Congress has further called on the union to investigate lack of compliance with the NAECI agreement by some nominally subscribing employers. (2021:129)

Wood

We support fair wages for the skilled workers in the Wood Industry (2015:174)

Shipbuilding

GMB notes with concern successive governments' downsizing of the capacity of the Royal Navy; including surface fleet, submarine fleet and fleet air arm. This is in addition to the general decline in UK shipbuilding. GMB calls on the Government for urgent action to retain the ability to build warships in the UK and place orders to British ship building dockyards across the UK, not only for new builds but also for maintenance and repair work.

GMB is disgusted that increases to shipbuilding expenditure has been accompanied by an increase in contracts being given to companies outside the UK. Congress believes that the Whitehall model of sending work broad can only fuel a feeling of communities being left behind. We call on the Government and the Labour Party to urgently revise procurement guidelines, and GMB will do all it can to help revive the British shipbuilding industry, including through investment and the nationalisation of the industry. (2019:C15)

GMB gives its full support to the recommendations of the independent Parker Report into the country's national shipbuilding strategy. (2017:171)

Commercial shipbuilding growth has been stunted by large companies depending only on government defence contracts: their refusal to diversify over decades has meant that work has been cut back. Shipbuilding will not be bound by directives affecting commercial shipbuilding following the vote to leave the EU, and GMB Congress 2017 voted to campaign for the return of a viable commercial shipbuilding industry in the UK. (2017:172)

GMB notes the publication of the report The Defence Industry in Scotland commissioned from the Fraser of Allender Institute at Strathclyde University by GMB Scotland.

Congress has called on the UK Government to make clear its commitment to UK sovereign capability in defence shipbuilding by committing to the building of the three planned Royal Fleet Auxiliary support vessels, maintenance and routine refitting of the two aircraft carriers built by the Aircraft Carrier Alliance at Rosyth in the Forth and the delivery

of the Type 26 frigate programme in full and in line with the promises that were made to the shipbuilders on the Clyde in advance of the 2014 referendum on Scottish independence. (2017:174)

GMB condemns the Government's policy of putting shipbuilding orders, such as those for the Royal Fleet Auxiliary, out to international tender.

We note the under-representation of women in manual occupations in the shipbuilding and aerospace sectors, and the barriers that exist to recruitment and progression. Congress 2023 requested that research be carried out for discussion with reps. (2023:138)

We would like to see a redress to the type of training and qualifications needed to become an apprentice within the shipbuilding industry. It is believed too much is placed on academic rigour which does not allow for a much broader range of skills and pool of people applying and succeeding in these roles. We call for a re-industrialisation of shipbuilding apprenticeships. (2025:158)

We note that the Conservative government's National Shipbuilding strategy of 2017 has yet to be implemented, and that we need to not only implement this strategy now, but go further in ensuring the survival of the sector, but also increase spending to incorporate our defence needs. (2025:211)

Steel

It is our longstanding policy to call for the renationalisation of the steel industry and we urge the Government to intervene to invest in the industry. We acknowledge that this will also impact jobs and communities in other companies in the distribution and supply chain.

We work with other unions on joint campaigns to "Save Our Steel" and defend the British Steel industry. (2013:156)

GMB calls on the next Labour government to support the steel industry by using British steel and, wherever possible, to buy British on government projects. (2019:223)

We call upon the government to fully support the workers and contractors at British Steel and retain this indispensable manufacturing plant within the UK. (2019:EM3)

Ceramics and the Potteries

We are committed to sustaining the future of the UK ceramics industry with Stoke on Trent remaining the heartland of manufacturing. The ceramics industry has a deep history to Stoke on Trent, producing some of the finest ceramics in the world – for homes, and for industry. It has provided wealth and job security for these skilled workers, but is under critical threat from cheaper global competition and high energy costs, forcing many prestigious companies to close or be under threat of closure. We are committed to encouraging the labour movement, and government institutions to buy ceramic wears (plates, mugs) from Stoke

on Trent potteries (2025:229)

Automotive

The planned closure of the Ford Bridgend Engine Plant is a devastating blow for Bridgend, the Welsh car industry and the regional economy. GMB should work with the Governments at Westminster and the Welsh Assembly to join together with the GMB and other trade unions to save Bridgend and prevent another nail in the coffin of our manufacturing base in Wales. (2019:EM2)

GMB calls for flexibility in the application of the Zero Emission Vehicle mandate which is coming into force. We believe in a carrot rather than a stick approach. If the targets are not flexible, and the fines and cost of credits are too high, then great damage could be done to the UK car industry and its supply chain. (2023:255)

North Sea Decommissioning

GMB supports the findings of the GMB Scotland-commissioned report Status, Capacity and Capability of North Sea De-Commissioning Facilities.

Congress believes that if we don't act fast on decommissioning then it could mean the worst of all worlds: a chance to boost economic and employment prospects lost, and the tax-payer paying for the clean-up of the North Sea while other countries profit from decommissioning at our

expense.

Congress has therefore called for the UK and Scottish Governments to bring forward an urgent investment programme to get UK and Scottish ports and fabrication yards "decommissioning ready", allowing the country to compete for a "market share" it will ultimately pay for. (2017: 173)

Coal

It is our longstanding policy to call for the renationalisation of the coal industry and we urge the Government to intervene to invest in the industry and to formulate a strategy for coal in line with other energy policies. (2013:157,158)

Windfarms

GMB recognises the value of offshore windfarms in making a positive contribution in reducing carbon emissions and is mindful of the potential for manufacturing in providing quality added value employment in those former UK shipbuilding areas or other regional economies.

We call on increased funding for Research and Development and further investment in full size plants and public procurement in new Green technologies manufactured in the UK (2009:99,2011:119)

Scottish Whisky and Brewing Industries

GMB endorses the GMB Scotland campaign to ensure that the jobs of GMB members in the Scotch whisky industry are safeguarded and calls on both the UK and Scottish Governments to work together to understand the challenges of Brexit for Scotch Whisky and to secure open markets for UK exports regardless of where in the UK the jobs are concentrated. (2017:179)

GMB believes that the Scottish pub market should not be more vulnerable to the expanding tied pub mode without the protection of a statutory pub code or tenants having access to full market option if they choose. GMB calls on the Scottish Government to stand up to stand up for Scottish tied pub tenants, and workers in the Scottish brewing industry, by supporting a statutory pubs code Scotland as proposed by West of Scotland MSP, Neil Bibby's Tied Pubs (Code and Adjudicator) (Scotland) Bill. (2017:180)

The UK government must reverse the Tory tax increases on spirits; seek to keep Scotch Whisky a tariff free commodity for global trading; and include blended whisky under the Geographical Indicator for Scottish Whisky so they too must be bottled in Scotland. (2025:156)

Pharmaceuticals

We recognise the importance of the UK pharmaceutical industry in ensuring both safety and security of essential

medication in the UK, and which employs many thousands of people who are GMB members. Medication supply has become unreliable since Brexit with shortages of key medications. Production has been moving to cheaper countries, and within the EU to reduce additional Brexit red tape. The UK government must ensure the continuation of UK production for jobs and security. (2025:155)

Remploy

2009 GMB@WORK CEC Statement on Remploy:

We have actively campaigned against the closure of Remploy factories and in particular the remaining 54 factories when the funding ran out in 2011.

GMB supports:

- Equality for disabled workers to seek meaningful work on the same terms as the rest of society and especially where members have invisible impairments or disabilities
- Backing supported employment with proper funding
- The provision of decent well-paid employment, self-respect and independence for disabled people who would never have secured work outside Remploy
- Instead of closure, the factories could have become efficient manufacturing sites, working with local communities, and with an enhanced role in providing

training through modern apprenticeships. Unfortunately due to the lack of government support, and despite a hard fought battle from the membership, Remploy factories have closed

- The establishment of a York Workers Co-operative and supports using this not for profit Co-op/ social enterprise model as framework for disabled workers.
- DWP to have a bigger say in the running and future of Remploy and a parliamentary sub group be established.
- Using EU provisions on reserved contracts status for awarding contracts to supported employment workplaces for people with disabilities whilst Britain is in the EU.
- A commitment from the Labour Party to include supported employment in their manifesto and for them to consult with GMB and other unions
- Fight to support and defend remaining Remploy workers and oppose any further attacks on vulnerable people
- Calls on local councils to provide meaningful employment for disabled people and ring fence budgets to support these
- The Government and trade unions working together to make disabled workplaces more viable and profitable and all profits returned back into the business to improve the workplace and employ more disabled people.

- We encourage GMB branches to donate funds to the York

Public Section

GMB@WORK 2011 CEC Statement: In Defence of Public Services

GMB@WORK 2023 CEC Special Report: Public Sector Pay

Public Services

Public services are a social necessity and should not be a vehicle for private profit.

The fight for public provision and continued investment of public services is fundamental to the industrial strategy of GMB. To this aim, we call for increased funding to local authorities.

All our public services deserve sufficient capital investment.

Our policy is to support workers in their struggle to protect and provide the public provision of public services. Union policy is focused on the defence of the public sector and opposition to privatisation and outsourcing in any form.

We oppose the contracting out/ outsourcing of public services to the private sector, the use of PFI to fund such services, social enterprise, and “marketisation” and fragmentation in the public sector, recognising that this agenda leads directly to worse public services and

undermines universal access.

Working people and their families face growing disadvantage and poverty through job loss, pay cuts, and the loss of decent pensions.

GMB will campaign to defend the weakest and most vulnerable in society from suffering from cuts in the NHS, education, housing provision and maintenance, and care and welfare for the young, the elderly, and mentally and physically handicapped. This stands in contrast to the bankers who will continue to be paid huge bonuses.

Our policy is to defend members' conditions of employment, regarding pay and pensions, and to press for further investment in training the workforce to meet the needs of the future.

GMB is opposed to public sector pay freezes and fully committed to full implementation of single status.

Policy in the public sector will highlight and oppose the unacceptable inequalities within our society, taking every possible step to fight for social justice. This will include defending the jobs, pay and pensions of our members.

We support the creation of more high quality apprenticeships within the public sector (2009:111). Public contracts should include 'good practice' employment clauses as a part of tendering exercises. (2019:228)

Leisure centres and services play a vital role in our daily lives. The service and the workforce should be recognised and funded better, and offer at least a real living wage (2025:173)

Public Sector Pay

The 2023 CEC Special Report on Public Sector Pay resolved that – while Congress does not seek to bind the hands of our negotiators – GMB will, through our through our policy and political work, campaign for:

- Restorative pay rises and fully funded settlements.
- Fundamental reforms to the Pay Review Body process.
- Reform of civil service pay-setting to end the fragmentation and drift since the abolition of central pay bargaining.
- The restoration of the School Support Staff Negotiating Body (SSSNB).

- Opposing regionalised public sector pay policies.
- Funding for settling historic equal pay claims.
- Ending the injustice of the two-tier workforce, including by building on the legacy of the Fair Wages Resolution, the Two-Tier Code, and ILO standards (including by learning from policy in Wales).
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Local Government

2019 GMB@WORK CEC Special Report on Local Government and Austerity

GMB is the union for local government workers and all those who deliver local government services. We are working to defend and improve conditions of employment thanks to our growing army of activists, who give up their own time to improve the lot of other workers.

The pattern of the cuts to local government services – which have fallen heaviest on economically deprived areas, and on low-paid workers, women workers, and vulnerable members of society – are an offence to the fundamental values that GMB was founded to uphold.

Local government in the UK is facing an unprecedented financial challenge that demands a combined industrial and political response.

We believe in principle that reform to local government funding – including council tax and business rates - is urgently needed if we are to establish a system that is fair, progressive, and redistributive so that the local authority areas with the highest levels of deprivation can be fully funded after the age of austerity has finally been lifted.

GMB resolves to defend local jobs and services in an approach informed by the principles set out in the Go Public campaign.

At a political level, we will continue to put pressure on the Government, employers, and the Labour Party for a significant injection of new funding that replaces the

money that has been lost during a decade of austerity, including the provision of new money to fund future pay settlements.

We recognise that the position of the social care sector is especially acute, and GMB will continue to develop its campaign for a fair funding settlement, full compliance with minimum wage legislation, respect and fair compensation for care workers, and the introduction of national bargaining in the care sector.

In line with existing GMB policy, we will continue to push for an end to privatisation and outsourcing, an end to zero hours contracts and bogus self-employment in local government.

GMB opposes local authority cuts, and we will continue to campaign against cuts, taking account of changes to legislation since the 1980s that can allow central government to appoint commissioners to impose cuts without any democratic accountability. The campaigning approach taken to individual council cuts must also involve members in the branches affected. (2023:151)

We call for the contribution of volunteers or low paid workers at local authority tourist attractions and libraries to be recognised. (2019:236)

GMB is concerned that there is a lack of transparency around payments by filming companies to local authorities, especially when filming can cause significant disruption. MPs should find out where the money is going from film productions. (2019:327)

GMB is concerned that a large majority of councils are now

charging for the collection of garden waste. This is placing a huge strain on some of our members. The GMB calls on the Government to provide funding so councils can abolish these charges. (2017:282)

We oppose the artificial cap on council tax increases, which as of 2018 stands at 5.99% (including the social care precept).We also recognise that the funding gap for local authority services is now so great that it cannot realistically be met by council tax increases alone. (2018:199)

GMB congratulates Labour councils that have set up a local authority trading company, or LATCo, for the purpose of bringing previously outsourced services back in-house. Staff employed by or transferred to a LATCo should be allowed to join the Local Government Pension Scheme. (2019:227)

We are concerned that the Government's policy of selling off public land and buildings for residential and commercial use has had a detrimental impact on refuse workers as workloads have increased without a compensating increase in pay. (2019:272)

GMB calls for local government employers to prosecute offenders who threaten local government workers with violence. (2019:348)

We call for consistent banding of roles under the national local government agreements to end the inconsistent treatment of workers between local authorities. (2021:125)

We believe that all casual workers who have provided services to local authorities for two years should be offered a

permanent contract. (2022:100)

We call for local authorities to commence urgent reviews of job evaluation processes and procedures, in consultation with GMB. (2022:146)

All local authority workers should be paid at least the Green Book (where this is the relevant agreement) 'going rate for the job'. (2022:150)

GMB in Schools



2018 CEC Special Report on Schools and Colleges



2024 CEC Statement on Schools

GMB is the union for support staff in schools and colleges. We are improving working conditions in the sector thanks to all our members, and especially our volunteer representatives, who give up their own to time to improve the lot of their colleagues.

We welcome Labour's alternative vision of a National Education Service and we will ensure that our members' voices and experiences are represented as that policy is developed.

Support staff are the hidden professionals of the education system. They make an invaluable contribution to children's development which must be recognised by the Government and employers.

It is vital the School Support Staff Negotiating Body (SSSNB) is restored and that national standards for pay grading, career progression, and training and development opportunities are

introduced.

Employers must recognise the extent of violence in schools and take firm action, based on GMB's recommendations, to provide support staff with the protection and support they need.

School and colleges face their worst funding crisis in a generation, which in England has been exacerbated by the wasteful fragmentation caused by the unaccountable academy and free school programmes. Spending cuts must be reversed and adequate funding must be provided if the sector is to meet the challenges it faces.

GMB has done more than any other union to consistently make the case for free school meals at a national and local level. We affirm our commitment to oppose the arbitrary £7,400 free school meals cap and to continue campaigning until all children are entitled to free school meals.

GMB opposes unequal treatment and segregation in our school system. We reaffirm our support for inclusive educational settings and the provision of additional support for children who require it.

We recognise the vital contribution that early years and college workers make to the education system. Both face severe and, if action is not taken, potentially insurmountable funding challenges if they are to meet the expectations that have been set of them. The Government must act to fill the funding gap in both early years and college provision.

GMB further believes that it is important that school staff should be able to raise concerns over unreasonable

demands and workload with Ofsted without detriment. (2021:118) Ofsted inspections are contributing to undue pressure and health problems for staff in schools. We call for a replacement inspection service that is fair, supportive and works in collaboration with schools before and after inspections with an agreed programme for review, and that looks beyond just teachers and finally recognises support staff for the invaluable work they carry out in schools, often with our most vulnerable children. (2023:EM4)

We believe that job descriptions in schools and multi academy trusts should be re-evaluated to ensure that the are at the correct level. (2022:C2)

We recognise that the current process for consulting on the closure of a school is woefully inadequate and we are committed to seeking reform so that communities and the workforce are fully consulting. (2022:144)

Congress 2022 carried a resolution that called for one-off payments to be paid to school support staff, in recognition of their service during the pandemic.(2022:147)

The CEC Statement on Schools 2024 set out the conditions of schools and academies after 14 years of Tory mismanagement and austerity, including the state of SEND education. Importantly it outlined the urgency in which the SSSNB (England) needed to be established in the event of a Labour Government in the 2024 General Election. It also outlined the ambitions for a similar body in Wales. It called for the insourcing of cleaning and kitchen staff.

Congress agrees that a programme of repair needs to take place across the nations schools estate, with urgency, to

remove the long expired RAAC in buildings. Workers and pupils alike are at risk in these crumbling buildings. Children deserve decent, warm, and safe buildings to learn in. (2024:145)

Funding

The National Funding Formula proposed in 2016 aims to cut funding in real terms from schools' budgets with the greatest needs. This change in funding will be devastating for support staff. GMB calls on the government to:

- Finance all education settings and schools in a more socially responsible and equitable way
- Return and redistribute the £384 million to our schools which was taken by back by the Treasury this year. (2017:C24)

GMB opposes the proposal to abolish the 50 per cent cap on pupil entry in faith schools. GMB is committed to inclusive, non- sectarian education that encourages toleration, mutual respect and integration, as opposed to religious segregation and exclusivity. (2017:327)

We call for action to address the lower per pupil funding in Northern Ireland compared to in the other nations of the UK. (2023:219)

Academies

GMB has longstanding opposition to the introduction and spread of academies and free schools. The current government policy of offering Academy Status to schools destroys public accountability in education and the maintenance of equal opportunity for all children. We continue to be concerned when schools leave the local authority system. (Congress 2006, C31 "Education", 2007: Motion 211 Congress 2007 "Academies", Congress 2011 Composite 23 "Opposition to Academies"; Congress 2012 Motion 185 "Education Sabotage", Congress 2013 Motion 178 "Academies").

Where academies and other non-local authority schools continue to follow local authority term and conditions, this has created a loophole whereby support staff are affected by changes to that authorities terms but are not consulted on them. Congress 2017 agreed that there should be some degree of flexibility in future bargaining but that careful consideration should be given to how this is achieved. (2017:195)

There must be a legal route for returning schools to local authority oversight – especially in cases where a Multi-Academy Trust fails (2018:333,344,345) – that protects schools' assets and funds (2019:270). We note with growing concern the way in which senior executives of academy trusts are exploiting the public purse by issuing themselves eye-watering pay deals, and we call on the Government to immediately review how academies are financed and governance regimes to executive pay. (2019:251)

Leaders (CEOs, Executive Head Teachers) should have their salaries capped in order to prevent excessive wages

occurring within academies, whilst wages for other staff are constrained. (2025:183)

School Support Staff

GMB is the lead union for School Support Staff and we have been opposed to the abolition of the SSSNB: Schools Support Staff Negotiating Board (Congress 2009 C10 "School Support Staff, Congress 2011 Motion 137 "Abolition of the SSSNB", PS22,PS23, PS24 to 2014 Public Services Section Conference). We believe that our teaching assistants and all support staff should be covered by a national structure and a national agreement to ensure minimum national terms and conditions in line with teachers.

Some Congress decisions have been to:

- Highlight the inequality of School Support Staff and ensure that these workers are not bullied or harassed
- End term time contracts
- Support the provision of universal Free School Meals in primary Schools and for the provision of breakfasts in schools (2013:183)
- Support the provision of free school meals in school holidays, funded by central government. (2024:252)
- Re-introduce a national agreement for school support workers and national negotiations through the Schools Support Staff Negotiating body (SSSNB)
- Ensure that school support staff only administer

medicines if they volunteer and if they do, that we there are agreed policies for risk assessments and training (2011:138) The Government should provide additional funding so schools can employ dedicated nurses. (2017:200)

- We support investment in schools sports facilities and call for the end of compulsory worship in schools (2015:104).
- We believe it is inappropriate for support staff to be evaluated against job appraisals designed for teachers. We should promote a proper CPD that gives our members a proper route for professional development that is relevant to their role in school. (2017:196)
- Too many support staff are subject to bullying in the workplace and are employed and paid at a lower level than their real duties. GMB should work with schools to develop and implement robust anti bullying policies and continue to support and represent our members. (2017:198)
- GMB is committed to campaigning against cuts to school crossing patrols. (2017:202)
- Teaching assistants are being expected to fulfil an ever larger range of professional duties and they should be paid accordingly. (2019:249)
- Promote the Preventing Violence in Schools: Key Demands document, and put pressure on schools to treat violence and abuse directed against support

staff as seriously as when it is directed against teachers. (2021:119, 2024:144)

- It is agreed that GMB will help members in recording their injuries. (2024:68) We should also be campaigning locally for schools and academies to make better use of risk assessments for lone working, working with SEND pupils, and playground duties. (2025:161)
- We will consider the success of London Region's Conference for School Support Staff to see if it viable for a National conference. (2025:160)
- We will campaign to protect our bargaining unit, and recognition, working with the TUC to ensure that. (2025:164)
- We recognise the importance of the role school support staff play in early years education and advocate for fair job evaluations, pay, training, and funding (all which will be covered in SSSNB) (2025:171)

Higher Education

GMB notes with alarm the way that senior executives in Higher Education have been able to award themselves eye-watering pay deals, at the same time as inflicting sharp real-terms cuts on our members. We call for a fundamental review of the sector and an end to privatisation in it. (2019:253) Congress added to this matter agreeing that Vice Chancellor pay should be capped, as should the curtailment

of senior leadership roles, which takes away from teaching roles (2025:175,177)

Higher education must see greater investment, so that it does not collapse. (2025:176)

Inclusive schools

GMB calls for greater resourcing so that the time taken to diagnose children with learning disabilities is drastically shortened and that the support needed is improved. (2018:391)

We call for funding shortfalls affecting Special Educational Needs and Disabilities (SEND) provision to be addressed, and for enough funding to be made available so that all children who require one to one support can access it. (2022:245)
GMB calls for interim funding to be made available so that children can better access TA support while waiting for a formal EHCP to be completed, while noting that EHCPs are not the only designation of Special Educational Needs and Disabilities (SEND), and that children classed under SEN Support should also have access to this provision. (2021:210)

Additional funding must be available and prioritised to schools with higher proportions of SEN students, and for education authorities to review of funding. (2024:214)

We recognise that staff-to-pupil ratios are under pressure in many specialist settings, including in Special Schools. We support the principle of establishing safe staffing ratios in these settings, however the levels that the ratios should be set at would need to be a matter for further investigation and consultation. (2023:144)

Congress calls on GMB to support schools and colleges in dealing with violence and disruption and substantially to increase the levels of investment in specialist education provision, welfare and support services for children, young people and families. (2021:212)

We call for greater awareness of sickle cell and thalassemia disease in schools. (2022:246)

Police and justice

GMB condemns the decision in Norfolk by the Police and Crime Commissioner to withdraw the entire PCSO workforce of 150 for the whole of the county, also reducing public enquiry counter staff alongside some police stations. We should campaign against similar cuts in other counties. (2018:398)

We note that the Conservative Government has pledged to reverse cuts to police officer numbers, but there is no corresponding pledge to reverse cuts to police staff (where 23,500 posts have been lost since 2010). We call for full funding to be restored to replace these lost posts. (2021:126)

Congress 2024 agreed to engage with the Labour party to reestablish funding for Police Staff nationwide, undertake research across Police forces nationwide to understand their intentions towards the PCSO role and to engage with the next Westminster and Welsh Labour government to protect and enhance funding for this role. (2024:C19)

Environment Agency

GMB recognises that despite advances secured in some parts of the public sector, Environment Agency workers and other parts of the civil service have not seen similar improvements. We recognise that Environment Agency workers are vital emergency responders. GMB should work to raise the profile of Environment Agency workers, including through the *Go Public* campaign. (2019:254)

We are concerned that the Environment Agency procures a flood warning system from Fujitsu Services, the company responsible for the Horizon IT system which caused thousands of sub-postmasters to be falsely accused of theft. Flood warning systems are vital to keeping lives, homes, and livelihoods safe. (2024:172)

Coastguard

GMB believes that people who work in the Coastguard Rescue Service should be recognised as employees with full employment rights. (2022:166)

Training & Education: General Social Policy

- GMB policy is committed to the provision of access to education being open to all. The withdrawal of Student

Maintenance Grants is a further attack on students and many are being priced out of education. We call on the Labour Government to re-introduce these grants (2016:259)

- We are opposed to the fragmentation of our education system i.e. sale of schools to the private sector and the increasing programme of academisation of schools
- GMB is in favour of equality of access to education and oppose measures which prevent this.
- We are opposed to the introduction of student tuition fees and oppose any further increases. We are in favour of a return to grants as an alternative method of funding education. (see 2010:C13, 2011:225)
- We believe that it was an injustice that many students paid for accommodation up front but were then not refunded due to lack of access during the pandemic. We call for any future repeat of the furlough scheme to cover students. (2022:240)

We have had a number of motions calling for specific courses to be taught in schools:

- The history and role of trade unions, social and political education
- First aid
- Basic life support
- Relationships (to include domestic violence) (2014:222) and so-called 'honour violence' (2019:381)

- Arts and cultural education, which should form part of a commitment to lifelong learning for everyone (2019:377)
- 'Skills for Life' from year 9 onwards, including subjects such as relationships, diversity, respect, and financial education (2019:379) – which should include making sure every school leaver is educated on payslips and also providing training on payslips for members (2019:380)

In order for the UK to remain competitive, there needs to be substantial investment in lifelong learning starting in the early years (2008:150)

In addition employers should give employees paid time off to attend basic skills courses.

GMB recommends that a massive investment is needed in education, training and infrastructure in a post-Brexit Britain as many workers may be affected by the vote to leave the EU. (2018:250)

Congress calls on the GMB to put pressure on companies, and to lobby MPs and Government, to address the issue of skills shortages to increase funding, including for Further Education, and improve the prospects for workers and the economy and stop this worrying trend. (2018:C24)

We support the establishment of a programme that offers greater support for people leaving the armed forces, including services to help with CV writing and job applications. (2018:354)

GMB is concerned about news reports on the trade in fake

diplomas. We call on MPs and the Government to investigate this dangerous trade and root out providers and users of fake documents. (2018:355)

GMB generally supports and promotes industries which offer workers skills which lead to high wages, particularly across STEM industries, therefore training should be accessible.

GMB calls for:

- A new model of funding for training that is inclusive and responsive to those who need skills training most.
- A fair, and transparent tendering process.
- The inclusion of smaller and community based training organisations with a track record of engaging and delivering skills to people both inside and outside the workplace.
- A reduced burden of administration for smaller training organisations and a fairer "management fee" structure for those subcontracting with larger providers to deliver skills training. (2018:351)

Apprentices

Apprenticeships are avital plank in the Government's policies to foster credible vocational alternatives to sit alongside expanding higher education initiatives. They provide the chance to 'earn and learn' in a wide range of jobs and sectors and give people the chance to develop skills, experience and qualifications and the opportunity to address skills shortages.

GMB supports fair pay and equal treatment in the workplace and assist our members to ensure that Apprenticeships are high quality and that apprentices are properly supported in the workplace

GMB are aware that despite there being many excellent apprenticeship schemes, some people find themselves on sub-standard schemes where employers simply employ apprentices as a cheap source of labour using the National Minimum Wage apprentice rate of pay.

In order to assist apprentices and encourage them to join GMB, we introduced a special reduced contribution rate for apprentices and students (C2012:27)

GMB supports

- High quality bona fide apprenticeship programmes that offer progression, realistic job opportunities, a progressive wage, built- in Union support, and are accessible to all. These high quality apprenticeship programs should be run by sectoral bodies made up of employers and employees representatives and training run by established by training providers (C2006:C32)
- All apprentices to be monitored to ensure they are trained appropriately and issued with indentures on completion of the full term of the scheme (C2012:C17)and that they lead to realistic job opportunities (C2014:225). We need to stop businesses abusing the apprenticeship system (2016:C5).
- Properly funded apprenticeship schemes to combat

skill shortages (C2001: 260, C2008:150) and the Government should provide tax incentives for businesses to employee apprentices (C2011:222,223)

- We call for currently surplus Apprenticeship Levy revenues to be redirected towards the creation of 'Apprenticeship Academies' that would be used to address skills shortfalls across critical sectors, such as manufacturing. (2022:241, 2024:213)
- Increased use of apprentices in the workplace: we need to ensure that all future GMB induction courses include information on supporting apprentices and young workers
- Employers investing in training, we call for at least 5 days of training per worker
- Lobby Government to have a statutory right for all workers to be trained and have paid time off for training to attend basic skills courses (C2008:C8) and commit to an industrial strategy that is based on the recruitment of apprentices (2022:72).
- Raising the profile of apprenticeships within the companies we represent (C2006:C32)
- Removal of any barriers to people becoming an apprentice: offer concessionary travel for apprentices (C2011:253) and free childcare to those in training programmes (C2014:176)
- Ensuring that entry requirements for apprenticeships are not set so high as to exclude people who would benefit from such a scheme, while also ensuring that

employers do not abuse the apprenticeship system. (2018:152)

- A national industrial strategy that includes a programme for apprenticeships in all fields. (2018:178)

GMB opposes

- The current system for funding and delivering apprenticeships which is not fit for purpose. (2022:243)
- Bogus apprenticeship schemes or Apprentices being used to replace or undermine existing or redundant staff (C2012:C16; 2014:225)
- Apprenticeships that are designed to deliver labour for unscrupulous employers and exploit young workers by paying less than the legal minimum wage and do not deliver a full apprenticeship programme
- The three GCSE minimum entry requirement for apprenticeships. (2022:242)

Schools and colleges of further education should work with local authorities and employers to rebuild the apprenticeship conveyor belt which is essential get school pupils into good apprenticeships as a route to decent well paid jobs. (2018:348)

Many apprentices are unaware of the benefits of trades union membership and by working alongside GMB Young Members within apprentice workplaces to raise awareness around health and safety, minimum apprentice rates and access to appropriate training, this will only help to improve conditions for young workers on the whole. (2018:350)

NHS

GMB is opposed to any form of postcode determined treatment and provision of drugs to those suffer from cancer or any illness.

This unjust discrimination has been highlighted and debated at Congress 2006,2007, and 2013 and contained in a CEC Statement on the NHS



2011 CEC Statement on the Future of theNHS

2014 CEC Statement on the NHS

2017 CEC Statement on the NHS

2025 CEC Statement on the NHS

GMB notes with concern the Health and Social Care Act 2012 which resulted in an extensive reorganisation of the structure of the NHS System and we continue to call for its repeal.

The updated CEC NHS Statement 2017 outlined the impact continual privatisation and underfunding is having on staff pay and morale.

Furthermore, the uncertainty around Brexit is affecting NHS workers and the public.

GMB will continue to build and strengthen the NHS campaign:

- against the Government's privatisation and cuts agenda
- to champion a publicly-run NHS, and to effectively

recruit, organise and represent NHS workers in the GMB.

- to retain a NHS for future generations that is free at the point of use and there for us: cradle to grave
- continue to generate activity and mobilise support from the public for the NHS and for NHS workers.

We recognise that we must campaign for improvements across the NHS, community, and social care as all areas of public health are integral to each other. (2024:159)

GMB will continue to campaign for the removal of reserved public contracts for mutuals – effectively privatisation by the back door in the health and other public services, and we are sceptical of the use of STPs as ways to cost cut. PFIs have been a disaster for the health service and are not a credible form of financing the public sector.

We call for full and adequate funding for the NHS, and for the false statements around NHS funding made during the 2019 election campaign, including around the Conservatives' misleading claims on hospital building, to be exposed. (2021:194) We oppose unnecessary forms of spending where they deflect resources from direct patient care. (2023:154)

Congress has congratulated the GMB on being the only union that refused to accept the three year NHS pay offer in 2018. We will endeavour to campaign for a better pay rise for our members. (2019:239)

GMB notes that disputes have had to be conducted to back up paramedics' pay claims, and we believe that a fit and proper job evaluable programme is needed in ambulance

services. We welcome the helpful support provided by Labour shadow ministers and we call on the Labour Party to clarify its intentions for government. (2019:240)

GMB is appalled that under the Sustainability and Transformation Plans (STP) NHS in England is being staved of funds, dismantled and privatized. STPs – where they result in cutbacks, reductions in beds and provision of social care, or closure of A&E departments – should be resisted by the broadest possible coalition. (2017:C22)

GMB calls on the Government to urgently address the disgraceful shortfall in NHS staffing levels in its Long Term Plan for the NHS. (2019:244) GMB should play its part in attracting new entrants into the NHS. (2019:349) This includes all medical and dental students having their degrees fully funded (2024:158)

We condemn bullying cultures in the NHS, and Congress has congratulated GMB Scotland and GMB Highland activists for their work in exposing inappropriate behaviour at NHS Highland. (2019:244)

Other policy on NHS and Health include:

- GMB supports the founding principles of the NHS and we oppose any break up of universal care in the UK
- We call for a halt of the break-up of NHS terms and conditions and welcome a return to national pay bargaining
- GMB supports a campaign for the abolition of prescription charges for those with disabilities or debilitating illnesses (2008:164), and all prescription

charges in England to be in line with other nations (2024:C12)

- We need to address the decline in NHS dentists(2006:C33, 2008:183) and offer free provision for NHS dentists to all (2006:C33)
- We recognise the increases in waiting times to see doctors and in hospitals. Campaign for more resources for the NHS in particular a fair funding settlement.
- GMB opposes the abuse of all health workers. In line with our policy of zero tolerance of violence, we need to protect all healthcare workers from violent attacks in their workplaces and install a zero tolerance approach. Congress notes that violence has increased since COVID-19 pandemic.
- We recognise that COVID-19 can cause other serious illness, such as ME or Chronic Fatigue Syndrome as part of Long Covid and that NHS staff should be trained to understand the disease better.
- School Support Staff should have access to subsidised Flu vaccinations (2025:249)
- GMB champions the rights of all NHS workers to training and continuing personal development under Agenda for Change and the NHS Constitution, so that the NHS always has “a professional and respected workforce” (Congress 2014 CEC Updated Statement on the Future of the NHS).
- We have also called on government and NHS leaders

to ensure that support staff are not forgotten when training budgets are allocated and that all frontline staff are trained in dealing with patients with mental health conditions.

- GMB urges the Government to fund NHS professional registration costs instead of the onus falling on low paid nursing staff.
- We continue to campaign for fair and consistent charges for NHS staff using hospital car parks (2009:199) and call for parking fees to be abolished in hospital carparks and at NHS properties(2009:C20) or at least for blue badge holders (2024:200), and a free first hour (2014:217)
- We support dignity and respect for those with terminal illnesses (2014:93)
- We support the provision of defibrillators in hospices
- Sign language interpreters should be provided in hospitals
- We support the ability of ambulances to use bus lanes
- We welcome Ambulance staff having proper breaks and continue to highlight attacks on our members
- We will campaign to prevent senior managers in the NHS from getting large enhanced pay-offs then being re-instated (2001:C24, 2015:199)
- Ambulance staff work incredibly hard and are regularly forced to work additional overtime (due to shift overruns). Additional resources are needed as

demand continues to outstrip available funding. (2017:188) Congress 2022 called for a campaign to end the attacks on ambulance workers' terms and conditions that are putting health and safety at risk. (2022:157)

- GMB supports sister-union campaigns in the NHS fighting for restorative pay (2024:156)
- Ambulance workers do not always reach retirement in post due to the link to State Pension Age. They seek a reduction in age and no deduction to benefits, comparable to Firefighters. (2024:157)
- Bed sores are a serious problem in the NHS and social care: in 2012 there were 96 deaths where bed sores were the underlying cause of death, and 771 deaths mentioned bed sores as a contributing factor. GMB resolves to put pressure on the Government to raise funding levels so patient-staff ratios can be improved (2017:311)
- Continues Patient Flow model has not helped ease the pressure on A&E or other parts of hospitals, making patients unsafe. (2024:209)
- GMB condemns the wide variation in commissioning by Clinical Commissioning Groups of end-of-life and palliative care services and supports the Access to Palliative Care Bill. (2018:322)
- GMB opposes the use of Accountable Care Organisations - which are unaccountable bodies. (2018:327)

- GMB notes that many conditions such as diabetes insipidus, thyroid conditions, hormone replacement, cancer and others are exempted from prescription charges – others such as MS and many forms of heart disease are not. The free prescriptions list should be updated. (2018:329)
- GMB opposes the avoidance of tax by NHS Trusts which set up wholly owned subsidiaries (sometimes known as 'subcos') (2018:193) and calls for those services to be brought back in house (2021:C8).
- We support the extension of carers' leave from 3 days to 7 for NHS workers. (2019:245)
- We are appalled by the privatisation of emergency and non-emergency patient transfer services. We call for more money to be spent on recruitment and retention and the full funding of our ambulance services. (2019:356)
- GMB is deeply concerned over the granting of licenses to run telephone-only GP services by private providers, such as Babylon Health. (2019:358)
- The government should end the present postcode lottery in IVF services. (2019:361)
- All hospital staff and visitors should have free parking without the extra worry of being fined. (2021:198)
- We recognise that midwifery services are underfunded and understaffed, and that some groups of patients face particularly inadequate services (such as many Black, Asian and Minority Ethnic mothers, and those

seeking support for postnatal depression). We call for funding to be targeted at midwifery services to address these problems (2022:C10) and for research to be carried out to explore the higher mortality rate in childbirth for black women, and for recommendations to be made to improve health care for black women. (2022:235)

- We support the SOS NHS campaign. (2022:231)
- We call upon the Government to abandon any and all proposals for 'academy-style hospitals' (as raised by Health Secretary Sajid Javid in January 2022), and we are committed to opposing any such proposals. (2022:233)
- We call for the drug Fampridine – which is used to treat multiple sclerosis and is available for free in Wales and Scotland – to be made available for free in England. (2022:237) We also seek to remind GPs if required that the 2018 Government guidance on the non-prescription of certain medications is non-binding. (2022:236)
- VAT placed on Defibrillators should be scrapped. (2024:210)
- Health Care Support Workers are being left in charge of wards without appropriate support. The NHS should put procedures in place to safeguard our members. (2023:152)
- We condemn the closure of Annex 5 terms for unsociable hours for new starters in ambulance

services (including for workers who start a new contract). This change has led to a two-tier workforce and it is penalising ambulance workers who wish to relocate or progress. (2023:157)

- In densely populated areas with high rates of under-registration for GP practices, 'Super Medical Hubs' should be established to provide a greater range of services. Staff should be employed on Agenda for Change terms and conditions. (2023:C14)
- We oppose any and all attempts to introduce charges for GP surgery appointments. (2023:211)
- We believe that asthma medical should be exempt from charges. (2023:213)
- NHS England should introduce new auditing and transparency processes and standards to ensure that patients are not wrongly prescribed drugs because those drugs have been promoted by a pharmaceutical interest group. (2023:212)
- We call for safe staffing levels to be established and adhered to at all NHS trusts at all times. (2023:208)
- GMB recognises the value of medical research that utilises stem cells from umbilical blood, and we encourage voluntary donations. (2023:216)
- We support the provision of automatic doors in all hospitals, and other medical buildings for patients across the NHS estate (2025:244)
- We believe there should be greater support for mothers and parents who have experienced birth

trauma, including a Minister for Midwifery to oversee improvements to midwifery care. (2025:250)

- We believe that there should be mandatory training in trans-specific health care, so that ageing trans people have access to decent care in the NHS and in social care. Trans people should also have protections in place to die in dignity and funeral services which respect the person they are. (2025:251)
- We are highly critical and disappointed with the outcomes of the Cass Report and the successive governments adoption of the report. This has included the withdrawal of hormone replacement therapy for trans and non binary people, leaving some to find treatment on the black market. We believe that the Cass report is damaging for our trans and non-binary members and trans children. We believe that trans care should be improved and not restricted. We are committed to campaigning for improvements to trans care, working with trusted experts in this field. (2025:C11)

We must be vigilant to the emergence of Virtual Wards, ensuring that jobs and patients are protected, and that this use of technology only enhances the ability for workers to deliver care. (2025:192)

NHS and Mental Health

- We should ensure that there is adequate provision and funding for Mental Health facilities within the NHS

system. We support addressing staffing levels for specialist Mental Health and Learning Disability Nurses, best to fill posts and create career pathways than to use NHS banked staff (2009:126)

- We call fora review of all funding cuts targeted at mental health services for young people (2015:C17)
- More funding and support for those with Alzheimer's or dementia and those caring for people with this condition. We welcome working with the Alzheimer's Society for awareness and better understanding (2016:230)
- We should campaign for increased staffing levels in mental health services. (2019:143)

Care Sector/ Social Care

GMB@WORK 2011 The Gullible and the Greedy (report on Southern Cross)

GMB@WORK 2016 CEC Special Report on GMB in the Care Sector- Campaigning to Prevent the Collapse of Social Care

GMB@WORK 2017 CEC Charter on Social Care

GMB@WORK 2023 CEC Special Report on Social Care

The 2023 CEC Special Report on Social Care resolved that GMB will campaign for:

- Local authorities should be supported to rebuild their directly operated care provision and workforces.
- A new funding settlement in social care that retains more

money within the system and addresses chronic underfunding.

- The National Minimum Wage Regulations to be amended to include care workers' travel time and sleep-in shifts.
- Statutory Sick Pay to be raised and reformed so that nobody is forced to go into work when they are ill. (Congress 2025 agreed that SSP should be paid from day one across all the Care Sector as a minimum)
- An extension to the Assaults on Emergency Workers (Offences) Act so that it also covers care workers.
- A public inquiry into the financial engineering of the care sector.
- Strengthen regulation in the sector and learn from the Biden administration's plans to regulate private equity in care.
- A real living wage – £15 an hour for care workers.
- Labour to enact as an urgent priority in Government its pledges to reform social care, build a National Care Service (while learning from the mistakes made by the Scottish National Party), and establish a Fair Pay Agreement for care workers.

GMB has long campaigned for a universal national social care service free at the point of delivery, fully funded through general taxation, not from service-users.

Policy on care workers includes:

- Low pay and understaffing is rife in the care sector. We seek to improve pay and conditions in private sector care homes (2009:124) and ensure that they are

recognised as public sector workers

- Fair pay (and improved terms and conditions) for private sector care workers (2009:124) who should receive proper training to a minimum level of NVQ2 (2013:12)
- Quality apprenticeships should be available to professionalise the industry and reduce the high turnover rates
- That is this a sector of care professionals and we are committed to improving the recognition of such, including national registration, following Scottish and Welsh models.
- Care workers should earn a living wage (2013:202, 2016:304).
- We call for the elimination of the 15 minute care slot and allow care workers time to care for their clients
- GMB continues to campaign for changes to the minimum standards of staffing levels for care homes in the Care Standards Act 2000. (2013:12)and staffing levels should be published for all residential homes(2006:175)
- We look to stop the exploitation of foreign care workers employed through agencies (they are on minimum wage and have accommodation charges deducted) The Gangmasters Licensing Authority should cover care homes (2011:144).
- We seek to protect our members working in the care sector in cases of assisted dying (2015:294)

- We address the gender pay gap in care worker pensions, campaigning for higher pension contributions by employers in the private care sector. (2024:161)

GMB supports funding for the care of the elderly and infirm throughout the UK to be uniform. This funding should be there to relieve the strain on NHS facilities and we will continue to hold the Government to account.

We oppose the widespread closing of local authority care homes which totally disregards the detrimental effects this has on communities' most vulnerable people. The union seeks to have such closures reversed and the necessary financial resources put into this sector to provide good quality care, free at the point of need. We must ensure that Local Authorities are delivering on their social care obligations.

- All care should be free at the point of delivery from cradle to grave, the elderly should not have to sell their homes to pay for care. (2009:C21)
- GMB supports proposals for a universal national care service funded from the public purse through taxation that formalizes a universal pay structure with excellent terms and conditions(2011:EM3, 2012:C18, 2019:365)
- Campaign for a different social care model: the Government should introduce a standard of care, sufficiently funded and resourced, so that our elderly and vulnerable are cared for with dignity, respect and in safety. (2011:EM3)

- We support the implementation of legally enforceable safeguards for private sector care for the elderly or return to local authority control
- GMB opposes private companies running local authority Care Homes (2007:262) especially private equity companies (2012:C18)
- GMB are opposed to the sale and transfer of care homes from the public to the private sector and call for them to be brought back in house (2005:317, 2007:263, 2009:123, 2012:C18)
- There should be a policy for free care for the elderly in care homes (2006: 251)
- There should be more Government funding to feed elderly people in nursing & care homes (2007:260)
- There should be better standards of care and Inspections in all residential/ nursing homes to ensure proper administration of medication, adequate staffing ratios, good hygiene, ensuite bedrooms (2007:C28)
- We call for an increase in the limit of the personal wealth allowance for those who go into care homes (2009:C21,2010:203)
- GMB calls for improvements to increase carers' allowance and also that carers' allowance should be in line with public Sector workers (2008:192)
- Increase the personal expense allowance provided by the Government to cover the cost of personal items to £40 a week (2008:191)

- Congress notes that care companies have highlighted an estimated £1 billion funding shortfall in connection with the introduction of the so-called 'National Living Wage.' GMB should seek clarification on these statistics and campaign to stop them blaming the care crisis on the care sector workers well-earned, and decidedly modest, wages. (2018:334)
- We call for an urgent review of care in the community funding, and its association with social care, so there is a full assessment of current and future needs. (2018:337)
- We support calls for a Commission on the funding of the NHS and social care. (2018:335) A call for new, long-term funding settlement with cross-party political consensus for social care. (2022:247)
- We believe that it is unfair that so many social care employers only pay Statutory Sick Pay in a profession associated with higher than average rates of sickness, and we call for employers to go further and provide suitable Company Sick Pay policies. (2019:256)
- We are concerned about the Scottish Social Services Council and its misuse of suspension of against under-supported and low- paid care workers. We support GMB Scotland in taking on the SSSC's disciplinary process where it is iniquitous and too often punitive, and we will campaign to ensure that the increasing pressures on care workers are matched with proper reward and support.
- We further recognize and campaign against the

systematic underfunding of the looked after children's sector, which is at least in part reflected through very low wages. (2021:120)

- We call for care workers to be entitled to the same legal status as emergency service workers (as set out in the Assaults on Emergency Workers (Offences) Act 2018) in respect of assaults against care staff. (2021:124)
- We will campaign for legally binding safe staffing ratios in social care settings. (2022:164)
- Congress 2022 called for an Independent Health and Care Staff Commission to be set up to cover the health and care sectors in four nations as current measures are not adequate. (2022:165)
- We will defend council-provided care where it is at risk (including through closures), such as in Derbyshire. (2022:250, 2025:167)
- We call on local authorities to forensically examine the charges demanded by private providers – particularly for complex and specialist care – and for councils and councillors to take services in-house in response to unjustifiable charges. GMB believes that central government should provide additional funding and publish benchmarking information in order to achieve this aim. (2023:226)
- We support the professionalisation of the sector
- We recognise the importance of sector wide enhancements to pay on weekends and bank

holidays as caring is a 24 hour job. (2025:195)

We welcome the scrapping of the Scottish Government's version of the National Care Service as it did not deliver what we believed it should. We call for the Scottish Government to implement proper sectoral bargaining, implement an immediate living wage, and reinstate the 'Missing Millions' to deliver sector-wide sick pay, and parental pay. (2025:194)

Justice system

As the union for judges and judicial workers, GMB is committed to campaigning to end discrimination in the judicial appointments and promotions process, including through full application of the Equality Act and the abolition of 'secret soundings.' (2023:143)

Carers

Local authorities should keep a register of carers. Local authorities should also ensure all carers receive their entitlement to an Assessment under the law. Where people are paid by the local authority to care for others, their contract should include training, support, paid holidays and access to pension contributions.

Respite opportunities should also be available. (2018:338)

Employers should have a statutory obligation to consider temporary adjustments and give reasonable time off work for carers, whether it be agreed shorter or a reasonable career break. There should also be an "in-work" benefit to help compensate for any loss of income that is directly related to caring responsibilities along the same criteria as Statutory Sick Pay. (2018:397) There needs to be greater awareness of carers' rights to a reasonable time off work, and challenge to employers' unduly restricted interpretation of what is reasonable. (2021:106)

Note: GMB have a Model Carers Agreement which members can use in their workplaces. Please contact your Regional Equality Officer.

Social Policy: Health

GMB supports initiatives that raise awareness of all forms of cancer and encourage our members to take part in screening programmes. We are opposed to privatisation of any NHS Cancer Care programme and will lobby for a return to the NHS.

We will lobby the Government to ensure that the best cancer screening programmes are available to all who might benefit from them regardless of where they live in the UK and targeted action to be taken to improve the numbers of people attending screening sessions.

We recognise that early detection is important for all forms

of cancer. We have particular policy on some forms of cancer.

- We support cervical cancer screening for women under the age 25.
- We seek to raise awareness for prostate cancer and call for a national prostate screening programme for all men and trans women over 50. We urge our activists and members to encourage their employers to include prostate screening in any well-being or inhouse programme. (2017:312, 2023:83)
- The age of breast screening should be lowered (2014:215) and GMB supports campaigns for paid time off for cancer screening.

In our workplaces, we aim to tackle exposures to carcinogens and focus on prevention and precaution. Whilst we recognise that many forms of occupational and environmental cancers go unreported, we will work with like-minded organisations, occupational disease victims' organisations to review occupational cancer strategy and support workplace campaigns.

All workers who have cancer should receive more support from employers, including the right to be paid a full salary whilst on sick leave, and sickness policies should not be used against them to dismiss them from employment. (2019:191)

GMB calls for a campaign for terminal illness to be protected under the Equality Act 2010 and for an inclusion of a clause for absolute protection of employment status and rights for anyone diagnosed with a terminal illness.(Note following

Congress 2014, GMB and TUC have set up a Dying to Work Campaign and as an organisation, GMB supports and is committed to the 'Dying to Work Campaign.'

GMB should work to raise awareness of pancreatitis, which is a life threatening illness. (2019:363) In general, there needs to be much better training in the workplace for managers and workers on long- term health conditions, including diabetes and mental illness. (2021:69)

GMB believes that the law on Do Not Resuscitate (DNR) orders is confusing and ambiguous, and that our members in health and social care are often left in difficult and distressing situations as a result of this lack of clarity. (2021:123)

GMB believes that there should be greater awareness of Haemochromatosis (iron overload), a genetic disease, which can cause liver damage and cancer. It can be misdiagnosed often as being due to overconsumption of alcohol. (2024:202)

Likewise, greater awareness and understanding of the genetic Sickle Cell Disorder should be undertaken to support those most with the condition. It is believed that tens of thousands of people are living with Sickle Cell disorder and approximately 300 babies are born with it every year. Workers with this condition should be supported by their employers. (2024:203)

GMB strongly supports neurodiversity inclusion and opposes outmoded attitudes and the rationing of services, particularly with regard to diagnoses.

Devolved public services

GMB notes that, despite facing common challenges, the devolved Scottish and Welsh governments have created a more constructive approach to public services delivery than the UK government.

Evidence of good practices that could apply to campaigning the public services should be collected by GMB representatives working within devolved governments in order to promote such best practice. (2017:181)

GMB condemns politicians in the Scottish Parliament who have claimed to oppose austerity in the UK but actually increase it for Scottish Local Authorities. GMB supports the campaign which has been run by GMB members in the Orkney Islands Council to defend their jobs, terms and conditions and local services and calls on the Scottish Government to use its powers to oppose austerity and stop passing on Tory cuts. (2017:C15)

Charities/third sector

GMB recognises that the third sector contributes billions to the economy, employs 950,000 people, and provides services that were deemed to be essential during the pandemic. However, the sector is characterized by low pay and challenges to organisation. (2023:135)

Housing

2005 CEC Special Report – "A Fair Deal on Housing- quality affordable housing for all"

2014 CEC Special Report- Housing

The 2014 CEC Special Report laid out a detailed long term strategy for making affordable housing a central part of the Government's economic and social strategy.

2017 CEC Charter for Housing

The 2017 Charter confirmed our policies. GMB members and their families continue to face problems in the housing market in all parts of the country as house prices are increasing more than wage growth. We are in favour of more social housing and for local authorities to undertake new build and refurbishment strategies. We recognise that many young people have been priced out of access to housing and are forced into the high priced privately rented housing. GMB supports the campaigns of Defend Council Housing.

Homelessness and rough sleeping have increased drastically after 14 years of successive Conservative led governments. We recognised there are many interrelated structural, individual and interpersonal factors that can lead to homelessness. We now call on the Labour government to fix the problem, solving social issues and build more housing. (2025:267)

Fire safety

It is unacceptable that fire safety standards at Grenfell Tower were not met, and that the same standards are not met in many other buildings. The Government, local authorities and the Labour Party should ensure that in future more fire retardant materials are used and sprinkler systems are fitted to existing buildings and new builds of multiple occupation. (2018:361) In the aftermath of the Grenfell Tower fire and the horrendous loss of life that it entailed, consideration should be given to the establishment of new watchdogs to root out gross negligence and incompetence in government and other public bodies, and to challenge those bodies when serious professional concerns are raised. (2023:192)

Housing Supply

- There is a serious lack of affordable social housing. We need capital investment to build social housing (making use of brownfield sites) which will boost the economy and create much needed manufacturing jobs as uses directly employed workers.
- Any Housing Strategy should be aligned with an Industrial Strategy ensuring that infrastructures are also in place, such as schools, broadband, and transport links. This capital investment will boost the economy and create much needed manufacturing jobs.
- Housing supply has failed to meet demand & regional

imbalances. There is a need to look at geographical pattern of housing provision and stop government prioritising in South East over the North.

- The proposed changes to planning laws to include "a presumption in favour of sustainable development" will lead to unregulated urban sprawl
- Call for increases in housing stock: GMB requests that Councils build more council houses for rent in areas where house prices are more than 4 times average annual wages
- GMB condemns the selling off of social housing by foreign investors or being demolished for redevelopment (2015:347,350)
- The New Homes Bonus Scheme was a failure of Coalition Government
- In 2022, Congress called for a fully funded programme for councils to deliver the building of 150,000 social rent homes each year, including 100,000 council homes. It also called for an ending of right to buy, ending 'no fault' evictions, and funding the retrofitting of council housing to cut greenhouse gases, provide jobs and promote a shift from outsourcing to Direct Labour Organisations. (2022:276)
- Properties should be available for general sale for a period fixed period (such as three month) before they can be purchased by buy-to-let investors. (2018:371)
- Unused Ministry of Defence buildings (such as barracks) with the necessary infrastructure and

amenities should be used to support homeless people, with veterans prioritized (2019:396)

- GMB welcomes the Mayor of London's initiative to introduce binding residents' ballots when estate demolitions are proposed, and we call for loopholes and exemptions to be closed so that this policy applies to all estates. (2019:400) We note that the spirit of the policy is not always being observed, so we call for renewed action to close loopholes and defend estates that are under threat. The default position should be that estates be refurbished rather than demolished on environmental grounds. This does not necessarily exclude increased density and higher numbers of homes. (2022:275)
- We welcome Wandsworth Council's approach to funding the construction new social homes by drawing on existing borrowing powers, and we call on an incoming Labour Government to study this example. (2023:243)
- We will support local community housing campaigns such as the Lesnes Estate versus Peabody. (2025:270)

GMB is appalled at the on-going housing crisis in the UK and demands that the present Government start building houses before the crisis gets even worse.

Congress 2017 resolved to campaign for:

- Increase private/council sector home building
- Ensure stable house prices that do not outstrip

affordability or trap buyers

- Affordable mortgages for first time buyers
- Ensure a very substantial increase in social house building –
- local authorities to be able to raise finance to build
- Ensure that the UK construction supply chain gets maximum benefit
- Quality employment in housing construction and the supply chain
- Cutting the amount of brick imports coming into the UK (2017:177)

Quality of Housing

- Existing housing stock must be brought up to a decent living standard
- We need to build high quality but affordable social housing to meet the needs of those on low income
- Build houses to the highest standards, environmentally and sustainable and subject to National Code for sustainable homes
- We need housebuilding with strong commitment to the environment with priority to brownfield sites
- We need the renovation of existing properties and look at empty properties with a view to compulsory acquisition of empty homes

- We should introduce legislation to give Local authorities a new power to impose penal Council Tax and to acquire compulsorily and refurbish homes that have been empty for more than six months continuously, including office blocks suitable for conversion and second homes that are continuously empty.
- Increase support for improved housing design enhance Building Regs and Planning Regulations for new build and significant improvements on design, building fabric space provision, energy efficiency and safety.
- All housing should be built to national disability accessibility standards, including implementation of M4(Category 2) as regulatory baseline, and adequate provision of M4(3) wheelchair accessible properties. (2021:187, 2024:228)
- We call for a wider use of innovative an environmentally friendly materials in housing construction, including wood. (2021:232)
- We note that the funding provided to remove flammable cladding from buildings is deeply inadequate and we call for on Government to commit to a deadline to meet safe housing
- standards, with a detailed timeline laid out for meeting that goal (2021:236)
- Energy consumption and bills in households needs to reduce. Therefore retrofitting and new technologies

are important to get right. Ethically manufactured solar panels and rigorously tested technologies that do not punish low income households in terms of high cost, could be part of the solution.

Housing Controls

- There should be one Government Department responsible for Housing Policy and Control for England
- Council housing should be kept under local authority control and control and management should be returned to local authorities and they should keep the revenue from rents
- We call for a return of all capital receipts to allow investment and building of Local Authority homes.
- GMB are opposed to outsourcing social housing stock by Local Authorities. We note that there is a lack of emergency accommodation for serious emergencies experienced by tenants. Councils have a social responsibility to ensure landlords have emergency procedures in place for such events.
- We oppose communities living in social housing in affluent areas being displaced. (2025:273)

Right To Buy

- GMB condemns the Tory policy of Right to Buy which

resulted in a shortage of housing stock

- We seek the introduction of legislation to ensure that all future Right To Buy sales are replaced like for like and done for one by new social housing; and that all sales and discount offers have to be judged by the local authority against the housing needs of the area; and adjust criteria of eligibility.
- GMB supports the fourth option (direct investment) as house ownership should be as a home not an investment
- We call to redirect Schemes from Help to Buy to Help to Build
- People owning second homes mean that homes are beyond reach of GMB members

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Rents/ Landlords

- GMB deplores those private landlords who put profit before need. House ownership should be for a home and not as an investment
- Key public sector workers can't afford to live near workplace, they need extra support. GMB calls for key worker status definition to be widened, as it is too restrictive and should include key public sector jobs/ frontline workers and utility workers
- Rents need to be affordable- there needs to be a fundamental review of Social Housings "affordable

rents" policy

- GMB supports the regulation of the Private Rented Sector: "rent control"
- We seek to introduce legislation requiring local authorities to introduce registration of private landlords with rules requiring minimum quality of premises and protecting tenants from arbitrary rent increases and eviction with reserve powers to regulate rents.
- We support the Right to Rent and if owner occupier defaults on mortgage/ falls into arrears, they should be given chance to rent/ right to remain
- Private landlords need to commit to minimum standards of provision, charges and services to tenants in particular the care and maintenance
- GMB applauds the licensing scheme brought in by Newham Council to rid the Borough of rogue landlords who exploit young people and others by cramming them into rooms no bigger than a broom cupboard. All local authorities should set up a private landlord licensing scheme. (2018:C25)
- GMB calls on the next Labour Government to introduce a ban on blanket 'no DSS' policies with harsh penalties for those who still perpetrate this form of discrimination.
- We believe that landlords should be compelled to declared any property related health hazards that emerge in the preceding 12 months.

- Building regulations must be amended so that letter boxes on new builds are positioned at a height which is ergonomical for postal workers and couriers. (2024:186)

Housing Benefit

- We call for the halt of the integration of Housing Benefit into Universal Credit
- We oppose caps on housing benefits and deplore any attempts to end housing support payments for young people

Social Policy: General

Animals

- We oppose all cruelty to animals and have opposed the culling of badgers (2013:267), called for a ban on animals performing in circuses (2008:158) and called for regulation to improve the welfare of intensively reared poultry (2008:159)
- We support responsible dog ownership and seek to amend the Dangerous Dog Act to “deed not breed” (2012:200)
- We look to campaign for legislation to protect the

trading of endangered species (2015:282)

- GMB believes that current animal welfare laws are failing animals and are not adequately enforced. Congress calls for a campaign to change the law. (2017:287)
- Recognition of animal sentience became EU law in 2009 via the Lisbon Treaty. GMB policy recognizes animals as sentient beings and we believe that an improved Animal Welfare and Recognition of Sentience Bill should be passed to enshrine animal sentience in UK legislation after Brexit. (2018:287)

Food

GMB supports the greater regulation of the Food industry and we have been at the forefront of calling for clear labelling of food products.

- GMB are opposed to the use of aspartame sweetener.
- GMB seeks to protect the small suppliers to supermarkets being forced out of business.

We support the principle that information on carbohydrate contents should be displayed on food packaging.

Media

- We support a fair and independent press and urge for a replacement of the Press complaints Commission with a genuinely independent body with a right of reply for individuals and organisation
- GMB supports an independent BBC with a remit for quality public service broadcasting and supported by a mandatory licence fee.
- Analogue radio should be preserved
- We support the Morning Star
- We call for a ban on unsolicited telesales calls
- We oppose exorbitant call charges for help lines
- We aim to publicise the use of the international phone programme ICE (in case of Emergency)
- GMB believes that all social media adverts should state who paid for them. (2021:150)

Families

- Access to affordable childcare remains one of the key barriers to women's and low income families participation in the workplace therefore leading to reduced life chances. Government support for childcare could lead to greater participation of women and low income families and add to economic growth (2013:263)
- GMB opposes cuts to children's centres such as Sure Start, and other forms of children's centres (2022:252)

- We call for affordable childcare and free childcare for all those on low income (2014:C17)
- There should be fair funding for Adult and Children's hospices (2008:162)
- GMB are against overpriced holiday costs especially during school holidays and we support regulating holiday firm pricing (2014:178) and ending fines for parents
- GMB recognises the undervalued role of voluntary carers and asks for investment and support (2008:161) also for grandparents who act as carers(2009:211)
- Grandparents have a key role in raising grandchildren, GMB calls for their status to be recognised and for support (2008:160)
- GMB believes that it is unfair that some councils charge households a 'nappy tax' to dispose of children's nappies, or of those people who need to wear nappies due to medical conditions. (2018:185)
- We support reforms to Family Law proceedings, in line with the recommendations of Women's Aid, and in support of The Child First Campaign. (2019:332)
- Schools should provide affordable school uniforms made from environmentally friendly materials that can be sourced from a variety of places, and provide a patch or badge to sew onto a blazer or jumper. (2019:374)
- The Government should reduce the sharp decline in fully trained teachers for deaf children (2019:376) and

increase resources available for providing an inclusive education for deaf children, including access to specialist teachers (2021:184) and to have access to British Sign Language teaching as part of the national curriculum. (2021:213)

- We support the principle of extending universal free childcare from the age of 1, subject to a workforce plan being developed that an deliver the fair pay and decent terms and conditions that early years workers deserve. (2023:256) We will call on the Labour Government elected in 2024 to make improvements to childcare.

Health

- We support the retention of chaplaincy services in hospitals
- There should be a review of National Insurance contributions which should be fair and progressive
- We support an opt-out donor system for human organ donation (2008:166)
- We call for funding cuts to podiatry services to be reversed and for these services to be more widely advertised. (2021:202)

Environment

- GMB opposes the sale of state owned forests

- We condemn the reduction of coastguards
- GMB opposes the sale of Chinese lanterns (due to their damage to the environment)
- We welcome the extension and provision of allotments using derelict land (2010:149)

GMB believes that the corporate practice of Environment, Social and Governance (ESG) reporting is weak and that it often takes the form of 'greenwashing.' Companies that claim to be ESG-compliant often source goods from companies where union membership is outlawed and strikes are suppressed. The international rules for ESG reporting should be reformed. (2023:122)

Undercover policing

- GMB condemns the infiltration of political and social protest groups and trade unions which since 1968 took place under the aegis of Special Demonstration Squad (SDS) and the National Public Order
- Intelligence Unit, and further opposes the use of this type of political policing.
- We specifically condemn the tactic of forming long-term intimate relationships to bolster officer's cover identities in activist circles.
- We note that the current (as of 2021) inquiry into undercover policing applies to England and Wales only, and that activists in Scotland and Northern

Ireland have no recourse to the inquiry.

- We call for a fully transparent and truly public inquiry, providing disclosure to those whose rights have been violated by undercover operations and recommending legal changes to ensure this type of spying never happens again. (2021:181)

Sport

- We call on the Football Association to level up the prize money available for women's teams in the FA Cup to the level paid to men's teams in the same competition. (2022:222) We further call on the FA to follow the example set by the FA of Wales by introducing equal pay for men and women players for their senior international teams. (2023:203)
- We support the provision of affordable and council run sports facilities for all to access. (2025:232)

Society (general)

- GMB supports public and specialist libraries and library services and we are against further closures(2015:C15)
- GMB looks to save local pubs and campaign to save high street shops, and support investment in our high streets (2019:282). We are campaigning for a cash

point access to be preserved through our Access to Cash campaign, and we will look to support campaigns by unions that represent bank workers that seek to preserve high street bank branches. (2022:119) There should be legislation to protect the use of cash and the right for customers to use cash, noting that the growth in the use of contactless payments is imposing new costs on small businesses in particular. (2023:187)

- GMB are opposed to the privatisation of the Royal Mail and the closure of crown post offices (2009:C18, 2011:230) and support CWU campaigns, return the Royal Mail to public ownership.
- GMB is opposed to the closure of police stations.
- GMB are opposed to cuts to the Fire Service and the removal of the national standards of fire cover and their subsequent replacement with local integrated risk management plans.
- We see to review the role of regulators of privatised industries and make them more accountable to consumers
- GMB are opposed to the withdrawal of cheques
- We seek tougher regulation and review of Fixed Odds Betting Terminals in Betting Shops(2013:C16)
- We call for a ban on drinking in open spaces and town centres (2008:165)
- We call for the reduction of licencing hours to cut street crime

- We call for the introduction of a Royal Commission on drug use (2011:236, 2013:262)
- We are concerned about the rise in nuisance calls, and Congress calls on the GMB to lobby MPs and the Government to look at the companies that are using scaremongering to try to get a sale. (2018:288) Scam 'robocalls' from within the UK are already illegal, scam robocalls from outside the UK should also be made illegal. (2019:326)
- Funding should be available to provide refuges and safe houses
- GMB support the free introduction and installation of community alarms for all vulnerable residents
- Recognise the positive role played by Trades Union Councils in supporting the labour and trade union movement and allow them to take part in TUC Congresses and urge branches to join their local Trades Council
- GMB opposes all forms of trafficking and any forms of modern slavery (2015:293)
- Support the decriminalisation and legalisation of prostitution, protect the rights and safety of sex workers or those working in the sex industry (2009:183)
- GMB opposes the introduction of the use of Water Cannons as a deterrent
- GMB should promote and campaign for disabled access to football and other sports stadia and call for the Accessible Stadia Guide to be made compulsory

(2017:90)

- We support legislation to further regulate and control the fast rise in online gambling and its effects on gambling addiction. (2018:286) Congress 2019 called for the Government to take control of gambling sites that encourage addiction, including in under-age gamblers. (2019:324) Gambling adverts should not be broadcast in between live sporting events before 9pm. (2019:325)
- We believe that font sizes should be large enough for everyone to read. At the same time, we recognize that there is not standard definition of what constitutes 'small print' and people's accessibility needs may vary, and these factors should be taken into account. (2018:290)
- We note with alarm that a quarter of trafficked children who were in the care of local authorities in the UK last year
- have gone missing from the system. We call upon the GMB to campaign in our local authorities and demand that our MPs take note and action this worrying concern. (2019:280)
- We recognise that drug consumption rooms and access to proper treatment are an effective means of reducing heroin dependency, along with the health and crime problems associated with long-term heroin use, and we call for them to be made available throughout the UK. (2022:238) We oppose the legalization of powerful and dangerous synthetic

opioid drugs for recreational use, such as fentanyl. (2019:329)

- We recognize the importance of loneliness as a social and industrial issue and call for greater awareness of support services. (2021:189)
- GMB calls on local authorities to reopen the hundreds of public toilets that have been closed in recent years. (2023:258)

Welfare Rights & Services

GMB@WORK 2014 GMB/CLASS pamphlet "How unions can make work pay"

The welfare state provides an essential safety net for many working class people – particularly at times of illness, unemployment, in retirement, or during disability. Ultimately, GMB will defend universal benefits to ensure reasonable benefits for all.

GMB condemns all forms of government attacks on the welfare system and calls on central and local governments to review policies that make life-threatening cuts to vital care packages for severely disabled and elderly people and ensure that no disabled people are denied essential care.

We are appalled at the continuing attacks on benefit

claimants and migrants. The working class is not to blame for the crisis and there is an alternative to austerity, supporting public services, necessary welfare spending, and respecting migrants.

The union is committed to campaign vigorously in defence of the welfare system and against any welfare cuts and to work with other broad-based organisations that share our campaign objectives.

GMB is committed to calling on a future Labour government to stop the endless round of assessments that currently confront disabled people and to introduce a single assessment that is transparent, fair, portable and covers all aspects of disability needs from employment through to social care and support;

- GMB seeks a repeal of the Welfare Reform Act
- GMB is opposed to Work capability assessments being used to determine eligibility for the new Employment Support Allowance (ESA). The process is fundamentally flawed and in need for an overhaul (2014:C28). We are also opposed to the PIP assessment process as this is equally flawed. (2014:272) Capita's involvement in the PIP process should lead to a full review of public contracts held by the company. (2023:257)
- Universal benefits should not be means tested
- GMB opposes cuts in benefit payments to the disabled and most vulnerable in society. Only a qualified doctor

not contracted or employed by DWP, or private companies such as ATOS, should carry out medical assessments of benefit claimants' capability to find and sustain work.

- GMB is committed to support disabled people in campaigning against cuts in benefits and changes to benefit legislation that will worsen the position of disabled people (2016:C8);
- Winter fuel allowances should be linked to fuel price increases not inflation as this is a truer measure. Pensioners have already suffered when Pensions were based on CPI not RPI.
- GMB calls for free TV licences for all who reach state retirement age (2009:219). We oppose the plan to withdraw the free TV licence for 75 year olds and over from June 2020 and we call on the Government to prevent it. (2019:C16, 320)
- We therefore call on the CEC to mount a vigorous campaign with the Government to restart the funding for this scheme in order that those of our population who have built this country to what it is today enabling them to enjoy their retirement. This is only fair now that the Prime Minister is asserting that austerity has finished, therefore give these people the justice they deserve
- We call for a campaign to offer benefits advice at GPs surgeries (2008:194)
- Oppose unrealistic benefit caps and instead ensure

that benefits are linked to RPI inflation and reflect the actual cost of living.

- Campaign foranen1d to unfair housing benefit caps and other draconian benefits cuts especially the Bedroom Tax.(2013:C23,305, 2014:168,241,C27).
- GMB is opposed to “workfare” programmes- forcing the long term unemployed into mandatory work placements. This is merely a form of cheap labour which undermines real jobs and subsidises employers to exploit vulnerable people for profit. (2011:259, 2013:128,308-310, 2014:262)
- GMB is concerned at the increased poverty and homelessness of all but especially for young people. We call on branches to support the Labour Campaign to end homelessness (2016:177) and for the
- Government to learn from the ‘nightingale’ hospital programme to provide emergency housing to help end homelessness. (2021:238)
- Where possible, GMB should work with local youth institutions through its links with charities, local authorities, churches, and the Labour Party to provide ‘safe havens’ for children. (2019:370)
- We are opposed to cuts in benefits for those under 25. (2014:263,264), all workers should have equal access to benefits.
- GMB recognises that budget cuts are leading to significant cuts in local services aimed at preventing and protecting victims of gender- based violence, we

call for the ring fencing of money to ensure the future of vital services such as refuges. (2014:259)

- GMB is concerned that The Funeral Planning Authority only operates voluntary standards when it comes to the pre-paid funeral plan industry. We call on The Funeral Planning Authority to introduce mandatory standards and force all companies that provide such plans to declare all fees upfront. (2019:322)
- We oppose and condemn attacks on pensioners' benefits, including the free TV licence. (2021:188)
- We call on the state to negotiate bulk discounts on everyday food and consumer products on behalf of all in-work and out of work social security claimants to increase the purchasing power of their payments.(2022:284)
- The National Insurance (Industrial Injuries) Act 1946 was an important achievement of the Attlee Government. However, women are disproportionately less likely to be in receipt of Industrial Injuries Disablement Benefit. Congress 2022 called upon GMB to raise the profile of this issue with members to promote the Industrial Injuries Benefit Scheme, particularly with female members, and further for reform to be carried out so that the Scheme work-related injuries suffered by women are fully recognised. (2022:287)
- We will seek to promote awareness of the Attendance Allowance (2025:285)

Fit notes/ Work Capability Assessments

GMB is concerned at the unjustified attacks on vulnerable people on benefits. In particular, Work Capability assessment as the policy is based on the false notion that the high levels of claimants in some areas is due to the fact that these people do not want to work. There is a failure to see the full picture of the labour market. The problem is a lack of access to jobs that they could perform with their health problems and disabilities.

Our policy is concerned about the impact of the introduction of fit notes and the union will monitor this and pursue improvements where employee protection has been undermined. (2011:60)

We have concerns about the ability the Department for Work and Pensions to have direct access to claimant bank accounts.

Congress calls on GMB to ask the government to investigate Access to Work, improve the speed on applications and reduce the disability employment gap, as Access to Work is clearly in crisis. The number of disabled people waiting for decisions has increased significantly. (2025:240)

Universal Basic Income/ Citizens Income

GMB notes the growing crisis of low pay and in-work poverty in the labour market. We believe that a Universal Basic

Income has the potential to offer genuine social security to all while boosting the economy and creating jobs. GMB is committed to campaign for a Universal Basic income for all citizens (2016:303)

GMB believes that Universal Basic Income cannot be an attack on social security. We call for the TUC to be more vocal in its support for UBI, while recognising that more work needs to be done to adequately identify the additional funding required for a decent level of basic income and that the top priority for an incoming Labour government must be to rebuild our public services from the wreckage of Tory austerity. (2021:247) GMB will therefore research the opportunities to fund Universal Basic Income to a decent level without workers having to pay for it through higher taxes and cuts to social security. (2018:388)

Foodbanks & Food Poverty

Although we have seen an unprecedented rise in those reliant on foodbanks due mainly to the Government's austerity measures, GMB policy is for an adequate social security system paid in cash not in kind. (2014:C15)

There are increasing numbers of children living in food poverty and whilst we campaign for free school meals, we are concerned with what happens to children during school holidays when they don't have this provision hence we call on the Government to end this "Holiday Hunger" (2016:226)

Branches and Regional Councils should make contract with

their local foodbanks and ask them to invite speakers to future meetings. (2018:293) GMB supports the London Food Rescue foodbank. (2019:319)

We call on the Government and opposition to back and implement the Trussell Trust's 2019 manifesto commitments to: Ending the five weeks wait for Universal Credit; Ensuring benefit payments cover the cost of living; and Investing in local support/ (2021:254)

We support calls for a legal 'right to food' and for this to be incorporated into the National Food Strategy. (2021:252) We condemn the Government's 2022 Food Strategy for not setting out a right to food. (2023:183)

Child Poverty

GMB@WORK 2009 CEC Special Report: Raising the Kids: Stop in-work Poverty

GMB in conjunction with the CPAG (Child Poverty Action Group) had a joint campaign to end Child Poverty. Child poverty is everyone's business and the Government should be serious about eradicating Child Poverty in the UK.

We recognised that hard-pressed families bore the brunt of the recession which was not of their making. The recession highlighted the inequality in the UK. Paid work is the best route out of poverty but for many working parents on low pay this is not the case.

GMB demands a change of direction on employment policy:

one that tackles in-work poverty and puts fairness first.

Some welcome protections have been put in place in the past decade (tax credits and the national minimum wage), but too often the promise that 'work is a route out of poverty' has been false. Employment, in itself, does not provide a safe way out of poverty: pay, hours and family size are also important.

GMB have called for:

- Increases in the National Minimum Wage
- Provision of a decent minimum income for all
- Extend adult rate of the minimum wage to young workers
- Investment in training targeted at those with low skills
- End pay discrimination
- Tackle low pay in the public sector

Universal Credit

GMB believes that Universal Credit needs a radical overhaul so that people who are amongst our most disadvantaged communities, are not stigmatised for falling on hard times. The benefits system is a safety net not a punishment.

GMB calls for an end to the vicious circle of delayed payments leading to rent arrears, leading to job losses in housing providers, leading to more people on Universal Credit. We accept the need for a welfare and benefits system fit for the 21st century but Universal Credit is not the answer. The housing element of Universal Credit should cover the

actual costs of rent or owner occupation. (2019:420)

GMB calls on the Labour Party, as part of its manifesto, to overhaul the system so that social security, while making work pay, does not penalize and demonise those who for whatever reason are unable to work or are finding it hard to obtain work.

GMB calls upon a future Labour government to fully overhaul Universal Credit and other state benefits which has proved a policy disaster upon implementation. (2018:C26)

GMB resolves to fight the iniquitous attacks on the low-paid,

under-employed and unemployed through the implementation of Universal Credit. We are also concerned that by paying the benefit all in one pot to the "head of the household" it will also lead to a greater risk of domestic abuse. We oppose the full roll- out of Universal Credit. (2018:C27)

The Congress must call on the Government to carry out a comprehensive redesign of the childcare element of Universal Credit to mitigate the impact on poorer families. Parents should also get at least the 85% of the money they can claim for childcare up front not in arrears (2019:416) and in general our position is to support social security payments up front, not in arrears. (2019:419)

We will campaign for no deductions (third party or other) to be made from any in-work or out of work Welfare Benefit payments including Tax Credits and Universal Credit payments, or repayment of previous debts. (2019:418)

The Government should look into the practicalities and

implications of local authorities administering Universal Credit and Job Centres. (2019:421)

We call for an end to deductions or sanctions until an independent appeals process can be carried out. (2022:283)

The £20 a week uplift in Universal Credit payments during the pandemic should be made permanent. (2022:285) Benefits should be uprated with inflation and the five week waiting period should be abolished. (2023:183)

Workers receiving back-pay as part of pay settlements should not be penalised through cuts to Universal Credit. Lump sums should be protected so workers do not suffer undue detriment to their finances. (2024:256)

The Two-Child benefit cap must be scrapped(2024:254).

Poverty overall needs to be tackled, and the Labour Government must have a Plan for Poverty encouraging the proposed work of the new Ministerial Child Poverty Taskforce. (2025:283)

Europe

GMB@WORK 2016 CEC Statement: EU Referendum

GMB@WORK 2017 CEC Special Report on Brexit and Beyond- protecting our members' futures

GMB@WORK 2019 CEC Statement on Brexit

Brexit

GMB campaigned with an 'angry remain' stance in the European Union referendum. We recognised the advantages of staying in the EU while at the same understanding that many people in the UK did not want the status quo to continue.

GMB accepted the result of the referendum. Since 2016 we have worked tirelessly to promote our members' interests, however it is with frustration, though not surprise, that the Government chose not to engage with the union in a meaningful way.

GMB believes the working class could be united behind an agenda for the 'fair movement of labour'. Fair movement would end the ability of employers to pit worker against worker, wherever that worker is from, based on the principles of:

- Ending the overseas-only advertising of jobs in the UK
- Preventing migrant workers from working on inferior pay, terms and conditions including by strengthening sectoral bargaining and compliance with the relevant national agreements
- Create a Migrant Contribution Fund. Migrant workers make a significant contribution to the UK, putting more into the economy than they take out. This fund, administered by

councils would benefit their whole community, showing practically the benefit of migrant workers to all workers. Such a fund would currently be worth £4.7 billion per year.

- Introduce workers' rights from day one, increase workplace inspections and give new legal rights for unions to access and organise in all workplaces
- Create a legal 'rate for the job' to end undercutting by employers in key industries

GMB will continue to oppose any deal that will harm members' jobs, rights and public services just as we would fight any damaging proposal from employers in the workplace. We will actively and vocally campaign against leaving the EU with No Deal, and we will challenge those who seek to crudely stereotype or dismiss the interests of working class people.

Whatever the outcome of Brexit, GMB will continue to work with sister unions across Europe and the globe to fight for the shared interests of working people.

The vote to leave the EU may put at risk all rights guaranteed by EU legislation, as the country heads into unchartered waters. The European Union has been a positive force in enshrining Trade Union values, giving members wide ranging social and employment rights through the Social Chapter. Many of the workplace rights and protections GMB members currently enjoy in the UK come from European legislation.

GMB works tirelessly to redress the imbalances in the economic and social dimensions of Europe and to develop further rights and protections for GMB members, their families, and for workers around the world.

Following Brexit, we should commit to ensuring that UK legislation on workers' rights never falls behind those of EU member states and commits to matching progress made to protect workers and that these rights are ours to win or lose. We want a clear commitment to protect jobs and industries as we withdraw from the EU including protecting our public service workers from the impact of Brexit.

GMB seeks to promote and protect the social and employment rights dimensions of Europe:

- GMB believes that the minority Tory Government had no mandate for a hard Brexit. Congress 2018 declared that the economic fallout of hard Brexit would be disastrous for working people and Conference affirms that nobody voted to be made poorer by the Tory's disastrous mishandling of the negotiations (2018:245)
- Temporary Agency Workers should be given equal treatment and rights comparable with permanent staff and be protected from exploitation
- Trust in the ability of the Government to carry out the proper and fair registration of three million citizens after Brexit has been undermined at a national and international level. The lives of British people living in the EU and Europeans living in the UK are being used as bargaining chips – causing unnecessary stress and instability. GMB reiterates the importance of the trade union movement in protecting individuals from discrimination and countering anti-immigrant rhetoric (2018:248)
- GMB believes that EU nationals who live in the UK should have the right to vote in all future elections. (2021:154)
- Working time rights must be protected, so that workers do

not have to work excessive hours, and have adequate holidays and rest periods. The potential health and safety hazards of working excessively long hours are clear and GMB and other trade unions have long campaigned fora reasonable limit to working hours

- The Charter for Fundamental Rights– which sets out EU citizens' civil, political and social rights – applies to all EU workers in its entirety. GMB opposes the Government's decision to withdraw the UK from the Charter of Fundamental Rights. (2018:238)
- The UK's exit from the EU jeopardises the working conditions of drivers in the UK. The current domestic driving hours limit needs to be shortened to ensure the safety of all road users and passengers on public transport. These issues are especially pressing in Northern Ireland. (2018:244)
- GMB calls for equal treatment in pay and conditions, including strong protections for posted workers and measures to prevent social dumping
- Public procurement maximises the scope to ensure good social, employment and environmental outcomes, not the lowest price only. GMB has been at the forefront of emphasising that public authorities have the right to deliver services in-house, but that when they do we would expect tax-payers' money to be used to promote good jobs, pay and conditions, ensure compliance with social and labour standards and environmental protections, promote the living wage, ensure the quality of public services, works and supplies, and recognise that the lowest price rarely delivers this. GMB also emphasises that blacklisting is a clear grounds for exclusion to public contracts.
- Leaving the EU and Single Market opens opportunities for the UK Government and devolved governments to take a

proactive stance on better standards in public contracts. Public authorities would be able to encourage adherence to collective agreements, ensure contracts have a proper living wage, and promote jobs, training and apprenticeships

- Blacklisting is banned across the EU – a criminal act which has robbed thousands of trade union and health and safety reps of work, dignity and a secure family life
- Collective bargaining & industrial action – fundamental trade union rights – must not be undermined by the EU's free movement, internal market rules, and austerity measures
- Decent work & quality jobs – globalisation must not be used as a vehicle to erode labour standards, rights, pay and conditions within and outside the EU
- Fair wages – workers must be paid a living wage for their work, and enjoy a fair share of the fruits of growth when company profits rise
- Equal rights, to guarantee disabled people have access to quality jobs, that women have equal pay and that workers are protected from discrimination due to their age, disability, gender, race, religious beliefs, sexual orientation or caring responsibilities
- Health & Safety at work – workers must be properly protected in all respects, for example by treating third party violence as a health & safety issue
- Information & consultation rights, so that workers are informed about and have a say in the decisions that affect their jobs and working conditions, for example through effective European Works Councils
- International solidarity and that the EU plays its part in guaranteeing respect for labour standards and trade union

rights around the world

- Private Equity and proper regulation to prevent asset stripping and the erosion of workers' terms and conditions and jobs
- Public & health services of a high quality and accessible to all irrespective of income or means
- Reconciliation of work and family life, to allow all workers to successfully combine their family and private life with their work commitments
- Victims and their families receive the support no matter where in the EU they fall victim, and that they are assured a voice in getting justice
- Aid and Funds GMB support and protect the continuing of Regional aid and Funds which stem from Europe and have been used to help UK economy (2014:167)
- Anti-cuts GMB resolves to work jointly with European trade unions and allies globally in an anti-cuts campaign which builds solidarity at all levels including branches and in the workplace
- We reiterate that GMB members who are not UK citizens can contact UnionLine regarding their residency status and seek help from them. (2018:251)
- GMB will campaign to ensure that the UK remains closely aligned to important rights and standards underpinned by the EU when they benefit our members. We will also oppose and expose a North American model for the future of the UK currently being pursued by a number of Conservatives in government. (2018:242)
- Congress believes that the result of the 2016 Referendum must be honoured, but it notes that -as of June 2018 - the

method of leaving is uncertain. Congress called on GMB to ensure that we remain within a Customs Union with tariff free access to the Single Market (without undermining our commitment to re- establishing duty free, as established by Motion 2017:265). GMB also supports a meaningful vote on the final exit deal. (2018:246,339) We oppose the divisive post-Brexit immigration system that seeks to divide communities, and we support the UK rejoining Horizon Europe and Erasmus+. (2023:168)

- Ahead of the 2026 review of the UK-EU Trade and Co-operation Agreement, we call on the Government to consider:

  ¬ Rejoining the Erasmus+ student exchange system
  ¬ Rejoining the Horizon Europe scientific research programme
  ¬ To negotiate a common reciprocal voting rights agreement to permit EU Citizens in the UK and British Citizens in the EU voting rights. (2022:194)

- We call on the government to ensure workers' health and safety, and other social rights - like maternity and paternity leave, paid overtime and holiday pay - are not degraded as a result of Brexit; that the UK does not fall behind European standards and wages; and that there are greater protections for platform workers in the ever-expanding gig economy and other forms of precarious employment. (2022:195)

- Brexit has thrown the behaviour of multi-national companies – which can use their position to play off government against government, and worker against worker – into sharp relief. In response, we will seek to strengthen our international ties with other unions including through our federation memberships. We will campaign to

> ensure UK employees and representatives continue to be covered by existing and future EWCs and renegotiate agreements if necessary. We should also continue to pressure MNCs to sign up to Global Framework agreements and core ILO labour standards. (2022:2881)

EU Tax Action issues

GMB is actively campaigning for greater tax justice, demanding urgent action against tax dodgers and avoiders, as well as just taxation of financial transactions. We are demanding an EU strategy of fair taxation, with big business and multinational corporations made to pay their fair share, and binding EU action plans against corporate tax avoidance and tax havens.

Posted Workers

Workers who are transferred on a temporary basis from one EU state to another, or from outside the EU into an EU country- 'posted workers'.

Posted workers must have equal treatment in working conditions- equal pay for equal work in the same place to prevent their exploitation and stop under-cutting of industry standards and collectively agreed terms and conditions. (2012:172)

[1] Note: this motion could not be debated due to the cancellation of the last day of Congress 2022. It was later adopted by the CEC with qualifications.

EU and Industry

The future involvement of the UK in research and innovation, training and student mobility programmes would require the UK to pay into EU budgets. Withdrawing completely could have a major impact on our industries and the quality and funding of our higher education system. Transitional arrangements are already being considered in some areas of funding.

The Conservative Government has already confirmed in legislation it will withdraw from EURATOM (European Atomic Energy Community) which is a major concern to GMB and the industry in the UK. GMB urges the Government to give urgent clarification and reassurances, in this new context, on the future of low carbon nuclear new build and the related jobs and sustainability of communities concerned.

Trade Agreements and Ethical Trading

GMB is one of the UK's most active trade unions in opposing corporate free trade agreements.

Opposition to major trade agreements is growing. GMB has major concerns about these deals, which will affect us all directly, from our rights and freedoms at work to the NHS and public services. GMB continue to campaign and highlight our oppositions to detrimental trade agreements. (2015:C4,2016:208) We are also campaigning against the

development of already established agreements (such as with Colombia and Peru) which lack a trade union voice and fail to adhere to basic human rights.

GMB does not want to see current deals such as EU/Canada (CETA) and EU/US (TTIP) become the benchmark for any future UK trade policy.

GMB will be working across the country and internationally to fight for trade agreement principles that benefit working people, not big business. Trade deals must:

i) Include legally enforceable labour and employment standards that, at the very minimum, are comparable to current protections built into EU legislation.

ii) Have high levels of product and environmental standards benchmarked to - and going beyond - current EU standards.

iii) Ensure that public services are safeguarded, with an absolute right for democratically elected governments/authorities to make public interest policy decisions without threat of litigation, including where they choose to bring public services back in house.

iv) Protect UK industries from the dumping of goods from other countries through effective trade defence instruments and remedies. The recent crisis in the UK and EU steel industry caused by the dumping of Chinese Steel cannot be repeated.

GMB is already working with a number of industry federations on these issues, and has been influential in shaping the campaigns focusing on protecting and promoting good quality jobs and skills in Britain. Transparency in trade negotiations and the formal involvement and influence of

unions as well as business will be vital.

GMB reaffirms its opposition to TTIP and agrees a similar position opposing any UK involvement in CETA, recognizing it as a clear threat to workers' rights and public services. (2017:273)

GMB has no confidence in the present Government's ability to negotiate trade deals beneficial to the UK after the country leaves the EU. We call on the Labour Party and the Trade Union movement to argue and fight for trade deals that are both in the country's interest and also ethical; we further call on the next Labour government to follow ethical foreign and trade policies. (2018:249)

We call on the Government to consult with trades unions prior to entering into any trade agreement with any other countries. (2019:276) We further call for no watering down of food hygiene standards (and other measures including the Working Time Directive) under post-Brexit trade agreements. (2021:72)

We are deeply concerned that our NHS is under threat from commercial interests under proposed trade deals. Our NHS cannot be placed on the table for trade deals. We reject a vision of free trade that offers up public services like the NHS to rapacious multinational companies. We demand that the NHS is specifically excluded from any future trade deals. (2021:C12)

We recognise that free trade zone status has frequently been used to undermine workers' rights. The World Trade Organisation, and the treaties that preceded the WTO and

underpin it, contain no meaningful labour standards. Government and Labour Party to work with the Biden administration to secure worker-centred reforms of the international trade treaties. We call on the Government and Labour Party to work with the Biden administration to secure worker-centred reforms of the international trade treaties. (2023:160)

European Works Councils (EWC)

Well-functioning and effective EWCs provide employees with high quality, useful and relevant information and genuine consultation in a timely and meaningful manner. They can be a positive and valuable tool during company restructuring, and in the process of a merger or take-over.

GMB European and National Officers offer ongoing support, advice and information to new and existing EWC reps and help and support in negotiating EWC agreements, in cooperation with our EU trade union industry federations.

International

GMB@WORK 2025 CEC Special Report: International Solidarity in a Changing World

Trade unionism does not stop at international borders and GMB has long offered solidarity to workers across the world in the same struggles as our own. When GMB was founded in 1889 it was a key part of the internationalist workers' movement for an Eight Hour Day.

Global issues have increasingly become workplace conversations and many GMB members work for multi-national companies with a global reach, while strategic parts of the UK economy are controlled by companies from overseas or owned by foreign capital.

Exploitation – the unfair treatment of people and our planet – still underpins our global economy. Political decisions made in name of 'free markets' and 'globalisation' still decimate jobs at home and elevate the profits and power of unethical employers abroad. Workers continue to be hit first and worst by global issues such as climate change, humanitarian issues and armed conflict while hard-won progress on women's, racial, LGBT+, disabled and migrant people's rights are being rolled-back in many countries.

Humanitarian issues are trade union issues. We cannot fully defend and promote the working-class interests of our members if workers in other countries are denied their fundamental rights, freedoms and livelihoods. GMB believes that the UK Government must take a worker-centred approach to global challenges and support peaceful diplomatic solutions to conflicts overseas.

While GMB's own weight in the world is limited, our history shows that workers are not powerless if we stand together. Winning at work and beyond is more likely when we build links of solidarity despite differences used by those who seek to divide us.

As GMB's Co-Founder and first International Secretary Eleanor Marx said: "Each nation has, and must have, its own special means and methods of work. But whatever those means and methods, the end is one all the world over: the emancipation of the working class, the abolition of all class rule."

GMB's international work takes many different forms. In common with other trade unions, GMB is affiliated to the TUC which in turn affiliates to the European Trade Union Confederation (ETUC) and the International Trade Union Confederation (ITUC) as well as a number of global union federations representing different sectors.

These bodies have a critical role to play in industrial initiatives to hold multinational companies to account, to develop global organising initiatives, to develop social dialogue, to lobby international institutions, and to coordinate collective bargaining. GMB will continue to participate in their activities.

Solidarity with others is the essence of trade unionism and the maxim that an injury to one is an injury to all is demonstrated by GMB supporting people in struggle around the globe. Sometimes that support comes via participation in campaigning groups such as Cuba Solidarity, Justice for Colombia, Venezuela Solidarity and Palestine Solidarity Campaign. Which campaigns are supported is largely decided at the Union's annual Congress where GMB branches can move motions recommending affiliation.

GMB is gravely concerned about humanitarian crises in conflict areas, and specifically condemns any abuse of civilians, the targeting of medical facilities, and the use of

white phosphorous, neurotoxic gasses and anti-personnel mines. (2017:362)

GMB understands and believes that a global economic system based on the unfettered exploitation of people and planet is unacceptable and unsustainable. GMB endorses the fight for a more equitable society and considers itself to be part of a wider movement for economic and social justice with an emphasis on gender and racial equality and those that are persecuted for their sexuality or religious beliefs.

GMB's international work will continue to promote:

- A common agenda to defend and advance workers' rights and standards, human rights, strong trade unions and environmental protections under attack by multinational employers and oppressive governments.
- Working proactively with our affiliated European and global trade union federations, solidarity campaigns and other organisations to build union-to-union solidarity in sectors where our members work.
- Countering the threat of global markets to public services and promoting public ownership of the 'commanding heights' of nations' economies, as is GMB policy for the UK's own.
- Supporting efforts of our affiliate international union organisations to promote workers' rights and policies that end exploitation of people and planet globally.
- Calls on the UK Government to pursue a worker-centred approach to global issues such as trade, conflict and climate change so that change is led by workers, not done to them.
- Solidarity with those living under the biggest forms of exploitation: systematic inequality, Apartheid and violations of peoples' right to self-determination.

GMB Congress policy on various international issues

International Development

We recognise that the UK has a proud history of being a world leader in International Development. We support the establishment of a fixed timetable for restoring the 0.7 per cent Official Development Assistance commitment. (2023:266)

Global Mining

GMB is concerned that whilst UK companies post large profits this is often at the expense of doing so by damaging communities in developing countries and forcing people off their land. Armed groups have often enriched themselves through mineral extraction, doing deals with companies and using the revenues to fuel civil wars. Human rights violations have occurred where security forces paid to protect mining assets have attached local communities and anti-mining activists. We call for corporate accountability for all UK companies (2010:214).

Textile Workers

GMB are affiliated to a number of international organisations in the textile industry where workers are exploited.

We welcome companies signing up to the Bangladesh accord – a union-backed agreement - designed to improve workplace safety in the country, following the Rana Plaza factory collapse which killed over 1,000 textile workers earlier this year.

Child Labour & Fair Trade

GMB agrees that child and sweatshop labour isa scandal and although virtually eradicated in this country, it is still a growing problem for our international movement.

Many high street companies have been exposed by the newspapers, and TV programmes as sweatshop employers.

GMB notes that despite many organisations signing up to voluntary codes to protect workers producing goods or services for their company, many continue to profit from a low wage workforce working in sweatshop conditions. These voluntary codes do not work and GMB supports a binding framework of regulation that stops UK companies and their suppliers continuing the abuse of workers overseas.

GMB agrees to highlight this injustice and campaign against sweatshop labour and exploitation, in solidarity with our sisters and brothers all over the world and publicise the work other campaigning organisations against child and sweated labour such as No Sweat. Furthermore, our members should ensure that our purchases and investments are “sweat- free” and “union-made” and the Union can put pressure on high street retailers to stop this practice through our collective agreements.

Human Trafficking

GMB is appalled that trafficking of men, women and children into Europe country is still on the increase.

Traffickers take advantage of the poorest and most vulnerable in our society and GMB calls for a campaign with similar organisations to increase awareness of the issues related to human trafficking particularly with relation to sexual exploitation and support campaigns to ensure the strongest possible legal sanctions against those responsible for human trafficking.

Torture

GMB is opposed to the use of torture or allowing rendition or torture to be used in any jurisdiction or territories. The use of torture is against the Geneva Convention and undermines a free society (2011:277)

Arms Trade

GMB is concerned at the use of UK money to fund companies selling arms to be used against civilians and we urge all institutions to publish full details of any support to the arms trade(2009:226, 2010:216). GMB opposes the use of land mines under any circumstances (2008:218)

GMB congress policy on individual countries

Afghanistan

GMB are concerned that many women in Afghanistan are being murdered for being educated and we call for international movements to safeguard and protect them.

Cameroon

We express our solidarity with the banana workers represented by the Fako Agricultural Workers Union (FAWU), whose livelihoods are in jeopardy due to the political crisis in Anglophone Cameroon. (2019:EM1)

China

We note that Chinese workers have little or no access to trade unions and are subject to exploitation.

We are opposed to forced Organ harvesting by Chinese doctors from prisoners of conscience. (2016:311)

GMB wishes to bring pressure to bear on our Government to join other countries' condemnation the internment of Muslims in detention camps and join the international call to

close them down. (2019:434)

Colombia

GMB recognises that Colombia is the most dangerous country in the world to be a trade unionist, and condemns the murder, imprisonment and intimidation of Trade Unionists in Colombia.

GMB congratulates the good work of organisations like Justice for Colombia who give voice to the citizens of Colombia, and to bring about positive change by amplifying the difficulties faced by our Trade Union Colleagues on the International stage. Furthermore, GMB condemns the fact that despite this situation the European Parliament recently voted to approve an EU Colombia Free Trade Agreement.

GMB condemns the brutal murder of Christian Andrés Lozano, Luis Eduardo Dominguez and Gilberto Espinosa on 23rd May 2018: three Nestle trade unionists fighting for recognition in their factory in Bugaligrande Colombia. GMB calls on Nestle to recognize the trade union SINA TRAINAL. Nestle should immediately enhance measures to protect and ensure the security of Nestle workers.

Nestle must also use its leverage in the community and in Colombia to ensure the peace process has real affect. (EM1:2018)

Congress 2023 reaffirmed GMB's longstanding support for the Colombian labour movement, and welcomed the Colombian governments efforts to reform oppressive labour practices and broker talks between armed groups. We encourage different parts of the union to engage with the Justice for Colombia campaign. (2023:265)

Congress 2024 recognised that women in Colombia are disproportionately impacted by conflict and inequality, which is why we welcome the country's first Ministry of Equality. This new ministry aims to confront the historic injustices and to ensure that the rights of women, particularly those of indigenous or African-Colombian heritage, are guaranteed respect. We support the labour reform seeking to improve the lives of millions of working people, and commend the GMB branches and activists who have sent messages of solidarity and support. We will continue to work with Justice for Colombia to identify how we can best practically support the empowerment of the women of Colombia. (2024:264)

Cuba

GMB urges branches to affiliate to the Cuba Solidarity Campaign and raise awareness of their fight for self-determination in the face of sustained US aggression over decades. Furthermore GMB is opposed to the incarceration of detainees in Guantanamo Bay and support campaigns calling for the closure of the camp, the release of all

detainees and the return of the territory to Cuba. (2007:285)

GMB welcomes the UK Government's decision to join 190 other countries in condemning the US blockade at the UNGA in 2017, and we call on the Government to do more to uphold the existing law (under the Protection of Trading Interests Act 1980) which makes it illegal for UK companies to comply with legislation of countries outside of the UK and against UK trading interests in relation to the blockade of Cuba. (2021:260)

Congress 2025 reaffirmed GMB's solidarity with Cuba in its struggle for self-determination, urging branches to affiliate to Cuba Solidarity Campaign, raising awareness and contributing to material aid appeals to help the Cuban people keep their schools and hospitals running under the illegal blockade by the United States.

Freedom for Ocalan Campaign

GMB and UNITE launched the Freedom for Ocalan campaign at the House of Commons on April 25th, 2016.

Kurdish leader, Abdullah Ocalan, has been imprisoned in total isolation on the Turkish prison island of Imrali since 1999. Despite his ill-treatment by the Turkish authorities, Mr. Ocalan has fought consistently to bring about a peaceful reconciliation to the Kurdish question. GMB believes that his freedom is essential to end conflict not only in Turkey but

also in the wider Middle East.

Grenada

The remains of Grenadian leaders killed in 1983, which are believed to be in the possession of the US government, should be returned to their families. (2023:264)

India

We express our solidarity with our Indian Trade Union colleagues for organizing the historic two day strike in January 2019 against Prim Minister Modi's anti-labour and anti-trade union policies, and we call on our international links to send messages of support. (2019:428)

We recognize that the 2019 Citizenship Amendment Act (CAA) is an attack on the very basis of Indian citizenship, and will work to highlight the impact of the law on GMB members, and explore domestic political avenues for applying pressure for its repeal. (2021:255)

We further express and seek to proactively extend our solidarity with the Indian Farmers' protests, and condemn mistreatment of protestors. (2021:259)

Iraq

GMB condemns all atrocities committed against workers in Iraq. GMB supports the work of Iraqi trade unions struggling to rebuild trade unionism in Iraq and fighting for restoration of trade union rights and we welcome international solidarity from the labour movement. (2005:333, C31, 2008:207)

Latin America

GMB is directly involved with projects and partner organisations abroad, notably in Latin America. GMB has long-standing association with trade unions representing workers on tropical fruit plantations, grouped in COLSIBA, which in turn is part of the International Union of Food Workers (IUF). GMB also works with Banana Link to encourage supermarkets to ensure that labour standards are respected throughout their national and international supply chains. GMB and Banana Link have a joint international solidarity fund to support these activities to which all branches can support.

Nicaragua

GMB notes that progress has been made in Nicaragua despite the unfavorable circumstances and we recognise the “pivotal role” that the Nicaraguan trade union campaign

has played in raising awareness and deepening relations between their unions and their UK counterparts. GMB promotes the work of the Nicaraguan Solidarity Action Group (NSAG) and is affiliated to it.

Palestine

GMB notes the continuing oppression faced by Palestinian people in the areas throughout Palestine. Our position is to support a peaceful outcome through the introduction of a two state solution. (2019:432, 2021:257)

GMB Congress 2025 noted its outrage at the unfolding genocide and ethnic cleansing of Palestinians in Gaza and the West Bank by Israeli forces for over two years since the atrocities committed by Hamas against Israeli civilians on 07th October 2023. We note that Israel is on trial for genocide at the International Court of Justice (ICJ) for its military actions and the International Criminal Court (ICC) has issued arrest warrants for senior Israeli leaders for war crimes.

Congress 2025 noted that Israel's offensive in Gaza also follows decades of violations of Palestinian human rights, ethnic cleansing, and the imposition of a system of oppression against all Palestinians that is recognised by the International Court of Justice (ICJ) as violating the prohibition on racial segregation and apartheid.

Congress 2025 condemned the international backing given to the Israeli regime's military action. The UK Government should not be aiding or assisting Israel's unlawful presence in

Palestine and is at risk on being in breach of its obligations under international law and complicit in war crimes against Palestinians. The UK government must therefore do more to uphold international law and pressure the Israeli government to respect Palestinian human rights. This must include a ban on trade in goods from Israel's illegal settlements.

For a just and lasting peace, Congress calls for:

- The withdrawal of Israeli forces from the occupied territories of Gaza, the West Bank, east Jerusalem and Lebanon.
- The UK government to ban trade with illegal Israeli settlements and all other trade that is proven to be aiding or assisting Israel's violations of international law.
- The UK Government to cease selling or providing weapons of any kind that are used in its violations of international law against Palestinians. Governments, public bodies, companies and other institutions should not contribute to war crimes abroad.
- Immediate return to a ceasefire by Israel and Hamas and the release of all remaining Israeli hostages and Palestinians unlawfully detained.
- A lasting, two-state solution to the conflict with an independent socialist Palestinian state, alongside a socialist Israel, with guaranteed rights for all minorities.
- Urge the UK government to immediately recognise the State of Palestine in supporting a two-state solution.

In building our solidarity with Palestinians, GMB Congress 2025 committed to:

- Amplify our calls on the UK government to immediately halt the sale and supply of weapons, parts and equipment, logistics and financial aid for Israel's military action, in line with UN warnings that Israel's use of these weapons is violating international humanitarian law.
- Continue to publicise workplace days of action for Palestine called for by the TUC.
- Strengthen our solidarity work with Palestinian trade unions in Gaza and the West Bank, and support Palestinian Arab workers in Israel.
- Continue to encourage boycott and disinvestment from goods of companies who profit from Israel's illegal occupation of Palestinian territory and illegal settlements. In line with existing policy, we will consult closely with GMB representatives in workplaces where employers continue to instruct workers to handle such goods on what assistance GMB can provide to support members who refuse to handle them.
- Continue to encourage branches to affiliate to the Palestine Solidarity Campaign (PSC) and support our members right to attend PSC demonstrations in solidarity with the Palestinian people.

GMB supports the humanitarian aid programme for the victims of war whether in Gaza or Iraq. GMB condemns the conflicts in Gaza and the slaughter of innocent men, women and children.

GMB notes with concern the continued inhumane actions

against Palestinian people. GMB urges our branches to affiliate to and support the work of the Palestine Solidarity Campaign (2021:258) and encourage employers and pension funds to disinvest from, and boycott goods of, companies who profit from illegal settlements, the Occupation and the construction of the Wall. (2011:276)

We are appalled at the deteriorating situation facing Palestinians and attempts by the Israeli authorities to cement the inequality, oppression, and discrimination that Palestinians in the occupied territories faces, and also the acceleration of the development of a second class of citizenship for Arab citizens of Israel following the passing of the Nation State Basic Law in 2018.

We note and endorse reports published by B'Tselem and Human Rights Watch, which found that that the actions and policies of Israeli authorities amount to crimes against humanity, including that of apartheid as defined by international law.

We condemn the Trump administration's decision to recognise Jerusalem as the capital of Israel; the recent evictions of Palestinian families from East Jerusalem; and the Israeli state's failure to abide by its duties to provide a full vaccination programme.

GMB carefully weighs the evidence against employers that are accused of complicity in the oppression of the Palestinian people, before formulating an industrial and campaigning response in consultation with our members in those employers, and in line with our longstanding policy of encouraging disinvestment from, and boycott of goods of,

companies who profit from illegal settlements, the Occupation and the construction of the Wall, as carried by Congress 2011. (2021:257)

We condemned the escalation of violence by the State of Israel on Gaza and the impediment of the humanitarian aid flotilla (2025:EM9)

Qatar

Workers preparing for hosting the 2022 FIFA World Cup have been subject to appalling workers' rights violations. Football fans from across the UK and Ireland attending the World Cup or watching at home should be made as fully aware as possible of the terrible treatment of workers that are making this tournament in Qatar possible. (2017:367)

Syria

GMB condemns the devastation and destruction caused by the war that has led to an enormous worldwide humanitarian refugee crisis with huge impacts on neighbouring countries. The escalation of the bombing of Syria by Britain and other countries has failed to resolve the situation or to ensure the safety of the people.

We are opposed to imperialism, terrorism and

fundamentalism and seek a genuine socialist solution to the problems to the Middle East, based on the unity of working people.

Turkey

GMB notes the oppressive lawless state of emergency inflicted by the tyrant dictator President Erdogan. Congress calls on the CEC to: campaign for the immediate unconditional release of all political detainees including Abdullah Ocalan; agenda this motion at the TUC, both nationally and internationally; and campaign and lobby the Government to stop selling arms to Turkey and issue economic sanctions. (2018:394)

United States of America

GMB condemns President Trump's January 2017 Executive Order banning entry from seven majority Muslim countries into the US, and notes that a petition calling for a ban on the US President visiting the UK was signed by over 1.7 million people. (2017:369)

GMB expresses its total opposition to such a visit state visit by Donald Trump and encourages its branches and members to actively oppose and actively organize demonstrations against it. (2018:C17)

On 6th June 2025, the SIEU President of California, David Huerta, was detained by ICE agents on the charge of felony conspiracy to impede an officer during an ICE raid. Congress carried Emergency Motion 8 in support of David Huerta.

Ukraine

GMB unequivocally condemns Russia's invasion of Ukraine. We note that, under Vladimir Putin, the Russian regime represses the rights of trade unionists, and that the rights of trade union members have been suppressed in the occupied territories of Ukraine since 2014.

We express our support for the victims of this military aggression and solidarity with our trade union brothers and sisters across Ukraine; and our support for civil rights in Russia and Belarus, including labour rights, that are denied under Putin and Lukashenko's regimes.

We call for: the provision of moral and material aid from the UK to Ukraine, including the means of self-defence - the right to which is enshrined under international law; a reconstruction programme that protects the rights of Ukrainian workers; and a peaceful end to the conflict that respects the territorial integrity of Ukraine and can carry the support of the Ukrainian people. (2022 CEC Statement on Ukraine)

We support Ukraine's right to appeal for, and be provided with, the military equipment and weaponry required to defeat the invasion. We condemn Western governments for their failure to provide sufficient aid. We support an end to the war that upholds the territorial integrity of Ukraine through an agreement that is supported by Ukrainians, including the Ukrainian labour movement, and a progressive reconstruction programme. We support the cancellation of Ukraine's debt. (2023:C17)

We resolve that GMB will seek to support Ukrainian people and other migrant workers in the UK who are seeking to protect themselves and their families, including through signposting to appropriate agencies and services, and through support for self-organisation, including in the workplace. (2023:182)

Venezuela

GMB welcomes the achievements of the Chavez Government and agrees to work to defend Venezuela's right to international sovereignty and oppose US intervention. GMB affiliates to and supports the work of the Venezuela Solidarity Campaign.

Western Sahara

GMB notes the struggles of the Saharawi people to assert their rights to self-determination and independence in their own homeland of Western Sahara which has been occupied by Morocco. We continue to work with the Western Sahara Campaign (WSC) and will lobby the European Commission and Parliament to amend the Fisheries Agreement to explicitly exclude Saharawi waters from the Treaty.

Yazidi and Kurdish communities

GMB supports a campaign against the repression, killings and torture of Yazidi people. GMB supports the Kurds in their struggle for self- determination. (2017:173)

Zimbabwe

GMB is concerned by the desperate political and economic situation in Zimbabwe and condemns the actions committed by the Zanu – PF regime led by President Robert Mugabe. GMB expresses its solidarity with other international affiliates and the trade union movement to apply pressure to restore full and free democratic rights to Zimbabwe. (2006:273)

This Guide was last revised in November 2025 when it was updated to incorporate the decisions of Congress 2025.

Join GMB online at
www.gmb.org.uk/join

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