

**2022 UNISON NATIONAL YOUNG MEMBERS’ CONFERENCE**

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**Motions**

**1. Keeping Young Workers Safe at Work**

**Carried**

Conference notes that many young UNISON members engage in shift work, especially those working in health and social care settings, most of which involve taking on shifts at unsocial hours.

That while undertaking this shift work, staff can be left in vulnerable positions, especially if they are working alone, and if they are travelling to and from work at night.

Conference believes that members working or travelling alone should not be at greater risk in their jobs than other workers.

Conference believes that although employers may feel that their duty of care to staff ends when an employee’s shift finishes, they need to take into consideration commutes to and from the workplace, especially at night.

Conference believes that many workers, especially women, are often worried about their safety when travelling to and from work during unsociable hours, especially when using public transport.

Conference notes that following feedback from young members within the Northern region, there are examples where some members have found themselves working in locations, with a predominately young workforce, where they have felt unsafe travelling to and from work. In one such location staff were forced to walk alone through a poorly lit, remote industrial estate at unsociable hours due to the lack of onsite parking and poor public transport links. Conference believes that no one should feel unsafe traveling to and from work.

Conference notes that in a 2018 Report, the Trades Union Congress (TUC) noted that 36% of 18 to 34 year olds who have experienced some form of harassment, abuse or violence at work said the perpetrator was a third-party, and that of the young workers who reported the harassment, abuse or violence to their employer, over three-quarters (76 per cent) said nothing changed, or the situation got worse.

Therefore, Conferences asks that:

1.The National Young Members Forum (NYMF) campaigns to raise awareness of health and safety issues faced by young members when working or commuting alone.

2.The NYMF calls on the NEC to create a model lone working policy to be shared with branches to actively engage with employers to ensure that lone working policies are fit for purpose and follow statutory guidance.

3.The NYMF calls on the NEC to encourage branches to educate their officers and activists on lone working and commuting and how they can use policies to support members.

4. The NYMF calls on the NEC to create a model commuting policy to be shared with branches to encourage employers to ensure that there are safeguards in place to protect staff who may be vulnerable when commuting to and from work.

**2. Young Black members - STEP IN AND STEP UP**

**Carried**

Conference recognises that young Black workers are hard to find in our union. There is a huge gap between numbers of young Black members and number of young Black activists.

We are an aging union and succession planning is vital, particularly in Black member self-organisation. The barriers to participation include lack of knowledge about Black members SOG, lack of time / resources / finance (including subsistence and reimbursement of expenses at branch level). Some members are still unaware of Defining Black and do not think Black member self-organisation is for them.

Conference believes that Young Black members have an important role to play in our union and their voices need to be heard in campaigns against injustices and eliminating discrimination. They need to understand more about how the work is currently being done and whether it is still fit for purpose in this new age of innovation / technology.

The National Black Members Committee believe that we can eradicate the acceptance of racist practices and is committed to involving young Black members in this work.

The personal experiences of young Black members should be acknowledged and never dismissed because it will help UNISON shape the future if we are to grow our membership.

Conference notes that the development of young Black members through mentoring, coaching and activism is vital for any succession planning to work well. We could do more to support colleagues from different backgrounds and under-represented groups to progress and develop within our union.

We are committed to supporting the personal development of Young Black members who may face challenges but are looking for opportunities to take the next step forward. This could lead to positive changes to their confidence, a widening of their networks and greater self-awareness.

Conference believes creating a step-in, step-up initiative will provide opportunities to understand through being “still, listen and showing empathy” to young Black members and their experiences. The aims, purpose and the benefit of these activities is to also gain an insight into how different parts of UNISON work.

Shared learning and reflection would be connected to UNISON’s anti-racism challenging racism in the workplace. This learning would also raise the work of the trade union movement.

This conference therefore resolves to call on the National Young Members Forum (NYMF) to work specifically with the National Black Members Committee (NBMC) to campaign and raise the urgent call for young Black members to step in and step up taking a lead in the work of organising and recruiting young Black members. Specifically, for the:

1. NYMF and NBMC to identify appropriate financial and physical resources to help develop an appropriate mentoring, and buddying scheme.

2. NYMF to consider wider guidance and support tools that will include incorporating a coaching element

3. NYMF to share NBMC Young Member video, publicise the Young Black Members award and Defining Black at relevant network and recruitment events, and via the NYMF social media networks and future conferences.

**3. Affordable Housing is a Human Right**

**Carried**

Following decades of failures to address the lack of affordable housing in the UK we now have a crisis where young people are increasingly facing vulnerable housing situations.

A lack of affordable housing is not just a young person issue. It is a public service issue.

More and more public service staff can no longer afford housing in cities that are near to workplaces and reliable public transport links.

According to UK Land registry data. Average house prices across Great Britain have risen by 65% over the last decade from £170,049 in June 2012 to £283,496 in June 2022

But it is not just house buying that is causing problems. In June 2022 the UK government announced that average cost of renting a home in England has risen to £795 – the highest ever recorded by the Office for National Statistics (ONS).

At the same time pay has stagnated.

This means that most young people have to accept that owning our own home is a dream reserved for older generations while renting is becoming increasingly unaffordable and more precarious.

According to one estimate commissioned by the National Housing Federation (NHF) and Crisis from Heriot-Watt University, around 340,000 new homes need to be supplied in England each year, of which 145,000 should be affordable.

The conservative government’s 2019 manifesto aimed to build 300,000 new homes per year by the mid 2020s. In reality just 216,000 new homes were supplied in 2020/21.

According to Shelter over 1 million households are waiting for social homes and yet last year 29,000 social homes were sold or demolished, and less than 7,000 were built.

According to Centre Point an estimated 121,000 young people in the UK asked the council for help with homelessness in 2019-20

Conference resolves that safe, affordable, good quality housing is a basic human right.

Conference instructs the National Young Members Forum to

1) Seek to work with the UNISON National Labour Link forum to make sure that this vital issue is raised within the Labour Party and to ask that it is considered a priority for future Labour Party manifestos.

2) Regularly highlight the union’s campaign to ensure there is increased availability of affordable housing to young members objectives via all appropriate media.

**4. UNCOMFORTABLE YET? Sexual harassment is never OK**

**Carried**

In 2016 the TUC released the “Still Just a Bit of Banter?” report into sexual harassment in the workplace.

The report focused specifically on the sexual harassment of women and its key findings included

• 52% of all women polled had experienced some form of sexual harassment.

• 35% per cent of women have heard comments of a sexual nature being made about other women in the workplace.

• Nearly one quarter of women have experienced unwanted touching.

• One fifth of women have experienced unwanted sexual advances.

• More than one in ten women reported experiencing unwanted sexual touching or attempts to kiss them.

• In the vast majority of cases, the perpetrator was a colleague, with nearly one in five reporting that their direct manager or someone else with direct authority over them was the perpetrator.

• Four out of five women did not report the sexual harassment to their employer.

Further research by the TUC in 2019 revealed that nearly seven in 10 lesbian, gay, bisexual and trans (LGBT) people have been sexually harassed at work.

Also in 2016 the End Violence Against Women (EVAW) coalition in a separate survey on British women’s experience of sexual harassment in public places, found that 85 per cent of women aged 18–24 had experienced unwanted sexual attention in public places and 45 per cent have experienced unwanted sexual touching

Research by the EU Agency for Fundamental Rights found that women aged 18–29 years old were twice as likely to receive threatening and offensive advances on the internet as women aged 40–49

years old, and more than three times as likely compared to women aged

between 50 and 59 years old.

Young women are more likely to be on casual contracts, such as temporary,

agency or zero-hours contracts and are likely to have had shorter tenure and

be in more junior roles; all of which may be factors in sexual harassment.

It is now 2022 and little has changed.

UNISON Eastern region developed a campaign called Uncomfortable Yet? Which aimed to educate people on the following

• What Sexual Harassment is

• That sexual harassment can affect anyone regardless of sex, gender or sexuality

• How organising as a trade union is the most effective way to challenge harassment and effect a change in attitude

• And most importantly, if it makes you feel uncomfortable then it is not OK.

Conference instructs the National Young members Forum (NYMF) to:

1) learn from the lessons of the Eastern Region and develop and establish a national campaign to combat sexual harassment.

2) Promote the campaign, once established, to other UNISON National committees (For example, Black members, Women’s, LGBT+ and disabled members sogs).

3) Request that the NEC develops and delivers a co-ordinated union-wide campaigns a priority issue for all UNISON members.

**5. Regions to send young members to Cuba and affiliate their branches to Cuba Solidarity**

**Carried**

As trade unionists, we shouldn’t just concern ourselves with the struggle in our workplaces but the struggle internationally. It is vital that we speak out and support campaigns that call to end the illegal blockade on Cuba that makes their lives unimaginably difficult; an end to the US occupation of Cuban Land; to defend the sovereignty of Cuba and defend their right to exist free from foreign intervention. Despite the continual attacks from successive US governments and US foreign policy, the resolve of the Cuban people remains strong. This strength under difficult circumstances is inspiring. In Cuba workers are valued and respected because they have strong trade unions which protect the workers and the interests of the country as a whole. The British trade union movement can learn a lot from the Cuban trade union movement.

The TUC (Trades Union Congress) and the CTC (Federation of Cuban Workers) have longstanding links of solidarity and friendship. It is therefore incredibly important for British trade unionists to actively show our solidarity to Cuba. Encouraging attendance on May Day Brigades ran by the Cuba Solidarity Campaign and affiliating our branches to the Cuba Solidarity Campaign is the perfect way to do this. When most of the media in Britain shows Cuba in a hostile light it is left to solidarity campaigns to show a truer picture of the Cuban reality.

The US has imposed an economic blockade on Cuba since 1962. The US blockade is a collection of US legislation which restricts Cuba’s ability to have trade and normal relations with the US, and in a lot of cases trade with other countries worldwide. The blockade has many negative and inhumane effects on the country. The blockade had a particularly detrimental impact on the people of Cuba during the COVID-19 pandemic when they struggled to access the equipment to treat sick patients. However, despite the blockade and the attempts from the US to crush Cuban socialism, the resolve of the Cuban people is strong.

The Cuba Solidarity Campaign does vital work in showing the truer reality of Cuba, sending material aid to the country and campaigning to end the illegal and inhumane blockade. Affiliating to the campaign and ensuring regions send delegates on the young trade unionist brigade is a vital show of solidarity to Cuba. Currently only the North West and Scotland Regions send UNISON delegates on this brigade.

We call upon the National Young Members forum to:

1.Encourage their members to affiliate their branches to the Cuba Solidarity Campaign. You can affiliate here: https://cuba-solidarity.org.uk/get-involved/affiliate/. It is £40 a year- a small amount of money to pay but an important show of solidarity.

2.Ask National Forum Reps to lobby their Regions International Committees to send delegates on the Young Trade Unionists May Day Brigade to Cuba, so more young trade unionists can witness for themselves the Cuban reality.

**7. Organising and recruiting young Lesbian Gay Bisexual and Transgender plus members**

**Carried**

Conference, we welcome the establishment of the young Lesbian Gay Bisexual and Transgender plus (LGBT+) campaign by the national LGBT+ committee. This campaign will help support and develop young LGBT+ members where young members continue to be underrepresented as stewards, representatives, and officials. This is especially needed as there are currently no young members on the national LGBT+ committee.

One aspect of this campaign has been the establishment of the young LGBT+ members’ network, which has already proved very popular. This network aims to create an inclusive space for young LGBT+ workers on a national level and create more avenues of participation for young LGBT+ members. An initial survey of young LGBT+ members concerns, when registering to join the network, overwhelmingly raised the need to tackle workplace homophobia, biphobia, and transphobia. Many that responded were also keen to understand how the union is structured and how they can become more involved.

The first meeting was held in mid-July with plenty of enthusiasm and ideas in the room, giving a strong springboard to further develop this work. We are also encouraged that for some, this network meeting was their first UNISON meeting. This is a fantastic first step, but we need to keep supporting this work to grow.

Another aspect of this campaign is to create a ‘buddying’ system, whereby interested members of the national LGBT+ committee could buddy with young LGBT+ members to further encourage them to get involved in the UNISON LGBT+ structures.

If we can bring young LGBT+ members into the UNISON LGBT+ structures, we can continue their activism journey in UNISON. This can only be good for our membership and activist development.

We call on the National Young Members Forum (NYMF) to:

1. Promote the national LGBT+ committee’s young LGBT+ members’ campaign

2. Encourage young members that identify as LGBT+ to be involved in the young LGBT+ members’ network through regions and branches

3. Work with the national LGBT+ committee to establish the buddying system to encourage and further young LGBT+ member activism

**8. UNISON young members say no to poverty pay!**

**Carried**

Young members in UNISON tend to make up some of the lowest paid workers, often in junior or apprenticeship positions. They are on the sharpest edge of the mounting cost of living crisis that will see many workers choosing between heating and eating this winter.

The Trade Union Congress (TUC) notes that the average annual pay growth in the UK has been -0.2% since 2007, and it is one of just 7 out of 33 OECD countries where real pay growth since 2007 is negative. (source)

The TUC attributes this to austerity politics and hard trade union laws, that impact the ability of workers to organise. The public sector, where many young members work, has faced over a decade of cuts, pay freezes, spending reviews and reorganisations. Austerity has had a real impact on working people across the country and in particular young workers.

Data from the ONS shows that UKCS companies gross operating surplus has more than doubled between Q1 2019 and Q1 2022, from 3554 million to 8593 million. (source) There is stark wealth inequality in this country. The Bank of England and conservative government have suggested another round of austerity is the only way to deal with the economic crisis. To this, young members say no more!

Young members should not have to shoulder the burden for economic policies that benefit corporations rather than workers. As one of the largest unions, UNISON should be front and centre of pay disputes and show that it takes issues affecting young members seriously.

Conference therefore calls on UNISON National Young Members Forum to:

a) Show solidarity with members in pay disputes

b) Publicise national and local ballots to young members to improve participation

c) To work with the relevant UNISON groups and the TUC to build solidarity across the trade union movement

d) To survey young members on the impact of the cost-of-living crisis

e) To support UNISON regions and branches in ensuring young members’ issues are taken into account in pay negotiations

**10. Raising the Age Limit for Young Members**

**Carried**

Conference notes that other unions, including Unite, RMT, and GMB, define young members as any member aged 30 or under. These unions have increased the age limit for their young members to reflect both the changing perceptions and realities of being a young worker in the 21st Century. Conference also notes that the average age of a UNISON activist is 48 and the number of members within UNISON under the age of 27 is only around 63,000. With an ageing activist base it is important that UNISON reflects young worker’s views properly and fairly within its structures. Conference recognises that this is challenging with a small pool of potential young activists. Conference also notes that many young members only start getting active in UNISON in their mid-twenties and, therefore, ‘age out’ very quickly. This creates an unhelpful churn of young activists which makes recruiting and organising young workers even more difficult and limits the ability for UNISON to function efficiently and effectively.

Therefore, Conference calls on the National Young Members’ Forum to consult branches and other relevant parts of the union on what they think the age limit for young members should be. As part of this consultation, Conference calls on the National Young Members’ Forum to recommend raising the age limit for young members to 31-years-old (thereby redefining young members as any member aged 30 or under), in order to bring UNISON in line with other unions, increase the number of young members from which to draw activists, and help build a more efficient and effective union. Depending on the results of this consultation, Conference calls on the National Young Members’ Forum to consider submitting a rule change motion to National Delegate Conference to revise the age limit for young members.

**11. Protected Facility Time for Young Members’ Officers**

**Carried**

Conference notes with concern a shortage of young members and activists in UNISON. Young members represent just 5% of the whole UNISON membership and only 2% of activists. Conference also notes that the average age of a UNISON activist is 48 years old. With only a small number of young activists and an aging activist base, Conference fears that our union is heading towards a crisis whereby older activists are retiring and there are not enough young activists to replace them.

Conference believes to grow our union and to build an efficient, effective, and sustainable union we should focus on encouraging recruitment, organisation, and meaningful participation of young workers. Conference believes that branch Young Members’ Officers are vital to coordinating effective action to do this. By virtue of being young themselves, Young Members’ Officers have, among other things, a clearer understanding of the issues facing young workers, how to communicate with young workers effectively, and how to reach and inspire young workers.

However, Conference notes that the role of Young Members’ Officer is the post least likely to be filled in a branch. Conference notes that a major barrier to young members taking on the role of Young Members’ Officer is a lack of time to fulfil the demands of the role. By the same token, conference notes that those young members who have put themselves forward as their branch’s Young Members’ Officer frequently report struggling to find time to perform the role effectively. They often highlight the need for facility time/special paid time-off to recruit, organise, and encourage the participation of young workers and coordinate and support the activities of other young UNISON activists.

Therefore, conference calls on the National Young Members’ Forum to:

encourage branches with facility time agreements which specify allocated time for trade union activities to reserve a portion of this agreed time for the branch Young Members’ Officer to recruit, organise, and encourage the participation of young workers and coordinate and support the activities of other young UNISON activists.

encourage branches which do not have facility time agreements which specify allocated time for trade union activities to campaign for facility time agreements which do include allocated time for trade union activities and special provision for reserved facility time for the branch Young Members’ Officer to recruit, organise, and encourage the participation of young workers and coordinate other young UNISON activists within the branch.

encourage branches with facility time agreements that afford only a small, insufficient amount of facility time for trade union activities to campaign for greater facility time with a particular focus on providing more facility time for their Young Members’ Officer to recruit, organise, and encourage the participation of young workers and coordinate and support the activities of other young UNISON activists.

encourage branches to support their Young Members’ Officer in agreeing this facility time/paid time off for trade union activities with their employer.

**13. Adapting to new ways of working after the Covid-19 pandemic**

**Carried**

Conference notes that the way we work has changed since the pandemic, workplaces which never had a flexible working policy have now introduced this in many areas and this has been popular with many young members and can allow for a better work-life balance.

It is important that employers adapt to the changing workforce and support flexible working. In a recent study by ADP’s 2022 People at Work report, 63% of 18-24 year old’s and one in six 25-34 year old’s would consider looking for a new job if their employer insisted on a full-time return to the workplace. Conference also notes that polices such as these are particularly important for some disabled young members who often find their needs are met more when working from home and women members who are more likely to have care or childcare needs.

However, it is important that flexible arrangements are applied for the benefit of staff and work for employees. One size does not fit all: flexibility must work for the worker and not just the employer, and it is important that flexible working policies are negotiated by trade unions to reflect the needs of workers.

Conference therefore calls on the National Young Members Forum (NYMF) to:

• Campaign for an introduction of flexible working policies in all workplaces that are able to do this;

• Promote UNISON’s materials on flexible and hybrid working to young members, including the model policy for employers;

• Work with Regional Young Members Forums and UNISON’s Learning and Organising Services (LAOS) to educate young members on their rights to request flexible working;

• Work with the National Women’s Committee and National Disabled Members Committee to campaign for improved flexible working arrangements in workplaces;

• Survey young members on their experiences of flexible working and the changes they would like to see implemented in workplaces.

**14. Engagement & Retention of active Young Members Motion**

**Carried**

Conference notes that engagement and retention of Young Members can be challenging- despite the fact there is approximately 63,000 Young Members in UNISON.

Young Members are often viewed as the future of our Union and can be overlooked at times- especially in regards to taking on other roles within the Union. Conference notes that this bias is an issue and that young members may face be facing difficulties getting active within their branches, regional committees or nationally.

Conference calls for the National Young Members Forum to-

1. To liaise with Learning & Organising to build a workshops and training sessions for branches/regions on how to engage with young members and how to make them feel welcomed and involved in our Union.

2. Promote both National and Regional Young Member Campaigning activities to encourage our young members to be active in our union on issues that affect then in their workplace.

3. To create a National Young Member's Network so young members can collaborate and discuss issues with other young members across the country on issues that they may have in common and get to know other young Union members from other regions and to create a safe space for young members.

4. Survey Young Members on the level of engagement and support they have received from their Branch and Regionally in getting active within the union.

**15. BEREAVEMENT LEAVE**

**Carried**

This conference notes we are all likely to experience the difficult and stressful experience of losing a loved one. Conference recognises some of us may be fortunate in our workplaces to be offered paid bereavement leave, whereas many young workers may not be so lucky.

Some young workers may need to take unpaid leave or sick leave and some may even miss funerals of their loved ones. Other young workers may need to use annual leave for dealing with all the formalities associated, such as clearing out houses and dealing with the estate.

At present in the UK, there is no legal obligation for employers to give this as paid leave and there is no set period of time allocated for bereavement leave. This means currently it is at the discretion of employers to decide what workers are entitled to in regards to bereavement leave. Furthermore, there is very little research on how much Bereavement Leave employees are taking and whether it is paid; unpaid or annual/sick leave being used.

Currently workers are entitled to time off for the death of a dependent- which includes spouse, partner, civil partner, children, parents or those they live with or provide care for. However there is no legal right for time off if the deceased does not fall into one of these categories.

Conference notes that the current system leaves the decision with the employer and does not account for those not considered a dependant- which is not fair and not standardised across the UK.

Conference calls on the National Young Members Forum to:

1. Launch a national campaign highlighting standardised Bereavement Leave across workplaces in the UK including:

· Surveying young members on their experiences of bereavement and bereavement leave in the workplace- with a focus on the breakdown of whether leave has been paid; unpaid or if annual/sick leave has been used.

· Create a resource to highlight current rights of employees.

· Collate and share case studies of good practice.

2. Ask the National Executive Council to raise the issue at Labour Link to call for a standardised bereavement leave to be provided with the option to take them as appropriate throughout a 6 month period after the bereavement.

**16. Supporting transgender and non-binary young members**

**Carried**

Conference, we welcome the Lesbian Gay Bisexual Transgender plus (LGBT+) national committee’s campaign on transgender (trans) equality and the passing of the Trans Equality – Louder and Prouder motion at this year’s National Delegate Conference. We can be proud that our trade union is leading the labour movement in creating inclusive workplaces for trans and non-binary workers.

UNISON’s factsheets on trans workers’ rights and non-binary workers’ rights contain vital information on what the rights of young trans and non-binary members at work. Our trans model policy can be negotiated as is with employers. Any young member that does not have a trans inclusion policy in their workplace should speak to their branch about negotiating this policy with their employer; because we know young trans, non-binary and gender diverse members face discrimination and harassment in the workplace.

This year, a survey of UNISON’s young members found that discrimination at work, including transphobic discrimination, was a factor that impacted young workers’ mental health. Trans equality policies, when implemented correctly, can make a huge difference to the lives of young trans and non-binary workers.

More broadly, we also note that the current rhetoric from many members of the United Kingdom (UK) Parliament, from all parties, regarding trans and non-binary issues is toxic, particularly around the issue of single sex spaces and conversion therapy. This constant bombardment and attack on trans and non-binary rights is having a real and devastating impact on the mental health of young trans and non-binary members. In this context, it is even more essential that young members who do not identify as trans or non-binary have the skills to be good trans allies.

It is vital that the National Young Members’ Forum (NYMF) campaigns for every UNISON workplace to be inclusive of young trans and non-binary people.

We call on the NYMF to:

1. Support the national LGBT+ committee campaign on trans equality and distribute information about the campaign to young members

2. Encourage all UNISON young workers to undertake the trans ally training in their regions.

3. Work with the national LGBT+ committee in promoting trans and non-binary factsheets and trans model policy with young members

4. Encourage young members take the UNISON trans and non-binary factsheets and the trans model policy into their branches

**Composites**

**A. A NATIONAL ORGANISING STRATEGY FOR YOUNG MEMBERS**

**Carried**

UNISON membership surged in 2020 in response to the government’s mishandling of the Covid-19 pandemic and its impact on vital public services and public service workers. However, despite the surge of membership and positive national profile throughout the pandemic, UNISON membership is once again in decline and in 2021 ended in net membership decline of around 30,000.

The current average age of a UNISON rep is over 50. Across the country, young workers are less likely to join, and those who do are less likely to develop as active members. If we fail to reverse our decline in young members and fail to develop and recruit young members into activists, we will soon face a crisis in UNISON’s survival.??

As the representative bodies of young members, National Young Members Forum (NYMF) and Regional Young Members Forums (RYMF) are the most effective arm of the union to address the young workers crisis and require the necessary resources and training to effectively recruit, educate and organise. National and Regional Young Members Forums need to strategically work together to develop an organising strategy fit for the current challenges.

The UNISON membership rule setting the definition of a young member as those aged under 27 may be a further barrier to the sustainability of our young members' structures. It has become a common occurrence for regional committees to age-out without enough time to develop younger members for leadership roles. This has made activity much slower across all regions, with many RYMFs struggling to gain the critical mass to get a committee growing, campaigning and thriving.

50% of young people are going to university, and so many young people are entering the workforce later in life, particularly the public sector workforce. This is when they are beginning to engage in the Trade Unions and has contributed to the aging of UNISON.

If we are to develop a sustainable young members’ structure, we need to explore the benefits of increasing the age limit. However, we note that we cannot rely on this as a lone solution, and other measures will be required if we are to fully address the young workers crisis.

Conference calls for the National Young Members’ Forum to:

1. Work with RYMFs to develop a National Young Members Organising Strategy that corresponds with the key objectives of the National Organising Strategy;

2. Consider developing a National Young Members Organising Toolkit which sets out guidance for RYMFs on how to set up an active committee and organise young workers;

3. Support and empower the development of RYMFs by carrying out organising meetings with each forum to discuss the strategy and toolkit and support RYMFs in producing regionally tailored plans reflecting the strengths and obstacles of their young members' development;

4. Consult with RYMFs on their views on an appropriate age limit for young members in UNISON, and act accordingly on the outcome of the consultation.