



CONTENTS 2 Rapport AUGUST 2010

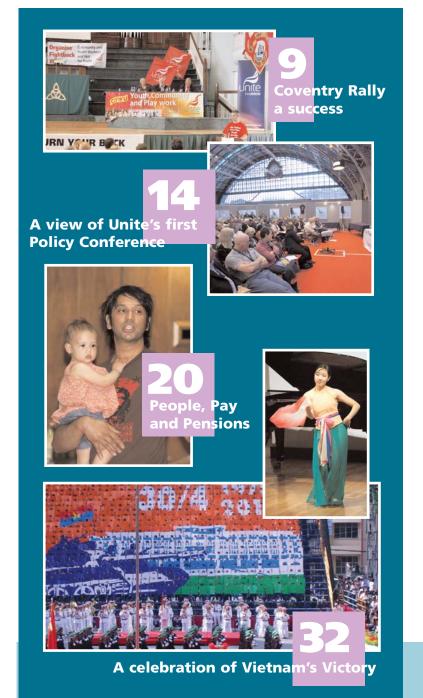
INSIDE THIS ISSUE

- 3 Editor's column
- **4 The Attack**A report by Ged Turner on Cuts
- 7 Pay Up for people A report on pay
- 8 Local government pay
- 9 Coventry Rally
- **14** A tale of two conferences

 Kev Donnelly tells of his experiences attending two very different conferences
- 16 Have we got the bottle?

 Imran Suddle asks the question can you be a youth worker?
- 19 Obituary for Alision West
- 20 Pay & People Campaign

 This section covers the cuts faced in our profession
- 30 International
 Investing in workers, not just programmes a
 report on the youth programmes in America
- 32 35th Anniversary of Vietnam's Victory
- **34 The Cuba Report 2010**Charlie Carr and Kim Blackburn report on their visit to Cuba



CONTACT US

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editor's column

CON DEM NATION

It would appear that we have our backs against the wall. It would appear that local communities are to be targeted for the brunt of scathing cuts to services.

Within that, it would appear that children and young people are in for the rockiest ride through the impending madness. Our children and young people.

This unlikeliest coming together of two parties has become somewhat of a sideshow, fascinating commentators and members of the public alike. While some look on in curiosity, awe, amazement, others are fast realising the full intent and implications of the proposals spewing forth. Public services are on the verge of radical change. Some predict meltdown, others preach efficiency.

Either way, we still have a country where tax payers' money is funding banking millionaires' bonuses; where the richest are allowed – even encouraged – to exploit tax loopholes that see upwards of £25billion per year of tax that should be paid into our system, seep overseas to tax havens; and where we still have one

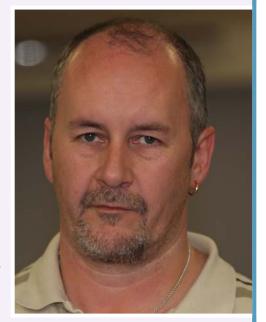
of the biggest economies in the world, despite the scaremongering through the orchestrated press.

Predictions of between 600,000 and a million public and third sector jobs, with a consequent knock on effect of over 450,000 jobs in the private sector, have struck fear into many. The enormity of this carnage will soon become increasingly evident in the localities and communities our members live and work in. It won't take long before we all know someone – whole groups of people – affected by the onslaught.

Already we see 90 day notices being issued across services and local authorities. Grants from local authority services to community based organisations in the third sector are being savaged. Play services, youth services, Connexions services, groups and services working with the most disenfranchised sectors of our communities, are all being cut

now. And this, only as a result of the 'in year' budget savings demanded of the Government within days of taking office.

Yet to come are the implied 25 per cent – 40 per cent probable cuts on top of what's already happening, when the Comprehensive Spending Review is announced in October.



Couple this with other disgraces such as two year pay freezes (while other sectors still receive above-inflation rises), the forthcoming attack on pension rights and the biting cuts to benefits (when an extra million could be out of work!) The range and depth of cuts should serve as a call to action; a raising of the public consciousness; and a determination that good working people will need to stand up and be counted in order to defend their livelihoods, their dignity and as importantly, to protect and preserve the key services in communities, that we, our parents and our children all use at different times.

We cannot and will not just sit by idly as the axes fall and the very social fabric of these countries is irreparably damaged. Get active, attend your branch meetings, get informed, recruit a colleague, present the case we know makes sense. Now is the time to stop whispering and start shouting!

KEV HENMAN



CUTS KILL

4 Rapport AUGUST 2010



'Somewhere near the cutting edge' – A rejection of the cuts agenda

by **GED TURNER**

We wont pay for your crisis

George Osbourne's budget and his cuts agenda will seriously hurt the economy, public services, public sector workers, our pay, our pensions, our jobs, 'the poor', women, young people, students, the people of the north of England, Scotland, Wales...

Across Europe in Germany, Italy, Spain and Greece people have already been marching against such cuts to their jobs, services and to workers rights under the slogan: 'We won't pay for your crisis'. The world's financial and governing elites caused the most recent crisis of capitalism; this resulted in the deficit with a fall in tax revenues due to the recession. However – as the writer Naomi Klein has observed – with the 'slash and burn' approach to public services and the trampling of workers' rights as advocated by deficit hawks such as Osbourne, it is ordinary people and the poorest in society who are being expected to pay.

Can we allow ourselves to go along with these ideologically-motivated and unjust cutbacks? Are we going to allow our minds and opinions to be softened-up and duped by the millionaire-Chancellor's austerity rhetoric?

We need to immunise ourselves from the politics, propaganda, myths and lies of Osbourne's cuts. We need to be able to critically counter, dismantle and dispel the 'justifications' for these cuts. Crucially we need to be mobilising ourselves – and working with others – to oppose the unjust cutback agenda, and to promote and support the truly 'progressive' and 'fair' alternatives.

Deficit fetishism

The Nobel Prize winning economist Joseph Stiglitz provides an influential economic analysis. He says we must be wary of deficit fetishism. He condemns deficit hawks such as Osbourne because of their unhealthy obsession with cutting spending to reduce the deficit.

The view of Stiglitz and many other economists is that a deficit can support productive spending which is a stimulus to economic recovery – gradually this deficit can be overcome with a growing economy and as tax revenues rise. This is what happened in the UK after World War II and the massive post-war expansion of the welfare state, and the deficit was much greater than it is today.

Stiglitz's view is that these cuts to spending are a risk not worth taking – it would be foolish to cut back on high-return public investments that more than pay for themselves and can actually improve the well-being of future generations. He says that spending, especially on investments in education, technology, and infrastructure, can actually lead to lower long-term deficits.

Furthermore, relative to GDP, the stock of national debt in the UK remains below that of the US, France and Germany. Incidentally at 11 per cent,

Greece's deficit is no higher than the USA's. However, as the journalist John Pilger has highlighted, the international financial system that helped cause the crisis is now exacerbating the 'deficit fetishism': When the Papandreou government tried to borrow on the international capital market, it was effectively blocked by the American corporate ratings agencies, which 'downgraded' Greece to 'junk'. These same agencies gave triple-A ratings to billions of dollars in socalled sub-prime mortgage securities and so precipitated the economic collapse in 2008.

Contradictions of Capitalism

Stiglitz states the cuts are: a shortsighted reaction from government prodded on by the finance sector: the cuts will prolong the economic problems. It is such shortsightedness from banks and financial institutions that helped create the crisis in the first place.

Additionally, the US intellectual and activist, Noam Chomsky describes the basis of the crisis as the free market's limited perception of 'risk'. Chomsky recounts how the free market and financial institutions only calculate narrowly-conceived business risks as part of their decisions. They 'underprice' wider 'social risks' – the wider risks and true costs are not factored-in to decisions. It is this flaw that sows the seeds for future crises and failures, sometimes serious, within the financial system. Risks are not understood or conceived properly, which makes the system inherently unstable.

Rapport AUGUST 2010 crisis to continue. Don't turn your back on youth

CUTS KILL

It is paradoxical that the shortsightedness – and the under pricing of social risks - that actually caused the crisis to continue.

The poor and vulnerable will feel the pain of the cuts most, and ordinary workers will be made to suffer. For example, a distributional analysis of the cuts by the Fabian Society shows that the poorest 10 per cent of households are to be hit six times harder than the richest 10 per cent of the population. In addition a gender audit of the budget by the House of Commons Library shows that women will shoulder the costs, 70 per cent of the revenue raised from tax and benefit changes will come from female tax payers. Are such 'social risks' worth taking?

Many public services facing massive cuts encourage 'prevention rather than cure', – they help save money in the long run. Many public services help stimulate the economy and are an investment, – they support the 'recovery' and a 'healthier' economy. Does cutting these services make sense?

Wider risks of the cuts include: a 'double-dip' recession, a 'long depression' of zero growth and high unemployment, increasing inequality and the further polarisation of society.

Walden Bello, a Filipino sociologist and political analyst, says that – throughout history when there is economic stagnation or over-accumulation – in order to promote growth and profits, capitalism has sought free market expansion into new areas, neo-liberal restructuring and financialisation. Yet these were key factors within the global collapse when the finance bubble burst.

It is paradoxical that the neoliberal agenda that underpinned the crises is being used once more as the 'remedy' to the deficit. The cuts will remove a crucial fiscal stimulus needed to support a faster and fairer economic recovery. The neoliberal agenda is that of maximising the free market for private business interests whilst dismantling and privatising the public sector. By shrinking the public economy, the cuts agenda will be opening up new territories for the capitalist free market to colonise and for private corporations to profiteer.

Where will be hit worst by the cuts agenda?

Leaked Treasury figures have shown that across the UK 1.3 million job losses are anticipated from the cuts, 600,000 in the public sector with 700,000 in the private sector. In addition to the cost to those who lose their jobs, there will be the consequences for young people, students and future generations for whom the job market will have been decimated.

The Office for National Statistics shows that, as an average across the UK, 21.1 per cent of employed workers are based in the public sector. However, public sector workers are 30-40 per cent of the workforce in Wales, Scotland, and the north of England- especially the north east. Cuts to

services and jobs will hit these regions and nations the most. In addition there are a range of local areas from all corners of the UK where public sector workers represent over 40 per cent of the workforce. These local areas include Denbighshire, Ceredigion, Eilean Siar, Kingston upon Hull, Middlesborough, Cambridge, Oxford, West Dorset, and Hastings.

Meanwhile the 'Office for Budget Responsibility' has published controversial and dubious job growth targets for the private sector. However, analysis from the TUC showed these job growth targets had never been reached in the modern era, and is extremely over-optimistic especially when economic conditions are weakened by the recession. Furthermore analysis by the TUC reveals key sectors that helped lead employment growth after recessions in the 1980s and 1990s - a key sector in leading the previous recoveries was the public sector.

Pay freezes actually harm the economy

Economists have been linking pay freezes and rising inequality to the economic crisis – the economy itself actually needs faster wage growth and a fairer distribution of wealth to function more efficiently. For example, the OECD economist Gerald Holtham asks if profits and output rise persistently faster than wages, who will buy the output? Tim Lankester from Corpus Christi College, Oxford says that real wages were not growing fast enough ahead of the economic crisis; this resulted in excessive borrowing by wage earners. Chicago-based Raghuram Rajan sees the growth of inequality as having contributed to the borrowing spree and the crisis.

Pay rises are needed to help us meet essential living costs and maintain living standards (inflation is currently over five per cent), to support the economic recovery through our spending and to reduce the need for excessive household borrowing. Real term cuts to pay and spending harm the recovery in local economies. For

example, research by the Association of Public Service Excellence shows that council employees spend 52.5p of every £1 earned in the local economy. For each £1 of council spending, £1.64 is generated in that locality.

It is untrue that a pay freeze is all that can be afforded. A Freedom of Information request by Unison has shown the majority of local authorities have already assumed pay 'increases' for the next two years. Many local authorities have already budgeted for a pay 'increase' during this financial year, but instead employers are making a 0 per cent 'no offer'.

There are Alternatives...

To conclude, this horrific right-wing attack on public sector jobs, services, pay and pensions is completely and utterly unjustified and unnecessary. There are alternatives.

Public spending is actually needed to support a recovery which in turn will increase tax revenues. Faster wage growth for all and a fairer distribution of wealth is a good thing. There could be a range of alternative income generators and savings. For example, tens of billions could be raised though: a new top-rate income tax, changing rules on tax havens and tax avoidance, taxing



In addition to the myths and lies on pay there are numerous right-wing myths and lies about public sector pensions that need to be debunked. The Local Government Pension Scheme is a 'funded' scheme and not 'unfunded'. The LGPS investments and contributions actually exceed its expenditure each year. At £4000 per year the LGPS average pension certainly isn't 'gold plated', for women the average is £2,600 per year. Further details and materials on the local government campaign to 'protect people, pay and pensions' are at:

www.unitetheunion.org.

major financial transactions with a Tobin Tax, a windfall tax on bankers' bonuses, cancelling Trident, and replacing PFI with conventional public procurement.

What can we do?

We need to continually counter and discredit the cuts agenda with critical thought and action. We need to raise our own critical consciousness. We need to continue to unionise ourselves locally to prepare for a long struggle ahead and to engage in future actions as a collective. We need to be involved with forthcoming regional and national events and to support the 'fight back'.

Rapport AUGUST 2010 7 JNC PAY

PAY UP for people

Unite and the whole staff side have soundly rejected the JNC Employer's rejection of all elements of our JNC pay claim.

They had only 28 responses to their consultation on the claim and yet they have rejected all of it more or less out of hand.

There is nothing from the employers on the table. You will find a copy of their response letter on the website www.cywu.org.uk on the home page.

Your pay represents the value society places on your work.

We're people workers.

The new government's 'Big Society' idea does not value people and their essentail services like youth community and play work. The future of play work funding is totally insecure, he government wants to replace community development workers with five thousands new community organisers as if by magic and youth work is being hit hard across the country.

If you don't fight for pay the cuts will worsen.

Zero per cent pay represents up to around a 20 per cent PAY CUT for nearly all of our members.

Just consider some of the following.

The Retail Price index is up to 5.3 per cent so you are paying more across the board.

Many items are up incredibly fuel and so on is up 35 per cent, food is up 11.5 per cent.

In addition you will be paying more on VAT, 2.5 per cent more in fact.

Employee's National Insurance is up one per cent.

You could soon start to be paying three per cent more in pensions and getting less in return.

Anyone receiving Child Benefit will have that cut, £809 per child per annum.

As services to YOUR own Council are cut you will be paying effectively more for less.

You will be expected to pay relatively more into your pension, for less in return and with forthcoming proposals to work for longer.

To add insult to injury YOUR JOB could well be threatened soon if it is not already.

As if that isn't enough, the national employers are encouraging many local employers to reduce redundancy agreements, you may get less than you are entitled to if redundancy is proposed. The employers have circulated to all local authorities a paper called Reducing Workforce Costs. Please see this on the website also.

No doubt you are already taking on extra work in multi agency teams.

In fact public sector workers contributed £9 billion's worth to the economy in UNPAID OVERTIME and have contributed generally huge efficiency savings.

At work you are now being asked to do much more for much less much faster. But it gets worse. The government is imposing a pay freeze in the public sector and the possibility of £250 pay rise for those earning less than £21,000 per annum. Our employers in local government have said they will NOT pay this.

But think of what a pay freeze imposed by government and national employers means: it means an end to a basic freedom you have, the freedom of collective bargaining. Until now you have been free to join a union that is free to bargain for your wages and conditions.

It gets even worse. Discussions, although the government denies it, are taking place at a senior level to curtail and make action by unions in defence of their members in the public sector even more difficult. Your trade union freedoms continue to be eroded.

If this is not bad enough, right wing groups including the tax payers' alliance are seeking to attack trade union facilities agreements in the public sector.

So what are we faced with?

Pay and pensions cuts coupled by a withdrawal of the meaningful mechanisms with which to bargain on pay, attacks on our union time to organise resistance to cuts and pay reductions, threats to the ability of unions to defend us legally, and erosions of our rights and freedoms.

It's every members' choice now:

ORGANISE OR FOSSILISE, BE A HAMMER OR AN ANVIL.

Youth fight for jobs

By TERESA CHALCROFT Warwickshire Branch

The government's response so far has been to abandon this generation to the bosses. The government's 'Backing Young Britain' package offers six month placements, often on minimum wage, to 18-24 year olds who have been unemployed for over a year. But where will they go after six months?

Even if more funding is provided, new young people will be taken on. The only conclusion one can come to, is that this is about massaging long term unemployment figures. It also means that young people on lower terms and conditions to the existing workforce can be used to cut across union agreements and replace otherwise permanent jobs. A minimum 25 hour week for a 18-21 year old is a paltry £119. The minimum wage is already discriminatory to under 21s and those on it will often not get anywhere near the nationally agreed rates for the job e.g. in youth work.

This scheme will affect mainly public sector workplaces. There are reports that up to 1,000 of these placements could be created by Birmingham City Council, for example. The government has also announced that many placements will be with Royal Mail – how do we know that these young workers will not be used to replace the CWU members, especially in the middle of a dispute?

In Warwickshire County Council's youth service we are being told that (according to which manager is doing the briefing) we will be taking on between eight and 11 young people. Youth workers are being told they will be responsible for these young people with no regard to their existing workload which is already growing by the day as vacant posts are 'frozen.'

We are told the young people will be in place before CRB clearances are obtained so putting other young people at potential risk all to rush this through before the next general election. Youth workers who may have worked with a

young person who would benefit from the scheme are to have no nomination rights.

Doug Nicholls' article last time talked about the ageing demography of trade unions but also touched upon the contribution that we can make. At the end of the day the only way that we will be able to stop youth being used against the present workforce is by involving them in unions and fighting alongside them for their rights. Our union was successful at resisting attempts by capitalism in the early 1980s recession to use the Manpower Service's Commission to suppress wages in our sector and massage unemployment by taking a principled stand. Let's do the same today!

Our branch after discussing all this decided to pass the following resolution:



- We support young people's right to work.
- For workers placed in workplaces organised by our branch / union on government job creation schemes, we will:
- aim to recruit and involve them in the union; campaign to ensure that their conditions are in line with union / management agreements;
- and campaign for these jobs to be permanent.
- We support the Youth Fight for Jobs campaign, and will add our name to the list of sponsors.
- We support the demonstration called on November 28, under the slogans 'for real jobs – for free education'.
- We will help build for the demonstration through advertising, encouraging members to come along, and through making a donation to help fund the costs of transport.
- Forward this motion to the union executive and any forthcoming national conferences, and recommend that they support our demands and the Youth Fight for Jobs campaign.

We hope other branches will follow our lead on this. Further information on the Youth Fight for Jobs Campaign (officially supported by the RMT, PCS and CWU trade unions) can be found at www.youthfightforjobs.com



When the employers say there is no pay rise, they mean they want you to have a pay cut.

This is why, the government and business generally are putting up other costs.

If other prices go up and other benefits are removed the value of your wage goes down. Consider just some of the following:

- Retail Price Index up **5.1 pe cent** (Oil/other fuels 35.7 per cent) to May 2010. Source:
 - http://www.statistics.gov.uk/pdfdir/cpi0610.pdf Most experts are predicting that inflation will rise.
- VAT up **2.5 per cent** to **20 per cent** from 04/01/2011.
 Source:

http://www.guardian.co.uk/uk/2010/jun/22/budget-clobber-families-george-osborne

• National Insurance. Up **1.0 per cent**Affects anyone earning >£20k, upper earnings limits will be reduced, details due out late 2010. From 06/04/2011 (noting personal allowance up £1,000 to £7,475).

Sources:

http://www.guardian.co.uk/uk/2010/jun/22/budget-clobber-families-george-osborne

So already if you accept a pay freeze the value of your wages this year is 8.6% down.

But consider other things also. Public sectors generally contribute £9 billion worth of unpaid overt time each year. This is unpaid extra work.

Then what about pensions? Your contributions are increasing and the benefits to you are decreasing, can you work out the cost of this decline.

And what about other 'state benefits' you may receive, for example child benefit will be frozen and cut, tax credits will be slashed. Source:

http://www.guardian.co.uk/uk/2010/jun/22/budget-clobber-families-george-osborne

And what about interest rates? They are low now, but will this last, most people think not. Just consider the effect of a rise in these to say four per cent, or five per cent, how would this impact on your mortgage and your pocket?

REJECT THE EMPLOYERS' PAY CUT.

Coventry RALLY

10

Introduction

Members and wider union members came from all over the country on June 19, to show their support for members in Coventry who are still fighting the reduction in terms and conditions and hours of part time staff. The union has put an alternative proposal to the new Labour Council.

The rally was not just about our Coventry dispute, but delegates all recognised that this was the first major trade union declaration that we see an alternative to the Tory programme of demolition.

The media recognised this too and the rally made regional and national news.

Speaker after speaker outlined both the scale of destruction and the simple solutions to the unnecessary cuts.







Solidarity across the nation

The 19 June 2010. This date may, one day, be one that we all remember as the beginning of a movement so powerful that it forced a government to stand up and recognise the valuable contribution of youth and community work to our society and that drastic public sector cuts, would only result in the further social exclusion of an already isolated group in our communities – young people. We must make this statement true.

On the 19 June, myself and eight of my colleagues from Devon travelled 340 miles to support our friends from Coventry youth service who have been involved in industrial dispute since November 2009. There were around 200 people at the rally, organised by CYWU – Unite – the union.

As a Youth Worker, union member and as a voter; I was devastated to hear personal accounts of how the loss of 1,000 public sector jobs in just one week, had impacted on individuals. The announcement of further public sector cuts would indicate that this will soon be mirrored

across the country. On Friday 18th
June redundancy notices were issued
to youth workers in Blackpool, if you
are thinking that this doesn't affect
you because you don't work in
Coventry or Blackpool, think again. I
have been professionally qualified for
five years and this is the biggest threat
to our sector and for my generation
of youth and community workers.

During the rally we heard from speakers such as Len McCluskey and other regional representatives of unions voicing the concerns of public sector workers. The overwhelming message was that slashing the public sector is not inevitable, nor is it the only option. We are currently governed by a coalition, whose intent is to shrink the welfare state, regardless of the fiscal situation. The public sector has therefore been targeted as the 'only alternative' in order to achieve this goal. What we are not being told by coalition politicians, is that a number of leading economists have stated that public sector cuts such as these are detrimental to economic recovery and

may even plunge us into deeper recession. In short communities are being made to suffer for the crimes of the Banking industry.

We cannot fight these cuts as single local authorities as and when they hit us, if I have learnt anything from the rally in Coventry, it is that we must stand together and fight with one voice. There were 200 people at the rally on the 19th; we must see 2,000 at the next one. It is my responsibility to fight for workers in Coventry and it is yours to fight for workers in Blackpool. So organise your branches, publicly celebrate the achievements of young people that you work with and promote the active participation of as many of your colleagues as you can muster in the coming rallies during this fight.

If you are ever unsure whether you can make a difference, please remember, our union is called UNITE, for a reason.

STEFF HOLWILL

Devon Branch



Coventry Workers



The litmus test of solidarity is whether people will put themselves out for others on a sunny Saturday in June.

Being in a union is more than having an insurance policy which looks after you when your employer or manager makes your life difficult. If you care about youth work, about the opportunities it gives to young people and to those of us enjoying careers doing something important and for the common good, then you have to set your own life aside from time to time and lend a hand to colleagues whose lives have been turned upside down.

The Coventry members have had the dirt dished on them and many more of us are likely to experience something equally unpleasant in the

months ahead. Although youth workers are numerically small in each local authority area, there are thousands of us across the country and we have to stay strong together. If you had gone, you would have met our Coventry colleagues, heard some of their stories and seen two superb examples of youth work in the city. Their struggle continues, although the rally may have helped in various ways: their new labour council leader was present and listened to well-argued pleas for the restoration of youth work in Coventry.

Meanwhile, there's a Hardship Fund which all members and branches can contribute to. I urge you to give generously and to make time, even during a sunny summer, to stand up for youth work and youth workers in the face of clueless and savage cuts in public expenditure.

BRUCE FREEMAN

Devon Branch

Rapport AUGUST 2010 13 PAY UP

Quotes from Condon Rally Now is the time to fight for our pay and conditions. We cannot sampaign with so

Yes this is about pay, but it is also about protecting vital skills and services at the time those most vulnerable in our communities need them most.

ANNIE TWIGG, Suffolk

Actively supporting Unite reminds us how important we are!

ANON

Very good day with excellent contributions from speakers and floor.
Positive that despite formidable challenges ahead comrades are fighting – this is inspiring.

IMRAN SUDDLE,
Bedfordshire

My struggle is your struggle and yours is mine **ANON**

The struggle starts here; it is a campaign we need to win for our members, public services and young people's sake.

ANDY DRIVER

Now is the time to fight for our pay and conditions. We cannot afford to pay for the mistakes of bankers as we work to undo the mess they created.

PETER STOKES, Hampshire

Highlighting the importance of joint campaign with other unions and with colleagues in the voluntary sector in order to safeguard our profession.

MIKE PECK, Suffolk

Determination to fight for what is morally right, to not be fearful and to remain strong in the face of our most challenging times!

OXFORDSHIRE BRANCH

The struggle is a long one and it is good to know that youth and community workers do want to fight and not let the government get away with (yet again) punishing the most vulnerable groups in society.

EMMA SUDDLE, Bedfordshire

A great start to the campaign with some inspiring speakers along with cautionary tales from around the country. We have to stand and fight for a pay rise – anything else is a pay cut.

RICHARD HARRIS,
Peterborough

Don't let the Con-Dems condemn the youth service to the dustbin of history

OXFORD UNISON

Now let's go and do something!!

This fight is not only about the youth and community sector workforce now but about the future public sector workforce too. Tax the people who got the country into this situation (bankers) and don't sack the people who will get you out of it.

PHIL LONG

I am new to the union ways, but today has meant a lot to developing my awareness. I can now see the importance of collective action more clearly and will encourage other workers to stand up and take the fight to government and to stop the cuts! PHILLIP MOORE, Luton

Unison and Unite working together!

ANON

14

A tale of two con

By **KEV DONNELLY**

Recently, I had the privilege of being a delegate at both the Trades Council National Conference in Blackpool on the 15 and 16 May and the first ever Unite Policy Conference in Manchester on 31 May to 3 June.

On the face of it, you couldn't have had more of a contrast. The Trades Council conference was small but perfectly formed. The Unite event on the other hand was a massive affair, comparable in size and scope to the TUC Congress: delegates where in the thousands, there were 291 motions many of which were composited (forming over 50 composites and EC statements), speakers included Harriet Harman, Brendan Barber and the wives of the Miami 5. It was a truly historic event and though it felt like being on a conveyor belt at times, lay democracy was in action.



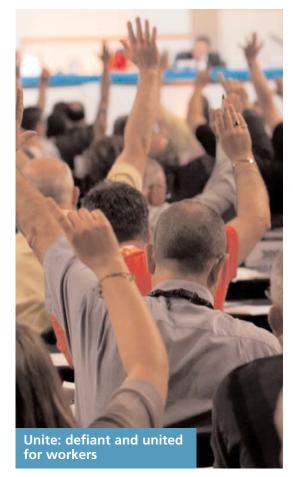
However, the conferences also had much in common – it was the same pre-occupations and issues dominating both events and these could be neatly summed up under the three pillars of Unite's vision: organising, global solidarity and politics.

Young people were also a key component of many of the debates and

decisions made on policy. For example, at the Trades Council conference, lunchtime workshop discussions were dominated on the need to make the unions relevant and vital to successive generations. May Day was viewed as key to getting young people involved in the Labour movement, connecting past traditions with present issues and making history relevant.

At the Unite conference on the other hand, there were motions on student fees and education, employment opportunities for young people, campaigning to support unemployed young people and the Youth Fight for Jobs. On equalities, an LGBT motion called explicitly for the organising of young LGBT workers through linking up with youth workers in our sector. There was also a fringe meeting put together at short notice on Coventry. Although somewhat overshadowed by the BA dispute, this helped raise awareness about an important struggle taking place in what many of us feel is a Cinderella service in a Cinderella sector.

Politics also loomed large over both conferences. At Blackpool, delegates heard first hand from the Ballymurphy Massacre Group – including relatives of those killed – about the events of August 1971 when 11 people were gunned down by the Parachute Regiment. This was all the more poignant considering the recent Saville enquiry into Bloody Sunday – Ballymurphy pre-empted this tragedy

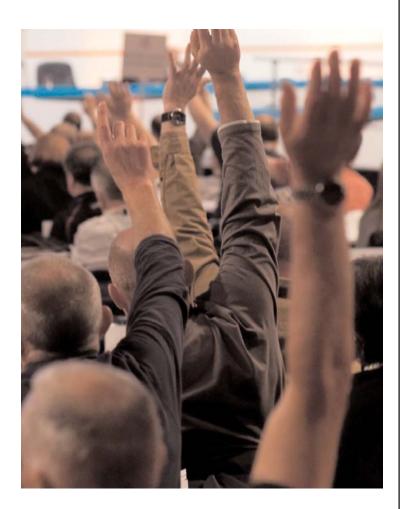


by a year and was involved in the same regiment. There was also a powerful address from Columbian Trade Union Leader Jorge Gamboa – 128 trade unionists have been murdered by death squads since 2007.

At Manchester, the events surrounding the Gaza blockade unfolded along with the conference itself, spurring on a protest at the BBC, an emergency motion and some of the most passionate debates of the conference. There were also motions on Cuba, fighting the far right and the Peoples Charter; I could go on...

Trade union rights were also high on the agenda and arguably formed the most important issue at both conferences. At Blackpool for example, delegates selected by vote, a motion on repealing the anti-trade

ferences



union laws to be the motion (only one is allowed) to go through from conference to the TUC Congress.

On a lighter note, there was a motion on the agenda at Blackpool entitled "The State Funeral of Margaret Hilda Thatcher". I thought "feck, how could I have missed that!!" However, it was only calling for not a penny of public money to be spent on the funeral of the milk snatcher. Maybe someone could collect bottle tops instead...

Finally, it was good to see some former CYWU'ers at the Unite event but not enough and hardly any as actual delegates. So comrades, get active in Unite or in the Trades Councils, get yourselves and get motions to conferences and start making policy!

SOMERSET BRANCH NEWS

March 11, 2010 was the Somerset branch AGM. A one minutes silence in memory of Shelly Georgi was held. All principal officers attended and were re-elected for 2010/2011 together with an added representation – a Rapport Liaison Officer.

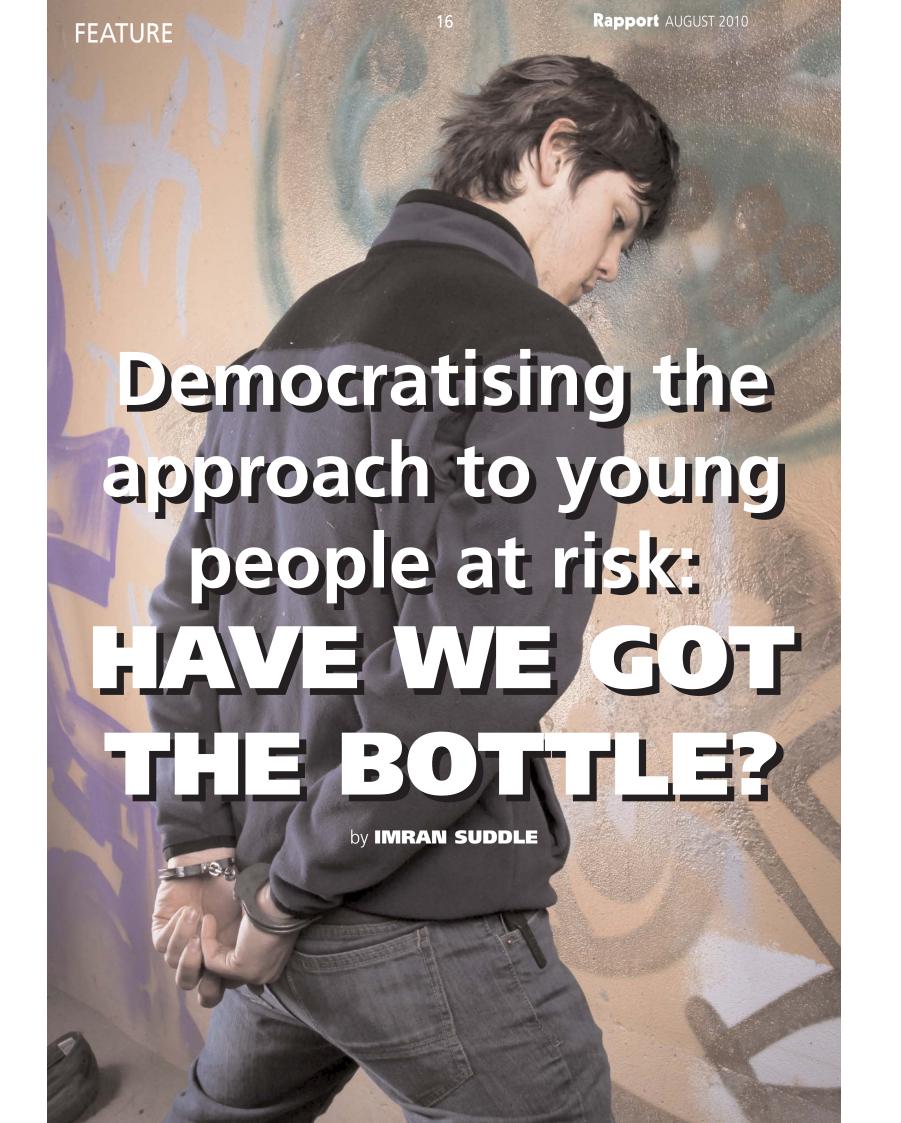
Some items from the Chair's AGM report:

- The Somerset Branch resolution 64/09 Somerset 'lock-in' Policy proposed by the National Committee at our April 2009 CYWU-Unite Annual Conference was supported.
- Much time has been spent ensuring that Somerset CYWU-Unite is represented on Unite structures –
- Chair is member on the Regional Industrial Sector Committee,
- Chair elected from South West Regional Committee on to the Finance and General Purposes Committee,
- Chair attendance at the JCC for youth workers and Children and Young Peoples' Directorate JCC, also is on the IYSS review group as the CYWU-Unite representative.
- Attendance at GFTU courses.
- Varying degrees of success had been achieved with four individual members' grievances'

Some other items -

- Concern that the next CYWU-Unite Conference is delayed until possibly next October. Could this be a prelude to loosing our 'CYWU' identity which we were promised would never happen?
- Possible social event organised during 2010 for South West.
- Community Development National Occupational Standards Evaluation Framework – we have a representative on the evaluation panel.

JOHN MAYHEW



Part 1: the hate that hate made

Anxiety about young people and the apparent threat they pose to communities is once again sweeping cities and towns across the country. In Bedford where I am based as a senior practitioner with the youth service, the issue constitutes one of the biggest political hot potatoes at the moment with an endless amount of steering group meetings being organised. Despite being the sixth biggest economy in the world, this disgraceful societal prejudice, and ignorance shown towards our children and young people is acknowledged by the Government's own tsar for children: "When I have been to Norway, Canada or Australia people say to me 'What's wrong with your country? Why do you hate your children so much? You are employing an ultrasonic weapon against them. And why is your Government been so spineless in not trying to stop it" (Independent 3/2/10)

We care about kids in our own families but do we care about the kids of other people-especially those who might be disadvantaged or might be causing trouble?

Fortunately as a youngster growing up I was surrounded by adults who whilst poor materially were billionaires when it came to doling out bags of love, and compassion for others especially children and young people. These experiences which fundamentally changed the course of destiny for me, inspired me to develop my own journey as a community youth worker. As a senior practitioner now in the profession for 13 years, I have become increasingly concerned with the level of love and compassion for our children and young people; while it is difficult to quantify, supply is certainly not meeting its demand and the reflection of my own experiences have provided me with possible reasons why.

Less than six months ago I witnessed a very affluent community, colluding

with the Police to execute a dispersal order to tackle the 'serious' problem of a group of white middle class teenagers chilling out with a couple of drinks in the summer evenings of their holidays. Even after a few colleagues and I had caused these very amiable youngsters to deliver a thoughtful presentation to the police and local councillors, which articulately and passionately put forward arguments against the order they were contemptuously brushed aside and the dispersal order implemented.

Services are always preaching to young people that they have inalienable rights; they are told for instance that their voice in our democratic society will influence policies particularly those affecting them; this for instance is the heart of the premise of the UK Youth Parliament programme. Well the UKYP representative did attend this meeting and his peers did use their democratic voice very powerfully and what did that get them? I left thinking this was an example of what the tsar was talking about. And if this is the way the powers that be treat a generally impressive group of white upper middle class young people what will they do to young people who derive from backgrounds like working class or/and black communities?

I didn't have to wait long to find out.

A few months ago the Police in response to concerns about perceived increases in serious gang activity amongst young people in poor communities called emergency meetings to discuss a partnership response. After going through their intelligence the Police said they recognised that this issue was not purely about enforcement but one of wider cause's which underlined the need for partnership approach of housing, health, education services and so on. The response from the partners was not so generous, out of a room of 13 professions perhaps three or four spoke and made some suggestions: the others sat there

looking like a rabbit caught in the headlights either bewildered, or frightened, or indifferent or a mixture of the three. Nearing the end of the meeting the representative from the fire service said the problem here is 'that the services that work with young people don't come from similar backgrounds so the young people don't trust them. The jeers, sniggers and shakes of the head betrayed the real dynamics of the room: the group by and large hadn't a clue on the situation. The colleague from the fire service had worked it out: if he was wrong why were they all so silent on the police's request for support. Hatred for young people manifests in different ways; sometimes it works to undermine those who speak authentically for young people-' e.g. he's a hug a hoodie type'

Part 2: No bottle

If your job isn't to tackle the devastating effects of poverty why are you in Government? If our job isn't to enable the most vulnerable in our society what is its purpose? The truth is from careful observation and analysis of 13 years work with these so called 'caring professions' is that very few have the appetite for this form of critical thinking. Instead they cover themselves in archaic policies and procedures which provide a veneer of 'professionalism'. Scratch the surface of this though and you will find something less noble and much more frightening. The horrible reality for children and young people is that in these 'professional classes' you have the most pernicious effect of fear and hatred in the combination of both prejudice and power.

A few years ago a multi-agency office was built in the heart of a poor community 'to get them closer to the needs of the inhabitants'. Indeed it was not 30 metres away from one of the poorest neighbourhoods in the county where some of most disaffected young people hang in.

What an opportunity to engage these poor disillusioned young people for the benefit of them, their families and the communities as a whole. There is no evidence to suggest that, despite all the resources at their disposal that once in five years did any of those professionals bunkered in that flagship building ever approach those vulnerable young people. I was a worker in the same area then and I could see those professionals when I was talking to young people. They looked like spooked voyeurs. What this showed for me, most tellingly was a lack of bottle in dealing with these young people who were challenging and remain hard to reach.

Part 3: A river starts with one drop

There is one area of hope which with nurturing can grow and pay excellent dividends. This hope resides with the ordinary citizens of communities who work guietly and humbly with young people every day. They do it because they actually do care: they do it because the time of their experiences with these young people peals away mutual fear and anxiety; and because there is no fear – there is no hatred. The most enjoyable part of my work as a senior practitioner is recruiting and training local people who wish to further equip themselves with the skills and abilities required to work in their own neighbourhoods.

While it would be wrong to say that you need to be from the area or from an area with a similar background to where you currently work, it would be equally wrong to say that most of the professionals working in working class areas should be in fact those who have never lived or/and worked in a neighbourhood remotely like the one they are paid and entrusted to work in. At the very least you need to have the experience of working in environments that produce the strongest human responses – again I didn't feel this was the case – because



if it was not, why are these 'professionals' so devoid of any ideas?

History teaches us the experience of poverty brings equal acts of both extraordinary human and inhumane responses. The reality is you need people who have understanding and have come out of such experiences to lead the way in engaging those who are suffering and as a result ensure others don't suffer. Giving local people the opportunity to be at the heart of the local policies for their area democratises approaches to young people, sharpening accountability, eliminating the elitist way 'professionals' work. As stated, leaving these 'professionals' with their values, beliefs, and attitudes toward young people that are tainted with fear and hatred is very dangerous and unacceptable.

Some youth workers really do have bottle to work with the most

disaffected young people in our communities. This is because some youth services draw their best workers from the very communities which on one hand are mired by the problems of poverty, division, inequality but on the other contain people who have learned through struggle and discipline to overcome these situations. This as I said earlier was my journey; it is also the same for many youth workers all over the UK and indeed the world.

Ultimately 'professionals' need to lose their arrogance and accept they are servants to their communities. If professionals cannot accept this they should join another bus.

Left to their own devices, some 'professionals' will not change their poor practices. The remedy is simple: power to the people.

Have you got the bottle to do it?

Remembering Alison West

By ALLISON GILCHRIST

CDF Staff and former colleagues were shocked to hear of the untimely death of Alison West at the end of last year.

Alison had been the Chief Executive of the Community Development Foundation for 10 years up until 2003.

Alison had steered CDF through a particularly difficult period of change, during which the organisation was in jeopardy of losing its NDPB status (and therefore substantial funding) with the Home Office. Even though financial cuts resulted in CDF losing valuable staff and much of its regional presence, Alison was able to fend off the worst threat and to consolidate CDF's work with neglected sections of the community through pioneering projects and the first successful

delivery of a major government funding programme, the Neighbourhood Support Fund. Alison also established CDF as a key source of influence on national policy through our work with the then Department of the Environment, by producing widely used guidance on the Single Regeneration Budget. When she left to join the National Extension College in Cambridge, CDF was once again in good shape with sound finances, a clear sense of direction and enthusiastic team of staff and Trustees.

Alison was held in high regard by her colleagues. She led from the front, was a champion of community development principles and determined to make sure that communities themselves benefited from CDF's contribution, both to practice and to policymaking. Discussions about theory and politics were often robust, even argumentative, especially at

Directorate level, since all concerned had strong opinions.

Alison is remembered as 'vibrant', 'feisty', 'energetic' and 'a life force', we all benefited from her professional support, her kindness and generosity of spirit. It is hard to believe that she has died so young, when she still had so much to give the field of community education and development.

Her funeral, held in January on a frosty Sunday morning in Cambridge, was a sad, but proud tribute in music, poetry and fond memories to the amazing breadth of her life and work. She is sorely missed, and our condolences go to her husband Tim and all her family.

Alison Gilchrist was the former director of practice development at CDF and now works as an independent consultant: www.alisongilchrist.co.uk.

CYWU SECTION TIMETABLE 2010

September

- 6 Rapport with members
- 7 OG TUC

Meeting of the full JNC, London

- 15 NC
- 17 Rapport copy deadline
- 20 SC
- 21 ERC
- 22 E&T
- 23 P&C

October

- 4 Rapport deadline
- 5 OG
- 20 NISC

November

- 10 NC15 P&C
- 13 PAC
- 16 E&T
- 17 ERC18 SC

December

- 2 Rapport copy deadline
- OG

Key to abbreviations

- NC National Committee
- OG Officers' Group
- E&T Education and Training Committee
- P&C Pay and Conditions Committee
- ERC Equal Rights Committee
- ST Student Committee
- NISC National Industrial Sector Committee
 JNC Joint Negotiating Committees for Youth and
 - Community Workers

Email your **email**

Please make sure that we have your email address so that we can keep you informed with the excellent information and advice now available through our Unite membership.

Email your email address to kerry. Jenkins@unitetheuion.org

£165 billio NOT DIFFICULT TO

20

The government claims a national debt of around £165 billion.

In the scale of things it is not difficult to find and repay. It represents about a quarter of all government income in just one year from all sources.

The insane drive to repay it through public spending cuts and the continued freedom of the finance markets is just one right wing option.

There are many others and the web is buzzing with real and credible alternatives.

It's not rocket science either.

No one has a mandate to make these cuts.

Such cuts will worsen the economic situation because they will slow down work and throw millions on the dole. The more on the dole the less wealth produced in the country and the more public expenditure goes to unemployment related payments. It also goes to more expenditure on the consequences of poor health and crime.

There is no need to pay back all of the debt so quickly, many of the bond debts by the government are in any case long term, some over 25 years.

The mad dash to slash and burn is politically motivated and represents the long standing hostility of right wing Tories to our public services.

Let's look at how easy it is to imagine replacing huge spending cuts to our services with some others.

Finding the money

Why not introduce the Robin Hood tax of 0.005% on financial transactions and raising £30 billion each year ?

If the exchequer consistently used minimum tax rates to stop tax reliefs being used to subsidise incomes over £100,000 a year we could raise nearly £15 billion a year.

Instead of tax havens for the superrich, we could alter residence rules to reduce tax avoidance by non domiciled residents and corporations and raise another £15 billion a year.

If you taxed vacant dwellings you could raise £5 billion every year and create more homes.

If we introduced a 50p tax rate on incomes over £100,000 we would raise a staggering £4.7 billion a year.

If bankers' bonuses alone were given a windfall tax again we could raise £1.5 billion this year. And what about at the same time adding a windfull tax on the obscene profits of the energy companies?

If instead of taking £1.165 billion out of local government spending as the Tories are doing this year, we retained that figure, then there would be at least £745.6 million that would be generated by expenditure of local government workers. This is because for every £1 spent by a local council, £1.64 is generated in that local area.

If the banks were nationalised as the Union believes they should be all the

deficit problems would be over at the stroke of a pen.

Some of course would go further and save £6 billion a year from EU Payments, or the monarchy, or make greater claim on the billions of pounds of assets held by the wealthiest families and shareholders in land and personal property. Their wealth makes the government's annual income and expenditure account look puny.

Saving on other things

How about scrapping Trident and saving up to £100 billion over the next thirty years and investing this in high tech green industrial jobs?

The government spends around £3 billion a year on private consultants, what about bringing that work in house?

You could save another £3 billion a year by changing Private Finance





Initiative Schemes with traditional public procurement.

This is just a quick and small flavour of the many methods that a government sympathetic to the British people and our economy would adopt.

They are all practical and manageable and supported by a range of think tanks and economists who side with our people rather than the finance houses.

Some would go further on these kind of points too and for example scrap all PFI debts and return all the utilities and railways to public ownership.

The point is that the mantra that we have heard before There Is No alternative is a big lie, and our members should not take the pain of such a deception.



Privatisation = Inequality

- 1997: UK's richest 1000 people had a combined wealth of £98 billion
- 2007: UK's richest 1000 people worth £300 billion
- In 2007/08 the Joseph Rowntree Foundation reveal 13.5 million people living below the 60 per cent of median earnings low-income threshold
- Compared with other EU countries, the UK has a higher proportion of people on low incomes. Out of 27 EU countries only four have a higher proportion on low incomes than the UK
- Wealth of the world's 500 richest people exceeds that of 416 million poorest people
- 793 top earners in the world are worth £2.6 trillion the entire sum of developing countries foreign debt
- The remuneration of the CEO's of largest 500 companies is more than 430 times that of the average worker 10 times more than in 1980
- 80 per cent of wealth belongs to the top 10 per cent of the population.
- In last 30 years middle incomes grew by 56 per cent, top 10 per cent by 100 per cent and manual jobs saw virtually no increase

Courtesy PCS document On Privatisation

Economists not normally known for their trade union sympathies including Nobel Prize winner Paul Krugman and the ex World Bank Chief Economist Joseph E. Stiglitz are clear that cutting public spending in the middle of a recession is the worst thing to do, to say nothing of the social injustice of making the low paid pay for a financial crisis created by City bankers and speculators.

The International Monetary Fund has shown in a recent report, that despite the £1.3 trillion bail out the British tax payers gave them, they are still committing themselves to 50, yes 50 times over their assets in unsupported loans and speculation.

This is like running up debts at home fifty times greater than the

value of your house or your annual wages. If all the creditors call on their loans – the bubble bursts – again, but this time with nothing left in the kitty.

The City of London simply has not learned its lesson and has made the economy even more precarious than previously.

Rapport AUGUST 2010

Add to this underlying uncertainty the government is embarked on a decidedly unliberal smash and grab raid on what remains of the public sector.

It has said that reducing the national deficit is its only and overriding priority. In introducing the budget from Hell, Chancellor Osborne described it as a once in a generation opportunity to transform the nature of British government.

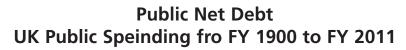
Whatever cuts and difficulties you face, whether big or small, just remember this as someone says they are inevitable or we must take the pain in order to gain.

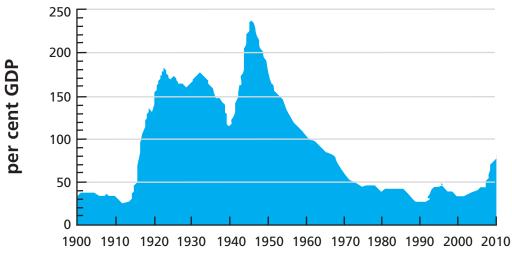
EVERY SINGLE CUT IS ECONOMICALLY UNNECESSARY AND POLITICALLY MOTIVATED.

To get an idea of why it is unnecessary consider the below graph.

Along the bottom are all the calendar years from 1900 onwards. Up the side is the amount of national public sector debt as a proportion of the Gross Domestic Product (all the produced wealth of the nation).

What you see is that public sector debt now is smaller as a proportion of





the gross domestic product by many times. For most of the century it has been much higher.

To argue the country will go bust if this is not urgently reduced is a nonsense. Many modern economies including Japan have existed with much higher deficits.

Countries with high deficits that have cut public spending have ended up in chaos, look at Ireland, look at Greece, look at Canada, look at the near disaster in Japan. This is why the world's strongest economies like the USA, Germany, China and Brazil are not going down the mad route the Tories and Liberals want us to travel in Britain.

Invest, don't cut is the simple but truthful message of all sane governments.

Additionally the government is focussing on cutting public spending rather than adjusting the tax system to try and reduce the deficit. With so many millionaires and billionaires avoiding tax, and so many huge loopholes for companies much much more could be done to get money into the exchequer without the need for public spending cuts. But of course civil servants who could help chase this tax in the Customs and Excise will lose their jobs.

Let's finish with one rather amazing and overlooked fact. All the money gambled by the banks and casino finance houses is the creation of work. Money does not grow on trees and the spivs and speculators gamble with, ultimately, the values that we create, our pension schemes and the things bought and sold that we create.

The financiers have it the wrong way round, they think that they create jobs and wealth. Sorry, wrong, we do.

This is why the alternative economic strategies of the workers movement need to be considered first and foremost.

THE SPIRIT LEVEL

Review by JOHN MUIR

Talk of 'fairness and change' was at the heart of the 2010 election campaign. With the Times Rich List reporting that the UK's 1,000 richest people have seen their wealth increase by a third since last year and the media outrage at the introduction of the 50% tax rate last year, you would be forgiven for thinking that not everyone has signed up to this message.

In this seminal book The Spirit Level, which is of profound importance to anyone working in the Community Youth and not-for-profit sector, Richard Wilkinson and Kate Pickett reveal that more unequal societies are bad for almost everyone within them – the well off as well as the poor.

The Spirit Level reports that alongside the U.S, Portugal and Singapore the UK is one of the most unequal societies in the developed world. The richest 20 per cent in the UK are seven times richer than the poorest 20 percent; this compares to a differential of four percent in Japan, Finland, Norway and Sweden.

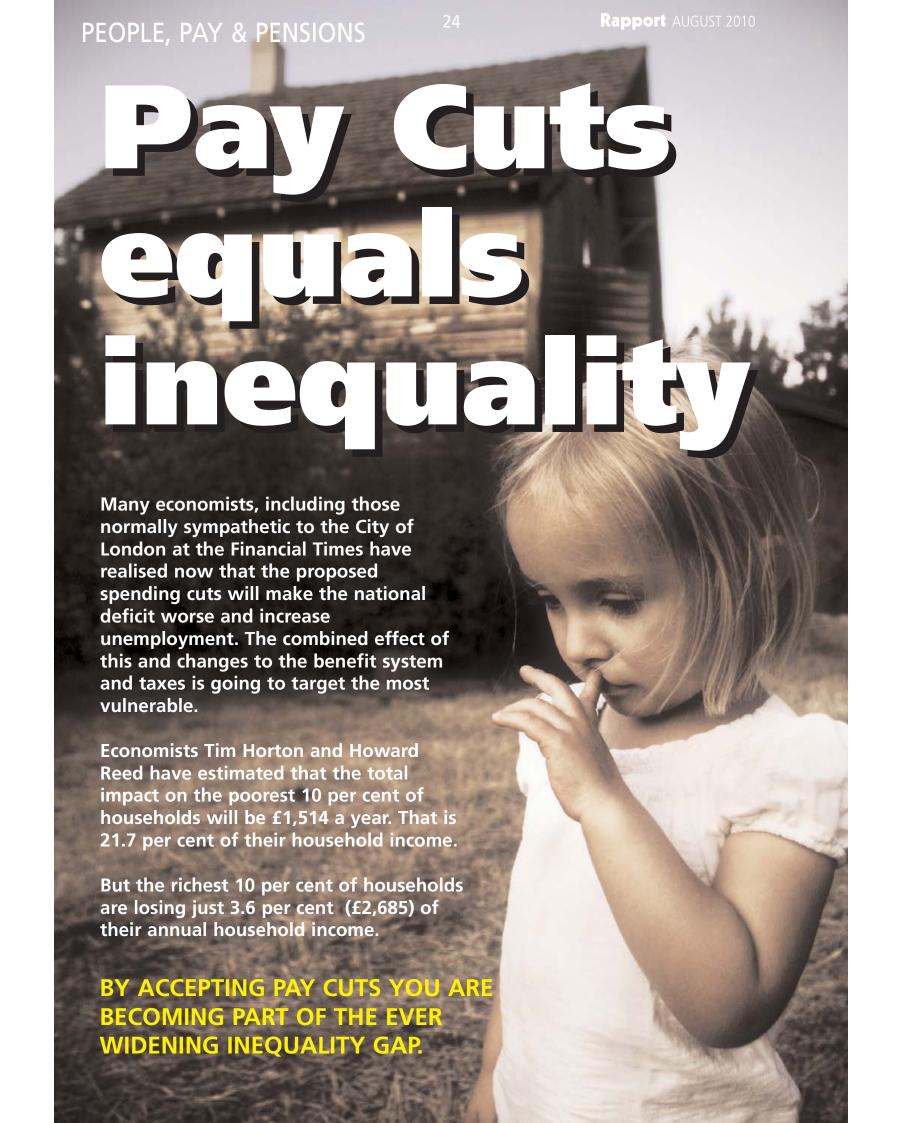
Through statistical analysis of data from across the globe, the authors evidence that inequality results in shorter, unhealthier and unhappier lives; increases the rate of teenage pregnancy, violence, imprisonment, addiction and obesity; destroys relationships between individuals born in the same society but into different classes; and propagates unsustainable consumption.

The book also reveals that the levels of inequality in Britain pose serious danger to our mental health. Around a quarter of British people experience mental health problems in any given year, compared to fewer than 10 per cent in Germany, Japan, Italy and Sweden.

Picket and Wilkinson's work provides the empirical evidence to validate the observations that youth workers make on the consequences of inequality. In doing so, The Spirit Level suggests that many of the challenges in which we support young people should not be made exclusively a matter of individual management. It is, as we have been arguing for a long time, about wider political and social change, not 'fixing' people. This book helps to build that consensus.

The Spirit Level is published by Allen Lane and available for £7.99





Just some of our trade union alternatives to cuts

Prime Minister Cameron, Chancellor Osborne and Communities and Local Government Minister Pickles are asking all public sector workers for our 'best cost saving ideas', to help them implement cuts. They are seeking to confine the debate to whether we want our throats cut, or strangled. We think any overall public sector reduction is economically unnecessary and disastrous for the future.

So here are just a few pointers to our alternatives:

- 1 65 per cent of local government workers earn below £21,000 pay them the £250 offered by government now! The average company director's pay package is worth £3.1 million per annum. The top 100 FTSE company directors helped themselves to 22.5 per cent pay rises over the last six months.
- 2 Local government workers have the lowest pay and worst conditions of service in the public sector, don't cut them further!
- 3 Local residents should decide on council tax levels to maintain vital local services.
- 4 Restore the powers of local authorities to borrow and lend money. This was how local government services were built originally.
- 5 Stop wasting public money on privatising local services, the author David Craig in his book Plundering the Public Sector has estimated wastage of some £70 Billion on private schemes many of which did not work.
- **5** Stop dividing 'front line' and 'back office workers. They are all

- needed to deliver efficient and effective local services. If there is no back office there is more paperwork to distract front line workers from delivery.
- 6 Councils not private companies must continue to run local services to ensure transparency and a real say for local residents. This is fundamental to democracy. The erosion of local government is part and parcel of the new authoritarianism that is rising.
- 7 Stop cutting vital public services this will make life harder for everyone, and set back the economic recovery. In fact we believe that the scale of it will cause a Depression.
- 8 Stop cutting public sector jobs this will hit tax revenues, increase unemployment and make the deficit worse. For every one pound in public sector wages, around 64 pence is spent in the local economy. Unemployment payments form a huge part of public spending and so worsen the deficit.
- 9 Cuts to public sector jobs will be multiplied in the so called 'private sector' where hundreds and thousands of jobs in everything from construction and engineering, to chemicals and

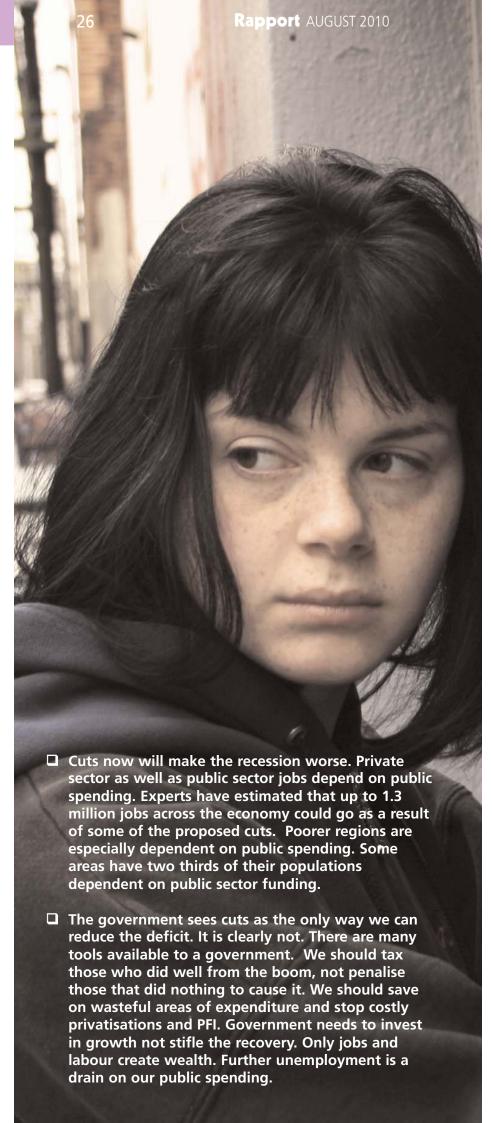
- transport depend on sound public sector growth.
- 10 Cut the bankers' bonuses, and make them pay for the crisis they caused a Robin Hood Tax on financial transactions could raise billions every year. See www.tuc.org.uk Touchstone pamphlets. The profits of the banks and the large corporations continue to rise.
- 11 Chase the super rich tax avoiders. It is estimated that up to £25 billion a year is unclaimed through these loopholes. www.tuc.org.uk
- 12 Cut spending on private consultants and employment agencies directly employed inhouse staff are the best people to improve services. End the employment of expensive consultants brought it to run services down.
- outsourcing and the Private
 Finance Initiative are damaging
 our public services and cost the
 taxpayer more in the short,
 medium and long term. See
 www.apse.org.uk. As the
 Guardian journalist and anti
 privatisation campaigner George
 Monbiot has said: "While the
 government retains much of the
 risk, the investors keep the profits,

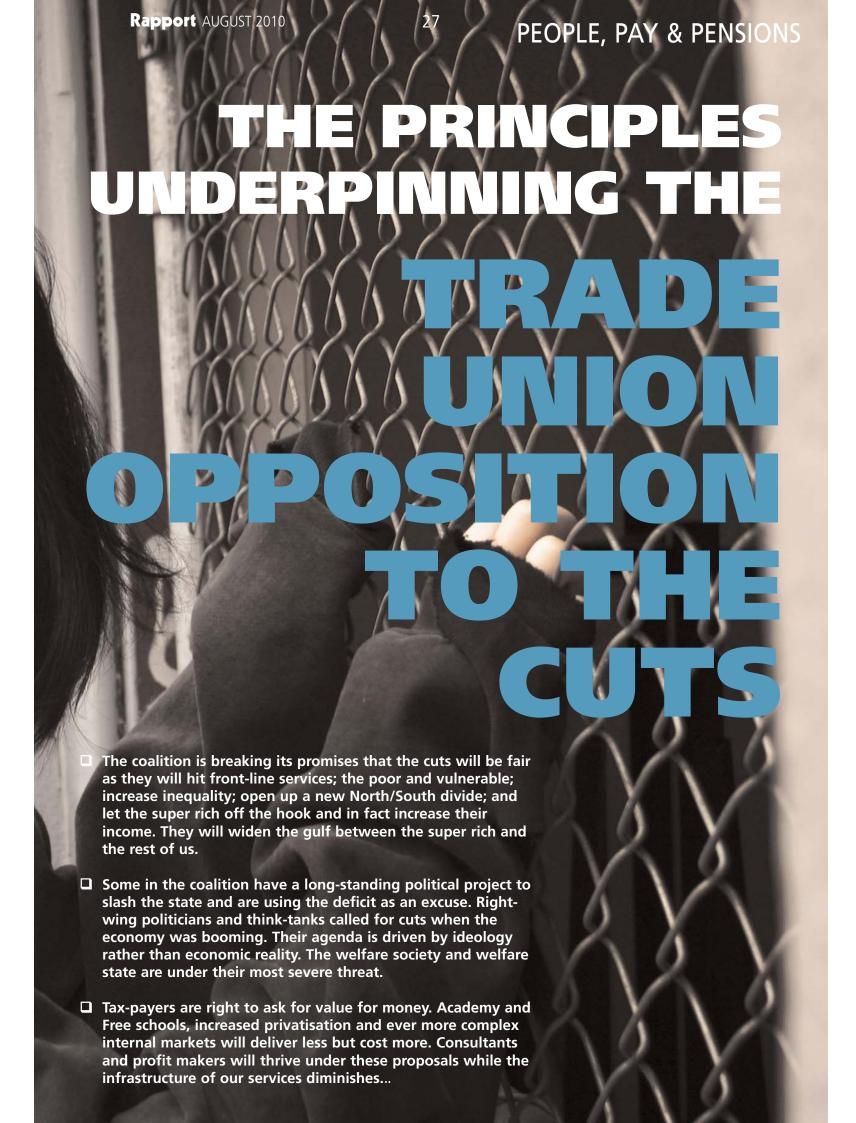
PEOPLE, PAY & PENSIONS

which often run to many times the value of the schemes. The public liability incurred so far by the private finance initiative is £215bn. One day the repayments will destroy Britain's public finances." There should be urgent talks to rearrange these massive deficits to profiteers.

- streams form a significant part of the funding for the voluntary sector where wages are already 25 per cent or so below the national average. Competition for contracts between voluntary organisations has led to a race to the bottom in terms and conditions. Voluntary sector projects which fulfil essential functions in meeting community needs should not be cut.
- 15 Public expenditure cuts worsen inequality and it is inequality that ravages our communities and leads to many more expensive problems for the future whether ill health or anti social behaviour.

 See Richard Wilkinson, The Spirit Level, or Danny Dorling,
- 16 Above all, stop the obsession with the national deficit. Our public sector was built and our NHS created with national deficits sometimes well over four times what we have now as a percentage of the Gross Domestic Product. www.nef.org.uk.





Private Finance Initiative DRAINING PUBLIC SPENDING

28

By JOHN MEDHURST and ENRICO TORTOLANO

Why PFI? After the big State Owned Enterprises were sold off by the Tories in the 1980s and 90s, New Labour needed a different method to transfer public services and utilities to the private sector, even though there was little evidence of better private sector performance. In thrall to a "privategood, public-bad" mythology, and (more importantly) eager to direct lucrative public sector work to their friends in business and the City, they decided to enlarge the fledging PFI scheme. PFI has many short-term advantages to government, but many disadvantages to wider society:

- Private contractors pay for the construction cost of building projects in the public sector, and then lease finished projects back to the public sector for periods up to 30 years.
- PFI contracts take the cost of borrowing off the Public Sector balance sheet, and thus improve the government's finances.
- The cost of borrowing is higher in the private sector, so annual costs on PFI are higher than projects funded in the public sector.
- PFI contracts are of approximately 25 years duration, so PFI locks future governments into legally binding on going spending commitments.

 Despite this, PFI does not transfer risk to the private sector – essential services will not be allowed to fail, as the government will step in.

In the wake of the 2008 financial crash, the anti-privatisation campaigner George Monbiot summed up the systemic flaws of PFI and the likely effect on Britain's finances – "While the government retains much of the risk, the investors keep the profits, which often run to many times the value of the schemes. The public liability incurred so far by the private finance initiative is £215bn. One day the repayments will destroy Britain's public finances".

The failures of the PFI model are so many and varied it would take several books to fully explain them. In fact it has, the best being Captive State (Monbiot), and In Government We Trust (Funnell, Jupe and Andrew). All reliable surveys (e.g the 2006 EU/Watertime survey) confirm that public provision of water supply is far more efficient than private, with private companies failing to properly maintain the pipe network because they prioritise shareholder returns. Similarly, the record of privately run prisons (re-offending rates, internal discipline etc) is worse than that of state run institutions.

Allyson Pollock and Christian Woolmer have dissected and condemned the

failure of PFI in the NHS and on the rail network. PFI has left NHS Trusts with massive debt commitments for inadequate buildings and fewer available beds. The definitive examination of rail privatisation (Christian Woolmer, "On the Wrong Track, 2005) concluded that privatising the railways was "one of the great political and economic crimes of the century". That crime was manifested in several ways cost cutting, poor maintenance that resulted in failure to maintain the track network, and as a consequence a series of train accidents at Southall, Ladbroke Grove, Hatfield, and Potters Bar.

The most up to date analysis of the UK's great privatisation experiment ("In Government We Trust: Market Failure and the Delusions of Privatisation, 2009") concluded "The failures also demonstrate how far privatisation, as an ideology, has permeated the state in Britain, especially when a Labour government not only refused to countenance re-nationalisation of the railways but in fact extended privatisation as part of its Third Way to include the London Underground".

Despite the failings of this system, the government spends heavily on promoting it.

- In 2003 The Department for International Development (DFID) gave £7.6 million of "aid" money to the right-wing think tank the Adam Smith Institute to promote privatisation in developing countries. This was more than the total of UK aid to Somalia.
- DFID also helped fund the American consultants McKinsey's "Vision 2020" – a mass privatisation programme for India, explicitly based on Pinochet's economic policies in Chile.
- Because of funding input, DFID demanded that the Vision 2020 Implementation Secretariat be staffed by secondees from the ASI Labour Government (1997–): Privatisation within the Civil Service The 1997–2008 Labour governments privatised more civil service jobs than the governments of Thatcher and Major combined. Labour's programme, announced in 2004, of 100,000 job cuts in the civil service led to increased outsourcing in order to plug the gaps left in service delivery.

Initially this was delivered through a massive programme of outsourcing government department's facilities, IT and security functions, through which experienced staff were TUPE transferred to private firms. Much of this went on under the radar, usually only registering with the media when, for example, a national institution like the British Museum had so few security guards that it had to close important galleries to visitors.

The privatisation of the Ministry of Defence's Defence Evaluation and Research Agency (DERA) is perhaps the most glaring example of dubious privatisation. Although

DERA was performing well, in 2003 the government decided to privatise part of it, and a Private—Public partnership called "QinetiQ" was created, after which the 10 senior civil servants responsible for taking the

company into the private sector saw their total personal investment of £540,000 transformed into £107 million. Graham Love, the company's CEO, saw his £110,000 investment turn into £21 million. Mark Serwotka, PCS General Secretary, called this "obscene", but the UK Minister for Defence Procurement described it as "a model for future privatisations".

29

Now even "core" public services are being privatised. When Gordon Brown wished to review the delivery of welfare benefits to the long-term unemployed he turned to ex-merchant banker David Freud, a man with absolutely no experience or expertise in the welfare system. After a whirlwind "review" which conceded that DWP's Job Centre Plus did an excellent job, Freud concluded that delivery of these benefits should be outsourced to private and "third" sector firms.

Freud was chosen because it was understood he would recommend privatisation. His report openly acknowledged the vast money-making opportunity that contracting out the provision of welfare and employment services to the long-term unemployed would provide to the private sector, and concluded "Based on the analysis in this report, I have no doubt that this will be an annual multi billion pound market".

The Labour Government's Welfare Reform Bill put Freud's plans into effect. Since then, DWP documents leaked to the Observer in 2009 revealed that private firms performed far worse than JCP in delivering the Pathways to Work scheme, and failed to reach targets that JCP had achieved. At the same time David Freud moved from being Gordon Brown's Welfare Reform Advisor to become David Cameron's Welfare Reform Advisor, a logical move as there is nothing to choose between the two on welfare reform policy.

Despite the many failings of the private sector to deliver better quality public services, the 2009 Operational Efficiency Programme (OEP) detailed the areas within the civil service in which this programme will expand. This was not surprising given that one of the OEP's authors was Gerry Grimstone, Margaret Thatcher's privatisation "guru" during the 80s and the man responsible for the sell-off British Telecom and British Water. Grimstone is also Chair of Candover plc, a private equity company with major investments in the outsourcing of public services.

The areas either proposed for privatisation (or prepared for eventual privatisation through working to market mechanisms) are the Royal Mint, the Land Registry, the Met Office, the Ordnance Survey, the Defence Storage and Distribution Agency, the Defence Vetting Agency (which does security vetting for the MoD!), and the UK Hydrographic Office. Others will follow.

As for the PFI scheme itself, in the wake of the 2008 banking crisis and financial crash it is less sustainable than ever, and we face the ludicrous situation in which taxpayer money is used by the government to subsidise the operation of many of the UK's largest PFI schemes. PCS on privatisation The Treasury, through the Infrastructure Finance Unit, now lends directly to PFI projects and to government owned banks such as RBS. These banks then lend the money to PFI consortia on generous terms, which build the project and charge the taxpayer for the next 25 years for the service the taxpayer has already paid for through its loans!

George Monbiot (Guardian 07/04/09) summed this policy up with reference to the PFI scheme for expansion of the M25. The government may now have to bail out this scheme. To ensure the PFI consortium remains solvent during the construction phase of the contract the government will have to lend it £400m of taxpayers' money.

INVESTING IN WORKERS, NOT JUST PROGRAMMES



By **KAREN PITTMAN** above) and **NICOLE YOHALEM** (below)

Twenty five years ago, the majority of U.S. funders, policy makers, educators and even parents would have put youth programs in the "nice, but not necessary" category.

Twenty years ago, these programs were being touted as the solution to the latchkey issue as the public began to expect policy solutions to support working parents. Fifteen years ago, they gained additional policy traction when research linked after-school program participation to reductions in teen pregnancy, crime and substance abuse. Ten years ago, what is now an almost complete shift from "nice" to "necessary" was accelerated by research showing these programs are useful not only for problem prevention, but for growth and development and academic success.

The positioning of after-school and youth development programs as part of the academic achievement equation kicked off the development of after-school systems at the state and local levels. With these efforts came a focus on funding streams, standards, outcomes and the profession. If after-school is a field, who are the professionals? How are they trained? How are they certified?

30

These questions led to a concerted effort, jump-started by private foundations but eventually supplemented by federal and state funds, to "professionalize" the field – to identify the elements of effective programs and effective staff, and create opportunities, incentives and requirements for certification and credentialing.

Today, statewide after-school networks exist in nearly 40 states, and local networks or systems exist in communities large and small across the country. As the structures solidify, however, it is clear that staffing – everything from recruitment,



retention, supervision, to performance, remains a major challenge. Resources are certainly a contributing factor, but it is not clear that more funding alone would solve the problem. There is a need to reexamine assumptions about what it takes to build a strong, stable, committed workforce. What incentives? What opportunities? What requirements? For whom? In what combination?

Yet these conversations cannot remain internal to the youth development field. Increasing the legitimacy of this workforce will require recruiting new champions and raising awareness outside of our circles. Doing so requires a clear and compelling argument for why investment in this workforce matters. Our basic logic for investing in workers, not just in programs, is as follows:

- These programs matter. After-school and youth development programs represent a growing delivery system for critical skills children and youth need to be ready for college, work and life. Programs can produce significant changes in outcomes that parents, policy makers, educators and employers all think are important.
- Quality is not where it needs to be. A recent rigorous meta-analysis found that its overall positive effects were actually the result of roughly half of the programs in the sample, with the other half producing no gains whatsoever. Profiles of practice based on observations of over 150 staff working in a range of programs across the country suggest that only about one-third of staff employ what might be considered high quality or "positive youth development" practices, another third exhibit "low quality" practices, and another third fall somewhere in the middle.
- Effective staff are the key to quality. It has always been a truism in the business world that a high-quality workforce is the backbone of any company. Thanks to the last decade of research in education, we now know that likewise, teachers matter more than any other variable in education, trumping things like schools, curricula, and class size. Strong staff are the key to high quality youth programs.
- Programs struggle with recruitment and retention. Turnover is high (estimates suggest up to 40 per cent annually) and costly – in financial terms but also because it disrupts relationships, which are at the core of effective youth programs. Demand for youth workers has increased steadily over the past ten years (expansion of after-school in CA created over 15,000 new jobs), but factors like pay, benefits, and hours make it difficult to recruit and retain quality workers. Recruitment is complicated by emerging certification requirements for afterschool staff, which will make recruitment even more difficult.

Managing diverse settings, multiple entry points and different levels of expertise certainly presents complications. However, the diversity of the workplace and workforce should also be considered an opportunity. Helping organizations be creative and comprehensive in their approaches to retaining and recruiting workers and developing and assessing their competence is critical for building a field whose workforce is stable, prepared, supported and committed to the well-being and empowerment of young people.

A key challenge is that those investing in the expansion of the

after-school system have emphasized the development of skill/credential requirements without equal emphasis on other factors, putting the burden on the workers and, to some extent on employers (to pay for or reward training).

If youth workers are well-trained and supported, have access to the resources they need, have a reasonable workload and are valued by their employers, it follows that they will be able to effectively perform their jobs. If, however, they are as vulnerable as the children and families they serve, how can we expect them to be successful?



35 th

Anniversary
of Vietnam's
Victory

LEN ALDIS Secretary of the Britain Vietnam Friendship Society reports on his recent moving visit to Vietnam and the legacy of the war for some children and young people.

Imagine seeing a child with no eyes, seeing a family of five children all with no eyes. Imagine children with one arm, or no arms, and others no legs and many other serious deformities. Imagine, if you can, what their lives will be like in 10,15, 20 years from now? This is the life for thousands of children born in Vietnam today with their lives disfigured by the ongoing effects of the chemical warfare waged against their country all that time ago.

80,000,000 litres of Agent Orange, a highly toxic defoliating chemical, were sprayed over a period of ten-years from 1961, over areas of South Vietnam. It was contaminated with Dioxin the world's most poisonous substance. I have seen the effects this has had on the forests and people in my visits.

Agent Orange has travelled into the third generation of the Vietnamese. I

have seen a veteran of the war who came through OK, but his first son was born with deformed feet, and his second son was born with no legs.

Today Vietnam has over 4,000,000 such victims, yet Monsanto, Dow Chemicals, or the other companies responsible have paid nothing, not one cent, in compensation. Indeed they state that there is no scientific evidence that Agent Orange has caused these illnesses or deformities. Nor has the U.S. Government accepted its responsibility for these crimes.

In 1973 after the signing of the Paris Agreements ending the war, President Nixon wrote to the Vietnam Prime Minister referring to article 21 stating that the U.S. will pay \$3.5 billion dollars in reparations to help rebuild North Vietnam. To date not one cent

has been paid. Let's not forget either that the US imposed a damaging trade embargo on Vietnam right up until 1994.

Many of these victims today are sons and daughters of Trade Unionists. The Vietnam General Confederation of Labour provides help to some of these victims. But, Vietnam alone cannot do this by itself; it needs international aid and international support.

That is why I am pleased at the formation of Trade Unions Friends of Vietnam, it will continue the support and exchanges visits of people from all sections of both countries and in doing so will strengthen further the links of Friendship and Solidarity between our two people.

I have been travelling to Vietnam for the past 21 years, so it was an honour to be invited to Ho Chi Minh City by the People's Committee of the City to attend the 35th anniversary of the liberation of South Vietnam and the re-unification of the country.



On the morning of the day itself: 30th April, I watched from the stand along with many other international guests the parade by the people of the city coming from all walks of life: the armed services, the women in their various uniforms received a great reception from the many thousands present, and rightly so for the women of Vietnam had fought strongly alongside the men in achieving the victory they were today celebrating. Among those who marched were of course many Trade Unionists

While looking at the people marching I thought of the 4,000,000 Vietnamese that had given their lives for the freedom and independence of their country that we were witnessing and commemorating today. I also thought of the 300,000 missing in action that have no known graves. Among those who made the final sacrifice were trade unionists.

I remember the support given to the Vietnamese people in their struggle by our trade unions, in particular the Print Union in raising funds for the purchase of ambulances that were shipped out to Vietnam where they were so desperately needed. I remember the trade unionists who gave blood and bicycles for Vietnam during the war. We had a tremendous solidarity movement in Britain.

The long war has left two legacies that need our attention: On August 1st this year the international ban on the use of Cluster Weapons will come into being. This is to be welcomed, and long overdue, but in Vietnam, it will take 300 years to clear the soil of these vile weapons. Each week these weapons are killing and injuring

innocent people going around their daily work, be it working in the fields, playing in school grounds etc.
Children in particular are vulnerable as they see them as coloured balls which they pickup and throw to each other resulting in horrific injuries followed in many cases by slow agonising deaths. Vietnam is slightly larger that the UK, yet the U.S. Air Force dropped four



Doug Nicholls and Chau Nat Binhfrom Vietnam's trade union

times the tonnage of bombs dropped in the whole of World War Two on Vietnam. The heroism of its people in eventually defeating such a barbaric invader is incredible. But we should not forget the terrible legacy lives on in the lives of the young.

Support the victims of AGENT ORANGE, Sign the Online Petition www.petitiononline.com/Monsanto/





We arrived in Cuba equipped only with our suitcases and sun cream, weary after a long and anticipative flight.

We had little idea of what to expect from the trip other than what was printed on our programmes and soon found that this gave little hint to all the other elements that would contribute to our whole experience.

For all reading this I'm sure you can relate to the notion of hard and soft outcomes so I suppose the various conferences, solidarity events and excursions to places that are recognised as contributions to the Cuban ethos can be considered as examples of 'hard' outcomes.

This was undoubtedly a massively important part of our journey to Cuba. However, it must be said that everything else that took place in between and throughout the 'hard' learning held just as much, if not more, significance. The 'soft' learning; the conversations, the observations, the challenges, the atmosphere...the people, enriched the experience and gave us something that is actually quite hard to put down in words!

We'll start with the obvious...the food!

The food, which we had heard was basic, gave us the opportunity to assess what we regard as a high standard of living in the UK. I suppose we were subconsciously hoping for the high calorie, processed food we get at home. In fact, what we were served was actually of a much higher quality, grown locally and organically.

We were also forced to consider things like the amount of food we have the tendency to waste here in the UK and also how readily available food products are to us. It's hard to deny that in a capitalist country we are surrounded by choice, the sheer amount of variety can sometimes be overwhelming.

The trip to Cuba raised the questions: 'how much time do I spend choosing between two of the same thing?' and 'what is this distracting us from?' There was also an absence of billboards and advertisements that force feed people unrealistic and unnatural imagery about how they should look, behave, and be. This was

particularly liberating but, certainly does not mean to say the Cubans are not interested in fashion; they simply appeared not to be consumed by consumerism.

This focused our attention around issues like, the values that a society is built on. Apparently, one of the main differences between Cuba and many of the capitalist societies in the world is the degree to and way in which human life is valued. This is exemplified in their health care system which is second to none.

Neo-liberalism and privatisation, which we have and are likely to experience more of in the UK, certainly does not hinge on a 'rights and needs' based perspective within which the Cuban structure operates. When compared to a market approach then, clearly they have a difference in ideology.

We also had the opportunity to partake in some agricultural work which was a humbling experience, not because we didn't like to get our hands dirty but because we were all out there contributing to Cuba; we were working to the same goal. Whilst on our knees, uprooting weeds or removing rocks from the field, we



could look up and see people of different colours and ages, with their own individual reasons to come to Cuba and show solidarity.

One man from Chile had been in prison for resisting oppression; some from the Nigerian brigade had found places for themselves in politics so they could challenge their systems from within. They had risked their relationships with their families, colleagues, friends in standing up for their beliefs. Others shared their experiences of communism in Russia and underwent a real personal transition and the Turkish group of doctors looked after our bites and sunburn!

Much of this linked to another area of reflection related to the apolitical stance that many believe is at play in the U.K. which in turn, allows and maintains a system that benefits a few and disregards many in our own country. Once, this situation was cited as occurring subtly however, given the current blatant attacks on public services in the U.K. even that statement is now debatable.

From the different conferences we attended the clearest point that came across was an unusual re definition of the human progress; equality, dignity, education and health were all considered measures of success. Imagine.

The World Meeting of Solidarity with

Cuba was a highlight for us. It consisted of 56 countries representing their unions and was an informative and moving experience.

Statements were echoed, that both shared their countries experience of capitalism and oppression as well as messages of support and admiration to Cuba. One of the reps spoke of the importance of debate, but debate without tricks. Despite the length and depth of the meetings, energy levels

The May Day Parade was also inspiring, when that procession began and we watched thousands of people sing, dance, chant and laugh on their way to Revolution square. What a fantastic display of solidarity and identity. We were starting to get the impression that identity in Cuba is

never dwindled and the atmosphere

was zealously animated.

much more about what you do then what you are able to buy.

Our experience of Cuba can be described as nothing short of amazing and for all of its problems; it offers its people something we cannot easily attain within the system we are subject to at home. A kind of Freedom.

Freedom from superficiality and waste, freedom from undervalued and undignified work, freedom from the insidious restraints of capitalism; things that too often go unnoticed and unquestioned. Of course there are questions that were raised that didn't find answers easily or swiftly but through conversing with a fellow 'brigadista' what we felt most important to remember is that we live in a country that operates through a certain set of principles. Cuba is a country operating within a certain system.

When we finally arrived home after a very personal journey and 40 hours of real travelling, then to see Mr Cameron entering 10 Downing Street we thought...viva la revolution!!

TRADE UNION FACILITY TIME ADDS VALUE

In the light of an attack on public sector facility time being run by the Daily Telegraph and the Tax Payers' Alliance the TUC has produced the following helpful facts:

The TUC is very clear that union reps – and the facilities and facility time associated with union reps – cannot simply be regarded as a 'cost' on employers. On the contrary, there is clear evidence to suggest that union reps are an important resource both for employees and employers. According to research published by the government in 2007, union reps in the public sector save the taxpayer between £167m and £397m every year by helping resolve disputes, increase the take up of training, reduce staff turnover and so on.

The same research also suggested that reps in the public sector may be worth as much as £1.2bn to £3.6bn in productivity gains.

Last but not least, the research also showed that reps in the public sector contribute up to 100,000 unpaid hours of their own time each week to carry out their union duties: time which directly benefits our public services and the people who work in them.

In a recent interview with the BBC, Lord Mandelson referred to the £20m a year that Royal Mail allegedly spends on trade union facilities. In 2009 Royal Mail's turnover was in excess of £9.5bn – meaning that trade union facilities represented a financial cost equivalent to 0.2 per cent of company turnover.

Earlier this year the TUC, CBI and government came together to issue a joint statement on the positive role of union reps in the workplace. The statement reiterated the benefits that reps can bring to workplaces, and made the point that reps need appropriate time and facilities to undertake these vital workplace activities. Of course this may mean some costs to the tax-payer – up to £10m a year according to the Times. But this cost is dwarfed by the broader contribution that reps make to the public sector; a contribution that no government or political party really interested in delivering excellent, efficient public services can afford to ignore.

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for an application form