



Active Unions....
Rebuilding Collective Prosperity



SCOTTISH TRADES UNION CONGRESS

112TH ANNUAL CONGRESS

Draft Composites and Agreed Amended Motions Booklet

President

**Fiona Farmer
President of the General Council**

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Composite A - Rebalancing the Economy (encompassing motion nos. 1 and amendment, 4, 5 and amendment, and 6 and amendment, and 28)

“That this Congress is profoundly concerned by the world crisis, which has brought substantial jobs losses and insecurity to workers in the UK and damaged the reputation of the financial sector in particular.

“Congress believes that dogmatic adherence to the virtues of markets and inadequate regulation is at the heart of the financial crisis and calls for fundamental change through policies, including greater democracy and accountability in the economy; an extension of popular ownership; more regular and robust public scrutiny and regulation of corporations; more rights for working people and trade unions; decent jobs and public services and an end to poverty and inequality.

“Congress believes that the crisis provides an opportunity to create a new economic architecture that reconnects a strong, flexible economy to the living standards of all.

“Congress also believes that the public sector (both national and local) has a significant role to play in leading the economy out of the recession by expanding public expenditure, creating employment opportunities and, therefore, reducing the potential for high levels of unemployment in the months and years to come.

“Congress welcomes the measures taken by the UK Government to inject capital into markets and the banking rescue package designed to contribute towards financial stability, and the protection of jobs, homes, savings and businesses.

“Congress believes that in return for taxpayers support, conditions to financial institutions, must include:

- trade union recognition in financial services;
- employment security;
- protecting and improving the terms and conditions of employees including pension arrangements;

- ending the remuneration packages of senior executives which reward short-termism and irresponsible risk taking; and
- overhauling the regulatory structures of the financial services sector to include trade union involvement to enhance accountability.

“Congress also supports:

- the establishment of a series of national/regional Credit Union Federations based on democratic member control and participation;
- the establishment of a Scottish Investment Bank through which strategic government investment could be channelled into the economy.
- the proposals for a ‘People’s Bank’, based on the Post Office network, and calls upon the General Council to actively campaign in support of such a service.

“Congress calls on the Scottish Government to support growth in manufacturing employment by:

- placing manufacturing growth at the heart of Government’s vision for a growing, vibrant Scottish economy;
- acting to ensure that growing Scottish businesses have access to patient, committed long-term capital;
- working with stakeholders to design and implement a low carbon industrial strategy for Scotland;
- supporting industry through sectoral public procurement strategies; and
- investing in science, technology, engineering and maths skills including a focus on in-work training;
- providing adequate funding for the Scottish Manufacturing Advisory Service.

“Congress further calls on the Scottish Government to move away from damaging cuts to public services and instead to invest in new capital projects and employment and training opportunities within the Scottish public sector to enhance much needed social services, build affordable, public housing supported by a major council house building programme across Scotland and accelerate progress towards a sustainable economy and environment.

“Congress calls on the UK Government to provide extra assistance through R&D tax credits and to seek to establish fair international trade agreements that do not discriminate against indigenous production.

“Congress instructs the General Council to campaign for increased spending on:

- rebuilding and refurbishing the schools’ estate;
- reducing class sizes in all sectors;
- employing more newly qualified teachers and other key education personnel; and
- enhancing opportunities for participation in vocational education and training.”

Mover: General Council
Seconder: Unite
Supporters: Union of Construction, Allied Trades & Technicians
Educational Institute of Scotland
GMB Scotland
Communication Workers’ Union
Dundee TUC
Edinburgh TUC

Composite B - Response to the Recession (encompassing motion nos. 2 and amendment, 8, 9, 10, 13 and amendment)

“That this Congress recognises that public policy is struggling to deal with the consequences of economic mismanagement in the 1980s and 1990s, in particular the disastrous labour market policies pursued over this period.

“Congress further recognises that one of the failures of government in the previous recessions of the early 1980s and 1990s was in not providing adequate investment and support for workers who became unemployed, resulting in a massive increase in unemployment and incapacity related benefit claimants which, in turn, became a source of sickness and disability, particularly within deprived communities. Mental health problems, which are often caused or exacerbated in the workplace, are likely to increase in the current climate.

“Congress believes that the priority for Government must be to avoid adding to this legacy by targeting effective assistance at those hit hardest by the current recession. Targeting fiscal measures and public spending at the most vulnerable, targeting specific aspects of poverty, such as fuel poverty and investment in public services, will ensure that the economic impact is maximised and the economy is best placed to recover from the current downturn.

“Congress is concerned that Government and agencies are not ready to face the challenges of rising unemployment. Congress believes it is crucial that the Scottish Government ensures that its agencies understand their roles and responsibilities in engaging with those who face redundancy or are unemployed.

“Congress notes that disabled people are still more than twice as likely to be out of work, and 75% of blind people wanting to work are unemployed. Congress further notes that the economic downturn is already exacerbating this problem and is concerned that employers, when given a choice, are less likely to employ a disabled person.

“Congress is deeply concerned at the dangers of polarisation within the workforce, where economic hardship may breed racism and prejudice against Black and minority ethnic workers.

“Congress reiterates the STUC’s commitment to opposing racism, and calls for social and economic policies that are inclusive and challenge racism and xenophobia.

“Congress believes that the deepening economic crisis demands a further strengthening of links between the trade union movement and community and campaigning organisations at local and Scottish level. so that general local campaigns are developed against unemployment and for investment in infrastructure, housing and services addressing social need.

“Congress calls for:

- enhanced redundancy protection including raising the threshold at which tax is paid on redundancy money and an increase in statutory redundancy pay;
- a re-appraisal of proposals for welfare reform, an increase in Jobseeker's Allowance and the removal of conditionality for benefit claimants;
- a proactive plan to ensure that Partnership Action for Continuing Employment teams are ready for current challenges;
- Government at all levels to encourage employers to engage early and proactively with PACE teams, should redundancy/closure become a possibility;
- commitment from UK and Scottish Governments to investment in skills and training; to channel public resources in a way that supports employers, unions and individuals to increase investment in skills; and to extend the right to time off for training to all those faced with redundancy;
- an increase in funding for, and the availability of, occupational health provision such that individual workers are able to access support at the earliest possible time.

“Congress calls on the General Council to:

- work with affiliated unions to bring to the attention of the Scottish Government the provisions of the European Legislation on reserved contracts for supported factories and businesses in the 2006 Public Contracts and Utilities Contracts Regulations and. in particular, the clause that contracting authorities should aim to have at least one or more contract with a supported factory or business.
- continue existing community initiatives with community conferences, to work with affiliates to strengthen the membership of local Trades Union Councils and to help ensure the best local coordination of affiliates' organising agendas.”

Mover: General Council
Seconder: GMB Scotland
Supporters: UNISON Scotland
Community
Disabled Workers' Conference
Black Workers' Conference
Clydebank TUC

Composite C – Energy (encompassing motion nos. 14 and amendment, 15 and 16)

“That this Congress commends the STUC’s submission to the Scottish Government on Energy, and particularly for drawing attention to the three key energy policy challenges of security of supply, climate change and affordability being effectively met, to enable delivery of the Scottish Government’s economic and social agenda. These challenges will become ever more demanding as the economic downturn continues.

“Congress notes that:

- up to 60% of coal is imported, sometimes from unreliable sources, to the detriment of our balance of payments. The fact is that there are millions of tonnes of known and workable reserves of coal in the UK, which could replace imported coal;
- the present merger between British Energy and the French giants EDF stipulate material and labour will come from France; and
- whilst energy policy is a reserved matter, the Scottish Government can effectively block new large scale power plant proposals.

“Congress believes that:

- the Scottish Government’s ideological energy policy will leave Scotland at real risk of power cuts; becoming reliant on energy imports; trailing behind in terms of inward investment and increasing the number of those suffering fuel poverty;
- large scale generation capacity is needed to avoid such an outcome, and action is needed now to ensure that replacement capacity is available when existing power stations close;
- huge opportunities exist to harness Scotland’s indigenous resources, such as tidal, wave, wind and coal, and that, pursuing the exploitation of these from research and development to delivery, will lead to high quality jobs, investment and a reinforcement of Scotland’s reputation as an innovative engineering nation; and

- to realise the opportunities of a balanced strategy, it is vital to develop a comprehensive skills strategy with the necessary investment, to ensure Scotland addresses skills gaps and shortages in the energy sector, and to equip future generations with the required skill levels.

“Congress continues to advocate a balanced energy strategy that is based on a diversity of fuel sources, to enable a secure supply of energy that is affordable and contributes towards emission reduction.

“Congress demands that any Nuclear Rebuild Programme within the UK, which will be labour intensive, must ensure that UK labour have an equitable share of the employment.

“Congress calls on both the UK and Scottish Governments to assist and encourage increasing indigenous coal production.

“Congress instructs the General Council to continue to directly challenge the Scottish Government on its ideological approach to energy policy in conjunction with others with similar views, including the UK Government.”

Mover:	Prospect
Seconder:	GMB:Scotland
Supporters:	NUM:Scotland
	Unite

Composite D - Royal Mail (encompassing motion nos. 19 and 20)

“That this Congress notes the publication of the Hooper report on the future of Royal Mail.

“Congress welcomes the Report’s conclusion that the current universal service obligation provided by Royal Mail must be protected, and that the primary duty of the Regulator should be to maintain it; further welcomes the recommendation that the Government should take responsibility for the pensions’ deficit; endorses the call for a new relationship between management and postal unions; and welcomes the CWU’s commitment to negotiate an agreement to deliver modernisation of the industry.

“Congress notes with concern that in 2007 the Government agreed a £1.2bn debt facility on commercial terms to modernise Royal Mail, but by March 2008, Royal Mail had spent only around one third of what it intended to spend in its original modernisation plan.

“Congress rejects the key recommendation of the Hooper Report to sell a minority stake in Royal Mail, which threatens the future of the UK’s national, integrated, postal network and universal service. This threatens collections and deliveries at an affordable tariff, an important dimension for Scotland, where many rural and remote communities are dependent on reliable postal services.

“Royal Mail is seen as the most trusted establishment to handle and deliver the people’s mail. Congress opposes the continued cutback of the Post Office branch network and the franchising of Crown offices.

“Scottish communities have suffered significantly from the closure of Post Office branches, which impact severely on vulnerable rural and urban deprived areas. Congress calls on the Government to revitalise the Post Office network as a ‘shop front’ for Government and mail services and create a People’s Bank to provide a comprehensive range of financial services.

“Congress notes the Government is currently advertising for a new Chairman of Royal Mail and urges the Secretary of State to appoint a Chair and management team, who are committed to the principles of a modern public enterprise.

“Congress resolves to campaign against any privatisation of Royal Mail in part or whole.”

Mover: Communication Workers’ Union
Seconder: North Lanarkshire TUC

Composite E - Quality Journalism and Broadcasting in Scotland (encompassing motion nos. 21, 22, 23 and 24)

“That this Congress is deeply concerned at the crisis facing Scotland’s newspapers.

“Congress also notes with concern the ongoing redundancies in BBC Scotland, which are fundamentally dismantling its ability to make high quality, public service programmes. These cuts leave the BBC in Scotland unable to create, bid for, or produce new programmes in Scotland and are contributing to a massive skills’ drain from Scotland and are steadily moving BBC Scotland towards the status of a UK regional news provider.

“Equally, it will be unable to staff or produce the substantial increase in programming promised by the BBC’s Director General in the coming years, and it will have to rely heavily on a low wage, long hours, casualised, workforce culture, which its unnecessary redundancies will have created.

“Congress recognises the potential employment opportunities the broadcasting industry offers in a range of skills and, therefore, welcomes the Scottish Broadcasting Commission’s report and its core recommendation that a new Scottish digital network should be established to encourage greater output from Scotland and more employment opportunities in Scotland.

“Congress further notes that broadcasting is an important and discrete part of the wider Scottish economy. Broadcasting and the making of programmes in Scotland have been hampered by broadcasting decision-makers, commissioners and financial controllers all being based in London.

“Congress, therefore, calls upon the STUC to:

- campaign for the setting up of a Scottish Government Commission to consider measures to halt the decline of quality journalism in Scotland;
- support trade unions and their members taking action against redundancy;

- condemn the BBC redundancies and to campaign for an urgent Scottish Parliament investigation on the management of BBC Scotland, with a view to defending quality Scottish programmes, and the permanent jobs needed to deliver these; and
- enter into a dialogue with politicians, regulators and broadcasters to maximise the economic benefit of broadcasting to Scotland and to campaign and lobby for the implementation of the recommendations of the Scottish Broadcasting Commission as soon as possible.”

Mover: National Union of Journalists
Seconder: Broadcasting, Entertainment, Cinematograph
& Theatre Union
Supporters Equity
Edinburgh TUC

Composite F - Drama and the Performing Arts (encompassing motion nos. 26 and 27)

“That this Congress notes that Scotland has a consistent record of achievement in producing world class, talented actors. Currently, due to changes in the Higher Education sector, Scotland may be about to lose one of its two accredited ‘gold standard’ drama courses.

“Congress calls on the Scottish Government to renew its commitment to the performing arts at this time of economic uncertainty and financial constraint, and to confirm the role of the performing arts at the centre of Scottish life and culture.

“Congress calls on the STUC to lobby the Scottish Funding Council and the Scottish Government to ensure that Scotland continues to have two accredited ‘gold standard’ conservatoire drama courses, to ensure future students continue to have the choice of courses and the opportunity to reach their potential without having to leave Scotland and train elsewhere.”

Mover: Equity
Seconder: Musicians’ Union

Composite G – The Learning Agenda (encompassing motion nos. 31 and 32 and amendment)

“That this Congress welcomes Scottish Government’s support for the learning agenda across the trade union movement in Scotland.

“Congress notes the success of the Scottish Union Learning Fund (SULF) since its creation in August 2000, and of Union Learning Representatives (ULRs) in achieving its aim of 'encouraging workplace learning in its widest sense' and in informing, supporting and advising trade union members of the availability of learning and professional development opportunities.

“Congress notes that the evaluation of SULF commissioned by the Scottish Government states that ‘unions are using SULF for its intended purpose to deliver workplace learning that is in addition to that which already exists, which has both revealed and stimulated a so far unappreciated large demand for workplace learning, and in many cases has effected a learning culture change amongst employees, who previously would not have considered, let alone been involved in learning’.

“Congress congratulates the STUC on having the foresight to bid for European Social Fund (ESF) funding and, in recognition of funding concerns as the current round of ESF ends in 2013, calls on the Scottish Government to:

- create sustainable funds for both SULF and the delivery of workplace learning, which would be safeguarded by the use of learning agreements between trade unions and employers, as well as the establishment of strategy groups in the workplace, consisting of trade unions, employers and learning providers;
- continue to support projects proposed by trade unions to support a broad range of learning and professional development at all levels among trade union members; and
- continue to support an expansion in the learning opportunities of trade union representatives, involving constructive engagement with employers.

“Congress calls on employers, including local authority employers, to give a full commitment to the learning agenda for trade union members, including the granting of appropriate time off for Union Learning Representatives to carry out their duties.

“Congress also resolves to campaign for improved legal rights for ULRs and a compulsory levy, which would assist in businesses committing essential resources for training.”

Mover: Educational Institute of Scotland
Seconder: Associated Society of Locomotive
Engineers & Firemen
Supporter: Unite the Union

Composite H – Railways (encompassing motion nos. 37 and 38)

“That this Congress recognises, and has previously asserted, that privatisation has been a disaster for the railways and travelling public, and condemns the SNP Government’s profoundly undemocratic decision to extend the Scotrail franchise by three years without consulting trade unions in 2008, or other stakeholders.

“While welcoming Government commitments to mitigate the effects of the recession by bringing forward capital works and infrastructure development projects, Congress notes with concern the outlook for the rail industry in the current economic climate, with increasing unemployment, deepening recession and a decrease in passenger numbers likely to result in significant cuts in rail services, as well as a dramatic fall in revenues for the train operating companies, with the result that many will seek to renegotiate their franchises.

“Congress is further alarmed at the projections for the rail freight sector, with major downturns in steel and car manufacturing, Network Rail’s 50% reduction in maintenance and renewals to deliver short term efficiency savings and less than anticipated levels of Olympic traffic, all resulting in job losses.

“Congress supports the construction of a publicly-funded and publicly-accountable high speed rail link between Scotland and the existing Channel Tunnel rail link via London, which would bring considerable social and environmental benefits to the country by:

- increasing job opportunities;
- reducing our carbon footprint; and
- freeing capacity for additional freight on existing rail lines.

“Congress is appalled by the average increase of 6% in rail fare increases introduced by First Scotrail in January 2009 during a major economic downturn.

“Congress calls on the STUC to:

- urge the Government to resist the attempts of train operating companies like FirstGroup to renegotiate their franchises in the

face of financial difficulties and cut services, and instead bring these franchises back into public ownership to be run on a not-for-profit basis, with profits reinvested in the network's infrastructure;

- continue to press the Scottish and Westminster Governments to recognise the case for high speed rail links and the need for investment in this essential rail development. Congress also calls for an affordable fares structure to ensure that the benefits of high speed rail links are not the preserve of the few;
- urge the Government to pressurise Network Rail to undertake the necessary track maintenance and renewal work, not only to assist the rail freight industry and deliver the Government's own counter recessionary capital works proposals, but to ensure the overall health and safety of the network for staff and travelling public alike;
- continue to advertise the contribution that affordable rail fares can make to encouraging people to get out of their cars and into public transport; and
- seek to ensure that future rail fare increases in Scotland require the prior approval of the Scottish Government.

Mover: **Transport Salaried Staffs'**
Secunder: **Association Associated Society of**
Locomotive Engineers & Firemen

Composite I - Public Services (encompassing motion nos. 44 and amendment, 45, 46 and amendment, 47, 48 and 49)

“That this Congress recognises the important role quality public services play in building a fairer society in Scotland based on the principles of democracy, fairness, partnership, investment and excellence. Congress believes that in difficult economic circumstances, it is even more important that public services are able to contribute to social prosperity and add value to the Scottish economy and that local authorities in Scotland are able, within their budgets, to prioritise services which safeguard vulnerable people in society.

“Congress condemns the role successive Governments in Scotland and the UK have played, not only in diminishing the quality of public services provided, but in seeking to falsely divide the interests of the people from the interests of the workers in public services.

“Congress condemns the cuts in public services which have arisen as a consequence of the 2007 Comprehensive Spending Review and the 2008/09 and planned 2009/10 Budget settlement that has put real pressure on the ability of many public service organisations to maintain effective public services.

“Congress is concerned that certain aspects of public policy might damage quality service provision through:

- reductions in core funding for key public services;
- job losses and compulsory redundancies;
- the erosion of employment opportunities;
- cuts in staffing standards;
- the continued pressure on services and staff in the community and voluntary sector through second stage tendering and the absence of full cost recovery;
- insufficient recognition of the importance of equality, including full implementation of the statutory equality duties, including equal pay for work of equal value and the use of procurement strategies to address poverty through a living wage;
- the failure to fully implement Scottish Government two-tier workforce guidance in light of the increased use of outsourcing in local government; and

- the discredited use of Public Private Partnerships, including the Scottish Futures Trust.

“Congress condemns the opportunities scorned by successive Governments in Scotland and the UK, to build efficiency and improvements in public services based on the needs of the people, and the cuts in expenditure being planned by Scotland’s local authorities under the guise of so called efficiency savings, including the development of shared services based on overly optimistic outcomes and savings without a coherent strategy that recognises the service quality and staffing implications.

“Congress is concerned at the continuing trend over recent years of local authorities placing the provision of Cultural and Leisure facilities into Trusts that, in practice, quickly seek to:

- worsen the terms and conditions of employment for their employees;
- rapidly expand senior management structures and salaries; and
- place unrealistic demands for substantially increased funding on a year on year basis from the local authority.

“Congress is concerned at the confusion over the role of the local government Concordat and Single Outcome Agreements and that these mechanisms will not be sufficient to provide, or allow for, delivery by local authorities of agreed decisions on a number of specific education commitments made by the Scottish Government. including reductions in class size, the maintenance of a minimum of 53,000 teachers and funding for free school meals.

“Congress calls on the General Council to engage with the Scottish Government and others to:

- ensure that public services are properly funded and developed to support the Scottish economy in challenging economic circumstances;
- ensure that a fundamental review is carried out to examine whether local authority funded Trusts deliver best value for the provision and management of cultural facilities and consider alternatives which may provide better financial control, better

governance and clearer means of accountability, such as returning Trusts to full democratic control within local authority structures; and

- examine ways in which Scottish Government commitments can be protected from the effects of local authority budget cuts through discussion with both the Scottish Government and Scottish local authorities, with a view to establishing funding mechanisms which are transparent and not open to dispute or varied interpretation.

“Congress further calls on the General Council, in consultation with affiliates, to develop and promote a new Charter for Public Services based on enshrining the rights and responsibilities to which all parties - governments, as the employer of public services workers, and the people can transparently base the future of Scotland and Britain’s public services.”

Mover: UNISON:Scotland
Seconder: Educational Institute of Scotland
Supporters: Public & Commercial Services Union
GMB:Scotland
Scottish Secondary Teachers’ Association
Broadcasting, Entertainment, Cinematograph
& Theatre Union
Aberdeen TUC

Composite J - Welfare Reform – Job Centre Plus (encompassing motion nos. 53 and amendment and 54)

“That this Congress notes with concern the publication in December 2008 of the Government’s White Paper on Welfare Reform. This paper announces the intention of the Government to introduce legislation that amounts to a major attack on key elements of the welfare state. These include:

- greatly extending the role of the private and voluntary sectors in delivering welfare services;
- abolition of Income Support;
- introducing a ‘work for your benefit’ scheme;
- stricter sanctions on the unemployed;
- forcing lone parents and those with long term illnesses to seek work, or lose their benefit if they refuse; and
- giving the private sector the right to bid for the work of Jobcentre Plus.

“These proposals were unacceptable when first published, but appear even more so in the context of a major recession and rapidly increasing unemployment. The overwhelming majority of people dependent on state benefits are victims of factors outside their control. The Government should be focussing on providing the help and support they need, instead of penalising them and cutting their benefits.

“Congress is appalled by, and condemns the rhetoric used by, politicians during debates surrounding welfare reform. This has been used to stigmatise the vulnerable and divide communities, and is in sharp contrast to the slowness to criticise corporate finance, whose crisis is inflicting so much damage and misery.

“Congress re-affirms its opposition to the staffing cuts and office closures, which have greatly reduced the services provided by Jobcentre Plus.

“It notes that unemployment is continuing to rise rapidly and that new rules for those claiming benefit are bringing even more work to the benefit system administered by Jobcentre Plus.

“It is also concerned that the pressures resulting from this could cause a backlash against frontline Jobcentre staff to the detriment of their health and safety.

“Congress believes that the Government should rethink its plans and introduce instead reforms to create a better welfare state and fairer society. Measures that should be adopted are:

- immediate increases in the rates of Jobseeker’s Allowance and other benefits;
- an end to the privatisation of Jobcentre Plus work;
- positive measures to make employers offer flexible working practices and expand the provision of affordable childcare; and
- voluntary not compulsory skills training for those who want it, with proper financial support for those unable to work.

“Congress instructs the General Council to organise the widest possible opposition to the White Paper with other unions, pressure groups and other interested organisations.”

Mover: Public & Commercial Services Union
Seconder: National Union of Rail, Maritime & Transport Workers
Supporter: Kirkcaldy TUC

Composite K – Pensions (encompassing motion nos. 56, 57, 58 and amendment and 59)

“That this Congress believes that current Government policy is contributing to poverty amongst the UK pensioners, and that successive Governments have broken their election pledges to deliver a decent State Pension for pensioners.

“State Pension is a right and not a benefit and should, therefore, be an entitlement for all older people, and richer pensioners could be taxed as required.

“Congress notes positive aspects in the Pensions’ Bill, such as allowing people to buy back years, but also recognises that many will not be able to afford this.

“Congress rejects the attacks of employers on occupational pension schemes and believes that, until the Government establishes sensible pensions’ legislation, there is little, other than effective collective bargaining, that will restrain employers.

“Congress further rejects the idea that there is a pensions’ crisis because people are living longer, not least because the National Insurance Scheme has excesses of more than £35 billion.

“Congress calls on the Government to safeguard the future for those employees who are saving their deferred wages as pensions, so that they are not living in poverty, or depending on State support upon retirement.

“Congress calls on the Government to meet the key demands of the National Pensioners’ Convention:

- that the basic State Pension be raised above the £151.00 a week poverty level (for a single pensioner);
- that the link with earnings or prices (whichever is the higher) be immediately restored; and
- that the State Pension be paid to all existing pensioners on a universal basis.

“Congress also calls for substantial additional assistance to the oldest pensioners as of right, noting that the derisory 25 pence a week awarded to the over 80s hasn’t been enhanced since its introduction in 1971.

“Congress, therefore, calls on the General Council to:

- work with the TUC and Wales TUC, Scottish Pensioners’ Forum and National Pensioners’ Convention, to organise a national rally and demonstration of Government; and
- continue its excellent campaigning work on the issue of State Pensions and for effective legislation to protect Scottish occupational pensions.”

Mover: Associated Society of Locomotive
Engineers & Firemen
Seconder: Dundee TUC
Supporters: North Lanarkshire TUC
Dunfermline/Cowdenbeath TUC
GMB:Scotland

Composite L - Vulnerable and Migrant Workers (encompassing motion nos. 60 and amendment and 61)

“That this Congress notes that the Commission on Vulnerable Employment recently estimated that there are around 2 million workers in the UK who are in vulnerable employment.

“Congress welcomes improvements in employment rights for Scotland's 180,000 vulnerable workers, such as the tripartite agreement on agency workers, annual increases in the Minimum Wage and the further increase in statutory holiday entitlement that came into force in April 2009.

“Congress believes that strengthening employment rights enforcement mechanisms should be a priority for the Scottish trade union movement in the run-up to the next General Election.

“While Congress applauds the work of Scotland's National Minimum Wage Compliance Officers and the Health and Safety Executive in enforcing the Minimum Wage and the Health and Safety Regulations, it is still the case that underpayment of the Minimum Wage and breaches of health and safety law are far too high in Scotland.

“Congress, therefore, calls on the General Council to lobby Government:

- to better enforce regulation of the sectors where the risk of exploitation of these workers is greatest;
- for a better resourced and more extensive proactive enforcement strategy and a greater role for trade unions in the enforcement process;
- for effective enforcement measures to be included in the forthcoming Agency Workers' legislation;
- for action to improve employment rights' awareness and a publicity campaign targeted at those Scottish industries and regions where vulnerable workers are highly likely to be employed;
- for vulnerable workers to have access to advice, including legal aid;

- for a Fair Employment Commission, with an office in Scotland, to be established alongside existing enforcement agencies to provide for co-ordination of employment rights enforcement;
- for an extension of the Gangmaster Licensing Regulations into industries where vulnerable workers require further employment protections;
- to look at how immigration regulations can be improved to stop the exploitation of migrant workers;
- to grant asylum seekers the right to work; and
- to work towards a regularisation of the status of migrants who are currently here illegally.

“Finally, Congress calls upon all affiliates to step up their recruitment activities in the low paid sectors, where vulnerable workers are most likely to be employed, with a view to improving their living standards.”

Mover: Union of Shop, Distributive & Allied Workers
Seconder: Communication Workers’ Union
Supporter: Union of Construction, Allied Trades
& Technicians

Composite N - Alcohol and Test Purchases (encompassing motion nos. 78, 79 and 80)

“That this Congress is concerned at the continuing social and economic tolls of alcohol abuse in Scotland. Alcohol abuse affects every aspect of an individual’s life - at home and in the workplace - and believes that tackling the binge drinking culture in Scotland should be a priority for Government and Scottish civic society.

“Congress very much supports initiatives to stop the sale of alcohol to underage people. We recognise that such practices can cause a blight on communities, leading to an increase in anti-social behaviour.

“Congress supports initiatives like the ‘Think 21’ and ‘Think 25’ and welcomes efforts by the drinks industry to promote the carrying of proof of age cards.

“Congress believes that it is unacceptable to solely focus on the behaviour of the under 21 age group when:

- two-thirds of those accused of homicide (and whose drug status was known) in 2006/07 were either on drink or drugs at the time of the offence;
- 45% of Scottish prisoners in 2007 said they were drunk at the time of the offence;
- 62% of domestic abuse cases in 2003 involved alcohol;
- 65,000 Scottish children are estimated to live with a parent whose drinking is problematic; and
- a quarter of children on the Child Protection Register are estimated to be there due to parental alcohol or drug misuse.

“However, Congress is concerned that the Scottish test purchasing scheme is too draconian impacting disproportionately on shopworkers, and that a shopworker who fails a test purchase is likely to get a heavy fine and a criminal record, even if it is their first offence.

“Congress, therefore, calls on the STUC General Council:

- to work with the Youth Committee in lobbying the Scottish Government, calling for their alcohol misuse policies to focus on the whole of Scottish society; and

- to work more closely with the national health services and alcohol abuse services, to encourage co-ordinated action by trade unions and employers to help to eradicate a problem that affects families and communities across Scotland.

“Congress further calls on the STUC General Council to campaign for:

- an advertising campaign to drive home the message that under-age drinking is culturally unacceptable;
- a single and robust age identification scheme, with difficult to forge ID cards;
- a greater onus on retail employers to provide training and support for staff who are dealing with age related sales; and
- a test purchase system that allows first time offenders to offer mitigating circumstances and does not leave them with a criminal record.”

Mover: Union of Shop, Distributive & Allied Workers
Seconder: STUC Youth Conference
Supporter: Community

**Composite O - Child Poverty and First Time Families
(encompassing motion nos. 89 and 90)**

“That this Congress notes research by the Child Poverty Action Group in Scotland, which shows that one out of four children in Scotland are living in poverty, and recognises that the poverty of children is inextricable from the poverty of their mothers. Women and children are more likely to be poor, because of women's low pay, and the event most likely to tip low paid families into poverty is the birth of their first child.

“Congress welcomes the Government's commitment to ending child poverty by 2020 and notes that the 2009 budget is critical if the Government is to meet this target. In the current financial climate, the work unions are doing to boost members' incomes and to raise awareness of rights and benefits is more important than ever.

“Congress welcomes the General Council's commitment to prioritise this issue and calls on it to step up the pressure to ensure that the Government keeps its promise to tackle child poverty and to campaign with the various groups, including Poverty Alliance, Barnardos and Oxfam to keep this pledge by the Government high on the agenda.

“Congress agrees to:

- continue to support the work of affiliates in negotiating enhanced maternity pay and paid time off for family leave;
- press the Government to honour its commitment to extending the right to request flexible working to parents of older children;
- continue to support the End Child Poverty's 'Keep the Promise' Campaign and encourage them to link in with unions; and
- continue to work with and support the Scottish Child Poverty Action Group.”

Mover: Union of Shop, Distributive & Allied Workers
Seconder: Glasgow TUC

Composite P - Trade Union Rights (encompassing motion nos. 92 and amendment and 93)

“That this Congress reiterates its call for repeal of the anti trade union laws and support for the Trade Union Freedom Bill.

“Congress recognises this year, the 25th anniversary of the Tory ban on trade union rights at GCHQ, and successful battle to restore those rights in 1997. Congress further acclaims the courage of those workers on Clydeside who, 90 years ago, faced Government troops and tanks in Glasgow to win their rights.

“Congress congratulates those MPs, who rebelled against the Government in November 2008 and voted in favour of the amendment to the Employment Bill, tabled by John McDonnell MP, which would have simplified balloting procedures in accordance with a key clause of the Trade Union Freedom Bill.

“Congress also congratulates the United Campaign to Repeal the Anti Trade Union laws for its lobbying in support of the Trade Union Freedom Bill.

“Congress notes with great concern the four recent European Court of Justice decisions in the Viking, Laval, Ruffert and Luxembourg cases which, taken together, have gravely restricted the right of workers to take industrial action in defence of existing collective bargaining agreements, as well as the rights of member states and of local authorities to require contractors to honour minimum conditions.

“In this respect, Congress notes the resolution passed at the 2008 TUC that unelected judges of the EU, using the ‘free movement’ provisions have disembowelled the concept of social Europe and undermined the ability of unions to protect workers, and that the Lisbon Treaty would exacerbate these attacks by handing greater powers to the ECJ to interpret disputes concerning the Charter of Fundamental Rights.

“Congress further notes that the 2008 TUC resolved to campaign against the ECJ judgments, including calling for a European wide day of action.

“Congress also notes that the ETUC is supporting a 'Social Progress Protocol' in future Treaties, which would unconditionally defend collective bargaining rights and specifically the right of workers to withdraw their labour collectively as they should decide.

“Congress resolves to:

- lobby the British Government, to ensure that such a Protocol is inserted in the Lisbon Treaty, to give support to trade union-based campaigns in Britain and across the EU for such an amendment to the Lisbon Treaty, and to support the demand of trade unions in Ireland for such an amendment, prior to any second Referendum on the Treaty and facilitate meetings of affiliates to promote the campaign; and
- continue to lobby MPs, MSPs and MEPs (specifically in advance of the European Elections) to support this campaign.”

Mover: National Union of Rail, Maritime & Transport workers
Seconder: Clydebank TUC
Supporter: Public & Commercial Services Union

Composite Q - International Peace (encompassing motion nos. 94 and amendment and 104)

“That this Congress welcomes the election of Barack Obama as President of the USA and hopes that this leads to changes in USA foreign policy, and supports his pre-election promises to:

- work with Russia to take nuclear weapons off high-alert;
- withdraw US combat units from Iraq;
- enter dialogue with Iran without preconditions; and
- lift restrictions on travel and sending money to Cuba, and commitment to direct talks with the Cuban Government.

“However, Congress recognises the serious and ongoing threats to peace, including the:

- potential of the world economic downturn to increase international tension;
- absence of an effective strategy for withdrawal of international troops from Afghanistan and the potential for further destabilisation that the spread of military operations into Parkistan represents;
- continuing failure to ensure Israel meets its international obligations in respect of Palestine; and
- ongoing US plans for a European missile defence shield system.

“Congress reaffirms its support for a lasting peace in the Middle East based on the creation of a viable Palestinian state with Jerusalem as its capital, and for a fundamental change in US policy in South and Central America, including an end to the boycott of Cuba.

“Congress calls on the UK Government to:

- reverse its decision to deploy a new generation of nuclear weapons on the Clyde, freeing long term resources to invest in the productive economy;
- accept that UK citizens who were subjected to ‘extraordinary rendition’ should be allowed to return to the UK on their release from the Guantanamo Bay prison camp.
- promote action at the United Nations and European Union towards a meaningful Middle East peace process;

- work with NATO and its other partners to organise a withdrawal from Afghanistan and allow the whole international community the space to help progressive forces in Afghan society rebuild their country in accordance with the principles of self determination laid out in the United Nations Charter.”

“Congress calls on the General Council to:

- continue to support the Scottish Government’s Scotland without Nuclear Weapons Working Group;
- engage with Palestine solidarity organisations and civic Scotland to ensure the widest possible support in Scotland for justice in the Middle East; and
- continue to support the recognised Central and South American solidarity organisations to campaign for a change in US policy in that region; and
- campaign to prove that the UK Government was complicit in ‘extraordinary rendition’ by assisting the US in its rendition policies in Iraq, Pakistan and Afghanistan.”

Mover: Public & Commercial Services Union
Secunder: South Lanarkshire & East Kilbride TUC
Supporter: Communication Workers’ Union

Composite R – Palestine (encompassing motion nos. 95, 96, 97 and 98)

“That this Congress condemns the excessive and indiscriminate force used to attack what is the mostly densely populated open air prison in the world, Gaza City.

“Congress expresses its deep concern at the Israeli Government’s ban on foreign media workers entering Gaza to report on the recent conflict. When reporting is restricted in this way, it inevitably suggests that atrocities against civilians are being committed on a scale which the perpetrators wish to hide from the rest of the world.

“Congress salutes the courage of media workers in Gaza, who continue to report on the situation there, despite grave danger.

“Congress calls on the British Government to condemn the Israeli aggression behaviour towards the Palestinians in Gaza and stop selling weapons to the Israeli Government.

“Congress also calls for the establishment of a genuine Palestinian state, where the people have control over their own economy and destiny. The state of Palestine should be in secure borders clearly defined by the United Nations. The agreed land of Palestine should be free from intervention from any other state, at any level, within the United Nations.

“Congress agrees to publicise the work of Scottish Friends of Palestine and other solidarity organisations in Scotland, with a view to increasing trade union participation and membership of these organisations.”

Mover: National Union of Journalists
Seconder: Edinburgh TUC
Supporters: Glasgow TUC
Aberdeen TUC

Composite S – Cuba (encompassing motion nos. 101 and 102)

“That this Congress notes that the new administration in the US Government is advocating change and agrees that the opportunity must now be taken to demand that the new US Government finally ends the illegal blockade of Cuba.

“Congress condemns the illegal blockade on Cuba by successive United States administrations, and condemns the continued detention of the Miami 5.

“Congress calls on the US Government to recognise that Cuba has the right to exist as an independent nation; to trade freely; and choose its own method of government without duress or consequence from outside nations.

“Congress further notes that 2009 is the 50th Anniversary of the Cuban Revolution. As the Anniversary year progresses, Congress congratulates the Cuban people on their achievements in health and education. The eradication of illiteracy, free education for life, and the attainment of infant mortality rates and life expectancy on a par with rich countries have all been achieved against the backdrop of the largest and most inhumane blockade in human history.

“Congress recognises Cuba’s commitment to international solidarity which includes more than 37,000 health professionals working for free in 79 countries, including substantial emergency aid to countries like Peru, Indonesia and Pakistan, and 30,000 scholarships to students from developing countries to study in Cuba.

“Congress, therefore, calls upon the Scottish Government and the UK Government to make the necessary representations to the US Government, demanding that they immediately end their illegal blockade of Cuba.

“Congress agrees to take the following steps in relation to support and solidarity for Cuba:

- launch a drive to increase membership of the Scottish Cuba Solidarity Campaign amongst affiliates;
- provide continuing support to the Campaign to secure the release of the Miami 5; and

- encourage affiliates to organise events and activities to celebrate 50 years of the Cuban Revolution during 2009.”

Mover: Fire Brigades Union
Seconder: Kilmarnock & Loudoun TUC

Composite T – Trident (encompassing motion nos. 105 and amendment and 106)

“That this Congress reaffirms its opposition to the Trident submarine missile system. With a contracting economy, a ballooning national debt and no significant external threat, it is quite irresponsible to squander £25 billion on building new weapons of mass destruction.

“Congress believes plans to establish additional missile defence systems in Europe will increase the threat to peace.

“Congress also notes that there will be some important parliamentary voting and discussion on this issue during 2009 and agrees to seek to influence MPs and the Government, to demand a debate and vote at Westminster before any further decisions on Trident replacement are taken.

“Congress, therefore, calls on the British Government to:

- cancel the programme of Trident replacement and work with the Scottish Government and others to develop a planned programme, to diversify Scotland’s economy away from Trident;
- allow a full parliamentary debate on the issue;
- use the opportunity presented by the change of US President to press for a change in this policy by urging President Obama to negotiate with Russia, to secure deep bilateral cuts in the nuclear arsenals of the United States and Russia as a prelude to a multilateral Nuclear Weapons Convention, and a global ban on all nuclear weapons;
- halt the expansion of NATO and oppose any moves to recruit Georgia or Ukraine to NATO membership; and
- end Britain’s involvement in the Missile Defence programme by closing Menwith Hill and Fylingdales, and oppose plans to place x-band radar in the Czech Republic and interceptors in Poland.

“Congress calls on the General Council to:

- co-ordinate and produce publicity aimed at encouraging individual trade unionists to raise the issue of Trident replacement with MPs; and

- work with affiliates in continuing to make the case against Trident replacement.”

Mover: Clydebank TUC
Seconder: Kilmarnock & Loudoun TUC
Supporter: National Union of Rail, Maritime & Transport Workers

3. Human Trafficking and Sexual Exploitation (as amended)

“That this Congress welcomes steps the UK and Scottish Governments have taken to combat the trafficking of human beings, including the Update to the UK Action Plan on Tackling Human Trafficking (July 2008), and the ratification of the Council of Europe Convention on Action Against Trafficking in Human Beings by the end of 2008. However, Congress recognises that there is still far more to be done to address this issue, to support the victims, and to end this shameful trade.

“Congress is deeply concerned at the levels of trafficking into the UK for sexual exploitation, forced labour, or other forms of exploitation. The Home Office reports that, whilst the overall scale of human trafficking remains unclear, internal research conducted in 2003 suggested that ‘at any one time there were approximately 4,000 victims of trafficking for sexual exploitation in the UK’. Congress is alarmed at the level of trafficking of children, with the Home Office referencing research that suggests this could be between 360 and 1,000 children each year. Congress, therefore, welcomes moves in Scotland to confirm the legal primacy of the welfare of trafficked children.

“Congress recognises the links between human trafficking, sexual exploitation and prostitution, and acknowledges that prostitution is violence against women. Congress calls for the criminalisation of the purchase of sex, whether in public places or private clubs and brothels throughout the UK, as a means of tackling human trafficking, exploitation and violence against women.

“Congress welcomes developments which challenge violence against women and children, including support for the White Ribbon Campaign in Scotland, the Rape Crisis ‘This Is Not An Invitation To Rape Me’ Campaign, and STUC Women’s Committee’s awareness raising.

“However, Congress notes that many ‘rescued’ women disappear through fear and suspicion. It, therefore, calls for their ‘reflection period’ to be increased to 90 days alongside an independent support and immigration review system.

“Congress urges the General Council to continue to tackle trafficking, sexual exploitation and violence against women and children in Scotland and across the globe, ensuring that victims are supported, traffickers are prosecuted, and those buying sex are penalised.”

Mover: General Council

Seconder: UNISON: Scotland

18. Forestry Commission (as amended)

“That this Congress notes the Scottish Government’s proposals to lease to the private sector up to 25 per cent of the Forestry Commission estate in Scotland.

“Congress welcomes the Government’s targets on climate change, but rejects the proposal to lease out publicly owned forestry to help pay for climate change measures.

“Congress also rejects the Government’s ill thought out proposals for creating a not for profit trust, when a democratically accountable body already exists.

“Congress believes that the Forestry Commission does have a role to play in combatting climate change, but not as a so-called ‘source of capital release’, but for carbon offset, replacement and storage.

“The present proposals will have a negative effect on access to woodland, on the supply of timber to downstream industries, and on land ownership and control in Scotland. Congress believes that guarantees to staff of no compulsory redundancies’ protection under TUPE regulations are significantly devalued by the leasing proposal. Many jobs are in isolated, rural locations and lessons should be learned from the disastrous effects of forest privatisation in New Zealand and Sweden.

“Congress believes that there should be more common ownership and control of land in Scotland not less, and that the Forestry Commission and its estates should be expanded not contracted.

“Congress welcomes the campaign led by the Forestry Commission trade unions to stop this privatisation, and pledges the support of the entire trade union movement in mobilising public opinion against the Scottish Government’s plans and for sustainable, socialistic alternatives.”

Mover: GMB:Scotland

Seconder: Public & Commercial Services Union

29. Apprenticeships (as amended)

“That this Congress notes that traditional craft based apprenticeships are the most effective form of training for many young workers in Scotland.

“Congress welcomes and fully supports the ethos of John Park MSP’s consultation to progress a Bill in the Scottish Parliament that will make an apprenticeship a right for young workers.

“Congress fundamentally disagrees with organisations that dismiss apprenticeships as not being of vital significance to the future of Scotland’s economy. Apprentices will be critical to Scotland’s ability to deliver a range of projects from the Royal Navy aircraft contract on the Clyde and Rosyth to the 2014 Glasgow Commonwealth Games.

“Congress welcomes the UK Government’s stance that Programme Led Apprenticeships in the construction industry are not an adequate alternative to traditional craft-based apprenticeships with identifiable employer relationships with an apprentice.

“Congress further notes that various strands of government have a key role in ensuring the provision of craft apprenticeship numbers are maintained through public sector contracts. Layers of government, with a responsibility for procurement, must be proactive in ensuring high quality training across many industrial sectors.

“Congress is aware that Section 106 Agreements in England allow local council contracts to stipulate certain provision for local areas and the environment and would, therefore, support similar agreements to be developed across Scottish local authorities.

“Congress, therefore, calls upon the General Council to campaign for:

- government contracts to include clauses that require successful construction contractors to provide apprenticeships;
- Local Authorities, Local Economic Regeneration and Development Companies, Health Trusts, and Housing Associations to provide clauses for apprenticeships when awarding contracts; and

- pressure to be maintained with the Scottish Government to maintain employer led traditional craft-based apprenticeships.”

Mover: **Union of Construction, Allied
Trades & Technicians**

Seconder: **Unite the Union**

52. Scottish Government Pay Policy (as amended)

“That this Congress condemns the Scottish Government’s pay policy in relation to Non-Departmental Public Bodies (NDPBs) and civil service workers.

“The policy has undermined living standards and the implementation has been marred by confusion and delay with a consequent impact on staff morale.

“Congress recognises that workers in NDPBs and civil service workers are angry about the difficulties caused by the inflexibility of the policy and the administrative processes and this has led to industrial action. In many cases, it has taken almost two years to get to a pay offer, let alone negotiate a settlement. The remits for this year are now falling into the same black hole.

“Congress notes that problems include:

- delays in preparing the guidance that is then introduced without meaningful consultation;
- excessive delays by the Scottish Government in responding to NDPB management’s proposals;
- the rigid interpretation of the guidance that leaves little scope for negotiation at a local level, undermining free collective bargaining;
- limited recognition and assistance with the short term costs of equal pay and harmonisation; and
- imposing new pay structures that are not fully funded.

“Congress, therefore, calls on the General Council to engage with the Scottish Government on a comprehensive review of the Scottish Government’s pay policy and its implementation, with a view to allowing NDPBs and civil service workers and their trade unions the opportunity to negotiate pay through collective bargaining arrangements, which are appropriate and ensure fairness in line with other workers.”

Mover: UNISON:Scotland

Seconder: Public & Commercial Services Union

63. Performance Management (as amended)

“That this Congress notes that performance management systems are now commonplace in many sectors of the economy and, instead of acting as a positive development tool which inspires high performance, are too often being used e.g. to pressurise workers into producing more, drive down wages, create quotas for under performers and manage workers out of their jobs, etc.

“The use of performance management processes is a particularly brutal method of making workers behave and react to company imposed standards, discarding those who do not fit the template.

“There is also increasing anecdotal evidence that workers subjected to these processes are increasingly suffering from mental health problems and that sickness absence has also dramatically increased.

“Congress is, therefore, instructed to commission a research project to establish the cost and affect performance management processes are having on the workforce in various sectors, including the amount of management time which is spent implementing them, and to further establish if there is a link between these processes and the rise in workplace mental health problems.”

Mover: Communication Workers’ Union

Seconder: Connect

83. Immigration (as amended)

“That this Congress notes that the new points-based immigration rules for employees came into force on 27 November 2008, and for students from March for the intake in Autumn 2009. Under this system, migrant workers and students will be required to carry biometric ID cards, even though the Scottish Government opposes the use of such cards. Most migrants will require a sponsor for their application to work or study in the UK. The sponsors must be licensed by the UK Border Agency and will have a responsibility to monitor foreign workers and students, including checking biometric databases. In addition, migrants are assessed on skills, qualifications and an ability to meet maintenance costs, which discriminates against those from poorer countries and families.

“Congress is concerned that:

- the maintenance test will discourage migrants from poorer countries resulting in a less diverse student population;
- the tracking and monitoring is a breach of international human rights and will discourage migrants;
- monitoring required for migrants may lead to draconian absence policies being introduced for all staff; and
- staff will be tasked with increased monitoring of other staff and/or students with the threat of disciplinary action if they refuse.

“Congress calls on the STUC to:

- condemn the use of ID cards and monitoring for international staff and students;
- monitor the effect of the new rules on ethnic diversity;
- work with the UK and Scottish Governments to reduce monitoring requirements and the use of ID cards;
- work with the Scottish Funding Council to reduce the burden for monitoring of foreign students;
- ensure that monitoring requirements for international staff do not result in the introduction of stringent absence and situation monitoring for all staff;
- support affiliates in opposing the monitoring of foreign nationals; and

- condemn the requirement on education institutions to report foreign student absences in lectures or tutorials to the UK Border Agency.”

Mover: University & College Union (Scotland)

Seconder: Educational Institute of Scotland