

A DIFFERENT TRACK FOR A PEOPLE'S RECOVERY: AN STUC BRIEFING AHEAD OF THE PROGRAMME FOR GOVERNMENT

The last six months has been a daily battle to legislate and act to protect public health, make workplaces safe and take emergency action to protect jobs and pay. Throughout this period, the country has been held together by key workers across the public, private and third sectors and by people working from home in often difficult circumstances. That battle is a long way from being over and we need to turn gratitude into meaningful financial security for those workers.

Governments have brought forward unprecedented short-term fiscal measures to prevent the economy from collapsing. The immediate cause of the crisis may have been Covid-19, but the virus drew its strength from a generation of injustices. Coronavirus may not technically discriminate on the lines of class – but its effects are clearly exacerbated by imbalances of income, wealth and power. It also impacts disproportionately on black and minority ethnic people, women, disabled people and young and old alike.

We are nowhere near having the well-being economy that the Government aspires to.

Over the coming weeks, the STUC will publish 'The People's Recovery: A Different Track for Scotland's Economy' outlining demands of both the UK and Scottish Governments ahead of their budget announcements and Scottish Parliament elections in May 2021.

The Programme for Government is an opportunity for the Scottish Government to embark on a different path to recovery. Its number one priority must be to create good jobs through an increased role for the public sector and making support for business conditional on fair work, community wealth building, local supply chains and green recovery.

Below we set out a range of areas the Programme for Government should address if the recovery is to benefit all of Scotland's people and not just a few at the top.

FAIR WORK

Introduce a **£2 pay rise for all key workers** and commit to funding restorative pay rises for public service workers. Conduct an **equal pay audit** across the public sector in Scotland and resolve all outstanding equal pay claims. Legislate for **sectoral collective bargaining agreements** in childcare, social care, hospitality and tourism and toughen up the approach to Fair Work across the economy by only providing government

funds – through procurement, contracting and commissioning – to employers that **recognise trade unions** in their workplace and apply union negotiated rates of pay. Ensure that emergency funding to organisations in the creative industries is used to avoid redundancies, not simply stashed for future performances, and support freelance workers with worker-centred support.

PUBLIC OWNERSHIP AND COMMUNITY WEALTH BUILDING

Establish a **publicly owned energy company and construction and infrastructure company** to drive forward green energy development and strategic infrastructure while supporting high

quality employment. Support community wealth building initiatives by providing greater powers and funding to local government to **insource local services** and address issues of corporate control.

GREEN RECOVERY

Fund an emergency **green infrastructure stimulus** to support Scotland's economic recovery, including a comprehensive housing building and deep-retrofit programme to drastically reduce building emissions and tackle fuel poverty. **Back buses**, including by contracting Alexander Dennis to build a new fleet of buses ahead of COP26 and legislating to increase public ownership. Reaffirm

the commitment to take Scotrail back into public hands. Pledge to prevent redundancies and create new jobs in renewables and **green manufacturing**. Make planning and leasing of offshore wind dependent on contracting work locally. Support Just Transition Sectoral Agreements. Maintain and create new jobs for oil and gas workers as part of a clear journey to a Just Transition.

PUBLIC FINANCE AND INVESTMENT

Introduce **wealth and progressive income taxes**. Ensure governance arrangements of the Scottish National Investment Bank are fit for purpose and enable the Bank

to invest in a more socially just, resilient and low-carbon economy through **state holding companies**, public sector led development, and cooperatives.

A MEANINGFUL JOB GUARANTEE

Provide opportunities for young people and those out of work, paid at the real living wage or union bargained rate for the job by augmenting Job Guarantee schemes through funding local authority led **public works programmes**. Guarantee access to a trade union for every Job Guarantee worker. Ensure at least 10% of all apprenticeships go to disabled workers

and ensure proportionate numbers of women and black and minority ethnic people access job guarantee schemes.

HOUSING

Massively expand the supply of publicly owned housing through **municipal house building**. Protect private renters with an

immediate rent freeze, introducing **rent controls** and a full **no evictions** policy until at least April 2021.

UNIVERSAL PUBLIC SERVICES AND EDUCATION

Create a **National Care Service**, rooting out for-profit care provision and levelling up terms and conditions through collective bargaining. **End outsourcing** across public services and properly fund health, education, emergency services and central and local government recognising their essential role supporting

a wellbeing economy. Commit to **publicly provided early learning and childcare**. Value teachers by reducing stress and over-working. Support Universities and Colleges with a support package which enhances democratic accountability and **fair work practices**.