



**81ST ANNUAL STUC WOMEN'S
CONFERENCE**

**Monday/Tuesday 17/18 November 2008
Concert Hall, Perth**

CONFERENCE DECISIONS

I RESOLUTIONS CARRIED

Resolution No. 1 “Feminisation of Migration”

“That this Conference notes that women migrants account for 49.7% out of 200 millions migrants worldwide. Women are migrating in their own right, as primary wage earners for their family. Globalisation and the demand for skilled and unskilled labour have facilitated the feminisation of migration.

“According to the ILO, women migrants tend to work in the 3’C’ industries -cleaning, catering and caring - which tend to be low paid, temporary and exploitative.

“Women are also more likely to remit over 50% of their wages to their family, and remit more regularly than men. These women, in the main, live in poverty, and are less likely to find the resources to return home.

“According to recently published TUC research, female migrant workers may be more likely than any other group to be paid less than the National Minimum Wage.

“Lack of access to rights, be it employment or human rights, deny them opportunities to improve their lives in this country and keep them in poverty. Racism, xenophobia and sexism are daily experiences to the point that it is norm. To complain can also bring its challenges, and consequently, they are often frequently discouraged or even dismissed.

“Conference, therefore, calls on:

- a) the Westminster Government to protect these women from exploitation by ensuring they have equal rights with native workers and enforcing employment standards, especially the minimum wage; and
- b)/...

- b) the Scottish Government to:
- allow them equal access to projects and public services; and
 - design and implement migrant women-specific projects and services.”

Resolution No. 2 “Prostitution”

“That this Conference believes that women’s bodies are not commodities to be bought and sold and that prostitution is an infringement of human rights.

“Conference recognises that the current legal situation, where the sale of sex is the criminal activity, does not recognise the circumstances that many of the predominantly women and girls who sell sex find themselves in, and that significant reform of the laws around prostitution is drastically required.

“According to the UK Government, 85% of women in brothels now come from outwith the UK. However, while men have been convicted for trafficking women into the UK, none has so far been prosecuted for paying for sex with women or girls forced into the sex trade.

“Conference believes that decriminalisation in its most basic form, whilst opening up opportunities for public authorities and trade unions to explicitly work with women in the ‘sex industry’, perpetrates the assumption that it is acceptable in this day and age to buy sex. Opening prostitution up to the full forces of the market will not protect women and girls any more than the current legal position does. It also perpetuates the negative gender stereotype of women as sex objects.

“In 2008, it is time for men to get the message that women are not for sale. Instead, government should be considering criminalising the purchase of sex, rather than the sale of sex. However, this should be considered as part of a package, along with increased investment in drug rehabilitation, education, counselling and other support programmes to provide women with viable alternatives.

Conference/...

“Conference calls on the STUC Women’s Committee to:

- work with affiliates to highlight this issue throughout the trade union movement; and
- work with women’s organisations to lobby for a change in the law on prostitution in Scotland.”

Resolution No. 3 “Reduction in Textile Production in Scotland”

“That this Conference notes that we have a massive reduction in textile production in Scotland.

“Conference further notes that it is predominantly female workers, who are employed in the textile industry, and the impact of jobs losses falls mainly to them.

“Conference calls on the STUC Women’s Committee to:

- lobby the Scottish Parliament through the General Council to support and develop the remaining textile industry; and
- campaign for high quality, well paid and flexible work for former textile workers.”

Resolution No. 4 “Women and Sickness Absence”

“That this Conference notes a growing number of employers are tightening up on sickness absence. Whilst recognising that employers need to effectively manage unplanned absence, Conference is concerned that, in practice, many sickness schemes have an indirectly discriminatory impact on women, and disabled women in particular.

“Research shows that women’s ill-health follows a different pattern from men’s. Women are more likely to take shorter, more frequent periods of sickness than men and to experience a range of health complaints specific to women, such as those related to the menopause, endometriosis and osteoporosis.

“Many women/...

“Many women are getting caught up in sickness absence schemes and being threatened with disciplinary action for gender-specific sickness absence. This is despite the protection afforded to some women by the Disability Discrimination Act.

“Conference asks the STUC to:

- i) ensure that the gender agenda is acknowledged and addressed in its work around sickness absence included in any guidance to affiliates; and
- ii) continue to support the work of affiliates in raising awareness amongst reps and officers of the rights of women under the Disability Discrimination Act and the Sex Discrimination Act.”

Resolution No. 5 “Pension Awareness”

“That this Conference recognises the importance of raising awareness of women’s pension issues. It has been identified that women are more likely to have interrupted employment histories, with breaks of National Insurance contributions and no input to an occupational pension should they be lucky enough to have one. Women often have to spend time at home raising children, or caring for dependants, or have to work part time to accommodate their circumstances. However, many of us do not realise that this has a big impact on our occupational and/or state pension and means that many women have a much lower pension than most men of a similar age. Royal Mail has made changes to their pension plans without agreement, and BT is looking at their pension plans. Unfortunately, this may have a further detrimental impact on women, who are in low paid and part time employment, as more businesses go down this road.

“This motion calls on the incoming STUC Women’s Committee to design and deliver a solid programme of publicity aimed at women, to highlight these issues and give them information on how to check the status of their occupational and state pensions.”

Resolution No. 6/...

Resolution No. 6 “Discrimination in Age Regulations”

“That this Conference notes and welcomes the recent Regulations relating to age discrimination in employment, but is concerned that the same default retirement age is set for men and women. Conference notes that many women have had shorter working lives than men and hence have had less opportunity to contribute towards their pensions.

“Conference calls on the UK Government to amend the relevant Regulations to insert a higher default retirement age for women.”

Resolution No. 7 “Portrayal of Women and Employment Opportunities for Women in the Media”

“That this Conference notes that sex discrimination has been illegal for many years, but we have still to achieve a reasonable degree of parity.

“To discriminate on the grounds of age has more recently become illegal. Equity’s women members have always experienced discrimination in the latter form. Once over a ‘certain age’, women find themselves mostly limited to the sort of parts which consign them to the background. This is an injustice which affects all women workers, not just performers.

“Equity asks Conference to lobby Scotland’s broadcasters to eliminate this injustice, to review the portrayal of women in the media and to redress the balance of employment opportunities for women, so that we may become a more inclusive and enriched society.”

Resolution No. 8 “Women Teachers’ Careers”

“That this Conference notes with concern that, whilst women constitute the majority of the teaching profession, their career progression is significantly slower than that of men.

“Conference is further/...

“Conference is further concerned by the absence of comprehensive national equalities data on the teacher workforce, and believes that robust equalities data is critical to tackling inequality, disadvantage and discrimination in the workplace.

“Conference welcomes recent research by the University of Manchester exploring issues affecting women teachers’ careers. However, Conference is deeply concerned at the research findings which demonstrate that women teachers’ pay, career and pensions disadvantage is compounded by the effect of career breaks and that moreover Black and minority ethnic women experience double disadvantage in terms of their career progression.

“Conference calls on the STUC to work with affiliates to campaign for:

- the conduct of equal pay audits across school and college sectors; and
- the routine collection, analysis and reporting of detailed workforce monitoring data on the gender and ethnic impact of teachers’ pay and rewards system.”

Amended Resolution No. 9 “The Right to Care”

“That this Conference has previously recognised that promoting access to flexible working is one of the most effective ways of closing the gender inequality gap, tackling occupational segregation and raising the status of part-time work. Access to flexible working practices is also crucial for the many women who care in Scotland today.

“Many workers need to care for their children before or after school, but are unable to agree working hours that enable them to do so. This is particularly difficult for part-timers and people working non-standard patterns. Parents of school age children often find themselves caught up in disciplinary action, or falling foul of sickness absence procedure, because ultimately the care of their children has to take priority.

“The right/...

“The right to work flexibly, particularly when a woman returns to work after childbirth, is essential if she is to combine all the demands of her job with childcare responsibilities. Many women leave their jobs after childbirth because employers refuse requests for flexible working or filibuster the process.

“Conference acknowledges examples that Scottish employers are slowly realising the benefits of flexible working - particularly in this time of economic constraint, where it is vital to make work pay for those who care. However, these examples are in the minority. Voluntarism can’t deliver the scale of change that is so badly needed.

“Conference, therefore, calls on the STUC Women’s Committee to:

- lobby UK Government to extend the right to request flexible working to all parents of dependent children with urgency;
- lobby the Scottish Government to implement best practice models for women returning to work after childbirth to have the right to work flexibly; and
- continue to campaign and commission research into working time flexibility, circulating best practice amongst affiliates; and
- encourage unions to organise in workplaces with part-timers and those working non-standard patterns.”

Resolution No. 10 “Improving Maternity Pay”

“That this Conference welcomes the Westminster Government’s support for pregnant women and working parents.

“The introduction and extension of statutory rights for new parents has given trade unions a platform from which to negotiate improvements with employers.

“Conference believes/...

“Conference believes there is still an urgent case for more union, employer and Government action to ensure women on maternity leave and returning to work from maternity leave are better protected and supported. Women’s individual weekly income in Scotland averages £132 compared to £317 for men. This disparity has implications for the welfare of women and their families whilst on maternity leave and beyond.

“Conference recognises that:

- the flat rate of Statutory Maternity Pay (SMP) is still too low;
- many women are missing out on SMP, because of the way in which entitlement is calculated. SMP is based on average earnings during a very specific eight week period and not on contractual salary. This means women fail to qualify, or qualify for a reduced amount, where they have been off sick or taken unpaid or parental leave; and
- women who take up their entitlement to Additional Maternity Leave have a less robust right to return to the same job as those who return at the end of Ordinary Maternity Leave. Women are more likely to experience pregnancy or maternity related discrimination in Scotland (54%) than women in England (50%) or Wales (38%).

“Conference resolves to:

- i) support affiliates in negotiating improvements to company pay and leave policies for new parents;
- ii) assist affiliates to make the case to the Westminster Government for improvements to maternity pay and leave regulations to ensure pregnant women and new mothers are better supported; and
- iii) circulate examples of best practice where unions and employers have agreed improvements to pay and leave policies for working parents.”

Resolution No. 11 “Incapacity Benefits”

“That this Conference recognises the Government’s intent to support people back to work.

“Conference recognises/...

“Conference recognises the connection between worklessness, poverty and ill health, and the need to break this vicious cycle. Union representatives in all industries have an active role in supporting Scottish people, who want to work, to be able to get back to work. Unions know that forcing people further into poverty by removing benefits, is not the right approach.

“Scotland has a much higher ratio of Incapacity Benefit claimants than other parts of the UK. Conference is concerned to note that:

- women are over represented in the ‘credits only’ claimant categories, indicating that women are less likely to have had a consistent work history prior to claiming; and
- women claimants are more likely than men to have mental health as primary reason for incapacity claims.

“Conference further notes that claimants with mental health difficulties and with a poor work history are most at risk of not returning to active employment, therefore, we demand the gender dimension is recognised in current policy initiatives aimed at reducing sickness benefit claimants and return to work schemes.

“In order to ensure union representatives are able to play their role in supporting people back to work, we need:

- education and training;
- access to relevant information and research;
- opportunities to influence government; and
- a statement of good practice for support for people returning or seeking work following ill health;

“Trade unionists are only one partner in the solutions needed, and ask STUC to seek to form an alliance with organisations prepared to work together to **support** and not to force people back to work.

“Conference asks the STUC to prepare a statement of good practice and invite partner organisations to commit to these principles.”

Resolution No. 12/...

Resolution No. 12 “Women’s Safety”

“That this Conference recognises the need for railway stations to be re-staffed, especially in the evenings. Women must be allowed to decide when they want to travel. A better environment allows for more choice.

“Conference calls on the STUC Women's Committee to encourage the Scottish Ministers to:

- take up with rail companies the need for re-staffing of stations; and
- support transport unions’ fight against de-staffing of stations in the interests of women's safe travel.”

Composite A (covering resolution nos. 14 and 15) “Under-Representation of Women at Senior Levels of Society”

“That this Conference condemns the continuing under-representation of women at senior levels of society.

“Conference welcomes the publication of the ‘Sex and Power 2008’ report by the Equality and Human Rights Commission, which exposes that the number of women holding senior posts in politics, the law and the media has fallen compared with last year. In spite of legislation, policy development, training programmes and high profile campaigns, there remains a serious problem, particularly with regard to the lack of women operating at the highest level of public life. Conference regrets that this ‘glass ceiling’ exists equally within the trade union movement.

“Conference believes that the glass ceiling has been replaced with a concrete ceiling with fewer women MPs, Cabinet members, national newspaper editors, senior police officers and judges, NHS executives, trade union leaders and heads of professional bodies, compared with 2007 and that this represents the biggest reversals since the ‘Sex and Power’ annual report started five years ago.

“Conference further/...

“Conference further believes that progress cannot be made on redressing the balance of under-representation of women, unless out-of-date business culture of long working hours, inflexible working practices and an absence of appropriate high quality, affordable childcare is radically challenged.

“Conference calls on the STUC Women’s Committee to:

- seek means of evaluating, through its partnerships with other bodies, the impact of action to-date to address this inequality;
- mount a public campaign for removal of barriers to women to progress to senior levels, which highlights the necessary changes needed in workplace practices;
- demand action from the Scottish and UK governments to address under-representation of women at senior levels throughout society;
- work with the EHRC in Scotland to organise a joint event, highlighting the positive measures that trade unions can negotiate to tackle this issue;
- urge affiliates to consider the composition of their own workforce and STUC Women’s Committee to prepare a report on under-representation of women in the leadership of the trade union movement in Scotland;
- review the *Scottish Trade Unions’ Approaches to Equalities: A Mapping Study 2005* to determine any changes since its publication, and make public any findings; and
- urge affiliates to consider the composition of their own workforce.”

Resolution No. 16 “Personal Protective Equipment”

“That this Conference is appalled that women workers in certain industries are being forced to work with unsuitable Personal Protective Equipment (PPE), protective clothing and generally within situations that do not provide adequate health, safety and welfare provisions.

“They are also/...

“They are also, in some cases, being excluded from fulfilling their role within the workplace, due to the lack of such equipment, clothing and suitable procedures.

“Within the Scottish Fire Service, for example, women are either being forced to wear protective clothing that does not fit them properly or alternatively, being excluded from such work, due to the lack of provision. Both scenarios are unacceptable.

“Whilst working within our own arena to combat this appalling position, we also recognise that we are not the only industry in which women face these issues.

“We, therefore, call upon the Women’s Committee to:

- contact affiliates, with a view to collating the relevant information on PPE and H&S matters in respect of women within their industries;
- lobby relevant Government departments or assist affiliates in doing so by adding to the work already done; and
- participate in any relevant consultation process that would assist affiliates in reaching their aim.”

Resolution No. 17 “Abuse of Technology”

“That this Conference notes that developments in technology have made significant improvements in support for communications and working practices in the public services.

“Conference is concerned, however, by the growing evidence that the abuse of technology, particularly mobile phones, e-mails and internet sites is providing a vehicle for bullying and sexual harassment of public service staff and for false allegations to be made against them.

“Conference asserts that such incidents are unacceptable and causing great distress to many women.

“Conference believes/...

“Conference believes that in certain settings mobile phones may constitute potentially offensive weapons.

“Conference welcomes initiatives to raise awareness of the devastating adverse effects of cyberbullying on the health, wellbeing, confidence, self-esteem and career progression of some women.

“Conference calls on the STUC to:

- lobby the Government for a review of regulatory and legislative provisions to prevent allegations being made against named staff on Internet sites;
- secure more accessible avenues of redress for those who are exposed to public ridicule and false allegations; and
- campaign for the use and abuse of technology to be included in the HSE’s and other health and safety good practice guidance on the conduct of workplace health and safety audits.”

Resolution No. 18 “Stereotyping Within the Modern Apprenticeships Scheme”

“That this Conference notes the consultation about the Modern Apprenticeships Scheme. Conference also notes that the findings of the EOC General Formal Investigation of 2003 into the Scheme showed clearly how the Scheme reflected gender segregation of jobs and no action was taken to address stereotypes in job selection. Conference expresses its concern that the figures for 2007 demonstrate that little has changed since 2003.

“Conference notes there is a general duty and specific duties on public authorities to eliminate discrimination and promote equality. It further notes the requirement on the Scottish Government to address the gender pay gap. Conference expresses its concern that the Bill does not address gender occupational segregation.

“Conference believes that gender equality must be mainstreamed as required by legislation. Conference, therefore, urges the STUC Women’s Committee to:

- seek meetings with the appropriate government departments to discuss ways forward to tackle this issue seriously;
- campaign to ensure a full gender equality impact assessment is conducted into the Modern Apprenticeships Scheme; and
- campaign amongst affiliates to address the gender stereotyping of Modern Apprenticeships in their own workplaces.”

Resolution No. 19 “Ovarian Cancer”

“That this Conference notes that ovarian cancer is the fourth most common cancer in women in the UK with one of the poorest survival rates of all cancers. Only 29% of women with ovarian cancer survive 5 years after diagnosis and 75% of women are only diagnosed once the cancer has spread.

“Clearly more research must be done to work towards prevention, detection, treatment and cure of ovarian cancer. We need to look at improving early stage diagnosis techniques.

“Ovarian Cancer Action is a charity which, in its own words, has grown from a charity that ‘facilitates’ and informs to one which ‘does’.

“In the last eighteen months this charity has:

- opened the UK’s first research facility entirely dedicated to ovarian cancer;
- committed over £1m to ovarian cancer research;
- developed a symptom diary for women and GPs to use to clarify symptoms;
- taken an active and collaborative role in contributing to the Cancer Reform Strategy;
- hosted the first Ovarian Cancer Action international Conference; and
- organised a Survivors’ Forum.

“March is/...

“March is Ovarian Cancer Awareness month.

“The Ovarian Cancer Action fundraising and awareness campaign is called **LOVE WOMEN**. This campaign is about celebrating women, whilst raising vital funds for research into ovarian cancer. Ovarian Cancer Action wants to promote symptoms awareness to women to combat ovarian cancer being known as the silent killer.

“Conference, therefore, calls on the STUC Women’s Committee to lobby the Scottish Government to:

- support the work of the Ovarian Cancer Research Unit;
- campaign for research into ovarian cancer to be publicly funded;
- raise awareness of ovarian cancer in Scotland by campaigning on this issue;
- support and promote the **LOVE WOMEN** fundraising and awareness campaign in Scotland; and
- report back to next year’s Conference on progress made.”

Resolution No. 20 “Health Care Provisions in Rural Areas”

“That this Conference believes that community hospitals in rural locations must be protected against budget cuts. They are crucial to the provision of quality local care and equality of choice and service to local residents.

“The trend to cut and centralise services away from the local communities is evident in areas like the Scottish Borders. Over the last few years, residents have had to contend with the closure of crucial cottage hospitals in rural towns, such as Coldstream and Jedburgh, despite vociferous protests to retain them. Quality healthcare is being affected and this impacts on our female members in rural areas.

Despite reassuring sentiments from health chiefs and politicians with a quid pro quo of quality centralised services at the Borders General Hospital in Melrose, locals now face the prospect of vital services also being cut centrally.

“Health officials/...

“Health officials in the Borders recently announced that the financial settlement from the Scottish Government means they need to save £5million in the next year and a total of £10 million over the next three years. This has resulted in cuts to the palliative care ward, which caters for terminal cancer patients and others needing almost constant pain relief. Its patients will now be treated alongside stroke victims in a harmonised ward. Officials have also been ordered to cut staffing levels by 5%, which will also result in the loss of local jobs.

“Conference condemns these cuts, which are typical across rural areas in the UK. The inevitable outcome of this practice is the growth of private care practices in rural communities that overcharge patients and underpay workers.

“Conference calls on Women’s Committee to lobby the Scottish Government to:

- recognise the specialised role of rural community hospitals;
- allocate and ring-fence funding to sustain the operation of these facilities; and
- tackle the growth of private companies in rural health services.”

Composite B (covering resolution nos. 21 and 22) “Abortion Rights”

“That this Conference welcomes the defeat of attempts to reduce time limits on access to abortion services and recognises that the strength of the victory was down to the lobbying work that women in the trade union and women’s rights movement have done, along with the medical profession, to show that the very few women who require late term abortions would be the most vulnerable should the time limit be cut.

Only a small proportion of abortions take place after 24 weeks. The decision to end a pregnancy later on is not taken lightly. Sometimes, this is the result of the postcode lottery of NHS provision, causing delay or hostility from GPs.

“Ten per centre/...

“Ten per cent of GPs consider themselves to be conscientious objectors and refuse to grant women an abortion. Women are best placed to decide on whether or not abortion is right for them with the support of their doctor.

“Conference welcomes the establishment of Abortion Rights Scotland as a part of the Abortion Rights’ Campaign and instructs the STUC Women’s Committee to be a full partner in this work. However, Conference firmly believes that abortion rights should remain a reserved issue, dealt with by the Westminster Parliament.

“Conference asks the STUC Women's Committee to take opportunities to be campaigning for amendments to the law, which make it easier for women to access abortions earlier in their pregnancy, including:

- the end to the requirement for 2 doctors to approve an abortion;
- enabling suitably trained healthcare professionals to carry out early abortions;
- allowing women to be at home for the second stage of an early medical abortion;
- requiring anti-choice doctors to declare a conscientious objection;
- improving the regulation of organisations offering counselling related to abortion; and
- supporting any campaign by our sisters in Northern Ireland to extend the abortion Act to Northern Ireland.”

Composite C (covering resolution nos. 23 and 24) “Low Pay and Ending Child Poverty”

“That this Conference declares unacceptable the lack of radical progress made to end child poverty in Scotland and throughout the UK. Conference is dismayed that, even though the UK Government committed itself to eradicate child poverty, a commitment that is also shared by the Scottish Government, recent child poverty statistics suggest that the Government will miss its next target of cutting child poverty in half by 2010.

“Conference feels/...

“Conference feels that it is time to step up the pressure to ensure that the Government keeps its promise to tackle child poverty. We ask the Women’s Committee to campaign with the various groups, Poverty Alliance, Barnardos and Oxfam to keep this pledge by the Government high on the agenda, as millions of children living in poverty are counting on this promise to come true.

“Conference, therefore, pledges its support for the General Council decision to join the “End Child Poverty Campaign”, and asks the Women’s Committee to work closely with the General Council in its support to the campaign and the trade unions, especially in the civil and public sectors fighting against public sector pay policy, which is imposing wage restraint and further marginalising low paid parents and their children in our society.

“Conference recognises the critical link between low pay and child poverty, given that over 50% of children in poverty are in households where one or both parents are in work.”

Amended Resolution No. 25 “Violence in the Home”

“That this Conference reiterates its grave concern over the incidence of violence towards women. Domestic violence remains a particular problem. Conference deplores the hugely detrimental effect of this violence on the women themselves and the consequent effects on children and, in particular, on their education.

“Conference calls on the Scottish Government to provide a Family Support Group in the catchment area of every secondary school as a step towards reducing the effects of the problem.

“Conference also calls on the STUC Women’s Committee to support and encourage unions to negotiate workplace policies on violence against women.”

Composite D/...

Composite D (covering resolution nos. 26 and 27 “Human Trafficking and Particularly Trafficking of Women and Children”

“That this Conference notes that the issue of the trafficking of women and children has been a key issue for women in the Scottish trade union movement and commends the work of the STUC Women’s Committee, to date, in raising the profile of this inhumane trade.

“Conference believes that a comprehensive human rights and victim-centred approach should underlie all anti-trafficking activities. This requires that civil society should be involved in designing and implementing anti-trafficking responses at the national level, involving a multi-agency approach.

“Drawing from the experience gained in the course of the last decade, international experts reiterate that successful prosecution of trafficking for both sexual and labour-related exploitation requires a variety of measures, including: i) adequate national legislation with definitional clarity in conformity with international instruments, ii) effective identification of victims of all forms of trafficking, iii) proper victim protection and assistance programmes, iv) institutionalised co-operation between law enforcement officers, prosecutors, migration authorities, labour market actors, health service providers, and NGOs engaged in outreach work and rendering assistance to victims, and v) effective co-operation and mutual legal assistance between national law-enforcement agencies, prosecution services, and international bodies such as Europol, Interpol and Eurojust.

“Whilst welcoming many of the provisions of the updated Sexual Offences Bill currently making its progress through the Scottish Parliament, Conference is dismayed to learn that the Bill makes no specific reference to trafficking.

“Conference believes that the Scottish Government must ensure that the trafficking of women and children, particularly for the purposes of sexual exploitation, must be made a specific offence.

“Conference/...

“Conference, therefore, calls on the STUC Women’s Committee to:

- lobby the Scottish Government to have trafficking included as a specific offence in the Sexual Offence Bill;
- work closely with organisations, such as Amnesty International and other relevant agencies to highlight this issue;
- seek adequate government resources to prevent and deter the perpetrators, and to provide support and refuge for the victims (including guardians for trafficked children);
- seek collective co-operation of the communications industry to ensure that their networks are not used to support human trafficking; and
- seek to publicise and oppose this form of exploitation and abuse by working with our international affiliates and other organisations.”

Resolution No. 28 “Whether Drunk or Sober Rape is Rape”

“That this Conference notes that only 1 in 14 reported rape cases in Scotland leads to trial. Out of 922 rapes reported to police in 2006/7, only 65 of those alleged crimes were prosecuted.

“Conference believes that this is a national scandal and a full national inquiry should be conducted as to why so many cases collapse.

“Conference is greatly concerned that, notwithstanding the above, it has now been revealed that the Criminal Injuries Compensation Authority [CICA] has reduced the amount of compensation awarded to some rape victims, as they were ‘under the influence of alcohol at the time’.

”Conference acknowledges the fact that not only do a small percentage of alleged rape cases make it to court in the first place, but the CICA would appear to suggest that, if you are under the influence of alcohol, you must be partly to blame!

“Conference calls/...

“Conference calls on the STUC Women’s Committee to:

- work with partner organisations [like Rape Crisis Scotland] for an ‘attrition study’ by independent experts to find out why so many rape cases fail to make it to court; and
- highlight the fact that rape is rape, whether drunk or sober, and the rape victim should not be penalised by the Criminal Injuries Compensation Authority.”

Emergency Resolution No. 1 “The Miami Five”

“That this Conference deplores the continued imprisonment of the ‘Miami Five’ in the USA and notes the 2008 Amnesty International Report’s condemnation of the denial of the basic human right of visitation rights to the families of the detainees.

“Conference also condemns the decision in June 2008 by the 11th Circuit Court of Appeals to reverse the decision of the 2005 Appeal that overturned the convictions and ordered a new trial outside of Miami.

“We note the visit in October 2008 to Scotland by Olga Salaneuva, wife of Rene; and Adriana Perez, wife of Gerardo to draw attention to both the plight of the Five and the families’ ongoing struggle to visit them.

“Denied visas nine times, Olga has not seen her husband for eight years and Adriana in ten. Olga’s daughter Ivette has only seen her father twice in this time.

“Conference acknowledges the work of the Scottish Cuba Solidarity Campaign in defence of the Miami Five and urges active support for the wives in their campaigning.

“Conference calls for the STUC Women’s Committee to:

- encourage affiliates to join the Scottish Cuba Solidarity Campaign;
- support the work of the Scottish Parliamentary Cross Party Group on Cuba;
- contact/...

- contact the US Consulate in Edinburgh to raise the case of the Five and their families;
- urge MSPs to support Motion S3M-2695 put down by Elaine Smith MSP on the plight of the Wives on the Miami Five; and
- work with US trade unions to bring pressure on the incoming US administration.”

Emergency Resolution No. 2 “Finance Services in Scotland”

“That this Conference is deeply concerned at the recent media speculation that up to 40,000 jobs could be lost following the proposed merger between LTSB and HBOS. It is also being reported that around 100,000 jobs could be lost throughout the financial services sector in the UK following the global financial crisis. Given that around 60% of finance sector workers are women, any potential job losses are likely to impact more on women.

“The finance sector is of significant importance to the Scottish economy, contributing around 7% to GDP and employing around 100,000 people across Scotland. It is a vital sector of the economy and is one of the Government’s Key Industries.

“The part nationalisation of the UK finance sector by the Westminster Government must bring with it responsibilities on the sector: on employment security; on tighter regulation; on fat-cat pay awards and on treating customers fairly. Clearly, this is a crisis which has required an unprecedented response from the UK Government.

“Conference welcomes the action by Government to inject capital into the markets, however, any financial support must be closely aligned with commitments to secure vital jobs and to make the industry more transparent and accountable.

“Conference, therefore, calls on the STUC Women’s Committee to call on the General Council to lobby the Scottish and Westminster Governments to:

- ensure the/...

- ensure the employment security of employees in the finance sector;
- protect and improve the terms and conditions of employees, including pension arrangements;
- end the remuneration packages of senior executives which reward short-termism and irresponsible risk taking;
- overhaul the regulatory structures of the financial services sector; and
- ensure trade union representation involvement on the boards of all key agencies involved in the regulatory system.”

II RESOLUTION REMITTED

Resolution No. 13 “Childcare”

“That this Conference recognises that real, practical solutions to the childcare problems facing many of our women members are not being resolved within affiliated unions, or within Scottish Trade Union organisations.

“Conference notes that the highest percentage of union members are women and women bear the major responsibility for childcare in most families. It, therefore, follows that lack of childcare has been and continues to be a barrier to women’s continuous involvement in trade union activities and the movement as a whole.

The STUC has continually welcomed Government’s acknowledgement that childcare is a barrier to work for many parents, yet the trade union movement, whilst attempting to find its own solutions within its own structures, does not appear to be accepting ownership of its own childcare problems, or doing enough to eradicate them to the satisfaction of Scottish working women.

“Conference, therefore, calls upon the Women’s Committee through the STUC to:

- co-ordinate and promote/...

- co-ordinate and promote a best practice childcare strategy amongst affiliates;
- monitor and publish as part of the STUC's equality audit the childcare provision made by affiliates; and
- provide good quality, consistent childcare at all STUC events, this to include provision of evening childcare.”