

# stuc

There is a Better Way

WHO CARES? - WE CARE

**84th ANNUAL STUC  
WOMEN'S CONFERENCE  
MONDAY/TUESDAY  
14-15 NOVEMBER 2011  
ROYAL CONCERT HALL, GLASGOW**

**CONFERENCE DECISIONS**

# I RESOLUTIONS CARRIED

## 1. Women Hit Hardest by Welfare Changes

“That this Conference opposes every attack on jobs, pay pensions and public services, and believes ordinary workers should not be expected to pay for a crisis they didn’t cause.

“A year on from the Coalition Government’s first budget, groundbreaking new research from the Fawcett Society and the [Institute for Fiscal Studies](#) on the impact of tax and benefit changes on men and women has found:

- the Government could assess the different impact of its tax and benefit policies on women and men using data currently available. This runs counter to its claim that any meaningful assessment is impossible.
- such an assessment, considering all tax and benefit reforms to be introduced between 2010 – 2015, shows that single women will lose more as a proportion of their income than other households as a result of the cuts.
- single mothers can expect to lose 8.5 per cent of their net annual income by 2015 - more than a month’s income each year.

“We condemn the Government’s reckless disregard of deepening inequality, and their attempts to make the poorest and most vulnerable in society bear the brunt of reducing the deficit.

“Conference reaffirms its belief that there is an alternative, including the collection of £120 billion of avoided, evaded and uncollected tax from wealthy individuals and companies.

“As the attacks are driven by ideology rather than economic necessity, Conference agrees to oppose all cuts as unnecessary, unjust and economically damaging.

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

- use the media to dispel the myths and falsifications around the economy;
- collate information from affiliates about the disproportionate impact of the cuts on women; and
- step up its promotion of the economic alternative to the UK Government's cuts agenda."

### **Composite A "Composite A "Austerity Measures – Impact on Women and the Workforce" (covering resolution nos 2, 3, 4 and 5)**

"That this Conference is seriously concerned at the continual budget cuts in services, with to date many workers being offered voluntary severance. Conference has recognised the tactics used in this measure in selecting staff.

"However, in addition to those directly involved, there is a largely unspoken, indirect impact on staff that remains part of the workforce. While posts are no longer filled, the work and responsibility that person had does not disappear, but is too frequently put onto the remaining staff. There is an expectation that staff can work longer hours, manage an ever-increasing workload and even take additional responsibilities without being equipped for this.

"These demands conflict with 'health at work' policies, increasing stress levels, reducing work-life balance, having the potential to increase mental health issues, as well as all the well-documented stress-related illnesses dominant in Scotland, including high blood pressure, stroke and heart disease.

"Conference condemns the policies of the UK Government and, in particular, the disproportionate impact they have on women in all areas of public life, adversely impacting on women's employment and living standards. Conference notes that the gender audit of the Budget carried out by the House of Commons Library clearly demonstrated that women will bear the brunt of the revenue raising measures introduced by the ConDems. The gender audit showed that of the £8bn net revenue to be raised by 2014-15, almost £6bn will be from women.

"Conference also notes that the Women's Budget Group's report, The Impact on Women of the Coalition Spending Review, clearly shows that women again will lose out more than men under the ConDem Government.

“The Report’s analysis shows that lone parents and single pensioners, the majority of both groups are women, will suffer the greatest reduction in their standards of living.

“Conference deplores the UK Government’s disgraceful ideological attacks on public services and the welfare state and rejects the claim that there is no alternative. Conference believes that the cuts to public services threaten women’s economic security and will widen gender inequality.

“Cuts in welfare spending, pay, pensions, childcare and also the legislation and policy changes in equality rights, imposed by this UK Government, are having a detrimental, discriminatory effect on women. The policy direction of this Government is to force women back into the home rather than address the real needs of women.

“In Scotland, job losses for women employed in the private sector have been greater than for those employed in the public sector. Once spending cuts really begin to bite, women again will be the biggest losers in the public sector where about 64% are women. For women with children or other caring responsibilities, it is not just the fear of redundancy that looms over them. Often their ability to stay in employment will be dependent upon whether their children’s breakfast or after school club is closed.

“Women should not bear the brunt of austerity measures caused by the greed of reckless bankers. Conference believes that the attacks on women should feature prominently in any STUC propaganda disseminated to fight the cuts.

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

- mount a vigorous, high profile public campaign on women and the cuts;
- resist detrimental cuts to public services;
- campaign to protect the terms and conditions of service of public sector workers;
- disseminate evidence on the adverse impact on women of the Government’s economic austerity measures;
- work with all those campaigns which seek to highlight this disproportionate impact, in particular giving higher profile to statistics and evidence from Scotland;

- organise a high level forum with unions and other key stakeholders to examine the impact of economic austerity measures on equality for women in Scotland;
- call on the Scottish Government to make it a requirement under the proposed specific duties, detailed in the Equality Act, that listed authorities must undertake, publish and have due regard to Equality Impact Assessments;
- call on the Scottish Government to stipulate that Equality Impact Assessments should include both direct and indirect impact;
- call on the Scottish Government to include in guidance that an Equality Impact Assessment must be undertaken relating to any budget cuts being considered, ranging from team specific to large scale reorganisation, such as those being considered under the 'shared services' agenda; and
- raise awareness amongst affiliates, so they are in a position to monitor more indirect impact on workers.”

## **6. Work/Life Balance**

“That this Conference views with concern the effect that current restrictions on public sector finances is having on the implementation of hard won and established work/life balance policies.

“Every Health Board within NHS Scotland has a Work/Life Balance Policy agreed in partnership with trade union representatives. However, we are aware of an increasing number of examples of NHS Managers who are refusing to implement their own Health Board’s family friendly policies, due to the current application of a job freeze on NHS vacancies.

“Conference reaffirms the value and importance of family friendly policies to working women, in particular policies on job share, reduction in hours and flexible working which promote a positive work/life balance and ensure the recruitment and retention of experienced staff that will provide an efficient NHS workforce.

“Conference calls upon the STUC, STUC Women’s Committee and NHS affiliates to:

- resist and challenge this retrograde action at NHS national and area partnership forums; and

- provide continued and robust local support to members who may be affected by erosion of work/life balance policies.”

## **7. The National Minimum Wage**

“That this Conference recognises that the main beneficiaries of the National Minimum Wage are women. It is vital in protecting the wages of some of the lowest paid workers in Scotland. However, Conference is concerned that the Coalition Government may not accept the full recommendations of the Low Pay Commission and may slash the enforcement budget significantly weakening its effectiveness.

“Conference welcomes the introduction of a national minimum apprenticeship rate and notes that the majority of beneficiaries will be women working in retail, hairdressing and the hotel and restaurant sector. In Scotland, two-thirds of low paid workers in these sectors are women.

“However, Conference is gravely concerned at the low level of the rate which bars women from accessing statutory payments. We need a significant increase in the £2.50 per hour rate to make apprenticeships a realistic option for women workers.

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

- continue its campaign to increase all rates of the National Minimum Wage;
- ensure that increasing the apprentice rate is a priority in STUC work on the National Minimum Wage; and
- work with affiliates to raise awareness of women's right to the National Minimum Wage and the rates at which it is paid.”

## **8. Women and Caring**

“That this Conference notes that:

- carers currently save the Scottish economy £10.2billion per annum, and are, therefore, highly essential and valuable assets within our communities, without whom many of the policies of the past 20 years would have been impossible to plan or implement;

- carers are usually defined by the fact that they are ‘unpaid’ for the work that they do, and there are an estimated 650,000 unpaid carers in Scotland, with one in eight of the population currently caring for someone, a relative, friend or neighbour, to allow them to live within their community;
- approximately 60% of carers are women, 390,000 approximately ranging from the very young to those in their very old age who may be providing more than 50 hours of care per week to someone in their own home or elsewhere;
- unpaid caring responsibilities commonly fall on middle aged women who find themselves unable to work or continue with education even part-time, due to the constraints that their caring role brings; and
- a disproportionate number of Scotland’s carers live in areas of highest deprivation, so that carers are more likely to suffer poorer outcomes in health and employment opportunities than the general population.

“Conference is very concerned that the tightening of public authorities and Government budgets will lead to support for carers being further reduced.

“Conference calls on the STUC Women’s Committee to work with affiliated organisations to ensure that:

- local authorities, the Scottish and UK Governments continue to fund those services currently supporting carers;
- support is provided for carers to remain in work through flexible workplace policies or to find support for education and training to access employment;
- appropriate respite facilities to ensure carers’ needs are met; and
- better financial support for all carers via benefits and pensions.”

## **9. Carers**

“That this Conference notes that workers in all areas of employment, particularly women, may have to give up work to become full-time carers for relatives.

“This ‘care in the community’ policy requires the vital services and support of skilled carers and home helps, in order to succeed.

“A combination of privatisation and funding cuts is resulting in the resignation of some experienced carers, lack of proper training for their less experienced counterparts and increasingly poor working conditions and wages for carers as a whole.

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

- campaign for adequate training and improved working conditions for all home care workers, in order that the aim of profit does not present their having the adequate time and practical resources to provide the important support needed; and
- encourage affiliates to drive for recruitment of the many non-unionised workers in this area.”

## **10. Rights of Workers on Maternity Leave**

“That this Conference believes that the current financial situation may be used as a reason to erode women’s maternity rights and calls on the STUC Women’s Committee to monitor the situation carefully. Conference further calls on the STUC Women’s Committee to work to protect the rights of workers on Maternity Leave.”

## **11. Absence Management Policies**

“That this Conference condemns the policies of absence management being used by publishers DC Thomson. These policies and actions are having a disproportionate impact on female staff, driving up stress levels and further damaging the health and careers of women who are already vulnerable due to ill-health.

“Conference also urges the STUC Women’s Committee to support the NUJ campaign for recognition and full union rights at DC Thomson magazines and newspapers and the union attempts to reduce work-related stress across all their titles.”

## **12. Scottish Living Wage Campaign**

“That this Conference congratulates the Scottish Living Wage Campaign and its success in gaining a commitment for the living wage amongst political parties and some employers.

“However, the Campaign for a Scottish Living Wage needs to continue, with particular emphasis on the need for public sector employers, who have high numbers of women employees, to sign up to the Scottish Living Wage principle and also a legal commitment to ensure procurement policies are based on that principle.

“Conference asks the STUC Women’s Committee to:

- work with others to ensure that the Scottish Living Wage principle is adopted and implemented by public services employers; and
- work with Trades Union Councils, to promote building links with unions, community and faith groups to build local living wage campaigns / coalitions in communities throughout Scotland.”

### **13. “Cuts for Disabled” (as amended)**

“That this Conference is horrified at the brutal cuts which have been made to disabled services and funding in Glasgow. Disabled people, those with long-term conditions and their families, especially women, are being hit hard by cuts to the benefits and services on which they need to live. People with disabilities depend on other public services so, as well as their own services being cut, they will suffer from reduced public provision. Providers in the city are now facing budget cuts of 35% to 40% and it’s simply an attempt to make a cheaper service, not a better service.

“It is unacceptable that the UK Government cuts are already falling on services for some of the most vulnerable members of our society, despite having promised to protect them.

“Conference asserts that disabled people continue to be stigmatised as benefit cheats and scroungers and calls on STUC to challenge these negative stereotypes that often lead to discrimination.

“Conference asks the Women’s Committee to:

- write to the Minister for Disabled People, Maria Miller, to act quickly to end the crisis disabled people are facing;
- bring women together in the STUC’s Better Way Campaign and to join the Defend Glasgow Services Campaign; and

- raise awareness amongst affiliates of UK Disability History Month and seek to celebrate the contribution that disabled people have made to society.”

#### **14. Under-representation of Women in Science, Technology, Engineering and Mathematics (STEM)**

“That this Conference believes that the under-representation of women in STEM is of particular concern when the importance of this field is considered: economic growth relies heavily on innovation and knowledge, especially in science and technology.

“Although recent years have seen significant increases in the number of female STEM graduates and postgraduates, the numbers who proceed to take up senior positions in universities, research, business and industry remain proportionately much smaller than in the case of their male counterparts.

“Attracting and retaining more women in the STEM workforce to boost economic growth is a public policy challenge which demands public, private and third sector solutions.

“Conference urges the STUC Women’s Committee to:

- work with Scottish Government to ensure gender proofing of all policies within education; and
- work with affiliates to highlight the importance of schools, colleges and higher education institutions in challenging gender stereotypes in subject and career choices.”

#### **15. “Gender Imbalance in Westminster” (as amended)**

“That this Conference condemns the continuing gender imbalance in the Westminster Parliament, and recognises that the lack of women’s voices represents a major obstacle to the women’s movement. Conference notes that, while the proportion of women MPs has risen to 22.2% from 19.3% in 2008, the proportion remains woefully inadequate and, at the current rate of improvement, it could take another 14 General Elections before there are an equal number of women in Parliament.

“Conference further notes that the Labour Party has performed better than the other parties in relation to this issue, but recognises that much more has to be done. Conference calls on the STUC Women’s Committee to urge affiliated unions to bring their influence to bear to address the imbalance, and on the STUC and all constituent unions to fight to ensure that the voices of women are heard at the highest levels of power.

“Conference also agrees that the STUC Women’s Committee should relaunch the 50/50 Campaign prior to the next General Election, Scottish Parliament Elections and Local Government Elections.”

## **16. Higher Education Funding Cuts and Pensions**

“That this Conference notes that universities received a 10% cut in teaching funding which has led to threats of course closures and job losses at institutions across Scotland. These cuts will threaten equality initiatives as universities look to save costs and staff workloads increase. At the same time, institutions are increasing employee contributions on pensions and attacking the benefits, particularly for new starts or those who rejoin the scheme.

“It further notes that the Government is proposing that universities can charge students from the rest of the UK a fee determined by the institution. This fee will result in a greater student debt as it will be added to the student loan upon graduating. This is likely to have a greater impact on women graduates, as their career earnings are less than their male counterparts, but will be saddled with the same debt. It additionally notes that changes in pensions are likely to have a greater impact on women staff, as they are more likely to take career breaks and earn less over their career resulting in reduced pensions.

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

- support UCU and NUS campaigns against course closures and job redundancies;
- support UCU campaigns to increase funding for higher education in the next budget;
- call for the Government to meet its election pledges on funding, student support and no reintroduction of tuition fees;

- ensure that institutions, the Scottish Funding Council and the Government carry out impact assessments on these plans; and
- ensure that pension changes in both the University Superannuation Scheme and the public sector are also impact assessed.”

## **18. Fuel Poverty**

“That this Conference is alarmed with the increasing fuel and energy prices being implemented by energy companies and notes the crisis this is creating for women and families throughout Scotland.

“Conference recognises the high percentage of single women in Scotland aged 60 and over, along with many single parents who are currently faced with the dilemma of whether to ‘Heat or Eat’. There is an inability to keep homes warm, because of high gas and electricity costs, forcing families to live in one room in an attempt to save money and to avoid further poverty and deprivation.

“A warm and comfortable home should be a basic right for everyone and the CWU believes it is essential to raise awareness around this issue.

“Conference notes that, while the increase of energy prices is a reserved matter for the Westminster Government, we ask the STUC Women’s Committee to work with the STUC, the Scottish Pensioners’ Forum, the Fuel Poverty Alliance and all affiliates to lobby the Scottish Government to influence policy for any future price increases and eradicate what is clearly an unacceptable situation.”

## **19. Abortion Rights**

“That this Conference recognises the important role played by the Trade Unions in supporting women’s right to choose and is concerned about the continuing attacks on the rights to safe, legal abortion in the UK.

“Conference believes:

- abortion should be legally available on request and opposes any reduction in time limit and the imposition of ‘cooling off’ periods and mandatory counselling;
- that the requirement for two doctors to approve every abortion should be removed; and

- there should be a ban on misleading advertising of crisis pregnancy centres operated by groups opposed to abortion.

“Conference rejects Nadine Dorries’s and Frank Field’s attempts to make ‘independent advice and counselling’ a requirement, and recognises this as an attempt to threaten existing access to impartial information.

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

- work and campaign with Abortion Rights, the national pro-choice campaign, to raise awareness about the erosion of access to safe, legal abortion;
- encourage affiliates and individuals to affiliate to Abortion Rights; and
- continue to lobby MSPs and Scottish MPs to oppose restrictions on access to abortion services and any attempt to impose additional counselling requirements.”

### **Composite B “Women and Pensions” (covering resolution nos 20, 21 and amendment, 22 and 24)**

“That this Conference condemns the attacks on Public Sector Pensions and congratulates those affiliates who are taking part in mass industrial action on 30 November in defence of those pensions that are under attack.

“Pension changes implemented and proposed by the coalition Government are of serious concern. Public sector pensions will be effectively reduced by 15%. Public sector workers are being told to pay more and work longer for a smaller pension.

“Conference is appalled at the proposed changes to many public sector pensions, which will affect thousands of low paid women workers. Not only are they experiencing hits to their wages with cuts in hours or outsourcing, especially when they may be the only earner in the household, they are now going to suffer in old age as well.

“Women are also going to suffer, due to the increases in state pension age. By 2020, the age at which people can draw their state pension will be 66. For women, this will be a rise in the state pension age by six years over just nine years.

“Combined with current review of public sector pensions, the move from RPI to CPI, and the risk of higher contributions in return for smaller pensions, even more women are likely to have insufficient income in their retirement. In addition, dropping the Fair Pensions Clause from contracts will leave outsourced women workers impoverished. Additionally, pay freezes already imposed have a significant detrimental impact on the value of a pension.

“Women did not cause the banking crisis, but are clearly being expected to pay the price. Women will pay more, work longer and receive less pensions.

“Conference congratulates the STUC for its work, not only in highlighting the gender impact of cuts, but in campaigning for practical alternatives, such as the introduction of a financial transaction or Robin Hood tax.

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

- organise a campaign to make more women aware of the changes to pension provision and their impact;
- highlight the drastic effects of these changes for women;
- continue to work with the STUC to oppose the Government’s plans for public sector pensions and to lobby for improved pension provision for women;
- lobby the Scottish Government to try and resolve this unjust attack against women workers, and to engage in a real process of engagement with those unions whose schemes are covered by the Scottish Pensions Authority;
- campaign vigorously in the defence of Public Sector workers and their right to a decent pension;
- support affiliated unions in their campaigns, which will include industrial action, to defend public sector pensions; and
- work with affiliates to ensure that women's activity is central to any industrial strategy.”

## **23. Year of Radiotherapy**

“That this Conference notes that 2011 is the Year of Radiotherapy and marks 100 years since Marie Curie, one of the world’s most celebrated women scientists, won a second Nobel Prize for her work on radiation.

“Radiotherapy is one of the key treatments for cancer. It is more cost effective, it cures more patients than anti-cancer drugs and modern forms of radiotherapy are more targeted and have fewer side effects. Recent survey results, however, show that the public perception is of radiotherapy as an outdated treatment and a frightening experience. Not only do patients believe that radiotherapy treatment is less effective than surgery and chemotherapy, they are unaware of modern, cutting edge radiotherapy treatments which increase cure rates.

“Conference urges the General Council and STUC Women’s Committee to add support to the national campaign which aims to:

- raise public awareness of the value of radiotherapy to women; and
- seek appropriate levels of funding to train staff and provide equipment to ensure that patients have access to the best radiotherapy treatments.”

## **25. Scottish Women and Cancer Awareness**

“That this Conference notes the positive role in which both the STUC and trade unions have been involved in raising the symptoms of all types of cancer within the workplace.

“Unfortunately, there is growing concern that recently published statistics reveal that Scottish women in their 40s and 50s are more likely to be diagnosed with cancer than elsewhere in the UK.

“Cancer rates across Britain have soared in the past 30 years and Scotland is now higher than the UK average.

“There are many factors linked to these worrying figures, including the fact that more women are using screening programmes.

“Screening assists in identifying cancer at an early stage and is crucial for improving chances of successful treatment. However, the higher prevalence of obesity, smoking and alcohol use can also increase the risk of developing some types of cancer.

“In the face of these stark realities, Conference calls on the STUC Women’s Committee to work with the General Council to:

- develop an awareness raising pack to assist Scottish women to identify the symptoms of Breast, Ovarian, and Cervical Cancer at an early stage;
- work with affiliates to highlight the potential occupational causes of cancer and the importance of safer workplaces to help prevent cancer; and
- develop a ‘Working with Cancer’ negotiator’s guide to be drafted and used by shop stewards to negotiate reasonable adjustments on behalf of their members in the workplace.”

## **26. Migration and Trafficking of Women**

“That this Conference notes that, despite their increasing importance to the development of the global economy, migrant workers, especially women, remain marginalised. This issue, including that of trafficking of women, is a concern that needs to be addressed. Many migrant workers are subjected to various forms of discrimination and exploitation.

“The trade union movement promotes the human rights of migrants and their integration in society and considers violence against women migrant workers, in the context of human trafficking and forced labour, to represent an extreme case of human rights violation that must be addressed.

“Conference recognises and acknowledges the previous work done by the STUC Women’s Committee and asks the incoming Committee to work with both the STUC and TUC to lobby both the Scottish and Westminster Governments on laws to provide more protection for migrant workers, especially women migrant workers, and heavier penalties for those who exploit migrant workers.”

## **27. Human Trafficking for the Commonwealth Games in 2014**

“That this Conference welcomes the continuing work of the STUC Women’s Committee in highlighting the growth of human trafficking to trade union affiliates, not only in Scotland, but across the World.

“Conference also welcomes the investigation launched by the EHRC and Chaired by Baroness Helena Kennedy QC, which looked into the sex trade in Scotland, with particular focus on women that have been brought into Scotland for the sex industry, which will be published in November of this year.

“However, Conference has growing concerns that, in light of the forthcoming Commonwealth Games, which will be held in Glasgow in 2014, women will be trafficked into Scotland and Glasgow, to meet the demand for sex, not only by visitors to Scotland for these Games, but for the men who are already building sporting venues, hotels and accommodation for athletes during the duration of this event.

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

- continue to engage with all agencies to eradicate human trafficking in Scotland and across the world;
- raise awareness with affiliates of this issue and the impact on the victims of trafficking, in particular young women;
- continue to lobby the Scottish Government for the criminalisation of the buying of sex, thus stopping the demand; and
- support, where possible, events which highlight the issue of human trafficking.”

### **Composite C “Tackling Violence Against Women” (covering resolution nos 28 and amendment and 29)**

“That this Conference welcomes the recent report by the End Violence Against Women Coalition which highlights practices that can help make women and girls safer.

“Conference is pleased that one of the initiatives featured in the report is the work being done by Scottish Women's Aid and other agencies to change attitudes and beliefs to violence against women and girls amongst young people.

“Conference welcomes the Scottish Women’s Aid ‘Get Savi’ initiative (Students Against Violence Initiative) which is being taken forward in university and college campuses across Scotland.

“The report also commends the public awareness campaign run by Rape Crisis Scotland which had a significant impact on improving awareness of the issue.

“Conference recognises the crucial role of schools in educating young people about healthy, non-violent relationships and tackling bullying and other inappropriate behaviour towards women and young girls.

“Conference reaffirms its belief that tackling gendered violence is one of the highest priorities for the Trade Union Movement and should remain a key focus for us in the year ahead.

““Conference acknowledges that gender based violence - in the form of acts, behaviour and attitudes that undermine, threaten or hurt others due to their (real or perceived) gender or sexual orientation - is one of the most dangerous social issues of our time.

Conference welcomes the Scottish Government's work in this area.

“Significant problems remain in Scotland as elsewhere.

“Recorded incidents of domestic violence have increased. There is still significant under reporting of violence against women, particularly amongst Black and disabled women, those with insecure immigration status and homeless women.

“Properly funded support services for women facing violence whether at work, in the home or in the community are vital. Cuts to funding for services, such as the Glasgow Women's Support Project, seriously undermine efforts to tackle gendered violence and leave women and girls isolated and vulnerable.

“Conference supports the STUC's call for ring fencing of funding for women's support services in local authority budgets and requests the STUC Women's Committee to urge affiliates to do all they can to lend practical support to this end.

“Conference supports the ‘Get Savi’ project which is designed to challenge gender based violence, by using a bystander approach. This approach targets potential allies in preventing gender based violence by supporting ‘bystanders’ in developing appropriate and safe intervention strategies. This programme will help activists and trainers work with their student communities to empower bystanders to speak up and speak out.

“Conference welcomes the involvement of NUS Scotland in the initiative, and urges the STUC Women's Committee and all campus trade unions to support the rolling out of the programme in university and college campuses across Scotland.”

### **31. Women's Rights Worldwide**

“That this Conference notes the longstanding commitment from the STUC Women's Committee and Conference to supporting women fighting for their rights worldwide.

“Conference condemns the continuing inequality faced by women on a global scale and calls on the STUC Women's Committee to:

- raise awareness in the Scottish Labour Movement and wider Scottish society of the global position of women;
- build links with women's organisations, in particular those with an interest in women in the workforce, in Europe and worldwide;
- develop proposals for an STUC Women's Weekend School, and other associated events, with an international solidarity theme.”

### **Emergency resolution no. 1 Dawn Raids**

“That this Conference condemns the recent Dawn Raid which took place in Glasgow on 9<sup>th</sup> November by the UK Border Agency officials and the Strathclyde Police, which saw Funke Olubiyi and her 7 year old son removed to a detention centre in England.

“We call on the STUC Women’s Committee to:

- continue to campaign to end this inhumane practice;
- send a message of support to Funke and her son from Conference; and
- write to the Home Secretary and the Scottish Government as a matter of urgency.”

### **Emergency resolution no. 2 Colombian Political Prisoner Campaign**

“That this Conference welcomes that Colombian women’s political prisoner, Rosalba Gaviria, has recently announced that she will be visiting the UK later in November to highlight the Justice for Colombia Political Prisoner Campaign.

“Colombia is the most dangerous country in the world to be a woman trade unionist.

“The Colombian regime practice of jailing its critics has also continued. There are many women trade unionists, academics, human rights campaigners and others currently detained in Colombian prisons.

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

- promote Rosalba’s visit to the UK within affiliates;
- support and promote the work of JFC within affiliates; and
- support the Political Prisoner Campaign.”

## **II MOTIONS FELL**

### **17. The Other Side of Domestic Violence**

“That this Conference notes with alarm that the incidents of recorded domestic abuse in Scotland, where the perpetrator is female, have doubled since 2001. Whilst these still represent the minority of recorded attacks last year, they made up 15% of total figures.

“Last year, the Scottish Government spent £100 million on help and support for female victims and only £28,000 on helping male victims. Part of this funding would have been spent providing rehabilitation programmes for perpetrators, however, in Scotland there are no schemes specifically for women.

“Whilst Conference recognises that the Scottish Government has acknowledged the issue, as yet there has been nothing to address it.

“Conference calls on the STUC Women’s Committee to lobby the Scottish Government to fund and develop rehabilitation programmes specifically for female perpetrators.”

### **30. Colombia**

“That this Conference condemns the ongoing violence against women trade unionists in Colombia and notes that in the first 6 months of 2011, 20 trade unionists were assassinated.

“Conference notes that, despite the regime’s claims of an improved situation; 95 civil society activists, 24 of them women, were assassinated by state forces and paramilitaries in the first 10 months of the Santos administration. Recent attacks include the June 6<sup>th</sup> killing of trade unionist, Margarita de las Salas Bacca, and the February 11<sup>th</sup> massacre of community leader, Luz Mery Roa, her mother and 5 year old daughter who was dismembered. Others have been disappeared and threatened. Conference notes that sexual violence by the Colombian state security forces continues. Virtually no-one is brought to justice for these crimes.

“Conference notes that women trade unionists continue to be imprisoned, such as Lilianny Obando, who has been held without being convicted of any crime for over 3 years.

“Scottish women have visited Colombia and witnessed first-hand the dangerous situation faced by colleagues. Members have visited Lilianny and heard testimony about the injustice faced by political prisoners.

“Conference notes the successful work of Justice for Colombia (JFC) in highlighting these abuses and applauds the Campaign, supported by STUC women, which led to the release of four political prisoners in early 2011, two of them women trade unionists, Aracely Canaveral and Rosalba Gaviria.

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

- continue to support the work of JFC, both financially and politically, and encourage unions to affiliate to the campaign;
- continue to raise issues of abuses with Colombian and UK authorities;
- continue to support the Prisoners’ Campaign and campaign for Lilianny Obando’s release;
- support the new JFC Campaign for a peace process in Colombia.”