



**For Young People –
Now and in the Future**

**74TH ANNUAL STUC YOUTH
CONFERENCE**

**SATURDAY 21ST & SUNDAY 22ND JUNE
2014**

DECISIONS

RESOLUTIONS CARRIED

Resolution No. 1

A Just Scotland for Young People – Now and in the Future

“That this Conference welcomes the position taken by the STUC to concentrate on providing information to trade union members to help them make an informed decision on how they feel a socially just Scotland can be delivered post referendum.

“The trade union movement has already helped to secure Votes at 16 and many young people will, for the first time, be allowed to participate in a decision that shapes their future.

“Conference believes the STUC Youth Committee has to be at the forefront of the campaign to encourage young people to use their vote and to challenge and campaign on how they feel social justice will be delivered by their vision for a future Scotland, with equality of opportunity for all at its heart and economic strategies that create long term and sustainable employment for young people.

“Conference calls on the STUC Youth Committee to:

- prepare campaign materials to encourage young people to use their vote;
- continue to lobby to abolish discriminatory austerity measures in favour of a ‘Better Way’ for young people;
- campaign for universal welfare provision and an end to exploitative privately delivered, Government funded work programmes;

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- continue to support the STUC broad based campaign which is inclusive of all opinions and asks searching questions of all campaigns on issues affecting young people and their futures; and
- illustrate the trade union movement in Scotland's call that, irrespective of the result of the Referendum, the movement's demands for young people are paramount in the future settlement for our country."

Amended Resolution No. 2 Scottish Education and the Independence Referendum

"That this Conference fully supports and endorses the position adopted by, and the work of, the STUC General Council as part of the 'A Just Scotland' Campaign. Conference notes with concern the increasingly febrile and sterile tone of the referendum debate, which has tended to ignore the key issue of the kind of society which will exist in Scotland post 2014, regardless of the outcome of the Referendum.

"Conference recognises that one of the keys to delivering 'A Just Scotland' will involve the delivery of 'A Just Education System' across Scotland. Conference, therefore, resolves to support the following education priorities as part of its 'A Just Scotland' Campaign:

- the development of a fully comprehensive education system;
- nursery education for all 3-5 year olds;
- delivering the resources necessary to implement Curriculum for Excellence fully and successfully;
- reducing class sizes in schools to a maximum of 20;
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- ensuring sufficient numbers of support staff in all sectors;
- tackling poverty and deprivation and their effect on attainment and achievement;
- guaranteeing funding for all children with additional support needs;
- reversing the recent damaging cuts to our Further Education service; and
- continued rejection of student fees in Scotland.

“Conference, therefore, calls on the STUC Youth Committee to continue to pursue the ‘A Just Scotland’ Campaign with vigour in the last few months of the Referendum Campaign, and moving forward post Referendum.”

Resolution No. 3 Voter Registration

“That this Conference notes the arrangements for 16 and 17 year olds to vote in the forthcoming referendum and believes the impact of this on turnout will be an important factor in assessing whether or not the voting age for all Scotland-only elections should be similarly lowered.

“However, Conference also believes that there needs to be a greater focus on voter registration amongst young people to ensure the potential for an enlarged electorate is actually realised.

“Conference, therefore, instructs the incoming STUC Youth Committee to liaise with relevant statutory bodies and campaign groups to produce and distribute publicity material to support voter registration amongst young people.”

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Resolution No. 4

The Wood Commission for Developing Scotland's Young Workforce

“That this Conference welcomes the report of the Wood Commission for Developing Scotland's Young Workforce and, in particular, welcomes the recommendations contained in the interim report which:

- *provide for a broader range of vocational qualifications as part of the Senior Phase of Curriculum for Excellence;*
- give Further Education Colleges a key role in the development of Scotland's young workforce through the new Regional Structures and new Regional Outcome Agreements;
- will develop and expand the availability of high level Modern Apprenticeships;
- provide support for young people at risk of disengaging from education;
- will focus on Science, Technology, Engineering and Maths (STEM); and
- require closer working between education providers and business organisations.

“Conference, however, is concerned that the continuing budgetary pressures facing Scotland's Further Education Colleges and the historic reluctance of many Scottish employers to invest in the future skills of our young people and to fully support the Modern Apprenticeship programme, may jeopardise the successful implementation of the Wood recommendations. Conference, therefore, calls on the Scottish Government to ensure that adequate resources are made available and that the engagement of Scotland's employers becomes a key political imperative as part of this process.” /.....

Composite A (Covering Resolution Nos. 5 & 6)

Zero Hours and Pay Between Assignment Contracts

“That this Conference congratulates the STUC and many affiliates on the campaigning work that they have done against the use by many employers and recruitment agencies of Zero Hours Contracts, Variable Hours Contracts and Pay Between Assignment (PBA) Contracts.

“Conference condemns the use of Zero Hours and Hours to be Notified Contracts, which provide for a one-sided employment relationship in favour of the employer; often restrict the opportunities for the employee to find any other work; and which are, essentially, exploitative in nature.

“As many young workers in Scotland are particularly affected by these Contracts, Conference calls upon the incoming STUC Youth Committee, in conjunction with the STUC General Council, affiliates and Trades Union Councils, to lobby and convince legislators of the need to bring about an end to these exploitative and manipulative Contracts and to have them outlawed both in Scotland and across the UK.

“The CWU Campaign ‘Closing the Loopholes’ has brought the particularly iniquitous practice of PBA Contracts to the notice of the public and politicians in Holyrood, Westminster and Brussels, and seeks to remove the use of PBA Contracts from the employment market, because of the way they prevent workers from benefitting from equal pay brought about by recent legislation for Agency Workers.

“Conference notes that many employers in the public and private sectors make use of these Contracts in situations where other types of employment contracts could easily be substituted, providing greater levels of job security and income reliability for the employee. Conference also notes that, statistically, Zero Hours Contracts are more likely to be held by women than by men.

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“Conference, therefore, calls on the STUC Youth Committee to:

- campaign against the use of Zero Hours Contracts and to continue to assist in the co-ordination of the campaigning activity of affiliates to this end;
- campaign for a ban on the use of Zero Hours Contracts across the public and private sectors and by any companies seeking publicly procured contracts; and
- seek the support of bodies across civic Scotland, including political parties and STUC affiliates in this campaign.”

Resolution No. 7

Short Hour Contracts

“That this Conference is concerned by the findings of a Joseph Rowntree Foundation Report that showed that the number of people in Scotland working part-time who want to work full-time has increased massively over recent years. This was supported by an USDAW survey of young workers, which found that 66% of young workers wanted more hours.

“Conference believes that this demonstrates that the unemployment figures only show part of the problem and that there also needs to be a focus on good quality employment, consisting of enough hours to provide a decent standard of living.

“Conference further believes that underemployment is a growing problem, with people having to work multiple part-time jobs, or irregular additional hours, just to make ends meet.

“Conference calls on the STUC Youth Committee to:
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- highlight the problem of underemployment, working to ensure that the debate is not just about unemployment; and
- lobby the Scottish Government to promote through their procurement policy that employment contracts consist of enough hours to provide a decent living."

Composite B (Covering Resolution Nos. 8, 9 and 10) A Living Wage for All

"That this Conference notes that, with the ever tightening squeeze on workers' pay, there has never been a more urgent time to campaign for the Living Wage to make meaningful inroads into the private sector, where four in five low paid workers are employed.

"The erosion of terms and conditions over the last four years has often seen this Coalition Government attempt to put public and private sector workers against each other. Supporting the Living Wage in the private, as well as the public sector, unites workers and also builds a moral economy.

"Conference is concerned by the level of in-work poverty with many people, especially young people, struggling to get by, despite being in work and notes the One Fair Wage Campaign run by the Scottish Youth Parliament during 2012-13, calling for an end to separate youth rates, with everyone being paid the same for doing the same job, regardless of age, and also for the promotion of a Scottish Living Wage.

"Conference notes that one fifth of Scottish workers earn less than the Living Wage and that young workers are disproportionately represented within that group. Conference further notes a recent Resolution Foundation report, which found the average hourly pay for workers aged between 22 and 29 fell by 11.7% in the three years after the financial crash.

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“Conference congratulates trade union, community and student organisations that have won Living Wage campaigns across Scotland and the UK, but that more must be done to extend Living Wage coverage, particularly to young workers.

“Conference is encouraged by the response that these campaigns received, in particular the indication from CoSLA that every local authority in Scotland has signed up to pay at least the Scottish Living Wage.

“However, Conference condemns the failure of the SNP Government to include within the Procurement Reform Bill a stipulation that all companies awarded public contracts must pay the Living Wage, despite Holyrood and local government being key promoters and deliverers of Living Wage policies.

“Conference calls on the STUC Youth Committee to:

- through the ‘There is a Better Way’ Campaign, lobby the Scottish Government to use their procurement policy to ensure that private sector companies and all organisations accepting public money through procurement, subsidies or direct public funding pay the Scottish Living Wage;
- work with trade unions, community organisations and student groups to campaign for policy changes in ensuring that any employer benefitting from public sector contracts is obliged to pay a Living Wage;
- as part of the Youth Committee’s work plan develop a strategy to promote the Scottish Living Wage amongst all employers including those in the private sector; and
- lobby the Scottish Government to highlight the difficulties facing young workers in their evidence to the Low Pay Commission.”

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Resolution No. 11

False Self-Employment in the Construction Industry

“That this Conference notes that many young trades people are employed in the construction industry through agencies and payroll companies, which force them to register as self-employed through the Construction Industry Scheme (CIS).

“This is done to allow companies to avoid payment of National Insurance contributions, as well as removing their requirement to acknowledge employment rights, such as holiday pay, maternity pay, sick pay, and also the provision of Personal Protective Equipment (PPE). On top of this, the worker can be dismissed without warning.

“Conference acknowledges the introduction of the Finance Bill 2014 as the first step in tackling false self-employment within the construction industry.

“By virtue of being treated (correctly) as employees, all qualifying workers within this measure will gain statutory payments such as those previously excluded.

“However even as this legislation was being passed in Parliament, payroll companies were already advertising the fact that they had loopholes upon which they could ensure these companies were ‘wholly compliant with HMRC’, whilst allowing the companies to carry on with business as usual.

“Therefore, Conference calls on the STUC Youth Committee to:

- work with affiliates to campaign for a harder criteria to establish genuine self-employment as part of the Youth Committee’s industrial strategy;
- campaign for direct employment on all publicly funded contracts through ‘There is a Better Way’ Campaign; and /.....

- write to Scottish and UK Government to have direct employment as part of public sector procurement.”

Resolution No. 12

Bullying, Harassment and Discrimination of Young People

“That this Conference expresses great concern at the increasing number of young workers in all sectors, but particularly in the public sector including within bodies commissioned by the Scottish Government, who are persistently facing bullying, harassment, discrimination and threats from both management and colleagues, and expresses concern that increasingly and alarmingly this is due to age.

“Finding work is not the only big issue young workers face. Being supported to stay in work and do their jobs is also a worry for young workers. Sufficient induction training needs to be given with further development opportunities offered. This includes health and safety, bullying and harassment, stress management, line management, communication, team building, assertiveness, promotion and aspiration. Young people need to know their workplace rights and be encouraged to join a workplace union.

“Early indications from the STUC Youth Committee's survey show that 25% of young workers suffer bullying and harassment from management or colleagues of which 30% believe this is directly connected to their age. 70% also suffer from stress.

“The challenges that face young workers are many, but they are clear. It is important to get young people into meaningful, sustainable and fair work and also ensure they are trained, developed and supported to fulfil their ambitions and potential while in work.

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“We call on the STUC Youth Committee to contact Scottish Ministers and senior Civil Servants to discuss this important matter and urge them to issue clear guidelines to all public bodies under their command to ensure better resolution, and to warn them that such behaviour will not be tolerated, if such public bodies are found to display tolerance towards such behaviour. We also call on the STUC Youth Committee to raise the issue of bullying within the public funded sectors in the media.”

Resolution No. 13

Increasing the Profile of Young Trade Unionists in the Media

“That this Conference believes that the media is a very powerful tool which can be used to get our message, as young trade unionists, across to a variety of people through a variety of mediums e.g. social media, newspapers, including columns, press releases, articles and features, blogs, TV, radio, art and music.

“Conference notes that the majority of stories in the media about trade unions are negative e.g. ‘trade unions say no’, ‘trade unions against austerity’, etc, and there are hardly any positive messages. Conference further notes that the voices of young trade unionists get little media coverage.

“Conference instructs the STUC Youth Committee to develop a media strategy covering the media listed above which can, if necessary, be rolled out to all affiliates. This strategy should ensure that press contacts know which young trade unionists to contact about particular stories, but should also ensure that the STUC Youth Committee and affiliates’ Youth Committees are encouraged to write positive, proactive pieces for the media, rather than a reactive, defensive message always being aired.

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“The STUC Youth Committee is instructed to speak to affiliated unions about working to promote young trade unionists in the media, and encourage affiliated unions to think more about the messages they are sending out to the media. The STUC Youth Committee is also instructed to work towards increasing the profile of young trade unionists in the media.”

Resolution No. 14 **Put the Social Back into Socialism**

“That this Conference recognises that the trade union movement has a proud history of being the inspiration for art, music and culture, but over the years this has been overlooked as a less important tool to help organise.

“It is our role as young trade unionists to highlight and promote the importance of this and put the social back into socialism.

“By holding social events on art, culture and music, we can help raise the profile of the trade union movement in Scotland and use this medium as a way to engage with young people about the history and visions for the future of young Scottish people.

“We call on the STUC Youth Committee to:

- host a social event aimed at young people to educate and network;
- link up with affiliated art based unions and to assist to increase under-representation in their youth sections;
- use Unions into Schools to promote these events and link up and engage with young people;

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- link up with Music for Social Justice;
- hold an art show based on the injustices of today's society; and
- hold a workshop on poster design and event holding."

Amended Resolution No. 15 Free School Meals for All Children

"That this Conference notes that one in five of Scotland's children are officially recognised as living in poverty. In some areas, over one in three children grow up in poverty.

"Over the past five years, the number of children in Scottish hospitals suffering from malnutrition has doubled.

"According to the Scottish Government, 72 under-16s were discharged from hospital suffering malnutrition last year, up 47 per cent on the previous 12 months and 132 per cent higher than five years ago. This is unacceptable in a 2014 Scotland.

"With the Westminster Government enforcing the bedroom tax, universal credit, the rise of food banks, cuts to benefits and benefit sanctions – how are these measures improving the lives of children in Scotland? These draconian welfare cuts are only forcing more families into poverty, not bringing them out of it.

"From January 2015, all Scottish pupils from primary 1-3 will get free school meals. Although this is a step in the right direction, we need universal school meals for all children.

"This motion calls upon the STUC Youth Committee to work with the STUC General Council and all affiliates to campaign for free school meals for children of all ages and make Scotland a country where children don't go hungry."

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Amended Resolution No. 16 Suitable and Affordable Housing

“That this Conference notes that UNISON Young Members’ Committee has launched a new, two year campaign for suitable and affordable housing.

“Conference believes that this is an important issue which should be supported across the wider union movement.

“Conference resolves to instruct the STUC Youth Committee to disseminate the campaign information to all affiliates and work with them to lobby the Scottish Government to build more social housing, using construction firms who pay the Living Wage, and to provide information to young people about their housing rights.”

Emergency Resolution No. 1 Youth Allowance and Inequality

“That this Conference notes that Ed Miliband has said this week that a Labour Government would end entitlement to adult out-of-work benefits for 18--21 year olds who are not in training or further education.

“Conference further notes that, instead, young people from low income families will be able to claim a "youth allowance" only if they agreed to undertake vocational training.

“Conference also notes that Ed Miliband, again, evoked the quote ‘something for nothing’ in his speech.

“Conference believes that Ed Miliband's proposal is discriminatory and that entitlement to Jobseekers Allowance (JSA) should not be decided by a person's age.

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“Conference believes that anyone should continue to get JSA, even if they are in training, whilst they are not being paid for this training and are not entitled to any form of student funding.

“Conference further believes that it is unacceptable for a Labour Leader to speak of a ‘something for nothing’ culture whilst there are millions of young people unemployed and under-employed around the country.

“Conference instructs the STUC Youth Committee to:

- highlight to the General Council that this proposal is unacceptable;
- write to the Scottish Labour Party and the Labour Party to outline Conference's disgust at this proposal and to highlight that young people need sustainable jobs which pay the living wage, not more training programmes which lead nowhere;
- investigate with the Scottish Government opportunities to highlight this injustice and any measures possible to mitigate this proposal should it be implemented in the future;
- publicise Conference's views on this matter via the STUC website, and social media; and
- continue working on an Industrial Strategy for Young Workers which incorporates a section on benefits and training.”

Emergency Resolution No. 2

Show Racism the Red Card

“That this Conference recognises the vital work undertaken since 2003 by Show Racism the Red Card (Scotland) in combatting racism and sectarianism, and that it is worried by the fact that Scottish Government funding for the organisation has been cut sequentially over recent years.

“A further cut has been proposed for this year – from £60,000 to £40,000.

“Conference calls on the STUC Youth Committee to actively engage and work with both Show Racism the Red Card and the Scottish Government to find a quick and reasonable resolution to the issues with funding, and to offer any other support which is practical to work with Show Racism the Red Card regarding the current situation.”

Emergency Resolution No. 3

Iraq

“As the American war machine begins to make noises about a renewed intervention in Iraq, the Iraqi people brace themselves for the possibility of a return of the occupation.

“We, the young members of the labour movement, must stand with the young people of Iraq and put pressure on our Government to not renew the occupation of Iraq and to offer those displaced by the conflict; durable solutions of a home, a future and above all hope: not a return of Western intervention.

“The motion calls on the Youth Committee to support any Stop the War action in the event of Western intervention, and to stand in solidarity with the Iraqi people.”

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Emergency Resolution No. 4 UKIP

“That this Conference expresses great concern at the rise of UKIP across the UK, and notes with anger and sadness the election of the first UKIP MEP in Scotland. UKIP are a racist, homophobic, ableist and misogynistic party that present a threat to social justice and equality across the UK.

“Conference notes that turnout in Scotland was 33.5% and that low turnout favours extremist parties.

“Conference instructs the STUC Youth Committee to:

- develop a strategy to engage and register young voters and encourage participation in electoral politics;
- design and implement an outward facing political education plan, to ensure that young workers are equipped with resources to confront UKIP and the right; and
- develop a broad alliance of youth organisations to confront UKIP and work with relevant political and campaigning organisations to develop an organising strategy to confront reactionary politics electorally.”