### 85th STUC Youth Conference

### **Decisions Booklet**

# Unity Over Division – Young Workers Defeating the Far Right

Saturday 14<sup>th</sup> and Sunday 15<sup>th</sup>June 2025 Golden Jubilee Conference Hotel, Clydebank, Glasgow

### **List of Decisions**

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### APPENDIX A List of Decisions

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Emergency Resolution 1 EHRC Guidance post Supreme Court Ruling on Definition of Man or Woman and Their Sex	Carried
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## APPENDIX B Resolutions Carried

### Resolution 1 Freight

"That this Conference notes data shows that young people are experiencing an epidemic of climate anxiety and are increasingly worried about the health of the planet, with 1 in 3 saying they are scared about climate change and are altering life plans accordingly.

"Conference believes that an integrated, accessible, and affordable public transport system is key to connecting our communities, providing access to jobs and protecting our planet. We need rail investment to reduce carbon emissions if Scotland is to reach net zero by 2045, this investment should also integrate freight across different modes of transport, providing an environmentally efficient delivery of goods and materials.

"Conference commends the publicly owned passenger rail service in Scotland and welcomes Scotrail's plans to decarbonise their fleet. However, conference notes that, the rail freight sector is still privatised.

"Conference is concerned that a privatised rail freight sector, which often engages in a race to the bottom, alongside the erosion of industry, will see a failure to integrate and grow rail freight services, causing further damage to our climate.

"Conference therefore calls on the STUC Young Workers Committee to campaign for publicly owned rail freight services in Scotland."

Mover: Associated Society of Locomotive Engineers and Firemen

### Amended Resolution 4 Skilled Worker Visa and Minimum Salary Thresholds

"That this Conference knows the previous Conservative Government announced in December 2023 oppressive changes to minimum salary thresholds for visa applicants. Changes included the minimum salary requirements increasing from £26,000 to £38,400 placing young workers in a dangerous position.

"Since the Labour Government took office last year, the Home Secretary Yvette Cooper has said they would not reverse the changes.

"Conference condemns the decision to continue with this discriminatory policy which primarily affects young workers.

"In PCS Union, the DWP Group supported many members facing the prospects of losing their right to stay in the UK. Our members pay taxes, deliver vital public services and should be celebrated. 2000 members are affected in DWP and hundreds more across the Civil Service.

#### "Conference resolves to:

- campaign for migrant workers in our workplaces ensuring that they are not discriminated against for pursuing trade union activity or industrial action;
- support a campaign for a change in legislation so that international workers are not discriminated against, removing the unfair salary threshold;
- oppose the offensive racist rhetoric against refugees, asylum seekers and migrant workers; and
- further promote STUC equalities bodies such as Black Workers to Young Workers."

#### "Conference calls on the STUC Youth Committee to:

- encourage all trade unions to hold members meetings supporting those affected; and
- work within the trade union movement to highlight this injustice and bigoted policy."

Mover: Public & Commercial Services Union

Seconder: GMB

## Amended Resolution 6 Age-Related Redundancy Pay

"That this Conference welcomes the commitments of the Westminster Employment Rights Bill to eliminate the wage disparity for young people in the National Minimum Wage. This, alongside tackling issues such as one-sided flexibility, will have a significant and positive impact on the working lives of young workers.

"Following the success in changing the remit for the Low Pay Commission, it is time to look at other employment provisions based on age in an attempt to remove all age-related discrimination from the workplace.

"Conference further welcomes the fact that, as part of the consultation on collective redundancy provisions and tackling fire and rehire, the Government has committed to gathering further views on strengthening the collective redundancy framework in 2025. It is clear that any further review of redundancy provisions cannot ignore the ingrained age discrimination in the Statutory Redundancy Pay framework.

"Whilst redundancy rates across Scotland have been falling, at the end of 2024, redundancy rates for those aged 16-24 were above pre-pandemic levels.

"In light of the recent Employments Right Bill, there is a clear case to continue to push for equity in all areas of employment legislation.

"Therefore, Conference calls on the STUC Young Worker's Committee to work with affiliates to:

- continue to push for action on the issues affecting young workers;
- make the case for equitable redundancy pay in government consultation responses, specifically when the Government comes to gather views on strengthening the collective redundancy framework in 2025; and
- continue to the campaign for zero hours/casual contracts to be fully abolished which the Employment Rights Bill does not do."

Mover: Union of Shop, Distributive & Allied Workers

Seconder: GMB

### Resolution 7 Solidarity with Palestine

"That this Conference notes the decision by Israel to ban the United Nations Relief and Works Agency (UNRWA) that provides vital aid to Palestinians impacted by Israeli aggression. This year, over 200 UNRWA workers have been murdered by the IDF, and UN member states have attempted to cut funding to organisation.

"During this conflict, we have seen the repeated targeting of aid workers by Israel. UNRWA provides essential services to 1.7 million refugees in Gaza. The UN's World Food Programme said without UNRWA's presence in Gaza, aid agencies will be unable to distribute food and medicine. With no aid being allowed into northern Gaza during the first two weeks of October, Israel continues to use starvation as a weapon. "The International Court of Justice has determined that Palestinians have rights under the Genocide Convention that are at risk of irreparable damage.

"Conference instructs the STUC Youth Committee to:

- promote affiliation from STUC unions to the Palestine Solidarity Campaign;
- lobby MPs, the Foreign Secretary and MSPs demanding that the respective Governments work to ensure UNRWA can continue to provide aid without fear of Israeli attacks;
- support demonstrations and solidarity actions promoting them to Young Members in affiliate unions."

Mover: Public & Commercial Services Union

### Resolution 8 Fighting the Rise of Reform UK

"That this Conference notes with alarm the ongoing electoral success of Reform UK, a populist right-wing project based on racist, anti-immigration, anti-boats, and 'anti-establishment' rhetoric. With five MPs it now has access to public funds and a right-wing media happy to amplify their political messages. Recent local government elections show that it is gaining a foothold in Scotland with the likelihood that trade union members are voting for Reform UK due to the failure of mainstream parties to enthuse a large part of the working-class electorate leaving a political vacuum.

"Conference unequivocally opposes the politics of division and recognise that this dire situation requires a serious analysis. Simply condemning all Reform voters as unintelligent, ignorant, racists is a serious misstep. While Reform voters have adopted a regressive political position, at core many have legitimate grievances such as cuts to services, a lack of affordable housing, and wage stagnation to name a few.

"Conference notes that Reform's programme has not sought to tackle these issues coherently. It fails to confront the major problems facing our economy — under-investment, profiteering, denial of workers' rights, under-funding job creation, apprenticeships. Instead, it promotes further privatisation of health, care, and welfare services, and cuts corporation tax. Although Reform claims to speak for 'ordinary people', in reality it represents the interest of big business.

"Conference calls on the STUC Youth Committee to:

- arrange for the production of specific campaign materials (short leaflets, podcasts, vlogs) aimed at trade unions to expose that Reform UK are not the friends of the working-class;
- arrange for the development of a training module for workplace representatives on how to speak to members on how right-wing populist parties are not the solution to problems common to the whole working class;
- develop these materials as part of the 'in-house' political education project."

Mover: GMB Scotland

### Resolution 9 Tackling the Far Right

"That this Conference is alarmed by the racist legacy left by the Tory Government that has emboldened and legitimised far right groups, increased levels of hate crime and fuelled racist, anti-migrant, transphobic, homophobic and misogynistic narratives in the media.

"Conference further notes political parties with a far-right agenda are gaining traction and young people are actively being targeted by far-right groups with extremist content and misinformation online. Recent polling has suggested a rise in support for Reform after it won 7% of the vote in last year's Westminster elections.

"Conference is clear that it is austerity and neglect, not asylum seekers or migrant workers, that are responsible for the decline in public services and wage stagnation.

"We cannot allow the far-right to sow division in our workplaces and communities. Unions must continue to stand against prejudice, hatred, and discrimination and we call on STUC Youth Committee to:

- put tackling the far right at the top of the agenda, working alongside the STUC and the STUC equality committees to highlight and counter the impact of far-right narratives;
- support the campaign work of unions and anti-racist organisations to build a bold, unified movement against the far-right; and
- continue to explore new ways to reach out to young workers online and at work to promote unions as a collective force for progressive change."

Mover: Union of Shop, Distributive & Allied Workers

### Amended Resolution 12 Formation of UK TU Works Councils

#### "That this Conference notes:

- the importance of worker representation and participation in decision-making processes within companies, especially in a changing economic landscape;
- young workers are often at the forefront of precarious employment and insecure contracts, making their voices critical in shaping workplace policies;
- the increase in employers attempting to split workforces, utilising divide and conquer tactics to prevent workers across organisations from uniting against unfair employment practices;
- the erosion of workers' rights and the rise of precarious employment highlight the need for stronger mechanisms for union representation; and
- the potential benefits of UK TU Works Councils, including enhanced communication, stronger worker voices, and improved workplace conditions.

#### "Conference believes:

- establishing UK TU Works Councils would provide a structured framework for unionised workers to engage more effectively company management on important issues such as job security, working conditions, and corporate strategies;
- TU representatives are best positioned to represent the interests of employees and should be the sole members of these councils to ensure that the collective voice of workers is central to discussions;
- cross-site collaboration would better inform decision making and negotiations;
- building union membership, through existing structures and utilising improved statutory recognition rights is key to delivering better outcomes for workers; and
- promoting the establishment of UK TU Works Councils aligns with STUC's commitment to advancing workers' rights and protections.

#### "Conference therefore calls on the STUC Youth Committee to:

- work alongside the General Council to promote and support the formation of UK TU Works Councils following consultation with unions across Scotland & UK:
- advocate for young workers to participate meaningfully in these councils, ensuring their voices contribute to the shaping of company policies affecting their futures;

- to encourage all STUC-affiliated trade unions to engage with their members and consider how these councils could work in their sectors: and
- to call on relevant government bodies to recognise/support the establishment of UK TU Works Councils as a vital part of Scotland/UK's industrial relations framework."

Mover: Unite Scotland Seconder: USDAW

### Resolution 14 Decent & Affordable Housing

#### "That this Conference notes that:

- decent and affordable housing is a right that should be available to all;
- rents in Scottish private rented sector between 2010 and 2023 have gone up by an average of 57.6%, which is 11.9% above the UK CPI rate of inflation for that period. This is pushing young people into more desperate and precarious circumstances. Rents in the public sector have also increased above the rate of inflation;
- the Scottish government found in 2021 that 23% of privately rented dwellings and 15% in the social sector had 'urgent disrepair to one or more critical elements'. The figure for critical disrepair in Glasgow has been reported to be 60%;
- Living Rent fight for rent controls, quality homes, and greater security and flexibility of tenure, and support tenants to resist evictions, secure vital repairs, recover illegal fees and stolen deposits, and ensure that tenants have a voice in Scotland; and
- Living Rent's mission is to "build a mass member-led tenant and community union in Scotland's mainland and island communities that builds and wins power block by block, street by street, and glen by glen", with detailed demands laid out in its Programme for Community Power.

#### "Conference believes that:

- workers' rights and housing rights are intimately linked; increasingly young workers' incomes are swallowed up by rent, leaving little to live on. Organising for more affordable housing advances young workers' interests; and
- a collective and democratic organisation of tenants and community members is the only way to achieve a fairer and more democratic housing system, which works for all.

#### "Conference calls on the STUC Youth Committee to:

- encourage trade unions to affiliate to Living Rent; and
- support and mobilise for Living Rent events to sustain an independent, political and effective democratic tenant and community union."

Mover: Public & Commercial Services Union

### Resolution 15 Welfare not Warfare

"That this Conference notes that the Labour Government has made the political choice to fund war at the same time as stripping welfare from those in need. While the benefit cuts, other than the winter fuel allowance, are largely on devolved areas, the Scottish Finance Minister has indicated that there could be an impact on the Scottish budget. At the same time, the First Minister has welcomed the UK Government's increase in military spending, a worrying departure from the SNP's historic anti-militarism. Increases in military spending will not benefit Scottish young workers when it comes at the expense of welfare and public services. The Westminster Government's own analysis suggests that these cuts will lead to 250,000 people being forced into poverty. The Westminster Government should pursue an alternative economic strategy instead of cutting vital services for those in need, learning lessons from the STUC's paper Raising Taxes to Deliver for Scotland and looking at how to implement the principles from this on a UK wide basis.

#### "Conference calls on the STUC Youth Committee to

- promote the work of anti-austerity groups such as Disabled People Against Cuts to campaign against cuts to welfare and public services;
- make the link between anti-war activism and campaigns against austerity; and
- work with affiliates to promote the STUC's paper Raising Taxes to Deliver for Scotland as a basis to tie issues such as pay and public sector cuts into a shared economic vision for Scotland, elucidating an alternative economic strategy".

Mover: STUC Youth Committee

### Resolution 16 Radical, Year-Round Political Economy Education Programme

#### "That this Conference notes that:

- this generation of Young Workers has endured more economic challenges than generations before – from growing up in the aftermath of the 2008 global financial crisis to facing the Eurozone debt crisis, austerity measures, the disruptive impact of Covid-19 and the subsequent inflation crisis; and
- in addition, young workers are faced with rapid advances in technology and AI that are reshaping the nature of work and the global economy.

#### "Conference believes that:

• In light of these challenges, it is imperative that Young Workers are equipped with robust, politically informed analytical tools to understand and counteract the forces shaping our economy.

#### "Conference resolves to:

- develop and implement a robust, long-lasting political economy education programme designed to critically analyse and respond to economic crises;
- collaborate with organisations such as Trademark, Economists and talent within our own movement to ensure that the course reflects the contemporary struggles of young workers;
- deliver an in-person course that fosters dynamic debate and engagement that will run continuously throughout the year to provide ongoing learning and adaptability in response to emerging economic challenges:
- ensure a comprehensive curriculum that covers:
  - o a historical overview of capitalism.
  - o a historical overview of economic crises since 2008.
  - o an analysis of current and emerging economic challenges.
  - practical strategies for union organising and worker empowerment; and
  - a dedicated focus on the impact of technological advancements AI on the workplace and wider society examining both opportunities and challenges in the context of a changing economic landscape.
- ensure implementation and accountability of the course and ensure that it is both accessible and responsive to the needs of young workers; and
- allocate sufficient resources including funding, materials and time to ensure the success and sustainability of this initiative.

Mover: Unite the Union

# Emergency Resolution 1 EHRC Guidance Post Supreme Court Ruling on Definition of Man or Woman & their Sex

"Conference notes that following the Supreme Court judgment of interpretation under the Equality Act 2010, "sex" will only refer to someone's assigned sex at birth, even after acquiring a Gender Recognition Certificate (GRC). Equalities Human Rights Commission (EHRC) subsequent interpreted this and released guidance on excluding transgender people from gender segregated bathrooms, participating in sports and more, effectively barring trans people from public life. This is particularly important for young trans people who are growing up and having to experience this level of institutionalised transphobia in everyday life, not dissimilar to section 28 that affects LGBTQ+ people in 1980s.

"The EHRC is now pushing forward anti-trans policies, and is keen to continue eroding trans rights, working alongside openly transphobic and misogynistic organisations, funded by money from the Far Right and fascists.

"STUC Equalities Committees and the STUC should fill out the consultation against the proposed changes, using reputable LGBTQ+ organisations' guidance, such as TransActual.

"STUC Youth Conference should work with LGBTQ+ organisations and produce trade Union specific guidance to tackle organisations that are entertaining the changes."

Mover: STUC Youth Committee

### **Emergency Resolution 2 Alexander Dennis Closures**

"That this Conference notes that on the 11th of June 2025, Alexander Dennis announced plans to close bus manufacturing plants in Falkirk and Larbert to move operations to England.

"This decision places 400 jobs at immediate risk, mere months after the closure of the nearby Grangemouth oil refinery.

"For every job in bus manufacturing, it is estimated that there is a multiplier of three to four jobs in the wider supply chain and support services. The closure announcement on this basis places up to 1,600 jobs at risk in the wider Falkirk and Grangemouth area.

"Scotland is on the brink of having zero green manufacturing capacity to speak of. The skills and knowledge of Alexander Dennis' workforce are critical to the just transition, and news of the employer's decision represents a significant blow to the just transition.

"Conference understands that the closure of Alexander Dennis' Scottish sites is a direct consequence of a broken industrial strategy that fails to put domestic jobs and supply chains first and instead courts foreign direct investment.

"The Scottish and UK Governments have failed to ensure that their own funds support local manufacturers rather than corporate interests overseas.

"Conference calls on the STUC Youth Committee to:

- actively support Unite The Union and others in their struggle to resist the closure of Alexander Dennis' Scottish sites; and
- join the STUC General Council and affiliated trade unions to campaign for a worker-led green industrial strategy for Scotland."

Mover: Unite the Union

#### Emergency Resolution 3 Israeli Escalation

"That this Conference notes that the airstrike on Iran by Israel is a dangerous escalation in a conflict that has already claimed thousands of lives.

"Conference rejects any notion that this airstrike by Israel was a form of self-defence and condemns assertions by the likes of the French and German Governments to the contrary. Conference notes that Israel is only able to carry out escalations such as this due to their backing from western governments such as the United States and the British government, evidenced by these governments sending jets to Israel following their initial attack. Conference is clear that the only solution to this act of war by Israel is de-escalation and an end to the genocide in Palestine. Conference reiterates its opposition to all nuclear weapons. British Government ministers such as David Lammy have been quick to condemn violence while ignoring that the escalation came from Israel and is the latest step in the genocide they have armed. Meanwhile, British ministers have recently confirmed that the British army is currently training IDF troops. This escalation has the potential to derail the ongoing negotiations in Oman for a ceasefire.

#### "Conference calls on the STUC Youth Committee to

- work alongside the STUC General Council and affiliates to call for de-escalation;
- build pressure on the British Government to sanction Israel for this attack and for its genocide of the Palestinian people;
- reiterate the longstanding STUC policy of Boycott, Divest, and Sanction on Israel and work with the General Council to update its BDS guide; and
- call for an end to the training of IDF soldiers by the British army."

Mover: UNISON

## APPENDIX C Motions Fell At 2025 STUC Youth Conference

### Motion 2 A Young Workers Charter for Rail

"That this Conference welcomes that the Caledonian Sleeper and Scotrail are in public ownership conference is concerned the Scottish Government's management of rail in Scotland has threatened to make the railway in Scotland less affordable and accessible for young workers.

#### "These concerns include:

- attempts to extend driver only operation, which were defeated by RMT members;
- cuts to ticket office hours at staffed stations, despite these plans being universally opposed by passengers in the public consultation in January 2022;
- scrapping the off-peak fares pilot despite evidence that the trial increased passenger demand and which would have made fares more affordable for young workers; and
- the continued prevalence of violence and anti-social behaviour on the railway and its impact on young workers and passengers, particularly women and girl passengers, who are more vulnerable to problems created by a lack of adequate staffing.

"Conference believes that if we are to achieve the shift away from the private car to public transport necessary to reduce transport emissions, we must ensure that workers are attracted to rail and other public transport as early as possible in their working lives.

"Conference calls on the STUC Youth Committee, in consultation with affiliates, to develop a "Young Workers' Charter" for rail in Scotland to ensure publicly owned rail is as affordable and accessible as possible for young workers."

Mover: National Union of Rail, Maritime, and Transport Workers

### Motion 3 Building Al Literacy

"That this Conference notes that giving the growth and predicted rise of the use of AI across society and the workplace, young trade unionists need to build their 'AI Literacy' to enable them to critically engage with AI. Acquiring technical skills and using them at work, although necessary, is not enough and mostly serves the interests of employers. Becoming 'AI Literate' means being able to understand the role of AI, its impact on one's work and occupation, and to anticipate how it will transform one's role and career. The passive use of AI systems does not benefit workers themselves.

"Trade unions need to ensure the debate on AI is not left to academics and business. They must ensure workers have a say on how AI is integrated into the workplace and support young members who will be expected to quickly adapt to a volatile and fast-moving technological landscape which can have serious negative effects on their working conditions.

"Conference calls for the STUC Youth Committee to work with the General Council to look at the viability of developing Al Literacy training courses which help young trade unionists understand this new Al landscape and give them the critical skills needed to ensure they can both defend against the negatives of these technological developments but also identify opportunities to use Al to assist in organising."

Mover: Communication Workers Union

### Motion 5 An Apprenticeship Charter for Young Workers

"That this Conference is concerned that in far too many cases young workers apprenticeships are treated as low-paid, insecure, and substandard roles with poor training and outcomes.

"Conference believes apprenticeships should instead be be a gateway to highly skilled, secure jobs.

"Conference notes the launch of the RMT's Apprentice Charter which details demands for better apprenticeships, including:

 fair pay & conditions – Apprentices must be paid above the National Living Wage and covered by collective bargaining agreements;

- secure jobs An end to fixed-term contracts and a guarantee of permanent employment for apprentices who complete training;
- high-quality training Apprenticeships must be brought back inhouse, ending low-quality outsourced training;
- more skilled apprenticeships For example at least 5,000 new railway apprentices per year are needed to fill the UK's transport skills gap; and
- Government action a fully funded national apprenticeship strategy must be introduced for the railways and other sectors to ensure apprentices receive proper training and career progression opportunities.

"As part of its ongoing Apprenticeship work Conference agrees to support these demands but also calls on the STUC Youth Committee, in consultation with affiliates, to develop an STUC apprenticeship charter in line with the above and other principles, determined as necessary."

Mover: National Union of Rail, Maritime & Transport Workers

# Motion 10 Young Trade Unionist Cooperation across the UK & Ireland

"That this Conference knows that with the combination of the 2008 financial crash, a global pandemic, the threat of war and ongoing crises across sectors of the economy has led to the worst mental health crisis on record and vasty declining living standards.

"The evidence shows that young people are disproportionally affected by these events. Austerity has marked the entire lives of the current generation of young people who are now entering the world of work. The advantages offered to previous generations by the social democratic consensus after 1945 are now a myth for today's young workers.

"The best hope for young people to build a better future for themselves and their families is by organising in the trade union movement and developing the skills, resources and resilience to fight collectively for a better future.

"Conference instructs the STUC Youth Committee to work with the STUC General Council to establish the 'Youth Council of the Isles' to bring together young trade unionists from across England, Scotland, Wales and Ireland to promote collective working, campaigning and cooperation. This Council should meet regularly and be formatted similarly to the Council of the Isles structures which already exist in other areas".

Mover: Communication Workers Union

### Motion 11 Building Solidarity with Young Freelance Workers

"That this Conference notes the findings of the Musicians' Census 2023:

- 72 per cent of musicians are freelance;
- the average income from music is £20,700; and
- 29 per cent of musicians earn less than £7000 a year.

"Conference further notes findings that freelancers, particularly freelancers aged 18-24, face specific challenges because of their employment status. These include precarity, lack of regular hours, lack of sick pay, lack of paid holiday, and increasing debt.

"Young freelance musicians have also reported to the Musicians' Union (MU) a lack of access to workplace facilities such as toilets and staff rooms, workplace events, and training.

"Conference therefore calls on the STUC Youth Committee to:

- lobby the Scottish Government to ensure Fair Work First adequately covers creative workers and other freelancers;
- create specific materials on improving workplace cultures and building solidarity for employed union members engaging with freelance colleagues;
- foster solidarity between employed and freelance workers via a dedicated and accessible solidarity event bringing together young freelance and employed workers; and
- ensure that music used in STUC content is sourced from reputable sources that pay musicians and music creators fairly".

Mover: Musicians' Union

# Motion 13 Campaign for the Re-establishment of a Fair and Reasonable Rent Cap

"That this Conference knows that 31<sup>st</sup> March 2025 marks the end of the temporary 12% rent increase cap in Scotland, which allowed private renters to appeal any rent increases implemented by their landlord above 12% through Rent Service Scotland (RSS).

"Surveys conducted by Living Rent show that out of the cases formally logged with RSS between April 2024 and February 2025 average proposed rent increases by the landlord were halved by the RSS.

"However, further data showed that out of the respondents to the survey, nearly 80% of private tenants did not challenge their rent increases at all, resulting in worsening financial strain, a decline in living standards and poorer mental health.

"It is well known that the current housing and cost of living crisis is disproportionately affecting young people, with many unable to cope with the burden of the rising costs and having to remain living with family, working second jobs and unable to save to purchase property.

"Conference instructs the STUC Youth Committee to work with organisations such as Living Rent to further lobby the Scottish Government to extend and/or re-establish the rent increase cap. In addition, the STUC Youth Committee should work to raise awareness of private renters' rights on appealing any proposed rent increases."

Mover: Communication Workers Union