

86th STUC Youth Conference

Decisions Booklet

**The Past We Inherit,
The Future We Build**

**Saturday 20th and Sunday 21st June 2026
Golden Jubilee Conference Hotel, Clydebank,
Glasgow**

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APPENDIX A

List of Decisions

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SECTION 1: YOUNG WORKERS' RIGHTS

Resolution 1. Employment Rights Bill – The Fight Goes on

“That this Conference welcomes the passage of the Employment Rights Act 2025 and recognises the gains it has made for workers, including strengthened protections in relation to insecure work, day one rights, family leave and workplace harassment.

“Conference recognises the work of Strike Map and the Campaign for Trade Union Freedom in campaigning for stronger employment rights and trade union freedoms, including through the campaign for an Employment Rights Bill 2.

“Conference believes that, while reforms have made important progress, significant gaps remain in employment law and that further changes are needed to strengthen workers’ ability to organise and bargain collectively.

“Conference believes that the next phase of employment rights reform should include:

1. Immediate repeal of the remaining anti-union laws.
2. A full ban on fire and rehire, backed by robust enforcement.
3. Stronger action to end exploitative zero-hours contracts.
4. A £15 per hour minimum wage with no age exemptions.
5. A statutory right to collective bargaining for all workers, alongside a legal mechanism for creating sector-wide collective bargaining.
6. Labour laws that comply with international standards.
7. Universal employment rights, including for workers on working visas, through a single worker status.
8. Employment rights from day one for all workers.
9. Stronger trade union rights of access to workers and workplaces.
10. Further measures to promote collective bargaining and tackle insecure and two-tier working arrangements.

“This Conference calls on the STUC Youth Committee to:

- ask affiliates, youth structures and activists to support and promote campaigning for stronger employment rights and trade union freedoms;
- ask affiliated trade union youth networks to encourage support for Strike Map and the Campaign for Trade Union Freedom, including a second, stronger employment rights Bill; and

- promote the campaign through social media and future action to build support for further employment rights reform.”

Mover: GMB Scotland

Resolution 2. Action to End Sexual Harassment

“That this Conference notes in recent years the scale and extent of sexual harassment has been thrown into sharp focus.

“The STUC’s own research exposed just how persistent and widespread sexual harassment is in the workplace and the role of misogyny and sexism in enabling it. Furthermore, Usdaw evidence has shown that young women in particular are disproportionately impacted by sexual harassment in the workplace.

“Conference recognises that unions are crucial to defending young workers’ rights and acknowledges the vital role reps play in encouraging the reporting of harassment; ensuring appropriate action is taken; and campaigning on the issue in the workplace. Conference further recognises the potential the preventative duty has to tackle harassment and the improvements that will be delivered through the Employment Rights Act, including the reintroduction of explicit protection from third party harassment.

“Conference calls on the STUC Youth Committee to:

- Continue to support the work affiliates are doing with employers to address sexual harassment;
- Call on the Governments in Westminster and Holyrood to monitor and report on the measures employers are putting in place now that the preventative duty is on the statute books; and
- Work with ACAS and other relevant stakeholders to ensure the provisions of the Employment Rights Act are fully implemented and enforced.”

Mover: Union of Shop, Distributive, and Allied Workers

SECTION 2: YOUNG WORKERS ORGANISING

Resolution 3. Confronting Precarity – Power Not Partnership

“That this Conference recognises that young workers are the primary victims of a broken economic model that prioritises "flexibility" for bosses over the survival of the working-class. The persistent blight of zero-hours contracts and precarious "gig" work is not a policy accident; it is a deliberate tool used to atomise youth and suppress wages.

Congress recognises that the current apprenticeship system is too often a treadmill of cheap labour that lacks guaranteed progression, leaving young workers disillusioned and exploited.

“Conference further notes that the 'Fair Work First' framework must not be relegated to a voluntary framework that fails to prevent public money being awarded to employers who deny workers basic security. Conference further notes that warm words on "fair work" are meaningless as long as public money continues to flow into the pockets of companies that deny workers basic security.

“Conference calls on the STUC Youth Committee to:

- Lobby the Scottish Government by demanding that 'Fair Work First' does not allow any employer using exploitative zero-hours contracts to receive a single penny of public procurement or grant funding;
- Campaign alongside affiliates for stronger sectoral collective bargaining, to improve pay, conditions and collective power in sectors with high concentrations of young workers, including retail, hospitality and social care; and
- Campaign for reform of apprenticeships, including fair pay regardless of age, stronger protection against exploitation, and a clear route into secure and permanent employment upon completion of training.”

Mover: GMB Scotland

Resolution 4. Low-paid, Insecure Work

“That this Conference notes that workers under 30 are disproportionately employed in low-paid, insecure, and entry-level roles across Scotland. They are more likely to face casual or zero-hours contracts, underpayment for trial shifts or training, slow pay progression, and limited access to career development.

“Conference believes that standard collective bargaining often fails to address the structural disadvantages faced by young workers, leaving them with stagnant wages and insecure work while older or higher-paid colleagues benefit from negotiated pay rises. Implementing youth-led bargaining demands will directly increase wages, improve security, and create stronger career pathways for under-30 workers, ensuring that unions actively challenge structural inequities and redistribute value from employers to young workers.

“Conference further believes that young workers must have a central role in shaping bargaining priorities and that youth-led approaches are essential to ensure fair pay, secure contracts, and meaningful progression.

“Conference calls on the STUC Youth Committee to work with the STUC General Council to:

- Encourage affiliates to establish youth bargaining committees within their structures to identify young workers’ priorities and develop bargaining proposals;
- Continue to ensure youth worker representation at all levels of their structures to ensure young members have a voice throughout our movement in Scotland;
- Support youth-led research and surveys to provide evidence of low pay, insecure work, and unfair practices affecting young workers;
- Promote youth-led campaigns targeting employers and sectors to press for wage increases, paid trial shifts, and fair progression opportunities;
- Encourage affiliates to include dedicated youth clauses in collective agreements, such as accelerated pay progression, minimum pay floors, guaranteed training, and protections for insecure or outsourced work;
- Facilitate mentorship and organising programs to build youth participation and union strength; and
- Coordinate sectoral youth bargaining networks to achieve consistent, cross-employer improvements for young workers.”

Mover: Unite the Union

Resolution 5. Trade Union Organising – Foundations and Building Strength

“That this Conference recognises that, despite some years of growth, union membership across the trade union movement has remained on a long-term downward trend over recent decades, standing at around 22% of the workforce, with less than 50% of public sector workers and less than 12% of private sector workers in a union.

“Conference further recognises that younger workers are less likely to join a union, and that recent research shows a similar pattern among lower-paid workers.

“Conference believes that rebuilding the strength of the trade union movement requires sustained organising, political education, solidarity and collective action, and further recognises the important role of Trade Union Councils in rooting the trade union movement in local communities, developing solidarity, and supporting co-ordinated campaigning across unions and workplaces.

“Conference further believes that the trade union movement must be rooted in working-class life and equipped to organise, educate and build collective power if it is to lay the foundations for challenging Britain’s anti-union laws and strengthening the position of workers.

“This Conference calls on the STUC Youth Committee to:

- campaign alongside affiliates and other trade union bodies for the repeal of anti-trade union laws, including restrictions on solidarity and secondary action;
- host a series of webinars on the history of strike action in Scotland, the development of anti-union legislation, and the case for stronger trade union rights; and
- build closer links with Trades Councils across Scotland and encourage greater youth participation in their work.”

Mover: GMB Scotland

SECTION 3: HEALTH & PUBLIC SERVICES

Resolution 6. Integrating Community Pharmacists Within the NHS

“That this Conference notes that community pharmacies are often overlooked when the NHS seeks community-based healthcare solutions. Scotland’s pharmacists manage an increasing variety of ailments, medication advice and supply, alongside being the most accessible healthcare professional. Community pharmacists have the potential to do even more if given the right structural framework.

“Community pharmacies are private businesses, from small local operators to trans-national conglomerates. These businesses have a contract with the NHS, and they are reimbursed when dispensing medications and delivering a clinical service. The setting of targets for clinical services rather than focusing on delivering meaningful patient care, safe staffing and improving population health is not ideal.

“Some community pharmacies struggle to recruit pharmacists, others sometimes are affected by “unexpected closures” as some companies refuse to pay a fair rate for locums. There is significant reliance on the locum pharmacist workforce. Locum pharmacists do not have equal employment protection or rights to employee pharmacists.

“There is a case for the NHS Boards to employ pharmacists directly to provide services from the existing community pharmacy network.

“Early career pharmacists are impacted most with poorer terms & conditions and pay, especially women and BAME pharmacists. Bringing pharmacists into direct NHS employment would provide better job security, terms and conditions - especially for young workers - and create a better NHS that is more integrated, resilient and aligned to deliver better, safer patient outcomes.

“STUC Youth Conference notes that previous in-sourcing initiatives by NHS Scotland has been very successful including the vaccination program and delivering pharmaceutical care from GP practices.

“Conference calls on the STUC Youth Committee to:

- Write to Scottish Government’s Health Secretary to investigate a fundamental review of the structure and financial sustainability of the current community pharmacy model; and
- Work with related unions to improve community pharmacists’ terms and conditions.”

Mover: STUC Youth Committee

Resolution 8. Young Members Oppose Public Service Cuts

“That this Conference notes with alarm:

- The ongoing degradation of public services and the significant impact cuts have on young people working in, and accessing these services. Recent examples include compulsory redundancies at Aberdeen University following a reported £5.5 million funding deficit, a vote for £25 million in cuts to Glasgow’s Health & Social Care Partnership, and substantial slashes to South Ayrshire Council’s library and community services.
- Cuts in sectors including youth work, healthcare, and education against a backdrop of austerity has resulted in poor working conditions and soaring inequity amongst young workers which cannot be negated without a comprehensive post-austerity vision for services which reject private capital models.

“Conference believes:

- For members already vulnerable to casualised labour, insecure housing, and underfunded support services - an experience not exclusive to young people - cuts to public services greatly exacerbate socioeconomic barriers.
- Real-term cuts to pay and resources are jeopardising the health of workers; their ability to engage in their communities and meet rising cost of living demands.
- The failure to sufficiently fund public services correlates with increased military expenditure, where the welfare, safety and support for working-class young people continues to be deprioritised.
- Cuts are not service reform. Young people demand a comprehensive framework which protects our ability to flourish and thrive in a society centring collective welfare.

“Conference calls on the STUC Youth Committee to:

- Produce accessible campaign resources and coordinate workshops/ training focusing on political education, which effectively equip youth membership with the confidence and skills to directly challenge public service cuts at local level;

- Actively support young members across trade unions who have, or are preparing to, participate in industrial action pertaining to these cuts, redundancies, and poor working conditions; and
- Signpost and endorse anti-austerity campaigns which call for major reinvestment into indispensable public services.”

Mover: Unison Scotland

Amended Resolution 9. Mental Health

“That this Conference notes that young people are more likely to experience mental health difficulties due to growing pressures of social media, NHS wait times and the cost-of-living crisis. Decreasing support for young people has exacerbated trends in young people’s mental health. Young people are struggling to make transitions to the labour market and work may not have the positive impact on their wellbeing that supports them to thrive.

“An Institute of Employment Rights study showed:

- Nearly half (46%) of young people surveyed who have a mental health condition do not disclose this to their employer due to feeling uncomfortable doing so. Female respondents are much less likely to disclose compared to male peers.
- Three in ten young people in the survey had either left a previous job or are planning on leaving their current job as a result of its impact on their mental health (19% and 11% respectively). Rates are higher among those who have an impairment, disability or health condition and among those who specifically have a mental health condition.
- Over two-fifths of young people in the survey either had a pre-existing mental health condition or challenge when recruited to their job (37%) or started experiencing one after joining (7%).

“Conference believes that this is an unacceptable and avoidable reality that young people face. Whilst investment into mental health services for young people by Scottish Government has been welcomed, conference believes more could be done to help young adults living with mental illness.

“Conference instructs the STUC Youth Committee to:

- Raise awareness of mental health conditions for young people living in Scotland;
- Lobby the Scottish Government to reduce this through greater investment in mental health services;

- Encourage affiliates to campaign for legally enforceable workplace mental health standards, including employer accountability for stress, burnout, and unsafe workloads, alongside access to occupational health support and reasonable adjustments; and
- Campaign for safe staffing levels, secure employment, and fair pay, recognising their direct impact on young workers' mental health and wellbeing."

Mover: Public and Commercial Services Union

Seconder: GMB Scotland

Resolution 10. Neurodiversity At Work

“That this Conference acknowledges the progress made by Unions in recent years to raise awareness of neurodiversity and the rights neurodivergent workers have.

“Despite growing understanding of the benefits neurodivergent workers bring to the workplace, prejudice and discrimination continue to combine to prevent many from seeking support at work. This is particularly so for young workers, with as many as 40% of young, neurodivergent people believing their neurodivergence could prevent them from being employed or promoted and leading to one in two changing or masking their neurodivergence at work or interviews. It is equally concerning that similar research, specifically based on the real life experiences of young, neurodiverse workers in Scotland does not appear to be available.

“The duty to make reasonable adjustments is crucial to enabling disabled workers secure employment and progress in work, yet the majority are not having their need for adjustments met. This failure is more pronounced where a worker’s impairment is invisible. Young neurodivergent workers report being seen as the problem, with managers trying to fix them, rather than the workplace features that disadvantage them.

“Conference asks the STUC Youth Committee to encourage trade unions to continue to:

- Ensure the experiences of young neurodivergent workers are centred in their campaigning and bargaining work;
- Press employers to adopt the social model of disability in their policies and practice; and
- Campaign for a strengthening of the duty of reasonable adjustments and its enforcement.”

Mover: Union of Shop, Distributive, and Allied Workers.

SECTION 4: WORKER SOLIDARITY

Resolution 11. 100 Years Since the 1926 General Strike

“That this Conference notes that the 4th of May 2026 marks 100 years since the 1926 general strike. The general strike marks one of the proudest moments in British working class history, when workers across many sectors stood shoulder to shoulder with the miners.

“While it was unsuccessful in its aims, it provided valuable experience for thousands of trade unionists. Its study and application of the learning remains vital for trade unionists 100 years later. Young workers were often at the forefront of support for the strike including picket line support, distribution of leaflets and campaigning to spread the strike.

“Congress calls on the STUC Youth Committee to:

- Work with the General Council to create an education class around the general strike.”

Mover: STUC Youth Committee

Resolution 12. Solidarity With Village Hotel Glasgow Workers

“That this Conference notes that hospitality workers at Village Hotel in Glasgow have taken industrial action in pursuit of fair pay, equal treatment, union recognition and improved T&Cs. These workers, many of them young workers, are employed in one of the most precarious and low-paid sectors of the economy, where anti-union practices, age-based disparities, and insecure scheduling remain widespread.

“Conference believes that the dispute at Village Hotel is emblematic of the wider exploitation faced by young workers across Scotland’s hospitality sector. These workers deserve the full solidarity of the trade union movement. It is believed that Village Hotel have acted to undermine lawful industrial action and that these actions are an attack on all workers and on the fundamental right to organise.

“Conference condemns the failure of hospitality employers across Scotland to provide secure work, decent pay and safe conditions for young workers, and rejects any attempt to divide workers by age, contract type, or workplace status. Conference further condemns anti-union tactics designed to frustrate and undermine collective action and ability to organise collectively.

“Conference calls on the STUC Youth Committee to:

- Encourage all affiliated unions and young member structures to support picket lines, hardship fundraising, and solidarity campaigns;
- Continue to work with affiliates to build stronger organisation among young workers in hospitality;
- Publicise this dispute as an example of why young workers need strong unions, collective bargaining, and workplace organisation;
- Send the solidarity of the STUC Youth Conference to the workers in dispute at Village Hotel Glasgow.
- Continue campaigning for:
 - The Real Living Wage for all workers, regardless of age;
 - Full trade union recognition in hospitality workplaces; and
 - Safe transport and protections for young workers on late and unsafe shifts.”

Mover: Unite the Union

SECTION 5: INTERNATIONAL & PEACE

Resolution 13. Military Gap Year

“That this Conference notes that proposals for a “military gap year” are not in the interests of working young people.

“This policy risks encouraging a narrow view of young people’s futures at a time when many face insecurity driven by low pay, precarious work, and the long term underfunding of public services. For young people uncertain about their next steps, these challenges are better addressed through investment in society rather than military initiatives. Young people would benefit from free and accessible higher and further education, high quality apprenticeships, and secure employment opportunities.

“The number of people in the armed forces has dropped dramatically over the past 10 years. In an increasingly volatile world, it is likely that young people will be used to fill this gap via schemes such as the military gap year. The fact that fewer people are joining the army should signal the need for a foreign policy which keeps British youth out of armed conflict. The government’s call for a “whole of society approach to defence” should instead support a whole of society commitment to peace, opportunity, and rebuilding the public services upon which young people rely.

“Congress calls on the STUC Youth Committee to-

- Continue their work with apprentices through Scottish Union Learning; and
- Openly condemn the military gap year via a public statement and digital media.”

Mover: UNISON Scotland

Resolution 14. US & Israeli Attacks on Iran

That this Conference notes:

- The US and Israeli attack on Iran, with devastating human consequences and destabilisation of the Middle East, including the killing of young people in the early days of the war;
- Reports of increased US military use of the publicly owned Glasgow Prestwick Airport, raising concerns that Scottish infrastructure may be facilitating military operations which are incompatible with international law.
- That young workers disproportionately bear the consequences of war through rising living costs, cuts to public services, and insecure employment.

Conference believes:

- Young workers have a direct stake in peace, as military escalation diverts public resources away from jobs, housing, education, and climate action;
- No young worker should be placed in a position where their labour—particularly in aviation, logistics, or public infrastructure—indirectly supports military action that may breach international law;
- Militarisation contributes significantly to climate change, threatening the futures of young people globally;
- Trade unions have a responsibility to empower young members to challenge exploitation, including where their work is linked to conflict.

Conference instructs the STUC Youth Committee to:

- Campaign against the use of Scottish infrastructure in military operations, highlighting the impact on young workers and public spending;
- Support calls for the suspension of US military use of Scottish Government-owned airports where this contributes to active military operations overseas;
- Call on the Scottish Government to urgently review and publish full transparency on the use of Glasgow Prestwick Airport and any other Scottish facilities by foreign military forces; and

- Campaign alongside the wider trade union movement, engage with young trade unionists, peace organisations and civil society for Scotland not to be used as a staging ground for military conflicts.”

Mover: Public and Commercial Services Union

Resolution 15. Young Workers Against the War

“That this Conference notes that:

- The United States poses a threat to global economic and political stability;
- The illegal war against Iran has included several crimes against humanity, including the bombing of primary schools and hospitals;
- The war poses a significant threat to workers in Scotland as a result of increased oil and food prices due to the disruption in the Strait of Hormuz;
- Britain is complicit in this illegal war by allowing the United States to utilise our bases and military resources; and
- The workplace is the primary arena of political struggle for working class people and can be used to demonstrate our opposition to the drive to militarism and war.

“Conference therefore resolves and instructs the STUC Youth Committee to:

- Support initiatives by young workers to oppose the war, such as Young Workers Against the War;
- Develop resources and run sessions to help young workers understand the role of their workplace in the wider economy, and how this might be affected by war in Iran and elsewhere;
- Call for the eviction of all US military personnel and resources from Scotland; and
- Make a statement of solidarity with the people of Iran against the illegal US aggression.”

Mover: Unite the Union

Resolution 16. Solidarity with Cuba – End the Blockade

“That this Conference notes:

- President Donald Trump signed an executive order in January 2026 declaring a spurious “national emergency” in relation to Cuba and threatening tariffs on third countries who sell oil to the island;
- This has intensified the USA’s blockade on Cuba to an unprecedented level, starving it of oil and essential supplies and imposing severe hardship upon its people.

“Conference believes:

- The USA’s blockade against Cuba is an act of cruelty and possibly a significant breach of international law, and it must be opposed;
- Cuba has been a beacon of international solidarity, exporting medical aid and literacy programmes around the world, and the global trade union movement must return the favour in their hour of need.

“Conference calls on the STUC Youth Committee to:

- Continue to support the work of the Cuba Solidarity Campaign (CSC) and the Scottish Cuba Solidarity Campaign, in co-ordination with the STUC General Council, and encourage STUC unions to affiliate to both organisations;
- Work with the STUC General Council to support the CSC’s Cuba Vive campaign, which sends essential aid from Britain to Cuba; and
- Promote the CSC’s Young Trade Unionists’ May Day Brigade and encourage STUC unions to send delegations, provided it is safe to do so.”

Mover: UNISON Scotland

Emergency Resolution 1. NEET Report

“That this conference notes the publication of the interim Milburn Review on 28th May 2026 into the youth NEET (Not in Education, Employment or Training) rate provides a troubling outlook for the future of young people in work and skills development.

“The inquiry states the number of 16–24-year-old NEETs in Britain has surpassed 1 million, the highest rate within the past decade. This is not through a lack of enthusiasm but historic austerity, creating physical and social barriers to participation and upskilling.

“Young people are disproportionately impacted by the cuts which has allowed for a declining workforce and quality education access, with those already vulnerable, such as disabled or care experienced youth, subject to compounding detriment.

“Economic inactivity amongst young people correlates directly with increasing military expenditure, a budget that already sits above £62 billion. The prioritisation of the war economy is not in the interests of young people both as workers and service users. When educational institutions, skills development opportunities, and fairly compensated work are deprioritised, so are the young people who access them.

“The report notes we are at significant risk of ‘losing a generation’ to insufficient development frameworks and money-saving shortcuts. Milburn goes to an extent of suggesting declaration of national emergency. Despite this, the report fails to offer youth a sustainable alternative and long-term action plan for genuine change centring welfare, education, and secure work.

“Conference calls on the STUC Youth Committee to:

- Produce external communications related to the report - its content, impacts, and calls to action for young people and their workplaces;
- Consult with young workers with NEET experiences, or those at risk, through survey or steering groups; and
- Lobby government at all levels to call for a coherent strategy towards creating good employment, education or training opportunities for young people.”

Mover: UNISON Scotland

Emergency Resolution 2. Far-Right Pogroms

“That this Conference notes:

- The spate of far-right pogroms which erupted across Britain on 9 June 2026;
- That reports from Glasgow included scenes of violent thuggery in the City centre as groups of masked individuals targeted people of colour for assault and harassment;
- That this racism was fuelled by a network of powerful foreign actors committed to destabilising democracy in Scotland and across these islands;
- That worshippers at Glasgow Central Mosque — and young workers — were forced to remain inside for hours, fearing for their safety should they leave; and
- That many of these young workers are employed in frontline sectors such as retail, hospitality and health, where they were exposed to harassment and intimidation.

“STUC Youth Conference acknowledges:

- That the strategy of frequent counter-demonstrations pursued by organisations such as Stand up To Racism cannot alone address the rise of far-right activity; and
- That the Scottish trade union movement, with its unique reach into working-class communities, has a central role to play in this struggle and must not simply rely on the work of other organisations.

STUC Youth Conference calls on the STUC Youth Committee to:

- Ask the STUC General Council to convene an anti-far right working-group;
- Develop guidance for union reps on responding to racism, hate incidents, and far-right organising in the workplace;
- Produce resources for branches on supporting migrant workers and workers from minority ethnic communities; and
- Encourage affiliates to include anti-racism training within representative education programmes.”

Mover: STUC Youth Committee

APPENDIX C

Motions Fell At 2026 STUC Youth Conference

Motion 7. Recruiting Young Workers into the Train Driving Grade

“That this Conference welcomes the lowering of the train driver licensing age from 20 to 18 and acknowledges the work of ASLEF to lobby for and deliver this change, opening up access to a high skilled and highly unionised job role to more young people after completing S6 or college.

“Conference is disappointed with Scotrail’s reluctance to adopt the train driver apprenticeship scheme which could encourage younger workers into the role, this reluctance is despite the fact that Scotrail currently operates engineering and customer service apprenticeship schemes. This disappointment is brought into sharper focus when other operators inclusive of those operating cross-border passenger services utilise the apprenticeship scheme.

“This results in operators based in England offering a more targeted career pathway for younger workers living near Edinburgh or Glasgow and for those living in England who are obliged to stay in education or training until 18 whilst Scotrail does not offer an equivalent for those in Scotland who can leave school at 16.

“Conference believes that Scotrail is missing an opportunity to encourage younger workers into the driving grade and that the reduction of the train driver licensing age offers a real opportunity for Scotrail to actively recruit younger workers.

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

- Lobby the Cabinet Secretary for Transport and Scottish Rail Holdings to encourage Scotrail to actively recruit 18 year olds into the train driving grade; and
- Lobby the Cabinet Secretary for Transport and Scottish Rail Holdings to encourage Scotrail to adopt the train driver apprenticeship scheme to encourage younger workers into the train driving grade.”

Mover: Associated Society of Locomotive Engineers and Firemen

NB: No delegate in attendance