Women's Conference 2026

21st & 22nd October

Decisions

Complete Record of Motions / Amendments / Composites submitted for consideration at the 2026 STUC Women's Conference and decisions recorded.

Appendix A	List of Decisions
Appendix B	Resolutions adopted at the 2026 STUC Women's Conference
Appendix C	Motions fell at the 2026 STUC Women's Conference

Appendix A
List of Decisions

Resolutions / Motions	Decision
Resolution 1 Strengthening the Worker Protection Act	Carried
Resolution 2 Closing the Gender Pension Gap – Dignity in Retirement for Scottish Women	Carried
Resolution 3 Making Rights Real for Scottish women	Carried
Amended Resolution 4 Workplace Support for Survivors of Domestic Violence	Carried
Amended Resolution 5 Mental Health Support for Women in High Stress Public Service Roles	Carried
Resolution 6 Supporting Offshore Women Workers	Carried
Resolution 7 Perimenopause a Workplace Health, Safety and Equality Issue	Carried
Resolution 8 Supporting Women Returning to Healthcare Careers after Parenthood	Carried
Motion 9 Tackling Digital Misogyny & Protecting Women at Work	Fell
Resolution 10 Safe Travel Home for Women Workers	Carried
Resolution 11 Sexual Harassment	Carried
Resolution 12 Tackling Gender Bias in Women's Pain & Diagnosis	Carried
Resolution 13 Extending VAT Exemptions to all Menstrual & Period Products	Carried

Resolution 14 Inequality in Women's Health & Medical Care	Carried
Resolution 15 Childcare, Women's Equality & Economic Security	Carried
Resolution 16 Protecting the Scottish Fire & Rescue Service	Carried
Resolution 17 Safe Staffing, Safe Care	Carried
Resolution 18 School Nurses	Carried
Resolution 19 Decriminalise Abortion Law in Scotland	Carried
Resolution 20 100 Years of Women's voices	Carried
Resolution 21 Ending Gendered Occupational Segregation in Scotland's Public Services	Carried
Resolution 22 Tackling Misogyny & the Far Right	Carried
Resolution 23 Ending Digital Violence against Women and Girls	Carried
Resolution 24 End Harassment in Scottish Music	Carried
Resolution 25 Taking Action Against Assaults on Public Transport in Scotland	Carried
Motion 26 Safer Public Transport	Fell
Amended Resolution 27 Reform UK, a Threat to Women's Safety	Carried
Amended Resolution 28 Relationships, Sexual Health and Parenthood (RSHP) Education	Carried
Resolution 29 Political Literacy and Anti-Misogyny Education	Carried

Resolution 30 Impact of War on Women and Girls	Carried
Emergency Resolution 1 Threat of closure to Resideo and Honeywell, Newhouse, Motherwell, Scotland	Carried
Emergency Resolution 2 Women Workers and Public Sector Reform	Carried
Emergency Resolution 3 NHS Reform and the Failure of Partnership Working	Carried
Emergency Resolution 4 Support the Reclaim the Night Demonstration and Demand Multi-Year Funding for Women's Services	Carried

Appendix B
Resolutions Adopted at the 2026 STUC Women's Conference

RESOLUTION 1
STRENGTHENING THE WORKER PROTECTION ACT

"That this Conference congratulates the trade union movement and civil society for securing a preventative duty for tackling workplace sexual harassment, through the Worker Protection Act 2024.

"Conference welcomes this mandatory duty on employers to take 'reasonable steps' to prevent sexual harassment at work and particularly the fact that this duty applies to all employers, regardless of size or sector.

"Conference asserts, however, that the Act still contains a number of significant gaps, not least the lack of clarity on what is actually classed as 'reasonable steps'.

"Conference laments that the Act only covers sexual harassment and fails to include racial and other forms of harassment – thus ignoring the intersectional impact of sexual harassment.

"Conference notes that the Employment Rights Act covers protection from third party harassment for all protected characteristics, from October 2026, yet this protection is not afforded to workers from their colleagues and managers.

"Conference calls on the STUC Women's Committee to campaign for:

- the extension of the scope of the Worker Protection Act to include a preventative duty in relation to racial and other forms of harassment, mirroring the third party protections in the Employment Rights' Act; and
- high quality mandatory training in workplaces on sexual harassment, misogyny and misogynoir.

“Conference further calls on the STUC Women's Committee to engage with affiliates and other equality committees to collectively highlight the issue of the sexual harassment of Black women and also the intersecting characteristics of disability, sexual orientation and gender identity.”

MOVER: STUC WOMEN’S COMMITTEE

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RESOLUTION 2
CLOSING THE GENDER PENSION GAP – DIGNITY IN RETIREMENT FOR SCOTTISH WOMEN

“That this Conference recognises that women continue to face significant inequalities in retirement income as a result of disadvantages experienced throughout their working lives. Lower pay, occupational segregation, part-time work, insecure employment and caring responsibilities all contribute to the gender pension gap.

“Conference notes that women are more likely to reduce their hours, interrupt their careers or leave employment to provide unpaid care. These inequalities are particularly evident in Scotland's care, local government, education and NHS workforces, where women form the majority of employees and are more likely to work part-time or in lower-paid roles.

“Conference further notes that women in low-paid, part-time and insecure work are less able to build occupational pension savings, while caring responsibilities continue to reduce lifetime earnings and retirement income. As a result, pension inequality contributes to higher levels of poverty among older women in Scotland.

“Conference believes that every woman has the right to dignity, security and financial independence in retirement, and that closing the gender pension gap requires employers and governments to tackle its underlying causes throughout women's working lives.

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

- raise awareness of the gender pension gap and its causes among women workers across Scotland;
- campaign for pension policies that better protect women with caring responsibilities, career breaks and part-time working patterns;
- lobby the Scottish Government to ensure Fair Work principles address the pension impacts of low pay, insecure work and occupational segregation;
- lobby the UK Government to improve pension outcomes for unpaid carers and low-paid workers, including reform of pension contribution thresholds that disproportionately disadvantage women; and
- work with affiliates to improve understanding of workplace pensions, pension contributions and retirement planning and challenge workplace practices that contribute to the gender pension gap, including barriers to progression and pension saving."

MOVER: UNISON

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RESOLUTION 3
MAKING RIGHTS REAL FOR SCOTTISH WOMEN WORKERS

"That this Conference recognises that, despite stronger employment protections, too many Scottish women still face barriers to exercising their workplace rights. Women remain disproportionately represented in low-paid, insecure, part-time, outsourced and non-unionised work, where awareness of rights is often limited and many feel unable to challenge unfair treatment because of fear of victimisation, financial insecurity or workplace culture.

"Conference welcomes stronger employment protections, including day-one rights, but notes that rights are only meaningful when workers can access support and representation to enforce them.

"Conference notes that:

- Scottish women continue to experience inequalities in pay, progression, job security and workplace representation;

- women in insecure and low-paid work are too often denied rights to which they are legally entitled;
- workers must be able to understand and enforce their rights without fear of victimisation; and
- limited workplace representation and employer resistance to trade union organisation remain significant barriers to women asserting their rights.

“Conference believes that:

- employment rights must be accessible and enforceable for all women workers;
- education and strong trade union representation are essential to preventing exploitation and securing rights from day one; and
- employers who obstruct trade union access, victimise workers seeking representation, or deny employment rights should face meaningful sanctions.

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

- launch a Scotland-wide campaign to raise awareness of employment rights among women workers;
- develop accessible resources explaining workplace rights and routes to enforcement;
- work with affiliates to provide training that equips representatives to support women asserting their rights;
- promote the benefits of union membership among women in sectors with low union density; and
- lobby the UK and Scottish Governments, and the Fair Work Agency, to prioritise enforcement in sectors with high concentrations of women workers and address systemic breaches of employment rights.”

MOVER: UNISON

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AMENDED RESOLUTION 4
WORKPLACE SUPPORT FOR SURVIVORS OF DOMESTIC VIOLENCE

"That this Conference welcomes the significant progress women survivors, domestic abuse support and campaigning organisations, and trade unions have made in recent years in centring domestic violence as a key workplace issue.

"Conference also welcomes the work unions are doing to ensure domestic violence is understood as a gendered form of violence that sits within a wider, systemic experience of violence against women and girls at home, in the workplace, in education and in public and digital spaces.

"Given the scale of this issue, employers of all sizes are likely to have both survivors and perpetrators of domestic abuse working within their organisation.

"Trade Unions in Scotland, as elsewhere, have been successful in developing domestic abuse policies with employers that demonstrate their understanding of the impact it has on the workplace and that offer support to survivors. Workplace policies are crucial to breaking the silence, shame and isolation that surround this issue and that threaten survivor's job security, financial independence, safety and ultimately their lives.

"Conference asserts that the legislative framework must be strengthened to further support union's efforts.

"Conference further calls for statutory workplace protections for survivors, including safeguards against disciplinary action linked to domestic abuse, alongside negotiated workplace policies, access to trained union representatives, flexible working, paid leave and specialist support.

"Conference asks the STUC Women's Committee to work with the STUC General Council to lobby the Scottish Government to:

- use all available levers to progress the enactment of the Domestic Abuse (Safe Leave) Bill that proposes a period of 10 days paid leave to help survivors navigate the challenges of escaping an abusive relationship;

- encourage employers to draw up robust workplace domestic abuse policies, developed with trade union reps and in line with international VAWG frameworks; and
- encourage employers to provide training to staff, developed with specialist VAWG services and trade union reps to ensure their response to survivors is safe and appropriate. Enhanced training should be provided for line managers and HR professionals."

MOVER: **UNION OF SHOP, DISTRIBUTIVE AND ALLIED WORKERS (USDAW)**
SECONDER: **UNISON**

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AMENDED RESOLUTION 5
MENTAL HEALTH SUPPORT FOR WOMEN IN HIGH STRESS PUBLIC SERVICE ROLES

"That this Conference notes:

- women working in frontline public service roles, including social care, justice, health, education, public transport, emergency response, and public-facing administrative services experience disproportionately high levels of burnout, trauma exposure, chronic stress, and compassion fatigue;
- these pressures are intensified by understaffing, rising public demand, and the emotional labour expected of women in roles involving care, conflict resolution, and crisis management. Access to mental health support across public services is inconsistent, often unfunded, and rarely designed with trauma-informed principles; and
- with Public Service Reform looming, workload pressures and staffing shortages mean many women cannot safely take time to recover, leading to long-term sickness absence, reduced retention, and barriers to progression.

"Conference Believes:

- mental health is a workplace equality issue: women's disproportionate exposure to trauma and stress reinforces gendered inequalities in pay, absence from work, progression, and job security;
- trauma-informed workplace policies, including funded counselling, safe reporting routes, and supportive management practices are essential for protecting women's wellbeing; and
- unions must lead on shaping mental health frameworks that recognise the realities experienced by working women.

"Conference calls upon the STUC Women's Committee to:

- demand the Scottish Government embeds trauma-informed workplace standards across all devolved public services, developed in partnership with recognised unions and women's equality organisations.
- to campaign for funded, confidential counselling and mental health support for all frontline public service workers, with guaranteed access during working hours.
- to support affiliates to negotiate local mental health action plans that include training for managers on trauma-informed practice, safe reporting routes, and protections against punitive sickness management; and
- to ensure mental health support is recognised as a core equality bargaining priority, directly linked to retention, progression, and closing gendered inequalities in Scotland's public sector."

MOVER: PUBLIC AND COMMERCIAL SERVICES UNION (PCS)
SECONDER: NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS (RMT)

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RESOLUTION 6
SUPPORTING OFFSHORE WOMEN WORKERS

"That this Conference notes that women only constitute around 3.5% of the offshore workforce. Sadly sexism and outdated attitudes remain a reality for these women, creating unnecessary obstacles to recruitment, retention and career progression.

"Conference also notes that most offshore workers and seafarers cannot go home at the end of a shift. They may spend weeks living and working in confined environments, and where inappropriate behaviour occurs, there is often no escape from the situation. This increases its impact on health, safety, dignity, confidence and psychological wellbeing.

"Conference believes the responsibility for change rests firmly with employers. Employers must create workplaces where misogyny is challenged, complaints are taken seriously, those who raise concerns are protected from detriment, and everyone is treated with dignity and respect.

"Conference further believes that the offshore and maritime industries will only attract and retain the skilled workforce they need if employers deliver genuine cultural change in the workplace rather than relying on policies alone.

"Conference therefore calls on the STUC Women's Committee to campaign for:

- mandatory dignity at work standards across the offshore and maritime sectors supported by functioning onboard safety committees;
- robust, confidential and independent reporting procedures that give workers confidence to report harassment, bullying and discrimination without fear of reprisal;
- improved welfare and mental health support for workers living and working offshore and at sea;
- mandatory training for managers and supervisors to identify, challenge and prevent misogyny, sexism, bullying and harassment;
- employers to be accountable for creating inclusive workplaces supported by consultation with recognised trade unions;
- recognised trade unions to engage with employers, regulators and government to drive cultural change and remove barriers facing women offshore workers and seafarers; and
- to support unions to ensure the experiences of women working offshore and at sea to shape policies, bargaining priorities and campaigning."

MOVER: NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS (RMT)

RESOLUTION 7
PERIMENOPAUSE A WORKPLACE HEALTH, SAFETY AND EQUALITY ISSUE

"That this Conference notes that perimenopause, the stage preceding menopause, can begin many years before periods stop and can have a significant impact on workers' physical and mental health. Symptoms including fatigue, anxiety, sleep disturbance, brain fog, migraines, heavy or irregular bleeding, hot flushes, dizziness and reduced concentration can affect a worker's safety, wellbeing and ability to perform their role effectively.

"Many women experience perimenopause during the peak of their working lives, often alongside caring responsibilities. Despite this, workplace awareness and understanding remains poor, with symptoms frequently overlooked, dismissed or misunderstood. As a result, workers may suffer in silence, lose confidence, or become subject to inappropriate attendance management, capability procedures or disciplinary action.

"Women working in various sectors face additional challenges arising from shift work, lone working, driving duties, outdoor working, customer-facing roles, physically demanding tasks, strict performance targets and limited access to welfare facilities. Symptoms such as fatigue, impaired concentration and disrupted sleep can create genuine health and safety risks if they are not properly recognised and managed.

"Conference believes that perimenopause must be treated as a workplace health, safety and equality issue. Employers have a duty to assess risks and implement appropriate support measures and adjustments. Failure to do so undermines workers' health, safety, dignity and ability to remain in employment.

"Conference calls on the STUC Women's Committee to:

- campaign for perimenopause to be formally recognised as a workplace health and safety issue;
- lobby governments to strengthen protections for workers experiencing perimenopause;
- support unions to encourage employers to incorporate perimenopause into risk assessments and wellbeing strategies;

- work with unions to negotiate practical support and occupational health access;
- promote training to improve awareness and reduce stigma; and
- develop guidance for workplace representatives."

MOVER: COMMUNICATION WORKERS UNION (CWU)

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RESOLUTION 8
SUPPORTING WOMEN RETURNING TO HEALTHCARE CAREERS AFTER PARENTHOOD

"That this Conference notes that women make up most of the pharmacy workforce, yet many face significant barriers when returning to work after maternity leave or other caring responsibilities. Evidence from pharmacists highlights limited flexible, part-time and senior roles, reduced opportunities for progression, lack of access to training, financial penalties through lower earnings and pension accrual, and a persistent expectation that women must choose between career advancement and family life.

"Conference further notes that women remain underrepresented in senior leadership despite forming most of the profession, and that many returning mothers feel side-lined, overlooked for progression, or forced to step back from leadership because flexible alternatives are unavailable.

"Conference believes that no woman should face a career or financial penalty for having children. Employers' failure to provide meaningful flexibility drives gender inequality, worsens recruitment and retention, and leads to the loss of experienced healthcare professionals from leadership and patient-facing roles.

"Conference recognises that better support for women returning from maternity leave is both an equality issue and a workforce sustainability issue affecting healthcare services across Scotland.

"Conference therefore calls upon the STUC Women's Committee to:

- campaign for more flexible, part-time and job-share leadership opportunities across healthcare;
- urge the Scottish Government and employers to create structured return-to-work programmes, including mentoring, training and career development support;
- promote policies protecting promotion, pension progression and earnings for workers returning from maternity leave;
- work with affiliated unions to gather evidence on women's experiences of returning to professional roles after parenthood and publish reform recommendations; and
- lobby employers and policymakers so women are not forced to choose between career progression and family life.

“Conference calls on the STUC Women’s Committee to make tackling the motherhood penalty a priority and to support workplace policies enabling women to thrive at every career stage.”

MOVER: PHARMACISTS DEFENCE ASSOCIATION (PDA)

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RESOLUTION 10
SAFE TRAVEL HOME FOR WOMEN WORKERS

“That this Conference notes that women working across all sectors can face significant safety concerns when travelling to and from work, particularly where work involves unsocial hours, lone working, or reliance on public transport.

“Conference further notes that recent far-right activity across Scotland has heightened concerns about the safety of many women, particularly women of colour, migrant women and LGBTQIA+ women.

“While some workers can access home working or other workplace adjustments when safety concerns arise, many women have no such protections. Women working in hospitality, care, retail, transport, the creative industries and other sectors often finish work late at night, travel

long distances, wait for public transport in isolated locations, or walk alone to complete their journeys.

“Conference believes that no woman should be placed at risk simply because of the hours she works, where she works, or because she does not have access to private transport.

“Conference therefore calls on the Scottish Government to:

- develop a Safe Home approach that supports workers, including freelancers and those in insecure work, to access safe transport home when work requires travel during unsocial hours;
- work with employers, trade unions and relevant agencies to promote good practice on safe travel policies and support for workers travelling to and from work;
- require organisations in receipt of Scottish Government funding to implement anti-racist and anti-oppression training and to take active steps to create safe and inclusive workplaces; and
- encourage public bodies and funded organisations to consider workforce travel safety as part of their employment and funding practices.”

MOVER: EQUITY

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RESOLUTION 11
SEXUAL HARASSMENT

“That this Conference notes the body of work being done by affiliate Trade Unions in equipping activists and fulltime officials in fighting sexual harassment in our workplaces and communities.

“Conference further notes the excellent work done previously by the STUC women’s committee on the Silence is compliance report in 2022 and the Still Silent report in 2024 regarding a zero-tolerance approach to sexual Harassment in all its forms.

"Conference is however alarmed by the exponential rise in violence against women and girls, and the crucial need for all employers to keep our workplaces safe from harm.

"Conference therefore calls on the STUC Women's committee to:

- continue with the vital work previously done by the STUC Women's committee on sexual harassment by creating a survey that can be sent to affiliates to ascertain the current picture of sexual harassment being experienced by their members;
- create a model stand-alone sexual harassment policy that can be used by activists throughout the Trade Union movement in Scotland; and
- support affiliates to develop stand-alone sexual harassment policies."

MOVER: UNITE

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RESOLUTION 12
TACKLING GENDER BIAS IN WOMEN'S PAIN AND DIAGNOSIS

"That this Conference notes the substantial evidence that women's pain is routinely underestimated, misdiagnosed or attributed to psychological causes. Women are more likely than men to have physical symptoms labelled as anxiety or stress, more likely to be discharged during acute medical events such as cardiac episodes and less likely to receive appropriate pain-relief medication. These inequalities contribute to delayed diagnoses, poorer health outcomes and long-term impacts on women's wellbeing, employment and economic security.

"Conference believes this represents a clear gendered health inequality within Scotland's healthcare system and requires targeted, evidence-based action.

"Conference asks that the STUC Women's Committee lobby the government and campaign for:

- the development and implementation of a Women's Pain Assessment Checklist across NHS Scotland, created in collaboration with NHS Scotland, Scottish Government, health professionals and relevant professional bodies. This checklist should ensure women's symptoms are investigated for physical causes before psychological attribution and be accompanied by training for triage nurses, GPs, A&E clinicians and primary care teams in its effective use; and
- a Scottish Diagnostic Delay Audit, developed with professional bodies, researchers and data specialists, to track misdiagnosis rates, diagnostic delays and prescribing patterns affecting women. Findings should be published annually to support transparency and improvement in clinical pathways;

"Further, to ask the STUC Women's Committee to develop a Women's Health Advocacy Tool to empower women to challenge dismissal, request appropriate tests and escalate concerns during medical appointments, ensuring women have practical support when navigating healthcare.

"Conference asks the STUC Women's Committee to lobby with NHS Scotland, Scottish Government, health professionals and relevant professional bodies to implement these measures and promote equitable, evidence-based care for women across Scotland."

MOVER: GMB SCOTLAND

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RESOLUTION 13
EXTENDING VAT EXPEMPTIONS TO ALL MENSTRUAL AND PERIOD PRODUCTS

"That this Conference notes that in 2021, the UK Government took a positive and welcome step by removing VAT on menstrual products, commonly referred to as the "Tampon Tax". This decision acknowledged that sanitary products are essential healthcare items, not luxury goods.

"Since the introduction of the VAT exception, product innovation has increased, with manufacturers developing new menstrual products that fall outside the original classifications and are all subject to VAT.

"Products used to manage the symptoms of menopause, including absorbent products, medical-grade supports and hygiene aids, remain fully VAT rated, despite being essential to daily life, dignity and the ability to work.

"Women and people who menstruate do not choose to have periods or experience the menopause.

"Conference calls on the STUC Women's Committee to:

- lobby the UK Government to extend the VAT exceptions to menopause-related products that are essential for managing symptoms and maintaining dignity and participation in daily life;
- lobby for an HMRC review of product classifications to ensure all menopause-related products are treated as essential healthcare items free of VAT. This potentially would then add protections for any future developed products; and
- support the principle of #TaxFreeFullStopPeriod, recognising menstruation and menopause as essential health issue, not lifestyle choices."

MOVER: GMB SCOTLAND

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RESOLUTION 14
INEQUALITY IN WOMEN'S HEALTH AND MEDICAL CARE

"That this Conference notes that women and people of colour face significant discrimination and disadvantages when it comes to medical care, leading to higher mortality rates due to improper advice and care. Conference notes that Public Health Scotland reports women spend around 25% more of their lives in poor health than men, and that structural gender inequality contributes to poorer healthcare experiences, inequalities in diagnosis, treatment and access to services.

"Conference further notes that when facing health issues, women are more likely to be misdiagnosed, leading to diagnosis delays. As it stands, women in the UK wait up to nine years for diagnosis, and gynaecology waiting lists in Scotland have increased by 193% since February 2020. The Scottish Government's Women's Health Plan has identified delayed diagnosis of endometriosis as a national priority, with stated aims to reduce diagnosis times and improve access to treatment.

"Conference further notes that several countries provide paid or unpaid leave for workers experiencing severe menstrual symptoms, including heavy periods and endometriosis. Whilst this policy remains mostly voluntary for employers, countries including Spain, Japan, South Korea and Indonesia offer up to five days leave. Scotland has no statutory entitlement to menstrual leave, but a growing number of employers have introduced workplace policies to better support employees experiencing menstrual health conditions.

"Conference calls on the STUC Women's Committee to:

- support unions to work with employers to improve workplace support and promote best practice policies on menstrual health, including reasonable adjustments and flexible working; and
- lobby the Scottish Government to update guidance to highlight the disparity between men and women in terms of healthcare, and improve awareness, diagnosis and treatment of menstrual health conditions."

MOVER: COMMUNITY

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RESOLUTION 15
CHILDCARE, WOMEN'S EQUALITY AND ECONOMIC SECURITY

"That this Conference notes that women continue to undertake the majority of childcare responsibilities. The rising cost of childcare remains one of the greatest barriers to women's equality in the workplace.

“For many women, particularly lone parents, childcare consumes a significant proportion of income, making it increasingly difficult to remain in employment or work the hours needed to progress. As a result, women are more likely to reduce their hours, move into part-time or insecure work, decline promotion opportunities, or leave the workforce altogether — decisions driven by necessity, not choice.

“Conference is alarmed that the spiralling cost of childcare in Scotland is forcing women out of work, deepening the gender pay gap and exacerbating the cost-of-living crisis. Stagnant wages combined with soaring nursery fees mean many women are effectively paying to go to work.

“The lack of affordable, flexible childcare particularly penalises shift workers and those in frontline customer service or delivery roles, where rigid scheduling clashes with traditional nursery hours.

“The impact of unaffordable childcare extends far beyond immediate financial pressure. Time out of work and reduced hours have long-term consequences for earnings, career progression, pension contributions and economic independence. This reinforces existing inequalities and remains a major driver of the gender pay gap.

“Conference believes that childcare is essential social and economic infrastructure. Without affordable, accessible and flexible provision, women cannot participate equally in the labour market.

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

- expanded, publicly funded childcare from the end of paid maternity leave; and
- workplace rights guaranteeing flexible and predictable rosters; and increased sector funding to ensure childcare workers predominantly women receive fair pay and union-negotiated conditions.

“Childcare affordability must be recognised as a core equality issue central to closing the gender pay gap and improving women’s economic security.”

MOVER: COMMUNICATION WORKERS UNION (CWU)

RESOLUTION 16
PROTECTING THE SCOTTISH FIRE AND RESCUE SERVICE

"That this Conference notes the Scottish Fire and Rescue Service (SFRS) plays a vital role in protecting communities and that its ability to respond quickly and effectively depends on adequate staffing, resources and investment.

"Cuts to SFRS, including reductions in staffing, appliances, and stations, increase pressure on firefighters and undermine public safety. When emergency services are stretched too thin, response times increase and communities are left at greater risk.

"The fire and rescue service has one of the lowest proportions of women in the public sector. Underrepresentation is a workforce equality issue and a barrier to building a service that reflects the communities they serve. Conference recognises that recruitment and retention is undermined when the service is underfunded, overburdened and unable to provide the inclusive working environment to attract and support more women into operational roles.

"The recruitment of women firefighters requires a service with secure funding, modern facilities, flexible and family-friendly working arrangements, fair progression, and a culture that challenges sexism, harassment and discrimination.

"Conference calls on the STUC Women's Committee to:

- campaign against further cuts to SFRS and call for investment to protect frontline services and public safety;
- lobby the Scottish Government to ensure SFRS is properly funded to maintain safe staffing levels, effective prevention work and timely emergency response;
- encourage SFRS to continue to work with trade unions to create a culture that supports women and underrepresented groups; and
- promote the message that a well-resourced, diverse fire and rescue service is essential to public safety and the resilience of communities.

“Public safety should never be sacrificed through cuts. Equality in the fire and rescue service is essential to building a stronger, safer and more representative workforce.”

MOVER: FIRE BRIGADES UNION (FBU)

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RESOLUTION 17
SAFE STAFFING, SAFE CARE

“That this Conference notes overwhelming evidence says black and brown women, traveller communities and those impacted by intersecting inequalities have poorer outcomes and experience of maternity care.

“Healthcare improvement Scotland has undertaken inspections of maternity units across Scotland, finding themes of good care and compassion being received but lack of staff, skill mix and resources impacting on the midwives capacity to meet all needs and time to undertake essential learning. RCM Scotland surveys and recent poll have shown that they are working unpaid beyond their working hours often with no breaks.

“The Scottish Government published their action plan for health boards to tackle racialised inequalities in maternity care in February 2025; this reinforced that boards should provide continuity of care, which has been shown to improve care and outcomes for women. It reinforced that boards should all have a maternity priority in their antiracism plans and specifically recommended; double the appointment time for women where translation services are required and cultural humility and EDI training. These are necessary and welcome recommendations.

“However, they cannot be delivered without the right number and skill mix of midwives & MCAs, protected time to learn, and sustained investment. Without this, the gap between what women need and what workers are enabled to provide creates moral injury, burnout and retention risk. It also fails women, particularly those already experiencing inequality.

"Conference calls on the STUC Women's committee to lobby the Scottish Government to recognise that women's health suffers the double burden of the undervaluing of women receiving care and of the predominantly female workforce providing it, and to:

- develop a full workforce plan for maternity and women's health for Scotland that enables double appointments and continuity of care;
- increase the time to learn for maternity workers;
- stop scapegoating women workers and tackle systemic lack of investment."

MOVER: ROYAL COLLEGE OF MIDWIVES

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RESOLUTION 18
SCHOOL NURSES

"That this Conference recognises the vital role that school nurses played in supporting the health and wellbeing of children and young people across Scotland, including through prevention, early intervention, health promotion, safeguarding and support for pupils with additional health needs. These roles were predominantly carried out by women, were both valued and appreciated and were previously delivered by qualified and registered School Nurses, which ensured legality and strict governance was adhered to.

"Conference further notes the increasing, complex health and wellbeing challenges facing children and young people including mental health difficulties, the impact of poverty and inequality, and additional support needs. Thus, leading to an even more crucial need that these services are delivered by fully trained, registered nurses, who are able to make the appropriate referrals

"Conference therefore calls on the STUC Women's Committee to:

- encourage relevant affiliate Trade Unions to survey their local authority membership, to get a full picture of what schools have in

place for children and young people with complex medical health needs; and

- highlight the need for these crucial services to be delivered by school nurses and other registered health professionals."

MOVER: UNITE

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RESOLUTION 19
DECRIMINALISE ABORTION LAW IN SCOTLAND

"That this Conference believes that reproductive rights are human rights, abortion is healthcare and should not be regulated through outdated criminal law.

"Conference welcomes the publication of the Scottish Government's Expert Group Review of Abortion Law whose recommendations include the decriminalisation of abortion, removal of the requirement for two doctors approval up to 24 weeks and that services should be treated as healthcare.

"Conference believes that nobody should face criminal investigation or prosecution for ending their own pregnancy, nor should healthcare professionals face criminal sanctions for providing lawful, evidence-based abortion care.

"Conference calls on the STUC and STUC Women's Committee to:

- support the implementation of the recommendations of the Scottish Government's Expert Group Review of Abortion Law;
- campaign for the decriminalisation of abortion in Scotland and for abortion to be treated as healthcare, not a criminal justice matter; and
- work with affiliated unions, healthcare professionals and reproductive rights organisations to promote access to safe, timely and equitable abortion services across Scotland."

MOVER: ASLEF

RESOLUTION 20
100 YEARS OF WOMEN'S VOICES

"That this Conference notes that in 1926, the Organisation of Women Committee - later the Women's Advisory Committee, and now the STUC Women's Committee - was established by the STUC Congress to specialise in issues relating to women. Over the past century it has been one of the most consistent, influential, and enduring voices for women workers in Scotland, championing equality, improving workplace rights, and ensuring women's experiences shape the priorities of Scotland's trade union movement.

"Conference believes that the one-hundred-year anniversary of the inauguration of the STUC Women's Committee is an important milestone. Conference further believes and that the role of Scotland's women trade union activists in leading campaigns, building collective power, and driving policy change since 1926 should be platformed, documented, and celebrated across the movement.

"Conference calls on the STUC Women's Committee to:

- hold an event to celebrate its 100th year anniversary;
- create resources for affiliates to use in political education which explore the important role of the trade union women's movement in Scotland over the last century; and
- explore opportunities to work collaboratively with the Glasgow Women's Library to platform women's achievements, culture and lives."

MOVER: STUC WOMEN'S COMMITTEE

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RESOLUTION 21
ENDING GENDERED OCCUPATIONAL SEGREGATION IN SCOTLAND'S PUBLIC SERVICES

"That this Conference notes:

- women remain disproportionately concentrated in undervalued, low-paid roles across Scotland's devolved public services, including social care, administration, cleaning, early years, and customer-facing roles;
- occupational segregation is a key driver of Scotland's gender pay gap and contributes to long-term economic insecurity for women;
- current Scottish Government reporting does not provide consistent, sector-by-sector data on gendered job distribution, progression rates, or pay outcomes; and
- without transparent data, unions cannot effectively challenge structural inequalities or negotiate targeted progression pathways.

"Conference believes:

- gendered occupational segregation is not a natural labour market pattern but the result of systemic undervaluation of women's work, discriminatory recruitment practices, and limited progression opportunities;
- tackling segregation requires coordinated action across unions, employers, and government, with clear accountability mechanisms; and
- women's economic equality depends on access to secure, better-paid roles, supported by funded training, development, and progression routes.

"Conference calls on the STUC Women's Committee to:

- coordinate a cross-union campaign demanding the Scottish Government publish annual sector-by-sector occupational segregation data, including job distribution, progression rates, and pay outcomes;
- urge the Scottish Government to establish and fund targeted progression pathways for women, including apprenticeships, re-training programmes, and leadership development in under-represented sectors;
- to campaign for all public sector employers to embed occupational segregation reduction plans within equality strategies, developed in partnership with recognised unions; and

- to ensure that occupational segregation is treated as a core bargaining priority across public services, linked directly to closing Scotland's gender pay gap."

MOVER: PUBLIC AND COMMERCIAL SERVICES UNION (PCS)

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RESOLUTION 22
TACKLING MISOGYNY AND THE FAR RIGHT

"That this Conference notes with concern that misogyny remains deeply embedded in modern society in Scotland. It limits the lives, opportunities and experiences of women and girls; prevents their ability to fully participate in society; and results in women risk assessing everyday situations and decisions.

"Women and girls who express opinions about politics or current events frequently experience a very swift and violent backlash. Consequently, women are withdrawing from politics and other positions of leadership. Research published this summer shows that nine in ten women councillors have experienced sexism, misogyny or violence in Scottish local politics. This matters beyond individual women's careers, as important as that is. Scotland's 32 councils deliver vital public services that disproportionately affect women's lives. Limiting women's participation in politics degrades the quality of services and undermines democracy.

"The rise of the far right has resulted in a growing normalisation of aggressive misogyny and a rise in sexual violence. Conference rejects the far right's lies about 'protecting' women and stands in solidarity with refugees and migrants many of whom are survivors of violence and persecution.

"Unions must tackle the deep-rooted causes of misogyny, violence and abuse against women and defend all women and girls. Those who have come here to work, study, join family, or seek protection are an asset to Scotland and our movement.

"Conference asserts that unions are crucial in defending women's rights and amplifying women's voices.

"Conference urges the STUC Women's Committee to:

- support union's efforts to organise and reach out to women;
- highlight the positive contributions of migrant and refugee women;
- support affiliates to identify women activists, recruit new women reps and remove barriers to their activism; and
- support affiliates in their efforts to address the under-representation of Black women in Unions and train union reps in anti-racism and anti-sexism."

MOVER: UNION OF SHOP, DISTRIBUTIVE AND ALLIED WORKERS (USDAW)

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RESOLUTION 23
ENDING DIGITAL VIOLENCE AGAINST WOMEN AND GIRLS

"That this Conference condemns the fact that digital violence has become an extension of the everyday violence faced by women and girls and asserts that this must be confronted with the same urgency as other forms of sexual violence.

"Conference is deeply concerned that the rise of Artificial Intelligence has created new and disturbing forms of sexual abuse, including 'deep fake' sexual images created to humiliate, silence and degrade women and girls.

"Conference believes that whilst there is legislation in place to protect women and girls from being exposed to sexually explicit deep fakes, such legislation and enforcement lag far behind technological advances, leaving victims/survivors vulnerable.

"Conference calls on the STUC Women's Committee to:

- campaign for stronger UK laws to criminalise AI-generated image-based sexual abuse, including deep fakes;
- lobby government to hold tech companies legally accountable for preventing sexually abusive content and providing urgent redress for victims/survivors;
- campaign for sustained psychological abuse online to lead to individual and corporate responsibility, including where this was a significant contributing factor in a death;
- lobby for corporate manslaughter charges against tech companies, in appropriate cases, for online harms and unethical platform design models, while recognising modern corporate structures;
- work with affiliates to raise awareness of digital violence as part of workplace sexual harassment and health & safety campaigns;
- lobby HSE to produce clear guidance on sexual harassment as a workplace hazard, including HSE's ability to take proactive regulatory action and raise the issue of digital violence as a core part of workplace health & safety; and
- promote adherence to new requirements including the Worker Protection (Amendment of Equality Act 2010) Act 2023 and the Sexual Harassment 'qualifying disclosure', building a campaign around digital gender-based violence."

MOVER: NASUWT

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RESOLUTION 24
END HARRASMENT IN SCOTTISH MUSIC

"That this Conference notes that gender-based sexual violence and harassment remain a significant issue in Scotland's music industries.

"Most recently, a report by academics at the Scottish Centre for Criminal Justice Research on the Scottish Folk music scene found that 81% of 409 survey respondents had experienced some form of sexual violence or harassment whilst participating in the folk music scene. The research found that the perpetrators of this harm were most often fellow musicians – 72% identified as peers or colleagues, and 53% as musicians in positions of

power. Often, harm took place in locations and settings connected to musical work – sessions, or socialising after performances, or at festivals, on tour, in rehearsal settings, or in educational settings.

"This harm is not limited to the Scottish folk scene. The MU's Safe Space reporting mechanism continues to receive reports from across the UK music industries. In an industry built on the transmission of culture through touring, culture change cannot be limited to a local scale.

"Conference also notes that intersectional identities increase the risks faced by multiply marginalised groups. A report by Youth Music found that young people – the future of our industries – experience unsafe work environments, exploitation, discrimination, harassment, and face barriers reporting these issues, in the formative years of their careers.

"Conference calls on the STUC Women's Committee to:

- lobby the Scottish Government to ensure Fair Work Convention principles are embedded in public funding as a condition of receipt of grants or core funding;
- lobby the UK Government to ensure legislation to end the misuse of Non-Disclosure Agreements (NDAs) is watertight and fully protects freelancers; and,
- support affiliated creative unions to work with the Creative Industries Independent Standards Authority to embed better practice in Scotland's creative and cultural sectors."

MOVER: MUSICIANS' UNION

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RESOLUTION 25
TAKING ACTION AGAINST ASSAULTS ON PUBLIC TRANSPORT IN SCOTLAND

"That this Conference notes with concern the continued unacceptable levels of violence and abuse on Scotland's public transport networks affecting both staff and passengers; and understands that women and girls

are at particular risk and experience behaviours such as unwanted filming, sexual harassment and sexual assault on public transport.

“Conference further notes with concern that official BTP figures record a 33% increase in violence against staff compared to the previous year.

“Conference understands that the RMT established the Action Against Assaults campaign aimed at tackling violence and abuse on public transport including rail and passenger ferries.

“Conference understands that research including by the Scottish Government and the passenger watchdog Transport Focus consistently shows the importance of proper staffing levels to support safety and security and calls for a significant increase in staffing on public transport including an end to lone working.

“Conference supports calls for stronger legal protections for public transport workers against abuse and assault at work through the creation of a standalone offence and therefore welcomes that the SNP, Scottish Labour and Scottish Greens had manifesto commitments in support of this at the 2026 Scottish Parliament elections and believes this legislation should be introduced as soon as possible.

“Conference notes with concern the disparity in protections that will arise for cross-border public transport workers if the UK Government does not introduce equivalent legislation.

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

- lobby the Scottish Government to implement the standalone offence as soon as possible and to lobby the UK Government to introduce equivalent protections to ensure parity in protections for public transport workers; and
- assist affiliates to campaign for proper staffing levels on public transport and an end to lone working in order to support passenger and staff safety.”

MOVER: NATIONAL UNION OF RAIL, MARITIME AND TRANSPORT WORKERS (RMT)

AMENDED RESOLUTION 27
REFORM UK, A THREAT TO WOMEN'S SAFETY

"That this Conference notes Nigel Farage and Reform UK representatives frequently link the perceived threat to women and girl's safety to illegal immigration and trans women, however Conference disputes that, believing that the greater danger is Reform themselves.

"Reform Scotland's manifesto pledged to scrap The Equality Act 2010 removing legal foundations that protect women from discrimination and sexual harassment in the workplace.

"Conference acknowledges that Reform UK are gaining traction with voters, shown with the election of 17 MSPs, but they must not be allowed to use safety concerns of women and girls to push far right rhetoric and their social agenda.

"Conference further notes the Scottish local government elections in 2027 and is concerned by Reform UK's approach to equality, diversity and inclusion in English councils, believing similar policies in Scotland would risk reversing progress on women's equality and representation in public life.

"Conference has grave concerns that Helen McDade MSP has been appointed as Convenor of the Health and Social Care Committee in Holyrood. Someone who has drawn comparisons between pregnant women seeking abortions and feral cats will be overseeing the passage of sensitive and complex legislation with profound implications for reproductive health and women's health in Scotland.

"Conference therefore calls on the STUC Women's Committee to vigorously campaign against the politics of division, including a gendered element to this work which highlights Reform UK Scotland policies that would strip women and girls of rights and their promotion of 'traditional gender roles'."

MOVER: **ASLEF**
SECONDER: **UNISON**

AMENDED RESOLUTION 28
RELATIONSHIPS, SEXUAL HEALTH AND PARENTHOOD (RSHP) EDUCATION

"That this Conference notes the publication of the updated statutory Guidance on the Delivery of Relationships, Sexual Health and Parenthood (RSHP) Education in Scottish Schools. Conference welcomes the new thematic outcomes, which will apply to all schools and education settings and should be included across the curriculum.

"Conference agrees that we need:

- a consistent approach and guaranteed support for all schools;
- a national focus on Relationships, Sexual Health and Parenthood (RSHP) education; and
- appropriate Personal and Social Education (PSE) delivery and implementation.

"Conference calls on the STUC Women's Committee to campaign for:

- exemplification, practical advice and access to quality professional learning for all teachers (including Guidance/Pastoral teachers in Secondary schools with sufficient time and resources given to support engagement in such learning');
- workload audits to ensure implementation of the updated guidance does not become a workload driver;
- the role and responsibility of the local authority in respect of the RSHP curriculum to be clearly set out;
- guidance and support for schools around the issues facing children and young people from online influences;
- the impact of the updated Conduct of RSHP guidance to be evaluated within five years of publication, such work to be conducted with the close involvement of teacher trade unions' and appropriate steps put in place to adapt, continue and develop this work;
- evaluation to be against success criteria discussed and agreed with trade unions and which also considers the impact on learners; and
- the Curriculum Improvement Cycle to embed the new thematic outcomes."

MOVER: **NASUWT**
SECONDER: **EDUCATIONAL INSTITUTE OF SCOTLAND (EIS)**

RESOLUTION 29
POLITICAL LITERACY AND ANTI-MISOGYNY EDUCATION

"That this Conference acknowledges the harmful influence of the far-right and the disproportionate impact on marginalised and minoritised groups, including women. Conference further acknowledges the power and potential of trade union organising to foster solidarity, belonging and unity.

"Conference notes the EIS's 'Disrupting Disinformation – Let's Change the Story' project, which focuses on evidence-based strategies to tackle prejudicial disinformation, with evidence-based communication training for adults and activists, and the EIS's Many Good Men education resource for addressing misogyny through character-based approaches that challenge rigid gender stereotypes.

"Conference further notes the importance of anti-misogynistic education and consciousness-raising, and the value of this type of education and awareness for individual women activists.

"This Conference, therefore, calls on the STUC Women's Committee to work with other STUC Equality Committees to support the development of a political literacy learning offer for women activists on intersectional feminism, anti-misogyny and trade union history."

MOVER: EDUCATIONAL INSTITUTE OF SCOTLAND (EIS)

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RESOLUTION 30
IMPACT OF WAR ON WOMEN AND GIRLS

"That this Conference acknowledges with concern the continued impact of international and national conflict, war and violence, on the lives of women and girls, including in Palestine, Ukraine, Venezuela, Sudan, the Democratic Republic of Congo, Lebanon, Myanmar and Cuba.

"Conference notes that there are important gender differences in the impact of war and conflict, which necessitate consideration of gender-competent recovery, justice and transition to peace. The United Nations notes that active conflict is increasingly present in residential and populated areas, which greatly impacts civilian safety.

"Though women and girls are more likely to be displaced, to lose access to healthcare and education, and experience sexual violence, hunger and poverty as a consequence of conflict, women are underrepresented in post-conflict transitional justice processes, and peace negotiations.

"Conference therefore continues to stand in solidarity with all people, in particular women and girls, affected by fascism, war, conflict, and actions which undermine democracy and promote violence.

"Conference calls on the STUC Women's Committee to write to the UK and Scottish governments, outlining these concerns and calling for each to affirm the principles of international law and the UN Charter; to actively promote peaceful resolution of conflict; and to take action to safeguard and empower those affected by war and conflict, particularly women and girls."

MOVER: EDUCATIONAL INSTITUTE OF SCOTLAND (EIS)

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EMERGENCY RESOLUTION 1
THREAT OF CLOSURE TO RESIDEO AND HONEYWELL, NEWHOUSE, MOTHERWELL, SCOTLAND

"That this Conference notes that as of the 20th of October the management of Honeywell have followed the announcement by Resideo the week before of the proposed closure of both sites in Newhouse. The 200 workers across both sites are now under 90 days' notice with the very real possibility of loss of jobs.

"Over 67% of our members in this plant are women and for most of them they are part of households where the potential loss of income will have catastrophic implications.

“From the youngest at 18 with her future ahead of her to the 65-year-old preparing herself for retirement. Their futures at this point have been thrown into complete disarray at a time of year where we head into the season for celebrating.

“Conference notes that the 90 days will conclude in January, impacting the mental health of workers, reps and their families. The reality of alternative available careers being easily accessed for those workers is that there are very few opportunities.

“Conference notes a modern-day de-industrialisation in Scotland is taking place and confidence in government interventions are low given the track record with Ineos, Mossmorran, and Alexander Dennis, all being let down with the resulting impact on families that will last generations.

“Conference sends solidarity to the workers and calls upon the STUC Women’s committee to use all levers open to them to support our workers and highlight this further decline for women’s opportunities to better themselves using all available platforms.”

MOVER: UNITE

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EMERGENCY RESOLUTION 2
WOMEN WORKERS AND PUBLIC SECTOR REFORM

“That this Conference notes:

- the publication by the Scottish Government on the 21st September 2026, of proposals for far-reaching reform of local governance, including the replacement of current council structures with a smaller number of regional authorities and a larger number of community authorities;
- that these proposals would affect services in which women form the majority of the workforce, including education, social care, housing, administration, community services and family support; and

- that the Scottish Government has indicated that social care reform will be considered alongside wider local government reform.

“Conference believes:

- public sector reform is not gender neutral;
- women workers are more likely to be impacted by workplace restructuring, centralisation of services, changing travel requirements and reductions in workplace flexibility because women continue to undertake the majority of unpaid caring responsibilities;
- language around efficiency, transformation and reducing duplication must not become a vehicle for reducing jobs, worsening terms and conditions or weakening local services; and
- trade unions must shape reform from the outset rather than simply respond to decisions already taken.

“Conference calls on the STUC Women's Committee to work with affiliated unions to:

- demand full equality impact assessments before reform proposals progress;
- campaign for no compulsory redundancies and full protection of pay, pensions and conditions;
- ensure women workers are represented at every stage of reform discussions;
- place equal pay, flexible working, caring responsibilities and occupational segregation at the centre of union responses; and
- develop a trade union framework for assessing public sector reform through a women's equality lens.

“Conference further resolves that the voices of the women who deliver Scotland's public services must be heard before any decisions are taken about how those services are organised in future.”

MOVER: GMB SCOTLAND

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EMERGENCY RESOLUTION 3
NHS REFORM AND THE FAILURE OF PARTNERSHIP WORKING

“On 1st September 2026, the Scottish Government announced proposals to reduce Scotland's fourteen NHS territorial Boards to two regional structures. This announcement was made without prior engagement with recognised NHS trade unions, despite previous commitments by the Cabinet Secretary to rebuild and reset partnership working between Government and trade unions. Such significant reform should not be announced without meaningful engagement with recognised trade unions.

“Partnership working and the Staff Governance Standard are fundamental principles of NHS Scotland and should be upheld by the Scottish Government as well as NHS employers. Women make up the majority of the NHS workforce and are therefore disproportionately affected by major structural changes to the delivery and governance of health services.

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

- publicly raise concerns regarding the Scottish Government's failure to engage with recognised NHS trade unions prior to announcing these proposals;
- call on the Scottish Government to uphold the principles of the NHS Scotland Staff Governance Standard and meaningful partnership working throughout the development and implementation of any NHS reform; and
- write to the First Minister and Cabinet Secretary for Health seeking a public explanation of how the decision to announce the reduction of fourteen NHS Boards to two without prior trade union engagement aligns with the Scottish Government's stated commitment to rebuild and reset partnership working and seeking assurances that this approach will not be repeated.”

MOVER: GMB SCOTLAND

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EMERGENCY RESOLUTION 4
SUPPORT THE RECLAIM THE NIGHT DEMONSTRATION & DEMAND MULTI-YEAR FUNDING FOR WOMEN'S SERVICES

"This Conference notes:

- an emergency Reclaim the Night demonstration has been called by Sisters Against Cuts for Monday 26 October at 5pm outside the Scottish Parliament;
- the demonstration is supported by the STUC Women's Committee, FBU Scotland, Engender, Back Off Scotland, Young Women Movement, TIE Campaign, Stop the War Scotland and Women Against the Far Right;
- the Scottish Government has declared violence against women and girls a national emergency; and
- despite this declaration, vital women's services remain under immediate threat. Murray's Initiative women's service faces the loss of funding at the end of March, placing survivors and women in recovery in limbo.

"This Conference believes:

- declaring VAWG a national emergency must be matched by emergency-level, sustainable funding;
- short-term, precarious funding leaves survivors, women in recovery and the women workers who support them in crisis; and
- women's services require multi-year, ring-fenced funding so they can plan, retain staff, and deliver consistent support.

"This Conference therefore calls on the STUC Women's Committee:

- to fully support and publicise the emergency Reclaim the Night demonstration on Monday 26 October at 5pm outside the Scottish Parliament;
- to call on the Scottish Government to treat the funding of women's services with the same urgency it claims for VAWG, by providing multi-year funding settlements; and
- to specifically demand the urgent protection and multi-year funding of Murray's Initiative and all other at-risk women's services so that no survivor or woman in recovery is left without support."

MOVER: FIRE BRIGADES UNION (FBU)

Appendix C
Motions fell at the 2026 STUC Women's Conference

MOTION 9
TACKLING DIGITAL MISOGYNY AND PROTECTING WOMEN AT WORK

"That this Conference notes that the rise of digital misogyny, online harassment and the spread of misinformation on social media are increasingly affecting women in the workplace. False allegations, targeted abuse and coordinated online campaigns can cause significant psychological harm, damage professional reputations and deter women from participating fully in leadership, trade union activity and public life.

"Conference believes that employers have a duty of care to protect workers not only from physical harm but also from digital abuse that impacts their wellbeing, dignity and ability to work safely.

"Conference calls on the STUC Women's Committee to support unions to campaign for employers to:

- adopt robust policies on digital harassment and misinformation, making it clear that online misogyny, defamatory comments and targeted abuse connected to the workplace will be investigated under disciplinary procedures, regardless of whether it occurs on or off employer-owned platforms where there is a clear workplace impact;
- provide specialist wellbeing and reporting support for workers subjected to online abuse, including confidential reporting mechanisms, access to counselling and mental health services, practical assistance in responding to reputational attacks, and appropriate managerial support; and
- promote a culture of digital respect and psychological safety by delivering mandatory training on online conduct, misinformation, misogyny and bystander intervention, while encouraging leaders to challenge harmful behaviour and support women who become targets of online abuse.

"Conference further calls on the STUC Women's Committee to support affiliated unions to develop national guidance and best practice on tackling digital misogyny, protecting workers from online harm and ensuring that every workplace is one where women can participate, lead and thrive free from intimidation, abuse and reputational attacks."

MOVER: TRANSPORT SALARIED STAFFS ASSOCIATION (TSSA)

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MOTION 26
SAFER PUBLIC TRANSPORT

"That this Conference notes that women continue to experience harassment, intimidation, sexual harassment and violence on public transport. These incidents not only undermine women's confidence in travelling safely but also place transport workers, many of whom are women, at increased risk of abuse and assault while carrying out their duties.

"Conference recognises that while the vast majority of passengers use public transport responsibly, a small number of repeat offenders are responsible for persistent violence, threatening behaviour and harassment. Too often, these individuals continue to use the transport network despite repeated incidents, placing passengers and staff at ongoing risk.

"Conference further notes the recent Transport Scotland short life working group Review of Enforcement Powers on Scotland's Railway which includes many useful recommendations, including exploring "the potential for primary legislation to create a 'Railway Banning Order'."

"Conference believes that public transport should be a safe environment for everyone. Women should not have to modify their travel, fear for their safety or tolerate abuse, and transport workers should not be expected to work in unsafe conditions. Repeat violent and abusive behaviour must have meaningful consequences.

"Conference therefore calls upon the STUC Women's Committee to campaign with affiliated unions for:

- the introduction and wider use of railway banning orders, or equivalent legal measures, to prohibit repeat violent and abusive offenders from accessing Scotland's public transport network where there is sufficient evidence and appropriate legal safeguards;
- British Transport Police, ScotRail, and other public transport providers to work together to identify repeat offenders and use all available legal powers to protect passengers and staff;
- the Scottish Government to review existing legislation and introduce any further powers necessary to support effective transport banning orders; and
- improved reporting, enforcement and support for women passengers and transport workers subjected to violence, harassment or intimidation."

MOVER: TRANSPORT SALARIED STAFFS ASSOCIATION (TSSA)