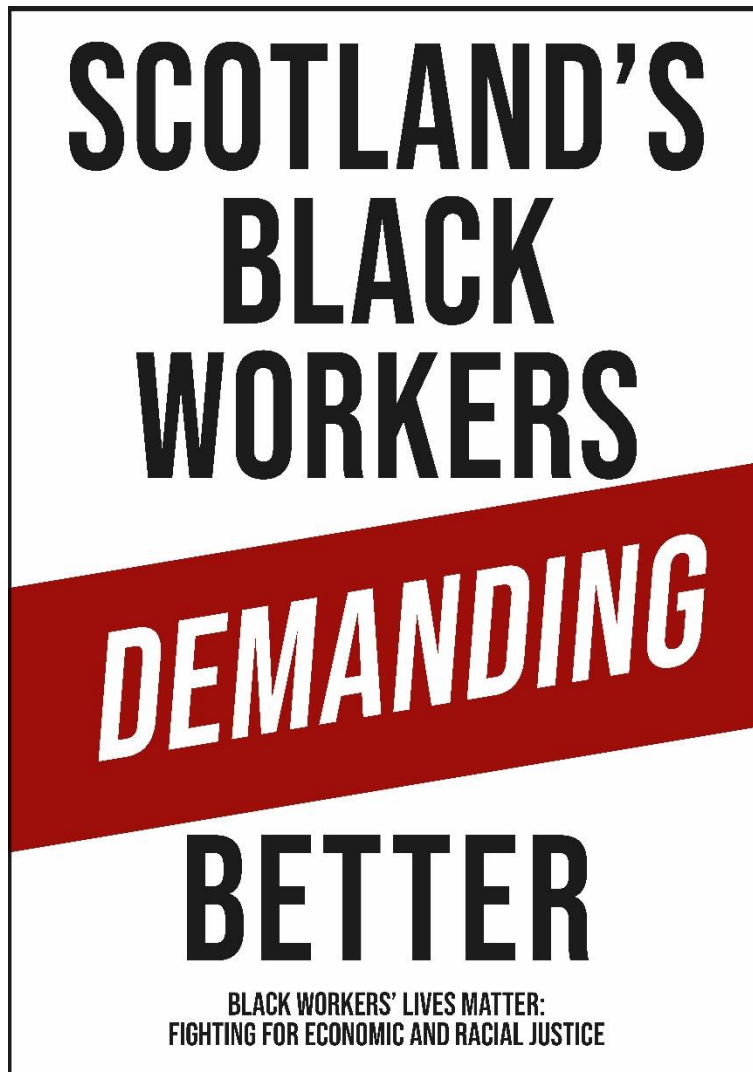


Decisions of Conference



27th Annual STUC Black Workers' Conference

**Saturday 7th and Sunday 8th October 2023
Golden Jubilee Conference Hotel, Clydebank,
Glasgow**

RESOLUTIONS CARRIED

Composite A

(covering motions 2 and 12)

Sheku Bayoh Solidarity

“Conference notes:

- The continuing public inquiry into the death of Sheku Bayoh.
- The support of trade unionists and antiracists at these for the family and legal team.
- Scotland’s Chief Constable Sir Iain Livingstone’s statement of 8 June 2023, that ‘institutional racism, sexism, misogyny and discrimination exist’ in the Scottish Police Force. And that ‘Police Scotland is institutionally racist and discriminatory.’
- Aamer Anwar, the family solicitor’s call for a mass protest in Glasgow after the public inquiry ends.

“Conference believes:

- Racism was critical to the events leading up to and including of the death of Sheku Bayoh.

“Conference resolves:

- To continue to build support for the Sheku Bayoh Family campaign.
- To support and build the protest at the end of the public inquiry.”

Mover: STUC Black Workers’ Committee

Seconder: University and College Union

Amended Motion 1: Far Right and Racism

“Conference notes:

- The ever-increasing mobilisations by the far right, fascist and racist organisations from Portland, Dorset to Elgin and Erskine, Scotland, targeting refugees.
- The immigration minister Robert Jenrick’s order that murals of cartoon character Mickey Mouse on the walls of an asylum centre for unaccompanied children should be painted over.
- The successful and courageous counter protests organised by Clydebank, Paisley & Moray Trade Union Councils, Stand Up to Racism, with the STUC, TUC, community organisations and refugee and migrant groups at every flashpoint of racist mobilisations.

“Conference believes:

- Patriotic Alternative, Homeland Party, Voice of Wales, National Support Detachment are all variants of far right and openly nazi groups seeking to spread hate, division, and violence.
- In commending Paisley TUC with Clydebank TUC for continuing to demonstrate against the Homeland Party every Sunday in Erskine.
- The government’s vicious intensification of its racist hostile environment continues to deflect from the horrors of their harsh treatment of refugees sent to be accommodated on barges, hotels, and detention centres.
- The government is scapegoating refugees to deflect attention from the increasing cost of living crisis, cuts to the welfare state, NHS and social provision and increasing redundancies and job losses.
- A mass united, broad antiracist mobilisations are necessary to challenge the far right.

“Conference calls on the STUC Black Workers’ Committee to:

- Continue its active support for building such broad, united mass mobilisations of trade unionists, antiracists, community organisations and refugee and migrant groups.

- Support and build for the St Andrew's Day Anti-Racist march and rally hosted by the STUC and Black Workers' Committee in November 2023; and the UN Anti-Racism Day hosted by Stand up to Racism in March 2024."

Mover: STUC Black Workers' Committee

Seconder: Paisley TUC

2. Sheku Bayoh Solidarity

“Conference notes:

- The continuing public inquiry into the death of Sheku Bayoh.
- The support of trade unionists and antiracists at these for the family and legal team.
- Scotland’s Chief Constable Sir Iain Livingstone’s statement of 8 June 2023, that ‘institutional racism, sexism, misogyny and discrimination exist’ in the Scottish Police Force. And that ‘Police Scotland is institutionally racist and discriminatory.’
- Aamer Anwar, the family solicitor’s call for a mass protest in Glasgow after the public inquiry ends.

“Conference believes:

- Racism was critical to the events leading up to and including of the death of Sheku Bayoh.

“Conference resolves:

- To continue to build support for the Sheku Bayoh Family campaign.
- To support and build the protest at the end of the public inquiry.”

Mover: STUC Black Workers’ Committee

3. Domestic Abuse in Minority Ethnic Communities

“Conference recognises that BAME women and girls experience largely similar types of domestic abuse to other ethnicities, including physical, sexual, psychological, emotional, financial, and coercive control. However, their experiences are often compounded by their ethnicity and they can face specific types of abuse such as so-called “*honour-based violence*”, forced marriage and female genital mutilation.

“Conference acknowledges that black and ethnic minority women face further barriers to reporting abuse which can include distrust of the police, insecure immigration status and language barriers. In some communities, there is also a strong notion of protecting the community and cultural integrity by not disclosing abuse.

“Conference appreciates that all those suffering abuse have a unique set of experiences and beliefs which will shape the way in which they respond.

“Conference calls on the STUC Black Workers’ Committee to:

- Work with affiliates, to actively campaign for a better understanding of domestic abuse in minority ethnic communities.
- Work to promote better support for women and children in minority ethnic communities, including with organisations such as Shakti Women’s Aid who provide a vital lifeline to minority ethnic women, children, and young people experiencing, or who have experienced, domestic abuse.”

Mover: ASLEF

4. 2023 – The 75th Anniversary of the Nakba

“Conference acknowledges the importance of the Nakba in the Palestinian experience and its significance cannot be overstated. Between 1947 and 1949, Palestinians were forced from their homes, land, villages, towns, and cities, never to be allowed to return; thousands of people lost their lives, whilst many more lost their livelihoods and homeland. Hundreds of villages were destroyed during this time and that some two-thirds of all Palestinians were displaced, giving birth to a Palestinian refugee population that now numbers nearly six million.

“This year the Israeli government has stepped up its bombardment of Gaza which remains under a tight land, sea and air blockade cutting off over 2 million Palestinians from the outside world.

“A brutal assault was also launched on Jenin, the most serious military incursion in the West Bank for two decades, killing to date 12 Palestinians, seriously injuring hundreds, bulldozing whole streets and cutting off electricity, the internet and access to emergency health services.

“Illegal settlements continue to colonise the land, destroying property and segregating the Palestinian population behind walls.

“Conference pays tribute to the Palestinian people and the lesson in the power of resistance to colonial oppression. People who have endured so much yet remain so united and determined to exist — determined that they will return, are an inspiration to us all.

“Conference calls on the STUC Black Workers Committee to intensify its campaign to end the illegal occupation and the oppression of Palestinians and to continue to support and promote the work of the Palestine Solidarity Campaign.”

Mover: ASLEF

Amended Motion 5. BAME Trade Union Reps

“Conference recognises the vital work carried out by BAME representatives in their communities but acknowledges that there is still a lack of BAME representatives that carry out trade union roles out with the trade union movement.

“Conference recognises the vital importance of both increasing participation of BAME trade unionists within formal structures and working to end racism and all forms of discrimination in the workplace and wider society. Conference believes BAME trade unionists should be at the forefront of this work and be supported by the STUC to develop new initiatives.

“Therefore, STUC Black Workers Conference instructs the STUC Black Workers committee to:

- Encourage affiliates to set up a campaign to encourage BAME members to stand in industrial and/or health and safety roles in the Scottish trade union movement and liaise with constituent trade unions on the implementation of this campaign.
- Provide in-person training sessions specifically for BAME members that are interested in holding industrial or health and safety roles with their union.
- Encourage a network of BAME health and safety and/or industrial representatives to help share new initiatives, resources and support across the labour movement in Scotland through the Black Workers Network.”

Mover: Communication Workers Union

Seconder: STUC Black Workers' Committee

6. Effective Communications to Win Arguments Against Far-Right Scapegoating of Refugees

“Conference notes that media and political rhetoric that scapegoats migrants and refugees enables a hostile immigration environment, and the spreading of racist ideology within our communities.

“Conference further notes that effective messaging can win support for the anti-racism cause and mobilise workers to be united against all forms of oppression.

“Conference therefore calls on the STUC Black Workers’ Committee to create guidance for trade unionists on:

- The importance of anti-racism and pro-refugee campaigning, to the trade union movement
- Evidenced effective strategies for messaging and communications, in the context of far-right scapegoating of migrants and refugees.”

Mover: Educational Institute of Scotland

7. Equitable Access to Career Progression and Promotion

“Conference notes that research has found significant barriers persist to Black, Asian and Minority Ethnic Workers access to Fair Work, including equitable access to career progression and promotion.

“Conference believes that inequitable access is compounded by intersectional factors, such as for BAME women, disabled BAME workers, and BAME workers who are LGBT.

“Conference calls on the STUC Black Workers Committee to:

- Investigate and report on ways to support more diversity in promoted posts
- Develop guidance for negotiating improvements to retention practices that can benefit BAME workers
- Offer to work alongside the STUC Women’s Committee, LGBT Committee and Disabled Workers Committee to develop this work.”

Mover: Educational Institute of Scotland

8. Educating Refugee and Asylum-seeker Children and Young People

“Conference notes the enormous effort that teachers and schools put into supporting refugee and asylum-seeking children and young people.

“Conference is concerned with the lack of funding and proper training available to fully meet the needs of these pupils and students. Conference believes greater support should be available for asylum-seeking and migrant students.

“Conference commends the Maryhill Integration Network (MIN) 'Migration Education Resource'.

“Conference further commends the 'Our Grades Not Visas' campaign, by Ahmed Alhindi, with support from MIN and JustRight Scotland and recognises the progress made to date in realising this campaign.

“Conference continues to condemn the Illegal Migration Bill that will have a damaging impact on the safety and rights of refugee and asylum-seeking children and young people and calls on the STUC to intensify lobbying against the Illegal Migration Bill.

“Conference further calls on the STUC to lobby the Scottish Government:

- for fully funded training and a package of specific teaching resources to support staff to meet the needs of refugee and asylum-seeker children and young people;
- for a fully funded package of educational wellbeing support for refugees and asylum seekers;
- to extend access to tuition fee support to all those seeking asylum who are in Scotland.”

Mover: NASUWT

9. Enslavement, Redress and Education

“Conference believes that, given the continuing impacts of social and economic injustice, racism and discrimination, schools must be deliberate in their approach to tackling inequality and advancing equality for those who suffer disadvantage, including through the curriculum.

“Conference therefore reaffirms its commitment to the decolonisation of the curriculum. Conference believes that to be impactful this must take place in tandem with national commitments to secure redress and reparation.

“Conference calls on the STUC to lobby the Scottish Government to accelerate a national discussion about the implications of Scotland’s involvement in enslavement which should address how Scotland’s past is represented in our curriculum, streetscapes and museums.

“Conference further calls on STUC to lobby the Scottish Government to take into account the long-term implications of that past and how its legacy remains a shackle on the lives of working-class and marginalised communities living in those nations, and those who, through sheer determination, have fled their homeland to seek a better future in Europe, and Britain in particular.

“Conference calls on the STUC to publicly support efforts to secure redress and reparation for UK slavery and believes this must begin with being honest about Scotland's dark past of enslavement and colonialism, making formal apologies for this, as well as acknowledging that we remain materially better off than countries we formally colonised.

“Conference acknowledges that Scotland therefore has a moral and ethical duty to support those countries by such means as cancelling outstanding economic bilateral debt and offering educational opportunities to refugees and asylum seekers coming from those lands, while supporting infrastructural development in those countries that support their natural environment rather than further degrade it.”

Mover: NASUWT

10. Building an Anti-Racism Trade Union Movement in Scotland

“Conference notes the labour market in Scotland as elsewhere remains stacked against Black workers.

“The widening race pay gap, the fact that Black workers are over-represented in insecure jobs and are twice as likely to be unemployed is not the world of work we want to see.

“Conference notes, our movement has a duty to take the lead in rooting out racism wherever it exists in the workplace, on our streets and in our unions. We need to take action to ensure that Black members are leading the work of our unions and holding employers and government to account as we seek to win a better deal for Black members.

“For our unions to thrive recruiting Black members and addressing racism at work has to be at the core of our work.

“Conference believes that:

- Unions must acknowledge that there is still has some way to go to represent Black workers fully and that trade unions are not exempt from the existence of institutional racism.
- There are a range of measures we need to take to truly become an anti-racist movement and the STUC has a vital role to play in supporting and leading this work.
- Racial equality must be at the centre of our collective bargaining agreements, by working alongside Black members to identify the key bargaining issues and making sure that Black workers voices are represented at the negotiating table.
- Trade Unions need to develop and support anti-racist networks of our Black members and activists.

Conference calls on the STUC Black Workers’ Committee to support trade unions in their work to ensure zero tolerance of racism in all our workplaces.”

Mover: USDAW

11. Taking a Collective Approach to Tackling Racism in the Workplace

“Conference acknowledges that despite five decades of race equality law, Scotland, together with the rest of the UK, has a serious problem with racism.

"Structural and institutional racism in Scottish society means that despite having the same education and skills Black workers are more likely to be in low paid work or unemployed than their white counterparts. Scotland's ethnicity pay and employment 'gaps' are a matter of record.

“In the workplace Black workers are more likely to experience bullying and harassment, be unfairly criticised and given more challenging or less popular tasks. Black workers are less likely to be promoted, developed or get access to training.

“To make progress on race equality we need to move away from viewing racism as separate, unconnected and individual incidents that rely on those who have experienced or witnessed it to report it and instead understand it as a part of the fabric of the labour market and the workplace.

“Governments, employers and trade unions need to develop a collective, pre-emptive response to tackling racism at work.

“Conference calls on the STUC Black Workers’ Committee to support and promote work trade unions are doing to:

- Put race equality front and centre of national and local bargaining and campaigning agendas.
- Urge employers to gather evidence of where Black workers are in their organisations, share this with unions and take collaborative positive action to prevent situations in which workers are at risk of encountering every day and institutional racism.”

Mover: USDAW

13. Higher Education (Freedom of Speech) Act 2023 - Repeal

“Conference notes:

- The passing of the Higher Education (Freedom of Speech) Act 2023 specifically regulating free speech on university campuses
- The statutory appointment of UK’s first ‘free speech tsar’ officially the director for freedom of speech and academic freedom with power to impose fines and investigate all free speech infringement claims.
- The lack of detailed guidelines within which the Director will exercise his role.
- The lack of provisions that explicitly protect the exercise of academic expertise.

“Conference believes:

- Though the Act applies to England only, it represents an infringement on the freedom of academics to exercise their expertise to decide who should be platformed on university campuses.
- The Act will infringe the freedom of academics to use their expertise to curate courses, make appointments, peer-review papers and book and invite speakers.
- The Act will override academic disciplinary competence and expertise as the basis on which to determine who has communicative privileges in universities.

“Conference resolves:

- To call for an immediate repeal of the Act.
- To call for clear and transparent guidelines to regulate the wide-ranging power of the Director to impose fines and undertake investigations into any allegation of free speech infringement.
- To call on universities and colleges to ensure that protections are in place to limit the impact of this wide-ranging powers on the exercise of academic expertise and freedom.
- To provide active solidarity to colleagues in English universities over this.”

Mover: University and College Union

14. Promoting Inclusion and Empowerment of Black Members within Affiliated Unions in Scotland

“Conference notes that UNISON dedicated 2023 to the Year of the Black Worker to highlight the contributions and experiences of Black workers in Scotland and to the union movement.

“Conference further notes that UNISON conducted a survey of Black members engagement which revealed:

- 1 in 10 Black members are aware of union activities, networks, and the race discrimination protocol.
- 4 in 10 Black members feel they have a voice, while an equal number have experienced racism at work.
- Some Black members expressed interested in attending union activities and structures but did not associate with the terminology of ‘Black’.

“Conference agrees that it is essential to understand and address systemic barriers that may hinder Black members’ union participation and engagement.

“Conference calls on the STUC Black Workers’ Committee to:

- Encourage affiliated unions survey their own Black members to (a) understand any barriers to engagement (b) take steps to address this.
- Explore ways to highlight the work of Black trade unionists and ways to get involved in both the STUC and trade union movements such as learning and training programmes.
- Explore ways to increase representation of Black workers across the STUC and consider an action plan for unions to improve representation of Black workers, both as an employer and membership organisation.

Mover: UNISON

15. Black and Global Majority Artists in Scottish Festivals

Amidst continued overwhelmingly white festival line-ups both in terms of Scottish artists and those coming in to perform, the Musician's Union calls for greater accountability from the live music sector.

A 2019 study by the Traditional Music Forum reported that the Scottish traditional music community “does not reflect the diversity of Scotland's population at-large” with 99% of survey respondents identifying as White.

While higher education isn't the only pathway into the industry, it is worth noting that Black British and British Asian students in music are very underrepresented compared to other subjects. The *Slow Train Coming* report (2022) notes that between 2016 and 2020, Black British students made up 4-5% of the 'home domiciled' student population in Music, and British Asian students just 2% - and this across the UK as a whole. This is significantly lower than for all subjects – Black British students accounting for 8% of the total home student population and British Asian students 11%.

It is worth connecting the pathways for UK citizens from the Global Majority to enter the industries, with the knowledge that international students and artists are still battling visa barriers under the Westminster government's hostile environment.

Conference calls on the STUC Black Workers' Committee to:

- Lobby Creative Scotland and Scottish Government to ensure that all festivals in receipt of public funding are required to produce line ups that reflect the diversity of wider society, including ethnicity, gender and disability.
- Write to organisations supporting artist development for currently under-represented groups in Scotland to ask what further support and changes are needed to create more diverse line ups.

Mover: Musicians' Union

16. Supporting Migrant Workers

“PCS has proudly fought the Pushback and Windrush scandals, deportations, and detentions such as the recent concerns in Marston and are actively fighting the Rwanda Plan.

“The UK Government’s Hostile Environment towards migrants, including the subsequent scandal of Windrush generations continues to escalate. Migrant workers arriving in the UK after horrendous journeys to safety or subsequently given status to work find increasing hostility and face issues getting housing and healthcare. Those fleeing domestic violence do so without recourse or expenses to remain. The Post Brexit EU Settlement Scheme also contributes to this and impacts Black Workers with EU citizenship, often via historic European colonies.

“Conference instructs the STUC Black Worker’s Committee to:

- Stand for Migrant Workers and develop resources for organising Migrant Workers.
- Develop a course on representing Migrant Workers.
- Campaign for a National Migrant’s History Month to acknowledge the contributions of migrants to Scotland.
- Lobby the Scottish Government to provide support for migrant workers fleeing domestic violence currently subject to no recourse including trafficked workers.
- To develop a Migrant Workers Conference and work with affiliates to develop a Migrant Worker Networks”

Mover: Public and Commercial Services Union

Amended Motion 17. Tackling Fascism in Erskine and Beyond

“Since February 2023, the far-right group the Patriotic Alternative, and now the Homeland Party have staged weekly racist protests at the Muthu Hotel in Erskine where refugees and asylum seekers have been housed. PCS, along with other trade unions, Trade Union Councils (Paisley & Clydebank), community groups, and the STUC have proudly counter-protested each week against the hateful rhetoric of the far-right groups. Conference applauds the interactions developed between the refugees and their supporters since February 2023.

Additionally, Conference commends the huge success of “The Big One” – the 21st of May all out action of community solidarity and similar counterprotests in Elgin. Whilst the far right is less energised, and our numbers grow, they must continue to be challenged wherever they mobilise.

“Therefore, conference calls on the STUC Black Workers Committee to:

- Renew support for the Erskine counter protests and call another all-out day of action.
- Support the local Erskine residents, Trade Union Councils, and Stand Up to Racism Glasgow as required.”

Mover: Public and Commercial Services Union

Seconder: Paisley Trades Union Council

Amended Motion 19. Continuing the Fight Against Racism

“Unite’s BAEM Committee recognises the STUC’s continued support in an increasingly hostile environment for workers and Trade Unionists.

“However, Black and Asian Minority Ethnic members continue to experience racism at work; and experience the additional pressure of increasingly racist and regressive policies from the Government, as well as an increasingly racist media.

“Black and Asian Minority Ethnic workers in the NHS, statutory and essential services, are experiencing racism from patients, their colleagues, managers and other professionals. This has an impact on pay, progression, mental health and conditions at work.

“It is imperative that the STUC keeps the fight against racism at the core of its work, otherwise BAEM members are at risk of multiple marginalization at an increasingly difficult time. Strategies for improving outcomes for BAEM members must include better and more practical interventions from well-intentioned allies.

“Unite Scotland call on the STUC Black Workers Committee to:

- Lobby affiliates to take an actively anti-racist stance and set this as the standard for all their members.
- Support BAEM workers in the NHS, statutory and essential roles, by fighting the additional burden that racism places on workers.
- Campaign for mandatory ethnicity pay gap reporting for employers to ensure parity in pay.
- Use the resources available through Scottish Union Learning to organise practical allyship training in order to broaden ownership for delivering race equality and reduce the burden on our BAEM reps.
- Encourage anti-racist training to be BAEM-led.”

Mover: Unite the Union

Seconded: Prospect

20. Intersections of Race for Autistic People

“Historically, the picture of an autistic person is usually one of a white boy, with limited or repetitive speech and movements but often with encyclopedic knowledge of certain topics.

“As a monetized “condition”, great resources were spent on “treatments” to make autistic people “indistinguishable from their peers”. Even now, there are various attempts to find the genetic causes of autism so that a “cure” can be found, and “therapies” are used in a detrimental way towards autistic people.

“In reality, autistic people are an everyday part of humanity across all races, ethnicities, ages and genders. The “Neurodivergency” movement states that to be autistic is not a deficit - it’s simply a different way of experiencing and interacting with the world.

“Black and Asian Ethnic Minority (BAEM) autistic people face difficulties getting the right support because:

- They do not fit the stereotypical picture of an autistic person. The diagnostic criteria is based on Eurocentric standards, so medical professionals may not recognise autistic BAEM people.
- Some BAEM communities have less knowledge about autistic people, so may not recognise it in their family members.
- BAEM autistic people will experience intersections of systemic racism and ableism.

“Unite calls on the STUC Black Workers’ Committee to:

- Work alongside affiliates to encourage and support Autism Acceptance training for BAEM workers and reps, with a focus on intersections of racism and ableism.
- Highlight that being autistic is not a deficit, but a different way of experiencing the world.
- Join the growing movement to speak up against abusive “therapies” such as ABA and PBS.

- Reach out to community organisations to ensure they are aware of the need for training in Autism Acceptance.
- To help change the stereotypical picture of an autistic person, lobby affiliates to involve BAEM and autistic people in all training and policies which affect them.”

Mover: Unite the Union

Emergency Motion No. 1

Impacts of the 10% Cut to Creative Scotland's Funding

“That this Conference notes, on 28 September it was announced that the Scottish Government reimposed a 10% cut (£6.6 million) to Creative Scotland's budget. This is a reversal of the Scottish Government's promise in the Spring Budget to maintain standstill funding for Creative Scotland through the 2023 - 2024 period. Creative Scotland's funding has now been reduced to less than 0.1% of the Scottish Government's overall budget.

“The immediate impact is a funding hole of 40% to the budgets of Creative Scotland's 120 Regular Funded Organisations (RFOs) - which 'directly employ 5,000 workers, support 25,500 individual artists and provide millions of opportunities for people across Scotland to engage with the arts and culture.' In a one-off emergency measure, Creative Scotland has drawn from their reserves, to cover the next 6 months, but uncertainty looms.

“The consequences of this massive cut will cause devastating knock-on effects into every community in Scotland, across the arts sectors, health and wellbeing, tourism, and hospitality jobs, as well as our urban and rural economies that depend on arts and culture activities.

“This funding cut will disproportionately affect opportunities for artists, musicians, writers, actors, dancers, and technicians from populations already under-represented in the arts. It will impact all of our intersecting communities. The negative consequences will be long-term. It will affect our children and our grandchildren. Recent innovative pilot programmes and projects for artists from Black, Asian / Global Majority and ethnically diverse communities are already under threat.

“Conference calls on the STUC Black Workers' Committee to:

- work with the STUC Creative Industries Trade Unions Group to lobby the Scottish Government to reverse the £6.6 million cut to Creative Scotland's budget; and
- lobby for further targeted funding for arts projects and organisations led by people from Black, Asian / Global Majority and ethnically diverse communities and intersecting under-represented strata.”

Mover: Scottish Artists Union

Emergency Motion No.2 Crises and the Media

“That this Conference notes, in August 2023, the Hawaiian island of Maui was devastated by wildfires. The inferno was swift, destroying land and properties — and claiming lives. It is now considered the deadliest wildfire incident in the United States in over a century.

“While Maui is no stranger to wildfires, the magnitude of the blaze was emblematic of a changing climate. Hurricane Dora—made fiercer by the warming climate - propelled the fire further.

“Like imperialism, the reality of climate change is not being reported on. Journalists and citizens in Maui told of varying stories circulating about the cause of the fire, creating divisions and distrust between global citizens. Disinformation and conspiracy theories are enabling those with power to evade accountability.

“The first and most severely impacted by the climate crisis are often indigenous, Black, brown, and low-income communities. These groups have contributed the least to climate change, but have suffered the most, and must be prioritised in our transition to a better world.

“Climate change is linked to capitalism. The consequences of global temperatures rising are severe and trade unions have a vital role to play, rooted in workers’ rights and social justice.

“Conference calls on the STUC Black Workers’ Committee, STUC General Council and Equality Committees to:

- consult with all affiliates to seek input into the development of a cross-sector industrial strategy that delivers internationally agreed carbon emission reduction targets, which safely decarbonises heating, transport and makes all homes genuinely energy efficient;
- call for the development of a media literacy strategy to be undertaken by the Scottish Public Interest Journalism Institute with input from the STUC with urgency. This media literacy strategy must also include race, class and gender in the media; and
- Develop a political education module which addresses racial capitalism, climate change, and its relationship to economics in Scotland.”

Mover: National Union of Journalists

Emergency Motion No.3

Braverman Must Go. Refugees Welcome Here! - Immediate Safe Passage

“That this Conference notes:

- the Home Secretary's speeches at the 2023 Tory party conference where she embraced the European far right and fascist theory of ‘great replacement’;
- Suella Braverman recently announced that ‘uncontrolled and illegal migration is an existential challenge for the political and cultural institutions of the West’, and committed to pulling Britain out of the 1951 Refugees Convention;
- these comments have been applauded by the far-right Britain First leader Paul Golding, former member of the National Front and British National Party.
- far right and fascist groups from Erskine to Portland, Elgin to Chichester, brandishing banners proclaiming ‘Braverman is right’; and
- the call for a protest outside the Home Office in London on 4 November, under the banner ‘Stop the Home Office, Unity not Division, Refugees Welcome’, by a coalition comprising Care for Calais, Stand up to Racism, the Peace and Justice Project, Night Pride, Fossil Free Pride, Love Music Hate Racism and Mena Solidarity, and SUTR Scotland's plans for a simultaneous action at the Home Office building in Glasgow.

“Conference believes:

- these views are part of the continuing and aggressive agenda of scapegoating refugees and racialised minority communities by the right;
- this hateful rhetoric is rising to epidemic levels as we approach the next general election;
- people so desperate to get to a place of safety have risked their lives to cross the busiest and one of the most dangerous shipping lanes in the world in tiny boats and children's dinghies;
- any government should have a humanitarian response and welcome people whose lives have already been devastated by war, environmental degradation, and poverty; and
- undocumented refugees have an international right to claim asylum.

“Conference resolves to support the protests on 4 November and ask STUC affiliates and members to support with delegations and union banners.”

Mover: STUC Black Workers' Committee

Emergency Motion No. 4 Sacking of Black History Professor

“That this Conference notes:

- its disappointment at the recent shutdown of the Masters by Research, History of Africa and the African Diaspora, by the University of Chichester; and
- along with this decision, the University also rendered the programme lead Professor Hakim Adi (the first and only Professor of the History of Africa and the African Diaspora in Britain) redundant.

“Conference believes:

- as the first African-British historian to become a professor of history in Britain, Professor Adi has pioneered the way for successive historians from similar underrepresented communities; and
- it is extremely cynical that in a time when EDI is being given lip service across the HE sectors and the cost-of-living crisis hits the BAME population the hardest, a course created to train students of African and Caribbean heritage is chosen to be axed.

“Conference resolves to:

- come together to condemn this action and demand the reversal of such a momentous and unjustifiable decision by the University of Chichester;
- to circulate information about the case and encourage STUC affiliates and members to sign the petition against the treatment of Professor Adi;
- send a message of solidarity to Professor Adi;
- draw members’ attention to the student-led crowdfunded legal fight against the University of Chichester.”

Additional link:

<https://www.theguardian.com/books/2023/sep/05/professor-hakim-adi-shortlisted-for-prestigious-wolfson-award>

Mover: University and College Union

MOTION NOT CARRIED (NO DELEGATE PRESENT)

18. Exploitation of P&O Ferries' Seafarers in Scotland

“Conference recalls that 30 seafarers covered by the RMT collective bargaining agreement on the P&O Ferries *MV European Causeway* and *MV European Highlander* between Cairnryan and Larne were unlawfully dismissed from their jobs on 17 March 2022 and replaced by seafarers from the Philippines and other nations. A vociferous campaign against these dismissals by the RMT and other unions was strongly supported by the STUC.

“Conference notes that these ferries are registered in the Bahamas which is classed as a “flag of convenience” meaning minimum regulatory, tax and other standards are applicable. Following P&O’s attacks, Glasgow-based crewing agent Clyde Marine is the sole employer of all seafarers working on these vessels.

“Conference notes that the National Minimum Wage was no obstacle to P&O Ferries’ unlawful actions and that Clyde Marine has financially benefitted from these dismissals. The Tory Government’s responses to exploitation of foreign crews by P&O and others, including the *Seafarers Wages Act* and the voluntary Seafarers’ Charter, will do nothing to restore trade union rights or the RMT collective bargaining agreement on Cairnryan-Larne or any other domestic route.

“Conference shares the RMT’s concern that Clyde Marine could also be using the accommodation offset to effectively dock £63.70 per week from the National Minimum Wage pay of foreign seafarers who live on the ship which is their place of work for up to three months at a time, with restricted access to shore-based welfare facilities.

“Conference supports the RMT’s campaign for fair pay agreements and mandatory employment conditions on domestic shipping routes, regardless of nationality of the crew or the flag of the ship, and for prohibition of the accommodation offset in the Scottish shipping industry.”

**Mover: National Union of Rail, Maritime and Transport Workers
(RMT)**