



ANNUAL CONGRESS 2014 DECISIONS BOOKLET

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PAPER A	Complete Record of Motions/Amendments/Composites submitted for consideration at the 2014 Congress and decisions recorded
PAPER B	Resolutions adopted at the 2014 Congress
PAPER C	Motion remitted at the 2014 Congress
PAPER D	Motions and Amendment Withdrawn at the 2014 Congress
PAPER E	Motion lost at the 2014 Congress
PAPER F	Motion fell at the 2014 Congress

2014 CONGRESS BUSINESS

LIST OF DECISIONS

<u>Composites/Resolutions/Motions</u>	<u>Decisions</u>
Composite A “The Economy” (covering resolution nos 1, 5 and amendment and 6)	Carried
Composite B “Collective Bargaining” (covering resolution nos 2 and amendments, 4, and 51 and amendment)	Carried
Composite C “A Just Scotland” (covering Resolution nos 3, 104 and amendment, 106 and 107)	Carried
Resolution no. 7 “Privatisation/Renationalisation of Royal Mail”	Carried
Amendment to motion no. 7	Withdrawn
Composite D “Jobs, Growth in the Economy, Youth Employment and Pay” (covering Resolution nos 8 and 10)	Carried
Composite E “Austerity and the Cost of Living Crisis” (covering resolution nos 9, 55 and 72)	Carried
Amended Motion no. 11 “Decent National Minimum Wage”	Lost
Resolution no. 12 “Social Care Sector and the National Minimum Wage”	Carried
Resolution no. 13 “Minimum Income”	Carried

Resolution no. 14 “European Union Youth Guarantee”	Carried
Amended Resolution no. 15 “Sustainable Supported Employment”	Carried
Amended Resolution no. 16 “Occupational Segregation”	Carried
Amended Resolution no. 17 “An Ongoing and Expanding Coal Production Industry in Scotland”	Carried
Resolution no. 18 “Energy”	Carried
Resolution no. 19 “Creative Scotland”	Carried
Amended Resolution no. 20 “Local TV in Scotland”	Carried
Resolution no. 21 “World Class Centre for Film and Television Production”	Carried
Amended Resolution No. 22 “Transport”	Carried
Motion no. 23 “Future of Scottish Scottish Rail Services”	Withdrawn
Resolution no. 24 “Scotrail Passenger Rail Franchise”	Carried
Composite F “Scottish Ferries” (covering resolution nos 25 and 26)	Carried
Resolution no. 27 “Scottish Shipping Policy”	Carried
Resolution no. 28 “Keeping Scotland Connected”	Carried
Resolution no. 29 “Teacher Wellbeing”	Carried

Amended Resolution no. 30 “The Children and Young People Bill”	Carried
Amended Resolution no. 31 “The Wood Commission for Developing Scotland’s Young Workforce”	Carried
Amended Resolution no. 32 “Higher Education”	Carried
Resolution no. 33 “Lifelong Learning”	Carried
Composite G “Housing, Good Services Decent Welfare and Young People” (covering resolution nos 34 and 35)	Carried
Motion no. 36 “Housing”	Withdrawn
Motion no. 37 “Odious Debts”	Remitted
Resolution no. 38 “Paying for Local Government”	Carried
Amended Resolution no. 39 “Public Sector Pay”	Carried
Resolution no. 40 “Older People”	Carried
Resolution no. 41 “Caring Responsibilities”	Carried
Resolution no. 42 “Provision of Care for Elderly LGBT People”	Carried
Resolution no. 43 “Foot Health of the Increasing Elderly Population”	Carried
Amended Resolution no. 44 “Care Of the Elderly”	Carried
Resolution no. 45 “Austerity Measures”	Carried

Composite H “Zero and Short Hours Contracts” (covering resolution nos 46, 47, 48 and 49 and amendment)	Carried
Resolution no. 50 “Sham Contracts”	Carried
Resolution no. 52 “Pensions”	Carried
Amended Resolution no. 53 “State Pension Age and Safety Critical Jobs”	Carried
Resolution no. 54 “Maternity Rights”	Carried
Composite I “Blacklisting” (covering resolution nos 56 and 57)	Carried
Composite J “North Sea Helicopter Safety” (covering resolution nos 58 and 59)	Carried
Resolution no. 60 “Public Inquiry into the Offshore Industry”	Carried
Resolution no. 61 “Safety”	Carried
Resolution no. 62 “Health and Safety in Scotland”	Carried
Resolution no. 63 “Whistleblowing”	Carried
Resolution no. 64 “Safer Betting Shops in Scotland”	Carried
Resolution no. 65 “Asbestos”	Carried
Resolution no. 66 “Stress”	Carried
Resolution no. 67 “Strand STUC Conferences”	Carried
Resolution no. 68 “May Day Celebrations”	Carried
Composite K “Defeating Austerity” (covering resolution nos 69 and amendment, 70 and amendment and 71, 75 and 76)	Carried

Resolution no. 73 “Austerity: Impact On Scottish Black Workers”	Carried
Amended Resolution no. 74 “People’s Assembly”	Carried
Resolution no. 77 “Bin the Bedroom Tax”	Carried
Composite L “Welfare Reforms and the Effects of Poverty” (covering resolution nos 78 and 79 and amendment)	Carried
Resolution no. 80 “Surveillance”	Carried
Resolution no. 81 “Affordable Childcare”	Carried
Motion no. 82 “Childcare”	Withdrawn
Resolution no. 83 “Sexism on Campus”	Carried
Resolution no. 84 “Gender Based Toy Marketing”	Carried
Resolution no. 85 “Chuck Junk off the Checkouts”	Carried
Amended Resolution no. 86 “Mental Health”	Carried
Resolution no. 87 “HPV Virus”	Carried
Resolution no. 88 “Disability Hate Crime”	Carried
Resolution no. 89 “Opposing the Far Right”	Carried
Resolution no. 90 “Proposed Curtailment of the Rights of Foreign Workers”	Carried
Composite N “Trident and Defence Diversification” (covering resolution nos 91 and 92)	Carried

Resolution no. 93 “Referendum on Membership of the European Union”	Carried
Resolution no. 94 “European Union”	Carried
Resolution no. 95 “Nelson Mandela”	Carried
Resolution no. 96 “Greece”	Carried
Resolution no. 97 “Universal Primary Education”	Carried
Resolution no. 98 “International LGBT Rights”	Carried
Composite O “International Solidarity with the Palestinian People” (covering resolution nos 99 and amendment and 101)	Carried
Amended resolution no. 100 “Palestinian Students in Scotland”	Carried
Resolution no. 102 “Western Sahara”	Carried
Amended Resolution no. 103 “Scottish Education and the Independence Referendum”	Carried
Motion no. 105 “Referendum”	Fell
Motion no. 108 “Lobbying”	Withdrawn
Motion No. 109 “Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Bill”	Withdrawn
Emergency resolution no. 1 “Proposed Closure of Aberdeen Police Control Centre”	Carried
Emergency resolution no. 2 “Charlie Reid Centre”	Carried
Emergency resolution no. 3 “Job Cuts at Dundee University”	Carried

Emergency resolution no. 4 “Venezuela”

Carried

Emergency Composite A “UK Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Act” (covering Emergency resolution nos 5 and 6)

Carried

PAPER B

2014 ANNUAL CONGRESS

RESOLUTIONS CARRIED

Composite A – The Economy (covering resolution nos 1, 5 and amendment and 6)

“That this Congress recognises that over the past year, the nascent recovery which has seen growth return to the Scottish economy and employment increase has been driven by consumption and not the boom in business investment and net exports promised by the Chancellor in 2010.

“Congress believes that, despite the statistics, working people in Scotland do not feel as if they are experiencing an economic recovery: unemployment remains significantly above pre-recession levels and employment levels significantly below.

“Congress believes that the policies that will help reconnect economic growth to the living standards of ordinary people are the ones it has promoted over the last few years, including living wages, trade union freedoms, high quality public services and coherent and effective industrial policy. Government at all levels must react genuinely and constructively to an agenda for broadly based prosperity.

“Congress notes the continuing importance of manufacturing and industry to Scotland's economy. Congress recognises that most manufacturing industry is capital intensive, with long periods required to see a sustainable return on investment. Congress, therefore, acknowledges that a stable policy and regulatory environment is vitally important to ensure that ongoing investment in Scottish industry is forthcoming.

“Congress notes too that the world's strongest economies continue to have a substantial manufacturing base and that a democratised Scottish Investment Bank could have a key role to play in manufacturing output and export growth.

“Congress calls again on the UK Government to postpone fiscal consolidation until at least pre-recession levels of output, exports and employment have been achieved and for that consolidation to be rebalanced towards tax rises for those that can afford it.

“Congress calls for:

- the restoration of full employment as the over-riding goal of macro-economic policy built, not on a dash for growth, but on sustainable development in fulfilling and socially useful work, which is based on a fair and equitable approach to working time and related to this, and Congress once again calls for a just transition programme to combat climate change;
- proactive use of Government, local government and local state procurement to set higher ethical standards in the labour market and to strengthen the indigenous manufacturing base;
- local government to take the lead on local economic development initiatives working alongside local trade unions, as well as local businesses; and
- new measures to greatly strengthen and extend economic democracy, including legislation on the ownership and control of pension and insurance funds, the provision of resources by the Scottish Government for trade unions representing workers to develop alternative plans in the face of a sale, closure, administration, redundancy or asset stripping. Further, we back a new ‘right to buy’ for workers, when an enterprise is put in this position and for this right to be backed by statute and appropriate resources.

“Congress calls on the Scottish Government to:

- replace GDP with real median wage growth or real household disposable income as the key indicator of economic progress in the National Performance Framework; and
- proceed immediately with developing post-Referendum proposals around industrial strategy and fair employment and reduced economic inequality.

“Congress calls on the STUC General Council to:

- lead the debate for a reinvigorated regional policy to promote more balanced sustainable economic development across the whole of the UK; and

- work with all parties in the Scottish Parliament to ensure that a long-term consensus on industrial policy can be developed, which delivers skilled jobs and secure employment.”

Composite B – Collective Bargaining (covering resolution nos 2 and amendments, 4, 51 and amendment)

“That this Congress condemns the continuing attack on employment rights and trade union freedoms and denounces the Coalition Government’s review of trade union practices as shameless electioneering and reiterates its policy of repeal of all the anti-trade union laws.

“With 25% coverage, the UK remains at the bottom of the European league for collective bargaining, a sad indictment of successive Governments’ disregard of workers’ rights and the pursuit of a business friendly, deregulatory agenda.

“Congress deplores UK Government moves to remove ‘check off’ facilities in the civil service as a deliberate attack to undermine the finances of the civil service trade unions and a further ideological assault on trade union freedoms that will have wider implications for public and private sector trade unionists alike.

“Congress believes that members in all workplaces should have the statutory right to collective trade union recognition including the provision of union facility time and that collective bargaining and a culture of positive industrial relations are key to sustainable economic recovery and to delivering a more equal and socially just society, and supports a manifesto for collective bargaining in line with that proposed by the Institute of Employment Rights as a means of delivering a socially just Scotland.

“Congress notes that the Scottish Government’s White Paper ‘Scotland’s Future’ proposes the establishment of a National Convention on Employment and Labour Relations and suggests that moves should be made to ensure greater employee involvement in industrial decisions, including a role for employee representatives on industry/company forums and boards

“Congress believes that such moves present an opportunity for discussion on increasing industrial democracy. Congress, however, also believes that such moves could present challenges and dangers, particularly if the focus is to be on employee representation, rather than trade union representation, if employee involvement is limited and does not deliver genuine influence over company decisions, or employee involvement schemes are used by some employers to bypass and weaken trade union involvement in consultation and negotiation structures.

“Congress believes that the approach of the trade union movement to discussions on this issue should be based on the need for:

- an extension of trade union involvement in collective bargaining, including the promotion of trade union recognition and sectoral bargaining;
- full access by trade union representatives to all relevant company information, including financial information;
- the election of trade union representatives, elected by and accountable to workers in the workplace, to company/industry forums and boards; and
- the recognition that an extension of accountable forms of public and common ownership should be an essential element of building industrial democracy.

“Congress resolves that the trade union movement in Scotland will advance these principles and objectives in any relevant discussions with industry and/or government and calls upon the STUC General Council to convene meetings of trade unionists, including shop stewards and workplace reps, to consider the development of trade union strategies on industrial democracy and common ownership.

“Congress, therefore, calls on the STUC General Council to vigorously lobby the Government to repeal the attacks on trade union and employment rights and to campaign for:

- legislation that seeks to respect, promote and realise the obligation to develop collective bargaining machinery in accordance with international law;
- enforcement powers to ensure employers comply with collective bargaining arrangements with penalties for those who do not;

- a review of existing statutory recognition procedures including a ban on the use of union busting firms;
- legislation to ensure that the duty to promote and encourage collective bargaining is a pre-condition in awarding public contracts and in TUPE transfers; and
- a statutory scheme of sectoral bargaining, responsive to the needs of each sector, with Wages Councils instituted in those sectors without the infrastructure to support collective bargaining.

“Congress further calls on the STUC General Council to:

- initiate discussions with Government and industry bodies over the value of sectoral bargaining and the mechanism to secure it; and
- get agreement from the Scottish Government that the right to facility time extends to workers on fixed term, low hour and zero hour contracts, and that the Scottish Government should highlight this to all employers.”

Composite C - A Just Scotland (covering resolution nos 3, 104 and amendment, 106 and 107)

“That this Congress congratulates the STUC on the detailed consultation and analysis on the implications of independence and further devolution in ‘A Just Scotland’ and recognises that:

- individual trade union members will take their final Referendum decision based on a range of factors including, but not confined to, the prospects for a fair and strong economy built upon fair employment, decent and properly funded welfare and public services and equality;
- the wide range of consultation events and opinion polling which have been, and continue to be, undertaken by affiliated unions on the Referendum issue in addition to normal democratic processes;
- Congress asserts the right of each affiliate to take a view on the Referendum in line with their democratic process and on a timescale of their choosing and notes that the processes of a number of affiliates will continue beyond the 2014 Congress;

- the enormous contribution of generations of ethnic minority Scots to making Scotland the place it is and believes that it is vital that, alongside a general drive to register those eligible to vote in the run up to the Referendum, particular emphasis should be placed on the registration of BME people;
- there are also a significant number of BME refugees and asylum seekers who have a stake in the Referendum, but will not be eligible to vote; and
- the Scottish Parliament to lower the voting age in the Scottish Independence Referendum to 16 was a huge step in enabling 16 and 17 year olds to take part in the democratic process.

“With only 5 months until the Scottish people go to the polls, we must continue to raise the demands of the trade union movement through engagement with politicians and decision makers around:

- quality public services, free from privatisation;
- progressive economic alternatives to austerity;
- decent pay and conditions for workers;
- universal welfare provision, with a fair social security system;
- fair and equitable tax systems; and
- repeal of all anti trade union laws.

“Congress believes that it is crucial for the STUC General Council and affiliates to continue to lead, influence, assert leverage and win these demands in the interests of workers and the communities in which they live and work.

“Congress, therefore, calls on the STUC General Council to:

- continue to press these demands with politicians from all sides of the debate;
- continue with a programme of robust critical engagement across all industrial sectors and civil organisations;
- produce a comprehensive and accessible ‘A Just Scotland’ report by the end of the summer, which articulates the findings of our key demands;
- make arrangements for a launch event to introduce this document, which is inclusive of all opinions and no opinions, to illustrate the trade union movement in Scotland’s call that, irrespective of the result of the Referendum, the movement’s demands are paramount in the future settlement for our country;

- work with the Black Workers' Committee, political parties, the ethnic minority voluntary sector, business and faith communities and the wider trade union movement to reach communities of ethnic minority Scots, to ensure maximum registration of eligible voters; that those registered do not underestimate the value of their vote on 18 September; and that those unable to vote, but affected by the Referendum decision, are consulted and involved in the debate;
- assist the Youth Committee in producing materials specifically aimed at 16 and 17 year olds encouraging them to vote on 18 September; providing practical tips on how to vote and the process involved, from registering to vote to taking part on the day; and empowering them to challenge all campaigns to explain how their plans will impact on priorities for young people, in general, and young trade unionists in particular; and
- campaign for the Scottish and UK Governments to extend the franchise to 16 and 17 year olds in all elections."

Resolution no. 7 - Privatisation/Renationalisation of Royal Mail

"That this Congress is united in its condemnation of the UK Coalition Government's privatisation of Royal Mail.

"Congress particularly highlights their fault in selling the company at a price that fell far short of any realistic price for such a national asset. We believe that once again this illustrates that this Coalition Government will do anything to look after their friends and supporters both in the City of London and across the UK including the 'spivs and speculators', to use the terminology of the BIS Secretary of State at the time of the sale, who have made massive profits over this privatisation.

"Congress unequivocally agrees to support the CWU's call for the renationalisation of this national asset by an incoming Labour Government if returned in the 2015 UK General Election."

Composite D – Jobs, Growth in the Economy, Youth Employment and Pay (covering resolution nos 8 and 10)

"That this Congress notes that full-time employment in Scotland is still well below 2008 levels and the work that is available is increasingly part-time, low paid and insecure, offering little scope for progress to higher pay.

“Congress further notes that real wages have been declining for the longest continuous period since the 1870s, causing severe hardship for too many across Scotland.

“Congress also notes that all of these factors have a disproportionate impact on young workers.

“Congress believes that investment in adequately funded public services is the most cost effective method for overcoming these problems. In addition to the immediate social benefit, properly funded public services can provide a source of decently paid employment and training, boosting demand in local economies.

“Congress applauds those local authorities, health boards and other public sector employers, which pay the Living Wage for all their staff. However, Congress believes that all workers should be paid the Living Wage and that it should be a requirement of the procurement process, when public sector contracts are being awarded.

“Congress calls on UK and Scottish Governments to:

- end the programme of austerity and instead invest in public services to ensure a better today and more prosperous tomorrow for Scotland’s people;
- commit to ending the decline in real wages of workers in public services;
- work to ensure that Living Wage provisions are at the heart of public procurement regimes; and
- make increasing ordinary workers’ share of Scotland’s wealth through increased wages a key priority of social, industrial and economic strategy.

“Congress calls on the STUC General Council to campaign vigorously for the Living Wage to be extended to all workers and to lobby the UK and Scottish Governments, to ensure that Living Wage provisions are at the heart of public procurement regimes.”

Composite E - Austerity and the Cost of Living Crisis (covering resolution nos 9, 55 and 72)

“That this Congress notes that the UK Government is set to continue with its programme of austerity.

“Congress is appalled that the people of Scotland are facing the worst cost of living crisis in recent memory. Cuts to welfare, unemployment, rising energy costs, the bedroom tax and a fall in standards of living are creating financial hardship for millions of people across the UK.

“Pay freezes and below inflation pay rises have resulted in a fall in real wages. The recently announced substantial increases in energy prices will only make this situation even worse.

“Congress notes with concern the findings of the Resolution Foundation Report of September 2013, *Low Pay Britain*, which shows that 19% of all employees in Scotland earn less than the Living Wage.

“One in 50 people in Scotland are resorting to pay day loans to cover basic costs, such as rent or mortgage payments and energy bills. Food banks are being used across Scotland, and further cuts to welfare will mean a worsening prospect for the most vulnerable in society.

“Financial hardship impacts dramatically on health and wellbeing, affecting people’s physical and mental health. Congress believes the UK and Scottish Governments need to be doing more to tackle the cost of living crisis.

“Congress welcomes Labour’s commitment to a 20-month freeze in energy price bills and scrapping the bedroom tax. Congress also welcomes Labour’s support for the Living Wage through the proposal for tax rebate incentives to encourage private sector employers to become Living Wage employers.

“Congress calls on the STUC General Council to:

- continue to work with the TUC and all our affiliated unions to oppose austerity and cuts to welfare and promote the Living Wage as a means to addressing poverty and financial hardship; and
- support the promotion of credit unions, discounted services and other trade union benefits.

“Congress also calls on the UK and Scottish Governments to adopt policies that will tackle poverty and the cost of living crisis in Scotland including:

- promoting the Living Wage in the public and private sectors;

- a reduction in overall taxation on low-paid workers and their families through measures, such as a restoration of the 10% income tax band and a reduction in VAT;
- stronger enforcement measures for the National Minimum Wage;
- better employment protection and rights at work, including abolition of employment tribunal fees and discussion on the potential need for full control of employment tribunals in Scotland to be fully devolved, to facilitate the abolition of fees and other progressive changes;
- tackling the cost of housing through rent controls and no increases to mortgage interest rates;
- a tax and benefit system that supports workers on low and average incomes; and
- tackling payday loan companies.”

Resolution no. 12 - Social Care Sector and the National Minimum Wage

"That this Congress notes that many workers in the social care sector are still not receiving the National Minimum Wage (NMW) and that many have outstanding claims for back payment.

“Congress, therefore, calls on the STUC General Council to support affiliated trade unions to fully support members claiming back-dated pay. It instructs the STUC General Council to put pressure on local authorities to ensure that policies, when commissioning independent care providers, are transparent and reflect the actual costs of care in a locality, including the need to pay staff at least the NMW and an hourly rate that covers travel time.

“Congress further calls on the STUC General Council to campaign for the publication of statutory guidance, requiring local authorities to make these stipulations. If these measures fail, the STUC General Council should consider campaigning for Government legislation to make local authorities and independent providers jointly and severally liable for non-payment of NMW.

“Congress lastly calls on the STUC General Council to campaign for the creation of a UK Government fund to immediately reimburse low-paid workers, who have not received the NMW and to make Government, rather than vulnerable individuals, responsible for recovering funds from employers.”

Resolution no. 13 - Minimum Income

“That this Congress notes that in over a hundred years of campaigning, our trade unions have made tremendous achievements for our members and our class. Congress applauds the initiative of those unions who are organising in the flexible labour market, but recognises that we have a long term struggle in bringing trade unionism to large parts of this market.

“Congress also recognises that it is difficult for individual unions to meet this challenge and that many working class people live with increasingly precarious economic conditions, where the security of belonging to a strong trade union is not immediately available.

“Furthermore, Congress notes that increasing attacks on our social security system and the welfare state as a whole mean that people who are not in employment live with the very real danger of falling into debt and poverty.

“Congress notes the growing calls for a citizen’s income, which would guarantee a minimum allowance to everyone at all stages of life, in work, out of work or retired, which meets their subsistence needs and ensures a dignified life as a first duty of a civilised economy.

“Congress calls on the STUC General Council to investigate the feasibility of these ideas and examples of where some of the principles of a minimum income share have been put into practice within the context of the ‘There is A Better Way’ Campaign and for the STUC General Council to report its findings and recommendations to its membership.”

Resolution no. 14 - European Union Youth Guarantee

“That this Congress is concerned that young people have been hit hard as a result of the economic crisis, continue to face an uncertain economic and social future, consisting of insecure employment, and the prospect of being the first generation in many decades that are poorer than their parents.

“Congress supports the recommendation of the Council of the European Union that Member States should introduce a Youth Guarantee and is disappointed, although not surprised, that the Coalition Government has not implemented this recommendation.

“The European Union proposals for a Youth Guarantee propose a situation whereby young people in all Member States receive a good quality offer of employment, continued education, and an apprenticeship or traineeship within four months of leaving employment.

“Furthermore, the establishment of a Europe-wide Youth Guarantee would contribute to three of the ‘Europe 2020’ strategy targets namely:

- 75% of the age range 20-64 should be employed;
- early school leaving rate should be below 10%; and
- at least 20 million people should be lifted out of poverty and social exclusion.

“Congress condemns the Coalition Government for failing to implement this recommendation and their attempts to divide the generations, and threatening to withdraw housing benefit for those under 25, while promising to protect State Pensions if they are re-elected.

“Congress cautions against any attempts to divide our generations to secure votes and calls for support from all ages for a UK Youth Guarantee.

“Congress calls upon the STUC General Council to:

- lobby the United Kingdom Government, urging the implementation of this recommendation;
- continue to meet with Scottish Government, along with Youth Committee members, to discuss how a Youth Guarantee would deliver secure futures for Scotland’s young people; and

- seek support from poverty and pensioners' groups for a Youth Guarantee and to continue to campaign to end poverty for all."

Amended Resolution no. 15 - Sustainable Supported Employment

"That this Congress welcomes the efforts of the Scottish Government, local authorities and existing supported employment workplaces to mitigate the devastating impact that the Remploy closures have had on vulnerable workers.

"The Scottish Government decision to award a £1.5 million annual contract for the supply of NHS uniforms has helped secure the future of 26 former Remploy workers, following the formation of Haven PTS, with total employment likely to reach 60 by the end of 2014. Further former Remploy workers have found employment in RSBI and NL Industries, a new supported employment formed by North Lanarkshire.

"However, Congress is disappointed that the Procurement Reform Bill did not include any substantial new provisions to help ensure contracting authorities procure goods and services from supported workplaces under Article 19. Congress is aware that the majority of former Remploy workers are still unemployed and fear that they will never be able to find sustainable work in mainstream employment.

"Congress is also concerned that disabled workers in supported employment will once again be targeted when the current Work Choices ends in April 2015. Disabled workers should be allowed to choose the most appropriate work environment for the needs of vulnerable workers and the Government should not dictate where vulnerable workers should be employed.

"Congress asks the STUC General Council to:

- continue to work with the Scottish Government to develop a sustainable supported employment sector;
- work with the Scottish Government and local authorities to build on the examples of Haven PTS, RSBI and NL Industries as potential models for supported employment in other areas of Scotland;
- lobby the Scottish Government and COSLA to ensure all public bodies are encouraged to implement Article 19 in all publicly funded procurement processes;

- work with affiliates to ensure all contracting authorities are aware of the products and services supported employment workplaces provide; and
- lobby the United Kingdom Government to secure future Work Choices funding.”

Amended Resolution no. 16 - Occupational Segregation

“That this Congress welcomes the work being done by the Ministerial Women and Work Group, formed as a result of the Women’s Employment Summit.

“Congress also acknowledges that there are many strands to this work, including occupational segregation.

“Within Science, Technology, Engineering and Maths (STEM) jobs, large skill shortages are forecast in both the short and medium term. Congress acknowledges that, despite some slow progress in recent years, women’s under-representation in STEM careers remains pervasive. Women make up half of our workforces, but only 13% of STEM employees overall are women; less than 7% of engineering professionals are women; and only 1% of skilled trades people are women.

“The leaky pipeline – where women drop out of STEM jobs at all stages of their careers – means that a higher proportion of women than men either never use their STEM qualification or leave to work in other areas. Congress agrees that this waste of talent needs to be reversed and supports Prospect’s Pledge Campaign to increase the 13% to 30%.

“Congress notes growing evidence that the Research Excellence Framework has in many universities played out in a way that increases occupational segregation and widens the gender pay gap between male and female academics. Congress welcomes initiatives, such as Athena SWAN, and urges further action on this agenda.

“The STUC General Council is instructed to continue to engage with the Scottish Government’s Women and Work Group to address the issue of occupational segregation, particularly in STEM areas, and to urge all affiliates to acknowledge and promote the economic and business benefits of a more diverse STEM workforce and encourage all employers in both the public and private sectors to provide career pathways that are accessible by all.”

Amended Resolution no. 17 - An Ongoing and Expanding Coal Production Industry in Scotland

“That this Congress supports the need for an ongoing and expanding coal production industry in Scotland and the UK, with proper environmental and restoration controls in place to take account of local communities’ views.

“The fact is that the UK still relies on coal fired generation for over 40% of its electricity generation and over 60% of the coal used to produce the electricity comes from foreign imports, which has an adverse effect on our balance of payments and security of supply.

“Scotland and the UK, with their massive proven coal reserves, should be supplying this market as opposed to imports. This would not only bring jobs to areas of high need in relation to coal production, but also transport, service and supply industries.

“Congress also believes that new technologies in the coal energy sector, such as clean technology, provide the basis for a viable, environmentally friendly, deep mining industry powering the domestic economy, and that both Scottish and UK Governments should provide meaningful resources and finance to improve and implement this technology.”

Resolution no. 18 - Energy

“That this Congress recognises that six huge energy corporations, who now dominate the vital gas and electricity market in Britain, buy and sell between themselves and the oil giants to manipulate wholesale and retail prices.

“In light of successive Governments’ failure to control them, Congress calls on the next Government to embrace public ownership of these essential services.”

Resolution no. 19 – Creative Scotland

“That this Congress calls on the STUC General Council to lobby Creative Scotland to put greater emphasis on the development and promotion of individual artists who live in Scotland as a condition of funding for all organisations. Over time, Creative Scotland and its predecessors have prioritised companies and buildings to create a solid infrastructure for the arts.

“However, Congress calls on the STUC General Council to lobby Creative Scotland to ensure that employment opportunities for artists are recognised as a key requirement of any funding package.”

Amended Resolution no. 20 - Local TV in Scotland

“That this Congress notes that the imminent introduction of local TV in Scotland is based on extremely low budgets and is, therefore, concerned that companies holding the licences for this will be seeking to minimise staff costs through the use of unpaid media students and volunteers working on ‘internships’.

“Congress calls upon the STUC General Council to campaign, in conjunction with the Scottish Parliament, to ensure that Ofcom, when issuing tendering terms and awarding licences, includes criteria that specifically legislates against the use of unpaid staff for the production or broadcast of programmes by the local TV providers within Scotland.”

Resolution no. 21 - World Class Centre for Film and Television Production

“That this Congress notes that Scotland has the potential to be a world class centre for film and television production. However, there is growing alarm within the creative media sector, and those who work within film and television for a living, that they will lose out because of the lack of a sound and production studio capable of delivering state of the art facilities for major film and television series.

“Congress does not doubt that Home Box Office (HBO) and ‘Game of Thrones’ only located to Northern Ireland, because of the Harland and Wolf paint shed, which was turned into a sound stage with public money.

Scotland is now lagging behind and losing out to its smaller neighbour, despite having a proven track record in film and television production.

“Congress calls on the STUC General Council to lobby the Scottish Government and Creative Scotland for them to invest in and develop such a facility in Scotland and to campaign to make that happen. All economic studies into the creative industries conclude that they have the potential for regenerating an economy providing new high tech skills and jobs into the future.

“For too long, we have seen one after another commercial venture fall by the sidelines. It is time the Scottish Government and the public funding agencies took the lead and invest in all our futures.”

Amended Resolution no. 22 - Transport

“That this Congress supports high speed rail, which will not only create tens of thousands of jobs, but will assist in increasing rail capacity, economic development, and reducing carbon emissions.

“Congress believes high speed rail should also be built from Scotland to the rest of the UK, should be publicly owned with the trains manufactured in the UK and be in addition to sustained investment to enhance and expand the existing network.

“Congress condemns the continued attack on rail staffing, including the threat of widespread driver only operation and cuts to the railway infrastructure. Congress notes that even the rail regulator, which helped initiate the cuts, has now said the cuts have led to a backlog of rail maintenance and renewals, resulting in significant delays for passengers.

“Congress is concerned that the Scottish Government’s decision to continue indemnifying private operators for revenues lost as a result of industrial action will be used to support staff cuts and Congress agrees to continue to campaign to end this policy.

“Congress believes the alternative to these damaging cuts is to renationalise the railways and Congress welcomes the continued success of the East Coast mainline in public ownership. Congress calls on the Scottish Government to publicly support the campaign to retain East Coast in the public sector.

“Congress notes the success of East Coast is threatened by the European Union’s proposed fourth railway package, which will introduce compulsory tendering and fragmentation of rail services and Congress agrees to vigorously campaign against these proposals.

“Congress is dismayed EU directives and the Scottish Government’s ferry plans mean privatisation, which has already damaged passenger services and workers’ conditions on Northlink ferry services, will be replicated on Clyde and Hebrides ferry services. Congress agrees to support affiliates in their campaign for integrated publicly owned ferry services in Scotland.

“Congress believes that to move towards an integrated system across public transport requires planning, facilitated by regulation and common/public ownership of transport services, including reregulation of bus services.”

Resolution no. 24 - Scotrail Passenger Rail Franchise

“That this Congress condemns the November 2013 decision by the Scottish Government to continue the Scotrail rail passenger franchising process with the issue of Invitation to Tender (ITT) to five companies, which successfully passed the first stage of the bid process. Congress continues to oppose rail franchising and instructs the STUC General Council to work with rail union affiliates and others to work and campaign for a publicly owned and accountable passenger railway.”

Composite F – Scottish Ferries (covering resolution nos 25 and 26)

“That this Congress notes that the tendering for the new Clyde and Hebrides Ferries Services (CHFS) contract will begin in autumn 2014, with the new service to be procured as a single contract in 2016.

“Congress applauds the STUC General Council for bringing together the transport unions in a joint campaign against the retendering of individual routes and welcomed the announcement from Scottish Ministers that the new service would be procured as a single contract.

“Following the Scottish Government’s decision not to tender individual routes and confirmation of a new three year interim contract to be put in place with the existing operator Caledonian MacBrayne, this has been heralded a success against privatisation in the short term.

“In the medium to long term, affiliates remain concerned about the future of Calmac and how the Scottish Government’s retendering process will impact upon the terms and conditions of employment of seafarers employed in the services, safeguard existing jobs and how the complex issues surrounding pensions will be progressed in future contracts.

“Congress instructs the STUC General Council to continue to work with affiliates and others to maintain and intensify its campaign and lobbying work and to ensure these lifeline services retain existing route structures, defend the first class safety record and continue to be operated in the public interest of Caledonian MacBrayne, securing jobs, conditions and pensions.”

Resolution no. 27 - Scottish Shipping Policy

“That this Congress notes the importance of shipping, seafaring and maritime industries to the Scottish economy and social infrastructure. It, therefore, notes with concern the limited references to this critical sector within the document ‘Scotland’s Future’. Congress calls for the Scottish Government to provide much greater detail on proposed policy measures for the Scottish maritime sector, maintaining maritime safety in Scottish waters, and the development of seafaring skills and expertise in Scotland.”

Resolution no. 28 - Keeping Scotland Connected

“That this Congress registers its concern that, whilst debate on the future of airport infrastructure in South East England rages, there is little being said on the strategy for connecting Scotland and its communities to the rest of the UK and Europe.

“The recent Flybe redundancies, base closures of Inverness and Aberdeen and significantly reduced operations at Glasgow and Edinburgh will add to the challenge of ensuring Scotland stays connected.

“Congress believes that this connectivity is vital for local residents, businesses and economic growth, especially given that many of these connections are impractical or impossible with other types of transport.

“Congress urges the Scottish Government to better argue its corner in this UK debate by working with airlines, the business community, local councils and unions to investigate this trend, and to develop a vision for connected Scottish air transport that should include improved ground access to airports, the potential to waive or lessen the impact of Air Passenger Duty in support of UK operators servicing routes that would otherwise be commercially unviable, and the part that can be played by Public Service Obligations as a tool for ensuring that connections are not purely driven by the commercial case.”

Resolution no. 29 - Teacher Wellbeing

“That this Congress notes with serious concern that the reported incidence of workplace stress in the teaching profession has increased markedly since 2010.

“Congress further notes that the NASUWT’s 2013 Big Question Scotland survey confirms that the deterioration in teachers’ wellbeing at work since 2010 is as a result of the attacks on, and the under-resourcing of, the profession.

“Congress condemns those employers who:

- coerce teachers to return to work when they are ill by the aggressive implementation of absence management policies;
- use procedures in order to take punitive action and to accelerate moves to dismissal; and
- fail to provide appropriate phased return arrangements or make reasonable workplace adjustments.

“Congress asserts that the increasingly aggressive approach to teacher wellbeing is taking place against a backdrop of increased workload, arising from the implementation of the new curriculum and qualifications.

“Congress believes that all options, including strike action and action short of strike action, should be used to protect the lives and wellbeing of teachers.

“Congress should, therefore:

- support affiliates’ campaigns against government cuts and changes to teachers’ terms and conditions;
- support affiliates’ campaigns against employer cuts to education budgets and staffing levels that impact directly on the wellbeing of teachers; and
- support the development of a mechanism for monitoring the bullying of teachers who are, or have been, legitimately absent and publish the findings.”

Amended Resolution no. 30 - The Children and Young People Bill

“That this Congress notes that the Children and Young People Bill which is, at date of writing, working its way through the Scottish Parliament contains potentially far-reaching statutory provisions relating to the ‘Named Person’ role – a role which is already familiar, due to the Scottish Government’s framework child protection document ‘Getting it Right for Every Child’ (GIRFEC), but which has no current statutory basis.

“The role is a significant one with the potential to change the lives of children and young people and to ensure the greatest protection of the most vulnerable amongst them. Despite the significance of the role, the Scottish Government’s own financial memorandum vastly underestimates the funding required to ensure the success of the role. Schools, in particular, are to be presumed to have only one-off costs associated with the first year introduction, but there will be no additional cash forthcoming to support the role going forward.

“Head teachers, Depute Head teachers and Guidance Teachers will be expected to absorb the additional expanded duties into their already full remits. Such difficulties will be experienced by all childcare and child welfare professionals to whom additional responsibilities are given by the Act. If this role is to mean anything and if it is to positively impact for Scottish children, then it must be appropriately funded.

“Congress calls on the Scottish Government to provide adequate funding to ensure the effective implementation of this provision.”

Amended Resolution no. 31 - The Wood Commission for Developing Scotland’s Young Workforce”

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

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

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

“Congress notes the STUC Youth Committee’s work to develop an industrial strategy for young people in Scotland, along with NUS Scotland and UNISON’s Brand and Skills Development Scotland. Congress asks the STUC General Council to lobby for the Scottish Government’s support for the report when published.”

Amended Resolution no. 32 - Higher Education

“That this Congress believes that education is a fundamental right, and that higher education in Scotland should be free at the point of entry and based on ability to learn not ability to pay.

“Education provides the key to unlocking opportunity for all. Post-16 education benefits society, health and culture and the economy. It provides the fundamental research, the professional workforce and the intellectual engagement essential to public and private enterprise within a thriving democracy.

“Congress maintains its opposition to undergraduate tuition fees, and rejects the rest of UK tuition fees for students from across these isles, which has introduced the market into Scottish higher education.

“Congress notes that significant work has been undertaken on enhancing university governance in Scotland over recent years. Congress believes that inclusive and transparent governance systems, which value the academy, staff and students, can make a positive difference to Scottish higher education.

“Congress expresses its disappointment with the new University Code of Governance as drafted by the University Chairs. Congress notes the failure of the Chairs of Courts to engage adequately with staff, students or trade unions on the development of the Code.

“Congress notes that the Code makes very limited change, and is business as usual for most higher education institutions. The Code fails to address issues on senior managers’ pay, the failure of governing bodies to reflect the diversity of Scotland’s population, or the role of trade unions on governing bodies.

“Congress welcomes the Cabinet Secretary’s assurances that a Bill on University Governance will be brought forward in this parliamentary term. Congress calls for all of the recommendations of the Von Prondzynski Review on HE Governance to be implemented in full in Scotland.”

Resolution no. 33 - Lifelong Learning

“That this Congress commends the work of Scottish Union Learning in advancing workplace skills and learning.

“Trade unions have proven to be trusted social partners with an expertise and drive in promoting workplace learning and skills. Trade unions have been equally instrumental in advocating the wider workforce development agenda to employers.

“Congress understands that ensuring workers have the skills and opportunities to prosper, is an invaluable contribution to improved economic performance. Ensuring this opportunity is spread equitably and fairly is central to promoting workplace equality.

“Good Skills and learning opportunities are central to the trade union movement’s vision for a fair and productive workplace that provides good jobs and prospects for Scottish workers.

“While welcoming Scottish Government’s continued support of Scottish Union Learning, we ask Congress to note that the level of funding for the Development Fund has been stagnant for eight years and this effectively represents a real cut in resources available to the trade union movement to deliver this vital area of work.

“We also ask Congress to note that the continued nature of one year funding is detrimental to the capacity of unions, to develop long term strategies and engage with employers in a way that can help deliver Scottish Government’s stated objective of creating a Smart Successful Scotland.

“We, therefore, call on Congress to request that the STUC General Council and the Scottish Union Learning Board campaign for:

- a substantial increase in funding for Scottish Union Learning that restores the Development Fund to the level of 2005 once inflation has been calculated;
- the introduction of a three year cycle of funding to enable trade unions to develop long term skills and strong learning strategies; and
- the continuation and expansion of a workplace learning fund that enables trade unions to deliver workplace learning at a time and place convenient to workers.”

Composite G - Housing, Good Services, Decent Welfare & Young People (covering resolution nos 34 and 35)

“That this Congress believes our society should be based on rights that must include the right to decent and fairly paid work but that, if unable to work through reasons of age, opportunity, incapacity or care obligations, a fair and decent level of welfare should be afforded to each and every citizen.

“Congress further believes that everyone has a right to high quality, affordable housing. However, Congress notes that Registered Social Landlords in Scotland currently have over 300,000 people on waiting lists, a measure that probably underestimates the state of housing needs.

“Congress believes the housing crisis especially impacts on young people through issues, such as:

- being forced to live with parents/carers, even when experiencing great tension/violence;
- a lack of development as independent young people with good personal relationships;
- a limit to young people’s social and cultural development; and
- less job opportunities in the construction industry.

“Congress notes that, through action and inaction by Scottish and UK Governments, these and fundamentals of citizenship and social inclusion have come under increasing attack both directly and through the underfunding of public services.

“Congress calls on the UK and Scottish Governments to:

- commit to a process of job creation as a fair and effective way to cut welfare spending rather than attacking and stigmatising claimants;
- reverse the current planned cuts in public spending and ensure that public services based on ensuring these rights are adequately funded and are publicly provided;
- mobilise public sector investment into housing, providing a boost to our economy by creating skilled jobs and increasing disposable incomes; and

- ensure that the private rented sector is regulated to ensure that tenants' rights are protected and that rents are controlled, acknowledging that one of the main reasons for recent increases in the housing benefit bill and projected further increases is inflation in private housing sector rents. Efforts to control housing benefit increases, therefore, have to include strategies to manage spiralling rents in the private rented sector, including direct rent controls.

“Congress calls on the General Council to:

- co-ordinate a campaign, calling for more new social homes to be built and highlighting the negative effect that a lack of house building has on job creation and the impact that a lack of affordable housing has on young people's development;
- lobby relevant politicians, local authority Chief Executives and Council Leaders, as well as the Chief Executives of all Housing Associations, in order to highlight our concerns and arrange a meeting to discuss these issues, with any meeting including at least one young person under the age of 27; and
- encourage affiliated unions to work with young people's charities and third sector projects, to ensure that young people know their rights as a tenant or homeowner and to encourage tenants to join Tenants Associations.”

Resolution no. 38 - Paying for Local Government

“That this Congress notes that local government is under severe pressure. Increased demands for services, as the recession impacts on all our lives, come at the same time as councils are hit by the largest share of the Government budget cuts and an underfunded council tax freeze.

“The council tax freeze, originally introduced as a temporary measure until the introduction of a new fairer tax, will have saved the wealthiest households £1500 by the end of this year. Meanwhile, councils are introducing and increasing charges in an effort to offset the cuts.

“The council tax freeze benefits the rich most, while charges hit the poorest hardest. For example:

- day centre charges for elderly and disabled people;

- East Dunbartonshire has introduced £10.00 a week charges (no matter how often you attend), that is £500 a year;
- charges in Fife have increased from £2.80 to £3.13 with further rises awaiting approval, an increase of almost £60 a year;
- Scottish Borders has introduced a £2.00 per day charge, so even a weekly visit means an extra £100.00; and
- Western Isles is planning to add £1.00 to their lunch charges for day centre attendees, a potential £260.00 per year for five visits a week.

“This means those in high value properties in East Dunbartonshire save £1500.00 in 6 years, while a disabled person is £3000.00 worse off. This is neither fair nor progressive.

“Taxation is the fairest way to fund our services. Congress calls on the Scottish Government to bring forward a new fairer property tax for local government. Local government needs adequate funding. The Parliament has all the powers it needs to act now. Politicians, of all parties, need to stop hiding from difficult choices and sort out fair tax for local services.”

Amended Resolution no. 39 - Public Sector Pay

“That this Congress asserts its fundamental opposition to the Westminster Coalition Government’s policy of public sector pay restraint, which is nothing more than an attempt to make working people pay for an economic crisis that they did not create.

“Congress opposes attacks on public sector workers’ terms and conditions and jobs, which have brought hardship to many Scottish working people and their families.

“Congress considers that attacks on Scottish public sector workers’ pay, working conditions and jobs undermine economic recovery.

“In addition, Congress believes that current public sector pay policy continues to weaken demand levels within the economy which, itself, has a direct effect on unemployment.

“Congress, therefore, calls on the STUC General Council to support and co-ordinate the activity of all affiliates in opposition to Government pay restraint policy.”

Resolution no. 40 - Older People

“That this Congress notes that the elderly population in Scotland could increase by 86 per cent by 2037.

“The figures for emergency hospital admissions for people over 75 years old continue to rise and falls account for a significant number of those admissions. Yet, many of these admissions are preventable with services, such as falls prevention, supported self-management for long term conditions and community and anticipatory care.

“Physiotherapy can, through exercise programmes, restore independence, promote bone health and reduce accidents and, working as part of a multidisciplinary team, they can identify possible underlying pathology, such as osteoporosis and signpost to other specialists.

“Conference believes that older people can be an asset to society and not a burden. A person's ability to contribute to society does not need to decline with age and older people can enjoy a high quality of life.

“NHS services must be better directed to prevent ill-health and hospital admissions. An ageing population requires services that promote health and prevent ill-health, because prevention saves money and saves lives.

“Congress resolves to:

- encourage the Scottish Government in its task force on 7 day working to focus on preventing hospital admissions, as much as it focusses on decreasing length of stay in hospital; and
- recognise the vital work that physiotherapists and other Allied Health Professionals (AHPs) have in this work, by encouraging the Scottish Government to discuss their plans directly with the professional bodies and trade unions.”

Resolution no. 41 - Caring Responsibilities

“That this Congress notes that 3 in 5 people will be affected by caring responsibilities at some point in their lives.

“An ageing population in Scotland not only presents challenges for public services, but also families, and women in particular. Increasing numbers of workers have to simultaneously support their children and care for elderly parents and relatives, and many struggle to know what support they can seek from employers, national and local government and agencies.

“Although the UK Government has extended the right to request flexible working, the onus on employers is only to ‘consider’ the request and this is often a tick box refusal.

“Conference believes that more must be done to:

- support Scotland’s carers, whose care for elderly relatives helps keep them independent and prevents greater reliance on health and social care services which are under strain; and
- make carers aware of the financial support available to them. Figures from Carers Scotland reveal that over 30,000 carers in Scotland are missing out on receiving the carers’ allowance worth almost £94 million annually.

“Congress resolves to:

- support working carers, by providing STUC guidance to establish good practice on supporting flexible working and carer leave applications by employers in the public and private sectors on supporting people in work to care for relatives; and
- lobby the Scottish Government to do more to get the financial support carers need in Scotland from Government and agencies, employers and the voluntary sector.”

Resolution no. 42 - Provision of Care for Elderly LGBT People

“That this Congress notes that a range of many older LGBT people express considerable worries about the future and face particular problems, or a higher incidence of certain problems as a consequence of their sexuality including:

- gay and bisexual older men are three times more likely to be single than heterosexual men;

- 41 per cent of lesbian, gay and bisexual older people live alone compared to 28 per cent of heterosexual older people;
- lesbian, gay and bisexual older people are less likely to have children and less likely to see biological family members on a regular basis; and
- lesbians and bisexual women are more likely than heterosexual women to have ever been diagnosed with anxiety and depression.

“Congress further recognises that older LGBT people also may have a lack of confidence in a range of social and health support services, including residential and non-residential care services. Many LGBT people are not confident being out to care staff.

“Congress welcomes the provisions of the Civil Partnership Act 2004, the Equality Act 2010 and the Marriage and Civil Partnership (Scotland) Bill, which provide protections for LGBT people, but believes that more can be done to improve the experience of, and reassurance for, LGBT people as they become older including:

- improving the experience of older gay people in care homes;
- providing better information and services to older gay people;
- improving healthcare to older gay people; and
- demonstrating a commitment to lesbian, gay and bisexual equality.

“Congress calls on the STUC General Council, in co-operation with the STUC LGBT Workers’ Committee, to work with the Scottish Government to ensure best practice is adopted, advertised and mainstreamed into the work of local authorities, NHS Scotland and other care providers.”

Resolution no. 43 - Foot Health of the Increasing Elderly Population

“That this Congress supports the recent ‘refresh’ Report of the Reshaping Care for Older People programme that is committed to working with older people to ensure that their health and wellbeing is optimised. Congress will be well aware that the Scottish Public Health Network published figures in December 2012 that predict that the 65 years and over population is expected to increase by 49% over the period of 2011 – 2021.

“Congress supports the estimated £230 million of Change Fund Monies distributed to Local Partnerships since 2011/12 on older people projects, but condemns the year on year cuts faced by frontline NHS podiatry services.

“Podiatry plays a very important part in the lives of older people, especially those with long term medical conditions. Regular podiatry treatments can prevent falls and wounds/pressure sores which can, in turn, cause the NHS more in terms of in-patient stays and joint replacement surgery.

“Congress, therefore, calls on the STUC General Council to support the ‘refresh’ Report of the Reshaping Care for Older People by:

- entering into dialogue with the Scottish Government to ensure the security of podiatry posts within the NHS, especially in terms of the integration of health and social care;
- campaigning to raise the awareness of the Scottish Government and partners to the important role podiatrists, along with other fellow Allied Health Professionals (AHPs), such as physiotherapists and dieticians, play in the lives of older people living with long term conditions and the impact they can have on reducing the number of emergency admissions for patients aged 75 and over, in line with the Scottish Government Health Improvement, Efficiency, Access to Services and Treatment (HEAT) target; and
- bringing all stakeholders and agencies together to continue to reshape services for the future older people of Scotland.”

Amended Resolution no. 44 - Care of the Elderly

“That this Congress is seriously concerned about the highly damaging effects on vulnerable elderly residents (in private care homes or their own homes), their relatives, public authority care provision and, above all, the increased premature death rates now recognised as associated with the stressful and disorientating nature of urgent relocation, on closure of a home for whatever reason, and considers it unacceptable to be offered the same stale ‘assurance’ that: ‘Lessons have been learned’, or that: ‘Nothing is more important than the health, safety and wellbeing of those we support’.

“The public deserves pre-entry vetting and guarantees of professional competence, not exit-door flannel. Congress considers it vital, accordingly, for all private tenderers, care and managerial staff to be professionally trained and verifiably-qualified, pre-tender, with contract compliance on absolute root term.

“Congress notes HMRC’s reported 2-year investigation into the sector’s record, indicating on National Minimum Wage: ‘The highest level of non-compliance identified in this sector in the last 5 years’ and considers this a contributory factor.

“Congress utterly condemns the various short-term cost ‘saving’ practices (particularly zero-hours contracts) deployed to undercut decent in-house tenders, short-change clients’ service time and maximise profits, in short, shirk.

“Congress believes high standards of care will only be achieved and maintained by a workforce that has high standards of pay, job security, training and investment.

“Congress further believes that trade union involvement and engagement is key to improving staff confidence and the quality of care.

“Congress, therefore, reaffirms support for the terms of motion 36 from Annual Congress 2007 ‘Residential Care Services and Homes for Elderly People’.

“Congress commends the General Council’s activity to-date on these issues and calls on it to secure from the Scottish Government a greater degree of commitment on them.

“Congress also calls on the General Council to secure more clarity on its commitment from the Labour Party, with particular reference to the approach to shirking employers and comprehensive care of the elderly.”

Resolution no. 45 - Austerity Measures - VAT

“That this Congress calls upon the Scottish Government to make necessary representations to the Westminster Government and HMRC about the unfair taxation being placed upon the Scottish Fire & Rescue Service (SFRS) budget.

“As with other areas of the public sector and Local Government in Scotland, members of the Fire Brigades Union are already experiencing the effects of ongoing cuts being made to service budgets. This has been further exacerbated by the fact that the SFRS no longer have the ability to reclaim VAT as before when under Local Government control. Now that the SFRS (and Police Scotland) are ultimately under the authority of Scottish Government, this VAT exemption has, therefore, been removed.

“This additional burden is not only unnecessary and unfair, it impacts dramatically on both community and emergency worker safety.”

Composite H - Zero and Short Hours Contracts (covering resolution nos 46, 47, 48 and 49 and amendment)

“That this Congress condemns the use of zero hours, hours to be notified, short hours and Pay Between Assignment (PBA) contracts, which provide for a one-sided employment relationship in favour of the employer, often restrict the opportunities for the employee to find any other work and which are, essentially, exploitative in nature.

“Congress notes that many employers in both the public and private sectors make use of these contracts in situations where other types of employment contracts could easily be substituted. Many of these alternative forms of contracts provide greater levels of job security and income reliability for the employee. Congress also notes that, statistically, zero hours and short hours contracts are more likely to be held by women than by men.

“Congress notes that some of the biggest private sector businesses in Scotland are widely using zero hours and short hours contracts and the prevalence of such contracts in the public sector and in higher education in particular.

“Congress welcomes commitments that a future Labour Government will 'act to outlaw zero hours contracts where they exploit people'. Congress further welcomes Ed Miliband's statement to TUC Congress that Labour will 'end zero hours contracts where workers are working regular hours, but are denied a regular contract'.

“Congress calls on the STUC General Council to campaign with all affiliates organisations, civic bodies and supportive political parties to:

- campaign against the use of zero and short hours contracts and to continue to assist in the coordination of the campaigning activity of affiliates to this end;
- campaign for a ban on the use of such contracts across the public sector and by any companies seeking publicly procured contracts;
- urge university employers to work with trade unions to end the use of exploitative zero hours contracts in the sector;
- demand that the Scottish Government and the UK Governments end the use of exploitative contracts in public bodies;
- make the case why many workers on short hours contracts need more hours as part of a wider trade union campaign over the cost of living crisis;
- support affiliates in their efforts to ensure that employers agree minimum hours for workers; and
- obtain and publicise data on the use of such contracts in terms of both the numbers and impact on the employees affected, and examples of successful challenges to them.”

Resolution no. 50 - Sham Contracts

“That this Congress notes the significant legal case won by UCATT - v - Marnoch Formwork Ltd for holiday pay, unfair deductions from wages and not receiving notice pay.

“Congress welcomes the Employment Tribunal decision that the contract was simply a sham, where the contract terms bore no resemblance to the reality of the working conditions.

“Congress further notes that sham contracts and false self-employment are increasing in many sectors. While the problem is most prevalent in construction, it is also a growing problem in other sectors, including hospitality, teaching, care, sales, driving, couriers and hotels.

“Workers affected by sham contracts are denied holiday pay, sick pay and they can be sacked at a moment’s notice. In some cases, sham contracts and false self-employment are being used to pay workers below the National Minimum Wage (NMW), as the NMW does not apply to the self-employed.

“Congress reaffirms its policy to support workers whose contracts mask the employment relationship, and supports workers and their representatives in pursuing correct employment status and full entitlements.

“Congress calls on the STUC General Council to highlight and expose all companies who use sham contracts to exploit workers.”

Resolution no. 52 - Pensions

“That this Congress reaffirms its support for good quality, final salary occupational pensions in both the private and public sectors and a basic state pension linked to earnings.

“Government changes are driven by a political determination to make public sector workers and pensioners in private and public sector schemes carry the burden of the deficit caused by tax avoidance and greed.

“The uprating of state, public and many private pensions in line with the Consumer Price Index (CPI) instead of the Retail Price Index (RPI) will see a long-term decline in the real value of pensions. At 31% of average earnings, Britain already has one of the lowest state pension rates compared to the European average of 60%.

“A state retirement age of 68 years will result in workers working until they drop.

“Congress resolves to:

- support the National Pensioners’ Convention call for an increase in the basic state pension for all existing pensioners to £178 per week, 60% of median population income;
- campaign alongside the TUC and other unions for the basic and second state pensions to be linked annually to average earnings, the Retail Price Index, or 2.5% - whichever is the highest;

- campaign for the retention of the state second pension as a good earnings-related pension, maintaining the higher replacement rate for the low paid as an alternative to the new proposed system of the National Employee Savings Trust;
- campaign for the cost to be met by tax on high earners, excessive company profits and measures against tax avoidance; and
- campaign for the statutory pensionable and retirement age to be set at age 60 years, with the exception of groups of workers, such as fire-fighters, who currently retire at an earlier age.”

Amended Resolution no. 53 - State Pension Age and Safety Critical Jobs

“That this Congress acknowledges that the Westminster Government continues to propose increases to the retirement age, which will lead to more people having to work longer, in order to receive their pension. Congress notes that Government has announced that they will use an Office for Budget Responsibility report to create a link between life expectancy and the age at which workers qualify for their pension.

“Congress opposes the ‘work till you drop’ culture being imposed across Scotland’s workforce and is particularly concerned about increases in the retirement age for employees in safety critical jobs.

“Congress is concerned that a requirement to work on the basis of life expectancy will have a detrimental impact on workers in jobs for whom a safety critical upper age limit applies, with the implication that such workers may be forced to retire many years before their state pension entitlement begins.

“Congress notes that there have been many attacks on occupational pensions, the creation of a new single tier pension and the ending of contracting-out, all of which will result in workers receiving a greater amount of their retirement income from the state.

“Congress, therefore, deeply regrets a likely scenario whereby many workers will face years of financial hardship, due to the ever-increasing retirement age, but an inability to continue their work on medical grounds, due to the nature of their job.

“Congress is concerned at the lack of public pensions’ policy, acknowledging the potential need for different occupational retirement ages, such as shiftworkers or workers in safety critical roles. Congress believes that retirement ages should not be a political football and one retirement age does not necessarily work for all.

“Congress calls on the STUC General Council to continue campaigning against the increase in the state pension age for all workers and examine the consequences for workers who, due to the nature of their occupation, simply cannot work to this age.”

Resolution no. 54 - Maternity Rights

“That this Congress is concerned that working women still feel that they are discriminated against by employers and colleagues during and on return from maternity leave, with many suffering in silence to avoid further damage to their working conditions by making a formal complaint.

“According to a new survey, 1 in 4 mothers feel they have been discriminated against before and after maternity leave and 1 in 7 mothers are made redundant after maternity leave.

“The recent changes to fees and charges for access to the employment tribunal system are likely to further increase the problem.

“Congress reminds all working people and all employers that maternity rights and leave is the law and a matter of statutory entitlement.

“It is vital that better access to maternity rights’ information is provided to women at their first antenatal appointment, and also better understanding of the issues promoted in secondary schools as part of personal development discussions for all pupils and as part of Union into Schools education opportunities.

“Therefore we call on Congress to:

- work with the STUC Women’s Committee to produce literature about maternity rights that our female members have before, during and after maternity leave and to pressure NHS Scotland to provide better maternity rights’ information to women at their first antenatal appointment; and

- meet with STUC Unions into Schools team and look at how we can improve awareness with young people about maternity rights.”

Composite 1 - Blacklisting (covering resolution nos 56 and 57)

“That this Congress:

- applauds the excellent work of the Scottish Affairs Select Committee and its inquiry into Blacklisting;
- congratulates all councils, assemblies and other public bodies who have used the public procurement process to blacklist the blacklisters, whilst highlighting that the newly approved public procurement directives make this process easier in future;
- acknowledges that 8 construction companies have admitted they abused the civil rights of thousands of workers and have been forced to apologise and offer compensation, whilst noting no scheme has yet been agreed and not a single penny paid; and
- further notes only one in five of those blacklisted has been found.

“Congress welcomes the issuing of the Scottish Government’s Procurement Policy Note SPPN 4/2013, following consultation with representatives of STUC affiliates providing advice and guidance on the exclusion from public contracts of companies, which engage in blacklisting, but recognises that these guidelines are discretionary.

“Congress resolves to campaign for all public authorities to implement these guidelines in their procurement processes, for further measures to ensure that blacklisting companies are denied public sector contracts in Scotland, and for guidelines to be issued which deal with those companies involved in blacklisting co-ordinated by the Consulting Association, to be applied to all public contracting bodies, including the so-called HUBCos.

“In particular, Congress resolves to campaign to ensure:

- no let-up in the campaign for justice for the 582 identified blacklisted Scottish construction workers and 3,213 UK-wide;
- greater efforts to find everyone on the blacklist;

- compensation paid as ‘a remedial action’ by blacklisting companies to be demonstrably adequate, meaningful and acceptable to trade unions and representatives of blacklisted workers;
- such companies to provide demonstrable evidence that they have ceased the practice of blacklisting, such as evidence that they have now employed workers who were previously blacklisted;
- steps to exclude companies which engage in blacklisting from contracts across the public sector to be put on a firm legal footing by the inclusion of tough clauses on blacklisting in new procurement legislation in Scotland; and
- new legislation to make it a civil right for any worker to be represented by a trade union in the workplace, backed by imprisonment and unlimited fines for anyone who interferes with it.

“Notwithstanding the recognition that positive steps are being taken to address the issue of blacklisting, Congress believes that there remains a strong case for a full and proper Scottish inquiry into blacklisting on a par with the Leveson Inquiry and resolves to continue to push the Scottish Government to agree to the establishment of such an inquiry.”

Composite J - North Sea Helicopter Safety (covering resolution nos 58 and 59)

“That this Congress notes with great concern the series of helicopter accidents that have occurred over the past seven years in the North Sea. In all cases, the helicopters entered the water and in three accidents there were multiple fatalities.

“Congress recognises the continuing concerns expressed by thousands of offshore workers over the safety of helicopter transfers to and from installations in the UK Continental Shelf (UKCS), following the fifth ditching in four years last August, resulting in the deaths of four offshore workers. Since 2002, the UK offshore oil and gas industry has suffered 38 fatalities as a result of offshore helicopter transfer ditchings – an unacceptable loss of life.

“Congress further notes that, in the same time frame, there have been zero fatalities attributed to offshore helicopter transfers in the offshore industry of our North Sea neighbour, Norway, with the last fatal helicopter transfer accident in 1997 claiming 12 lives, reinforcing the case for both investigation and reform in the UK.

“Congress, therefore, calls on the STUC General Council to support the efforts of offshore trade unions and the wider workforce to lobby both Scottish and Westminster Governments for the swift implementation of the following reforms for helicopter transfers in the UKCS:

- safer emergency lighting and seating configuration in all offshore helicopters to aid evacuation;
- immediate implementation of all safety recommendations from past offshore helicopter incidents;
- independent review to improve contingencies in the event of a ditching (to maximise the survival time for workers); and
- improved survival equipment and training for workers.

“Congress further believes that only an independent judicial inquiry into offshore helicopter safety will be able to peel away the layers and examine both the control of the offshore helicopter industry by the oil companies, who charter services from the helicopter companies and the effectiveness of the regulatory regime.

“It agrees that action needs to be taken before more deaths occur and the implementation of these modest proposals should be complemented by a public inquiry into offshore helicopter safety, with the objective of creating statutory reform based on the best practice of the Norwegian offshore industry.”

Resolution no. 60 - Public Inquiry into the Offshore Industry

“That this Congress calls on the Scottish Government to launch a public inquiry into all aspects of safety in the offshore energy industry in the UK Continental Shelf based along the lines of the Cullen inquiry into the Piper Alpha disaster.

“This inquiry to include:

- comparisons with offshore operations in Norway, including asset integrity, ageing infrastructure, hydrocarbon release management and trade union rights;
- the impact of trade union representation on all aspects of the North Sea industry, including safety, and whether specific rules regarding trade union access are required;

- blacklisting and employment protections;
- working hours, rest, and leave entitlement;
- the extent and effectiveness of training in the industry for all offshore workers, pilots, managers and safety representatives; and
- all operational aspects of helicopter operations offshore from maintenance regimes through to survivability.

“Congress shares Lord Cullen’s vision of continuous improvement to safety standards in the industry, but is concerned that the rate of hydrocarbon releases and fatalities from helicopter incidents have climbed significantly, indicating that the offshore regulatory framework needs to be updated.

“Congress recognises the enormous economic contribution of the offshore oil and gas industry and believes that a regular, Cullen-style public inquiry into offshore safety should be held every decade to enshrine and observe Cullen’s own recommendation for a culture of continuous improvement to be a feature of the offshore industry.

“Congress believes the Scottish Government already has the power to launch such an inquiry, as demonstrated by the 2008 public inquiry into the Stockline tragedy and notes the estimate that the Cullen inquiry, if held today, would cost an estimated £5.7 million. Such expenditure every ten years would be a sound investment in the workforce and sustainability of the sector, whilst honouring Lord Cullen’s legacy of continuous improvements to health and safety standards.”

Resolution no. 61 - Safety

“That this Congress notes with concern the adverse impact of public spending cuts and restructuring on vital Maritime & Coastguard Agency services to uphold maritime safety in Scottish waters. Particular concern is raised by the loss of long-standing skills and expertise in the Coastguard service and shortages in staffing for watches at rescue centres. Congress calls upon the STUC General Council to lobby politicians for adequate staffing and resources of maritime safety services, and for a clear commitment to be given to the long-term provision of emergency towing vessels in Scottish waters.”

Resolution no. 62 - Health and Safety in Scotland

"That this Congress notes that under current constitutional arrangements, workplace health in Scotland falls uncomfortably across reserved and devolved matters, with health and safety reserved but occupational health, public health and environmental health all devolved. In the current climate of attacks on regulation and enforcement at UK level, working people in Scotland need their Parliament to take an active role in protecting their health at work.

"As immediate steps towards this, Congress calls on:

- the Scottish Parliament to play a much more active role in scrutinising Scotland's health and safety performance; and
- the Scottish Government to develop an ongoing Action Plan to improve the safety and health of Scotland's workers.

"In addition, Congress instructs the STUC General Council to work to ensure that an active and effective health and safety partnership of all bodies with a role in workplace health in Scotland (including employers' bodies, trade unions, enforcers, local authorities, the Scottish Government, workplace health professionals) work closely with the Scottish Parliament to protect and promote the health of working people."

Resolution no. 63 - Whistleblowing

"That this Congress notes with dismay that clauses within the Enterprise and Regulatory Reform Bill will substantially weaken the laws on whistleblowing.

"Congress believes that by introducing a subjective, public interest clause into the existing whistleblowing legislation, many individuals will be dissuaded from whistleblowing for fear of falling foul of this clause.

"Congress further notes that limiting the right to whistleblow will have particularly serious implications for the construction industry, where workers have few avenues to expose safety fears and other issues, and where blacklisting remains a genuine threat.

“Congress further believes that it is essential that there is no watering down in the existing whistleblowing legislation, in order to ensure that workers are able to expose malpractice, misconduct, miscarriages of justice, criminality and fraud in the workplace.

“Congress calls on the STUC General Council to:

- continue to campaign against the insertion of a public interest clause into whistleblowing legislation within the Enterprise and Regulatory Reform Bill;
- oppose all other attempts to reduce the scope of whistleblowing on serious workplace issues;
- provide clearer information and support for workers about whistleblowing, in order to encourage them to expose serious malpractices in the workplace; and
- extend Public Interest Disclosure Act (PIDA) to cover activities which, although are not illegal, are against the public interest, such as gross mismanagement in publicly funded projects.”

Resolution no. 64 - Safer Betting Shops in Scotland

“That this Congress notes the continuing concerns of betting shop workers, who are too often the victims of abuse at work.

“Congress further notes the increased clustering of betting shops on Scotland's high streets and recognises the problems associated with the prevalence of Fixed Odds Betting Terminals (FOBTs), recognising workers' concerns regarding FOBTs and how single-staffing, inadequate training and ineffective reporting combine to exacerbate both problem gambling and the risk of abuse to staff.

“Congress welcomes ongoing discussions between industry and union representatives about safety and security of staff, but understands that more improvements can be made for staff safety, including ending single-staffing.

“Congress further notes the role that local authorities in Scotland can play in the regulation and licensing of betting shops. Therefore, Congress calls on the STUC General Council to examine the extent to which the Scottish Government is ensuring that all relevant authorities are using their powers to the fullest extent possible, to improve safety and security for workers in the betting industry and, if necessary, to promote the full use of those powers.”

Resolution no. 65 - Asbestos

“That this Congress is aware that exposure to asbestos causes pleural plaques, asbestosis and mesothelioma. Therefore, Congress is deeply concerned by news that NHS Greater Glasgow and Clyde was found guilty of having failed in its duty to properly manage the risks of asbestos within an area of the Southern General Hospital. This is likely to have led to workers and patients being exposed to asbestos.

“Furthermore, Congress notes recent reports concerning the failure of other public sector authorities and Arms Length External Organisations (ALEOs) to safely manage asbestos in their properties.

“Congress recognises that these failures to safely manage asbestos put lives in danger and will campaign to ensure:

- a zero tolerance approach to asbestos;
- national and local government decision makers ensure mandatory asbestos surveys of all their properties;
- asbestos awareness training and guidance is made mandatory to all relevant public sector staff including senior management; and
- all social housing providers maintain detailed and updated asbestos registers of all their homes and communal areas.”

Resolution no. 66 - Stress

“That this Congress notes with alarm the catastrophic impact stress at work is having on an increasing number of workers.

“Congress recognises that in the media industry, the NUJ, and other unions, are dealing with cases on a daily basis of workers with mental health difficulties through their workplace circumstances, including increased pressure on workplace demands as a result of overall staffing reductions.

“Numerous workplace stress surveys have shown journalists consistently feel unable to meet deadlines, take insufficient breaks, neglect tasks owing to workload, are pressured to work long hours and relations in the workplace are strained. They also have difficulty coping with existing workloads and would be unable to take on future responsibility.

“Yet, management continues to cut staffing numbers, putting ever greater stress on those who are left. Workers are left with a catch-22 situation, leave and feel angry and aggrieved at having been treated so badly, while being left unemployed and the potential mental health consequences, or stay and continue to be treated badly and placed under often intolerable stress, again with potential health consequences. A number of NUJ members have chosen suicide as a result of their stressful and pressurised employment situation.

“Congress demands that media management halt all further staff cuts and take immediate action to support remaining workers through providing extra staff and support to them, and to urgently adopt a stress-busting programme to resolve the escalating problem of workplace stress and the impact on mental health before any more lives are ruined.”

Resolution no. 67 - Strand STUC Conferences

“That this Congress is concerned about the cost to Trades Union Councils of sending a delegate to the STUC Disabled Workers’ Conference.

“The delegate and carer rate for the Disabled Workers’ Conference was £210.00, with accommodation for Friday night £92.00 and Saturday night £102.00. This is a total cost of £404.00. This cost is disproportionate to the annual income of Trades Union Councils and means that they could either never or only very rarely send delegates.

“Congress notes that for the STUC Women’s Conference the Conference fee was £70.00, which covered both days and that there was a £5.00 special fee for Trades Union Councils. This reduced delegation fee for Trades Union Councils for the Women’s Conference is welcome and enables delegates to be sent regularly.

“Congress, therefore, asks for the STUC General Council to consider the introduction of such a reduced fee for Trades Union Council delegates to all Strand Conferences.”

Resolution no. 68 - May Day Celebrations

“That this Conference notes that International Workers’ Day celebrates the labour movement history of struggle for economic and social justice for workers’ families and their communities. May Day is also an important event in renewing the trade union movement commitment to continue the struggle for social and economic justice both within the workplace and wider society.

“Glasgow Trades Union Council asks Congress to acknowledge the work Trades Union Councils throughout Scotland undertake in the organisation of the May Day events and marches. We commend the STUC General Council’s support of May Day and ask Congress to agree that the May Day events should be a central part of the wider STUC campaigning strategy and should be included, as such, within the STUC work plan.”

Composite K - Defeating Austerity (covering resolution nos 69 and amendment, 70 and amendment and 71, 75 and 76)

“That this Congress notes that we are facing the biggest fall in living standards on record with declining real wages, long term youth unemployment and increasing underemployment, along with the marked rise in use of zero hours contracts.

“Congress further notes that, far from tackling the deficit, UK Chancellor Osborne’s austerity strategy is simply not working and the UK Coalition Government has failed to deliver on its economic policies of 2010. On 6 January 2014, the Chancellor confirmed that there will be a further £25 billion in spending cuts after the next General Election.

“Congress is disappointed that all major political parties remain signed up to the restricted spending plans and all promise further austerity after the 2015 General Election.

“Congress acknowledges the excellent work done by the STUC Better Way Campaign and the PCS trade union in highlighting the loss of income to the public purse, due to tax evasion by large companies and wealthy individuals and notes that PCS research shows that between tax evasion, uncollected tax and tax avoidance over £120 billion is lost annually to the Exchequer.

“Congress agrees that tax justice should be a major campaigning focus for all affiliates and that the STUC General Council assist this process by distributing appropriate briefing and publicity materials.

“Congress believes it is up to trade unions and communities to resist and that this is best achieved through mass co-ordinated strike action. The programme of cuts in welfare benefits and social security, as well as public services, is a co-ordinated and systematic attack that is disproportionately hitting working class communities and in particular women, disabled people and ethnic minorities.

“Congress welcomes the STUC General Council’s commitment outlined in the Better Way Strategy of campaigning and working with social and community groups, such as tenants’ associations, pensioners’ groups, women’s groups, anti-bedroom tax groups, students, church and other faith groups and others in our communities affected by the socially cruel and self-defeating austerity policies of the Con–Dem Government.

“Congress recognises that the background to this campaigning work has changed and new groups, in particular, the People’s Assembly Against Austerity, have become established, which aim to bring together the trade union movement and working class communities to campaign against and challenge the austerity programme.

“Congress believes that the crisis facing people and their local services has become so severe that we cannot wait for a General Election in 2015. We must act now.

“Congress, therefore, instructs the STUC General Council to:

- support a co-ordinated programme of trade union responses to austerity;
- continue to co-ordinate and assist affiliates in the public and private sectors’ industrial action;
- organise a one day event in 2014-2015 on the theme of Trade Union and Communities’ Groups Working for Social Justice and for this to be included within the STUC work plan 2014-2015;
- encourage participation of all affiliates in the activities of the People’s Assembly and work with the People’s Assembly Against Austerity in Scotland, both at a national level and with regard to local groups;
- consider how to support methods of peaceful civil disobedience and protest, involving trade unions and other campaigns; and

- step up the campaign against austerity and for an economic alternative based on tax justice, investment, job creation, public ownership and the redistribution of wealth.”

Resolution no. 73 - Austerity: Impact on Scottish Black Workers

“That this Congress agrees that the austerity measures imposed by the current Government are having a devastating impact on all of our communities.

“Yet, levels of inequality continue to rise as evidenced by the widening gaps in Scotland’s economic and social indicators. Ongoing dismantling of equality legislation and structures mean that there are few mechanisms remaining to tackle this in a systematic and proactive manner.

“As a result, Scottish Black workers find themselves with higher unemployment levels, unable to obtain access to the labour market and having to accept part-time employment or low paid work. Those fortunate enough to be in employment continue to suffer day to day discrimination in their workplace, as both overt and institutional race discrimination practices remain unchecked and unaddressed.

“In education and in training, Black workers find themselves denied access to the most appropriate education and modern apprenticeship programmes leading to their continued underrepresentation in Scotland’s key industries.

“Social exclusion is propagated, as community organisations established specifically to address the needs of Black workers are systematically dismantled or removed in their entirety as funding cuts continue to bite.

“Congress calls on the STUC General Council to work with the Black Workers’ Committee and affiliates to:

- continue to fight Government inaction on its policies on race equality;
- implement and campaign to strengthen existing equality legislation;

- use the very real experiences of Black workers, as evidenced in research by the Runnymede and the Coalition for Race Equality and Rights, to develop strategies which will deliver improvements where they are most needed;
- continue their support for union-led programmes, such as BME: Moving into Management and Modern Apprenticeships, engaging with new employers, existing lay trade union representatives and learning providers; and
- commit to supporting Black union members and fighting race discrimination cases to ensure that justice is delivered.”

Amended Resolution no. 74 - People’s Assembly

“That this Congress welcomes the launch of the People's Assembly in Scotland, which aims to bring together the trade union movement and working class communities to campaign against and challenge the austerity programme of the Tory-led Government.

“Workers and trade unions have to stand together to challenge the employers’ austerity agenda which has driven down wages in Scotland by 8% in real terms since 2009, and in higher education where staff have seen a 13% cut in real terms pay.

“Congress recognises the potential of such an alliance for progressive change and encourages affiliates to actively engage in the work of the Assembly.”

Resolution no. 77- Bin the Bedroom Tax

“That this Congress condemns the Bedroom Tax as a vicious, outrageous attack on the poorest - including disabled people - which only worsens housing shortages and should be scrapped immediately. This benefits’ theft has wreaked havoc on the lives of tenants and housing sector workers. It has caused poverty, stress, upheaval, evictions and even suicides amongst tenants, including people not even legally liable to pay under the Coalition's botched legislation.

“It has led to £5,000 pay cuts, redundancies and downgrading of jobs and services within housing associations hit by loss of rental income from tenants simply unable to pay.

“Congress reiterates support for joint tenant-worker campaigns, such as No2BedroomTax and the umbrella, Bin the Bedroom Tax, aimed at mitigating the impact of this brutal measure, whilst fighting for its immediate abolition.

“Congress calls on those in power at various levels to combat this Westminster attack by:

- all councils and housing associations declaring an unequivocal policy of no evictions, and reclassifying rooms to remove them from bedroom tax liability;
- Scottish Government urgently amending housing law to outlaw all evictions arising from bedroom tax arrears;
- Scottish Government funding social landlords the estimated £53 million annual shortfall, removing any excuse for eviction threats, job losses, pay cuts or service downgrading;
- councils, housing associations, trade unions, MSPs, MPs, Scottish Government and political parties uniting in a massive campaign of tenants and workers to demand back the £billions stolen by Westminster, including the cost of underwriting losses to social landlords through the bedroom tax; and
- demanding Labour MPs initiate parliamentary motions to immediately scrap the bedroom tax now, not after the 2015 Westminster elections - with a 3-line whip on Labour MPs to attend and vote for abolition of a measure that is economically unjustified, socially destructive and the cause of untold misery.”

Composite L – Welfare Reforms and the Effects of Poverty (covering resolution nos 78 and 79 and amendments)

“That this Congress deplors the continuing attacks on the welfare state, including the shameless sanctions regime being implemented against job seekers by the Coalition Government, the denial of Crisis Grants from the Scottish Welfare Fund for job seekers who are sanctioned, and the continuing erosion of benefits to the 6.7 million working poor and the unemployed.

“Congress recognises that poverty seriously and adversely impacts on the life of 1 in 5 children in Scotland. It is well recognised that poverty condemns those children to significantly lower life outcomes. This includes educational attainment levels.

“Despite this, the current Westminster Government is pursuing a relentless and cruel ideological agenda that demonises our poorest and which simply perpetuates the poverty cycle. The current cuts to the welfare system and the discredited introduction of the Universal Benefit system do nothing to lift our children from poverty. This is reinforced by certain sections of the media demonising claimants and perpetuating myths about benefit receivers. These huge cuts to the welfare budget are plunging many into even deeper poverty and reinforcing inequality.

“Congress also notes and condemns the £600 million reduction hidden in the Chancellor’s Autumn Statement, which will leave millions of working families worse off by 2017 by reducing the amount they can earn before their Universal Credit payment is withdrawn, with most of the savings coming from the reduction in the work allowances.

“Approximately 4 million working families will receive Universal Credit, four out of five of whom will be hit by these changes, which is the opposite of one of the so-called key features of Universal Credit, i.e. to ensure that families remain better off when they move into work. The future proposals from the Tories to cut another £12 billion from the welfare budget and discriminate against under 25s with no Housing Benefit, would result in unacceptable numbers of homelessness including their children.

“Congress believes the most important consideration in building widespread public support for a publicly-delivered social security system is ensuring that all citizens have a meaningful stake and can expect to be able to draw from the system with dignity, when they need support for themselves and their families.

“Congress calls on Scottish Government to provide additional funding for schools to assist in tackling child poverty and improve the educational and life chances of Scottish children. Strategies aimed at school level should be used to support children and to mitigate against the educational effects of living in poverty.

“Congress calls on the STUC General Council to campaign against these brutal cuts against our members and their families both at the UK and Scottish Government levels.

“Congress further calls on the STUC General Council to support the Child Poverty Action Group’s Scottish Campaign on Welfare Reform which seeks to introduce ‘A Manifesto for Change’, which prevents poverty, treats people with dignity and respect and supports everyone to flourish. The following five key points of the Campaign are worthy and demanding of our support:

- increase benefit rates to a level where no one is left in poverty and all have sufficient income to lead a dignified life;
- make respect for human rights and dignity the cornerstone of a new approach to welfare;
- radically simplify the welfare system;
- invest in the support needed to enable everyone to participate fully in society; and
- make welfare benefits work for Scotland.

“A large proportion of benefit claimants are actually in employment, subject to continued below-inflation wage settlements in the public sector, resulting in an increasing number being driven into poverty, while also affecting the ability of the public sector to provide vital public services.”

Resolution no. 80 - Surveillance

"That this Congress gives its full backing to the Guardian and its journalists in their publication of details of the scale of state surveillance of individuals, organisations and governments.

“Congress instructs the STUC General Council to lobby all political parties in Scotland, to support the right of journalists to report such surveillance, when to do so would be in the public interest.

“Congress further instructs the STUC General Council to campaign for an independent commission to be set up to look at new legislation to protect individuals and organisations from unnecessary state surveillance.”

Resolution no. 81 - Affordable Childcare

“That this Congress notes that the lack of affordable childcare options is a serious barrier to participation in the labour market, especially for women.

“Congress welcomes political debate on childcare provision, which recognises the challenges and seeks to address the issues. However, to enable Scotland to fulfil its tremendous economic potential, urgent action is required to help parents who want to work to do so.

“Congress recognises that childcare is a devolved responsibility and that the Scottish Government has the powers to take immediate action and extend funding provision, but also that truly transformational childcare needs more than an auction between political parties on the number of funded childcare hours. Congress believes that, if the Scottish Government is as serious about childcare as its public statements imply, it should do something about it now.

“Therefore Congress calls on the STUC General Council to campaign for affordable childcare for all and to maintain pressure on the SNP administration, through sustained lobbying on this issue, to:

- bring forward the extension of affordable childcare;
- reform the market around childcare to upskill staff and improve their pay; and
- recognise that accessibility and flexibility are just as important as affordability to working women.”

Resolution no. 83 - Sexism on Campus

“That this Congress notes the importance of ensuring university and college campuses are welcoming and safe environments for staff, students and visitors. Recent press reports have highlighted an unwelcome ‘laddish culture’ has been developing and, whilst this may reflect a wider societal issue that needs challenging, it is also vital to challenge practices and behaviours which are offensive.

“A UK Government-commissioned Sexualisation of Young People Review found: ‘lads mags’ promote an idea of male sexuality as based on power and aggression, depicting women as sex objects and including articles that feature strategies for manipulating women.

“The evidence gathered in the review suggests a clear link between consumption of sexualised images, a tendency to view women as objects and the acceptance of aggressive attitudes and behaviour as the norm.

“Congress believes that steps should be taken to ensure that equality and diversity is enshrined within all post-16 education institutions, and supports the positive work started by Universities Scotland, NUS Scotland and UCU Scotland. Congress supports the campaign to seek to remove all ‘lads mags’ from sale in university, college and student union shops. Where campus shops are operated by third parties, such restrictions will form part of letting agreements, and voluntary compliance will be sought until then.

“These magazines represent an easily identifiable aspect of ‘laddish culture’ and their removal from sale on campus will do much to improve the reputation of our universities and colleges. Such a move will also allow a wider debate to be undertaken on campus, to ensure student events avoid sexist undertones and encourage staff to tackle sexism wherever it is encountered.”

Resolution no. 84 - Gender Based Toy Marketing

“That this Congress affirms its support to the Let Toys Be Toys Campaign, to celebrate the massive steps forward that this Campaign has had by encouraging retailers to remove gender based advertising and to stop retailers selling toys in a gendered way; to encourage affiliated unions to support the Campaign, to share good practice and encourage retailers to market their toys in an inclusive way, as well as remove explicit references to gender in their stores.”

Resolution no. 85 - Chuck Junk off the Checkouts

“That this Congress notes the increasing problem of childhood obesity in Scotland and recognises that action is required at many levels, to simultaneously bring about population reductions in the levels of obesity.

“The British Dietetic Association has partnered with the Children’s Food Campaign to run the ‘Chuck Junk off the Checkouts Campaign, which aims to encourage retailers to stop selling high calorie snacks at the checkouts.

“A survey conducted to support the Campaign found that 8 out of 10 people are unhappy with the sale of sugary or high calorie food and drink items at checkouts.

“Almost all the parents surveyed said they had been pestered by their children to buy junk food at the checkouts and most found it difficult at that particular moment to say no.

“Dieticians will engage with key policy makers and retailers to lobby for a stop to the practice of positioning high calorie food and drink at impulse purchase points. The British Dietetic Association (BDA) also asks that the STUC General Council calls on the Scottish Government and politicians of all persuasions to gain agreement from all retailers to end this practice.

“Congress encourages all affiliated unions to support the effort to protect and improve children’s health.”

Amended Resolution no. 86 - Mental Health

“That this Congress is concerned at the growing number of workers in Scotland who are struggling with mental health problems.

“The welfare cuts, the cost of living crisis and job insecurity are all contributing to a sharp rise in conditions, such as anxiety, stress and depression.

“Redundancies, pay freezes, below inflation pay rises, workloads, long working hours, under-employment and unreasonable performance targets are all taking their toll on workers' mental health.

“Mental health is a particular issue in Scotland, with the suicide rate among young men more than double the UK average, and life expectancy one of the worst in the European Union.

“Despite conditions, such as depression and anxiety affecting one in six workers, many employers do not have mental health policies to help sustain good mental health in the workplace.

“The stigma surrounding this issue combined with increased insecurity at work, mean that many workers do not disclose that they are experiencing mental distress. This leaves them vulnerable to disciplinary action and dismissal.

“Trade union reps play a crucial role in supporting members with mental health issues. Reps are keen to support members and are looking to their trade unions for advice and guidance.

“Congress welcomes the *Mental Health Strategy for Scotland*. However, more needs to be done. Workers with mental health issues need more protection at work. Trade union reps dealing with members with mental health issues need more support.

“The STUC General Council agrees to:

- make the case to employers' organisations on the importance of employers having effective mental health policies;
- support affiliates with information, guidelines and campaign materials aimed at trade union reps on tackling the stigma of mental health at work;
- share best practice between unions in terms of negotiating effective mental health policies at work; and
- lobby the Scottish Government to produce strong legislation that would protect and support workers battling with mental health issues.”

Resolution no. 87 - HPV Virus

“That this Congress notes that the Scottish Health Service routinely provides to young women across Scotland the Anti-Human Papilloma Virus inoculation, but does not provide this possible life-saving and cancer prevention injection to young men in Scotland.

“Congress calls on the STUC General Council and affiliates to campaign and press the Scottish Government to introduce this service for young people of both sexes across Scotland as another measure of preventative and protective medicine for the population of Scotland.”

Resolution no. 88 - Disability Hate Crime

“That this Congress is aware that every week throughout the United Kingdom thousands of incidents occur, which relate to the physical abuse or harassment of people, due to their mental health, sensory impairment learning disability or physical disability.

“Congress is also aware that recent Scottish Government statistics, whilst showing a decrease in crimes involving race and religious hatred, reported figures for 2012/13 show there was a 100% increase in the number of charges laid for attacks against disabled people.

“Furthermore, the Scottish Government accepts that more attacks against disabled people appear to go unreported compared to other forms of hate crime.

“Congress welcomes the fact that disability hate crime has been recognised in Scotland since 2009. The introduction of legislation is undoubtedly a huge step forward, as it enshrines a disabled person’s right to lead a life free from acts of malice, as described in law. It also sends a clear message to the Scottish public for any lack of tolerance for such a hate crime.

“Whilst welcoming the Scottish Government’s commitment to a zero tolerance approach to such crimes, Congress believes more needs to be done to address this issue and is further concerned at the levels of under-reporting of incidents involving attacks against disabled people.

“Congress, therefore, calls on the STUC General Council to:

- work with the Scottish Government and all other appropriate agencies to gather information on the impact which disability hate crime is having on the lives of disabled people;
- use this information to help inform affiliates with the necessary information that would aid them in supporting disabled members in the workplace, who have been victims of disability hate crime; and
- lobby the Scottish Government to take action on under-reporting of attacks against disabled people.”

Resolution no. 89 - Opposing the Far Right

“That this Congress notes with concern increased activity of the Scottish Defence League and attempts by UKIP to establish a foothold in Scotland.

“Congress further notes with concern the rise of fascist parties across Europe, including Golden Dawn in Greece and Front Nationale in France under Marie Le Pen.

“Congress believes that mainstream political parties are failing to represent the interests of the working class and are taking an increasingly conservative approach to issues, such as immigration and welfare, instead of taking on the arguments from a more progressive perspective.

“Congress, therefore, instructs the STUC General Council to:

- inform affiliates about the dangers of the rise in fascist activity;
- encourage affiliates to campaign, including considering affiliating to anti-fascist organisations, such as Hope not Hate and UAF; and
- engage with the Scottish Government and across political parties to seek their support to oppose racism and fascism.”

Resolution no. 90 - Proposed Curtailment of the Rights of Foreign Workers

“That this Congress condemns the racist and xenophobic campaigns aimed at curtailing the rights of EU workers to claim benefits in Britain.

“Congress views policies aimed at pandering to the anti-immigration calls from right-wing politicians and parts of the media as fundamentally racist and incompatible with the needs of Scottish and British society.

“Congress resolves to call a national anti-racist demonstration in Glasgow, if any legislation or regulations to further curtail immigration or the rights of foreign workers are promoted by the Coalition Government.”

Composite N Trident and Defence Diversification (covering resolution nos 91 and 92)

“That this Congress reaffirms its opposition to the Trident nuclear weapons system. Trident is a weapon rooted in the Cold War past, designed to attack an 'enemy' that no longer exists. It is immoral, illegal and increasingly unaffordable.

“Moreover, it is militarily useless against the limited 'threats' which Britain currently faces, predominantly terrorism and climate change.

“Congress notes that research carried out by Scottish CND shows that spending on Trident sustains a very small number of jobs, while jeopardising the jobs of thousands of other workers across the economy.

“Spending on Trident now consumes £2-3 billion a year - a figure that is destined to rise rapidly over the next decade if the Government goes ahead with Trident replacement. For several years, expenditure on Trident will account for one third of the defence procurement budget, directly competing with and squeezing out other areas of public spending, including conventional defence.

“Congress agrees that at a time of unprecedented austerity, spending on Trident diverts vital resources away from spending on social need and job creation and will jeopardise the jobs of many thousands of workers in the public sector, the armed forces and conventional defence manufacturing, and that scrapping Trident would release procurement costs of up to £30 billion plus £3 billion in maintenance costs. This could help fund a programme to:

- reverse the cuts in health, education and local government, restoring services and public sector jobs;
- kick start a programme to build hundreds of thousands of new homes and jobs in the construction industry;
- invest in the green economy, creating thousands of new jobs in renewable energy, such as wave and tidal power; and
- fund a government-led defence diversification plan with real resources, early planning and trade union and community involvement, to ensure that few, if any, jobs were lost at Faslane, Coulport and other Trident related sites in the event of cancelling the Trident nuclear weapons system.”

“Congress, therefore, resolves to:

- step up the campaign against Trident in the trade union and labour movement and to lobby MPs, MSPs and councillors to the effect that opposition to Trident is a potential vote winner;
- continue working with organisations, such as Scottish CND, to inform, educate and build popular awareness that spending on Trident actually destroys jobs across the country;
- participate with Scottish CND in a new research project to update and clarify the number of jobs dependent on Trident and develop detailed plans for defence diversification;

- press the Scottish and UK Governments for the formation of a Scottish Defence Diversification Agency whose main focus will be planning and resourcing the diversification of jobs away from defence projects, such as Trident, and promoting the greening of the Scottish economy; and
- work with others in the broad peace movement to consolidate and mobilise popular opposition to Trident and to help make opposition to Trident a key issue in the General Election of 2015.”

Resolution no. 93 - Referendum on Membership of the European Union

“That this Congress notes the last referendum on Britain’s place in Europe was in 1975 in respect of membership of the Common Market. Since then, there have been five further treaties meaning the European Union now has a clear political, as well as economic, structure.

“The vote on the Common Market was thirty nine years ago, meaning no-one in Scotland and Britain as a whole under the age of 57 has had the opportunity to vote on the EU, despite the EU gaining substantial, legislative, political and economic powers.

“Congress also notes there has been no vote on Britain’s membership of the EU, despite the fact that the three main British political parties have all promised referendums in recent years and that polls are overwhelmingly in favour of a referendum.

“Congress accepts there are divergent views on what should be the nature of Britain’s and Scotland’s relationship with Europe, with some, for example, supporting withdrawal from the EU, while others support continued membership.

“Congress believes there is now, however, a growing consensus for a referendum, and it is fundamentally undemocratic to deny the people a vote on this issue.

“Congress, therefore, supports a referendum on Britain’s membership of the European Union. In the event of a vote in favour of Scottish independence, Congress supports a referendum on Scotland’s membership of the European Union.

“Congress also agrees to campaign for a referendum and also considers that, while there may be strong arguments for the referendum to take place as soon as possible, the STUC General Council should conduct an urgent consultation to establish affiliates’ views on the timing of the referendum.”

Resolution no. 94 - European Union

“That this Congress notes with great concern the continuing erosion of democratic, social and trade union rights by EU legislation and consequent legal judgements, specifically:

- the 2012 Treaty for Stability, Coordination and Governance, which reduces permitted deficits to 0.5 per cent and requires national debts of over 60 per cent of GDP to be reduced by 5 per cent a year; and
- the EU Court of Justice judgement in the Parkwood Leisure -v- Alemo-Herron case in July 2013 on the application of TUPE, which gives legal precedence to the ‘right to conduct a business’ over other rights, including any rights to collective bargaining, on the basis of the 2009 EU Reform Treaty.

“Congress also expresses serious concern at the proposed terms of the EU-US Free Trade Agreement and its inclusion of an Investor State Dispute Settlement Clause, which gives any private company the right to sue a national government, which seeks to exclude any service or utility from competitive access by the private sector.

“Congress additionally notes the terms of the UN’s 2012 World Development Report that condemned the impact of deflationary EU policies on world growth and poverty levels and its warning on the consequences of the EU ‘structural reforms’ for social rights in Europe.

“Congress, therefore, calls for a programme of education, including a one day event organised by the STUC General Council that can:

- develop a wider understanding of these measures for the rights of workers in Scotland and elsewhere;
- distinguish between the attack on trade union and social rights by the EU and their defence by the non-EU European Court of Human Rights and the ILO; and

- enable an effective defence of social and trade union rights from the attacks being mounted by the current Westminster Government, specifically on the non-EU European Court of Human Rights, which it seeks to confuse with the EU Court of Justice.”

Resolution no. 95 - Nelson Mandela

“That this Congress mourns the passing of Nelson Mandela, Madiba, but celebrates his unsurpassable contribution to the causes of freedom, liberation and anti-racism.

“Congress is clear that Madiba’s primary and most important role was his leadership of the South African anti-apartheid movement and in shaping the process of reconciliation and nation building, which followed his release and election as President during the 1990s.

“Congress also recognises the wider significance of Madiba’s struggle for the people of the continent of Africa, for liberation movements across the world and for those fighting racism within their own states.

“Congress salutes the historical and continuing role of ACTSA in Scotland, is proud of the role played by the Scottish Trade Union Movement in supporting the anti-apartheid movement, and of the City of Glasgow in conferring the Freedom of the City in 1981 - a relatively early point in the struggle against apartheid.

“Congress calls on the General Council to work, alongside ACTSA, Glasgow City Council and the STUC Black Workers’ Committee to continue to celebrate Mandela Day and explore how the annual event might be enhanced to reflect the passing of Madiba and the inspiration he provided.”

Resolution no. 96 - Greece

“That this Congress is concerned that Greece will be forced to make further fiscal cuts as part of the bailout programme agreed with the European Commission, in addition to austerity measures of €13.5 billion, which have left the country in a state of political, social and economic crisis.

“Congress deplores the catastrophic impact these cuts have had on the country, with the unemployment rate now at 27%, rising to 60% among young people, as well as cuts of 40% to hospital budgets, large scale redundancies within education and school closures, while public sector employees are being forcibly suspended or have received large pay cuts.

“Congress regrets that these austerity measures have led to nearly half of all Greek people living below the poverty line and that those unemployed for over year, or without insurance, are unable to access health care, with the result that cancer patients are going without treatment and women in labour are being turned away from hospitals. Congress additionally notes that children are not being vaccinated, malaria has returned to the country for the first time in 40 years and HIV levels have increased by 200%, in addition to hugely inflated food prices in supermarkets, while increases in community kitchens open so that people can eat.

“Congress applauds the general strikes held by sister unions and large scale demonstrations against the punitive sanctions of the Greek Government and Troika, and the solidarity and resilience shown by the Greek people as they strive for a better future.

“Congress calls on the STUC General Council to support Greece’s democracy, sovereignty and independence and the right of the Greek people to determine their own future free from oppressive external intervention and affiliate to the Greek Solidarity Campaign, an independent organisation working in solidarity with the Greek people, in resisting austerity.”

Resolution no. 97 - Universal Primary Education

“That this Congress notes with concern that 57 million children worldwide are out of school.

“Congress further notes that progress towards securing the goal of universal primary education has slowed markedly since the 2008 global financial crisis and that action in some countries has stalled.

“Congress believes that the international community must commit fully to secure the education millennium development goals (MDG) before the 2015 deadline.

“Congress further believes that, after 2015, universal access to quality education must remain a key global development priority and endorses further action by the NASUWT and other affiliates to work with Education International and the Global Campaign for Education to secure:

- the achievement of the education MDG by 2015; and
- a progressive agenda for quality education as a global development priority beyond 2015.”

Resolution no. 98 - International LGBT Rights

“That this Congress reaffirms its view that the Commonwealth Games, alongside key international sporting events such as the Sochi Winter Olympics, provides the opportunity to highlight the human rights records of participating countries.

“Congress is deeply concerned at:

- the recent homophobic measures introduced in Russia;
- the continuing tolerance of homophobia in a range of European countries, including EU members;
- the repressive attitude of the majority of countries participating in Commonwealth Games - 41 of the 53 Commonwealth countries have anti-gay legislation.

“Congress applauds:

- the involvement of international trade union centres in campaigning for LGBT rights in such countries as Brazil and South Africa;
- the European TUC for its promotion of LGBT rights across Europe; and
- the commitment of global federations, Education International, Public Services International and the International Trade Union Confederation to ‘renew efforts to promote awareness of the many diverse groups that form our member organisations and to ensure that discrimination has no place in the world of work’.

“Congress recognises the extreme difficulty experienced by trade unions in countries, where anti-trade union laws and homophobic laws are in operation, but resolves to support and work with any national trade union which undertakes to support LGBT rights in the workplace and their wider society.

“Congress further resolves to communicate the contents of this motion to the TUC, ETUC and ITUC and seek further information on activities planned in support of international LGBT rights.”

Composite O - International Solidarity with the Palestinian People (covering resolution nos 99 and amendment and 101)

“That this Congress recognises that 2014 is the UN International Year of Solidarity with the Palestinian People.

“To mark this year, Congress asks the STUC General Council to call on the Scottish Government to include the recent history of the Palestinian people in the Scottish school curriculum. This to include the catastrophe of 1948: on the creation of 700,000 Palestinian refugees; the occupation of the West Bank ongoing since 1967; and the blockade of Gaza.

“Congress notes the human suffering resulting from Israeli segregation and dispossession of Palestinians and agrees that, as in the case with South African apartheid, only the dismantling of the apartheid structures can enable normal human relations between the segregated groups.

“Congress supports the call from Palestinian civil society to oppose ‘normalisation’ under apartheid.

“Congress calls on the STUC General Council, in conjunction with partners in the Palestinian trade unions, to look into producing a booklet aimed at increasing awareness and Boycotts, Disinvestment and Sanctions (BDS) activism amongst trade unions across Scotland, and detailing the ongoing struggles of Palestinian workers.”

Amended Resolution no. 100 - Palestinian Students in Scotland

“That this Congress notes the work of St Andrew’s Education for Palestinian Students (STEPS) and supports its aim of making it possible for qualified Palestinians to undertake postgraduate study at a Scottish university.

“It further notes that the scheme depends on the university agreeing to waive fees and on the students' living expenses being made available.

“Congress calls on the STUC General Council to work with higher education unions and other affiliates, to establish a broader scheme involving more Scottish universities, so that there can be wider participation in a greater range of courses and, particularly, to press the Scottish Government to establish a scholarship programme sufficient to cover the required living expenses.

“Congress notes that students at Strathclyde University secured a Palestinian Scholarship in 2009. Congress notes that this scheme no longer exists. Congress calls on the STUC General Council to work with higher education affiliates to encourage Strathclyde University to re-establish this Scholarship.”

Resolution no. 102 - Western Sahara

“That this Congress notes the struggle of the Saharawi people to assert their rights to self-determination and independence.

“Congress also notes that since 1979, Western Sahara has been occupied and its people brutally repressed by Morocco, who lay claim to the territory.

“Congress further notes that, rather than putting pressure on Morocco to comply with UN Resolutions, the EU has in the last few months chosen to approve a fisheries agreement that pays them for European vessels to fish in the waters of occupied Western Sahara.

“Congress calls on the STUC General Council to undertake a mailing to all affiliates to encourage them to work in solidarity with the Saharawi people by affiliating to the Western Sahara Campaign.”

Amended Resolution no. 103 - Scottish Education and the Independence Referendum

“That this Congress fully supports and endorses the position adopted by, and the work of, the STUC General Council as part of the ‘A Just Scotland’ Campaign.

“Congress notes with concern the increasingly febrile and sterile tone of the referendum debate, which has tended to ignore the key issue of the kind of society which will exist in Scotland post 2014, regardless of the outcome of the referendum.

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

- the development of a fully comprehensive education system;
- nursery education for all 3-5 year olds;
- delivering the resources necessary to implement Curriculum for Excellence fully and successfully;
- reducing class sizes in schools to a maximum of 20;
- ensuring sufficient numbers of support staff in all sectors;
- tackling poverty and deprivation and their effect on attainment and achievement;
- guaranteeing funding for all children with additional support needs;
- reversing the recent damaging cuts to our Further Education service;
- publicly funded higher educational institutions and continued rejection of student fees in Scotland; and
- inclusive and transparent governance systems in post-16 education.

“Congress, therefore, calls on the STUC General Council to continue to pursue the ‘A Just Scotland’ Campaign with vigour in the last few months of the Referendum Campaign.”

Emergency Resolution no. 1 - Proposed Closure of Aberdeen Police Control Centre”

“That this Congress notes with great concern the decision by Police Scotland to close the Police control centre in Aberdeen and also the control centres in Dumfries, Stirling and Glenrothes.

“Congress is particularly concerned at the total lack of consultation [with](#) the public on the closures which has meant that Aberdeen TUC and others have been denied a meaningful say on this matter.

“Congress notes the concerns of Aberdeen TUC that local knowledge will be lost by this move, across the whole country, including Aberdeen. Congress believes that the total lack of consultation sets a dangerous precedent for possible future closures and for other similar public sector proposals of this nature.

“Congress calls on the STUC General Council to express its concern regarding the proposed closure and regarding the lack of proper and meaningful consultation in respect of these proposals to the Chief Constable of Police Scotland, The First Minister and the Minister for Justice.”

Emergency Resolution no. 2 - Charlie Reid Centre

“That this Congress believes that the Charlie Reid Centre in Glasgow provides an excellent service to over 500 individuals in the city and beyond who have experienced mental health difficulties.

“Congress is concerned that Glasgow City Council’s decision to end its annual block grant and replace it with an alternative funding arrangement, whereby less than 100 attendees apply for individual Self Directed Support (SDS) budgets under Personalisation, threaten the financial viability of the Centre and could lead to its closure.

“Congress welcomes the temporary reprieve to the Charlie Reid Centre as a result of the decision in January 2014 to continue interim funding until September 2014 and the SDS charge on attendees postponed until April.

“Congress applauds Save the Charlie Reid Centre campaigning efforts and calls upon Glasgow City Council to continue its block grant funding on the Centre.”

Emergency Resolution no. 3 - Job Cuts at Dundee University

“That this Congress notes that the Principal of the University of Dundee is currently proposing to reduce academic staff posts by between 80 and 120 FTE.

“In the interests of avoiding compulsory redundancies, UCU has agreed to the terms of a Voluntary Severance scheme on the condition that the scheme is strictly voluntary and does not involve coercion through the targeting of specific posts.

“Congress further notes the concern of workers at the University of Dundee that the senior management of the university has not ruled out compulsory redundancies and seeks to implement organisational change by identifying specific posts for redundancy in specified areas of the University and targeting those staff.

“Congress notes that UCU proposes to ballot its members on local industrial action, if the employer goes ahead with the targeting of academic posts and compulsory redundancies at the University.

“A lobby of the meeting of the University of Dundee governing body, Court, is scheduled for 22 April 2014. UCU, along with other campus unions and students, will be rallying outside the court meeting to demonstrate our opposition to the staffing cuts and to the way in which the decision to cut jobs has been made without adequate consideration for the disastrous consequences.

“Congress resolves to:

- continue to support UCU in its opposition to the cutting of posts in the University of Dundee through campaigning and industrial action, should members so vote;
- support and publicise the public petition against job losses;
- support the lobby of Court and encourage members from other unions to participate in the lobby on 22 April 2014 at University of Dundee; and
- call on the Cabinet Secretary for Education to commit to no compulsory redundancies in higher education.”

Emergency Resolution no. 4 - Venezuela

“That this Congress deplores the recent wave of violence from minority and extremist sections of Venezuela’s opposition, causing death and injury.

“Congress notes that this followed a recently launched campaign by Venezuela’s extreme right for the La Salida (ousting) of President Maduro before his constitutional mandate ends in 2019.

“La Salida is led by extremist politicians Leopoldo Lopez and Maria Corina Machado who were both implicated in the 2002 coup in Venezuela, with Lopez claiming that it will only ‘be over when we manage to remove those who govern us’.

“Congress notes that, in addition to the 2002 military coup, the opposition has sought to oust the elected government by other unconstitutional means having lost at the ballot box. This has included an oil lock-out designed to wreck the economy, economic sabotage and a refusal to recognise electoral results declared free and fair.

“These unconstitutional attempts intensified in the aftermath of the death of President Chavez and included the violence in 2013 following the Presidential election, leaving 12 people dead.

“Congress further notes that Venezuela’s President, Nicolas Maduro, has expelled three US consular officials, accusing them of meeting people involved in anti-government protests.

“Congress believes that, whilst the Venezuelan constitution guarantees the democratic right of protest, this must be done peacefully.

“Congress supports the Venezuelan Government’s call for peace and dialogue and welcomes the huge rally it organised for Peace and Life.

“Congress opposes any external intervention in Venezuela and agrees to write to the Union of South American Nations (UNASUR) supporting their statement that violence to seek to overthrow the elected, constitutional government is unacceptable.”

Emergency Composite A - UK Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Act (covering emergency resolution nos 5 and 6)

“That this Congress notes with concern the possible impact on trade unions and other campaigning organisations of the measures contained in the UK Lobbying, Non-Party Campaigning and Trade Union Act that has been passed through Parliament.

“Congress is convinced that, contrary to Lib Dem/Tory claims of level playing field fairness for their ‘UK Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration’ Act, its one purpose is to still the voice of legitimate, peaceful concern and alternatives to their own highly partisan, ideologically-driven, class legislation, in the year before the General Election.

“Congress also expresses its outrage that a measure originally intended to prevent excessive corporate lobbying at Westminster is likely to leave most corporate lobbying activity untouched, while having a far more drastic effect on trade unions, charities and other self-organised groups in civil society.

“Congress believes it is an unscrupulous, corrupt attempt to force the electorate to greater reliance for policy choice information, on government.

“Congress notes that charities, from Citizens’ Advice and the British Legion, to the National Council for Voluntary Organisations, amongst others, have protested and continue to campaign for the repeal of the legislation.

“Congress calls on the STUC General Council:

- to work with groups in civil society, such as student organisations, charities and others, to seek to ensure that this legislation is repealed;
- to link with the supporters of Commission on Civil Society and Democratic Engagement (CCSDE) to raise awareness of the negative effects of this Act and campaign for its repeal; and
- in co-operation with other unions and campaigning organisations, to investigate whether the provisions of the Act are consistent with basic human rights legislation guaranteeing freedom of speech and freedom of association.”

2014 ANNUAL CONGRESS

MOTION REMITTED

Motion no. 37 - Odious Debts

“That this Congress resolves that all debts owed by public bodies under PPP and PFI schemes should be regarded as ‘odious debts’, ie debts with unfavourable charges and conditions which were incurred unreasonably by previous governments and administrations.

“Congress further resolves to press political parties to legislate to cancel all such contracts in Scotland/the UK and transfer ownership and management of facilities built under these schemes to appropriate public bodies.

“Congress believes that the companies that constructed these facilities should be bought out of the current contracts, using a settlement price fixed at the building costs at the time of completion.”

2014 ANNUAL CONGRESS

**MOTIONS AND AMENDMENT
WITHDRAWN**

Amendment to Motion no. 7 – Privatisation/Renationalisation of Royal Mail

At end, insert additional para:

“Congress condemns the EU’s second Postal Directive (2002/39/EC), which required the opening of all letter and parcel post to competition and the third Postal Directive (2008/06/EC), which required EU members to market postal services by 2012. Congress asks the STUC General Council to make representations against this EU privatisation agenda.”

Motion no. 23 - Future of Scottish Rail Services

“That this Congress deeply regrets the Scottish Government’s decision to once again seek a private train operating company to operate the Scotrail franchise from 2015. Congress believes that, as the second most heavily subsidised passenger rail franchise in the UK, First Scotrail has demonstrably not delivered the levels of investment, service and value for money Scottish passengers and taxpayers deserve, not least because the company has extracted hundreds of millions of pounds in profit from Scottish taxpayers since it took on the franchise in 2004.

“Congress particularly regrets the decision to re-franchise in the light of the success of the publicly owned East Coast franchise, which has returned more than half a million pounds to the UK and Scottish Government in surplus in recent years.

“Congress believes that Directly Operated Railways, which runs East Coast is an excellent model for a future Scotrail franchise as a publicly owned, publicly accountable, not-for-profit train operating company. Congress deplores the Westminster Government’s ideologically driven decision to re-franchise East Coast.

“Congress acknowledges the ASLEF and Co-operative Party report ‘A People’s Railway for Scotland’, which sets out in detail how the Scotrail franchise be run as a not-for-profit operation, which engages closer with employees and passengers and could offer substantial social and economic benefits to the people of Scotland.

“Congress calls on the STUC General Council to continue to uphold existing Congress policy of support for a publicly owned, publicly accountable railway in Scotland and incrementally explore the full range of options for the realisation of this objective within the constraints of Scottish, UK and European law.”

Motion no. 36 - Housing

“That this Congress notes that there is a smokescreen covering the crisis in housing leading to a situation whereby the public lacks information. The misguided debate on the lack of social housing is aided by the incessant use of the term affordable housing as a catch all phrase to describe housing needs. It is used persistently by politicians and the [media](#) to the detriment of recognising the need for adequate public housing in our society.

“Congress calls for the preparation of a social housing needs scheme that recognises and builds houses to meet the demographic and social needs of communities as distinct from the promotion of home ownership through the private sector.”

Motion no. 82 – Childcare

“That this Congress notes that the high cost of childcare in Scotland means that for many parents, work does not pay. Childcare for parents is essential, but they need it to be affordable, available at times when they require to work and accessible on a whole host of levels. New figures compiled by Daycare Trust show above-inflation increases in the price of nursery care in Britain.

“Local authorities need to recognise the unique childcare challenges facing families in Scotland and take a greater role in ensuring sufficient childcare is available in their area.

“Glasgow Trades Union Council asks the STUC General Council to:

- call on the Scottish Government to integrate expansion and investment in childcare provision and give higher priority to childcare services in the Early Years; and
- work with all organisations, such as Save the Children, Daycare Trust and affiliates, to identify specific needs for childcare in Scotland.”

Motion no. 108 - Lobbying

“That this Congress notes with concern the possible impact on trade unions and other campaigning organisations of the measures contained in the UK Lobbying Bill currently passing through parliament.

“Congress also expresses its outrage that a measure originally intended to prevent excessive corporate lobbying at Westminster now seems likely to leave most corporate lobbying activity untouched, while having a far more drastic effect on trade unions, charities and other self-organised groups in civil society.

“Congress calls on the STUC General Council to work with other groups in civil society, to seek to ensure that this legislation is not passed in its present form and also, in co-operation with other unions and campaigning organisations, to investigate whether the provisions of the proposed law are consistent with basic human rights legislation guaranteeing freedom of speech and freedom of association.”

Motion no. 109 - Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Bill

“That this Congress is convinced that, contrary to LibDem/Tory claims of level playing field fairness for their ‘Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Bill’, its one purpose is to still the voice of legitimate, peaceful concern and alternatives to their own highly partisan, ideologically-driven, class legislation, in the year before the General Election, which they believe otherwise unwinnable.

“Congress believes it is an unscrupulous, corrupt attempt to force the electorate to greater reliance for policy choice information, on government itself and its customary 80% Tory press election coverage, with every likelihood of an immediate pre-election crisis, manufactured to order, for the coalition to exploit publicly, as it did recently, hand in glove with Ineos Swiss-based Radcliffe, in Grangemouth, with no apology for lies on being found out, from press or PM.

“Congress believes its effects are designed to prevent a pre-election backlash against their Bedroom Tax, Clegg’s duplicity on student fees, youth unemployment, pensions, wages, living standards, Rachmanism, etc, as well as Cameron’s ‘next big scandal waiting to happen’.

“Charities, from Citizens’ Advice and the British Legion, to the National Council for Voluntary Organisations, amongst others, have protested. Congress considers this Bill seriously dangerous to democracy, dragging the UK back towards the 1830s traditions of the ‘pocket boroughs’ and ‘rotten boroughs’ of the pre-Great Reform Act legislation, and accordingly instructs the General council to organise a campaign on the issue.”

2014 ANNUAL CONGRESS

MOTION LOST

Amended Motion no. 11 - Decent National Minimum Wage

“That this Congress notes the alarming growth of in-work poverty, with low-paid insecure jobs, meaning work is no longer a route out of poverty.

“Zero hours contracts, short term contracts, the rising proportion of part-time jobs, under-employment and totally inadequate level of National Minimum Wage all contribute to those in work making up the biggest single section of people in poverty.

“Congress calls on STUC General Council to lead a systematic campaign - building on initiatives like 'A Better Way' and 'Scottish Living Wage' Campaigns - to not only demand high-quality job creation, including 'green jobs' and expansion of the public sector, but also to address the epidemic of poverty pay.

“Congress notes 2013 figures show male median earnings are £13.60 an hour, yet 435,000 Scottish workers earn below even the £7.45 Living Wage.

“Congress notes the trade union movement has a rich tradition - including in the 1970s and 1980s - of campaigning for a National Minimum Wage based on two-thirds male median earnings, which in today's figures would mean over £9.00 an hour.

“This formula has advantages of lifting hundreds of thousands out of the poverty trap, helping combat the growing gender gap and pay inequality, and removing the Minimum Wage level from the whims of Low Pay Commission members.

“Congress instructs the STUC General Council to initiate a campaign of conferences, rallies and workplace meetings to:

- argue the case for the legally-binding National Minimum Wage to be immediately upgraded to at least the (entirely voluntary) Living Wage (£7.45 in 2013 figures);
- apply this to all workers, trainees and apprentices at 16, removing lower youth rates; and
- demand this be only an emergency initial step towards a National Minimum Wage for all over 16 based on the time-honoured formula of two-thirds male median earning (£9.00 an hour in 2013 figures).

“Congress is appalled at the continued exclusion of non-domiciled seafarers from the Minimum Wage, even when they are working out of UK ports. Rates are as low as £3.66 per hour and Congress supports the campaign to end this pay discrimination and for full employment rights for seafarers.”

PAPER F

2014 ANNUAL CONGRESS

MOTION FELL

Motion no. 105 – Referendum

“That this Congress recognises the Referendum is an opportunity to advocate policies to shape Scotland's future in favour of the working class majority, based on our principles of workers' solidarity, social justice, equality, redistribution of wealth and power, extended public ownership, environmental protection, peace, internationalism and socialism.

“Congress welcomes many reforms pledged in Scottish Government's White Paper, including extensive free childcare, abolition of the bedroom tax, 90-day redundancy consultation, Convention on Employment and Industrial Relations, removal of Trident, a Youth Guarantee of a job, education or training, renationalisation of Royal Mail, and inflation-proofing the Minimum Wage.

“Whilst not endorsing some other White Paper proposals, such as reduced Corporation Tax, Congress recognises this vision of Scotland's future is vastly preferable to the brutal, endless austerity cuts on offer by Westminster Governments.

“The Coalition's plan to slash another £25 billion - plus planned cuts to funding of a devolved Holyrood - are reminders of the nightmare certainties we face in the event of a NO vote. Escalating attacks on workplace rights are another reason to support democratic self-government, to permanently escape Tory rule.

“Congress recognises a YES vote is not endorsement of the SNP, nor any particular party, but an opportunity for Scottish people to elect governments of their choice, a democratic right denied under Westminster.

“Congress acknowledges the White Paper is but one vision amongst many of an independent Scotland, and appeals to union members to campaign for a Scottish Government with powers and political commitment to implement:

- the most advanced workplace rights in Europe;
- a decent living Minimum Wage at 16, without age or gender discrimination;
- reversal of privatisation, cuts to benefits and services, jobs for all through progressive taxation of the rich and big business; and
- extended democratic public ownership to help establish a poverty-free, green, egalitarian Scotland.”