

2021 ANNUAL CONGRESS

RESOLUTIONS CARRIED

Composite E (Covering Amended Resolution No.1 and Resolution Nos.32, 38, 39, 40, 41 & 42)

Organising for the People's Recovery

“That this Congress recognises the historical severity of the pandemic and the crisis of capitalism that it has contributed to. We support the ‘People’s Recovery’ as a programme for building a better economy and challenging inequality and bad work.

“The ambitions within the ‘People’s Recovery’ will be delivered through an ongoing programme of activity. Immediate priorities include a plan for jobs centred on clean investment, radical action on pay and the creation of a National Care Service based on public ownership and control, not-for-profit provision and collective bargaining.

“Congress believes that extending public ownership, investing in education and public services, community wealth building and wealth distribution through taxation are fundamental elements of any sustainable recovery.

“Congress notes:

- The significant impact that COVID-19 and the subsequent lockdown has had on young workers.
- In-work poverty is widespread. Citizen Advice Scotland say one in three who sought help from them last year are in work and claiming Universal Credit.

“Congress recognises the on-going crisis facing freelancers in the creative industries, where many thousands have fallen between the gaps of the CJRS and the SEISS and been left with no financial support at all.

“Congress acknowledges the growth in self-employment, and a growth in trade union membership amongst this group of precarious workers. Congress agrees that no groups of workers should ever again be left without a safety net at times of crisis.

“Congress agrees that working from home during a pandemic is a very different environment to working from home prior to March 2020. These seismic changes in our working lives have presented an opportunity for reflection. Whilst the ‘traditional’ workplace has been changing for many years, the rapid move, in many, but not all sectors, to remote working has accelerated that change.

“A shorter working week without loss of pay is a crucial tool for the post-pandemic economic recovery. A combination of home working, new technology and a shorter working week can help boost economic recovery.

“We should not underestimate the challenges for unions in organising in workplaces where many reps, members and crucially non-members will be working remotely. If we look further ahead, the challenge is likely to include organising in ‘work hubs’ where there will be workers from many and varied employers.

“Congress reiterates its call for repeal of the anti-trade union laws and new trade union rights to empower trade unions to play a central role in creating a fairer and more equal society. ‘Educate, agitate and organise’ must continue to be our guiding principle.

“Congress calls on the General Council to bring forward an integrated campaigning strategy that includes employed and unemployed workers and volunteer community activists to support affiliates’ campaigns, including industrial action and promote cross-union co-operation and solidarity to:

Educate:

- Bring forward a programme of political education designed to win a deeper understanding of the case for the ‘Peoples Recovery’ and work with affiliates to ensure sharing of best practice across the Scottish Trade Union Movement.

- Up-skill union staff, and crucially union reps with the new skills that will be necessary to organise, recruit and operate in new working environments, whilst at the same time investing in the infrastructure necessary to support these new activities.
- Work with the Scottish Government to ensure the continuation and revalorisation of the Scottish Union Modernisation Fund to ensure affiliates can access financial support for these changes.
- Support training for union members on the shorter working week.
- Examine best practice and new ideas for organising and providing a voice for self-employed workers.

Agitate:

- Support Trades Union Councils to make strong interventions locally and work with communities.
- Give practical support and solidarity to trade unionists in the struggle against the onslaught by employers and Governments who are undermining workers' living standards and support Living Rent's call for eviction bans, rent holidays and tenant's manifesto.
- In the run-up to the Glasgow COP, plan activities connecting action on climate change with the everyday lives of workers and communities.
- Ensure that high-quality self-employment is part of the STUC's plan to build back better after the pandemic.
- Prioritise young workers as central to a COVID recovery strategy for workers including campaigning against the use of zero hours contracts, for day one employment, for a £10 Minimum Wage and against discriminatory Minimum Wage rates for under 25s, apprenticeships and internships.

Organise:

- Promote workers voice and collective power.
- Use the Scottish Government's Fair Work framework to campaign for a 'new deal' for freelancers, with the aim of ensuring better workers' rights and more security at work for the self-employed.
- Work with affiliates to develop sector-wide strategies on shorter working week as part of the post pandemic recovery.
- Hold either physical or virtual/online rallies and meetings, with the aim of integrating union organisation and principles firmly within our communities."

Mover: STUC General Council
Seconder: Prospect

**Supporters: Public & Commercial Services Union
Annual STUC Youth Conference
Clydebank Trades Union Council
Dundee Trades Union Council
Unite the Union
National Union of Rail, Maritime & Transport
Workers**

**Composite A (Covering Amended Resolution No.2 and Resolution
Nos.4, 7 & 8)
Disproportionate Equalities Impact of COVID-19 on Workers**

“That this Congress notes:

- The disproportionate equality impacts of COVID, including amongst Black, Asian, and Minority Ethnic (BAME) populations and that there is substantial evidence that they are disproportionately more likely to be impacted on by COVID-19 infections and deaths. The availability of centrally collected, consistent and disaggregated Scotland-specific data on the impact of COVID-19 on BAME workers would inform interventions and make them more effective.
- That NHS Scotland staff continue to be put at even greater risk of contracting COVID-19 due to issues, not only with the quality and the supply of PPE, but with the default male-design and male biased fit of the PPE provided.
- The significant impact that COVID-19 and the subsequent lockdown has had on young people’s mental health.
- That homeworking measures to control COVID-19 means that some women will be more vulnerable and may be trapped in abusive households with very little or no contact with health professionals.

“Currently, workplace activists are stretched to their limit and are having to contend with an increased number of issues concerning members mental health. These mental health issues have been caused, and in some cases, exacerbated by a variety of different issues, including loneliness and isolation as a result of the lockdown (especially for vulnerable workers who are shielding), excessive work pressures, financial concerns, threats of eviction, and fears over health and safety when returning to work”

“Congress calls on the General Council to lobby the Scottish Government and local authorities to:

- ensure employers undertake robust risk assessments for BAME employees, taking account of the specific circumstances in which BAME staff are deployed to work, and taking account of the employee’s age, gender, and underlying health conditions;
- assess race equality impacts of their policies and plans; and
- ensure employers engage with unions representing BAME staff across the public sector to develop effective measures to minimise the risk of COVID-19 transmission to BAME workers.

“Congress further calls on the General Council to:

- Introduce a Workplace Mental Health Advocate training programme for union branches in order to offer similar support as a Health and Safety representative.
- Introduce a Young Person’s Mental Health Forum – similar to that of Unite Scotland’s - that links in with STUC disabled workers. The Forum should act as a sub-group which offers peers support and signposting and is a safe space for workers to come together and discuss issues surrounding mental health and wellbeing.
- Continue to lobby the Scottish Government for on-going support of services for domestic abuse throughout the pandemic and beyond and highlight safeguarding measures and encourage access, as outlined by the RCM, to references and links to online and virtual support for victims.

- Raise with the Scottish Government that all staff have immediate access to PPE which allows the highest level of protection from COVID-19, and that any future PPE procurement ensures that all staff receive fit-for-purpose PPE regardless of their size.”

Mover: NASUWT
Secunder: Annual STUC Youth Conference
Supporters: Annual STUC Black Workers’ Conference
 Society of Radiographers
 Royal College of Midwives

**Composite B (Covering Resolution No.3, Amended Resolution No.5, Resolution Nos.6, 10 & 30)
 Health and Safety During the Pandemic and Beyond**

“That this Congress commends all workers who worked throughout the COVID-19 pandemic to keep the country going and all employers who worked to ensure that their employees were safe and followed or went beyond the Government’s guidance. Congress acknowledges that unions have very real concerns about the COVID risk to their members and have been working furiously to ensure their health and safety at work.

“Congress condemns those employers and other bodies who disregarded public health guidance and who used the pandemic to put profit before people.

“Congress asserts that workplaces should be safe and secure environments for all and that education services must be better supported to keep pupils and staff safe.

“Congress welcomes the key role HSE has played in keeping workers safe during the pandemic, but notes that HSE has suffered from a lack of investment with the amount of taxpayer funding HSE receives having reduced in recent years, from £142.6m in 2015–16 to £129.2m in 2019–20.

“Congress agrees that Scotland’s school support staff, including cleaners, caterers, and pupil support, have been the untold story of education during the COVID-19 pandemic, and that their safety must also be treated as a priority alongside teachers and pupils.

“Congress notes:

- The Scottish Government’s refusal to admit GMB Scotland representatives to the Education Recovery Group, the significant lack of confidence in workplace safety among school support staff, and the need for the views of all workers employed in Scotland’s schools to have an effective voice.
- The calls for particular groups to be given special priority for immunisation following the delivery of the initial stage of the Vaccination Programme.
- That lone working presents unique risks and is prevalent in sectors across the Scottish economy and, in particular, workers in the justice sector face increased levels of risk from lone working, and the HSE’s acknowledgement that lone working can cause work related stress.
- That two industries in particular, agriculture and construction, have far higher rates of injuries and fatalities at work than other industries. Despite the existence of Scottish collective bargaining in agriculture and industrial bargaining agreements in construction, many workplaces are unorganised, and precariously employed agency workers or those in tied housing, are placed under pressure to comply with unsafe working practices to keep a wage or a house.
- The serious issues faced within the construction and building industry through mental health issues. Male site workers in construction are three times more likely to commit suicide than the average UK male. This shocking statistic is a vivid reminder of the difficulties faced by many working in the construction and building industry every day.

“Congress believes that workers who face lone working situations should have information about the legislation and best practice that applies to their situation.

“Congress further believes that we must have improvements in how employers and the Scottish Government, through its ‘Fair Work Agenda’, are tackling the cause of work-related stress.

“Congress recognises that Health and Safety legislation is currently reserved to Westminster and believes that, along with employment law generally, it should be devolved to further empower the Scottish

Parliament to legislate on these matters. Congress calls for new powers for reps, including roving reps, who could access every workplace and take steps to prevent unsafe working practices both in the existing and any future pandemics.

“Even in the absence of full powers over Health and Safety legislation, Congress believes that the Scottish Parliament can still move forward now in improving employment conditions and health and safety at work.

“Congress urges the Scottish Government to provide resources to support the introduction and training of roving union Safety Reps across those industrial sectors with the highest injury and fatalities rates, as part of a wider approach to take the ‘Fair Work Agenda’ and improvements in health and safety into workplaces across Scotland.

“Congress calls on the General Council to:

- Campaign to ensure that the Scottish Government and employers take action to address the mental health implications of poor employment conditions, conduct risk assessments, identify risk factors and address the underlying causes of mental health issues.
- Lobby the Scottish Government to strengthen Health and Safety guidance for all employers and to increase the levels of investment in public services to better support all necessary health and safety measures.
- Support efforts to improve safety and consultation for school support staff, including regular workplace testing for all staff to mitigate COVID-19 spread.
- Support full representation of school support staff unions on the Education Recovery Group.
- Press for a national plan for the workplace roll-out of the COVID-19 vaccine, address urgently with the appropriate authorities competing claims for who is prioritised for vaccination and to build a risk register of key workers exposed to COVID-19.
- Produce resources for member unions relating to the risks of lone working and the legislation surrounding it.

- Run a campaign to raise awareness of the impact that lone working can have on a workers' mental health.
- Lobby employers to ensure that managers regularly keep in touch with lone workers and recognise the importance of social contact on mental health.
- Campaign for substantial increase to the HSE's budget in real terms."

Mover: Unite the Union
Secunder: GMB Scotland
Supporters: Transport Salaried Staffs' Association
 NASUWT
 Community
 Public & Commercial Services Union
 National Union of Rail, Maritime & Transport Workers

Composite N (Covering Amended Resolution No.9 & Resolution No.43)

Digital Poverty, Exclusion and Loneliness

"That this Congress recognises that digital poverty has existed for many years. The effects of the COVID pandemic have, however, highlighted the impact of digital poverty on people's lives. People are particularly vulnerable to loneliness and exclusion during COVID-19, something that is only exacerbated by the digital skills gap.

Congress notes:

- That many children and students have only been able to learn online: the internet has become the main way of maintaining contact with family and friends, and for trade unionists, online meetings have become the way to keep the organisation going.
- Many school, college and university students also lack access to laptops and internet enabled equipment and suitable spaces for study at home.
- Decreased funding for library services has also contributed to lack of digital access.

- NHS findings that people with a disability are 35% less likely than people without disabilities to have the essential digital skills for life.
- Research showing a strong correlation between social exclusion and lack of digital skills.
- That those who are under stricter lockdowns and shielding are particularly likely to be isolated and more so if they lack digital access for remote connections with others.
- Only 51% of households earning less than £10,000 p.a. have internet at home compared to 99% of those earning over £40,000 p.a.

“Congress believes that more should be done to remove the barriers to digital inclusion, including those due to lack of digital skills and lack of connectivity. The lack of accessibility, where services are not designed to meet the needs of disabled users, are a particular concern for disabled workers.

“Congress calls upon the General Council to explore ways to overcome digital poverty and its consequences. This should look at the provision of universal broadband access at an affordable price or free of charge, such as fully resourced and suitably staffed libraries. Such hubs can provide tuition and support for those lacking digital skills and could loan internet ready equipment. Loaning out equipment should also be offered by other bodies including local authorities, schools and further and higher education institutions.

“The remit should also incorporate this expansion of digital access and skills into the Green Recovery strategy, to which it can make a significant contribution.

“Congress calls on the STUC to:

- campaign for digital inclusion;
- encourage affiliates to support members to access digital skills training; and

- campaign to raise awareness of the impact of the pandemic on people who are digitally excluded.”

Mover: Community
Seconder: Fife Trades Union Council
Supporters: UCU Scotland
Prospect

Amended Resolution No.11 **Statutory Sick Pay**

“That this Congress notes that the recent pandemic has exposed without doubt that statutory sick pay is not fit for purpose and is insufficient for people to survive on.

“Congress asks the STUC to assist in leading a campaign with the TUC and the Labour Party that calls for the Government to legislate for full rights to sick pay for all workers from day one at one hundred percent of normal average wages.

“The scheme would be funded by those employers not currently paying company sick pay for the first 6 weeks so there is no extra burden on the taxpayer. Those on zero hours contracts or short contracted hours would receive pay based on an average of the last 12 weeks.”

Mover: Bakers, Food and Allied Workers’ Union
Seconder: Union of Shop, Distributive & Allied Workers

Composite C (Covering Resolution Nos.59, 14 and Amended Resolution Nos.12 & 62) **Impact of COVID on Poverty and Inequality**

“That this Congress acknowledges that the effects of poverty are pervasive and long lasting.

“Congress notes that women, including women from Black, Asian and Minority Ethnic backgrounds, are disproportionately concentrated in low-paying jobs which are often part-time, and increasingly, fail to lift working women and their families out of poverty.

“Congress acknowledges that COVID has had a disproportionately adverse effect on women, with many jobs being the least likely to be able to be done from home, meaning that many women workers were furloughed or made redundant and forced to depend upon inadequate social security payments, further exacerbating pre-COVID poverty.

“Congress further notes the disproportionate impact of caring responsibilities within families which inhibited women’s ability to access the labour market and brought additional burdens throughout the pandemic as external care provision has reduced.

“The STUC is alarmed that almost one in four disabled workers have been made redundant in light of COVID-19, and troubled that the delay of disability benefits in Scotland, combined with the devastating impacts of COVID-19 and Brexit has created an almost perfect storm for disabled peoples’ rights, dignity, and livelihoods to be put at threat. Congress acknowledges that some of the change to practices over the last year was to better protect staff and claimants. Congress further recognises the good proportion of Social Security Scotland staff are disabled themselves and expects this will translate to exemplar treatment for this cohort by the employer.

“Congress further notes that under the terms of the Scotland Act 2016, eleven Social Security benefits were devolved to the Scottish Government, including a range of Disability benefits. There have been several delays on the delivery of these benefits, which has contributed to a period of uncertainty and anxiety for many disabled people in Scotland.

“Congress believes that the right to adequate food is a fundamental human right firmly established in international law. Yet many in the UK find themselves in a position where due to a lack of income this is not the case.

“Congress notes that those without homes or the means to self-isolate are suffering the most and therefore, calls on the STUC General Council to:

- Invest in improved retraining opportunities for women, and to invest in free provision of child and social care to enable more women to access further education, training, and quality jobs in the recovery phase and beyond.
- Reduce poverty in Scotland by implementing more progressive taxation policies, putting greater pressure on employers to pay the

Living Wage, decisively addressing the gender and ethnicity pay gaps, mitigating social security cuts and spending more on quality early years education and social care for our elderly and disabled citizens, for the benefit of women and all within our society.

“Congress calls on the STUC to:

- Support the campaign for the right to be able to access and enjoy decent, nutritious food and campaign for legislation to deliver this whilst also addressing the need for improvements to employment and trade union rights for workers across the food chain.
- Work with the STUC Disabled Workers’ Committee to amplify our Government lobbying efforts on the roll-out and accessibility of Disability benefits and develop a Social Security guide which seeks to educate and equip trade unionists to best support the disability community.
- Demand that the Scottish Government give local councils the resources to take over empty hotel rooms and student accommodation, in order to house the homeless and provide quarantine and isolation facilities.”

Mover: Educational Institute of Scotland
Seconder: Annual STUC Disabled Workers’ Conference
Supporters: Bakers, Food & Allied Workers’ Union
Edinburgh Trades Union Council
Unite the Union
Public & Commercial Services Union

Composite J (Covering Resolution Nos.63, 64, 65, 66 & Amended Resolution No.13)
Education Recovery

“That this Congress acknowledges that the pandemic and associated lockdowns have impacted significantly on all parts of society, and, in particular, severely disrupted the education of children and young people and shown clearly how poverty impacts on children’s learning.

“Congress believes that fundamental change is needed to address the poverty-related attainment gap and ensure equity in schools.

“Congress notes:

- The consistent underfunding of Scottish higher education and that public funding of university teaching in 2018/19 was £157 million below its actual cost, and reasserts its belief that education is a right and that access to higher education should be based solely on ability and not students’ ability to pay. Universities have sought to cross subsidise shortfalls in public funding by using fee income from non-Scottish domiciled students, and particularly from international students who are subject to often exorbitant fees.
- The high correlation of incidence of additional support need with incidence of poverty, and that young people from disadvantaged backgrounds and those with additional support needs particularly benefit from being taught in smaller classes.
- The importance of reporting all violent incidents in schools. This ensures all victims of such incidents in schools are given every consideration and total management support.
- That the number of teachers who are reporting work-related stress is increasing, yet the draconian absence management policies adopted by local authorities do little to recognise this view.

“Congress demands more investment in the early-years education to support our youngest children and to ensure early mitigation of the impact of poverty on learning.

“Congress calls on the Scottish Government to:

- Invest in both further and higher education to support an education led recovery from the broader impact of COVID on Scottish Society.
- Provide significant additional resources, staffing (including teachers, support staff and specialist provision in areas such as ASN), and to create the necessary space within the curriculum for schools to deliver a genuine education recovery programme that has wellbeing and equity at its heart.
- Build on Education Scotland’s Equity Audit by considering all aspects of the education system from an equity aspect, including curriculum, pedagogy, resources, staffing, professional support

services, digital access and the assessment and qualifications system, taking all necessary actions to reduce inequity within the education system.

- Allow teachers and school leaders to focus on teaching and leading teaching and learning; support teachers and school leaders in the face of unprecedented pressures; focus on teacher and school leader wellbeing; attack the drivers of excessive and unnecessary workload; and implement teachers' and school leaders' contractual and statutory entitlements.

“Congress calls on the Scottish Government and local authorities to ensure that:

- all pupils have access to digital hardware and internet connectivity to mitigate the disadvantage experienced by too many whilst studying at home;
- all violent incidents in schools are recorded and acted upon, together with measures to ensure all victims are taken seriously; and
- all absence management policies are reviewed and introduce flexibility, common sense and policies that value all teachers and ensure they receive appropriate support following periods of sickness.

“Congress calls on the STUC General Council to pressurise Scottish political parties in the run up to the Scottish Parliament elections to commit to fair funding for Scottish higher education, including fully funding the cost of teaching, and to maintain pressure on the winning party or parties who form the next Scottish Government ahead of their first programme for Government and subsequent budgets.”

Mover: Educational Institute of Scotland
Seconder: UCU Scotland
Supporters: Scottish Secondary Teachers' Association
NASUWT

Amended Resolution No.15

Zero COVID Strategy

“That this Congress notes that COVID-19 is a terrible public health tragedy. But it also starkly highlights the deep underlying inequalities we saw in society before the current crisis, and these will only get worse if the UK and Scottish Governments continue with the current failed strategy of trying to contain the virus rather than eliminate it.

“Congress recognises that the death toll (and long-term health damage) in Scotland, and indeed across the world from COVID-19, have been considerably worse in deprived communities, among disabled people and among black and ethnic minority people.

“Those in lower paid jobs are more likely to be the key workers who are on the frontline of this crisis, shouldering the immense burden of keeping our country going.

“In the most deprived communities, workers fear a positive test result, knowing that they couldn’t afford to self-isolate should they receive one. On the other hand, stock markets have boomed, and the corporate privatisation vultures have trousered billions from British Government hand-outs of public cash.

“Congress calls on the Scottish Government to introduce legislation that would compel employers to stop non-essential work, while protecting the income of workers as part of a Zero COVID strategy.

“Congress recognises that the weakness in Scotland’s economy has been exposed by the pandemic. It has suffered more than most due to its reliance on the service economy, as in retail, tourism, and the hospitality sector.

“Congress believes that the UK and Scottish Government pursuing a Zero COVID strategy will help us to rebuild infrastructure and the expertise, after ten years of cuts, that we will need to deal with future pandemics.

“Congress further calls for every intervention made by the Trade Union Movement to be to reduce the gap between rich and poor, reversing the entrenched levels of inequality of health and wealth that plague our society.”

Mover: Clydebank Trades Union Council
Seconder: Unite the Union

Composite F (Covering Resolutions Nos.16, 22, Amended Resolution No.23 & Resolution Nos.24 & 26)
Industrial Strategy for A Just Transition

“That this Congress notes that both the UK and Scottish Governments have declared a climate change emergency and announcements by both Governments about the key role to be played in the post pandemic economic recovery of the ‘green economy’.

“Congress further notes:

- That 2020 has been an appalling year for workers and communities dependent on employment within our energy sector, where the COVID-19 crisis has been exacerbated by a crisis of jobs and industrial policy.
- The multiple failures of both the UK and Scottish Governments to provide a legislative and policy framework within which companies can invest to the level required to turn those soundbites into real, high quality, unionised jobs. Most notably exemplified by the withdrawal of the Scottish Government’s support for the BiFab yards at Burntisland, Methil and Arnish. More than ten years on from the Climate Change Act, the UK, including Scotland, still does not have a plan that puts workers, their skills, and affected communities at the heart of energy policy.
- The ‘fire and rehire’ attack by Centrica CEO, Chris O’Shea, on the livelihoods of 10,000 GMB members, including over 1,000 in Scotland, has set clear battle lines for the future of a once great institution and the workers who provide this essential service. The outcome of the biggest industrial dispute seen in the energy sector for forty years will not only redefine the rights of workers across the gas industry but also the delivery and support of the fuel source which primarily heats over four-fifths of Scottish households.

- The evidence from the Committee on Climate Change, the International Energy Agency and the UN Intergovernmental Panel on Climate Change showing that CCS is essential to deliver the UN Paris Climate Change Agreement.
- Workers across the Oil and Gas and Chemicals sector are highly skilled and should be central to the future development of the economy, including the development of a low carbon future.

“Congress reaffirms support for offshore unions in their efforts to resist job losses and cuts in pay and conditions on the UK Continental Shelf and confirms its commitment to combat unfair pay, and to protect the employment of UK residents, whilst being appalled at the failures of the British Government to deliver measures supporting offshore workers and to develop progressive and responsible strategies to deal with decommissioning and the transition to renewable energy.

“Congress believes that the best way to ensure swift movement of goods, and sustainable supply chains, is to support rail freight as part of an integrated transport system. Freight on rail can also help to make upcoming construction and infrastructure projects more sustainable, allowing access to urban centres without increasing emissions and congestion, as well as quick journeys over long distances.

“Congress demands that the Scottish and British Governments develop a decommissioning policy which ensures that energy workers benefit from job opportunities in the emerging sectors, and that support is available for retraining and transitioning for those in oil and gas sectors.

“Congress resolves to build a worker led campaign for a future that works for all, demanding the implementation of policies that deliver the maintenance of jobs and skills.

“If a ‘green recovery’ is to be in any way meaningful, Congress calls upon the General Council to urgently demand that the Scottish Government work with our energy sector unions and bring forward a meaningful industrial strategy which:

- pays specific attention to the need to stimulate inward investment and job creation, including where necessary state intervention;

- includes a strategy for Scottish renewables manufacturing including commitments to using procurement to support Scottish manufacturing and foundation industries;
- includes a jobs and investment strategy for gas production in the low carbon transition;
- has a commitment to domestic content and minimum procurement standards for all future energy infrastructure projects;
- continues to support the development of port and rail enhancements, specifically rail electrification, in order for industry and supply chains to be as sustainable as possible; and
- supports the extension of HS2 into Scotland to encourage greater use of more sustainable rail freight movements between Scotland and the rest of Britain.

“Congress further calls on the General Council to:

- campaign for the UK and Scottish Governments to invest in the development of CCS technology as a matter of urgency; and
- continue to support the organising efforts of unions engaged in recruiting within the green economy, including, but not limited to, Health and Safety and Fair Work research and campaigning and organising in remote, precarious and self-employed workplace environments.”

Mover: GMB Scotland

Secunder: Unite the Union

Supporters: Prospect

Associated Society of Locomotive Engineers & Firemen

Nautilus International

Transport Salaried Staffs' Association

Resolution No.17

New Year's Day Working

“That this Congress notes that as a result of the Coronavirus crisis, retail workers, along with workers from other essential industries, were quite rightly recognised as key workers. Throughout the crisis, retail workers have played a key role in our communities and ensured that the shelves remained stocked.

“Congress is concerned that key workers across the retail sector are not receiving a decent break over the Christmas and New Year holiday period. Long hours in the busy run up to the holiday period leaves many retail workers too exhausted and with insufficient time off to enjoy the Christmas holidays. This also has an impact on workers in associated sectors such as warehouse and distribution.

“Congress notes the results of USDAW’s survey of retail and distribution workers in Scotland on New Year working, which showed that most workers come under pressure to work on New Year’s Day and more than 95% wanted stores to be closed on New Year’s Day.

“Congress is aware that the Christmas and New Year’s Day Trading (Scotland) Act 2007 contains a provision to prevent large shops from opening on New Year’s Day. Congress is disappointed that the Scottish Government has not enacted this part of the legislation.

“Congress agrees that the STUC will support USDAW’s campaign to ensure that this provision is enacted as soon as possible. Congress further agrees to support USDAW’s campaign for employers across Scotland to give workers a longer break over Christmas and New Year.”

Mover: Union of Shop, Distributive and Allied Workers

Composite M (Covering Resolution Nos.18, 19, 20 & 25) Climate Change and COP26

“That this Congress notes that the global efforts to tackle the climate emergency have failed and the global climate talks, COP26 in Glasgow during 1 -12 November 2021, are of strategic importance.

“The climate crisis is a social justice issue, with those who have done least to cause the crisis, and who are least able to address it, facing the worst impacts. Simultaneously, we also face a domestic crisis of unemployment, and tackling the COVID-19 pandemic represents an ideal opportunity to invest in climate jobs, in a just transition and a fairer society, while reducing greenhouse gas emissions.

“Congress believes that the concerns of workers must be central to the discussions and the outcomes of COP26. We understand that there are ‘No Jobs on a Dead Planet’ but we also recognise that moving to a zero-carbon economy threatens the jobs of many workers.

“The climate emergency has been created by unregulated capitalism. A capitalism that is now abandoning the North Sea offshore workers and their communities, while developing offshore renewables installations built on the other side of the world. Here in Scotland, severe weather events are causing increasingly significant damage to homes and infrastructure. In August 2020, three people lost their lives when a train was derailed due to a landslide during a storm in Aberdeenshire.

“Congress confirms its commitment to renewable energy sources and is disappointed that the Scottish and UK Governments have failed to deliver their promises, especially relating to jobs.

“Congress recognises that services that require public funds should remain under democratic, public control, with reinvestment in local society and infrastructure, rather than being syphoned off as private shareholder profit. As noted in the STUC ‘People’s Recovery’, transport and energy are both pivotal to climate transition and must be particular targets for strategic public ownership. Constructively changing both the means and cost of travel, as well as the energy efficiency of homes, will significantly reduce the financial stress on most working-class households.

“Congress calls upon the General Council to:

- Recognise the severity of the climate emergency and to join with other partners across the trade union movement and civil society, to support the COP26 Coalition for an international Just Transition and to campaign here in Scotland for a Climate Change Emergency Act to be brought into law by the Scottish Parliament.
- Work with civic society, including the COP26 Coalition, to exert maximum pressure on the UK Government for a green recovery and Just Transition and to show leadership at COP26.
- Mobilise, with affiliates, and trade union members to engage in the preparations for and activities during COP26.
- Demand that the Scottish and UK Governments commit to working with trade unions to develop realistic and ambitious plans to achieve a zero-carbon economy and a Just Transition.
- Support the main COP26 public demonstration, on Saturday 6 November 2021, and encourage affiliates to mobilise delegations of their members to participate in large numbers for a prominent and visible trade union presence.

- Support local/national campaigns calling for affordable/free public transport, such as the Free Our City coalition in Glasgow and surrounding local authorities, as a mobilising strategy to affect real changes in the use and ownership of public transport networks, and for unionised, public sector job creation.
- Support local/national campaigns calling for mass programmes of deep retrofitting of ALL homes, to affect real changes to the rising cost of living and mobilising the potential for unionised, public sector job creation.”

Mover: Glasgow Trads Union Council
Seconder: Aberdeen Trades Union Council
Supporters: East Kilbride and South Lanarkshire Trades Union Council
Paisley & District Trades Union Council

Resolution No.27
Railways in Scotland

“That this Congress notes the Scottish Government plans to terminate the Abellio ScotRail train operating company (TOC) franchise on 31 March 2022 but has not made any commitment about its replacement.

“The advent of Coronavirus has seen a dramatic drop in passenger numbers and the prospect of rail companies going bust, leading the UK, Scottish and Welsh Governments to introduce Emergency Measures Agreements (EMA) for TOCs, transferring revenue and cost risk to the respective Government whilst the operator is paid a performance fee, set at 1.5% for Abellio ScotRail.

“Congress further notes that in Scotland, EMAs were agreed in April 2020 before being extended twice but without commitment to what comes next, including ScotRail moving into public ownership and operation. Faced by the same issues, the Welsh Government decided to take the Wales and Borders Franchise into public ownership from February 2021 which serves to highlight why the Scottish Government did not do likewise?

“Congress instructs the STUC to join rail unions in writing to the Cabinet Secretary for Transport calling for ScotRail to be taken into public ownership.

“Congress further notes the threat to Scotland’s railways posed by any breakup of Network Rail which will make its elements ripe for privatisation. This threat is magnified by calls from the Scottish Government to take over responsibility for Network Rail’s Scottish Route when they already set the Scottish strategy for the company. Any break-up of Network Rail undermines the integration it benefits from and imposes extra cost on Scottish taxpayers as purchasing power from economies of scale are lost, undermining plans to enhance rail in Scotland at a time of a climate emergency.

“Congress, therefore, calls on the STUC to oppose the break-up of Network Rail and to campaign for the company to remain in the public sector.”

Mover: Transport Salaried Staffs’ Association

**Resolution No.28
A New Deal for Scotland’s Railway**

“That this Congress commends Scotland’s rail workers who have kept services running throughout the pandemic for other essential workers and goods. Congress believes that transport workers, like other key workers, must not be made to pay the price of the COVID-19 crisis, and deserve decent pay with secure and safe jobs.

“Congress notes the catastrophic drop in passengers and therefore industry revenue because of COVID-19. Congress believes that Scotland’s rail network has a key role to play in reducing carbon emissions and therefore it is vital that the COVID-19 crisis does not cause permanent shifts away from public transport. Maintaining and improving services, safety and infrastructure capacity will be vital to attracting and retaining passengers and as such our railways will require more staff, not less.

“Congress welcomes the emergency funding for the rail industry via Emergency Measures Agreements without which rail services would have become unviable but notes with concern the private companies in receipt of the funding are still allowed to make profits. In contrast the Welsh Labour Government has responded to COVID-19 by taking Wales’ rail passenger services into public ownership and Congress calls on the Scottish Government to use its existing powers to also take its rail passenger services into public ownership.

“Congress calls for rail infrastructure work to be protected and expanded to protect the resilience of Scotland’s railway. Congress is concerned at the continuation of zero hours, casualised labour and bogus self employment on the railway infrastructure which has led to jobs losses and precarious employment which is in breach of the Fair Work Convention. Congress calls for jobs and safety to be protected by bringing all rail infrastructure work in-house.

“Congress further calls on the STUC to assist affiliates in campaigning for and calling for MSPs to support the above objectives.”

Mover: National Union of Rail, Maritime & Transport Workers

Resolution No.29 A Publicly Owned ScotRail

“That this Congress notes that prior to the COVID-19 pandemic, Abellio ScotRail had already been failing to provide value for money to both passengers and the Scottish taxpayer. High levels of cancellations and delays, despite huge subsidies, had already meant that the operator had been given two remedial notices. Despite multiple failures, the First Minister decided to give Abellio an opportunity to turn its performance around, announcing it was in ‘last chance saloon’.

“Congress believes that the pandemic has shown the fragility of the franchise system. As soon as the Coronavirus began to have an impact in Scotland and passenger numbers fell, the Scottish Government had to bring in Emergency Measures Agreements to stop the Scottish rail network collapsing. This meant additional taxpayer support for a privately run operator. Meanwhile, the operator is still able to make profit through a management fee. This can be up to 1.5% of the cost base.

“Congress, therefore, believes that whilst it is clear that ScotRail has continuously failed to provide a quality service and value for money as a private operator, this is being even more acutely felt thanks to the circumstances of the last year. It is, therefore, essential that following the completion of the current EMA, ScotRail is brought into public ownership.

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

- campaign to end the system of virtually guaranteed profits for operators, who over many years have been rewarded for failure; and

- campaign for a publicly owned ScotRail where all money that goes into our system benefits the Scottish railway and its passengers.”

Mover: Associated Society of Locomotive Engineers & Firemen

**Composite D (Covering Resolution Nos.31, 33, 34, 36, 37 & 75)
Sustainable Economic Recovery through Investment in Public Services, Communications and the Foundational Economy**

“That this Congress notes that massive economic interventions will be required to reverse the economic damage done by the global pandemic, but that the Scottish Government has accepted in full the recommendations of the Review Group, Chaired by Benny Higgins. This is a vision of a business-driven recovery which largely ignores the role of public services in creating sustainable employment and economic growth and ignores the potential of public ownership and direction being used to drive green industrial development that communities will secure benefit from. Congress believes these should be used to reconfigure economic development strategies in Scotland.

“Congress recognises the urgent need to increase public investment to strengthen services and the economy in Scotland.

“Congress is deeply concerned by the scale and impact of the Coronavirus pandemic on Scotland’s retail sector. Scotland’s high streets were already facing huge challenges which have escalated in the current crisis. Many retail workers are struggling on very low pay, particularly where they have been furloughed at less than the Minimum Wage, and that many are struggling on short hours contracts.

“Congress further notes that:

- Throughout the pandemic, Scotland has seen the importance of internet access for connecting communities, education, and for home-working and businesses across the country.
- The postal service is essential in keeping the country connected and this has never been clearer than during the pandemic.
- The pandemic crisis has been a massive blow to newspapers - particularly at a local level - and to other media which were already in a precarious state.

“Congress believes that:

- For economic recovery to be sustainable and viable, delivering tangible benefits through local economies, it should be centred around the principles of community wealth building and aligning resources so that local authorities and public sector partners are best equipped to transform and democratise their local economies and tackle inequality.
- A modern communications infrastructure accessible to all, and the new digital industries this will support, should be at the heart of a strategy for growth and good jobs. The rollout of fibre broadband is essential to improving connectivity and should be part of a major New Deal stimulus package, and condemns the UK Government for abandoning its target to rollout gigabit capable broadband to every home and business by 2025.
- Maintaining a six-day postal service is an essential part of Scotland’s national infrastructure.

“Congress is concerned that Ofcom published research in November 2020 indicating that the UK Government should consider reducing the six-day universal service obligation (USO). It is rural areas, alongside poorer communities that would lose out from such a change, and Scotland would be hit disproportionately with larger rural regions.

“Congress welcomes the Scottish Government’s commitment to developing a retail strategy and the establishment of the Scottish Retail Strategy Steering Group, comprised of a wide range of key stakeholders including trade unions. However, we now need to ensure that this is followed by swift and decisive action from Government.

“Congress calls on the Scottish Government to:

- Insist that all projects produced via City / Region deals or Regional Economic Partnerships are equality proofed before approval and ensure there is workforce voice in these deals and partnerships by insisting on trade union representation on their leading bodies.
- Establish a new Sector Growth Council, with unions, employers, Government departments and public bodies, to develop a strategy to make Scotland the home for digital and communications jobs for the future.

- Provide publicly funded, free access to home broadband and computer equipment for all those in Scotland living in poverty.
- Lobby for the funding for Scotland as part of the UK-wide £5bn package to be brought forward at the earliest opportunity.
- Continue discussions with the NUJ about implementing a plan which would include: a Government funded Journalism Foundation, along the lines recommended by the Cairncross Review, which would invest in local journalism and support quality public service journalism. Giving local newspapers 'asset of community value' status to protect titles from closure; offer rates relief and other financial support to co-operatives taking over titles from major commercial concerns; introduce a 'news voucher' scheme to encourage young citizens to use available news sources and to become more media savvy; place Government advertising in a way which helps local and hyperlocal initiatives; and introduce a windfall tax on tech giant companies to help pay for the scheme.

"Congress calls on both the Scottish Government and Scottish MPs to oppose a cut in the number of days' service provided under the USO and work with the CWU and Royal Mail to take up opportunities for national and local Governments to help expand the role of a postal worker.

"Congress calls on the General Council to campaign:

- For the Scottish Government to implement immediate measures which would address the most urgent priorities facing the retail sector as a direct result of the pandemic, and campaign to ensure that any immediate measures are supported by a further long-term strategy that deals with the fundamental and structural challenges within the retail sector, including economic reform (e.g. non-domestic rates), retail crime and automation.
- To end digital exclusion in Scotland.
- For improved terms and conditions and job security for retail workers across Scotland.

- For the UK Treasury immediately to widen the borrowing limits on Scotland and devolve to the Scottish Parliament further powers to issue bonds.”

Mover: UNISON Scotland
Seconder: Union of Shop, Distributive & Allied Workers
Supporters: Communication Workers’ Union
National Union of Journalists
South Lanarkshire and East Kilbride Trades Union Council

Resolution No.35

Registration and Collective Bargaining for Construction Apprentices

“That this Congress notes that in 2017 the CITB and SQA engineered a situation where construction apprentices no longer had to be registered with Scottish Painting and Decorating Apprenticeship Council (SPADAC) and Scottish Building Apprenticeship & Training Council (SBATC). Both groups have collective bargaining agreements with Unite the Union and set the wages and terms and conditions for construction apprentices across Scotland. The CITB have since informed all their employers that they only need to pay the national minimum wage to apprentices thereby destroying the collective bargaining agreements that have been in place for decades.

“The Modern Apprentice Task Force group that includes Unite the Union, the industry trade bodies and Construction Scotland, issued the Building the Industry position paper to the Scottish Government, that calls for the re-introduction of registration, a realignment of the way construction apprentices are governed and a return to collective bargaining agreements for all construction apprentices.

“Congress calls on the General Council to support Unite the Union and to work with the Modern Apprentice Task Force in pursuing the demands set out in the Building the Industry position paper.”

Mover: Fife Trades Union Council

Resolution No.45

COVID-19 and Fair Work

“That this Congress applauds all those critical and key workers, including firefighters, who have been on the frontline leading the response to the COVID-19 pandemic. Fair work and health and safety must be embedded at the heart of the response and we welcomed the joint Fair Work Statement between the STUC and Scottish Government last year.

“That statement included the following point:

‘No worker should be financially penalised for following medical advice. Any absence relating to COVID-19 should not affect future sick pay entitlement or other entitlements like holiday or accrued time. It should not result in formal attendance related warnings or be accumulated with non-COVID related absences in future absence management figures. This may require flexibility in standard absence/attendance management arrangements.’

“If we are to continue to support workers to allow them to follow medical advice for COVID-19, then we must ensure that a ‘no financial detriment’ policy is continually supported by the Scottish Government and employers.”

Mover: Fire Brigades Union

Resolution No.47

Mental Health in the Construction and Building Industry

“That this Congress notes the serious issues faced within the construction and building industry through mental health issues.

“Male site workers in construction are three times more likely to commit suicide than the average UK male. This shocking statistic is a vivid reminder of the difficulties faced by many working in the construction and building industry every day.

“National statistics have found that those working in the construction and building trades made up 13.2% of in-work suicides recorded, despite construction accounting for little over 7% of the UK workforce.

“The construction and building industry lifestyle are undoubtedly both challenging and stressful. Long demanding working hours, working away from home on site for weeks at a time and the insecurity in the industry, particularly following Carillion’s recent collapse, are just some of the factors contributing to mental health issues.

“In a predominately male workforce, the ‘tough guy’ image widespread in the construction industry pressures against asking for help and opening-up about emotions, leading to many suffering in silence.

“Congress welcomes actions by unions, such as Unite, offering support and providing mental health awareness training.

“Congress, however, believes that we must have improvements in how employers and the Scottish Government, through its ‘Fair Work Agenda’, are tackling the cause of work-related stress – including the rise in insecure work, the fall in real wages and the frequent removal of sick pay, which are all factors contributing to the mental health crisis.

“Congress calls on the General Council to campaign to ensure that the Scottish Government and employers take action to address the mental health implications of poor employment conditions, conduct risk assessments, identify risk factors and address the underlying causes of mental health issues.”

Mover: Unite the Union

Composite H (Covering Amended Resolution Nos.49 & 50) Public Sector Pay

“That this Congress believes that the Scottish Government should be making the case for all essential and key workers, both public and private, to receive a fair pay rise and Congress supports campaigning to achieve this objective.

“Congress condemns the plans announced by the UK Tory Government in the 2020 Spending Review to freeze public sector pay. Congress believes that this is fundamentally wrong and punishes workers who have been on the frontline fighting the pandemic.

“Congress recognises that the Scottish Government Public Sector Pay Policy for 2021 must ensure that workers are properly recognised by

ensuring that there is no return to austerity pay. The Scottish Government must recognise that if we are to recover economically from the pandemic, we must improve living standards and boost spending power.

“Further, Congress notes the pay disparity which exists between staff employed in the Crown Office and Procurator Fiscal Service (COPFS) and those employed in similar jobs within Scottish Government, and recognises the progress of previous years was frustrated by the 2010 public sector pay freeze and the subsequent pay cap.

“Congress supports the FDA ‘Equal Value Equal Worth’ campaign and calls on the Scottish Government to ensure sufficient funding is allocated to COPFS in order to deliver pay parity for their staff in 2021.

“Congress reiterates its view that our demands for above inflation pay rises, a journey towards pay restoration, additional support for the lower paid, and fully funded pay awards that are applied consistently are fair and reasonable.

“Congress continues to support the campaign to achieve those demands. In the event that the Scottish Government’s public sector pay policy when published does not address our fair and reasonable demands, Congress calls on the General Council to co-ordinate a public sector pay campaign for above-inflation pay increases for all public sector workers, including:

- co-ordinating of bargaining timetables and pay demands;
- co-ordinating campaign activities;
- issuing material to explain the need for the pay rises;
- sharing information about ballots and industrial action; and
- a sustainable mechanism is agreed to deliver ongoing pay cohesion across the Scottish public sector, on the best terms available (which would help reduce the risk of discrimination in pay and conditions across the sector), to ensure that the value of any settlement is not eroded in future.”

Mover: Public & Commercial Services Union
Secunder: FDA
Supporter: National Union of Rail, Maritime & Transport Workers

Composite I (Covering Resolution Nos.54, 55, 57, 58 & Amended Resolution Nos.56 & 61)

Supporting the NHS, Combatting Inequality and Valuing all NHS Workers

“That this Congress notes the NHS has been in the headlines daily over the past year with the massive increase in demand for NHS services. All of us have extraordinary reasons to be even more grateful to NHS staff than ever before and we must get behind them to promote equality and fairness in their working lives.

“Congress is aware of the multitude of different types of roles within the NHS, all of which are equally essential to the doctors and nurses for meeting the health needs of the nation at this time.

“During the COVID-19 pandemic, more issues have come to the fore, including the disproportionate impact of the virus on BAME communities and workers, including medical and NHS staff, which is still to be fully examined and explained.

“Congress further notes:

- That despite many years of combatting inequalities in the NHS and elsewhere, members still experience pay inequality because of race and gender.
- That there is a clear disparity in maternal mortality in the UK between white women and those from BAME backgrounds. Black women are four times more likely to die during this period, while women of mixed race have three times the risk and Asian women are twice as likely to die than white women.
- Reports from University Hospital Wishaw, where the private company removed the enhanced cleaning of touch points despite being in the midst of the COVID pandemic, and without the agreement of the Health Board putting patients and staff at greater risk.
- Research commissioned by the Chartered Society of Physiotherapy which reveals that the number of people who have survived severe COVID-19 following hospital admission is estimated to be over 8,000 people in Scotland: 3,600 are expected to need some level of community-based rehabilitation; 1,360 are expected to need

rehabilitation in an in-patient setting; and 1,000 are expected to be medically unstable and/or have severe disability.

- The planned expansion of 1,500 additional AHP places, which includes 225 physiotherapy additional training places in the integrated health and social care workforce plan of 2019, is yet to be actioned by the Scottish Government. The post-COVID rehabilitation framework, published by the Scottish Government in August 2020, identifies additional non-COVID rehabilitation needs as a consequence of the pandemic but that no additional funding is planned to meet the ambitions of the rehabilitation.
- Podiatrists in the NHS have continued to deliver a service to those at the greatest risk, preventing hospitalisation, preventing amputations, and keeping patients mobile.
- The Public Interest Disclosure Act came into force in 1999 and comes of age this year, 21 years later. Yet, despite a clear commitment from the Scottish Government, NHS Scotland, and individual Health Boards around the country to a culture of openness and honesty, the fact remains that NHS staff are too afraid to speak up.

“Congress believes that:

- There can be no more obvious disclosure in the public interest than a doctor, nurse or any other member of NHS staff raising patient safety concerns. Only when the workforce is confident that they are protected, will effective and important whistleblowing be facilitated.
- Inadequate provision of correctly sized personal protective equipment, often not small enough for women, or not adequate for those with beards because of faith, is a scandal.

“Congress calls for further campaigning on these issues and on the Scottish Government to ensure that the highest standards are maintained and superseded in the NHS on behalf of the public it serves so well.

“Congress resolves to continue to support the call of the ‘Break the Race Ceiling’ campaign led by the STUC Black Workers’ Committee in support of its call for seismic change across the public sector, including our NHS in Scotland.

“Congress calls on the General Council to:

- Continue its work to highlight all the essential roles within the NHS, maintain positive publicity for the staff, challenge unjustified negative media publicity and work with individual unions to promote all the job roles in the NHS.
- Support calls for increased investment in community health and primary care to recover from the COVID pandemic, and for a 'right to rehabilitation' for everyone who needs it.
- Continue to promote and strengthen workers' rights and protections when raising their concerns, and on the Scottish Government to ensure that employers are aware of their duty to protect workers who raise concerns from detriment.
- Recognise the need for support and education to seek further action to tackle racial inequalities.
- Appeal to the Scottish Government to invest in on-going identification of risks and prevention to ensure safer care for all.
- Call for the specific needs of women from BAME backgrounds to be the focus of national and local implementation work, and to draw in maternity service providers, including midwives and maternity support workers, to address the challenges and ensure services are accessible to all, breaking/overcoming any barriers.
- Support the campaigns of affiliates to remove private contractors from the NHS bringing back control to the public sector for delivering vital services."

Mover: Hospital Consultants & Specialists Association
Secunder: College of Podiatry
Supporters: Royal College of Midwives
Chartered Society of Physiotherapy
South Lanarkshire & East Kilbride Trades Union Council
Society of Radiographers
Annual STUC Black Workers' Conference

Resolution No.60

COVID, Poverty in relation to Children and Educational Attainment

“That this Congress acknowledges that the COVID pandemic has shown in sharp relief how poverty impacts on children’s learning. Whilst some work has been done in recent years to reduce the poverty-related attainment gap, the pandemic has shown that the impact of poverty goes far deeper and is more systemic than previously thought.

“Congress believes that fundamental change is needed to address the poverty-related attainment gap and ensure equity in schools.

“Congress calls for Scottish class sizes and teacher contact time to be nearer international norms, a pre-requisite of this being more teaching staff. Congress notes the high correlation of incidence of additional support need with incidence of poverty; and that young people from disadvantaged backgrounds and those with additional support needs particularly benefit from being taught in smaller classes.

“Congress demands more investment in the early-years education to support our youngest children and to ensure early mitigation of the impact of poverty on learning.

“Congress calls on the Scottish Government and local authorities to ensure that all pupils have access to digital hardware and internet connectivity to mitigate the disadvantage experienced by too many whilst studying at home.

“Congress further calls on the Scottish Government to build on Education Scotland’s Equity Audit by considering all aspects of the education system from an equity aspect; including curriculum, pedagogy, resources, staffing, professional support services, digital access and the assessment and qualifications system, taking all necessary actions to reduce inequity within the education system.”

Mover: Educational Institute of Scotland

Resolution No.68

Supporting International LGBT+ Rights

“That this Congress recognises that while the global pandemic has impacted society during 2020, Governments across the world have continued pursuing far right, anti LGBT+ agendas, including countries within Europe such as Hungary and Poland.

“Congress also recognises enacting such policies have led to further moves against under-represented communities, as evidenced by the attacks on women's rights in Hungary under the guise of ‘gender ideology’, fueled, in part, by individuals and organisations which claim to support human rights.

“Congress further recognises the speech, and subsequent comments, from Women and Equalities Minister, Liz Truss MP, as part of ‘The New Fight for the Future’ and her attempt to pit under-represented communities against each other by asserting that geography and socio-economic factors are the primary cause of societal inequality.

“Congress welcomes the Minister’s acknowledgement that geography and socio-economic factors contribute to inequality but rejects their position and recognises this as their attempt to deflect anger from Conservative, right wing Governments which create and perpetuate these inequalities.

“Congress believes leaving the European Union should not prevent the United Kingdom from being a leading voice for LGBT+ equality around the world and standing up against anti LGBT+, and wider, regimes on the global stage, particularly those stemming from previous British imperialism and colonial rule under the Commonwealth.

“Congress calls on the incoming STUC General Council, in conjunction with the Equality Committees, the TUC, and international partners to reaffirm our commitment and solidarity with LGBT+ peoples struggles, and work with LGBT+ people to develop a package of strategies which seeks to equip members, reps and activists with tools to challenge far right, anti LGBT+ agendas both domestically and international, and continue to build on our movements commitment to international solidarity.

“That Congress subsequently launches this campaign in conjunction with affiliates to maximize awareness of the campaign and highlight how LGBT+ workers and allies can support our LGBT+ family to improve global LGBT+ equality.”

Mover: Annual STUC LGBT+ Workers’ Conference

Composite K (Covering Resolution Nos.69 & 70) Scottish Self-Determination

“That this Congress notes, as the Tory Government makes clear their intent to attack workers’ rights, the STUC and affiliates must stand in solidarity against this hostility. Congress acknowledges trade unions have been able to use devolution to fight against the most brutal Tory cuts, but many of these cuts persist in harming our workplaces and communities.

“Congress acknowledges current debates around independence and further devolution, notes the important contributions of trade unionists in shaping constitutional debate, and recognises that the Trade Union Movement must examine the most effective ways of implementing urgently needed change.

“Congress also notes with alarm the SNP’s commitment to the Growth Commission’s austerity vision for an independent Scotland and believes the Scottish Trade Union Movement must carve out a space for the vision of working people across Scotland for our future, which is neither Growth Commission nationalism nor Tory status quo.

“Congress reaffirms support for the right to self-determination for Scotland but notes that the Scottish Government must obtain a Section 30 order or an amendment to the Scotland Act to allow for a second Independence Referendum to be held.

“Congress believes that the right to hold a Referendum should lie with the Scottish Parliament as elected by its people.

“Congress calls on the General Council to be proactive in ensuring this right to self-determination is upheld, including the holding of a Referendum on Independence, with or without the consent of the UK Government.

“Congress believes it is crucial for the STUC and affiliates to once again lead and influence the debate on Scotland’s future in the interests of workers and the communities in which we live and work.

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

- establish a working group to examine a range of constitutional proposals, including independence and ‘Devo Max’. This group will seek to examine both opportunities and limitations of these different proposals for growth of trade unions and working-class movements in Scotland;
- set up a union led ‘constitutional convention’ with affiliates to represent the voices, views, and vision of working people across Scotland for our future; and
- produce a comprehensive and accessible report before any Referendum which articulates the findings of our discussions.”

Mover: Public & Commercial Services Union
Secunder: Annual STUC Youth Conference

Resolution No.74
Music in Peril in the 21st Century

“That this Congress notes that musicians have been placed in a perilous position by COVID. MU members’ livelihoods have been massively affected from the complete shut-down of live performance.

“Gigs are where artists develop a following. They are where merchandise and recordings are sold. They provide opportunities for people to showcase their abilities and to be seen in ways that generate further earnings opportunities. They are where musicians hone their songs, skills, and stagecraft to develop sustainable careers.

“The impact of the pandemic has now been compounded by the UK’s departure from the EU. The Westminster Government, despite many requests from interested parties, failed to secure free movement for touring musicians. It said this was a decision by Brussels. This turned out to be an inaccurate assertion, if not an outright lie.

“It has emerged that offers to allow artists to perform in the EU for up to 90 days without visas or work permits were tabled early in negotiations by the EU. These were immediately ruled-out by UK negotiators, who refused to countenance a reciprocal arrangement and allow the same for EU musicians touring the UK. Simply put, they did not want foreigners coming to play here so all UK musicians have been tossed on the fire.

“Aside from the financial impact on artists and musicians, let us also not underestimate how this decision impacts on the broader aspects of cultural exchange. History, some recent, should remind us of the sinister agendas pursued by many Governments who have also aimed to stifle Cultural Exchange.

“Congress asks the STUC to act as an advocate for the cultural and economic importance of free movement for performing artists and to continue to raise the matter with Government at every opportunity.”

Mover: Musicians’ Union

Composite L (Covering Resolution Nos.77, 78, 79, 80 & Amended Resolution No.76)

Impact of Brexit and the Internal Market Act

“That this Congress notes that the Erasmus European Union education programme enabled school, university, and college students to study and learn in new countries in their chosen fields, including the creative arts. Erasmus provided reciprocal exchange experiences for staff too, enabling them to share expertise, skills, and ideas. The so-called replacement ‘Turing Scheme’ will only benefit UK students who wish to study abroad. It does not fund European Union students and academic staff to come to the UK.

“The omission of creative professionals from the list of self-employed workers benefiting from visa free travel for work purposes in Annex 3 of the EU-UK Trade Co-operation Agreement is a huge blow to entertainment workers, the impact of which will be immediate and far reaching.

“Congress further notes that following Brexit, the Internal Market Act has amended the devolution statutes (for Scotland, Wales and Northern Ireland) to take back powers devolved to provide financial aid to industry. This is clearly to ensure that through The EU (Future Relationship) Act,

the Tory Government in Westminster will be able to replicate the restraints on state ownership and state intervention previously embedded in EU treaties and regulations.

“Congress applauds the hard work and dedication during the pandemic of Scotland’s maritime and offshore key workers. Congress notes that jobs and employment conditions in both these sectors have been undermined by the pandemic’s impact on demand and employers exploiting existing loopholes in domestic and EU employment law to cut costs at Scottish workers’ expense.

“Congress, therefore, asks the General Council to:

- Support Equity’s campaign for the inclusion of creative professionals in the list of self-employed workers benefiting from visa free travel for work purposes.
- Campaign for the maintenance of Erasmus post-Brexit and support the efforts of the Scottish and Welsh Governments to do so.
- Call on the Scottish Government to continue to participate in Erasmus or make up the loss to Scottish universities.
- Campaign to bring all contracts for lifeline ferry services permanently back in-house and procuring all new lifeline ferries, powered by low or zero emission fuels, directly from Scottish shipyards.
- Support the extension of collective bargaining rights for domestic maritime and offshore energy unions.
- Support greater use of state aid to support jobs growth in the maritime and offshore sectors, including supporting just transition that fully protects jobs, conditions, and skills.
- Support requiring employers across the maritime, offshore oil and gas and offshore renewables sectors in Scotland to employ local labour, abide by cabotage protections for local labour, use local ports, and to agree to sectoral collective bargaining with domestic trade unions.
- Mount a campaign exposing the anti-democratic nature of the Internal Market Act and fight to restore these powers to the Scottish Parliament by political, trade union and community-based action.

- Publicise progressive models of local economic development such as the Community Wealth Building strategy being progressed by North Ayrshire.”

Mover: Equity
Seconder: National Union of Rail, Maritime & Transport Workers
Supporters: Clydebank Trades Union Council
Irvine & North Ayrshire Trades Union Council
UCU Scotland

Resolution No.83 Stop the Femicide in Turkey

“That this Congress strongly condemns the Turkish Government for its plan to withdraw from the Istanbul Convention on preventing and combating violence against women and domestic violence.

“Congress stands in solidarity with trade unionists, women’s activists and opposition political parties condemning misogyny and demanding action on femicide in Turkey. Shocking reports include murders by members of the police and army, as well as by partners and other male relatives. Violence and abuse of women by security personnel is particularly a feature against Kurdish women and women active in the women’s movement, trade unions and opposition political parties.

“Congress notes that the We Will Stop Femicide Platform 2020 Report said that 300 women were killed in Turkey last year. Instead of committing to defend women’s lives, tackle high levels of violence against women and provide resources for domestic abuse survivors, the Turkish Government shamefully says it will leave the Convention that Turkey was the first country to ratify.

“Congress welcomes campaigning work on this in the UK, noting that more than 130 women trade unionists in Scotland and across the UK signed a petition in 2020, expressing outrage and urging trade unions here to put pressure on the UK Government to raise concerns with the Turkish Government. The petition highlighted examples of authorities often ignoring or excusing male violence against women.

“Congress calls on the General Council to:

- write to ask the UK Foreign Secretary to raise concerns with the Turkish Government and urge staying in the Istanbul Convention;
- send solidarity messages to our sister unions in Turkey;
- write to the Turkish Ambassador to call on the Turkish Government to maintain the country's support for the Istanbul Convention and to take action to end femicide and violence against women; and
- monitor developments and support further relevant action.”

Mover: UNISON Scotland

Resolution No.85

Turkey – No Democracy and No Human Rights

“That this Congress notes the continuing deterioration of democracy and human rights in Turkey.

“The Turkish Government has demonstrated contempt for democracy with the dismissal of elected politicians. Over 24 elected Mayors of the pro-Kurdish HDP have been dismissed by decree and replaced by Government trustees. Several have been jailed on false accusations of terrorism. In 2019, the Mayoral election for Istanbul was re-ran since the Government candidate lost. Activists of opposition parties have been subjected to police harassment and arrest, party offices raided by police and attacked by Government supporting mobs.

“Human rights abuses are regularly reported to local and international human rights organisations. These include, women abused by police officers; restrictions on the right of trade unionists to protest and organise; restrictions on freedom of speech, journalists imprisoned, and media outlets closed down; the use of anti-terror laws to falsely accuse opponents; and trade unionists and prisoners denied their rights including, PKK leader Abdullah Öcalan, who was denied access to his lawyers for years.

“The oppression of the Kurdish community in Turkey continues and has extended to attacking the Kurdish region in North East Syria with Erdogan, boasting of plans to resettle millions of Syrian refugees, effectively ethnically cleansing the region of its Kurdish inhabitants.

“Congress calls on the General Council to:

- condemn the invasion of northern Syria by Turkey in October 2019;
- call for the release from prison of elected politicians, journalists and trade union activists;
- demand the UK Government ends all arms sales to Turkey and hold them accountable for war crimes committed in Syria; and
- support the calls for the restoration of negotiations with Abdullah Öcalan and the PKK for a peaceful settlement for the Kurdish question in Turkey.”

Mover: Aberdeen Trades Union Council

Resolution No.87 Western Sahara

“That this Congress notes that on October 31st, 1975 Morocco invaded Western Sahara.

“Congress notes that this invasion resulted in the Saharawi people being expelled from their homes by force.

“Congress notes that many Saharawi people fled to Algeria, where 150,000 still live in desert camps as refugees.

“Congress expresses regret that the Saharawi people who stayed in Western Sahara are still living under Moroccan occupation.

“Congress notes that this occupation results in daily human rights violations, including denial of the right to basic political freedoms.

“Congress notes that a United Nations organised referendum on self-determination promised to the Saharawi people 30 years ago remains unfulfilled.

“Congress notes that the Western Sahara Campaign UK works in solidarity with the Saharawi people to generate political support in order to advance their right to self-determination and promote their human rights.

“Congress expresses its support and solidarity for the Saharawi people and agrees to undertake a mailing to affiliates with the request that they in turn affiliate to the Western Sahara Campaign UK.”

Mover: Kilmarnock and Loudoun Trades Union Council

Emergency Composite A (Covering Emergency Resolution Nos.1, 2 & 3)

Local Government Pay

“That this Congress notes local government trade unions representing the SJC, and craft workforce, are balloting members to reject the pay offer made by COSLA on March 15th. An offer made three months after the unions submitted their pay claim, leaving little time for negotiations.

“Local Government workers are predominantly woman and are some of the lowest paid in public services. These COVID heroes have been ensuring our waste has been collected, that our schools remained open for all key workers and the social care staff have made sure our vulnerable and elderly are cared for and supported.

“Local government workers have been providing essential, preventative and lifesaving services throughout the pandemic.

“Without their hard work and flexibility:

- Key Workers would not have been able to continue to attend work.
- Our environment would have been adversely affected, increasing the risk of virus transmission.
- Children would not have continued with their education across early years and schools.
- Our vulnerable and elderly would not have been provided with essential care and support.
- Registration Services, Cemeteries and Temporary Mortuaries could not have continued to be delivered.

- Vaccination and asymptomatic testing centres could not have operated.

“These efforts come after over ten years of austerity involving cuts to services and jobs, pay freezes and below inflation pay rises.

“Congress further notes the pay offer to local government unions merely repeated the Scottish Public Sector Pay Policy, which had been abandoned by Scottish Government in other pay offers.

“Congress believes the current pay offer does not address the issue of low pay in local government. COSLA figures show that 55% of local government workers earn below £25k per annum. The average full-time wage in Scotland is £31k per annum, meaning most local government workers earn considerably lower than the average wage.

“Congress calls on the General Council to:

1. issue a statement fully supporting the Local Government Workforce;
2. raise the matter with COSLA and the Scottish Government; and
3. raise with candidates in the forthcoming Scottish Parliamentary Elections.”

**Joint Movers: UNISON Scotland
Unite the Union
GMB Scotland**

Emergency Resolution No.5 CWU Ballot for action at BT, Openreach and EE

“On March 11th, 2021, the CWU announced that they will be balloting 45,000 members nationally across BT, Openreach, and EE for industrial action against an unprecedented and sustained assault on job security and hard-won terms and conditions.

“The prospect of the first BT-wide strike action in 34 years has moved significantly closer following the union’s announcement, barring a dramatic eleventh-hour about-turn by a belligerent new senior management team which has now spent more than a year pursuing a brutal and needlessly confrontational agenda, despite incessant union appeals for meaningful talks to avert a full-scale industrial relations meltdown.

“The ballot will cover every part of BT, Openreach and EE where the CWU is recognised for collective bargaining purposes.

“As a union the CWU are not prepared to accept cherished job security and T&Cs being attacked on multiple fronts – with longstanding colleagues being picked off one by one, simply because a new breed of management wants to stamp its mark by making compulsory redundancies as a matter of warped principle. BT, Openreach and EE employees have worked tirelessly throughout the COVID-19 pandemic, upgrading our nation’s fibre networks and keeping the nation connected at great risk to themselves and their families. They deserve better than an uncertain future and continued attacks to their pay, grading and protections.

“The Union has put forward a different vision. We want a new agreement on job security, as well as a plan for redeployment and reskilling.

“In a consultative ballot before Christmas involving 74% of the affected membership, 98% voted for action.

“Therefore, this Congress gives its full support to the CWU and its affected Telecom Members throughout Scotland and calls on the incoming STUC General Council to:

1. Send a strong message of solidarity to the CWU Scotland Region and its BT, Openreach, and EE members.
2. To encourage affiliates and their members to respect and support future picket lines.
3. Make clear statements in support of affected CWU members on social media and other platforms.

4. Write to the BT CEO Philip Jansen, Openreach CEO Clive Selley and EE CEO Marc Allera calling on them to enter into meaningful negotiations and remove the threat of compulsory redundancies.
5. Work with the CWU Scotland to lobby politicians of all parties highlighting the callous attacks on our Key Workers.”

Mover: Communication Workers’ Union

Emergency Resolution No.6 Defending Pensions in Scotland

“That this Congress reaffirms that good pensions are essential to maintaining a healthy, productive working environment, allowing workers to retire with dignity, when they are ready, without fear of poverty, and thus affording opportunities for young people to enter and progress in the workforce.

“Congress notes that workplace pensions are deferred pay. Congress deplores:

1. The attacks on the Universities Superannuation Scheme (USS) to massively increase contributions, or - given the employers’ proposals from April 2021 – to slash benefits.
2. The Dundee University plan to close its local pension scheme.
3. The Abertay University proposal to stop enrolling support staff in the local government scheme.

“Congress believes that if not defeated these attacks:

1. Could lead to attacks on other pension schemes in Scotland.
2. Will have a devastating impact upon casualised and other low paid workers, widen the gender pensions gap, and impact detrimentally on Black and Disabled workers.
3. Lead to the closure of the USS pension scheme.

“Congress calls on the General Council and affiliates to:

1. Put pressure on the Universities of Dundee and Abertay to withdraw their plans for scheme closure / withdrawal from LGPS.

2. Write to/put pressure on the Scottish Government to urge USS to withdraw its plans for enormous contribution increases, and the employers' organisation UUK to withdraw its plans for benefit cuts.
3. Write to/put pressure on the Scottish Government to put pressure on the UK Government and the pension regulator to make sustainability of the defined benefits scheme central to their valuation.
4. Organise a safe socially distanced/online rally and lobby of the Scottish Parliament.

Mover: UCU Scotland

Emergency Resolution No.7 Greenports

“That this Congress notes with concern the Scottish Government’s proposal to adopt the UK Government freeport model, albeit renamed as Greenports – and further notes that the Scottish Government wrote to Scottish business organisations on 12th March 2021 to ‘reassure’ them of their ‘intent’ to ‘progress’ their Greenports proposals with the issuing of a ‘draft applicant prospectus’.

“In discussion with the Scottish Government Trade Minister, it became clear that there is very little difference between a Freeport and a Greenport and that no guarantees can be given to protect the living standards and employment rights of those who end up living and working in one of the new so called economic zones.

“The Freeport model has been tried unsuccessfully in other parts of the world, it has been rejected by the EU as a model which only benefits the businesses running the Freeport rather than improving the economy of the community at large. It encourages relocation of existing businesses and jobs from other parts of the country to the freeport zone and in a recent report has been shown to facilitate criminality given the lack of any regulation which is the main attraction of the Freeport zone.

“The Freeport concept is much admired by the Tory right, which makes it all the more bizarre that a Scottish Government should adopt this model.

“We call on Congress to insist that the Scottish Government provide firm commitments to protect workers right and guarantee Trade Union

recognition, publicly declare how these commitments will be delivered in practice for those who work within Freeport zones and similarly bring forward legislation to protect the environment of the area for the benefit of those who live there.”

Mover: Unite the Union

Emergency Resolution No.8 DVLA Industrial Action

“This Congress condemns DVLA’s failure to protect PCS members from the risk of contracting COVID on its sites in Swansea, and West Wales. It further condemns the DFT Minister Grant Shapps failure to intervene in this matter and protect PCS members.

“This Congress congratulates PCS for the action and campaign it has taken to support and protect members at the sites.

“Congress agrees to offer continued support to PCS ,and will publicise the campaign to all affiliates, and encourage them to donate as much as they can to the DVLA PCS hardship to allow members there to continue their action when needed.”

Mover: Public & Commercial Services Union

Emergency Resolution No.9 EIS FELA National Strike Action

“That this Congress notes the ongoing EIS FELA national strike action aimed at protecting the role of lecturers in colleges and further notes the failure of Colleges Scotland to ratify the agreement reached by its own negotiators, which would have avoided the dispute escalating.

“Congress calls on Colleges Scotland Employers Association to ratify the NJNC Agreement immediately.

“Congress expresses its solidarity to EIS FELA members and encourages affiliates to do likewise.”

Mover: Educational Institute of Scotland

**Emergency Resolution No.10
Shrewsbury 24**

“That this Congress congratulates the Shrewsbury 24 on their recent legal victory in getting their convictions overturned. We salute their determination to secure the justice they deserved in clearing their good names.

“Congress expresses its admiration for the Shrewsbury 24 and their families in never giving up to ensure the truth of their innocence is finally established.”

Mover: Aberdeen Trades Union Council