



## **ANNUAL CONGRESS 2022**

### **DECISIONS BOOKLET**

**(PLEASE RETAIN FOR FUTURE REFERENCE)**

PAPER A Complete Record of Motions / Amendments / Composites submitted for consideration at the 2022 Annual Congress and decisions recorded

PAPER B Resolutions adopted at the 2022 Annual Congress

PAPER C Motion withdrawn at the 2022 Annual Congress

PAPER D Motion lost at the 2022 Annual Congress

PAPER E General Council Statements

**2022 ANNUAL CONGRESS**

**LIST OF DECISIONS**

**COMPOSITES/RESOLUTIONS/MOTIONS**

**DECISIONS**

COMPOSITE A - INDUSTRIAL STRATEGY  
FOR A JUST TRANSITION (COVERING  
RESOLUTION NOS 13 AND 14 AND  
AMENDED RESOLUTIONS NOS 1, 6 AND 7)

CARRIED

COMPOSITE B - PUBLIC SECTOR PAY AND  
PENSIONS (COVERING RESOLUTION NOS 2,  
34, 36 AND 37)

CARRIED

COMPOSITE C - FAIR WORK, COMMISSIONING  
AND PROCUREMENT POST BREXIT (COVERING  
AMENDED RESOLUTION NOS 3 AND 5)

CARRIED

COMPOSITE D - WORKPLACE ACTION  
POST-COP26 (COVERING RESOLUTION NOS 8,  
9 AND 10 AND AMENDED RESOLUTION NO 11)

CARRIED

COMPOSITE F - SCOTLAND'S RECOVERY FROM  
COVID-19 AND A VISION FOR SCOTLAND'S  
RAILWAYS (COVERING RESOLUTION NOS 21,  
22 AND 26)

CARRIED

COMPOSITE G - SCOTRAIL AND TICKET OFFICES  
(COVERING RESOLUTION NOS 23, 24 AND 25)

CARRIED

COMPOSITE H - FINANCE AND TAXATION POLICY TO FUND SCOTTISH PUBLIC SECTOR SERVICES (COVERING RESOLUTION NOS 35, 40, 41, 88 AND 89)	CARRIED
COMPOSITE I - INDUSTRIAL STRATEGY AND INVESTMENT IN NHS AND SOCIAL CARE SAFETY (COVERING RESOLUTION NO 44 AND AMENDED RESOLUTION 43)	CARRIED
COMPOSITE K - COMMUNITY WEALTH BUILDING AND ACTING LOCALLY (COVERING RESOLUTION NO 54 AND AMENDED RESOLUTION 53)	CARRIED
COMPOSITE L - HEALTH AND SAFETY AND THE PANDEMIC (COVERING RESOLUTION NOS 56 AND 58 AND AMENDED RESOLUTION 55)	CARRIED
COMPOSITE M - SAFE TRANSPORT TO AND FROM WORK (COVERING RESOLUTION NO 63 AND AMENDED RESOLUTION 62)	CARRIED
COMPOSITE N - POVERTY, EQUALITY AND ENDING THE NEED FOR FOODBANKS (COVERING RESOLUTION NOS 71 AND 72)	CARRIED
COMPOSITE O - REPEAL THE BORDERS AND NATIONALITY BILL AND SUPPORT REFUGEES AND ASYLUM SEEKERS (COVERING RESOLUTION NOS 80 AND 81)	CARRIED
COMPOSITE P - WORLD CUP IN QATAR (COVERING RESOLUTION NOS 82 AND 83)	CARRIED
RESOLUTION NO 4 -THE PEOPLES RECOVERY / NEW DEAL FOR WORKERS	CARRIED
AMENDED MOTION NO 15 - NET ZERO AND NUCLEAR ENERGY	WITHDRAWN
RESOLUTION NO 16 - LAND REFORM	CARRIED
RESOLUTION NO 17 - LOSSES OF INCOME	

STREAMS IN ARTS AND CULTURE	CARRIED
RESOLUTION NO 18 - FIX STREAMING	CARRIED
RESOLUTION NO 19 - MINIMUM INCOME GUARANTEE	CARRIED
RESOLUTION NO 20 - SUPPORTING A JUST TRANSITION IN SCOTLAND'S TRANSPORT SECTOR	CARRIED
RESOLUTION NO 27 - A PUBLIC INQUIRY INTO THE CARMONT RAIL CRASH	CARRIED
RESOLUTION NO 28 - PRIVATISATION IN THE SCOTTISH FERRY INDUSTRY	CARRIED
RESOLUTION NO 29 - REDUCING FATIGUE ON FERRIES IN SCOTLAND	CARRIED
RESOLUTION NO 30 - GREEN SHIPPING CORRIDORS IN SCOTTISH MARITIME TRANSPORT	CARRIED
AMENDED RESOLUTION NO 31 - PUBLIC OWNERSHIP OF BUS NETWORKS	CARRIED
AMENDED RESOLUTION NO 32 - COVID19 AND EDUCATION RECOVERY	CARRIED
RESOLUTION NO 33 - ENDING AGE DISCRIMINATION IN THE SCOTTISH TEACHERS' PENSION SCHEME	CARRIED
AMENDED RESOLUTION NO 38 - EQUAL PAY	CARRIED
RESOLUTION NO 39 - FIREFIGHTERS PENSION JUSTICE	CARRIED
RESOLUTION NO 42 - FIREFIGHTER AND PUBLIC SAFETY	CARRIED
RESOLUTION NO 45 - TAYSIDE CANCER CARE	CARRIED

RESOLUTION NO 46 - COVID RECOVERY AND REHABILITATION SPACES IN HOSPITALS	CARRIED
RESOLUTION NO 47 - VOICE OF COMMUNITY PHARMACY WORKERS	CARRIED
RESOLUTION NO 48 - WORK RELATED STRESS – ENOUGH IS ENOUGH	CARRIED
RESOLUTION NO 49 – NATIONAL CARE SERVICE	CARRIED
RESOLUTION NO 50 – ‘FIGHT FOR 15’ IN SOCIAL CARE	CARRIED
RESOLUTION NO 51 - NATIONAL CARE SERVICE	CARRIED
RESOLUTION NO 52 – NATIONAL CARE SERVICE	CARRIED
AMENDED RESOLUTION NO 57 - HEALTH AND SAFETY REPRESENTATIVES	CARRIED
RESOLUTION NO 59 - THE FUTURE OF WORK	CARRIED
AMENDED RESOLUTION NO 60 - RIGHT TO DISCONNECT AND WORKPLACE SURVEILLANCE	CARRIED
AMENDED RESOLUTION NO 61 - PROTECTION OF RETAIL WORKERS	CARRIED
AMENDED RESOLUTION NO 64 - SEXUAL HARASSMENT OF WOMEN	CARRIED
RESOLUTION NO 65 - UNION DERECOGNITION AT HORSECROSS ARTS	CARRIED
AMENDED RESOLUTION NO 66 - DISABLED PERSONS (EMPLOYMENT) ACT 1944	CARRIED
AMENDED RESOLUTION NO 67 - MENTAL HEALTH AT WORK	CARRIED
RESOLUTION NO 68 - INTERNATIONAL	

WORKERS' MEMORIAL DAY 2022	CARRIED
RESOLUTION NO 69 - POLITICAL EDUCATION	CARRIED
RESOLUTION NO 70 - CELEBRATING OUR HERITAGE	CARRIED
RESOLUTION NO 73 - COVID RECOVERY MUST CONTINUE TO BE MONITORED FOR EQUALITY	CARRIED
RESOLUTION NO 74 - ERADICATING SEXUAL VIOLENCE	CARRIED
RESOLUTION NO 75 - PROTECTION AND DEVELOPING LGBT+ SERVICES IN A POST COVID SCOTLAND	CARRIED
RESOLUTION NO 76 - EQUALITY AND THE POLICE, CRIME, SENTENCING AND COURTS BILL	CARRIED
RESOLUTION NO 77 - MAKE 2022 THE YEAR OF DISABLED WORKERS	CARRIED
RESOLUTION NO 78 - TRANS RIGHTS AND EDUCATION	CARRIED
MOTION NO 79 - SAFEGUARDING AND SINGLE SEX PROVISION	LOST
RESOLUTION NO 84 - AFGHANISTAN	CARRIED
RESOLUTION NO 85 - SALUTE THE BRAVERY OF THE INDIAN FARMERS	CARRIED
RESOLUTION NO 86 - DUNDEE TRADES UNION COUNCIL PALESTINIAN DELEGATION	CARRIED
RESOLUTION NO 87 - CONSTITUTIONAL CONVENTION	CARRIED
EMERGENCY RESOLUTION NO 1 - DEFENDING	

PUBLIC SERVICES BROADCASTING	CARRIED
EMERGENCY RESOLUTION NO 2 - PUBLIC INTEREST JOURNALISM	CARRIED
EMERGENCY RESOLUTION NO 3 - P&O FERRIES	CARRIED
EMERGENCY RESOLUTION NO 4 - JUSTICE FOR P&O FERRY WORKERS	CARRIED
EMERGENCY RESOLUTION NO 5 - SEAFARERS AND THE NATIONAL MINIMUM WAGE (NMW)	CARRIED
EMERGENCY RESOLUTION NO 6 - UKRAINE	CARRIED
EMERGENCY RESOLUTION NO 7 - TURKISH ATTACKS IN NORTHERN IRAQ	CARRIED
EMERGENCY RESOLUTION NO 8 - SHEKU BAYOH	CARRIED
EMERGENCY RESOLUTION NO 9 - AMNESTY INTERNATIONAL AIRPORT	CARRIED
EMERGENCY RESOLUTION NO 10 - WE MUST NOT OUTSOURCE UK ASYLUM PROCESSING TO RWANDA	CARRIED
EMERGENCY RESOLUTION NO 11 - DWP CLOSURES	CARRIED
EMERGENCY RESOLUTION NO 12 - FREEDOM OF INFORMATION	CARRIED
EMERGENCY RESOLUTION NO 13 - COSLA	CARRIED
EMERGENCY RESOLUTION NO 14 – COLOMBIA	CARRIED

## **2022 ANNUAL CONGRESS**

### **RESOLUTIONS CARRIED**

#### **Composite A - Industrial Strategy for a Just Transition (Covering Motions 13 & 14 and Amended Motions 1, 6, and 7)**

“That this Congress notes that the term Just Transition has become increasingly widespread, as seen at COP26.

“However, there is unwillingness within government and business to recognise the system change required to reach net-zero in an equitable manner avoiding mass job losses and damage to communities, whilst BP, Shell and other North Sea oil and gas majors recovered from Covid in 2021 to record bumper profits and pay out increased dividends, offshore workers who delivered had to contend with the threat of redundancies and Covid outbreaks in confined working and living conditions, increasingly complex employment conditions and decreasing political support for their industry.

“Congress is concerned at the unwarranted government, renewables industry, and environmental lobby fanfare to the ScotWind leasing announcement. These projects are advancing without processes for agreeing collectively bargained terms and conditions of employment or agreement on re-training programmes for the existing offshore oil and gas workforce.

“Lessons from the previous decade must be learned if we are to stop the mass export of Scottish green manufacturing jobs to the rest of the world, a decade that ended in the closure of the CS Wind turbine plant in Argyll and Scottish Government Ministers walking away from the financial guarantees for the manufacture of just eight turbine jackets to support the £2 billion Neart na Gaoithe (NnG) development.



“Wind generated power is a necessary part of the future required energy mix. However, this should not be done at the expense of the Balsa Forests in the Ecuadorian and Peruvian rainforests or to the livelihood of the indigenous peoples of the area.

“Congress also recognises that more must be done if we are to meet the lofty aspirations of the Just Transition agenda, let alone the UK Government minimum promise of 60% local content by 2030 as stated in the 2020 Offshore Wind Sector Deal.

“Congress welcomes STUC proposals, including a minimum £2.5 billion investment strategy in domestic ports and supply chains to deliver largescale renewables manufacturing and construction, and an urgent summit between developers, Ministers, and unions to outline further commitments to domestic job creation.

“Congress applauds the unity achieved between trade unionists in dispute and climate justice campaigners during COP26 and the Scottish Government’s decision to re-convene the Just Transition Commission with stronger trade union representation and to create the £500m Just Transition Fund for North East Scotland and Moray to 2030.

“Congress believes that retrofitting can alleviate fuel poverty in Scotland by reducing the cost of electricity to tenants. However, a fully developed programme of retrofitting will require a trained and experienced workforce that does not currently exist. The Scottish Government seems to believe that the workforce can be developed in partnership with the private sector. This is not feasible. The workforce can be developed in partnership with Scottish local authorities liaising with the appropriate trade unions.

“Congress recognises that Just Transitions are more likely to be achieved where there are strong trade unions and a legislative framework of strong trade union rights. Therefore, Congress agrees to keep calls for statutory sectoral bargaining and repeal of anti-trade union laws as central to its campaigning for Just Transition.”

“Congress commits to working with all STUC affiliated unions in the oil and gas sectors trade offshore oil and gas, offshore renewables, hydrogen, decommissioning, ports and carbon capture and storage to develop worker-led transition plans and reach sectoral agreements over the process to guarantee re-employment and protection of pay and

conditions and other forms of support to offshore workers whose jobs may be impacted as a result of policies to cut carbon emissions in Scotland.”

“Congress re-affirms its campaign for a new industrial strategy founded on a re-regulated, municipally owned bus service, properly funded nationalised Scotrail, municipally run public sector retrofit programmes, national construction company and public energy company. Congress calls on the General Council to:

- demand proper collaboration between Scottish and UK Government Ministers, involving energy sector unions, over economic and employment preconditions for Contract for Difference (CfD) subsidies which will be footed by bill-payers;
- demand guarantees from both governments measures will be introduced to stop the mass offshore of green jobs to the rest of the world, and that developers will commit to industry minimum agreements to end the scandal of ‘social dumping’ on green manufacturing projects;
- ensure Fair Work is central to Just Transition plans and that they are assessed for full equality impacts;
- use the council elections in May to call on candidates to support taking our buses back into public control and ownership, and establish municipal retrofitting programmes and energy companies and make urgent representations to COSLA and the Scottish Government on how retrofitting is carried out and how it is financed.
- support workers developing their own worker-led decarbonisation plans for their workplace and sector;
- campaign for public ownership in our energy system to tackle both the climate and the cost-of-living crises;
- campaign for an end of deforestation and extractivism of the Amazonian rain forest and for other environmentally safe options to be used in the construction of wind turbine blades and other power sources;
- continue to work with Trade Unions for Energy Democracy and other international partners.”

**Mover:**                    **STUC General Council**

**Seconder:**                **GMB Scotland**

**Supporters:**            **National Union of Rail, Maritime and Transport Workers**

**Edinburgh Trades Union Council  
Paisley Trades Union Council  
Unite the Union**

**Composite B - Public Sector Pay and Pensions (Covering Motions 2, 34, 36 and 37)**

“That this Congress believes that the Covid pandemic has highlighted the true value of Scotland’s public sector workers and shown the extraordinary lengths that workers have gone to in carrying out their work with commitment and diligence and, also their flexibility and dynamism in adapting their work to the circumstances whilst maintaining standards of service provision.

“The Scottish Government’s public sector pay policies and funding settlements, however, continue to undervalue the work of public sector workers. 600,000 workers in Scotland are employed in the public sector. Giving these workers a fair pay rise isn’t just the right thing to do, it is good economics.

“Congress condemns pay policies that don’t reach at least inflation. The £20 a week cut to Universal Credit last October, an increase in National Insurance contributions from April and the UK Government’s recent rule change on pensions has further exacerbated the erosion of wages for millions of public sector workers.

“Congress also condemns the fact that the UK Government has abolished the default retirement age, worsened public sector pension benefits, and has increased the state retirement age for both men and women to 67 between 2026 and 2028, which will force thousands of workers to work longer, for often inferior pensions.

“Congress believes that local government has a central role to play in the health, well-being, and economic future of Scotland. Local government services have a key preventative role, protecting acute and other public services, mitigating the impacts of inequality, and providing the infrastructure for social cohesion and economic growth.

“Congress regrets the year-on-year real terms cuts to local government budgets, noting the deep concern from leaders of councils across Scotland of all political parties over the 2022-2023 budget settlement.

“Congress believes that the current Scottish Government Spending Review offers the opportunity for a rethink on the role of local government, with a first step being a commitment to increase funding, provide multiyear funding deals and commitment to finally conclude the reform of local taxation.

“Congress calls on the UK Government and the Scottish Government to redress the detriment suffered by members in amended public sector pension schemes, whereby such members cannot access pension benefits accrued under their scheme before Normal Pension Age without punitive actuarial reductions.

“Congress calls on the General Council to:

- assist with the harmonisation of the campaigning activity of affiliates on improved public sector pay and on addressing public sector pension deficiencies.
- launch a major public sector campaign for better pay and for Scotland’s public sector workers to receive a minimum of an RPI pay rise in order to begin reversing years of real term pay cuts.
- mobilise for a national pay demonstration.
- support local government affiliates’ public sector pay campaigns and campaigns to protect local services.
- campaign for significantly increased investment for local government in the 2023-2024 budget alongside support for all public services.
- co-ordinate collective action and campaigns, including supporting industrial action when required, on the part of affiliates to end public sector pay restraint and stand shoulder to shoulder with all affiliates who take industrial action over pay.”

**Mover: STUC General Council**

**Seconder: Educational Institute of Scotland**

**Supporters: Public and Commercial Services Union  
Associated Society of Locomotive Engineers and Firemen**

## **Composite C - Fair Work, Commissioning and Procurement Post Brexit (Covering Amended Motion's 3 and 5)**

“That this Congress recognises Fair Work’s important role in addressing labour market inequalities, reinstating collective and sectoral bargaining, achieving rate for the job pay, and a Just Transition, but agrees the COVID-19 pandemic has exposed that Fair Work in Scotland is the exception as opposed to the rule for many workers.

“Workers’ voice is fundamental to Fair Work. Workers who are empowered and collectively consulted on their work are happier, more productive, and less likely to experience work related mental ill-health.

“Congress believes that the current commissioning and procurement process utilising public funds is not fit for purpose and has led to a ‘race to the bottom’ for workers’ pay and terms and conditions, particularly in Social Care and Construction.

“Congress notes that our exit from Europe means we are no longer bound by European Laws and Directives with regard to procurement.

“Fair Work may fall into disrepute due to its principles not being applied, such as in the publicly procured rail infrastructure supply chain where zero hours contracts persist. Congress therefore calls for options to be considered for the legal enforcement of Fair Work principles where breaches are identified.”

“Congress calls on the Scottish Government to:

- make clear in all publications and guidance pertaining to Fair Work that recognising an independent trade union, including voluntary recognition, and providing workplace access for reps where the workers are not yet unionised is an essential criterion in delivering Fair Work
- apply strict Fair Work conditionality throughout the supply chain to all grants, procurement contracts, permissions, and other forms of government support
- revise and update current public sector commissioning and procurement advice, guidance and legislation pertaining to Scotland now that we are no longer part of the European Union. This review should promote recovery post pandemic through Fair Work by requiring bidders adherence to, as appropriate, national agreements, collectively bargained rates of pay or the living wage;

- require contractors to ‘evidence’ Fair Work practices as a condition of bidding including recognition of trade unions as the ‘effective voice’ of workers;
- require procuring body to monitor adherence to Fair Work criteria with immediate penalties should they breach these;
- require that each contract will have a clause that forbids the use of Fire and Rehire; that any company that has used F&R in the past, is struck off the list of authorised contractors;
- require that contractors agree to pay full sick pay from day one;
- reaffirm support for trade union recognition, directly challenging public sector employers who do not recognise unions to do so;
- ensure that empowering workers on Health and Safety is a key demand of Fair Work;
- ensure employers immediately implement the recommendations of the Fair Work Convention Inquiry into social care, in particular the development of sectoral collective bargaining;
- require all employers bringing forward Just Transition plans to provide evidence of meaningful engagement and consultation with trade unions.

“Congress calls on the General Council, in co-operation with affiliates, to undertake a study, mapping companies receiving government support against Fair Work compliance.”

**Mover: STUC General Council**

**Seconder: Unite the Union**

**Supporters: National Union of Rail, Maritime & Transport  
Workers  
GMB Scotland  
Public and Commercial Services Union**

## **Composite D - Workplace Action Post-COP26 (Covering Motions 8,9,10, and amended motion 11)**

“That this Congress notes the presence of trade unions from across the world in and around the COP26 summit in Glasgow.

“Congress also notes that it was those trade unions and civic society bodies, particularly our sisters and brothers from the Global South, who come from the populations most affected by global warming, rather than the gatherings of world leaders and governments, who put forward the most convincing policies and arguments to tackle global warming.

“A Just Transition which protects the lives, livelihoods, and rights of Black, Indigenous and people of colour, is not only right, but the only way the movement will prevent a rich minority protecting themselves at the expense of the planet and the vast majority of people.

“Now is the time as workers we need to ensure that our employers take this seriously and by working together, we can make the changes required in our workplace. Congress supports the introduction of a legal requirement for all workplaces to have a “Green Committee” similar in status to that of a Health and Safety Committee and that all workplace meetings have sustainability on the agenda.

“Congress also believes that education has a critical role in ensuring that we repair the damage and mistakes of previous generations. Key to this is greening the curriculum across education.

“Congress notes the publication of UNISON’s *‘Getting to net zero in UK public services: The road to decarbonisation’* report which shows how with proper investment public services can play a considerable role in cutting carbon use.

“Congress calls on affiliates and employers to recognise the value of environmental reps in driving carbon reducing policies on the ground and for their role to receive statutory status.

“Congress calls on the General Council to

- lobby the Scottish Government to take steps to tackle under-representation of women in apprenticeships and employment in the emerging green economy. These jobs must deliver fair wages,

decent terms and conditions of employment, and trade union recognition;

- campaign for a legal right to strike and to repeal legislation that makes it harder to strike over climate change;
- promote sustainability ideas across Scotland and work with all unions to develop sustainability guidance and training for Green Reps;
- work with unions and the Scottish Government to pass legislation for the requirement for all workplaces to have a Workplace Green Committee;
- call on employers to recognise union environmental reps and provide facility time for their activities;
- urge affiliates to elect climate reps to assist in holding employers;
- to account regarding the climate impact of business decisions, and support workers joining climate strikes and campaigns, particularly trade union blocs;
- encourage education unions to push the incorporation of sustainability and climate justice into the curriculum at all levels;
- build international solidarity with workers and trade unionists, especially those in countries who are experiencing the sharpest impacts of climate change;
- put pressure on Scottish Government, city councils and venue owners to ensure that all venues are fully accessible and provide requested reasonable adjustments and contact the COP26 organisers, the UK Government and United Nations, to complain about the lack of accessibility at Cop26;
- work with Just Transition to put pressure on Scottish Government to ensure that plans for (net) zero explicitly take into account the needs and effects on disabled people;
- encourage affiliates to continue campaigning on the need for climate justice and to ensure that all campaigning activities are fully accessible to disabled members and that demands take account of the specific requirements of disabled people for climate justice.”

**Mover:** UNISON Scotland

**Seconder:** Royal College of Podiatry

**Supporters:** STUC Black Workers' Conference  
STUC Disabled Workers' Conference  
UCU Scotland



## **Composite F - Scotland's recovery from Covid-19 and a Vision for Scotland's Railways (Covering Motions 21, 22 and 26)**

“That this Congress commends the vital role key workers, including rail workers, have played throughout the pandemic.

“Scotland's railways are at the heart of how the nation can meet its targets to tackle poverty and inequality, to enable the economy to grow and to enable people to connect with jobs, families and educational opportunities. A report published in 2021 by the Railway Industry Association found that for every £1 spent on rail, £2.50 of income was generated in the UK economy.

“Congress believes Scotland's railways that can make one of the biggest contributions to meeting climate change targets and investment in more rail electrification and further rail line re-openings would make a large contribution to the Scottish Government's Climate Change strategy that aims to cut 75% of emissions by 2030.

“Congress believes it is vital Scotland's rail infrastructure is properly maintained and resilient to the impacts of climate change and notes extreme weather caused by climate change may have contributed to the Stonehaven derailment in 2020.

“Congress supports the Scottish Government's decision to take ScotRail into public ownership from April 2022 and believes that the best way to create a safe, secure and accessible railway and to grow the use of the railway in Scotland – and therefore bring about benefits including environmental sustainability, reduced carbon emissions and economic growth in Scotland – is to invest in and expand the railway.

“Congress is concerned that following the Docherty report there were proposals to cut 300 daily train services, close 3 ticket offices and reduce opening hours of 120 more. Congress is also concerned that the Scottish Government's budget for 2022-23 includes a significant reduction in funding for rail infrastructure.

“Congress calls on the Scottish Government to reject cuts to services and ticket offices and to protect our climate and communities.

“Congress agrees that ScotRail and the Caledonian Sleeper should be held permanently in the public sector for the good of the nation, regarded

as the asset they are, and not allowed to be privatised or subject to under investment at the political whim of any party governing in Scotland.

Congress notes “A Vision for Scotland’s Railways”, launched just prior to COP26 last year, setting out a progressive vision for Scotland’s railways with people, communities and workers at its heart and not subjected to profit extraction by privateers or restricted by public sector cuts.

“Congress calls on the STUC General Council to:

- Adopt the rail unions’ document “A Vision for Scotland’s Railways” and lobby the Scottish Government to implement the recommendations.
- Respond to any future Scottish Government consultations on the railway, calling for increased investment and expansion and against any cuts to staffing, infrastructure or facilities.
- Continue to support the work of the Scottish rail unions and campaign publicly and politically on these issues.”

**Mover: National Union of Rail, Maritime & Transport Workers**

**Seconder: Associated Society of Locomotive Engineers and Firemen**

**Supporter: Transport Salaried Staffs’ Association**

### **Composite G - Scotrail and ticket offices (Covering Motions 23,24,25)**

“That this Congress supports the Scottish Government’s decision to use its existing powers to take the ScotRail franchise into public ownership from March 2022.

“Public ownership and operation of Scotland’s railway is a long-held aim of the STUC, rail unions and transport campaigners. That victory, however, may be short lived if the OLR is not allowed to retain the franchise beyond the initial three-to-five-year period. That decision will be down to the Scottish Government. Despite the temporary reduction in passengers because of Covid, Scotland’s railways are seen as playing a significant part in meeting climate targets.

“In January 2022, plans were announced to close 3 ticket offices and reduce the opening hours at a further 120 of its 143 staffed retail outlets. Congress expresses its total opposition to ScotRail plans to cut opening times at ticket offices at 120 stations nationally.

“Congress is concerned that 60% of ScotRail stations that do not have a staffed ticket office and believes this is a barrier to elderly, disabled and women travelling alone from utilising the rail network.

“The latest plan pays no regard to the role and range of duties that many ticket office workers carry out beyond simply selling tickets. No recognition is given to assistance with journey planning, advice on the complex rail fares system or the security presence at stations which can be lonely places.

“Congress believes that rail workers deserve job security and decent pay and conditions. As highlighted by the Staff our Stations campaign, Congress believes that the presence of staff is key to making Scotland’s rail network accessible for elderly, disabled and women travelling alone passengers.

“Congress opposes any attempts to close further ticket offices or cut station or on-train staffing in Scotland as it believes that this would make the rail network less accessible for elderly, disabled and women passengers and be detrimental to Scotland’s climate change goals.

“Congress calls on the STUC General Council to press the Scottish Government to demand these short-sighted cuts are reversed; to give full support to the rail trade unions in any action they decide upon to oppose any cuts, and to commit to protecting and expanding station staffing across Scotland and to keeping all ticket offices open.”

**Mover:                    Transport Salaried Staffs’ Association**

**Seconder:                STUC Disabled Workers’ Conference**

**Supporter:               Clydebank Trades Union Council**

## **Composite H - Finance and taxation policy to fund Scottish public sector services (Covering motions 35, 40, 41,88 and 89)**

“That this Congress notes the minimal financial settlement made by the UK government for Scotland's funding package for the three years to 2024.

“Congress further notes that the UK government's Subsidy Control Bill significantly undermines powers conferred on the Scottish Parliament under the 1998 Scotland Act to develop active industrial and economic policies - and that the UK government ignored the Scottish Parliament's Withholding of Consent under the Scotland Act of 2017.

“Congress notes that total tax revenues are significantly lower in Scotland than in many of the smaller European nations consistently invoked as models for Scotland. These nations also tend to have lower inequalities of income and wealth.

“Congress also notes that data suggests those nations collecting more tax at a local level, consistently manage to collect higher total tax revenues. Scotland and the UK are heavily centralised in this respect with local taxes being a far smaller part of the overall tax taken than most other countries. The need for reform of the Council Tax remains urgent. It is essential that a property tax element should be retained, and Local Authorities should have greater discretion to introduce taxes to meet local circumstances and needs (e.g. tourism taxes).

“Congress believes Taxation policy must limit opportunities for evasion, avoidance and non-payment and prioritise effective action – including appropriately severe penalties - where wrongdoing is identified to do this administration of the tax system at all levels and including action to identify and penalise evasion, avoidance and wrong-doing - must be adequately resourced.

“Public sector wages represent an effective form of economic stimulus. Providing growth that has a tangible effect in local communities. The below inflation wage rises and pay freezes which have been the norm over the last decade have contributed to slow growth, worsening inequality and a recruitment/ retention crisis in key sectors of public services.

“Congress recognises that UK Treasury constraints, the failure of successive devolved administrations to reform or even replace the council tax and a failure to seriously investigate, far less enact, other measures, available under devolution, to increase the resource base of the Scottish Government, is placing very serious pressure on public services.

“Congress calls on government at all levels, Local, Scottish and UK to take seriously their responsibility to fund services and deliver a fair wage for those who provide them.

“Congress calls on the STUC General Council to consult with the Wales TUC about a joint campaign to safeguard the original economic powers of our devolved national institutions by:

- if necessary, securing additional legislation to entrench the economic remit intended by the 1998 Act;
- supplementing them with additional powers over industrial and economic policy; and
- extending borrowing powers from their current minimal level to enable our Parliaments to invest for future development in services such as the public ownership of bus transport, of Scottish ferries (including North Link) and of rail services (including the Caledonian Sleeper) and of energy generation.

“Congress further resolves that the STUC General Council, supported by in-kind and/or additional resources from affiliates, conduct a full-scale investigation into the potential to access/ create additional funding models for Scotland’s public finances, both at local and at Scottish government level.”

**Mover: UNISON Scotland**

**Seconder: Clydebank Trades Union Council**

**Supporters: Edinburgh Trades Union Council  
South Lanarkshire and East Kilbride Trades Union Council  
Dundee Trades Union Council**

## **Composite I - Industrial strategy and Investment in NHS and Social Care Safety (Covering Motion 44 and Amended Motion 43)**

“That this Congress notes the COVID-19 pandemic has ruthlessly exposed the many deep and underlying problems in our economy, consequences of a reckless austerity agenda and the chronic lack of a coherent industrial strategy for our nations and key sectors.

“The public were told from the outset of the pandemic by both the Prime Minister and First Minister that we were ready to confront COVID-19, but the events that followed in our NHS and social care sector told a very different story.

“Many frontline workers were left without proper PPE to mitigate threat of COVID-19 infection. The Covid-19 pandemic has exacerbated a long-standing problem of staff shortages in maternity services, with sickness absence and increased demands on service provision putting additional pressure on an overstretched workforce.

“Beyond staffing pressures, midwives and maternity support workers are reporting growing workloads amidst deteriorating workplace conditions.

“It is a source of shame that the fifth-largest economy in the world was scrambling for the most basic protections to keep key workers as safe as possible in the fight against COVID-19, also that after more than two decades of devolution, Scotland still does not have coherent manufacturing strategy.

“Congress calls on the General Council, in conjunction with TUC nations and regions, to lobby governments across the four nations for industrial strategies and investment in domestic manufacturing supply chains, to deliver the resources millions of NHS and social care staff need to be safe at work and ensuring it is fit for purpose for a diverse workforce.

“Congress calls on the Scottish and UK governments to act urgently and invest in Scotland’s maternity services, improve retention and recruitment of maternity workers and protect safety in maternity services.”

**Mover: GMB Scotland**

**Seconder: Royal College of Midwives**

**Supporter: Royal College of Podiatry**

## **Composite K - Community Wealth Building and Acting Locally (Covering Motion 54 and Amended Motion 53)**

“That this Congress recognises that Councils and their services are vital to our society. They should have the capacity to take meaningful, accountable decisions about local areas, to make a real difference to and respond to the needs of their communities.

“Congress believes that community wealth building can be at the heart of this local thinking by enhancing the level of community engagement on the green agenda and creating a unified outlook towards targets that are mutually beneficial.

“‘Green Freeports’ – onshore tax havens - planned by the Scottish and UK Governments undermine and oppose Community Wealth Building. No evidence has been presented as to how ‘fair work’ will be enforced, criminality prevented, or the risks of job displacement and uneven development managed.’

“Councils should be at the heart of economic recovery from COVID-19. CWB strategies should be a priority for all local. Regenerating local economies through investment in services should also be a priority, especially in regard to the upcoming local elections in Scotland.

“Councils across Scotland should seek to use the economic levers available to local authorities and other ‘anchor institutions’ such as the NHS, further and higher education institutions and larger private sector organisations (including BT & Royal Mail), to support their local economies – creating jobs and building economic sustainability.

“Congress believes that worker and community owned and based Post Offices, local input into broadband provision and utilising delivery postal workers to deliver medication and community supplies to the vulnerable will address some of the everyday issues facing our members and their communities.

“Congress is instructed to campaign for and promote the benefits of the CWB model in Scotland, as well as seeking commitments on the delivery of this agenda to improve the lives of people in Scotland.

“Congress calls on the STUC General Council to campaign to secure future work for communities by encouraging local authorities to maximise insourcing of sustainability and retrofitting work.

And for;

- upskilling of the existing workforces in the techniques and practices of sustainability and retrofitting and maximising the existing workforce potential;
- the creation of new jobs and the Just Transition of workers to local authorities and local businesses;
- Green apprenticeships to develop the next generation of trades persons;
- Green partnerships with local businesses, trade unions and trade councils encouraging them to invest in their local communities; and
- capitalising on the huge green investment into local authorities.”

**Mover:                   Communication Workers’ Union**

**Seconder:               South Lanarkshire and East Kilbride Trades Union Council**

**Supporter:             UNISON Scotland**

### **Composite L - Health and Safety and the Pandemic (Covering motions 56 and 58 and Amended Motion 55)**

“That this Congress believes that workers have shown extraordinary adaptability in carrying out their work during the pandemic and associated lockdowns; their flexibility and dynamism in adapting their work to suit government regulations, pupil/patient/client needs, and employers’ requirements. Workers have shown extraordinary adaptability in carrying out their work during the pandemic and associated lockdowns; their flexibility and dynamism in adapting their work to suit government regulations, pupil/patient/client needs, and employers’ requirements.

“Congress acknowledges that the pandemic and associated lockdowns have impacted significantly on workers, with a massive death toll and workplaces impacted, and communities divided and split by the chaos we have been placed within.

“Work changes, increased workloads, more dangerous conditions and the sacrifices made by workers are stressors that have had an adverse impact on their wellbeing. Many workers are simply exhausted; some show signs of post-traumatic stress.



“Congress is deeply concerned, therefore, about workers’ mental health and wellbeing.

“Congress notes that Covid-19, an airborne disease, has been able to spread through workplaces, homes, education and care settings, due, in part, to inadequate ventilation in indoor spaces. Early in the pandemic it became apparent that outdoor activity was safer than that in confined spaces, yet we are still struggling to get adequate ventilation levels in workplaces, and in education settings. Congress is clear that improving ventilation in workplaces, commercial settings, education establishments and in our homes, will bring additional benefits.

“Congress notes the weakness of Scottish Government guidance on Covid-19 for universities which simply asks employers to ‘consider’ implementing ventilation guidance; ‘consider’ the use of CO2 monitors; and ‘give consideration’ to how rooms are utilised to minimise the spread of Covid.

“Congress believes that the key to keeping workplaces safe is a strong network of trade union health and safety reps and employers who are prepared to go beyond consultation and instead look for agreement on health and safety measures with trade union reps.

“Post-pandemic workforce support programmes must be developed in conjunction with the recognised trade unions; should include a sharp equality focus; and should consider workers’ mental health and the need for the appointment of additional staff to reduce workload as Congress fundamentally believes that employers need to safeguard workers’ health and wellbeing by addressing workload.

“Congress further asserts that both the UK Government and the Scottish Government need to improve workers’ rights in the post-pandemic workplace and continues to call for employment law to be devolved to the Scottish Parliament.

“Congress calls on the STUC General Council to:

- campaign for improved flexible working, paid and unpaid leave, sabbaticals; winding down arrangements for older workers and meaningful retraining for the many workers who lost their jobs during the pandemic through no fault of their own;

- call on Scottish Government to ensure guidance is more prescriptive in calling for employers to introduce agreed ventilation standards. Those standards should be agreed between employers and trade unions;
- call on the Scottish Government to require the introduction of monitoring equipment such as CO2 monitors, and provide the requisite funding; and where appropriate, equipment to improve air quality such as air filtration devices;
- campaign for employers to go beyond legal minimums in consultation on health and safety measures;
- challenge any attempts by the Scottish Government and Local Councils to allow workplaces to act in direct contradiction of workers safety;
- support the unions directly affected by this problem, to give them the support to be able to defend their members.”

**Mover: University and College Union Scotland**

**Seconder: Educational Institute of Scotland**

**Supporters: North Lanarkshire Trades Union Council  
NASUWT**

**Composite M - Safe Transport to and from Work (Covering Motion 63 and Amended Motion 62)**

“That this Congress recognises that the provision of safe transportation home is an important element of Unite’s Hospitality Workers Charter and welcomes the efforts being made to bargain with and pressurise employers in the hospitality industry to provide or cover the cost of safe transportation to and from the workplace.

“Congress notes the relaunch of the Safe Home campaign which builds upon the work that has been done by the Better than Zero and Unite Hospitality campaigns over the last few years. Safe Home is a campaign led by a network of women and shift workers in hospitality, cinemas and other late-night premises; demanding a safe transport home from shifts that does not leave any worker financially worse off or compromise their safety when returning home from work.

“Congress further recognises that a lack of access to safe transport does not fall evenly across all groups of workers. Women, BME, disabled and low paid workers are less likely to have access to safe transport and more likely to be at greater risk because of inequality and discrimination.”

“Congress believes that an employer's responsibility for worker safety should extend until a worker returns home from work and not when their shift ends.

“Congress recognises that there are powers that government at all levels could utilise to assist in ensuring that more hospitality workers are able to access safe transportation and welcomes the initiative of East Dunbartonshire Council in linking the provision and/or extension of licences to hospitality workplaces to the need for safe transportation.

“Congress recognises that the provision of safe transportation is also an issue for many workers in sectors other than hospitality. Congress, therefore, on the principle that access to safe transportation should be available and no worker should be financially burdened by safely transporting themselves home, also resolves to work with affiliates in advancing political and industrial demands for access to and the provision of safe transportation to and from work.

“Congress calls on the STUC General Council to continue to support the campaign for free and safe transport home for workers finishing work when adequate public transport is no longer available.

“Congress, therefore, resolves to campaign for local authorities across Scotland to introduce similar conditions and processes in relation to the provision of hospitality licences.”

**Mover:                   Unite the Union**

**Seconder:               STUC Youth Conference**

**Supporter:              Union of Shop Distributive and Allied Workers**

## **Composite N - Poverty, Equality and ending the need for foodbanks (Covering Motions 71 and 72)**

“That this Congress asserts that that income inequality and income poverty in the UK are directly linked. Congress also believes that there is increasing evidence showing that many social problems are worse in more unequal societies.

“Furthermore, Congress is clear that the effects of poverty are pervasive and long-lasting, and that we risk further embedding intergenerational poverty if effective action is not taken now.

“Congress notes there is evidence of increasing food insecurity in Scotland. Data from the Trussell Trust shows that the use of Food Banks has increased by 3000% over the past 10 years with approximately 1.9 million emergency food parcels provided in 2019/20. Food insecurity is highest amongst lone parents, predominantly women and children. The impact of the pandemic has made the situation worse.

“Congress remains concerned that poverty continues to disproportionately affect some people with protected characteristics, including women, disabled people, older people and people from Black, Asian and Minority Ethnic backgrounds who are disproportionately concentrated in low-paying jobs which are often part-time, and increasingly, fail to lift them and their families out of poverty. Gender, disability and ethnicity pay gaps remain large within the UK.

“Congress rejects the view that economic growth is the main vehicle for reducing poverty and inequality, as inequality in the UK has grown in recent years.

“Congress believes that increased public investment is a key way to reduce poverty, including improved public services such as education, health and social care and social security. These efforts should be coupled with fairer employment rights, a statutory minimum wage that guarantees a decent standard of living, promotion of trade union membership, collective bargaining, and a fairer more progressive tax system.

“Congress believes that greater efforts should be made by the UK and the Scottish Government to ensure that all have an equal opportunity in society and work, with targeted programmes and support being required to promote equality.

“Congress instructs the STUC General Council to call on UK and the Scottish Government to do more to reduce poverty by increasing public expenditure, raising the minimum wage, implementing more progressive taxation policies, improving social services and social security, and promoting trade union membership and collective bargaining.

“Congress calls on the STUC General Council to work with the Scottish Government to end the reliance on Food Banks in Scotland by making them the last port of call for families by:

- ensuring everyone has a sufficient and secure income;
- improving access to affordable and healthy food;
- allowing people access to food, with dignity and respect; and
- ensuring lone parents, especially women, are not disadvantaged.”

**Mover: Educational Institute of Scotland**

**Seconder: British Dietetic Association**

### **Composite O - Repeal the Borders and Nationality Bill and Support Refugees and Asylum Seekers (Covering Motions 80 and 81)**

“That this Congress notes the ramping up of the “hostile environment” towards refugees and asylum seekers by the UK Government and others, including through the Nationality and Borders Bill, the growth of the use of institutional accommodation, and the failure to recover migrants from the English Channel.

“Congress further notes that the Westminster Government is pushing through the Nationality and Borders Bill, which because of the devolved nature of immigration policy, will impact on Scotland as much as it will in the rest of the UK.

“Congress agrees that the Bill is an inhumane piece of legislation that will criminalise refugees, erode the meagre rights of those subject to immigration control and sow further division into society, with yet further detriment to the experiences of Black Workers.

“This legislation will in effect give the UK Home Secretary the power to remove citizenship from a significant proportion of Scots from a non-white ethnic minority background who have been born in Scotland or who have chosen to make Scotland their home.

“Specifically, Clause 9 of the Bill, the proposal to remove citizenship without warning, is a direct attack on the rights of every non-white citizen.

“Congress believes that the now normal practises of dumping of hundreds of asylum seekers in hotels across Scotland with minimal or no financial, emotional or social support, moving them regularly, not giving them basic day-to-day choices like what they eat or what toiletries they need, and not enabling them to live with dignity are totally abhorrent and should not be how Scotland is forced to treat those who seek asylum and refuge here.

“Congress instructs the General Council to lead the challenge against the Nationality and Borders Bill. The ultimate goal for General Council and affiliates is to stop the Bill in its entirety.

“Our work is to include:

- using TU influence across all parties to persuade Scottish Parliament MSP’s and Scottish MPs to actively oppose the Bill;
- prioritising the repeal of the Bill within the work of the STUC and all of its affiliate trade unions; and
- collaborating with and supporting the growing number of Human Rights organisations, community and faith groups that are already challenging the Bill and its provisions

“Congress agrees to proactively show solidarity with refugees and asylum seekers, including by:

- reaffirming the position that Scotland welcomes refugees;
- Condemning the UK Government and its inhumane approach to refugees and asylum seekers;
- campaigning against the Nationality and Borders Bill/Act;
- working with local authorities, the Scottish Refugee Council and other organisations to secure better support and conditions for those seeking to make their lives in Scotland; and
- supporting those who are working to ameliorate the appalling actions of the UK Government.”

**Mover: STUC Black Workers’ Conference**

**Seconder: Aberdeen Trades Union Council**

## **Composite P - World Cup in Qatar (Covering Motions 82 and 83)**

“Congress condemns the deaths of more than 6,500 migrant workers (mostly from India, Pakistan, Bangladesh, Nepal and Sri Lanka) in Qatar in the 10 years since FIFA awarded them the 2022 World Cup Finals.

This was due to the hazardous working and accommodation conditions and the lack of health and safety in the rush to construct the stadia and infrastructure in conditions of extreme heat.

“Although the Kafala system (which denied contracted workers the right to move jobs or even leave the country without their employer’s permission) was eventually abolished in 2020, there is no effective policing of employers who continue to abuse their workers and migrant workers still do not have the right to form trade unions.

“Congress also notes that the decision by FIFA in 2011 to award the 2022 World Cup to Qatar is tainted by allegations of corruption. In particular, eleven of the 22 FIFA committee members who voted to take the World Cup to Qatar have since been fined, suspended, banned for life or prosecuted for corruption (including former FIFA GenSec Sepp Blatter and UEFA GenSec Michel Platini).

“For all of these reasons, Congress resolves to initiate (or join if it has already been launched) an international trade union protest campaign aimed at ensuring that:

- Qatar passes a new law giving full trade union rights to all workers there irrespective of their country of origin;
- Qatar enforces the new law by insisting that all employers issue new employment contracts that explicitly include the right to join trade unions;
- FIFA undertakes to secure guarantees of the rights of workers to effective protection under health and safety laws in a country applying to stage future World Cup Finals tournaments before any decision is made;
- FIFA ensures that the profits from the 2022 World Cup go to the families of the migrant workers killed and injured in the World Cup infrastructure projects in Qatar between 2011 and 2022;
- FIFA and all national teams taking part in the finals are asked to observe a minute’s silence and wear black armbands in every game in remembrance of the workers who died.”

**Mover: Dumfries and Galloway Trades Union Council**

**Seconder: Aberdeen Trades Union Council**

#### **Resolution No. 4 - The Peoples Recovery / New Deal for Workers**

“That this Congress believes it has never been more important in the history of our movement for this generation of trade union leaders and all trade unions to campaign and act together in pursuit of shared industrial and political demands.

“The theme of the 2021 STUC Congress was “The People’s Recovery”, with important policy decisions taken by affiliates to campaign, organise and increase political engagement and to tackle the many challenges facing workers in Scotland, both industrially and economically.

“While aims of Congress were firmly established, we must now take further action on this as a collective movement and mobilise as one to deliver a ‘New Deal for Workers’ campaign, as linked to TUC policy in 2020.

“The trade union movement, along with the STUC, understands the Peoples Recovery is an ambitious but essential road map for Scotland’s economic recovery.

“Congress calls on the STUC General Council to:

- i. engage with affiliates with immediate effect on the implementation of a structure with over-arching demands, reflecting the aims and objectives of affiliates and industries, which are aligned to key components of a New Deal for Workers;
- ii. examine and implement a mobilisation sub-committee, to deliver the key objectives of the Peoples Recovery strategy, while prioritising the delivery of a New Deal for Workers in Scotland; and
- iii. encourage all unions, trades councils and community organisations to make this strategy their priority key agenda item, while building a growing grassroots social movement from the ground upwards.”

**Mover: Communication Workers Union**



## **Resolution No. 16 - Land Reform**

“That this Congress lauds the Scottish government’s commitment to land reform.

“Congress calls for the end of asset sales by all public bodies in Scotland. Recently we have seen massive sales of land and buildings by hard pressed local government.

“These assets belong to the people of Scotland and should not be sold off. This is especially true of assets gifted to the people. If there is no longer a need by ‘government’ the assets should be rented out to whoever can make use of them, they should never be sold.

“The people of Scotland are concerned about who owns the land and believe that they should have more control over their land. The default position should be that when land falls into public hands it should not be sold and where possible land should be purchased for the people.

“Most land in the past was stolen using suspect laws/carpetbagging/by force from the people this wrong needs to be righted and this measure will start that process.”

**Mover: Paisley Trade Union Council**

## **Resolution No. 17 - Losses of Income Streams in Arts and Culture**

“That this Congress notes that amongst the casualties in the post-EU Departure and Covid consequences have been people operating in all culture sectors. Prominent amongst these are musicians, young and old. Income streams are being disabled at every turn.

“The Brexit scenario has as good as rendered touring in Europe to be completely unviable as border checks, necessity of carnets, increased admin and extended journey times between shows have hampered this activity to an impossible extent. Covid has imposed similar detrimental situations as cancellations, often at short notice as guidelines have altered, have left people with no income. All too many have fallen through the support cracks and have literally had no viable income for well over a year. Also, the development of careers has been interrupted and truncated at crucial stages in so many creative lives.

“In employment and funding areas, Fair Work principles are being committed to but without proper monitoring it is unclear how, indeed if, they are being implemented.

“The Culture and Entertainment sectors are willing to play a part in a Just Transition and make all activities greener. This doesn’t come without cost.

“This is not simply a begging-bowl. It is much more than an economic issue as each of the above scenarios has cultural consequences. People have been leaving the industry in droves. Much of the absence will have a detrimental effect on the future of the cultures of Scotland. We are losing potential artists, practitioners, and support-staff by the day.

“Congress is asked to support and encourage essential support for the Arts, Culture and Entertainment sectors at every opportunity. A world without Culture and Cultural Development is an undesirable consequence of our current difficulties.”

**Mover: Musicians’ Union**

### **Resolution No. 18 - Fix Streaming**

“That this Congress notes that in the current activities of the global music industry, streaming is a large part of the careers and overall exposure of artists, songwriters, composers and performers. Prominent streaming platforms include Spotify, Deezer and YouTube.

“However, the current behaviours are frankly shocking with regard to what those who make the music actually receive. Payments, where they exist, are currently miniscule amounts, far less than one pence per stream.

“Kevin Brennan MP’s recent Bill to fix streaming by improving remuneration for artists, songwriters and performers unfortunately did not pass. It did, however, gain a lot of support from Parliament and raised the profile of the issue in the public domain. Ensuring that this issue is resolved while there is still a head of steam behind it is critical.

“It is with this in mind that Congress is urged to seek support from MPs, particularly those from Scotland, to continue Brennan’s petition and campaign to make sure this issue is, and remains, at the forefront of music and cultural presence and development.”

**Mover: Musicians’ Union**

### **Resolution No. 19 - Minimum Income Guarantee**

“That this Congress notes the issues of low pay, precarious work and poverty are prevalent across the arts and entertainment industry and have been entrenched further by the Covid-19 pandemic. Flaws in the universal credit and wider social security system are a major barrier for access for many creative professionals, particularly those from working class backgrounds.

“Congress welcomes the Scottish Government's announcement of a Minimum Income Guarantee steering group and the exploration of a bespoke creative industries Minimum Income Guarantee option. Congress calls for creative industries unions to be covered in any pilot whether through a universal trial or on a basis targeting sectors where support is needed most. Congress also calls for the Scottish Government to liaise closely with and learn from best practice in various countries worldwide who have run pilots, such as the Republic of Ireland.

“Congress acknowledges the challenges facing the Scottish Government due to the current devolution settlement regarding social security and tax powers and calls on the Scottish Government to work closely with the UK Department for Work and Pensions and UK HMRC to further develop a plan for a Minimum Income Guarantee for creative workers in every region and nation of the UK.”

**Mover: Equity**

### **Resolution No. 20 - Supporting a Just Transition in Scotland’s Transport Sector**

“That this Congress recalls the work of the Just Transition Commission in seeking to support a move to net zero that offers a fair deal for workers and a fair future for a Scotland free from carbon emissions.

“Congress notes that the work of the Commission also supported the Just Transition Guidelines as established in 2015 by the International Labour Organisation and that focus had shifted in response to impacts of Covid-19 to a recovery led transition that builds back greener and builds back better.

“Congress highlights that the work of the Just Transition Commission was influenced by the knowledge and experience of the STUC and affiliates and that commitments to a Just Transition are essential to long-term quality employment and environmental sustainability.

“However, Congress observes that the response of the Scottish Government to ‘*Just Transition – A Fairer, Greener Scotland*’ made mention of transport on only four instances, despite transport accounting for nearly two fifths of Scotland’s greenhouse gas emissions.

“Therefore, Congress calls upon:

- the Scottish Government to focus efforts on a Just Transition in transport, a sector that has significant responsibility and capability in transitioning more towards sustainability;
- transport unions to focus resources and efforts on planning for, and supporting, a Just Transition that benefits quality employment and training opportunities; and
- the STUC to continue engagement with Scotland’s planning for a Just Transition and ensure that the carbon intensive transport sector is given sufficient prioritisation and resourcing in supporting its journey to sustainability.”

**Mover: Nautilus International**

### **Resolution No. 27 - A Public Inquiry into the Carmont Rail Crash**

“That this Congress remembers the tragic events of 12 August 2020, when the 06:38 from Aberdeen to Glasgow hit a landslip near Carmont, killing three people: the driver, the conductor, and a passenger.

“It is already clear that there were multiple failures that led to the disaster, and many of these will require a fuller and more wide-ranging inquiry.

“Congress believes that it is essential that every single potential contributing factor to the derailment is independently examined to make sure that justice is delivered for the victims and their families and to ensure that everything possible is done to stop any futures tragedies from taking place. We cannot allow preventable deaths to occur on our railway.

“Congress therefore calls on the STUC General Council to campaign for a full public inquiry into the Carmont rail crash to ensure justice prevails and future tragedies prevented.”

**Mover:                    Associated Society of Locomotive Engineers & Firemen**

### **Resolution No. 28 - Privatisation in the Scottish Ferry Industry**

“That this Congress expresses alarm at the Scottish Government’s decision to scrap its Ferry Law Review in favour of using a review by private consultants Ernst and Young to advise on ferry procurement, thereby ending the commitment to permanent in-house operation on the Clyde and Hebrides Ferry (CHFS) contract. The trade unions were excluded from this process.

“Congress is concerned by the nature of the continued attacks on CalMac services by supporters of privatisation, including Scottish Government advisers, who are seeking to exploit service disruption to make the case of privatisation when the CHFS contract is renewed in 2024.

“The reality is that the service disruption is due to the failure to replace ageing ferries over the last decade and not because CalMac Ferries and Caledonian Maritime Assets Ltd (CMAL) are publicly owned. For example, the contract for two ferries ordered from Ferguson Marine by the Scottish Government in 2015 for Ardrossan-Brodick and Uig Triangle will not be completed until 2023, one year before the end of the CHFS contract, while the plan for £580m public investment in new ferries and harbour infrastructure on CHFS will not be completed until 2026.

“The potential consequences of privatisation were demonstrated by the Scottish Government’s attempt in 2021 to charter a vessel from anti-union employer Pentland Ferries which was subsequently deemed unsafe following an intervention by the safety regulator at the request of RMT.

“Congress pays tribute to Seafarers and CalMac’s hard working key workers who have battled through Covid-19 which has added further complications in terms of disruption, passenger frustration and political pressure and calls on the General Council to support the RMT’s and affiliates campaigning for public ownership and operation in Scotland’s ferry industry and against privatisation of CMAL, against privatisation of CalMac operated services and against re-privatisation of Ferguson Marine.”

**Mover: National Union of Rail, Maritime & Transport Workers**

### **Resolution No. 29 - Reducing Fatigue on Ferries in Scotland**

“That this Congress notes that ferry operations provide an essential lifeline service to numerous remote ports in Scotland, who depend on punctual and high-quality services to maintain the social and economic needs of the communities served by their ferry operators.

“Congress is aware of a growing trend that these services are being operated by maritime professionals who are working increasingly lengthy tours of duty leading to increases in fatigue.

“Congress recognises that fatigue suffered by maritime professionals working long hours and lengthy tours of duty can have devastating consequences, leading to avoidable incidents, fatalities, injuries, and environmental damage whilst also isolating and risking the communities being served throughout Scotland.

“Congress calls upon:

- ferry operators in Scotland to work with maritime trade unions in developing fatigue minimising working patterns, schedules and levels of employment that support sufficient rest and safe vessel operations;
- the Scottish Government to liaise with expertise in Maritime trade unions to understand the consequences that fatigue has on maritime safety and develop strategy and policy that supports sufficient rest and working rotations of maritime professionals;
- Transport Scotland to ensure that any tendering of ferry services considers working rotations and crewing availability to guarantee

sufficient seafarers to operate services on working patterns that minimise fatigue;

- Transport Scotland to ensure that the chartering of any supplementary services mandates working rotations and quality of employment conditions are of an equivalent to those of established on more permanently engaged vessels and operators; and
- Operators, government, and maritime unions to work in partnership in establishing and expanding high quality standards of employment that safeguard maritime safety and sustainably support the needs of remote communities.”

**Mover:                    Nautilus International**

### **Resolution No. 30 - Green Shipping Corridors in Scottish Maritime Transport**

“That this Congress recalls the ambitious Clydebank declaration made as a part of the COP26 summit held in Glasgow in 2021.

“Congress notes that Scotland generates almost 100% of its consumed electricity from renewable sources and that transferring the progress made in renewable energy production must be linked to the ability to utilise more energy from renewable resources.

“Congress notes that further green investment, targeted at Scottish ports, would remove barriers to operating zero-emission vessels and raise the benefit of operator investment in zero-emissions tonnage, supporting the decarbonisation of the maritime sector.

“Congress observes that the availability of zero carbon infrastructure and investment in green technology could allow for Scotland to take the lead in establishing zero-emission maritime routes and lead the world in sustainable sea transport.

“Congress supports the objectives of a just decarbonisation in maritime and calls upon:

- the Scottish Government to review and establish viable green lanes in domestic shipping routes;
- Government support for infrastructure that removes barriers to zero-emission tonnage;

- support for training workers in operating, maintaining, and developing the infrastructure and equipment necessary in establishing green shipping lanes; and
- operators to drive investment in vessels and infrastructure towards low and no carbon operations that support quality sustainable employment.”

**Mover:                    Nautilus International**

### **Amended Resolution No. 31 - Public Ownership of Bus Networks**

“That this Congress congratulates the STUC on launching Our Climate, Our Buses campaign for public ownership and democratic control of bus networks.

“Congress notes:

- that Road transport accounts for 25% of Scotland’s carbon emissions and shifting to electric vehicles alone will not achieve emission reduction targets before global temperatures exceed the 1.5C limit.
- deregulation of buses in the 1980s led to what UN Special Rapporteur Philip Alston has described as a humanitarian crisis, and without a change in the ownership and governance of bus services this is set to continue.
- where there is political will to provide free bus travel, whether for COP26 delegates or for U22s this year, it can be done, but the majority of car owners are aged 22-60, using vehicles to commute to and from work, and will continue to be excluded from this policy, and need to be incentivised out of their vehicles and onto public transport.
- privatisation and deregulation has led to job losses, longer working hours and reductions in the value of wages for bus workers

“Congress recognises:

- that the powers available to regional transport authorities from the Transport (Scotland) Act 2019 come into full effect this year, but unless backed by government funding these powers cannot be fully utilised. The £1m Scottish Government funding available through the Community Bus Fund is woefully inadequate for enabling re-



municipalisation. In contrast the Government has incentivised its preferred option of Bus Service Improvement Partnerships with private bus operators with a £500m Bus Partnership Fund.

“Congress Calls for:

- Scottish ministers to provide genuine investment in and appropriate resourcing of the Community Bus Fund to make re-regulation and re-municipalization both achievable and the preferred option for local transport authorities.
- all candidates in the upcoming Council elections to declare support for publicly owned and operated bus services, advertise their responses and hold them to account.
- promotion of this campaign to all elected members serving on regional transport partnerships.”

**Mover: Glasgow Trades Union Council**

**Seconder: Unite the Union**

### **Amended Resolution No. 32 - COVID19 and Education Recovery**

“That this Congress notes that the Covid-19 pandemic has caused huge disruption to education.

“Congress celebrates the work of the education workforce in responding rapidly, flexibly and sensitively in exceptionally difficult circumstances to the challenges the pandemic has created.

“Congress acknowledges that significant challenges remain, and that the pandemic has impacted differentially on communities, families, and schools, colleges and universities.

“Congress is particularly concerned that disadvantaged children and young people have experienced the greatest losses and inequalities as a result of the pandemic with inequities consequently widening.

“Congress confirms that it is vital that action is taken to support education recovery from the Covid-19 pandemic for the benefit of pupils, the school and college workforce and local communities.

“Congress believes that education is key to recovery from the pandemic and that for recovery to be, in the words of ministers “education led” the Scottish Government must commit to fully fund all levels of educational provision in Scotland.

“Congress calls on the STUC General Council to lobby the Government to develop recovery strategies that:

- support the workforce to meet the needs of children and young people, including through action to end the teacher recruitment and retention crisis; promote good staff mental health and wellbeing; tackle excessive and unnecessary workload; and action to recruit, train, develop and reward all Education support staff.
- secure the rights of all children and young people to a high-quality education, including access to a broad and balanced curriculum.
- address the educational, developmental and social impacts of the pandemic on children and young people through significant additional investment in schools and colleges and wider children and young people’s services;
- tackle the racial, socio-economic, gender-based and disability-related disparities that have been exposed and further exacerbated during the pandemic; and
- pressurise government to fully fund all levels of education.”

**Mover: NASUWT**

**Seconder: UNISON**

**Supporter: University and College Union**

### **Resolution No. 33 - Ending Age Discrimination in the Scottish Teachers’ Pension Scheme**

“That this Congress notes with concern the discriminatory nature of the transitional measures introduced in 2015 Scottish public service pension scheme reforms and the failure of the UK Government to end the discrimination arising from equalising public servants’ pension age with the state pension age.

“Congress further notes the UK Government’s intention to exclude all public servants who began teaching on or after 1 April 2012 from the scope of the proposed remedy for unlawful age discrimination, also known as the McCloud remedy.

“Congress rejects the UK Government’s McCloud remedy, which will adversely and disproportionately impact on younger public sector workers, and is completely inadequate to address age discrimination in the Scottish public service pension schemes.

“Congress further opposes the UK Government’s treatment of the costs of the remedy as a member cost, rather than a UK Government cost.

“Congress supports STUC affiliates in continuing to campaign, and take appropriate action, to seek to achieve for public sector workers:

- i. a remedy for unlawful discrimination in all non-uniformed public service pension schemes which provides all scheme members with an entitlement to have a normal pension age no greater than 60, for the whole of their career; and
- ii. the treatment of the McCloud remedy as a UK Government rather than a scheme member cost.

**Mover: NASUWT**

### **Amended Resolution No. 38 - Equal Pay**

“That this Congress congratulated the 2018 Glasgow Women’s Strike following a decade long battle for equal pay. Congress recognises that Glasgow City Council failed to resolve ongoing pay inequality and workers are still being paid using a discriminatory pay scheme.

“Congress notes that GCC projected the new arrangements to address inequality in workers terms and conditions will not be in place until 2024. Meantime the council wants to rip-up the 2019 equal pay compensation deal for future payments and is refusing to make further interim payments.

“In addition, the council is attempting to divide the workforce by excluding many jobs, under threat include social care, early years nurseries and clerical / admin jobs.

“Congress supports the joint union position that GCC should apply the 2019 arrangements to new claims. The council should also use the 2019 arrangements to calculate a new round of interim payments for all eligible workers because of the delay.

“Congress recognises sex-discrimination is rife in both public and private sectors and will support affiliates in fighting for equal pay wherever the issue arises.

“Congress calls on the STUC General Council to:

- support the joint unions in GCC and across Scotland in their fight for fair and equal pay by hosting triannual weekend workshops on organising and campaigning tactics for the women workers leading the fight for equal pay
- support affiliates in the fight for equal pay in all sectors and occupations, including the use of industrial action when employers unnecessarily delay compensation payments or seek to offer paltry amounts of compensation for past discrimination
- use the findings of the Fair Work raising ambitions for workers beyond the living wage by valuing women’s skills and labour and
- call on the Scottish Government to conduct a review of public sector pay schemes, to ensure that they genuinely support equal pay and support financial remedy for women working across the public sector in Scotland who have faced discrimination.”

**Mover: Glasgow Trade Union Council**

**Seconder: GMB Scotland**

### **Resolution No. 39 - Firefighters Pension Justice**

“That this Congress notes that on 8<sup>th</sup> October 2021, the Fire Brigades Union (FBU) and the Local Governments Association (LGA) agreed a Memorandum of Understanding (MoU) ‘Framework for Managing Immediate Detriment Issues’.

“The MoU states:

*‘The LGA represents Fire & Rescue Authorities (FRAs) in England, Scotland, Wales and Northern Ireland in connection with the matters covered by this memorandum of understanding (MoU).’*

“The ‘immediate detriment’ cases are firefighters who have retired since the 2015 pension scheme was introduced or will do so before further legislation to provide firefighters with a remedy following the removal of the discrimination identified in the courts is enacted.

“These firefighters have retired, or may retire in the future, with a pension that in some cases is considerably smaller than it should be. This is causing real financial hardship and is a shocking way to treat firefighters who have spent a large portion of their working lives protecting the people of Scotland.

“The Westminster Government accepts that these firefighters must be paid the correct, higher pension and lump sum with effect from the date of retirement, and if a firefighter has already retired (or should have been allowed to do so) that they will therefore have to be paid arrears.

“The proposed legislation to remedy the age discrimination will not require FRAs to do this until October 2023. The Scottish Fire and Rescue Service have to date not adopted the MoU Framework.

“Congress recognises the contribution that firefighters have made in keeping their communities safe and demands that the SFRS immediately adopts the MoU Framework as a means to pay firefighters the pension they have earned, deserve and must be paid.

“Firefighters in Scotland must not be made to endure continued financial hardship by having to wait until October 2023 for Treasury to produce their guidance.”

**Mover: Fire Brigades Union Scotland**

## **Resolution No. 42 - Firefighter and Public Safety**

“That this Congress is deeply concerned it has become increasingly common for front-line fire appliances across Scottish Fire and Rescue to be either removed from operational availability due to crewing shortages or crewed below agreed staffing levels. Congress notes SFRS control rooms have also been regularly working below agreed minimum staffing levels.

“The failure to adhere to the previously collectively agreed staffing levels has a number of significant impacts across public safety, firefighter safety and the welfare of operational employees, including the following:

- reduced fire / emergency cover;
- increased attendance times for emergency incidents;
- impact on firefighter training; and
- impact on staff health and wellbeing with increased workloads and less resources.

“The public are right to expect an acceptable and safe level of provision. Communities, workplaces and businesses all need to know that when they call the fire and rescue service, they will get a rapid response whenever they need it.

“These unsafe practices are not acceptable to firefighters and Congress believes the public deserve a better service than this. Congress therefore:

- calls on SFRS to agree a framework to return to the agreed target operating model; and
- calls on the Scottish government to provide year on year sustainable investment to support the agreed Target Operating Model.”

**Mover: Fire Brigades Union Scotland**

## **Resolution No. 45 - Tayside Cancer Care**

“That this Congress expresses its deep concern at the inability of NHS Tayside to provide appropriate cancer care in Dundee.

“Following the low dose scandal in 2020/1 NHS Tayside are now without a specialist in breast radiotherapy.

“Congress demands an immediate investigation by the Cabinet Secretary for Health and Social Care and an immediate commitment to restore the specialists required.”

**Mover: Dundee Trades Union Council**

### **Resolution No. 46 - Covid Recovery and Rehabilitation Spaces in Hospitals**

“That this Congress notes since the Covid pandemic began, therapy and rehabilitation spaces have been commandeered for patient flow areas, office space and storage. It also notes that the Chartered Society of Physiotherapy (CSP) determines that this is an unacceptable use of space that would otherwise be used for patients who are recovering and rehabilitating from not only Covid-19 but a range of other diseases and conditions. Rehabilitation is vital for people who have suffered disease or injury and is also key in making sure they become integrated back into society and reduce their dependence on health and social care.

“The decision of many health boards to redistribute space from rehabilitation on a short-term reactionary basis is short sighted in that it will increase the length of stay of patients which increases the burden on hospital beds. It risks leaving people more disabled and less able to contribute to society.

“Our Physiotherapy staff are very adaptable and have been doing their best for the patients in the spaces they have available, but this is not sustainable.

“Congress calls on the STUC General Council to support the CSP in calling for local health boards to stop any further plundering of rehabilitation and therapy areas. Congress also supports the CSP's call for health boards/trusts to review their current rehabilitation and therapy service and ensure there is sufficient space to enable good quality rehab for the people of Scotland.”

**Mover: Chartered Society of Physiotherapy**

## **Resolution No. 47 - Voice of Community Pharmacy Workers**

“Community Pharmacy was excluded from scope at the creation of the NHS, privately owned community pharmacy businesses provide a critical part of Scotland’s health system, providing access to a qualified health professional in the heart of our communities.

“This essential role has been emphasised during the pandemic and even in strictest lockdowns it was pharmacies that remained open to care for patients.

“The importance of community pharmacies is reinforced as the NHS increasingly directs patients to present at their local pharmacy, where they can see a pharmacist and access medicines and/or services, normally without an appointment.

“While these pharmacies display the NHS logo, they are nevertheless run for profit by companies and exist to generate shareholder dividends. The largest chains are UK wide and in some instances part of multinational corporations.

“Many pharmacists are self-employed locums and do not have an “employer”.

“The interests and views of employed and locum pharmacists and other workers in the community pharmacy sector will deviate from the interests and views of the employers. The voice of the workers needs to be heard independently to the voice of business owners in this sector.

“Yet although the Scottish Government have met frequently with community pharmacy employer representatives, and that relationship has been referred to as “Team Pharmacy”, there has been significantly less engagement with trade unions representing the community pharmacy workforce.

“Congress:

- recognises that those representing the interests of private business owners may reasonably seek increased investment in, and cashflow for, their businesses, and negotiate improved terms and other amendments to their contracts with government,
- believes that these entities cannot legitimately claim to represent the rights and interests of the workforce they employ or engage.



- calls upon the Cabinet Secretary for Health and Social Care to ensure an effective dialogue with trade unions representing employed and locum pharmacist and other employees in the community pharmacy sector in line with the Fair Work Framework.”

**Mover: South Lanarkshire and East Kilbride TUC**

### **Resolution No. 48 - Work Related Stress – Enough is Enough**

“That this Congress believes a major crisis for Maternity Services in Scotland is looming. The RCM undertook a survey (Dec 21) of its member’s experiences at work since the start of the pandemic. Unsurprisingly, not only were we overwhelmed with responses, the strong overarching themes, confirmed that our midwifery population is burnt out and suffering significant ill health of their own as a consequence of being at work. High numbers indicated their desire or intention to leave the profession. This coincides with a dearth of midwives available for recruitment across Scotland.

“The Health and Safety Executive’s formal definition of work-related stress is the adverse reaction people have to excessive pressures or other types of demand placed on them at work.

“Work related stress across NHS employees isn’t a new concept or experience, however 2 years of working in an environment and service, that was entirely unprepared and unequipped to respond appropriately to a worldwide ‘overnight’ pandemic, has taken its toll.

“Among other things midwives play a vital role in delivering public health information to women encouraging them to make healthy lifestyle choices which in turn promotes the well-being for the next generation. If urgent action is not taken the impact of a midwifery staffing crises will not only be felt at this time but for many years to come and have the potential to put strain on other services where poor lifestyle choices impact.

“Congress calls on the Scottish Government to recognise the gravity of the situation and urgently provide direct resources to Boards to enable them to tackle the growing pandemic of work-related stress within the NHS but to also address recruitment and retention issues within the midwifery profession.”

**Mover: Royal College of Midwives**

## **Resolution No. 49 - National Care Service**

“That this Congress notes that the Scottish Government is consulting on the setting up of a National Care Service. Congress condemns the Government’s decision to privatise the design of the NCS by contracting Price Waterhouse Cooper and the process by which that decision was executed. Congress calls on the Government to ensure all further development is carried out using skills and experience sourced within the public sector.

“Congress further notes that the Independent Review of Adult Social Care recommended:

“Establishing a national forum comprised of workforce representation, employers, Integration Joint Boards and the Scottish Government to advise the National Care Service on workforce priorities and to take the lead in creating national sector level collective bargaining of terms and conditions.”

And that current Scottish Government proposals stop short of this.

“Congress also notes that the Scottish Government proposes to transfer statutory duties and responsibilities for all social work and social care services including children’s services and child protection from Local Government to Scottish Ministers.

“Congress believes that responsibility for the provision and commissioning of children’s social work services should not be transferred from Local Government to Scottish Minister and that the Scottish Government should provide explicit commitments in legislation setting up a National Care Service:

- that national sectoral collective bargaining will be a founding principle of the new service;
- that collective arrangements for employee voice, with a preference for trade union recognition will be a requirement in all commissioning, procurement, and contract monitoring;
- that offshore and tax haven owned businesses will be excluded from bidding for contracts to provide care; and
- that social work is, and will remain, a public service, delivered by the public sector and accountable to democratically elected members of the community.”

**Mover: UNISON**

## **Resolution No. 50 – ‘Fight for 15’ in Social Care**

“That this Congress recognises that to tackle the understaffing in our social care sector and cost of living crisis we need proper value for this essential work. That means a £15 an hour industry minimum as the centrepiece of the future National Care Service (NCS).

“Chronic low-pay and exploitative working practices in social care, affecting predominantly women and BAME workers – well understood pre-pandemic through the Fair Work Convention’s Social Care Report – have been increasingly exposed over the last two years.

“Despite warnings to Scottish Government Ministers from the outset of the pandemic, unions had to fight for the provision of basic workplace health and safety and terms and conditions of employment for social care staff, from PPE to sick pay support.

“The publication of the Feeley Review and the development of the NCS are a direct response to the campaigning of grassroots union members across the social care sector, who have publicly exposed the reality of their working conditions and treatment by employers.

“Congress recognises increases in pay from less than £9.00 an hour at the start of the pandemic for many staff in private residential care employers, to a £10.50 an hour minimum from 1<sup>st</sup> April 2022, and highlights the recent response of local authority HSCP’s to the understaffing crisis by offering families of service users an equivalent of £15 an hour.

“Congress agrees that transformative change in the social care sector is possible through union campaigns and organising, and calls on the General Council to:

- reinforce support for GMB Scotland members’ “Fight for 15” campaign;
- recognise £10.50 is wholly insufficient in tackling the understaffing crisis; and
- demand the £15 hourly minimum is brought forward as soon as possible.”

**Mover: GMB Scotland**

## **Resolution No. 51 - National Care Service**

“That this Congress notes that the 2021 STUC Congress identified the creation of a National Care Service as a priority issue and resolved to campaign for the profit motive to be eliminated from social care.

“The 2021 Congress also condemned poor pay and conditions in the sector and the fact that workers and communities subsidise private profit through care fees, public grants, benefits spending, personal debt and corporate tax loopholes.

“Congress is concerned that the recommendations of the so-called ‘Feeley Report’ includes references to a continued role for the ‘commissioning’ of care services, does not go far enough in addressing the chronic levels of low pay and the disparity in terms and conditions between those working in social care and does not effectively address the fact that, at present, there are currently no sectoral wide collective bargaining structures in place for third sector and private sector care workers.

“Congress is also concerned that, since the publication of the report, suggestions are being made that a National Care Service should involve taking powers from local government, transferring these (and the relevant workers) to a National Care Service and potentially taking workers out of their current wage bargaining structures.

“Congress resolves to campaign for:

- a properly funded and publicly owned National Care Service, delivered free at the point of need and involving participation from trade unions and local government;
- a minimum of £15 an hour for all social care workers;
- a minimum floor of terms and conditions for all social care workers which includes two 30 mins paid rest breaks, access to enhanced sick pay and consistent provision of pensions;
- the establishment of collective bargaining in all areas of social care services including the Third sector and private sector; and
- the Scottish Social Services Council registration fee to be fully funded by the Scottish Government.”

**Mover: Unite the Union**

## **Resolution No. 52 - National Care Service**

“That this Congress calls for the proposed Scottish National Care Service to be a public sector service administered by Scottish local authorities with adequate ring-fenced money from the Scottish Government. This is the best way to ensure that the service is democratically accountable, and quality can develop with the inclusion of all stakeholders. The service will require more resources, but such resources should not be used to boost the profits of private sector service providers.

“The new service should not be entrusted to Integrated Joint Boards whose record is far from satisfactory. They are not democratic, and they are not inclusive. They presided over a system that before Covid was in crisis due to lack of resources. The crisis has only got worse since Covid. The Boards led a race to the bottom which is now reflected in a high staff turnover. The Boards are wedded to a partnership with the private sector which cannot achieve the building of a quality Care Service.

“Congress calls on the STUC General Council to make representations to the Scottish Government calling for a public sector service, and campaign to get community support for such a service.”

**Mover:     Edinburgh TUC**

## **Amended Resolution No. 57 - Health and Safety Representatives**

“That this Congress applauds the work done by Health and Safety Representatives during the Covid-19 crisis in making workplaces safer and Covid-secure.

“Congress asserts that the coronavirus crisis has further demonstrated the vital role of Health and Safety Representatives in workplaces, both in supporting members and providing advice to employers.

“Congress believes that the Covid-19 crisis has highlighted the significance of risk assessment, and the importance of having trained Health and Safety Representatives in appraising risk assessments and giving advice to employers.

“Congress recognises, however, that even where Health and Safety Representatives are appointed, some employers have attempted to ignore or overlook their consultation obligations. On such occasions, bosses have contravened the Approved Code of Practice by failing to involve representatives “in good time” in creating or reviewing risk assessments.

“Congress asserts that the statutory right of Health and Safety Representatives to facilities release time is essential and must be protected.

“Congress further notes that many workplaces do not have Health and Safety Representatives, and that urgent action is required to grow the number of Health and Safety Representatives.

“Congress calls upon the STUC General Council and affiliates to devise a co-ordinated strategy for recruiting higher numbers of Health and Safety Representatives across all sectors.

“As part of this strategy Congress calls for the reinforcement of the concept of Roving Health and Safety reps visiting non – union recognised workplaces that was developed during the pandemic, including consideration being given to it being rolled out on a wider basis to cover other aspects of workplace safety.”

**Mover: NASUWT**

**Secunder: National Union of Rail, Maritime & Transport Workers**

**Supporter: Transport and Salaried Staffs Association**

## **Resolution No. 59 - The Future of Work**

“That this Congress notes the seismic changes in the way many people work since the start of the Covid-19 pandemic in 2020. Congress agrees that the world of work is changing dramatically but there has yet to be a settlement on what the future of work will look like.

“Congress notes that the pandemic created the conditions for some workers to learn new skills, adapt to home or remote working and place new value on the time we have away from our jobs to spend with loved ones and in our communities.

“Congress agrees that there are significant opportunities for the trade union movement to further longstanding demands over working time, quality of work and flexible practices. However, there are employers who will seek to further their own agenda. PCS has seen the emergence of management initiatives around 24/7 working and weekend working. It is imperative that the union movement is able to resist employers’ desires for a new way of working on their terms and put forward our own agenda.

“Therefore, Congress agrees to:

- co-ordinate relevant union campaigns on future ways of working, including the shorter working week without loss of pay through affiliate forums;
- promote a workers’ agenda for the future of work; and
- continue to pressure the Scottish Government on a workers’ recovery, re-doubling our efforts on work already undertaken by the STUC.”

**Mover: Public and Commercial Services Union**

### **Amended Resolution No. 60 - Right to Disconnect & Workplace Surveillance**

“That this Congress notes that for many years the trade union movement has fought for there to be a more flexible approach to the hours and location of work undertaken by our members. For tens of thousands of workers, the global pandemic saw unprecedented change (often previously resisted by employers) on this front, with a huge increase in hybrid, flexible and exclusive remote working.

“Congress notes that the shift to online working resulted in spiralling workloads and increasing demands on workers in all too many sectors, including in higher education.

“As a trade union movement we must take action to secure the benefits of this change for our members whilst at the same time resisting the demands and actions of employers which threaten the wellbeing of our members, in particular the mental health wellbeing of our members.

“The ‘always on’ culture and the rise in ever more intrusive remote surveillance techniques of workers are hugely deleterious to the health

and wellbeing of our members, and this is an issue that is almost certainly going to increase in severity as time passes.

“Congress welcomes the Right to Disconnect campaign undertaken by Prospect and further notes the success in having this key concept incorporated into Scottish Public Sector Pay Policy, Fair Work First criteria and in generally raising the awareness of these issues.

“These are issues which will continue to have significant detrimental impact in private sector employment unless the union movement organises around it and so Congress calls upon the General Council to work with affiliates to build an organising and campaigning strategy around this issue, to assist with draft agreements or guidance as appropriate and to continue to campaign and lobby with the Scottish Government for them to be an exemplar of best practice in this area.”

**Mover: Prospect**

**Seconder: Royal College of Podiatry**

**Supporter: University and College Union**

### **Amended Resolution No. 61 - Protection of Retail Workers**

“That this Congress applauds the incredible efforts of the Trade Union Movement in helping to deliver Daniel Johnson MSP’s Protection of Workers Bill. As of 24 August 2021, and as a result of nearly 20 years’ of campaigning, retail workers across Scotland now have specific protection against abuse, threats and violence at work.

“Usdaw evidence has shown that violence and abuse towards retail workers has risen significantly since 2017. However, it is not just the frequency of attacks which is escalating, with a range of survey figures showing that perpetrators are increasingly using knives and other weapons in attacks against retail workers.

“Congress also recognises that some healthcare workers, such as audiologists, optometrists, and pharmacists deliver patient care on Scotland’s high streets, and face the same risks.”

“Following the hard work and success in getting Daniel Johnson’s Bill through the Scottish Parliament, it is now essential to ensure that the new



offence is enforced. Only through adequate enforcement and awareness will the Bill ensure that abuse is no longer part of the job for Scotland's retail workforce.

"This enforcement will require a co-ordinated approach from local councils, the Police, employers and the Scottish Government.

"As such, Congress calls on the STUC to:

- call upon all candidates in next week's local elections to commit to urgently deliver plans to effectively tackle retail crime in their local area;
- campaign to ensure that Police Scotland responds to all reports of violence and abuse towards retail workers;
- work with employers to raise awareness of the new offence amongst retail workers and the shopping public; and
- lobby the Scottish Government to review the effectiveness of the legislation and take further measures where necessary."
- work with NHS Scotland to ensure that health professionals that practice in High Street premises, and their teams are similarly protected.

**Mover: Union of Shop Distributive and Allied Workers**

**Seconder: Pharmacists' Defence Association**

### **Amended Resolution No. 64 - Sexual Harassment of Women**

"That this Congress notes that the Musicians Union, along with other organisations such as the BIT Collective and SWIM continues to carry out work to stamp out sexual harassment of women in workplaces. However, there is still a long way to go. There is an urgent need to address harassment within the Scottish Music Industry to ensure women musicians are treated with respect and dignity.

"Congress further noted that a significant number of women MU members, particularly in the Folk and Traditional Music sector, have been reporting current behaviour/abuse from males, that is appalling and needs to be highlighted, stopped and have steps put in place to stamp out harassment.

“Congress asks the General Council to lobby Government to improve processes for:

- women who are being subjected to sexual harassment; or
- anyone who witnesses sexual harassment, including those who work on a freelance basis, to easily report the alleged behaviour and get a quick response to investigate the issues, stop the behaviour, and ensure other women are not affected by the continuation of predatory activities by repeat offenders into the future.
- continue to press for the speedy implementation by the Westminster Government of a Preventative duty on employers to shift the onus from the individual to the employer. There should be a statutory code of practice specifying steps that employers should take to prevent and respond to sexual harassment.”

**Mover: Musicians’ Union**

**Seconder: Union of Shop, Distributive and Allied Workers**

### **Resolution No. 65 - Union Derecognition at Horsecross Arts**

“That this Congress notes with concern the actions taken by the management of Horsecross Arts in Perth to de-recognise the BECTU sector of Prospect and is equally concerned at the apparent lack of proactive support for the principle of Effective Voice displayed by Creative Scotland who are the principal funders of Horsecross Arts.

“Since March 2020, Horsecross have imposed widescale redundancies and non-union contracts as well as removing all reference to union agreed policies. Furthermore, it has resisted all attempts by BECTU and the STUC to engage in constructive dialogue. Despite awarding Horsecross well in excess of £1million of public funding, Creative Scotland has been reluctant to persuade Horsecross to implement the principles of the Scottish Government Fair Work policies, agreed with the STUC. Specifically Creative Scotland feels that by creating a staff forum, Horsecross meets the criteria for Effective Voice.

“Congress believes that such an interpretation of the Fair Work policies creates an open door for publicly funded employers to de-recognise trade unions and is a concept that must be challenged at the highest levels of the Scottish Government. Congress welcomes the support shown by

affiliates who have already cancelled future bookings at Horsecross in protest at their unacceptable attacks on the trade union movement.

“Congress therefore calls upon the STUC to seek commitments and assurances from the Scottish Government that trade union recognition must be the default position for the criteria of Effective Voice to be met.

“Congress further calls on the STUC to press the Scottish Government to mandate that any and all public funding or support of any kind is entirely contingent on the basis that the STUC agreed Fair Work Principles are being adhered to by employers to the satisfaction of the STUC or its affiliates.

**Mover:                      Prospect**

### **Amended Resolution No. 66 - Disabled Persons (Employment) Act 1944**

“That this Congress notes that the former Disability Discrimination 1995 and the Equalities Act 2010 are good pieces of legislation to protect the interests of Disabled people such as the important issue of reasonable adjustments being made in the workplace.

“However, the legislation has nullified the 1944 The Disabled Persons (Employment) Act which set an actual quota for businesses employing disabled people. This Act was important as it set out that employers employing more than 20 workers should be ensuring that they have at least 3 disabled employees and the spirit and intent is to aim to have disabled people making up at least 15% of the workforce.

“Congress believes this is a timely motion as during the pandemic disabled people are among those who have been worst affected. Since the end of the Second World War II there are many more people who are now living with a disability. Congress supports a public service’s driven recovery from the pandemic and believes direct delivery by the public sector and conditionality in public procurement are critical for delivering quality employment for disabled people.

“While the DDA 1995 and the Equalities Act 2010 have introduced more rights for disabled people, the Disabled Person (Employment) Act 1944

made employers accountable and legally responsible for employing disabled people.

“Congress calls on the STUC General Council to;

- lobby the Scottish Government to reinstate and update the Disabled Persons (Employment) Act in Scotland
- work with all Trade Unions to encourage all employers to begin employing disabled people in the spirit and intention of the Disabled Person (Employment) Act 1944
- in line with Fair Work, ensure that any such employment is meaningful.
- hold regular audits in regard to how many disabled people we employ, call on affiliated Trade Unions to do the same, and publish this to their members as well as on their websites; and
- to raise this same issue with the TUC.”

**Mover: Aberdeen Trades Union Council**

**Seconder: UNISON**

**Supporter: STUC Disabled Workers' Conference**

### **Amended Resolution No. 67 - Mental Health at Work**

“That this Congress understands that while anyone can experience a mental health problem, some people are more vulnerable because of their economic and social position and the work they do.

“Congress recognises that work and the workplace can be a cause of, and contributor to, mental distress. For instance, a recent UK wide survey by the Railway Safety and Standards board, supported by the trade unions, found that one in three respondents met criteria for a clinical mental health condition. Moderate to severe depression was the largest response followed by anxiety then PTSD.

“Congress also recognises that low-paid, insecure work and adverse management, put workers at increased risk of mental health problems. These factors, combined with the experience of workers throughout the pandemic, have widened mental health inequalities and led to a steep increase in individuals seeking support from their union, their employer and mental health services.

“There remain persistent low levels of awareness of disabled workers’ rights under the Equality Act. STUC research into mental health and the pandemic found 67% of workers who disclosed a mental health issue were offered no form of reasonable adjustment. Congress is deeply concerned by the barriers workers continue to face accessing reasonable adjustments and support from employers that are key to remaining in and progressing at work.

“Strong collective bargaining rights are crucial to better terms and conditions and better support for mental health at work. Trade unions and union reps are vital in negotiating and promoting good policy, tackling stigma, enforcing rights at work and transforming workplace culture.

“Congress calls for the STUC’s work on mental health to emphasise the link between poor work and mental health. A key part of this should be a campaign for:

- strengthening Equality Act enforcement mechanisms around the right to reasonable adjustments
- the introduction of mandatory disability pay gap reporting for employers
- the repeal of anti-trade union laws and extension of collective bargaining rights; and
- a statutory mental health at work plan to include core standards around training, awareness raising and decent work, and which encourages the use of stress risk assessments”

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

**Seconder: NASUWT**

**Supporter: Transport and Salaried Staffs Association**

### **Resolution No. 68 - International Workers’ Memorial Day 2022**

“That this Congress notes that this week marks the thirtieth year of Scottish International Workers Memorial Day commemorations on Thursday 28<sup>th</sup> April.

“Congress congratulates the Trades Union Councils of Scotland in the establishment of so many varied and numerous events throughout the whole of Scotland.

“This year in our commemorations we should pay our respect to all health, care and essential workers for their heroic effort and commitment during the pandemic of the past two years.

“Congress asks all delegates to support and participate in their own local event.”

**Mover: Midlothian Trade Union Council**

### **Resolution No. 69 - Political Education**

“That this Congress notes the apathy towards politics that has become apparent within many young people. This is not just in relation to electoral politics, but in the workplace and in communities.

“Congress recognises that politics is much more than what happens within elected parliaments. For a full understanding of politics there must be an understanding of power and how it is exercised. There must be an understanding that it is not simply the ruling class which has power, but ordinary people as well.

“Congress believes that with this understanding, young people will be able to begin to exercise their power.

“To aid this education, Congress commits to work with the STUC Youth Committee to develop a political education project which can speak directly to young people within youth groups. The programme that these classes follow may be worked out through speaking to young people, youth group leaders, and community bodies. These classes will not be a ‘top down’ education class where participants are merely passengers, but active in thinking about two central questions: “who has power?” And “how do we exercise it?”

“Congress therefore calls on the STUC General Council to develop proposals, alongside the STUC Youth Committee, for an education programme along these lines and to work with affiliates to deliver this programme to young workers through their unions and in the community.”

**Mover: STUC Youth Conference**

## **Resolution No. 70 - Celebrating our Heritage**

“That this Congress notes that the Calton Burial Ground on Abercromby Street, Glasgow is a ‘B’ Listed burial ground, established by the Calton Incorporation of Weavers in 1787. The ground contains the remains of workers of many trades and is significant as the resting place of the Calton Weavers - Scotland’s first working-class martyrs who were murdered during 1787 strikes - the earliest major industrial dispute in Scottish history.

“Today the memorial stone dedicated to the weavers – paid for by the Glasgow Trades Council in 1931 - is significantly eroded and the burial ground badly maintained. Neglect of this monument and the threat of closure faced by the nearby People’s Palace and Winter Gardens present significant threats to the history and legacy of the labour movement in Scotland. These monuments are important sources of education and inspiration and we need to both respect those who came before us and preserve their stories for workers today and in the future.

“This Congress agrees that our movement's heritage must be both protected and celebrated and that in its 125th year the STUC should:

- i. lead the fundraising from affiliates for restoration of the tombstone, memorial plaque and burial ground; and
- ii. recognise and the contemporary relevance of our working-class heritage and struggles of the past by proactively promoting knowledge and understanding of historical workers struggles in Scotland among young workers.”

**Mover: Glasgow Trades Union Council**

## **Resolution No. 73 - Covid Recovery Must Continue to be Monitored for Equality**

“That this Congress is aware that covid-19 is the biggest challenge that Scotland and the UK have faced in decades. Although we have all faced the challenge the impact has not been felt equally across society.

“It is clear, that the pandemic is exacerbating existing socio-economic problems and we risk inequality continuing to be exacerbated as we try to find a new normal.

“Trade Unions have a key role to play in ensuring that as services restart, they are working to decrease the inequality not inadvertently exacerbating it.

“However, to do this we need to understand data, understand how it is currently measured and how it should be measured and then know how to challenge that.

“Congress therefore calls on the STUC General Council to:

1. continue to use its resources to scrutinise the work of government and of public services; and
2. run online courses on data and on the public sector equality duty so that all reps can work collectively to challenge where inaccurate data is gathered or where there is evidence of widening inequality.”

**Mover: Chartered Society of Physiotherapy**

### **Resolution No. 74 - Eradicating Sexual Violence**

“That this Congress notes Gender-based violence remains endemic in the UK, including in post-16 education. This is despite many years campaigning by sexual violence survivors, prevention groups, trade unions and student unions.

“As noted in the 2021 UCU sexual violence task group report, which surveyed nearly 4,000 university and college staff, in the past five years 1 in 10 university and college staff have directly experienced workplace sexual violence, and a quarter of staff know colleagues who have experienced this.

“Congress notes that in post-16 education:

- 12% of women and 5% of men had directly experienced workplace sexual violence;
- 52% of those who directly experienced sexual violence did not disclose or report it to their employer;



- 70% experienced sexual violence as an ongoing pattern of behaviour rather than a one-off incident;
- insecurely employed workers were 1.3 times as likely to experience direct sexual violence than those permanently employed; and
- workers on insecure contracts, disabled workers, LGBTQ workers, and racialised minority workers, are all at significantly greater risk of sexual violence.

“Congress asks the STUC to:

- pressure Scottish government and employers to work together with trade unions and sexual violence prevention workers to address gender-based violence, including by creating and enforcing gender-based violence policies, integrating this into their health and safety processes, allocating resources to prevention and counselling, and replacing the use of non-disclosure agreements with more transparent procedures; and
- pressure government and employers to provide decent, secure jobs, given that casualisation and structural inequalities exacerbate sexual violence and other workplace harms.”

**Mover: University and College Union**

### **Resolution No. 75 - Protecting and Developing LGBT+ Services in a Post Covid Scotland**

“That this Congress recognises the impact of the ongoing Covid-19 pandemic on LGBT+ services across our country. The impact of the virus is widespread; however individuals from marginalised or disadvantaged groups who already experience poorer outcomes in healthcare may be disproportionately affected by the current situation.

“Research shows us that LGBT+ people face barriers when accessing mainstream mental health services. In fact, many of us have poor experiences of public services including discrimination and lack of understanding of our health needs. While LGBT+ people experience poorer outcomes in a wide range of areas, we know that mental health, sexual health and trans health are key areas in which impact is likely to be acutely felt. LGBT+ people are also more likely to be living with longterm conditions some of which could be considered a disability and may face multiple discriminations.

“The unprecedented economic impact of the virus brings fear of further cuts to already insufficient services and a detrimental impact on the provision of established LGBT+ services especially trans services, reducing availability of services at a time when people are experiencing increasing levels of stress and isolation as a result of the virus.

“Every new wave of Covid-19 brings with it unpredictable travel regulations, thus preventing those who travel to access essential services. Demonstrating yet again, the lack of equity when it comes to reaching those most in need

“Congress calls on the STUC General Council to work with the STUC LGBT+ Workers’ Committee to:

- ensure a safe and effective Covid-19 response to protect the physical and mental well-being of LGBT+ people in our community; and
- put pressure on the Scottish Government to ensure and prioritise the protection of LGBT+ services across health and social care, mental health and third sector and develop these services in areas where there are none.”

**Mover: STUC LGBT+ Workers’ Conference**

### **Resolution No. 76 - Equality and the Police, Crime, Sentencing and Courts Bill**

“That this Congress affirms our opposition to the UK Government’s proposed Police, Crime, Sentencing and Courts Bill and recognises the Bill was an attack on fundamental human rights in the UK.

“Congress acknowledges the potential impact the Bill, if passed in its entirety, could have on underrepresented communities in their ongoing efforts to organise and campaign for greater equality and to continue to fight against discrimination and inequality in society.

“Congress recognises the Bill, as originally proposed, could lead to the criminalisation of those involved with and participating in long standing peaceful protests such as Pride and Black Lives Matter and notes its opposition to any such move by the UK Government.

“Congress further recognises that although the proposed legislation would only affect England and Wales, with many aspects of equality legislation held under the remit of Westminster, any attempts to curb peaceful protest will impact on underrepresented communities across the whole United Kingdom.

“Congress welcomes the recent vote in the House of Lords which removed some of the more draconian powers potentially being made available to police in relation to how protests considered noisy or disruptive could be managed, including potential arrests, however, acknowledges the debate surrounding the Bill remains ongoing, including the potential reintroduction of the measures voted down previously in the House of Lords.

“Congress calls on the STUC General Council to:

- work with STUC Equality Committees to understand their concerns surrounding the Police, Crime, Sentencing and Courts Bill;
- work with the TUC, and affiliates, to support efforts in opposing the Bill, and;
- lobby the Scottish Government and Scotland based MPs to affirm our opposition to the Bill and work together to ensure it is defeated across the UK.”

**Mover: STUC LGBT+ Workers’ Conference**

### **Resolution No. 77 - Make 2022 the Year of Disabled Workers**

“That this Congress notes that, ten years after the Equality Act came into force, the disability pay gap is 15%.

“Congress further notes UNISON’s Let’s Be Reasonable report which found:

- i. 67% of disabled workers requesting reasonable adjustments had some or all refused, many receiving no reason for refusal or no response at all;
- ii. 23% of disabled workers had to wait a year or more for agreed adjustments to be implemented;

- iii. refusal of reasonable adjustments led to increased sickness absence and many respondents were forced to leave their job; and
- iv. most employers did not allow disability leave, with disabled workers forced to use annual leave to avoid punitive sickness absence procedures.

“Congress believes:

- a) Lack of enforcement of the right to reasonable adjustments is a key driver of the disability pay gap
- b) It is time to act on the scandal of disabled workers being refused reasonable adjustments

“Congress therefore:

- 1. calls on Government to introduce stronger enforcement and statutory timeframes for reasonable adjustment requests and a right to disability leave; and
- 2. agrees to declare 2022 the year of disabled workers, to seek affiliate and Congress support for this and to use it as a means of progressing these aims.”

**Mover: STUC Disabled Workers’ Conference**

### **Resolution No. 78 - Trans Rights and Education**

“That this Congress is appalled by and is opposed to the ever growing right wing anti-trans movement commonly referred to as ‘gender critical’. This movement has become very well organised and very well-funded in recent years and has established itself by forming several pressure groups such as LGB Alliance, who are forming links with members of the Scottish government and also influencing policy on a UK wide scale.

“The methodology of these groups is not to promote LGB rights, but rather to cause direct harm to and remove hard won right from trans people. Dangerous precedents are being set in law to deny trans people access to basic healthcare and legal recognition. It is becoming increasingly clear the attacks on the trans community will be used as springboard for attacks on the rights of other groups.

“Congress calls on the STUC General Council to:

1. commit to working with affiliate trade unions and associated groups and charities to promote a campaign of education and acceptance towards the trans community; and
2. provide direct aid where required for this campaign and the subsequent roles and responsibilities this requires.”

**Mover: STUC LGBT+ Workers’ Conference**

### **Resolution No. 84 - Afghanistan**

“That this Congress expresses its deep concerns at the humanitarian catastrophe in Afghanistan. The people of Afghanistan are enduring extreme poverty, deprivation and oppression, as a result of the withdrawal of US and western forces, and the control of the Taliban.

“Afghan women and girls are at particular risk of persecution, abuse and violence along with LGBT+ people, certain ethnic minority groups, trade unionists and pro-democracy campaigners, and those who have assisted British operations within the country.

“Congress notes that the UK government’s Afghan Citizens Resettlement Scheme is failing to prioritise the most vulnerable, with reports indicating that some of the first people resettled were those already living in the UK.

“Congress believes that the UK government, as an architect of the 20-year conflict that has led to the current crisis, has specific responsibility to the Afghan people.

“Congress calls on the STUC to pressurise the Scottish and UK Governments to:

- work with international partners to open up safe, legal routes for refugees from Afghanistan to come to Scotland and the UK and ensure that the Afghan Citizens Resettlement Scheme functions effectively and prioritises those in most need rather than the easiest to reach;
- provide routes for family reunion and permanent settlement for Afghan nationals who are currently working and studying in the UK; and

- for the UK Government to both reverse cuts to UK research and innovation official development assistance and restore foreign aid spending to 0.7% of GNI, as these have a crucial role in supporting wider humanitarian work within Afghanistan and the region.

“Congress is also concerned about the impact of Taliban rule on access to education and human rights generally. Congress believes that protecting and promoting the rights of women and girls to access education is a global priority and should be a central focus for the UK's foreign policy and aid spending.”

**Mover: University and College Union Scotland**

### **Resolution No. 85 - Salute the Bravery of the Indian Farmers**

“That this Congress notes that throughout 2020 and mostly of 2021, Indian farmers fought valiantly against the regressive measures introduced by Modi's BJP. The strike was incredible for numerous reasons, not least because the strike was fought by 1.6 million workers, the largest in human history; but they also were victorious.

“Though the impact of the BJP's removal of the measures is unclear, as the party continue to try and divide the workers, we as a congress must celebrate the incredible victory they managed to achieve, but also learn from their example of what modern trade unionism can look today in this neo-liberal age.

“Congress congratulates the Farmer's Union (Bharatiya Kisan Union), but also send our congratulations to the Centre of Indian Trade Unions (CITU) to acknowledge their work in unifying the working people of India in defence of the farmers. Finally, where possible, we call on the General Council to improve our relationship with CITU to learn from them, but as an action of mutual solidarity between the workers of Scotland and India.”

**Mover: North Lanarkshire Trade Union Council**

## **Resolution No. 86 - Dundee Trade Union Council Palestinian Delegation**

“That this Congress welcomes the decision taken by Dundee City Council in 2021 to recognise the State of Palestine, taken in response to a motion drafted and submitted by Dundee TUC and Dundee-Nablus Twinning Association.

“Congress supports delegations to Palestine by trade unions and looks for continued co-operation between Palestinian and Scottish workers, as demonstrated by projects including those organised by the Fire Brigades Union.

“Congress supports the planned Dundee TUC delegation to Palestine in autumn 2022 as a continuation and extension of the Scottish Trade Union movement's long history of worker-to-worker co-operation with Palestine.”

**Mover: Dundee Trades Union Council**

## **Resolution No. 87 - Constitutional Convention**

“That this Congress notes the policy position agreed through Composite K and the GC statement at our 2021 Congress.

“Congress notes that the policy calls for the establishment of a working group and a union led ‘constitutional convention’ with affiliates to represent the voices, views, and vision of working people across Scotland for our future.

“Congress resolves that, when the time comes, constituent unions and trades union councils are fully engaged on the proposals to establish the STUC’s constitutional convention prior to membership being sought.”

**Mover: Clydebank Trade Union Council**

## **Emergency Resolution No. 1 - Defending Public Services Broadcasting**

“That this Congress is alarmed to learn of the recent takeover of Archant by Newquest, owners of the Herald, Glasgow Times and titles across the United Kingdom. The acquisition will further entrench media ownership in three companies (Newsquest, Reach and JPI Media). The threat to plurality and diversity in the UK press has never been more urgent.

“To this end, Congress congratulates the Scottish Government’s Public Interest Working Group, comprised of journalists, NUJ representatives, and the Scottish Newspaper Society, on its report ‘Securing a Sustainable Future For Scottish Public Interest Journalism’.

“Congress welcomes the strong trade union representation on the Working Group, achieved following the NUJ’s News Recovery Plan; the vital role of public interest journalism in supporting democratic debate and engagement; and the increasing threat to such journalism from economic pressures and campaigns of disinformation.

“Congress therefore pledges support for the Report’s recommendations including:

- There should be a new Scottish Public Interest Journalism Institute (SPIJI)
- Media literacy should be included in school curriculums, and a voucher scheme launched enabling young people to access public interest journalism free of charge.
- The Scottish Government should explore introducing provisions to give community groups the opportunity to take over a local news publication that might otherwise close.
- The Scottish Government should work with the UK Government to ensure that the new Digital Markets Unit enables all public interest news providers to thrive in the digital economy; and the Scottish Government should encourage big tech companies to support the establishment of SPIJI.

“Congress further pledges that the STUC will work in consultation with the relevant affiliated unions to campaign for full implementation of the report’s recommendations, including the formation of an inclusive Scottish Public Interest Journalism Institute and to promote wider public debate on the future of public interest journalism in Scotland.”

**Mover: National Union of Journalists**



## **Emergency Resolution No. 2 - Public Interest Journalism**

“That this Congress notes that the invasion of Ukraine has brought to the fore the credibility of media reports across the world. Research shows that the audience for the BBC in Russia has tripled from 3.1m to 10.7m, evidencing the Corporation’s reputation in other countries.

“Congress strongly condemns the actions and intentions of the UK Government in its continued attempts to undermine the BBC, Channel 4, and the concept of public service broadcasting.

“We support media workers, their allies and unions in campaigns to oppose privatisation, the scrapping of the licence fee, the attack on jobs, and attempts to frustrate, defund and destroy publicly funded and publicly accountable media.

“Freezing the licence fee will damage programming and services, employment and ultimately democracy. Studies have yet to yield a credible alternative to the licence fee other than general taxation. Regardless of how the BBC is funded, the key issue is to preserve the principle of universality that underpins a public service broadcaster. A subscription service fails to achieve that and will penalise and exclude the poorest.

“In its centenary year, the BBC’s global reach nears half a billion people. Ofcom states it is overwhelmingly the most used media brand in the UK, accessed by more than 90 per cent and 80 per cent of 18-34-year-olds each week. The World Service reaches 279 million people weekly, and BBC News website is the world’s most visited. During lockdown the BBC Bitesize Education Service was used by 5.8 million children.

“While recognising that trade unions and others struggling for workers’ rights, economic justice, environmental action and democratic accountability in Scotland and beyond often have concerns to raise about how the BBC is managed, Congress rejects any attempt to hand yet more of our media landscape over to global media giants operating in the interests of the rich and powerful.”

**Mover: National Union of Journalists**

### **Emergency Resolution No. 3 - P&O Ferries**

“That this Congress recalls on the morning of Thursday, 17 March 2022, P&O Ferries senior management instructed all vessels to discharge their passengers and freight and to remain in Port pending an important company issued statement. A statement that claimed to safeguard the future of the company, issued with the support of the owner, DP World.

“Congress further recalls that the company then announced via video conference that they were dismissing 786 seafarers from their vessels with immediate effect; whilst simultaneously, balaclava clad handcuff trained security guards embarked the vessels to remove the seafarers from their places of work. The union for maritime professionals, Nautilus International, were neither notified nor consulted about the shameful act of unlawfully dismissing our members without the required notice.

“Congress is reminded that subsequently, the CEO of P&O Ferries, Peter Hebblethwaite, stated to the joint session of the Transport and Business Select Committees at Westminster and the Net Zero, Energy and Transport Committee at Holyrood, that the company knew it needed to consult but chose not to do so, as no union would accept their proposals.

“Congress notes the gratitude of Nautilus for the support of the STUC and affiliates of Nautilus’ long standing Fair Ferries campaign, their recent strong support of our actions in defence of our members at P&O Ferries and is asked to:

- continue to support the unlawfully dismissed P&O Ferries seafarers;
- support the ongoing campaign activities of Nautilus to secure justice for their members i.e. action against the CEO and other directors;
- campaign to make lasting changes to the employment rights of seafarers, as well as continue their work in defence of broader employment rights and protections for all workers in Scotland;
- demand quality local employment opportunities for all maritime professionals in the ferry sector.”

**Mover: Nautilus International**

## **Emergency Resolution No. 4 - Justice for P&O Ferry Workers**

“That this Congress is shocked and appalled at P&O Ferries firing 800 seafarers on 17<sup>th</sup> March 2022 without any notice by Zoom call and replacing them with agency crew on the same day, including on the Cairryan to Larne Route.

“Congress also notes that P&O ferries were in breach of multiple laws by their actions and expresses disgust at the comments of P&O Chief Executive Peter Hebblethwaite, who told MPs that the company chose to break the law and would do it again.

“Congress further notes that P&O Ferries directors are now subject to a criminal investigation.

“Congress believes there are numerous safety concerns arising from the decision to replace entire crews with agency crew working much longer contracts with no operational experience on these ageing ships, and Congress calls on regulatory bodies to refuse to allow these ships to sail on safety grounds.

“Congress fully supports the RMT's campaign for justice for P&O workers including,

- Nationalisation of the P&O fleet.
- A widespread boycott of P&O Ferries and no taxpayer support or public contracts with P&O Ferries or their owners DP World.
- The removal of P&O Ferries and or DP World from bids for Green Freeports in Scotland.
- Emergency legislation to ensure that what happened at P&O can never happen again including giving trade unions the right to take pre-emptive legal action to prevent companies breaking the law, and legislation to ensure seafarers have the same employment protections as land-based workers.
- Support for the RMT Fair Ferries campaign to ensure ships sailing from UK ports to the continent are covered by agreed collective bargaining agreements and safety arrangements with the maritime unions.

“Finally, we reiterate our support for the repeal of all anti-trade union laws to give workers the power they need to defeat maritime gangsters like P&O Ferries.”

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

### **Emergency Resolution No. 5 - Seafarers and the National Minimum Wage (NMW)**

“That this Congress notes with alarm that the UK Government stated on 21<sup>st</sup> April that the National Minimum Wage cannot be applied to all seafarers working in the offshore renewables sector on the UK Continental Shelf.

“Congress is shocked by this betrayal of seafarers, trade unions, fair work and the concept of a Just Transition for maritime workers in the supply chain for Scotland’s offshore wind and other renewable energy sectors.

“Congress commits to campaign for the Living Wage to be the wage floor for all seafarers working on any ship servicing offshore renewable energy installations up to and beyond the 12 nautical mile limit from the Scottish coastline.”

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

### **Emergency Resolution No. 6 - Ukraine**

“Congress recognises that the invasion by one sovereign state by another, in this case the invasion of Ukraine by the Russian Federation is a clear breach of international law.

“Consequently Ukraine, as recognised in international law, is perfectly entitled and justified to defend itself and seek support both politically and materially.

“Consequently, Congress congratulates members of Unite who have been prepared to defy the anti-union laws by taking direct action in solidarity with Ukraine.

“Congress supports the General Council’s view that condemnation of the invasion of Ukraine and flouting of international law is consistent with our historical opposition to all wars of invasion, annexation and so called ‘regime change’, including those undertaken in the name of the UK, NATO and the West. However, it needs to be recognised that in this particular instance, NATO cannot be classed as the aggressor.

“Further President Putin openly declares that he “sees no reason for Ukraine to exist as an independent state” and make that assertion real is a clear breach of international law.

“Congress supports the anti-war left in Russia and extend our solidarity to those arrested for protesting the war. We further extend our solidarity to Ukrainian trade unionists and socialists who continue to promote and defend workers' rights even during this illegal invasion of their country. We trust that line with International Labour Organisations conventions the defence of Ukraine against Russian aggression should not be at the expense of workers' rights and self-organisation.

“We further condemn the UK Governments restrictions on refugees from this and other wars and conflicts seeking to resettle in the UK and call for the scrapping, of said restrictions.

“We therefore call on the General Council to encourage affiliates and trade union members:

- to attend local protests organised in solidarity with Ukraine; and
- to support the financial appeal launched by the International Trade Union Confederation.

**Mover: South Lanarkshire and East Kilbride  
Trades Union Council**

## **Emergency Resolution No. 7 - Turkish attacks in Northern Iraq**

“That this Congress notes and condemns the attacks by Turkish forces on the Metina mountain area in the border area of Duhok in Northern Iraq, including jets bombing villages, helicopters dropping ground troops and the wounding of Kurdish civilians. These constitute an invasion of a neighbouring state.

“Their pretext is to challenge the PKK, who have called repeatedly for a ceasefire and negotiations for a peaceful and democratic solution to the Kurdish Question in Turkey and who were in the forefront of the fight against ISIS (whilst the Turkish state was supporting them).

“Congress notes that Turkey has increased its military presence in Northern Iraq over recent years and the scale of the current mobilisations reinforces fears of a Greater Turkey, to include territory in the Kurdish regions of Iraq and Syria.

“Congress notes that Turkish forces are being aided by armed forces of the KDP, the ruling party of the Kurdistan Regional Government, whose Prime Minister Masrour Barzani met with Turkey’s President Erdogan shortly before the invasion launch, then held trade talks with the UK Government.

“Congress calls on the STUC General Council to

- Write to the Secretary of State for Foreign, Commonwealth and Development Affairs to urge the Government to call on the Turkish Government to end this invasion, to withdraw troops immediately and seek immediate negotiations with the PKK on a ceasefire and progress towards a peaceful and democratic solution.
- Continue to support the de-listing of the PKK as a terrorist organisation, noting the decision of Belgian courts that they are not a terrorist organisation.
- Call on affiliates to continue offering solidarity to sister unions in Turkey who, continue to be attacked by the Turkish authorities and to raise with them concerns regarding the invasion of Iraq’s Kurdish region.”

**Mover: Dundee Trades Union Council**

## **Emergency Resolution No. 8 - Sheku Bayoh**

“That this Congress notes that justice for Sheku Bayoh has still not been found.

“Congress acknowledges that in 2015, a young Black man from Kirkcaldy, Sheku Bayoh, died whilst in police custody in Scotland, following brutal police contact.

“Congress also notes, the death of Badreddin Abadlla Adam, an asylum-seeker from Sudan, shot dead in 2020 by police in Glasgow, weeks after Black Lives Matter (BLM) protests attended by thousands of people across Scotland. An investigation into his death remains ongoing.

“A freedom of information request has revealed 122 deaths in custody, or following contact with officers, in the past seven years in Scotland — with 35 of those happening since the beginning of 2020.

“Congress notes that a Public Inquiry set to begin on 8<sup>th</sup> May 2022 will look at the immediate circumstances leading to the death of Sheku Bayoh, how the police dealt with the aftermath, the subsequent investigation into the death and whether race was a factor. This Inquiry, like that into the death of Stephen Lawrence is likely to last several years, bringing additional stresses to the lives of those involved.

“A vigil to mark the beginning of the Public Inquiry will take place on Tuesday the 10<sup>th</sup> May at 9am, Capital House, 1 Festival Square in Edinburgh.

“The dead cannot cry out for justice, it is the duty of the living to do so for them’. Therefore, Congress calls for:

- The STUC General Council and affiliates to call trade union activists to support, promote and attend the vigil.
- Continue to demand justice for Sheku Bayoh and show meaningful support and solidarity for the Justice for Sheku campaign.
- To educate activists, reps, officials and all trade union members on the prevalence of institutional racism in Scotland.”

**Mover: STUC Black Workers’ Conference**

## **Emergency Resolution No. 9 - Amnesty International report**

“That this Congress notes the Amnesty International report published in Feb 2022 (ISRAEL’S APARTHEID AGAINST PALESTINIANS) which confirms that Israel imposes a system of oppression and domination against Palestinians across all areas under its control in Israel and the OPT, and against Palestinian refugees that amounts to apartheid as prohibited in international law.

“Congress further notes that the Special Rapporteur on human rights in the Occupied Palestinian Territories (OPT), Michael Lynk, submitted a report to the Human Rights Council in March 2022, also concluding that the situation in the OPT amounts to apartheid

“These most recent reports align with conclusions of previous reports, including from Human Rights Watch.

“Congress calls on the General Council to promote these recent reports by all means possible to all STUC affiliates and the general public and ensure they are highlighted in all equality based educational and campaign materials published by the STUC.”

**Mover: Aberdeen Trades Union Council**

## **Emergency Resolution No. 10 - We Must Not Outsource UK Asylum Processing to Rwanda**

“That this Congress condemns the UK Home Office’s recent announcement to send migrants and refugees who cross the Channel, thousands of miles away to Rwanda.

“Congress notes that the plan as well as being unethical, is simply uncompassionate and unworkable. Instead of spending the anticipated £120 million on making sure the UK do their fair share to help some of the most vulnerable people on the planet, these ill-judged plans fall out of the Tory party’s ongoing obsession around being seen to be “controlling” immigration.

“Congress lends the weight of Scotland’s trade union movement behind the real working knowledge and experience of support groups such as Refugee Action who see this “grubby cash-for-people plan” for what it



really is "...a cowardly, barbaric and inhumane way to treat people fleeing persecution and war".

"Rwanda's record on human rights is grim, despite the fact that officially homosexuality is apparently not criminalised. Credible organisations such as Human Rights Watch and LGBT+ Unity cite widespread evidence of ill-treatment and abuse faced by LGBTQI+ people in Rwanda. Much of these attitudes are a legacy of historic European colonial interventions in Africa. Imagine how perverse it would be to flee a country because you are suffering persecution, abuse and are in fear for your life because of your sexuality and then being sent to Rwanda for "processing".

"Congress therefore asks STUC affiliates to:

- Widely expose all of the many shortfalls of this shambolic outsourcing plan
- Call for immediate rejection of this evil and hostile policy
- Call for the earmarked money to be re-diverted support our Civil Servants in the Home Office so that they are able to improve on and properly deliver on our humanitarian international asylum obligations."

**Mover: STUC Black Workers' Conference**

### **Emergency Resolution No. 11 - DWP Closures**

"That this Congress notes the incredible job carried out by workers employed by the Department for Work and Pensions, delivering key services such as Universal Credit, helping those most in need access the assistance they require, throughout the pandemic.

"Congress is appalled to note that, despite these staff having been praised as 'miracle workers' by the UK Prime Minister, and 'exceptional' by the Secretary of State for Work and Pensions, the DWP announced on 17th March 2022 that 41 'back of house' offices would be closing, threatening the jobs of 3,000 DWP workers.

"Eight offices in Scotland are amongst those that the DWP wants to close. They are: Aberdeen, Ebury House; Kirkcaldy, Victoria Road; Bathgate, Whitburn Road; Dundee, Lindsay House; Falkirk, Callendar Gate;

Glasgow, Clydebank, Radnor House; Glasgow, Springburn; and Stirling, St Ninians Road.

“DWP workers live throughout communities across Scotland, contributing to local economies. Their employer plans to remove these jobs from many localities, further restricting job opportunities for people living in those areas and taking away crucial local knowledge possessed by staff in those offices – in contrast to the commendable approach of Social Security Scotland, under the Scottish Government, which is embedding staff in every Local Authority area in Scotland.

“Congress agrees to circulate the PCS petition amongst STUC affiliates, demanding DWP reverses its decision to close these offices or finds other suitable accommodation in the communities where these offices are located.

“Congress calls on Scottish Government to explore whether there is alternative accommodation, either directly through its own estate or through local authority offices, where DWP workers can be located in order that their jobs can be saved and their vital services kept within the communities.”

“Congress commits to fully support the PCS campaign, defending jobs and maintaining vital services in communities.”

**Mover: Public and Commercial Services Union**

## **Emergency Resolution No. 12 - Freedom of Information**

“That this Congress welcomes the Campaign for Freedom of Information’s (CFoIS) publication on 26<sup>th</sup> January of a draft bill to reform access to information rights. We believe that transparency and accountability enable scrutiny of how publicly funded services are designed and delivered such as in health, social care, education and the environment.

“Congress notes 2022 is a significant year as it is 20 years since the Freedom of Information (Scotland) Act 2002 (FoISA) was passed. It is also five years since the Scottish Parliament unanimously voted for post-legislative scrutiny of FoISA, four years since the Scottish Parliament agreed the Scottish Government should consult on proposals to further extend coverage of FoI law, three years since that took place which led to

no action, and two years since the Public Audit and Post Legislative Scrutiny Committee agreed its Inquiry Report which itemised over 40 areas for reform.

“Congress further notes that Scottish Information Commissioner polling in 2019 reported that 80% of survey respondents agreed that private sector companies working on contracts for public bodies should be subject to the same FoI laws as public bodies. This legislative change still not happened.

“We urge the STUC Congress and the General Council to support the CFoIS campaign for legal reform to make rights stronger and increase duties to comply.

“Congress further agrees to encourage members across Scotland to support this campaign by registering their support with CFoIS and promoting information which explains the purpose and impact of the draft bill.”

**Mover: South Lanarkshire and East Kilbride Trades Union Council**

### **Emergency Resolution No. 13 - COSLA**

“That this Congress notes that the Joint Trade Unions representing the Scottish Joint Council workforce are moving to Formal Industrial Action Ballots, following membership consultations on COSLA’s failure to make an acceptable pay offer before the anniversary date on 1<sup>st</sup> April 2022.

“The only offer made by COSLA failed to acknowledge the cost-of-living crisis, pay detriment, widens pay inequality and failed to recognise yet again the significant contribution from the first COVID responders.

“During the past 10+ years of austerity we have been subjected to pay freezes, erosion of value of pay and cuts to jobs and services.

“The Scottish Government has yet again cut Local Government funding and maintained ring-fencing for their own priorities – in direct conflict with local democratic accountability, community empowerment and localism.

“The current offer does not ‘address the issue of low pay’ as has been suggested. We note COSLA’s own figures demonstrate that 51% of local government workers earn below £25k per annum. The average wage in

Scotland right now is £31k per annum. It is therefore the case that the vast majority of our members are in receipt of a wage that is considerably lower than the average.

“COSLA left little time for meaningful negotiations on this matter prior to the Scottish Local Elections, our members will make sure that all candidates standing in the forthcoming elections, are fully aware of their expectations.

“Congress calls on the General Council to:

- Pledge full support to the local government workforce and their unions in pursuing a pay rise that addresses low pay and delivers a decent pay rise for all.
- Call on all candidates in the local elections to do likewise and that they, when elected, demand COSLA make an improved offer.
- Urge the Scottish Government to fully fund inflation-proofed pay rises for Council workers.”

**Mover: UNISON Scotland**

### **Emergency Resolution No. 14 - Colombia**

“That this Congress applauds the immense efforts of the Colombian people to build social justice, human rights and peace.

“However, Congress is extremely concerned that alleged state atrocities are still being committed with impunity. On 28 March, soldiers reportedly shot dead six civilians in a military raid in southwest Colombia. Instead of ordering an investigation, the Colombian President and the defence minister posted tweets celebrating the attack. Under the current right-wing government, security forces have committed terrible abuses, including during trade union-backed protests last year when police killed at least 28 unarmed protesters, drawing condemnation from the UN, the EU and elsewhere.

“Despite widespread evidence of state human rights abuses, Scottish Police are continuing to train Colombian security forces. Conference urges the Scottish government to suspend this partnership until human rights are guaranteed and Colombian state agents behind abuses are held to account.

“Colombia is the world’s deadliest country for trade unionists, environmental activists and human rights defenders, with more than 1,000 activists and 300 former guerrillas murdered since the 2016 peace agreement. The UN says that implementing the agreement is essential to tackle the human rights crisis. But the Colombian government’s neglect of its obligations towards the peace process has worsened insecurity.

“Congress calls on the General Council to:

- lobby the Scottish government to suspend police training programmes with Colombia until human rights abuses involving Colombian police are properly investigated and held to account;
- pressure the Scottish and British governments to make every possible effort to advance implementation of the peace agreement; and
- support the work of Justice for Colombia and encourage all STUC affiliated unions to affiliate.”

**Mover: UNISON Scotland**

## 2022 ANNUAL CONGRESS

### MOTION WITHDRAWN

#### **Amended Motion No. 15 - Net Zero and Nuclear Energy**

“That this Congress notes that the recent energy crisis highlights the need for the UK to have reliable, safe, and secure energy supply. COP26 highlighted how Scotland needs to be low carbon if it is to meet binding targets to achieve net zero by 2045. As both Scottish nuclear power stations reach end of generation, we face a growing energy gap. Some of this demand can, and should, be met through increased use of renewable energy sources, however, we still need reliable baseload clean energy if we are to avoid increased use of gas or a return to coal. We must also ensure there is a Just Transition for workers employed by, or within, the supply chain of more carbon intensive industries.

“Congress condemns the Scottish Government’s ideological opposition to new nuclear resulting in a failure to model the impact of the closure of Scotland’s nuclear plants and the loss of supply chain jobs such as Rolls Royce’s Small Modular Reactor factory which will be built in England or Wales.

“Net zero needs new nuclear, Prospect and the STUC support a balanced energy policy. Unless we build new nuclear power stations to replace the capacity that will be lost as AGRs cease generation, and as we move away from coal and gas, we cannot possibly achieve net zero whilst reliably delivering the energy the country needs and at an affordable price. New nuclear also provides a Just Transition for workers through providing high-quality, long-term employment, both in construction and throughout the supporting infrastructure and supply chain. For example, there are 3600 businesses right across the UK involved in the supply chain for the

development of Hinkley Point C, providing a significant economic benefit and helping achieve a levelling-up agenda.

“Congress calls upon the STUC General Council to reaffirm its commitment to nuclear as part of the balanced energy mix, and to engage with all political parties with a view to creating the environment for supporting new nuclear technologies such as Small Modular Reactors to assist Scotland in net zero; ensure a Just Transition for workers by creating high quality long-term employment.”

**Mover: Prospect**

**Seconder: GMB Scotland**

**2022 ANNUAL CONGRESS**

**MOTION LOST**

**Motion No. 79 - Safeguarding and Single Sex Provision**

“That this Congress notes that violence against women and girls is endemic with more than 98.5% of violent sexual assaults being carried out by males.

“Safeguarding measures are therefore a necessity in a society which privileges men over women and which fails to respond effectively to the deep inequality of the sexes.

“It is for these reasons that the Equality Act exists and that the provision within it to enable single sex exemptions as a safeguarding measure for the protection of women and girls.

“Single sex provision is a necessity to limit the opportunities for predatory males to access women and girls. We are seeing breaches of established safeguarding boundaries with serious consequences for women and girls including assault and rape. These widely reported breaches are happening in Scotland in prisons, the violence against women sector, in the justice system, in schools, Girl Guiding, changing facilities and so forth.

“The Trade Union movement must support efforts by a new constellation of women's groups which have developed to oppose the weakening of safeguarding measures and which campaign to uphold the single sex exemptions within the Equality Act.

“This Congress believes that:



1. females have a right to define their own boundaries and to organise provision on the basis of sex;
2. the single sex exemptions within the Equality Act must be upheld as the primary safeguarding measure to defend women's single sex spaces;
3. the STUC and its affiliates should accurately reflect the current law in their actions and communications and support single sex provision for women and girls;
4. risk assessments and Equality Impact Assessments should be routinely requested following any proposal to move away from single sex provision in workplaces; and
5. any funding arrangements which coerce projects to be more inclusive should be opposed when they undermine the safety of women and girls.”

**Mover: Paisley Trades Union Council**

## **2022 ANNUAL CONGRESS**

### **GENERAL COUNCIL STATEMENTS**

#### **General Council Statement on Cost of Living Crisis**

The UK is facing the biggest collapse in household incomes since records began in 1948 and there are predictions that we are heading for recession later in 2022.

RPI inflation in March was 9% and CPI inflation hit a thirty year high of 7%. In just the month of February, real wages fell by over 2%. Increased National Insurance contributions have exacerbated the fall in wages.

Meanwhile energy increases of up to 54% are plunging thousands of additional households into fuel poverty. Rents have increased by over 5% over the past year and the cost of all forms of transport is increasing.

The removal of the £20 Universal Credit uplift has hit thousands of households across Scotland. The 3% benefits uplift at the start of April is less than half of inflation and will cause misery across our communities. The UK Government has broken the pension triple lock.

Many foodbanks are at breaking point as demand surges among those in work, those not working, students and pensioners.

The General Council, along with the wider trade union movement and community and campaign groups is desperately worried, and angry, at the failure of government policy to effectively deal with the crisis. The crisis is set to deepen in the autumn as further fuel prices are anticipated and the colder weather season begins.

We know that those already vulnerable and struggling to make ends meet, especially disabled people and pensioners, will be hardest hit. We know too that structural inequality in our society means that women will bear the burden disproportionately.

The recent revelation about Akshata Murty's tax status, is a stark example of tax avoidance among the rich which sucks billions from the economy. Meanwhile energy companies have seen huge rises in profits just as massively inflated energy prices drop through people's doors.

The General Council recognises that the UK Government holds many of the key economic levers in borrowing, tax and benefits, employment rights and energy policy and that the Scottish Government shares many of our demands of Westminster to act.

The UK Government should act immediately to:

- Increase public sector wages at least to match inflation, and substantially increase the Minimum Wage to at least £12 hour.
- Reverse the National Insurance increase.
- Reduce the energy price cap as seen in France, funded by a Windfall Tax on energy companies and other multinationals which have seen profits soar.
- Immediately increase Universal Credit to reverse the real terms drop in income, reinstate the £20 uplift and remove the Benefits Cap.

Nevertheless, the Scottish Government itself has powers over public sector pay, some tax and benefits and housing and transport policy which it must use to mitigate the impact of the Westminster driven crisis.

Whilst some welcome moves have been made including the increase in the Scottish Child Payment, the General Council has been, and will continue to be, critical of the failure to introduce more radical measures to tackle the massive inequality and falling standards of living in Scotland. With the Scottish Government currently undertaking its Spending Review and six months away from the next Scottish Budget, now is the time to take decisive action.

The Scottish Government should:

- Agree to pay rises for all public sector workers that at least match inflation and make urgent progress on the creation of collective bargaining in key sectors.

- Abandon its commitment not to raise tax on the better off for the next four years, and explore options for wealth and inheritance taxes.
- Urgently begin the task of reforming Council Tax. It must invest significantly in local government and support the policies listed in the STUC's Council Election Manifesto.
- Introduce an urgent rent freeze and bring rent controls forward well ahead of the current timetable.
- Introduce universal free school meals for all.
- Properly fund a publicly owned National Care Service, delivered free at the point of need.
- Fund local government to deliver an urgent greener homes retrofitting programme to increase energy efficiency.
- Invest in publicly owned bus networks delivering low-cost sustainable travel.

## **General Council Statement on Ukraine**

The STUC General Council unequivocally condemns the Russian invasion of Ukraine. Our overriding priority is solidarity with the Ukrainian people who are subject to brutal invasion and (alleged) war crimes. We salute the heroism of the Ukrainian forces resisting the Russian forces including those besieged at Mariupol. We are proud of the union workers who led the way at the start of the invasion, by pledging to boycott Russian cargo destined for UK ports.

We support strong, effective sanctions against Russia and that the strongest possible sanctions should be targeted at Russian oligarchs. Sanctions will be painful for many in Russia including, regrettably, the vast majority who have no hand in this war. We salute the courage of those in Russia who are bravely opposing the invasion.

Sanctions will also impact people across the world including in the UK. However, sanctions offer at least the possibility of an eventual resolution of the crisis without recourse to direct military intervention. Direct intervention would deepen and widen the crisis and increase suffering.

We salute and send solidarity to trade unions in Ukraine who are part of the resistance to the Russian invasion either by continuing to deliver life-line services or through military resistance.

We condemn political parties across Europe which have been far too close for too long to the Putin regime. The Tory party indeed all parties with links to the Russian super-rich, should break these links, completely. The Government should also ensure that in the UK, any economic consequences of increased sanctions or the conflict more generally should be borne by those most able to pay.

We demand an immediate lifting of restrictions on entry to the UK for all those seeking asylum from Ukraine and other conflict zones around the world. In providing safe refuge for Ukrainians fleeing war, we should now accept proper responsibility to offer shelter to refugees from other wars around the world. The recent announcement that refugees from other zones of conflict will be deported to Rwanda exposes the depth of hypocrisy in the position of the UK Government.

We condemn any racist border practices resulting in black and minority ethnic refugees being refused entry and where oppressive government policies against LBGT+ people encourage discrimination and violence against LBGT+ refugees seeking safe refuge.

Putin is the aggressor and bears complete responsibility for the invasion. The STUC's condemnation of the invasion of Ukraine and flouting of international law is consistent with our historical opposition to all wars of invasion, annexation and so called 'regime change'. including those undertaken in the name of the UK, NATO and the West.

We commit, as part of the international Trade Union movement to act collectively to these ends.

Our overriding priority is solidarity with the Ukrainian people. We also commit continuing support for the ITUC and other international trade union solidarity funds and applaud the actions of affiliated unions in creating appeals for financial support for humanitarian aid.

We encourage all delegates and those watching remotely, to donate generously to these appeals.

## **General Council Statement on Motion No. 79 – Safeguarding and Single Sex Provision**

The STUC General Council is categorically committed to eradicating all forms of violence against women and girls, and building a safer, fairer, and more equal world for all.

We firmly believe that the biggest threat to single sex exemption provisions is austerity and the continued starvation and fragmentation of our public services, including unacceptable cuts to violence against women services and provisions in Scotland.

And that the greatest threat to women and girl's safety and spaces is abusive men and the patriarchy.

The STUC General Council also recognise the complexities – especially for provision providers – of protecting both sex and gender re-assignment within the context of single sex exemptions and safeguarding the rights and safety of both of these protected characteristics. Further we applaud Scotland's leading women's organisations including Engender and Rape Crisis who have successfully navigated this for decades.

The STUC General Council support the right to single sex exemptions as outlined in the Equality Act (2010). We support greater safeguarding and robust equality impact assessments, and we strongly believe that tackling inequality and organising to build a safer world for all must be prioritised.

The STUC General Council recognise that the discussion about who should have access to single sex services has evolved over the last couple of years and has become extremely polarised and toxic.

However, the STUC General Council are unable to support this motion.

The motion refers to the 'weakening of safeguarding measures', however, does not stipulate what this weakening of safeguarding measures is.

More, the motion calls for "The Trade Union Movement to support efforts by a new constellation of women's groups which have developed to oppose the weakening of safeguarding measures and which campaign to uphold the single-sex exemption within the Equality Act" but unfortunately does not specify who these groups are.

Therefore, following full consideration and in line with our existing policy – particularly our STUC trans rights policies and our unequivocal support for reform to the Gender Recognition Act – we cannot support this motion but can reassure delegates this STUC General Council will continue to fight to eradicate all forms of violence against women and girls and work to build a safer place for all.