

# **PAPER B**

## **2018 ANNUAL CONGRESS**

### **RESOLUTIONS CARRIED**

#### **Resolution no. 1 – Amendment to the STUC Constitution**

That this Congress agrees that the STUC Constitution be amended as follows:

“RULE 1. NAME, PURPOSE AND STRUCTURE

“Insert after paragraph 2 the following new paragraph:

‘The STUC shall not trade for profit; shall not make payment of dividends or any return of capital; and will transfer all the assets that would otherwise be available after payment of creditors on its winding up, to a body or bodies with objects similar to those of the STUC.’

“RULE 4. OBJECTS

“Insert after clause V, the following paragraph:

‘It shall not be an objective of the STUC to:

- i. make profit
- ii. make payment of dividends or
- iii. make any return of capital.’ ”

## **Composite A – Quality of Work, Collective Bargaining and the Changing Labour Market (covering resolution nos 2, 8, 48, 49 and amendment, 50 and 51)**

“That this Congress notes that insecure employment and the growing pressure workers are under, to work harder and faster for less, are major issues across our trade union movement and the world of work across the UK. Given the massive and growing gap of inequality in Scotland and the rest of the UK, Congress sees the need for a resolute campaign of struggle to win a significant pay rise for workers led by the trade union movement.

“Congress is concerned that work is increasingly precarious with too many workers across Scotland forced to work on zero hours contracts, on umbrella contracts, through agencies, or in bogus self-employment. Congress abhors the use and misuse of these contracts, which place workers at the mercy of employers, who increasingly see them as commodities to be used and discarded.

“Congress is particularly concerned about the rise in discrimination and violence at work. While sexual harassment and discrimination can happen in any workplace, precarious workers are particularly vulnerable. Workers who have little power, who are seen as disposable and who are routinely exploited by employers, are increasingly being subjected to degrading and discriminatory treatment and forced to work in unsafe environments.

“Congress also notes with concern the rise in automation and the introduction of new technologies that in many workplaces are diminishing job quality, introducing invasive and dehumanising performance management systems, increasing stress and isolation and at times resulting in job losses. Congress notes that these changes in the nature of the labour market are happening in all sectors of our economy.

“Congress believes that much of the speculation about jobs being replaced by technology fails to recognise the vital human contact element of jobs in sectors, such as retail and food and drink.

“Too often, customers have new technology, such as self-service checkouts, imposed upon them when they would prefer to interact with a human being.

“Congress recognises that with the onset of automation in the food and drink industry becoming more and more a reality, we should lobby the Government to ensure that the 45,000 people employed in this sector are given the skills and knowledge to be an integral part of this change, as opposed to fearing it.

“Congress acknowledges that technology can, if used correctly, enhance productivity and contribute to better job design. However, in order to achieve this, employers need to consult meaningfully with workers, prior to making any changes, and to invest in training and support to ensure that workers are able to use it successfully.

“The digital skills gap in Scotland needs to be addressed, but it should not be assumed that the skills shortage applies only to jobs or careers within the digital sector. There is an increasing cross-sector demand for information technology skills, which some long-serving staff have missed out on. This can hold them back from wider learning opportunities, many of which are IT based, and from further progression.

“In other sectors, like higher education, the use of new technology has a potentially negative impact, for example, where lectures are recorded by employers and then shared digitally, meaning staff lose control of their work and the academic content they have produced.

The STUC General Council pledges:

- active solidarity with workers involved in action to protect and enhance their wage levels in the face of government imposed austerity and real wage cuts since the crisis of 2007/2008; and
- time to make greater demands on behalf of all workers and develop a new model of trade unionism that can organise workers everywhere, reverse the decline in overall Scottish and UK trade union membership and counter the predicted impact of the gig economy.

“Congress calls on the STUC General Council to:

- develop a common bargaining agenda;
- publish a trade union manifesto on what constitutes a new deal for workers;
- support the Better than Zero campaign and to support union organising in the hospitality sector where low wage, precarious work is rife;

- use the Union Modernisation Fund to support organisation and collective bargaining for precarious workers;
- conduct research into the link between inequality and discrimination and precarious work;
- raise awareness amongst workers, employers and the Government about the rights that precarious workers do have;
- seek legislative change around the status of work, closing loopholes and increasing protections;
- develop a collective bargaining response to automation and tackle insecurity, promoting fair work, increased job quality, safety and wellbeing for workers;
- campaign for greater recognition of the vital role of the retail workforce within the Scottish economy and in local communities;
- campaign for stronger rights to workplace consultation on changes to jobs including retail, HE, and other sectors when new technology is introduced;
- maintain a focus on developing digital skills through lifelong learning, including trade union learning; and
- work with the TUC, ICTU and WTUC to support and promote the demonstration calling for a new deal for workers across the UK on 12<sup>th</sup> May 2018.”

### **Composite B – Public Sector Pay and Pensions (covering resolution nos 3, 37, 38, 39 and 52)**

“That this Congress calls on UK and Scottish Governments to end the programme of austerity and instead invest in public services, to ensure a better today and more prosperous tomorrow for Scotland’s people.

“Real-terms cuts in wages are a consequence of a deliberate policy by UK, and devolved administrations, to implement a combination of pay freezes and pay caps for the majority of public sector workers.

“Congress notes with concern the significant effects of this sustained real terms cut in wages, leading to less money being available to spend on food, clothing and housing, with a subsequent drop in living standards for large numbers of workers.

“Congress further notes that the UK Government has abolished the default retirement age, worsened public sector pensions benefits, and will increase the state retirement age for both men and women to 66 by October 2020 and to 67 between 2026 and 2028.

“Congress also notes that these decisions will force some workers to work longer to get a reasonable pension to sustain a reasonable standard of living as pensioners – in other words some workers, a disproportionate number of whom are women, are trapped in employment resulting in an increasingly ageing workforce.

“Congress believes that the benefits of investing in public services and the workers who deliver them go far beyond the workers themselves, helping to combat inequality and boost inclusive growth. Congress also believes that government investment in public services should be accompanied by capital investment, action on fair work and the promotion of collective bargaining, to ensure that no worker is left behind.

“Congress recognises the effect of cuts on local economies (i.e. Moray has the second lowest average earnings across all the Scottish local authority areas). There is well documented research to show that increasing the pay packets of workers results in more money circulating in local economies – workers spend, rather than hoard wealth in hedge funds.

“Congress strongly supports the STUC’s public service campaign to mobilise public opinion behind a decisive break with the era of austerity and to campaign for a new social and economic settlement that prioritises decent work, fair pay, genuine equality of opportunity and quality of life for all – not just the few.

“Congress, therefore, resolves to campaign to remove the public sector pay cap policy from the whole public sector.

“Congress calls on the STUC General Council to continue its political campaign for a decisive break with the era of austerity and to campaign for a new social and economic settlement that prioritises decent work and fair pay for all. A new long term pay policy should reflect the rising cost of living and address the cumulative losses suffered by public sector workers over the last decade. Such a policy should be underpinned by a minimum wage of £10 per hour and a commitment by the UK and Scottish Governments to fully fund such a pay policy in their budget allocations.

Congress also resolves to:

- support affiliates' campaigns to deliver restorative pay rises to members and also calls on the STUC General Council to make the case to the Scottish Government to address the fall in value of wages following seven years of pay restraint;
- support affiliates' campaigns to ensure that ageing workers are not trapped in employment, due to UK Government's decisions that threaten thousands with pension poverty;
- promote existing research and conduct further appropriate research promoting the value of public sector pay rises for local and national economies;
- publish and campaign on demands for inclusion in the Westminster and Scottish Governments' 2018/19 Budgets;
- support and promote local public service networks to build local resistance against cuts and in favour of decent pay increases;
- consult public service affiliates, with a view to organising a major mobilisation of public service workers in Autumn 2018; and
- continue to offer an organising programme aimed at increasing the strike readiness of unions and building worker power.

“Congress calls on the STUC General Council to facilitate, organise and co-ordinate collective action and campaigns, including industrial action, when required on the part of affiliates, to end public sector pay restraint.”

#### **Resolution no. 4 – The Economy, Brexit and Fair Work**

“That this Congress is increasingly concerned about the state of the economy, with growth and productivity in Scotland low and wages falling. Much is made of headline statistics that show employment is high and unemployment is low, but these figures disguise a labour market that is increasingly scarred by low quality, precarious work and falling living standards.

“With Brexit on the horizon, Congress believes that more needs to be done to support fair work as a fundamental driver of economic development, improved productivity and the achievement of Inclusive Growth. Congress is increasingly concerned that sectors vital to the Scottish economy are being ignored by the UK Government in its negotiations with the EU.

“Congress notes that the Scottish Government also has a range of powers at its disposal and believes that these powers must be used to support sectors particularly exposed to Brexit.

“The Scottish Government must make public investment conditional on achieving fair work outcomes and must promote collective bargaining, to ensure that in addressing our economic challenges, workers and the poorest do not suffer further disadvantage and that inequality is reduced.

“Congress agrees to:

- support the Fair Work Convention to achieve meaningful outcomes and ensure that government at all levels and employers implement the Fair Work Framework;
- call on the Scottish Government to undertake a review of procurement contracts, with a view to ensure that fair work conditions are met and, where possible, take contracts in-house, in order to improve outcomes for the public purse and workers;
- influence the work of the Strategic Board and the development of the Scottish National Investment Bank and ensure they promote equality, fair work and inclusive growth; and
- raise concerns about the effect of Brexit on industry sectors, defend jobs and social protections and seek the best possible outcome for workers.”

### **Composite C - Industrial Strategy (5, 6 and amendments and 7)**

“That this Congress notes that it is now over two years since the Scottish Government published any meaningful work on an industrial strategy. It was in 2016 that Scottish Enterprise sponsored ‘Aviation, Defence, Marine and Security: Industrial Strategy for Scotland’ and in 2014, when ‘Re-Industrialising Scotland’ was published.

“Currently, over 200 jobs are at risk at Rosyth. Unions have undertaken excellent work to save jobs, such as the campaign at BiFab led by the workforce and the shop stewards, supported by their families, their unions, the STUC and their local communities.

“Congress believes there is an urgent need for a robust and joined up strategy for delivering growth, prosperity and the redistribution of wealth in Scotland’s economy. Congress is concerned that we have witnessed an ad hoc response to industrial closures and job losses, observed the erosion of our public services and seen a growth in people accessing foodbanks. We need an industrial strategy with manufacturing at its core and recognising the importance of the ability of working people to exercise and advance their collective interests through trade union organisation.

“Congress further believes that the Scottish Government needs to develop an industrial strategy, to ensure that Scotland can face challenges, such as automation from a position of strength.

“Congress calls on the STUC General Council to lobby the Scottish Government to put in place an industrial strategy to create opportunities for investment in new infrastructure projects (including in housing, transport, energy and new industries) with such investment tied to firm commitments to create jobs, raise living standards, improve health and safety, ensure fulfilling and productive work and build a more equitable society. A new industrial strategy must address the challenges facing digital and other emerging sectors, as well as more traditional sectors of manufacturing, oil and gas.

“Congress welcomes the work of the NUJ Scotland in discussing new co-operative ownership models for local newspapers threatened with closure or severe editorial cuts. It notes successful examples of co-operative ownership of media titles in Scotland, such as the ‘Ferret’ and the ‘West Highland Free Press’.

“It agrees conduct a campaign of awareness and information among member unions about existing successful co-operative models, with a view to ensuring that workers facing the sale or closure of companies are always aware of the full range of co-operative options.

“As part of such a strategy, Congress on the General Council to campaign for the Scottish Government, to review its previous strategies and to bring forward a new industrial strategy in 2018 which includes:

**Positive procurement:** using public spending and public contracts to support manufacturing and services, and promote and advance trade union rights, equality, fairness and a sustainable environment;

Improved Skills: offering genuine high quality apprenticeships and opportunities for re-skilling and upskilling to meet technological changes;

Positive use of automation: with job protection, job creation, health and safety and reduced working hours with no loss of pay as key objectives, ensuring that Scotland is a positive leader in the development of new technologies;

**A comprehensive commitment to ensuring that broadband targets are met:** within previously publicised timescales, to ensure that all of Scotland is able to participate in the expansion of digital access and opportunities;



**Alternative forms of ownership:** including forms of public, cooperative and municipal ownership; and to pass legislation granting a ‘workers’ right to co-operate’, similar to Scotland’s community right to buy land; and

**A strong worker voice:** through strong trade unions, collective bargaining (including sectoral bargaining), the establishment of sectoral and workplace forums (involving trade unions in decisions on investment and how work is performed) and the ending of exploitative practices, such as zero hours contracts, blacklisting and bogus self-employment.”

### **Amended Resolution no. 9 – Brexit Impact: Protecting Scotch Whisky and Spirits’ Jobs**

“That this Congress notes publication by GMB Scotland (November, 2017) of the report ‘Brexit and the Sectors of the Scottish Economy’ prepared by the Fraser of Allander Institute of the University of Strathclyde (FAI) and its detailing and analysis of the economic and employment value of Scotland’s exports to the EU, non EU countries and the rest of the UK on a sector-by-sector basis for the first time.

“The report identifies exposure resulting from EU withdrawal and calls into question the UK’s current negotiating strategy and how this will affect over £12 billion worth of exports from Scotland to the EU, supporting an estimated 134,000 jobs. The analysis also shows distinct differences between Scotland’s most valuable export sectors to the EU, compared to the UK as a whole, notably in the role of food and drink production, specifically Scotch whisky and other spirits.

“Congress further notes previous FAI economic modelling produced for the Scottish Parliament (October 2017), estimating that Brexit could cost Scotland between 30,000 and 80,000 jobs over the next decade, a claim repeated by the Scottish Government (January 2018) in its Brexit impact paper, ‘Scotland’s Place in Europe: People, Jobs and Investment’.

“Congress also notes the work of GMB Scotland’s whisky and spirits industry delegation to Brussels in 2017, as well as the Emergency Resolution of the 120<sup>th</sup> Congress, against the moving of Scottish bottling jobs overseas by Diageo, which called on the Scottish TUC to map those areas of the economy most risked by Brexit and to pressure both UK and Scottish Governments to focus on protecting jobs.

“Congress also supports the aims of Unite’s ‘Save our Scotch’ campaign to have all Scotch whisky blended, bottled, packaged and labelled in Scotland as part of measures to prevent the offshoring of shisky related jobs.

“Congress calls on the STUC General Council to campaign strongly for Scottish jobs and industries and warns that without such action, job losses in the whisky and spirits’ sector and further closures of bottling operations remains a pressing danger.”

### **Resolution no. 10 – Protect the Scottish Steel Industry**

“That this Congress notes that, although we celebrated the reopening of the Dalzell Plate Mill in 2016 after it was mothballed by Tata at the height of the steel crisis, also notes with great regret the recent announcement of significant job losses. Congress believes that these redundancies could have been avoided had Government support for the reopening of Dalzell been accompanied by a comprehensive industrial strategy for Scotland that delivers orders for steel plates in key areas of the economy, including construction and renewable energy.

“Congress further believes that the long term future for Dalzell and its sister plant, Clydebridge, can only be ensured by bringing back steelmaking to Scotland and thereby securing a supply chain that means the plate mills no longer have to rely on the external supply of slab.

“Congress, therefore, calls on the Scottish Government to make good on its commitments to deliver a future for Scottish steel and to leave no stone unturned in efforts to reintroduce steelmaking and slab casting facilities in Motherwell.

“Congress notes and supports the steel unions’ ongoing ‘Save our Steel’ campaign and bring about a bright and prosperous future for steelworkers and steel communities the length and breadth of the UK.”

### **Resolution no. 12 - Energy Manufacturing**

“That this Congress salutes the stand made during November 2017 by union members working for Burntisland Fabrications (BiFab) at Burntisland and Methil in Fife, and Arnish in Lewis.

“Congress welcomes the advance achieved by the workers’ action, providing a window of opportunity for the Scottish Government and other stakeholders to help lift the immediate threat of administration and securing some continuing employment for the short-term, but recognises the on-going challenges facing this workforce and sector.

“Congress regrets, despite boasts from both the Scottish Government and opposition parties for more than a decade, that renewable energy would provide for a manufacturing renaissance in Scotland, the reality behind the rhetoric has been continuing industrial decline. Renewable energy projects, in particular, have failed to procure in Scotland in any way like the picture painted, or wished for, by cross-party politicians and some interest groups.

“The facts are that, whilst energy giants, including SSE and Scottish Power, have done very well over the past decade, Scotland did not create a domestic onshore turbine manufacturing industry and is still not well positioned to take full advantage of manufacturing opportunities from offshore wind either. This failure of the political consensus has coincided with failure to plan to maximise the potential economic benefits of North Sea infrastructure decommissioning, despite the big players in both sectors benefiting extensively from either taxpayer funded subsidies and guarantees, or flat-rate levies on energy bill-payers.

“Congress acknowledges the anger of many union members, who have seen political promises for the future turn into the missed opportunities of today. Congress, therefore, calls on the STUC General Council to continue offering every support to the BiFab workers and their unions, and to prioritise and promote economic, energy and planning policies, which sustain highly skilled industrial jobs providing for decent conditions to the benefit of communities across Scotland.”

### **Resolution no. 13 - North Sea Employment**

“That this Congress reaffirms its deep concern at the scale of job losses and the reduction in terms and conditions for many workers in Scotland’s offshore oil and gas industry. Congress also condemns the appalling failure of the Westminster Government to mitigate these cuts by delivering effective measures to help offshore workers affected by the downturn, or to produce progressive strategies for decommissioning and transitioning to renewable energy sources.

“Against this background, Congress calls for the STUC to:

- support offshore unions in their continued efforts to resist job losses and cuts in pay and conditions in the sector;
- lobby for measures to combat unfair pay and exploitation in the sector, and to protect the employment of UK nationals; and
- press for the introduction of detailed government strategies for decommissioning and transitioning to renewable energy sources, utilising the skills and experience of offshore personnel.”

### **Composite D – Scottish Energy Policy (covering resolution nos 14 and amendments, and 15 and amendment)**

“That this Congress recognises that privatisation has failed to deliver an energy system that delivers for people, businesses or our environment. Scotland needs security of energy supply, at an affordable cost, while meeting our climate change targets and transitioning to a low carbon economy.

“Congress welcomes the Scottish Government’s announcement to establish a Just Transition Commission, reflecting STUC policy, and congratulates the STUC General Council and affiliates who lobbied for this policy to be adopted.

“There is a broad consensus in Scotland that supports an energy strategy that takes a whole system approach, with a stable transition to a more local and decarbonised energy system. What Scotland needs is real change to deliver on these ambitions, not simply to tinker at the edges of the failed energy ‘market’.

“Congress resolves to campaign for an energy policy that:

- sets energy targets with credible milestones and delivery plans;
- supports a balanced energy policy using a range of electricity generation options and storage;
- on emissions, puts more effort into tackling poor performing sectors, including transport and domestic heat;
- places a greater focus on workforce matters like skills, and delivers a Just Transition Plan, including investment in research, development and production in new and existing low-carbon industries; training and education programmes for existing workers

in new skills and adapting existing skills, as well as for the workforce of the future;

- the use of procurement policies to prioritise just transition principles;
- recognises that a third of Scottish households remain in fuel poverty and we need new targets and credible plans to eliminate it;
- supports municipal energy companies that can play a key role in generating energy, managing local grids, improving energy efficiency and supplying electricity, as councils do across Europe;
- recognises that renewable energy developments in Scotland have been dominated by the big energy companies, developers and large landowners, real community ownership has been limited and a new policy should support communities to develop genuine local energy solutions;
- supports the creation of a government owned energy company as just one step towards the extension of public ownership throughout the system, which should include co-operatives and municipal energy companies;
- is underpinned by the extension of fair work principles and collective bargaining for workers across the sector and by a commitment to procurement policies which create and maintain Scottish jobs;
- recognises Scotland's acute inequalities, and takes steps to address this, including by directing investment into areas of high social and economic deprivation; and
- is fully equality proofed to contribute towards the elimination of structural inequality.

“Congress calls on all affiliates and the STUC General Council to continue to support the just transition movement and play a full part in the work of the Commission.

“Congress further calls on the STUC General Council to call on the Scottish Government to ensure that the Commission includes direct trade union membership and that trade unions are integral to the Committee's makeup and work.”

### **Resolution no. 16 - A Culture Strategy for Scotland**

“That this Congress welcomes the Scottish Government's commitment to the development of a Culture Strategy for Scotland.

“Congress agrees that arts & culture is for all and this initiative concerns everyone - creators, participants, audiences, suppliers and customers of all hues, to name a few.

“Congress recognises the value of culture in all walks of life, including education, health and wellbeing, as well as its confidence-building aspects and contribution to a nation’s economy.

“Congress recognises that arts & culture is at the heart of a community’s identity, purpose and aspiration.

“Congress encourages all trade unions and trade unionists to get involved in the consultation process. Over and above having influence on the development and sustenance of Scotland’s cultures, we need to make sure that all employment issues are acknowledged and that agreed terms and conditions are adhered to, including payment, health and safety, diversity, status of the artist, etc.

“Congress calls on the STUC General Council to agree to monitor the process of the strategy, in order to influence its path towards action and outcomes.

“A completed Culture Strategy must be a valuable asset to the future and should not remain an expensively comprehensive document contributing soundbites, whilst otherwise gathering dust.”

### **Resolution no. 17 - Agent of Change Principle**

“That this Congress supports the adoption of the Agent of Change principle in Scotland.

“Congress is concerned with the increase in difficulties facing far too many grassroots venues in towns and cities across Scotland. Congress agrees that the current, all too prevalent, scenario where new residents in new developments close to existing venues can have them shut down under noise-abatement regulations needs to be tackled. One complaint can be all it takes. The complaints seem to be barely investigated, so all sorts of spurious ideas can play out resulting in these activities ceased in such vicinities.

“Congress notes that, under the Agent of Change principle, if a music venue is in place before the residential building, the residential building will be responsible for paying for soundproofing.

“Likewise, if a new music venue opens in a residential area, the venue owner is responsible for the cost.

“This directly affects the Musicians’ Union, and other entertainment unions’ membership, but its effect will be felt much more deeply and widely. Without action, audiences are being, and will be, denied entertainment. Without action, venues in pubs are being denied operation and, as the most-affected are grass-roots establishments, younger performers are being deprived of a stage to learn their crafts. Without action, in the fullness of time, Scottish culture and creative industries will be the losers.

“Congress asserts that this matter, and its implications, concerns us all. Therefore, Congress calls on the STUC General Council to engage in consultations, to lobby MSPs and to commit to support all efforts to have the Scottish Government endorse the Agent of Change principle and for local authorities across Scotland to adopt, and enforce, the initiative.”

### **Resolution no. 18 - Representation in the Media**

“That this Congress notes the resolution passed by the last STUC Women’s Conference to challenge the misrepresentation of women in the media by:

- fighting back and calling out examples of poor treatment of women by the media;
- pressing for those sections of the media to adopt responsible reporting standards demonstrating respect for women, eliminating objectification and sexualisation, and focusing on their ideas, abilities and achievements, rather than their appearance, personal life and how they dress; and
- exploring ways in which women members of ALL unions can achieve a stronger public voice in arguing for workers’ rights and trade union values, across our national and local media.

“Given that the media affects the way underrepresented groups see themselves and how consumers of media view them and, in light of the increase in negative portrayals of underrepresented groups by certain organisations and the lack of awareness around issues affecting these groups, Congress calls on the STUC to:

- take negative media messaging of underrepresented groups seriously;

- adopt a joint and cohesive approach to challenge such negative portrayal and messages;
- launch a campaign about the value of highlighting and representing underrepresented and misrepresented groups and communities accurately; and
- step up the fight for a fairer representation of everyone in the media, irrespective of sex, race, ability, appearance, sexuality, gender identity, religion, economic status, refugee/legal status, personal or social circumstances.”

### **Composite J – Sexual Harassment at Work (covering resolution nos 19, 59 and amendment, 60 and 61)**

“That this Congress re-affirms that gender equality is a core value of the trade union movement, and must be delivered for all. Congress notes that sexual harassment is a form of violence against women and girls and is prevalent in British workplaces, as reported in the TUC’s ‘Still just a bit of banter?’ research, which found that more than half (fifty two per cent) of all women polled have experienced some form of sexual harassment. A recent EU-wide European study found that over a million women, or one in every two in the EU, had experienced sexual harassment since the age of 15 and in a third of these cases, the harassment took place in a work context.

“Congress notes the recent publicity surrounding sexual abuse in the entertainment industry across the world. Congress calls on the STUC to support all moves to eliminate such exploitation in such a public industry.

“Specifically, Congress calls on the STUC to encourage all funders and promoters of these industries (including the Scottish Government), to ensure that adequate resources are put into the recruiting/casting process, to ensure a more deliberate and fairer outcome for all.

“Congress further notes that sexual harassment affects women in all areas of work. However, those often most vulnerable are in jobs of a precarious nature. 67% of women in the hospitality and leisure industry have experienced sexual harassment. 43% of women in ‘flexible’ work have experienced sexual harassment and 57% of victims of sexual harassment at work will not report the issue.



“Recent research by USDAW echoes the findings of larger scale studies, showing that harassment by managers and customers is an issue of strong concern. The belief that 'it's an employee's job to be friendly' and 'the customer is always right' contribute to the lack of reporting and significantly limit women's ability to deal with harassment. When women do report incidents, managers are usually reluctant to confront the customer.

“Congress also notes that sexual harassment is defined in EU law as ‘where any form of unwanted verbal, non-verbal or physical conduct of a sexual nature occurs, with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment’.

“Congress applauds the women who have come forward to speak about their experiences as victims of sexual abuse and harassment and condemns the behaviour of the men who have perpetrated harassment.

“Congress agrees that part of the solution includes supporting more women workers to organise collectively. It is also important to continue to work for women to be better represented throughout our movement and ensure unions reflect the society that we wish to be a part of.

“Congress believes that union negotiated contracts should include an explicit anti-sexual harassment policy, which proactively protects staff. This policy must create a channel of accountability and will explicitly protect workers from retribution for raising complaints. This policy will also contain a guarantee of a zero tolerance approach to harassment, creating safer working environments.

“Congress endorses the view in ‘Still just a bit of banter’ that trade union equality reps are well placed to support members subject to sexual harassment in the workplace, and calls on Scottish Ministers to make good on the Fair Work promise of facility time for equality reps.

“Congress calls on the STUC General Council to make tackling sexual harassment issues a high priority in all of its campaigning work; Council to promote and mainstream this approach through its policy, campaigns and organising activities; and to develop a strategy to create safer work environments for women, which:

- supports women workers who have experienced sexual harassment;

- enables women workers and their colleagues to challenge such behaviour;
- helps trade union representatives to work with employers to create culture, policy and practice designed to deliver safe working environments for women and workplaces that simply do not tolerate intimidating, hostile, degrading, humiliating or offensive treatment of women; and
- encourages all funders and promoters of the entertainment industries (including the Scottish Government), to ensure that adequate resources are put into the recruiting/casting process, to ensure a more deliberate and fairer outcome for all.

“Congress also calls for sexual harassment training for all staff as part of their equalities training within their continuous professional development. Congress affirms its commitment to ‘The Women’s Empowerment Principles’ set out by the United Nations and specifically applauds Principle 3 (b), which seeks to ‘establish a zero-tolerance policy towards all forms of violence at work, including verbal and/or physical abuse and prevent sexual harassment’.”

### **Resolution no. 20 - Opposition to Outsourcing and Privatisation**

“That this Congress notes that the collapse of the UK’s second largest construction company, union blacklisted Carillion, has shone a spotlight on the Government’s obsessive use of outsourcing and privatisation as a way to operate public sector contracts, often at the expense of workers’ pay and conditions.

“At the time of its liquidation, Carillion was engaged in high profile Scottish road and rail construction projects – like building the Aberdeen Western Peripheral Road - whilst also engaged in managing public facility contracts, including the West of Scotland Housing Association.

“Carillion’s failure came after three profit warnings that hadn’t changed the Government’s dogma-driven attitudes in Westminster or Holyrood that prefer to engage the private sector in providing public services.

“Its failure also came after Virgin/Stagecoach East Coast Trains, which operates trains from Edinburgh to London, secured a bailout from the Department of Transport, when it revealed it had overbid the franchise contract.

“Instead of returning the franchise to successful public ownership as happened after the previous failure, the Conservative Westminster Government has decided to use even more public money to prop up their political dogma, whilst ensuring a continuation of private sector profits.

“It is this predilection for privatisation that led the National Audit Office to report that the cost of privately financing projects can be 40% higher than using public money, resulting in UK taxpayers having to foot a £200bn bill for PFI contracts.

“It is time that this gravy train that passes taxpayers’ money to already very rich individuals, companies and shareholders is seen for the scam that it is.

“Consequently, we call on the Scottish Government to give a lead by ensuring that the public sector becomes its first default choice to run public services, with staff imbued with a proud public service ethos amidst strong public oversight.”

### **Composite E – Nationalisation of the Railways (covering resolution nos 21 and 22 and amendment)**

“That this Congress notes that, in this 25 year anniversary of the disastrous legislation that privatised and fragmented Britain’s railways, Congress reiterates its support for renationalisation of rail.

“Congress further notes that the overwhelming majority of young people support nationalisation of rail and other key industries.

“Despite the evidence fragmentation has failed, there are still those, such as the former pro-privatisation UK Rail Minister, Tom Harris, who have called rail nationalisation ‘a meaningless distraction’ and wish to break up and fragment Network Rail. Congress agrees to oppose any break up of Network Rail.

“Congress is dismayed at the collapse of Carillion, which had a number of rail engineering and facilities contracts, such as cleaning with Network Rail and the train operating companies, which are all ultimately funded by the taxpayer. Congress considers that we have been here before on the privatised railway, with the collapse of Jarvis and the loss of thousands of rail engineering jobs.

“Congress, therefore, calls for rail infrastructure and facilities work to be taken in-house under public ownership.

“Congress understands that, until Scottish Government secured a change to the Railways Act as part of the Smith Commission, only the private sector could bid to run passenger train franchises in the UK. The change secured, applicable only in Scotland, allows a public sector bidder to compete against private companies.

“Congress welcomes the Scottish Government’s discussions with the trade unions and political parties on a public sector bid for the Scotrail franchise and calls for the bid to take place as soon as possible. With recent poor performance of Abellio ScotRail franchise, Scottish Government has committed to investigate the option for a public sector bidder, when the contract comes up for renewal in 2025, and, potentially, to exercise a break clause to end it in 2022.

“Congress is concerned, however, that the bid process will require an expensive and complex tendering process and could still see services remain privately operated at the end of it. Congress, therefore, calls on all the political parties in Scotland to call on the UK Government to repeal the 1993 Railways Act, which requires the tendering and privatisation of rail passenger services.

“Notwithstanding these concerns, Congress calls for a public sector Scotrail bid that puts workers and passengers first. This should include all staff being in house and vacancies being filled; stations staffed from first to last train; the ending of driver only operation; no compulsory redundancies and full protection of jobs and conditions of service.

“We believe that, as a minimum, Scottish Government must exercise the break clause and give the public sector the opportunity to run rail services in the interests of the passenger and not shareholder. However, this is not enough. It is only a partial fix, fraught with difficulties, whilst maintaining the existing discredited system. Instead, we call on Scottish Ministers to seize the opportunity and bring our nation’s passenger rail services fully into public ownership and without the need for expensive future franchise competitions.

“Congress further notes that, at the end of 2017, TSSA and Common Weal launched ‘A Public Future for Scotland’s Railways’, a report arguing the case for ScotRail’s public ownership, and calling for the nation’s Government to:

- think of rail travel as a fundamental public service that can meet social, economic and environmental imperatives, whilst improving connectivity; and
- have the opportunity to cut fares by as much as 6.5%, rather than enhance shareholder profit, and a chance to save money through eliminating costly bidding and to directly invest in new trains, rather than pay exorbitant profits to rich Rolling Stock Companies (ROSCOs).

“Congress, therefore, calls on the STUC General Council to support a public future for Scotland’s railway.”

### **Resolution no. 23 - The Collapse of Rail Freight in Scotland**

“That this Congress notes that, despite making the right noises about rail freight, the Scottish Government has not done enough to protect the industry over recent years. At the end of 2015, the Scottish Government released a consultation entitled ‘Delivering the Goods – Consultation Towards Scotland’s Rail Freight Strategy’. Yet, the industry has gone into decline over this time.

“Congress is concerned that over these two years, the number of rail freight drivers in Scotland has reduced by over 25% to under 150. The volume of rail freight moved across the UK has fallen from a peak of 22.7 billion tonne kilometres in 2013-14 to 17.2 billion tonne kilometres in 2016-17. The driving factor is the collapse in coal and traditional commodities markets. The closure of Longannet Power Station was a contributory factor. The use of rail for intermodal freight is forecast to grow, however, this is not happening quickly enough to counter the fall in other markets.

“Congress notes that the Scottish Government must meet its commitment to tackle climate change, including a modal shift from road to rail and waterways of 30% by 2030 and 50% by 2050 for distances greater than 300 kilometres. HGVs are responsible for 20% of carbon dioxide emissions from all domestic transport and road freight now accounts for 8% of UK carbon dioxide emissions. Rail freight produces 70% less carbon dioxide per tonne than the equivalent road journey. The depletion of freight train crews could also have an effect on the ability of Network Rail to fulfil important rail infrastructure work.

“Congress calls upon the STUC to campaign for the growth in emerging markets for rail freight, so that the industry does not go into decline, so we can ensure Scotland’s goods are moved in the cleanest, greenest and safest possible way.”

### **Amended Resolution no. 24 – No Extension of Driver Only Operations in Scotland**

“That this Congress is concerned that less than half of services on the Scottish railway run without a guard. This is despite UK train fares being amongst the highest in Europe, and the overwhelming majority of Scottish passengers wanting a second member of staff on board services.

“Congress notes that the Passenger Focus report ‘Passenger Attitudes Towards Rail Staff’ explains that, when asked whether they had cause to worry about their personal security during a rail journey in the previous six months, one in ten passengers said that they had. The report notes: ‘When asked what could allay some of those concerns, passengers consistently identified staff presence as the key. Cutting the number of staff, either at stations or on the train, runs counter to what passengers actually want’. Congress also believes that a second member of staff on board services will help many of Scotland’s disabled passengers to use rail services.

“Congress further notes that the Driver Only Operation was designed for three-car 317s on the Bedford to St Pancras line in the early 1980s, a period of managed decline for British Rail. It was never intended to be a model to roll out across the whole network.

“Congress believes that having a trained member of staff on trains, who is practised in dispatch and door operation, is important for potential emergency situations. The travelling public want a second member of staff, who is as skilled and qualified as quickly as possible, to deal with whatever situation could be thrown at them.

“Congress reiterates 2017 Congress policy, expressing concern that on those Scotrail services, where Driver Only Operation is already in place, trains regularly operate with only the driver on board, thereby increasing safety risks and reducing accessibility, service and security, and that Congress supports the campaign to reverse Driver Only Operation.

“Congress, therefore, calls upon the STUC to campaign, to ensure that no additional services run in Scotland without a second safety critical member of staff on board and to campaign for more visible staff across our network.”

### **Composite F – Scottish Ferry Services (covering resolution nos 25, 26 and 27)**

“That this Congress notes the work being carried out by the Scottish Government to determine future policy on the procurement of ferry services for lifeline networks, including the emerging findings from the Scottish Government’s Ferry Law Review and the strong legal case for permanent public sector operation of the public contract for Clyde and Hebrides Ferry Services and welcomes the statement from the Transport Minister that future contracts may be awarded directly to public service operators.

“Congress regrets, however, that in 2016, the CHFS contract which was once again awarded to taxpayer-owned Caledonian MacBrayne, followed a public franchise process that wasted millions of pounds of taxpayers’ money. The contract will last until 2024.

“Congress further notes the position of the CalMac unions which argued throughout the franchising process that it was unnecessary, that the Teckal exemption under European law applied and that CalMac should remain in public ownership. Franchising is wasteful for the taxpayer, for employers and even for those employers who are unsuccessful in the process. It introduces stress and anxiety for workers who don’t know who will employ them, or even if they will have a job at the end of the process. It introduces uncertainty into the pensions’ schemes, resulting in employees paying more to receive less. It is unnecessary. Value for money is already assured within the public sector by the offices of Audit Scotland.

“It was only after the franchise was complete, that Scottish Government agreed to write to European Commissioners and ask whether Teckal could apply, at which point Scottish Government found that trade unions were right!

“Congress regrets, however, that the same logic is not applied to the Northern Isles Ferry Services (NIFS) contract currently operated by Serco, with the Scottish Government claiming that public hostility toward CalMac prevents it from pursuing permanent public ownership and operation of the NIFS contract.

“Congress further notes that Serco NorthLink’s existing contract has been extended by 18 months to October 2019.

“Congress welcomes union engagement with local communities, passengers and businesses in Orkney and Shetland on the future of their lifeline ferry services and notes that record public sector investment in Scottish ferry services excludes inter-island ferry services on Orkney and Shetland, which carry three times more passengers and vehicles per year than NIFS routes.

“Congress further notes that this historic under-funding of local authorities’ operated inter-island ferry services has been a contributory factor to the industrial dispute with Orkney Ferries and concerns remain over the ageing fleet across Orkney and Shetland.

“Congress supports the Nationalise NorthLink campaign and calls on the Scottish Government to nationalise, at the earliest opportunity, a re-drawn NorthLink contract, which includes inter-island ferry services and an expanded freight service from the mainland, in addition to existing NIFS routes.

“Congress calls upon the Scottish Government to complete this review as soon as possible, to provide certainty for ferry staff and users and, in particular, to clarify the situation ahead of the end of the current Northern Isles ferry contract.

“Congress believes that Scotland’s ferries must be run for the people of Scotland, by the people of Scotland in perpetuity. 2018 must be the year we see the end of the pernicious system of franchising.

“Congress reiterates its call for these public contracts for Scottish ferry services to be permanently operated in the public sector by guaranteeing that CalMac will remain in the public sector in perpetuity and we call on the STUC to take action, to ensure that CalMac’s workers are given this guarantee, and we also call for the running of Argyll ferries and NorthLink ferries to follow as soon as possible.



“Congress also urges the STUC to press the Scottish Government for a full assessment of the impact of Brexit upon not just ferry procurement policy, but also upon the Scottish maritime sector, seafarer training and employment, and shipping services between Scotland and the rest of Europe.”

### **Resolution no. 28 - Publicly-Funded, Properly-Equipped Rescue Tug Service**

“That this Congress concerned by the potential threat posed to crews and other users engaged in freight, fishery, passenger, tourist and other maritime activities, by callous, austerity-led cutbacks and over-centralisation, which has resulted in the loss of the dedicated, maritime rescue tug service, centrally based at Stornoway - to most of the northern and north-western coastal and seaway areas and island groups, especially Outer and Inner Hebrides, demands an end to this disgraceful treatment of seafarers, professional, or other.

“Given the additional factors of frequently turbulent local seas, together with the current and planned industrial and developmental responses to both climate change and national energy requirements, as well as growing maritime tourist potential, Congress calls upon the STUC General Council to further investigate, examine and pursue with central government, the full restoration, with all necessary enhancements, of a fully publicly-funded, properly-equipped rescue tug service, becoming a modern, maritime nation, as earnest of a national, practical determination, to ensure that we ‘REMEMBER THE DEAD : FIGHT FOR THE LIVING’ (‘CUIMHNICH AIR NA MAIRBH : DEAN STRI AIRSON NAM BEO’).”

### **Resolution no. 29 - Orkney Ferries**

“That this Congress extends its support to seafarers serving with Orkney Ferries, who have displayed solidarity and perseverance in their long struggle for decent pay and conditions. Congress urges the STUC to support the maritime unions’ campaign to ensure that Orkney Ferries’ seafarers are treated in line with their colleagues on other services in Scotland.

“Noting the importance of Orkney’s ‘lifeline’ ferry services to local communities, Congress calls upon the Scottish Government to uphold the principles of fair funding and to ensure that both Orkney Ferries and Shetland Ferries – and their staff – are treated comparably to equivalent services elsewhere in Scotland, and that ministers’ previous commitments are honoured by adequate levels of budget support to redress the current shortfall in funding.”

### **Resolution no. 30 - Transport – Bus Services**

“That this Congress calls for the reregulation of bus services and believes that local authorities are best placed to decide how bus services should operate to serve their local communities.

“Congress welcomes the recent Scottish Government consultation paper on local bus services, which recognised failings in existing arrangements and considered proposals for alternatives, including franchising and forms of common ownership, including municipal ownership.

“However, Congress believes that municipal ownership proposals must come with sufficient funding to ensure that local councils are able to run the services required.

“Congress notes that bus fares continue to rise, while passenger incomes fall, and believes that regulation should cover the regulation of fares, as well as covering the level and standard of service provision.

“Congress also believes that regulation and alternative forms of ownership must ensure that the interests of workers in the industry are addressed. Workers across the industry have borne the brunt of bus companies seeking to increase profits, while cutting jobs, limiting wages, increasing hours of work and attacking terms and conditions.

“Congress, therefore, believes that all forms of alternatives to the current situation – including regulation, franchising and forms of common ownership – should also include obligations on trade union organisation, the protection and advancement of terms and conditions of the workers and strengthened collective bargaining arrangements, including exploring the possibility of a National Sectoral Bargaining Agreement, covering workers’ pay and terms and conditions across the sector.

“Congress calls on the STUC General Council to campaign for buses to be taken into common ownership. In particular, Congress calls on the Scottish Government to ensure that sufficient funding and support is made available to local authorities, to enable them to run municipally owned bus services in the interests of their local communities.”

### **Amended Resolution no. 31 – Additional Support Needs**

“That this Congress notes that data, collected by the Scottish Secondary Teachers’ Association about the numbers of teachers and pupil support assistants working specifically and exclusively within the field of Additional Support Needs in secondary schools, not only reveals a reduction in staff, but is also contradictory and confusing.

“Congress also notes that UNISON’s survey on school support staff showed the immense pressures on those working with children with Additional Support Needs, due to budget cuts and insufficient resources and training. The Scottish Government has a duty to provide funds to ensure the children’s needs are met.

“Congress requests that the Scottish Government implements the recommendations of the Education & Skills Committee SP Paper 140 published in May 2017 ‘How is Additional Support for Learning Working in Practice?’, which identifies the need for appropriate funding and resources to fully meet legislative requirements of the Education (Additional Support for Learning) (Scotland) Act 2004.

“Additionally, Congress calls on the Scottish Government and employers to provide all education professionals including teachers with appropriate training, to ensure that they meet the needs of pupils with Additional Support Needs.”

### **Resolution no. 32 - Education Workforce Council**

“That this Congress recognises the importance of regulatory bodies for maintaining high standards in a number of professions and is alarmed by the Government’s intention within the forthcoming Education Bill to dissolve the General Teaching Council Scotland (GTCS) and Community Learning and Development Standards Council for Scotland (CLDSCS) and create an Education Workforce Council (EWC).

“The GTCS is an independent, democratic and teacher led organisation that is almost fully funded by teachers’ subscriptions and maintains a register of highly qualified workers. The Government intends that the EWC is created for all education workers (including those not registered with GTCS and CLDSCS) and appoint council members that will undermine the continuation of highly qualified teachers and other education professionals.

“Congress calls on the Scottish Government to set aside its proposals within the Education Bill and engage with education unions on appropriate mechanisms for regulation for education workers.”

### **Resolution no. 33 - Regulation of School Support Staff**

“That this Congress notes the proposals of the Scottish Government to form an Education Workforce Council as part of a package of governance reform contained within its Education (Scotland) Bill.

“Congress further notes the Scottish Government’s proposal that classroom assistants, and potentially other school support staff, should be included within the scope of this new regulator.

“Congress welcomes the intention to improve regulation where it is needed, but expresses concern that the burden of professional regulation should not fall disproportionately upon overworked support staff, including classroom assistants, who are not currently provided with professional levels of pay or support, and calls upon the Scottish Government to acknowledge, and learn from, the difficulties which are currently experienced by care workers subject to regulation by the Scottish Social Services Council (SSSC) in framing its proposals for school staff. These care workers are required to bear the costs of registration, loss of earning as a result of the slow pace of investigations and often subject to an inequality of arms in representations before SSSC.

“Congress expresses concern about rising demand upon school support staff, exacerbated by the Scottish Government’s cuts to local authority budgets, resulting in stress and rising levels of abuse and violence directed towards overstretched school support staff from some pupils, who are not being provided with the level of individual support that they may require.

“Congress also expresses further concern that other aspects of the Bill which seek to empower headteachers to take over responsibility for more aspects of recruitment and employment of staff within schools.

“Congress, therefore, calls on the STUC General Council to work with all education workforce unions to campaign for increasing levels of professional regulation to be matched by professional pay and support to staff, who are too often isolated and overlooked in schools and by policymakers.”

### **Amended Resolution no. 34 - Funding Education (& Poverty Attainment Gap)**

“That this Congress believes that education is a public good, and to the commonweal. Further, Congress supports the Government’s twin aims of raising the attainment of all pupils and reducing the attainment gap between the most and least disadvantaged children. These laudable aims can only be obtained within a well-resourced and well-structured education system that uses the skills and experience of all staff, including the proper funding of secure jobs across the education workforce.

“Congress notes that education systems, properly designed and resourced, mitigate the impact of poverty, aid in social mobility and address aspects of socio-economic inequality that are manifest in children’s and young people’s experiences at school and post-16 education.

“Congress supports continued additional funding for tackling the attainment gap between the most and least disadvantaged children and young people, but calls on the Scottish Government to make the Pupil Equity Funding part of a permanent national funding formula for local government, to allow systematic long-term planning in schools and local authorities that will maximise the ability of schools to limit the damage done by poverty to educational outcomes.

“An education system can only deliver transformational changes in pupils’ lives if it has enough highly trained and qualified staff to effectively and sustainably carry out the wide and complex range of duties and activities to get it right for every child.

“Congress calls for the Scottish Government to increase education funding at all levels in real terms in order to:

- recruit more staff - teachers and a range of support staff - in order that all education and education support activities are carried out effectively and consistently across the country;
- manage staff workload sufficiently at a level that is sustainable;
- retain staff by ensuring that they receive salaries commensurate to similarly qualified staff in other sectors and countries;
- recognise and commit to ensuring all curriculum subjects are funded and resourced equitably and fairly, and this should be mandatory within all local authorities, and young people studying music should not be charged for tuition, or instrument loan fees; and
- support the widening access agenda and fund additional widening access places, encourage better articulation routes between FE and HE, the continued use of contextualised admissions in HE, and support community and workplace based education.

“Congress further calls for clear and transparent accountability systems to be put in place, to ensure there are appropriate mechanisms to monitor and report on the use of additional funding, such as Pupil Equity Funding.”

### **Resolution no. 35 – Higher Education Workload Funding**

“That this Congress recognises that the higher education sector, in common with other areas of education, continues to face increasing challenges with reduced real income, including the impact of Brexit, job losses and the threat of redundancies, widening access, just transition, increasing staff-student ratios, attacks on pensions, and decreasing pay levels for all but university principals. This has led to a considerable increase in workload for university employees.

“Congress notes the findings of University & College Union’s workload survey showing that 43% of respondents believed working hours had increased significantly; 83% believed that the pace of work had increased; and only 2.6% believed their workload to be entirely manageable. The survey showed that staff in universities are working an average of more than two days unpaid each week.

“Precarious employment contracts, the arbitrary use of performance management and ‘managerialism’ has contributed to increasing reports of work related stress, with serious effects on productivity and mental and physical wellbeing.

“Congress, therefore, calls on the STUC General Council to support affiliates’ campaigns for increased spending on education, include workload issues within Scottish budget submissions and campaigns, and ensure that workloads are seen as a health and safety matter.”

### **Resolution no. 36 - Universities’ Superannuation Scheme Pension**

“That this Congress recognises the importance of a decent income in old age to allow everyone to live in dignity and enjoy their retirement.

“Congress strongly condemns media and other attacks on workplace pension schemes and the neo-liberal market based approaches used to devalue and undermine workplace pension schemes.

“Congress notes proposals by university principals and Universities UK to attack the Universities’ Superannuation Scheme (USS) and withdraw the defined benefit aspect of the scheme, replacing it with defined contributions, which would leave members with no certainty about future retirement income.

“Congress recognises that independent analysis shows that the proposed changes to the USS scheme would result in reduced retirement benefits of between 20% and 40%, and the proposed USS scheme would be a far worse scheme than that available to other workers in the education sector.

“Congress further notes that this proposal comes at a time where in recent years pensions for those working in public services have been under sustained attack and subject to measures to the detriment of workers. Congress reasserts its belief that pensions are deferred pay and that, irrespective of the sector, everyone should have access to a secure, fair and decent pension. Congress believes that pensions should not be subject to a race to the bottom and that offering a decent pension scheme is a hallmark of good employment practice for which universities should strive.

“Congress also notes that the USS was formed following pressure by the University & College Union’s (UCU’s) predecessor union and its members in their demand for a common pension across universities.

“Congress notes that negotiations on this matter are ongoing, and that UCU’s industrial action ballot closed on 19 January 2018. Congress resolves to support UCU members in defending the USS scheme and any industrial action that should follow.”

### **Composite G – Public Services (covering resolution nos 40 and amendment, 42, 43, 44 and 75)**

That this Congress notes that:

- proposed pay increases for public sector workers in the 2018 Scottish Government budget are below the cost of living and not guaranteed or funded for around 50 per cent of public sector workers;
- local authority budgets have been disproportionately affected by government austerity policies, and councils continue to face budget cuts and are compelled to make large debt repayments;
- there have been massive public sector job losses and the younger generation are likely to be worse off than the generation before them; and
- older people, such as the Women Against State Pension Inequality (WASPI), are being affected by the ruthless austerity policies of the Tory Government.

“Congress is concerned that the Scottish Government’s limited income tax proposals yield a low level of revenue for public services.

“Congress is also concerned that many public sector contracts are awarded to private companies whose main concern is profit and shareholder dividend, rather than public need and believes that, particularly following the Carillion scandal, public service contracts should be delivered in house.

“Congress believes that the Scottish Government should reject Tory austerity in deeds, as well as in words, use their full suite of tax and borrowing powers to raise sufficient revenue to properly fund public services (such as the NHS and local government), and ensure funding for a decent pay rise for all public sector workers.



“Congress calls for a review and reform of the taxation system that will allow adequate funds to be raised at local level to meet local community needs.

“Congress agrees that there is a need for a resolute campaign of struggle by our movement to win significant pay increases for our members and that links should be made by the trade union movement with community groups, to oppose cuts in public service jobs and services.

“Congress resolves to renew its efforts to work with the affected unions, local government bodies, Trades Union Councils and local anti-cuts campaigns, to resist the cuts and develop a different vision for local government, the services it provides, and local democracy.

“Congress further resolves to press the Scottish Government to:

- ensure adequate funding is made available for local councils to protect services and jobs;
- ensure funding is made available for pay increases for all public sector workers, taking account of the cost of living and previous experience of wage cuts and caps;
- use progressive taxation in a way that can be evidenced as benefiting public services and the Scottish economy;
- press the Treasury to abolish Scottish local government debts;
- buy back PPP/PFI contracts, where doing so makes financial sense; and
- ensure everyone employed on public service contracts is paid at least the Scottish Living Wage.

“Congress congratulates the STUC General Council on its actions to build a united campaign in defence of public services, calls on the STUC General Council to continue to prioritise this work and, as part of it, to organise a major demonstration for proper funding for all public services and decent pay increases for all public service workers.”

### **Resolution no. 41 – Tax Justice**

“That this Congress notes that the Scottish Parliament now has greater tax powers than in previous years in Holyrood.

“Congress believes that this provides the chance for Scotland’s Government to pursue taxation policies which are progressive and redistributive, which raise enough money for investment in public services and promote tax justice for all.

“Congress also notes that the devolution of tax powers to the Scottish Parliament comes as HMRC proceed with plans to close 90% of tax offices across Scotland, leading to potentially thousands of job losses.

“Congress further believes that the tax proposals outlined in last December’s Scottish Budget do not go far enough and do not raise enough. Modest changes to taxation rates and bands mean that the lowest earner will be better off by just £20 a month, whilst the richest see their income fall by less than 1%.

“Congress recognises the findings from the 2017 Public and Commercial Services report which state the loss of HMRC jobs in Scotland will have a negative impact on the future ability of Scotland to have a fair and just tax system.

“Congress agrees that, in order to fight for fairness and lobby our Government for a better use of these powers, Scotland also needs tax jobs to deliver tax justice.

“Congress calls on the STUC General Council to:

- continue to publicly support the campaign to stop HMRC closures;
- work with affiliates to develop a Scottish Tax Justice network; and
- seek to engage with Scottish Ministers on progressive and redistributive tax policies.”

### **Amended Resolution no. 45 – Level of Vacancies for NHS Consultants in Scotland**

“That this Congress expresses its serious concern at the ever-increasing level of vacancies for NHS Consultants in Scotland. Official data published by NHS Scotland in September 2017, reported a year-on-year increase of over 10 per cent in vacancies for hospital consultants across the country.

“This is the latest rise in a long-term trend, which has seen a trebling of the number of vacancies from 139 in September 2010 to 430 in the same quarter in 2017, a vacancy rate of 13 per cent. Long-term vacancies of more than six months have continued to increase, rising by 38.6 per cent between September 2016 to September 2017, and by more than 400 per cent since September 2010.

“The Hospital Consultants and Specialists’ Association (HCSA) believes that this increased vacancy rate for senior clinicians plays a major contributory role in rising stress among hospital doctors and all healthcare staff. It also has a direct impact on patient care and puts pressure on services.

“The HCSA believes that the level of vacancies, which varies across Scotland, has a number of contributory factors. These include annual pay rises frozen or capped at 1 per cent since 2011, the unilateral discontinuation of distinction awards and the tax effect of tapered annual allowances on pension contributions.

“We currently face a deepening crisis with no answers to the challenges that vacancies pose to patient care. However, the promotion of consultant and reporting allied health practitioners could ease the recruitment problem.

“Congress calls upon the STUC to lobby the Scottish Government to address these concerns through the establishment of a dedicated taskforce involving appropriate unions to:

- identify the causes behind the current difficulties in attracting and retaining sufficient numbers of senior doctors;
- assess future challenges posed by the demographics of the current workforce;
- promote the use of advanced practice allied health practitioners in reporting and diagnosis; and
- establish and assist in implementing an action plan to ensure that vacancies are funded and filled.”

## **Resolution no. 46 – Fire and Rescue Service Emergency Response Times**

“That this Congress notes that saving people’s lives is still the heart of a firefighter’s job. The Fire Brigades Union (FBU) estimates that over 200,000 people have been rescued from fires or vehicle crashes since records began in 1990. These are people who might be dead, but are alive today through the intervention of firefighters. It is to preserve life – to save those who would otherwise perish – that firefighters adhere to so strongly the motto ‘every second counts’.

“Congress is concerned that the Scottish Fire and Rescue Service (SFRS) response times are getting slower. Fire appliances are taking longer to get to incidents now than a decade ago. The removal of national emergency response times has negatively impacted on the time it takes a fire appliance to attend an incident. This is a serious concern for members of the public who rightly expect that when they make the call for help, it will come quickly.

“Previous emergency response times meant that wherever you were in the country, if you called the fire and rescue service to report a fire, a fire engine would arrive within a given period of time.

“Congress is deeply concerned that the changes made in recent years have fragmented the Fire and Rescue Service. People want to be sure that when they dial 999, they get fire appliances and firefighters there as quickly as possible. Therefore, Congress calls on the STUC to lobby the Scottish Government to:

- recognise the importance of response times to support community safety;
- end the postcode lottery of local standards within Scotland; and
- legislate for a new national standard for emergency response times for the SFRS.”

## **Composite P – Strengthening Fire Safety After Grenfell/Grenfell Tower Tragedy/Proposed Social Housing (Automatic Suppression System) (Scotland) Bill (covering resolution nos 47, 86 and 90)**

“That this Congress notes that the first anniversary of the Grenfell Tower tragedy falls on 14 June 2018. It sends solidarity in its courageous fight to the local campaign for justice for the Grenfell victims and their community. It welcomes the efforts of Edinburgh TUC to ensure that the disaster is remembered in Scotland, and its wider implications discussed in a way that exposes that its root cause lay in decades of wilful central state and local government neglect.

“The victims and community of Grenfell have been an inspiration in the fight against austerity throughout the UK and in demonstrating the need for radical and transformational social change, reversing the neoliberal trajectory of a system – brutally exposed at Grenfell Tower – that has led to countless other, ongoing social tragedies.

“Congress is also influenced by past residential home fires in Uddingston, Inverness and, not least, by the tragedy of Grenfell Tower, in London, among others, and by the clear evidence of cheapskate construction methods and materials, dictated by desperation to ‘win’ public contracts, against responsible, in-house tenders, as in the recent Scottish schools’ scandal and others, or by unstable, financialised state parasitism, like the recent ‘Carillionised’ experience.

“Congress is aware of the fact that, in Wales, a Labour Member's Bill has succeeded in introducing requirements for residential sprinklers and that, in Westminster, Jeremy Corbyn has recently called for sprinklers to be retrofitted into high-rise accommodation.

“As the worse loss of life in a fire in peacetime Britain, we owe it to the victims, victims’ families and residents of Grenfell to do everything we can to avoid any future tragedies of this nature ever happening again.

“Congress acknowledges that fire safety strategy must be based on an integrated approach to dealing with the threat of fire. An integrated approach means combining prevention, protection and intervention to reduce the risks to building occupiers, firefighters, property and the environment, and recognises that:

- prevention includes measures which attempt to prevent fire from occurring;

- protection includes measures to prevent fires from spreading and to enable occupiers to escape safely; and
- intervention means the emergency response of the fire and rescue service to carry out rescues and to extinguish fires.

“In October 2017, the Fire Brigades Union (FBU) submitted a report to the Scottish Parliament Local Government and Communities Committee evidence session on building regulations and fire safety. FBU’s evidence highlighted a reduction of over 700 frontline firefighter posts, including a 24% reduction in Fire Safety Enforcement Officers since the introduction of the Scottish Fire and Rescue Service in 2013.

“Congress is deeply concerned at the continued cuts to the fire and rescue service, which are impacting on the frontline and the campaign to strengthen fire safety.

“Congress supports the professional voice of the FBU in calling on the Scottish Government to listen to firefighters by committing to a long term period of investment that addresses clear deficiencies in firefighter posts, including Fire Safety Enforcement Officers.

“Congress also calls upon the STUC General Council to:

- organise maximum possible support for the proposal, when appropriate, by David Stewart, MSP for Highlands and Islands, to introduce and steer through the Scottish Parliament, a closely-related legislative measure, currently under public consultation, namely: Proposed Social Housing (Automatic Fire Suppression System) (Scotland) Bill; and
- encourage and assist Trades Union Councils and all affiliates in organising anniversary meetings at which campaigners from the Royal Borough of Kensington and Chelsea can publicise their campaign north of the border, and promote a UK-wide discussion about the lessons of the Grenfell Tower tragedy.”

### **Amended Resolution no. 53 – Abolition of Youth Rates**

“That this Congress believes that no worker should be differentiated in their job role, irrespective of their age. Many employers see this as another way to take advantage of young workers.

“This is particularly rife within apprenticeships, the fast food, hospitality and hairdressing industries, where the employer reaps massive profit by charging exorbitant prices, which add to their profits, whilst keeping their young workers on poverty pay.

“Congress recognises that young workers’ transport fares, utility bills and food bills are no cheaper than anyone else’s, thus nor should labour be.

“Congress requests that the STUC General Council lobbies the Government to scrap the youth rates.

“Congress calls on the STUC General Council to:

- lobby the Government to maintain the quality of apprenticeships, ensure they include significant training, and prevent their abuse by employers seeking to underpay staff; and
- support affiliates to organise amongst apprentices to ensure that they are fully represented in their workplace.”

### **Composite H – Mental Health and Wellbeing at Work (covering resolution nos 54 and 55 and amendment)**

“That this Congress notes ill mental health is one of the biggest issues in the workplace, causing over 70 million working days to be lost each year and costing employers approximately £2.4 billion per year. Congress further notes that 300,000 people with a long term mental health problem lose their jobs each year in the UK.

“Congress is deeply concerned by the profoundly adverse impact that unsustainable workload burdens are having on the mental health and wellbeing of teachers.

“Congress is alarmed at the findings of research by the NASUWT, which indicates that workload is the number one concern of teachers, with many reporting that the pressures of the job are resulting in physical and mental ill health, stress and anxiety.

“Congress asserts that the mental and physical wellbeing of teachers and other workers are not taken seriously by too many employers and that many have no effective policies, or procedures in place, to provide the support to which those suffering work-related illness are entitled.

“Congress is further concerned that too many teachers and other workers are not seeking the support that they need, because of fear of being stigmatised, having their competence questioned, or of losing their job.

“Congress believes good mental health should be a priority for every workplace and all workers, who daily deal with mental health, should be trained to spot signs of mental health issues and understand how to respond appropriately. Congress also believes employers have a crucial role to play in tackling poor mental health at work, and the Scottish and UK Governments should encourage and support employers more effectively.

“The Scottish Government’s Mental Health Strategy for 2017-2027 references the role of employers, but not trade unions. Congress urges the Scottish Government to work with trade unions in developing workplace mental health strategies, including the role that can be played by accredited trade union health and safety reps.

“Congress calls on the General Council to:

- raise awareness of the impact of workload pressures on the mental health and wellbeing of teachers and other workers;
- publicise the requirements with regard to health and safety legislation, including risk assessments that should be conducted when an employee presents with a work-related illness;
- develop a model of good practice for sickness absence management procedures, which support teachers and other workers;
- name and shame employers who adopt a punitive approach to sickness absence management;
- encourage the STUC General Council to support union campaigns, to ensure that mental health support in the workplace is a priority for everyone;
- work with the Scottish Government on their Mental Health Strategy, to transform mental health in Scotland over the next 10 years;
- produce and implement a mental health at work plan for employers, to raise awareness on how they can act to protect and improve mental health in the workplace; and



- call on the Health and Safety Executive, to conduct mental health risk assessments in workplaces across Scotland, to raise employer awareness of their duty to assess and manage mental health at work.”

### **Amended Resolution no. 56 – Ageing Workforce**

“That this Congress recognises that the increase in the state pension age and the abolition of the compulsory retirement age has led to an ageing workforce.

“We are aware of ongoing workforce research, but we need to continue to highlight and campaign about the difficulties faced within physically demanding jobs particularly, but not exclusively, within the NHS, and employees who may also face increasing physical limitations of their own in later years.

“Many of our workforce have a wealth of skills and experience, which are not easily, if at all, transferable to other posts of a similar grade, but which are very valuable to the younger workforce starting out in these professions. We need to find ways of retaining these skills where they are of most use.

“Congress notes that women over 60 years of age can access the public services’ pension, but may have breaks in their pension payments and will not be able to access the state pension, due to the recent increase in age limits, resulting in them having to continue in work due to financial pressures.

“Congress also notes that nearly two-thirds of grandparents (with grandchildren aged under 16) look after their grandchildren. One in five grandmothers provide at least 10 hours a week of childcare.

“Congress calls on the STUC to support smarter ways of working, promoting the use of flexibility and reduction of hours and tasks to facilitate a longer working life in the members’ chosen careers and help them to balance work with caring responsibilities, with appropriate advice and information readily available.

“Congress also calls on the STUC to resist any further increase in state pensionable age proposed by the UK Government.”

## **Resolution no. 57 – Auto-enrolment and the Lowest Paid**

“That this Congress acknowledges that a major incentive for workers to save for retirement is the tax relief they receive on their pension contributions.

“Everyone who saves into a pension is entitled to a Government ‘top up’ of at least 20%, whether they are a taxpayer or not. However, due to a tax loophole, thousands of the lowest paid workers are not benefitting from this and they, and often their employers, don’t even know it.

“As auto-enrolment contributions increase and personal tax thresholds rise, over time the number of people, all low paid, losing out and the scale of their loss will keep growing.

“There are two types of schemes employers can choose to meet their auto-enrolment obligations. One type is called a Tax Relief at Source Scheme (TRS) the other is a Net Pay Scheme (NPS).

“With a TRS scheme, everyone enrolled gets tax relief on their contributions regardless of their income. However, an NPS can’t claim back tax relief owed to those earning below the personal tax threshold of £11,500. This means workers in an NPS, who don’t pay tax, miss out on the Government top up of 20%. This significantly reduces the value of their pension pot, compared to workers earning the same amount, but in a TRS scheme.

“Industry experts have highlighted this injustice again and again to the UK Government, but they are doing nothing to address it. They continue to encourage the lowest paid to save for their retirement, whilst denying them tax incentives.

“Congress calls on the STUC to raise awareness of this issue with Scottish workers, employers and the Scottish Government, so they can put pressure on UK Government to close the loophole and pay those on lower incomes the tax relief they are due.”

## **Resolution no. 58 - Strategy to Replace the Work of Professional Journalists**

“That this Congress is appalled at the strategy adopted by many media organisations to replace the work of professional journalists with user generated content, resulting in continued rounds of redundancies.

“This is evidenced by a document issued by a major publisher that, among other points, advocates:

- doubling UGC from 5% to 10%;
- using readers’ pictures to reduce the need for freelance photographers; and
- reducing the number of content managers.

“This strategy has been adopted by a company with a high profit margin. Replacing paid-for, professional content not only hits the incomes of staff and freelance journalists, it also short-changes the readers who continue to pay the same (or higher) cover prices for increasingly amateur copy.

“In order to maintain and increase public confidence in the mainstream media, it is imperative that editorial content continues to be produced by professionals.

“Congress reiterates the view that, if text and images are worth publishing, then they are worth paying for.”

## **Resolution no. 62 – Hate Crime as a Workplace Issue**

“That this Congress recognises the significant impact of hate crime on members, including stress, depression, discrimination and even job loss.

“Congress notes the hate crime survey conducted by the LGBT+ Workers’ Committee which highlighted:

- a fifth of respondents had personally experienced a hate crime at work;
- respondents felt more comfortable reporting hate crimes to police, when they took place outside of work, than when they took place in the workplace; and

- only a third of respondents stated action was taken by the employer or police after a hate crime was reported in the workplace.

“Congress calls on the STUC General Council to work with STUC LGBT+ Workers' Committee and the other Equalities Committees and affiliates to:

- increase awareness and training relating to hate crime legislation in the workplace;
- draw up a draft hate crime at work policy, which can be negotiated with employers nationally or locally. This should include employee control over decisions to report to the police; and
- urge the Lord Bracadale review to extend hate crime legislation to cover crimes motivated by prejudice against migrants and refugees.”

### **Amended Resolution no. 63 – Offshore Industry and 30<sup>th</sup> Anniversary of Piper Alpha Disaster**

“That this Congress remembers the 165 offshore workers and two seafarers, who lost their lives in the Piper Alpha disaster on 6 July 1988.

“Congress is concerned that in the 30<sup>th</sup> anniversary year of that terrible disaster, the safety of workers in the North Sea oil and gas industry is under increasing pressure from poor industrial relations, the safety of helicopter transport and the 3-weeks on 3-weeks off shift rota enforced by the majority of employers after the oil price fell in 2014, since when 160,000 jobs on installations and across the oil and gas supply chain have been lost.

“Congress is alarmed that 33 offshore workers and crew have lost their lives and 65 rescued from the North Sea, following a series of fatal and non-fatal helicopter accidents since 2009, all involving Super Puma H225 or AS332 L2 models. Congress notes that, including through Unite’s ‘Back Home Safe’ Campaign, North Sea workers have expressed no confidence in this model of transport and called for them not to be reintroduced.

“Congress is further concerned by standards in the decommissioning sector, where reports of sub-minimum wage pay rates and non-compliant training standards have been received by offshore trade unions.

“Congress notes that 250 platforms, nearly 2,500 wells, connected by 7,800kms of pipeline in the UK sector have been earmarked for decommissioning by 2025 at an estimated cost of £17 billion, most of which will be met by the taxpayer under generous tax relief schemes for oil and gas companies’ infrastructure clean-up costs.

“Congress calls on MSPs, Scottish MPs, the Scottish Government and the UK Government to mark the 30<sup>th</sup> anniversary of the Piper Alpha tragedy and, in accordance with Lord Cullen’s recommendation, for an offshore safety culture of continuous improvement, by staging a public inquiry into offshore helicopter safety, and for maximum employment of Scottish and UK workers in all areas of the offshore energy industry.”

### **Resolution no. 64 – Health and Safety, Fair Work and Brexit**

“That this Congress recognises that:

- the Scottish Government is committed to building an economy based on Fair Work;
- providing safe and healthy working conditions is one of the foundations of Fair Work;
- Brexit poses serious potential threats to regulation and enforcement of health and safety - a key element of ensuring Fair Work; and
- trade union safety representatives report stress, bullying and harassment, violence and threats, overwork and long hours as the hazards of main concern in their workplaces.

“Congress calls on the STUC General Council to:

- ensure that only employers who, in collaboration with their workforce, positively address these hazards are seen as Fair Work employers;

- seek resources from the Scottish Government for trade unions and others, including Scottish Hazards, to work in unionised and non unionised workplaces to address these and all health and safety issues, in order to advance the Government's Fair Work agenda; and
- continue to campaign for the devolution of health and safety, particularly in light of threats posed by Brexit.”

### **Composite K – International Workers’ Memorial Day (covering resolution nos 65 and 66)**

“That this Congress notes that it is 25 years since Congress first recognised 28 April as International Workers’ Memorial Day (IWMD), a day to remember those who have died through work related accidents or illness, and to highlight the need to fight for a better work environment and for the prevention of accidents at work.

“Congress should celebrate and applaud the role the STUC, affiliated unions and Trades Union Councils have played in developing the IWMD and ensuring commemorations take place in most of our local authorities on 28 April each year.

Trade unionised workplaces are safer workplaces thanks to the dedication of union health and safety representatives and we should continue to work with organisations, such as Scottish Hazards and Clydeside Action on Asbestos, to ensure that employers who have exposed or continue to expose workers to risk, whether historically, in our workplaces of today or in the future, are held to account for their negligence.

“Precarious work and the gig economy present new challenges to old workplace hazards, and zero hours’ contracts, bogus self-employment and low pay lead to intolerable stress levels, and low self-esteem in work environments, where workers feel unable to challenge exploitative or abusive bosses.

“Two thirds of women aged 16-24 have experienced sexual harassment at work, often in precarious work. The Health and Safety Executive continues to ignore this and other precarious work hazards, such as road traffic accidents and potential suicides.

“The motto for IWMD is ‘Remember the Dead, Fight for the Living’. We have to ensure we fight for safer, healthier working conditions for those in precarious employment.

“Congress calls on the STUC General Council to work with Better than Zero and Scottish Hazards to:

- build on this, especially at this time when the Tories and big business try to use Brexit as an opportunity to undermine positive existing European Health and Safety legislation;
- highlight health and safety risks associated with precarious employment of all types;
- lobby the UK Parliament to ensure occupational stress is treated as notifiable and work related road traffic deaths and suicides, where there is significant evidence to connect the suicide to work, are treated as work related deaths; and
- lobby the Scottish Government to develop a campaign against sexual harassment in all work environments.”

### **Composite L – Equality of Representation within Union Structures (covering resolution nos 67, 68 and 69)**

“That this Congress recognises that trade unions have taken a leading role in addressing discrimination in employment practices and have campaigned hard for all workers, including disabled, Black, women and LGBT workers to have equal access to employment and promotion.

“Congress further recognises the progress affiliates have made in seeking to ensure that those from all equalities’ strands are better represented within staff and lay structures. Congress believes that unions should continue to strive to be exemplar employers and seek to ensure equal representation at all levels, including at senior manager level.

“Congress welcomes the strategic foresight that has resulted in the recent implementation of the STUC’s organisational restructuring. Particularly encouraging is the appointment of an Assistant General Secretary (Operations and Equality) with specific responsibility for ensuring that the activities of the STUC have all elements of equality embedded within.

“Congress notes the findings and recommendations of Sir John Parker’s 2016 Report into the ‘Ethnic Diversity of UK Boards’ and considers that the conclusions are also applicable to trade unions as employers.

“In this respect, trade unions may not be truly inclusive, despite evidence that diverse teams generate better results and diverse leadership makes for better decision making.

“Whilst Congress believes there is no single transferable approach to ensuring best representation of underrepresented groups within trade unions, the existence and analysis of data is an important basis upon which to achieve this.

“Congress believes that for trade unions to be truly representative of the workforce, members and future members, a more radical strategic approach is needed, including setting more ambitious targets.

“This includes the need for monitoring and statistical information to be collected that will provide affiliates with data to work with and build into their strategies.

“Without the timely provision of this data, we will not be able to build truly inclusive and representative trade unions. Congress also believes that Scotland is well placed to take the lead towards a more inclusive trade union movement.

“Congress also recognises the general value of the TUC’s Equality Audit and believes that this can be built upon in Scotland to provide data required by affiliates and the whole labour movement as a whole.

“However, Congress notes that:

- consistent, good quality data that is specific to Scotland is essential to establish the current position and set measurable equality targets;
- equality monitoring among STUC affiliates for their members who live and work in Scotland is sporadic and inconsistent and would benefit from an STUC coordinated approach; and
- the data the TUC’s Equality audit is of very limited use in Scotland, as the information is sparse and not sufficiently disaggregated to allow the STUC or affiliates to make meaningful progress towards a more diverse and inclusive trade movement.



“Congress therefore calls on the STUC General Council to:

- conduct regular and broad ranging equality audits that are specific to Scotland, securing a commitment from all affiliates to participate in an annual audit or explain their decision not to provide data. The audit should capture information on membership and rep base, including representation within trade unions as employers. The General Council should secure a commitment from all affiliates to become exemplars of inclusive leadership, including by setting strategic targets for the composition of senior managements teams, including for BAEM representation; and
- use the annual audit to publish best practice guidance for affiliates to use in conducting their own equality monitoring, in order that they can be exemplars for their members and reps within Scottish workplaces. This guidance should include an assessment of the barriers faced by all underrepresented groups, including disabled workers.”

### **Composite M – The Gig Economy (covering resolution nos 70 and 71)**

“That this Congress notes the strong support for the Fair Work Convention for effective voice and welcomes the Convention’s recognition of the positive contribution to be made through trade union organisation and collective bargaining.

“Congress believes that if unions are to maximise the positive impact of the Fair Work Convention recommendations, Congress understands that the Scottish trade union movement must expand its organised workplace base in the private sector, particularly in non-traditional areas, such as the digital and creative industries, and the hospitality industry, building upon and using the work undertaken by the excellent Better than Zero campaign.

“Congress notes the good example of Unite the Union’s Hospitality Campaign and the need to support unionisation in the hospitality sector. The hospitality sector plays a huge role in Scotland’s economy, with the sector including bars, restaurants and hotels that play a vital role in bringing money and tourism into the country.

“Despite year on year growth and increasing profits for the companies operating in this sector, wages remain low and stagnant, zero hours’ contracts are widespread and terms and conditions are poor, with work breaks a rarity and bullying and harassment (including sexual harassment) running rampant and unchecked in this sector.

“Congress supports the actions of Unite in developing the Fair Hospitality Charter, outlining the key demands of workers in the sector and pledges to encourage local authorities to embed the charter into local licensing agreements, to ensure that measures, such as the real living wage, minimum hours’ contracts and the provision of assistance to ensure safe work transportation, become a prerequisite for new hospitality premises.

“Congress calls upon the STUC General Council to:

- organise a series of workshops to build upon best practice and develop cooperative working among affiliates to deliver the benefits of organisation and collective bargaining in new private sector workplaces; and
- put pressure on hospitality companies employing anti-union tactics, particularly Premier Inn (Whitbread) and Macdonald Hotels.”

### **Resolution no. 72 – Scotland is not just the Central Belt**

“That this Congress recognises that trade unions and Trades Union Councils cover the whole of Scotland and are not just located in the central belt.

“Congress believes that there is a case for holding STUC meetings at different locations. Some participants, like those from north of Dundee, travel long distances to attend, often travelling longer than a length of a meeting depending on where in Scotland they live.

“Just to emphasise the distance involved, participants attending from Inverness will have travelled 169 miles to a meeting in Glasgow. Imagine if the next meeting was to be held 169 miles south of Glasgow - in Lancaster!

“Congress believes that it would be more democratic to sometimes hold meetings in each of the Scottish regions and to consider the feasibility of starting all meetings later in the day.

“Congress asks the STUC General Council to consider the following points when planning Scotland wide meetings:

- moving times of meetings to later in the day, so that those attending can travel there and back on the day of the meeting;
- using alternative locations throughout Scotland, so that travelling is shared;
- encouraging all affiliates to consider these points when arranging their own meetings; and
- considering a pooled funding system, if meetings are to continue to be held in central belt Scotland, so that Trades Union Councils and union branches further out from the centre are not disadvantaged, due to costs and time involved in travelling.”

### **Composite N – Social Security (covering resolution nos 73 and amendment and 74 and amendment)**

“That this Congress agrees that, despite marginal changes in the UK Government’s proposals for a full roll out of Universal Credit over the next years, this remains a serious and punitive attack on both in work and out of work benefits.

“Congress believes that Universal Credit results in the following:

- increased poverty through low benefit levels;
- benefit sanctions, including for those in work;
- rent arrears through delayed payments; and
- hardship through the repayment of benefit advances.

“The timescale for payment, once agreed that it is due, is wholly unacceptable and the fact that it can only be applied for by any prospective or continuing claimant as an online application discriminates against those with no access to computers or computer equipment, the disabled, older citizens and the non-computer literate across society. This problem is compounded through the closure of 10 Jobcentres across Scotland.

“Congress calls on the STUC General Council to campaign for major improvements to Universal Credit, including payment on a weekly basis, preferably through the Post Office if that is the claimant’s choice, for it to be accessible through the completion of paper applications both in person and through postal applications, which should be available at as many outlets as possible including, but not necessarily limited to, Job Centres, Public Libraries, Council Offices, Citizens Advice Bureaux and Post Office outlets across the UK.

“Congress notes the first stage of the Social Security (Scotland) Bill was agreed by Parliament in December 2017. The Bill sets out an overarching legislative framework. It is intended to provide the foundation to deliver a rights-based social security system that is founded on the principles of dignity, fairness and respect.

“Congress notes that the Scottish Government intends to bring forward several amendments to the Bill at Stage 2, including rights to advocacy and the establishment of an independent scrutiny body.

“Whilst Congress welcomes the Scottish Government’s inclusive approach through their work with experienced panels and consultation with unions, and the progress made so far, Congress agrees that further improvements could be made on:

- mitigating UK welfare policy through creating new benefits;
- the inclusion of 'Social security has a role to play in the eradication of poverty in Scotland' within the Bill; and
- ruling out the role of private profit in social security in legislation.

“Congress agrees with the findings of the UMF funded research carried out by PCS, which calls for:

- social security should provide dignity through a living wage standard of support;
- services should be publicly delivered through the social security agency, with enough staffing and resources to allow for full and comprehensive training;
- the new system should be transparent, easy to understand, with a choice of access;
- IT would be effective and brought in-house to avoid costly failures; and

- DWP management styles should not be used and staff too should be treated with dignity, respect and fairness.

“Congress calls on the STUC General Council to:

- raise these issues and lobby the Scottish Government to ensure that any possible scheme by the Scottish Government to ameliorate the worst elements of Universal Credit will include the above ways of application for this benefit; and
- work with affiliated unions and claimant organisations, such as Disabled People Against Cuts (DPAC), to campaign for a better social security system in Scotland.”

### **Amended Resolution no. 76 – Pensions**

“That this Congress views with concern the effects that a volatile market can have on pensions and, in line with the TUC, is calling for the default option of well researched, good value, properly governed income options at retirement.

“As one such option, Congress welcomes negotiators’ agreement between CWU and Royal Mail with a commitment to work to introduce a Collective Defined Contribution (CDC) scheme to provide a decent ‘wage in retirement’. Congress joins the TUC in calling on the Government to introduce regulations allowing such schemes at the earliest opportunity.”

### **Resolution no. 77 - No Turning Back in the Fight Against HIV**

“That this Congress welcomes the advances in the treatment of HIV, making it possible for those with a positive diagnosis to manage their condition and live healthy and active lives.

“Congress notes the extension of legal protection enshrined in the Equality Act, safeguarding those with HIV from discrimination. However, it would be wrong to think that the fight against HIV has been won.

“Although HIV is now a manageable condition, there is still no cure and new infections continue. More needs to be done to bring the infection rate down, and work needs to accelerate to find a cure.

“While the Equality Act offers important legal protections, it is clear that public attitudes have not kept pace with legal change. There is still a huge amount of stigma associated with a diagnosis of HIV that has a negative impact on personal, family and work life.

“Union reps can play a vital role in the workplace in ensuring that HIV positive members are properly supported, not only in terms of employers complying with their legal responsibilities, but also in ensuring that any disclosure is handled sensitively, and challenging negative attitudes and misconceptions.

“The advances that have been made must not be taken for granted – there can be no turning back in the fight against HIV.

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

- share examples of good practice in supporting members who are HIV positive;
- equip reps with the information and knowledge they need to effectively support members who are HIV positive; and
- support the work of HIV Scotland in challenging HIV discrimination, raising awareness of rights and campaigning for better and more effective infection prevention and treatments.”

### **Resolution no. 78 - Urinary Incontinence**

“That this Congress notes:

- that between 210,000 and 335,000 adults in Scotland have significant problems with urinary incontinence (5-9% of the adult population) and affects around 20% of people over forty;
- the continuing controversy surrounding mesh implant surgery for women with stress urinary incontinence, and the need for appropriate and timely advice on treatment options;
- one of the main causes of incontinence in both men and women is weak pelvic floor muscles;
- that following childbirth, mothers are particularly at risk of developing incontinence and this can be prevented with pelvic floor exercise and advice; and
- that many men and women are embarrassed to discuss their incontinence and/or seek help.

“Congress believes that:

- people need access to advice and support regarding incontinence;
- childbirth is a crucial time for women to be advised of pelvic health and measures to prevent incontinence;
- incontinence pads are necessary for many people, but they manage rather than treat the condition;
- incontinence pads and similar products sold to the public should carry an advice label on what to do to seek help with treatment for incontinence; and
- the ‘baby box’ provides an opportunity for the inclusion of advice for the health of mothers and that addressing pelvic health is essential to wellbeing following childbirth.

“Congress resolves to:

- support the introduction of compulsory labelling advice on accessing treatment for incontinence on all incontinence pads that are sold to the public; and
- support the inclusion of pelvic health advice in the ‘baby box’ provided to expectant mothers in Scotland.”

### **Resolution no. 79 - A Diet and Obesity Plan for Scotland**

“That this Congress notes that Scotland has the worst weight outcomes of the United Kingdom nations and among the worst of any Organisation for Economic Cooperation and Development (OECD) nation. Being overweight or obese is associated with substantial present and future social, health and economic costs. Overweight people are at increased risk of developing long term conditions, such as diabetes or some cancers. In 2015, a Scottish Parliament report estimated that the annual cost to NHS Scotland of obesity and overweight was £600 million.

“The Scottish Government launched a consultation on ‘A Healthier Future’ in October 2017, which sets out their ambition on diet, activity and a healthy weight.

“Congress calls upon the STUC General Council to lobby the Scottish Government, such that it:

- works with the BDA and other relevant affiliate unions in creating a robust, evidence- based and joined up approach to preventing and treating obesity across the life course, and acknowledges the importance of adequate investment to support research and the development, implementation, co-ordination and evaluation of a national strategy;
- recognises the important role of registered dietitians in leading the development and delivery of effective public health policy and prevention programmes in partnership with other health and social care professionals;
- launches a national awareness campaign to highlight the positive steps that people could take to improve their health, including the impact that obesity has on physical and mental health;
- includes the Health Promoting Health Service as part of the strategy, ensuring that NHS Scotland supports its patients, visitors and staff to maintain or reach a healthy weight;
- supports a UK wide approach to limiting marketing and promotion of High Fat, Sugar and Salt (HFSS) products; and
- provides greater financial support to existing Child Healthy Weight programmes and encourages greater integration between school, physical exercise and sports, and healthy eating and food skills programmes.”

### **Resolution no. 80 - The Foot Health Needs of Primary School Aged Children**

“That this Congress notes that, within a number of Scottish primary schools, parents have been advised that for health and safety purposes, children should wear plimsolls within school buildings. The Society of Chiropodists and Podiatrists does not support this request, due to the detrimental impact inappropriate footwear can have on a growing child’s foot health, but also the long term implications it can have on individuals in adult life. This can have a negative impact on quality of life, employability and potentially lead to an increase demand on NHS podiatry services. Extended time periods of wearing inappropriate footwear has been found to be detrimental, especially in growing primary school aged children.



“In developmental terms, by the age a child starts school, they have 45 separate bone centres in each foot. Up until mid-teens, these bones are fusing continuously to establish the 26 bones, which are present in an adult foot. Full ossification or fusion of these bones does not normally occur until approximately 18 years of age.

“Congress, therefore, calls on the STUC General Council to work with the Society of Chiropodists and Podiatrists to assist in the withdrawal of such requests by Scottish primary schools by:

- entering into discussions with the Scottish Government to develop policies in partnership with education and the Society of Chiropodists and Podiatrists, to protect the foot health of primary school aged children, whilst still ensuring their safety within school premises; and
- campaigning to raise the awareness of the Scottish Government to the importance of good foot health for primary school aged children and the long term benefit this can have in adult life, the impact poor foot health can have on quality of life, employability and increased demand for NHS Podiatry services.”

### **Resolution no. 81 - Scotland's Baby Box Scheme**

“That this Congress notes that in Scotland the baby box scheme was launched in August 2017 and since then, more than 22,000 boxes have been distributed.

“All parents are eligible to receive a box, but they can choose to opt out. Midwives sign a form in early pregnancy which parents send in, to order a box. The boxes are distributed from a central warehouse location to the parent's address before the baby's due date.

“Congress recognises that The Royal College of Midwives (RCM) has welcomed the baby box scheme as an example of ‘proportionate universalism’ – that is, an approach that seeks to reduce social and financial inequalities, in order to reduce the resulting lifelong health inequalities.

“The box provides all new parents with important resources, including thermometers, bedding, clothing, books, a sling for carrying the baby, as well as providing a safe sleep space with a high quality mattress. These resources can be a lifeline for parents living in poverty with no family support.

“By providing everyone with a box, there is a reduction in administration costs and use of precious clinical midwifery time for means testing and the potential stigma, if only some parents received the box.

“Congress recognises that the current annual costs of £8 million are considerable. However, the boxes are a clear message that all newborns are valued and demonstrate a Government commitment to investment in the vital early years of a child’s life.

“Baby box schemes have begun to emerge in parts of England, however, these schemes, unlike the Scottish scheme, are linked to commercial companies and could lead to pressure on parents through marketing from the companies involved.

“We, therefore, call on the STUC to support the continuation of the national Government funded baby box scheme, whichever party is in power in the future in the Scottish Parliament.”

### **Resolution no. 82 - Children’s Health and Wellbeing in Scotland**

“That this Congress welcomes the Royal College of Paediatrics and Child Health (RCPCH) 2017 report, ‘The State of Child Health’. Whilst the report states that child health in Scotland is amongst the poorest in Western Europe, it also sets out recommendations on deliverable policy improvements which, if implemented, would make a positive difference to the lives of all children.

“The report confirms that breastfeeding rates in Scotland have not grown significantly, since data was first collected in 1975, and remains at one of the lowest levels in Europe. It also highlights the link between poor health and poverty and Congress is concerned that the estimated 210,000 children in Scotland living in poverty are more likely to suffer negative health outcomes.

“Congress notes that the development of the child and adolescent health and wellbeing strategy gives the Scottish Government the opportunity to address the stark inequalities faced by our infants, children and young people. It is also recognised that public health funding remains stable and that there have been some welcome initiatives, such as the health start programme. However, there is still much to be done to improve the health and wellbeing of children.

“Therefore, Congress calls on the Scottish Government to implement the RCPCH report 2017 recommendations for Scotland, in particular:

- maximise mental health and wellbeing throughout childhood;
- maximise women’s health before during and after pregnancy, and
- adopt a ‘child health in all policies’ approach to decision making, policy development and service design.”

### **Composite O – Young Workers, Mental Health Services and Social Media (covering resolution nos 83, 84 and 85)**

“That this Congress notes the emerging evidence highlighting the potential implications of social media on mental health, particularly in young people.

“Congress also notes the work undertaken generally by STUC Equalities Committees to raise the issue of work and non-work related to stress and its particular impacts on minority groups.

“In 2015, the suicide rate for males was more than two-and-a-half times that for females and in 2011-2015, the suicide rate was three times higher in the most deprived tenth of the population (decile) compared to the least deprived (decile) (22.1 deaths per 100,000 population compared to 7.3).

“The group with the highest suicide rate per 100,000 for all persons is those aged 35-44. Also the same male age group had the highest suicide rate (amongst males) per 100,000 in 2015. Over 50% of all male groups (476) who commit suicide in 2015 were aged up to 44.

“Congress is aware of higher than average incidences of suicide amongst LGBT+ men and women.

“Recent research suggests those who used social media for more than two hours a day are more likely to report mental health issues, such as anxiety and depression. There is also evidence to suggest that social media can lead to poor sleeping habits and poor body image.

“A recent survey carried out by USDAW found that only 19% of respondents felt that social media had a positive impact on their mental health.

“Congress recognises there are many benefits to the use of social media; revolutionising how we can connect with each other, providing emotional support and creating an environment for self-expression and self-identity.

“Congress notes that there has been a shift in recent times in society’s view of mental health. This growing understanding has seen a spike in those seeking help for poor mental health. This has put a strain on NHS mental health services that have not been kept up with. NHS counselling services have been cut year on year, leaving those that cannot afford to pay for private services waiting for essential help in their time of highest need.

“Congress believes that the Scottish Government's Mental Health Strategy 2017-2027 does not go far enough to address Scotland's mental health crisis. The Government and unions should do more to raise awareness about the potential negative impacts of social media in particular. As 2018 is the Year of Young People in Scotland, this marks an ideal opportunity to promote the issue.

“Congress calls on the STUC to:

- lobby the Scottish Government, to ensure adequate mental health services are provided;
- encourage unions in Scotland to develop a positive social media strategy that can be used to organise and promote the beneficial use of social media platforms;
- share union best practice on mental health awareness campaigns and policies in the workplace; and
- lobby government and industry to introduce an excessive usage alert on social media platforms, as such an alert system would give users information on the health effects of social media, enabling them to make an informed decision.

“Congress further calls on the General Council to set up a campaign, which will offer help and support to young men where required, including:

- help young men share their feelings in a safe environment where they can feel comfortable;
- end the idea that young men just need to ‘man up’; and
- work with any relevant external bodies and other departments within the STUC.”

### **Composite Q – Affordable Housing (covering resolution nos 87 and 89)**

“That this Congress is appalled by statistics showing that in Scotland a household was assessed as homeless every 19 minutes in 2016. After the sale of over half a million council homes, 'Right to Buy' ended for all local authority and housing association tenants in Scotland on 1 August 2016. This relieved some of the pressure on the available social housing stock, but as at 31 March 2017, there were still 137,100 households across Scotland on local authority housing waiting lists and 10,873 households in temporary accommodation.

“Congress notes that Scottish Ministers pledged £3 billion to build 50,000 affordable homes by 2021, of which 35,000 are destined for the social rented sector. However, Congress is deeply concerned by reports that the Government is on course to miss its own targets. The number of affordable homes completed per quarter has averaged at just 1,808, and the completion rate for social rent housing is even further below target.

“Congress regrets that numbers from the housing charity, Shelter, show that the average house price in Scotland has risen by 75% since 2003, meaning that home ownership is out of reach for many young people.

“Congress notes between 1995 and 2015, the share of income spent on housing costs in Scotland increased by 50%, from 12% to 18%.

“Congress also notes private renting has doubled in the past 10 years, but high rents, limited security and variable quality make the renting market an insecure and precarious option for tenants.

“Nearly 150,000 people are on the waiting lists for social housing, and nearly £2 billion a year is spent helping those who cannot afford to pay their rent. On average, private renters in Scotland spend a staggering 23% of their income on housing and the number of families in private rental sector reliant on housing benefit increased from 60,000 in 2008 to 97,000 in 2013.

“Congress further notes that since 2010, real wages across the economy have fallen by 10% and there has been a rise in precarious employment, including zero and short hours’ contracts, bogus self-employment and unwanted part-time work.

“Congress recognises the combined effect of falling wages and rising rents are having a highly negative effect on the quality of life of workers. Particularly hard hit are younger workers with the proportion of the 16-34 age group within private rented sector having expanded rapidly.

“Congress believes that access to safe and affordable housing is a basic right, and believes that failing to fully address the current housing crisis will have a devastating impact on the Scottish economy and workforce.

“Congress reaffirms its support for:

- campaigning work of the STUC and affiliates to combat low paid and insecure work; and
- government investment in council housing to meet the gap and support, and assist with the control of rents and the use of rent controls, where necessary, to limit rent rises.

“Congress calls on STUC General Council to:

- lobby and campaign for further investment in building affordable social housing, the introduction of measures to make renting more secure, and steps to tackle the drivers of homelessness;
- research real-life impact of precarious work and rising rents on young people’s access to comfortable and secure housing;
- support the STUC Youth Committee’s initiatives with the Living Rent Campaign to agitate against the compound impact of high rent and low wages; and
- develop guides for organising local meetings, strikes and other tactics that can be used to tackle exploitation in both housing and work.”

## **Resolution no. 91 - Equality and Human Rights**

“That this Congress calls upon the STUC General Council to acknowledge the threat posed by the Conservative Government to the United Kingdom’s equality and human rights legislative framework and infrastructure.

“Conservative Party ideology and policies are the principal source of the threats to equality and human rights legislation in the UK, specifically:

- the threat of the abolition or dilution of the Human Rights Act (1998) posed by the proposal to replace it with the British Bill of Rights and Responsibilities Act;
- the threat of the repeal or dilution of the Equalities Act (2010), posed by the European Union Withdrawal Act; and
- the threat posed by the massive (75%) cut in funding to the ability of the Equality and Human Rights Commission to perform its statutory roles of providing advice, publishing guidance, and reviewing and enforcing equality and human rights’ legislation.

“Congress calls on the STUC General Council to work with the STUC Equalities Committees to campaign for the continued protection of United Kingdom equality and human rights’ legislation that guarantees human rights and advances equality by:

- opposing any attempt by the United Kingdom to withdraw from, or dilute, the European Convention on Human Rights;
- opposing the repeal or dilution of the Equalities Act (2010), unless successor equality legislation maintains or advances equality; and
- campaigning to ensure the Equality and Human Rights Commission is overseen not by Government, but by an independent statutory body that ensures it has sufficient funds to effectively perform its statutory roles with special regard to enforcement.”

## **Resolution no. 92 - Freedom of Movement, Immigration and Prevent**

“That this Congress notes the rise in racist and xenophobic incidents in society at large, and also repeated on university campuses.

“Congress believes that such behaviours demonstrate and grow from increasing intolerance and a subsequent rise in populism, as expressed in the vote to leave the EU and the American presidential elections.

“Congress recognises that many people feel threatened by these developments, and that we can see attempts to exploit these insecurities, including the stigmatisation of refugees, economic migrants, and workers from overseas; and the singling out of politicians and public servants in the media as targets for decisions taken in the course of their work. Similarly, Congress believes the Prevent duty stigmatises students and, while implemented differently in Scotland, should be scrapped. Congress believes that government security agencies and police should have no role policing the teaching taking place in universities, and that institutions are also subject to human rights and equalities duties.

“Congress reasserts its clear position that Scotland should be a nation which embraces diversity, provides refuge to people fleeing war, famine and poverty, and which values the contribution made by people irrespective of background, ethnicity, religion or origin. Congress believes that freedom of movement is an important principle, and should not be lost when the UK departs the EU, and that Scotland benefits from the contribution of people, not just from the EU, but from across the globe who come here to live, work and study.

“Congress calls on the STUC General Council to support affiliates and campaigns outside the trade union movement for:

- the free movement of labour and against Points-Based Immigration Systems;
- the right of EU citizens living and working in the UK to stay;
- international students to be taken out of net migration targets; and
- the Prevent legislation to be scrapped.”

### **Composite R – Racism and Fascism (covering resolution nos 93 and 94)**

“That this Congress expresses concern about the activities of far right groups, who express racist and fascist ideas and recognises that one particularly unwelcome outcome of the European Union Referendum has been increased racism and hostility towards migrants and British Black workers.



“Between 2015/16 and 2016/17, Race Hate Crime has increased by 27% across the UK. While Hate Crime statistics in Scotland do not record the same trend, it would be wrong to claim that Scotland has been immune to the increase in tensions.

“Congress agrees that racist and anti-immigration values are an affront to the equality, human rights and solidarity principles at the core of the trade union movement. Trade unions are fundamental to challenging all racist and anti-immigration beliefs and the disinformation which propagates them. By way of one example, with regard to inadequate and failing public services, the reality is that it is poor government funding decisions and not immigration that has caused this situation to arise.

“Congress agrees that the STUC and affiliates should explain loud and clear that racism and fascism are a smokescreen for attacks on working people and the poor of society.

“Congress calls upon the STUC General Council to work with all affiliates to foster trade union solidarity with all Scottish and migrant workers, who suffer from an economy structured upon low pay, poor terms and conditions, insecure work and underinvestment in education, skills and training. Such a flawed labour market model is responsible for excluding and demotivating British workers’ participation and inevitably results in an unhealthy dependence upon the exploitation of migrant workers which only serves to propagate the cycle.

“Congress notes that the STUC produces literature, which is aimed at defeating the ideology of the far right, and agrees that the STUC should continue producing anti-fascist and anti-racist materials and ensure that they are distributed throughout the movement.

“Specifically, Congress calls upon the STUC Black Workers’ Committee, STUC General Council and all affiliates to lead, participate in and support collaborative campaigns for:

- anti-racism and solidarity with migrants;
- the amendment and repeal of unfair and inhumane immigration legislation;
- improvements to the labour market to give all workers – Scottish and migrant – a decent standard of living and quality of life;
- an education, skills and training infrastructure, without financial barriers; and

- improved trade union organisation of migrant workers, with greater participation and integration into trade union structures.”

### **Resolution no. 95 - Disability Delivery Plan**

“That this Congress notes the Scottish Government’s Disability Delivery Plan, and its work around devolution of some state benefits. Congress further notes the commitment of Jeane Freeman MSP, Minister for Social Security, to work with the STUC as a key partner in progressing this work.

“The Scottish Government should be commended for engaging with disabled people in developing their policy and its commitment to basing this work from the social model of disability. Congress expects the Scottish Government to use disabled people’s engagement and feedback as action on preparing policy for parliamentary decisions.

“Much is to be welcomed in the Disability Delivery Plan, including the undernoted ambitions:

- support services that promote independent living;
- meet needs and work together to enable a life of choices, opportunities and participation;
- decent incomes and fairer working lives;
- places that are accessible to everyone;
- protected rights; and
- active participation.

“Congress calls on the STUC General Council to:

- continue its working relationship with the Minister for Social Security and her teams;
- continue to educate the Government of the existing positive contribution disabled workers have in the economy; and
- communicate with affiliates to progress these ambitions with employers within the respective sectors.”

## **Resolution no. 96 - Support for Victims of Sexual Assault**

“That this Congress notes the research by National Society for the Prevention of Cruelty to Children (NSPCC) Scotland, which stated more than 900 sexual crimes against children under the age of 13, including rape and sexual assault, were reported to Police Scotland last year (2016-2017). Congress also notes over 60% of all sexual assaults recorded by Police Scotland involve children under the age of 16.

“Congress also notes the lack of services in Scotland in particular for children and young people, who have been sexually abused, including those who have suffered rape and sexual assault. Congress further notes cuts and staffing shortages result in some victims being forced to wait for more than a year to access services, and some services across Scotland have had to close their waiting lists, due to being unable to sustain a high demand.

“Congress also notes that half of councils in the most heavily-populated areas had no specialist service for young children who need support. Congress recognises that Scotland only has one NHS-run sexual assault referral centre, while there is a network of 43 across the rest of the UK.

“Congress believes support services are key to protecting the most vulnerable women and children in society and that access to these services are vital to support those who have experienced rape or sexual assault.

“Congress calls on the STUC to:

- lobby the Scottish Government to increase funding for local specialist services for victims of rape and sexual assault, especially for children and young people; and
- work with the Chief Medical Officer in Scotland, who is leading the taskforce to improve services for rape and sexual assault victims, to look at what needs to be done to meet the immediate and ongoing health needs of both child and adult victims of sexual violence.”

## **Resolution no. 97 - Sexual Harassment of Women and Girls**

“That this Congress is deeply concerned by the compelling evidence of the increasing incidence of sexual harassment in the workplace, including sexist ‘jokes’ and ‘banter’, unwanted touching and the growing objectification of women and girls.

“Congress is appalled at the findings of research by the NASUWT and other organisations, which show that women and girls are increasingly experiencing sexist abuse and harassment, including upskirting and downblousing, online and through social media, particularly in schools.

“Congress asserts that this is not only having a damaging impact on the physical and mental health and wellbeing of women teachers, but is also creating a climate of premature sexualisation of children, and in particular young girls.

“Congress agrees that schools should be places of safety and must be supported in tackling the problem of sexual harassment or violence towards either pupils or staff.

“Congress therefore calls upon the STUC to campaign for:

- greater regulation against online abuse;
- a mandatory requirement on employers to record and report incidents of sexual harassment and abuse in schools;
- refreshed policy guidance on safe and responsible mobile phone and social media use, including reference to sexual harassment; and
- changes to sexual offences legislation to include upskirting and downblousing in the provisions.”

## **Composite I - EU and the Protection of Workers’ Jobs and Rights (covering resolution nos 98, 99 and amendment)**

“That this Congress calls for a settlement with the EU that protects workers’ rights and enables the British and Scottish Governments to defend jobs and undertake active programmes of economic and industrial development.

“Congress recognises that such programmes will require a range of measures, including a state investment bank, public ownership of utilities, state aid to industry and the active use of public procurement to secure collective (including sectoral) bargaining, the exclusion of blacklisting employers and support for regional economic development.

“Congress notes, for example, the EU Fourth Railway Package applies to single market members and will weaken and prevent a policy of nationalising our railways, including requiring the tendering of rail passenger services, on top of other liberalisation requirements already in place, such as rail freight being open to competition.

“Congress, therefore, calls for the best possible access to the EU Single Market without strict adherence to EU competition rules that prohibit all the key components of the industrial policy as outlined above and would, therefore, endanger the future prospects of the Scottish economy and Scottish jobs.”

### **Resolution no. 100 - International Solidarity on LGBT+ Equality**

“That this Congress notes that over the past three decades, the hard work and campaigning of LGBT+ activists and allies have produced major advances for LGBT+ equality across most of the United Kingdom, following the introduction of the last piece of anti-LGBT legislation in the UK, Section 28, in 1988.

“Congress applauds the efforts of all involved, which has resulted in the UK, and in particular Scotland, being considered one of the leading countries for LGBT+ equality within Europe and around the world.

“Congress agrees we have a continuing duty to stand in solidarity with those, who continue to face persecution and criminalisation on the grounds of their sexual orientation and/or gender identity around the world, and to continue to campaign with the aim of achieving full equality for all LGBT+ people.

“Congress recognises sport can play a part in tackling inequality and educating others around equality issues, as evidenced with the first Pride House in Glasgow as part of the Commonwealth Games in 2014.

“Congress welcomes the return of Pride House as part of the upcoming European Championships and recognises that this is an opportunity to raise the profile of LGBT+ and other equality issues across Europe.

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

- support Pride House taking place alongside the European Championships from 2 to 12 August;
- support Amnesty campaign against the persecution of gay and bisexual men in Chechnya; and
- continue to support the fight for LGBT+ rights around the world, including by promoting international solidarity as a key theme of the LGBT+ Workers’ Conference in June this year, and endeavouring to include LGBT+ organisations in international delegation visits and invitations.”

### **Composite S – Palestinian Firefighter Training (covering resolution nos 101 and 102)**

“That this Congress applauds the continued work and practical support facilitated by the Fire Brigades Union (FBU) in training and supporting Palestinian firefighters through training initiatives in Scotland. Congress also acknowledges the cooperation afforded to the FBU by the Scottish Fire and Rescue Service (SFRS) and Scottish Government over the last decade in the delivery of vital training initiatives to our Palestinian comrades.

“Congress recognises the positive contribution to skills development in the Palestinian Fire and Rescue Service made possible over the last decade by the FBU.

“This year will see firefighters from Palestine trained in the latest breathing apparatus techniques, giving them the ability and resources to deliver the same training in Palestine to their fellow firefighters for the benefit of the Palestinian people.

“Congress also recognises the successful delivery of firefighting kit and equipment by the FBU to the Palestinian Municipalities of Nablus, Ramallah & Hebron and to the volunteer team in the Shu'fat Refugee Camp.

“Congress, therefore, reaffirms its commitment to support the FBU with its ongoing campaign to train Palestinian firefighters to support the vital humanitarian work carried out.

“Congress welcomes the Scottish Government's commitment to afford further support to future FBU initiatives.”

### **Composite T - Israeli Government Attack on Human Rights (covering resolution nos 103, 104 and 105)**

“That this Congress expresses alarm at the reckless decision by Donald Trump to move the American embassy to Jerusalem and, by implication, the recognition of Jerusalem as the capital of Israel. This has and will have disastrous consequences for the Palestinian people.

“The immediate effect has been an emboldened Israeli state that has increased the oppressive subjugation of the Palestinian people, increased occupation and land grabs of territory and increased detention and imprisonment, particularly of Palestinian children by the use of military courts, a flagrant abuse of human rights.

“This action contradicts the international consensus, as demonstrated by the subsequent resolution condemning and declaring ‘null and void’ President Trump's new policy passed by United Nations General Assembly. Jerusalem is the most glaring example of Israeli Apartheid, with the Palestinian population effectively non-citizens in their own city, discriminated against by law, and terrorised by the Israeli police and illegal settlers.

“Congress condemns the decision of the Israeli Government to ban members and officers of 20 global human rights organisations, who have supported the Campaign for Boycott, Divestment and Sanctions, from entering Israel or Palestine. The list includes three UK organisations - the Palestine Solidarity Campaign, Friends of Al Aqsa and War on Want.

“Congress notes that Israel has previously denied entry to representatives of Human Rights Watch, Amnesty International and the Jewish Voice for Peace. The Israeli Government has also placed on Israeli civil society organisations restrictions to campaign and their rights to free movement and speech.

“Congress further condemns the treatment of Palestinian children by Israel. The arrest of 16 year old Ahed Tamimi has shone a spotlight on Israel's systematic abuse of minors through the process of military detention.

“Each year, the Israeli military arrests and prosecutes around 700 Palestinian children. Palestinian children encounter ill-treatment and a denial of their basic rights. This is in clear breach of their rights under the UN Convention on the Rights of the Child to which Israel is a signatory.

“Israel is seeking to prevent contact between Palestinian civil society, trade unions and other organisations, and their UK counterparts as part of an attempt to isolate Palestinians from the outside world and to prevent the outside world from bearing witness to Israel’s violation of Palestinian rights.

“Congress reaffirms its support for the Palestinian people’s struggle for justice and asks all affiliates to assist the Boycott, Divestment and Sanctions Campaign against Israel.

“Congress calls on the STUC General Council to:

- contact the UK Foreign Secretary and demand that he condemns the Israeli attack on human rights;
- lobby the Westminster and Scottish Parliaments and call on the Governments to press the Government of Israel to end the widespread and systemic human rights’ violations suffered by Palestinian children in Israeli military custody;
- call on all affiliated unions to add their voice to the condemnation of Israel’s treatment of Palestinian child prisoners; and
- reaffirm the STUC’s support for the Palestinian people in their fight for justice and their rights, through popular resistance and the global Boycott, Divestment and Sanctions (BDS) movement.”

### **Resolution no. 107 - Defending Democracy in Catalonia**

“That this Congress notes that since 1 October 2017, groups of workers have been central to resisting the violence and repression of the Spanish state, culminating in general strikes on 3 October and 8 November - the former in response to the state violence, and the latter in response to the imposition of Article 155 and detention of political prisoners and that:

- firefighters protected the Catalan public from physical attack;
- dockworkers refused to service the ships on which Guardia Civil were stationed; and



- teachers have been resisting the attack on Catalan language and curriculum.

“While the Spanish state continues to implement repressive measures in Catalonia and is in breach of its international obligations in respect of prisoners of conscience, there has been a deafening silence from both Scottish Government and the Labour Party.

“Congress believes that, as the largest democratic movement in the UK, that threats to democracy in other European cities need to be resisted, or these measures can become quickly normalised as a means of silencing dissent elsewhere. Congress recognises that there are challenges inherent to the differing constitutional and membership arrangements for trade unions in Scotland and Catalonia, but views these as an opportunity for, rather than barriers to, better engagement.

“Congress, therefore, resolves to:

- call for the immediate release and acquittal of all political prisoners, and use any and all political influence in Holyrood and Westminster to achieve this goal; and
- call on all affiliated trade unions and Trades Union Councils to participate in a proactive process of union twinning and establish contact with their equivalent in Catalonia, to strengthen solidarity and be in a position to respond to calls from Catalonia with real and practical measures to counter any future attempts to repress the democratic will of the Catalan people.”

### **Resolution no. 108 - Attacks on Venezuela**

“Congress notes with concern the attacks by MPs from the all parliamentary groups on Venezuela, which ignore the progressive reforms of the Maduro Government and before him that of Hugo Chavez.

“Over the past two decades, their Governments have built three million homes, transformed levels of literacy, brought health care to the poorest and cut infant mortality by 40 per cent.

“The MPs’ denunciations of the Socialist Government completely overlook the impact of the oil collapse, the US economic interference and the violence perpetrated by right wing paramilitary groups.

“Congress calls on the Scottish Government to condemn the current US interference in the internal affairs of Venezuela and its attempt to undermine its Government.

“Congress also calls on affiliates to support the Scottish Venezuelan Solidarity Campaign.”

### **Resolution no. 109 - Underrepresentation of Disability in Politics**

“That this Congress welcomes the election of three new disabled MPs in the General Election in June 2017, taking the number of disabled MPs from two to five. However, Congress notes that this still amounts to less than 1% of all MPs in total. Similarly, out of 129 MSPs in the Scottish Parliament, just one self-identifies as disabled.

“Congress believes that disabled people must have a voice in government, if their interests are to be properly represented and that the above statistics show that much more needs to be done to make politics accessible.

“Congress, therefore, calls on the STUC General Council to campaign for disabled people to be encouraged and assisted to become more involved in politics by becoming Councillors, MSPs and MPs. This will make government at both a local and a national level more representative of disabled people.

“This campaign will consider mentoring schemes, ‘buddying up’ schemes, educational training and other forms of support.”

### **Resolution no. 110 - Consent of the Devolved Institutions for any EU Withdrawal Agreement**

“That this Congress regrets that the UK Government is pursuing Brexit in a way that is not paying due regard to the views and needs of the constituent parts of the United Kingdom, including Scotland.

“The decisions made about the way in which the UK leaves the European Union will have a colossal impact on the UK, including matters that are devolved.

“This will include, for example, the future availability of funding and staff for the National Health Service and other public services. This will have a damaging impact on, for example, the number of midwives and the number of training places for future midwives. Brexit will also see working people across the UK no longer protected by minimum EU rules on employment and other rights.

“Congress recalls that in 2012, Lord Callanan, then an MEP and now a Minister in the UK Department for Exiting the EU, told MEPs: ‘We could scrap the Working Time Directive, the Agency Workers’ Directive, the Pregnant Workers’ Directive and all the other barriers to actually employing people’.

“Congress recognises, therefore, that a raft of employment and other protections for pregnant women, working people and others may be scrapped post-Brexit.

“Congress acknowledges that, following an amendment to the EU (Withdrawal) Bill in December 2017, UK Parliament would now need to approve any withdrawal agreement, should the Bill become law as currently worded.

“In the absence, therefore, of any popular endorsement of any exit deal through a referendum on the terms or a UK General Election returning a government specifically committed to the deal, Congress will campaign for a requirement that the specific consent of all devolved institutions, including the Scottish Parliament, must be obtained before the UK Government can sign any withdrawal agreement.”

### **Resolution no. 111 - Not Tolerating the Accelerating ‘Authority Creep’**

“That this Congress notes, with increasing concern, the accelerating ‘authority creep’, from Highlands and Islands to Edinburgh, of executive and managerial direction, budgetary shrinkage and employment opportunity in the fields of : police, fire and rescue, NHS, local authority, civil service, Highlands and Islands Enterprise, military and others related, particularly since the 2007 Scottish election.

“Congress views this as an outright, though dishonestly unstated, neo-liberal negation and repudiation of the effective ‘devolution within devolution’ policy and strategy pursued by all rational, responsible post-

war governments, as indispensably integral to the future economic, cultural and social needs of this half of Scotland and of our very diverse nation, as a whole.

“The STUC General Council played an indispensable part in framing, steering and supporting this strategy, through real, working class solidarity, expertise and leadership.

“Congress, accordingly, calls upon the STUC General Council to increase the pressure on both Westminster and Edinburgh, to recognise what others do, that government by creep is not going to be tolerated nor is blaming NHS staff, council workers, teachers, or police, whose workload is up and pay is down.”

### **Emergency Resolution no. 1 – British Transport Police**

“That this Congress notes that trade unions, train and freight operating companies and a majority of British Transport Police (BTP) officers in Scotland all oppose the Scottish Government’s plans to merge the BTP with Police Scotland. Congress also notes that on 20 February 2018, the British Transport Police (BTP) and Police Scotland both advised the Scottish Government that the planned date for integration of BTP into Police Scotland of 1 April 2019 was unachievable. Shortly afterwards, the Scottish Government announced that they would be extending the deadline for completing the integration, but has yet to confirm what that deadline will be.

“Congress calls on the Scottish Government to abandon these dangerous and unworkable plans to transfer specialist railway policing services in Scotland from BTP to Police Scotland, and to preserve the existing structure.

“Congress also calls on the STUC General Council to seek an emergency meeting with the Transport Minister to discuss this issue.”

### **Emergency Resolution no. 2 – Scottish Tax Gap**

“That this Congress notes the publication in March 2018 of the Scottish Fiscal Commission paper ‘How we forecast behavioural responses to income tax policy’, in which the Commission makes clear that their revenue projections for Scottish Income Tax are net of an ‘implicit’ tax gap in the tax, which HMRC will actually collect against the amount that would be collected in the absence of avoidance and evasion.

“Additionally, to the concern of Congress, the Commission projects a greater cost to the Scottish Exchequer than previously predicted for ‘Tax Motivated Incorporations’, shifting income out of the scope of Scottish Income Tax to be taxed at lower UK rates of Corporation Tax and dividend taxation.

“Congress firmly asserts that, for the Taxpayers of Scotland, merely acknowledging the implicit existence of an unquantifiable ‘tax gap’ is not enough.

“Its existence:

- denies the Scottish Government vital funds for the provision of public services; and
- allows those dodging their responsibilities to prosper at the expense of those paying their fair share.

“Congress instructs the General Council to lobby the Scottish Government to:

- sufficiently resource the Scottish Fiscal Commission, so that it can produce a robust estimate of the actual scale of all potential tax gaps affecting Scottish revenues;
- continue to invest in tax collection and enforcement; and
- actively seek, via legislation if necessary, to close these tax gaps at every level.”

### **Emergency Resolution no. 3 – Scotland’s Food Industry Crisis**

“That this Congress is deeply concerned over the recent announcement of potentially almost 1,000 further job losses in Scotland’s food industry.

“On 3 April, Young's Seafood announced a consultation on the future of Pinneys of Scotland, which could result in 450 jobs being lost at their Annan site. The announcement follows the decision by the Two Sisters Group in February to close the meat production site at Cambuslang, which could also lead to 450 direct jobs being lost.

Congress supports the efforts of Unite to attain full financial disclosure from the Two Sisters Group and Young's Seafood in relation to these decisions, believes that any alternative proposals which could avert the loss of jobs and maintain work at Annan and Cambuslang needs to be fully considered and notes that both companies have major contracts with Marks and Spencer to supply them with produce for years to come.

“Congress calls on the Scottish and UK Governments to fully consult with the Two Sisters Group and Young's Seafood on their plans for closure, in order to investigate claims of financial unsustainability, and to examine the potential for financial support from both Governments to keep the sites open.

“Congress, in particular, calls upon the General Council to:

- make urgent representations to the Scottish and UK Governments to actively consider supportive measures, including financial support, to prevent closure;
- make representations to the Scottish Government on the need to establish industry sector forums, in order to strategically plan for our import and export industries, particularly, in a Post-Brexit context; and
- lend support to campaigns fighting for the retention of jobs at the Annan and Cambuslang sites.”

#### **Emergency Resolution no. 4 – Scotrail – Workers' Health/Work Life Balance**

“That this Congress notes:

- the ongoing dispute in Scotrail's CCTV centres between the company and members of TSSA and RMT;
- Abellio ScotRail are attempting to make night shifts compulsory - rather than voluntary as they are now - with just a miserly £30 extra a week in payments; and
- members of TSSA and RMT have voted for industrial action in defence of their right to a reasonable work/life balance and for proper remuneration for working nights.

“Congress acknowledges:

- night shifts are bad for workers' health, increasing risk of heart disease, certain cancers and type 2 diabetes;
- night shifts are bad for workers' family life, reducing the time workers can spend with their partners, or as parents, with their children;
- CCTV staff have already agreed to ScotRail's demand to work Sunday shifts;
- CCTV staff are over-tired and stretched to breaking point following a reorganisation which reduced their number by 25%; and
- despite warnings from unions that the reorganisation puts rail safety at peril and is also dangerous for the health of staff, Abellio has allowed CCTV staff who formerly covered night shifts to go.

“Congress applauds TSSA and RMT members who voted to take industrial action to protect rail safety and their right to family-friendly hours.

“Congress condemns Abellio ScotRail's actions and calls on them to engage in meaningful negotiations with the trade unions to resolve the dispute.

“Congress instructs the STUC to lobby Transport Minister, Humza Yousaf MSP, to intervene and stop ScotRail's efforts to impose nightshifts on workers who simply can't work them.”

### **Emergency Resolution no. 5 – Syria**

“That this Congress condemns the unlawful attack on Syria by the UK, USA and French Governments. This is a violation of international law.

“Congress calls on the STUC General Council to relay this view to the UK Government and to major UK political parties, and the Scottish Government.”

### **Emergency Resolution no. 6 – Bombing of Syria**

“That this Congress strongly condemns the bombing of Syria on 14 April. Congress further condemns the hypocrisy of US President Trump, when the US has still not destroyed its chemical weapons well beyond the April 2012 deadline for doing this in the Chemical Weapons Convention.

“Congress welcomes the statements by Nicola Sturgeon, Richard Leonard and Maggie Chapman, condemning the bombing, pointing out the risk of escalation and calling for a peace strategy and debate in the UK parliament.

“Congress mandates the STUC General Council to:

- make a public statement opposing the bombing and calling for a peaceful strategy for ending the use of chemical weapons and human rights abuses in Syria;
- call for a demonstration against further bombing of Syria with other organisations such as Scottish CND and Stop the War and encourage affiliates to support this call and the demonstration;
- write to all MPs representing Scottish constituencies to express public opposition to the bombing, call for a parliamentary debate on Syria and vote against any further bombing; and
- encourage affiliates to write to all their members in Scotland to lobby their MPs and MSPs on the issue.”

### **Emergency Resolution no. 7 – Turkey’s Invasion of Afrin**

“That this Congress condemns the invasion of Afrin, in Syria, by Turkey and by assorted militias that include former Al-Qaida and ISIS fighters. Another invading army does nothing to help the people of Syria and end the conflict.

“Congress is further concerned at threats by Turkish President Erdogan to extend Turkey’s military campaign eastwards into the rest of the Kurdish region of Syria, Rojava.

“Congress calls on the UK Government to raise with Turkey the need to withdraw from Syria and cease arms sales to Turkey, whilst they continue to attack Kurdish communities in Syria.”