



ANNUAL CONGRESS 2019

DECISIONS BOOKLET

(PLEASE RETAIN FOR FUTURE REFERENCE)

PAPER A	Complete Record of Motions / Amendments / Composites submitted for consideration at the 2019 Annual Congress and decisions recorded
PAPER B	Resolutions adopted at the 2019 Annual Congress
PAPER C	Statements endorsed by the General Council at the 2019 Annual Congress
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PAPER A

2019 CONGRESS BUSINESS

LIST OF DECISIONS

COMPOSITES/RESOLUTIONS/MOTIONS

DECISIONS

COMPOSITE A – GLASGOW WOMEN'S
STRIKE AND EQUAL PAY (COVERING
RESOLUTION NOS 1 AND 39)

CARRIED

COMPOSITE B – ORGANISING AND WINNING
FOR FAIR WORK IN SCOTLAND (COVERING
RESOLUTION NOS 2, 54, 55, 56, 57 AND 59)

CARRIED

COMPOSITE C – SUPPORTING RAIL AND
THE FOUNDATIONAL ECONOMY (COVERING
RESOLUTION NOS 3 AND 5)

CARRIED

AMENDED RESOLUTION NO. 4 – INDUSTRIAL
STRATEGY

CARRIED

AMENDED RESOLUTION NO. 6 - AUTOMATION

CARRIED

MOTION NO. 7 – JUST TRANSITION

REMITTED

MOTION NO. 8 – SCOTTISH RENEWABLES
AND JOBS

REMITTED

MOTION NO. 9 – JUST TRANSITION CAMPAIGN
FOR SCOTTISH CLIMATE CHANGE RESILIENT
PUBLIC SECTOR INFRASTRUCTURES

REMITTED

MOTION NO. 10 – CLIMATE CHANGE

REMITTED

RESOLUTION NO. 11 – REDUCE USE OF
PLASTICS

CARRIED

RESOLUTION NO. 12 – SCOTTISH DEFENCE
DIVERSIFICATION AGENCY

CARRIED

AMENDED MOTION NO. 13 – IPCC SPECIAL REPORT ON GLOBAL WARMING	REMITTED
RESOLUTION NO. 14 – CROWN POST OFFICE CLOSURES	CARRIED
AMENDED RESOLUTION NO. 15 – FORESTRY IN SCOTLAND	CARRIED
RESOLUTION NO. 16 – EXPLORING NEW MODELS OF OWNERSHIP FOR THE PRESS	CARRIED
AMENDED RESOLUTION NO. 17 – TRANSPORT BILL	CARRIED
AMENDED RESOLUTION NO. 18 – ACCESSIBLE TRANSPORT ACROSS SCOTLAND	CARRIED
RESOLUTION NO. 19 – PUBLIC OWNERSHIP OF THE RAILWAYS	CARRIED
RESOLUTION NO. 20 – PUBLIC OWNERSHIP OF SCOTRAIL	CARRIED
RESOLUTION NO. 21 – PUBLIC OWNERSHIP OF SCOTRAIL	CARRIED
RESOLUTION NO. 22 – STOP THE BREAKUP AND PRIVATISATION OF NETWORK RAIL IN SCOTLAND	CARRIED
RESOLUTION NO. 23 – WOMEN IN SCOTRAIL	CARRIED
RESOLUTION NO. 24 – SCOTTISH FERRIES	CARRIED
AMENDED RESOLUTION NO. 25 – FUTURE OF SCOTTISH FERRY SERVICES	CARRIED
RESOLUTION NO. 26 – HIGHLANDS AND ISLANDS AIRPORT LIMITED (HIAL)	CARRIED
AMENDED RESOLUTION NO. 27 – ANTI-RACIST EDUCATION	CARRIED

RESOLUTION NO. 28 – LGBTI INCLUSIVE EDUCATION	CARRIED
COMPOSITE G – ADDITIONAL SUPPORT NEEDS (ASN) (COVERING RESOLUTION NOS 29 AND AMENDMENT AND 30)	CARRIED
AMENDED RESOLUTION NO. 31 – INSTRUMENTAL MUSIC PROVISION	CARRIED
RESOLUTION NO. 32 – THE TEACHER’S VOICE	CARRIED
AMENDED RESOLUTION NO. 33 – MENTAL HEALTH AND WELLBEING OF TEACHERS	CARRIED
COMPOSITE K – VIOLENCE IN THE WORKPLACE (COVERING RESOLUTION NOS 34 AND AMENDMENT, 63 AND 64 AND AMENDMENT)	CARRIED
AMENDED RESOLUTION NO. 35 – INCREASED EMPLOYER PENSION CONTRIBUTIONS	CARRIED
RESOLUTION NO. 36 – FLEXIBLE WORKFORCE DEVELOPMENT FUND	CARRIED
COMPOSITE R – BREXIT AND EU WORKERS AND STUDENTS (COVERING RESOLUTION NOS 37, 89 AND 101)	CARRIED
RESOLUTION NO. 38 – HIGHER EDUCATION FUNDING	CARRIED
COMPOSITE H – PUBLIC SECTOR PAY (COVERING RESOLUTION NOS 40 AND 41)	CARRIED
RESOLUTION NO. 42 – PROVISION OF HEALTH AND SOCIAL CARE	CARRIED
COMPOSITE I – FIRE AND RESCUE – CUTS AND RESPONSE TIMES (COVERING RESOLUTION NOS 43 AND 44)	CARRIED

RESOLUTION NO. 45 – IMPACT OF AUSTERITY ON MENTAL HEALTH	CARRIED
MOTION NO. 46 – SET NO CUTS BUDGETS – FIGHT TO WIN BACK STOLEN FUNDS	REMITTED
MOTION NO. 47 – LOCAL AUTHORITY INVESTMENT IN ARMAMENT FIRMS	WITHDRAWN
MOTION NO. 48 – LOCAL AUTHORITY INVESTMENT IN ARMAMENT FIRMS	REMITTED
AMENDED RESOLUTION NO. 49 – CAMPAIGN FOR RETENTION OF HMRC PRESENCE IN CUMBERNAULD, EAST KILBRIDE, ABERDEEN, DUNDEE AND WEST LoTHIAN	CARRIED
RESOLUTION NO. 50 – TACKLING WORK-RELATED STRESS ON PODIATRISTS WITHIN NHS SCOTLAND	CARRIED
AMENDED RESOLUTION NO. 51 – BREXIT AND THE POTENTIAL IMPACT ON THE RECRUITMENT AND RETENTION OF DOCTORS	CARRIED
RESOLUTION NO. 52 – IMPLEMENTATION OF THE FIVE YEAR FORWARD PLAN FOR MATERNITY AND NEONATAL CARE IN SCOTLAND – BEST START	CARRIED
RESOLUTION NO. 53 – RETIRAL AGE FOR PRISON OFFICERS	CARRIED
RESOLUTION NO. 58 – NATIONAL INSURANCE AVOIDANCE	CARRIED
RESOLUTION NO. 60 – TIME FOR BETTER PAY	CARRIED
RESOLUTION NO. 61 – MODERN APPRENTICESHIPS AND THE LIVING WAGE ACCREDITATION	CARRIED

RESOLUTION NO. 62 – ETHNICITY PAY REPORTING	CARRIED
RESOLUTION NO. 65 – CULPABLE HOMICIDE (SCOTLAND) BILL	CARRIED
AMENDED RESOLUTION NO. 66 – EQUALITY AND DIVERSITY	CARRIED
AMENDED RESOLUTION NO. 67 – OFFSHORE ENERGY EMPLOYMENT STANDARDS	CARRIED
COMPOSITE L – DISABILITY EMPLOYMENT AND MEANINGFUL ANNUAL STATISTICS (COVERING RESOLUTION NOS 68 AND AMENDMENT AND 69)	CARRIED
RESOLUTION NO. 70 – MENTAL HEALTH ISSUES	CARRIED
RESOLUTION NO. 71 – MENTAL HEALTH	CARRIED
RESOLUTION NO. 72 – DYING TO WORK CAMPAIGN	CARRIED
RESOLUTION NO. 73 – REASONABLE ADJUSTMENT PASSPORTS	CARRIED
MOTION NO. 74 – AN INDEPENDENT, CAMPAIGNING STUC – RENEWED AND FIT FOR PURPOSE	WITHDRAWN
RESOLUTION NO. 75 – INVESTING IN THE FUTURE OF TRADE UNIONS	CARRIED
COMPOSITE P – CHALLENGING RACISM AND FASCISM (COVERING RESOLUTION NOS 76 AND AMENDMENT, 88 AND 91)	CARRIED
RESOLUTION NO. 77 – OUR MOVEMENT, FIT FOR THE FUTURE	CARRIED

RESOLUTION NO. 78 – INVOLVEMENT OF YOUNG TRADE UNIONISTS WITHIN THE MOVEMENT	CARRIED
RESOLUTION NO. 79 – POLITICAL TRADE UNIONISM	CARRIED
RESOLUTION NO. 80 – ANTI-AUSTERITY CAMPAIGNING	CARRIED
COMPOSITE N – SCOTTISH INCOME TAX AND SOCIAL SECURITY (COVERING RESOLUTION NOS 81 AND 82)	CARRIED
COMPOSITE O – UNIVERSAL CREDIT (COVERING RESOLUTION NOS 83 AND AMENDMENTS AND 84)	CARRIED
RESOLUTION NO. 85 – MEANS TESTING OF PENSION CREDIT/OCCUPATIONAL PENSION	CARRIED
RESOLUTION NO. 86 – GENDER BASED VIOLENCE	CARRIED
RESOLUTION NO. 87 – GENDER RECOGNITION ACT AND SUPPORT FOR TRANS AND WOMEN'S RIGHTS	CARRIED
RESOLUTION NO. 90 – REFUGEE WEEK AND SUPPORT TO REFUGEES	CARRIED
RESOLUTION NO. 92 – HOMELESSNESS	CARRIED
RESOLUTION NO. 93 – ACCESSIBLE HOMES	CARRIED
RESOLUTION NO. 94 – CHANGING PLACES	CARRIED
RESOLUTION NO. 95 – ACCESSIBLE VENUES FOR PERFORMING ARTS	CARRIED
RESOLUTION NO. 96 – RIGHT TO REHAB	CARRIED
RESOLUTION NO. 97 – AUTISM	CARRIED

RESOLUTION NO. 98 – CONSUMPTION OF ENERGYDRINKS BY CHILDREN AND YOUNG PEOPLE	CARRIED
RESOLUTION NO. 99 – MENOPAUSE AND PERIMENOPAUSE	CARRIED
AMENDED RESOLUTION NO. 100 – GOOD FOOD NATION BILL	CARRIED
RESOLUTION NO. 102 – ESCALATING VIOLENCE AGAINST LGBT+ PEOPLE IN CHECHNYA	CARRIED
RESOLUTION NO. 103 – TRADE JUSTICE	CARRIED
RESOLUTION NO. 104 – STOP CRIMINALISING THE KURDISH COMMUNITY	CARRIED
AMENDED RESOLUTION NO. 105 – JUSTICE FOR BHOPAL	CARRIED
RESOLUTION NO. 106 – NAE PASARAN AND INTERNATIONAL TRADE UNION SOLIDARITY	CARRIED
AMENDED RESOLUTION NO. 107 – STOP ISRAEL’S REPRESSION OF GAZA	CARRIED
RESOLUTION NO. 108 POWERS OF THE SCOTTISH PARLIAMENT AND FUTURE TRADING ARRANGEMENTS	CARRIED
EMERGENCY RESOLUTION NO. 1 – VENEZUELA SOLIDARITY	CARRIED
EMERGENCY RESOLUTION NO. 2 – KURDISH HUNGER STRIKE	CARRIED
EMERGENCY RESOLUTION NO. 3 – RECENT PUBLIC SECTOR TERMS AND CONDITIONS BALLOTS DUNDEE	CARRIED

EMERGENCY RESOLUTION NO. 4 – COLLEGE LECTURERS’ ONGOING DISPUTE OVER A COST OF LIVING PAY RISE	CARRIED
EMERGENCY RESOLUTION NO. 5 – ANGUS COUNCIL	CARRIED
EMERGENCY RESOLUTION NO. 6 – STOP THE DEPORTATION OF BAMIDELE CHIKA AGBAKURIBE	CARRIED
EMERGENCY RESOLUTION NO. 7 – OPPOSING ANTI-WOMEN AND LGBT+ LAWS IN BRUNEI	CARRIED
EMERGENCY COMPOSITE A – OFFSHORE HELICOPTER SAFETY	CARRIED
EMERGENCY COMPOSITE B – THE CALEY WORKS IN SPRINGBURN AND THE CRISIS IN SCOTLAND’S ROLLING STOCK INDUSTRY	CARRIED
EMERGENCY COMPOSITE C – SCOTTISH GAS	CARRIED

PAPER B

2019 ANNUAL CONGRESS

RESOLUTIONS CARRIED

Composite A – Glasgow Women’s Strike and Equal Pay (covering resolution nos 1 and 39)

“Congress recalls the Glasgow Women’s Strike and congratulates the 8,000 predominately low-paid women workers employed by Glasgow City Council, including cooks, cleaners and carers, who withdrew their labour in October 2018, following a decade long battle for equal pay.

“Congress, in expressing its solidarity, acknowledges also the sexist response which the Glasgow women strikers garnered and that women workers, particularly carers, were told that the nature of their work should prevent them from taking industrial action and also by the dismissal of their action as variously – politically motivated; stoked up by union leaders; and that they did not know why they were on strike. Congress rejects these characterisations and repudiates firmly the attacks on the Glasgow women strikers, and their unions.

“Congress considers that working women in Glasgow, and in other local authorities, were failed by their employers and by successive politicians and officials in local and central government, but also acknowledges that most of Glasgow’s equal pay claimants are represented, not by their unions, but by third party lawyers.

“Congress notes the resistance that working women continue to experience in seeking equality, as workers and as trade unionists.

Congress believes that Glasgow, and Scotland’s equal pay scandal, can be, at least partly, attributed to women being excluded from power and decision-making and considers that it could not have continued for so long had more women, earlier, been in positions of power, influence and decision-making over the long-running dispute, and on all sides, including in management, political parties and in trade unions.

“Congress applauds the self-critical approach taken by unions which have recognised and acted on the need to improve their campaigning and organising approaches.

“Congress rejects the undervaluation and exploitation of women in the labour market. Women consistently experience sexual harassment in the workplace, low pay, insecure work and a motherhood penalty. Added to these is a stubborn gender pay gap of around 15%.

“Congress condemns the continuing blight of unequal pay in councils across Scotland, where second and even third wave equal pay claims, and other forms of unequal treatment, continue to be fought. There remains a need for wider independent analysis of the systemic failure of public bodies to give effect to equal pay.

“Congress recognises that sex-discrimination is rife in both public and private sectors and will support affiliates in fighting for equal pay wherever the issue arises. It notes the additional difficulties encountered in identifying relevant comparators when public services are privatised.

“Congress calls on the STUC General Council to:

- support affiliates in the fight for equal pay in all sectors and occupations;
- continue to work with the Scottish Government and civil society organisations to implement the gender pay gap action plan;
- use the findings of the Fair Work Convention’s inquiry into Social Care, in particular the recommendation aiming to improve pay for women in the private and third sectors through collectively agreed terms and conditions;
- replicate this work in the Early Years’ sector, raising ambitions for workers beyond the living wage by valuing women’s skills and labour; and

- call on the Scottish Government to conduct a review of public sector pay schemes, to ensure that they genuinely support equal pay and support financial remedy for women working across the public sector in Scotland who have faced discrimination.”

Composite B – Organising and Winning for Fair Work in Scotland (covering resolution nos 2, 54, 55, 56, 57 and 59)

“That this Congress notes that the density of trade union members in Scotland continues to fall. Currently, only 28.1% of employees in Scotland are members of a trade union. The percentage level of trade union membership in the public sector is significantly higher - at 51.8% - than in the private sector where density is just 13.5%.

“Congress is deeply concerned about the prevalence of low paid, insecure work in Scotland, with an estimated 274,000 Scottish workers - equivalent to around 10% of the workforce - reported to be in precarious employment. Insecure jobs and zero hour contracts mean that even at record lows for unemployment, there are still one million people in poverty across Scotland, including one in four children. Deregulation and competitive pressures are leading not only local councils, but also profitable employers like BT, to seek out low wage outsourcing providers in a bid to cut costs.

“Congress also notes that lower density of trade union membership and recognition leads to less safe workplaces, discrimination and poorer terms and conditions for workers. In particular, Congress notes that undercutting and exploitation in construction is a major feature of huge public infrastructure contracts, which only serves to promote inequality, vulnerable and insecure employment and a low pay culture across swathes of major construction sites in Scotland.

“Congress welcomes the Fair Work agreement signed by the civil service unions and the Scottish Government. Congress agrees that this is a landmark moment for workers across the Scottish Government and agrees that fair work lies in the power of collective bargaining, the chance for fulfilment and development in members’ jobs, the need for manageable workloads, the guarantee of job security and the ability to join a trade union easily and freely. Congress welcomes the inclusion of a measure for collective bargaining coverage within the National Performance Framework.

“Congress applauds the coordinated historic Equal Pay strike in Glasgow by 8,000 UNISON and GMB members, the 30,000 strong march organised by the EIS, and the huge rejection of COSLA pay ballots, which suggest that our trade union movement is growing in confidence. Congress expresses its support for the CWU’s #EndGame campaign against outsourcing in BT.

“Congress recognises the high levels of organising resource and capacity that goes into these actions. Ensuring that the Scottish trade union movement has well trained and resourced leaders, organisers, and reps in every sector of the labour market guarantees that these actions can be delivered successfully.

“Congress calls on the STUC General Council to:

- work to improve collective bargaining coverage, seeking support from the Scottish Government to develop conversations with employers in hospitality and other unorganised sectors, to underpin a systematic approach to organising and pay, and raising terms and conditions, thereby showing strong leadership in recognising that effective voice is legitimately and best expressed through collective bargaining and collective action;
- ensure that all public procurement and contracting arrangements recognise and uphold existing collective bargaining arrangements, and work to create new approaches to the promotion of collective bargaining, including through the use of Fair Work recognition agreements that seek to extend collective bargaining coverage to outsourced workers and banning all exploitative forms of employment in public sector contracts through public procurement regulations and statutory guidance, which require the Scottish Government, local authorities and other public bodies in Scotland to only allow companies to bid for procurement contracts if they recognise a union in the workplace;
- campaign for other public body employers to add their name to the list of organisations, which are already fair work employers;
- support affiliates enforcing fair work principles across employers and particularly support construction unions’ efforts to develop the Construction Charter across the public sector;
- build on the commitment announced by the First Minister to put fair work first by encouraging the Scottish Government and local authorities to apply fair work criteria to as many funding streams, business support grants and public contracts as possible;

- work with affiliates to develop a strategy in Scotland to campaign for a New Deal for Workers to end insecure employment, while strengthening and enforcing workplace protection; and
- deliver Organising Skills' and Strike Ready Unions' events, across the country through the STUC Organising Group and Network."

Composite C – Supporting Rail and the Foundational Economy (covering resolution nos 3 and 5)

"That this Congress recognises that cuts to councils are combining with a crisis in our high streets to put an ever growing strain on communities. According to a recent Scottish Retail Consortium report, Scotland lost 16,000 jobs in retail between 2008 and 2015, with Falkirk being worst hit by losing 27.7% of its workforce, while Inverclyde lost a quarter.

"Despite the significant contribution it makes to the Scottish economy, the importance of the retail sector continues to be overlooked. Congress believes that retail workers have been undervalued for too long and that job security in the sector has not been a priority of the current Government.

"Many families in Scotland rely on the income generated from retail jobs and the loss of these jobs is having a ripple effect across our communities.

"There is a clear correlation between failing shops and a reduction in retail employment and the figures show how retail change is really affecting job security in Scotland. While for some vibrant communities, this is leading to new opportunities and investment, other towns are being left devastated. Scotland already has more vacant high street shops than anywhere else in the UK, with more leisure facilities now lying vacant than in 2016.

"Congress notes with concern that job losses in retail add to the job losses already seen in local authorities, with around 80,000 jobs lost in local councils over the last decade and budgets falling by around 9.6% in real terms since 2010. These cuts have a meaningful impact on communities, for example, with community centres closing and an ever growing pressure on essential services like education and social care.

“Congress rejects the idea that a decade of austerity can be undone through ill-targeted and ill-defined cuts in business rates. Rather, a renewed focus on democratising local communities is needed, which prioritises the foundational economy and commitments to using new and creative local tax powers for the benefit of workers and citizens.

“Retail and the foundational economy are a fundamental part of the Scottish economy and as such, Congress agrees to campaign for:

- an end to austerity and the proper resourcing of public services, with support for local government to raise more of its own revenue by broadening its tax base;
- a range of measures and new initiatives by local authorities to help the high street and increase footfall;
- an increased policy focus on the foundational economy, with a review of the small business bonus scheme, the use of locally targeted procurement and effective use of public subsidy to support communities, including through a Fair Work First approach;
- urgent government action to address the challenges facing retail in Scotland through an industrial strategy for the sector, including from dealing with the issue of business rates faced by high street retailers, to tackling the extortionate rents that have become all too common across the sector;
- the creation of a High Street Taskforce by the Scottish Government to tackle the growing crisis in retail, which must contain a union voice and clear commitment to raise wages and offer high quality and fair work; and
- a robust strategy on how to deal with the short and long-term impact of automation on key sectors such as retail, which must include significant investment in skills for retail workers to help tackle the challenges of automation.”

Amended Resolution no. 4 - Industrial Strategy

“That this Congress, whilst acknowledging that the Scottish Government has often established taskforce groups, when job losses or closures are announced, is concerned that the focus of these groups (and that of PACE) is too often based on job replacement, rather than on prevention of closures or job losses.

“Congress believes that there is an urgent need for an industrial strategy, with manufacturing at its core, and that such a strategy needs to create opportunities for investment in infrastructure projects (including in housing, transport, energy and new industries) and tie procurement and investment to commitments to create jobs, improve health and safety, ensure fulfilling and productive work and build a more equitable society.

“Congress, therefore, calls for:

- the creation of a publicly owned Investment Bank;
- an obligation on organisations, such as PACE, to take an intervention and preventative approach, with priority focus on the avoidance of closures or job losses;
- procurement processes, which ensure that public contracts support manufacturing and services and advance trade union rights, equality, fairness and a sustainable environment;
- genuine high quality apprenticeships and opportunities for reskilling and upskilling, with a key role for trade union Learning Reps in the identification of training needs and opportunities;
- greater use of colleges as providers of training for upskilling workers and reskilling those seeking to explore new areas of work or opportunity;
- investment in local government in recognition of the important role that it can play in local economic development;
- an extension of workplace democracy through collective bargaining and the establishment of sectoral and workplace forums, involving trade unions in decisions on investment, how work is performed and the use of automation on the basis of guarantees of job protection and creation, upskilling, improved health and safety and reduced working hours with no loss of pay; and
- the extension of alternative forms of ownership, including forms of public, cooperative and municipal ownership.”

Amended Resolution no. 6 - Automation

“That this Congress notes some sectors in Scotland, such as finance, face clear threats and challenges presented by technological change.

Congress notes the £48 million commitment by the Scottish Government to help accelerate innovation by enabling manufacturing companies to trial and test technologies such as automation.

“Congress believes the interests of workers need to be at the forefront of adaptation to technological change in the workplace, and that employers and government have a duty, to ensure workers are equipped with the skills they need in response to automation and potential changes to jobs or job roles.

“Congress recognises the vital role of trade unions in developing responses to workplace changes driven by automation, and welcomes the work of unions across the movement, who are ensuring our workforce across sectors are supported to meet the demands of our future economy.

“Congress calls on the STUC General Council to:

- bring together unions whose members are most affected by current developments in automation, such as those working in the finance and professional sectors, to discuss collective bargaining responses to the ongoing challenges AI and automation will bring and to secure a fair share of productivity gains for workers, improvements in health and safety, an extension of workplace democracy, enhanced job security, reductions in working time with no loss of pay and better workplace conditions;
- work with employers and the Scottish Government to provide opportunities for upskilling, retraining and redeployment for workers whose jobs are impacted by technological change, and ensure Scotland is leading in lifelong learning and skills development;
- work with all stakeholders to ensure workers are at the forefront of changing technologies and automation to deliver an innovative vision that works for all; and
- explore what government policy change is required to ensure workers can realise the benefits of automation and prosper in a rapidly changing advanced economy.”

Resolution no. 11 - Reduce use of Plastics

“That this Congress is concerned about the rise of plastic debris in the world’s oceans, which can be seen washed up on many of our beaches.

“Congress pledges to eliminate where possible and otherwise, to reduce our usage of all unnecessary plastics and minimal use of biodegradable plastics and to turn to reusable natural alternatives.

“Congress urges all affiliated unions to actively work at using alternatives to plastic and only use plastic where there is no alternative and to campaign for a 99.9% reduction in society’s use and production of disposable plastics.

“Congress commends the Scottish Government’s steps to cut down on plastic waste with the single-use carrier bag charge, a ban on microbeads and bringing back bottle banks, to encourage people to recycle their plastic bottles.

“Congress calls on the STUC General Council to:

- campaign for alternatives that do not cause the environmental damage plastics wreak on the planet, especially causing unnecessary pain and death to all life forms, including humans, from ingesting micro plastics which we cannot excrete;
- campaign for a policy of stopping importation of plastics from other countries and, where necessary, to impose high tariffs, thus showing our commitment to reducing our use of plastics; and
- campaign for the creation of jobs in Scotland, to dispose ecologically soundly our plastic waste, thus ceasing exporting our rubbish to others for processing.”

Resolution no. 12 – Scottish Defence Diversification Agency

“That this Congress calls for the setting up of a Scottish Defence Diversification Agency whose main focus would be the planning and resourcing the diversification of jobs away from defence projects, such as Trident replacement.

“Congress agrees that the setting up of this agency would provide a framework for a fair and sustainable shift to a low carbon economy and would ensure active involvement of employees and their trade unions in developing plans for transition.

“Congress agrees that a Scottish Defence Diversification Agency could intervene in a planned and targeted way to shift employment away from defence dependency to socially useful employment.

“Congress notes that the proposed agency would greatly assist in helping the Scottish Government plans for carbon reduction and greening the Scottish economy.

“Congress also calls on the Scottish Government to establish and adequately fund a Scottish Defence Diversification Agency independent of the MOD and its agencies as a priority.”

Resolution no. 14 - Crown Post Office Closures

“That this Congress condemns the announcement from the Post Office on 11 October 2018 for the closure and privatisation of a further seventy four flagship Crown post offices, including two in Scotland. As a result of this, six Crown post offices in Scotland are currently slated for closure on top of the nine that have closed here in the past five years.

“The closure and privatisation of Crown post offices to WHSmith, paid for with tens of millions of pounds of public money, means: the loss of good full-time jobs and replaced by part-time, minimum wage roles, worse service and accessibility standards for the public and small businesses, and a significant hit for local high-streets and communities.

“Congress expresses its support for the CWU’s Save Our Post Office campaign against the closures and supports the CWU in calling for an alternative to the current path of managed decline. In particular, Congress backs the CWU’s call for the establishment of a publicly owned Post Bank to support the network with a new range of banking services.

“Congress is extremely concerned that, unless the Post Office and UK Government change course, more closures will inevitably follow after this latest round, and the remaining twelve Crown post offices in Scotland will be at risk in the coming years.

“Congress, therefore, calls on the STUC General Council to work with the Scottish Government to:

- oppose the current closures;
- seek assurances that no further closures will follow; and

- work with the Post Office, local councils and all affiliates to explore options to both reverse the previous closures and secure the network in the future including: (i) offering alternative premises for Crown post offices alongside other public services as part of a community hub; and (ii) using the post office as an access point for government services.”

Amended Resolution no. 15 – Forestry Closures

“That this Congress notes that in 2018, the Scottish Parliament passed the Forestry and Land Management Bill, ‘Removing Forestry Policy and Forestry Enterprise’ matters from the management of the Forestry Commission, and creating two non-departmental agencies to facilitate the devolution of the management of Scotland’s Forestry Estate. The Bill became law on 1 April.

“Congress also notes that:

- forestry in Scotland contributes nearly £1billion annually to the Scottish Economy, and is growing; and
- jobs in forestry are generated in rural areas that can otherwise struggle to attract secure, sustainable, high quality job opportunities.

“During consultation on the Bill to devolve forestry matters to Holyrood, the Scottish Government made significant commitments to the future of the industry.

“In the years leading up to devolution, Forestry Enterprise Scotland, ultimately governed by the Westminster Government, began assessing its engagement with outsourcing some services to the private sector.

“While public forestry by its nature must interact and engage with world forestry markets, and a publicly administered agency successfully selling its resources to a thriving global market will inevitably attract private interest, public ownership and administration of the Forestry Commission for over a century has been a core ingredient of its success in Scotland and throughout Great Britain.

“Publicly administered forestry enterprise has not just been successful in improving employment in rural areas, it has added major benefits, such as public amenities, tourism and environmental improvement, which have a wide reaching impact both economically and on the wellbeing of the public.

“Congress supports union members, who have recently moved to working for a Scottish Government Agency (either Forestry & Land Scotland or Scottish Forestry), and calls on the Scottish Government to commit that it will not seek to privatise aspects of forestry activity in Scotland, and will commit to long term sustainable forestry jobs across Scotland at salary levels that will attract and retain the skilled workforce needed to deliver a thriving, successful forestry industry in Scotland.”

Resolution no. 16 - Exploring New Models of Ownership for the Press

“That this Congress notes that Johnston Press entered administration in mid-November, 2018, and that all the elements of the business are now owned by JPI Media Ltd.

“Although employees transferred to the new company via TUPE, the pension fund was offloaded to the Government’s Pension Protection Fund, with an inevitable reduction in benefits.

“Congress also notes that all newspaper publishers are struggling to cope with the twin threats of declining circulation and loss of advertising revenue. As a consequence, the diminishing resources made available to newspapers have created a democratic deficit.

“Democracy flourishes upon access to information, and withers when information is strangled. There is still time to take the actions required to prevent our press from disappearing.

“Congress calls upon the Scottish Government to play an active role in exploring new models of ownership of the press, including, but not limited to, community ownership and co-operatives. Such models would enable plurality of voices and diversity within the workplace, and enable the coverage of our democratic institutions to which all citizens are entitled.”

Amended Resolution no. 17 - Transport Bill

“That this Congress welcomes the focus on the need for improvements in bus service provision in Scotland in the proposed Transport Bill. Congress, however, believes that the current proposals of the Bill are inadequate, particularly in respect of its limitations on municipal ownership and control of bus services, its failure to acknowledge the need for a just transition to low emission zones and its failure to address the need to protect and advance the pay and conditions of workers in the bus industry.

“Congress calls on the STUC General Council to advance the case being made by Unite for significant amendments to the Bill to ensure that:

- the limitation on councils running bus services only as an operator of last resort is removed, a general right for councils to run and operate bus services is introduced and councils are provided with funding to assist in the expansion of municipal ownership of buses;
- councils are provided with a general right to regulate bus services in their areas, including the right to bundle tendered routes on the basis of social and community need and to set conditions on the level of fares and the frequency and standard of service;
- there is an obligation for ticketing options to take account of work patterns, such as precarious work, through the provision of infrequent and irregular use options;
- the provision of subsidies to bus operators are linked to commitments to trade union negotiated pay rates and terms and conditions; and
- exemption from low emission vehicle rules, for at least a transitional period, includes buses and taxis, to allow for public transport vehicle conversation to take place or alternative vehicles to be obtained and in doing so, also calls on the STUC General Council to publicly oppose and actively campaign against any measures being introduced to the Bill, which would seek to introduce workplace parking levies.”

Amended Resolution no. 18 - Accessible Transport Across Scotland

“That this Congress notes that Scottish towns and cities are often hard for disabled people to navigate and access. This is due to a lack of accessible transport across Scotland, increased use of shared space measures and streets with a number of obstacles.

“Congress recognises that the current state of accessibility in Scottish towns and cities can leave registered blind or visually impaired people unable to leave their homes for fear of their safety.

“Congress further recognises the work of the Royal National Institute of the Blind (RNIB) to improve the accessibility of Scotland, namely through its ‘We’re on Board’ campaign, to ensure that bus services are accessible to blind and partially sighted people, and through its ‘Street Charter’, which seeks to persuade local authorities to control the number of obstacles that are blocking streets.

“Congress believes that all people should have equal access to Scottish towns and cities. Congress further believes that the Scottish Government should put in place more measures, to ensure that people across Scotland are able to access the services and support that they need.

“Congress resolves to:

- endorse the RNIB’s ‘Street Charter’, and campaign to promote the Charter across Scotland;
- commit to work with transport organisations across Scotland to increase the accessibility of their services; and
- work with the STUC Disabled Workers’ Committee in lobbying for an audit of all Scottish city centres, to measure their disability capacity and where improvements can be made.

“Congress also notes the surveys of disabled passengers consistently place a high premium on staff being available to provide assistance. Congress, therefore, calls for support for the continued campaign to ensure that there are fully staffed stations and a guard on every train.”

Resolution no. 19 - Public Ownership of the Railways

“That this Congress reiterates its support for renationalisation of the railways in Scotland and the UK.

“Congress notes that last year, the Scottish Parliament had the opportunity to vote for a motion asking the Scottish Government to enforce the break clause in the ScotRail franchise agreement to terminate the franchise by the end of 2022. This would have allowed for a public sector bid for the provision of passenger rail services in Scotland under powers devolved under the 2016 Scotland Act.

“Congress is dismayed the SNP and Tories both voted against this motion and the new Scottish Government Transport Minister has made clear the franchise will continue until 2025.

“Congress believes this is a missed opportunity for rail public ownership, which would address the concerns of passengers who have had enough of being getting ripped off with crowded trains, cancelled trains and not enough staff to run the trains.

“Congress is concerned these developments are a step backwards from the previous positive Scottish Government discussions on the potential for public ownership of rail.

“Congress calls on the STUC General Council to campaign for the Scottish Government to bring the franchise to an end by 2022.

“Congress is also concerned at the constant attempts by the Scottish Government to use the crisis on Scottish rail services as an excuse to call for the break-up of Network Rail in Scotland away from the rest of the network, thereby introducing more damaging fragmentation of our railways. Congress also calls on the STUC General Council to oppose the Scottish Government’s proposals in this area.

“Finally, Congress urges the Scottish Government to focus on using the powers it does have more effectively, to ensure fully staffed stations, a guard on every train and a permanent end to the filthy and disgusting practice of trains dumping human excrement on railway tracks and workers.”

Resolution no. 20 - Public Ownership of ScotRail

“That this Congress regrets the Scottish Government’s ongoing commitment to the private ownership of rail, which has had disastrous consequences for Scotland’s passengers and taxpayers since the franchise was renewed in April 2015.

“The ongoing poor performance of the Dutch-owned ScotRail operator, Abellio, has caused chaos for millions of passengers by failing to meet the required standards and service levels.

“In 2016-2017, Abellio ScotRail was one of the most-subsidised rail operators in the UK and received public funding of £246 million, or 21p per passenger kilometre.

“Congress restates its belief that this privatised model of operation is ineffective, by any measure, and that the railway in Scotland must be publicly owned and managed efficiently, in order to reduce costs and fares and to increase investment in the network.

“Congress notes that the Scottish Government has now been granted the powers to include a publicly-owned bidder in the next franchise process but, based on current performance, calls on the STUC General Council to campaign for the cancellation of the franchise with immediate effect. Congress believes rail services must be placed under a system of public control and public accountability, which puts passengers and the taxpayer ahead of foreign interests or shareholders.”

Resolution no. 21 - Public Ownership of ScotRail

“That this Congress notes that last year, the Scottish Government committed to investigate the option for a public sector bidder for ScotRail, when the contract comes up for renewal in 2025, and, potentially, to exercise the break clause to end it in 2022.

“2018 saw Abellio ScotRail’s performance fall well below that required by the Franchise Agreement and hit the lowest records for punctuality since privatisation in 1997. It is clear that Abellio must be stripped of its franchise.

“Despite trying to blame Network Rail, motivated by securing a profit for its Dutch owners, Abellio delayed and cancelled trains, because of deliberate and systematic understaffing of the railways, leaving them dependent upon staff giving up rest days and holidays to keep the trains running.

“As a minimum, the 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 the shareholder.

“But this isn’t enough. It is a partial fix, fraught with difficulties which maintain the existing broken system of privatisation, which fails even on its own terms. Instead, we call on Scottish Ministers to seize the opportunity, to bring our nation’s passenger rail services fully into public ownership and end once and for all the expensive, failing franchise system.

“The TSSA and Common Weal 2017 report, ‘A public future for Scotland’s Railway’, argues:

- rail travel is a fundamental public service that can meet social, economic and environmental imperatives;
- public ownership could cut fares by as much as 6.5% through eliminating shareholder profit; and
- this is a chance to directly invest in new trains, rather than pay exorbitant profits to rich ROSCOs.

“Congress calls on the STUC General Council to support our campaign and to take action to ensure the Scottish Government brings ScotRail into public ownership at the earliest opportunity.”

Resolution no. 22 - Stop the Break-up and Privatisation of Network Rail in Scotland

“That this Congress notes that publicly-owned Network Rail is under threat from the Westminster and Scottish Governments, who want to break the company up and privatise it.

“An influential inquiry into the future of Network Rail was ordered by the UK Government in 2015. Known as the Shaw Report, the inquiry recommended deeper route devolution before running the entities as

separated businesses and potentially privatising them through twenty year concessions.

“Subsequently, the company has gone through a process of change, decentralising responsibilities and accountabilities to its eight constituent routes, including the Scottish Route.

“Rail privatisation led to the loss of integration between the operating and infrastructure functions that were split into different companies. Recently, alliances have been formed on some routes between Network Rail and the main train operator. Scotland is one example, where an alliance has been formed, something that the Scottish Government likes to proclaim as a success, but which has done little to overcome Abellio ScotRail’s difficulties.

“In fact, experience in England is that these alliances fail, because of tensions around competing priorities and squabbles about apportioning blame for train delays.

“Congress also notes that the first signs of those tensions are now being seen in the ScotRail Alliance, as parts of the integrated organisation are disassembled.

“The Scottish Government is now seeking to move the alliance model on, by taking advantage of the Conservative privatisation agenda through combining, in one privatised company, Network Rail’s Scottish Route with ScotRail. Congress further notes that this is a retrograde step that will prove more expensive for Scottish taxpayers and rail passengers, as economies of scale are lost, profit priorities take over from service provision and jobs are put under threat.

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

Resolution no. 23 - Women in ScotRail

“That this Congress notes that there is a disproportionate number of men represented at executive board level within ScotRail, compared to women. This creates a toxic culture within ScotRail, demanding long hours and antisocial working patterns that do not reflect the needs of working parents.

“For example, in 2017, ScotRail decided to introduce nightshifts in the CCTV department to grades, which had never worked nightshifts before.

“Traditionally, women take on most of the caring responsibilities within the family. However, antisocial working patterns for fathers also impact on working mothers, who may have to change or reduce their own working hours, in order to cover childcare.

“ScotRail’s decision in the CCTV department led to women having to reduce their hours, or take a lower grade job. This is just one example among many of decisions taken that adversely and disproportionately affect working mothers.

“The rail industry pays well, but it is an industry in which women are under-represented. Congress believes that this is because the working patterns discourage working mothers and leads to women self-excluding from the industry.

“Congress believes that the under-representation of women at senior and board level is a significant factor in the creation of a culture that blames and resents women for wanting to work family friendly hours, and that views nightshifts and anti-social hours as something that can be imposed at will.

“Congress believes that there needs to be more women in senior management and at board level for the culture in ScotRail to change.

“Congress calls on the STUC General Council to campaign for:

- better opportunities for women to access career development opportunities to allow them to achieve their full potential; and
- active steps to be taken to improve the representation of women on the board of ScotRail.”

Resolution no. 24 - Scottish Ferries

“That this Congress recalls the motion agreed at the 2017 STUC Congress, welcoming the new charter agreement for the ‘Helliard’ and ‘Hildasay’ freight vessels working on the Scottish Government contract for lifeline Northern Isles Ferry Services (NIFS).

“Congress also recalls that the 2017 Congress also gave unanimous support to a motion, seeking to ensure that the ‘Invitation to Tender’ for the current NIFS contract explicitly prohibits the use of charter, or any other vessels, with crew paid below the collective bargaining agreements for officers and ratings and on existing services.

“Congress notes the extensive discussions over the past year between Nautilus International, the RMT and Transport Scotland, regarding the Invitation to Tender for the NIFS contract.

“Congress also notes with concern that Transport Scotland has informed the unions that it is unable to instruct the winning bidder to implement the above policy, ensuring that the crews of other vessels have the same salaries and Terms and Conditions as seafarers on the three ro-ro passenger vessels.

“Congress, therefore, registers its opposition to any outcome in which the freight vessels and any additional future vessels deployed to the NIFS contract are not covered by the Nautilus International and RMT CBAs.

“Congress calls on the STUC General Council to use all available political avenues, to persuade the Scottish Government and Transport Scotland that any freight vessel crews are afforded the same protection and Terms of Employment as those serving on the NIFS passenger vessels.”

Amended Resolution no. 25 - Future of Scottish Ferry Services

“That this Congress notes that following the UK’s departure from the European Union, the UK Government in consultation with the Scottish Government is proposing to retain Maritime Cabotage Regulation 3577/92, which requires the tendering of ferry services in UK legislation after Brexit. Congress believes this contradicts the Scottish Government’s stated aim of permanent exemption of publicly subsidised Scottish ferry contracts from this and related EU regulations, which promote privatisation in the ferry sector.

“Congress calls for regulations, which require tendering of public contracts for ferry services not to be retained following the UK’s departure from the EU.

“Congress supports the RMT’s policy of permanent public ownership and operation of all ferry services in Scotland that receive public subsidy, including the inter-island ferry services currently operated by Orkney and Shetland Islands Councils.

“Congress restates its support for the RMT’s Nationalise NorthLink campaign for the next contract for Northern Isles Ferry Services from October 2019 to be awarded to a subsidiary of public sector operator, David MacBrayne.

“Congress also restates its support for the RMT’s SOS 2020 campaign to increase seafarer employment and training through an end to nationality-based pay discrimination against foreign seafarers, application and enforcement of National Minimum Wage rates, repairing the maritime skills base and higher safety standards on merchant ships working from Scottish and UK ports.

“Congress commits to work with the RMT to develop a Brexit-proof manifesto for the future of Scotland’s ferries, which increases employment and services, as well as securing sustainable investment in a growing fleet of publicly owned, UK built ships for the domestic and international market, crewed with domestic seafarers on collectively bargained rates of pay and terms and conditions, and fully compliant with safety, passenger accessibility and emerging environmental regulations.”

Resolution no. 26 - Highlands and Islands Airport Limited (HIAL)

“That this Congress notes that, following a report by a consultancy Group, HELIOS, Highlands and Islands Airport Limited (HIAL) announced a programme of changes to their Air Traffic Management, including the centralisation of air traffic services in Inverness. There was no public consultation and no regard for the impact of local communities.

“There was widespread opposition from users, communities, politicians and staff. This move puts at risk around 60 highly skilled roles across six airports, taking more than £1.5 million of direct employment out of Highlands and Islands and Dundee.

“Many of these areas already have problems, with declining working age populations. The Comhairle nan Eilean Siar has estimated that the job losses in Stornoway and Benbecula alone, as a percentage of the islands working age population, is the same as 800 job losses in Glasgow or 600 in Edinburgh.

“The Islands Act enacted last year has the express purpose of remediating proposals such as this, however, despite this HIAL has not published an assessment of the impact on the islands. It is not clear what, if any, action the Minister will take, if the assessment is not published, or if it offers no remediation. The current silence by HIAL essentially renders the Islands Act toothless.

“The same benefits can be realised more easily and cheaply by investing in the current tower infrastructure, with fewer risks to the resilience to the provision of air traffic provision, no loss of employment and crucially the support of staff. The company and its board have refused to listen to this argument.

“Congress supports Prospect members in HIAL in their opposition to these plans and calls upon the HIAL board and the Cabinet Secretary for Transport to pause the current project and hold a full public consultation which includes the impact on local economies.”

Amended Resolution no. 27 – Anti-Racist Education

“That this Congress notes with concern that there is little anti-racist education being systematically delivered to pupils and students across Scotland’s schools and colleges.

“As Scotland becomes a more diverse nation, the challenges facing us include high levels of racist hate crimes, a significant minority holding negative attitudes towards diversity, increasingly hostile and Islamophobic media coverage, more prominence of racist and extremist views in political discourse, and new evidence on young people’s, teachers’ and lecturers’ experiences of racism.

“Congress believes that anti-racist education supports a preventative approach and is an essential vehicle to combat institutionalised racism, it works to change attitudes and equip learners with the knowledge and skills necessary to understand and challenge racism and to promote equality and inclusion.

“Congress also notes that there are a low and declining number of minority ethnic teachers (only 1% of primary teachers and 1.7% of secondary teachers in Scotland). This leads to pupils experiencing less diversity in schools than exists in Scottish society, resulting in pupils gaining limited social, cultural and linguistic capital and that this may hinder further improvements in equality and inclusion.

“Congress calls on the STUC General Council to promote race equality and cultural diversity awareness training across the education service, and campaign for the re-establishment of anti-racist education for all pupils and students, and improved availability and quality of curricular materials and resources, increased professional development opportunities for all teachers and lecturers in light of the current political climate and as a way to tackle the recent rise in racism.

“Congress also calls on the STUC General Council to promote teaching as a profession for all graduates, including minority ethnic graduates, and to call on the Scottish Government and COSLA to explore why there are a disproportionately low number of minority ethnic teachers, with a view to removing barriers to the recruitment of more minority ethnic teachers, and also barriers for aspiring minority ethnic teachers to apply for promotion.”

Resolution no. 28 – LGBTI Inclusive Education

“That this Congress notes the decision of the Scottish Government to fully adopt all of the recommendations of the LGBTI Inclusive Education Working Group and welcomes this important development in creating a truly inclusive education system.

“Congress resolves to:

- send a letter of congratulations to Time for Inclusive Education (TIE) on the success of its campaign, reiterating the support of the STUC as they enter a new stage of their work;
- write to affiliates highlighting the work of the TIE campaign and the importance of trade union support for this campaign;
- work with education affiliates, to ensure that the proposals are fully implemented in all schools; and

- continue to work with education affiliates and the LGBT+ Workers' Committee to address issues of homo, bi and transphobia affecting both staff and students in schools, colleges and universities, highlighting the work of the TIE campaign in schools as an example of good practice.”

Composite G – Additional Support Needs (ASNs) (covering resolution nos 29 and amendment and 30)

“That this Congress notes that the number of pupils identified as having an additional support needs has doubled between 2011 and 2018, with 1 in 4 pupils now being within this grouping.

“Congress believes that all children with additional support needs should have the support they need to achieve their potential in school by well trained and well supported staff.

“Congress further notes that the numbers of specialist ASN teachers and specialist ASN support staff have dropped significantly since 2011, despite the increasing presumption of mainstreaming across Scottish education. This has led to an increased demand on classroom teachers and support staff to deliver increased ASN teaching and support with diminishing resources and support.

“Education Scotland states: ‘All children and young people need support to help them learn and develop. The needs of the child or young person should always be central to the identification, planning and provision of support. Support should be appropriate, proportionate and timely’.

“Congress also believes that the system is currently failing our young people and education staff. Many of these children would previously have been considered for placement in specialist settings. They are now being educated in mainstream settings.

“Whilst Congress supports the principle of the presumption of mainstreaming, it is concerned that insufficient resources are being allocated by the Scottish Government and local authorities to properly sustain this policy, leading to detrimental outcomes for individual pupils and for pupils generally.

“Congress calls on the STUC General Council to:

- lobby the Scottish Government and local authorities, to ensure an increase in the level of additional support offered to pupils with additional support needs in mainstream classrooms, to improve learning and teaching for all;
- lobby the government, to ensure ASN support and the availability and access to appropriate ASN training for teachers across all local authorities is monitored; and
- campaign, to ensure appropriate provision of staff to identify pupils' additional support needs (for example educational psychologists, school nurses and social workers) and staff to meet the identified needs, including specialist support staff, mental health workers, speech and language therapists, social workers, youth workers and health staff, in Scottish schools and to address the disparity of provision for all children in Scotland with additional support needs. The campaign should include consideration of:
 - how well the needs of children are being met;
 - the impact on learning and teaching for the whole school community;
 - the workload and wellbeing implications for staff;
 - measures being put in place to support the increasing number of children with additional support needs who are now being educated in mainstream settings;
 - budgets and training for teachers, pupil support assistants and other staff; and
 - ensuring continuity of approach across all local authority areas.”

Amended Resolution no. 31 – Instrumental Music Provision

“That this Congress regrets that cuts to local authority music provision are impacting ever more profoundly on ever-increasing numbers of our young people, and that:

1. The number of instrumental instructors is being reduced. Limiting the choice of instruments available to pupils leads to increasing impracticality in the numbers, who therefore require to learn so-called ‘classroom instruments’, such as electronic keyboard, pitched percussion and voice, as they work towards National and Higher examinations. This, therefore, is to the detriment of guitar, drum kit, plus other folk and orchestral instruments.

2. Some authorities are simply removing certain instruments from their curriculum, thus arbitrarily putting them beyond the reach of their young people.
3. In other council areas, families are charged for instruction in non-classroom instruments. Whilst appearing to offer value, these costs are often beyond the budgets of many families.
4. In other authorities, an instrument hire levy is applied, having the same net result for families in a similar situation to those in point 3 above, and many of these instruments are of extremely poor quality, or are very poorly maintained, due to brutal budgetary constraints elsewhere in the system.
5. The decision to take up an instrument is now not for the young person to take. It is taken by their family, not on the grounds of ability or potential, but on whether it is affordable.

“Music engagement, whether as a creator, performer or listener, is an essential part of our culture. Music-making, endless research informs us, leads to improved language development, increased IQ, improved spatial-temporal skills, improved numeracy, and improved test/exam scores in other subjects.

“It is true that ‘humans make music and music makes us human’ (M Cloonan & S Frith: A Music Manifesto for Scotland, 2011).

“Congress supports the EIS Charter for Instrumental Music that asserts that every child has the right to learn to play a musical instrument and/or to develop their ability to sing.

“Congress, therefore, urges that music education in our primary and secondary schools is fully funded and protected, and calls upon the STUC General Council to campaign against further cuts, and for free instrumental music tuition for pupils.”

Resolution no. 32 – The Teacher’s Voice

“That this Congress notes with concerns that, in many situations, the voice of teachers is not represented in important decisions affecting education and the teaching profession. Both the quality of decision-making and the securing of the commitment to necessary reforms would be greatly enhanced by including the perspectives of practitioners and their representatives, who have an informed, professional input to make in advising on policy decisions. The exclusion of the teacher’s voice from

many advisory and decision-making bodies is short-sighted, is contrary to best practice and demeaning of the profession of teaching.

“Congress calls on the Scottish Government to involve education trade unions in all decisions affecting the profession and the education system and take into account their advice and opinions.

“The areas where the teacher’s voice is important include: the regulation of the profession including entry standards; the teacher supply planning including policies to ensure the retention of teachers in the profession; the terms and conditions of employment for teachers; and policies related to curriculum, assessment and qualifications.”

Amended Resolution no. 33 – Mental Health and Wellbeing of Teachers

“That this Congress is deeply concerned by the evidence from the NASUWT’s Annual Big Question survey and the recent EIS Survey, which show that:

- over four-fifths of teachers believe that their job has impacted negatively on their wellbeing;
- over three-quarters of teachers believe that they have experienced more workplace stress over the last year;
- almost two-thirds of teachers believed that the job had adversely affected their mental health in the last year;
- 76% of respondents reported that they feel stressed ‘frequently’ or ‘all the time’; and
- 88% said they felt their stress levels had either stayed the same or increased over the past year.

“Congress believes that the current environment in schools is now toxic for many teachers and that this has been exacerbated by recent Scottish Government reforms to education, by the impact of increasing levels of poverty upon pupils and by the Westminster Government’s negative attitude towards workers’ rights and health and safety.

“Congress is further concerned about mounting signs of mental health and wellbeing issues for pupils in schools. Congress believes that there is a direct link between the mental health and wellbeing of teachers and that of their pupils.

“Congress further believes that the long-term consequences of these problems could be catastrophic upon the country as a whole.

“Congress commits the STUC General Council to press the Scottish Government to:

- recognise the issues and address the causes of poor mental health and wellbeing in schools;
- promote health and safety as an avenue for addressing specific health and stressors in schools; and
- seek the necessary powers enabling health and safety legislation.

“Congress calls upon the STUC General Council to work with affiliates to promote and enhance workers’ rights, recognising the importance of such rights in creating healthy working environments.”

Composite K – Violence in the Workplace (covering resolution nos 34 and amendment, 63 and 64 and amendment)

“That this Congress notes that harassment, bullying and abuse are part of the common experience of many workers. This can come from users of services, other staff, managers or those exercising power.

“In particular, Congress is concerned with the rising number of violent incidents in schools against all staff, and commends the violence in schools’ report, carried out jointly by the EIS and UNISON in Edinburgh last year, that showed that the number of violent incidents against staff in schools had doubled in recent years.

“The 2018 SSTA survey showed that 70% of members experienced incidents of serious verbal abuse, 60% had experienced incidents of threatening or menacing behaviour and 19% experienced incidents of physical assault. Teachers and all school support staff then face difficulties in reporting incidents and teachers are often seen to be ‘the problem’ if incidents are pursued. Only 33% of teachers felt supported or received feedback after the incident.

“Congress notes that schools, following years of staffing and funding cuts, are unable to meet the needs of all their pupils in the schools and local authorities ‘who put their heads in the sand’ and fail to address the issue are just storing up problems for the future.

“It is far better to address the behaviour at the earliest stage before it escalates into more serious acts of violence.

“Congress further notes that in the NHS in Scotland, strong negotiated procedures have represented a real advance. However, the cultures that underpin an acceptance that dignity at work is not a right of all workers still prevails.

“Health unions’ concerns have been further highlighted by the commissioning of a QC-led Inquiry in NHS Highlands into a culture of bullying. Hospital doctors have taken the unprecedented step and written to ‘The Herald’ to voice their concerns. This is just one example of institutionalised bullying in NHS organisations.

“Congress congratulates NHS unions for developing campaigns to protect members, including the RCM’s ‘Caring for You’ campaign. The time is now to change cultures, to encourage better team working and to create the conditions, which give security to workers from harassment, bullying and abuse.

“Congress reaffirms the right that all workers should be safe in their workplaces and that employers have a duty of care, to ensure that workers are safe and do not feel threatened in their workplaces.

“Congress calls on the STUC General Council to:

- support unions in seeking to change cultures, which recognise and empower the dignity of workers in all circumstances, and insists that all violent incidents in schools and workplaces must be reported, and any overly bureaucratic and duplicate processes must be removed;
- campaign with the Scottish Government, public bodies, the Health & Safety Executive and employers, to ensure that all employers have clear and robust procedures, based on a risk assessment approach, on reporting violent incidents and supporting staff that have been victims of violent incidents; and
- campaign with the Scottish Government, public bodies and employers, to ensure that all employers have specialist resources to deal with persons, who demonstrate violent or aggressive behaviour, so that workers can do their jobs without feeling threatened.”

Amended Resolution no. 35 – Increased Employer Pension Contributions

“That this Congress notes that all unfunded UK public service pension schemes, including the Scottish Teachers’ Pension Scheme (STPS), have to undertake quadrennial valuations and that ‘as at 2016’, quadrennial valuations are carried out during 2018/19 by the Government Actuary’s Department (GAD) on behalf of the Westminster Government and the Scottish Government.

“Congress is deeply concerned that the SCAPE Discount Rate Assumption used in the current valuations, which determines the amount by which unfunded public service pension schemes notionally grow in value, has been reduced by the Chancellor of the Exchequer from CPI + 3 per cent to CPI + 2.4 per cent between the previous and the current scheme valuations.

“Congress deplores the fact that the reduced Discount Rate has removed billions of pounds from the notional assets of public service pension schemes in Scotland, removing £1 billion from the STPS’s notional assets.

“Congress is further concerned to note that another impact of the Discount Rate reduction is that employer contributions are set to increase in the STPS from 1 April 2019 through to 31 March 2023 by approximately 5.2%.

“Congress is further deeply concerned that this increase of 5.2% in pension costs will result in savage cuts in education spending in Scotland, unless it is fully funded by HM Treasury.

“Congress further notes that the STPS scheme affects other sectors in addition to schools, including post-92 universities and that additional costs for those employers are unfunded, leading to concerns by both Universities Scotland and the UCU that these changes will, unrectified, have a detrimental impact on the sectors and jobs.

“Congress, therefore, calls on the STUC General Council to campaign for the Treasury to fully fund increased employer contributions in the STPS and other public service pension schemes in Scotland through the Barnett consequentials and the Block Grant.”

Resolution no. 36 – Flexible Workforce Development Fund

“That this Congress is concerned at the rise of automation across the Scottish economy and notes recent reports that up to 46% of Scottish jobs are at risk of automation over the period up to 2030. Furthermore, Congress notes that the Scottish Government's Flexible Workforce Development Fund offers an opportunity to deliver the skills necessary to adapt to the challenges of the future.

“The Flexible Workforce Development Fund presents employers with an opportunity to deliver relevant skills, to enable staff to adapt to changing sector needs. Unfortunately, the views of trade unions in identifying priorities for the use of this funding have been ignored. Trade unions can play a vital role in ensuring that funding effectively delivers enhanced skills across the workforce. Unions also play a vital role in encouraging members to return to some form of education.

“Congress calls on the Scottish Government to work with the STUC to ensure unions are involved in all future decisions regarding this Fund. This should involve setting up a tripartite working party, involving government, businesses and unions to develop a Flexible Workforce Development Fund Charter. This Charter should include:

- designated paid time away from the job for study;
 - additional support in English and Maths;
 - a commitment to addressing the digital skills gap in the workplace;
 - equality of access across a range of programmes, regardless of educational background or experience;
-
- a commitment and work plan to tackle under-representation of people from different backgrounds, such as low levels of involvement from those people with a disability or from BME backgrounds; and
 - a focus on those jobs and industries which have been identified as being at high risk of automation.

“Furthermore, Congress calls upon the STUC General Council to work with the Scottish Government and UK-wide employers to utilise the funding generated from the Apprenticeship Levy in Scottish workplaces.”

Composite R – Brexit and EU Workers and Students (covering resolution nos 37, 89 and 101)

“That this Congress notes that, since the EU Referendum, the European Union has not received an official position from the UK Government about the rights and principles, which determine whether migrants can stay in Great Britain. This situation of uncertainty causes a huge social and economic impact for EU citizens. The submission of the so-called White Paper is an example of extreme irresponsibility and a direct attack on equality and diversity.

“Congress also notes that the White Paper stipulates that to stay in the UK, EU/overseas workers must earn a minimum of £30,000 a year. This surreal number does not reflect reality in any way and proves that no authoritative report or review was ever placed before Parliament, in order to influence the shape of the law being formed.

“Congress further notes the worrying impact of the decision to leave the European Union on Scottish higher education, given that there are more than 4,500 EU nationals working and nearly 25,000 students studying in Scottish universities.

“Congress welcomes the fact that Scotland attracts students, lecturers, researchers, and others to come here to live, work and study. These individuals contribute to making our sector world class, and our campuses the vibrant, diverse and multicultural centres of learning and knowledge exchange that they are today.

“It is deeply regrettable that, since the Brexit Referendum, we have seen an increase in the ‘hostile environment’ towards overseas workers and students, with the UK Prime Minister describing EU citizens as ‘queue jumping’. This does nothing to challenge the rising tide of racism and hostility that migrant and BME communities are experiencing in Scotland and the UK. This is made worse by the uncertainty for EU citizens over their right to remain post-Brexit.

“While EU staff employed in universities were able to participate in a pilot settlement scheme, Congress notes that not all employers covered the cost of applying for settled status. The expense of applying for settled status is many times more for international staff from non-EU countries.

“Congress calls on the STUC General Council to campaign for:

- employers to cover the costs of settlement fees for their EU and international employees, to give a clear signal that Scotland welcomes workers from across the world;
- the protection and creation of reciprocal arrangements for students and staff from Scottish universities to take up opportunities in Europe, to study, to research and to collaborate with their peers;
- the re-introduction of the post-study work visa, so international graduates can remain here to work and contribute to Scotland's economy and society;
- protection of workers' careers, incomes and ability to provide for their families in the event of a no deal Brexit;
- the existing and essential right of free movement for workers; and
- the rights of all EU citizens and other migrants to remain unconditional and based on clear and coherent principles.

“Congress further calls on the STUC General Council to:

- join with the TUC, ICTU, WTUC and others, to ensure that workers' employment rights, including those relating to rest periods and holiday pay are protected;
- fight to ensure that lost audio visual industry funding from the EU is matched and guaranteed by the UK Government; and
- oppose the imposition of a hard border in Ireland.”

Resolution no. 38 – Higher Education Funding

“That this Congress notes with alarm the real term cuts to higher education in the 2019 Scottish draft budget. The budget cuts come on top of those the sector has suffered in previous years, are likely to have damaging consequences for students and staff in the sector, and make it more difficult for universities to deliver for Scotland's economy, public services and wider society.

“Higher education is already a sector under financial strain. Jobs are under threat at Queen Margaret and West of Scotland universities, which follow on the heels of staff reductions at Heriot Watt in 2017-18. Workloads are spiralling, resulting in high levels of stress and mental ill-health for workers. Staff-student ratios are increasing, which does nothing to support our ambitions to widen access and ensure students from non-traditional backgrounds access, progress and graduate from university. The sector faces challenges to maintain staff pensions and to

ensure staff are moved off insecure casual contracts and paid fairly for all of the work they do.

“Congress notes that Scotland has a higher proportion of universities in financial deficit than the rest of the UK, and the 2016 Audit Scotland report underlined the disparate nature of universities’ finances in Scotland.

“Congress believes education should be a priority and funded effectively, and not subject to continued cuts on an annual basis. Congress reiterates its support for a publicly-funded higher education system, and urges the Scottish Government to provide fair funding for the sector in 2019 and in the imminent comprehensive spending review.”

Composite H – Public Sector Pay (covering resolution nos 40 and 41)

“That this Congress welcomes the gains made by public sector workers, who achieved pay settlements in excess of the ongoing 1% cap imposed by the Government. In some instances, with extra funding, members achieved above inflation increases. Congress notes, however, that with RPI inflation running above 3% for most of 2018, the 2018 settlements fall far short of restoring pay.

“Congress notes that the Scottish Government’s policy on public sector pay has failed to take the opportunity to build upon the progress made, when lifting the pay cap and delivering the means necessary to begin the restoration of lost earnings to thousands of workers across Scotland.

“Congress further notes that, with the UK Government continuing to limit pay increases in the civil service and related areas to between 1% and 1.5%, the pay cap is increasingly having a devastating effect on our members’ standard of living. PCS research shows the effect of that policy will mean that average civil service pay will have fallen in value by over 20% by 2020.

“Congress recognises that the loosening of the pay cap by the Scottish Government was welcome in 2018, but is disappointed that the Scottish Government’s commitment to pay restoration was not realised in the public sector pay policy that was published in December 2018, and that this was an opportunity lost towards restoring 10 years of real terms pay cuts.

“Congress agrees that our demands for above inflation pay rises, a journey to pay restoration, additional support for the lower paid and fully funded pay awards, that are applied consistently, are fair and reasonable. Congress supports the campaign to achieve those demands.

“Congress calls on the STUC General Council to:

1. Coordinate a public sector pay campaign for above-inflation pay increases for all public sector workers, including:
 - the coordination of bargaining timetables and pay demands;
 - co-ordinating campaign activities;
 - issuing material to explain the need for the pay rises; and
 - sharing information about ballots and industrial action.
2. Expose the window dressing rhetoric of the Scottish Government of taking a progressive approach to pay, and organise a coordinated campaign amongst affiliates around the restoration of pre-austerity pay levels.
3. Give full support to all affiliates in the event of them calling for industrial action over pay.”

Resolution no. 42 – Provision of Health and Social Care

“That this Congress applauds Scotland’s health and social care workers, a dedicated but poorly paid and treated workforce, doing their best to maintain good levels of quality care in a system that is in crisis.

“Congress notes the trend in recent years that innovative ideas, which could be to the benefit of service users and staff alike, have been introduced with the emphasis not on improvement, but reducing budgets. These include personalisation, re-ablement, self-directed support, health and social care integration, and flexible and agile working. In many cases, rather than creating greater independence for service users and more rewarding work for staff, they have added to insecurity and isolation for service users and additional bureaucracy for staff.

“Congress, therefore, commends those local authorities who have signed up to UNISON’s Ethical Care Charter, which demonstrates a different approach, acknowledging that a workforce that is cared for is better able to provide care for others.

“Congress believes that the surest way, to ensure quality and value in our health and social care system, is for public money to be spent providing services to the elderly and vulnerable, rather than profits to shareholders.

“Congress believes we will not construct a social care system that meets the requirements of our elderly and vulnerable, unless we invest in the workforce that provides it.

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

- continue to campaign against privatisation of health and social care services;
- campaign for the extension of Fair Work principles throughout the health and social care sector; and
- further call for the adoption of the principles of UNISON’s Ethical Care Charter for all public bodies commissioning or providing health or social care services.”

Composite I – Fire and Rescue – Cuts and Response Times (covering resolution nos 43 and 44)

“That this Congress is deeply concerned that the Scottish Fire and Rescue Service (SFRS) has seen year on year real term cuts due to the ideological austerity programme, which is impacting on the frontline. The lack of ongoing sustainable investment has led the SFRS down a very dangerous road. It is a road that has led to the worsening of response times, increased fire losses and increased deaths. The SFRS’s own statistics show that, since the creation of the single service in 2013, fires and fire deaths are on the rise, and that:

- dwelling fires are up from 4684 to 4926;
- road vehicle fires are up from 1169 to 1208; and
- fatal casualties from fires are up from 31 to 44.

“It has become increasingly common for frontline, whole time fire appliances across the SFRS to be removed from operational availability, due to crewing shortages. The failure to staff the collectively agreed duty system to the agreed levels have a number of significant impacts across both public safety, firefighter safety and the welfare of operational employees, including the following:

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

“The worsening of response times has increased fire losses and increased deaths of both members of the public and firefighters. Business income is lost, employment is lost, building damage is greater and higher insurance premiums are all a result of increased emergency response times.

“The public is right to expect a decent level of provision. Communities, workplaces and businesses all need to know that, when they call the fire and rescue service, they will get a rapid response whenever they need it. This is not acceptable to firefighters and the public deserve a better service than this.

“Congress therefore:

- supports the FBU’s campaign to adopt a new national response time for the Scottish Fire and Rescue Service;
- supports the FBU’s campaign to defend the fire and rescue service;
- condemns the year on year real term budget cuts to SFRS; and
- calls on the Scottish Government to provide year on year sustainable investment that will reverse the unacceptable fire statistic trends.”

Resolution no. 45 – Impact of Austerity on Mental Health

“That this Congress is appalled at the chronic under-investment in public services in the years since austerity and the financial crisis of 2008-9 hit. Whilst public service workers are the backbone of every community and

deal with crises and the impact of under-staffing, underfunding and over working on a daily basis, they all too often pay a high price with their wellbeing as a result.

“Congress is deeply concerned that mental health related to the workplace is on the increase and is affecting our members’ health and wellbeing. The Health and Safety Executive (HSE) figures show that stress is more prevalent in public service industries, which includes the Fire and Rescue Service.

“Austerity saw harsh cuts made to Fire and Rescue Service funding. Indeed, all other public sector provisions have also experienced savage cuts. Funding, staffing and, therefore, public provisions and public safety are all too often compromised, leaving firefighters experiencing a five-fold increase in reports of work-related stress and compromised mental health and wellbeing as a result.

“We know that the vulnerable are hardest hit in times of austerity, whether it be those experiencing real terms pay cuts, in and out of work poverty and social pressures, over work or post-traumatic stress disorders. Mental health is the Cinderella service that needs real terms investment and focus, before more become ill or indeed are lost to suicide, as the Samaritans reported that 6213 others did in 2017 alone.

“Congress calls for:

- real parity of esteem between mental and physical health;
- employers to realise the impact work has on mental health, and act;
- mental health first aiders, just like physical first aiders in every workplace; and
- proper investment in vital mental health support and services by the Scottish Government with action needed now.”

Amended Resolution no. 49 – Campaign for Retention of HMRC Presence in Cumbernauld, East Kilbride, Aberdeen, Dundee and West Lothian

“That this Congress notes that the UK Government’s digital strategy is to cut public sector jobs and pass service delivery onto individuals and the general populace.

“Congress welcomes research by PCS, documented in ‘Fighting for Tax Jobs: Fighting for Tax Justice’, which shows the detrimental impact of office closures and commends the work done to save jobs.

“One such impact of this policy is the reversal of locating jobs in communities outwith major conurbations, negating the intention to generate an economic boost for the whole country. In Scotland, for instance, a number of Inland Revenue sites were placed in the new towns to provide employment prospects for the new arrivals from the major cities.

“Under the HMRC ‘Building our Future’ strategy, there will only be two central hubs located in the Edinburgh and Glasgow city centres. Staff will be expected to travel/relocate to those major hubs from Cumbernauld and East Kilbride, with the subsequent damage to the environment, and placing ever more demand on already overstretched transport infrastructure.

“Cumbernauld tax office is the largest employer in the town with over 1,200 staff. The employer has scheduled to close the site in October 2021. Following an economic impact assessment, it has been established that the damage to Cumbernauld town centre will be a loss of £5.2 million a year and a further potential loss of over 800 jobs in local businesses.

“Congress rejects the flawed policy to reduce tax office jobs at a time when avoidance and evasion is rife. It rejects a relocation strategy, which will damage the Scottish economy, as a whole, and, in particular, communities such as Cumbernauld.

“To this end, Congress agrees to support the respective campaigns to retain an HMRC presence in Cumbernauld, East Kilbride, Aberdeen, Dundee and West Lothian, and for the STUC General Council to establish a working group, in consultation with the Public & Commercial Services Union, to assist in this process.”

Resolution no. 50 – Tackling Work-Related Stress on Podiatrists within NHS Scotland

“That this Congress notes that the Health & Safety Executive define work-related stress, depression or anxiety as a harmful reaction, which people have, to undue pressures and demands placed on them at work.

“It has been widely reported that registered staff supply issues in the health and social care sector has resulted in higher than normal vacancy rates across NHS Scotland. With no short term solution to the supply issue, registered NHS staff are being asked to redesign, identify transferable skills and work in different ways.

“Allied health professionals, including Podiatrists, Physiotherapists, Occupational Therapists, Radiographers and Dieticians are finding increased numbers of staff experiencing work-related stress, due to the impact of the staffing supply issue. Results from a recent survey of College of Podiatry members highlighted that 51.36% of members had experienced work-related stress in the previous 12 months.

“The above figures exceed the 2018 results of the Labour Force Survey, which found that the prevalence rate of work-related stress cases for 2017/18 was 1,800 per 100,000 workers. This prevalence rate has increased from previous years. In 2017/18, according to the Health & Safety Executive, 15.4 million days were lost, due to self-reported work-related stress. This figure could be potentially much higher, with many individuals reluctant to cite work-related stress as the primary reason for absence.

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

- enter into discussions with the Scottish Government to develop policies in partnership with health care unions to identify work-related stress in NHS Scotland and provide staff with access to appropriate support and resources; and
- campaign to raise the awareness to the Scottish Government of the importance of addressing work-related stress amongst NHS staff in Scotland at the earliest opportunity to prevent long term mental health problems.”

Amended Resolution no. 51 – Brexit and the Potential Impact on the Recruitment and Retention of Doctors

“That this Congress expresses its concern at the potential impact of Brexit on the recruitment and retention of doctors.

“There is already a vacancy crisis among hospital doctors in Scotland. According to NHS Scotland, the consultant vacancy rate was 7.6% in April to June 2018 – up from just 2.8% in 2010.

“Brexit is already having an impact on recruitment and retention of European Economic Area (EEA) doctors and any further impact risks exacerbating an already serious situation. Recent General Medical Council data shows that 5.8% of doctors working in Scotland qualified in a non-UK EEA country.

“Hospitals in Scotland are particularly reliant on doctors from the European Union (EU), with 9.1% of specialists qualifying in the EEA. Anaesthetics and intensive care medicine (15%), Pathology (13%) and Surgery (13%) face significant risks, if the vacancy crisis is exacerbated by Brexit.

“Certain areas are almost entirely dependent on staff from outside Scotland. For example, Western Isles Integration Joint Board reported that of 12 consultants, only one is Scottish, while 8 are from other EU countries and 3 are non-EU.

“Since the EU Referendum, the number of foreign EU nationals joining the NHS has plummeted from 2,500 to 200 a quarter. Congress also notes the impact on the wider NHS workforce.

“Midwifery vacancies in Scotland are increasing with an overall vacancy rate of 5%. In 2013, the vacancy rate was 1.3%. 2018 Nursing and Midwifery Council (NMC) figures showed that the number of EU midwives and nurses leaving the register had increased by 29%.

“Congress believes that the vital contribution to our NHS by EEA nationals needs to be recognised and that any potential impact on recruitment and retention needs to be mitigated.

“Additionally, we call for the Governments of all four UK nations to espouse:

- a commitment to the security of residence of EU nationals already working in the NHS;
- a positive welcome to EU nationals who have been discouraged from working in our NHS, through the issue of an ‘NHS Passport’;
- continuation of recognition of European Specialist medical qualifications; and
- public support for EU nationals and non-UK nationals working in the NHS, with particular emphasis upon zero tolerance for abuse.”

Resolution no. 52 – Implementation of the Five Year Forward Plan for Maternity and Neonatal Care in Scotland – Best Start

“That this Congress recognises that ‘Best Start’ is the five year plan for improving maternity and neonatal services in Scotland.

“It is a major shift in maternity services to implement high quality, safe and compassionate care with women and families experiencing real continuity of care and carer.

“Services will be redesigned to support the policy, with a key emphasis on skilled staff working in multi professional teams.

“The policy is ground-breaking and should be welcomed, because it will improve care and, as the evidence shows, also outcomes.

“Further significant investment and support from the Scottish Government will be essential, both in staff and services, if this major reorganisation of care is to be successfully implemented.

“Congress calls on the STUC General Council to support this important development for our future and to lobby for successful implementation of ‘Best Start’, with the necessary investment in NHS Staff and support for those affected by the change this policy will entail.”

Resolution no. 53 - Retiral Age for Prison Officers

“That this Congress supports the Prison Officers’ Association Scotland (POAS) in seeking the support of the STUC General Council in securing a commitment from the Scottish Government that they will pursue with the UK treasury access to the necessary funding, to allow the Scottish Government to enter into dialogue with the POA Scotland that would allow any serving Scottish Prison Officer the opportunity to retire at the age of 60 should they choose to do so.”

Resolution no. 58 – National Insurance Avoidance

“That this Congress recognises that the trade union movement usually views the so-called ‘gig economy’ in terms of companies in that sector, using practices which deprive those working for them of their rights as

employed workers. These companies do this by insisting that those working for them be self-employed and not employees.

“Congress further recognises that, by this insistence on self-employed status, these companies avoid paying significant amounts of national insurance. The financial gain from this avoidance is so significant that it may be the main motivation for the use of these practices, rather than depriving workers of their rights.

“By treating workers as self-employed contractors, these companies avoid paying employer’s national insurance contribution (13.8% on earnings of employees over £162 per week in the tax year 2018 to 2019).

“This loss to public funds detrimentally affects areas of public expenditure like hospitals, education and social care. The state has to pick up costs of sick pay for which employers would be liable. Consequential effects can reduce or avoid payment of VAT.

“Congress is aware that long-standing legislation exists in relation to the categorisation of earners for tax and national insurance liability purposes. This legislation is outwith employment law, being under the remit of HMRC, who can issue binding determinations on employment status. These determinations would force gig economy companies to treat workers as employees for tax and national insurance purposes, bringing all the other benefits these workers would have as employees.

“Congress calls on the STUC General Council to campaign for this legislation to be vigorously enforced by HMRC, with appropriate resourcing, to ensure that this wide scale avoidance of tax and national insurance liability, with all its knock on effects on employee rights and public expenditure, is addressed and stopped.”

Resolution no. 60 – Time for Better Pay

“That this Congress expresses its deep concern over the continued growth of in-work poverty, along with the Conservative Government's failure to implement policies that would deal with the issues of low pay and insecure work.

“In Scotland, there are over one million people living in poverty. According to the Child Poverty Action Group, 61% of children in poverty in Scotland live in families where at least one adult is in work. At the same time as rising levels of in-work poverty, we have seen the proliferation of poor working practices, such as zero and short-hours contracts, agency work and bogus self-employment, which have disproportionately affected those in low paid jobs.

“USDAW has recently launched its ‘Time For Better Pay’ Campaign based on survey responses from over 10,500 low paid workers. USDAW’s evidence suggests that there are at least 470,000 workers in Scotland having to rely on unsecured loans to pay essential bills and that 55% of these are struggling with the repayments.

“Furthermore, due to the number of workers earning less than £8.50 per hour in Scotland, USDAW’s evidence suggests that 10% of working people in Scotland are likely to be missing meals to pay the bills. Congress is clear that it is Time for Better Pay in Scotland.

“Congress agrees to call upon the STUC General Council to campaign for better pay for Scottish workers. Such a campaign must target:

- young workers to be paid the full adult rate;
- a £10 per hour minimum wage rate;
- tackling zero and short-hours contracts through introducing a statutory minimum contract of 16 hours per week, which can only be reduced by the individual worker, accompanied by their union representative, requesting to opt-out and take fewer hours; and
- a statutory right to an employment contract which reflects an individual's normal hours of work.”

Resolution no. 61 - Modern Apprenticeships and the Living Wage Accreditation

“That this Congress welcomes that over 1,000 Scottish employers in a wide range of sectors have become accredited Scottish Living Wage employers. Across the UK, nearly 5,000 employers are accredited.

“Congress notes that Modern Apprentices are exempt from the Living Wage Accreditation. This means that an accredited employer, while claiming to pay all staff the Living Wage, can be paying Modern

Apprentices up to £5.10 per hour less than the Living Wage figure and, over a year, this mounts up to over £9,000.00 difference.

“Across Scotland, around 20,000 young people begin a Modern Apprenticeship each year and with 1 in 5 young workers needing to skip meals or not put their heating on, it is clear that this issue needs to be addressed.

“The STUC Youth Committee calls on the STUC General Council to:

- investigate the full extent of Modern Apprentice low pay and the impact it is having on young workers;
- raise concerns with the Living Wage Foundation about the process for an employer to become accredited Living Wage and how Modern Apprentices are exempt from the process; and
- promote a discussion with the Living Wage Foundation, Government and other stakeholders on the current pay rates and how this should be addressed within the context of Living Wage Accreditation.”

Resolution no. 62 - Ethnicity Pay Reporting

“That this Congress welcomes proposals by the UK Government to introduce mandatory ethnicity pay reporting and agrees that it is an essential step to begin to tackle the huge pay penalty suffered by Black workers. Congress also agrees that the benefits of mandatory gender pay gap reporting are already becoming evident and the principle should be extended to cover ethnicity.

“Congress further agrees that Scotland is reliant on inward migration to bolster our workforce, sustain our critical industries and services and enhance our diverse communities. Any pay inequality is not only unjust and unacceptable, it also sends out totally the wrong message to those we would wish to attract.

“Congress notes the resolution made at our 2018 Congress, where affiliated trade unions committed to conducting equality audits and for the STUC to use returns to publish findings and best practice centrally.

“This motion takes that commitment one natural step further by asking affiliated trade unions, as employers themselves, to lead the way in ethnicity pay gap reporting.

“Congress, therefore, asks the STUC General Council and affiliates, working with the Scottish Government, the Fair Work Convention and other relevant influential organisations, to deliver the aims of this motion by:

- supporting the introduction of ethnicity pay reporting, particularly making it mandatory for as many organisations as possible;
- committing unreservedly within their own organisations to welcoming, supporting and participating in ethnic pay gap reporting;
- flagging up and addressing some of the real practical issues, such as poor disclosure rates, due to fear, personal racial identity confusion or issues, relevance, value of responding, etc; and
- considering the incorporation of ethnicity pay reporting compliance into the proposed equality audit of affiliates and, based on affiliate returns, the STUC also publishing best practice guidance in this area.”

Resolution no. 65 – Culpable Homicide (Scotland) Bill

“That this Congress notes the recent consultation and proposal for a new Culpable Homicide Bill, tabled by Claire Baker MSP in the Scottish Parliament. Congress further notes the importance of health and safety in the workplace. Since 1974, when the UK-wide Health and Safety Act was introduced, fatal industrial injuries per year have dropped by 84.6%. “Strong health and safety legislation keeps workers safer. It’s not just ‘red tape’.

“Despite these improved rules, injuries and deaths do continue to occur in the workplace. In Scotland, where there are on average 17 people killed in work-related incidents each year, it remains extremely difficult to adequately prosecute negligent or reckless employers under existing laws. The law does not apply evenly and consistently between individuals, small organisations, large organisations and public bodies.

“It is imperative that everything possible is done by Scottish lawmakers to bring consistency to the law, so that wrongdoers can be held to account. Making sure conviction is a real possibility, will give employers the incentive to both develop and enforce good health and safety practices, leading to much safer workplaces for employees.

“Congress therefore calls on the STUC General Council to:

- confirm its full support for Claire Baker MSP's proposed Bill;
- lobby the Scottish Government to either support the Bill, or bring such a Bill itself; and
- continue to raise awareness of the importance of good health and safety practice in the workplace."

Amended Resolution no. 66 – Equality and Diversity

"That this Congress notes research carried out by the Equality and Human Rights Commission in 2018, which revealed just 3 per cent of UK employers measure their ethnicity or disability pay gaps.

"Congress further notes research by Close the Gap, which shows on average women in Scotland earn £182.90 per week less than men.

Congress also notes that the public sector is not immune from discrimination. NHS Scotland figures in 2017 showed that the gender pay gap actually got worse over the previous two years, with women earning nearly a fifth less than men.

"Congress believes in 2019, a gender, disability or ethnicity pay gap should not exist, and that equality and diversity should be at the forefront of best practice across all employers and sectors in Scotland.

"Congress believes more needs to be done in ensuring workplaces across the country are providing fair and inclusive environments for all workers.

"Congress recognises the work of affiliated unions in working with employers, to ensure that all employees can attend their work free from all forms of discrimination.

"Therefore, Congress calls on the STUC General Council to:

- support unions to engage with employers to ensure that both employers and employees are made aware of their individual and collective responsibilities in achieving and maintaining fair and inclusive working environments;
- provide updates to unions on labour market inequalities, legal and policy, and trade union approaches to promoting equal opportunities; and

- support union campaigns to promote equality, diversity and inclusion of workers.”

Amended Resolution no. 67 - Offshore Energy Employment Standards

“That this Congress is deeply concerned at the decline in jobs and employment standards across the offshore oil and gas sector, with the latest figures showing a 14% (20,000) fall to around 280,000 jobs in total. 12,000 offshore contractors have lost their jobs on North Sea installations since 2014.

“Congress is alarmed that there are 18 different work rotas in existence for offshore contractors on the UK Continental Shelf (UKCS), with a majority required to work the controversial 3 weeks-on and 3 weeks-off rota, whereas offshore oil and gas workers in the Norwegian sector work a standardised 2 weeks-on and 4 weeks-off shift.

“Congress notes that the UK Government’s policy of Maximising Economic Recovery of North Sea oil and gas reserves demands standardisation of commercial practices between oil and gas companies, but does not apply the principle of standardisation to the establishment of Minimum Standards to employment terms and conditions for offshore contractor workers, who make up 80% of staff on UKCS installations and, as a result, are now subject to an unacceptable and increased fragmentation of shift patterns and terms and conditions.

“Congress further notes exploitative employment practices in the offshore energy supply chain, with employers in the shipping sector using the low-cost model to crew decommissioning, offshore wind, supply, standby and accommodation vessels.

“Congress supports the Offshore Co-ordinating Group (OCG) of trade unions’ commitment to protecting domestic jobs, health and safety, and employment standards in the offshore energy industry and calls on the Scottish and UK Governments to work with the OCG trade unions (Unite, RMT, GMB, Nautilus International and BALPA) to promote standardisation of employment standards, to prevent worker exploitation and to recover employment and skills in North Sea energy sectors and their associated supply chains.”

Composite L – Disability Employment and Meaningful Annual Statistics (covering resolution nos 68 and amendment and 69)

“That this Congress notes the persistence of the disability employment gap, with only around 40% of disabled people employed as opposed to 80% of non-disabled.

“Congress further notes that within those figures, there are differing employment, differing employment rates for differing impairment, e.g. of those living with autism, only 16% are in full time employment and only 32% in any sort of employment.

“Congress welcomes the recent inclusion of information in the STUC Unions into Schools Pack, including support that disabled job seekers are entitled to under the Disability Confident Scheme.

“Congress believes however, that the fundamental shift needed to tackle the disability employment gap is employers’ attitudes. What is lacking is not so much employability on the part of disabled people, but a willingness on the part of employers to employ more disabled people by providing inclusive workplaces and support.

“Congress recognises that in November 2018, the Department of Work and Pensions (DWP) launched a voluntary scheme for employers to publish their statistics on employing people with disabilities. We welcome this, but it is only voluntary when, we believe, it needs to be compulsory.

“Congress also recognises that under the Disability Discrimination Act and the Equality Act 2010, there should be no disability discrimination apart from positive discrimination.

“Where the Equality Act does allow for positive discrimination, Congress believes it is now time for employers to become properly accountable. Congress further believes that, as part of this, employers should openly publish statistics annually on the employment of people with disabilities to prove they are disability confident employers.

“Congress also believes that statistics should be published annually by all employers, but especially those in the public sector, on the numbers of people with disabilities that have been interviewed, the numbers that have been appointed, the numbers achieving promotion, the length of

time that staff with disabilities have been employed and the numbers dismissed on capability grounds.

“Making Scotland a fairer place for all workers is the essential aim of the Fair Work agenda and this must include disabled people. The Scottish Government should use all of the powers it has, as an employer and funder of public services, to achieve this.

“Congress calls on the STUC General Council to drive an agenda which will tackle the disability employment gap by:

- raising awareness of the STUC Unions into Schools Pack being available to schools and encouraging uptake of this;
- promoting measures, such as adapted interviews, ensuring disabled job seekers are aware of rights;
- promoting the importance of disclosure by asking all affiliated trade unions to press employers, whether in the public or private sector, to take part in the existing DWP scheme and to annually publish their statistics;
- actively lobbying government to make the publishing of these statistics compulsory, to ensure that Scottish workplaces are fairer overall and are fairer places for disabled people; and
- calling on trade union affiliates to monitor their employers’ statistics on the employment of disabled workers.”

Resolution no. 70 – Mental Health Issues

“That this Congress notes that a recent survey by Help Musicians UK revealed the high levels of mental health problems within the musician community. Of those surveyed, 67% had, on occasion, suffered from depression or other psychological problems, 75% had experienced performance anxiety and 62% had experienced relationship difficulties.

“There has recently been an increased awareness of mental health within the creative industries and this is something that entertainment unions welcome, since the unusual nature of a performer’s working life can make them more vulnerable to certain mental health issues.

“Musicians, actors and other performers regularly face antisocial hours, loneliness, worries about money and strain placed on relationships due to touring, all of which can be detrimental to their mental health. This combined with the pressure of working in the creative industries can lead

to performers developing issues with alcohol and drug abuse as a coping mechanism. Cases, such as the death of Amy Winehouse, have highlighted that the music industry and the creative industries, in general, need to do more to support performers.

“Congress supports all efforts to promote better mental health within the creative industries and highlights the work of the British Association for Performing Arts Medicine (BAPAM) in treating both physical and mental health issues in performers and Help Musicians UK for supporting this essential work.”

Resolution no. 71 - Mental Health

“That this Congress deplores the current inadequacy of the level of service provision to address the growing mental health crisis in Scotland. Congress calls for investment in mental health services and a commitment by the Scottish Government, to establish forums which enable the users of such services to be involved in shaping the nature of future provision.

“Congress believes it is also crucial to address the causes of mental ill-health and acknowledge that poverty, austerity and workplace stress are contributors to the alarming growth in the levels of mental ill-health.

“Congress notes with concern the rise in self harm and suicide affecting all ages, communities and workplaces. In particular, Congress recognises that mental health is affected by factors, such as:

- unemployment and the fear of unemployment;
- benefit sanctions and the fear of benefit withdrawal;
- excessive working hours and precarious employment;
- pressures to produce more and to meet unrealistic workplace targets;
- low pay, rising costs of living and increasing debt; and
- bullying cultures and a lack of empowerment, particularly in non-unionised workplaces.

“Congress believes that measures to address mental ill-health should be considered in all areas of government policy, within and beyond policies on health and social care.

“In relation to how mental health should be addressed in the area of industrial strategy, Congress believes that this should link to commitments to:

- classify workplace stress as an occupational disease reportable under Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR)
- expand workplace democracy, trade union recognition and collective bargaining;
- eradicate zero hours contracts and the use of umbrella companies;
- reduce working time with no loss of pay; and
- support training for trade union reps on mental health awareness, risk assessment of workplace stress, mental health first aid and the development of workplace agreements and policies on mental health and wellbeing.”

Resolution no. 72 - Dying to Work Campaign

“That this Congress congratulates the excellent Dying to Work campaign.

“However, too many employers are still disciplining terminally ill staff for poor attendance, or paying them off, often with limited compensation, to avoid paying death in service benefits and/or pension costs.

“Congress calls on the STUC General Council to work with employers, to seek to ensure employers sign up to the Dying to Work Charter, if they have not already so, and to commit to full implementation of all of its provisions.”

Resolution no. 73 - Reasonable Adjustment Passports

“That this Congress notes the many workers, who have successfully secured reasonable adjustments in their workplaces but who find that, if they are moved to a different department in their organisation or if a new manager takes over, they have to go through the process again.

“Congress considers that this is stressful and time consuming for the worker and a waste of time and resource for the employer.

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

- work with affiliates and their disability groups and forums, to consider how a Reasonable Adjustment Passport for members with long-term health conditions and chronic impairments could operate in Scotland; and
- support the development of model policies for employers to integrate Reasonable Adjustment Passports into their equality policies, and for affiliates to promote the policy as a campaign, organising and negotiating tool, with built in monitoring of the success of implementation and adoption, in order to share best practice.”

Resolution no. 75 - Investing in the Future of Trade Unions

“That this Congress believes that over recent years, previous misconceptions about young people’s interest in and commitment to political change have been categorically disproven. Nowhere is this more evident than in campaigning and organising activity by organisations, such as Better than Zero, and through the campaigns of affiliates. This has included direct workplace organising, as well as theme based campaigning, such as the ‘Safe Home’ campaign.

“A step change is underway, which signals a change in awareness, with a growing recognition that young workers do work of equal value, deserving equal rights and respect. Achieving this realisation is the first step in organising young workers into trade unions.

“Congress supports initiatives, such as the Young Workers’ Project, which seeks to provide skills and training in organising and Fair Work, as well as work undertaken by affiliates in this area. This work has seen an increase in young trade union advocates and young members as accredited reps.

“Congress notes the expansion in the STUC schools’ visits project and the increasing involvement of young workers in delivering schools’ training.

“Despite these positive signs, Congress agrees that more can be done to invest in the future of trade unions through providing campaign and training resources, and through organising in sectors where young workers make up the larger part of the workforce. This is not confined to the hospitality sector.

“Congress calls on the STUC General Council to continue to support the initiatives referenced in this motion and for it to prepare a strategy, in conjunction with the STUC Youth Committee, for building on the successes achieved to date.”

Composite P – Challenging Racism and Fascism (covering resolution nos 76 and amendment, 88 and 91)

“That this Congress notes:

- the alarming rise of racism, Islamophobia, anti-Semitism and far right forces across Europe, America and elsewhere;
- the rise of a far right street movement here in Britain around the ‘Football Lads’ and Tommy Robinson centred on targeting Muslims, with UKIP giving open encouragement and support to this movement;
- recent attacks on striking workers by elements within the far right;
- the ‘hostile environment’ created by the Government to scapegoating migrants and refugees and attacks on Muslims, with its Prevent Agenda, provides fuel for the far right to grow;
- that, in late December 2018 and early January 2019, we have seen an escalation of the scapegoating by the Tories, as they highlight tiny numbers of refugees crossing the English Channel in boats; and
- that on the 20th anniversary of the McPherson report, institutional racism remains prevalent in many parts of society, and the Sheku Bayoh Campaign is still fighting for justice.

“Congress welcomes:

- Lord Bracadale’s recommendation to repeal all of Scotland’s current racial harassment laws, in order to combine all hate-crime legislation into a Single Act, with a standard definition applying to all forms of racism, including Lord Bracadale’s conclusion that ‘hostility towards a political entity should not be considered a hate crime’, because ‘the right to engage in legitimate political protest is fundamental in a democratic society’; and
- the practical solidarity shown between trade unions and between unions and anti-fascist organisations in mobilising against the far right.

“Congress believes that:

- we must combat all attempts to divide and rule ordinary people;
- it's not migrants and refugees who undermine wages and public services – it's cuts and austerity; and
- racism has no place in the workplace and unions must be at the forefront of challenging it in collaboration with BAME community organisations.

“Congress resolves to:

- bring a strong anti-racist message into all our day-to-day trade union organising and campaigning work;
- oppose any attacks on migrant worker and refugee rights;
- urge the Scottish Parliament to pass Lord Bracadale's recommendations on hate crime into legislation;
- encourage maximum attendance and participation in the annual STUC St Andrew's Day and Stand up to Racism United Nations' Day anti-racist marches and rallies;
- support and publicise Hope not Hate, Stand up to Racism, Show Racism the Red Card and Unite Against Fascism's campaigning activities and events;
- support effective trade union education and workplace propaganda and asks the STUC General Council to put this at the heart of the STUC's organising programme; and
- support the Sheku Bayoh Campaign's fight for justice.”

Resolution no. 77 – Our Movement, Fit for the Future

“That this Congress notes trade unionism is a universal phenomenon and is the collective act of protecting and improving living standards by people, who sell their labour power against people who buy it.

“Trade unions were devised to protect their members from the demands of capitalism, belonging to capitalism because they grew out of the conditions it created. We respond to well-established forces, such as rising and falling prices, unemployment and government action, which influences living standards and over which we have little to no control.

“Prosperity to working class people means little more than affording commodities and services. They continue to live in relatively unchanged communities and work conditions.

“Society is still primarily based on the private ownership and control of industry motivated by profit, and conflict still exists between the sellers and buyers of labour power.

“Capitalism is undertaking sharp changes in such a way that the trade union movement’s institutionalised practices are unable to respond.

“Trade unions have a long history of taking action to support people beyond the workplace, campaigning against apartheid in South Africa, for the rights and freedom of LGBT+ people, and for voting and reproductive rights for women.

“Our organising methods need to link the struggles that exist within the workplace with those taking place in our communities and homes. The fight for better pay needs to be fought alongside rent controls. Fighting for better wages needs to address the crippling debt that people experience. Fighting for freedom means fighting against detention.

“Congress calls on STUC General Council and affiliates to connect with struggles beyond our membership and activist base, and develop ideas that would underpin our future and seek out best practice across the movement in the delivery of services and benefits, championing trade union successes to a wider audience.”

Resolution no. 78 - Involvement of Young Trade Unionists within the Movement

“That this Congress believes that the youth of our movement is vital for the future of our movement.

“We often find that young members are in small numbers or even excluded from events such as Congress. A blog published by the TUC in May 2018 revealed that only 4% of union members in the UK are aged 16-24, and that over 40% of union members are aged over 50.

“There are many reasons for this, such as lack of confidence and skills, due to young members often being new to the movement and, therefore, lacking in fully understanding rules and structures of our movement.

“In addition to this, young people are often faced with additional challenges, such as precarious work, zero hour contracts and balancing studying and work. Therefore, there is often a lack of accessibility, in order for our youth to be fully engaged.

“Congress believes that we should do more to be inclusive to young members.

“Congress calls on the STUC General Council to:

- investigate offering more proportionate youth specific places to events, such as Congress;
- support affiliates to more thoroughly promote and recruit young members;
- ask affiliates to raise awareness of the support available to members to participate in events, such as payment for loss of earnings and expenses to cover dependent care; and
- offer individual mentoring programmes for youth members with an experienced activist.”

Resolution no. 79 - Political Trade Unionism

“That this Congress recognises our movement has been building class consciousness through a plethora of initiatives and campaigning struggles. Congress also recognises the need to transform that class consciousness into a political understanding of the need to struggle for social change, as any advances and victories face continual challenge from the neo-liberal agenda, meaning the same battles need to be fought over, and over again.

“To end exploitation and oppression altogether, the fight on economic issues is, therefore, insufficient in itself, and that it requires to be linked with a political perspective, if it is to produce lasting gains for our class.

“Congress, therefore, calls on the STUC General Council to discuss with affiliates organising a campaign in the battle of ideas, and an explanation why workers need to support and participate in the fight to defend a future Corbyn-led Labour Government, which will face unprecedented attack from the forces of reaction.”

Resolution no. 80 - Anti-Austerity Campaigning

“That this Congress congratulates the STUC General Council for supporting Trades Union Councils’ organised conferences across Scotland as part of their ‘Public Services’ campaign, which seeks to bring together the local trade union movement and their communities to agitate against austerity and plan alternative strategies.

“Congress notes that in 2008, a motion was passed which called for a national conference to be held, bringing together trade union and community activists, to discuss and plan joint campaigning, which was duly held and resulted in lobbying the Scottish Parliament on public sector housing, the two successful STUC and People’s Assembly anti-austerity demonstrations, and many similar local initiatives.

“Congress, therefore, calls on the STUC General Council to organise a national conference similar to the previous successful event, working alongside the People’s Assembly Scotland, which since 2013 has been active on the ground agitating against austerity. Congress believes that such a national development would assist the growth of working class consciousness and, through building and strengthening trade union and community links, would make a mass movement against austerity possible.”

Composite N – Scottish Income Tax and Social Security (covering resolution nos 81 and 82)

“That this Congress notes:

- the extent of reductions in local government funding and consequences for services and jobs;
- welfare reforms, specifically the introduction of Universal Credit by the Conservative Government in Westminster, and that this scheme in both design and execution is reducing the incomes of some of the poorest and most vulnerable;
- the establishment of the new Scottish Social Security Agency in 2018, with payments of the carers’ supplement and best start grant going live at the end of 2018;
- that disability benefits will not be replaced until post 2020. Until they are, thousands will still be forced to go through private sector health assessments;

- the Scottish Government estimates that by 2020/21 the two child limit ('rape clause') will have cost claimants £92m and the benefits' freeze £367m; and
- millions of people in Scotland are still suffering from punitive benefit sanctions and inflexible, discriminatory Employment Support Allowance (ESA).

"Congress believes that things are set to get worse with the full 'managed migration' of Universal Credit (UC), which will plunge thousands in Scotland further into poverty. Congress places responsibility for this firmly on the Tory Government. This does not eliminate the responsibility of the Scottish Government to address the huge problems caused by reserved benefit policy. The Scottish Parliament still has the ability to mitigate the worst of UK 'welfare' policy, as they have done with the bedroom tax and the new financial health check.

"Congress urges the Scottish Government to do everything it can to mitigate these cuts and believes that in doing so, should make full use of the Income Tax raising powers. This will allow greater spending, protecting vulnerable people without making further cuts to public services – the rundown of which is, in itself, a significant factor in driving people towards the benefits system.

"It recognises the need to examine various Scotland Acts (1998, 2012 and 2016 especially), to look at what taxes and revenue could be raised and what money could be borrowed, to provide for better public services.

"Congress calls on the STUC General Council to launch a high profile campaign in Scotland which:

- calls on the UK Government to scrap UC, benefit sanctions and the work capability assessment, but also calls on the Scottish Government to invest further funding to help those currently in need;
- calls for development over time of a scheme with regard to tax and revenue exclusively for local government of i) existing tax/revenue powers which are not fully used/could be used further; ii) existing tax/revenue powers which are not used at all; iii) areas within existing legislative framework (of Scotland Acts) where new taxes/revenues could be developed; and iv) areas where new taxes/revenue could be developed, but which would require new legislation in terms of a further Scotland Act;

- lobbies the Social Security Commission and Scottish Government to improve all aspects of social security in Scotland, including mitigation of UK benefit policy;
- works with PCS and other affiliates to produce proposals for the mitigation of benefit sanctions; and
- works with affiliated unions, politicians who support the aims, Trades Union Councils and claimant organisations, such as Disabled People Against Cuts (DPAC)."

Composite O – Universal Credit (covering resolution nos 83 and amendments and 84)

"That this Congress considers that Universal Credit (UC) is:

- an ill thought out and badly implemented, but still vicious attack on working class people;
- a punitive attempt to enforce a casualised, low-pay economy on workers; and
- badly resourced, in terms of the staff needed to deliver it, and that this has worsened its impact.

"Congress supports the PCS demands for Universal Credit workers, including:

- 5,000 new staff, permanency for fixed term staff;
- limiting the number of phone calls per case manager;
- limiting the size of the national telephony hub;
- improving consultation – no changes to our offices without union agreement; and
- quality-focused approach – no more management by statistics.

"Congress believes that:

- the rollout of UC should be stopped;
- UC should be scrapped as soon as possible, but that this cannot be done immediately, as claimants need to continue to receive their payments until it can be replaced;
- a key priority in the replacement of UC is to offer a better constructed alternative social security system for those unable to work, seeking work or in low paid work; and

- the legacy benefits being replaced by UC were themselves deeply flawed and benefit rates have been falling for years.

“Congress, therefore, calls on the STUC General Council to work with partners, including the Scottish Government, PCS and unions representing low paid workers, to:

- campaign for the improvement of the existing Universal Credit system until it can be replaced, and this should include increasing benefit levels, replacing the Work Capability Assessment and a better form of medical assessment; and
- campaign for a replacement to Universal Credit, which should include:
 - i) an end to the disproportionate sanctions’ regime common to many benefits;
 - ii) an end to in-work sanctions;
 - iii) a welfare system based on need and not on moral judgments;
 - iv) an end to the outsourcing of contracts to the private sector;
 - v) an end to all benefit caps;
 - vi) an end to the DWP's target based culture;
 - vii) an accessible and easy to use application system, which supports claimants and does not require mandatory online claiming; and
 - viii) an understanding of the pay cycles, on which low paid workers are typically employed, including four-weekly pay.

“In regard to both aspects of this strategy, there should be a greater devolution of social security powers and a commitment to fully resourcing the new system, especially with regard to staff.”

Resolution no. 85 - Means Testing of Pension Credit/Occupational Pension

“That this Congress notes that current Government attacks on universal benefits for retirees mask a number of historic injustices, which were always opposed by the labour and trade union movement under the slogan, ‘End the Means Test’.

“The most blatant and iniquitous ‘means test’ is that of pension credit, which is a passport benefit affording the recipient both housing benefit and council tax benefit in full, together with full exemption from dental and eye care costs.

“The vast majority of trade unionists who have contributed to an occupational pension scheme, forfeit wages over many years to eventually retire on very modest occupational pensions, which together with the state retirement pension is ‘means tested’ for pension credit, resulting in a ‘nil’ qualification for pension credit.

“The retiree is thus penalised by having to pay rent, council tax and dental and eye care costs, leaving them worse off than a pension credit recipient.

“Congress, therefore, supports the disregard of occupational pensions in assessing pension credit entitlement and calls on the British Government to introduce such a disregard as soon as possible.”

Resolution no. 86 - Gender Based Violence

“That this Congress notes and welcomes the work of higher education trade unions, NUS and higher education institutions, co-ordinated by the Scottish Government and the Equally Safe in Colleges and Universities working group, in promoting action against gender based violence.

“Congress acknowledges the important work of the Equally Safe in HE initiative, hosted by Strathclyde University, and the toolkit developed and rolled out to universities across Scotland. Congress also welcomes the rolling out of signposting information on gender based violence to every member of staff in higher education and notes that the production of material followed collaborative work by UCU and the rest of the sector.

“Sadly, incidences of gender based violence in higher education institutions remain all too high, and there are continuing reports of misogynistic behaviour on campuses and amongst student groups.

“Congress notes the tragic case of Aberdeen University student, Emily Drouet, who committed suicide after being subjected to domestic abuse by her partner.

“Congress believes that the current initiatives in higher education, including the development of the toolkit and signposting guidance, are timely and positive and should be further diversified to emphasise a zero-tolerance approach to gender based violence.

“Congress encourages other sectors to progress the Equally Safe initiative, to eradicate gender based violence in workplaces and society at large.”

Resolution no. 87 - Gender Recognition Act and Support for Trans and Women’s Rights

“That this Congress thanks the Scottish Government for its commitment to changing the Gender Recognition Act 2004 to make self-declaration sufficient for legal gender recognition and remove the requirements for medical and other evidence. Congress calls on the Scottish Government to implement this change in legislation as soon as possible and to include recognition for non-binary people in the legislation.

“Congress condemns the right-wing groups, which are fomenting hate of trans people and spreading false information, particularly in the feminist movement. Congress strongly supports both women’s and trans rights and believes that strengthening the rights of any group of workers strengthens us all. United we are strong, divided we will fall. Congress commits to opposing any moves to drive wedges between the women’s and LGBT+ movements.

“Congress calls on the STUC General Council, together with affiliates and the Equalities Committees, to put pressure on the Scottish Government to implement changes to the Gender Recognition Act 2004, as indicated above, in the very near future.

“Congress also calls on the STUC General Council to work with:

- the STUC LGBT+ Workers’ Committee and the STUC Women’s Committee, to issue a strong statement in support of both trans and women’s rights and opposing any attempts to separate the two movements;
- the above Committees and affiliates to support joint work between the STUC Women’s and STUC LGBT+ Workers’ Committees and provide the necessary resources; and

- the STUC Women's and STUC LGBT+ Workers' Committees and the Equalities Committees of affiliates to produce resource materials, challenging the misinformation being spread about trans rights.

"Congress strongly encourages the STUC Women's and STUC LGBT+ Workers' Committees to organise a joint fringe event at next year's Congress on the Gender Recognition Act, women's and trans rights."

Resolution no. 90 – Refugee Week and Support to Refugees

"That this Congress notes that Refugee Week 2019 takes place on 17-23 June. Congress also notes that the theme of Refugee Week 2019 is 'You, me and those who came before'.

"Congress further notes that the main thrust of Refugee Week 2019 is to encourage the exploration of the lives of refugees - and those who have welcomed them - throughout the generations.

"Congress agrees that an STUC mailing should be sent out to affiliates, to encourage trade union supported activity during Refugee Week and that affiliates should be specifically encouraged to organise events, such as fundraisers, vigils and public statements during Refugee Week."

Resolution no. 92 – Homelessness

"That this Congress notes that, in France from 1 November to 31 March, under the protection of *la trêve hivernale* (the winter truce), tenants cannot be evicted, even if they cannot afford to pay their rent.

"While landlords can begin eviction proceedings, they cannot forcibly remove tenants until 1 April onwards. It is meant as a humanitarian measure, to ensure that people do not end up homeless, and potentially rough sleeping, in the coldest part of the year.

"The most recent Scottish Government statistics available (covering 2017-2018) have shown that almost half (46%) the people made homeless in Scotland due to rent arrears, had lived in private rented sector tenancies. However, there is also an increasing trend in evictions from the social rented sector (both local authorities and registered social landlords), with over 90% of evictions being for rent arrears.

“The disaster that is Universal Credit (UC) is only compounding issues for those tenants, whose tenancies are being recovered as a result of rent arrears, caused by delays in payment of the UC housing element, or indeed non-payment, due to the imposition of DWP sanctions.

“Living Rent’s Winter Break campaign seeks to introduce a similar policy to Scotland, applying to anyone who has a legal tenancy agreement, or in a mortgaged home, or in sheltered accommodation.

“The costs associated with court action, temporary accommodation and homelessness service provision could be avoided during this period, while also providing more time for tenants and homeowners to seek solutions which keep them in their homes.

“Congress calls for:

- all trade unions and Trades Union Councils to support Living Rent’s Winter Break campaign;
- the STUC to facilitate a Winter Break summit, alongside all relevant stakeholders, to fully interrogate how this could be applied in a national context;
- the STUC to commit to a day of action on 1 November; and
- all trade unions to affiliate to Living Rent.”

Resolution no. 93 - Accessible Homes

“That this Congress notes that for many disabled people, their right to independent living is not being met and one major reason for this is a lack of affordable, accessible housing.

“There are many who are left stuck in hospital after an injury, which has left them with an impairment, which means their homes are no longer accessible to them, who are well enough to leave, but can’t as they have nowhere suitable to go.

“41% of Scottish councils deliver adaptations within 8 weeks, with many more having to wait for months or even years. Where a move to a more accessible home is requested, it was found that some people wait years, even decades to be moved.

“Earlier this year, it was highlighted by Inclusion Scotland that the current next generation of affordable housing being built in Scotland was found to be too small for those who may use wheelchairs or other mobility aids.

“The lack of accessible homes has been referred to as a ‘chronic shortage’. This situation is not acceptable, and no-one should be left trapped in their own home or hospital.

“Conference calls on the STUC General Council to:

- campaign alongside organisations, such as Inclusion Scotland, for new homes that are built to be accessible, including 10% suitable for those who use wheelchairs and other mobility aids;
- raise concerns with the Scottish Government over the length of time it takes Scottish councils to get adaptations put in place, and make it clear that having to wait months or more is not acceptable; and
- raise concerns with the Scottish Government on the length of time some people have to wait to be moved to housing that is accessible and make it clear that years or decades is not acceptable.”

Resolution no. 94 - Changing Places

“That this Congress notes that:

- while there has been increased availability made to standard accessible (or disabled) toilets over the last decade, many are insufficient to accommodate more than one person, while others do not provide changing facilities, such as changing benches or hoists;
- many thousands of people in the UK cannot use standard accessible toilets;
- a lack of toilet facilities can severely limit people’s ability to participate in communities;
- the campaign ‘Changing Places’ seeks to increase the number of changing place toilets across the UK; and
- the Chartered Society of Physiotherapy’s vision for physiotherapy is to transform lives, maximise independence and empower populations.

“Congress believes that:

- people with profound and multiple learning disabilities, as well other disabilities that severely limit mobility, should have the same rights as others to dignity and to clean and appropriate toilet and changing facilities; and
- there must be an increase in the provision of changing place toilets in public places across Scotland and the UK, such as city centres, shopping centres, arts venues, hospitals, transport hubs, leisure complexes, sporting stadiums and arenas.

“Congress resolves to:

- affiliate to the ‘Changing Places Consortium’, a group of organisations for people with multiple learning disabilities and/or other physical disabilities that is campaigning to increase facilities; and
- support and promote the ‘Changing Places’ campaign.”

Resolution no. 95 - Accessible Venues for Performing Artists

“That this Congress is aware of the fact that the default position, when declaring an interest in access issues at venues, is to address the concerns of audiences. What is all too often overlooked are the issues surrounding access for performers.

“Congress commits to giving weight to initiatives emerging from such collectives as ‘Let me on Stage’ around access issues. To ‘disabled’ people, including those in wheelchairs, their impairment is an inconvenience, it is society that provides them with a disability.

“Congress pledges to listen to these voices, especially when those voices say ‘Give the power back to us, we can make things work for us’.”

Resolution no. 96 - Right to Rehab

“That this Congress notes that:

- community rehabilitation focuses on reducing disability and lifestyle restriction for management of long term conditions, including stroke, respiratory diseases, cardiac conditions, multiple sclerosis, falls and fractures, and following surgery;

- one in five people in Scotland live with the effects of chest, heart and stroke conditions; and
- the ‘One in Five’ report on rehabilitation, published by Chest, Heart and Stroke Scotland, details significant gaps in access to rehabilitation services and concludes that the Scottish Government should:
 - i) commit to and invest in a right to rehab, ensuring there is universal and equal access to rehabilitation programmes for those who could benefit;
 - ii) invest in allied health professionals (such as physiotherapists, occupational therapists and speech and language therapists) to meet demand, ensuring everyone receives the best possible chance of getting their lives back;
 - iii) signpost and support people to attend rehabilitation programmes, with health and social care professionals being aware of the importance of these programmes;
 - iv) ensure that Integrated Joint Boards build on partnership opportunities with the third sector, to identify and target support for people at most risk of struggling with chest, heart and stroke conditions; and
 - v) campaign and petition the Right to Rehab campaign.

“Congress asserts that rehabilitation is an essential part of healthcare and aims to optimise function and wellbeing, and works by helping people get back to daily activities, return to work and enjoy their leisure and gives people back their lives following illness or injury.

“Congress resolves to:

- endorse the recommendations of the ‘One in Five’ report; and
- support the ‘Right to Rehab’ campaign, and encourage members to campaign to support a universal and equal right to rehab to make sure that everyone in Scotland has the best chance of recovery.”

Resolution no. 97 - Autism

“That this Congress recognises that people with autism have the ability to contribute fully to society, if they are given positive and meaningful life experiences, including access to employment.

“According to National Autistic Society, just 16% of autistic adults are in full-time paid employment and that this figure has remained almost unchanged in a decade.

“Many people with autism have valuable skills that could be put to good use in the workplace, however, they require practical help and support to access employment opportunities.

“Employers could do more to engage people with autism, including accessing existing support to enable the workplace to become autism-friendly. They also have a key role to play in improving life opportunities through supported employment, training and education placements.

“Considerable work has been done so far in providing a framework for engaging people with autism. However, more needs to be done to encourage employers to recognise the potential of people with autism and to improve their outcomes.

“There are around 44,000 autistic people in Scotland. Public services, including the NHS, local authorities, housing and education have a responsibility to deliver services for people with autism and this should include supporting them into work.

“It is estimated that autism costs more per year to the economy than chronic conditions, such as dementia, cancer and heart disease, yet research spending for autism is just a fraction of that for these same conditions.

“Congress calls on the STUC General Council to lobby the Scottish Government for:

- regular monitoring and reporting of the pathways for autistic people throughout their lifespan, including into work opportunities;
- the introduction of statutory autism training within all public sector providers; and
- the appointment of autism mentors in all public services to support people with autism access employment and training opportunities.”

Resolution no. 98 - Consumption of Energy Drinks by Children and Young People

“That this Congress notes that energy drinks contain high levels of caffeine and sugar and/or sweeteners and is concerned that, while the British Soft Drinks Association industry level voluntary code of practice states that energy drinks should not be marketed to those under 16 years old, it is nevertheless up to specific soft drink companies as to whether they sign up to this code of practice.

“Congress is deeply concerned, therefore, that children are able to buy energy drinks, as there is no law in the UK that stops them doing so.

“Congress further notes research evidence, which shows that energy drinks frequently contain high and unregulated amounts of caffeine, and are associated with serious adverse effects, especially in children, adolescents, and young adults.

“Congress is further concerned by the results from the NASUWT’s Big Question Survey, which show that 13% of the teachers cited the use of caffeine and energy drinks as a driver of poor pupil behaviour.

“Congress calls on the STUC General Council to:

- campaign to ensure that energy drinks cannot be bought or consumed at school;
- lobby government to reinforce such action by introducing an exclusion zone around schools within which retailers would be prohibited from selling energy drinks to children under the age of 16; and
- lobby government to introduce a ban on the sale of such drinks to all children.”

Resolution no. 99 - Menopause and Perimenopause

“That this Congress notes that the menopause and perimenopause are a natural stage of life that millions of women and trans men workers are either going through now, or will experience in the future.

“These conditions can affect how a woman or trans man does their work and their relationship with their colleagues. Unfortunately, there is often very little understanding of the issues and very little support for women

and trans men, who are going through the menopause and perimenopause. Many women and trans men may feel that they have to hide their symptoms and will be less likely to ask for the adjustments that may help them.

“The menopause and perimenopause are an occupational health issue, and one that is growing in importance. Women and trans men now make up almost half the workforce and there are an estimated three and a half million women and trans men over the age of 50 currently in work. That number will rise as the retirement age for women increases over the coming years.

“Women and trans men, who are experiencing the menopause and perimenopause, also need to know that there is someone they can go to and discuss any difficulties they are having.

“Women and trans men should experience no detriment, because they may need time off during this period, and any sickness absence procedure should be flexible enough to cater for this.

“Congress calls on the STUC General Council to encourage affiliated trade unions to include the potential impact of the menopause, when negotiating workplace health and safety, and absence management policy and procedures with their respective employers.

“Congress also calls on the STUC General Council, to ensure that the menopause and its impact in the workplace are included in Scottish training courses for all trade union representatives.”

Amended Resolution no. 100 – Good Food Nation Bill

“That this Congress believes that, in order to achieve a healthy and sustainable food system in Scotland, legislation is required.

“Currently agriculture, planning, social security, public health policy and laws work independently of each other and do not produce a coherent and connected approach to food policy.

“We ask that the STUC General Council supports the campaign for a ‘Good Food Nation’ Bill to be introduced in Scotland and work alongside the British Dietetic Association and other interested trade unions to ensure that the Bill will:

- incorporate everyone's right to access healthy, nutritious and affordable food;
- place a duty on public bodies to contribute to the 'Good Food Nation' ambition;
- set measurable targets for reducing food insecurity, adult and childhood obesity, with food and drinks businesses paying their staff at least the living wage;
- have a joined up plan for food, covering all policy areas that touch on food, from farm to fork;
- ensure our food production is achieved in a sustainable way; and
- secure the future of the Scottish Agricultural Wages Board and improve workers' rights and conditions across the food production and distribution chain."

Resolution no. 102 - Escalating Violence Against LGBT+ People in Chechnya

"That this Congress condemns the recent reports of violence and imprisonment of suspected gay men in the Russian region of Chechnya, including the reported death of at least two men and the detainment and torture of many more. Congress reaffirms our position that any victimisation on the grounds of sexual orientation, or gender identity, is unacceptable anywhere in the world and that any attempts to victimise or criminalise LGBT+ citizens on this basis must be opposed and challenged.

"Congress applauds and recognises the work being done by activists in the region, along with the support of organisations, such as Amnesty International, to raise awareness of the atrocities being carried out by Chechen authorities.

"Congress acknowledges our duty to support those who find themselves suffering such intimidation and violence and to use our influence to support efforts to bring such practices to an end as soon as possible.

"Congress, therefore, calls on the incoming STUC General Council, in collaboration with the STUC LGBT+ Workers' Committee, to:

- lobby the Scottish and UK Governments to apply diplomatic pressure on Russian authorities about these human rights abuses, and offer assistance to those attempting to escape the region;

- send solidarity to Chechen comrades and circulate information about these abuses amongst affiliates and encourage them to get involved in challenging these abuses;
- call for the immediate release of all men rounded up on suspicion of being gay and that there is no further violence against gay men, or any other citizens, in Chechnya;
- call for appropriate compensation to be made to the survivors of previous violence and the families of the victims of such violence, and;
- issue a public statement and write to the Russian and Chechen authorities, to strongly urge them to fully recognise LGBT+ citizens and ensure appropriate legal protections are put in place.”

Resolution no. 103 - Trade Justice

“That this Congress agrees that:

- trade should serve to make the world fairer, to prioritise fairly paid jobs and full employment, and not to damage the environment, public services or decent services;
- the devolved administrations should be involved at an early stage in trade negotiations;
- trade deals should require the consent of the devolved administrations before they are signed off;
- future trade deals should not be used to force other countries - especially poorer countries - to liberalise services or deregulate; and
- future trade deals should serve to make the world fairer and should not damage the environment, public services or decent standards.

“Congress notes the work of the Trade Justice Coalition Scotland and the work it does in highlighting the importance of fair and humanitarian trade deals, which promote economic development and fair employment practices.

“Congress suggests that affiliates should consider supporting the Trade Justice Coalition Scotland and participating in its activities.”

Resolution no. 104 - Stop Criminalising the Kurdish Community

“That this Congress notes that Kurdish families in Scotland have been subjected to dawn raids by police officers using anti-terrorist legislation to enter homes, search and confiscate property and question people’s lives and political affiliations. Expressions of Kurdish identity have been cited as evidence of support for the Kurdistan Workers’ Party (PKK) and thus, by simplistic UK security community logic, terrorism. By this reasoning, the whole Kurdish community is at risk of being criminalised.

“The European Union Court of Justice recently ruled that the continued listing of the PKK as a terrorist organisation was wrong, as it was not based on any current threat.

“Meanwhile, the UK Government supports the Turkish Government, while it carries out human rights’ abuses against its own people and launches attacks on the Kurdish forces in Syria, who played the leading role in the defeat of ISIS.

“In Scotland, we stand in solidarity with the Kurdish community as they seek to live in peace and participate in Scottish society.

“Congress therefore:

- reiterates its long standing support for, and solidarity with, the Kurdish community in Scotland;
- condemns the raids and harassment they are suffering at the hands of Police Scotland; and
- calls on the Scottish Cabinet Secretary for Justice to ensure that these actions cease forthwith and make a public commitment to the human rights and general wellbeing of our Kurdish community.”

Amended Resolution no. 105 – Justice for Bhopal

“That this Congress notes that 2019 marks the thirty-fifth anniversary of the world’s worst industrial disaster, Bhopal India.

“The catastrophic gas leak from a Union Carbide pesticide plant on the evening of 2/3 December 1984 was immediate and devastating.

“Many died in their beds. Estimates say 8,000 to 10,000 died in the first 72 hours, another 15,000 since, and 120,000 have chronic medical conditions.

“The site was never cleared of toxic waste. The toxins are still in the soil, plants, animals and most crucially in the drinking water.

“Union Carbide denied access to information and took extraordinary measures to obstruct rehabilitation and prevent any liability.

“In 2001, Dow Chemicals absorbed Union Carbide and has shielded the company from accountability, while benefiting from its assets.

“The people of Bhopal still do not have justice.

“Congress welcomes the development of Trade Union Friends of Bhopal in Scotland and urges affiliation and support for this essential campaign.

“Congress calls on the STUC General Council to liaise with relevant survivors’ groups and trade unions in Bhopal, and write to appropriate Indian decision-makers in support of their demands for justice. Congress also encourages affiliates to consider supporting the work of Bhopal Medical Appeal.”

Resolution no. 106 - Nae Pasaran and International Trade Union Solidarity

“That this Congress notes the success of Felipe Bustros Sierra’s magnificent film, Nae Pasaran, which tells the story of the Rolls Royce workers in East Kilbride, who took a stand against the Chilean military dictatorship in the 1970s.

“As the film shows, this act of solidarity was responsible for weakening the military capability of the junta and saved lives, demonstrating the value of trade union solidarity. Congress salutes the shop stewards and all the workers of Rolls Royce, who demonstrated the moral superiority of our trade union values.

“Congress applauds those unions, trade union branches and Trades Union Councils, who assisted Felipe, financially and in kind, to get the film made and ensure that the story reached a wide audience.

“Congress also notes that trade union solidarity, as depicted in the film, is as necessary now as it was in the 1970s. Events today in Turkey, Palestine, Venezuela, Colombia, Brazil and other countries, including Chile, demonstrate that being an active trade unionist can be dangerous, when right wing governments and employers decide that the interests of their regime or profits over-rides the democratic rights of working people. It is therefore imperative that we continue to educate our trade union activists and members on the importance of international solidarity in our movement.

“Congress calls on the General Council to:

- urge all affiliates and their international partners to promote the film within their own membership and local communities;
- contact our sister unions in Chile, with a view to establishing solidarity links between Chilean and Scottish unions and workers; and
- invite a representative of the Chilean trade unions to visit Scotland to promote this international solidarity and engage with our solidarity work.”

Amended Resolution no. 107 - Stop Israel's Repression of Gaza

“That this Congress condemns the killing and wounding of hundreds of Palestinians in Gaza by the Israeli Defence Force (IDF), culminating in the terrible slaughter during May 2018.

“Congress believes these actions were far worse than a disproportionate over-reaction. They were the culmination of weeks of a systematic and deliberate policy of killing and maiming unarmed protestors and bystanders, some shot in the back and many of them children, who posed no threat to the border, or to those who fired the deadly shots.

“Congress also believes that the Israeli Government must be held to account for its flagrant disregard of international law and:

- demands the immediate end to IDF attacks and the immediate lifting of the blockade of Gaza;
- supports the self-determination of the Palestinian people and the right of the Palestinian people to protest in support of their rights;

- reaffirms its support for the policy of boycotting Israeli goods produced in the occupied territories;
- calls for the immediate withdrawal of Israeli forces from the occupied territories;
- supports the immediate establishment of a viable Palestinian State, to be recognised by the UK Government and other governments, and international bodies;
- supports the Palestinian firefighters, trade unions, civil society organisations, and campaigners fighting for Palestinian rights;
- continues to support the FBU's proud longstanding record of practical solidarity with the Palestinian people in general, and Palestinian firefighters in particular, including visits, convoys, supplies and training; and
- calls on the STUC General Council to continue to promote solidarity with Palestinian trade unions and calls on the Scottish Government and political parties in Scotland to fully support the campaign and demands outlined above."

Resolution no. 108 – Powers of the Scottish Parliament and Future Trading Arrangements

"That this Congress reiterates its long-standing policy that the Scottish Parliament should have meaningful powers over the Scottish economy. Congress believes that these powers should include the ability to give effective financial support to workplaces threatened with closure, to take key utilities back into public ownership and to contract services in ways that support regional economies and guarantee workplace rights, including trade union membership and trade union bargained wages.

"Congress, therefore, calls on the STUC General Council to use its influence, to ensure that Britain's future trading arrangements do not compromise this commitment to the democratic powers, present or future, of Scotland's legislature."

Emergency Resolution no. 1 – Venezuela Solidarity

"That this Congress pledges its continued support for the Bolivarian Republic of Venezuela, its Elected Government and its policies designed to affect progressive change in favour of working people. It commends the Social and Economic gains secured including its programme for

Public Health provision, its elimination of illiteracy, its strengthening of Trade Union Rights, its reduction in Poverty, Inequality, and the construction of 2 million homes since 2016.

“Congress therefore condemns the calls for Regime change from the United States, its allies and expresses its dismay at the devastating consequences of the Economic Sanctions, both formal and informal imposed by the United States and their allies. This is viewed as a fundamental attack on the principle of Democracy.

US Vice President Mike Pence told the UN Security Council last Wednesday that the Trump administration is determined ‘to restore democracy to Venezuela’ , preferably through diplomatic and economic pressure, but ‘all options are on the table’.

“Congress calls on the General Council to:

- raise matters with the British and Scottish Governments to condemn these sanctions, and to consider ways to promote a peaceful solution through dialogue, including the initiatives proposed by Mexico, Bolivia, and Uruguay;
- defend the sovereignty of Venezuela and its right to self-determination;
- reject and oppose any external interference in the internal affairs of Venezuela, especially from the United States, including any military aggression; and
- reject and oppose any attempt to change the government by illegal, unconstitutional and/or violent methods.

“Immediately and unconditionally lift all sanctions by the United States and the European Union which violates international law, thus easing the suffering of the poor and the most vulnerable.

“Finally, Congress calls on all its affiliates to counteract all propaganda directed against Venezuela as prejudicial to implementation of the progressive policies everywhere, including Britain. Solidarity with the Venezuelan people is crucial.”

Emergency Resolution no. 2 - Kurdish Hunger Strike

“That this Congress notes the ongoing campaign of hunger strikes by over 7000 Kurdish prisoners and activists in support of the ending of the

isolation of Kurdish political leader, Abdullah Ocalan, held in a Turkish prison. This isolation contravenes European Human Rights legislation, the UN Mandela Rules for the minimum treatment of political prisoners, and Turkey's own constitution.

"Congress also notes that Ocalan has made repeated attempts to negotiate a peaceful and respectful future for the Kurds in Turkey, and considers his role vital to any peace settlement between the Kurds and the Turkish Government, as evidenced by STUC support for the Freedom for Ocalan campaign.

"Most of those on hunger strike are political prisoners in Turkish jails, where their protest is met by a harshening of the prison regime, but there are individuals and groups in many of the places where Kurds have settled.

"The hunger strikers have taken this extreme step because all other measures have been ignored. They are calling on the world to take action to support basic human rights. They are prepared to take their hunger strike through to the end. They do not want to die, but time is running out.

"Congress urgently calls on the STUC General Council to:

- write to the Council of Europe demanding that they take action against Turkey unless it addresses the human rights' abuse that denial of access to lawyers represents;
- write to the European Committee for the Prevention of Torture, urging them to fulfil its role and put pressure on Turkey to respond to this basic human rights' demand;
- write to the UK Foreign Minister, requiring him to put pressure on Turkey, both directly and through the Council of Europe; and
- inform trade union members about the hunger strikers and their demand, and encourage supportive actions."

Emergency Resolution no. 3 - Recent Public Sector Terms & Conditions Ballots in Dundee

"That this Congress notes that earlier this month, members of GMB, Unite and UNISON, employed by Dundee City Council and Leisure & Culture Dundee, returned positive consultative ballot results of between 84% and 94%. They had been asked to indicate willingness to take

industrial action in defence of terms and conditions being attacked by their employers.

On Monday 18 February, Dundee City Council Senior Management had effectively told union representatives that they wouldn't negotiate with them on proposed changes, because the unions wouldn't agree! Management took their changes straight to the Councillors, who voted them through as official policy. Leisure & Culture Dundee management tagged along.

“Before 18 February employees had:

- three years pay protection (cash conservation) if downgraded or moved to a lower paid post through no fault of their own;
- access to flexible retirement; and
- a guarantee not to be made compulsorily redundant.

Now staff have none of these things, because Dundee City Council thinks they only deserve:

- one year's pay protection - three years at least gave those effected a chance to adjust finances and maybe retrain to get back up to their original pay level - but one year makes these much less achievable;
- flexible retirement restricted to the last 2 years before full retirement - flexibility can help in a number of ways: it may assist an employee in caring for a partner or relative and it may help render an employee's health or other issue more manageable, allowing them to choose to work on, however, now unless these or other circumstances occur within two years of final retirement, employees can't benefit; and
- to be vulnerable to compulsory redundancy.

“Congress wholeheartedly supports the workers involved and calls on Dundee City Council and Leisure & Culture Dundee to reverse these changes forthwith.”

Emergency Resolution no. 4 – College Lecturers’ Ongoing Dispute over a Cost of Living Pay Rise

“That this Congress expresses its support for college lecturers in the ongoing dispute over a cost of living pay rise for college lecturers. Congress notes the continued intransigence of the employers, which has failed to engage in meaningful negotiation to find a resolution to a dispute which college lecturers and students want to see resolved.

“Congress rejects the attempts by Colleges Scotland to conflate equal pay with a cost of living pay rise and notes that those FE lecturers who received an increase through pay harmonisation, had been significantly underpaid for a number of years. Having won equal pay, lecturers should not now be penalised by being denied a fair cost of living pay rise.

“Congress is concerned to note that Colleges Scotland recently presented misleading information about the costs of national bargaining and the value of the lecturers’ pay claim whilst at the same time seeking to undermine the principles of collective bargaining by writing directly to EIS-FELA members in connection with the dispute. This is not the conduct which Congress would expect of a public body, responsible for delivering public services and in receipt of public funding; nor is it reflective of the principles of the Fair Work Framework, supported by the Scottish Government.

“Congress congratulates EIS-FELA on its success in recent statutory ballots and on its solid display of sustained industrial action. Congress offers continued solidarity to striking FE lecturers.

“Finally, Congress recognises that colleges are part of our public sector education system and that the Scottish Government has a responsibility to both lecturers and students. Congress therefore calls upon the Scottish Government to hold Colleges Scotland to account and to intervene in an effort to resolve the dispute.”

Emergency Resolution No. 5 - Angus Council

“That this Congress sends its support and solidarity to Unite members involved in industrial action at Angus Council. Congress notes the dispute relates to the imposition of changes to the terms and conditions of 140 staff who work in environmental services. Congress shares the

concerns relating to the dangers of operating the household waste service safely and effectively, due to these changes, and the negative impact on work-life balance, due to the extension of working hours. Congress also notes the subsequent difficulties for workers using public transport, due to these extended hours. Congress urges Angus Council to re-engage with Unite in order to find a resolution to this dispute.”

Emergency Resolution no. 6 – Stop the Deportation of Bamidele Chika Agbakuribe

“That this Congress notes Bamidele Chika Agbakuribe, a blind Nigerian student, is facing deportation after the University of Dundee cancelled his student status. Congress also notes:

- the submission of an appeal against the ending of his student status by Positive Action in Housing (PAIH) on 11 April;
- that Bamidele came to Scotland, with his family to pursue his education prior to returning to Nigeria, aimed at improving the educational opportunities for education for blind students;
- the intervention by his local MSP and his campaign led to his deportation being delayed from 25 March to 5 June, but his and his family’s threatened deportation is still due to take place; and
- UCU Scotland’s calls for an end to his deportation and Dundee University UCU’s call on the University of Dundee to reach an agreed settlement with Bamidele.

“STUC believes:

- the toxic racism of May’s hostile environment and the Home Office Prevent agenda makes international students vulnerable if their studies face any problems; and
- public bodies, such as Universities, are increasingly forced to act in an institutionally racist way in order to comply with Home Office policies.

STUC resolves to:

- support Bamidele’s right to stay in Scotland to complete his and his family’s education;
- call on the University of Dundee to reach an agreed settlement of the appeal raised by PAIH;

- call on the Home Office to withdraw its deportation order; and
- call on the Scottish Government, and John Swinney MSP as Education Minister, to mediate between the University of Dundee and PAIH to reach an agreed settlement with Bamidele.”

Emergency Resolution no. 7 - Opposing Anti-Women and LGBT+ Laws in Brunei

“That this Congress condemns the actions of Brunei who, at the start of April, introduced legislation which will see those found guilty of same sex acts or adultery being sentenced to death.

“Congress agrees these laws are regressive and will have a detrimental impact on women and LGBT+ communities across Brunei.

“Congress affirms our support for the human rights of women and LGBT+ people to live free from persecution around the world, regardless of their sex, gender identity and/or sexual orientation.

“Congress, while condemning Brunei’s actions, also condemns those seeking to further Islamophobia and/or anti-Muslim sentiments, whether in the UK or around the world.

“Congress agrees these laws should be reversed as soon as possible to protect both the women’s and LGBT+ communities in Brunei.

“Congress calls on the STUC General Council, working with appropriate STUC Equality Committees, to:

- release a statement in support of women and LGBT+ people in Brunei and condemning the recent changes in law which have been introduced;
- lobby the Scottish and UK Government to apply political pressure on Brunei in order to reverse the recent changes in law and to offer assistance to anyone who may be at risk due to these changes and is attempting to leave Brunei;
- work with affiliates to highlight the situation in Brunei amongst their memberships and highlight steps that members can take to lobby their elected representatives in order to put pressure on Government to act;

- write to The Brunei Project (a human rights group) expressing our solidarity and for more information on how we can assist with campaigning against these oppressive laws; and
- work with international trade union structures to maximise the pressure being placed on Brunei in opposition to the recent changes in law.”

Emergency Composite A – Offshore Helicopter Safety

“That this Congress pays tribute to the memory of the thirty-three offshore workers and crew, who have died in accidents involving Super Puma helicopters in the UK and Norwegian sectors of the North Sea since 1 April 2009.

“Congress is dismayed that on 28 March 2019 in a statement in answer to a question in the Scottish Parliament the Minister for Energy, Connectivity and the Islands refused to support an independent public inquiry into offshore helicopter safety despite the Transport Select Committee recommendation of 2014.

“Congress believes such an inquiry is essential, due to the ongoing decline in offshore workers’ confidence in the safety of offshore helicopter operations.

“Congress is concerned that the Fatal Accident Inquiry (FAI) process is not an effective means of restorative justice for the families affected by offshore helicopter incidents; neither does the FAI process offer meaningful safety lessons for the wider industry that could contribute to tackling workers’ loss of confidence in the safety of offshore helicopters.

“Congress is also concerned that this lack of justice and the decline in worker confidence have coincided with safety improvement measures introduced by the Civil Aviation Authority’s CAP1145 in 2014, which recommended self-regulation on the issue of commercial pressure.

“Congress, therefore, welcomes the recent cross-party support from SNP, Labour and Lib Dem MPs for the parliamentary motion tabled on 8 April 2019, calling for an independent public inquiry into the safety of offshore helicopter transport.

“Congress urgently calls on the STUC General Council to:

- write to the Scottish Government, demanding that it gives its full support to the calls of offshore workers and their trade unions, for a full public inquiry to be held to consider the impact of commercial pressures on helicopter operations in the UK sector of the North Sea, in order to tackle the crisis of confidence amongst offshore workers in the mode of transport they rely on to get safely to and from work on North Sea oil and gas installations; and
- notify the relevant trade unions when this has been done and to communicate thereafter any response received to that letter from the Scottish Government, so that any possible further action thereafter can be considered by them.”

Emergency Composite B – The Caley Rail Works at Springburn and the Crisis in Scotland’s Rolling Stock Industry

“That this Congress notes the current crisis at Gemini Rail in Springburn Depot, the closure of which was announced by Gemini Rail services on 6 March 2019.

“Congress condemns the decision (reported on 4 April) by the Cabinet Secretary for Transport, Infrastructure & Connectivity, refusing to take the closure threatened Springburn rail depot, locally known as ‘The Caley’, into public ownership, despite the current owners indicating that they are inviting potential new owners to take over the site and are prepared to make a financial contribution to facilitate such a process.

“Congress believes the current crisis provides a strong example of the issues facing the industry and gives a clear indication of the changes that need to be made.

“Congress recognises that the work carried out in the depot is primarily the repair, maintenance and refurbishment of ScotRail rolling stock, but that all 70 train sets currently on order by ScotRail from Hitachi are for Electric Multiple Units, which Springburn cannot accommodate, due to lack of electrification.

“Congress is concerned that, as new rolling stock is introduced, the livelihoods of the skilled workforce, who have painstakingly maintained and refurbished the aged fleet, is increasingly under threat.

“Congress also notes the necessity of an integrated rolling stock strategy, which aligns protecting train manufacturing, maintenance and refurbishment and associated skills with train operations and infrastructure management and also ensures that the needs of the workforce, passengers and the wider socio-economic and environmental benefits to Scotland are recognised.

“Congress further notes that such a strategy will require significant investment in infrastructure and the development of industry-wide agreements, which not only adequately protect staff during future changes, but also preserve and enhance the skills base. Congress believes ultimately that a nationally-integrated railway under public ownership is the best way to achieve this.

“Congress supports the enhancement of the facilities at Springburn, including the electrification of the surrounding network, to connect the depot to the Glasgow and Edinburgh rail lines to secure future rail maintenance work. It is vital to ensure that employment and skills are not lost and that work, such as the fitting of Controlled Emission Tanks or other responses to policy changes can be undertaken in Scotland.

“Congress declares its full support for the union-led ‘Rally Roon the Caley’ campaign and urges the Scottish Parliament, the Scottish Government and the First Minister to immediately intervene to save Springburn and the current workers jobs and skills by ensuring that the depot is taken into public ownership.”

Emergency Composite C - Scottish Gas

“That this Congress notes the decision of Centrica to close the Scottish Gas City Park call centre site in Glasgow, resulting in hundreds of workers facing redundancy.

“Congress also notes that the closure of City Park includes the offshoring of Hive, which is a profitable and growing part of the business. Hive is a technology that is supposed to represent the energy future.

“Congress further notes with alarm with alarm attempts by senior management to move to a contractor based, casualised employment model for engineers.

“Congress condemns the decision of Centrica to award its CEO Iain Conn a 44% pay rise, announced the same week as the closure of City Park, in light with these changes.

“Congress also notes the failure of the renewables sector to deliver good quality jobs to workers in Scotland, despite earning millions from infrastructure investments by the Scottish Government.

“Congress calls on the Scottish Government to hold an inquiry into the offshoring of jobs in the energy sector, and the lack of commitment from companies both in the renewables sector and the traditional energy sector for a just transition.

“Congress affirms its support for the impacted workers at British Gas and any action they deem necessary to protect jobs, direct labour and to avoid compulsory redundancy.”

PAPER C

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STATEMENTS

General Council Statement on Brexit

After three years of negotiation and months of protracted and circular debates in the House of Commons, the damaging and increasingly ludicrous Brexit farce continues apace. With an extension until the 31 October now agreed, unless there is a change of approach, workers across the UK face six further months of damaging uncertainty which puts their jobs and living standards increasingly at risk.

It is now beyond doubt that the Tory Party has run the negotiation into the ground. Despite this, the Prime Minister's intransigence continues unabated as she leads her failed Government around in circles, showing no clear leadership or vision for the future.

At the time of the 2016 referendum, Congress resolved to support a 'remain' position while campaigning for the reform of the EU. Congress is clear that the Withdrawal Agreement is a bad deal which would deliver years of economic turmoil and pain for workers, while putting at risk the future of the Northern Ireland peace process.

Congress is concerned that the deal as currently constructed will lead to further economic hardship and renewed austerity. While this falls heavily on all workers, we are particularly concerned about the effects on women, ethnic minority workers, disabled workers, LGBT+ workers, and young workers.

Congress is also clear that no-deal is a catastrophe, the immediate impact of which puts at risk access to food and basic medicines and which creates unprecedented threats to jobs and living standards, and poses particular risks to our manufacturing base. Congress affirms that a no-deal Brexit must be avoided at all costs.

Congress asserts in the strongest possible terms its commitment to defend workers and their livelihoods, to create an economy with Fair Work and equality at its heart and to defend the hard won peace in Northern Ireland.

Congress calls for an immediate General Election to allow for a renewed democratic discussion around the approach to Brexit.

Congress further calls for:

- an immediate end to austerity and emergency funds to be made available to support workers whose employers' businesses are under threat due to Brexit related impacts, to protect jobs and avoid another great recession;
- a commitment from all political parties to maintain and advance workers' rights, consumer rights and environmental rights and to reject a future for the UK economy which seeks competitive advantage by undercutting Europe on tax and regulation;
- a commitment from all political parties to maintain the UK's membership of the Council of Europe and the Human Rights Act, and to protect the rights of EU nationals in the UK and UK citizens' rights in Europe;
- a commitment from all political parties to the devolution of employment rights;
- a newly elected UK Government to learn the lessons from the disastrous Brexit farce by being open and transparent, seeking agreement across the political spectrum, with a codified role for devolved nations, unions and employers through the renegotiation process, and a clear commitment to securing access to the single market.

Congress believes that any agreement endorsed by Parliament that does not meet the principles above should be subject to a confirmatory ballot. The form such a confirmatory ballot should take, including what should be on the ballot paper, would be dependent on what progress has been made in the negotiations and the support and legitimacy that any renegotiated deal commands, and the benefit it brings to workers.

Congress also recognises that some affiliates support the principle of a confirmatory ballot on any agreement.

General Council Statement on Just Transition

- The General Council recognises the imperative of reducing carbon in global and national terms. The IPCC's Special Report on Global Warming published in 2018, describes the enormous harm a 2°C rise is likely to cause, compared to a 1.5°C rise. The World Health Organisation estimates that by 2030, climate change will cause 250,000 additional deaths per year, due to malnutrition, malaria, diarrhea and heat stress. Indigenous, black and brown communities, especially our sisters from these communities, are at most immediate risk.
- Climate change will also exacerbate inequality in our society, as those least able to afford it face more flooding events, disrupted transport, power supplies, health care, water and food supplies. Droughts and storms elsewhere in the world threaten food availability and food security in Scotland, while air pollution impacts most on vulnerable members of the population in our most deprived communities.
- Action to reduce greenhouse gas emissions has the potential to boost our economy while improving the health of the Scottish population. For example, improving home insulation and investing in public transport can create jobs, reduce fuel poverty and lessen air pollution. Improvements in health will reduce the burden on the hard-pressed National Health Service.
- However, being a world leader in reducing emissions is only a credible and sustainable policy if it can be achieved without effectively offshoring emissions through substituting domestic production with imports.

This is particularly true where imported energy and goods involve high emission production processes and an increased carbon transport footprint.

- The international trade union movement was successful in winning reference to Just Transition in the Paris Agreement. However Just Transition is a much-used, but often ambiguous term. On the one hand, some environmental campaigners view it as means by which decisive action on climate change can or will be delayed. For many workers, who have experience of previous industrial transitions or are currently experiencing major job insecurity in energy intensive industry, it sounds like a hollow slogan which masks political inaction and policy failure.
- As a small but economically developed country, Scotland's overall contribution to global emissions is small in global terms but high in per capita terms. The General Council recognises that Scotland has a clear moral duty to meet its obligations. But to have meaningful impact, the trade union movement should act internationally along with other social partners to win the case for Just Transition action in major economies. Equally, a Scottish Just Transition will be significantly reliant on action across the UK. Many of the policy levers are reserved. Thus there needs to be a concerted campaign and unified Just Transition voice across the UK on public ownership, industrial policy and UK fiscal policy.
- Just Transition is a matter for all citizens and all trade unions. Every citizen is affected by climate change and climate change policy will impact to a greater or lesser degree, every job in Scotland. Not every citizen is an equal contributor towards global warming. The top 10% of income earners in the UK produce 5 times the emissions compared to the bottom 50%. The number of households in fuel poverty in Scotland is 24.9% or 613,000. The number of households in extreme fuel poverty in Scotland is 7% or 174,000.
- However there is a specific locus for energy workers and those in sectors where high quality, unionised jobs are at threat. Energy emissions have been the focus of much of the debate, with too little attention paid to other sectors. There is no shortage of voices believing they are qualified to say what energy workers and communities want and need but there has been too little attention paid to the views and expertise of workers themselves.

Trade unions are the best democratic vehicles for working people to collectively make their voices heard in public life and to defend their jobs. Trade unions are the only bodies with the expertise and experience to deliver fair change for workers.

- The scepticism towards Just Transition is a consequence of the process of de-industrialising Scotland. In this context empty promises to Scottish workers about the better greener jobs they could be doing, will be met by many with scepticism; particularly in energy intensive industries, including manufacturing, chemicals, steel, power, utilities and the North Sea. For example, some 2,900 new jobs which have been promised to the city of Dundee, for example, have failed to materialise, whilst the number of manufacturing jobs in that city has continued to decline.
- Scotland has not made sufficient progress in reducing emissions in agriculture, buildings emissions and transport. Scotland's emissions have reduced by 49% since 1990. However sectoral progress varies considerably. Emission cuts of 69% from energy and 73% from waste contrast with reductions of 28% from agriculture, 21% from residential, and just 3% from transport. Many of the gains made in energy have been a consequence of industrial decline rather than innovation and new growth.
- The UK Committee on Climate Change has found that climate change targets will not be met without the elimination of greenhouse gas emissions from UK buildings. It criticises serious gaps; retrofitting failures and lack of urgently needed funding, including secure UK Government funding for low-carbon sources of heating beyond 2021, and better resources for local authorities. Effective action in this policy area can sustain and increase employment. A Just Transition requires that these be good quality unionised jobs.
- No progress has been made in reducing climate-harming emissions from the transport sector which is now responsible for over a quarter of the UK's emissions. A just transition on transport provides the opportunity for job creation in engineering, manufacturing and public transport delivery. A nationally owned and integrated transport network is essential.

- The public sector has a key role to play. Workers are often the first to be exposed to the effects of climate change. Firefighters in Scotland are already dealing with a marked rise in extreme and unpredictable weather conditions, including floods and wildfires. The Scottish Government should bring forward proposals for a public sector-led climate change resilience strategy, with supporting programmes for building resilient infrastructure linked into changing lifestyles. Development of this must involve workers, through their trade unions.
- We require an urgent reassessment of policy in Scotland and the UK to ensure the domestic supply chain benefits from transitioning to renewables and decommissioning are captured within a wider industrial policy which prioritises investment, skills and the aggressive use of public procurement to protect jobs. This must include an active role for the Scottish Investment Bank, Publicly Owned Energy Company and the Infrastructure Commission. Fundamentally, Just Transition needs to be a matter which drives primary industrial and economic policy rather than a reaction to it.
- Previous transitions – particularly in the 1980s have failed because of the pattern of ownership in energy, transport and other industry. Public ownership is a vital component in delivering a genuinely just transition to a low carbon.
- The General Council supports the use of public funding, including the use of public sector pension funds, for the development of renewables. However the result of this should not be the enrichment of private companies. The returns from renewables must be redistributed from shareholders to workers and citizens and the financing of low-carbon energy developments through a flat-rate levy on bills should be reformed.
- Future development and innovation is by its nature uncertain. There is a high degree of risk. Market driven policies are not an effective way of managing this risk. There is a need for much greater investment in research and development funding. State-led public investment has led to the successful development of unproven technologies before, and must do so again. The higher and further education sectors must play a key role in this.

- The General Council restates its commitment to a balanced energy policy, and believes that this is essential to meeting these targets and objectives. However supporting a balanced energy policy does not in itself constitute a settled position on the future energy mix or the key investment decisions which might change the balance of supply.
- Whilst recognising the Scottish Government's opposition to new nuclear, the General Council notes that nuclear continues to be part of the future UK energy mix and that, as concern from emissions produced by other means increases, the case for new nuclear is likely to be the subject of ongoing debate.
- Offshore natural gas is the largest energy source for UK homes and businesses, providing heat, power and feedstocks for industry. The use of gas includes imported onshore (fracked) gas from the USA as well as imported offshore gas. 80% of homes currently use gas, and further expansion of the domestic gas network is likely in Scotland. Alongside the objectives of achieving lower and zero-carbon energy sources, governments must also ensure security of supply, meet requirements of industry, transport and infrastructure, as well as ensure affordability for the public. The implications of moving away from offshore gas as a core energy source require to be carefully and honestly debated. These include questions about whether gas is a suitable transition fuel; the potential for using existing infrastructure for a transition to low carbon hydrogen; and the implications of converting homes away from the use of gas.
- Meeting the 2050 emissions targets will require hard decisions. Those hard decisions will need to be accompanied by major government intervention and investment. Through good policy there is the potential to create thousands of new jobs. Meeting climate targets will only continue to be supported by the people if quality jobs are not replaced by poorer ones and if the cost burden does not fall on those least able to bear it. The trade union movement is the only place where we can bring together those who need good quality jobs and those who want to see a bright future for future generations. It is here that the debate needs to be held.

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MOTIONS REMITTED

Motion no. 7 - Just Transition

“That this Congress recognises the UK’s legally binding targets for a lower-carbon economy. Congress notes the steps that Scotland has taken to move toward a lower-carbon future.

“Congress also notes that over 80% of homes currently use gas, and that further expansion of the domestic gas network is likely in Scotland and, alongside the objectives of achieving lower and zero-carbon energy sources, governments must also ensure security of supply, meet requirements of industry, transport and infrastructure, as well as ensure affordability for the public.

“Congress renews its commitment to a balanced energy mix, and believes that this is essential to meeting these targets and objectives. Congress believes that such a mix must include investment in renewables, alongside new nuclear and low-carbon gas.

“Congress notes that ‘just transition’ is a much-used, but often ambiguous term, and there are no shortage of voices believing they are qualified to say what energy workers and communities want and need. Congress wholeheartedly believes that trade unions are the best democratic vehicles for working people to collectively make their voices heard in public life and to defend their jobs.

“Trade unions are the only bodies with the expertise and experience to deliver fair change for workers.

“Congress congratulates the work of GMB, Prospect, UNISON and Unite for their work in calling a UK wide just transition conference to ask members employed in energy precisely what they, their communities and industries want and need from an energy sector of the future.

“Congress also believes that the views of workers affected, as expressed through affiliated trade unions, should be paramount and central to development of all STUC policies on energy, industrial strategy and climate change, and that the STUC should develop a political and lobbying strategy led by the voices and experience of energy unions and their members.”

Motion no. 8 - Scottish Renewables and Jobs

“That this Congress notes the establishment of the Scottish Government’s ‘Just Transition’ Commission and involvement of STUC.

“Congress considers that the process of de-industrialising Scotland is not new and understands that more empty promises to Scottish workers about the better greener jobs they could be doing, will be met by many with healthy scepticism; particularly in energy intensive industries, including manufacturing, chemicals, steel, power, utilities and the North Sea.

“Congress regrets that, since 2010, some 2,900 new jobs which have been promised to the city of Dundee, for example, have failed to materialise, whilst the number of manufacturing jobs here has continued to decline. Most promised jobs were in renewables, North Sea decommissioning, or otherwise, heralded by the Scottish Government as representing progress towards a low-carbon economy.

“With Scottish Labour and the Greens now advocating an acceleration of industrial policy to a zero-carbon economy, without credible plans to guarantee jobs, Congress reflects on the failure of efforts to bring work to Dundee and to other places, across Scotland, which have lost out during the rush for wind and the failure to secure a domestic industrial supply chain for the onshore wind industry - with large-scale manufacturing potential for offshore wind now realistically limited to the BiFab fabrication yards in Fife and Lewis.

“Whilst Scotland was promised a bright green future by Alex Salmond as the ‘Saudi Arabia of renewables’, the reality behind the hot air has been missed economic and employment benefits for working class communities and foreign-built infrastructure erected on Scottish hillsides, largely paid for by taxpayers and the poorest bill payers via the flat-tax renewables levy.

“Congress encourages trade union representatives involved in the ‘Just Transition’ Commission to challenge the acceleration of industrial decline and to defend the interests of union members by robustly opposing another decade of missed opportunity.”

Motion no. 9 - Just Transition Campaign for Scottish Climate Change Resilient Public Sector Infrastructure

“That this Congress notes that the Aberdeen Trades Union Council recognises that Scotland and the wider UK urgently needs to establish national, regional and local public sector infrastructure, climate change resilience strategies and put funding programmes in place to prevent the loss of key services and the associated impacts upon our communities.

“It believes that putting profits before people has resulted in the climate change crisis that is sweeping the world, as heavy rain and strong winds disrupt transport, power and water supplies. Droughts and storms elsewhere in the world threaten food availability and food security, the last thing people on low incomes need in Food Bank Britain.

“The climate change crisis is affecting working people, as they struggle to deliver and maintain services within an infrastructure that is not geared up to the rapidly changing weather. Climate change will exacerbate inequality in our society, as those least able to afford it face more flooding events, disrupted transport, power supplies, health care, water and food supplies.

“Climate change has the potential to marginalise people, break up families and ruins communities here in Scotland, just as it has elsewhere in the world.

“A 21st century public sector-led climate change resilience strategy, with supporting programmes for building resilient infrastructure linked into changing lifestyles as part of a just transition, will deliver a more resilient and equal society in Scotland and the UK.

“Congress calls on the STUC General Council to:

- continue to engage with the Scotland Just Transition Commission to seek a climate change resilience strategy and infrastructure funding programme; and
- engage with Scottish and UK trade unions, Trades Union Councils, the UK and Wales TUC, environmental groups and People's Assemblies, to build a broad coalition to support a campaign for climate change resilient public services infrastructure.”

Motion no. 10 - Climate Change

“That this Congress notes recent reports and the results of the climate change summit that state that we are not doing enough to reduce our use of carbon fuels to limit world temperature rises to less than 3 degrees. There is currently a huge gap between world political leaders’ rhetoric and the action that is urgently needed.

“Commitments made during the Paris talks, even if they were respected/implemented, will keep us on a catastrophic path to 3 degrees global warming.

“Government and private investment in fossil fuels continues to be made at the expense of alternative sustainable energy. Yet, with international cooperation, the target of a cap of 1.5°C warming is achievable.

“Congress calls on the STUC General Council to increase campaigning within the movement, with governments and generally for:

- reducing timescales for meeting Scotland’s zero carbon targets;
- rapidly expanding the network of fast recharging points to allow travel to all corners of Scotland;
- investment in hydrogen production, which allows a probable alternative solution for ships, aeroplanes and heavy vehicles;
- encouraging affiliates to adopt a stricter criteria for investment strategy and disinvestment in companies, banks and other organisations that fail to diversify their activities, to encourage investment in renewables to make sure transition happens; and
- an end to importing high carbon-producing items from high polluting countries or, as a poor substitute, impose high import taxes, thus showing our commitment to a low carbon planet.”

Amended Motion no. 13 - IPCC Special Report on Global Warming

“That this Congress notes that the IPCC’s Special Report on Global Warming of 1.5°C, published in 2018, describes the enormous harm a 2°C rise is likely to cause, compared to a 1.5°C rise, and told us that limiting global warming to 1.5°C may still be possible with serious action taken by our society. Congress also notes natural disasters, epidemics/pandemics and war impose serious challenges to communities and public service workers, especially first responders and frontline workers.

“Indigenous, Black and brown communities are most at risk. Refugees and migrants are placed in evermore precarious circumstances and the communities and public services that receive them, often impacted by ‘man-made’ disasters, such as austerity, privatisation and lack of trained workers.

“Congress believes in taking a strong stand against world leaders, who express climate denial, undermine international action and cause divisions. The French President’s decision to increase fuel taxes - aimed to make the poor pay for transitioning to ecological capitalism - has led to the emergence of the yellow vest movement, at risk of co-option by fascists and nationalists using the movement as a platform to advance their political agendas.

“At home, we risk Brexit undermining UK measures to reach carbon reduction targets and the Extinction Rebellion movement failing to link climate change to capitalism and colonialism. Congress also believes the consequences of global temperature rising above 1.5°C are severe and trade unions have a vital role in this action, rooted in workers' rights and social justice.

“Congress calls on STUC General Council to:

- consult with all affiliates to seek input into the development of a cross-sector industrial strategy based on Just Transition principles that works towards delivering internationally agreed greenhouse gas emission reduction targets;
- advocate for workplace environmental reps; and

- investigate the long-term risks for pension funds investing in fossil fuels, promote divestment, including through initiatives such as UNISON's Local Government Pension Funds: Divest from Carbon Campaign, and alternative reinvestment in the sustainable economy."

Motion no. 46 - Set No Cuts Budgets – Fight to Win Back Stolen Funds

"That this Congress notes and condemns the continued austerity cuts being implemented by the Westminster Tories, with horrendous consequences for jobs, workers' pay and public services. We also note the particular savagery of cuts to local government budgets.

"Congress calls on all anti-Tory MSPs and councillors to stand in defiance of all cuts, using the anti-austerity mandate won in previous elections to refuse to implement budget cuts, either at Scottish Government or council levels.

"We demand that the Scottish Government, in its forthcoming budget, set out a No Cuts Budget and mount a campaign of publicity and mobilisation of the trade unions and communities, including user groups, to demand back some of the £billions stolen by Westminster to balance the books.

"Likewise, we demand that councillors refuse to implement cuts and campaign for adequate funding of Holyrood to save all jobs, services and wages.

"Congress calls on the STUC General Council to pledge to support and help coordinate publicity, demos and action by affiliated unions in pursuit of the funding to halt any further cuts, as the first step towards reversing decades of assaults on jobs, wages and services by successive administrations."

Motion no. 48 - Local Authority Investment in Armament Firms

"That this Congress condemns the substantial investment by two Scottish local authorities in arms firms supplying weapons and military training to the repressive Saudi regime.

“More than half a billion pounds of council workers' pension contributions, it has been revealed via freedom of information enquiries, is invested by British councils in BAE Systems, Airbus, Lockheed Martin, Raytheon and Northrop Grumman. All five companies profit from the sale of arms to the Saudi Government – arms which have been identified as being used against civilians in Yemen, playing a crucial role in creating the worst humanitarian crisis in the world.

“The City of Edinburgh Council tops the list. The latest available records show that it had an annual investment of £85.2m in Lockheed Martin, Northrop Grumman and Raytheon, generating a dividend of £3.8m. The Strathclyde Pension Fund, administered by Glasgow City Council, is also in the top ten, investing £18.8m.

“Congress believes that the pensions of local authority workers must be ethically funded, and requests the STUC General Council to call on and campaign for Edinburgh and Glasgow Councils to immediately disinvest from the above-mentioned companies.”

PAPER E

2019 ANNUAL CONGRESS

MOTIONS WITHDRAWN

Motion no. 47 - The Need for Ethically Funded Pensions of Council Workers

“That this Congress recognises that the NUJ in Scotland, mindful of the brutal killing of Saudi dissident journalist, Jamal Khashoggi, in Istanbul last November, was shocked to learn of the substantial investment by two Scottish local authorities in arms firms supplying weapons and military training to the repressive Saudi regime.

“More than half a billion pounds of council workers' pension contributions, it has been revealed via freedom of information enquiries, is invested by British councils in BAE Systems, Airbus, Lockheed Martin, Raytheon and Northrop Grumman. All five companies profit from the sale of arms to the Saudi Government, arms which have been identified as being used against civilians in Yemen, playing a crucial role in creating the worst humanitarian crisis in the world.

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“Congress believes that the pensions of council workers must be ethically funded, and asks the STUC General Council to call on and campaign for Edinburgh and Glasgow Councils to immediately disinvest from the above-mentioned companies.”

Motion no. 74 - An independent, Campaigning STUC – Renewed and Fit for the Future

“That this Congress recognises the hard work that is done throughout the year by the staff of STUC, under the guidance of the STUC General Council, to deliver on the priorities of Congress and to further the aims of STUC as an independent, campaigning trade union centre with the interests of working people, their families and communities at its heart.

“Congress acknowledges the long-term decline in the number of affiliates and of overall affiliated membership and the inevitable effect that this has had, over many years, on the processes, effectiveness and standing of STUC, and notes more recent efforts to address this with reform to the structure of the secretariat and the decision, reported to Congress last year, to sell the Scottish Trade Union Centre.

“Congress considers that it is for each affiliate to consider how they will meet the challenge of maintaining or growing their membership, but that the long-term challenges and opportunities, faced by STUC, must be met collectively.

“Congress, therefore, asks the STUC General Council to begin a process during 2019 of strategic review, which should fully examine the current and likely future demands on STUC, including the effectiveness of its current governance and decision-making arrangements, with the full participation of STUC staff, in order to ensure that STUC is transparent and accountable, well managed and fit for the future, and so that it is secured as Scotland’s independent, campaigning trade union centre, with a renewed strategic and leadership role, both within our movement and within Scottish society, ever ready to challenge power and injustice and to advance the cause of working people.

“Congress invites the STUC General Council to provide a report to Congress 2020 on the progress of this work.”