



126TH ANNUAL STUC CONGRESS

17TH – 19TH APRIL 2023

DECISIONS BOOKLET

(PLEASE RETAIN FOR FUTURE REFERENCE)

Complete Record of Motions / Amendments / Composites submitted for consideration at the 2023 Annual Congress and decisions recorded

Appendix A	List of Decisions
Appendix B	Resolutions adopted at the 2023 Annual STUC Congress
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**126TH ANNUAL STUC CONGRESS
17TH - 19TH APRIL 2023**

Appendix A

List of Decisions

COMPOSITES/RESOLUTIONS/MOTIONS	DECISIONS
COMPOSITE A (COVERING RESOLUTION NOS. 1, 5, 6 & AMENDED RESOLUTION 7) - FAIR TAXES TO FUND OUR PUBLIC SERVICES	CARRIED
COMPOSITE B (COVERING AMENDED RESOLUTION 2 AND RESOLUTION NOS. 51, 52,53 & 54) – DEFENDING TRADE UNION FREEDOM	CARRIED
COMPOSITE C (COVERING RESOLUTION NOS. 3 , 8, 9, 12, 13 & AMENDED RESOLUTION 11) – THE ENERGY CRISIS, CLIMATE CHANGE AND PUBLIC OWNERSHIP	CARRIED
COMPOSITE D (COVERING RESOLUTION NOS.	CARRIED

<p>14 & 15) –</p> <p>COST OF LIVING CRISIS</p>	
<p>COMPOSITE E (COVERING RESOLUTION NOS. 17 & 18) –</p> <p>DEFEND CULTURAL WORKERS – PUBLIC FUNDING FOR CREATIVE INDUSTRIES</p>	CARRIED
<p>COMPOSITE F (COVERING RESOLUTION NOS . 20 & 22) –</p> <p>NATIONALISATION OF RAIL SERVICES IN SCOTLAND</p>	CARRIED
<p>COMPOSITE H (COVERING AMENDED RESOLUTION 35 AND RESOLUTION NOS. 36 & 37)</p> <p>NATIONALCARE SERVICE</p>	CARRIED
<p>COMPOSITE I (COVERING RESOLUTION NOS. 38 & 39) –</p> <p>PUBLIC SECTOR PAY STRATEGY</p>	CARRIED
<p>COMPOSITE J (COVERING RESOLUTION NOS. 56 & 64) –</p> <p>EMPLOYER MISMANAGEMENT OF CONSULTATION PROCESS & DUTY OF CARE IN COST-OF-LIVING CRISIS</p>	CARRIED
<p>COMPOSITE K (COVERING RESOLUTION NO. 57 & AMENDED RESOLUTION 110) –</p>	CARRIED

EMPLOYMENT RIGHTS & RETAINED EU LAW (REVOCATION & REFORM) BILL	
COMPOSITE L (COVERING RESOLUTION NOS. 60, 61, 62 & 71) – FAIR WORK AND THE ECONOMY	CARRIED
COMPOSITE M (COVERING RESOLUTION NOS. 68 & 72) – SAFE TRAVEL FOR WORKERS	CARRIED
COMPOSITE N (COVERING RESOLUTION NOS. 75 & 79) – ANTI-RACIST WORKPLACES CONFERENCE	CARRIED
COMPOSITE O (COVERING RESOLUTION NOS. 84 & 85) – PROBLEM DRUG USE POLICY & SAFE CONSUMPTION FACILITIES)	CARRIED
COMPOSITE P (COVERING RESOLUTION NOS. 96, 97 & 98) – SOLIDARITY WITH PALESTINE	CARRIED
COMPOSITE Q (COVERING MOTION NOS. 100, 101, 102, 103, 104 & 105) WAR IN UKRAINE	LOST
AMENDED RESOLUTION 4 –	CARRIED

AN INDUSTRIAL STRATEGY TO GROW JOBS AND TACKLE THE COST OF LIVING CRISIS	
RESOLUTION 10 – DEFENCE PROCUREMENT	CARRIED
RESOLUTION 16 – RETAIL RECOVERY IN SCOTLAND	CARRIED
AMENDED RESOLUTION 19 – FREEPORTS	CARRIED
RESOLUTION 21 – CROSS BORDER RAIL SERVICES	CARRIED
AMENDED RESOLUTION 23 – PROTECTING PUBLIC FERRY SERVICES, JOBS AND SKILLS	CARRIED
RESOLUTION 24 – CALEDONIAN MACBRAYNE FERRIES – NO TO UNBUNDLING	CARRIED
RESOLUTION 25 – SCOTTISH CONTINENTAL EUROPE FERRY LINK	CARRIED
RESOLUTION 26 – MAINTAINING RURAL BUS SERVICES	CARRIED

RESOLUTION 27 – POVERTY AND EDUCATION	CARRIED
RESOLUTION 28 – A BETTER DEAL FOR WORKERS	CARRIED
AMENDED RESOLUTION 29 – SCHOOL AND PUBLIC LIBRARY SERVICES	CARRIED
AMENDED RESOLUTION 30 – INCLUSIVE UNIVERSITY CURRICULA	CARRIED
RESOLUTION 31 – AUTOMATION AND SKILLS	CARRIED
MOTION 32 – APPRENTICESHIPS	FELL
AMENDED RESOLUTOIN 33 – ACCESS TO FINANCIAL SUPPORT TO PART TIME STUDYING	CARRIED
AMENDED MOTION 34- RIGHTS AT WORK UNIT IN SECONDARY SCHOOLS	WITHDRAWN

RESOLUTION 40 – CRISIS IN SCOTLAND'S JUSTICE SYSTEM	CARRIED
AMENDED RESOLUTION 41 – PUBLIC SECTOR BUDGETS AND RESOURCING OF ASN	CARRIED
AMENDED RESOLUTION 42 – WORLD CLASS HERITAGE, SECOND CLASS PAY	CARRIED
RESOLUTION 43 – UP THE ANTE TO SAVE OUR NHS	CARRIED
AMENDED RESOLUTION 44 – NATIONALHEALTH SERVICE	CARRIED
RESOLUTION 45 - NHS SCOTLAND RECRUITMENT	CARRIED
RESOLUTION 46 – RECRUITMENT OF ALLIED HEALTH PROFESSIONALS (AHP) IN NHS SCOTLAND	CARRIED
RESOLUTION 47 – AFC PAY BAND DIFFERENTIAL	CARRIED
AMENDED RESOLUTION 48 – HEALTH & SOCIAL CARE	CARRIED
MOTION 49 –	LOST

COUNCIL CUTS	
RESOLUTION 50 – SCOTLAND'S PUBLIC BOARDS	CARRIED
AMENDED RESOLUTION 55 – P&O FERRIES – A YEAR OF SHAME	CARRIED
AMENDED RESOLUTION 58 – SHORTER WORKING WEEK	CARRIED
RESOLUTION 59 – FLEXIBLE WORKING AND RECRUITMENT AND RETENTION OF WOMEN WORKERS	CARRIED
RESOLUTION 63 – BEREAVMENT LEAVE	CARRIED
RESOLUTION 65 – THE FIRE BRIGADES UNION (FBU) DECON CAMPAIGN	CARRIED
AMENDED RESOLUTION 66 – LONG COVID IN THE WORKPLACE	CARRIED
RESOLUTION 67 – ONLINE ABUSE	CARRIED
AMENDED RESOLUTION 69 –	CARRIED

FREEDOM TO DISCONNECT	
RESOLUTION 70 – BODY WORN CAMERAS	CARRIED
RESOLUTION 71- ZERO HOUR CONTRACTS	CARRIED
MOTION 73 – A DUNDEE ROGUE EMPLOYER	WITHDRAWN
RESOLUTION 74 – CO-ORDINATING STRIKE ACTION	CARRIED
RESOLUTION 76 – EQUALITY POLITICAL EDUCATION	CARRIED
RESOLUTION 77 – JUSTICE FOR SHEKU BAYOH	CARRIED
RESOLUTION 78 – TACKLING THE FAR RIGHT – SUPPORT HOPE NOT HATE	CARRIED
RESOLUTION 80 – SYSTEMIC RACISM IN CRICKET	CARRIED
AMENDED RESOLUTION 81 – FIGHT RACISM IN	CARRIED

SCOTLAND	
RESOLUTION 82 – BUFFER ZONES	CARRIED
RESOLUTION 83 – NATIONAL SECURITY BILL	CARRIED
RESOLUTION 86 – PERIOD PRODUCTS (FREE PROVISION) (SCOTLAND) ACT 2021	CARRIED
RESOLUTION 87 – JOURNALISM IS NOT A CRIME	CARRIED
RESOLUTION 88 – OUR RIGHT TO KNOW – FREEDOM OF INFORMATION IN SCOTLAND	CARRIED
RESOLUTION 89 – GENDER RECOGNITION REFORM (SCOTLAND) BILL PASSING	CARRIED
RESOLUTION 90 – TACKLING DISABILITY AND EMPLOYMENT PAY GAP	CARRIED
RESOLUTION 91 – PAID EMPLOYMENT FOR PEOPLE SEEKING ASYLUM	CARRIED
RESOLUTION 92 –	CARRIED

RIGHT TO FOOD	
RESOLUTION 93 – UPRATING CARRIED	CARRIED
RESOLUTION 94 – LOOKING AFTER OUR CARERS – OUR UNSUNG HEROS	CARRIED
RESOLUTION 95 – SCOTTISH RADICALS	CARRIED
RESOLUTION 99 – AFGHANISTAN AND WOMENS EDUCATION	CARRIED
RESOLUTION 106 – JUSTICE FOR THE VICTIMS OF SPAIN'S FIGHT FOR DEMOCRACY	CARRIED
RESOLUTION 107 – AUKUS PACT	CARRIED
RESOLUTION 108 – FIFA WORLD CUP	CARRIED
RESOLUTION 109 – INTERNATIONALISM	CARRIED
AMENDED MOTION 111 – REFERENDUM THIRD	WITHDRAWN

OPTION	
<p style="text-align: center;">RESOLUTION 112 – URGENT NEED TO DEVOLVE EMPLOYMENT LAW TO SCOTLAND</p>	CARRIED
<p style="text-align: center;">EMERGENCY RESOLUTION 1 – GREEK RAIL DISASTER</p>	CARRIED
<p style="text-align: center;">EMERGENCY RESOLUTION 2 – CAMPAIGN FOR A CLIMATE EMERGENCY RESILIENT JUST TRANSITION</p>	CARRIED
<p style="text-align: center;">EMERGENCY RESOLUTION 3 – UNIVERSITY MARKING AND ASSESSMENT BOYCOTT AND PUNITIVE DEDUCTIONS</p>	CARRIED
<p style="text-align: center;">EMERGENCY RESOLUTION 4 – FIGHTING FOR THE FUTURE OF FE IN SCOTLAND</p>	CARRIED
<p style="text-align: center;">EMERGENCY RESOLUTION 5 – RIGHTS TO PROTEST IN IRAN</p>	CARRIED
<p style="text-align: center;">EMERGENCY RESOLUTION 6 – FIGHTING FOR TEACHERS IN HUTCHESONS GRAMMAR SCHOOL</p>	CARRIED
<p style="text-align: center;">EMERGENCY MOTION 7 – TRADE UNION</p>	LOST

SOLIDARITY	
EMERGENCY COMPOSITE A REFUGEES, THE PATRIOT ALTERNATIVE & THE NECESSITY OF RESISTANCE	CARRIED
EMERGENCY COMPOSITE B JUSTICE FOR COLOMBIA	CARRIED

Resolutions adopted at the 2023 Annual Congress

Appendix B

Composite A

(Covering motions 1, 5, 6, amended motion 7)

Fair Taxes to Fund our Public Services

“That this Congress notes the continual funding difficulties facing public services, with a consequent impact on both the quality of those services and the wages of those who deliver them.

“The difficulties in finding decent affordable housing contributes significantly to the recruitment crisis in many areas. This will only be resolved by a significant programme to increase raise the amount of socially rented housing and meaningful controls in the private rented sector.

“Congress believes pressure on our public services will further intensify due to an aging population, pay growth in the public sector lagging behind the private sector, and UK Government spending plans from 2025. This makes additional investment in Scotland vital.

“Congress acknowledges the significant impact that spending decisions made by the UK Government have on the money available to the Scottish Government and the limitations put on the potential revenue raising powers of the Scottish Parliament by the UK Treasury.

“However, Congress notes the significant potential that the Scottish Government has in making decisions about what revenue is raised in Scotland.

“Congress supports a more progressive personal taxation policy and believes the Scottish Government’s increase in income tax for higher and top rate payers is a small step in the right direction, but individuals with capital (i.e. wealth) and high incomes should pay even higher rates of taxation. Congress also believes that businesses and other organisations should pay a larger share of tax and other rates.

“Congress welcomes the STUC Report ‘Options for increasing taxes in Scotland to fund investment in public services’ published late last year and its conclusion that short-term and long-term- tax reforms that could deliver around £3.3bn of additional public investment in a few years.

“Congress also notes with concern the Audit Commission’s statement that “greater government financial transparency (is) needed” by the Scottish Government, including that the Scottish Government’s spending commitments need to be fully costed, and greater transparency is needed around how the Scottish Government reserves are used and on the Scotland Reserve.

“Congress calls on the STUC General Council to continue and expand its work relative to the recently published research in order to build a consensus across trade unions, civic society, and political parties, around the need to raise greater funding for public services through various revenue raising sources and to campaign for the Scottish Government to:

- raise spending on public services;
- increase its financial transparency;
- introduce a tax on wealth, implemented as part of the local tax system rather than a national tax;
- overhaul revenue raising on areas such as property, whether commercial, domestic, recreational, or vacant, to ensure that such revenue is progressive and fair;
- introduce a Land Value Tax for commercial land which should be paid by landowners and not passed onto tenants;
- replace Council Tax with a Proportional Property Tax;
- abandon the £270m economically unproven folly that is the small business bonus scheme;
- empower local government to both raise and retain more of its own revenue, through new measures to fairly raise money rather than sustaining services through regressive charging regimes;
- introduce production levies on industries with extraordinarily high profit margins; and

- campaign for the devolution of inheritance tax, national wealth taxes, and greater borrowing powers to the Scottish Parliament.”

Mover: STUC General Council

Seconder: UNISON

Supporters: Educational Institute of Scotland
East Kilbride & South Lanarkshire Trades Union
Council
STUC Youth Committee

Composite B
(Covering Motions 51, 52, 53, 54 and Amended Motion 2)
Defending Trade Union Freedom

“That this Congress believes we are witnessing a new era of industrial struggle as increasing numbers of workers take action to secure decent pay and protect their jobs, terms and conditions. Years of austerity, now compounded by the economic instability from Brexit, the pandemic and a deepening cost of living crisis have resulted in an increase and growing escalation of disputes across private, public and third sectors.

“Congress believes that public sympathy remains with workers despite the hostility shown by sections of the media towards unions and trade union leaders.

“Congress believes that this growing movement, and the significant wins that unions have delivered, running alongside a heightened political awareness is viewed as a threat to the power and narrative of the UK Government.

“Congress believes that the UK Government’s response to introduce further anti-trade union legislation, including restricting the right to strike, puts workers at risk of being sacked, and is a fundamental attack on trade union freedom and a violation of human rights.

“Congress notes although many of the proposals within the bill are vague, it’s likely that once passed, the UK Government will lay further regulations which will give further detail to numerous aspects of the legislation including how employers will decide who attends work while colleagues take part in strike action.”

“Congress notes that ‘The Independent Review of Electronic Balloting for Industrial Action’ was published in December 2017. A recommendation was made that e-balloting should be trialled in a non-statutory situation to investigate its suitability for use in the context of industrial disputes.

“Congress calls upon the STUC General Council to vigorously oppose any new anti-trade union legislation and campaign effectively:

- To lobby the Scottish Government to ensure that they explore all legal means for opposing the application of the proposed Minimum Service Levels Bill legislation in Scotland;
- for the repeal of all current anti-trade union legislation;

- for the devolution of employment law to Scotland;
- in support of the TUC, and TUC-affiliated unions, campaigns, and legal challenges to protect the right to strike and challenge the regulations on the use of agency workers to fill in for striking workers;
- In the event of a Labour Government elected in the next two years, Congress calls on that Labour Government to repeal all anti-trade union laws within 12 months of gaining office;
- for the introduction of a Bill of Rights providing positive employment and trade union rights – including strong rights to collectively bargain and to take strike action;
- for the Scottish Government, COSLA and all employers to respect collective bargaining arrangements where they currently exist;
- for the extension of collective bargaining in Scotland under the auspices of Fair Work;
- to ensure Scottish Government deliver on their commitment for Scotland to become a Fair Work nation by 2025;
- To produce an evidence-based report on digital ballots in non-statutory bodies; and
- To engage in social dialogue with members of the UK Parliament and Ministers to make the case for implementation of the recommendations contained within the Independent Review of Electronic Balloting for Industrial Action.”

Mover: STUC General Council
Seconder: Unite the Union
Supporters: National Union of Rail, Maritime, and Transport Workers
 Associated Society of Locomotive Engineers and Firemen
 Scottish Secondary Teachers Association
 Public and Commercial Services Union

Composite C

(Covering motions 3, 8, 9, 12, 13 and amended Motion 11)
The Energy Crisis, Climate Change and Public Ownership

“That this Congress believes that the current economic and climate crisis is in no small part due to the failure of the private sector.

“Congress notes that in the first half of 2022, Scottish Power made £925 million in profit, paid a director – reportedly to be CEO Keith Anderson - £425,000, yet bills rose by 119% since the start of the pandemic, resulting in unaffordable bills for millions of people, which disproportionately affects young people.

“Congress believes it is unacceptable that ordinary people are struggling to heat their homes, while fossil fuel-based energy suppliers and monopolistic distribution networks are making record profits.

“Congress notes that in the Highlands, which prior to the pandemic had 33% of householders and families living in fuel poverty, now has a majority doing so, despite providing a significant proportion of both Scotland’s and Europe’s renewable energy potential resource.

“Congress further notes that inadequate housing is responsible for almost a third of carbon emissions and that the STUC ‘Green Jobs in Scotland’ research report identified the potential of over 36,000 jobs being created through deep retrofitting of homes and buildings within two years.

“Congress believes the crisis in energy prices has exposed the weakness of the dependence on fossil fuels and demonstrates that the time is right for a green energy revolution.

“Congress further believes that to stop climate change, a wholesale reconfiguration of our energy system and an economy based on society’s needs, not profits will be needed. This should involve public ownership and public control of the key industries, such as transport, energy, utilities, and major industrial monopolies.

“Congress regrets that recent moves towards public ownership in Scotland, whilst supportable, have been a last gasp response to private sector failure rather than planned elements of a proper industrial strategy.

“Congress calls on the STUC General Council to campaign for democratic public ownership and an integrated industrial strategy which includes:

- large scale investment in public transport including a properly funded Scotrail and national ferry service;
- a publicly owned, democratically controlled energy sector, including public ownership of the energy suppliers and transmission networks, the nationalisation of the oil and gas sector, and a public energy company to lead the green energy revolution with guaranteed jobs and no loss of pay and conditions for workers moving over from fossil fuels to renewables;
- mass investment in home grown renewables to decarbonise energy supplies, with the creation of a public construction company in order to develop public ownership throughout the manufacturing, supply and distribution chains of offshore wind energy, build our infrastructure, build high-quality social housing and to carry out a mass insulation programme of existing buildings;
- Scottish Government funding for local authorities to invest in delivering a massive street by street municipal retrofit programme, and follow the example of North Ayrshire Council’s municipal solar and wind farm, as part of an effort to decarbonise public services as outlined in UNISON’s 2021 report Getting to Net Zero in Public Services;
- major investment in council home building, in ‘zero carbon’ homes, and in retrofitting that establishes a key delivery role for energy and local government workers, opportunities for apprenticeships and young workers, and, where private sector construction contractors are present, an extension of collective bargaining, ensuring that the terms of the Unite Construction Charter are applied;
- a return to the October 2021 energy rates, £1,277 price cap per household; and
- windfall taxes on the profits of the large energy providers.

Congress further calls on the STUC General Council to:

- support all energy workers in their fight for better pay and conditions, challenge all reforms to the energy sector which negatively affect jobs, workers’ rights or pay, and *lobby the Scottish and UK government* to ensure a Just Transition that guarantees employment, terms of conditions and skills for offshore energy

workers, including the delivery of an offshore training passport recognised in all sectors;

- provide resources, campaign training opportunities, and support for young people and others who wish to engage in leverage campaigns such as against companies like Scottish Power;
- support existing campaigns holding energy companies to account and provide greater links between such groups and relevant affiliates;
- increase the distribution of unions resources and political education to equip reps and activists to organise around the cost of greed crisis; and
- work with affiliates and others to develop a 'Right to Heat' campaign, end fuel poverty and ensure warm homes for all.

Mover: STUC General Council

Seconder: Unite the Union

Supporters: UNISON

Fife Trades Council

Inverness & District Trades Union Council

STUC Youth Committee

National Union of Rail, Maritime and Transport Workers'

**Composite D
(Covering Motions 14, 15)
Cost of Living Crisis**

“That this Congress notes that the exponential rise in energy costs, the highest interest rates in decades and the staggering increases in the cost of food are having a massive impact on our members’ standard of living. Following a decade of austerity, below inflation pay awards and pay freezes, in-work poverty is soaring and the attacks on jobs that workers are suffering requires the trade union movement to organise coordinated industrial action.

“Staff shortages in Scotland’s public services that are already struggling with the increased demands caused by the pandemic and by Brexit, are causing enormous stress and threaten the health and wellbeing of many thousands of people. “PCS recently surveyed over 2,300 Scottish devolved sector members about the cost-of-living crisis and the impact it is having on their lives. Findings show that PCS members are using foodbanks, relying on credit to pay for essentials and are worried about losing their homes.

“Congress congratulates all unions taking industrial action to fight back. We note that, despite a media onslaught, there is widespread sympathy for strikes. “Congress agrees that trade unions must lead the defence of working people in Scotland and across the UK and we call on the Labour party to support all workers taking strike action.

“Congress calls on the STUC General Council to:

- actively organise and support a united campaign of coordinated industrial action including convening a working group of unions in the public and private sectors to plan and coordinate action on pay and jobs;
- report progress in the campaign for joint action to affiliates on a monthly basis;
- to work with unions for a united front against the monopoly corporations responsible for this crisis and to expose the impact of Big Business profiteering on working class people and their communities and to launch united local campaigns against this profiteering.”

Mover: Public and Commercial Services Union
Seconder: Fife Trades Union Council

Composite E
(Covering motions 17 and 18)

Defend Cultural Workers Public Funding for Creative Industries

“That this Congress notes, on 15 December the Scottish Government announced the biggest cuts to the Scottish cultural budget in many years, with National Performing Companies’ funding remaining at a standstill and a 10% reduction to the Creative Scotland budget on 22/23 levels. This of course sits on top of a 10%+ real terms cut due to current inflation levels. “Any reductions in funding for arts and culture puts creative industries jobs at risk. The most recent data shows there’s 136,000 creative and culture sector jobs in Scotland, accounting for 5.7% of total jobs. These in turn support many 1000s more in the wider economy. For every £1 invested in the arts, up to £8 is delivered back into the local economy.

“Congress notes at a time when people are hurting from the cost-of-living crisis, the Scottish Government should be investing in arts and culture to demonstrate that it still values culture and the arts, and that it will provide security of work and conditions.

“Congress calls upon the STUC General Council to:

- support the ‘entertainment unions’ in their fight against further cuts to the arts in Scotland;
- demand an increase in public funding to support and develop the long-term sustainability of the creative industries and the economic, social and cultural benefits they provide to Scotland;
- support trade unions and trades councils to continue to make the case that state provision for culture is a vessel to make the arts more available to the working people of Scotland;
- demand the Scottish Government and Creative Scotland ensure that culture workers in Scotland are given the job security and conditions which gives them dignity in work;
- demand Fair Work conditionality on public funding being distributed to arts employers; and
- remember our motto – Bread and Roses – nothing is too good for the working class. We must fight notions of elitism, and fight to ensure culture is available in all parts of our lives.”

Mover: Equity
Seconder: Musicians’ Union

Composite F
(Covering Motions 20, 22)
Nationalisation of Rail Services in Scotland

“That this Congress pays tribute to rail workers in Scotland employed by Network Rail and the DfT managed train operating companies in the national rail dispute and commends their determination to protect their jobs, pay and conditions. Congress welcomes the Scottish Government’s intervention in that dispute.

“Congress welcomes that the ScotRail franchise has been operating in public ownership since April 2022 and also bringing the Caledonian Sleeper into public ownership in June 2023 and believes that this is the best model to deliver a safe, accessible and sustainable railway for Scotland, that delivers for passengers, not profit.

“Congress notes that the Scottish Government’s climate change commitments include a reduction in car usage of 20% by 2030.

“Congress believes that investment and expansion of Scotland’s railway is key to delivering the modal shifts needed to tackle climate change and calls on the Scottish Government to reverse cuts to ScotRail services and commit to keeping ScotRail ticket offices open.

“Congress therefore resolves to work with affiliates to campaign around these issues and calls on the STUC General Council to:

- Lobby the Scottish Government to commit to keeping ScotRail and the Caledonian Sleeper in public ownership and not consider awarding the service to any private operator in the future”

Mover: National Union of Rail, Maritime and Transport Workers
Seconder: The Associated Society of Locomotive Engineers and Firemen

**Composite H
(Covering Motions 36, 37 and Amended Motion 35)
National Care Service**

“That this Congress notes that Social Care in Scotland is experiencing a severe crisis.

“Congress notes that years of spending cuts and a race-to-the-bottom by private care employers on terms and conditions have resulted in a recruitment crisis within care and lower quality care provision due to profit being put before people.

“Congress also notes that the sector is unable to recruit and retain enough care workers because of the poor wages and conditions. It is unable to provide the service that the Scottish people expect and in some places the Integration Joint Boards are not meeting their statutory duties.

“The crisis of recruitment and retention can only be solved by better terms and conditions for social care workers.

“Congress believes that a National Care Service has the potential to improve care provision and the terms and conditions of those working in the sector, but that the Scottish Government’s current NCS Bill does not provide enough certainty to those working in the sector; and also believes that the lived experience of tens of thousands of dedicated social care staff – predominantly women and low paid – and ensure full trade union representation must be central to the creation and running of any NCS.

“Congress notes the Bill if passed will not set up a system like the NHS to directly deliver services; will fail to remove profit from care; will take powers and responsibilities away from local government and the NHS; that the Bill does not address the problem of unmet need; that the key interventions for driving up service quality and standards such as sectoral collective bargaining in social care and a National Social Work Agency and better resourcing, are not part of the Bill; that the Bill puts the future of up to 75,000 council workers and an unknown number of NHS workers into question; jeopardises future pension provision for staff who transfer out of local government or the NHS to whoever the proposed Care Boards issue contracts to, and risks damaging the pension funds of the remaining local government workforce; and that the lack of detail and reliance on post legislative regulations prevents proper scrutiny of the Bill.

“Congress calls on the Scottish Government to:

- deliver £15 an hour minimum for social carers and a proportionate rise for other sectoral staff;

- commit to implementing a working collective sectoral bargaining agreement within care by the end of 2023 which will ensure minimum terms and conditions across social care e.g. sick pay from day one, whilst still enabling workforces to negotiate with their own provider to improve their terms and conditions further

Further Congress calls on the Scottish Government to devise a National Care Service which will:

- remove profit from care;
- be designed through a process of genuine engagement with councils, unions, NHS, service users and their communities without the threat of transferring staff from local government or the NHS and based on the creation of a genuinely publicly owned National Care Service;
- be based around nationally agreed standards, employment conditions and resourcing;
- be delivered locally by councils and not-for-profit organisations working in partnership
- ensure all services commissioned under the NCS will guarantee union access and facility time; and
- commit to protecting the existing care services and terms, conditions and pensions of care staff employed by local government.”

Mover: UNISON
Seconder: GMB
Supporters: Edinburgh Trades Union Council
 Unite
 Glasgow Trades Union Council

**Composite I
(Covering Motions 38, 39)
Public Sector Pay Strategy**

“That this Congress notes the pressures gripping workers across Scotland during the cost-of-living crisis where austerity measures have had a negative impact on conditions of service and wages.

“The resources we need to do our jobs are depleted; the workforce is exhausted and the services that we work hard to deliver to the public are stretched to breaking point.

“Congress recognises the strength and solidarity demonstrated by unionised workforces who have rejected derisory pay offers from public sector employers and have secured strike mandates and taken industrial action to win improved pay offers.

“Congress notes that in many public sector pay negotiations, a failure of political leadership led to them lasting longer than they needed to.

“Congress notes the increase of £10.50 to £10.90 for social care workers by the Scottish Government which amounts to a mere 3.8% rise – the lowest pay award made by a governmental body for 2022/23 – and was awarded without direct negotiations with trade unions.

“Congress therefore calls on:

- the Scottish Government to develop a national public sector pay strategy in cooperation with trade unions which will ensure pay offers are timely, coherent, address the recruitment and retention crises in health and social care, and value workers across Scotland and
- the Scottish Government and the STUC General Council to campaign for public sector employers to ensure that fair pay and improved working conditions are prioritised in policy strategy and service delivery planning. This is the only way that our Public Sector will have a sustainable future.”

Mover: GMB
Seconder: Scottish Secondary Teachers Association

Composite J
(Covering motions 56 and 64)

**Employer Mismanagement of Consultation Process and Duty of
Care in Cost-of-Living Crisis**

“That this Congress believes it is incumbent on all to work collectively to address the current cost-of-living crisis for those in our communities and workplaces. Conditions in the workplace are intrinsically linked with the quality of life for people everywhere.

“However, in-work poverty, zero hours contracts, bogus self-employment, the rise of temporary work and agency workers have eroded the quality of life for working-class people. “Despite workers struggling to put food on the table, most employers have responded by worsening pay, terms and conditions to ensure profits and shareholder dividends are maintained - at the expense of those who generate this wealth.

“Congress believes that employers, who knowingly leave their loyal employees high and dry with no pay, redundancy, or other agreed payment through the consultation process, should be held to account through legislation that ensures that they are not fit and proper to take ownership/directorship of a company again.

“The impact this has on so many working families, especially during a cost-of-living crisis is further compounded by having to apply to government to access statutory redundancy, whilst owners and directors pay themselves bonuses before disappearing leaving a trail of destruction behind them.”

“Congress believes that working people should not be made to pay the price for this crisis and that employer responsibility extends beyond awarding sufficient pay rises to combat rising inflation. “Working through trade unions, employers should seek to provide increased hours where requested, while providing advice, support and education to workers to assist with the impact of this crisis. This includes introducing temporary measures and assistance initiatives to help ease the financial burden on employees.

“Congress believes employers must accept social responsibility for their workers and are calling on the STUC General Council to support trade unions who seek to take a partnership approach with employers to aid workers during the cost-of-living crisis with full assistance and support of the Scottish Government.”

Mover: Communication Workers' Union

Secunder: Bakers, Food and Allied Workers' Union

Composite K
(Covering motions 57 and amended motion 110)
Employment Rights and Retained EU Law (Revocation and Reform)
Bill

“That this Congress notes the disastrous approach of the UK Government, in its desperation to appease the hardest of Brexiteers, set out in the Retained EU Law (Revocation and Reform) Bill.

“Congress notes that the Bill will scrap over 2,400 pieces of EU legislation currently transposed into UK laws and that there is a lack of clarity from the Government as to which of these EU laws they will retain.

“Congress notes the repatriation to Westminster of a significant amount of legislation which was devolved to Holyrood during the UK’s membership of the EU. Furthermore, we note the substantial additional workload and resource drain created by the need to identify, quantify and risk assess UK and Scottish legislation in relation to this Bill.

“Congress notes the Institute of Employment Rights has said that the Bill is a disaster in the making and believes there is an existential threat to a huge range of hard-won rights for our members both as workers, but also as consumers, if this Bill is simply left to run its course. Congress notes that these rights range from employment rights, environmental protections, food standards including health and safety amongst others.”
“Congress expresses concern that the Government will use this Bill to reduce workers’ rights in relation to areas such as working time related entitlements.

“Congress calls on the STUC General Council to encourage affiliates to campaign against this Bill being used to reduce and, in some cases, eliminate workers’ rights.”

“Congress further calls upon the STUC General Council to engage with and lobby the Scottish Government to give tangible commitments that it will use all powers available to it to ensure that there is no diminution of worker or consumer protection as a result of the UK Government’s approach to this issue.”

Mover: Prospect Seconder: East Ayrshire Trades Union Council
Amender: Public and Commercial Services Union

**Composite L
(Covering Motions 60, 61, 62, 71)
Fair Work and the Economy**

“That this Congress recognises the recent economic crisis has accelerated industrial disputes with workers throughout both the public and private sector, including those in Creative Industries who have been dealt significant blows to their livelihoods in recent years.

“The response from employers has been a disgrace, with a series of excuses, union-busting tactics and targeting of trade unions and their members including implementing intolerable practices such as fire and rehire, union derecognition, bullying and intimidation, sexual harassment, along with recruitment of agency workers in an attempt to break strikes.

“Musicians’ Union campaigns Work Not Play, Fix Streaming and the Safe Space scheme have sought to raise the profile of some of these issues. Fair pay is important - but how we are treated at work is equally important. “Congress is further concerned that Fair Work will not be achievable or realistic for disabled workers by 2025 unless urgent and bolder mechanisms from employers are taken.

“Congress agrees with the concept of Fair Work but is alarmed that for some disabled people their basic human and workplace rights are not being realised or fulfilled, and that access to ‘Fair Work’ employment opportunities for disabled people is regrettably low. “Congress also notes that for some employers, equality impacts assessments and building accessible, inclusive, disability friendly workplace environments and embedding equality policies are seen as an additionality.

“Congress agrees that workers on zero hours contracts need some form of guaranteed income in terms of their working hours, a 30 hour per week guarantee would give many in this situation the opportunity to plan their living on a regular basis, rather than spiking one week, to next to nothing the following week.

“Congress believes that in order to achieve Fair Work for all, more equality representation should be considered, and those most deeply affected by workplace inequity should have a stronger voice on the Fair Work Convention and within Fair Work policy agenda.

“Congress calls on the STUC General Council to:

- escalate significant breaches of Fair Work to the Scottish Government:
- utilise relevant Scottish Parliament processes to ensure employers must appear before the relevant committee to be accountable for their actions in the timeliest manner:
- work with the creative unions to develop a Fair Work Charter for the Creative Industries:
- lobby the Scottish Government and Creative Scotland to put into place the appropriate measures and systems whereby organisations and individuals who engage cultural workers, do so under strict Fair Work conditionality, that appropriate support is in place for organisations to achieve this, and sanctions in place accordingly where they do not:
- work with the STUC Disabled Workers' Committee to ensure that a disabled worker has a seat on the Fair Work Convention:
- ask that the Fair Work Convention consult more often with disabled workers in Scotland”

Mover: **Communication Workers' Union**

Seconder: **Disabled Workers Support: Bakers, Food and Allied Workers' Union**

Supporter: **Musicians' Union**

**Composite M
(Covering Motions 68, 72)
Safe Travel for Workers**

“That this Congress notes that the health and safety of workers travelling to and from work, including staff working in the NHS and Musicians’ Union members, is not routinely taken into consideration.

“Congress notes that most of these workers are women who account for 85% of sole carers for children and 65% for older adults. This often requires their journey time to and from work to be as short as possible.

“Other factors making car travel necessary include:

- the lack of public transport at times when travel is required
- massive cuts in Government funding for transport has led to job cuts, railways being understaffed, inaccessible and unsafe which leaves women and other disabled nighttime workers in danger of sexual harassment or inadequate support to get home safely
- midwives and other staff who provide direct patient care often cannot guarantee to be able to leave at the end of their rostered shift thereby missing scheduled public transport

“Congress calls on the STUC General Council to:

- support the fight for more public transport funding to enable trains, bus services, train stations and other transport services to be staffed sufficiently at night-time, providing required support and protection to travelers;
- support trade unions and trades councils to lobby for improved mandatory training of bus workers to stop and report sexual harassment and assaults;
- demand the Scottish Government improves regulation/monitoring of private hire and taxi firms to make night-time travel safer;
- lobby for more legislation to ensure members are not working alone at night in unsafe working environments;
- join the RCM in campaigning for safer travel arrangements being addressed for NHS staff.”

Mover: Royal College of Midwives

Secunder: Musicians' Union

Composite N
(Covering Motions 75, 79)
Anti-Racist Workplaces Conference

“That this Congress believes it is not enough simply to be non-racist, but that we must all be proactively anti-racist and by extension so must our employers, educational bodies, and regulatory organisations.

“Congress notes the successful ‘Fighting for Anti-Racist Workplaces’ Conference organised with the TUC and Stand up to Racism on an annual basis in London as part of the UK-wide anti-racist work of trade unionists.

“Congress notes that the PDA union working with the PDA BAME Pharmacists’ network have created the Pharmacy sector’s first Anti-Racist Toolkit and are encouraging pharmacists and pharmacy employers in Scotland to utilise the toolkit to drive tangible change within their organisations.

“Congress encourages all members and affiliates to create anti-racist workplaces across Scotland. The PDA will freely share learning and work to facilitate other unions replicating efforts in their own sectors.

“Congress calls upon the STUC General Council to:

- support the STUC Black Workers’ Committee plans for a one day ‘Fighting for Anti-racist Workplaces’ Conference with, Stand up to Racism Scotland
- encourage affiliates and their trade union branches to send reps to this • support affiliates in their anti-racist efforts and for employers and organisations to be open and welcoming of these efforts and to engage with them fully and willingly.”

Mover: STUC Black Workers’ Conference
Seconder: The Pharmacists’ Defence Association

Composite O
(Covering Motions 84 and 85)

Problem Drug Use Policy and Safe Consumption Facilities

That this Congress notes that Scotland's drugs death statistics are a source of national shame. In the past four years in Scotland 5,120 of our people perished before their time directly due to their Problem Drug Use (PDU). Scotland is the worst performing nation in Europe when it comes to protecting vulnerable drug users from unnecessary death and is consistently failing to give them the opportunity to rehabilitate. It is to our shame that 247 Scots per million of population (ppm) die every year, many more than in Norway where no less tragically 85ppm die and even the rest of the UK, in England the death rate is 50ppm.

Congress notes the consistent long-term campaigning by interested parties in Glasgow and Edinburgh making the case for Safe Consumption Facilities (SCFs) to prevent drug deaths. Deprivation is the single biggest structural driver of PDU. PDU rates in Scotland's poorest areas are 17 times higher than in its least impoverished areas. That people with PDU who are criminalised are less likely to be able to mitigate the harms PDU presents to them. Yet still the status quo persists and benefits only those criminal individuals and gangs who profit from the sale of illegal drugs whilst leaving a trail of destruction behind them.

Congress calls upon the STUC General Council to:

- Support the urgent adoption of a public-health based approach, to tackle Scotland's drugs deaths emergency through the provision of SCFs for the purpose of immediate harm reduction;
- recognise the recurrence of homelessness, unemployment, poverty, and poor mental health as key indicators for predisposition of problem drug-use (PDU) and, as a result, the root cause of Scotland's drugs death emergency.
- Support the exploration of the provision of SCFs under devolved powers;
- work with the Scottish Government to redouble efforts to secure responsibility for drug policy from Westminster; and work with the wider UK trade union movement to ask an incoming Labour government to devolve relevant drug policy;

- work with Scottish Government, using the expertise of relevant health and social care unions, to support the changes required to reduce PDU and drug related deaths;

Mover: Pharmacists Defence Association

Seconder: Edinburgh Trades Union Council

**Draft Composite P
(Covering Motions 96, 97, 98)
Solidarity with Palestine**

“That this Congress notes, in November 2022, Dundee TUC sent the first ever delegation from a UK Trades Union Council to Palestine, meeting comrades from the PGFTU in Nablus and Ramallah and signing a Solidarity and Co-operation agreement. “The five delegates, members of GMB, Unite, FBU and CWU, saw at first hand the struggles of workers and their organisations trying to live under occupation and apartheid, arriving in Nablus just days after a number of the city’s young people were executed on its streets by the Israeli military.

“FBU comrades were able to announce to their counterparts in Nablus, the arrival next Spring of a donated fire engine and equipment, organised with assistance from the Scottish Fire and Rescue Service and the Scottish Government.

“Congress notes with concern and deep regret that the plight of the Palestinian people has deteriorated significantly over the last year. “2022 saw the number of Palestinians killed in the West Bank rise to 150, double that killed in 2021.

“In East Jerusalem settler housing units increased from 900 in 2021 to 3100 in 2022. “The Israeli Government has continued to close the Gaza strip borders reducing it to no more than a desolate prison state.

“The occupation has been made potentially even more brutal by the election of virulent anti-arab racist politicians who are now part of the Israeli Government. Itamar ben Gvir, has instructed police to remove Palestinian flags from public spaces, calling the displaying of the Palestinian national symbol an act of terrorism. Congress:

denounces the continuing Israeli Government’s occupation of Palestine;
defines its operation as Apartheid;

- sends solidarity to the Palestinian people and to the PGFTU;
- calls on the General Council to explore a formal Solidarity and Co-operation agreement with the PGFTU and investigate further practical expressions of support;
- reaffirms its support for the Palestinian people’s struggle for justice;

- ask all affiliates to join with the Palestine Solidarity Campaigns and to assist with the Boycott, Divestment and Sanctions campaign;
- fully supports practical solidarity projects such as the training of Palestinian firefighters and donations of fire and rescue appliances and encourages affiliates to follow suit.”

Mover: Dundee Trades Union Council
Seconder: Fire Brigades Union
Supporter: Midlothian Trades Council

Amended Resolution 4

An Industrial Strategy for Energy to Grow Jobs and Tackle the Cost-of-Living Crisis

“That this Congress notes the financial pressures workers across Scotland are facing due to the cost-of-living crisis – in particular the rising cost of energy – as many struggle to heat their homes and meet the costs of the basic necessities of living.

“Congress believes that to meet energy needs in Scotland and the rest of the UK an energy mix is needed which includes renewables, gas (including hydrogen), and nuclear; and that to achieve this energy mix requires the political will, public investment, and the active participation of workforces across the energy sector.

“Congress opposes the continued ideological opposition from the Scottish Government to new nuclear energy despite it being a firm, dependable and safe source of energy which also provides well paid, skilled domestic jobs; and believes that without a breakthrough in large-scale, economically viable storage technology that wind and solar power cannot be exclusively relied upon to meet energy needs. Nothing exemplifies this dogmatic, anti-evidence approach more than the Scottish Governments continued opposition to Small Modular Reactors (SMR) as not representing new technology, and will simply see high value, research and construction drops away from Scotland, to the detriment of workers and the economy.

“Congress believes that any ‘Just Transition’ should be accompanied with well-paid and skilled jobs here in Scotland which has not been the case, contract after contract in Scottish renewables has seen the lion’s share awarded to overseas manufacturers whilst domestic workers were overlooked and awarded crumbs.

“Congress therefore calls on the Scottish Government to form an industrial strategy for the energy sector which will:

- ensure an energy mix – including the expansion of new nuclear – which is more affordable to households and meets energy needs; and
- end the mass offshoring of green manufacturing jobs and ensures that a ‘Just Transition’ includes investment in Scotland’s

manufacturing capabilities and prioritises the jobs and incomes of workers in Scotland.”

Mover: GMB
Secunder: Prospect

Resolution 10

Defence Procurement

“That this Congress notes with concern the recent decision by the UK Government to outsource the construction of three major warships to the Spanish company, Navantia. It further notes the concerning position developing around the proposed Type 32 frigate, likely to be designed and built in Scotland, which looks likely to fall foul of the Government’s cost cutting measures.

“Across Scotland tens of thousands of high-quality, well-remunerated, jobs are supported by the defence sector, especially in shipbuilding and aviation.

“The decision being taken by the Westminster Government will put at risk thousands of these jobs. The award of contract to Navantia means that the Government seems much keener on pursuing a ‘levelling up’ agenda in Cadiz and Cartagena, than in Cowdenbeath or Cumbernauld. The lack of any meaningful criteria to support the ‘prosperity agenda’ in UK defence procurement rules, means that that ‘cheapest wins’ regardless of the benefit to the UK of placing contracts with UK, and especially Scottish, based suppliers.

“If work streams fail for Scottish shipyards and other defence contractors, the impact is felt more widely than in the defence sector. The sector is a provider of high-quality apprenticeships, many of whom go on to work in other sectors of the economy; some yards and contractors also cross subsidise work in other areas such as renewables, manufacturing, and transport. All of these would be lost or damaged if the Scottish defence sector contracts.

“Congress calls upon the STUC General Council to support Prospect’s call for a fundamental review of defence procurement to support the prosperity agenda, both in its work with the Holyrood parliament and in its work with UK ministers.”

Mover: Prospect

Resolution 16

Retail Recovery in Scotland

“That this Congress is deeply concerned that Scotland's retail sector is facing its biggest crisis in decades. Low economic growth and high energy costs, combined with deep seated structural issues such as the non-domestic rates system, are creating significant economic pressures for retailers. These increased economic challenges are likely to damage the job security of retail workers and bring about increased pressure for cuts to terms and conditions.

“At the same time, the sector and workforce is facing a number of wider challenges such as developments in automation/technology and the transition to net zero. Congress also notes that many retail workers, who are already low paid, are struggling with the cost-of-living crisis with incomes being severely eroded by inflation.

“Congress welcomes trade union involvement in the Scottish Government's development of their retail strategy and the establishment of the Retail Industry Leadership Group. However, we now need to ensure that this is followed by swift and meaningful action from Government to help support the sector, both in the immediate sense and in the future.

“Congress calls on the STUC General Council to:

- lobby the Scottish Government to implement immediate measures which would address the most urgent priorities facing the sector and its workforce as a result of the cost of living crisis;
- campaign to ensure that any immediate measures are supported by a further long-term strategy that deals with the fundamental and structural challenges within the sector, in particular non-domestic rates which already stand at a 23 year high;

- a coordinated approach to protect and create new jobs within the sector, particularly in the context of new technology/automation and the transition to net zero; and
- support USDAW's campaign for a new deal for workers as a key method of eradicating in-work poverty and tackling job insecurity.”

Mover: Union of Shop, Distributive and Allied Workers’

Amended Resolution 19

Freeports

“That this Congress notes the decision of the UK and Scottish Governments to award Green Freeport status to the Forth Valley and Cromarty Firth areas.

“Congress recognises that the freeport model threatens workers’ rights, safety and terms and conditions, while offering tax breaks and deregulation to transnational corporations. Rather than create jobs, as claimed, freeports could displace jobs from other areas. This fact, combined with the increased use of automation within freeports could result in a net loss of jobs caused by the freeport model, with communities suffering economic detriment while transnational corporations reap the reward of tax breaks and deregulation.

“The financial case for freeports remains unconvincing. Local authorities are enticed to make bids with the promise that they will benefit by keeping 100% of the non-domestic rates generated within the freeport area. Whether this potential local benefit offsets the loss of tax revenue nationally has not been adequately answered. Such a measure sets a worrying precedent for local government funding and puts local authorities in competition with one another, leading to a race to the bottom for working conditions, as councils court interested employers.

“For this reason, Congress calls on the STUC General Council to provide a report on the economic impact of the ‘green freeport’ model in Scotland.

“While the UK Government is pursuing freeports, their creation in Scotland is dependent upon local authorities supporting bids. Congress calls on the STUC General Council to lobby COSLA to have all local authorities declare opposition to the Freeport “model”, oppose job displacement and work with trade unions to ensure an extension of union recognition, collective bargaining and adherence to union negotiated rates of pay and conditions in existing Freeport areas’

Mover: **Edinburgh Trades Union Council**

Seconder: **Unite the Union**

Resolution 21

Cross-border rail services

“That this Congress notes with dismay, the appalling service provided by TransPennine Express and Avanti West Coast, two of the five cross-border passenger services to Scotland.

“A new report by Transport for Greater Manchester shows that whilst TransPennine Express have claimed that only about 5% of their services have been cancelled, by cancelling the service up to 22:00 the night before, they have avoided showing the true figure of timetabled trains that haven't run. This method, known as P-coding, has hidden between 250 and 450 cancellations per week. This means that between a fifth and a quarter of all TPE trains are regularly cancelled. Meanwhile just 41.1% of services arrive on time.

“In September, TransPennine Express cut timetabled cross border services to Scotland from 40 to 31.

“Avanti West Coast has slashed its timetables and has amongst the worst cancellation rate on our railway at 8% with only a third of trains that do run, arriving on time.

“Congress believes that cross border services are essential for Scotland's communities and economy. Therefore, the appalling service being provided by these operators to communities in Scotland is unacceptable.

“Congress is appalled that, adding insult to injury, the DfT paid Avanti more than £6.5m in 2021 for 'operational performance' and 'customer experience'.

“Congress therefore calls on the STUC General Council to lobby the Scottish Government to use every means possible to demand that the Department for Transport cancel Avanti and TransPennine Express' contracts.”

Mover: Associated Society of Locomotive Engineers and Firemen

Resolution 23

Protecting Public Ferry Services, Jobs and Skills

“That this Congress expresses alarm at the Scottish Government’s failure to procure sufficient new vessels on lifeline ferry networks which continues to be exploited by employers and industry commentators hostile to trade unions, equality, and public ownership.

“Congress welcomes the Scottish Government’s continued opposition to privatisation and unbundling ferry services on the Clyde and Hebrides network.

“Congress believes that CalMac operated lifeline routes should be protected from competition from private operators and is alarmed that the Transport Minister is considering proposals from the Clyde Catamaran group, a private sector consortium headed by Stuart Ballantyne who has expressed virulently anti-trade union and homophobic views.

“Congress notes that the current £900m Clyde and Hebrides contract expires in September and the 2015 contract between CMAL and Ferguson Marine contract for two hybrid vessels, partly fuelled by Liquefied Natural Gas (LNG) on the Ardrossan-Brodick and Uig Triangle routes, still have not been delivered.

“Congress notes Ernst & Young’s report to the Scottish Government on the future of ferry governance. Congress believes the report, ‘Project Neptune’ is designed to undermine the case for permanent public ownership and operation of lifeline ferry routes across Scotland by capitalising on passenger frustration at the declining resilience of a service provided through an ageing fleet.

“Congress calls on the Scottish Government and related bodies to replace the ageing fleet with ferries built in Scotland using Scottish supply chains; and to form an industrial strategy for manufacturing to guarantee a stream of work for shipyards such as Ferguson Marine to grow jobs in the sector.”

“Congress re-commits its support for the RMT’s ‘People’s CalMac’ campaign for publicly owned and operated lifeline services, new ferries designed and built in Scotland, greater investment in services and all passenger fares, a stronger voice for communities, passengers, and

increased employment for ferry staff on collectively bargained terms and conditions.”

Mover: National Union of Rail, Maritime and Transport Workers

Resolution 24

Caledonian MacBrayne Ferries: No to Unbundling of Services

“That this Congress notes with concern calls for the potential unbundling of Scottish Ferry Services on the Western Isles Ferry Routes.

“Congress observes that any such attempt to unbundle could jeopardise what little resiliency presently exists in the system. Also noting that many lifeline services are not profitable and would struggle to attract a commercial operator.

“Congress believes that unbundling would result in worse outcomes for many of the communities served by CalMac.

“Congress understands that unbundling would also likely result in worse outcomes for the Maritime Professionals working on board the services, by having a piecemeal employment approach that could commence a race to the bottom for terms and conditions of employment.

“Congress also understands that the Scottish taxpayer would likely be disadvantaged by needing to fund an operator of last resort for unprofitable routes.

“Congress notes that Project Neptune states any future ferry service provision should enhance ‘passenger experience, support local communities, be accountable and transparent’.

“Therefore, Congress calls for:

- the STUC and affiliates to resist all attempts at unbundling ferry services by the Scottish Government;
- the Scottish Government to invest in the vessels, infrastructure, and seafarer development required to operate a reliable and affordable national service; and
- for any changes based on Project Neptune to also take into consideration employment opportunities and employment

conditions, to ensure that any change is also for the betterment of those working to deliver future ferry services.”

Mover: Nautilus International

Resolution 25

Scottish Continental Europe Ferry Link

“That this Congress recalls a ferry service operated between Rosyth and Zeebrugge, Belgium from 2002 until 2018, and that during this period there were three different operators on what was the only direct ferry route between Scotland and Continental Europe.

“Congress notes that in 2019, Transport Scotland engaged with TEC Farragon-Offshore on the company’s proposal for a ferry service from Rosyth to Eemshaven, Netherlands; and that these discussions did not lead to an operational service.

“Congress notes further plans for DFDS to re-establish a direct ferry service from Rosyth to Continental Europe and that the service could be commenced as soon as this year.

“Congress believes that there is a clear need for a direct link for passengers and freight to deliver Scottish goods to mainland Europe. Particularly in light of Brexit and the need to enhance resilience for Scottish trade to be moved from Scottish ports, instead of being so critically dependent upon English ports such as Hull and even Dover to deliver goods.

“Congress recognises that transport by sea has a lower environmental impact per passenger or tonne of freight than road, rail or air.

“Congress commits the STUC General Council and maritime and shoreside unions to continue their engagement and support for re-establishing a Ro-Pax ferry service from Scotland to Continental Europe that will secure and guarantee essential trade and commercial links whilst creating quality skilled jobs on decent terms and conditions for local seafarers, dockers and the wider maritime cluster and improving sustainable, environmentally friendly and independent transport links.”

Mover: Nautilus International

Resolution 26

Maintaining Rural Bus Services

“That this Congress notes that due to Scotland’s geography, bus services to rural communities provide an essential and vital lifeline link to the more urban areas of Scotland.

“Some services provide links to our cities spanning various local authority’s areas.

“However, Congress also notes that recent fuel price increases have resulted in bus operators opting to reduce or remove completely some of these routes which are not deemed ‘profitable or viable’ due to this. Some have quoted ‘80% increases’.

“Congress is concerned that in the last year alone an increasing number of rural bus routes have been targeted for removal across Scotland.

“Congress is also concerned that some of the threatened routes were only previously given a year’s stay of execution last year via short term funding, when usually there is a commitment to 4-5 years’ service.

“Congress recognises that many of the routes previously under threat are now up for renewal again with little or no prospect of them being saved.

“Various tenders submitted have been told they ‘Do not represent best value for the service and other funding options will need to be considered.’

“Congress recognises the removal of bus services will impact on rural communities having reduced access to employment, education and essential services leading to further isolation and population decline.

“Congress calls for the STUC General Council to campaign:

- for more funding be made available to subsidise these rural bus routes in the short term;
- for public ownership of bus networks in the long term;

- to support these rural bus campaigns;
- for greater investment into rural public transport means throughout Scotland; and
- for every local authority to consult on and draw up plans for creating a municipal bus company that would operate bus routes on a not-for-profit basis that's able to prioritise the needs of rural communities.”

Mover: East Kilbride & South Lanarkshire Trades Union Council

Resolution 27 Poverty and Education

“That this Congress asserts that poverty has a lasting, damaging impact on the future life chances of children. Congress supports the Scottish Government’s national priority to reduce the achievement and attainment gap and the use of additional funding to do so.

“Congress strongly believes that Education, together with support from other services such as social work, social security and health, can transform the life chances of children and young people in poverty. Congress believes that this requires national strategic planning across a range of government portfolios and increased public investment.

“Congress notes that Covid exacerbated the effects of poverty for many families, with the cost-of-living crisis making life even more difficult. Congress expresses its concern that the Scottish Government did not ‘build back better’ after the Covid crisis.

“Congress remains concerned that poverty continues to disproportionately affect some children or households with protected characteristics, including women sole parents, disabled people, and people from Black, Asian and Minority Ethnic backgrounds.

“Congress also believes that the provision of class sizes with a maximum of 20 pupils and a weekly class contact of 20 hours for teachers will also deliver the best outcomes for all pupils, and particularly those disadvantaged by poverty.

“Congress believes that the provision of universal free school meals for school days and holidays would assist in reducing the poverty related achievement and attainment gap and calls on the Scottish Government to immediately honour its commitment to roll out free school meals for the whole primary sector and to make urgent provision for Secondary pupils.

“Congress endorses the view that the Scottish Government Education Reform programme could also facilitate disadvantaged pupils getting

improved and fairer outcomes, reflecting their ability rather than their backgrounds. Congress calls on the Scottish Government to work with teacher unions to jointly develop these reforms.”

Mover: Educational Institute of Scotland

Resolution 28

A Better Deal for Workers

“That this Congress notes that workers are facing the highest fall in living standards since records began, with wages not set to rise until 2027. Even before the cost-of-living crisis was coined, workers and their families were struggling and now with soaring prices the situation is looking increasingly bleak.

“Congress commends all workers taking action to defend their pay and conditions of service.

“Congress welcomes action undertaken by Scotland’s teachers who are demanding a better pay deal as part of a range of measures needed to ensure continued support of the profession in securing children’s education recovery.

“Congress calls on the STUC General Council to lobby government to develop fiscal and recovery strategies which place Fair Work at the heart of Scotland’s workplaces and economy, ensuring workers benefit from:

- a government that is on the side of workers;
- a real pay rise and programme of pay restoration for workers;
- enforcement of contractual working time;
- the right to switch off and disconnect from work at the end of the day and at weekends;
- trust in their professionalism, tackling cultures of micromanagement and surveillance;
- a workplace free from bullying, harassment, and abuse;
- respect, security, and dignity at work;
- decent sick-pay rights for all, including for those suffering from Long Covid;

- an end to racism and all forms of discrimination at work; and
- additional help for families struggling with the cost-of-living crisis.”

Mover: NASUWT

Amended Resolution 29 School and Public Library Services

“That this Congress affirms the critical role that school and public library services play in supporting children and young people’s literacy and enhancing the social and cultural dimensions of their lives.

“Congress notes that for the 1 in 11 children living in households with no books, school and public libraries provide a vital role in providing access to high quality reading materials.

“Congress further notes that the skills developed in school and public libraries stay with individuals including when accessing and succeeding in post-16 education, and that public libraries offer resources well used by students in both further and higher education.

“Congress is, therefore, deeply concerned by evidence of the restricted access children and young people have to school and public library services. Conference further notes the findings of research that a quarter of Scots state primary schools do not have a dedicated library area and more than 1 in 8 Scottish libraries have had to permanently shut their doors since 2010.

“Congress calls on the STUC General Council to:

- campaign for investment to ensure that every school in Scotland has access to good quality school library services including, where feasible, its own school library;
- set out standards of provision that every school library and school library service should meet, including on the range and diversity of texts and access to the skills and expertise of qualified librarians; and
- support broader campaigns to increase funding for public library services and support campaigns against school and public library closures.”

Mover: NASUWT
Seconder: University and College Union

Amended Resolution 30 Inclusive University Curricula

“That this Congress believes that the panel of authors and perspectives studied for any given subject should be diverse and that history must be decolonised, action by some institutions to bring greater diversity and to decolonise their curriculum is welcomed.

“Congress also notes with concern that some professional training of what constitutes proper practice may not reflect the diversity of the Scottish population and recognises that such education can foster institutional bias in professional practice.

“Examples include health professionals being educated from resources that only ever show skin conditions on white skin and the erroneous belief that black patients have a higher tolerance to pain than white patients.

“Congress welcomes sector specific efforts, such as the PDA LGBT+ network who have been lobbying university pharmacy schools to challenge heteronormative education and ensure that planned learning for students includes LGBT+ specific health issues.

“Congress believes if future generations of learners of all university subjects are to be equipped to provide services to all members of the nation’s diverse population, such challenges should be undertaken across all curriculum.

“Congress therefore:

- calls upon the Scottish Government to work with the unions representing specific professions and university staff to engage with places of learning to establish an approach to identify and improve curricula to ensure inclusivity in all aspects of university education; and
- the STUC General Council to ensure that progress is reviewed annually until they are satisfied that education provided is fit and relevant for all.”

Mover: **Pharmacists’ Defence Association**
Seconder: **University and College Union**

Resolution 31

Automation and Skills

“That this Congress is deeply concerned by the vast developments in workplace technology and automation in Scotland. Prior to the pandemic, it was predicted that automation could result in 230,000 job losses across Scotland during this decade. Congress notes that more recent figures highlight the acceleration in automation with an estimated nine in ten employees needing to retrain by 2030.

“The Flexible Workforce Development Fund offers an opportunity to deliver the skills necessary to adapt to these changes. However, it’s clear that in its current form, the Fund is failing to deliver quality apprenticeship and training programmes for workers.

“Congress calls for the STUC General Council to urgently campaign for the immediate implementation of the following provisions to ensure workers can retrain and take advantage of the future world of work:

- significant and long-term investment in skills funding, including coordination of skills and adult education budgets across Scotland;
- removal of the current single site restrictions and an increase to the cap placed on individual firms. Workers should have the same opportunity to access the Fund, irrespective of the size of their employer;
- a review of the Retail Modern Apprenticeship to ensure a more agile and adult friendly system that fully supports adult apprenticeships;
- promote positive action to tackle under-representation, including calling on employers to report on what actions they are taking to promote inclusive training and skills provisions;
- the development of robust sectoral plans to support skills development across the whole of Scotland;
- deliver a legal right to paid time off for retraining to encourage not just specialised skills such as data science, but greater overall digital literacy as well as broader skills development across the workforce; and

- support a requirement under UK legislation for employers to consult on new technology, including the use of Equality Impact Assessments which employers must act upon.”

Mover: Union of Shop, Distributive and Allied Workers’

Amended Resolution 33

Access and Financial Support to Part Time Studying

“That this Congress celebrates the availability of part-time study at Scottish colleges and universities, which vastly increases access to further and higher education opportunities for people with dependants, for carers, for care-experienced young people, those living with disabilities, and for young workers in full-time work who receive no other financial support.

“Congress notes that the income cap for eligibility to receive a Part-Time Fee Grant from the Student Awards Agency for Scotland has not been adjusted for inflation since 2013. The income level of £25,000 set in 2013 would be equivalent to £32,268 in December 2022 according to CPI inflation, or £36,254 according to RPI inflation.

Congress notes that the Scottish Government’s higher education fair access work has primarily focused on full-time school leavers. While showing signs of success, congress believes that the appointment of the new Fair Access Commissioner is an opportunity to expand widening access targets to include part-time students and life-long learning.

“Congress recognises the additional impact of the cost-of-living crisis, with many workers within the aforementioned gap now unable to afford parttime tuition fees themselves, nor save enough money to achieve this in a reasonable amount of time.

“Congress condemns the fact that more and more workers, especially young working-class people, have been priced out of further and higher education in this way, and have been prevented from making the most of their skills and experience for no reason other than that they cannot afford to.

“Congress firmly believes that no one’s financial circumstances, personal background, carer or care-experienced status, nor any other involuntary factor should prevent them from pursuing further and higher educational opportunities.

“Congress calls for the Part-Time Fee Grant to be appropriately adjusted for inflation at long last and calls upon the STUC General Council to lobby the Scottish Government to this end.”

Mover: STUC Youth Conference
Seconder: University and College Union

Resolution 40

Crisis in Scotland's Justice System

“That this Congress notes that Scotland’s justice system is in crisis with members reporting unsustainable pressures in the Crown Office and Procurator Fiscal’s Service and the Scottish Courts and Tribunal Service. Scotland’s prisons are overcrowded and understaffed, violence against staff and other prisoners is rising and there is a drugs and mental health crisis.

“In the Scottish Courts and Tribunal Service, the Crown Office and Procurator Fiscal Service, the backlog of court cases that built up during the Covid Pandemic remains high and may not be cleared until 2026 at the very earliest. This backlog is not serving justice, wider society, victims or indeed the people who stand accused.

“Congress further notes that Criminal Justice organisations have warned about the impact of cuts to justice spending, with inflation meaning the justice budget for next year would see a real-terms cut across the sector. The Scottish Courts and Tribunals Service has warned cuts could reverse its efforts to clear the criminal case backlog, while the Scottish Prison Service said its proposed budget fell more than £40m short of what it required just to maintain existing services.

“Congress welcomes the initiative of PCS to commission a major report into Scotland’s justice system. The report will take evidence from members who work in all areas of the justice sector and make positive recommendations for change that will come from the real experts of our justice system; the workers within the system. The report will be published in the Autumn of 2023.

“Congress calls on the STUC General Council to:

- campaign for a substantial increase in criminal justice budgets; and
- call on the Scottish Government to increase levels of investment to better support the criminal justice sector.”

Mover: Public and Commercial Services Union

Amended Resolution 41 Public Sector Budgets & Resourcing of ASN

“That this Congress calls on the Scottish Government to meaningfully increase its public investment in all public services and calls upon the STUC General Council to mount a campaign to that end.

“The Scottish Government has a budget of over £59.7bn for 2023-24. Congress welcomes the increased spending on health and social care. However, Congress expresses its concern over the levels of Scottish Government funding provided to local government for other services. Scottish Government funding for local government has not risen at the same rate that Scottish Government revenue has risen, and many services, including education, have been adversely impacted as a result.

“The effects of long-term chronic underfunding in education are subtle, deep-rooted and iniquitous; impacting pupils and staff alike. Congress believes that school staff, including teachers, are overworked and overstretched; leading to higher staff turnover, increasing ill-health and lower morale.

“34% of pupils, many of whom also live in poverty in Scotland, have ASN. Congress asserts that to deliver inclusive education, all schools must be sufficiently staffed and resourced to meet each child's needs; all staff must have access to training and have protected allocated time to plan how to meet the individual needs of pupils; access to specialist colleagues and resources must be available when needed. Congress notes that an EIS report on ASN concluded that these requirements are not being met.

“Congress believes that ASN support, in particular, requires further investment with increased staffing and resources for pupils to receive the support and services they should have and need. Congress calls for increased funding and long-term planning with local government to increase ASN support to pupils, and to improve the professional support given to classroom teachers and pupil support staff involved in teaching pupils with ASN.

“Furthermore, Congress calls on the Scottish Government to develop a ring-fenced funding strategy for Additional Support Needs provision.”

Mover: Educational Institute of Scotland
Secunder: UNISON

Amended Resolution 42 World Class Heritage, Second Class Pay

“That this Congress notes the excellent work being done by Prospect in its ‘World Class Heritage; Second Class Pay’ campaign in highlighting the low levels of pay in Scotland’s heritage sector, the issues this causes in terms of recruitment and retention and the huge negative impact on Scotland’s vital heritage tourism sector.

“Across the UK the Heritage Sector is worth over £14 billion pounds, more than the value of the UK’s pharmaceutical industry or the value of farming, forestry and fishery, and nearly as much as the automotive industry.

“This is a high-skill sector, with work at the cutting edge of material science, building technology and climate science amongst others being undertaken, alongside more traditional roles such as education, archaeology, and conservation. Despite this, workers statistically across Scotland and especially younger workers, struggle in roles which do not meet the median average wage. Barely 25% of workers in the sector feel that their wages fully cover their household costs; some of our members surveyed are actively using foodbanks.

“If Scotland truly values its built and natural heritage, then it needs to ensure that this value is reflected in more than just glossy travel brochures and TV programmes, it requires ongoing systemic support for wages and conditions across the sector.

“Congress calls upon the incoming STUC General Council to publicise the situation facing heritage workers around affiliates and to continue to lobby and campaign with the Scottish Government to keep pay in the heritage and tourism sectors in the view of Ministers and Convene a roundtable discussion with relevant affiliates to discuss the potential for a future trade union led vision for the heritage and tourism sector in Scotland.”

Mover: Prospect
Secunder: Public and Commercial Services Union

Resolution 43
“Up the Ante” to Save our NHS

“That this Congress notes, the creation of the NHS in 1948 was, without doubt, the most important gain for the British working class in the 20th century. ‘From the cradle to the grave’ was its mantra, and it's as important today as it was in 1948.

“It must then follow, that the destruction of the NHS, or its slow death agony resulting in an impotent, ineffectual and unsafe NHS, would result in the greatest defeat for the British working class in the last 100 years.

“The British trade union movement has always been a champion of the NHS and Care Service, but we are now at a crossroads. The NHS is dying, and a truly publicly owned National Care Service is as far away as ever. The time has now come for trade unions and the STUC General Council to significantly ‘up the ante’ to demand and campaign for the replenishment and enhancement of our NHS with serious increased public funding.

“The STUC General Council’s urgent response should include the following:

- arrange a special meeting(s) to plan a Scotland wide Strategy to save our NHS and Care Services;
- the Strategy should include bringing together all trade unions and involve civil society groups in a Scotland wide campaign;
- the Strategy should go beyond the calling of demonstrations and rallies including, if necessary, supporting affiliates to coordinate industrial action including strike action; and
- the STUC should work with the TUC to link up this campaign on a UK basis.”

Mover: Glasgow Trades Union Council

Amended Resolution 44 National Health Service

“That this Congress recognises that the National Health Service and the Care System are in a precarious position. Decades of under-funding, creeping privatisation, corporate greed, lack of oversight, poor regulation public private finance initiatives and outsourcing of services contribute to this situation.

“Congress calls for a full public funding of a National Health and Care Service, free at the point of use.

“Congress also calls for robust audit and review of how all public money given to private contractors is used to achieve the desired ends.

“Congress calls for the creeping privatisation, internal markets, business style management and outsourcing of services to be reversed. Congress believes Public / Private Finance initiatives should be ended and steps taken to integrate medical supply and pharmaceutical care and provision back’ into the service.”

Mover: Midlothian Trades Union Council
Seconder: Pharmacists’ Defence Association

Resolution 45 **NHS Scotland – Recruitment**

“That this Congress acknowledges that the NHS in Scotland benefits from the contributions made by health care staff from across the world who train or work here.

“Furthermore, Congress acknowledges that until we can significantly improve our workforce planning and training that international recruitment will be a continued part of NHS Scotland workforce.

“In October 2022 the Scottish Government pledged £8 million to support boards in recruiting up to 750 additional nurses, midwives and allied health professional from overseas.

“In 2021/22 there was £4.5 million set aside for international nurse recruitment.

“While this recruitment is welcome it is vital that resources are put into supporting these international recruits into our NHS. We have a unique structure, and it can take time and training to adapt to. International recruits need supported and the staff supporting them need to be appropriately trained.

“Yet what we hear often from our members is when they ask for support it currently only exists for nursing staff and AHPs are left to find their own way.

“Our NHS relies on multi-disciplinary working, and if we are recruiting to the multi-disciplinary team from overseas then the same level of support must be available for all staff groups.

“We call on the STUC General Council to ensure during discussions they have with the Scottish Government they emphasise that support is appropriate and available for overseas recruitment for all professions. In addition, it is crucial that that data is gathered on capability and

disciplinary cases to ensure overseas recruits are adequately supported and not left to struggle in their role.”

Mover: The Chartered Society of Physiotherapy

Resolution 46

Recruitment of Allied Health Professionals (AHPs) in NHS Scotland

“That this Congress notes, AHP is an umbrella term for a range of professionals and includes registered practitioners and support staff. Allied Health Professionals are regulated by the Health and Care Professions Council and include professions such as Dietetics, Physiotherapy, Podiatry and Radiography.

“AHPs support people of all ages to live healthy, active and independent lives by using their expertise to diagnose, treat and rehabilitate people of all ages across health, education and social care.

“AHPs are the 3rd largest clinical workforce in NHS Scotland. There are currently 13,145 AHP’s employed in NHS Scotland. AHP vacancy levels within NHS Scotland are at a record high at over 9.5% compared to 4.2%, 10 years ago. Within some Health Boards vacancy levels for some professions can even be as high as 30%.

“This gap in workforce inevitably leads to delays in patients being able to be seen, delays in patients being able to be discharged from hospital and delays in patients being able to return to work. This leads to poorer patient outcomes, resulting in a greater cost to the NHS and wider society.

“NHS pay, workloads and working conditions are contributing factors to these all-time high vacancy levels but it is equally clear that we are not training sufficient students in Scotland to meet the needs of our NHS.

“Congress calls upon the Scottish Government to:

- increase the number of AHP student places available in Scottish Universities; and
- extend the current bursary scheme for student nurses, midwives and paramedics to all AHP professions.”

Mover: British Dietetic Association

Resolution 47
AFC Pay Band Differential

“That this Congress is well aware there is a training, recruitment and retainment crisis in NHS Scotland for all staff of all bandings and professions. We have hit a crisis point now where we need to increase the level of registered staff within the NHS to ensure we have safe staffing levels and provide the service all patients deserve within the NHS.

“The Royal College of Podiatry believes that the differential between the majority of pay bands needs to be addressed as each step taken up the ladder has a minimal difference in pay, but a huge difference in responsibility. We need to look at this as part of a recruitment plan for staffing within the NHS and to do this urgently as part of the future pay negotiations in Scotland. For example, within Podiatry if we want to encourage interest in moving from a non-registered post within the NHS, how can we do that when the difference between the top point of the Band 4 and the bottom point of the Band 5 is only £197?

“Congress asks that the STUC General Council supports all unions in their engagement with the Scottish Government and implement change to the pay band differential.”

Mover: The Royal College of Podiatry

Amended Resolution 48 Health and Social Care

“That this Congress notes:

- this winter the NHS in Scotland has faced unprecedented pressures, with hospital bed occupancy exceeding 95% (compared with 87% in January 2020);
- in January this year, over 1,700 people in hospital could not be discharged due to a lack of home care packages or beds in social care; and
- steps taken by the Scottish Government to secure additional social care beds and increase NHS24 capacity will not prevent a repeated crisis in the coming winter, due to desperately short staffing across the NHS.

“Congress believes:

- the focus of crisis has been on hospital care, but improved access to primary care, social care and rehabilitation are essential to ease pressure on the acute sector; and
- a whole systems approach must prioritise rehabilitation services, to prevent and reduce hospital admissions, speed up discharge from hospital, and reduce reliance on social care.
- NHS services must be more focussed on the prevention of disease rather than simply reacting to illness. Funding must be ringfenced to enable the abundant and untapped skills of all Scotland’s Healthcare professions to be best used for the benefit of patients.’

“Congress calls upon the STUC General Council:

- to support a whole systems strategic approach to health and social care service planning that delivers workforce planning across all sectors and staff groups, expanding the provision of primary care and rehabilitation, to promote preventative care to create a sustainable health service and healthier communities.”

Mover: Chartered Society of Physiotherapists
Seconder: Pharmacists Defence Association

Resolution 50

Scotland's Public Boards

“That this Congress notes, a 2021 report by the ‘The Ferret’ found that many of the 775 Scottish Government public board positions are filled by a web of ‘influential bankers, retired senior civil servants, well-connected industry insiders, powerful chief executives and former politicians.’

“Whilst not all roles receive financial remuneration, a wealthy class of executives hold the majority of positions on a range of bodies. With regular access to Government Ministers, this unelected executive class has a disproportionate influence on public policy and in the delivery of our public services.

“Congress notes:

- the influence and impact on policy, public funding and service delivery of a large number of corporate executives on public boards is not widely understood or investigated;
- that without further comprehensive study of Scotland's Public Boards including the membership and the wider interests of those who occupy public boards, public spending by the Scottish Government is at risk of manipulation; and
- that if the distribution of public funds is being manipulated through a network of public boards, by an executive class, it may have the impact of diverting funding from key and essential services, the workers who deliver those services and the communities who rely on them.

“Congress calls upon the STUC General Council to:

- commission a working group to investigate the membership, interests, remuneration and wider business relationships of those who sit on Scotland's Public Boards and to create and distribute a map and power structure of the findings; and
- to compile existing investigations and studies on the makeup, role and influence of Scotland's Public Boards into a briefing paper,

political education courses and a toolkit that can be used by affiliates to identify decision makers and those of influence in order to further ongoing industrial disputes and campaigns.”

Mover: Glasgow Trades Union Council

Amended Resolution 55
P&O Ferries: A year of shame

“That this Congress recalls that on 17 March 2022, P&O Ferries dismissed 786 dedicated maritime professionals across its entire operation with no notice and no consultation.

“This callous and unlawful act left skilled Scottish Seafarers on the beach and has impacted families and communities alike in removing current and future employment opportunities.

“The UK Government committed to taking action to ensure that the actions of P&O Ferries could never be repeated. The nine-point plan, announced by the Secretary of State for Transport, was touted as the resolution required.

“This Congress, noting the nine-point plan, calls upon:

- The Scottish Government, where able, to commit to protecting all Seafarers in Scottish waters with equivalent employment rights;
- The STUC and Scottish Government to work together to lobby Westminster to see a full implementation of the measures announced in the plan and seek to ensure that future flagrant violations of employment law are duly punished;
- The STUC to continue its efforts in supporting an end to the exploitation of Maritime Professionals including Seafaring Ratings and Officers and;
- Affiliates to continue support for Nautilus’s and RMT’s, “Fair Ferries” campaign, seeking to end the race to the bottom for Seafarers’ employed in this strategically vital sector.”
- “Finally, Congress welcomes cross party support for trade union amendments to the Westminster Seafarers’ Wages Bill for compulsory minimum employment standards on ferries and agrees to campaign for this principle, including as a fair pay agreement, under Labours “New Deal for working people

Mover: Nautilus International
Seconder: National Union of Rail, Maritime and Transport Workers’

Amended Resolution 58 Shorter Working Week

“That this Congress is disappointed that no tangible progress has been made across the Scottish public sector in reducing the working week even though this has featured in the Scottish Public Sector Pay policy for the last 2 years and is a manifesto commitment of the SNP and Green Party. Most employers are resisting moving from 37 hours to 35 hours never mind moving towards a 4 day week and no progress has been made on the 4 day week public sector trial which was an element of the 2022/23 Public sector Pay policy

“Congress notes that during a scoping project conducted of over 2,300 Scottish Government employees in 2021, 87% of workers supported the Scottish Government exploring the implementation of a 4 day week and 84% of workers said they could adapt their work processes to suit a 4 day week. The report’s findings suggest that a 4 day week would boost productivity to such an extent that many business areas within the Scottish Government could make the change without having to employ new staff and demonstrated clear benefits for the employer. These include retention and recruitment, being seen as a pioneer in setting new working time standards for the Scottish economy; and having a healthier workforce. The 4 day working week with no reduction in pay has gained prominence across the world since the Covid-19 pandemic with over 100 UK companies now operating on 4 days, 32 hour week model.

“Congress calls on the STUC General Council to:

- express their disappointment to the Scottish Government that National-level pilots have stalled;
- engage in strategic discussions with Government officials to prioritise this important pilot work; and
- demand that when published the Scottish Public Sector Pay policy, contains clear instructions to employers to deliver a 35 hour working week in the 2023/4 Budget period, and in future years the Policy sets a clear policy objective and timetable toward delivering a four day week within a reasonable timescale”

Mover: **Public and Commercial Services Union**
Secunder: **Prospect**

Resolution 59

Flexible Working, Recruitment and Retention of Women Workers

“That this Congress notes that more than 99% of midwives and 77% of NHS staff are women. Women account for 85% of sole carers for children and 65% for older adults. In the midst of the cost-of-living crisis soaring childcare costs reached an average of £936 a month.

“Three quarters of respondents to a recent RCM Scotland survey said they had considered leaving their post, while 88% had experienced work-related stress. Over 9 out of 10 respondents worked without breaks in the preceding 18 months, with more than half (52%) saying this happened 2 to 3 times a week. A further area of discontent related to working patterns, alongside the high pressure in the workplace. These issues had and continued to be detrimental to their health and wellbeing.

“Heavy workloads due to staffing shortages leads to high levels of stress and exhaustion creating a vicious cycle as many more consider leaving.

“Flexible working is key to women accessing and staying in work and to improved work-life balance for all workers. Maternity is a 24 hour 365 days a year service. Many posts are advertised as full time and there is often little choice available within them to work flexibly to support work life balance. Employers must consider support and offer alternative patterns and options of work to attract and retain midwives and maternity support workers.

“Congress calls on the STUC General Council to continue to campaign to make flexible working the default and central to the ability of employers to recruit and retain staff.”

Mover: Royal College of Midwives

Resolution 63
Bereavement Leave

“That this Congress is disgusted that there are no firm legal requirements for employers to grant employees bereavement leave on the loss of a loved one, family, friend, colleague etc.

“Congress calls on the STUC General Council to campaign for provision for bereavement leave in law and in any Scottish Government Fair Work guidance with the aim of ensuring that every employed person in Scotland will not have to beg to be allowed time to grieve and ending the unfair system of bereavement leave for many being ‘at your managers discretion’.”

Mover: Unite the Union

Resolution 65

The Fire Brigades Union (FBU) DECON Campaign

“That this Congress is deeply concerned by the recent release of a peer reviewed study, commissioned by the Fire Brigades Union and independently carried out by the University of Central Lancashire (UCLan), which found that Scottish firefighters die from cancers at a younger age, compared to the general population, and the majority are diagnosed with rare cancers at the terminal stage.

“The study also found that some specific cancers have much greater mortality rates in firefighters than the general population, along with some other specific diseases that have shown to be linked to firefighting:

- Prostate - 3.8 x higher
- Leukaemia - 3.2 x higher
- Oesophagus - 2.4 x higher
- Heart attacks - 5 x higher
- Stroke - 2.7 x higher

“There is ongoing dialogue between the FBU with the SFRS in relation to areas such as monitoring and recording of firefighter exposure to contaminants, the introduction of effective DECON policies and training, and ensuring suitable arrangements are in place to decontaminate firefighters both on the incident ground and in the workplace.

“However, there is action that is needed from the Scottish Government to support this work and protect firefighters from one of the most significant safety developments in our sector’s history.

“Congress therefore calls on the Scottish Government to action:

- annual health monitoring for all firefighters, continuing after retirement from SFRS;
- adequate recording of occupation, or former occupation, as a firefighter in health and similar records, including death certificates;

- the introduction of legislation to ensure affected firefighters are given the compensation and protection they deserve; and
- appropriate capital and resource investment to support the SFRS to ensure that the facilities, equipment and resources required to protect firefighters from occupational cancer and disease are in place.”

Mover: Fire Brigades Union

Amended Resolution 66 Long-Covid in the Workplace

“That this Congress deplores the stark statistics that six in ten people who lost their lives to COVID were disabled people.

“Congress notes that the Office of National Statistics estimate 2.1 million people in the UK are living with long-COVID equating to around 187,000 people in Scotland.

“Congress welcomes the development of a cross-party group on Long-covid in Scotland, and further welcomes the opportunity for the STUC to play a significant role in the COVID19- Public Inquiry as a core participant.

“Congress is concerned that a recent TUC survey on long-COVID highlighted that over 50% of workers living with long-covid had experienced some form of poor treatment, disadvantage, and discrimination at work; and is alarmed at reports of absence management cases being triggered and those battling long-COVID facing questions from their employer and faced with disbelief and suspicion.

“Congress recognises that understanding and diagnoses of long-COVID is developing. However, that this Congress believes that long-COVID at work must be taken as a serious health and safety and equality issue by employers and workplace policy and provisions must be in place to both understand long-COVID at work and support workers’ living with it.

Congress therefore calls on the STUC General Council to:

- increase lobbying demands for long-COVID to be treated as a disability and included in eligibility for industrial injury and disablement benefits;
- encourage all Trade Unions in Scotland to educate and equip all reps on long-COVID and how union reps can support and negotiate policies for workers with long-COVID;
- increase campaigning on sick pay;
- push employers to put in place mechanisms to highlight long-COVID at work and negotiate to embed policies that support those working with long-COVID and support the principle that no one should suffer

a detriment, financial or otherwise, through experiencing Covid or Long Covid;

- work with the STUC Disabled Workers' and long-COVID Scotland to raise awareness of long-COVID in the workplace and effects on workers.”
- ask affiliates to support their members that are no longer in work due to long-covid, to help seek justice.”

Mover: STUC Disabled Workers' Conference
Seconder: East Kilbride and South Lanarkshire Trades Union Council
Supporter: Unite the Union

Amended Resolution 67 Online Abuse

“That this Congress deplores the abuse and harassment of teachers and other education workers, including online and through the use of technology.

“Congress is appalled that teachers who have been actively advocating for and demonstrating positive practice in LGBT Inclusive Education and Anti-Racist Education have been targeted for abuse.

“Congress notes with deep concern the increasing reports of online or remote abuse and harassment of teachers via social media platforms such as Twitter and other social media settings that continue to impact negatively on their wellbeing and self-esteem as well as teaching and learning.

“Congress further notes that online harassment and abuse can occur outside school or college working hours and the working environment. Such incidents can often exacerbate feelings of fear and anxiety as the person receiving the abuse may be isolated at home when images or messages are seen.

“Congress asserts that the effects of abuse and harassment on teachers can be extremely serious and should be challenged in all forms.

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

- take action to ensure safer working conditions for all education workers;
- press social media companies to take immediate action to stamp out online abuse;

- support schools to take effective action to ensure staff safety and wellbeing, particularly those subjected to online abuse; and
- challenge attempts to undermine schools' inclusive education and anti-racism practices and activities.”

Mover: NASUWT

Amended Resolution 69 Freedom to Disconnect

“That this Congress notes the modern working environment has been drastically changed by new communication and information technologies. The boundary between work life and home life has shrunk with the introduction of digital tools into employment.

“While digital tools bring flexibility and freedom to employees, they also can create an absence of limits, leading to excessive interference in the private lives of employees.

“This blurring can lead to conflict in the workplace, and we support the view that an employee should be under no obligation either to accept working at home outside paid hours or be expected to bring their files and working tools home or on leave with them.

“Countries including France, Germany, Italy, Slovakia, the Philippines, and Canada have introduced legislation to give workers the right to disconnect, here in Scotland, following campaigning by Prospect, civil and public servants in devolved departments, have a Right To Disconnect enshrined in their contracts, making it the only part of the UK with formal protection of this important right, and it is time for the UK to do the same.

“The convenience that modern technology gives us to work anywhere and at any time has enormous potential to improve work life balance. However, the convenience needs to be balanced against the right to have time with your family, go on leave or have proper time to rest and recover when not working.

“Congress therefore calls on the STUC General Council to work with affiliates to promote the right to disconnect and allow working people to be able to say they are not working outside their contracted hours.”

Mover: Royal College of Podiatry
Secunder: Prospect

Resolution 70
Body Worn Cameras

“That this Congress believes that members in the Scottish Prisoner Escort Contract should have the same level of protection offered to people in other lines of work. Congress believes that body worn cameras are an essential piece of kit for staff in court environments and when in transit vehicles whilst escorting prisoners. Congress notes that the Government has recognised the value of body worn cameras for police and prison officers but has ignored prisoner escorting staff. Body worn cameras can be a valuable tool to providing evidence when assaults and serious incidents occur.

“Congress therefore calls upon the STUC General Council to:

- support Community in their lobbying to Scottish Government to ensure that prison escort staff in Scotland always have access to the PPE they need, including body worn cameras.”

Mover: **Community**

Resolution 71
Zero Hour Contracts

“That this Congress agrees that workers on zero hours contracts need some form of guaranteed income in terms of their working hours, a 30 hour per week guarantee would give many in this situation the opportunity to plan their living on a regular basis, rather than spiking one week, to next to nothing the following week.”

Mover: Bakers, Food and Allied Workers' Union

Resolution 74

Co-ordinating Strike Action

“That this Congress gives our full support to workers being forced to take strike action against their employers. The cost-of-living crisis, fire and rehire tactics and other attacks by employers in pursuit of maintaining profits at our expense all mean workers are uniting to fight back. Many of these disputes are seeing workers win significant gains.

“We will continue to give our solidarity, building practical and financial support to all striking workers. We oppose any attempt by Westminster or Holyrood to impose more austerity to pay for tax cuts for the rich and big business.

“We call on unions in struggle to urgently come together to discuss and formulate a strategy to coordinate industrial action ballots and strikes.

“Congress calls on the STUC General Council:

- at the earliest opportunity to convene a meeting with affiliated unions in Scotland to assess how strike action taking place can be co-ordinated in Scotland and with our brothers and sisters in the rest of the UK;
- promote union’s financial appeal and their members taking strike action; and
- prepare for the maximum co-ordinated industrial action.”

Mover: Inverness and District Trades Union Council

Resolution 76

Equality Political Education

“That this Congress welcomes the development of the STUCs Political Education course and support across the Trade Union Movement for increased workers’ political education and learning opportunities.

“Congress notes that we are living in a world and political environment faced with misinformation, misconceptions, and disinformation.

“Congress agrees that political education can be a critical tool in enhancing workers’ knowledge and class consciousness on the issues facing them and their communities and is a powerful aid in supporting workers and trade unionist to organise and winning in the workplace, challenging inequalities and build successful campaigns.

“More, that political education can help empower and equip workers with confidence to challenge issues such as racism, sexism, homophobia, and discrimination at work.

“Congress is concerned that workers’ and some trade unionists feel ill-equipped and ill-educated to discuss equality related issues within the workplace and across the Trade Union Movement, and subsequently, less confident in both recognising, understanding, and challenging inequalities, discrimination, and all forms of harassment and bullying.

“Congress agrees that all reps and trade unionists should be encouraged to expand their equality knowledge, and that political education specific to equalities should be developed.

“Congress therefore calls on the STUC General Council to:

- work with all STUC Equality Committees and Equality leads to develop a political education course on equalities with an intersectional lens embedded;
- ensure that all political education courses aim to incorporate an equality lens throughout;

- review the STUC Unions into Schools to filter in equality related issues to the programme; and
- encourage affiliates to expand political education equality opportunities to all members, including officials and staff.”

Mover: STUC LGBT+ Workers' Conference

Resolution 77
Justice for Sheku Bayoh

“That this Congress notes the death in police custody of Sheku Bayoh in Kirkcaldy on 3 May 2015 in the presence of nine police officers. Congress understands that at least five police officers were directly involved in restraining him, that CS spray and pepper spray were used, that he was handcuffed, and that he suffered from lacerations, bruising and a broken rib.

“Congress notes and commends Sheku’s family’s fight for justice and reiterates support for the Justice for Sheku Bayoh Campaign.

“Congress notes the establishment of the Sheku Bayoh Inquiry in Edinburgh chaired by Lord Bracadale and understands that the Inquiry is likely to conclude in 2024.

“Congress believes that the events leading to the death of Sheku Bayoh must be subjected to the upmost scrutiny and that the inquiry must be, and be seen to be, exhaustive in its investigation and enquiry so that the truth of the events leading to Sheku’s death can be established beyond question.

“Congress calls on the STUC General Council and STUC affiliates to:

- support Sheku Bayoh’s family’s requests for attendance and support at the vigils held outside the inquiry;
- in particular, mobilise members and maximise attendance on specific significant days highlighted by the family towards the end of the inquiry; and
- encourage STUC affiliates and branches to: donate to the Justice for Sheku Bayoh campaign via the STUC at www.bayoh.support.”

Mover: University and College Union Scotland

Resolution 78

Tackling the Far Right – Support Hope not Hate

“That this Congress notes with deep concern the increase in the number of far-right social media influencers who are attracting the attention of young people within our society. There has been particular concern on the activity created in recent times from specific social media influencers, hosting channels with over four billion views on YouTube, linked to extreme far right opinions.

“Following in the footsteps of well documented far right individuals and organisations, the appeal to our young people, especially disaffected young men, is one that is difficult to know how to tackle. However, it is an area we must continue to focus on, and to ensure that the work of anti-fascist organisation Hope Not Hate, is given a platform to continue to combat this issue.

“Therefore, Congress requests the STUC General Council to encourage affiliates to:

- affiliate to Hope not Hate;
- encourage trade union members to join Hope not Hate email community; and
- publicise Hope not Hate campaigns and events.”

Mover: Fire Brigades Union

Resolution 80

Systemic Racism in Scottish Cricket

“That this Congress notes the far-reaching and damning findings of Plan4Sport’s ‘Changing the Boundaries’ report, which was the outcome of an Independent Review into Racism in Scottish Cricket. The 448 specific examples within the report firmly evidence that institutional racism and discrimination has pervaded at all levels of Scottish cricket. Cricket Scotland failed in 29 out of 31 indicators of institutional racism.

“Congress recognises and applauds the courage of the victims – Majid Haq and Qasim Shekh, along with the tenacity of their lawyer Aamer Anwar, that ultimately led to the independent review and shone a light on the breadth and depth of discrimination.

“Trade union members who daily push for an anti-racism approach to address inequalities within workplaces are unsurprised, because institutional racism in cricket and indeed across all sport, is simply a barometer of systemic racism in workplaces and in wider society. In that respect Scotland must apply more widely the learning from the Review.

“Through input into Cricket Scotland’s EDI advisory board, STUC Black Workers’ Committee activists are already involved in addressing some of the issues raised, but we need the backing of the whole trade union movement to ensure we do more and make progress faster.

“Congress therefore asks the STUC General Council and its affiliates to:

- work with identified stakeholders to hold Cricket Scotland to account and ensure that every recommendation of the Review is implemented in full;
- offer support to, and if required provide a platform for, the Review participant victims to share their experiences with Black workers; and
- use the Review findings as further evidence for the need to push for the anti-racist approaches necessary to bring about the cultural

changes required within sport, workplaces and wider Scottish society.”

Mover: STUC Black Workers’ Conference

Amended Resolution 81 Fight Racism in Scotland

“That this Congress recognises that racism continues to be a stain on Scottish society, from the historical legacy of colonialism to the personal, societal, and institutional racism that Black people and those from Minority Ethnic communities experience daily.

“Whilst debates over statues of slave owners remind us of our history, the events around the death of Sheku Bayoh have reaffirmed that racism is very much a current issue.

“Congress salutes the work of the STUC Black Workers’ Committee in building support for the family of Sheku Bayoh and highlighting the fight against racism. However, as racism pervades all communities and workplaces, it is an issue for the entire trade union movement.

“Black workers are more likely to be in part-time, lower paid jobs and overlooked for promotion than white colleagues, ensuring the ethnicity pay gap persists.

“Black workers regularly encounter racism in workplaces and reports suggest that they do not always believe raising this with their trade union will produce results.

“Congress calls on the STUC General Council to:

- encourage all affiliates to support and build the annual St. Andrew’s Day anti-racist marches and offer financial and practical support to the family of Sheku Bayoh in the ongoing public enquiry;
- campaign for ethnicity pay gap reports and action plans to be published by all employers;
- to review the outputs of the TUC anti-racism taskforce with a view to adopting any relevant best practice;
- work with the STUC Black Workers’ Committee to highlight and challenge racism;
- Applauds UNISON’s decision to declare 2023 the ‘Year of the Black Worker’ with its campaign aimed at “Establishing Legacy to Generate Change”.
- encourage all affiliates to deliver training to union reps on challenging racism in the workplace and to promote the involvement of Black members in their unions ensuring that unions are seen as relevant to workers from all ethnicities; and]

- encourage trades union councils to engage with community campaigns to challenge racism.”

Mover: East Kilbride & South Lanarkshire Trades Union Council

Seconder: UNISON

Resolution 82 Buffer Zones

“That this Congress notes that abortion is healthcare and a legal right in Scotland but that access to abortion services is not equally available to all. Congress believes that everyone should be able to access abortion services free from harassment and intimidation. Congress further notes that access to abortion services is a trade union issue as members require access to services and may also work providing this essential healthcare.

“Congress commends the work of Gillian Mackay MSP introducing a Member’s Bill in the Scottish Parliament calling for the introduction of buffer zones outside healthcare settings offering abortion services. Congress supports the introduction of buffer zones to stop protests outside clinics, hospitals and facilities that provide abortion services.

“Congress welcomes the level of engagement during consultation on the Bill including support from many trade unions, the BMA and Royal College of GPs; the Supreme Court’s decision on the Northern Ireland assembly’s competency to legislate; and the Scottish Government’s announcement that they will legislate to bring in national legislation on buffer zones.

“Congress believes that the welcome restrictions brought in by a Bill should not extend to wider protests linked to industrial action by trade unions in pursuit of legitimate industrial disputes in health care settings.

“Congress calls on the STUC General Council and affiliates to:

- support the introduction and passage of legislation on safe access zones around abortion clinics in Scotland;
- call for the introduction of legislation at the soonest practical date; and
- engage with the drafters of the Bill and MSPs to ensure that trade union activity be excluded from the scope of the Bill.”

Mover: University and College Union Scotland

Resolution 83 **National Security Bill**

“That this Congress notes with concern the threat to journalism, free speech and democratic accountability by the introduction of the National Security Bill, a proposed reform to the Official Secrets Act, which concerns espionage, sabotage and persons acting for foreign powers together with prevention and investigative measures.

“Of particular concern are the following proposals contained within the Bill: conflating the distinction between journalism and spying; extending the definition of protected information; and the application of ‘foreign power’ conditions to media owned or funded outside the UK.

“The Bill is very broad and covers information that is restricted in any way.

“Crown lands used for defence or for extracting minerals for defence purposes would be protected places and could not be approached or photographed.

“Congress is deeply concerned that there would be no public interest defence for journalists or the public and that the authorities would be given far too much latitude in determining how to defend or protect places and information.

“Congress calls on the UK Government to amend the Bill in such a way as to create a clear public interest defence as recommended by the Law Commission, and to introduce further amendments to make clear that journalists doing their jobs should not be liable to prosecution.

“Congress calls upon the STUC General Council to do all it can to campaign and lobby against this Bill.”

Mover: National Union of Journalists

Resolution 86

Period Products (Free Provision) (Scotland) Act 2021

“That this Congress welcomes the introduction of Period Products (Free Provision) (Scotland) Act 2021, and the progressive cross-party work of Monica Lennon MSP. Congress notes Section 3 of the Bill; ‘Specified public service bodies to ensure period products obtainable free of charge by persons in their premises’, and Congress calls on the STUC to promote use of this section.

“Congress calls on the STUC General Council to work with the Scottish Government, a franchisee’ of the rail industry and other public transport functions, to ensure that all public transport hubs; ScotRail train stations; CalMac ferry terminals; and other travel hubs join the Act under Section 3.

“Congress calls on the STUC General Council to:

- remind the Scottish Government that they can do more to assist customers and passengers, by applying the Act within their passenger interface locations; and
- work with all Health and Safety reps to encourage all employers to facilitate the spirit of the act and assist their employees with easy access and preferably free provisions where they can do so.”

Mover: Transport and Salaried Staffs’ Association

Resolution 87

Journalism is not a Crime

“That this Congress notes that:

- the profession of journalism requires its members to carry out reporting and interviews in public places, including at points of tension such as demonstrations, picket lines and other situations where there is a police presence;
- the official press card, which the NUJ among other organisations issues to members carrying out newsgathering activities, offers the recognition of the National Police Chiefs’ Council that the cardholder is a bona fide newsgatherer;
- journalists have nonetheless in recent months and years faced harassment and intimidation from Police Scotland, including questioning over the angles of their stories, false declarations that journalists are breaking the law and preventing journalists from leaving police presence and delaying them from carrying out their duties while their details are checked against terrorism databases; and
- Police Scotland has effectively dismissed complaints from journalists regarding such incidents.

“Congress believes that:

- journalism is not a crime;
- journalism is an essential tenet of a democratic, free society; and
- journalists must thus be able to carry out their duties unhindered and unintimidated by law enforcement agencies.

“Congress calls upon the STUC General Council to:

- support the NUJ in campaigning against the harassment and intimidation of journalists carrying out their duties in the public sphere;
- to write to Police Scotland asking it to publish all guidance and policies given to officers regarding interactions with members of the

press while on duty; and to raise concerns regarding officers harassing and intimidating journalists, and the lack of transparency and effective remedy when journalists complain about such incidents; and

- to write to the Justice Secretary asking for Police Scotland to be reminded of the vital role of journalists and the importance of police officers in safeguarding and not hindering this role.”

Mover: National Union of Journalists

Resolution 88

Our Right To Know - Freedom of Information in Scotland

“That this Congress recognises that in 2018 the Scottish Information Commissioner ruled that Scottish Ministers breached Freedom of Information laws by treating requests made by journalists differently and subjecting them to an additional layer of clearance. Congress further notes that in 2020 the Scottish Government sought to extend the deadlines for responding to FOI requests, using the Covid-19 pandemic as a justification, and that there are continued obstacles and obfuscation in the response of the Scottish Government and Scottish public bodies to FOI requests.

“The Scottish Information Commissioner’s May 2022 Progress Report on the Scottish Government found that despite some improvements, further work was required if FOI performance is to be raised and sustained.

“Congress believes there are continuing serious problems for journalists and the public over the Scottish Government’s secretive attitude to FOI in Scotland, involving paid government officials of certain departments being able to decide on handing over material requested by journalists and others and that officials who still act for their bosses have been pressed into service as FOI officials.

“Congress notes that this is utterly unacceptable, and so is the trend to censor/redact names of departments and units as well as total removal and protection of officials’ identities.

“Congress believes Freedom of Information is a fundamental right and enhances the ability of journalists and campaigners to go about their work, as well as contributing to a transparent and healthy society.

“Congress calls upon the STUC General Council to support Katy Clark’s forthcoming Private Members’ Bill to the Scottish Parliament seeking to amend the FOI (Scotland) Act, contribute to campaigns undertaken to defend the right to Freedom of Information in Scotland, to support the NUJ’s work on this matter, and encourage affiliates to do the same.”

Mover: National Union of Journalists

Resolution 89

Gender Recognition Reform (Scotland) Bill Passing

“That this Congress welcomes the passing of the long-overdue Gender Recognition Reform (Scotland) Bill, and, despite its delay, the continued inclusion of waiting periods, and the lack of non-binary recognition.

“Congress congratulates many civic societies, activists, trade unionists, and the LGBT and trans community who mobilised and campaigned for this comparatively minor administrative reform, that will never less play a significant role in enhancing the lives of trans people who can live, work, marry if they wish too, and die with dignity.

“Congress notes thanks for the STUC General Council, and affiliates, for their continued commitment and support to the GRR (Scotland) Bill and support for trans people, particularly in the face of organised campaigns using misinformation, and a discussion that had become polarised and toxic.

“Congress further notes that the passing of the GRR brings Scotland in line with over 30 countries including Scotland’s closest neighbours.

“Congress deplores attempts by the UK Government to block the GRR (Scotland) Bill progressing and agrees that such a decision undermines both the lives of trans people, democracy and Scottish Devolution.

“Congress further welcomes support from the First Minister of Wales in seeking similar legislation, and existing legislation in Ireland.

“Congress calls upon the STUC General Council to:

- publicly underline its long-standing support for liberation for trans and non-binary people;

- collaborate with the TUC, Wales TUC and ICTU on advising on best practice for ensuring reform is undertaken swiftly and smoothly across the UK;
- provide affiliates with updated instructional materials and fact-checking on supporting trans workers; and
- oppose any Section 35 order which seeks to undermine the GRR (Scotland) Bill.”

Mover: STUC LGBT+ Workers’ Conference

Resolution 90

Tackling Disability Employment and Pay Gap

“That this Congress is alarmed that the Disability Employment Gap (DEP) in Scotland remains at a shocking 31.2% and that Scotland has the widest Disability Pay Gap (DPG) at 18.5% across the UK four nations.

“Congress notes that the 2022 UK wide Disability Pay Gap Day exposed that the average disabled worker in the UK was working 54 days without pay.

“Congress further notes that disabled people disproportionately experience chronic poverty and endemic barriers to accessing and sustaining employment.

“The Scottish Government have set a target to half the DEP by 2035. Congress believes that bolder measures and commitments should be taken to accelerate closing the gap not simply half it.

“Furthermore, that disabling attitudes, stigma, workplace policies and practice, and a lack of access to decent, well paid and sustainable employment continues to be significant factors placing barriers for disabled people to access, retain and progress at work.

“The combined impacts of Covid and the cost-of-living crisis has had devastating impacts on the lives and livelihoods of disabled people, and consequently, the widening of the disability pay and employment gap.

“Congress calls on the STUC General Council to:

- support mandatory disability pay gap reporting for workplaces, with more than 50 employees;
- support the STUC Disabled Workers’ Committee to launch a campaign to close the disability employment and pay gap;

- increase campaigning for a day one right to flexible working; and for all employers and all affiliates to adopt the Disability Employment Charter co-developed by the Labour party, UNISON and Unite;
- lobby for a stronger legal framework for reasonable adjustments and campaign for EHRC to enforce disabled workers' rights and substantial penalty for employers who fail to comply; and
- lobby the Fair Work Commission to tackle the DPG and DEG.”

Mover: STUC Disabled Workers' Conference

Resolution 91

Paid Employment for People Seeking Asylum

“That this Congress maintains that the Home Office system for dealing with refugees’ applications for asylum is chaotic and inhumane due to the xenophobic policies towards refugees pursued by the Westminster Government.

“Congress believes that the policy of forbidding paid employment for refugees awaiting decisions on their asylum applications is an expensive waste of talent. Given appropriate training, they are a workforce that could be making an important contribution to society in such areas as social care, construction of affordable housing for rent and retro-fitting of insulation in social housing.

“Congress notes the Scottish Government has made numerous statements that are critical of the Home Office and the Mears Group’s treatment of refugees.

“However, at no time has the Scottish Government made any specific proposals for employing refugees.

“Accordingly, Congress resolves that the STUC General Council should campaign for the:

- Scottish Government to urgently develop a detailed proposal aimed at providing training opportunities for refugees and asylum seekers;
- Scottish Government to develop a proposal to the UK Government for asylum seekers to move into paid employment; and
- Westminster Government to allow people seeking asylum the right to work.

“Further, Congress calls for the STUC General Council to publish the Scottish and UK Government responses (or the lack of a response) within a short timescale.”

Mover: Dumfries and Galloway Trades Union Council

Resolution 92 Right to Food

“That this Congress notes with concern reports in the Sunday Times suggesting that, at a time of an acute cost-of-living crisis for households with food inflation running at over 14 per cent, UK supermarkets are set to announce higher than anticipated profits.

“Congress:

- notes that Tesco alone is set to forecast increased operating profits of nearly £2.5 billion, significantly above its five-yearly average; shares the reported fears of industry insiders that the supermarket giants are benefitting from so-called ‘rocket and feather’ pricing, where prices rise sharply in response to an inflationary spike, only to remain persistently higher than necessary as the rate of inflation falls;
- is scandalised that corporate shareholders should be making excessive profits and more and more households are forced to use foodbanks;
- remains concerned that, despite these rocketing profits, the big retailers in the food and drink sector continue to place undue commercial pressures on their suppliers, leading to a further squeeze on the terms and conditions of workers across the food sector, and more suppliers closing sites or going into administration; notes that food workers, like other low paid groups in society, are disproportionately impacted by the relentless increase in grocery prices; and
- and joins the Bakers, Food and Allied Workers union in calling for urgent regulatory action to tackle the plague of excessive corporate profiteering by the UK supermarkets and urges the Government to introduce a statutory Right to Food for everyone in our country.”

Mover: Bakers, Food and Allied Workers Union

Resolution 93 Uprating

“That this Congress calls upon the STUC General Council and requests all affiliates to immediately commence campaigning for a second benefits uprating in 2023 to relieve the poverty caused by the inflationary rise in prices since autumn 2022.

“We are aware that this previously happened in 1974 when inflation was, by some estimates, around 34%.

“We are also aware that in normal times DWP uses the September inflation rate to decide what the increase should be from the following April and that their computer system has been ‘uprated’ with the new rates in early December.

“Therefore, it should be possible to increase benefits from July 2023 in line with inflation from September 2022 to now.

“Benefits rates were increased by 10.1% this month. In fact many people will only see the increase from this week, or later, the way it’s tied into payment cycles. This doesn’t take into account that over the last decade the value of benefits has fallen by around 10%. The increase barely covers the increase in food costs never mind the increase in fuel and other costs.

“The resolution foundation has estimated that by now (April 2023) inflation will be at 20% and 25% by next January.

“Therefore, it is essential that those on fixed state incomes be safeguarded by further increases in benefits.”

Mover: Paisley Trades Union Council

Resolution 94

Looking after Carers - Our Unsung Heroes

“That this Congress believes that unpaid carers should receive financial help to compensate for the time spent caring and unable to earn.

“Congress notes that there is an ‘army’ of unpaid carers that are the bedrock of our society who are often forgotten and unheard within the care system.

“We know that there are currently millions of unpaid ‘family member’ carers in the country that either cannot work or have to restrict their employment hours to meet their caring commitments to ensure that their loved ones are properly cared for.

“Congress notes that the actual number of unpaid carers in Scotland is not confirmed but was estimated at 700,000 to 800,000 before the Covid-19 pandemic. A survey in September 2020 suggests the number of adult carers has grown to around 839,000 and estimates this saves the country around £50 million a day. A minority of these carers have had to give up paid work and/or reduce their working hours to care.

“Congress notes that Carers Allowance at £302 per month is not a sufficient amount to live on.

“Further, Congress notes that not all carers live with the person they care for therefore disability benefits do not directly or indirectly benefit carers in this situation and many carers are not entitled to benefits.

“Congress believes caring society should recompense them for this essential work they do, often without any recognition, or help from society

“Congress calls on the STUC General Council to support proposals to maximise income for unpaid carers and to support campaigns for unpaid carers to receive liveable financial help from the government.”

Mover: Paisley Trades Union Council

Resolution 95 Scottish Radicals

That this Congress notes the proud history of Scottish Radicalism and believes this story, along with that of other like-minded groups should be promoted.

“This is in no way to curtail promotion of the wider U.K. radicalism, e.g. Peterborough, but to expand people’s knowledge of Scotland’s place in the Radical Movement.

“Congress notes the historic events around the Radical Rising in Scotland in the early 19th Century and believes that there is insufficient attention given to promotion of Scottish Radicals, especially women, who have had a lasting impact on our country.

Congress calls on the STUC General Council to:

- develop online content featuring suitable historic and contemporary radicals;
- signpost to other relevant sites;
- consider how these resources can best be used to support the STUC’s development of political education courses and resources.”

Mover: Paisley Trades Union Council

Resolution 99

Afghanistan and Women's Education

“That this Congress notes the resolution on Afghanistan from STUC Congress 2022 predicting the return of the Taliban to government would be detrimental to the human rights of Afghan people, and particularly to women's education. The resolution noted that Britain had some responsibility as an architect of the recent conflict.

“Congress notes that, sadly, much of what was predicted is now reality for people in Afghanistan.

“Congress notes that the Afghan Minister for Higher Education banned women from accessing university saying women students were dressing inappropriately and that women studying agriculture and engineering doesn't match with Afghan culture. This followed a ban on girls in secondary schools in March 2022.

“Congress commends the protest of Afghan higher education staff and male students who walked out of universities in solidarity with the women barred from campuses.

“Congress restates the belief that access to education is a human right and that to deny women and girls is morally wrong.

“Congress further deplores the Afghan government preventing women working for NGOs and believes that this will leave many women facing poverty. While the restriction currently does not apply to healthcare, Congress believes that any extension will have devastating consequences, both for the women employed and for women's access to healthcare.

“Congress calls for women and girls to be able to fully participate in social, economic and cultural life in Afghanistan including in education and employment.

“Congress calls on the STUC General Council to:

- encourage the Scottish and UK Governments to state their continued opposition to the restrictions on women's access to education and employment.

And urge the UK Government to:

- fulfil the promises made in 2022 on resettlement including the Afghan citizens' resettlement scheme which, to date, has not resettled one person; and
- reverse cuts to aid spending, and properly fund UK research and innovation official development assistance.”

Mover: University and College Union Scotland

Resolution 106

Justice for the Victims of Spain's Fight for Democracy

“That this Congress notes, when Franco's military dictatorship vanquished the elected Spanish Republic in 1939, it heralded four decades of systemic rape, torture and the execution of hundreds of thousands of civilians. The dictatorship ended in 1975. As the 50th anniversary approaches, the relatives of its victims still demand justice.

“The failure of the Spanish State to punish these crimes is an affront to those who fought against the coup during the civil war and to those who opposed the dictatorship.

“These crimes continued during the so-called Transition to Democracy, between Franco’s death and the first elections, during which millions marched, demanding basic rights. The state responded by murdering hundreds of its citizens, both directly and through proxy organisations. On 15 October 1977, the new government passed the Amnesty Law, believing they could sweep this dark past under the carpet.

“For 47 years, Spain’s judiciary has not only refused to try the criminals, it has ensured nobody else does either. In 2013, Argentinian Judge María Servini issued a warrant for the extradition of 20 dictatorship criminals, which successive Spanish Governments have denied. Moreover, Spain’s courts have ruled hundreds of complaints about torture inadmissible and refused to try crimes against humanity.

“The Historical Memory Associations are leading this fight for justice and are focusing on the prosecution of Martín Villa for four murders in 1976 and 1977 and an investigation into nine more, for which Servini has issued a warrant.

“The recently approved Historical and Democratic Memory legislation precludes naming names, ensuring nobody will be held responsible for these crimes. Deliberately vague references to making amends seek to avoid compensating victims’ families.

“Congress:

- offers solidarity to those seeking justice;
- denounces the continued inaction of Spain’s Judiciary and State;
and
- calls on the STUC General Council to lobby Westminster and Holyrood to seek justice.”

Mover: Dundee Trades Union Council

Resolution 107
AUKUS pact

“That this Congress condemns the role of previous and present Conservative Governments in heightening nuclear tensions in the Pacific by concluding the 2022 AUKUS pact for the provision of nuclear submarines for Australia and mandating an increased military presence by Britain and the US in disputed waters.”

Mover: Aberdeen Trades Union Council

Resolution 108
FIFA World Cup

“That this Congress notes that the 2022 Congress rightly condemned the treatment of migrant workers by Qatar and demanded action to ensure that the families of those who died in the construction of the stadiums and those who were injured received compensation.

“We must not forget this now the World Cup is over. This was modern day slavery and many of the deceased died from heat exhaustion and dehydration, having been denied basic rights of regular breaks and drinking water.

“Congress calls on the STUC General Council to launch a high-profile campaign against FIFA and the Qatari Government in order to ensure they pay compensation to the families of construction workers who lost their lives during the construction of 2022 World Cup facilities in Qatar as well as compensating those workers who were injured whilst working on the 2022 World Cup construction projects.”

Mover: Aberdeen Trades Union Council

Resolution 109 Internationalism

“That this Congress notes the 2018 documentary Nae Pasaran which tells the true story of East Kilbride Rolls Royce factory workers who managed to ground half of Chile’s Air Force. In 1974, these workers stood in solidarity with Chilean citizens and against Pinochet’s dictatorship by refusing to carry out repairs on the engines of Hawker Hunter planes, which made up of almost half of Chile’s Air Force. Despite the risk of losing their jobs, this boycott lasted for four years.

“Congress recognises that Nae Pasaran is a story of the local, and the international. Of action and of connection.

“Congress further recognises the story as an example of the strong sense of international solidarity embedded into the beliefs and values of workers’ and the trade union movement.

“From indigenous people killed defending the land, workers locked down in the world’s largest iPhone factory in China, deaths of migrant construction workers involved in building the infrastructure required for large sporting events – including the 2022 World Cup in Qatar, to the use of chemical weapons against Kurdish people – what happens here or there, impacts what happens here or there.

“From the protests and strikes across Europe, Sudan and Iran over the cost-of-living and police violence, comrades resisting oppression in Haiti, Puerto Rico – our struggle is interactional and international. Our solidarity should be too.

“Congress calls upon the STUC General Council to:

- make sustained connections with our comrades in struggle across the world and raise awareness of the erosion of human and trade union rights faced by them;
- encourage May Day celebrations include the struggles and successes of our comrades across the world;
- host opportunities to facilitate international learning and discussion exchanges; and
- practically support trade union and grassroots organisations across the globe by being actively involved in future events and days of action held.”

Mover: STUC Black Workers’ Conference

Resolution 112

Urgent Need to Devolve Employment Law to Scotland

“That this Congress notes the British Conservative Government is not only pushing through the Strikes (Minimum Service Levels) Bill but was actively considering proposals to ban Border Force staff from joining a trade union. The latter not been pursued due to the protections of the ECHR

“These unwanted proposals build on past legislation such as the Trade Union Act (2016).

“The Bill applies throughout Britain as Employment Law is under the reserved remit of Westminster. In the Smith Commission, a possible change failed to find consensual support and hence employment law stayed reserved. Scottish Labour continues to support Westminster to legislate employment law.

“A grievous mistake. We are in the position that the Scottish Government is engaged in pay talks with public service unions but the very framework of these laws is not in their control.

“Rather it is in the hands of those who are absolutely opposed to workers’ rights, as the Conservative’s look to implement its slash and burn Brexit Freedoms Bill, pass the specific Retained EU Law (Revocation and Reform) Bill and considers a British Bill on Human Rights to replace the ECHR which will decimate the protections that our members enjoy.

“Thus, the need for urgent action.

“The democratic deficit results in past legislation such as Thatcherite Trade Union Act 1984 to the Trade Union and Labour Act 1992 not being repealed by the British Labour Government.

“We must thus take the responsibility to safeguard workers’ rights in law under the Scottish Parliament.

“We must not only fight these anti-trade union laws (with specific campaigning on the above Retained EU Law Bill) but Congress resolves that the STUC General Council therefore will campaign for the devolving of Employment Rights with like-minded parties to not only Westminster but all within Scottish civil society.”

Mover: Inverness and District Trades Union Council

Emergency Resolution 1 Greek Rail Disaster

“That this Congress notes on the 1st March, this year, news broke of a devastating rail disaster which is estimated to have killed 40 or more people. The collision occurred because of a lack of electronic signalling and other safety measures, advising the drivers, which meant two trains were hurtling towards each other for 12 minutes on the same track. The public response was palpable, and police have arrested the local station master for negligent manslaughter.

“However, this does not return people to their families.

“This also does not fix the causes of the problem and make the transport system in Greece safer.

“As active trade unionists, it is our duty to defend workers wherever they are. We have seen in Britain the attacks on workplace conditions, which our comrades in RMT, ASLEF, and others have fought tooth and nail to protect. This rail disaster is the horrifying reality of money before safety, and profit before people.

“We call upon Congress to extend our condolences to our partner unions within Greece in this time of need. But we also urge Congress to meet with our counterparts to be able to aid them however we can – be it practical, monetary or knowledge based.

“We also emphasise that we must learn from this horrendous disaster. If the British Government are allowed to beat the railway workers and their respective unions, we are planting the seeds which will grow into a disaster of devastating proportions.”

Mover: North Lanarkshire Trades Union Council

Emergency Resolution 2

Campaign for A Climate Emergency Resilient Just Transition

“That this Congress notes that since the deadline for motions the UN climate scientists have delivered a final warning on the climate crisis to act now before it’s too late. This comes after a flurry of recent reports showing the urgency of taking action to reach real zero by 2035 not 2050 which is the UK Government target. The UK Government’s Climate Agency report on UK Climate Resilience and noted that public sector infrastructure in the UK is poorly equipped to deal with the climate related disasters affecting us now.

“The climate agency reports on a ‘lost decade’. In April the UK Government announced its Energy Strategy based upon private sector led growth in new North Sea developments supported by Government grants and tax breaks. No mention of a just transition based on low carbon jobs in healthcare, public transport, retro fitting and renewables as advocated by this Congress and others. Investment in a climate emergency resilient just transition is needed to help deliver a fairer and equal society.

“Congress calls on the STUC General Council to:

- Engage fully with our members, and civic society across Scotland to campaign for a communities led fully funded Climate Emergency Resilient Just Transition Action Plan.
- Campaign for the Scottish Just Transition Commission to be given statutory backing and representation at Scottish Government budget and legislation drafting meetings.
- Engage with the TUC, Peoples Assemblies and environmental groups to build a UK coalition to campaign together for fully funded Climate Emergency Just Transition Action Plans at local, regional and national level within the Devolved Nations of the British Isles.”

Mover: Aberdeen Trades Union Council

Emergency Resolution 3

University marking and assessment boycott and punitive deductions

“That this Congress notes the ongoing university disputes over fair pay, working conditions, and cuts to university pensions.

“Congress notes that UCU members renewed their strike ballot mandates in both disputes at the start of April for another six months, with the ‘yes’ votes up on previous ballots at 85.6% and 89%. Congress further notes that UCU members in universities are escalating their action with a marking and assessment boycott beginning from Thursday 20 April.

“Congress sends solidarity to all university staff taking part in action across the campus unions to defend their pay, working conditions and pensions.

“Congress notes that a marking and assessment boycott, as an action short of strike action, has a mandate and is a legitimate and valid form of industrial action. Congress notes the punitive decision of some employers to deduct a disproportionate amount of pay from staff participating in a marking and assessment boycott and, in particular, condemns Queen Margaret University where university management is threatening to deduct 100% of pay from staff engaged in a marking and assessment boycott, despite marking being only part of the work they do for the university. Congress sends a message of support to UCU members at QMU facing this punitive action and notes the importance of their fighting fund to support members losing 100% pay.

“Congress condemns employers attacking workers in this way in an attempt to undermine legitimate industrial action and sends solidarity to UCU members. Congress calls on the General Council to write to the principal of QMU condemning their action, other university principals warning them against acting similarly over deductions, the First Minister, and the Higher Education and Fair Work Ministers to oppose punitive deductions in this dispute.”

Mover: University and College Union

Emergency Resolution 4 Fighting for the Future of FE in Scotland

“That this Congress notes the crisis in the Further Education Sector that is being decimated with staffing cuts and funding cuts. The sector is slowly being dismantled and reduced to unsustainable levels. The college sector is a vital sector – supporting people of all ages, communities and employers – including the public sector.

“The sector’s workers are fighting for the college sector and trying to protect their own pay within it.

“Congress calls on College Employers Scotland to demonstrate the value of the FE sector, by making a substantially improved pay offer to all staff. Due to the intransigence of college employers the Further Education sector is facing the 9th consecutive industrial action in as many years.

“Congress calls on the Scottish Government to intervene, as it has done in other parts of the public sector to settle pay disputes.

“Congress notes that college lecturers are facing significant threats to their jobs with local disputes in City of Glasgow, Edinburgh and Dundee & Angus Colleges, with more expected.

“Congress calls on the Scottish Government to improve funding by securing a commitment to fund the FE sector fairly and sustainably.”

Mover: Educational Institute of Scotland

Emergency Resolution 5 Rights to Protest in Iran

“That this Congress supports the decision by Mahsa Amini to remove her hijab and is encouraged by the recent announcement of pardoning, made in March, of around 22,000 protestors.

“Iran last reports of 530 people having been killed as authorities violently suppressed demonstrations but has failed to offer a death toll for months, so could be higher.

“We cannot stand by and watch as fellow humans are treated so inhumanely. Reports of women and peaceful protesters being arrested, brutalised and murdered in custody. We must spread awareness, work with charities and organisations to prevent this mass murder of Iranian activists, showing solidarity with the country’s population quest for ‘Woman, Life, Freedom.’

“On 1st of April 2023, it’s reported that Iranian authorities ordered the arrest of two women, after video footage, widely shared on social media, showing two women not wearing the mandatory hijab or headscarf, in a shop being assaulted by a man after a verbal altercation.

“On 4th April 2023, the UN Human Rights Council, denounced the rising numbers of executions in Iran, including people receiving capital punishment in connection with protests, have rocked the country, The top UN’s rights body approved a resolution voicing “deep concern at the reported surge in number of executions, including individuals sentenced to death relating to their alleged involvement in the recent protests.” The resolution echoed strong international condemnation over the country’s crackdown on the protest movement. Iran has executed four people over the protests, sparked by the death of Mahsa Amini, a 22-year-old Iranian-Kurd who was arrested for allegedly violating the strict dress rule for women. Human Rights groups have warned that executions are on the rise, arguing this seeks to intimidate Iranian’s into not protesting.

“Congress instructs the STUC General Council to work with political parties to support Amnesty International’s campaign, the Right to Protest.”

Mover: Communication Workers’ Union

Emergency Resolution 6 Fighting for Teachers in Hutchesons' Grammar School (HGS)

“That this Congress condemns the management of Hutchesons' Grammar School (HGS) in seeking to force staff to give up their membership of the STPS which gives them a defined benefit pension like other teachers in Scotland, in exchange for an inferior defined contribution scheme that will cost the school less.

“Congress further condemns the use of fire and rehire tactics in order to bully staff into accepting the inferior pension scheme. Some staff have agreed to join the new pension scheme under duress, with the threat of dismissal, if they did not agree to the change.

“Congress supports members of the EIS and NASUWT in their dispute at the school and calls on Hutchesons' Grammar School to reverse and abandon its pension changes and to desist from further bullying tactics of this nature.”

Mover: Educational Institute of Scotland

Emergency Composite Resolution A Justice for Colombia

“That this Congress congratulates the Colombian people on electing their first progressive government, a historic opportunity to advance equality, peace and social justice. The new government has prioritised the interests of workers, indigenous and African-Colombian people, young people and rural communities.

“Congress welcomes the government’s peace negotiations with armed groups, including ELN guerrillas and former FARC guerrillas targeted with legal attacks following the 2016 peace agreement. This ‘Total Peace’ policy is critical to lasting peace.

“However, Congress is alarmed about setbacks in negotiations. The collapse of the ceasefire with the AGC group and the 29 March attack attributed to the ELN have thrown Total Peace into jeopardy. The international community must support Colombia’s government to continue the path to peace.

“Renewed conflict will have devastating consequences for the Colombian people, including our sister and brother trade unionists. Violence is escalating, with over 1,440 social activists and over 355 former FARC guerrillas murdered since late-2016.

“Congress raises concerns that 180 young protesters remain imprisoned, including on terrorism-related charges, over trade union-led protests against inequality and human rights abuses. On 29 March, the United Nations said Colombia had been ‘misusing counter-terrorism measures to prosecute individuals for taking part in protests.’

“Congress emphasises the previous government detained the protesters. While President Petro has publicly supported prisoners’ release, the Attorney General’s Office and opposition parties in congress have blocked this.

“Congress applauds Justice for Colombia for campaigning to promote trade unionism, human rights and peace.

“International support helped Colombia reach the 2016 peace agreement and is needed today to end conflict and secure justice for political prisoners.

“Congress calls on the General Council to:

- lobby politicians to support peace dialogues with armed groups;
- demand the release of political prisoners; and
- promote affiliation to Justice for Colombia at branch, regional and national level across STUC affiliated unions.”

Mover: UNISON

Seconder: South Lanarkshire and East Kilbride Trades Union Council

Emergency Composite Resolution B Refugees, the Patriot Alternative and the necessity of resistance

“That this Congress notes:

- Refugees who reach our shores are being forced into unsuitable accommodation and given little in terms of support.
- Internationally, we are seeing the growth of the racist and fascist right and an alarming rise in Islamophobia, Antisemitism and attacks on refugees, migrants and Gypsy, Roma and Traveller communities.
- In Britain, politicians’ anti-refugee rhetoric and racist government policies, such as the Illegal Migration Bill, has emboldened the far right.
- In Erskine, Knowsley, and elsewhere, fascist organisations like Patriotic Alternative have targeted hotels and other accommodation housing refugees to spread their vile rhetoric.
- The important work carried out by the Scottish Refugee Council and the Maryhill Integration Network in Scotland.
- The emboldened far right is also attacking the LGBTQ+ communities by targeting Drag Queen Story Time events.
- The importance of resistance and the counter mobilisations that have taken place against the far right by trade unionists, antiracists, and anti-fascists.

“That this Congress believes:

- The UK Government's asylum policy, which in conjunction with its dispersal scheme, seems designed to simultaneously deny refugees their human rights and sow tensions in communities across Scotland and the UK.
- The Westminster Tory government is using racism and the politics of scapegoating as a tactic of divide and rule to gain racist electoral support and make ordinary people pay for the cost-of-living crisis.
- Patriotic Alternative is a fascist group led by former Nazi BNP youth leader, Mark Collett.
- Erskine has become a major focus for Patriotic Alternative. Since the 5th February, they have led weekly protests against asylum seekers at the Muthu Hotel. These have been consistently opposed by local residents, trade unionists and anti-racist

campaigners. This is a decisive campaign to stop fascist growth in Scotland, designed to fuel hate and division.

- That trade union and community organising is paramount in the face of such a threat and applauds the work of local trade unionists, community and anti-racist campaigners in Erskine.
- We need maximum unity to build broad and powerful campaigns against this threat, building on past struggles in the labour and trade union movement against racism and fascism.
- That the movement must stand up to all fascist groups wherever they appear in the country and counter the lies they are spreading in our communities.

“Congress calls on the STUC General Council and affiliates:

- Work with local campaigners in Erskine and other areas to do everything they can to aid organisation against these vile groups and to support protests against the fascist Patriotic Alternative and other similar groups wherever they appear in our country.
- To work with local residents, and antiracist campaigners to identify and name a date on a Sunday in May for a big mobilisation of the trade union and anti-racist movements to decisively outnumber the Patriotic Alternative and undermine their influence in the area.
- To continue to support and provide solidarity to all communities targeted by the far right.
- To continue to educate the wider trade union movement about the dangers posed by the far right.”

Mover: Paisley and District Trades Union Council

Seconder: STUC Black Workers’ Conference

Motions Withdrawn at 2023 STUC Annual Congress

Appendix C

Motion 34 plus amendment Rights at Work Unit in Secondary Schools

“That this Congress believes that all secondary school students should have the right to meaningful courses about rights at work including the role of trade unions before they leave school.

“Accordingly, Congress resolves that the STUC General Council should write to the First Minister and the Cabinet Secretary for Education seeking the inclusion of a Rights at Work unit (including the role of trade unions) as a mandatory unit in S4 Social Education in all secondary schools in time for the start of session 2024-25.

“Congress further resolves that the Scottish Government response (or the lack of a response) should be publicised by the STUC General Council within a short timescale.”

Mover: Dumfries and Galloway Trades Union Council

Amendment

Para 2, line 2; Delete ‘Seeking’ and insert ‘Consider options for’

Para 2, line 5, Delete, ‘in time for the start of session 2024-25’ and insert ‘This consideration should include an assessment of how sufficient curriculum time might be created to allow for the manageable inclusion of such a unit as well as the steps needed to ensure that teachers can access the training and educational resources that would be required’

Mover: NASUWT

Motion 73 plus Amendment A Dundee Rogue Employer

“That this Congress notes that members of Dundee University Staff, made up of technicians, electricians, cleaners, porters, clerical and maintenance workers, which collectively make up the backbone of the institution, keeping lecturers, students and visitor facilities safe and secure, have faced the imposition of cuts of up to 40% in their future pension provision. The cut only applies to non-academic employees in the 6 lowest pay grades. Senior management, who earn between £95K and £250K, are unaffected.

“The cut will mean the affected staff potentially losing up to £6,000 a year, leaving many in pension poverty. 70% of these are women, already suffering due to the University’s 19% gender pay gap. New staff joining these grades after 2023 could see no guaranteed pension provision whatsoever.

“In August the University and Colleges Employers Association imposed a 3% wage increase on these same staff.

“Members of Unite the Union undertook 12 consecutive weeks of strike action in response to management’s refusal to withdraw the pension cuts and attracted widespread support from the public, other trades union organisations and elected politicians.

“In November, these workers lobbied Holyrood and received cross-party support from MSPs, earning the University Principal an invitation to answer select committee questions, as yet still awaiting response.

“Congress:

- condemns the shameful tactics of the University Principal and his Management Team in refusing to return to the negotiating table;
- calls on them to do so forthwith;
- regrets the damage done to the University of Dundee’s reputation by their actions;
- salutes the action of the Unite the Union members who stood on the picket line for 12 weeks; and
- supports and sends solidarity to those in dispute.”

Mover: Dundee Trades Union Council

Amendment

Para 1, line 2;

After “clerical”

Add

‘library, administrative’

Para 4, line 1;

Delete

‘Members of Unite the Union undertook 12 consecutive weeks of strike action’

And replace with

‘members of Unite and UNISON have taken strike action’

Para 6, bullet point 4;

Delete

‘salutes the action of the Unite the Union members who stood on the picket line for 12 weeks’

And replace with

‘salutes the action of the union members who have taken action in defiance of this rogue employer’

Mover: UNISON

Amended Motion 111 – Referendum Third Option

“That this Congress welcomes statements by our General Secretary that consideration should be given to a third option in any referendum on Scotland’s constitutional future.

“In connection with such a Third Option Congress notes the report of the Labour Party Commission on the Future of the United Kingdom and welcomes its call for the replacement of the House of Lords by an elected Assembly of the Nations and Regions, for its proposal that constitutional status be given to the Sewell Convention (which provided the Scottish Parliament, among other things, with control over our country’s economic and industrial policies) and additionally that the Scottish Parliament be accorded greater borrowing powers. Congress also notes the explicit constitutional requirement to rebalance the UK’s economy so that prosperity and investment can be spread more equally between different parts of the United Kingdom.

“However, Congress views with great concern the document’s failure to make any explicit reference to the role of the public sector in securing this equality and its apparent assumption that this will be achieved in liaison with the private sector – despite all the evidence demonstrating that it has been the financialised ownership across the private sector that has been responsible for the lack of investment, de-industrialisation and uneven development. Correspondingly, Congress deplores that failure of the Labour Party Commission to undertake consultation with the Trade Union movement or the STUC.

“Congress therefore calls on the STUC General Council to make representations to the Labour Party to ensure that its policies on the role of the public sector and of renationalisation of basic services and utilities be incorporated and made explicit in any policy statements along with the active role of trade unions in all aspects of the management of economic assets.”

“Congress further calls on the General Council itself to launch a more general discussion on the need to secure such constitutional changes in face of the immediate and deepening economic and social crisis without prejudice to the longer-term issue of whether or not independence would benefit working people.”

Mover: Clydebank Trades Union Council

Seconder: Dumfries & Galloway Trades Union Council

Motions Lost at 2023 STUC Annual Congress

Appendix D

Motion 49 Council Cuts

“That this Congress recognises the importance of sustained local action, the bringing together of community-based campaign organisations, trades union branches and trades union councils when campaigning against SNP, Labour, and Tory cuts.

“Congress calls for a united front of trade unions and community organisations to challenge the ruling class offensive by the capitalist monopolies and their governments. Where there is significant public support on the ground we call on councils to refuse to implement the cuts in services and publish no cuts budgets. Where that support has not yet been built Congress calls for parallel budgets to be published.

“Congress believes any action to remove councils who publish no cuts budgets and replace them with Scottish Government administrators should be met with campaigning for "people's budgets" in forthcoming elections with trade union support.

“Congress believes such a strategy can win wide support and cause a political crisis for the austerity policies of government and the tame councillors who have meekly managed the decline of the communities over decades.

“Congress believes that at a time of greatly increased industrial militancy, workers and their families are saying enough is enough and will support radical campaigning against austerity led by organised labour.”

Mover: Clydebank Trades Union Council

**Composite Q
(Covering motions 100, 101, 102, 103, 104, 105)
War in Ukraine**

“That this Congress calls on the General Council to work with member unions and trades union councils to continue supporting Just Transition programmes with the necessary resources to focus on the current challenges facing the Scottish economy.

“Congress expresses concern about the decision of the Westminster Government to increase the military budget whilst at the same time inflicting substantial cuts in areas such as education, housing, and transport.

“Congress notes that according to figures available at the end of 2022 - the Tory Government has so far committed almost 2.3 billion pounds in arms to Ukraine during the worst cost-of living crisis in decades and that this money could be better spent on providing decent pensions, pay and relief to millions of working people struggling to making ends meet.

“Congress believes:

- we should say, “Russian troops out, no to Nato escalation”;
- we should stand in solidarity with ordinary Ukrainians and demand an immediate withdrawal of Russian troops;
- we should stand in solidarity with the Russian people who have bravely protested against the war and condemn Putin’s regime of imprisonment of thousands of ordinary Russians for supporting peace;
- the war in Ukraine is part of a bigger clash between the US and Russia in eastern Europe and central Asia; and
- Nato is not a progressive force for peace, as we have seen in Western wars such as Afghanistan. Its expansion into Eastern Europe in the 1990s and 2000s has stoked the Ukraine conflict – and escalation now risks nuclear and widening war in the region.”

“Congress calls on both Scottish and British Governments to: • press for urgent talks to resolve the conflict in Ukraine and in condemning the Russian invasion;

to join and support those countries such as Brazil, Mexico and Turkey which have offered to act as arbiters to secure a cessation of hostilities in Ukraine and a settlement that fully protects and embeds the rights of both Ukrainian and Russian speaking communities;

for trade union affiliation to Stop The War and Scottish CND's trade union anti-war group.”

Mover: Aberdeen Trades Union Council
Seconder: Clydebank Trades Union Council
Supporters: Irvine and North Ayrshire Trades Union Council
East Ayrshire Trades Union Council
Midlothian Trades Union Council
North Lanarkshire Trades Union Council

Emergency Motion 7 Trade Union Solidarity

“That this Congress condemns the Leader of the UK Labour Party, Keir Starmer MP, for what was widely interpreted as a boast in The Times Newspaper on 4th April that he had effectively ‘sacked’ our friend and comrade and then Scottish Labour Leader Richard Leonard MSP. Congress offers solidarity to Richard and all trade unionists and socialist Labour members under attack by the current Labour leadership.”

Mover: Dundee TUC

Motion Fell at 2023 STUC Annual Congress

Appendix E

Motion 32 Apprenticeships

“That this Congress notes, in Scotland we know that midwife vacancies continue to increase in many of the health boards in Scotland. While the highest vacancies in the September national workforce statistics were in one of the largest boards there is a continuing pattern of recruitment challenges in our remote and rural communities.

“No one else can undertake the role of a midwife. It is protected by law, without midwives the ability to be born in communities would be lost, they are part of resilient communities. We need a comprehensive workforce plan that includes employee models of Midwife apprenticeships.

“The financial burden of undertaking study to become a midwife can act as a barrier to recruiting midwives from communities and widening access.

“We know in Scotland the apprenticeship levy is not fully utilised and we believe opening up apprenticeships to Maternity support workers, already employed in communities, would contribute to sustainability and provide welcome opportunities for current employees to have access to pay progression and career development not currently available.

“The rationale for recruiting Midwifery Degree Apprentices (MDAs) into midwifery is that they are mostly local, mature applicants, who are already working in the maternity services. They do not experience the culture shock that many pre-registration students encounter on their first placement (Cummins et al, 2014).

“In England the 2022 Baby Loss and Maternity All Party Parliamentary Groups (APPG) report on the impact of staffing shortages in maternity and neonatal care exposed the damaging impact these shortages have on the quality of care of women and staff wellbeing.

“Congress calls on the STUC to join the RCM in campaigning for the implementation of the Midwifery apprenticeships to stem the challenges faced by maternity services in Scotland as part of wider workforce planning to meet the needs of women, babies and families, to ensure that staffing levels are safe, and that staff have the time to provide personalised care.”

Mover: Royal College of Midwives

General Council Statements

Appendix F

General Council Statement - Amended Motion 111 – Referendum Third Option

The General Council welcomes the sentiments behind amended motion 111. We believe that workers, through their trade unions, should be at the heart of the constitutional debate on Scotland's future and that under all constitutional scenarios, including a third option in a referendum, workers voices must be heard.

Without prejudice to whether or not independence would benefit working people, the General Council recognises the need for a general discussion on the need to secure constitutional change in the face of the immediate and deepening economic and social crisis.

The General Council notes the report of the Labour Party Commission on the Future of the United Kingdom and welcomes its call for:

- the replacement of the House of Lords by an elected Assembly of the Nations and Regions;
- constitutional status to be given to the Sewell Convention; and
- the Scottish Parliament to be accorded greater borrowing powers.

The General Council also notes the report's explicit constitutional requirement to rebalance the UK economy so that prosperity and investment can be spread more equally between different parts of the United Kingdom.

The General Council shares the concerns expressed in the motion that the document fails to make any explicit reference to the role of the public sector in rebalancing the economy and its apparent assumption that prosperity will be achieved in liaison with the private sector. This is despite all the evidence demonstrating that private, highly financialised ownership has been responsible for a lack of economic investment and de-industrialisation.

The General Council will make representations to the Labour Party to ensure that STUC policies on the role of the public sector, of

renationalisation of basic services and utilities, and the active role of trade unions, be adopted.

However, the General Council must put on record that while although the STUC was not consulted on the Labour Party Commission document, a number of Labour affiliated trade unions were consulted.

The General Council therefore asks for support for this statement, in place of Amended 'motion 111.

General Council Statement on Ukraine

The STUC General Council confirms our continuing and unequivocal condemnation of the Russian invasion of Ukraine. We reject any suggestion of equivalence between the invader and the invaded.

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

We salute and send solidarity to trade unions in Ukraine who are part of the resistance to the Russian invasion either by continuing to deliver life-line services or through military resistance. We encourage our members to donate to the the ITUC's financial appeal supporting its member organisations FPU and KVPU who are providing support to families who desperately need assistance. We also send solidarity to those in Russia who are opposing this war.

Under all scenarios, the risks of escalation are high. However, without support, including military equipment, from outwith Ukraine, its people would be unable to maintain effective resistance to the invasion leading to the permanent occupation of that country. As well as being a disaster for the people of Ukraine, this would lead to an even more dangerous increase in tension and instability in the region.

We agree with the movers of composite Q that talks to resolve the conflict in Ukraine should be actively pursued, but do not believe, as implied by the composite Q, that effective peace negotiations can take place if support for Ukraine is withdrawn.

The General Council reiterates its opposition to direct NATO intervention in the war. This would deepen and widen the crisis and increase suffering.

The Ukrainian refugee crisis is part of a wider crisis affecting the victims of war and oppression across the globe. In supporting the maximum assistance to Ukrainian refugees, we condemn the double standards applied by the UK and other western nations in its treatment of refugees from other areas of conflict as highlighted in motions to this Congress.

General Council Statement - A Dundee Rogue Employer

“The General Council reiterates our support for all workers in dispute and notes deplorable actions of the University of Dundee. We note that members of Dundee University Staff, made up of technicians, electricians, cleaners, porters, clerical, library, administrative and maintenance workers, which collectively make up the backbone of the institution, keeping lecturers, students and visitor facilities safe and secure, have faced the imposition of cuts of up to 40% in their future pension provision. The cut only applies to non-academic employees in the 6 lowest pay grades. Senior management, who earn between £95K and £250K, are unaffected.

“The cut will mean the affected staff potentially losing up to £6,000 a year, leaving many in pension poverty. 70% of these are women, already suffering due to the University’s 19% gender pay gap. New staff joining these grades after 2023 could see no guaranteed pension provision whatsoever.

“In August the University and Colleges Employers Association imposed a 3% wage increase on these same staff.

Members of Unite and Unison have taken strike action in response to management’s refusal to withdraw the pension cuts and attracted widespread support from the public, other trades union organisations and elected politicians.

“In November, these workers lobbied Holyrood and received cross-party support from MSPs, earning the University Principal an invitation to answer select committee questions, as yet still awaiting response.

“Congress:

- condemns the shameful tactics of the University Principal and his Management Team in refusing to return to the negotiating table;
- calls on them to do so forthwith;
- regrets the damage done to the University of Dundee’s reputation by their actions;
- Salutes the action of the Unite members who stood on the picket line for twelve consecutive weeks;
- Salutes the action of Unison members who have also taken action in this dispute for over a year;

- condemns the actions of this rogue employer; and
- supports and sends solidarity to those in dispute.”