



STUC Congress 2025 Decisions

Complete Record of Motions / Amendments / Composites submitted for consideration at the 2025 Annual Congress and decisions recorded.

Appendix A	List of Decisions
Appendix B	Resolutions adopted at the 2025 Annual STUC Congress
Appendix C	Motions remitted at the 2025 Annual STUC Congress
Appendix D	Motions lost at the 2025 Annual STUC Congress

Appendix A Lit of Decisions

Composites / Resolutions / Motions	Decision
Composite A Building on the New Deal. (covering Amended Resolutions 3 and 76 and Resolution 66)	Carried
Composite B Countering the Far Right (covering Resolutions 94, 95, 96, 97, 98, 99, 100 and Amended Resolution 2 and 92)	Carried
Composite C Rebuilding our Public Services (covering Resolutions 48, 50 and Amended Resolutions 4 and 39)	Carried
Composite E Growing Scotland's Railways & GBR (covering Resolutions 22 & 23)	Carried
Composite H Preventing & Tackling Sexual Harassment in the Workplace (covering Resolutions 53, 54, 56 & 85)	Carried
Composite I Neurodiversity in the Workplace (covering Resolutions 57, 58, 59 & 60)	Carried

Composites / Resolutions / Motions	Decision
<p>Composite J Suicide & Mental Health Prevention & Awareness</p> <p>(covering Resolutions 63 & 64)</p>	Carried
<p>Composite K Advancing Fair Work</p> <p>(covering Resolutions 68, 69, 70, 74 and Amended Resolution 67)</p>	Carried
<p>Composite L Extreme Weather Warnings</p> <p>(covering Resolutions 72 & 73)</p>	Carried
<p>Composite M End Slavery & Exploitation in Health & Social Care</p> <p>(covering Resolutions 90 & 91)</p>	Carried
<p>Composite N Scottish Visa Campaign</p> <p>(covering Amended Resolution 102 & Resolution 103)</p>	Carried
<p>Composite O Winter Fuel Allowance</p> <p>(covering Resolutions 104 & 105)</p>	Carried
<p>Composite Q Artificial intelligence, Automation & Just Transition</p> <p>(covering Amended Resolution 5 & Resolution 29)</p>	Carried

Composites / Resolutions / Motions	Decision
Composite R Peace & Military Spending (Covering Resolutions 51 & 116)	Remitted
Composite S Support for Local & Regional Just Transition Campaigns (covering Resolutions 8 & 9)	Carried
Motion 1 Constitutional Amendment	Lost
Amended Resolution 6 Fighting for Offshore Oil & Gas Workers	Carried
Resolution 7 A Fair Transition for Scottish Steel	Carried
Resolution 10 Making the Pharmaceutical Industry Work for People, Not Profit	Carried
Resolution 11 UK AI & Copyright Legislation – Impacts on Creative Industries, Artists & Cultural Workers	Carried
Resolution 12 Unit Pricing	Carried
Amended Resolution 13 Energy Companies Standing Charges	Carried

Composites / Resolutions / Motions	Decision
Amended Resolution 14 Scottish Shipyards Serving Scottish Shore	Carried
Motion 15 Brewing Whisky & Spirits – An Industry to be Proud of	Remitted
Resolution 16 Tackling Offshoring	Carried
Resolution 17 The Arts Need Stability & Transparency	Carried
Resolution 18 Ethical Conduct in Pharmaceutical Practices	Carried
Resolution 19 Growing Youth Unemployment is a Growing Public Health Crisis	Carried
Resolution 20 Scottish Journalism Crisis & SPIJI	Carried
Resolution 21 Visitors Levy Scotland	Carried
Resolution 24 Ending Peak Rail Fares	Carried
Amended Resolution 25 Save Scottish Ticket Offices	Carried
Resolution 26 Delivering Alternative Fuels for Decarbonising Maritime & Wider Networks in Scotland	Carried

Composites / Resolutions / Motions	Decision
Resolution 27 Vessel Replacement on Shetland & Orkney Ferry Routes	Carried
Resolution 28 Implementing the Rights of Children & Workers	Carried
Amended Resolution 30 Funding Quality Education in Scotland	Carried
Amended Resolution 31 Universities in Crisis, Save Higher Education	Carried
Resolution 32 University of Dundee Governance	Carried
Amended Resolution 33 Work Shouldn't Hurt – Protecting the Health, Safety & Wellbeing of School Staff	Carried
Amended Resolution 34 Workload & Wellbeing	Carried
Resolution 35 Greater Support & Safety for Early Years Staff	Carried
Resolution 36 Value Music Education	Carried
Resolution 37 Addressing the Shortage of Training Places for Pharmacy Students	Carried
Resolution 38 Education is a Community Worth Fighting For	Carried

Composites / Resolutions / Motions	Decision
Amended Resolution 40 The Future of NHS Scotland	Carried
Amended Resolution 4 Compassionate Leadership Within NHS Scotland	Carried
Resolution 42 Facilitating the Inclusion of Pharmacists on the NHS Performers List	Carried
Resolution 43 Enhancing Allied Health Professional Services in the NHS	Carried
Resolution 44 Post Office Closures	Carried
Resolution 45 Support for the Development of the Firefighter Role	Carried
Resolution 46 Social Care – Time to Bargain for Better	Carried
Resolution 47 Social Care	Carried
Resolution 49 Restoring the ‘Dreadnought’ Service for Scotland’s Maritime Professionals	Carried
Resolution 52 Modernising the Employment Injuries Claims Process	Carried
Amended Resolution 55 Women’s Safety Travelling to & From Work	Carried

Composites / Resolutions / Motions	Decision
Resolution 61 Closing the Disability Employment Gap	Carried
Resolution 62 Wage Parity for Young Workers	Carried
Resolution 65 Seafarer Employment & Training	Carried
Resolution 71 Support for the FBU Decon Campaign & Firefighter Health Protections	Carried
Resolution 75 Recognition in Renewables & Just Transition	Carried
Amended Resolution 77 Domestic Abuse as a Workplace Issue	Carried
Resolution 78 SLAPPS	Carried
Resolution 79 Pensions – Ensuring that Government & Employers Take Responsibility	Carried
Resolution 80 Drop the Discretion Clause	Carried
Resolution 81 Member Must Sign on the Line	Carried
Amended Motion 82 X & Regulation of Social Media	Remitted
Motion 83 Social Media Platform X	Remitted

Composites / Resolutions / Motions	Decision
Amended Resolution 84 Abuse of Attendance Management Policies	Carried
Amended Resolution 86 Decline of Safety in the Workplace	Carried
Motion 87 MOWI – Organising Workers at MOW	Remitted
Amended Resolution 88 Let's Talk About Assisted Dying	Carried
Resolution 89 Cass Report & Counteracting its Bias	Carried
Motion 93 Rise of the Far Right	Remitted
Amended Resolution 101 Defend the Right to Protest	Carried
Amended Resolution 106 End Arms Sales to Israel	Carried
Resolution 107 Stop Arming Israel	Carried
Amended Resolution 108 Palestine & Scholasticide	Carried
Resolution 109 Justice for Palestine	Carried
Resolution 110 Lasted Peace in Palestine	Carried
Resolution 111 Palestine	Carried

Composites / Resolutions / Motions	Decision
Resolution 112 Palestine	Carried
Resolution 113 Ukraine / Russia	Carried
Resolution 114 Cuba – Off the List	Carried
Resolution 115 Artificial Intelligence, Exploitation OF Workers from the Global South & International Solidarity	Carried
Emergency Resolution 1 Turkish Oppression, Kurdish Self- Determination & the Free Ocalan Campaign	Carried
Emergency Resolution 3 Rest Breaks in the Scottish Ambulance Service	Carried
Emergency Resolution 5 Solidarity with Indian Workers	Carried
Emergency Resolution 7 Civil Service Jobs	Carried
Emergency Resolution 9 Keep Grangemouth Working – The Fight Must Go On	Carried
Emergency Resolution 10 Dundee University	Carried
Emergency Composite T Welfare Benefit Cuts (covering Emergency Resolutions 2 & 6)	Carried

Composites / Resolutions / Motions	Decision
Emergency Composite U Legal Protection for Gender Identity & Trans Rights (covering Emergency Resolutions 4 & 8)	Carried

Appendix B

Resolutions adopted at the 2025 Annual STUC Congress

Composite A – Building on the New Deal (covering Amended Resolutions 3 and 76 and Resolution 66)

“That this Congress believes that, if delivered in full, the New Deal will be the biggest upgrade to workers’ rights for a generation.

“The Employment Rights Bill includes measures to deliver day one rights to statutory sick pay and protection from unfair dismissal, boost family-friendly and flexible working, tackle the scourge of zero hours contracts and fire and rehire, promote union access to workplaces and simplify union recognition processes.

“Congress notes that anti-trade union legislation has had significant negative effects on all trade unions and continues to cause significant financial hardship to both small and large trade unions because of the Certification Office levy and the requirement for paper ballots for elections ballots and strike ballots.

“Congress believes that the calculation and implementation of the Certification Office levy seemed arbitrary, which caused the appearance of callous intent.

“Congress believes that the Government could and should go further in developing sectoral bargaining arrangements in key areas of the economy.

“Congress believes the collective rights of union access and recognition, offer the potential for union growth and renewal. However, achieving this potential will require processes that are workable, and which don’t give employers the ability to delay or prevent union access or recognition.

"It will also require a collective effort from the trade union movement to develop organising strategies for parts of the economy where unions are not recognised and where workers are unorganised.

“Congress further notes that this year marks the tenth anniversary of the Scottish Fair Work Framework. The world of work has undergone significant transformation since the Fair Work Convention began including:

- The UK’s departure from the EU;
- A new UK Government which has committed to a 'New Deal for Working People' ;
- The workplace changing with the rise of the gig economy, the adoption of automation, artificial intelligence and the impact of fifteen years of austerity; and
- The core budget for union learning not reflecting rising costs.

“Congress believes:

- just as trade unions renegotiate agreements with employers to reflect changing circumstances, fair work in Scotland must also evolve to meet these challenges; and
- trade unions are vital in ensuring Scotland remains a leader in promoting fair work and addressing the challenges of the modern workplace.

“Congress calls on the STUC General Council to:

- engage with the UK Parliament to ensure the Employment Rights Bill is as strong as it can be and recognises specific issues affecting Scotland;
- counter efforts from the business lobby to weaken the Employment Rights Bill;
- make sure that the UK Labour Government follows through in its promises to fully repeal the entirety of the Trade Union Act 2016, and repeal the Strikes Act 2023, as part of the Employment Rights Bill - including scrapping the Certification Office levy, scrapping the extended punitive powers of the Certification Officer, and banning complaints to the Certification Office by anti-union “third parties”;
- make sure that the UK Labour Government follows through in its promise to permit "modern and secure electronic balloting" for trade unions as soon as possible, for all elections and statutory strike ballots;

- demand an immediate intervention by the UK Labour Government to halt the Certification Office levy charges for 2024 – 2025, which are due on May 31st 2025;
- remove the obligation on trade unions to re-run a ballot every six months;
- reverse the last government’s draconian increase to the maximum damages that may be awarded against trade unions;
- hold a one-day conference examining how to use the Employment Rights Bill to grow the trade union movement in Scotland, including considering how best to build on the Employment Rights Bill to ensure there is a commitment and timeline from the Scottish and UK Government to introduce mandatory sectoral bargaining agreements across the economy, underpinned by an agreed plan from affiliates as to how and where those agreements would apply;
- seek commitment from all political parties to support the devolution of employment law ahead of the 2026 elections;
- lobby the Scottish Government to:
 - adequately address the challenges of the gig economy, automation and AI
 - provide robust protections and workers’ rights in the context of these changes
 - secure above inflation investment into union learning
- advocate for a renewed partnership between the Scottish Government, unions, and employers ensuring workplaces are fair, inclusive for the future; and
- campaign for increased union involvement in policy making on issues such as automation, digitalisation, and AI, ensuring these areas benefit workers and do not undermine job security or conditions.”

Mover: STUC General Council
Seconder: Communication Workers’ Union
Supporters: Scottish Artists Union
 RMT
 NASUWT

**Composite B – Countering the Far Right
(Covering Resolutions 94, 95, 96, 97, 98, 99, 100 and Amended
Resolutions 2 and 92)**

“That this Congress is gravely concerned at the rise of the far-right and of political parties which espouse many of their ideas. This is exacerbated by powerful economic and media interests which are funding sophisticated political campaigns using misinformation and fake news to further polarise politics.

“Congress recognises that these strategies are designed to prey on the genuine concerns of working-class people, whether economic or social, by diverting attention away from the real culprits. The deep-seated disaffection among many, including our members, with the established political class further exacerbates the threat.

“Congress recognises the grave consequences of unchecked right-wing extremism that has emerged in the United States, particularly under the Trump administration.

“Congress is appalled at entirely baseless statements made by Donald Trump attacking disabled people.

“Congress notes that we need maximum unity in action against racism and Reform UK, a populist right-wing project based upon policies which are anti-migrant, racist, anti-women, anti-LGBT+ people and ‘anti-establishment’ rhetoric. Recent local government elections show that it is gaining a foothold in Scotland.

“Congress notes that, contrary to the narrative from the right-wing media, many referrals on Scottish university campuses under the prevent duty are for far-right activists and far-right activity.

“Congress notes the failure of the Labour Party to enthuse a large part of the working-class electorate has left a political vacuum, which is being partly filled by Reform UK.

“Congress is deeply concerned about the climate and impact of racism, sexism and misogyny, homophobia, transphobia, ableism, and religious hatred affecting the lives of children and young people. Currently there is a

population of young males who feel they have lost their place or purpose in our evolving culture.

“Congress is further concerned that teachers with protected characteristics are being disproportionately targeted with increased challenges to their authority as well as abuse and assaults.

“Despite the attempts of some big business and political figures to influence politics in their economic interests, a large proportion of the public supports increased investment in public services, higher taxes on the wealthy, housing investment and the nationalisation of key industries such as energy and transport.

“Congress believes:

- that a return to policies which improve living standards, redistribute income, wealth and power, and invests in the public good would do much to arrest the growth of far-right ideas. However, this is not enough;
- trade unions, in the workplace and in the wider community have a fundamental role to play in re-framing the debate and countering the arguments of the far-right. This requires grassroots engagement, organising and a willingness to discuss uncomfortable subjects. In this respect, we are proud of the role played by local trade unions and trades councils in building community opposition to far-right initiatives;
- an attack on one is an attack on all – that is the fundamental trade union principle and it is our duty as trade union activists to stand united in opposition to the far right wherever they promote division – in our workplaces, in our communities and in our policies and media;
- culture is a site of anti-racism and anti-fascism;
- that trade unions should take a lead in workplace and community organising against the far-right, in partnership with local campaign groups.

“Congress calls on the General Council to:

- reassess our political education programmes surrounding these issues and using all means at our disposal, produce counter narratives that are aspirational and engaging;
- arrange for the production of specific campaign materials to expose that Reform UK are not pro working-class;

- support Love Music Hate Racism cultural events and gigs;
- reiterate support for Stand Up to Racism and continue to mobilise affiliated trade unions to support Stand Up to Racism events and other events opposing the far right;
- redouble efforts to build 2025 St Andrew's day event into a political call to arms ahead of 2026 Scottish elections;
- support SUTR Scotland's annual conference and initiatives to mark World Refugee Day on 20 June 2025;
- to work with the Scottish Government to develop effective strategies to dismantle the infrastructures that support these harmful groups and to firmly oppose the repressive measures emanating from the US;
- help change the narrative by promoting positive stories of trade union activists which challenge far right narratives, including within the STUC Unions into Schools work;
- campaign for earlier support and education on hate speech at primary school, recognising that, by secondary school, many pupils may already have been exposed to far-right narratives;
- work to promote the rights of disabled people in society and the workplace;
- design an awareness raising campaign that highlights the in-work supports that are available for disabled workers; and
- work with affiliates to ensure all union staff and reps are skilled in challenging anti-disability behaviour, comments, and actions."

"Congress further calls on the General Council to commit campaigning and staffing resources to specific strategies designed to support workplace organising and to hold a specific trade union wide event during 2025 to further build these strategies."

Mover:	General Council
Seconder:	NASUWT
Supporters:	Edinburgh Trades Union Council Clydebank Trades Union Council East Kilbride & South Lanarkshire Trades Council STUC Black Workers' Conference STUC LGBT+ Workers' Conference STUC Disabled Workers' Conference Public and Commercial Services Union EIS

Composite C – Rebuilding our Public Services (Covering Resolutions 48, 50 and Amended Resolutions 4 and 39)

“That this Congress believes Scotland’s public services are in crisis.

“1 in 9 of the Scottish population are on NHS waiting lists. As of 30th September 2024, 347,038 people were waiting more than 12 weeks for NHS treatment, while 62,595 people were waiting more than a year.

“Meanwhile more than 9,000 people are waiting for a social care assessment or care package, teacher numbers are declining, targets on class sizes are not being met, whilst overwork and violence against teachers is rife.

“Congress notes continuing cuts by Scotland’s Local Authorities to their public services through 2024 and anticipated, due to budget proposals, in 2025. Scotland's councils face a funding gap of £585 million just to deliver existing local services – a gap estimated to increase.

“Congress notes in particular the impact of poor funding on local government exposed in the Improvement Service benchmarking report which pointed out that local government is “expected to deliver the same or better outcomes with less available labour and access to development, often creating intolerable work pressure for staff”.

“Congress notes Dundee City Council has reported a budget overspend of £5M in year 2024-5, with a projected £15M cut proposed for 2025-6. Since 2008, Dundee City Council has seen a cut of £178M from its budget.

“Congress reiterates policy adopted at our 2024 Congress in calling for Zero Cuts Budgets.

“The current situation, caused by austerity but exacerbated by covid and the cost-of-living crisis, cannot go on.

“Rebuilding our public services will require investment. The majority in Scotland favour increasing taxation to fund more spending on health, education and social security.

“Our politicians cannot go on calling for lower taxes on the one hand but more investment in public services on the other. We need them to be honest with the people we represent - we cannot have Scandinavian quality public services and American levels of taxes. Taxes will have to rise.

“Increased investment must be accompanied by reform. 40 years of outsourcing, deregulation and austerity has led to multinationals profiting from our public services while driving down standards and hiding profits. Public service reform must address this issue.

“Congress calls on the General Council to:

- commission research on the scale of outsourcing in Scotland and what can be done to insource services;
- lobby the Scottish Government to invest in public services, including through progressive taxation and wealth taxes to raise revenue;
- lobby the UK Government to invest in public services and generate Barnett consequential for the Scottish Government, examine the feasibility and potential under existing powers, of introducing levies on industries with extraordinarily high profit margins.
- Campaign for:
 - a massive reduction in the ringfencing of funding imposed on local government by Scottish Government;
 - the replacement of the council tax with a capital value based property tax;
 - the reforms to taxation outlined in the ‘Raising tax to deliver for Scotland’ report;
 - and to protect and enhance local government autonomy;
- reiterate STUC policy that defence expenditure should not increase beyond 2.3% of GDP. The prime minister’s decision to increase to 2.5% of GDP is a further £13.4 billion that will decimate foreign aid and public services;
- condemn Scotland’s political leadership, at both national and local authority levels, for allowing this continued decimation of local services and for their abject failure to defend them;
- voice concern at the resulting loss of public faith in our political class, our political processes and institutions, arising from this abject failure;
- support sustained local activity as part of a national campaign, bringing together community organisations, trade union branches,

and trades union councils when campaigning against budget cuts by Governments and Councils of all colours; and

- call for consistent and sustainable funding for Scottish Local Authorities so they can invest in their local economy, transport networks and high streets.”

Mover: STUC General Council

Seconder: UNISON Scotland

Supporter: Clydebank Trades Union Council

Dundee Trades Union Council

USDAW

East Kilbride & South Lanarkshire Trades Union Council

Composite E – Growing Scotland’s Railways & GBR (covering Resolutions 22 & 23)

“That this Congress reaffirms its support for publicly owned railway in Scotland but is concerned the Scottish Government’s management of rail in Scotland has undermined the objective of a safe, affordable, reliable and accessible railway for all.

“Concerns include:

- attempts to extend driver only operation, which were defeated by RMT and ASLEF members; plans to cut ticket office hours at 101 of 143 staffed stations, despite these plans being universally opposed by passengers in the public consultation in January 2022;
- scrapping the off-peak fares pilot despite evidence that the trial increased passenger demand;
- the continued prevalence of violence and anti-social behaviour on the railway and its impact on rail workers and passengers, particularly women and girls, who are more vulnerable to problems created by a lack of adequate staffing; and
- a failure alongside Network Rail and the UK Government to act to protect jobs in the railway supply chain, resulting in the loss of vital rail skills.

“Congress agrees to campaign with affiliates to ensure the Scottish Government address these concerns and develops a safe, affordable and properly staffed railway.

“Congress further notes the UK Government’s commitment to create a single, publicly owned unified and nationally integrated GB rail network.

“Congress acknowledges that the English Devolution Bill will enable directly elected mayors in England to request the devolution of rail services, alongside their statutory role shared with devolved leaders in Scotland and Wales in the rail network under GBR. It is essential that the voices of leaders of devolved nations are given the weight and respect that they deserve when carrying out their statutory role.

“Congress must not allow any devolved rail powers to be removed from Holyrood under Great British Railways (GBR) and calls on the General

Council to raise concerns with the potential for English devolution to impact on cross-border rail services and seek assurances to grow cross border services.

“Congress agrees to work fully with affiliates to develop a campaigning response to the introduction of Great British Railways (GBR) including:

- ensuring the creation of GBR significantly increases and enhances powers for the Scottish Parliament and Scottish Government over rail services in Scotland, to enable Scotrail to grow internal and cross border passenger and freight services in conjunction with a publicly owned GBR;
- ends outsourcing, absorb open access operations and rail freight, ends the profiteering of the rolling stock leasing companies and develops publicly owned rolling stock; and
- increased investment and expansion of capacity, services and staffing.”

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

Composite H – Preventing & Tackling Sexual Harassment in the Workplace (covering Resolutions 53, 54, 56 & 85)

“That this Congress commends the work that the STUC women’s committee have been undertaking on the issue of sexual harassment in the workplace and on their reports, Silence is Compliance and Still Silent.

“Congress welcomes the new legal duty requiring employers to prevent sexual harassment from arising in the workplace and agrees that the exposure of McDonalds in the last 2 years, and its failure to deal with sexual harassment and violence, shows the urgent need for legislation to protect workers from this toxic behaviour.

Congress acknowledges the need to continue to give the issue of sexual harassment in the workplace a high priority, recognising that sexual harassment is a form of violence against women and girls, and to share best practice.

Congress recognises the need to work with affiliates and employers to build a broad understanding of what sexual harassment is, the traumatic impact it has on those who experience it, and on society more generally, the scale of the problem, and its causes – so that we can reduce and prevent the harms together.

“We also need to recognise, from numerous reports across the UK’s trade unions, that sexual and sexist harassment is just as prevalent in our own organisations as it is in the employers we work with.

“Congress calls on the General Council to work with the BFAWU and the TUC on a campaign to bring into legislation a new requirement for reporting cases of sexual harassment and violence similar to reporting accidents in the workplace (RIDDOR) and to lobby the UK government to create and resource a new, cross-cooperation panel to overview sexual harassment in the workplace between TUC, EHRC and HSE.

“Congress agrees that the campaign should call for:

- a reporting line which takes anonymised details of the incident and forwards the complaint to employers and generates a reference number;

- a structure so that the anonymised complaint becomes reportable and part of a company's reporting requirements until both parties agree that the situation has been resolved satisfactorily, without forced NDAs;
- the ability to remove the 3-month less one day rule for such issues, recognising that these cases are often not reported for some time due to fear or some other substantial reason;
- structures so that trade unions are consulted in such cases and that any agreements with employers include representation through the members union or TUC-appointed facilitator;
- structures to enable workers not represented by trade unions to be supported in a similar way;
- a training programme agreed via the Tripartite for union reps and workers;
- mandatory education programs: implement educational initiatives aimed at men to promote respectful behaviour and understanding of sexual harassment;
- comprehensive training: require employers to provide regular, thorough training on sexual harassment prevention and response; and
- active policy management: ensure employers are held accountable for actively managing and enforcing anti-harassment policies, with regular reviews and updates.

Congress calls on the STUC General Council to make this a campaign priority and to coordinate amongst unions the sharing of policies and of training packages and to lead from the top by demonstrating training on prevention of sexual harassment being a key part of the new general council induction process.”

Mover:	Union of Shop, Distributive and Allied Workers
Seconder:	Bakers, Food and Allied Workers' Union
Supporting:	Aegis the Union
Supporting:	Chartered Society of Physiotherapy

Composite I – Neurodiversity in the Workplace (covering Resolutions 57, 58, 59 & 60)

“That this Congress notes that:

- more than 15% of people in the UK are estimated to be neurodivergent;
- Scotland has a disability employment gap of 31.9%;
- many of our neurodivergent members face unacceptable barriers in accessing support and healthcare, including years-long waiting times for diagnostic assessments;
- the NHS in Scotland has robust workplace policies underpinned by the principles of equality and diversity which should ensure that staff members with protected characteristics are treated fairly and with respect; and
- that Neurodivergent people, including young people with, for example, autism, ADHD, dyslexia, and other neurodevelopmental conditions, face significant barriers to gaining work experience and employment opportunities.

“Congress believes that:

- our neurodivergent members deserve to be treated fairly at work, regardless of whether employers believe they have a "superpower" that can be exploited for profit;
- we need inclusive training for staff in the NHS in Scotland to improve the understanding of neurodiversity;
- neurodivergent workers bring benefits to the workplace and society across Scotland including, but not limited to, a divergence of thought and vision;
- many neurodivergent workers still face unnecessary challenges in workplaces across Scotland;
- discrimination, stigma and bias associated with neurodivergence may cause increased stress, contributing to ill mental health; and
- in Scotland, thousands of potentially autistic people are waiting up to 4 and a half years to start the diagnostic process.

“Congress instructs the STUC to:

- lobby the Scottish Government on its plans to introduce a Bill championing the rights of people with learning disabilities, autism, and other neurodivergent conditions;

- campaign against bullying, harassment, and discrimination of neurodivergent workers;
- campaign for employers to introduce reasonable adjustment passports and significantly improve manager training;
- support further investment in healthcare and trade union education that supports and widens acceptance of neurodivergent individuals in the NHS and wider workforce;
- campaign for neurodiversity awareness training for all NHS Scotland staff to be included in their EDI mandatory training;
- work with affiliates to create and promote opportunities for people with neurodiversity challenges, including some specifically tailored for young people;
- advocate for the establishment of work experience and internship programmes focused on the needs of neurodivergent people, including young people, offering them practical experience and skill development;
- promote the introduction of mentorship schemes where neurodivergent young people can receive guidance and support from experienced colleagues;
- encourage employers to adopt inclusive recruitment practices that consider the unique challenges faced by neurodivergent individuals, ensuring fair and equal opportunities for all;
- facilitate the development and sharing of resources around neurodivergence between trade unions and employers within Scotland;
- campaign for employers to train managers to better understand the nuances of neurodiversity and to recognise that small reasonable adjustments can be made, similar to visible disabilities; to make job adverts more appealing, hiring processes easier, and to allow employees to flourish in the workplace who are not 'neurotypical'; and
- provide guidance and learning resources to reps on disability and reasonable adjustments in relation to mental health.

Mover:	Public and Commercial Services Union
Seconder:	Royal College of Midwives
Supporters:	Aegis the Union
	STUC Disabled Workers' Conference

Composite J – Suicide & Mental Health Prevention & Awareness (covering Resolutions 63 & 64)

“That this Congress notes with alarm the rising number of suicides and suicide attempts, particularly by people within the working age population.

“Congress notes with concern that the occupations with the highest risk of suicide and suicide attempts, include health care, education and other public sector workers, and construction.

“Congress further notes that a recent Mental Health white paper produced by On The Tools, titled Behind The High Vis, highlighted that 7000 Construction workers have taken their own lives in Britain in the last 10 years. This confirms that we are amid a mental health and suicide crisis within this sector.

“Congress is deeply alarmed at the survey results of NASUWT members that shows teaching had adversely affected their mental health and that the pressures of the job are leading to a mental health emergency within the profession.

“Congress asserts that the mental health and wellbeing of workers across all sectors is a critical factor for a productive and healthy workforce.

“Congress also notes there have been positive steps by some employers via Employee Assistance Programmes and partnership working with trade unions organising awareness sessions for employees, however this appears not to be adequate.

“Congress recognises issues such as addictions, including alcohol, drugs, and gambling, declining workplace conditions, increased workloads and increasing financial pressures are major contributory factors in poor mental health and suicide across all sectors. With the NHS mental health supports at crisis point, there is more that can be done by trade unions and employers to support workers through this crisis.

“Congress therefore believes that unions have a critical role to play in advocating for effective strategies and support systems that address suicide prevention and raise awareness in the workplace.

“Congress calls on the STUC General Council to:

- campaign for fully-funded mandatory Mental Health First Aid Training in all workplaces that includes suicide prevention and awareness;
- work with affiliates to ensure that suicide awareness and prevention are campaigning and bargaining priorities in all workplaces;
- work with government, HSE, employers and affiliates to promote mental health awareness and prevent suicides;
- promote research on mental health and suicide, it’s causes and effects across all sectors;
- lobby for increased funding for mental health services that are accessible and available to all workplaces and sectors; and
- support national campaigns to ensure work-related suicides are investigated by HSE and the RIDDOR regulations are amended to included work-related ill-health.”

Mover: NASUWT

Seconder: East Kilbride & South Lanarkshire Trades Council

**Composite K – Advancing Fair Work
(covering Resolutions 68, 69, 70, 74 and Amended Resolution 67)**

“That this Congress notes that the Fair Work Convention stated in 2020 that “faster progress on fair work is urgently needed if Scotland is to become a Fair Work Nation by 2025”.

“Congress notes that it’s common in some employers for lip service to given to Fair Work without workers being given a real say and that, under the Scottish Government’s ‘Fair Work First’ policy, there are no effective escalation mechanisms for dealing with employers who renege on Fair Work principles.

“Congress expresses concern that creative workers often face systemic barriers to achieving Fair Work, including precarious employment, low pay, lack of job security, and inadequate representation.

“Congress believes that Fair Work must also extend to the safety and well-being of musicians who work demanding hours in late night, informal settings.

“Sadly, across the creative sector, Trade Union delivered “worker voice” has far too often been discounted, and employer established “employee forums” with no independence or accountability are being taken as acceptable by awarding bodies such as Creative Scotland.

“Congress notes, however, that Fair Work rules are inconsistently applied and inadequately enforced. In some cases, large employers have abandoned Fair Work principles yet continued to receive substantial public funds.

“Congress notes the alarming rise in reported cases of racism in workplaces and believes racism contradicts the principles of Fair Work First and so effective measures must be implemented to create safe and inclusive environments where all workers feel empowered to report racism without fear of retribution.

“Employers have a responsibility to cultivate a culture of respect and accountability, but a union’s endorsement of any organisation’s Fair Work First Statement has considerable value and we must ensure that it is not

granted until each organisation's Fair Work First practice contains commitments towards equalities outcome recording, reporting, and remedial actions.

"The UK Government have announced plans for a Fair Work Agency, which will reportedly have enforcement powers.

"Congress instructs the STUC to campaign and lobby:

- for the Scottish Government to publish data on employers' compliance with the Fair Work principles and the Fair Work First criteria for procurement;
- for the Scottish Government to implement mechanisms that ensures compliance with the Fair Work principles and the Fair Work First criteria;
- for the Scottish Government to implement escalation mechanisms and sanctions for employers who renege on commitments;
- for the Scottish Government to not wait for the UK's Fair Work Agency, but to ensure now that trade unions are regarded as the gold standard in the workplace, including in evidencing compliance and establishing a clearer and strengthened role in monitoring and enforcement of Fair Work;
- against outsourcing in government procurement contracts;
- to raise the profile of the Scottish Government's Fair Work commitments as part of political campaigning, with a view to securing improvements;
- for fair work to extend to all sectors where non-traditional employment structures are prevalent;
- for fair work principles to be embedded into all publicly funded arts programs in Scotland, ensuring fair pay, clear contracts, and safe working conditions for all workers;
- for musicians and creative workers to have effective voice and representation, including through collective bargaining and trade union engagement
- for the Scottish Government to make compliance with Fair Work principles a mandatory condition for receiving public funding in the creative sectors;
- with the MU and creative unions, for improved pay, job security, and working conditions for creative workers;

- for more robust enforcement of non-compliance with Fair Work principles in the creative industries including developing an accreditation system tailored to the creative industries;
- to ensure the voices of creative workers are included in national discussions on Fair Work policy, highlighting the unique challenges of non-traditional employment;
- to improve the application and enforcement of Fair Work conditionality across the private, public and third sectors within its current powers;
- to extend Fair Work conditionality to new areas, such as ScotWind leases;
- to strengthen Fair Work rules, to include mandatory trade union recognition where a request is made by the workforce;
- in support of the Fair Work Convention, including any academic or other research needs deemed necessary by the Convention;
- for the UK Government to implement enhanced Fair Work conditionality in reserved areas, such as when awarding Contracts for Difference to energy generation projects;
- for the Scottish Government to enhance the Fair Work First framework by integrating specific guidelines aimed at combating workplace racism and fostering inclusive practices;
- to urge affiliated unions to actively engage, support Black members and participate in training programmes that increase awareness of racism and effective reporting mechanisms;
- to advocate for robust support systems that help victims of workplace racism navigate the reporting process, ensuring their voices are heard and validated; and
- the Scottish Government to deliver “worker voice” through Trade Union recognition and engagement.”

Mover:	Public and Commercial Services Union
Seconder:	Musicians’ Union
Supporters:	STUC Black Workers’ Conference
	Moray Trades Union Council
	Prospect
	GMB

Composite L – Extreme Weather Warnings (covering Resolutions 72 & 73)

“That this Congress believes the red weather warning in January showed that the health and safety of workers is being put at risk by employers ignoring advice and making their staff attend work under life threatening travel and working conditions.

“Congress notes that Storm Eowyn and the ongoing accelerated climate crisis create a great risk to the welfare of workers involved in precarious contract work including workers in the hospitality, retail and care sectors. Storm Eowyn saw an unprecedented number of employers showing disregard for workers’ welfare, with many workers either being asked to clock in during the red weather warning or being given the "option" of not going to work without pay.

“Congress notes that unions did great work supporting their members through this period, but it is a battle that should not have to be fought.

“Congress calls upon the STUC General Council to:

- work with affiliated unions and trades councils to organise a political campaign to pressure the UK Government into legislating to protect workers during life threatening red weather warnings with non-essential workers having the right not to attend the workplace and receive pay for that day and essential workers to be given protection and there be procedures in place for travel and work during such conditions;
- work alongside affiliates to deliver education programmes regarding employment rights during extreme weather to those most likely to enter precarious work, such as senior phase high school children and migrant workers;
- continue to popularise the fair work charter for severe weather events; and

- promote the work of affiliates who engage in organising around keeping workers safe during extreme weather events.”

Mover: West Lothian Trades Union Council

Seconder: STUC Annual Youth Conference

Composite M – End Slavery & Exploitation in Health & Social Care (Covering Resolutions 90 & 91)

“That this Congress notes with alarm the reports of slavery and discrimination reported by UNISON’s migrant workers.

“Workers are often recruited on false promises and charged illegal recruitment fees. Workers are then enslaved under debt bondage and coerced to endure exploitation and unfair work.

“Congress also notes that employers commonly threaten the withdrawal Sponsorship to perpetuate a culture of bullying, harassment and discrimination under the threat of deportation. Employers then use gagging clauses to conceal these practices and sue workers if they try to escape.

“Congress believes that, while working conditions in care are unfair, the experience of migrant workers is even more extreme and is clearly linked to race.

“Congress notes that the Home Office presides over the racist enslavement of skilled workers who protect the care system from collapse. Congress believes that, while enslavement is designed and enforced in Westminster, it is funded and administered by Scottish public bodies.

“Congress resolves to unite the trade union movement in opposition to slavery and exploitation.

“All workers should be guaranteed the right to join a union, escape slavery and move to a Fair Work employer without victimisation or financial penalty.

“Congress therefore resolves that the STUC should launch a public campaign in 2025 to improve the contracts and working conditions of migrant care workers.

“As a first step Congress resolves that the STUC General Council should write to all Councils, Health Boards and NHS/Council Joint Boards in Scotland as soon as practicable demanding that they commit publicly to employing any care workers whose Certificate of Sponsorship is revoked or threatened by their employers due to them insisting on trade union rights including the following:

- equal treatment and the same contracts as UK born workers;
- occupational sick pay schemes for all workers equivalent to those applying to NHS employees;
- trade union recognition for collective bargaining in the care sector; and
- refunds by care sector employers of all fees charged by the Home Office for Certificates of Sponsorship, visas and biometric cards as well as any fees charged by agents abroad who “found” UK jobs for care workers.

“Congress further resolves that the STUC should campaign for basic human rights for all workers from abroad including:

- restoration of the right to be joined by their dependents;
- free access to NHS healthcare; and
- full access to benefits.

“Congress also demands that:

- the Labour Government repeals the racist enslavement of workers inherited from the previous Tory Government; and
- the Scottish Government uses ethical commissioning, contract management and zero-tolerance enforcement to withdraw funds from racist employers and make equality and human rights a reality in social care.”

Mover: UNISON Scotland

Seconder: Dumfries and Galloway Trades Union Council

Composite N – Scottish Visa Campaign (Covering Amended Resolution 102 & Resolution 103)

“That this Congress notes recent changes to the Skilled Visa earnings threshold will have a severe impact on trade union members as potentially thousands of members who work for the UK government who were eligible under the previous rules, are unlikely to be able to continue in their jobs. The Labour administration and the Home Office have been intransigent about the recent rule changes brought in in April 2024. This change directly and disproportionately impacts BAME communities from Commonwealth countries.

“Many of the workers concerned live and work in Scotland.

“This is clearly a trade union issue, and the threat to our members, who may face potential deportation, is causing significant stress and upset for hard working, upstanding colleagues who contribute so much to the departments they work for and the communities they live in.

“The STUC should consider this to be an important strand of our anti-racism campaigning.

“We have a declining population and an aging one and government departments fail to recruit enough staff as it is. So, the case for a Scottish Visa, to enable civil servants and others to remain working in Scotland on the lower rate currently reserved for Health and Education workers – is very clear. We know that the new Labour administration has ruled this out, but we must demand that they reconsider this.

“An injury to one, is an injury to all, and we cannot stand idly by as our colleagues are dismissed by the UK government and then potentially deported.

“Congress calls on the General Council to:

- raise this with the Scottish Government;
- campaign to push the government to consider all available options;
- shame the Labour government into abandoning this reckless Tory policy; and
- write to the Home Office to urge them to intervene to allow the calculation of paid hours being worked to be used as the calculation.”

Mover:	Midlothian Trades Union Council
Seconder:	Edinburgh Trades Union Council
Supporter:	Public and Commercial Services Union

**Composite O – Winter Fuel Allowance
(Covering Resolutions 104 & 105)**

“That this Congress condemns the decision by the UK Government to withdraw the universal winter fuel allowance for pensioners, replacing it with a means tested benefit and demands that the UK Government reinstate the universal provision of this allowance and urges all of Scotland's MPs to support such a move.”

“Congress, whilst welcoming the decision of the Scottish Government to introduce a Winter Fuel Allowance from Winter 2025, agrees to support the demand from Trade Union retired members and the Scottish Pensioners Forum that the Winter Fuel Allowance should be a non means tested universal payment and be restored by the Scottish Government from Winter 2025/2026.

“Congress calls on the STUC General Council to lobby the Scottish Government to restore the universal Winter Fuel Allowance for Scottish pensioners from this coming Winter.”

Mover: **West Lothian Trades Union Council**
Seconder: **Aberdeen Trades Union Council**

Composite Q – Artificial Intelligence, Automation & Just Transition (covering Amended Resolution 5 & Resolution 29)

“That this Congress is deeply concerned by the vast developments in workplace technology and automation in Scotland coupled with the lack of the introduction of safeguards to protect workers. 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.

“Congress recognises the impact Artificial Intelligence (AI) and Automation is having and believes that these issues should be included in any Just Transition plans.

“Congress notes that some jobs have been lost in renewables and this calls into question the Scottish Government’s overall commitment to a Just Transition.

“Congress further notes that AI and automation are impacting work across many sectors, particularly in technology, manufacturing, health and finance.

“Congress notes that the Flexible Workforce Development Fund offered an opportunity to deliver the skills necessary to adapt to these changes. Congress regrets the Scottish Government’s withdrawal of funding to this programme and is concerned that the delivery of quality apprenticeships and training programmes for workers will suffer as a result.

“Congress further believes that any Just Transition should consider AI and automation and the impact these will have on the industries/sectors affected.

“Congress calls for these plans to be based on:

- high quality unionised jobs, with greater workplace democracy and a real effective trade union voice for workers;
- people remaining in jobs with reduced hours; and
- pay and conditions protected and improved.

“Congress also believes that the need to plan and organise a proper and effective Just Transition requires:

- an extension of public ownership in key industries/sectors;
- “workers voice” to be a reality, with workplace trade union representatives included in all aspects and decisions within the transition plans; and
- greater investment in skills and apprenticeships.

“Congress further calls for the STUC General Council to urgently campaign for the immediate implementation of the following provisions to ensure workers are adequately trained to take advantage of the future world of work:

- a national investment plan in key industries/sectors including in social infrastructure such as care, health, and education, which are existing “green” sectors;
- the creation of much needed skilled and unionised jobs underpinned by collective bargaining agreements, protecting jobs, pay and conditions;
- significant and long-term investment in skills funding, including coordination of skills and education budgets across Scotland;
- a review of the Retail Modern Apprenticeship to ensure more accessible and transparent access to training and skills;
- positive action to tackle under-representation of disadvantaged groups, 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;
- 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
- 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:	UNITE
Seconder:	Union of Shop, Distributive and Allied Workers
Supporter:	UNISON

Composite S – Support for Local & Regional Just Transition Campaigns (covering Resolutions 8 & 9)

“That this Congress recognises a need for regional, place-based Just Transition plans, developed by workers and our communities across Scotland. These plans should be adopted by all levels of government, and used as a basis for regional policy, funding decisions, public sector grants, and subsidies. Regional oversight committees, including local trade union and community representatives, should be established to ensure delivery of these plans.

“Congress applauds all trade unions, trades councils and communities that have united in solidarity to campaign and organise on local Just Transition issues, including the Torry community’s campaign to retain St Fitticks Park, an award-winning park they helped create over the last 25 years. Torry is a working-class community with multiple deprivation and associated health problems. St. Fitticks Park is their green lung, their breathing space.

“A business consortium ETZ which includes Aberdeen City Council wants to develop St. Fitticks Park as an industrial estate, even though Aberdeen has extensive areas of vacant fully serviced industrial land sites that could be developed instead.

“This re-designation was fiercely resisted by the people of Torry, but the Scottish Government refused to intervene, and the re-designation became part of the Aberdeen Local Development Plan.

“A planning application for the industrial estate on St. Fitticks Park was made in 2024 by ETZ. Despite objections by the people of Torry and their allies, the Scottish Government Minister again declined to call it in, and the application was approved. No decision has yet been made to sell the St. Fitticks parkland to ETZ.

“Congress believes communities across Scotland need a just transition, not a mining of public sector grants to further entrench private sector business interests.

“Congress affirms the role of Scotland’s trades councils in Just Transition campaigning and planning. Trades councils bring together local union branches - who are the experts in their respective fields - and act as an

interface between the local trade union movement and wider community. This makes them an appropriate forum for organising around complex, interconnected transition issues in a given locality - such as training, energy, transport, home retrofit, and extreme weather adaptation.

“Congress calls on the General Council to:

- Work with the Aberdeen Trades Union Council, and the Torry Community to hold the Scottish Government and city council to account in order to save their park and to expose how the Just Transition Fund is administered and delivered;
- Encourage affiliates to affiliate to their local trades councils, and to support and inform trades councils’ Just Transition activities;
- hold discussions around the Just Transition process with the trade union councils to support the delivery of a communities led Just Transition process; and
- continue to grow the STUC Just Transition Campaign.”

Mover: Aberdeen Trades Union Council

Seconder: Moray Trades Union Council

Amended Resolution 6 – Fighting for Offshore Oil & Gas Workers

“That this Congress is alarmed that the offshore unions, including RMT, estimate that over 2,000 offshore oil and gas workers were made redundant in 2024. Congress notes BP’s announcement in January of job cuts amongst offshore contractors and the industry’s intensive decommissioning schedule for North Sea oil and gas assets, which will have major repercussions for offshore workers in Scotland.

“Congress welcomes the establishment of GB Energy in Aberdeen but notes that offshore oil and gas workers have no guarantees over income, re-training, re-employment, trade union recognition rights or collective bargaining agreements, as the energy transition accelerates.

“Congress notes the consistent, political failures of the ‘just transition’ which have decimated communities and jobs in oil and gas and supply chains; and notes that no plan is being enacted to create equivalent well paid, skilled jobs in renewables manufacturing and operations at pace or scale.

“Congress notes that the offshore skills passport was rolled out in January, nearly four years after the UK and Scottish Governments announced it. Since then, nineteen fixed and floating ScotWind projects with a total energy production capacity of 30.2 GW have proceeded without secure trade union agreements to cover direct or supply chain jobs. Local content targets applicable to ScotWind contracts are modest, non-legally binding and exclude trade unions.

“Congress is dismayed by the uncertainty faced by oil and gas workers in Scotland, yet multinationals like Shell and BP continue to rake in massive profits and sign ScotWind agreements with Crown Estate Scotland. Oil and gas contractors including Petrofac are also benefiting from the energy transition, as principal contractors on offshore wind farms off the Scottish coast.

“Congress commits to work with the RMT and Offshore Co-ordinating Group unions to:

- ensure that terms and conditions of all offshore energy jobs, including in the supply chain are agreed through sectoral collective bargaining; and
- reform Crown Estate Scotland to promote sectoral collective bargaining and to divert ScotWind leasing funds for employment and re-training schemes for offshore oil and gas workers.”

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

Seconder: **GMB Scotland**

Resolution 7 – A Fair Transition for Scottish Steel

“That this Congress recognises that quality steel is fundamental to us all in our everyday lives. The roads we drive on and the bridges we cross, the hospitals that heal us and the schools our children learn in are all made from steel.

“Congress believes steel is not the enemy of our country’s progressive green strategy; in fact, steel will be more vital than ever for building the low-carbon, sustainable economy of the future for both Scotland and the rest of the UK. Steel will be needed for every wind turbine and solar panel, every electric car, and every infrastructure project we undertake to build the green economy on the future. But relying on imported steel from abroad simply offshores emissions to other more carbon-intensive operations, in countries such as China and Turkey, and does nothing to help us address the climate challenge globally.

“Congress further believes that bypassing Dalzell Steel Plate Mill, which produces quality certified steel and where highly skilled workers benefit from stringent health and safety laws that our unionised predecessor fought hard for, in favour of importing cheap steel from countries where workers do not have the same rights and protections is not morally responsible.

“Congress, therefore, calls on the General Council to stand with our Dalzell Steel workers and to lobby the government to support our Scottish Steel Industry by:

- delivering competitive energy prices;
- matching the ambition of competitor country’s investment in green steel production;
- introducing measures to protect us from dirty steel imports; and
- prioritising domestic steel for Scottish infrastructure and defence projects.”

Mover: Community

Resolution 10 – Making the Pharmaceutical Industry Work for People, Not Profit

“That this Congress notes that the current pharmaceutical model prioritises profits over people. Multinational pharmaceutical companies neglect research into diseases that are prevalent in working class communities and lower-to-middle income countries because these diseases are less profitable, with the profit-driven system incentivising drugs that offer little therapeutic advance and primarily serve to prolong patent protection.

“The profitisation of medicines costs the NHS millions each year, with rising drug costs being used in pay negotiations by the Scottish Government to argue that there is limited funding for wage increases, as well as health boards arguing for 5% cuts across all services to keep up with rising costs. Global Justice Now states 'our research reveals that pharmaceutical companies have charged the NHS an eye-watering £13billion for just ten medications over the previous decade, charging mark-ups of up to 23000%.'

“Congress believes that the founding socialist principles of the NHS, of universal and comprehensive healthcare at the point of use, can only be achieved with long-term investment in publicly-owned pharmaceutical manufacturing, distribution and a new generation of publicly-owned, democratically controlled industries funded by increased public borrowing and financed by taxes on the accumulated wealth currently being hoarded by the richest in our society.

“Congress welcomes the TUC's call for a 'high profile and constructive public campaign to strongly make the case for a more radical, progressive and credible economic strategy for national renewal.' This new economic strategy must have at its heart the NHS and auxiliary industries that support it.

“Congress calls on the STUC to:

- convene a conference of unions and begin a research programme to develop proposals for publicly-funded, owned and planned pharmaceutical manufacturing and distribution;
- support the Global Justice Now campaign against 'Big Pharma', and;

- lobby the Scottish Government for nationalisation of currently existing pharmaceutical manufacturing, testing and distribution sites throughout Scotland.”

Mover: North Lanarkshire Trades Union Council

Resolution 11 – UK AI & Copyright Legislation – Impacts on Creative Industries, Artists & Cultural Workers

"That this Congress notes that on the 17th December 2024, the UK Government launched an open consultation on 'Copyright and Artificial Intelligence' asking for “views on how the government can ensure the UK’s legal framework for AI and copyright supports the UK creative industries and AI sector together.” The consultation was supposed to stay open until February 25th 2025, however in a shock announcement on January 13th, the UK Government declared its adoption of the 25 page report ‘AI Opportunities Action Plan’, written by Matt Clifford, a former tech adviser to the Tories.

“Congress notes that this announcement has undermined the purpose of the consultation, and it indicates that PM Kier Starmer appears to not care about the threat to livelihoods of tens of thousands of artists, musicians, writers, performers, technicians and cultural workers. The PM also appears to care more about pleasing the big-tech oligarchs than protecting the UK’s Creative Industries which contributes £126bn a year to the UK economy.

“Congress believes that the current UK 1988 Copyright, Design and Patents Act, is clear that if AI companies wish to train their commercial generative AI models on copyrighted material, they must obtain a licence agreement. We must protect the existing copyright laws in order to protect our shared culture sector for future generations. We must also protect against the misuse of generative AI for malevolent purposes such as misinformation, fake news and far-right propaganda.

“Congress calls upon the General Council to campaign along with the STUC Creative Industries Trade Unions Group to:

- challenge the UK Government, Scottish Government and the opposition parties to uphold the current UK Copyright legislation, and to insist that AI companies must use licenced creative works when they are training their AI models; and
- challenge the Labour Government to stand up to the big-tech broliarchs.”

Mover: Scottish Artists Union

Resolution 12 – Unit Pricing

“That this Congress agrees that there have been positive consequences of minimum unit pricing in Scotland. However, because it is a levy and not a tax, the revenue does not benefit the people of Scotland.

“Studies show that Alcohol is implicated in 37% of offences (in 2021/22) where victims stated they thought the offender to have been under the influence of alcohol, though this has reduced substantially since 2009 (63%).

“Alcohol is also strongly implicated in sexual crimes and we know that alcohol is also implicated in domestic violence, a recent Swedish study showing that men with severe alcohol use disorders were six or seven times more likely to commit intimate partner violence.

“Currently, retailers retain the additional revenue from minimum unit pricing - 65p per unit of alcohol - estimated to raise £46.5 million per year. Alcohol use costs the Scottish economy up to £10 billion each year, including up to £700 million in health and social care costs.

“An alcohol harm prevention levy on alcohol retailers through a public health supplement on non-domestic rates could raise £57m per year for local prevention, treatment services, and recovery support.

“Congress agrees that the ‘tax’ revenue raised from minimum unit pricing should be spent in Scotland for the public good rather than going into the pockets of retailers and calls on the General Council to lobby the Scottish Government so that the tax raised is used to offset the cost of alcohol to our NHS, social care services and other public bodies.”

Mover: Paisley Trades Union Council

Amended Resolution 13 – Energy Companies Standing Charges

“That this Congress agrees that Ofgem, as currently operating, is unfit for purpose, it appears to lack a clear customer focus either at Board or Management level with its decision making apparently skewed in favour of generators, distributors and suppliers.

“It seems to give priority to company interests, not those of the consumer. In a capitalist system, we shouldn’t be paying for failed suppliers, or to enhance the profits and executive pay of private enterprises, from public funds.

“When people are continually having to choose between heat and eat, it demonstrates that the regulatory system is broken.

“Standing charges as they stand are inhumane and affect the poor and disabled disproportionately. Daily standing charges, roughly, equate to 60-90 pence or three kilowatt hours of electricity. Imagine, being asked for £6 just to enter the supermarket to do your weekly shop.

“Furthermore, households in Scotland pay higher standing charges than in some other parts of Britain, even when they live in close proximity to wind and solar farms, battery storage plants, and other grid infrastructure.

“Congress calls for, as a minimum, equalisation of daily and unit rate charges and removal of all elements of the standing charge aside from the basic network infrastructure charge.

“Congress calls on the General Council to lobby the government to sort out the energy market and establish a regulator that works for the people, giving us the cheap fuels that they have promised us with the switch to renewables.”

Mover: Paisley Trades Union Council
Seconder: Moray Trades Union Council

Amended Resolution 14 – Scottish Shipyards Serving Scottish Shores

“That this Congress welcomes the formal commencement of sailings by the Glen Sannox and looks forward to the same for the Glen Rosa; and notes that due to failures by Scottish Ministers and previous management – including a failure to heed the multiple warnings of the Ferguson Marine Port Glasgow (FMPG) workforce – that the ferries were not completed to time or budget.

“Congress calls on stakeholders to look towards the yard’s future recognising the skills and commitment of the workforce who have worked tirelessly to deliver the two ships as quickly as possible so they can serve Scotland’s island communities; and notes in particular the contributions of the yard to Scottish shipbuilding by training waves of Apprentices in Inverclyde providing them with the skills to secure a career in the sector.

“Congress believes there must be a future for FMPG and therefore welcomes the vote of confidence in the workforce through the £14m of investment in FMPG from the Scottish Government to upgrade facilities at the yard making it more efficient, productive and competitive to win future work as called for by cross-party MSPs; and believes that the publicly owned yard could easily serve as a cornerstone of an industrial strategy to provide Scotland’s publicly owned ferry fleet.

“Congress therefore calls on the Scottish Government to:

- issue a direct award for the Small Vessels Replacement Programme to FMPG;
- develop a Scottish Shipbuilding Strategy and reform procurement regulations which will ensure that any public ships commissioned to serve Scottish shores, are built in Scottish yards if able;
- conduct a review of the role of CalMac, CMAL and FMPG and whether these organisations can be incorporated or closer aligned to secure future work for Scottish yards and improved ferry services for islands; and to ensure those who work and live on the vessels are fully involved in their design and
- commit to keeping FMPG in public ownership permanently.”

Mover: GMB Scotland

Seconder: National Union of Rail, Maritime and Transport Workers

Resolution 16 – Tackling Offshoring

“That this Congress notes:

- offshoring of Scottish jobs is a persistent problem with high-quality, well-paid jobs being lost as greedy companies move these jobs across other parts of the world to increase profits. BT is an example of a notable company that is deploying this approach in the telecommunications industry. Capita has also recently outsourced customer service jobs.

“Congress believes:

- offshoring is resulting in significant job losses across Scotland, reducing the collective skill set of the Scottish workforce and limiting the ability of Scotland to compete in the global telecommunications industry. In addition, companies operating in the UK and serving a UK customer base should not be allowed to offshore their UK-based workforce; and
- we need robust legislative protections put in place to prevent the loss of jobs from ruthless offshoring.

“Congress resolves:

- to call on the Scottish and UK Governments to put in place robust legislation to prevent offshoring by companies operating in the UK and serving a UK customer base should not be allowed to axe their UK-based workforce;
- to demand both governments to legislate severe penalties on companies who offshore jobs having received support from the public purse;
- to campaign for conditions to be placed on companies who receive public funding to ensure they are clearly aware that penalties will be placed on them if they, as companies operating in the UK and serving a UK customer base, offshore jobs; and
- call for all tax breaks, subsidies, grant funding and any other public money should be claimed back if companies, who have received public money from the likes of Scottish Enterprise and Scottish Development International, offshore jobs.”

Mover: Communication Workers’ Union

Resolution 17 – The Arts Need Stability & Transparency

“That this Congress notes after years of campaigning, the Musicians’ Union, welcomed the increase of funding for the arts by the Scottish Government in its November Budget. This positive development theoretically could remedy a lot of the ailments that the culture sector within Scotland has been suffering, particularly after the pandemic. Despite this good news, there are reasons to be cautious. There are concerns within the culture sector that the relationship between the Scottish Government and Creative Scotland has been damaged amongst accusations of brinkmanship when a number of Creative Scotland funds were closed or cancelled. This was hugely damaging as large swathes of the sector and ongoing work ultimately shut down. This affected livelihoods, security of income and stalled opportunities.

“Now the Scottish Government has shown it can, and wants to, fund the arts we need to push onto the next stage which is to fight for stability and clarity within the culture sector. Without clear and transparent mechanisms in place, there will be continued uncertainty within a sector that is already hugely precarious and the sector will risk losing a highly skilled workforce which contributes significantly to the Scottish economy as well as cultural identity.

“Congress calls on the STUC General Council to:

- campaign to hold the Scottish Government, and future Scottish Governments, accountable and keep the promise to invest in the arts in Scotland;
- work with the Creative Unions to ensure that Fair Work principles are established as robustly as possible within the culture sector, including establishing mechanisms to hold employers and engagers of freelancers to account;
- support Culture Unions to make sure the internal review of Creative Scotland actually makes funding for the arts more transparent and democratic; and
- campaign for the Scottish Government to improve the spending for National Companies.”

Mover: Musicians’ Union

Resolution 18 – Ethical Conduct in Pharmaceutical Practices

“That this Congress calls upon the global pharmaceutical industry, the revenues of which exceed \$1.6 trillion, to adhere to ethical standards in the promotion and marketing of their medications to protect patient safety.

“Congress notes the Association of the British Pharmaceutical Industry (ABPI) judged that in relation to promotional webinars for Saxenda, a medication which suppresses appetite, and promotes weight loss; ‘Novo Nordisk(NN) did not recognise that this was a large-scale Saxenda promotional campaign which NN knowingly paid for, and which was disguised. NN failed to recognise that its behaviour was not compliant with the Code. NN had failed to recognise that the content of the training it sponsored, focused on its medicine Saxenda, was promotional; failed to recognise that the arrangements, including attendance of NN’s representatives at webinars and their subsequent follow-up with delegates, meant that it could not be considered an arm’s length sponsorship; and failed to recognise that covering the cost of a Patient Group Direction (PGD) was a benefit offered to individual health professionals and amounted to an inducement.’

“In Scotland, between 1.4% and 15.4% of hospital admissions are drug-related, the most common caused by prescribing/monitoring problems. Inappropriate drug promotion and prescribing practices cause harm. Increasingly, people are arriving at A&E seeking treatment for serious side effects of weight loss drugs. This costs our NHS.

“For these breaches of ethical standards, to date the sanction levied was to be publicly reprimanded by the ABPI. NN, whose operating profits in 2023 totalled \$14,900,000,000 – up 40% from 2022, faced no financial penalties. This lack of tangible consequences fails to deter unethical behaviour.

“We urge the implementation of stricter sanctions and financial penalties for pharmaceutical companies found to be in breach of ethical standards. Inappropriate and harmful behaviours must be eradicated, and we should prioritise patient well-being over corporate profits.”

Mover: Pharmacists’ Defence Association

Resolution 19 – Growing Youth Unemployment is a Growing Public Health Crisis

“That this Congress notes in youth economic inactivity we are seeing sickness as an emerging driver for the figures. This is concerning as a range of studies have found that unemployment increases susceptibility to illness and mental stress. So, the health crisis we see now, which is only increasing in magnitude, will create a spiral of further problems which will lead to a far greater health crisis if it is not addressed now.

“Congress commends the STUC for the work it does on challenging the government – both in Scotland and at Westminster on employment statistics, however it is important that we connect the rise in sickness as a driver for youth economic inactivity with decisions being made in health where the investment in mental health support is not adequate. We also firmly reject the narrative being played out by politicians and the media that attempts to paint young people as work-shy and perpetuate the long-outdated stigma that mental ill health is an excuse of poor self-discipline.

“Congress calls on the STUC to work with health unions on gathering the data to drive a greater investment in mental health for 16 to 24 year olds to try to prevent a worsening mental health crisis.”

Mover: Chartered Society of Physiotherapy

Resolution 20 – Scottish Journalism & SPIJI

“That this Congress notes the recent damaging level of staff cuts and redundancies across news media in Scotland and the destructive impact of these cuts on news coverage in general, and particularly on specialist areas of coverage which are vital to the quality of public debate in Scotland.

“Congress notes that the current situation only strengthens the case for the setting up of a Scottish Public Interest Journalism Institute, made in a 2021 report commissioned by the Scottish Government; and welcomes the Scottish Government’s recent decision to offer some continuing administrative support for the process of setting up such an institute.

“Congress notes the UK Government’s Online Media Literacy Strategy; and the recommendations made by the Scottish Public Interest Journalism Working Group to embed media literacy in the school curriculum. Media literacy is essential to assess all sources of information, learn how to find reliable news sources and differentiate between rumour, pastiche, propaganda and misinformation.

“Congress also notes the positive role played by the NUJ in Scotland in moving this project forward to support the sustainable media industry needed to play a crucial role in a modern democracy.

“Congress therefore instructs the General Council to play a full part in sustaining pressure on the Scottish Government to support this development in the light of the profound crisis currently facing Scottish journalism; and to do all it can to help raise public and political awareness around this vital issue for the future of public debate and democracy in Scotland.

“Congress also instructs the General Council to work with the NUJ to develop a campaign on the need for media literacy, and to call on the Scottish Government to work with the STUC, NUJ, and relevant bodies to develop a media literacy strategy for Scotland.”

Mover: National Union of Journalists

Resolution 21 – Visitors Levy Scotland

“That this Congress notes that the City of Edinburgh Council is making preparations to introduce Scotland’s first visitor levy which will be collected from visits after 24 July 2026. It will apply to a range of overnight accommodation and is expected to raise up to £50 million a year. It is anticipated that other Scottish local authorities will also consider a visitors levy.

“It is the Council’s general aim to use “the levy to manage tourism sustainably and boost projects which benefit the experience of visitors and residents.”

“Congress calls on some of the visitors levy to be used for producing, retrofitting, and retaining affordable and good-quality council homes. This would not only provide needed housing for working people, but for tourism workers who are amongst the lowest-paid and already struggle to find suitable accommodation in our cities.

“Congress calls on local authorities to invest in those who work in the tourist industry. The investment can take the form of better training opportunities, promoting better terms and conditions, including discouraging poor contracts of employment (like zero-hour contracts). The levy can be used to promote the voice of those who work in tourism by encouraging trade union organisation.

“Congress calls on the General Council to write to all Scottish local authorities to inform them of STUC policy regarding the visitors levy.”

Mover: Edinburgh Trades Union Council

Resolution 24 – Ending Peak Rail Fares

“That this Congress notes that the removal of peak fares was called for by the rail unions in October 2021 as part of the ‘A vision for Scotland’s Railways’ report and as such we were glad that the Scottish Government saw sense in removing peak fares in October 2023, albeit for a trial period.

“Congress was, however, deeply frustrated and disappointed with the Scottish Government’s decision to reintroduce peak rail fares in September 2024, after it had achieved 7% of the 10% target increase in passengers during the trial.

“Congress believes that peak fares are a stealth tax on workers and that the re-introduction of peak fares hinders the ability to truly achieve modal shift or climate change targets by encouraging private motor vehicle use for commuting.

“Congress believes that the Scottish Government’s decision is shortsighted and could cause lasting damage for confidence in the use of rail for commuting purposes.

“Congress commends the STUC and rail unions for launching the ‘Past its Peak’ campaign in response to the re-introduction of peak fares and was disappointed that the Scottish Budget 2025-2026 did not scrap peak fares, keeping in place a tax on workers who use rail to commute.

“Congress calls on the General Council to reaffirm its support to the Past its Peak Campaign and to continue to lobby the Scottish Government for the removal of peak rail fares.”

Mover: Associated Society of Locomotive Engineers and Firemen

Amended Resolution 25 – Save Scottish Ticket Offices

“That this Congress notes that:

- the Scottish Government propose to reduce opening hours at 101 ticket offices across Scotland;
- the evidence base for the proposals is a 2022 consultation, the contributions to which overwhelmingly opposed reducing opening hours;
- the 2023 Gilruth report on women and girls' experiences of personal safety on public transport said that service managers should ‘explore the feasibility of increasing staff presence at both points of boarding, alighting and interchange, as well as the possibility of increasing on board staff presence’; and
- similar proposals to close ticket offices were made in England by the previous Conservative Government and were rightly defeated by the campaign to save our ticket offices.

Congress believes that:

- these reductions will make our stations less safe for women and girls travelling alone or at night, less accessible for disabled passengers, and less supportive of the elderly or vulnerable passengers seeking assistance with their journey;
- they contradict the conclusions of the 2023 Gilruth report and the contributions to the consultation on which they are apparently based;
- while the Scottish Government has claimed staffing reductions will not be made at 47 of the 101 affected stations, these proposals create a backdoor to cuts later, without any public consultation; and
- to meet our climate obligations and facilitate a modal shift to green public transport, the Scottish Government should be expanding access to rail, not creating barriers to using it.

“Congress resolves to campaign:

- to keep ticket offices open;
- against any future staff reductions at stations; and
- for a transport system that is safe and accessible to all.”

Mover: **Transport Salaried Staffs’ Association**
Seconder: **STUC Disabled Workers Conference**

Resolution 26 – Delivering Alternative Fuels for Decarbonising Maritime & Wider Networks in Scotland

“That this Congress observes that the maritime and wider transport sectors in Scotland face significant challenges in transitioning to alternative fuels to decarbonise, as demonstrated by Glen Sannox using LNG fuel that is transported from Southern England as it is unavailable in Scotland.

“These challenges also include:

- lack of adequate infrastructure: limited availability of refuelling stations for alternative fuels like hydrogen, methanol, and biofuels;
- high upfront costs: significant investment required for vessels and vehicles powered by alternative fuels;
- skill gaps: shortage of skilled workers with expertise in maintaining and operating new technologies; and
- uncertainty around regulatory frameworks: lack of clear and consistent regulations for alternative fuels.

“And resolves that the STUC urges the Scottish Government to:

- invest in the development of a robust and accessible infrastructure for alternative fuels;
- provide financial incentives to support the uptake of alternative fuel technologies;
- work with industry and training providers to develop training programmes for the workforce of the future; and
- advocate for clear and consistent regulations at both national and international levels.

“Congress calls upon the General Council to support Nautilus International to:

- engage with the Scottish Government to address the challenges and opportunities presented by the transition to alternative fuels; and
- promote the importance of a just transition that ensures a fair deal for maritime professionals and all workers in the transport sector.”

Mover: Nautilus International

Resolution 27 – Vessel Replacement on Shetland & Orkney Ferry Routes

“That this Congress observes that:

- the ferry services connecting the Shetland Islands and the Orkney Islands are vital lifeline for the social and economic well-being of the isolated communities they serve;
- some vessels currently in service are over 40 years old;
- increasing breakdowns and escalating maintenance costs are severely impacting service reliability and resilience;
- this situation presents a rapidly closing window of opportunity for a managed renewal of the fleet;
- the Scottish Government must learn from the disastrous consequences of its delayed vessel replacement programme on the Western Isles and Clyde routes; and
- hesitation and inaction have created a crisis situation there, with severe disruption to island communities and a significant financial burden on taxpayers.

“Congress resolves that the STUC:

- expresses serious concern over the deteriorating state of the ferry fleet serving Shetland and Orkney;
- urges the Scottish Government to prioritise the immediate replacement of ageing vessels;
- calls on the Scottish Government to support investment in a modern, fit-for-purpose fleet that can provide reliable and resilient services; and
- demands that the Scottish Government avoid repeating the mistakes made on the Western Isles and commit to a timely and effective vessel replacement programme.”

Mover: Nautilus International

Resolution 28 – Implementing the Rights of Children & Workers

“That this Congress:

- affirms its full respect for people’s right to education, freedom of speech and opinion, as enshrined in the Universal Declaration of Human Rights (UDHR) and the Convention on the Rights of the Child;
- affirms its full support for women and girls to participate in education in all countries, including Afghanistan;
- affirms that education in warzones provides children stability, and, crucially, offers hope for the future. Without education, children such as in Palestine, are more vulnerable to abuse such as exploitation, trafficking, and gender-based violence;
- believes that education is axiomatic for democratic, peaceful and prosperous societies enabling citizens to identify and challenge the misinformation and disinformation peddled by extremists;
- believes that upholding the UDHR right of all workers to hold opinions without interference, and to seek, receive, and impart information and ideas through any media, is essential for fostering open, democratic societies where individuals can freely express their lawful views without fear of occupational detriment.

“Congress therefore calls on:

- the UK Government to put pressure on all UN states to ensure that they fully implement the UDHR and UNCRC with respect to education, in the interests of peace and democracy;
- the General Council to encourage affiliates to commit to considering how they may contribute to the funding of international NGOs to ensure that educational institutions can operate even in the most challenging circumstances in the long-term interests of peace and democracy;
- the Scottish Government to ensure that all citizens, including public sector workers in Scotland, can exercise freedom of speech and opinion, in accordance with Scots Law; and
- the Scottish Government to provide funding to the STUC for the creation of political education programmes for workplace and community delivery to help counteract harmful far right and extremist narratives seeking to undermine democracy, equality, human rights and social justice.”

Mover: Educational Institute of Scotland

Amended Resolution 30 – Funding Quality Education in Scotland

“That this Congress condemns the ongoing cuts to education services and staffing across Scottish local authorities, jeopardising the quality and sustainability of Scotland’s education system.

“Congress notes that these reductions are in direct conflict with the SNP’s 2021 manifesto commitments to reduce teacher class contact time to 21 hours per week and to recruit 3,500 additional teachers. Unmet promises have resulted in schools struggling and Scottish teachers subsidising the education system hugely with unpaid labour.

“Congress is concerned that years of underfunding have detrimentally affected teacher recruitment and retention, with thousands of newly qualified teachers facing precarious employment or unemployment. Congress believes that the poor treatment of this group of staff and the casualisation of teaching as a profession flies in the face of the promise of security within the Scottish Government’s Fair Work Framework and is forcing many to leave the profession altogether in pursuit of permanent work and a steady income, all of this ultimately compromising the delivery of high-quality learning experiences for pupils.

“Further, Congress remains deeply concerned that Scotland faces some of the largest class sizes and highest teacher contact hours within the OECD, exacerbating teacher workload and diminishing support for students, including the 40% who have additional support needs. Without meaningful increases in funding, the damaging consequences will continue now and for many decades to come.

“Congress firmly believes that Scotland’s citizens deserve the promise of a socially just and high-quality education system to be delivered.

“Congress therefore calls on the Scottish Government to grasp every opportunity to utilise a significant proportion of the additional Barnett consequential funding and to increase tax on wealth, in order to employ additional teachers, support staff and associated professionals, including making additional funding available to introduce across Scotland’s schools a minimum ratio of pupil support staff to pupils to increase staff numbers improving education, reducing workload, increasing non-contact time, meeting the rising additional support needs of pupils, and tackling violence

and abuse in schools to provide more teaching and learning resources to schools; and to improve school buildings, making them safe, accessible and fit for purpose.”

Mover: Educational Institute of Scotland

Seconder: GMB Scotland

Amended Resolution 31 – Universities in Crisis, Save Higher Education

“That this Congress notes with alarm the increasing number of Scottish universities using voluntary severance and redundancy schemes and refusing to rule out compulsory redundancies along with the hidden redundancies in cut hours for hourly paid staff and contracts not being renewed for fixed-term researchers. Congress also notes a number of universities reporting financial deficits.

“There are multiple reasons for many universities’ apparent financial weakness including the hostile environment and changes to UK immigration policies; the repeated failures of university senior managements, and over reliance on international students’ fee income. However, a major contributory factor is the consistent and ongoing underfunding of teaching in universities by the Scottish Government.

“Congress notes that the Institute for Fiscal studies recently reported that Scottish Government funding levels for tuition have remained the same for fifteen years while the costs of providing teaching have risen substantially, a situation the IFS described as ‘remarkable’.

“Congress notes that, again, the most recent Scottish draft budget saw real terms decrease to the resource budget for higher education, undermining the publicly funded nature of Scottish higher education.

“Congress additionally notes the significant dependence of Scotland’s economy on its university-based R&D, highly dependent on overseas student income. Congress asks the Scottish government to ensure that all overseas students, including those from China and the Global South, are made welcome in face of the governmental push-back at UK level.

“Congress calls on the STUC to:

- continue to support campus trade unions in their actions to defend jobs in Scottish universities;
- write to the Minister responsible for higher education, calling on him to instruct universities to refrain from using compulsory redundancies in the sector; and
- call on the Scottish Government to provide full funding for Scottish higher education.”

Mover: **University and College Union**

Second: **Aberdeen Trades Union Council**

Resolution 32 – University of Dundee Governance

“That this Congress is concerned at developments at University of Dundee, including the announcement of a £30m deficit, the resignation of its Principal and a mass meeting of staff voting overwhelmingly that they have no confidence in management’s ability to tackle the crisis.

“As UCU, Unite and Unison members consider responses, ballots on industrial action take place. The unions have rejected indications from management that they will seek to address the deficit through staff cuts.

“The management’s own financial forecasts contained no hint of the deficit until its announcement. Concerns have been expressed that potential causes include deficient risk strategy, in predicting and responding to a reduction in numbers of, and income from, international students. Poor governance over the spending of publicly funded money on capital expenditure resulting in higher external contractor costs and outsourcing of locally employed labour.

“The University is one of those which has not met its quota of Scottish students, for which it is funded by the Scottish Funding Council.

“Congress is disappointed that management has rejected calls for trade union involvement on its financial recovery group, established to investigate possible restructuring to address the crisis, and calls on the Scottish Government to insist that this takes place, in line with Fair Work principles, recognising the University as a major recipient of public funds.

“Congress calls for:

- the University of Dundee to work with its staff trade unions in all areas to address these issues;
- the Scottish Government to investigate and address the issues of University governance raised by this crisis and to impose Fair Work principles on publicly funded organisations; and
- the General Council to support the workplace unions in their response to these issues.”

Mover: Dundee Trades Union Council

Amended Resolution 33 – Work Shouldn't Hurt, Protecting the Health, Safety & Wellbeing of School Staff

“Congress recognises the essential role of teachers and support staff in fostering safe and effective learning environments in Scotland's schools.

“Congress expresses grave concerns over the increasing levels of violence and aggression directed towards school staff and other pupils. Over three-quarters of schools report weekly incidents, many schools reporting daily occurrences. Such violence and aggression disproportionately affects women, who form the majority of the teaching workforce and support staff, and who are often the deliberate targets of violence and aggression in the classroom.

“Incidents such as verbal abuse, physical attacks, and prejudice-based violence result in psychological distress, physical injuries, and a rise in staff absences and staff leaving the profession.

“Congress condemns the lack of prosecution of employers who fail to take appropriate measures to protect their workforce from violence.

“Congress demands urgent comprehensive actions from the Scottish Government, COSLA, and local authorities, working in collaboration with the relevant trade unions to:

- implement robust policies to prevent and respond to violence and aggression, with specific recognition of its gendered impact;
- mandate risk assessments that address staff vulnerabilities, particularly in female-dominated roles and high-risk environments such as ASN settings;
- provide opportunities for training of staff on de-escalation, conflict management, and recognising gendered patterns of violence;
- increase funding for Education to significantly increase staffing levels and resources (including HEPA filters), with additional prioritisation of schools serving disadvantaged communities; and
- establish consistent post-incident care and support, including employee assistance programs and specialised support for women education staff facing workplace gender-based violence.

“Congress recognises that only by addressing the systemic and gendered aspects of violence in schools, can we create environments where all staff and all pupils are and feel safe, respected and supported to thrive.

“Congress calls on the Scottish Government, COSLA and all Local Authorities to dedicate specific funding and resources to support all schools to make meaningful improvements to reduce violence and aggression in schools and to protect all staff and pupils and the HSE to prosecute employers who fail to take appropriate measures to protect their employees from violence”

Mover: Educational Institute of Scotland
Seconder: NASUWT

Amended Resolution 34 – Workload & Wellbeing

“That this Congress notes that excessive workload has a huge impact on health, safety and wellbeing and, for teachers, undermines their ability to teach effectively.

“Congress further notes that: four in every five teachers say that their workload and the stress of the job have increased; over half of teachers say that their job has negatively affected their physical health in the last twelve months; and four in five say their job has adversely affected their mental health.

“Congress is deeply concerned that two thirds of teachers tell us that they are seriously considering leaving the profession.

“Congress agrees that government has a responsibility to intervene, and schools have a duty to take action to safeguard the health, safety and welfare of their staff.

“Congress therefore calls on the STUC General Council to:

- support the NASUWT Better Deal for Teachers and the EIS Stand Up for Quality Education campaigns and lobby government to protect and increase teacher numbers in Scotland, as promised and to ensure that teaching remains a rewarding, secure and respected profession;
- promote data from affiliates showing teachers in Scotland work substantially in excess of their contracted 35 hour working week and support affiliate campaigns to minimise bureaucracy in education;
- promote to government the benefits of teaching staff having access to regular, structured, professional support as part of their working conditions;
- lobby governments to secure enhanced funding commitments to education and public services; and
- maintain pressure on Scottish Government to provide sufficient funds to cut teachers’ contact hours to 21 hours per week, with this time dedicated solely to ‘preparation and correction’, and to provide sufficient funding to allow local authorities to make adequate and efficient provision for the appropriate support required for each child or young person with additional support needs.”

Mover: NASUWT

Seconder: Educational Institute of Scotland

Resolution 35 – Greater Support & Safety for Early Years Staff

“That this Congress commends our sister teaching unions as they move forward in their campaigns to address violence against teachers. We support this work and believe thoroughly that all staff members within schools are entitled to support when faced with violent incidents.

“Congress believes that early years and support staff colleagues face these issues too, and this is often overlooked. Press coverage of violence in schools has risen recently as has reporting by staff – this is the time to move forward with our concerns.

“Congress therefore calls on STUC to support Community in lobbying the government to:

- ask the Scottish government to survey support and early years staff to find out the scale of the issue; and
- encourage affiliates and political colleagues to support Community in the launch of our forthcoming Early Years Charter, designed to support and develop the critical role that our members perform whilst working with the youngest generation within our society.”

Mover: Community

Resolution 36 – Value Music Education

“That this Congress understands the value of music education, and the contribution of those musicians and teachers who deliver it inside and outside school.

“Too often when local authority budgets are under pressure, cuts to music services are considered, putting highly qualified, experienced musicians at risk of unemployment, ensuring that their pay lags behind inflation and sends a message that music education is not valuable.

“Over the last 20 years funding for the Youth Music Initiative (YMI) has fallen from £10m to £9m, and over the same period the MU freelance teaching rate has doubled. This means that less work can be delivered through YMI, which plays a crucial role not only providing high quality musical experiences to children and young people, but also supporting the grassroots music ecology by providing regular, fairly paid work to musicians with portfolio careers.

“Congress understands that access to music making in school impacts positively on school learning outcomes overall. Learning a musical instrument and experiencing high quality participatory music making should be available to all school students in Scotland, not depending on the local council area where they happen to live and not to be the preserve of those who can afford to pay for it.

“Congress calls on the STUC to:

- lobby government to properly fund music education and ensure that funding delivered through the Scottish Government and councils rises in line with inflation;
- lobby government to ensure that YMI is a targeted beneficiary of the £100m promised by ScotGov and that YMI funding is returned to the real terms level it enjoyed in 2003;
- lobby government to recognise the particular challenges in rural communities where travel costs between schools are higher; and
- stand with the Musicians’ Union where jobs and careers are threatened by cuts to music services.”

Mover: Musicians’ Union

Resolution 37 – Addressing the Shortage of Training Places for Pharmacy Students

“That this Congress notes future pharmacists can obtain their MPharm qualification at any Pharmacy School in the UK, before completing a year of supervised trainee employment and passing the final registration examination.

“Congress is concerned with the limited availability of training places for MPharm graduates in Scotland. Currently, only 220 places are available, which is insufficient to accommodate the growing numbers seeking to complete their training year. With 277 graduates from Scotland’s two pharmacy schools last year, this would mean a shortfall of 57 places, more if other UK graduates elect to train in Scotland.

“Congress believes that this shortage hampers the professional development of pharmacy graduates and poses a risk to the future healthcare workforce. It is essential that all pharmacy graduates can complete their training and contribute to the nation’s healthcare system.

“Congress therefore calls on the Scottish Government, educational bodies, and relevant stakeholders to:

- increase training places: by urgently expanding the number of funded foundation training year places from the current 220, ensuring that all pharmacy graduates in Scotland can complete their training year; and
- provide interim employment: by implementing measures to offer meaningful interim employment opportunities for pharmacy graduates who due to the shortfall, are unable to secure a training place. This will allow them to contribute to the healthcare system prior to completing their training year.

“Congress further recognises that this issue is not confined to Scotland but is a UK-wide concern especially considering new Schools of Pharmacy opening in earnest. Therefore, we urge the Scottish Government to work with their colleagues in England, Northern Ireland and Wales to address this matter on a UK-wide level, ensuring that all pharmacy graduates across the UK have the support and opportunities they need to complete their training and enter the workforce as registered pharmacists in the coming years.”

Mover: Pharmacists Defence Association

Resolution 38 – Education is a Community Worth Fighting For

“That this Congress notes the educational community forms the basis and skills for the future workforce, but crucially it supports young people in the present.

“Across Scotland, cuts are being made to education and communities that isolate and divide workers, accelerating the downgrading of provisions and resources for young people. Increased responsibilities around social care and counselling are brought into schools. Arts and leisure facilities which provide vital lifelines to young people outwith the school system are being withdrawn. School cleaning is being reduced to save councils money, in the shadow of the pandemic which spelt out its vital importance. College funding and courses are being cut, reducing opportunities for working-class students and costing jobs.

“Cuts weaken our communities and build obstacles, rather than bridge the attainment gap for young people. Schools and colleges are increasingly attempting to plug holes made by cuts to workers - everyone suffers as a result. Potential for a broad workforce around education is being limited, and cuts are particularly felt in working class areas. This compounds problems, as many workers are parents, and the problems of inequality worsen. The focussing of child services through schools deprives the broader community of work opportunities, puts excess pressure on education, limits childhood experiences and reduces available supports for school refusers.

“Congress calls on the STUC to:

- prepare for further collective campaigning around the impact of previous and future local authority cuts to community services on young people, their education and the schools' workforce;
- organise a campaign around rebuilding the broader school and college communities;
- support unions associated with education and the community in collective campaign building and political education; and
- continue to resist further cuts, and fight to rebuild, enhance and protect education across Scotland and the wide range of workers intrinsic to its success.”

Mover: North Lanarkshire Trades Union Council

Amended Resolution 40 – The Future of NHS Scotland

“That this Congress believes that any structural reforms to NHS Scotland must not dilute the terms and conditions of NHS workers and should include commitments to:

- no Compulsory Redundancies;
- lifetime Protection with access to redeployment with no detriment, including in relation to transport cost;
- Sectorial Bargaining involving the unions, the employer and Government;
- no out-sourcing of NHS services; and
- strengthening of Partnership Working Agreements at all levels within local Health Boards and Scottish Government.

“Congress believes that the next Scottish Government should commit to ensure that the amount spent on Health will match or exceed that of Germany, which is 12.8% of GDP. This commitment should be coupled with long term strategic planning for a robust, adaptable health service rather than focus on short term fixes.

Congress believes that this will ensure a sustainable Health Service with a realistic Capital Investment Budget to bring our ageing Health Estate in line with modern Health Care delivery.

“Congress also believes that the next Scottish Government should ensure that the founding principal of our health service remains “free at the point of need”, with services delivered by NHS staff at all times and calls for all outsourced services to be brought back in house and an end to the practice of private companies providing services using NHS staff at exorbitant costs.”

Mover: UNITE

Seconder: Chartered Society of Physiotherapy

Amended Resolution 41 – Compassionate Leadership within NHS Scotland

“That this Congress recognises the critical role of NHS Scotland in safeguarding the health and wellbeing of our population. Yet, the pressures faced by NHS staff across all disciplines have reached unprecedented levels, driven by workforce shortages, escalating demand, and constrained resources.

“To address these challenges, Congress calls for the widespread adoption and promotion of compassionate leadership across NHS Scotland. Compassionate leadership fosters a workplace culture that prioritises understanding, respect, and mutual support. Evidence demonstrates that such approaches improve staff wellbeing, enhance retention, and lead to better patient outcomes.

“This Congress asserts that compassionate leadership is both a moral imperative and a strategic necessity to alleviate burnout and workforce instability. By encouraging active listening, inclusivity in decision-making, and supportive mechanisms for professional growth, NHS leaders can empower teams to deliver high-quality care in increasingly demanding circumstances.

“Compassionate leadership is essential to, retain all healthcare workers, reducing absenteeism, and improving the morale and resilience of the NHS workforce.

“Congress commits to campaigning for this transformational approach to ensure all NHS staff can thrive in their roles and continue delivering world-class care to the people of Scotland.

“Congress urges the Scottish Government and NHS Scotland to:

- invest in leadership training programs that focus on compassion, tailored to the diverse needs of all healthcare workers;
- establish measurable targets for compassionate leadership practices, embedding them as key performance indicators across NHS Scotland; and

- provide funding and resources to ensure NHS teams have access to supportive supervision, professional development opportunities, and adequate staffing levels.”

Mover: **Royal College of Podiatry**
Seconder: **British Dietetic Association**

Resolution 42 – Facilitating the Inclusion of Pharmacists on the NHS Performers List

“That this Congress calls upon the Scottish Government to take urgent action to include pharmacists on the NHS Scotland Performers List in order to strengthen the regulatory framework which ensures that health clinicians are qualified and competent to provide safe and effective services to patients.

“The inclusion of pharmacists in the Performers List alongside their GP, Dental and Optometry colleagues will protect patients and promote safer delivery of pharmacy services, it will guarantee that all pharmacists practising in primary care meet specific standards and have undergone regular review.

“It will mitigate against pharmacy owners employing pharmacists from outside Scotland who are not trained to deliver NHS Scotland pharmaceutical services to patients.

“It will allow community pharmacists in future to be directly contracted by the health boards, better enabling the wider delivery of services in the community.

“Increased flexibility will improve patient access to pharmaceutical care in underserved areas, and allow specialist services to be targeted according to local need, and through optimal utilisation of pharmacists' expertise in medication and chronic disease management the NHS can reduce hospital admissions and emergency visits.

“It is a proactive change that will reduce administrative burdens, allow better allocation of funds and resources while prioritising patient needs, and result in significant cost savings and more efficient use of healthcare resources.

“Recognising pharmacists as integral members of the primary care team will foster better collaboration with other healthcare professionals, delivering comprehensive and coordinated care while improving patient outcomes.

“The inclusion of pharmacists on the NHS Performers List is a crucial step towards a more efficient, integrated, and patient-centred healthcare system. Congress urges the Scottish Government and NHS Scotland to take

immediate action to enact this change which will benefit patients and the wider healthcare system.”

Mover: Pharmacists’ Defence Association

Resolution 43 – Enhancing Allied Health Professional Services in the NHS

“That this Congress notes that Allied Health Professionals are vital to the effective functioning of the NHS, providing essential services across a range of disciplines including Podiatry, Occupational Therapy, Physiotherapy, Radiography, Speech and Language Therapy, Dietetics, and more. AHPs contribute significantly to patient outcomes and the overall efficiency of healthcare delivery. However, AHP services face several challenges and addressing these issues is crucial to maintaining and improving the quality of care provided by AHPs.

“Congress asks the STUC to work with the Scottish Government and NHS Scotland to:

- increase funding for AHP services: allocate targeted funding to enhance AHP services, ensuring sufficient resources for staffing, equipment, and facilities to meet patient demand;
- address workforce shortages: develop and implement comprehensive strategies to recruit and retain AHPs, including competitive salaries, attractive benefits, and clear career progression pathways;
- support mental health and well-being: provide robust mental health and well-being support for AHPs and measures to reduce workplace-related stress and burnout;
- enhance professional development: invest in continuous professional development opportunities for AHPs, ensuring they have access to the latest training, research, and advancements in their respective fields;
- promote interdisciplinary collaboration: encourage and facilitate interdisciplinary collaboration between AHPs and other healthcare professionals to ensure holistic and integrated patient care;
- public awareness campaign: launch a public awareness campaign to highlight the role and importance of AHPs in the healthcare system; and
- research and innovation: increase funding for research within AHP disciplines to foster innovation and improve clinical outcomes.

“Congress calls on the General Council to advocate for significant improvements in the working conditions and support for AHPs within the NHS. These measures are essential to ensure that AHPs can continue to

provide preventative high-quality care, improve patient outcomes, reduce inpatient admissions and contribute to a sustainable and effective healthcare system in Scotland.”

Mover: Royal College of Podiatry

Resolution 44 – Post Office Closures

“That this Congress notes:

- the vital role that Post Offices play in our communities, acting as a lifeline for individuals, businesses, and entire neighbourhoods. Post Offices are not merely transactional facilities but essential hubs of connection, accessibility, and support;
- the concerning trend of Post Office closures in recent years has had a devastating impact on the communities they serve. The loss of a Post Office often removes the last accessible, in-person banking option available to residents, leaving vulnerable groups, such as the elderly, disabled, and those without digital access, disproportionately affected. Small businesses also rely heavily on Post Offices for services such as mail, banking, and logistics, meaning closures jeopardise local economies and employment; and
- 115 branches, including nine in Scotland are likely to close and approximately 1,000 members of staff are also at risk of losing their jobs.

“Congress believes:

- the impact of Post Office closures will be more significant in Scotland’s Highland, Island, and rural communities, where geographical remoteness magnifies the loss of essential services. In these areas, Post Offices often act as the only local lifeline, with no viable alternatives available; and
- Post Offices can and should be reimagined and invested in as modern community hubs. With proper funding and support, Post Offices could expand their role, offering enhanced services such as digital access support, community meeting spaces, and initiatives to tackle isolation and loneliness.

“Congress resolves:

- to demand the UK and Scottish Governments to introduce a robust strategy to prevent further Post Office closures and to guarantee a long-term future for the service; and

- to campaign for significant investment in the postal service including the Post Office, to develop a role as community hubs, with a particular emphasis on serving remote and rural areas alongside a new role for postal workers.”

Mover: Communication Workers’ Union

Resolution 45 – Support for the Development of the Firefighter Role

“That this Congress recognises the critical role firefighters play in protecting communities across Scotland. The role of firefighters has continually evolved in response to new and emerging risks driven by societal changes.

“Congress notes that expanding the firefighter role to include co-response with the Scottish Ambulance Service to emergency medical incidents aligns with the Scottish Government’s Fire and Rescue Framework and its policy commitment to improving outcomes in Out of Hospital Cardiac Arrest (OHCA) incidents, reduced hospital admissions and reliance on community healthcare.

“The University of Hertfordshire report on trials conducted in 2017 and 2018, demonstrated the life-saving potential of expanding firefighter roles. These trials highlighted significant benefits, including faster response times to medical incidents and improved survival rates in OHCA cases.

“In 2022, the Fire Brigades Union and the Scottish Fire and Rescue Service reached a historic agreement to develop the role of firefighters in Scotland. Congress is deeply concerned that the Scottish Government has failed to financially support this agreement, despite it aligning with their own key priorities. This inaction is a missed opportunity to deliver vital improvements in public safety and health outcomes.

“Congress demands the Scottish Government fully fund the 2022 agreement to expand the firefighter role, ensuring adequate staffing, training, and resources.

“Congress calls on the General Council to support the FBU in campaigning for a properly funded, modern fire and rescue service which ensures firefighters can respond effectively to evolving risks, enhancing their ability to protect communities and improve outcomes for the people of Scotland.”

Mover: Fire Brigades Union

Resolution 46 – Social Care, Time to Bargain for Better

“That this Congress welcomes the scrapping of the Scottish Government’s version of the National Care Service (NCS) which lost all confidence from all corners of civic Scotland; believes it would have become yet another hopeless and expensive quango; recognises that despite the years of contributions to the Bill process, very little has changed for social carers who are still enduring overwork and underpayment; recognises the need for urgent investment in frontline social care.

“Congress recognises that the role and responsibilities of social carers are rapidly expanding, as proven by win after win in council job evaluation panels; and believes that to meet rising public need due to an aging population and to stem the recruitment and retention crisis in the sector, that the Scottish Government and councils must deliver the pay, terms and conditions to match.

“Congress condemns that many private social care employers pay only statutory sick pay; and notes that since 2021, the NCS Bill has cost £28.7m whilst in 2024, the Scottish Government snatched away without consultation the £38m earmarked to deliver sick pay, maternity pay and paternity pay to the sector – the ‘Missing Millions’.

“Congress notes the efforts of those to agree a Scottish sectoral bargaining framework in social care; condemns the failure of the Scottish Government to implement it; and notes that the Scottish Government is continuing to agree a social care minimum without any meaningful consultation with trade unions.

“Congress calls on the Scottish Government to:

- immediately implement and convene sectoral bargaining in social care;
- implement £15 an hour for social carers and a proportionate increase for nursing and ancillary staff, and if it will not, agree with trade unions a timetable on when it will be achieved by; and
- reinstate the ‘Missing Millions’ to deliver sector-wide sick pay, maternity pay and paternity pay.”

Mover: GMB Scotland

Resolution 47 – Social Care

“That this Congress notes after the Fair Work Inquiry and the experience of providing frontline care during the pandemic, social care workers across Scotland were promised progress on fair work in 2021. This was to be delivered by the Scottish Government through the establishment of fair work streams, on pay, terms and conditions.

“In 2023 care workers were promised reform on sick pay, maternity & paternity pay, yet the money to fund that was taken off the table by the Scottish Government resulting in 'Missing Millions' to that workforce.

“2024 resulted in a failure to progress improvements on pay and extra funds have been redirected from fair work to address delayed discharge, often channelled straight to private sector employers.

“Meanwhile the fair work employers in the sector who do recognise trade unions and pay decent terms and conditions have been given no assistance to cover higher pay, placing real tension between well meaning employers and the workforce and threatening fair work in the sector.

“The contracting out of care services by the government or local councils should not be a mechanism to underpay for care, that is gender discrimination sanctioned by UK, Scottish and local government.

“The staffing crisis in care has resulted in migrant workers entering the workforce throughout Scotland, however the VISA arrangement of those workers continues to be a cause for exploitation increasing the need for fair work in the sector.

“Congress applauds the continued efforts of care affiliates to unionise the care sector and calls on the General Council to:

- continue to pressure the Scottish Government;
- call for the profit being made in care to be redirected into service provision and pay;
- call for full sectoral bargaining and support existing collective bargaining structures; and

- call for immediate improvements from the Scottish Government on Pay and Conditions.”

Mover: **Glasgow Trades Union Council**

Resolution 49 – Restoring the ‘Dreadnought’ Service for Scotland’s Maritime Professionals

“That this Congress observes that:

- the "Dreadnought" service plays a vital role in supporting Scottish seafarers facing health challenges, by having these resolved faster and in keeping with their working schedule;
- the service faces significant challenges, including funding from the devolved Scottish NHS not being made available to support key Maritime professionals to receive expedited and tailored treatment to support their return to work;
- these challenges have a direct impact on the safety and well-being of maritime professionals and shipping in Scotland, as well as wider impacts on global trade; and
- continued investment and support for the "Dreadnought" service is crucial for its long-term sustainability and effectiveness, as well as critical to ensure that Scotland’s Maritime Professionals have access to essential healthcare.

“And resolves that Congress:

- express its concern regarding the challenges facing the "Dreadnought" service for Scottish Maritime Professionals; and
- calls upon the UK and Scottish Governments to:
 - fully fund the service to meet current and future demands;
 - address administrative issues through ensuring that funding for service users is delivered to the service promptly; and
 - engage with Nautilus International and other relevant stakeholders to develop and implement sustainable solutions to support the health and wellbeing of Scotland’s vital Maritime workforce.”

Mover: Nautilus International

Resolution 52 – Modernising the Employment Injuries Claims Process

“That this Congress notes that workplace injury and disease benefit claims are based mainly on traditional, male-dominated, heavy industries and fail to cover many injuries and diseases experienced by workers in 21st century Scotland.

“Congress is disappointed that the Bill to establish a Scottish Employment Injuries Advisory Council (SEIAC), proposed by Mark Griffin MSP, which would have addressed these anomalies, was blocked by the Scottish Government.

“However, Congress notes that the Scottish Government have now issued a Call for Views on this and Congress supports the establishment of an SEIAC.

“Congress notes that women account for only 16% of those claiming Industrial Injuries Disablement Benefit (IIDB) and recognises that change is required to remove any discrimination in the current system and ensure gender representation.

“Congress believes that the establishment of an SEIAC must include trade union representative members to provide practical experience of workers exposed to risk of injury and disease and make representation to the SEIAC about conditions that should be investigated for potential adding to the list of prescribed EIA benefit conditions.

“Congress also notes that in many sectors Covid 19 could be linked to instances of workplace transmission and believes that Covid, together with Long Covid, should be considered a workplace transmissible disease, allowing sufferers to make a claim.”

Mover: UNITE

Amended Resolution 55 – Women’s Safety Travelling to & From Work

“That this Congress notes that many women and LGBTQIA+ working in the performing arts sector along with those in healthcare, hospitality, retail, emergency services, and transport deal with late-night travel as part of their working lives. The risks for these workers are always present but the potential of harassment and assault by the lack of adequate, safe, public transport is heightened in these hours.

“A cost-of-living crisis, especially those in low-paid/precarious employment, puts further limitations on other options such as taxis or ride-shares. Conference believes employers have a responsibility to ensure the safety and welfare of their employees traveling to and from their workplace. Workers should be safe and secure regardless of their time of travel. Affordable, safe late-night transport is essential to support women’s economic participation and overall well-being in the workforce.

“Congress calls on the Scottish Government to:

- implement a national strategy supporting safe and affordable late-night transport options for workers, with particular attention to women and vulnerable employees;
- encourage local councils to invest in secure, well-lit, accessible transport services;
- urge employers to provide late-night transport assistance: subsidised taxis, secure pick-up points, and carpooling schemes in line with STUC Safe Home Campaign; ; and
- support trade unions and women’s rights organisations’ campaigns advocating safe and affordable late night travel options.”
- encourage employers to consider transport issues when setting shift patterns and ensure that areas around the workplace are well lit.

“Congress also notes the Scottish Government’s own 2023 report *Women and Girls’ Safety on Public Transport* found women and girls felt safer when there were staff present on trains and at stations.

“Congress calls on the Scottish Government to act on the report’s recommendation that it increases public transport staffing.”

Mover: Equity

Seconder: UNISON

Supporters: USDAW

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

Resolution 61 – Closing the Disability Employment Gap

“That this Congress is alarmed to learn that the Disability Employment Gap remains largely unchanged.

“Even more shocking is that the Gap appears to be greater for disabled workers who face additional inequalities due to age, gender, ethnicity or poverty.

“Disabled people report feeling unsupported and disadvantaged when job searching and when in employment, they say they are unaware of the supports that are available to them and feel that all too often employers or those offering support into work are not always aware of the supports and services that are available to disabled workers.

In sectors such as shows and films, failure to deliver on OFCOM promises for "out-of-London" productions means hardly any roles are available for disabled and neurodivergent talent in Scotland.

“Congress acknowledges the Scottish Government’s commitment to halve the Disability Employment Gap by 2038 but feel the trade union movement can be instrumental in working to overcome barriers faced by disabled people, raising awareness of the legislation and supports that disabled workers are entitled to which allows them to gain and maintain purposeful employment and ensuring guidance for employers is straightforward, accurate and coherent.

“Congress calls for work to be done to;

- form partnerships with employers, Jobcentres and recruitment agencies to raise awareness of the supports and services for disabled people and how these can empower them in and into employment;
- improve resources for organisations supporting people in and into employment so they are aware of the supports, initiatives and entitlements of disabled people;
- link with relevant organisations to ensure there are opportunities for disabled people to enter the workforce via internships and apprentices for young disabled people, offering specialist union support and guidance; and

- enhance the Unions into School's programme to include overcoming barriers to employment and in work supports.”

Mover: STUC Disabled Workers' Conference

Resolution 62 – Wage Parity for Young Workers

“That this Congress notes that:

- those under the age of 21 do not eat less, do not need to heat their homes less, and do not pay less rent than workers aged 21 and over;
- no major work has been carried out by the Scottish Government into wage disparity between young workers in Scotland since before the Covid pandemic;
- growing inequality and dwindling employment opportunities in full-time well-paid work have detrimentally impacted young workers across Scotland;
- while the increase to the youth minimum wage announced by the UK Government is welcome, we cannot accept anything less than full wage parity;
- after the Government’s latest announced rise, the minimum wage stands at:
 - Under 18: £7.55
 - 18 to 20: £10.00
 - 21 and over: £12.21;
- apprentices are among those worst affected by age disparity. The current national minimum wage rate for an apprentice aged 16 to 19 is £6.40 per hour, alongside poor working conditions; and
- young workers, despite often carrying out the same level of labour as their colleagues, are underpaid and undervalued based on only their age.

“Congress calls on the STUC General Council to:

- produce a report into wage discrimination faced by young workers across Scotland; and
- lead a political campaign on the basis of equal pay for equal work, demanding that young people should not be forced into poverty at the start of their working lives.”

Mover: STUC Youth Conference

Resolution 65 – Seafarer Employment & Training

“That this Congress welcomes the Employment Rights Bill’s provisions to create a mandatory Seafarers Charter, addressing one of the RMT and wider trade union movements’ key demands following the P&O Ferries scandal in March 2022.

“The Charter has the potential to be groundbreaking legislation in that it will introduce mandatory employment protections specifically for seafarers working on domestic and international short sea ferry routes, such as in the Irish Sea.

“The detailed content of the Charter however will be developed through government regulations following consultation with stakeholders and Congress supports the maritime trade unions, including RMT, in using this process to develop the highest possible employment protection and training standards for all seafarers.

“As well as the development of the Charter to achieve these goals the STUC agrees to work with affiliates on other measures to develop and increase decent, secure well paid seafarer jobs in the Scottish Maritime sector. These include:

- the restoration and expansion of roll-on roll-off passenger and freight services between Scotland and northern Europe.
- all seafarer Ratings jobs on any new ferry services in Scotland to be covered by sectoral collective bargaining agreements with the maritime unions and for this to be a specific Fair Work objective.
- to work with trade unions including RMT to audit Scotland’s seafarer workforce and maritime apprentices to tackle skills gaps and recover decent seafarer jobs in Scotland, primarily in the ferry sector and in the offshore energy supply chain.
- noting publicly owned CalMac Ferries have trained over 130 maritime apprentices since 2016, continued support of permanent public ownership of CalMac and all Scottish Ferry services, including NorthLink, as the best basis for providing secure maritime employment and decent training and apprenticeships.”

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

Resolution 71 – Support for the FBU Decon Campaign & Firefighter Health Protections

“That this Congress is alarmed by recent research findings into the health of firefighters who attended the Grenfell Tower fire that reveals 136 (one in four) are now suffering long-term health disorders, including:

- 66 cases of digestive diseases
- 64 cases of respiratory diseases
- 22 cases of neurological diseases
- 11 cases of cancer.

“These findings underline the urgent need for action. Congress has previously acknowledged the FBU’s DECON campaign, which advocates for stronger protections to reduce toxic exposures, introduction of measures to safeguard firefighter health, and legislation to ensure that affected firefighters are given the compensation and protection they deserve.

“Congress demands that the Scottish Government act immediately to:

- introduce presumptive legislation to recognise specific cancers and diseases as occupational illnesses for firefighters;
- increase funding to allow the Scottish Fire and Rescue Service to implement decontamination procedures, increase access to protective equipment, and training as per the FBU DECON campaign and best practice document;
- establish annual and lifelong health monitoring programs for firefighters; and
- collaborate with the FBU to deliver these essential protections.

“Congress calls on the General Council to support the FBU in campaigning for immediate, decisive action. Firefighters risk their lives for others and deserve to have their health and wellbeing prioritised.”

Mover: Fire Brigades Union

Resolution 75 – Recognition in Renewables & Just Transition

“That this Congress notes that thousands of members are represented by STUC affiliated unions across the renewable energy sector in Scotland and across the UK.

“As efforts intensify towards net zero the need for a just transition for workers in affected high carbon industries intensifies too. Jobs in the renewables sector need not have inferior terms and conditions and must have the same protections as those in more traditional energy sectors.

“The renewable energy sector is a safety critical industry. Workplaces with union recognition are safer workplaces where employees have more job security and have a greater positive impact on the local economies.

“ScottishPower Renewables stands out as one of the established employers who, despite making hundreds of millions of profits from onshore and offshore generations, refuse to allow union members access to collective bargaining.

“Scottish Power staff in more traditional areas have access to full collective bargaining, equivalent staff in ScottishPower’s parent company in IBERDROLA renewables in Spain have full collective bargaining rights, yet ScottishPower Renewables continue to refuse to give collective bargaining access to our members in Scotland and the UK.

“This Congress calls upon the incoming General Council to continue to work with unions to lobby the Scottish and UK Governments to ensure that renewables companies commit to recognise their unions and give their staff full access to collective bargaining and highlight those companies who refuse to do so.

Mover: Prospect

Amended Resolution 77 – Domestic Abuse as a Workplace Issue

“That this Congress notes that there were over 60,000 domestic abuse incidents reported to the police last year in Scotland, in 4 out of 5 of these incidents there was a female victim and a male perpetrator. Many of these women are targeted whilst at work.

“Congress notes increased awareness of coercive control, and the recent alignment of this with other domestic abuse offences in recognition of the harm caused. However, guidance for how to recognise and address coercive control in the workplace has to keep pace with legislation.

“Congress recognises that much work has been done in raising awareness and the provision of support, including the Domestic Abuse Scotland Act 2018 and 2021 which provide a useful and welcome framework but still contain holes. For example, there is no statutory requirement for employers to have a domestic abuse policy and ACAS guidance merely recommends that employers consider the adoption of a policy.

“However, congress also notes that whilst the cost of domestic abuse to business is significant in terms of output, only 5% of organisations have a specific policy.

“We call on Congress and the STUC to call for a statutory duty on employers to adopt workplace domestic abuse policies that include a commitment to training, zero tolerance of abuse and appropriate support to victims.”

Mover:	British Dietetic Association
Seconder:	Public and Commercial Services Union

Resolution 78 - SLAPPS

“That this Congress notes the wilful and self-serving recourse by wealthy individuals and organisations who misuse a variety of legal and other mechanisms to harass, intimidate and silence journalists, campaigners, and those who want to expose misconduct.

“These legal and other actions, known as SLAPPs (Strategic Lawsuits Against Public Participation) curtail free speech and fair comment, and have a chilling effect on a free press and have no place in an open and transparent democracy.

“Congress welcomes the Anti-SLAPP provisions incorporated in the Economic Crime and Corporate Transparency Act 2023, as well as the important and useful work to make SLAPPS less prevalent by the Solicitors Regulatory Authority. It further notes the recent indication by the UK Prime Minister that his government might take action to tackle this issue. Congress notes that many members of the Labour Cabinet previously backed a private member's bill against SLAPPS which fell when the July 4 general election was called.

“Congress notes the words of the British Ambassador to the UN Human Rights Council in June 2024: "We are committed to the safety of all journalists, reflecting their contribution to an open, functioning democracy. We oppose all attempts to restrict press freedom, silence debate, abuse journalists, or spread misinformation - whether online or offline."

“Congress therefore instructs the General Council to give its full support to the continuing campaign, by the NUJ and others, to press both the UK and Scottish governments to immediately end their procrastination and introduce legislation to stop at an early-stage oligarchs and others misusing the courts to block scrutiny of matters of public interest.

“Congress further instructs the General Council to help forge a cross-party coalition to lobby the Scottish Parliament to accelerate pre-legislative consultation on the anti-SLAPPS bill promoted by the former MP, Professor Roger Mullin.”

Mover: National Union of Journalists

Resolution 79 – Pensions, Ensuring that Government & Employers Take Responsibility

“That this Congress notes that pensioner poverty is a real issue in Scotland. With the progressive removal, by employers, of defined benefit occupational pension schemes in favour of defined contribution arrangements, and the larger burden of cost, and all the investment risk, now lies with the workers.

“Pensions are deferred wages. By making insufficient contributions, employers are effectively cutting the pay of their workers and abdicating their responsibilities to them. They are leaving the state to pick up more of the tab for post-retirement living costs through the welfare and benefits system.

“Scotland is particularly worse off. It is known that Scots face higher mortality rates than the rest of the UK. Further, we see little recognition from Westminster of the fact that a higher proportion of the pension income here goes towards heating bills.

“It is right that the state provides a pension income floor that nobody should fall below. It is also right that employers properly look after all the workers that sustain their businesses. The time for redress is now.

“Congress therefore instructs the STUC General Council to:

- support campaigns for the raising of the value of the Basic State Pension and for halting plans to increase further the State Pension Age;
- work with both TUC Education and Scottish Union Learning to develop and deliver programmes that train and equip our union reps and negotiators with the knowledge and skills to drive improvements to employer pension contributions. Part of this would be to secure agreements for non-contributory pension schemes, or agreements which ensure that employee contributions are not just matched by employers, but that apply multipliers to employee contributions to even the burden of pension costs; and
- support branches to carry out equality impact assessments to ensure that the gender pensions gap is being actively addressed.”

Mover: Prospect

Resolution 80 – Drop the Discretion Clause

“That this Congress notes that NHS employment policies regularly include clauses usually worded “*at the Manager’s discretion*”. These can be used to invalidate governance policies which might otherwise be balanced and fair. The clause renders the whole policy meaningless, as the decision is simply ‘up to the manager’. This management tool is ubiquitous, but most commonly found in policies that can ‘give’ something to the member, such as *Special Leave*.

“Congress believes:

- that these clauses allow managers to choose whether or not to apply the policy, or some part of it. This results in members being treated differently, and leads to allegations of discrimination where members have protected characteristics.

“Congress calls on the General Council to encourage affiliates to be vigilant in regard to these policies, and to consider the option to refuse to sign or agree policies with this clause.”

Mover: Hospital Consultants and Specialists Association

Resolution 81 – Member Must Sign on the Line

“That this Congress notes that, within the NHS, management referrals to Occupational Health are rarely shared and agreed with members prior to submission. This is despite many referral forms reminding managers expressly that Occupational Health ethics, and Data Protection law, make this a pre-requisite.

“This practise of excluding members from sharing in the content and detail of their manager’s referral to Occupational Health is no accident, and neither is it simply about practical convenience. In reality, it allows managers to include inappropriate information to suit management agendas, and to ask ‘leading’ and unfair questions. Further, it prevents members from getting trade union advice on the content, prior to agreeing these Occupational Health management referral submissions.

“Congress further notes that Occupational Health services can be split into two groups - in-house and contracted. However, neither is immune to lopsided influence from management.

“Congress believes that the remedy for biased Management Occupational Health Referrals is that members must sign and date Management Occupational Health Referrals to confirm that they have read them, understand them, and agree to their submission.

“Congress calls on the General Council to promote this best practice to affiliates.”

Mover: Hospital Consultants and Specialists Association

Resolution 84 – Abuse of Attendance Management Policies

“That this Congress acknowledges that attendance management policies can help to deal with persistent absence in a fair and transparent manner, if they are well thought out and agreed with union representatives. However, the use of automatic ‘trigger points’ for attendance meetings, or even automatic sanctions, is a heavy-handed approach likely to cause unnecessary stress and counterproductive workplace behaviour. For example, employees may return to work while still ill (and therefore at risk of infecting colleagues), or stay off longer than necessary, to avoid reaching a ‘trigger point’. At its worst, a poorly designed system which leaves wide scope for subjective judgement can give numerous opportunities for workplace bullying, with managers constantly holding the threat of disciplinary meetings and sanctions over staff already under stress from health or family difficulties.

“Congress calls on the General Council to gather information from affiliates on attendance management policies and how they are used in the workplaces of our trade union members. This should uncover good practice in this area, in line with ACAS recommendations, as well as revealing the nature and extent of the misuse of such policies.

“Congress further calls on the General Council to use the outcomes of this research to:

- add appropriate additional advice to guidelines on dealing with workplace bullying; and
- develop a model sickness and absence management agreement that union reps can include in negotiations with managements and incorporate in existing house agreements.

Mover: National Union of Journalists

Amended Resolution 86 – Decline of Safety in the Workplace

“That this Congress notes the HSE reported in 2023-24, that 138 workers were killed in workplace accidents in Britain is of great concern.

“Scotland had the highest death rate by region at 18 deaths.

“Congress also notes that at 51 deaths, construction was the sector with most workplace deaths, a 70% increase on the previous year.

“Although workplace deaths broadly remained in line with pre-pandemic levels, however whilst not at 2018/19 levels, the trend remained worryingly high in 2023/24.

‘Additionally, numbers of non-fatal accidents have not appreciably decreased for 20 years, with work-related mental ill-health increasing dramatically over this period.’

“Congress is rightly concerned by these figures and the fact that there was an increase from the previous years suggests more needs to be done.

“With £100 million of government funding being seized from the HSE budget since 2011 and a rapid decline of HSE inspectors, over 25% since 2010, the effects of which are stark and visible, which are being borne out by the statistics.

“Congress notes also a reported 32% fall in unannounced visits by the HSE is having a rapid and immediate negative impact on workplace safety as is the failure of the HSE to take prosecutions against employers destroying employees’ mental health’

“Add into the mix recruitment and retention problems, financial pressures, profit margins for companies and increased workloads for employees, workplace safety may not be the priority it once was which has led to a decline in workplace conditions.

“We are witnessing the decline of safety in the workplace.

“Congress calls upon the General Council to:

- carry out in depth surveys on employees' views on health and safety within their workplaces;
- raise a new education campaign to highlight workplace health and safety issues;
- lobby the Westminster government to increase its funding of the HSE;
- lobby the Westminster Government and HSE to ensure that an appropriate amount of any extra funding is used to return the number of qualified Inspectors to the levels seen in 2000
- urge the HSE to reconsider how it disperses its resources on site visits and to investigate cases of work-related mental ill health; and
- work with affiliates and employers to promote a reinforced health and safety campaign/drive.”

Mover: East Kilbride & South Lanarkshire Trades Council
Seconder: Prospect
Supporter: NASUWT

Amended Resolution 88 – Let’s Talk about Assisted Dying

“That this Congress notes assisted dying is an emotive and complex issue which people hold differing and strong views about. The issue can be polarising.

“Common arguments against assisted dying are based on appealing to the rights of disabled people, and based on religious, moral, and political arguments.

“Many surveys representing individuals, organisations, and health professionals reflect varying levels of support depending on the prognosis and professionals that may assist. Some remain opposed or silent on the issue, and others have shifted their policy position to neutrality or support.

“The issue has previously been debated, and defeated, in the Scottish and UK parliaments. In May this year, Jersey’s States Assembly debated this issue and approved assisted dying for those with a terminal illness ‘causing unbearable suffering’. Scotland is progressing down a similar route with an Assisted Dying for Terminally Ill Adults (Scotland) Bill being introduced.

“Congress re-affirms its commitment to the Social Model of Disability. This itself raises questions as to whether support for the Social Model of Disability and support for assisted dying are mutually exclusive.

“However, this debate is happening, and as disabled people are among those most vulnerable to abuse of legalised assisted dying, it is important.

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

- ask affiliates to conduct a study of workers’ views in Scotland, including disabled workers as a starting point to an informed discussion on issues arising from the Bill;
- use the study’s findings as the basis for a considered debate with a view to achieving a Scottish policy position across affiliates;
- to set up a short term working group to carry this out; and
- contribute to the present Assisted Dying for Terminally Ill Adults (Scotland) Bill.”

Mover: UNISON Scotland

Seconder: Fife Trades Union Council

Resolution 89 – Cass Report & Counteracting its Bias

“That this Congress notes, the Cass Report was published on the 10th April 2024 and since then experts in the field of trans healthcare have reviewed the report and condemned the methods used within the report.

The BMA announced they would be undertaking an evaluation of the report. Educational psychologists signed a letter expressing concerns about the report. Academics have published a number of critiques focussed on both the methodological issues and the inconsistencies in the report.

“They have highlighted problems with the Cass Review that include substandard and inconsistent use of evidence, non-evidenced claims, unethical recommendations, overt prejudice, pathologisation, and the intentional exclusion of service users and trans healthcare experts from the Review process.

“Congress notes that some parts of the Report could help in improving trans healthcare, however it should not pick and choose which parts of a report it should look at. Puberty blockers are no longer allowed to be prescribed to trans youths, though are still in use for precocious puberty. They are either safe for all children or not safe for any, this is discrimination toward a very vulnerable group of young people.

“Congress calls on the STUC General Council to:

- campaign against the actions the Scottish Government and Gender Identity Clinics (GIC) took in 2024 to endorse the Report;
- call for an inquiry into the long waiting times for young trans and non-binary patients within the Scottish GIC system; and
- raise concerns with the Scottish Chief Medical Office and Scottish Government.”

Mover: STUC LGBT+ Workers' Conference

Amended Resolution 101 – Defend the Right to Protest

That this Congress notes that:

- on January 18th 2025, the Metropolitan Police arrested upwards of 70 anti-war activists during the first national demonstration for Palestine of 2025;
- Chris Nineham, the demonstration's chief steward, and Ben Jamal, the director of the Palestine Solidarity Campaign, were arrested and charged under the Public Order Act (2023). Both Jeremy Corbyn and John McDonnell were interviewed under police caution. Forty leading legal academics wrote to the Home Secretary following the demonstration warning of a 'dangerous assault' on the right to protest;
- this repression comes against a backdrop of escalating attacks on our hard-won democratic right to protest, targeting trade unionists, climate activists and many others. These abuses of the state's power are, consequently, of our movement's utmost concern;
- this repression does not stop at the border. In September, five peaceful protestors with Palestine Action Scotland were sentenced to between 12-14 months in prison; and
- furthermore, dozens of protestors have been arrested during peaceful Palestine solidarity activity in Aberdeen, Edinburgh and Glasgow since October 2023. "The latest Aberdeen arrests followed a Police response that saw 16 police officers, including two firearms officers dispatched to deal with 11 protesters exercising peaceful BDS action.

"Congress calls on the STUC General Council to:

- submit a Freedom of Information Request to Police Scotland, the Scottish Police Authority and the Scottish Justice Minister to establish their strategy towards policing pro-Palestine demonstrations in Scotland and publish the response; and
- express solidarity with those facing prolonged prison sentences for peaceful protest now and in future."

Mover: STUC Youth Conference
Seconder: Aberdeen Trades Union Council

Amended Resolution 106 – End Arms Sales to Israel

“That this Congress welcomes the publication of Amnesty International’s report published on 4 December 2024 which concluded that Israel has committed genocide against Palestinians in Gaza.

“The report documents how Israel has, consistently and with impunity, carried out acts prohibited under the Genocide Convention with the specific intent to destroy Palestinians in Gaza. These acts include killings, torture (including sexual violence), causing serious physical and psychological harm and “deliberately inflicting on Palestinians in Gaza conditions of life calculated to bring about their physical destruction”.

“Congress notes that a Lancet report (July 2024) suggests the true death toll in Gaza could be as high as 186,000. On 21 November 2024, the International Criminal Court issued arrest warrants for the Israeli President Benjamin Netanyahu and former Israeli Defence Minister Yoav Gallant for crimes against humanity and war crimes committed from at least 8 October 2023 until at least 20 May 2024.

“Congress notes that at least 152 journalists and media workers have been killed in Gaza since 7 October 2023, according to the International Federation of Journalists

“Congress is horrified that this genocide is being aided by weapons and munitions manufactured in the UK by companies receiving millions in subsidies from the UK and Scottish Governments. A BBC investigation found that over £3 million in public money has been awarded by Scottish Enterprise to weapons firms, including BAE Systems, Leonardo and Raytheon Systems since 2023. We reject Scottish Ministers’ empty claims that the funding to arms dealers supports them to diversify and create jobs and that it has no relationship to their trade in deadly weapons to Israel.

“Congress calls on the STUC to:

- call for the UK government to ban arms sales to Israel and end all funding to arms companies; and
- to actively support the call for an urgent review of the grants process in Scottish Government and its enterprise agencies to ensure the human rights checks are robust and binding.”

“Congress also instructs the General Council to support calls to re-establish and maintain sustainable access to Gaza for international journalists.

Mover: **Public and Commercial Services Union**
Seconder: **National Union of Journalists**

Resolution 107 – Stop Arming Israel

“That this Congress stands in solidarity with the people of Palestine. It condemns Israel’s assaults on Gaza through bombing, ground incursion and starvation as an act of war, which has resulted in the massacres of thousands of people, three quarters of whom are women and children. It also deplores the rising death toll on the West Bank from army and settler violence.

“It reaffirms its commitment to the Boycott, Divestment and Sanctions (BDS) strategy, to put pressure on the government of Israel to end its violence and apartheid towards the Palestinian people in the way that the boycott movement had a key role to end apartheid in South Africa.

“Congress welcomes the suspension of 30 arms export licenses to Israel by the UK Labour government but recognises that 330 are still in force, and that in continuing to send arms to Israel, the UK is complicit in the bloodshed in Palestine and the genocide in Gaza. It believes that the Scottish government also has a part to play and must not provide government funding to any business involved in supplying arms or military hardware to Israel.

“Congress calls on the General Council to act in support of BDS and in solidarity with the people of Palestine by:

- lobbying the Scottish government to end funding to any company and/or organisation involved directly or indirectly/connected to supplying any weapons or weapons parts to Israel;
- urging affiliates to support and promote BDS amongst their members and to campaign for pension fund divestment from companies complicit in Israeli oppression as part of a broader campaign for boycott and divestment from banks and business complicit in Israeli oppression; and
- continuing to promote BDS as a strategy of peaceful resistance in support of Palestine and continue to condemn Israel’s war crimes in Palestine.”

Mover: Aberdeen Trades Union Council

Amended Resolution 108 – Palestine & Scholasticide

“That this Congress notes that, as well as the catastrophic effects of the conflict in Gaza on the people of Gaza and its infrastructure and intensified violence against Palestinians on the West Bank, Israel’s actions have included the systematic and deliberate destruction of educational buildings and a concentration on preventing Palestinian children and students accessing their right to education, including university education.

“Congress congratulates Birzeit University for its ‘Right to Education’ campaign and notes the successful speaking tour of the UK by the university’s Sundos Hammad in Autumn 2024 who outlined their campaign and calls to action.

“Congress notes:

- that since October 2023, Israel has according to figures from the Palestinian Ministry of Education and Higher Education, and repeated by Birzeit University, killed at least 10,490 students and injured 16,700 more;
- that seventeen universities and higher education institutions have been left paralysed, either partially or completely destroyed by bombings;
- over 88,000 university students have no access to education; and
- more than 500 school teachers and university staff have also been killed.
- that horrifying levels of death and destruction have been inflicted on schools and school aged children, with some 17,000 children reported killed in Gaza since October 2023, with some 700,000 now unable to attend school.

“Congress believes that the rebuilding of Gaza will require a functioning education system including universities, Schools, higher education institutions, colleges and schools.

“Congress therefore calls on the STUC General Council to:

- call on the Scottish and UK Governments to contribute to the rebuilding of demolished universities in Gaza;

- write to Scottish university principals asking them to build and maintain relations between their own institution and Gazan higher education institutions, connecting universities and ensuring their long-term resilience and sustainability;
- support schemes, such as SUSPS (Scottish Universities Supporting Palestinian Students) helping students from Palestine to study in Scotland; and
- support speaking tours and campaigns such as Birzeit University's 'Right to Education' campaign."
- to investigate and report on similar solidarity schemes, tours and campaigns relating to school sectors in Palestine, with a view to giving them STUC support in future."

Mover: University and College Union
Seconder: Educational Institute of Scotland
Supporter: Edinburgh Trades Union Council

Resolution 109 – Justice for Palestine

“That this Congress is clear that Israel’s assaults in Gaza are tantamount to genocide and condemns ongoing settler and Israeli Defence Force violence against Palestinians in the Occupied Palestinian Territories.

“Congress notes

- the ongoing suffering of the Palestinian People and the need for immediate action as a just and lasting peace is not only essential for the survival of Palestinians but also for the integrity of international law and human rights; and
- Israel’s actions have increasingly violated and defied international human rights law, international humanitarian law, the Geneva Convention, the Genocide Convention and countless U.N. rulings and resolutions.

Congress calls on the General Council to

- continue the calls for an end to the violence in Gaza and the occupied territories and a lasting solution to conflict that guarantees self-determination, security and justice for Palestinians; and
- continue support for the Boycott, Divestment and Sanctions Campaign for the end of the occupation and colonisation of Palestinian / Arab lands, the removal of the wall, the recognition of the fundamental rights of the Palestinian citizens of Israel to full equality and respecting, protecting and promoting the rights of Palestinian refugees to return to their homes and properties as stipulated in U.N. resolution 194.

Mover: Midlothian Trades Union Council

Resolution 110 – Lasting Peace in Palestine

“That this Congress recognises that the current situation in Gaza is not a new occurrence, but a continuation of decades of human rights abuses.

“Congress welcomes the most recent ceasefire negotiation and agreement and notes the role that trade unions have played in showing international solidarity and calling on politicians to take action.

“This Congress notes that a just and permanent peace, consistent with international law, must include the right to collective self-determination of the Palestinian people as well as a resolution on the right to return.

“Congress acknowledges however, that this is a is still a long way away and more work is needed to achieve peace and prosperity for the Palestinian people.

“Therefore, this Congress commits to:

- encourage unions to affiliate to the Scottish Palestinian Solidarity Campaign;
- write to the Israeli Ambassador calling for an end to the genocide of the Palestinian people;
- Step up Boycott, Divestment and Sanctions (BDS) campaigning, encouraging all affiliates to support and promote BDS amongst members, including through the Apartheid Free Zones (AFZ) campaign;
- continue the fight against all forms of discrimination;
- write to the Scottish First Minister and UK Prime Minister calling for an end to UK and Scottish government potential complicity in Israeli war crimes and crimes against humanity, including an end to all arms sales;
- promote and support a series of workplace days of action in support of the Palestinian people; and
- support workers who refuse to build, handle and transport weapons destined for Israel.”

Mover: Associated Society of Locomotive Engineers and Firemen

Resolution 111 - Palestine

“That this Congress condemns the Israeli State for its crime of extermination and acts of genocide in Gaza.

“Congress acknowledges that, one year since its support for the General Council statement, the Israel Government has escalated military action in the Occupied West Bank, Yemen, Lebanon and Syria.

“Congress gathers after the election of a UK Labour Government, a government unwilling to halt arms sales to Israel, unwilling to support the ICC in its prosecution of International Law and unwilling to recognise the State of Palestine.

“Congress calls for a public enquiry into the UK Government’s continued support, both political and military, of the Israeli State’s genocide against the Palestinian people.

“Congress calls on the British Government to:

- deny an export licence to any piece of British manufactured equipment or component which could contribute to the Israeli State’s continuing genocide of the civilian population and wanton destruction of civilian infrastructure in Gaza;
- expel the Israeli Ambassador to the UK;
- join South Africa’s Genocide case against the Israeli State at the International Court of Justice (ICJ) in The Hague, as Ireland has done; and
- officially recognise the State of Palestine.”

Mover: Dundee Trades Union Council

Resolution 112 – Palestine

“That this Congress continues to be seriously alarmed at the ongoing and advancing genocide and apartheid rule in Gaza and the West Bank by the Israeli State. Despite calling for peace, we note that the UK Labour Government continues to fraternalize and sell arms to Israel.

“The STUC demands the UK Labour Government use all its efforts in the international arena to bring about a cessation of hostilities and find a negotiated solution, using all means at its disposal, including sanctions and divestments, and rejecting UK military escalation and intervention.

“To speed up the process of securing that peaceful settlement, the STUC demands action from the UK government, including:

- effective and immediate sanctions to be placed on the Israeli economy including the seizure of Israeli state assets held in the UK;
- an effective and enforceable regime of sanctions against Israeli traded goods, including raw materials, components and finished goods. Such a ban must include a prohibition on Israeli cargo from UK ports, refineries and terminals alongside exports to Israel of UK goods;
- action to stop the institutions of the City of London being used as a global money laundering hub for the wealthy, and the seizure of UK held or traded assets, including housing and corporate holdings, of targeted supporters of the Netanyahu regime;
- a comprehensive programme of support for UK workers, their families and companies impacted by such actions above, including wage protection and company support while alternate supply chains are established;
- immunity from third party litigation for those workers and their unions taking direct action against Israeli goods in support of Palestinians and in line with the objectives of this motion; and
- to provide full support for all those fleeing the conflict and to receive Palestinian refugees - and all refugees - with compassion and assistance.”

Mover: Glasgow Trades Union Council

Resolution 113 – Ukraine / Russia

“That this Congress notes that the Russia / Ukraine conflict has resulted in a massive loss of life and a major displacement of civilians.

“Congress agrees that this war has world – wide implications.

“Congress agrees with the U.N. General Secretary when he said in late 2024 that it is high time for a just peace in line with the U.N. Charter and international law.

“Congress requests that the British Government prioritises support for the U.N. in it’s efforts towards a just, lasting and comprehensive peace in line with the U.N. Charter and international Law.”

Mover: Midlothian Trades Union Council

Resolution 114 – Cuba, Off the List

“That this Congress condemns the continuing illegal US trade and economic blockade of Cuba which has now been in place for over fifty years. The impact of the Blockade, along with Trump’s placing Cuba back on the list of State sponsors of terrorism has led to devastating consequences for the Cuban people. From March 2023 to February 2024, it cost material damage of \$5 billion, up almost \$190 million on the previous year.

“Congress also notes that throughout the years of the Blockade, the US has also financed and organised opposition groups to destabilise Cuba and seek the overthrow of its government, despite this Cuba has made world-renowned progress in the areas of health, education, social welfare and increasing the representation of women. It has also a record second to none in medical and humanitarian support internationally.

“Congress notes that at the present time the situation is extremely difficult for the Cuban people. Power shortages and a shortage of medical and educational materials are part of the harsh reality of life for many people living on the island.

“Congress agrees that a letter on behalf of the General Council should be sent to all affiliates with the following requests that:

- affiliates write to the US Ambassador to the U.K. requesting that Cuba is removed immediately from the State Sponsorship of Terrorism list; and
- affiliates are encouraged to affiliate to the Scottish Cuba Solidarity Campaign and help support its work to end the US blockade and recognise Cuba’s right to self-determination.”

Mover: Glasgow Trades Union Council

Resolution 115 – Artificial Intelligence, Exploitation of Workers from the Global South & International Solidarity

“That this Congress notes that it is not widely known that digital platforms and artificial intelligence (AI) algorithms use labour intensive inputs from the Global South. This involves a precarious workforce of millions and the labour conditions that are experienced, predominantly by Black Workers, are truly appalling.

“Congress recognises that this is by design, a disgracefully unfair system. The enormous human cost behind the giant servers and labour farms that exploit, and abuse workers can never be justified. The tech companies that benefit would like nothing better than these inequalities to remain hidden from the end user.

“Congress calls on the STUC General Council and the Black Workers’ Committee to work with affiliated trade unions, the international trade union movement, and other organisations with similar objectives to:

- shine a light on these exploitative work practices to reveal the true magnitude of the manipulative labour at play behind the scenes;
- collectively organise towards building worker power to redress inequalities and ensure a more just and fairer digital future;
- use all the connections of the TU movement to ensure individuals can use their influence, as worker advocates but also as consumers, to hold digital tech companies to account;
- equip our representatives within Scottish workplaces with the information and skills that will ensure that their employers engage in proper due diligence, including audits of their AI supply chains; and
- through our international affiliations express solidarity with our fellow workers overseas.”

Mover: STUC Black Workers’ Conference

Emergency Resolution 1 – Turkish Oppression, Kurdish Self-Determination and the Free Ocalan Campaign

“That this Congress notes that:

- Since the arrest of the Mayor of Istanbul, Ekrem İmamoğlu, presidential candidate for the Republican People’s Party (CHP), there continue to be mass protests for democracy.
- Turkish authorities have detained 2,000 people, including students, journalists, and lawyers, and put the entire Executive Board of the teachers' union under house arrest.

“In contrast, since last year’s Congress motion demanding Freedom for Abdullah Ocalan, he has been allowed to meet his family and to discuss potential peace moves, in person, with a delegation from the DEM Party. On 27 February he issued a proposal for peace and democracy, including dissolution of the PKK. The PKK responded positively and called a ceasefire, and the DEM Party delegation has discussed the proposals with opposition parties – to wide support – and with President Erdoğan.

“However, Congress notes that;

- There have been no concrete actions from the Turkish government to allow the process to move forward and Türkiye is still bombing areas in Iraq where the PKK have their bases.

“Congress cautiously welcomes the 10 March agreement between the Autonomous Administration’s Syrian Democratic Forces (SDF) and Syria’s Interim President, and the resulting agreements that have preserved the autonomy of the Kurdish-majority neighbourhoods of Aleppo and have protected the Tishreen Dam.

“Congress supports the Kurdish Unity Conference held 26 April in Qamishlo.

“Congress calls on the General Council to:

- Lobby the UK Government to i) support Ocalan’s peace proposals, ii) remove the PKK from its list of terrorist organisations, iii) officially call for Ocalan’s release as a necessary step in moving the peace process forward, and iv) support the united Kurdish parties in their demand for an inclusive, democratic, and decentralised Syria.

- Send support and solidarity to the Turkish Trade Union movement facing oppression.”

Mover: Dundee Trades Union Council

Emergency Resolution 3 - Rest Breaks in the Scottish Ambulance Service

“That this Congress extends its solidarity to workers in the Scottish Ambulance Service (SAS) as they began last week voting in a consultative ballot on industrial action over the denial of rest breaks.

“Congress notes that although workers are content to end their rest break in the event of a threat to life situation, that the forgoing of rest breaks has become standard practice in the SAS leading to exhaustion, stress and sickness absence; and notes that staff are frequently forced to work overtime due to queues at hospitals compounding the impact of overwork and lack of rest time on and off the clock.

“Congress thanks workers in the SAS and other frontline healthcare for the vital service and world class care they gave during the pandemic and continue to give to communities and our most vulnerable across Scotland; and believes that for this world class care to continue, staff must have the pay, terms and conditions to match, including reasonable rest breaks.

“Congress recognises that the poor industrial relations created by SAS management towards trade unions acts contrary to the Agenda for Change commitments on partnership working and must be resolved through the direct intervention of the Scottish Government.

“Congress calls on the Scottish Government to:

- Enforce SAS workers’ right to rest breaks across the service; and
- Invest in increasing staffing numbers to reduce workload and pressure on existing ambulance crews.”

Mover: GMB Scotland

Emergency Resolution 5 - Solidarity with Indian workers

“That this Congress notes that the recent terrorist attack in Pahalgam, Kashmir, which saw the brutal murder of 25 tourists and tourism workers has been a horrendous expansion of violence and racism in the region. The failure of the government and security forces to protect its own populace led to the current disaster which risks escalating to a dangerous point.

“The people of Kashmir, need our solidarity. As we speak, reactionary elements within Indian society are using the national tragedy to sow religious and sectarian division within society, which will only lead to more violence.

“Given Britain’s historic role within India, and the significant diaspora population who live within Britain, we cannot stand idly by while reactionary forces are trying to escalate violence and division.

“We call on Congress to:

Send out solidarity to trade union organisations like The All India Kisan Sabha;

Reach out to the Indian Workers Association (GB) to work in solidarity with the Indian diaspora in Britain; and

Work with the General Council and IWA (GB) to host events discussing the current political and trade union struggles workers in India are facing.”

Mover: North Lanarkshire Trades Union Council

Emergency Resolution 7 - Civil Service Jobs

“That this Congress condemns the announcement of 15% cuts in the civil service administration budget in the UK Government’s Spring Statement, with the Chancellor stating that this may mean the loss of up to 10,000 jobs; and further condemns announcements of job cuts and office closures in civil service departments before and since then.

“Congress believes that you cannot cut your way to growth, and the civil service should be a gold standard employer on pay and terms & conditions.

“Congress agrees that those cuts risk damaging public services. The public is already telling us that they wait hours to get through on helplines for tax payments or to claim benefits; and there’s a huge backlog in asylum claims still, resulting in large hotel costs. We need more dedicated civil servants not fewer.

“Congress is absolutely clear that there are savings to be made from reducing spending on consultancy, and by ending profiteering on outsourced contracts. This Government promised “the biggest wave of insourcing in a generation” – and we expect to see that happen.

“Congress further believes that extending hybrid working and removing current caps, can produce savings for the employer (on office building costs) and for workers (on commuting costs).

“Congress further notes that inflation is currently 2.8% but is forecast by the Bank of England to rise to 3.7% - and that trade unionists are feeling the pinch from rising water and energy bills, rail and bus fares, housing costs, and council tax hikes.

“Congress calls on both the UK and Scottish Governments to ensure that pay meets the rising cost of living.

“Congress instructs the STUC General Council to lobby the UK and Scottish Governments to:

- Permanently commit to no compulsory redundancies
- Invest in public services and the dedicated staff who run them
- Reduce consultancy spending

- End outsourcing”

Mover: Public and Commercial Services Union

Emergency Resolution 9 - Keep Grangemouth Working, the Fight Must Go On

“That this Congress notes that, on 30th April, the first tranche of workers will be made redundant at the Grangemouth Refinery. The plant will begin to shut down, with remaining workers leaving on 30th May. Operations will cease and the import terminal is scheduled to be live in June.

“Congress applauds the worker-led campaign to save the refinery.

“The £200 million promise from the National Wealth Fund and pledged additional monies by the Scottish Government would not have come without the work of the campaign.

“The recent announcement for British Steel workers at Scunthorpe is welcome but starkly contrasts with government inaction at Grangemouth.

“Further redundancies across the complex linked to the refinery are now in the pipeline, including contractors.

“Project Willow, by admission of consultants EY and Petrolneos’, will not provide any new jobs until the post-2030 period

“Up to 3000 jobs and £4billion to the local economy will potentially be lost before a new job is created through Project Willow.

“Congress condemns this as industrial vandalism on a mass scale, which will generate an economic earthquake with ramifications to be felt for a generation unless government intervenes.

“Congress therefore:

- Reaffirms its support to the refinery workers, the wider workforce and the community of Grangemouth.
- Resolves to support and campaign for the UK and Scottish governments to jointly take a transitional stake as investors of first resort to bridge the gap between any closure and new greener jobs at Grangemouth.

- Demands a pause in the closure and any decommissioning of the complex's assets until an independent review establishes the potential for repurposing and transitioning into greener technologies.
- Resolves to campaign for Sustainable Aviation Fuel to be produced at Grangemouth as part of a green industrial strategy for Scotland, supporting domestic manufacturing, aviation and transport industries, and wider supply chains.”

Mover: Unite the Union

Emergency Resolution 10 - Dundee University

“That this Congress notes the announcement on 25th April that Unite members at Dundee University have overwhelmingly voted in favour of industrial action in response to plans to potentially cut over 700 jobs at Dundee University.

“Congress believes that the financial crisis facing Dundee University is primarily the consequence of under investment and financial mismanagement.

“Congress opposes any proposals that the workforce should pay for the financial crisis through cuts to jobs, pay or conditions.

“Congress recognises that, whilst the situation at Dundee University is a particularly acute example of it, there is a general financial crisis developing in many areas of the Further Education and Higher Education sectors in Scotland related to underfunding of these sectors.

“Congress, therefore: pledges its full support for the campaign by trade union members to resist job cuts at Dundee University; calls for any redundancy notices to be halted; and welcomes the convening of a Task Force, with trade union involvement in it, to consider the situation.

“However, Congress believes that the Task Force must:

- Address the need for additional funding to be secured as a matter of urgency to protect the future of the University, in addition to the funding of a voluntary severance scheme.
- Seek to develop an alternative plan which negates the need for compulsory redundancy and minimises the impact on key stakeholders including all staff, students and the wider community/City of Dundee.
- Be provided with full up to date financial data as a matter of urgency and make this available to all Task Force members.
- Alongside urgently addressing the key issues at Dundee University, seek a public commitment to proper funding and governance of the HE and FE Sector across Scotland.”

Mover: Unite the Union

Emergency Composite T – Welfare Benefit Cuts (covering Emergency Resolutions 2 & 6)

“That this Congress is alarmed by the planned cuts to disability benefits by the Labour Government? in Westminster, set out in the Green Paper and at the Spring Statement, which will cut entitlement to both Universal Credit and to Personal Independence Payments for disabled people. Congress believes that this represents an unjustifiable attack on the living standards of disabled people and will lead to increased difficulty for disabled people to access work and live a life of dignity. This is further worsened by the presentation of disabled people as scroungers by political parties and the media.

“We are appalled that analysis of the plans by the Joseph Rowntree Foundation shows that 400,000 people will be pushed into poverty as a result of these cuts; and that DWP analysis shows that 50,000 children will be pushed into poverty and that 150,000 carers will lose Carer’s Allowance too.

“Cuts to PIP in England will have a knock-on effect on the ADP in Scotland, as the block grant to Scotland is predicted to decrease by approximately £900 million by 2030 due to these cuts. Both benefits are a passport to qualify for other benefits, such as the health element of Universal Credit, a benefit reserved to Westminster. More disabled people will be pushed into poverty, and deep poverty, as cuts will lead to them losing up to £10,000 a year, including carer’s allowance.

“Westminster has promised to support disabled people into work with employment and support schemes, but they have given no information on how these schemes will balance the swingeing cuts to disability benefits. Instead Westminster has chosen to focus on making cuts, and then additional disability cuts when informed that the initial cuts would not make the savings they planned.

“Congress calls on the UK government to withdraw these proposals which would take nearly £5 billion from disabled people and result in more poverty, hardship and stress. Instead, the Government should look at options to increase taxes on the richest and/or on corporations.

“Congress calls on the STUC General Council to:

- Campaign against these cuts to disability benefits - mobilising a campaign across Scotland that builds alliances with trade unions, disabled people's organisations and civil society to campaign against these cuts
- Lobby MPs to vote against these proposals when they come before the UK Parliament
- Challenge the Westminster Government to use their fiscal powers to source income from a different part of their portfolio and to stop punishing disabled people for being disabled;
- Lobby the Westminster Government for further information on their planned employment and support schemes;
- Lobby the Scottish Government to investigate the impact on disabled people, including young care leavers;
- Lobby the Scottish Government to determine how a potential health element assessment and applications for Access to Work would be carried out in Scotland; and
- Encourage MSPs to speak out in opposition to these cuts."

Mover: **STUC Disabled Workers' Conference**
Seconder: **Public and Commercial Services Union**

Emergency Composite U – Legal Protection for Gender Identity & Trans Rights

(covering Emergency Resolutions 4 & 8)

“That this Congress notes the UK Supreme Court ruling in *For Women Scotland Ltd v The Scottish Ministers*, which clarified that the protected characteristic of “sex” in the Equality Act 2010 refers to biological sex. This ruling has significant implications for interpreting sex-based rights and protections under the Act and is likely to be used as a pretext for removing protections for trans and non-binary people in the workplace and elsewhere and undermining their rights.

“Additionally, the UK Employment Court ruling in *Taylor v Jaguar Land Rover* in 2020 clarified that non-binary and genderfluid identities fall under the protected characteristic of gender reassignment in the Equality Act.

“While significant, the Equality Act is outdated regarding gender identity and does not reflect the experiences of many LGBT+ members. It explicitly excludes “gender identity” as a protected characteristic, and the “gender reassignment” provision is narrowly defined, excluding many trans, non-binary, gender diverse, and intersex people. Although the previous EC ruling implies protection under gender reassignment, there is still a need to explicitly define it, as this leaves many without clear protection from discrimination and harassment due to their gender identity.

“Everyone has the right to live and work free from discrimination and harassment, regardless of gender identity.

“The right-wing media and politicians have welcomed the ruling as a victory and the ruling is likely to lead to more trans-exclusionary decisions being made by public bodies, employers and other institutions and organisations.

“We believe that solidarity with trans and non-binary people must be a matter of principle for the trade union movement, just as we oppose racism, sexism and ableism. Trans inclusion is a workplace issue. Our solidarity cannot depend on the law or how courts interpret it; there can be unjust laws and legal decisions.

“The law must evolve to reflect understandings of gender and ensure explicit protection for trans, non-binary, gender diverse, and intersex people. Equality for trans and gender-diverse people is a trade union, workers’, and human rights issue.

“Congress calls on the STUC General Council to:

- Make a statement in support of trans and non-binary rights, ensuring that trans and gender-diverse voices are central;
- Work with STUC equality committees, affiliates and their equality committees to draw up guidance on supporting trans and gender-diverse workers, challenging transphobia, negotiating improved workplace policies on trans and non-binary rights, and resisting any attempts by management to change any positive existing policies to reduce trans and non-binary rights;
- Promote appropriate pro-trans protests and actions;
- Put pressure on the Scottish government to make a public statement and continue to support and improve support for trans and non-binary rights;
- Campaign for the introduction of comprehensive legislation for full protection from discrimination, harassment, and victimisation for trans, non-binary, gender fluid, and intersex people; and
- Work with affiliates, legal experts, and community organisations for legal reform; and
- Hold an event on opposing transphobia in the workplace and wider society.

Mover: STUC LGBT+ Workers’ Committee
Seconder: University and College Union

Appendix C

Motions remitted at the 2025 Annual STUC Congress

Composite R – Peace & Military Spending (Covering Motions 51 & 116)

“That this Congress considers the refusal to lift the two-child benefit cap, the means testing of the Winter Fuel Allowance, and the refusal to compensate the WASPI women for DWP mistakes, to be an outrage.

“Congress notes that while Government restricts funding in a number of crucial public service areas there is always money for war and that every pound spent on armaments is a pound less spent on public services.

“Congress notes that according to CND research the money spent on Trident could be used to improve the NHS by building 120 state of the art hospitals and employing 150,000 new nurses.

“Congress further notes that despite the election of a Labour government, Britain continues to play a belligerent role in international relations by:

- supplying weapons and military, technical, logistical, diplomatic and intelligence assets to assist Israel's genocide in Gaza and attacks on Lebanon, Syria, Yemen and Iran; and
- supplying British-made weapons, military support, credit and billions of pounds in public funding in trying and failing to achieve a military defeat for Russia in Ukraine, rather than working for a negotiated lasting peace and disarmament.

“Congress calls on the General Council to:

- campaign for the redirection of a proportion of the money allocated to the Trident replacement programme to other industries, including public services, creating more highly specialised and well-paid jobs;
- endorse RMT's 2024 Annual General Meeting decision that peace is a labour movement issue, and to call for trade unions and peace organisations to convene a labour and peace movement summit in

Scotland to work out the basis of a new foreign policy with the promotion of peace and social justice at its heart; and

- utilise this conference to outline a strategy for the orderly and planned divestment from the arms economy and toward the creation of new, sustainable industries within Scotland.”

Mover: **Clydebank Trades Union Council**

Seconder: **North Lanarkshire Trades Union**

Motion 15 – Brewing Whisky & Spirits, An Industry to be Proud of

“That this Congress recognises the thousands of well-paid and skilled jobs across Scotland in brewing, whisky and spirits (BWS) and the millions it brings to the UK Treasury through its high quality and iconic produce; but recognises BWS is being bombarded from all sides undermining one of Scotland’s key economic success stories.

“Congress condemns the Tories’ inequitable 2023 tax hike of 10.1% on spirits which reduced Treasury tax income, and the further hammer blow via the Labour UK Government’s RPI increase in the 2024 Budget; and notes that using the sector as a piggy bank by increasing prices will damage jobs and pay growth and is disproportionately punitive against the lowest earners who enjoy alcohol responsibly.

“Congress condemns MSPs using the sector as a political football in the public health debate undermining the sector’s success and the hypocrisy of allowing alcohol at sporting events, but not football, thereby demonising fans.

“Congress believes steps must be taken to alleviate pressures to not just maintain but grow Scottish jobs in BWS; believes that a return of tariffs on Scotch whisky and American bourbon would be damaging to industry and jobs here and in the USA; notes that single malt Scotch whiskies must be produced and bottled in Scotland; and believes including blended whisky under this Geographical Indicator would further raise quality and create jobs in Scotland.

“Congress therefore calls on the UK Government to:

- reverse its and the Tories’ tax increases on spirits at the next available opportunity;
- seek to keep tariff free trade of Scotch whisky around the world; and
- include blended whisky under the Geographical Indicator for Scotch whisky so they too must be bottled in Scotland.

“Congress calls on the Scottish Government to end the blanket ban on alcohol at football matches.”

Mover: GMB Scotland

Amended Motion 82 – X & Regulation of Social Media

“That this Congress resolves that the General Council should write to all affiliates, the Scottish Government, all Councils and Health Boards in Scotland urging a total withdrawal from and boycott of X (formerly Twitter).

“This is because, under Elon Musk, not only has it become a platform for racists, fascists and conspiracy theorists, its algorithms actively promote their views. It also has no effective fact checking.

“Congress further resolves to campaign to persuade the UK government to pass legislation making all social media owners liable for discriminatory content on their platforms.

“To make this effective the levels of fines and damages that could be levied as a deterrent for billionaire owners would need to be much higher than those currently in force for print and broadcast media.”

“Congress equally condemns the use of the social media, including X, to promote war narratives such as the statement by the General Secretary of NATO Mark Rutte in January 2025 listing China among other countries as comprising a new Axis of Evil – the term used by G.W. Bush to mobilise support for the illegal and disastrous invasion of Iraq.

Mover: Dumfries & Galloway Trades Union Council
Seconder: Fife Trades Union Council

Motion 83 – Social Media Platform X

“That this Congress believes that the social media platform X and its owner Elon Musk have descended into open promotion of fascism, bigotry and discrimination utilising the algorithms to push this on to every screen that uses X.

“Congress calls upon the STUC to research a viable alternative and appropriate social media platform to use for communication and have a plan for transitioning to it for affiliated unions, trades councils and groups to use. This should progress swiftly and be in place as soon as possible.”

Mover: West Lothian Trades Union Council

Motion 87 – MOWI, Organising Workers at MOWI

“That this Congress agrees to reinforce its commitment to support the work of BFAWU to organise MOWI Rosyth. 12 months on from the launch of its organising campaign, the company is still refusing to engage with the BFAWU in Scotland, even while it recognises NNN union in Norway. MOWI continue to hide behind draconian legislation and respond in a hostile manner to the BFAWU and supportive MSPs when approached.

“Congress calls on the General Council to practically support the campaign by calling out the targeting of active members publicly, meeting with the BFAWU, sharing content produced by the union regarding MOWI and adding pressure both industrially and politically on MOWI to engage with the BFAWU, allowing the union access to workers and representation.”

Mover: Bakers, Food, and Allied Workers’ Union

Motion 93 – Rise of the Far Right

“That this Congress notes that, contrary to the narrative from the right-wing media, many referrals on Scottish university campuses under the prevent duty are for far-right activists and far-right activity.

“Congress notes with alarm, the apparent rise of support for Reform UK at the last general election, including in Scotland, and that some polls have them returning up to 12 MSPs at the next Scottish Parliament elections. This is despite the party’s ongoing association with people with links to the far right and is in addition to specific and longstanding organisational forms of certain parts of the far right in Scotland through Loyalist organisations.

“Congress believes that the far right is emboldened by Reform UK attempting to bring far right-wing ideals into the political mainstream.

“Congress notes the support from trade unions and the STUC in countering the far right and supporting Stand Up to Racism’s work, including the 2024 UK national demonstration in October and September counter protest in Glasgow. Congress congratulates the general council and organisers for the support and holding of the annual St Andrews Day Anti Racism March which sends an important message of defiance to racists and fascists that they are not welcome in Scotland now any more than they were 40 years ago.

“Congress believes that trade unions’ support for anti-racist activity and anti-fascism is critical in opposing the far right and attempts to normalise their ideals.

“Congress reiterates its support for Stand Up to Racism, and calls on the STUC to:

- support trade unionists to organise against and challenge racism every day in their workplaces and to present an alternative to populist far right ideologies;
- continue to mobilise affiliated trade unions to support Stand Up to Racism events and other events opposing the far right; and
- mobilise affiliates to attend the annual St Andrews Day march.

Mover: University and College Union

Appendix D

Motions Lost at the 2025 Annual STUC Congress

Motion 1 – Constitutional Amendment

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

RULE 1: NAME PURPOSE AND STRUCTURE

- Paragraph 4, line 4, delete “conference” and replace with “committee”
- Paragraph 4, line 5, delete “conference” and replace with “committee”
- Paragraph 4, line 6, delete “conference” and replace with “committee”
- Paragraph 4, line 7, delete “conference” and replace with “committee”

RULE 6: ELECTION OF GENERAL COUNCIL

At end of paragraph 6 add: “After three absences from General Council meeting with no apologies submitted a member will be deemed to have resigned.”

- Paragraph 11, line 1 delete “conference” and replace with “committee”
- Paragraph 11, bullet point (ii), line 1 delete “27” and replace with “31”
- Paragraph 12, line 2 delete “conference” and replace with “committee”
- Paragraph 13, line 1 delete “conference” and replace with “committee”
- Paragraph 14, line 2 delete “conference” and replace with “committee”
- Paragraph 16, line 8 delete “conference” and replace with “committee”
- Paragraph 16, line 10 delete “conference” and replace with “committee”

- Paragraph 16, line 11 delete “conference” and replace with “committee”
- Paragraph 16, line 12 delete “conference” and replace with “committee”
- Paragraph 16, line 13 insert “The Women’s Committee delegation shall be entitled to six votes”

RULE 18: ASSEMBLING OF CONGRESS

- Paragraph 1, line 1, after “assemble” insert “biennially in even years,”

RULE 20: DELEGATES TO CONGRESS

- Paragraph 1, line 3 delete “conference” and replace with “committee”
- Paragraph 1, line 4 delete “Disabled Workers Conference” and replace with “Disabled Workers Committee”
- Paragraph 1, line 4 delete “LGBT+ Workers Conference” and replace with “LGBT+ Workers Committee”
- Paragraph 1, line 5 delete “Conference” and replace with “Committee”

RULE 21: BASIS OF REPRESENTATION

- Paragraph 4, line 1, delete “conference” and replace with “committee”
- Paragraph 4, line 3, delete “conference” and replace with “committee”
- Paragraph 5, line 1, delete “conference” and replace with “committee”
- Paragraph 5, line 3, delete “conference” and replace with “committee”
- Paragraph 6, line 1, delete “conference” and replace with “committee”
- Paragraph 6, line 3, delete “conference” and replace with “committee”
- Paragraph 7, line 1, delete “conference” and replace with “committee”
- Paragraph 7, line 3, delete “conference” and replace with “committee”

- Add new paragraph 8, “The Women’s Committee shall be entitled to send not more than 6 delegates to Congress, elected by and from the Women’s Committee in such a manner as may be prescribed by the General Council.”

RULE 24: VOTING

- Paragraph 1, line 11, delete “conference” and replace with “committee”
- Paragraph 1, line 12, delete “conference” and replace with “committee”
- Paragraph 1, line 13, delete “conference” and replace with “committee”
- Paragraph 1, line 14, delete “conference” and replace with “committee”
- At end of paragraph 1, line 16, add new sentence “The Women’s Committee Delegation shall be issued with a voting card representing six votes.”

RULE 26: BUSINESS OF CONFERENCE

- Paragraph 1, line 2 delete from “the black workers conference ...” to “... and the youth conference” and replace with “the Black Workers’ Committee, the Disabled Workers’ Committee, the LGBT+ Workers’ Committee, the Youth Committee, and the Women’s Committee,”

RULE 27: VOTING STANDING ORDERS: (SUBSECTION LIMITATIONS OF SPEECHES)

- Paragraph 1, line 1, delete “eight” replace with “five”
- Paragraph 1, line 2, delete “four” replace with “three”
- Paragraph 1, line 5, delete “four” replace with “three”

Mover: STUC General Council