



STUC Congress 2026 Decisions

Complete Record of Motions / Amendments / Composites submitted for consideration at the 2026 Annual Congress and decisions recorded.

Appendix A	List of Decisions
Appendix B	Resolutions adopted at the 2026 Annual STUC Congress
Appendix C	Motions remitted at the 2026 Annual STUC Congress
Appendix D	Motions withdraw at the 2026 Annual STUC Congress
Appendix E	General Council Statements

Appendix A Lit of Decisions

Composites / Resolutions / Motions	Decision
Composite A (covering Amended Resolutions 2 & 35 & Resolutions 33 & 38) Public Services	Carried
Composite B (covering Resolutions 3 & 98) Trade Unions in Communities	Carried
Composite C (covering Amended Resolutions 4 & 10) Industrial Strategy & Procurement Policy	Carried
Composite D (covering Amended Resolution 6 & Resolution 21) Investing in Scotland's Ferries	Carried
Composite E (covering Resolutions 9, 11 & 12) Democratising Ownership & Control of Energy	Carried
Composite F (covering Resolutions 15 & 85) Inequality & the Cost of Living Crisis	Carried
Composite G (covering Resolutions 16 & 17) Military Spending	Carried

Composites / Resolutions / Motions	Decision
Composite H (covering Amended Resolution 20 & 22) Safer Public Transport in Scotland	Carried
Composite I (covering Resolutions 28 & 50) Addressing University Governance & the Crisis in Higher Education Funding	Carried
Composite J (covering Resolutions 90, 91, 94 & 95 & Amended Resolution 93) The Far Right	Carried
Composite K (covering Resolutions 34 & 36) Public Service Reform	Carried
Composite M (covering Resolutions 48 & 49) Ethical Procurement	Carried
Composite N (covering Resolutions 54, 56, 72 & 73) Fair Work for Freelancers	Carried
Composite O (covering Amended Resolution 55 & Resolutions 63 & 77) Migrant Workers	Carried
Composite P (Covering Amended Resolutions 65 & 66 & Resolutions 67, 68 & 69) AI & Workplace Protection	Carried

Composites / Resolutions / Motions	Decision
Composite Q (covering Resolutions 79 & 89) Digital Campaigning	Carried
Composite R (covering Resolutions 108, 109 & 111) International Crisis	Carried
Composite S (covering Resolutions 7 & 8) Oil & Gas Workers	Carried
Resolution 1 Constitutional Amendment	Carried
Resolution 5 Shipbuilding & Defence – Delivering the Skills for Tomorrow	Carried
Resolution 13 Protecting Local Journalism	Carried
Resolution 14 Scotland’s Postal Service	Carried
Resolution 18 Bus Services & Manufacturing	Carried
Resolution 19 Seven Day Services on Scotrail	Carried
Resolution 23 Education Funding & Tackling Childhood Poverty	Carried
Amended Resolution 24 Young Workers & FE Cuts	Carried
Amended Motion 25 Additional Support for Learning	Remitted

Composites / Resolutions / Motions	Decision
Resolution 26 Reducing Workload & Improving Staff Wellbeing in Education	Carried
Amended Resolution 27 Crisis in Post-16 Education	Carried
Resolution 29 Train Them Here – Expanding Foundation Training Year Places for Pharmacy Graduates	Carried
Amended Resolution 30 Maritime Training & Education	Carried
Amended Resolution 31 Addressing Rising Violence in Schools	Carried
Amended Resolution 32 Tackling the Influence of the Far Right in Scotland’s Educational Establishments	Carried
Resolution 37 Addressing the NHS Crisis in Scotland	Carried
Resolution 39 Royal Observatory Edinburgh & UKATC	Carried
Resolution 40 Funding the Fire Service – 10 Years of Public Sector Reform	Carried
Resolution 41 Holding Pharmacy Business Owners to Account – Protecting Patients & the NHS	Carried
Resolution 42 Urgent Action on NHS Digital Integration for Pharmacists & Other Health Professionals	Carried

Composites / Resolutions / Motions	Decision
Resolution 43 Ending Scotland's Postcode Lottery in Metabolic Bone Care	Carried
Resolution 44 Creating a Healthier Food Environment for All in Scotland	Carried
Resolution 45 Prevention, Workforce Sustainability & Equitable Access to Allied Health Professional (AHP) Services	Carried
Resolution 46 Balmossie Community Fire & Ambulance Station	Carried
Motion 47 Scrap the Integration Joint Boards (IJB)	Remitted
Resolution 51 Arms Length External Organisations (ALEOs) & Council Oversight	Carried
Resolution 52 Violence at Work	Carried
Resolution 53 Organising & Delivery for Young Workers	Carried
Resolution 57 Increasing the Powers of Employment Tribunals	Carried
Resolution 58 Expanding Fair Work Across All Sectors	Carried

Composites / Resolutions / Motions	Decision
Resolution 59 Scottish Commission on Health & Safety	Carried
Resolution 60 Health & Safety in the Salmon Industry	Carried
Resolution 61 Securing the Health of Scotland's Maritime Workforce	Carried
Amended Resolution 62 Ensuring a Safe & Sustainable Transition to the Reduced Working Week within the NHS	Carried
Amended Resolution 64 Dignity for Train Drivers	Carried
Amended Resolution 70 Algorithmic Systems	Carried
Resolution 71 Disability Friendly Workplaces	Carried
Resolution 74 Rest Breaks in Midwifery	Carried
Resolution 75 Workplace Rest Spaces	Carried
Resolution 76 Neurodiversity & Employment Policies	Carried
Resolution 78 Devolution, Democracy & Workers' Rights	Carried
Resolution 80 Cuts Kill Campaign	Carried

Composites / Resolutions / Motions	Decision
Resolution 81 Women's Economic Inactivity	Carried
Resolution 82 Women's Health, Workplace Equity & the NHS Workforce	Carried
Resolution 83 Enforcing Action on Work Related Stress in the Public Sector	Carried
Motion 84 Trade Union Use of X (formerly Twitter)	Remitted
Resolution 86 Communication from STUC General Council	Carried
Resolution 87 Political & Economic Education	Carried
Resolution 88 General Strike 100	Carried
Resolution 92 Media Literacy Strategy & the Far Right	Carried
Resolution 96 Championing Scotland's Supported Business	Carried
Resolution 97 Music is a Human Right	Carried
Resolution 99 Conversion Therapy	Carried
Resolution 100 Media Report & Fair Coverage of LGBT+ Issues with a Focus on Trans Inclusion	Carried

Composites / Resolutions / Motions	Decision
Resolution 101 Military Gap Year	Carried
Resolution 102 Supporting People with Tourette's Syndrome	Carried
Amended Resolution 103 Access to Work	Carried
Resolution 104 Nelson Mandela Scottish Memorial	Carried
Motion 105 Treaty on the Prohibition of Nuclear Weapons	Withdrawn
Resolution 106 Tories in Disguise will Attack Workers' Rights	Carried
Motion 107 Climate Emergency	Withdrawn
Motion 110 Peace	Withdrawn
Resolution 112 Apartheid Free Zones Scotland	Carried
Emergency Resolution 1 Stop the Destruction of Scottish Manufacturing Jobs at Alexander Dennis	Carried
Emergency Resolution 2 City of Glasgow College Dispute	Carried
Emergency Resolution 3 Defend Public Cultural Infrastructure, Workers & Communities	Carried

Composites / Resolutions / Motions	Decision
Emergency Resolution 4 Gender Based Violence, Regulation & the Justice System	Carried
Emergency Resolution 5 World Cup Bank Holiday	Carried
Emergency Resolution 6 No Opt-Out from Employment Rights Act 2025	Carried

Resolutions adopted at the 2026 Annual STUC Congress

Composite A

(covering Amended Resolutions 2 & 35 and Resolutions 33 & 38)

Public Services

“That this Congress notes that the lives of everyone in Scotland are entwined with our public services. From keeping the food we eat safe, the water we drink pure, educating and entertaining, curing and caring, supporting and saving, and much else besides.

“Congress thanks the highly skilled public sector workforce in services across Scotland and recognises that those workers have built up skills after years of on-job experience and training to deliver the quality and valued services we rely on, but notes that a skills and staffing crisis persists across Scotland’s public sector threatening service standards.

“Congress condemns the austerity policies of successive governments, which have left our public services in a parlous state. The longest NHS waiting lists since devolution, social care is in a mess and, after taking the brunt of cuts over many years, local government is in crisis.

“Colleges are struggling, police services jobs are being cut, Scottish Water is subject to back door privatisation, universities are near bankrupt and libraries and leisure facilities are closing.

“Meanwhile, a million Scots live in poverty—many of them being failed by under resourced services they should be able to rely on.

“Congress notes that the continued financial pressures being faced by councils suppresses staffing levels and pay in education; and recognises the significant impact this will have on the quality of education in Scotland’s schools, where pupils have increased needs and staff are increasingly being abused and assaulted in their workplace.

“Congress notes that in social care, the government and private sector continue to rely on underpaid staff, especially from abroad, to meet rising demand; and notes that there still is no clear sector-wide pathway for

progression or professionalisation for the social care workforce, hindering personal advancement and service quality; and notes that the social care minimum wage continues to rise outwith sectoral bargaining.

“Congress recognises the NHS is stuck in a continued recruitment and retention crisis with staff being overworked and underpaid; and condemns the Scottish Government delaying the implementation of the shorter working week as previously agreed to improve retention.

“Congress believes there are significant links between health and education funding and that reduced access to medical pathways, longer waiting lists, and reductions in community healthcare have had detrimental impacts on teachers being able to maintain employment and pupils in securing the necessary medical support to succeed.

“Congress further believes that contracting out public services has resulted in a bonanza for profiteers, where up to £3billion is drained from the public purse. The outsourcing of residential services for children is especially egregious, if we are to keep ‘The Promise’ to our children.

“Outsourcing cannot achieve the aim of delivering quality services or fair work as profit seekers drive down wages and shift the cost of outsourcing onto the lowest paid, predominantly female, workers.

“Congress believes that cuts in services, along with inflated housing costs and insecure, low-paid work, has left many communities angry and disillusioned.

“The decline in services has led to the politics of scarcity, allowing far-right agitators to weaponise shortages and spread racially fuelled hatred.

“The Scottish Government’s planned response to this is a Public Services Reform Strategy based not on investment—but on reducing budgets still further, cutting staff, automating services and outsourcing jobs. Reform cannot be reliant on AI strategies that haemorrhage funding and knowledge from the public sector. Transformation can only be successful if trade unions are engaged in developing a positive vision of public services for the next generation.

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

- fund services properly based on the measures outlined in ‘Raising Taxes to Deliver for Scotland’;
- support the removal of opportunities for CEOs and corporations to exploit our public services for profit and to line their own pockets;
- commit to a public sector insourcing plan; audit outsourcing across the sector and bring services back under public control;
- highlight that the implementation of an insourcing plan across public services in Scotland can improve equality outcomes and deliver more effective, long term workforce planning, skills retention and career development;
- write off local government debts and ensure fair funding for local government;
- use the new Children (Care, Care Experience and Service Planning) (Scotland) Bill to end profit in children's residential services;
- re-invest any so called efficiency savings;
- utilise procurement to support community wealth building principles to invest in communities and focus services on prevention;
- immediately engage in sectoral bargaining in social care to prioritise the negotiation of improved pay, sick pay, and a pathway of progression;
- deliver a fair funding settlement for local government to grow the frontline workforce in schools, waste, and social care;
- introduce a new framework to ensure discipline in schools and classrooms in consultation with trade unions; and
- meet trade union expectations on work-life balance in future pay talks.

“Congress further calls on the General Council to:

- support a crackdown on tax avoidance and tax evasion;
- campaign for the implementation of a progressive programme of wealth taxes;
- campaign to restore and expand welfare support for children and families in need;
- utilise narratives which highlight the interconnection between effective medical pathways, teacher health and wellbeing, pupil support and subsequent educational achievement;

- press for coherent systems approaches which support workers, parents and carers and young people alike;
- campaign for increased investment in public services on the principle of ‘preventative spend’ which recognises that funding effective public services now prevents the necessity of corrective spending on additional public services in the future;
- challenge the Scottish Government attitude that staff in services can be neatly divided into ‘front line’ and ‘the rest’, and have support staff recognised as essential enablers; and
- oppose Scottish Government plans for centralisation, outsourcing, and offshoring of services and the jobs attached to them.”

Mover: STUC General Council

Seconder: UNISON

Supporters: GMB

NASUWT

Unite

Educational Institute of Scotland (EIS)

National Union of Rail, Maritime and Transport Workers (RMT)

Aberdeen Trades Union Council

**Composite B
(Covering Resolutions 3 & 98)
Trade Unions in Communities**

“That this Congress applauds the recent coming together of civil society and community organisations under the campaign initiated by the STUC ‘Scotland Demands Better’, challenging the ongoing cost-of-living crisis in our communities.

“Congress notes the alarming growth of support for the far-right in many communities around Scotland as genuine concerns about housing, jobs, living costs, security, and the NHS are hijacked by right-wing and fascist forces who will do nothing to improve the lives of working-class people.

“Congress recognises the local campaigning work, often spearheaded by trades councils, to combat the rise of the far-right and demand economic and social justice as an alternative to attacks on minority groups.

“Congress regrets the centralisation of resources and political power which has disempowered councils and local communities and is a key driver of the loss of political trust in our system.

“Congress notes with concern that the government has done too little to raise living standards and promote community cohesion for the mass of the people, while shielding the utility firms, energy multinationals, and banks who profiteer off the British economy, working people and small businesses.

“Congress notes further concern that the growth of Reform and other far-right organisations across Europe is being funded and supported by sections of big business, particularly tech companies in the USA, together with US evangelical conservative organisations.

“Congress reiterates its support for funding and democratic mechanisms which return power to local authorities including reforms to local taxation, control over local service provision, transport municipalisation, and energy related activity.

“Congress recognises that over the past generation, along with other key democratic, civic, and cultural organisations, the strength of trade unions has diminished in communities.

“Congress believes that unions can play a key role in communities by supporting the refoundation and growth of trades councils, supporting and unifying community campaigning groups and assisting the development of community organisations around progressive campaigns to tackle the cost-of-living crisis.

“Congress welcomes the formation of the Together Coalition as a mobilising focus for anti-racist and anti-fascist forces, but notes that unless progressive organisations are able to sink roots in communities across the UK and offer meaningful alternatives to the domination of big business, the organised power of big business will further assist the growth of the far-right.

“Though limited, the Employment Rights Act provides opportunities to engage at community level to support more workers in realising their rights, and in translating that support to grow trade union membership through organising and expanding collective bargaining in Scotland.

“Congress believes that alongside trades councils, projects such as Inverclyde Advice & Employment Rights Centre, Edinburgh Support at Work, and newly emergent Trade Unions in the Community initiatives, provide the basis for expanding trade union activity and co-operation locally.

“Congress calls on the General Council to:

- work with affiliates to promote and increase affiliation to Trades Councils and support and engage in their activities;
- continue the ‘Our Rights in Action’ project to build trade union resources and presence in local communities;
- bring forward new resources and organising training opportunities to support affiliated unions and Trades Councils;
- campaign to ensure government and politicians recognise and support greater trade union presence within local communities;
- support the Together Alliance; and
- identify priority communities for joint union work to promote community organisation and re-establish lapsed Trades Councils.”

Mover: STUC General Council
Seconder: North Lanarkshire Trades Union Council

**Composite C
(Covering Amended Resolutions 4 & 10)
Industrial Strategy & Procurement Policy**

“That this Congress recognises the importance of manufacturing to the Scottish economy.

“The UK’s manufacturing sector accounts for less than a tenth of economic output but is a crucial driver of research and development and productivity, with positive spillover effects into other sectors.

“Yet since the advent of the Scottish Parliament, Scotland has lost more than 130,000 manufacturing jobs. The closure of Grangemouth refinery and Mossmorran Ethylene Plant further erodes Scotland’s industrial base.

“The geological decline of the North Sea is also leading to significant job losses in oil and gas, and there is no coherent plan to transition workers into manufacturing jobs in areas like green energy.

“Meanwhile, nuclear building projects in England, at Hinkley Point and Sizewell, are contributing an estimated £400 million to Scotland’s economy annually, supporting Scots jobs and supply chains, while the Scottish Government refuses to review its opposition to Small Modular Reactors or investigate their potential benefits.

“Congress also recognises the importance of Scotland’s ‘Everyday Economy’. Sectors such as retail, tourism and food manufacturing provide high numbers of Scottish jobs, these sectors also typically have the most to gain from the fair work agenda.

“Congress regrets that the Scottish Government Green Industrial Strategy is premised on handcrafting Scotland’s natural resources for private investors and multinational companies. While the UK Government Industrial Strategy has positive elements, it also over-relies on private capital.

“Scottish and wider UK procurement policy fails to consider the many advantages of home-made products produced by Scottish industry. Contracts are often awarded without advertising, overlooking Scottish producers and workers.

“Procurement policy fails to be aligned with Scottish industries’ transition to green and low carbon production, leaving it uncompetitive and unsustainable against cheap high carbon imports. Procurement policy should reflect the fact that Scottish industries produce products in a greener way than many international competitors in industries, such as steel, at a higher cost. Scottish industry should not be penalised for taking the necessary steps to protect our planet.

“Lower electricity costs and higher levels of government support in Germany and France mean that our European neighbours have a competitive advantage in steel procurement compared to the UK. Congress believes that we need national and devolved government action to level the playing field and align Scottish and UK procurement policy to better reflect the reality of the landscape that Scottish industry faces.

“Scottish public money should, where possible, be spent on Scottish made products when procuring for projects.

“Congress congratulates Unite and GMB members at Alexander Dennis that fought and won Scottish Government support for a short-term furlough scheme. Alongside the measures below, this should form the basis of a genuine Industrial Strategy.

“Congress calls on General Council to lobby the Scottish Government to create a new Industrial Strategy based on:

- public investment in new and key manufacturing;
- clear support for the everyday economy to drive up workplace terms and conditions;
- stricter conditions on enterprise funding to ensure companies create good quality jobs here in Scotland, which include trade union recognition and adherence to trade union negotiated rates of pay and conditions;
- smarter use of public funds and procurement, including energy efficiency, and rail and bus funding, to support domestic manufacturing;
- strategic investment in education and skills development;
- changes to the remit of public sector agencies, e.g. Scottish Enterprise, so they can support trade union-led efforts to future-proof manufacturing sites;
- public ownership of key parts of our industrial base, such as energy;

- collective bargaining in new industrial sectors, sites, and companies including through developing a plan for extending mandatory sectoral bargaining across the Scottish economy; and
- a plan for significant public investment in publicly owned rail and transport infrastructure and new rail connections to drive wider productivity growth in our economy.

“Congress further calls on the STUC General Council to lobby the Scottish and UK Governments to:

- mandate or incentivise the use of Scottish made products like steel, where possible, for energy, defence, and related infrastructure projects;
- ensure the social value of any contract is fully weighted in the procurement process to detail its wider economic, social, and environmental benefits and ensure those potential benefits, including stronger local economies, improved training opportunities, and reinforced social cohesion, are properly taken into account during the tendering process;
- make sustainability and carbon levels used in production part of the consideration of procurement policy; and
- make it a requirement in contracts to explore the availability of Scottish and UK made products, such as steel, further down the supply chain.”

Mover: STUC General Council
Secunder: Community
Supporters: Unite
 GMB Scotland
 Union of Shop, Distributive and Allied Workers (USDAW)
 National Union of Rail, Maritime and Transport Workers (RMT)

**Composite D
(covering Amended Resolution 6 & Resolution 21)
Investing in Scotland's Ferries**

“That this Congress welcomes the potential for publicly owned and operated Clyde and Hebrides Ferry Services to protect ferry workers’ jobs and terms and conditions, as well as restoring reliance and resilience.

“Congress believes all of the Scottish ferry network should be publicly owned, and Congress continues to support RMT’s campaign for the Northern Isles Ferry Service contract to be taken into public ownership in 2028.

“Congress pays tribute to our ferry workers who have provided a vital public service in very challenging circumstances and increasingly turbulent political and operational conditions.

“For example, the CalMac fleet has continued to be impacted by an aging fleet, delays in the introduction of new ferries, poor port infrastructure, fare hikes, the frequent cancellation of services, and falling passenger and vehicle numbers.

“The lifespan of most ferries is 25-30 years and around a third of the fleet is older than 30 years. The nine vessels in Orkney Ferries internal fleet are over 30 years old, impacting accessibility, capacity and reliability.

“Soaring maintenance costs derive from a failure over many years to order new vessels and to properly plan for the upgrade of the fleet, causing breakdowns and service cancellations. Complex governance relationships between CalMac, CMAL, Transport Scotland, the Scottish Government, and other organisations have led to a lack of transparency and accountability for service failures.

“Congress believes that these ferry services are a lifeline to island communities. These communities, the passengers, and the trade unions representing the collective voice of CalMac workers, should have a far stronger voice in the provision of services.

“Congress strongly supports the public ownership of ferry services and believes it provides the opportunity and levers to address all the above issues.

“Congress calls on the General Council to campaign:

- for a clear long-term plan for investing in and upgrading the CalMac ferry fleet which ensures that ferry services are maintained and extended;
- for ferry services that are affordable, reliable, and frequent, and for extra lifeline ferry services;
- to ensure that failures to plan for the long-term should not be passed on to the passengers who rely on these services;
- for a stronger voice for communities, passengers, trade unions and workers;
- for simplified governance arrangements that allow proper transparency and enable scrutiny of decisions;
- for governance reforms to the Clyde and Hebrides Ferry Services contract which increase the voice of ferry workers, their unions, and passengers;
- for annual delivery plans at CalMac Ferries throughout the CHFS3 contract that protect catering and other jobs on the fleet and avoid any redundancies;
- for the use of the new publicly procured ‘Flex’ freighters on the Northern Isles Ferry contract to provide sea time to train more Maritime Apprentices in Scotland;
- for sustained and increasing investment in our ferry services and ferry workers; and
- for guaranteed tripartite engagement (government, operators, unions) on fleet renewal and port upgrades, with binding timelines, local content targets, and protected rostering levels to secure safe crewing levels and decent work across all routes.”

“Congress welcomes the planned introduction of services between Rosyth and Dunkerque and seeks guarantees these will be crewed with Scottish based Seafarers.

“Congress calls for the fullest possible application of the Mandatory Seafarer’s Charter on this service, and sectoral collective bargaining coverage across Scotland’s ferry industry, including on international Ro-Ro services.”

Mover: National Union of Rail, Maritime and Transport Workers (RMT)
Secunder: Transport Salaried Staffs Association (TSSA)
Supporter: Nautilus International

Composite E
(covering Resolutions 9, 11 & 12)
Democratising Ownership & Control of Energy

“That this Congress condemns the loss of skilled workers’ jobs in the oil and gas industry, exemplified by the closure of the Grangemouth refinery.

“Congress accepts the need to end the burning of fossil fuels to combat the climate catastrophe and rejects the idea that workers in the sector should pay the price, in the same way coalfield communities did in the 1980s.

“Congress recognises the huge expansion of wind generation in Scotland over the past 20 years contributing to the development of renewable energy and progress towards Net-Zero. However, the economic benefits to local and national economies have been significantly less than the profits made by private and foreign owned corporations.

“Congress notes a striking lack of Scottish presence in the manufacturing supply chain and the dominance of the foreign based companies who own and control Scotland’s wind capacity, and condemns the abject failure of the Scottish and UK Governments to develop and fund public and community ownership/stakes in new renewables projects, which stands in stark contrast to Denmark where over 50% of renewables projects are community owned.

Congress further notes Denmark's primary state-owned entity in wind energy is Ørsted, where the Danish Government holds a majority stake (50.1%), and the company promotes community ownership through co-operatives and supportive policies.

“Congress acknowledges Denmark's 2008 Renewable Energy Act requires that at least 20% of new wind farms be offered to local citizens for purchase, and that by 2016 more than half of Denmark’s wind capacity was owned by citizens.

“In Scotland, most of the onshore wind generation industry will be seeking to negotiate new leases over the next twenty years as they repower their assets. This provides a golden opportunity to deliver a reset and bring a better balance between national economic benefit and international investment and expertise.

“Congress notes its long-standing support for municipal energy bringing renewable energy benefits directly to local communities and welcomes the development of the Highland Social Value Charter using local authority planning powers to enforce conditionalities in new renewable projects.

“Congress has no faith in corporations or private capital in tackling the climate crisis and believes that reliance by the UK and Scottish Governments on private energy companies has made excessive profits for multi nationals, and crippling energy bills for consumers.

“Congress calls for democratic public ownership of all forms of energy as the foundation for a rapid and fair transition to green energy production, without loss of jobs or conditions, through alternative plans of green production drafted by experts in the field, including energy workers themselves.

“Congress believes this is best achieved through a socialist Green New Deal based on democratic and common ownership which could create tens of thousands of skilled jobs and apprenticeships, slash heating bills, and fund public and community services.”

“Congress calls on the General Council to urge the Scottish Government to:

- ensure that all newly applied for licenses for wind generation, including applications for repowering leases, include options for public, municipal, and community ownership, or shared ownership;
- ensure that all corporate licenses include at least 20% community shared ownership and Fair Work principles, including trade union recognition;
- develop funding streams through the Community and Renewable Energy Scheme and the Scottish National Investment Bank for communities and councils to access the required investment capital; and
- commit to rebalancing the ownership mix of wind generation towards far greater public, community, and municipal ownership.”

Mover: Bakers, Food and Allied Workers Union (BFAWU)
Seconder: East Kilbride & South Lanarkshire Trades Union Council
Supporter: West Lothian Trades Union Council

**Composite F
(covering Resolutions 15 & 85)
Inequality & the Cost of Living Crisis**

“That this Congress notes the so-called cost-of-living crisis is happening as a result of deliberate political choices that has seen wages decrease at the same time as the prices of essentials like food and energy increase, alongside supermarket and energy company profits and the wealth of the billionaire class.

“The recent Cost of Living Survey and Report, published by the BFAWU, showed again how food workers are themselves struggling to afford life's essentials like energy and the food, which they produce, process, deliver and serve. This report showed;

- 6 out of 10 food workers and members of the BFAWU say that their wages are insufficient for them to meet their basic needs like food and energy, and that they are fearful of running out of food due to a lack of money;
- nearly half said they are feeling food insecure, and 3 out of 10 reported they don't have enough food to feed them and their families;
- a growing number also reported that they are skipping meals, whilst relying on friends and family and/or food banks to eat; and
- nearly 9 out of 10 say they have reduced their heating to save money, almost 40% said they were either cold all or most of the time in their own homes.

“Congress believes that the fact that so many workers are struggling to afford life’s essentials is intolerable and is a stain on our society and the UK and Scottish Governments must do much more to drive up wages and drive down prices.

“Congress deplores the continuingly high levels of inequality in Scotland—particularly in terms of income.

“Although the level for income inequality in Scotland is slightly lower than that in England, it remains considerably higher than that in most European countries such as France, Germany and Sweden. Such levels of inequality mean that those in the lowest quartile suffer disproportionate disadvantage—disadvantages that are increasing as public services and welfare provision suffer cut after cut.

“Congress acknowledges the Scottish Government’s recent increase in tax on the better-off but deplors the high levels of inequality that remain, and notes that this is enabling those on the extreme right to build populist campaigns targeting minorities.

“Congress calls on the General Council to campaign for:

- wage increases and price decreases and challenge the normalisation of low pay and in-work poverty;
- commit to campaigning around the increasing of the minimum wage;
- campaign to cap food prices and supermarket profits;
- campaign for the public ownership of energy and lowering of energy bills;
- a comprehensive reform of local taxation so that a greater share falls on those in high-value housing;
- urgent steps be taken to increase the availability of affordable public sector housing;
- more resources be provided for early life educational development; and
- the Scottish Parliament to have full powers over industrial policy. Scotland had a strong heritage of successful public sector industry, and it is urgent that this now be restored in face of the current external ownership that exports profits overseas.”

Mover: **Bakers, Food and Allied Workers Union (BFAWU)**
Supporter: **Clydebank Trades Union Council**

**Composite G
(covering Resolutions 16 & 17)
Military Spending**

“That this Congress notes the decision of the 2025 Trades Union Congress to:

- oppose British government policy, dating from 2022, for immediate increases in defence spending;
- prioritise campaigning for public investment in Britain’s public realm, decimated by austerity;
- commit to a safe, liveable planet; and
- reaffirm that our movement’s priority is welfare and wages, not weapons and war.

“Congress also notes that the British Government currently plans to increase defence spending from £64 billion for this present financial year to £87 billion by 2030 with Scotland’s ‘share’ being approximately an additional £2.3billion.

“In this context, Congress notes the statement by Scotland’s Auditor General on 29 October 2025 that by 2029-30, Scotland’s unbudgeted deficit will reach £4.7 billion – with additional impact on ‘non-protected’ areas such as education, transport, and local government, and capital spend on infrastructure.

“Congress therefore supports the decision of the 2025 TUC for an urgent return to 2022 levels of defence expenditure as essential for Scotland’s ability to address the additional socially and economically damaging cuts now identified by the Auditor General.

“Congress also calls on the General Council to work with the TUC to oppose British Government policy to increase defence spending and to instead prioritise campaigning for public investment in Britain’s public services.”

Mover: Glasgow Trades Union Council
Supporter: Aberdeen Trades Union Council

**Composite H
(covering Amended Resolution 20 & Resolution 22)
Safer Public Transport in Scotland**

“That this Congress welcomes the approach to the creation of publicly owned Great British Railways (GBR) taken by the Scottish and UK Governments, including the Scottish Government retaining its rail powers, a statutory role for the Scottish Government in GBR and a commitment to jointly consider further integration between track and train. Congress calls for protections and improvement of rail jobs and conditions to be central to the development of railways in Scotland and Great British Railways.

“Congress remains concerned that private operation of rail services could remain in the form of open access operations such as Lumo. Congress believes all open access jobs and services should be incorporated into GBR.

“Congress also has serious concerns about the increasing prevalence and severity of violence and abuse on public transport, with a Unite survey indicating that 80% of bus drivers have experienced verbal and physical abuse and an RMT survey revealing:

- 70% of workers in Scotland experienced workplace violence in the past year;
- 80% of these were lone-working at the time;
- two-thirds affected were not satisfied with their employer’s response to the incident; and
- over 80% said they would be prepared to take industrial action over workplace violence if they felt their employer was not doing enough to protect their safety.

“Congress notes that assault and harassment, including sexual harassment, of women and girls across Scotland’s rail network surged by 19% last year, with British Transport Police logging 238 offences.

“Congress further notes that these figures cohere with an alarming longer-term increase in violence and assaults against passengers and transport workers; and that instances of violence and harassment disproportionately affect women, disabled, LGBTQ+ and BAME people and their sense of safety and security on the railways.

“Congress believes it is no surprise that violent crime and harassment have risen on the rail network as the Scottish Government has cut ScotRail ticket office hours, and as British Transport Police has faced significant cuts to services.

“Congress strongly believes that our public transport should be inclusive and that everyone – passengers and staff – should feel safe.

“Congress therefore supports campaigns by transport workers against abuse and anti-social behaviour, including the RMT’s Action Against Assaults campaign in Scotland. Key demands of which include:

- end lone working and increase staffing levels;
- effective action from employers to protect workers;
- increases, not cuts to the British Transport Police;
- stronger legal protections for public transport workers at work; and
- proper funding that supports public transport improvements to enhance worker and passengers’ safety and security.

“Congress calls on the General Council to lobby MSPs, Councillors, and MPs in Scotland and to consider supporting any campaigning or industrial initiatives which are undertaken to further the campaign’s objectives.”

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

- properly staffed stations and a reversal of last year’s cuts to ScotRail ticket office opening hours;
- a fully funded and resourced BTP, reversing the cuts;
- an end to lone-working on the transport network;
- investment in lighting, better CCTV, and Help Points at stations;
- greater support for staff who have suffered assault, abuse, and harassment; and
- more robust reporting mechanisms for instances of abuse and harassment and railway banning orders for perpetrators.”

Mover: National Union of Rail, Maritime and Transport workers (RMT)
Seconder: Transport Salaried Staffs Association (TSSA)
Supporter: Unite

**Composite I
(covering Resolutions 28 & 50)
Addressing University Governance & the Crisis in Higher Education
Funding**

“That this Congress notes the current crisis in Scottish higher education, including at the University of Dundee, where over 560 staff have left the university since summer 2024 and university senior management plan to make more staff redundant.

“Congress notes that the Scottish Funding Council commissioned Gillies Report into the university found major governance failures centred on the fact that governance at the university was not robust enough to provide necessary scrutiny of the university principal and senior management decisions.

“Congress further notes that disputes at other universities in Scotland, including Edinburgh and Aberdeen, have seen disagreement between university courts and senates over the need for cuts and the impact on universities’ core missions of teaching, research, and knowledge exchange.

“Congress further notes that:

- since the reduction in central funding in 2010 forcing the sector into marketisation, funding for universities has fallen in real terms, and that this was a political choice, one not reversed by Labour;
- university workers have taken the brunt of this, with a 25-30% real terms pay cut since 2010, and increasingly precarious working conditions, closures, and changes to pension schemes meaning the sector can no longer properly attract or retain staff;
- research and teaching for Scottish and UK students now does not cover costs, reinforcing the universities focus on international students, becoming vulnerable to the anti-immigration policies of successive UK Governments;
- universities across Scotland and the UK are now making cuts to staff, departments, and disciplines, with over a thousand jobs at risk in 25/26 alone;
- multiple higher education unions across Scotland have balloted over another derisory pay offer and against compulsory redundancies this academic year; and

- universities are huge and prestigious employers, and any collapse will cause massive job losses in our local areas and supply chains and restrict the flow of trained workers into other sectors.

“Ten years on from the passing of the Higher Education Governance Act, which put two trade union nominees onto university governing bodies, Congress calls for the General Council to lobby the Scottish Government to legislate for further reform of university governance to provide more robust scrutiny and increased democratisation including:

- the election of senior management positions in universities including at school/department levels;
- increased transparency for governing body meetings;
- the majority of members on governing bodies being elected by staff and students; and
- the capping of principals and senior pay in universities.

“Congress further calls on the General Council to:

- demand that all parties seeking election in May 2026 make clear their intentions on fully funding education, emphasising the need for a sustainable model that does not predominantly rely on market forces;
- continue to oppose tuition fees in Scotland;
- use all available levers to support any industrial action in opposition to poverty pay and cuts to jobs; and
- raise public awareness of how low-paid most university support staff are, how precarious most research roles are, and how integral universities are to local supply chains, businesses, and prospects for young working-class people.”

Mover: University and College Union (UCU)
Secunder: Glasgow Trades Union Council

**Composite J
(Covering Resolutions 90, 91, 94, 95 and Amended Resolution 93)
The Far Right**

“That this Congress notes:

- within the context of the worst cost-of-living crisis in decades, and amidst high levels of homelessness and growing in-work poverty, racist mobilisations against accommodation housing asylum seekers and demonstrations calling for 'mass deportations' are on the rise;
- the far-right is targeting areas facing housing shortages and high levels of deprivation, and circulating myths and misleading online videos that position asylum seekers and migrants as a threat, most notably to women and girls;
- Reform UK is currently leading opinion polls and set to come second in Scottish Parliament and Welsh Senedd elections and to make serious gains in English council elections in May;
- fascist Tommy Robinson headed the largest ever far-right demonstration in British history on 13th September 2025 and has called another demonstration on 16th May 2026;
- the main perpetrators of anti-migrant activities in Erskine, Falkirk, and many other communities, Patriotic Alternative, who have a weekly presence in Clydebank, are allowed to operate despite being openly fascist with links to other neo-Nazi groups and spreading racism, hatred and violence; and
- this July marks the 90th anniversary of the outbreak of the Spanish Civil War and opposing the far-right honours the proud legacy of over 500 men and women who volunteered from Scotland to help defend the democratically elected Government of the Spanish Republic from the forces of Spanish, German, and Italian fascism.

“Congress condemns the far-right's:

- attacks on the homes of those seeking asylum, including women and children;
- vilification, intimidation, and attacks on those who oppose them;
- targeting of workers leaving or approaching their workplaces.
- focus on trade unionists and trade union events for attack;
- targeting of elected politicians;

- attacks on individuals, places of worship, and businesses of Scotland’s ethnic communities; and
- use of racist, misogynistic, homophobic, and transphobic slogans and social media posts.”

“Congress believes:

- the rise of the far-right is a serious threat to all minority groups, communities, and trade union members;
- there is a concerted effort by the right to delegitimise and delegalize non-white UK citizens;
- violence against women and girls is a serious issue, and will never be solved by scapegoating refugees, Muslims, migrants, or trans people;
- freedom of expression does not entitle fascists to advocate violence against asylum seekers and immigrants, and our movement must respond robustly to fascists;
- the activities of Immigration and Customs Enforcement (ICE) in the US targets racialised communities and has induced real fear among our black and brown brothers and sisters across the US and Europe;
- countering far right narratives has been made more difficult by a growing distrust of mainstream media, politics, and institutions; and
- we will only defeat the far-right by uniting as a class and demanding real class-based change through discussion in the workplace and our communities.

“Congress welcomes:

- the work being done by affiliates to develop comprehensive strategies for tackling the far-right;
- STUC initiatives on workplace education including ‘Shifting the Dial - Building Belonging’ and on understanding and countering online hate and disinformation;
- the role played by TUCs across Scotland and asks affiliates to support them and encourage members to participate.
- the role played by trade unionists in Dundee who have been crucial in directly opposing more than 40 far-right 'protests';
- the Employment Rights Bill and its focus on strengthening union organising and extending collective bargaining to promote racial justice and tackle inequality;

- the formation of the TOGETHER Alliance (TA), initiated by Stand up to Racism (SUTR); and
- the formation of Women Against the Far-Right (WAFR, initiated by SUTR) to challenge the weaponisation of gender-based violence by the far-right.

“Congress calls on the General Council to:

- develop and refine its strategy to tackle the far-right and support affiliates in doing the same;
- lobby Scottish and UK governments to push back on, rather than pander to, far-right narratives; to recognise the surest way to defeat grievance politics is to improve jobs, raise living standards, and invest in public services and communities; and continue to improve workers' rights;
- publicise local anti-racist counter-protests and encourage inclusive union activities which can support engagement from all workers;
- support anti-racist unity rallies and events in the run up to the elections and beyond to ensure a united, mass campaign against the far-right;
- encourage unions to build local alliances with community organisations, such as Falkirk for All, and build inclusive and intersectional grassroots resistance;
- shift the trade union narrative from countering the far-right, to presenting a viable alternative which focuses on the needs of the working class and sets out a vision for wealth distribution;
- recognise the critical role of education in tackling the far-right, and promote the tools and strategies created by TIE to counter the effects of online hate and disinformation;
- talk more openly and consistently about racism, Islamophobia, and all forms of intersecting inequalities, sharing a welcoming narrative of Scotland, highlighting positive role models;
- support the TOGETHER launch statement and to sign up to it;
- support WAFR and its initiatives;
- focus resources on proactive and targeted education, rapid response to discrimination, and collective action against far-right organising;
- encourage affiliates to embed anti-racist practice in all activity, ensuring members are protected, empowered and supported to challenge injustice wherever it appears; and
- campaign for Patriotic Alternative to be a proscribed organisation.

Mover: Union of Shop, Distributive and Allied Workers
(USDAW)

Seconder: NASUWT

Supporter: STUC Black Workers' Conference
Clydebank Trades Union Council
Dundee Trades Union Council
Public and Commercial Services Union (PCS)

**Composite K
(covering Resolutions 34 & 36)
Public Service Reform**

“That this Congress notes the publication of the Scottish Government’s ‘Public Service Reform Strategy 2025’, which seeks to slash billions of pounds of costs and thousands of devolved public service jobs by 2029/30. The Strategy is presented as a programme to ‘streamline’ and ‘transform’ public services but represents a clear threat to publicly owned and delivered services, especially council services, and to the workers who provide them.

“The short-term target for the strategy is saving £200m a year for the next five years to be accomplished by a variety of mechanisms, principle among them reducing the workforce. Some 11,000 jobs are planned to go over a five-year period.

“Congress believes that the Strategy prioritises financial efficiency and managerial restructuring over the needs of workers and service users, treating public services as costs to be managed rather than social goods to be protected. The language of ‘prevention’ and ‘redesign’ masks an ongoing failure to address the systemic causes of service pressure, including poverty, underinvestment, and burnout. The Strategy fails to confront the fragmentation caused by marketisation and outsourcing and instead leaves the door open to further privatisation.

“The Scottish Government also plans to enhance the role of the third sector as a ‘key delivery partner’—which means further outsourcing from the public sector. There are also proposals that public bodies should develop shared services via AI, with a definite preference for all-Scotland solutions, rather than local flexibility or autonomy.

“Congress calls instead for a worker-led approach to reform, which would prioritise solutions to the long-standing problems which impede workers on a daily basis, including under-resourcing, inadequate tools and facilities, and poor job design.

“Congress condemns any attempt to use public service reform as a vehicle for headcount reduction, job cuts, or the dilution of terms and conditions. The short termism of the government’s strategy fails to acknowledge the crucial role of public service workers in sustaining services through

austerity, the pandemic, and the cost-of-living crisis. In this increasingly volatile world, experienced, skilled, and well-supported public service workers will continue to be essential in preventing crises and responding to domestic, international and global events.

“Congress affirms its belief that public services should be delivered publicly and with local accountability. We know that many public services and the workers who deliver them are struggling because of a failure to properly staff and resource them. What is needed is investment, not further cuts.

“Congress calls on the General Council to:

- lobby the Scottish Government to use their full tax powers to properly fund public services;
- campaign against any attempts by the Scottish Government to cut staff or to outsource from the public sector to the third or private sector;
- lobby all the parties standing for election to support these calls and oppose SNP proposals to further damage our public services;
- convene affiliate Scottish public sector unions to explore areas for potential joint campaigning; and
- support and promote worker-led campaigns for alternatives which address the real barriers to effective public service delivery.”

Mover: Public and Commercial Services Union (PCS)

Supporter: Aberdeen Trades Union Council

**Composite M
(covering Resolutions 48 & 49)
Ethical Procurement**

“Congress believes that the Scottish Government Procurement Policy should be strengthened to prioritise human rights, ethical practices, and international law. The U.N. Guiding Principles on Business and Human Rights should play a central role in due diligence processes.

“Congress believes our public bodies should be empowered to exclude companies from procurement:

- when they engage in unethical, illegal, or exploitative practices;
- when their conduct undermines public trust in the ethical standards of our public bodies; and
- when continuing such contracts risk reputational damage to our public bodies.

“Congress believes public contracts should reflect the values of the society they serve. Values rooted in dignity, fairness, and responsibility. Congress expects our procurement systems to uphold these principles.

“Congress calls on the General Council to lobby the Scottish Government to amend the Scottish Procurement Policy Handbook as follows:

- Section 14. Human Rights be amended such that:
 - In carrying out due diligence, public bodies shall give any assessment of human rights a weight equal to other considerations; and
 - Public bodies have a legal obligation to exclude companies from tendering for public supply contracts where the company, or any parent or subsidiary company, is known to have directly encouraged or assisted, financially or materially, the armed forces, security forces, or police forces of any state where there is evidence that those forces have committed war crimes, or have breached the Geneva Convention or the Genocide Convention or any other International Humanitarian Law.

- Section 24. Fraud response procedures, anti-competitive practices and cyber security be amended such that:
 - Public bodies have a legal obligation to exclude companies from tendering for public supply contracts where the company, or any parent or subsidiary company, has been found previously to have engaged in anti-competitive practices, such as collusion and conflict of interest, cartel activity or bid rigging practices, whether within the UK or in any other market.”

Mover: Edinburgh Trades Union Council
Supporter: Midlothian Trades Union Council

Composite N
(covering Resolutions 54, 56, 72 & 73)
Fair Work for Freelancers

“That this Congress welcomes the publication in 2025 of the STUC’s ground-breaking report ‘Freelance and Forgotten’, an investigation of worker exploitation in Scotland’s creative and media industries and endorses its recommendations.

“The research, with over 800 creative workers in Scotland, found that 69% of workers experienced late payment, 33% were not paid at all for freelance work undertaken, 53% had experienced or witnessed bullying, harassment, or sexual harassment and most lacked clear complaints procedures. It also highlighted widespread working without written contracts; bullying and abuse in the workplace; the imposition of unfair or unreasonable contracts, e.g. in matters of copyright and liability; the imposition of non-disclosure agreements as a condition for employment; and many other exploitative practices.

“Congress also notes:

- The ‘Bectu Sector Big Survey’ of more than 5,500 creative freelancers found that only 13% felt their work was secure, while 82% described it as precarious. Around a third have no savings and fewer than half have a pension, while long hours and low pay damage wellbeing and career sustainability.
- The Musicians’ Census, providing robust UK-wide data on working lives, reinforcing the scale of precarious work, poor wellbeing outcomes, and income instability.

“Congress notes that the Employment Rights Act 2025 strengthens protections for employees and some workers but fails to extend core rights to many. Despite commitments to future reform, freelancers remain without enforceable sick pay, meaningful parental rights or guaranteed benefits.

“Congress welcomes the increase in the Scottish Government’s culture budget, which begins to address years of underfunding. However, funding alone will not deliver Fair Work. Increased funding to organisations does not automatically improve pay, conditions, or security for the freelance workforce on which the sector depends. Fair Work compliance must

therefore be a mandatory and enforceable condition of public funding, including for Creative Scotland's Regularly Funded Organisations.

“Congress notes the immense value of the Independent Culture Fair Work Task Force Report recommendations (2025). This report sets out a clear route to Fair Work based on legislative change, enforceable standards, sustained public funding, and effective oversight. The Task Force highlights the need for stronger enforcement, meaningful monitoring by public funders, dispute resolution mechanisms, protection from exploitation including unpaid internships, and safeguards against emerging threats such as AI misuse.

“Congress further notes the Irish Government's Basic Income for the Arts pilot, demonstrating targeted income support can deliver significant social and economic benefits, including improved wellbeing, increased creative output, reduced welfare reliance, and positive public return.

“Congress calls on the STUC General Council to work with the STUC Creative Industries Trade Unions Group to:

- continue to undertake further research and campaigns on the vital issues affecting freelance and self-employed workers highlighted in the Freelance and Forgotten report;
- press the Scottish Government and local authorities to ensure that such practices are not tolerated in publicly funded organisations and projects;
- lobby the Scottish Government to introduce a statutory duty to require public authorities to ensure that contractors are compliant with the Scottish Government Fair Work First Principles, including effective voice through trade union recognition; and a statutory duty for both public authorities and contractors to ensure timely payment, consistently offer fair contracts and terms of engagement, and institute robust structures to protect freelancers from bullying, harassment and discrimination;
- demand enforceable standards on payment, contracts and access to portable benefits, including sick pay, parental leave and pensions, using the STUC Fair Work for Freelancers Checklist;
- press the UK Government and their forthcoming Freelance Champion to embed freelance rights in employment reforms and establish a properly resourced statutory body with real enforcement powers;

- supporting union organising and collective bargaining for freelancers to reduce precarity and tackle inequality; and
- campaign for full implementation of the Culture Fair Work Task Force recommendations, including income security measures and basic income-style interventions.”

Mover: Prospect
Seconded: Musicians’ Union
Supporters: Scottish Artists Union
National Union of Journalists (NUJ)

**Composite O
(covering Amended Resolution 55 and Resolutions 63 & 77)
Migrant Workers**

“That this Congress recognises that the valuable contribution of migrant workers is integral to the fabric of many sectors of the economy including, for example, in engineering, food production and distribution and in our health & social care system.

“Congress is concerned that decisions to further restrict the visa rules of current and future migrant workers, through measures such as increases to the earnings thresholds for workers on visas, is not motivated by a desire to ensure decent wages and terms and conditions for these workers but is, instead, driven by efforts to appease the populist and far-right.

“Further, Congress is concerned that government proposals to extend the qualifying period for Indefinite Leave to Remain (ILR) combined with increases to the skilled worker visa minimum salary threshold risk systemic inequality and exploitation, particularly for young migrant workers and graduates.

“Congress recognises that such measures, including those requiring dependants of care workers to undergo a distinct visa application process, undermine the principles of unity, including family unity, and impose undue hardship and stress on workers contributing to our economy and our public services.

“Congress notes that:

- most workers from abroad have work visas that state ‘No access to public funds’; and
- that many of them have inferior contractual conditions to those enjoyed by other workers.

“Congress rejects both of these as discriminatory and believes that workers from abroad should enjoy the same rights as workers from the UK.

“Congress also recognises that measures potentially resulting in the termination of migrant worker visas could have a direct detrimental impact on other workers, such as those undergoing aspects of on-the-job training being delivered by migrant workers.

“Congress supports creating safe, legal routes for people seeking asylum, opposes policies that force dangerous journeys and calls for humane processing, expanded family reunion and protection for those fleeing conflict and persecution.

“Congress resolves to represent young migrant workers’ interests by calling on the General Council to campaign for:

- retention of the 5-year ILR pathway for work routes and to retain the graduate route at 2 years;
- institution of a clear and accessible pathway from Graduate to Skilled Worker visa; and
- removal of the link between skilled workers visa and a specific employer, and extend the grace period when moving jobs.

“Further, Congress, calls upon the General Council to:

- initiate constructive dialogue with both the Scottish and Westminster Governments and build pressure for the removal of detrimental and divisive aspects of current immigration policy;
- campaign for rights based, compassionate migration policies consistent with PCS’s Safe Routes position;
- campaign for increased funding and powers for labour market enforcement authorities;
- continue to challenge negative narratives around migrants in partnership with other organisations;
- press parties in the Scottish Parliament to legislate to allow access to benefits agreed by the Scottish Parliament to all employees on work visas; and to publicly guarantee that the Scottish Government will take over sponsorship of any worker from abroad dismissed by his/her employer for trade union activities or for demanding rights enjoyed by non-migrant workers.”

Mover: Unite the Union
Seconder: Prospect
Supporters: Dumfries and Galloway Trades Union Council
Public and Commercial Services Union (PCS)

**Composite P
(covering Amended Resolutions 65 & 66 & Resolutions 67, 68 and 69)
AI and Workplace Protection**

“That this Congress notes with concern the rapid adoption by employers of machine learning enabled technologies, often referred to as ‘AI’.

“Workers’ rights along with a clear and effective strategy to support workers during change must be at the heart of policymaking around AI and the deployment of these technologies, across all sectors and all platforms.

“Congress believes the introduction of AI into a workplace needs to be tested against the five Fair Work dimensions. AI which does not improve the lives and long-term prospects of workers should be opposed.

“Congress is concerned about the erosion of pathways into employment. AI is used to automate entry-level jobs, making it impossible for young people to enter the workforce.

“Congress notes that:

- that the Scottish Government “Public Service Reform Strategy” published in June 2025 is heavily reliant on what they call “intelligent automation”; which will involve a large scale transfer of ownership and control in public services to the private sector
- generative AI is rapidly transforming work in the entertainment industry, as engagers create digital replicas of a performer's voice or likeness, and use or licence rights-protected content to train AI models;
- artists frequently find that their image, likeness, or voice has been used in generative AI without consent or remuneration, for uses beyond those originally agreed, and for which engagers rely on broad transfers of rights;

Further Congress notes:

- the announcement in August 2025, of over 500 redundancies of UK-based moderators at TikTok, and the company’s plans to either offshore their jobs or replace them with AI. The whistleblowers' reports indicate TikTok’s senior leadership purposefully timed these

redundancies to thwart the CWU's national technology branch (UTAW) organising efforts and recognition ballot process;

- in December 2025, Equity held an indicative ballot in which 99% of members working in film and TV said they would take action short of a strike if engagers do not come to an acceptable agreement on AI protections; and
- the government is poised to weaken the protection provided by the copyright regime, by introducing an exception to copyright where content is used for the purpose of training AI.

“Furthermore, Congress recognises the rapid expansion of AI and algorithmic systems across health and social care, including in diagnostic, imaging, workforce, and data-driven functions where clinical decision-making, professional accountability, legal risk, work intensification, deskilling, and patient safety may be impacted by AI deployment. Congress also recognises that artificial intelligence and automated decision-making systems are now increasingly used across the financial services sector, including in recruitment, performance management, customer interaction, compliance and risk assessment.

“Congress therefore calls for:

- mandatory, early trade-union consultation in the procurement, piloting, and deployment of AI technologies in health and social care; and
- a national, independent, evidence-based evaluation and governance framework for AI, prior to routine use.

“Congress calls on the General Council to:

- campaign to introduce Scottish Government policy that helps prevent the offshoring of Scottish jobs and workers roles and jobs being wholly replaced with AI;
- work with trade unions to develop a charter on workers' rights in the telecom & technology sector, including a strategy to combat offshoring and introduce robust protections regarding AI in the workplace;
- In partnership with unions, urgently review skills provisions within sectors, such as retail and distribution, which are heavily impacted by AI and workplace technology, and lobby Skills Development Scotland to develop a strong and effective skills strategy;

- run education sessions for workers about the opportunities and risks of AI, including how generative models work and their environmental, social, and human rights impacts, and how trade unions can best protect jobs, workers' rights' and communities in Scotland;
- give full support to Equity's campaign to secure AI protections for performers in its collective agreements;
- lobby the Scottish Government and MSPs to endorse Equity's calls for the UK Government to introduce personality rights, through which artists could better protect and licence their voice, likeness, and other aspects of their personal image;
- campaign against the UK Government's intended introduction of a 'text and data mining exception' to copyright protection;
- campaign for AI and automated decision-making in financial services to be subject to meaningful union consultation and collective bargaining;
- defend workers' rights to transparency, explanation, and challenge where AI systems influence workplace decisions;
- oppose the use of AI for intrusive surveillance, excessive monitoring, or unfair performance management;
- promote Fair Work principles, equality, and inclusion in all technological change;
- support union-led frameworks and training to equip reps to negotiate AI deployment in workplaces;
- campaign for the adoption in Scotland of an equivalent regulatory framework to the EU AI Act, including mandatory consultation on any AI use the EU would deem to be 'high risk'; and
- campaign for a complete ban on algorithmic/automated people management, a requirement for generative AI output to be labelled as such and the retention of entry-level jobs which are vulnerable to replacement by generative AI."

Mover: Public and Commercial Services Union (PCS)
Secunder: Communication Workers Union (CWU)
Supporters: The Society of Radiographers
Equity
Aegis the Union
Unison
Union of Shop, Distributive and Allied Workers (USDAW)

NASUWT

**Composite Q
(covering Resolutions 79 & 89)
Digital Campaigning**

“That this Congress notes the rise of far-right activity across Scotland, including protests and online campaigns targeting migrants, refugees, trade unionists, and public services. These movements exploit fear, misinformation, and online radicalisation to divide working class communities and undermine solidarity.

“Congress further notes that digital platforms are central to how political ideas and misinformation now spread. The far-right has weaponised social media to amplify hate and distort truth. In Scotland and across Britain, aided by oligarchic ownership of the tech sector, the populist right and the organised far-right have funnelled resources into developing a significant digital footprint which pales in comparison to the reach of progressive forces. This approach has led to a rise in support for far-right views and individuals among the population as a whole, but particularly young people, who are frequently confronted with figures like Andrew Tate, Yaxley-Lennon, and Farage on social media.

“However, those same tools can and must be used by the trade union movement to tell our own story, promote solidarity and expose lies. Across Scotland, trade unionists, community organisers, and migrant led groups are already demonstrating how digital organising, storytelling and citizen journalism can build unity and challenge hate.

“Congress believes that the trade union movement must recognise and utilise social media as a weapon to fight back against the far-right. A confident, creative, and coordinated digital presence can undermine hate speech, support affected workers and communities, and inspire collective action for equality and justice.

“Congress calls on the General Council to:

- develop a coordinated STUC digital strategy to challenge far-right narratives, increase the digital reach and influence of the STUC and strengthen the movement’s online voice;
- produce a series of high-quality videos in the style of the TUC aimed at combatting and undermining far-right narratives;

- provide affiliates and activists with training in digital campaigning, fact checking, and creative content production;
- support citizen journalism and grassroots storytelling that highlights solidarity, diversity, and collective strength;
- collaborate with progressive media and antiracist organisations to widen the reach of credible information;
- encourage affiliates to use social media confidently and safely to mobilise democratic resistance and promote shared values; and
- reaffirm the STUC’s commitment to equality, democracy, and social justice on and offline.”

Mover: **Communication Workers Union (CWU)**
Secunder: **STUC Youth Conference**

**Composite R
(covering Resolutions 108, 109 & 111)
International Crisis**

“That this Congress notes:

- the United States has for years pursued a policy of economic warfare, political destabilisation, and military intimidation and aggression against Venezuela;
- the Trump administration’s escalating actions against Venezuelans have been widely considered as illegal under international law, and the ultimate abduction of their President, Nicolas Maduro, has rightly been condemned by the trade union movement;
- the US launched an act of piracy from Scotland to steal tankers of oil north of our shores;
- US military aircrafts have used Scottish airports and airspace as part of wider US military operations; and
- allowing Scotland’s land, airspace, and infrastructure to be used by US military forces risks implicating Scotland in acts of aggression that violate international law and the sovereignty of other nations.

“However, Congress believes our political leaders have failed to match this immediate recognition of lawlessness. Keir Starmer’s response, which fails to condemn US actions as a breach of international law, demonstrates complicity and is an alarming demonstration that our political leaders will abandon any morals they profess in order to guard self-interest.

“Furthermore, Congress notes Starmer’s announcement committing to 5% GDP on military spending, which may have short term benefits for jobs, and believes trade unions must act to stop British weapons being used to destroy lives and nations across the globe.

“Congress believes that:

- no nation has the right to interfere militarily or economically in the sovereign affairs of another;
- Scotland should pursue a foreign policy based on peace, international solidarity, and respect for national self-determination;

- the use of Scottish airports, civilian infrastructure and resources by US warplanes engaged in aggressive or imperialist actions directly contradicts these principles;
- Scotland must not be complicit—directly or indirectly—in warmongering, imperialism, or the suffering of civilian populations abroad; and
- we must condemn any attempt to normalise or conceal Scotland’s involvement in such actions.

“Congress calls on the General Council to:

- lobby MPs and MSPs to reject efforts to escalate towards more war and the breakdown of international law;
- support an immediate end to the use of Scottish airports, airspace, and facilities by US warplanes involved in acts of aggression against Venezuela or any other sovereign state;
- demand transparency and accountability from the Scottish and UK Governments regarding all foreign military use of Scottish territory;
- support international efforts to end sanctions, military intervention, and interference against Venezuela;
- stand in solidarity with the Venezuelan people and with all nations resisting imperialist aggression;
- campaign for a future in which Scotland’s land and resources are used for peace, not war;
- to work with all bodies, be it political, trade union, or grassroots, to stop any further use of Scottish territory as a launchpad for US military activity, and exert our rights of sovereignty against this imperialist aggression; even if this includes expelling all US military personnel from Scottish soil; and
- support affiliates to develop an anti-imperialist industrial strategy.”

Mover: Musicians’ Union
Secunder: Glasgow Trades Union Council
Supporter: North Lanarkshire Trades Union Council

**Composite S
(covering Resolutions 7 & 8)
Oil & Gas Workers**

“That this Congress welcomes that, as a result of campaigning by affiliates, the UK government has made some progress in developing a plan for offshore oil and gas workers, divers and seafarers working in the industry. This includes:

- Making National Minimum Wage as the wage floor for seafarers working on offshore wind farms in Scottish or UK waters;
- Employment tribunal and working time rights extended across the North Sea;
- Trade union seats on the Board implementing the Future of the North Sea Plan; and
- Fair Work Charter conditions in ScotWind projects.

“Congress is concerned however that this is a drop in the ocean compared to action needed to stop job losses.

“Congress recognises the announced closure of the Fife Ethylene Plant at Mossmorran, preceded by the closure of the Grangemouth refinery and continued haemorrhaging of offshore jobs, as driven by the prioritisation of shareholder profits and the egos of politicians without an industrial strategy.

“Congress notes that RMT alone have handled redundancy consultations affecting over 800 offshore workers since 2023 which doesn’t include unfilled vacancies and merging two jobs into one, particularly common amongst offshore caterers.

“Congress further notes that the culture of massive profits and dividends continues amongst multi-nationals and employers in the Energy Services and other collective agreements covering Scotland’s offshore oil and gas workforce. For example, shareholders in Bilfinger Salamis and Aker Solutions have received nearly £1 billion in dividends and share buybacks whilst making Scottish oil and gas workers redundant.

“Congress believes that since the Covid pandemic, the world has entered an era of political turbulence and economic uncertainty where the allies and supply chains we once relied upon can no longer be; and believes that to

ensure our national and energy security and to maximise the economic benefits to workers, we must increase domestic production and self-reliance rather than relying on imports from abroad.

“Congress recognises that gas central heating accounts for approximately 80% of home heating systems which are installed, serviced and supplied by a high skilled and well-paid workforce; further recognises that the many industrial and domestic uses for oil and gas – especially in supplying affordable home heating – will exist for years to come; and notes that Scottish homes are poorly insulated leading to higher energy use and costs.

“Congress calls on:

- The UK Government to support a fully publicly owned Scottish and UK oil and gas industry to continue exploration and extraction of oil and gas in Scottish and UK waters for so long as there is a domestic need for both and a just transition for renewables is installed with guaranteed jobs and protection of pay and conditions for the offshore workforce;
- Both the Scottish and UK Governments to attach strict conditions to any public money on new sites in Grangemouth and Mossmorran, such as trade union recognition and membership of existing national bargaining frameworks; and
- All political parties to commit to a nation-wide programme to insulate Scotland’s homes - a prerequisite for any alternative home heating system – street by street, starting in the areas of highest deprivation in order to reduce emissions from gas boilers and exorbitant energy costs.”

“Congress further agrees to continue campaigning for:

- portability of skills and pay across oil, gas and offshore renewables via joint negotiating machinery, funded training guarantees, and minimum crewing levels and safety standards on all offshore assets, to stop a race to the bottom during transition;
- Guaranteed employment and protection of jobs and conditions;
- An offshore safety culture of continuous improvement; and
- Extending collective bargaining agreements in the oil and gas sector including the Energy Services Agreement, Offshore Diving Industry

Agreement and the Catering Offshore Trade Agreement to workers in the offshore renewable industry and associated supply chains. “

Mover: GMB
Secunder: National Union of Rail, Maritime and Transport Workers (RMT)
Supporters: Nautilus
Supporters: Moray TUC

Resolution 1

Constitutional Amendment

RULE 1. NAME, PURPOSE, AND STRUCTURE

Delete paragraph 4 and replace with: 'The Congress is the governing body of the STUC. It shall consist of delegates from member Trade Unions and Trades Union Councils, and from the STUC Black Workers' Conference, the STUC Disabled Workers' Conference, the STUC LGBT+ Workers' Conference, the STUC Youth Conference, and the STUC Women's Conference. Delegates to Congress from each of the Conferences will be nominated by their respective Committee.'

RULE 5. AFFILIATION FEE

Paragraph 2, bullet point (e), line 6, insert full stop after 'Congress', delete 'in the following year'

Paragraph 2, bullet point (e), line 10, delete 'which shall only apply for that year, shall be payable by affiliated unions before 31 July of the year in which it is agreed.' and replace with 'which shall only apply for that year and the following year. The additional affiliation fee shall be payable by affiliated unions before 31 July in each of the two years in which it is agreed.'

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 8. OFFICE BEARERS OF THE STUC

Delete paragraphs 1, 2, 3 and replace with:

‘The General Council shall elect from amongst them, a President of the STUC; a Vice-President of the STUC; and a Treasurer of the STUC, who shall hold office until a successor is elected.’

‘Elections for these positions should normally take place in April. The duties of the President shall include presiding at all meetings of the General Council. In Congress years, the outgoing President will preside until the newly elected President is announced. Thereafter and for the duration of Congress, the newly elected president will preside.’

‘The elected President will preside at all special Congresses held during their period of office. The President also has such other powers as provided within this Constitution and such other powers as are delegated to them by the General Council.’

RULE 9. POWER AND DUTIES OF THE GENERAL COUNCIL

Insert new paragraph 3: ‘In years when Congress is not held, the General Council shall prepare a Report of its work for circulation to all affiliates and shall include in it a record of attendances at General Council meetings.’

RULE 15. ACCOUNTS FOR THE YEAR

Paragraph 1, line 5, after ‘Congress’, delete full stop, and add ‘or the General Council in non-Congress years.’

RULE 17. AMENDMENT TO CONSTITUTION

Paragraph 1, delete the paragraph.

Paragraph 3, delete the paragraph.

RULE 18. ASSEMBLING OF CONGRESS

Paragraph 1, line 1, after ‘assemble’ insert ‘biennially in odd years,’

Paragraph 2, line 2, after ‘Easter,’ add ‘or related school holidays,’

RULE 20. DELEGATES TO CONGRESS

Delete paragraph 1 and replace with ‘The Congress shall consist of delegates from affiliated Trade Unions and Trades Union Councils, from the STUC Black Workers’ Committee; the STUC Disabled Workers’ Committee, the STUC LGBT Workers’ Committee, from the STUC Women’s Committee; and from the STUC Youth Committee.’

Delete paragraph 2 and replace with ‘The expenses of delegates must be defrayed by the organisation they represent, except in the case of the delegates from the Black Workers’, Disabled Workers’, LGBT Workers’,

Women's, and Youth Conferences whose expenses must be met by their Trade Union or Trades Union Council.'

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 13, delete 'conference' and replace with 'committee'

Paragraph 1, line 15, delete 'conference' and replace with 'committee'

Paragraph 1, line 16, delete 'conference' and replace with 'committee'

At end of paragraph 1, line 18, 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 GENERAL COUNCIL REPORT)

Paragraph 1, line 2, delete 'past year' replace with 'past two years'

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

Resolution 5

Shipbuilding & Defence – Delivering the Skills for Tomorrow

“That this Congress proudly marks the 55-year anniversary of the beginning of the UCS work-in led by Jimmy Reid which successfully secured the future of shipyards and shipbuilders along the River Clyde for decades to come; and recognises that for shipyards and shipbuilders to have a bright future, they need ships to build.

“Congress welcomes the renewal of the Royal Navy fleet which will see thousands of shipbuilders kept in well paid, high skilled work for years on Type 26 and Type 31 frigates in Glasgow and Rosyth respectively; but recognises a large skills gap in the workforce which can only be filled with a nation-wide recruitment of Apprentices backed by state of the art facilities, based in local areas.

“Congress recognises that Ferguson Marine (FMPG) has been a source of highly skilled, well paid employment for generations; welcomes the recognition of the workforce’s skills through further awards of defence work; but recognises that the yard can build its own ships in its own right, demonstrated by decades of world class shipbuilding; believes that both the Scottish and UK Governments have a role to play in securing the future of the yard; and therefore condemns the decision by the UK Government to award a £200million contract to build 24 Royal Navy support vessels in China and Vietnam.

“Congress calls on:

- the Scottish Government to issue a direct award for the Small Vessels Replacement Programme II and the Lord of the Isles to FMPG;
- the UK Government to issue a direct award of tugboats to FMPG; and
- both governments to invest in building onsite Apprentice Training Centres in yards across Scotland; and
- all shipbuilding employers to dramatically and rapidly increase the enrolment of Apprentices in all trades so that Scottish workers may benefit from these builds.”

Mover: GMB

Resolution 13

Protecting Local Journalism

“That this Congress notes that as of January 2026, broadcasting regulator Ofcom has said that it is likely to approve changes in STV’s broadcasting licence for Scotland, which would see reduced coverage of news in the north and north-east of Scotland with the proposed closure of the STV North edition of the News at Six.

“These severe cuts include 60 proposed redundancies across the business, half of which would be in the newsroom. The cuts have been opposed by viewers, business leaders, unions, and its own staff, with journalists holding a one-day strike on January 7th which took all of STV’s news coverage off the air.

“Congress notes that whilst STV blames changing viewing habits for the cuts, the real reason is the value of the company has halved in the disastrous first year in charge of Chief Executive Rufus Radcliffe. While STV has paid millions to shareholders and executives in profitable years, it wants viewers in the north of Scotland to be the ones who pay the price in years when its commercial strategy fails.

“Congress believes that quality local journalism plays a vitally important role in an informed democracy, and that it is under threat following job cuts at STV and Reach, as well as the new ownership of The Scotsman and other titles by a new employer that refuses to engage with unions.

“Congress calls upon the General Council to lobby the Scottish Parliament to take a leading role in investigating the current state of Scottish journalism and to work with unions, employers, and the Scottish Public Interest Journalism Institute to put forward solutions to protect local journalism.”

Mover: National Union of Journalists (NUJ)

Resolution 14

Scotland's Postal Service

“Congress notes many Scottish communities rely heavily on Royal Mail, as private couriers judge remote and island areas financially unappealing. Consequently, Scotland faces acute impact from underinvestment and the Royal Mail’s worst staff attrition rates in the UK. A fundamental impasse exists between the Communication Workers Union and the EP Group/Royal Mail Group over Universal Service Obligation (USO) reform and equalising terms for new entrants. Whilst the CWU fights for protected terms and conditions and union recognition, the wider delivery industry increasingly adopts exploitative gig-economy models. Currently, mail backlogs are rising, and second-class letters are delayed for days to the detriment of the public and businesses, because more lucrative parcels are being prioritised.

“Congress believes without an agreement prioritising service quality and growth, rural connectivity will deteriorate further. These operational failures now pose a grave risk to the delivery of Scottish Election materials and postal ballots. The ‘two-tier’ workforce model introduced in 2022 is a primary cause of staff friction and record attrition. As the UK Government holds a ‘golden share’ and acts as a guarantor for union agreements, it has a clear responsibility to intervene and resolve the current impasse.

“Congress calls on the General Council to:

- campaign for the end of the ‘two-tier’ model, equalising terms through a ‘new career pathway’ to stabilise the workforce;
- demand that the UK Government convene a five-way meeting between the Secretary of State, EP Group, MSPs, MPs, and the CWU to review financial obligations;
- lobby the Scottish Government to pressure Royal Mail and the UK Government for formal assurances that the Scottish Election will not be compromised, and that all communities receive the service they need.”

Mover: Communication Workers Union (CWU)

Resolution 18

Bus Services & Manufacturing

“That this Congress believes that Scotland needs a fully integrated, affordable, accessible, and green public transport system, under public ownership and control, to: secure and create jobs; deliver a transport system that meets people’s needs, rather than focusing on delivery of profits; reduce pollution; and improve economic and personal wellbeing in all areas, including in rural Scotland.

“Congress notes the range of powers available under the Scottish Transport Act in relation to bus services and believes that, of these, municipal ownership of buses is by far the best option.

“In recognising that Scotland’s bus provision plays a pivotal role in our transportation system, connecting communities, and supporting job retention and economic growth, Congress also recognises the need to safeguard jobs in bus manufacturing.

“Congress, therefore, applauds the efforts of trade union members at ADL to secure jobs at the sites at Falkirk and Larbert and believes that procurement rules moving forward should prioritise social and economic benefits over cost and price criteria.

“Congress also believes that Scottish Government investments and grants, funded by Scottish taxpayers, in relation to electric and low-emission bus fleets, should prioritise Scottish manufacture of green buses.

“Congress further believes that schemes (such as Scotzeb and The Scottish Ultra-Low Emission Bus Scheme), require streamlining to benefit all players, from production to operation, and not just the largest bus operators.

“Congress calls upon the General Council to work with the relevant affiliates in campaigning for the municipal ownership of bus services and for investment in green bus manufacturing in Scotland.”

Mover: Unite the Union

Resolution 19

Seven Day Services on ScotRail

“That this Congress recognises the vital role the railways play in moving freight and passengers around Scotland, providing environmentally friendly transport for work, school, and leisure.

“Congress notes the essential contribution of train drivers and other staff across the rail network both on the frontline and in supporting roles providing a reliable, safe, and efficient service.

“Congress further understands the importance of workers, particularly those in safety critical roles, being well rested to maintain the safety of the rail network.

“Congress acknowledges the importance of a seven-day railway in enabling access to work and leisure throughout the week but is concerned with Scotrail’s reliance on compulsory overtime, particularly for train drivers to cover Sunday services to deliver a properly resourced seven-day railway.

“This dependence on enforced overtime negatively impacts the welfare of staff, damaging their work life balance and can increase fatigue potentially compromising safety. Furthermore, the practice itself is an inefficient use of public funds.

“Congress therefore calls on the General Council to:

- lobby the Scottish Government to negotiate an appropriately staffed seven-day railway on Scotrail; and
- write to the Cabinet Secretary for Transport to raise concerns regarding the use of compulsory overtime and the impacts on the safety and welfare of railway staff.”

Mover: Associated Society of Locomotive Engineers and Firemen (ASLEF)

Resolution 23

Education Funding & Tackling Childhood Poverty

“That this Congress recognises that a well-funded education system is not only necessary for strong educational outcomes and to best prepare young people for life, but it is also central to mitigating the effects of childhood poverty and, over the long term, to reducing inequality in Scotland.

“Schools are often the most consistent public service in the lives of children living in poverty, yet prolonged under-investment has limited their ability to fully meet pupils’ educational, social, and wellbeing needs.

“Congress notes that Scottish teachers continue to face large class sizes, high levels of unmet additional support needs, and, in some places, sub-standard school infrastructure. These pressures disproportionately affect children from low-income households, who are more likely to experience barriers to learning, and the associated cognitive, social, and emotional disadvantage; food insecurity and hunger; and exclusion from enrichment activities outside school.

“Congress is concerned that rising direct and indirect costs of education—including school meals, uniforms, transport, and school trips—place additional financial strain on families and can result in stigma, reduced participation and poorer outcomes for children experiencing poverty. Furthermore, in some cases, schools and individual teachers are providing pupils’ stationery, clothes, and food, paid from their own pockets.

“Congress believes that tackling childhood poverty requires sustained, preventative investment in education that goes beyond short-term or narrowly targeted funding streams and instead embeds universal support as a foundation to the education system.

“Congress therefore calls on the Scottish Government to:

- use a significant proportion of additional Barnett consequential funding, alongside progressive taxation of wealth, to increase long-term investment in education;
- fund universal free school meals;
- invest in additional teachers, support staff, and resources to better meet pupil needs; and

- improve school buildings to ensure they are safe, accessible, and fit for purpose.”

Mover: Educational Institute of Scotland (EIS)

Amended Resolution 24 Young Workers & FE Cuts

“That this Congress believes that skills are integral to a successful industrial strategy and the Scottish Government must increase resources for training and skills development, including more and better-quality apprenticeships, to deliver a pathway to skilled, sustainable employment.

“Congress recognises that young workers, including apprentices, are among the lowest paid.

“Congress believes that young workers should not have to shoulder the burden for austerity and cuts and that strong unions are the best way to safeguard pay levels for all workers, including young workers.

“Congress believes that the Scottish Government should restore funding and parity of esteem to the Further Education (FE) sector and commit to work with employers to reinstate the relationship between FE and local employers, building routes for working-class young people and adult returners, into meaningful employment across a range of trades.

“Congress is concerned that there have been ongoing, significant cuts to FE, disproportionately impacting working-class communities.

“Congress is also concerned that many employers are not investing in training or working with the Scottish Government and FE providers to help fund courses they would benefit from in the longer term.

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

- campaign for the Scottish Government to deliver more and better apprenticeships;
- promote union membership to young workers;
- share examples of young workers taking part in strike action and organising for better pay;
- produce a guide to industrial action and organise training sessions for young workers who may not have taken part in industrial action previously;
- campaign against discriminatory minimum wage rates for young workers and apprentices; and

- campaign for the Scottish Government to work with employers, unions, colleges and schools to establish regional pre-apprenticeship programmes providing tailored, hands-on training for young people, aged 16 to 18, and building clear and sustainable pathways for well-paid careers in our trades and manufacturing sector.”

Mover: Unite the Union
Seconded: GMB Scotland

Resolution 26

Reducing Workload & Improving Staff Wellbeing in Education

“That this Congress asserts that all workers should be protected from unsustainable work-related expectations, excessive workload demands, and foreseeable health and safety risks in the workplace. It is unacceptable that thousands of teachers are exposed to risk from foreseeable harms, including those arising from unsustainable and excessive workload demands, every day. Teachers’ wellbeing and health are worsening, and many wish to leave the profession for this reason.

“In recent years, several factors have combined to push teacher workload to unsustainable levels. Long teaching hours; large class sizes; fewer resources; difficulty in accessing support from local authority employers and professional agencies; educational reform; the rising number of pupils with Additional Support Needs; fewer promoted staff; worsening pupil behaviour; and unproductive bureaucracy—all have combined to heap additional and unsustainable workload pressures on Scotland’s teachers.

“Research from the University of the West of Scotland shows that teachers in Scotland are working an average of 46 hours per week — that is 11.39 hours on average, unpaid, beyond their contracted 35-hour working week. Workload burden is directly associated with lower levels of job satisfaction, damages teachers’ wellbeing and work-life balance, and creates staff retention challenges.

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

- provide sufficient funding for schools to enable safe, healthy, and sustainable working environments for staff whose safety and wellbeing are put at risk daily due to insufficient resourcing and excessive workloads;
- deliver on their promise of reducing teachers’ class contact time by 90 minutes per week;
- deliver on their promise to recruit additional, fully qualified teachers;
- reduce the bureaucracy in Scottish schools, including that around standardised assessment; and

- provide the requisite resources and staffing to effectively respond to all pupils' needs in respect of learning and behaviour, including those pupils with additional support needs”

Mover: Educational Institute of Scotland (EIS)

Amended Resolution 27 Crisis in Post-16 Education

“That this Congress notes the continued underfunding by the Scottish Government of both the Scottish higher education and further education sectors. Government funding covers just half the cost of supporting a student and visa requirements have reduced postgraduate income.

“Low paid ancillary workers are offered insulting wage increases, with unions having to ballot every year. Meanwhile, principals’ salaries soar.

“Congress notes the importance of the higher education sector to communities and the economy, with research showing the sector in Scotland directly employs 36,850 people, supports an additional 36,050 jobs and adds £4.6billion to the Scottish economy.

“Congress notes that over half of Scottish universities are in the process of, or have recently made, financial cuts and made staff redundant, including through compulsory redundancies.

“Congress recognises that there are external factors impacting universities running costs and ability to recruit students, but notes that the current funding and jobs crisis in Scottish higher education is underpinned by Scottish Government underfunding.

“Congress believes the cause of the crisis is the decade of underinvestment into Scottish higher education, which saw funding per student falling by 39% in real terms and the SFC research excellence grant fall by 43% since 2014/15.

“Congress recognises that the impact of these cuts is jobs being lost, courses being cut, and less research carried out across the sector.

“Congress cautiously welcomes the Scottish Government and Universities Scotland’s establishment of a joint review of the sustainability of Scottish higher education and encourages full representation of all trade unions in the review’s work and at the steering group.

“Congress condemns the financial cuts made by Scottish universities and the consequent jobs lost in the sector.

“Congress calls:

- on the Scottish Government to fully fund post-16 education in Scotland including Scottish higher education; and
- for the higher education funding review to ensure that staff jobs, students, and educational provision are protected with the review focusing on fully funding the sector rather than seeking cuts and savings and commits to the STUC General Council contributing to the review in these terms. It should also consider capping principals’ incomes.”

Mover: University and College Union (UCU)
Seconder: Educational Institute of Scotland (EIS)
Supporter: Fife Trades Union Council

Resolution 29

Train the Here – Expanding Foundation Training Year Places for Pharmacy Graduates

“That this Congress knows that pharmacy graduates must complete a Foundation Training Year (FTY) and pass the registration assessment before joining the professional register. This is a vital step to ensure a safe and competent pharmacist workforce.

“Congress is alarmed that, despite our requests, Scotland continues to provide only 220 funded FTY places, despite producing significantly more graduates last year and likely this year. This shortfall forces many graduates to leave Scotland for training, risking permanent loss of talent and weakening our NHS workforce, or waiting to apply the following year, compounding demand.

“Congress believes this situation is unacceptable. Scotland invests in educating pharmacy students yet fails to provide the final step for them to practice and serve our communities. Every graduate educated in Scotland should have the opportunity to complete their training here and benefit our communities.

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

- commit to urgent action by increasing funding for FTY places to match the number of graduates from Scotland’s universities, with flexibility for additional applicants;
- publish a clear timeline for expansion of training places and report progress publicly to ensure accountability;
- develop a long-term workforce plan that guarantees sufficient training capacity for the pharmacists the nation requires, recognising their critical role including their contribution to primary care and medicines optimisation; and
- work with UK counterparts to tackle the national management of adequate supply of training places and prevent unwanted displacement of graduates across borders.

“Congress further believes that failure to act will deepen recruitment challenges and increase reliance on overseas-trained pharmacists who will

not be independent prescribers, unlike future cohorts of MPharm graduates. Scotland must invest now to retain its pharmacy graduates and secure the future of its healthcare system.”

Mover: Pharmacists Defence Association (PDA)

Amended Resolution 30

Maritime Training & Education

“That this Congress notes the essential role of Scotland’s maritime sector in sustaining national resilience, coastal economies, the offshore energy transition, and supply-chain security. Despite this, the number of UK and Scottish seafarers and experienced maritime professionals continues to fall, driven by under-investment in training and failure to modernise maritime skills frameworks.

“Congress further notes the significant barriers faced by cadets and apprentices in Scotland, including restricted access to sea-time, declining bursary support, and prolonged qualification delays. These pressures, intensified by the pandemic, have had a disproportionate impact on young workers, women, Black workers, LGBT+ workers, and workers with disabilities entering and sustaining maritime careers.

“Scotland’s maritime workforce will be central to meeting national net-zero and offshore energy ambitions. However, training frameworks have not kept pace with the technological and decarbonisation demands that will define the future. Reform is urgently needed to ensure Scottish seafarers acquire the skills required for new fuels, digitalised operations and evolving safety standards.

“Congress believes that maritime training is a strategic national Scottish asset. A Just Transition must ensure all workers, particularly those under-represented or marginalised, can access high-quality training and fair career progression as the industry transforms.

“Congress calls on the Scottish Government, UK Government, and industry to:

- expand public funding and bursaries to remove financial barriers to training;
- guarantee minimum sea-time access for all cadets and trainees in Scotland;
- modernise maritime education and training to reflect new technologies;
- increase seafarer training capacity on new build ferries delivering public services in Scotland;

- develop specialist training programmes for Ratings in Scotland, including on-board electro-technical work;
- embed equality, diversity and inclusion across all training routes, ensuring the needs of women, young workers, Black workers, LGBT+ workers and disabled workers are fully addressed; and
- invest in Scotland-based training infrastructure, including digital training record systems.

“Congress calls on the General Council to work with Nautilus International and RMT to deliver a fair, future-ready, and inclusive Scottish maritime skills strategy.”

Mover: Nautilus International

Seconder: National Union of Rail, Maritime and Transport Workers (RMT)

Amended Resolution 31 Addressing Rising Violence in Schools

“That this Congress believes that violence against school staff in Scotland is a significant problem, with reports showing high instances of physical and verbal abuse, especially in primary schools, leading to injuries, sickness, and staff exiting the profession.

“A 10-year period to March 2024 saw 490 reported violent injuries to school staff in Scotland, the highest rate in Britain. And instances of violence continue to rise. 25% of headteachers, 8% of teachers, and 19% support staff experienced violence towards them or others, and two-thirds of staff report this happening among primary aged children.

“Congress notes that the vital support services that surround schools have been hollowed out by years of cuts, meaning pupil needs aren’t met, often resulting in frustration, aggression and violence.

“The government recommended ‘restorative’ approach to behaviour management in Scotland, that promotes dialogue rather than traditional disciplinary measures must be backed up with real consequences for poor behaviour

“Congress believes that all staff members should be safe at work and should not be put at risk by aggressive and sometimes violent pupils.

“Congress is further concerned by the lack of enforcement by the HSE where employers consistently fail to protect their workforce.

“Congress calls on the STUC General Council to:

- gather data on the impact on school staff who are affected by these incidents and raise awareness of violence towards staff in early years and primary settings;
- urge local authorities and schools to encourage the recruitment of more Union Health and Safety reps and to work with them to have robust risk assessments to manage violent incidents and ensure that staff and pupils are kept safe;
- Urge the HSE to proactively inspect workplaces and take effective enforcement action.

- call for appropriate funding to meet the requirements of pupils with additional needs, both inside schools and through health and social care provision; and
- ensure that there are sufficient specialist and alternative places for pupils who cannot be safely educated in mainstream schools.”

Mover: **Community**
Seconder: **NASUWT**

Amended Resolution 32

Tackling the Influence of the Far Right in Scotland's Educational Establishments

“That this Congress notes with alarm the continued rise of far-right ideologies across Scotland, the UK and internationally. These ideologies foster division, racism, misogyny, ablism, homophobia and transphobia, and use economic insecurity to foster this division.

“Recent reports and studies indicate that extremist narratives are increasingly targeting young people through online platforms, social media, and informal peer networks. Schools, as spaces for learning and development, must remain safe from divisive and harmful ideologies that threaten equality, diversity, and democratic values.

“Congress believes that all workers have a role in resisting the far-right, with education workers having a critical role as they engage with young people. Schools, colleges, and universities must be places where young people learn critical thinking skills to identify misinformation and biased platforms, and to be able to engage respectfully with people of different views and backgrounds. Young people need to understand the importance of human rights, democracy, and equality, and not to foster further polarisation within society.

“Educators must be supported to counter hate, promote critical thinking, and create safe learning environments for all students.

“Congress recognises the positive impact of the NASUWT Building United Workplaces pilot with TIE, undertaken with support from the EIS and other trade union affiliates, in securing learning and development sessions which build understanding and confidence in navigating online disinformation and supporting constructive conversations in school and community settings.

“The Scottish Government and employers also have a role to ensure that the teaching profession is protected from intimidation from the far-right, who often campaign against young people learning effective critical thinking skills.

“Congress calls on the General Council to lobby the Scottish Government and education employers to implement a comprehensive anti-far-right strategy that:

- funds more equality education together with political education, Education for Peace and digital literacy for young people;
- trains educators (with sufficient allocated time and resources) with the skills to best support young people, including the skills to identify early signs of radicalisation and provide constructive support;
- strengthens partnerships between schools, parents, and local authorities to create a united front against extremist influences; and
- works with unions to help protect education staff against far-right intimidation.”

Mover: Educational Institute of Scotland (EIS)
Seconder: NASUWT

Resolution 37

Addressing the NHS Crisis in Scotland

“That this Congress notes that the NHS in Scotland delivered during the biggest public health emergency in living memory, but the pandemic exposed fundamental staffing, structural and funding weaknesses in our NHS. Funding of the NHS has also been further impacted by cuts to other public services. Confidence in the NHS is down, and staff are navigating multiple crises impacting patient care, service delivery and the well-being of the workforce on a daily basis.

“Political manoeuvring will not fix the NHS. The Scottish Government must deliver real, lasting solutions to Scotland’s health crisis including addressing waiting times, delayed discharges, and dangerously low staffing levels. Involvement of NHS trade unions is critical to any genuine effort to tackle the many challenges NHS Scotland faces. Patients and staff must be at the heart of any plans to improve the health service.

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

- any NHS reform must be underpinned by comprehensive workforce planning that puts patient centred care at the centre of service design, focuses on investing in Primary Care and improving public health, recognising the true demand on services and redirecting resources to fit community need;
- prioritising Safe Staffing levels and realistic bed modelling and resource allocation;
- recognising and building upon the critical inter-relationship between social care, social work, and primary care needs, particularly in addressing the issue of delayed discharge;
- ending of corridor care and making reporting of care in non-standard areas mandatory;
- investment in workforce planning and a modern reward and recognition package;
- a fair work commitment for GP and community-based staff delivering NHS services;
- new technology and just transition agreement for the NHS;

- addressing specific challenges impacting those living in rural communities in Scotland and the staff delivering services within them; and
- valuing all of our NHS team and investing more in education and training.”

Mover: UNISON

Resolution 39

Royal Observatory Edinburgh & UKATC

“That this Congress notes that for more than 200 years, the Royal Observatory Edinburgh, now home to the UK Astronomy Technology Centre (UKATC) and the University of Edinburgh’s Institute for Astronomy, has been a cornerstone of global astronomy and space science. It delivers world-class research, instrumentation, and public engagement for Scotland and the UK. UKATC is the UK’s national centre of excellence for astronomical instrumentation, leading delivery of key systems for major international facilities such as the James Webb Space Telescope, the European Southern Observatory, the European Space Agency, and the SKA Observatory. It supports high skill jobs, apprenticeships, and supply chains in Scotland.

“Congress further notes recent and planned UK Government research and innovation budget decisions, implemented through the UK Research and Innovation (UKRI) and Science and Technology Facilities Council (STFC), amounting to real terms cuts to curiosity-driven, foundational research and to national laboratories and institutes. This places specialist sites such as the Royal Observatory Edinburgh and UKATC at particular risk. Such cuts directly threaten high -quality scientific and technical employment, weaken Scotland’s leading role in major international collaborations, and diminish opportunities for schools, students, and communities to engage with cutting -edge science.

“Congress therefore calls on the:

- UK Government, UKRI, and STFC to provide sustainable, real -terms protected funding for curiosity -driven research, national laboratories and research institutes, and explicitly to safeguard the long-term future of the Royal Observatory Edinburgh and UKATC;
- General Council to work with affiliated unions, the Scottish Government, universities, and civil society to campaign for a long-term research and innovation strategy. This strategy secures high-quality jobs, skills pipelines, and public engagement at the Royal Observatory Edinburgh and comparable facilities in Scotland; and
- General Council to support union members at UKATC, STFC, and related institutions in organising collectively, including through coordinated bargaining and political campaigning, to defend jobs and shape decisions on the future of the site.”

Mover: Prospect

Resolution 40

Funding the Fire Service – 10 Years of Public Sector Reform

“That this Congress notes the amalgamation of 8 Scottish Fire Brigades into a single Scottish Fire and Rescue Service in April 2013, hailed by many as an exemplar of public sector reform.

“Congress notes that the projected savings from amalgamation was estimated at £340 million, but further notes that these savings now exceed £900 million.

“Congress notes that despite the promises that savings would be reinvested back into the service, firefighter numbers have decreased by 1,250 over the last decade, with fire stations and appliances unavailable, stations across the country in varying states of disrepair, with a massive disparity of provision from station to station, and around £880 million needed to address this capital backlog.

“Congress further notes that the offer of further reform, of truly transformative partnership working through expanding the firefighter role, has been ignored and must now be seen as nothing more than another good idea that the country can’t afford.

“The public have shown through the summer’s consultation on proposed cuts to the fire service in their communities that they are opposed to reductions in their safety and the continued degradation of public service provision.

“Congress believes that the fire service led the way on public sector reform and along with the communities they serve, are paying the price now.

“Congress, calls on the General Council to lobby the Scottish Government to adopt the following:

- any reform must be worker led and demonstrate value to society, not shareholders and accountants;
- any savings made through reform must be reinvested back into the public sector;
- capital budgets need immediate uplifts to address the public sector’s crumbling estate; and

- a new model of scrutiny and accountability needs to be created and implemented, based on the tenets above.”

Mover: Fire Brigades Union (FBU)

Resolution 41

Holding Pharmacy Business Owners to Account – Protecting Patients & the NHS

“That this Congress notes that community pharmacies operate under NHS contracts to provide essential pharmaceutical services to the public. These businesses have an ethical obligation to prioritise patient care over profit.

“Congress is appalled by recent revelations of abusive business practices by some pharmacy companies, including closing branches entirely rather than paying pharmacists a fair rate. This leaves vulnerable patients and communities without access to vital medicines. Such actions put profit before people and undermine the integrity and capacity of wider NHS services.

“Congress further notes that the regulator responsible for overseeing pharmacy owners and enforcing standards rarely takes meaningful action against businesses that breach their obligations. Despite evidence of harm to patients and communities, enforcement remains weak, and contracts are almost never rescinded.

“Congress believes this lack of accountability creates a dangerous precedent where community pharmacy businesses can neglect their NHS duties without consequence. Patients suffer, staff are exploited, and public confidence in pharmacy services is eroded.

“Congress therefore calls on the General Council to lobby the Scottish Government and relevant regulatory bodies to:

- strengthen enforcement powers to ensure pharmacy owners, who fail to meet contractual obligations face real consequences, including financial penalties and, in the extreme, contract termination. Management choices must have consequences when patients are let down;
- ensure adequate inspections. The regulator must regularly inspect premises meaningfully and take proportionate action without fear or favour; and
- ensure Fair Work must apply to NHS Expenditure on Pharmacy. End the clandestine exception of community pharmacy contracts from conditionality and instigate tripartite negotiations.

“Congress believes that stronger regulation and accountability are essential to protect communities and uphold the values of public healthcare. Congress further believes NHS Scotland must:

- not tolerate business practices that put profit before patients; and
- ensure that taxpayer funded community pharmacy includes tripartite social partnership.”

Mover: Pharmacists Defence Association (PDA)

Resolution 42

Urgent Action on NHS Digital Integration for Pharmacists & Other Health Professionals

“That this Congress believes that effective, real-time information sharing between all health professionals is essential for patient safety and quality care.

“Congress notes that despite previous policies aimed at creating a single integrated care record in Scotland, progress is very slow. Pharmacists prescribing in community settings remain unable to annotate patient notes, share clinical interventions digitally or view clinical results. Communication relies on insecure and inefficient methods such as paper or email, creating delays and risks for patients.

“Your health is affected by the combination of treatments you receive.

“Congress further notes that while pharmacists currently access limited data through the Pharmacy Care Record, this does not enable meaningful two-way information sharing with GPs and other clinicians. This gap is concerning given the expansion of pharmacists’ clinical roles, including independent prescribing. From 2026, almost all pharmacy graduates will qualify as prescribers, yet many will still lack full and appropriate access to patient records, undermining safe prescribing and continuity of care.

“Congress supports the long-term goal of a single integrated patient record across health and social care. However, this is unlikely to materialise until the mid-2030’s. Interim measures must be implemented urgently. Congress believes that joining the existing NHS England Spine infrastructure, as Wales has successfully done, offers a practical and immediate route to secure, integrated read/write access for pharmacists and other healthcare professionals.

“It would also enable an instant move to the digitalisation and instant transmission of prescriptions from prescribers to pharmacies, a process that currently takes several days.

“Congress therefore calls on the General Council to lobby the Scottish Government and NHS Scotland to prioritise immediate digital solutions, including adoption of proven systems such as NHS Spine, to enable Scottish pharmacists to record interventions and share information in real time with

other healthcare providers, thus improving patient safety and reducing wasteful, outdated practices.”

Mover: Pharmacists’ Defence Association (PDA)

Resolution 43

Ending Scotland's Postcode Lottery in Metabolic Bone Care

“That this Congress notes with concern the serious inequality in access to metabolic bone specialist services across Scotland. Osteoporosis is a major women’s-health issue: half of women over 50 will experience a fragility fracture, and over 200,000 women in Scotland are estimated to have hip osteoporosis.

“Congress further notes Public Health Scotland data showing 8,426 hip fractures in 2024, with projections of over 10,000 annually by 2029. Congress also recognises that accurate data on vertebral fractures is not universally collected, despite clinical evidence that vertebral fractures are estimated to occur at least three times the rate of hip fractures each year. Many patients experience successive vertebral fractures, leaving them with chronic, severe and often excruciating pain, loss of mobility, and long-term disability.

“Congress is particularly concerned that newer anabolic osteoporosis treatments, including Romosozumab and Abaloparatide, can only be initiated and monitored by a Metabolic Bone Specialist. Yet many territorial health boards do not provide such services, and where they exist, waiting times are excessive. This creates a postcode lottery that leaves women with severe osteoporosis unable to access potentially life-changing treatment.

“Congress therefore calls on the General Council to lobby the Scottish Government and territorial health boards to ensure timely, equitable access to metabolic bone specialists for all patients who may benefit, supported by national workforce planning, transparent data on access and waiting times, and equality-focused service design.

“Congress calls on the General Council to campaign for bone-health care that is equitable, timely, and based on need, not postcode.”

Mover: The Society of Radiographers (SOR)

Resolution 44

Creating a Healthier Food Environment for All in Scotland

“That this Congress notes that Scotland continues to experience high levels of diet-related ill health and food insecurity, disproportionately affecting children, low-income households, and disabled people. The food environment, including food availability, affordability, marketing, and information, strongly influences dietary choices and health outcomes. A healthier food environment is essential to tackling diet-related disease, reducing pressure on the NHS, and supporting children to develop healthy eating habits from an early age. Public health expertise, including that of dietitians, must be central to the design and delivery of food and nutrition policy. Creating a healthier food environment is a shared responsibility across government, local authorities, employers, and communities, and is fundamental to delivering a healthier, fairer Scotland.

“Congress calls on the General Council to lobby political parties and the next Scottish Government to commit to:

- expanding free school meals as a priority;
- regulating for a healthier food environment;
- strengthening food policy through evidence-based standards;
- delivering the Good Food Nation agenda in full; and
- recognising dietitians as essential to a healthier food system.”

Mover: British Dietetic Association (BDA)

Resolution 45

Prevention, Workforce Sustainability & Equitable Access to Allied Health Professional (AHP) Services

“That this Congress notes improvements in life expectancy in Scotland have stalled, and Scotland's health is worsening. UK Government austerity, the COVID-19 pandemic and more recently the cost-of-living crisis have eroded the health of our population and widened inequality.

“The Scottish Government has made it clear that prevention is a key priority, and the ambition to prevent illness and tackle inequality must be matched with investment, workforce planning and infrastructure.

“Nutrition is one of the most powerful, evidence-based tools we have to prevent ill health and reduce inequalities. Timely and equitable access to dietitians and the wider AHP workforce is essential to turn the ship around in Scotland, they must be recognised as essential across sectors.

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

- expand and diversify routes into AHP professions, by working with universities, colleges, employers, and professional bodies to develop graduate apprenticeships;
- invest in AHP-led, community-based health and social care hubs, enabling diagnostics, treatment, and rehabilitation services to be delivered closer to people’s homes; and
- guarantee equitable access to AHP services for every person in Scotland, as a core part of their treatment and recovery pathway.”

Mover: British Dietetic Association (BDA)

Resolution 46

Balmossie Community Fire & Ambulance Station

“That this Congress notes that, since 2013, the Scottish Fire & Rescue Service’s resource budget has reduced in real terms by £58 million per annum, with 1,239 firefighter posts lost.

“Congress is further reminded of the dedicated work of the Fire Brigades Union (FBU) Scotland through its 2023 paper; ‘Firestorm, a Report into the Future of the Scottish Fire and Rescue Service’ and its campaigns: ‘Cuts Leave Scars’, on the need for resources for DECON, and ‘Climate Emergency’, on the impact of the climate crisis on SFRS services.

“Congress calls on General Council to lobby the Scottish Government to instruct the SFRS to maintain the current level of Fire & Rescue Services at Balmossie Fire Station in Broughty Ferry, Dundee. It also opposes the apparent trend towards cuts in stations, appliances, and firefighters, and the increase in response times across Scotland.

“Congress commends the ‘Save Balmossie’ campaign led by the Scottish FBU and recognises the opposition to the proposed downgrade / closure by all local Councillors, MSPs and MPs.

“Congress demands that the SFRS takes cognisance of, and acts on, the results of its ‘Options for Change’ Service Delivery Review, in which the local community rejected all downgrading options and demanded that they be afforded the Fire and Rescue Services they deserve. Indeed, more than 1/4 of all responses to the consultation concerned Balmossie.

“Congress notes that, at the Holyrood debate on 15 January, there was cross party rhetorical support for our Fire & Rescue Service and those who work in it. As implementation of the Service Delivery Review moves beyond the election in May, the public will have an opportunity to make clear to politicians that the Fire & Rescue Service needs more than just rhetorical support. It needs the resources to ensure it is fit for the future.”

Mover: Dundee Trades Union Council Amended

Resolution 51

Arms Length External Organisations (ALEO's) & Council Oversight

“That this Congress notes that ALEOs are separate legal entities, established by councils to deliver public services like leisure, housing, and economic development. While operating independently with their own management boards, councils retain control and influence.

“Congress believes we need a focus on those ALEOs, whose management style is straight out of the Elon Musk school of management, where the councils are not utilising any control or influence through the funding, contracts and shareholding, to call out bad practice, anti-trade union policies, and Health and Safety issues.

“Congress notes there has been a proliferation in the use of ALEOs in Scotland and about 130 are estimated to be currently operating in the country, with an annual spend of £1.3bn.

“ALEOs are falling out of favour in some authorities, with Glasgow City Council having opted to bring social care and facilities management, as well as community safety, back in house.

“Congress believes councils should review how existing ALEOs are performing and if they fit with the council and communities’ priorities and Fair Work First policies.

“Congress calls on the General Council to campaign to have these organisations revert back to the full control of the council responsible where ALEOs are found to be acting in a manner that breaches Fair Work First policies”

Mover: Fife Trades Union Council

Resolution 52

Violence at Work

“That this Congress notes the significant increase in incidents of workplace violence and aggression in Scotland, and the urgent need for action to strengthen legal protections and employer actions to better protect workers.

“Congress notes UNISON Scotland’s 2025 Violence at Work Report, ‘It’s Not Part of the Job’, highlighting a significant increase in violent incidents against public service workers across Scotland, particularly in Education and Social Work services. The report highlighted:

- over 75,000 incidents of violence and aggression on Scotland’s public service workers in a 12-month period, around 200 assaults each day;
- 75,411 incidents reported, equating to a 15% rise from those recorded the previous year (9,500 additional incidents);
- more than three in five (63%) of all the assaults involved local authority workers, particularly those in educational settings; and
- nearly a quarter (24%) of the 18,579 violent incidents recorded involved staff working for health boards, (up 1,700 from previous year).

“The report shows:

- clear issues with incident reporting procedures;
- lack of awareness and proper policies;
- lack of up-to-date training and development, including lack of proper de-briefs following a violent incident; and
- workers increasingly bearing the brunt of frustration from the public, often due to delays, staff shortages, or services being cut altogether.

“Congress calls on the General Council to lobby governments, employer organisations, and the HSE to take immediate action on ensuring:

- accurate and reliable systems for reporting all incidents of violence and aggression, both physical and verbal in workplaces;
- effective inspection, enforcement, and appropriate sanctions on employers who fail to protect workers;
- proactive inspections regarding violence against all staff are prioritised by HSE and greater resources be diverted to all proactive health and safety enforcement activity; and

- consultation with trade unions on measures to tackle work related violence at both national and local level.”

Mover: UNISON

Resolution 53

Organising & Delivering for Young Workers

“That this Congress believes that young workers, like all workers, need and deserve a fair deal at work. We welcome the UK Government's revised remit for the Low Pay Commission to help eliminate the wage disparity for young people in the National Minimum Wage.

“Congress also welcomes the Westminster Employment Rights Bill, which includes several commitments that will help have a positive impact on young workers across Scotland and the wider UK, including tackling one-sided flexibility.

“With a UK Government in place that is committed to helping working people, now is the time to push for parity for young workers in all areas of employment legislation. Whilst redundancy rates across Scotland have been falling, at the end of 2024, redundancy rates for those aged 16-24 were above pre-pandemic levels. Congress therefore believes that there is an urgent need to address the entrenched age-discrimination within Statutory Redundancy Pay.

“Congress also welcomes the provision of trade union access to workplaces and the simplification of the statutory recognition process within the UK Employment Rights Bill. Congress recognises that, to deliver parity in all areas of employment legislation, we need to use these tools to redouble our efforts in organising young workers; who are essential to the future of the Movement.

“Congress calls on the General Council to:

- continue to push for action on all issues affecting young workers;
- make the case for equitable redundancy pay for all workers when it comes to strengthening collective redundancy rights;
- develop a national organising young workers strategy, to help secure the future of the trade union movement; and
- work with the STUC Youth Committee in a specific programme of work around the recruitment and development of young workers and reps.”

Mover: Union of Shop, Distributive and Allied Workers (USDAW)

Resolution 57

Increasing the Powers of Employment Tribunals

“That this Congress welcomes the recently passed UK legislation extending workers’ rights and protections.

“However, Congress notes that a significant percentage of Employment Tribunal awards are never paid to the workers who win their case.

“Congress calls on the General Council to campaign for further changes to employment law to:

- make Employment Tribunal awards directly enforceable by sheriff officers; and
- make directors of limited companies directly personally liable for paying Employment Tribunal awards.”

Mover: Dumfries & Galloway Trades Union Council

Resolution 58

Expanding Fair Work Across All Sectors

“That this Congress recognises the vital role of the Fair Work Framework in promoting dignity, respect, and equality in Scotland’s workplaces. However, despite progress, too many workers remain excluded from its benefits. In sectors such as health and social care, hospitality, retail, and the gig economy, insecure contracts, low pay, and lack of voice persist. Scotland has not realised the ambition of becoming a Fair Work nation by 2025.

“Congress believes that Fair Work must not remain aspirational—it must be enforceable. Every worker, regardless of sector or employment status, deserves fair pay, security, opportunity, and a voice in shaping their conditions. Congress further notes that voluntary adoption of Fair Work principles has not delivered the scale of change desired.

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

- make Fair Work a statutory requirement for all employers receiving any public funds, including grants, contracts, procurement, or reimbursement;
- extend Fair Work enforcement powers to cover all sectors, including those with high levels of sub-contracting, casual, and platform-based work;
- introduce sectoral bargaining mechanisms in key sectors to ensure collective standards on pay and conditions for Scotland’s workers;
- strengthen penalties for non-compliance, ensuring that Fair Work commitments are meaningful and not tokenistic; and
- invest in trade union access and organising rights, recognising unions as the workers’ voice when delivering Fair Work.

“Congress urges the General Council to campaign for these measures and to work with affiliates to ensure that Fair Work principles are embedded in every workplace—not just those in the public sector or large employers.

“Fair Work is not optional. It is the foundation of a just economy and a fair society.”

Mover: East Kilbride & South Lanarkshire Trades Union Council

Resolution 59
Scottish Commission on Health & Safety

“That this Congress calls on the General Council to lobby the Scottish Government to establish a standing Scottish Commission on Health and Safety. The Commission should report to the Scottish Parliament and make recommendations to the Scottish Government. It would be a vehicle for monitoring Scotland’s health and safety performance and comparing it with the rest of the UK. It would be a vehicle for monitoring standards in all industrial sectors. It would be a transition arrangement until Health and Safety matters are devolved to Scotland.

“The Commission should include regular, annual or biannual, reviews, involving evidence from the Health and Safety Executive, Local Authority Environmental Health officers, trade unions, and other organisations.”

Mover: Edinburgh Trades Union Council

Resolution 60

Health & Safety in the Salmon Industry

“That this Congress notes:

- the Bakers, Food and Allied Workers Union (BFAWU), alongside Unity Consulting Scotland and Scottish Hazards, health and safety report ‘On the Line: Worker Treatment and Conditions at Mowi Rosyth’;
- the recent BFAWU MSP briefing detailing the 139 reportable accidents across the Scottish Salmon Industry in the five-year period between 2020-2025’;
- the number of severe accidents including finger amputations, fractures to fingers, ankles, arms, and other parts of the body, including one neck fracture and one broken back;
- emerging evidence from Norway in relation to bioaerosols from salmon processing and associated with occupational asthma;
- the continuing rejection by Mowi to meet with BFAWU to discuss concerns about health and safety at Rosyth; and
- the refusal of the HSE to conduct an urgent review into the salmon industry when requested by BFAWU.

“Congress believes:

- the salmon industry has experienced a disproportionately high number of reportable accidents;
- salmon asthma is an emerging issue affecting workers in Scotland, and must be researched and understood better;
- that unionised workplaces are safer and healthier;
- the salmon industry must work with the relevant unions and the STUC to help drive health and safety improvements; and
- the HSE must conduct an urgent review into health and safety in the Scottish salmon industry.

“Congress calls on the General Council to:

- lobby on the Scottish Government to convene a meeting with all relevant stakeholders to discuss health and safety in the salmon industry;
- urge the Scottish Government and all political parties ahead of the 2026 elections to implore the salmon industry, and companies like

Mowi to act in the spirit of the Fair Work Agenda and meet with relevant unions to discuss health and safety concerns; and

- write to the HSE asking them to conduct an urgent review of health and safety in the salmon industry.”

Mover: Bakers, Food and Allied Workers Union (BFAWU)

Resolution 61

Securing the Health of Scotland’s Maritime Workforce

“That this Congress notes the:

- unique health challenges faced by maritime professionals, whose work involves prolonged periods away from home, irregular patterns, and significant physical & mental strain;
- ongoing campaign to restore the Dreadnought Medical Service, ensuring Scottish seafarers have access to medical treatment that understands the complexities of their profession; and
- commendable initiative by Stena Line providing advanced cancer screening kits (prostate, ovarian, and bowel) for employees over 40.

“Congress believes that:

- whilst initiatives by employers like Stena Line are welcomed and will save lives, good employers should not be forced to fill the void left by a struggling NHS;
- the health of Scotland’s workers is a fundamental responsibility of the state. The funding crisis has created a ‘delivery gap’ where advanced screening and early intervention are seen as luxuries rather than necessities; and
- early diagnosis through advanced screening is a proven means of reducing the long-term burden on the NHS, supporting and improving the quality of life for all Scottish citizens.

“Congress regrets that:

- despite record investment, the current NHS model remains plagued with long waits for referrals. This impacts the ability of maritime professionals to work, threatening the resilience of Scotland’s supply chains; and
- Scottish Maritime professionals still face ‘postcode lotteries’ when attempting to access the specialised, expedited care promised under Dreadnought.

“Congress calls on the General Council to:

- lobby the Scottish Government to deliver a fully funded, revitalised National Health Service that integrates advanced, routine screening as a cornerstone of public health policy for all workers;
- continue demanding the full implementation of the ‘Dreadnought-style’ service for Scotland, including the necessary administrative and financial support to make urgent seafarer treatment a reality across all NHS Boards; and
- engage with the Scottish Government so that ‘early intervention’ is accessible to those workers at sea and offshore.”

Mover: Nautilus International

Amended Resolution 62

Ensuring a Safe & Sustainable Transition to the Reduced Working Week within the NHS

“That this Congress notes the introduction of the reduced working week in April 2026, a major policy change intended to improve workforce wellbeing, retention, and productivity across Scotland’s public services.

“Congress further notes that Allied Health Professionals (AHPs) are central to the delivery of safe, effective, and preventative care across the NHS.

“Congress recognises that AHP services already face significant workforce and service pressures, including long-standing recruitment and retention challenges, rising caseloads, and post-pandemic demand. Without adequate planning and investment, there is a risk that the reduced working week could intensify workloads, extend waiting lists, and compromise the wellbeing of AHPs.

“Congress believes that this policy must enhance, not undermine, AHP services. Any reduction in contracted hours must be accompanied by investment in workforce expansion, improved workload management, and active engagement with unions and professional bodies representing the full breadth of the AHP workforce.

“Congress affirms that there must be no detriment to pay, terms and conditions, or professional autonomy for AHPs during and after implementation.

“Congress therefore calls on the Scottish Government, NHS Scotland, and local authority employers to publish a comprehensive AHP workforce impact assessment; deliver a fully funded AHP recruitment and retention strategy; develop a national implementation framework to ensure consistent and fair roll-out; and review caseload benchmarks, staffing levels, and service models to prevent workload intensification.

“Congress further calls for the establishment of a national monitoring group, with meaningful representation from all AHP unions and professional bodies to oversee the transition, ensure safe staffing, and share best practice.

“Congress calls on the General Council to campaign to ensure that the reduced working week is implemented in a safe, sustainable, and fully resourced way that strengthens all AHP professions and supports the wellbeing of the workforce.”

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

Amended Resolution 64 Dignity for Train Drivers

“That this Congress recognises the work that train drivers do to transport people and goods across Scotland and beyond.

“Congress notes that many transport workers, particularly those in rail freight and the wider logistics sector, lack many basic necessities like clean, safe, fully functioning toilets and washing facilities, as well as the ability to access them.

“Congress commends the work of ASLEF and their ‘Dignity for Drivers’ report, which highlights the issues that train drivers in Scotland face every day.

“Congress notes with the alarm that nearly 70% of drivers who responded to an ASLEF survey said their employer does not provide safe, clean, accessible toilets that they can easily use at work, and nearly 80% said they were expected to work over four hours before having a suitable break.

“This leads to drivers deliberately dehydrating or using make-shift methods to relieve themselves. This is a particular issue for women whose ability to use makeshift methods are much more limited.”

“Congress recognises the long-term health issues that could be caused by an inability to use the toilet and the mental health stress of worrying about this while at work.

“These issues are compounded for people with disabilities and for people who are pregnant, menstruating, or going through the menopause.

“Congress therefore calls on the General Council to:

- bring together transport and logistics trade unions in Scotland for a roundtable discussion on welfare facilities and rest breaks, with the aim of identifying issues and developing strategies for campaigning and lobbying for improvements;
- recognise the particular issues facing women drivers, including pregnancy, menstruation and menopause; and

- lobby the UK Government to deliver the promised Health and Safety review as part of the Make Work Pay agenda.”

Mover: **Associated Society of Locomotive Engineers and Firemen (ASLEF)**

Seconder: **Aberdeen Trades Union Council**

Amended Motion 70 Algorithmic Systems

“That this Congress notes concerns with the use of algorithmic systems and notes that the government should introduce comprehensive legislation regulating the use of algorithmic systems, particularly those deployed in online platforms, political processes, and those that concentrate employer power over workers.

“These technologies pose risks to democratic integrity, transparency, worker’s rights, and public trust. Congress urges the government to adopt mandatory algorithmic impact assessments, transparency registers, and independent oversight mechanisms to ensure these systems are used responsibly and ethically.

“Unregulated algorithms increasingly shape public discourse, influence political outcomes, and contribute to the spread of online hate. These technologies, often deployed without transparency or accountability, pose significant risks to democratic integrity, social cohesion, and public trust.

“It is also becoming increasingly clear that algorithmic work platforms are frustrating workers ability to organise and are shifting the balance further towards employers’ interests at the cost of workers’ rights.

“Congress calls on the General Council to lobby the UK Government to put in place:

- mandatory Algorithmic Impact Assessments to evaluate the societal, ethical, and democratic risks of algorithmic systems prior to deployment;
- public Transparency Registers requiring platforms and developers to disclose the nature, purpose, and functioning of algorithms used in work advertisement, political advertising, content moderation, and recommendation systems;
- independent Oversight Mechanisms establishing regulatory bodies with the authority to audit, investigate, and enforce standards on algorithmic systems, ensuring they are used ethically and responsibly; and

- specific Protections Against Online Hate, including algorithmic profiling safeguards, especially for minors and vulnerable groups, and enforcement of the Online Safety Act provisions.”

Mover: STUC Black Workers’ Conference
Seconder: Pharmacists’ Defence Association (PDA)

Resolution 71
Disability Friendly Workplace

“That this Congress calls on the General Council to encourage affiliated trade union organisations in Scotland to promote disability friendly workplaces through their collective bargaining arrangements.

“The development of a disability friendly workplace should include:

- development of the concept of a trade union disability advocate;
- training for the workforce including managers and trade union representatives; and
- training on possible reasonable adjustments and the negotiation of reasonable adjustments.”

Mover: Edinburgh Trades Union Council

Resolution 74 – Rest Breaks in Midwifery

“That this Congress notes that workers have a legal right to an uninterrupted 20-minute rest break during the workday if they work over six hours. That break should be uninterrupted, away from your workstation, and taken during working time, not taken at the beginning or end of the day or overlap with rest.

“Working without breaks risks increasing fatigue in an already busy workplace, which all increase the risk of making errors. It is the employer's legal duty, even if individuals want to work extra hours or prefer certain shift patterns for social reasons, because fatigue results in slower reactions, reduced ability to process information, memory lapses, absent-mindedness, decreased awareness, lack of attention, underestimation of risk, and reduced coordination. While the Agenda for Change Terms and Conditions Handbook (Scotland) states that breaks are a minimum and where work requires exceptional concentration, adequate breaks are part of the duty to protect the employee from fatigue. The reality is that this all requires the right number of staff. Midwives would be breaching their duty of care if they left a woman unattended, so short staffing means the midwife suffers.

“Congress notes that midwives report missed breaks, extra hours worked and being called in after a shift to cover care and therefore breaching their 11-hour break and further compounding fatigue. In a 2024 RCM poll, 82% of midwives worked extra unpaid hours beyond their shifts, with 75% feeling not safely staffed in the workplace, with staffing being the biggest impact on whether midwives would stay.

“Congress calls on the General Council to:

- lobby government to ensure that there are adequate staff to enable midwives to have breaks at work; and
- ensure that public services are called to account for missed breaks which jeopardise safety for all.”

Mover: Royal College of Midwives (RCM)

Resolution 75

Workplace Rest Spaces

“That this Congress notes that the HSE advise that all workplaces should provide a suitable seated area for breaks that is clean, where food will not be contaminated, and with washing facilities nearby.

“HSE reminds employers that they must provide pregnant and breastfeeding workers a place to rest, that must include privacy to express milk and a suitable area to store it. These workers should be able to lie down during their breaks if required.

“NHS Midwives receive a 30-minute unpaid break during their shift. HSE have clear guidance around fatigue, yet staff do not have access to a break space that allows them to sleep, switch off, and rest. This space needs to be located close to their place of work so that they can benefit from the entire rest period, not spend it getting to a rest space. This keeps care safe.

“Break spaces need to meet the varying needs of all staff using them, areas must be provided that meet the needs of all. The RCM 2023 Neurodivergent toolkit calls for quiet spaces for workers to decompress; there is growing recognition of the number of workers whose needs are not being met.

“Staff need to be able to switch off from their work in comfort, with access to food day or night, without distraction in an environment where they feel valued.

“This has been in place for other professions in the workplace since 2001.

“Congress calls on the General Council to:

- lobby Scottish Government for equitable rest spaces for all workforce removing the hierarchy of comfort; and
- support the RCM campaign for modern, fit for purpose rest spaces including safe, private facilities for pregnant and breastfeeding workers, neurodivergent workers and sleep spaces to genuinely support staff wellbeing and keep care safe.”

Mover: Royal College of Midwives (RCM)

Resolution 76
Neurodiversity & Employment Policies

“That this Congress notes the evolving nature of employment issues and the trade union movement’s ability to respond.

“Neurodiversity is a growing area of focus, due in part to improved awareness and diagnoses, and in part due to a real increase in neurodiversity.

“Congress notes that employers are only just starting to recognise and accommodate neurodiversity. Inclusive adjustments and considerations are still in their infancy, and the extent and pace of it simply is not good enough. Policies are more likely to be drafted by neurotypical people with no input from neurodiverse workers.

“Congress calls on the General Council to lobby the Scottish Government to ensure public sector employers include neurodiverse employees in the design and composition of employment policies, and to test the neurodiverse friendliness of policies with the help of leading neurodiversity organisations before implementation.”

Mover: Hospital Consultants and Specialists Association (HCSA)

Resolution 78

Devolution, Democracy & Workers' Rights

“That this Congress notes that the creation of the Scottish Parliament in 1999 was a historic achievement for the labour movement, won through decades of campaigning for democratic control and social justice, to which the STUC was central.

“Congress notes that devolution has delivered important gains for working people in Scotland, including on public services, progressive social policies, and the ability to shape distinct approaches to fair work, health, education, and local government.

“However, Congress further notes that:

- public confidence in devolved government has been damaged by years of austerity imposed by Westminster and by continued policy failures of the current Scottish Government;
- this has allowed right-wing parties to promote scepticism about devolution itself, portraying the Scottish Parliament as ineffective or unnecessary;
- many workers may have little knowledge of the history of devolution or the role played by trade unions in securing it;
- legitimate criticism of government performance is increasingly being used to undermine support for devolved democracy; and
- unions could benefit from accessible education resources setting out what devolution has achieved and what further radical possibilities it offers.

“Congress believes that:

- devolution remains a vital tool for Scotland's working class;
- opposition to specific governments must not become opposition to the principle of devolved power; and
- the trade union movement must reclaim a positive, class-based narrative on devolution and its potential to strengthen workers' rights and public services.

“Congress calls on the General Council to:

- develop a programme of education resources on the history and achievements of Scottish devolution;
- produce materials for activists explaining how devolved powers can be used to advance or strengthen union agendas;
- organise seminars exploring further progressive uses of devolved powers with affiliates;
- actively challenge anti-devolution narratives promoted by right-wing parties; and
- work with affiliates to share best practice on using devolved powers to improve the lives of working people.”

Mover: Public and Commercial Services Union (PCS)

Resolution 80

Cuts Kill Campaign

“That this Congress notes the Fire Brigades Union’s (FBU) ‘Cuts Leave Scars’ campaign, that has run from May 2023, was launched to campaign against proposed cuts to the provision of the fire service in Scotland.

“Congress notes that despite the FBU campaigning, in September 2023, ten appliances were removed from service ‘temporarily’ with further proposals that all but two will be made permanent, and both at the expense of a resource elsewhere.

“Congress notes the overwhelming support of the General Council and the trade union movement and the notes the FBU’s gratitude for that support in communities and in the political arena, throughout this campaign.

“Congress is aware that across the UK, fire service budgets have been under severe pressure, impacting on the frontline with over 12,000 firefighter posts lost in the last decade, with further cuts looming.

“Congress notes that even the National Fire Chiefs Council (NFCC), traditionally the voice of the bosses and no friends of the FBU, is warning that the public is being put at significant risk and that the fire service risks becoming the forgotten emergency service.

“Congress urges the General Council to support the new national FBU ‘Cuts Kill’ campaign, to be launched on 24 February, and help us halt the erosion of the fire and rescue service.”

Mover: Fire Brigades Union (FBU)

Resolution 81

Women's Economic Inactivity

“That this Congress notes that the main reason for women being economically inactive has historically been caring responsibilities, but long-term sickness or disability is now the main reason for women being economically inactive.

“Yet we do not clearly understand the reasons this is happening and we need to realise that data gaps are not neutral and they allow structural inequalities to go unchallenged.

“Despite being in place for over a decade, the Public Sector Equality Duty (PSED) has failed to deliver change, and in September the Scottish Parliament's Equalities, Human Rights and Civil Justice Committee found that public bodies are failing to deliver on PSED.

“As unions, we will rightly focus on the members in the workplace, but we need to understand the barriers that might be preventing access as well as the hurdles when in employment.

“Congress calls on the General Council to:

- share amongst affiliates good practice on accessible recruitment practices, such as proactively asking for any adjustments that are required, and making interview questions available in advance to all candidates;
- create links between the trade union movement and disabled people's organisations so that we can learn from each other; and
- provide guidance/training for public sector unions on how to use PSED to hold public bodies to account for their decision-making processes.”

Mover: Chartered Society of Physiotherapy (CSP)

Resolution 82

Women's Health, Workplace Equity & the NHS Workforce

“That this Congress notes that women make up the majority of the NHS workforce, yet NHS workplace structures still fail to adequately recognise or support key aspects of women's health. Conditions such as menstruation, menopause, pregnancy, post-natal recovery, fertility treatment, and gynaecological disorders continue to affect attendance, wellbeing, and retention, often without appropriate workplace adjustments.

“Congress notes ongoing issues including: limited access to private, hygienic spaces for changing, breastfeeding, or managing menstrual needs; uniforms and PPE that do not reflect women's bodies or life stages; inconsistent line-manager understanding; and attendance-management processes that do not adequately account for recognised medical conditions. These failures directly contribute to increased sickness absence and severe pressure on staffing levels.

“Congress also highlights that the impact of unsupported women's health extends to partners, spouses, and families, who frequently take on additional caring responsibilities, experience emotional strain, and face financial pressures when symptoms are exacerbated or treatment is delayed. This makes women's health not only an equality issue but a workforce sustainability and family wellbeing issue.

“Congress believes that workplace conditions should not disadvantage women or undermine the wider household, and that NHS Scotland must demonstrate leadership in supporting women's health across all staff groups.

“Congress calls on the General Council to:

- lobby the Scottish Government and NHS employers to ensure guaranteed access to appropriate private spaces, and to review NHS uniforms and PPE with women's comfort, dignity, and practicality in mind;
- press for national guidance so women's health conditions are properly considered within attendance and capability frameworks;
- promote mandatory training for managers on women's health and reasonable adjustments;

- advocate improved flexible working for those affected by women’s health conditions; and
- ensure policy development recognises impacts on partners, spouses, and families, and supports a sustainable NHS workforce.”

Mover: Royal College of Podiatry

Resolution 83

Enforcing Action on Work Related Stress in the Public Sector

“That this Congress recognises that work-related stress is not an inevitable feature of public service work but a direct result of policy choices, chronic under-resourcing, and management practices that transfer organisational risk onto workers.

“Congress notes that HSE figures identify work-related stress as the leading cause of sickness absence in Scotland.

“Congress further notes that the SSTA Survey Report on Work-Related Stress identifies excessive demands, as measured against the HSE workload stress indicators, as the primary driver of workplace stress.

“Congress condemns the unchecked growth of non-statutory reporting, tracking, and administrative requirements across the public sector, which inflate workloads, undermine service delivery, and damage workers’ health and wellbeing.

“Congress further notes the SSTA’s clear recommendation that all line managers undertake mandatory training on the HSE Management Standards, focused on early intervention, meaningful welfare engagement, and effective resource allocation.

“Congress therefore calls on the General Council to lobby the Scottish Government to take enforceable action by:

- mandating compulsory HSE Management Standards training for all public sector line managers, fully funded and embedded as a core requirement of managerial responsibility; and
- requiring all public sector employers to conduct time-bound local reviews of non-statutory reporting, tracking, and administrative tasks, with a presumption of elimination or significant reduction rather than superficial streamlining.

“Congress believes that these reviews must be subject to employer-level accountability, meaningful trade union involvement, and clear reporting mechanisms, to deliver systemic change and end the routine management of stress as an acceptable cost of public service delivery.”

Mover: Scottish Secondary Teachers' Association (SSTA)

Resolution 86

Communication from STUC General Council

“That this Congress notes the valuable work undertaken by the STUC General Council on behalf of affiliates and recognises the significant activity reported annually to Congress.

“However, Congress also recognises that, for affiliates without representation on the General Council, its work can appear opaque. In particular, where no election is required, it is often unclear who represents each section, and there is currently no established mechanism for two-way communication between section representatives and the affiliates they serve.

“Congress therefore calls on the General Council to review and improve its communication with affiliates throughout the year, including:

- publishing clear and accessible information on section representatives; and
- establishing effective channels for ongoing two-way communication between representatives and the sections they represent.”

Mover: Chartered Society of Physiotherapy (CSP)

Resolution 87

Political & Economic Education

“That this Congress recognises the erosion of the Welfare State, that began in 1979 with the Thatcher government and accelerated following the banking crash of 2008/09 and the austerity policies that followed, continues today.

“Years of ‘efficiency savings’ and real cuts in the public sector provision of welfare have torn at the very fabric of society at every level and in all spheres.

“Political parties and the mainstream media present the economic circumstances and policies as being unavoidable, with pre-1979 economic policies that built the Welfare State and increased equality either forgotten about or dismissed as heresy. This is reflected in much of the academic world.

“This has created a generation of politicians, across the left as well as the right, who see no alternative to the economic policies of the current status quo and who are incapable of advocating for alternatives. This is also reflected within the trade union movement with far too few activists and staff having the confidence to challenge the mainstream narrative that there is an economic alternative.

“Congress believes this needs to be addressed and so, calls on the General Council to:

- develop further political education materials and courses that address the need for a greater level of understanding amongst trade union activists of economics and the political consequences of failed economic policies;
- encourage, through training and by example, an increase in communication and social media skills of trade union activists to assist with reaching trade union members with alternative analysis and examples; and
- engage with affiliates on these points to ensure the involvement of a wide range of activists across all affiliates and an adequate level of resourcing.”

Mover: East Kilbride & South Lanarkshire Trades Union Council

Resolution 88
General Strike 100

“That this Congress notes the 4 May 2026 marks 100 years since the 1926 General Strike. The General Strike marks one of the proudest moments in British working-class history, when workers across many sectors stood shoulder to shoulder with the miners. While it was unsuccessful in its aims, it provided valuable experience for thousands of trade unionists. Its study, and application of the learning, remains vital for trade unionists 100 years later.

“Congress calls on the General Council to

- support General Strike 100 and allow access to any appropriate STUC archives and encourage affiliation to General Strike 100; and
- host a political education class on the General Strike”

Mover: STUC Youth Conference

Resolution 92

Media Literacy Strategy & the Far Right

“That this Congress understands that with the rise of far-right activity in Scotland, news providers’ social media profiles have seen a marked increase in racist responses and comments appearing below the line.

“Congress notes that interviewees, subjects of news articles, and journalists have been subject to abuse on social media.

“Congress notes the UK Government’s Online Media Literacy Strategy, and the Scottish Public Interest Journalism Working Group’s recommendations to the Scottish Government to embed media literacy in the school curriculum and the importance of supporting this with resource allocation and integrating media literacy in upskilling programmes and governance processes.

“Congress further notes the comments of Amnesty International that technology companies’ algorithms ‘act as incendiaries that fuel division, disinformation, and hate’.

“Congress believes:

- that the effect of the policies of technology companies has been to promote racism and expose interviewees, subjects of news articles and journalists to unjustifiable risk;
- that increased media literacy will be crucial in combating the rise of the far-right; and
- that trade union branches, trades councils and campaign groups must be better equipped to disseminate anti-racist material through the media.

“Congress calls on the General Council to:

- write to the Scottish Government, requesting that it meets with technology companies to press them to take action to combat racism on their platforms;
- work with the NUJ to develop a media literacy and media skills training programme, with accompanying hard copy and/or digital materials, for trade union branches, trades councils and campaign groups;

- call on the Scottish Government to work with the STUC and NUJ to develop a media literacy strategy for Scotland; and
- work with education unions to call on the Scottish Government to embed media literacy in the school curriculum, and with the STUC Equalities Committees to ensure an inclusive-led approach.”

Mover: National Union of Journalists (NUJ)

Resolution 96

Championing Scotland's Supported Businesses

“That this Congress notes that supported businesses in Scotland, such as RSBi in Glasgow, are vital in providing secure employment, workplace adjustments, and structured support for disabled workers, who face significant barriers in the mainstream labour market.

“Congress recognises that supported businesses are essential in tackling the disability employment gap and delivering decent work, economic participation, and trade union organisation for disabled workers.

“Congress further notes that supported businesses across Scotland and the wider UK are facing severe pressures including rising costs, recruitment challenges, and increasing operational demands. However, Congress is particularly concerned by recent changes to supported business funding, specifically the replacement of the Transitional Employer Support Grant (TESG) with Access to Work Plus (AtW+).

“Congress believes that the move from TESG to AtW+ creates significant new barriers for supported businesses, and that these changes don't reflect the operational reality of supported businesses and risk undermining job security for disabled workers, and threatens the viability of long-standing businesses like RSBi in Glasgow, ultimately reducing employment opportunities for those who most need structured support.

“Congress calls on the General Council to:

- campaign for an urgent UK Government review of the move from TESG to AtW+, including meaningful consultation with supported businesses, disabled workers, and trade unions;
- lobby the UK Government and DWP to ensure supported business funding is stable, sustainable, and reflective of real operating costs, and that funding mechanisms are accessible and workable in practice;
- lobby the Scottish Government and public bodies to expand the use of supported business procurement and ensure supported businesses are properly included in Scotland's fair work and economic strategies: and

- work with affiliates, disabled workers' organisations, and supported businesses to promote union organisation, collective bargaining, and fair work standards across the supported business sector.”

Mover: Community

Resolution 97

Music is a Human Right

“That this Congress notes that humans are musical animals and, while not alone in using song or rhythm, we are unique in creating structures that diminish music’s place in our nature. Musicality is foremost a fundamental human trait, not a commodity or a measurable accomplishment. Making music together has long taught humans about listening, responding, and unity.

“A movement built around collective purpose must understand universal access to music making is fundamental, not a luxury. People making music together rehearse the very skills trade unionism depends on: cooperation, empathy, and shared intention. We must defend music’s core meaning to us as people.

“Recognising humans as inherently musical provides powerful counters to arguments that music is an ‘extra’ in schools and communities, making the case for its inclusion in the UN Convention on the Rights of the Child and their right to participate fully in art and culture irrefutable.

“The market and institutions have rebuilt music as a commodity and a measure of attainment. Increasingly, expectations of music reflect these definitions. However, such structures exclude many from taking part in music. This is alienation, as many who work with music in schools will recognise, as they fight for the right for children to grow up singing.

“Congress calls on the General Council to:

- recognise and affirm music-making as a human birthright, rooted in our nature as social animals and central to the practice of solidarity;
- understand and reduce the barriers that commercial and institutional constructions of music-making place in the path of universal participation;
- campaign for every person in Scotland to have free and equal access to participatory music-making in schools and communities as a human right; and
- urge the Scottish Government to enshrine the right to make music as a core element of education, culture, and social wellbeing policy.”

Mover: Musicians' Union (MU)

Resolution 99

Conversion Therapy

“That this Congress notes that it is still currently legal for unregulated persons and faith groups to attempt to ‘cure’ lesbian, gay, bisexual, and transgender people in the UK.

“Congress opposes conversion therapy and condemns the Scottish Government’s continued delays to introduce a full comprehensive ban. It is a sad fact that this so-called ‘conversion therapy’ is usually religiously motivated and the goal of practitioners is to change a person’s sexuality or gender identity to fit heterosexual or cisgender standards and expectations.

“Conversion therapy is little more than psychological torture. It is designed to break a person’s psyche, destroy their self-esteem, and force them to repress the fundamental elements of their identity or sexuality.

“Congress welcomes the Labour Government’s stated intention to outlaw conversion therapy in England and Wales, which was announced in the King’s Speech, but expresses its dismay that after consultation in Scotland, the Scottish Government decided to wait and work with Westminster, instead of bringing in a ban here.

“Congress recognises and applauds the tireless campaigning by LGBT+ workers for a full and complete ban on conversion therapy by pressing the Scottish Government to fulfil its promises in their 2021 manifesto.

“Trade unions have been at the forefront of the fight to ban this abhorrent practice, and it is time we stepped up our activity.

“Congress calls on the STUC General Council to demand that the Scottish Government:

- introduce a bill to make this practice illegal in Scotland and that this be passed within the first year of the new Parliament; and
- makes conversion therapy illegal and acts to protect vulnerable people through:
 - a full and complete ban on conversion therapy;
 - the removal of loopholes and exclusions for religious groups; and
 - that trans people are included in the ban.”

Mover: STUC LGBT+ Workers' Conference

Resolution 100

Media Reporting & Fair Coverage of LGBT+ Issues with a Focus on Trans Inclusion

“That this Congress notes with concern the continued prevalence of inaccurate, sensationalist, or discriminatory media coverage of LGBT+ people and issues, with alarm at the rise in hostile and misrepresentative reporting about trans and non-binary individuals. Such reporting contributes to the marginalisation of LGBT+ communities, fuels prejudice and undermines efforts to build inclusive workplaces and societies.

“Congress recognises the vital role of the media in shaping public attitudes and the responsibility of journalists and editors to uphold the highest standards of fairness, accuracy, and respect for all individuals, regardless of sexual orientation, gender identity, or gender expression.

“Congress welcomes the National Union of Journalists’ (NUJ) guidelines on LGBT+ and trans reporting, which call for:

- avoiding unnecessary references to a person’s sexual orientation, gender identity, or trans status;
- challenging stereotypes and ensuring diverse LGBT+ and especially trans voices are heard; and
- preventing the publication of material likely to incite hatred or discrimination, with particular vigilance regarding transphobic narratives.

“Congress further notes the importance of consulting with LGBT+ and trans-led organisations to ensure authentic and balanced representation.

“Congress therefore calls on the General Council to:

- campaign for the adoption and promotion of fair reporting guidelines on LGBT+ and trans issues across all media platforms;
- work with the NUJ, media employers, and LGBT+ and trans groups to provide training and resources for journalists on ethical and inclusive reporting;
- challenge media outlets that publish discriminatory or misleading content, especially transphobic material, and support regulatory action where appropriate; and

- encourage affiliates to highlight and celebrate positive examples of LGBT+ and trans representation in the media.

“Congress believes that fair, accurate, and respectful media coverage—including robust trans inclusion—is essential to advancing equality and combating prejudice against LGBT+ people.”

Mover: STUC LGBT+ Workers’ Conference

Resolution 101

Military Gap Year

“That this Congress notes the proposed military gap year is not in the interests of working youth. The military gap year is an attempt to whip up jingoism within a section of the population who increasingly do not wish to fight for a country that hasn’t the willingness to provide even the most basic of public services. The government’s call for a ‘whole of society approach to defence’ should instead be a ‘whole of society approach to peace’.

“Congress calls on the General Council to:

- continue their work with apprentices through Scottish Union Learning; and
- openly condemn the military gap year.”

Mover: STUC Youth Conference

Resolution 102

Supporting People with Tourette's Syndrome

“That this Congress notes the popularity and positive impact that the 2025 film ‘I Swear’ had in engaging audiences and raising awareness and understanding of Tourette’s Syndrome as a disability.

“Unfortunately, people living with the condition still face huge inequalities, poor treatment, and exclusion from many areas of society, including employment.

“One study showed that almost half (46%) of people with Tourette’s Syndrome were not in employment, and another study highlights that almost 35% of employers have stated they feel uncomfortable hiring someone with Tourette’s or other neurodivergent conditions.

“The film showed many of the real-life experiences and challenges faced by the main character and other people with Tourette’s, but also showed how support, compassion, and understanding of the person and the condition went a long way in achieving positive outcomes and inclusion.

“Congress calls on the General Council to:

- ensure all STUC conferences and events are inclusive and accessible, with particular consideration and actions taken to ensure people with Tourette’s Syndrome are included and welcome to participate fully;
- raise awareness of Tourette’s and promote the newly piloted Neurodiversity Employers Index with employers and trade union reps; and
- establish links with condition specific organisations to offer education, solidarity, and support to them and the people they represent.”

Mover: STUC Disabled Workers’ Conference

Amended Resolution 103

Access to Work

“That this Congress notes that Access to Work (AtW) is administered and funded via the DWP, providing funded support for disabled people at work, with continuity of employment, relieving the burden on social security benefits.

“Since 2023, cuts have been made to available support, including the reduction in support worker hours, BSL interpreters, and support for mental health. Disabled workers have reported delays of up to 254 days, cuts to existing funding, and inconsistent decisions.

“The impact is increased job risk and descent into poverty by not getting a job or being fired from a job.

“The Scottish Government has made commitments to improve life chances and employment for disabled people, but is silent on the subject of AtW. It is incongruent that Social Security Disability Benefits are devolved but not the funding for support into work.

“Disabled people in Scotland want to be at work, to contribute to society. Reasonable adjustments to enable workers to fully and effectively participate in working life on an equal basis with other workers need to be funded. It is crucial that the right to work is protected, and no-one is left behind.

“It seems contrary to the policy of this party to defer important rights to the rUK. The devolution of AtW for Scotland would better support workers, enhancing the Fair Work agenda.

“Congress calls on the General Council to lobby the UK and Scottish Governments to agree the devolution of Access to Work as an additional activity of Social Security Scotland.

“Congress notes the workload pressures and the impact of underfunding in the DWP and Social Security Scotland. Congress calls on the General Council to lobby the UK and Scottish Governments for adequate funding which ensures timely and high-quality support and upholds Fair Work across all workforces delivering this vital service.”

Mover: STUC Disabled Workers' Conference
Seconder: Public and Commercial Services Union (PCS)

Resolution 104

Nelson Mandela Scottish Memorial

“That this Congress notes the excellent progress made by the Nelson Mandela Scottish Memorial Foundation (NMSMF) in their work to create a permanent memorial of Nelson Mandela by erecting a statue of him, alongside associated educational work.

“Congress congratulates NMSMF on holding a successful public consultation for the design of the statue, with over 500 people responding online and contributing to the selection of the sculptor.

“It also notes that trades unions have supported both fundraising and the educational aims of the Foundation to promote Mandela’s life of struggle and legacy, his links with Scotland, and the lessons of the anti-apartheid movement for a world still struggling for racial and social justice.

“Congress reaffirms its commitment to the project, with a target date of 9th October 2026 for the unveiling, the anniversary of the day in Glasgow when Nelson Mandela received in person the Freedoms of nine UK cities.

“As well as a significant memorial to Nelson Mandela, it will be a focus for education about apartheid, that ‘crime against humanity’, which for too long was supported by UK governments and the West. It will be a permanent reminder of the need to fight racism wherever and whenever it appears.

“Congress acknowledges the learning resource, ‘When Mandela Danced in the Square’, commissioned by NMSMF and produced by the West of Scotland Development Education Centre, which is in use in many schools, and notes that NMSMF intends to produce further educational materials associated with the creation of the statue.

“Congress calls on the General Council to reaffirm its commitment to the further development and completion of this important project and urge all trades unions, trades union councils, and trade union members in Scotland to support the project by fund-raising to get the statue over the line and assisting with the production of further educational resources.”

Mover: Dundee Trades Union Council

Resolution 106

Tories in Disguise will Attack Workers' Rights

“That this Congress is appalled at the election of a Reform Councillor in West Lothian, and condemns the defection of former Tory Cabinet Ministers, MPs, an MSP, and councillors to another party that is even more extreme in its mission to divide communities by attacking migrants, cutting public services, and undermining workers' rights.

“Congress condemns Reform and Nigel Farage’s attempt to portray themselves as the friend of working people despite Reform MPs voting against the UK Government’s Employment Rights Bill, which delivered improved rights for UK workers.

“Congress understands that Reform wants to:

- scrap employment laws that they claim hold back business, including by making it easier to hire and fire workers;
- attack Public Sector pensions;
- leave the European Convention on Human Rights and reform the Human Rights Act;
- replace the Equalities Act and scrap ‘Diversity, Equality, and Inclusion’ rules;
- change the definition of hate crime;
- maintain the option for businesses to employ workers on a zero hour contract; and
- cut taxes for big business and the rich.

“Congress calls on the General Council to:

- work with other organisations in common cause against Reform and the far-right;
- develop a strategy for educating and influencing workers on the risks to the economy and society from electing Reform and other far-right representatives;
- encourage all trades unions to provide materials to their members highlighting why voting Reform is such a bad idea; and
- call on all trade unionists and workers in Scotland to reject Reform.”

Mover: West Lothian Trades Union Council

Resolution 112

Apartheid Free Zones Scotland

“That this Congress notes and welcomes the many motions carried last year cementing our continued and committed support for the Palestinian people and the commitment to Boycott, Divestment and Sanction (BDS) of Israeli goods and services.

“Congress believes declaring your workplace, trade union, or community group an Apartheid Free Zone (AFZ) is pledging to support the principles of the BDS Movement and boycotting Israeli products and institutions, and those international companies who profit from Israel’s human rights abuses.

“Therefore, Congress calls on the General Council to:

- uphold the previous commitments and STUC policy to support the BDS movement and increase the visibility of the STUC and wider trade union movement in the BDS campaign;
- declare all STUC workplaces as Apartheid Free Zones;
- encourage all affiliates to declare their respective unions and workplaces as Apartheid free zones; and
- work with affiliates, AFZ, and Scottish Palestine Solidarity Campaign (SPSC) to promote and encourage the campaign.”

Mover: West Lothian Trades Union Council

Emergency Resolution 1

Stop the Destruction of Scottish Manufacturing Jobs at Alexander Dennis

“That this Congress notes that Alexander Dennis (ADL) has recently announced the loss of 115 skilled manufacturing jobs at its Falkirk and Larbert sites, following previous threats potentially placing hundreds more Scottish jobs at risk.

“These job losses follow months of uncertainty for the workforce, including a period of furlough, while workers awaited the outcome of publicly funded zero-emission bus programmes.

“Despite millions of pounds of public investment, government procurement decisions have channelled substantial orders overseas, actively undermining Scottish manufacturing capacity.

“The loss of these jobs will devastate local communities, with every manufacturing job supporting up to four further jobs in the wider supply chain.

“These cuts are part of a wider pattern of industrial vandalism across central Scotland, where workers are paying the price for political failure and weak or non-existent industrial strategy.

“Congress believes that:

- The destruction of skilled green manufacturing jobs is a betrayal of working-class communities and exposes the reality behind claims of a so-called “just transition”.
- Public money must never be used to subsidise offshoring, redundancies, or corporate restructuring at workers’ expense.
- Governments who refuse to use their power to defend jobs are choosing capital over workers.

“Congress calls upon the General Council to:

- convey unequivocal solidarity to all union members at Alexander Dennis;
- demand immediate government intervention to halt redundancies and secure long-term manufacturing at Falkirk and Larbert;

- campaign for binding procurement rules that prioritise the retention and expansion of Scottish jobs, domestic production, and unionised workplaces;
- call upon the Scottish Government to investigate the potential to take control of the sites and establish a publicly owned Scottish bus company;
- support the unions at ADL in pursuing all political and industrial avenues to defend jobs; and
- work with affiliated unions to coordinate political, industrial, and public campaigning in defence of Scotland’s manufacturing jobs.”

Mover: Unite the Union

Emergency Resolution 2 City of Glasgow College Dispute

“That this Congress stands in solidarity with EIS-FELA members in the City of Glasgow College (CoGC) Welding and Fabrication Department who are carrying out strike action to ensure safe workspaces for them and their students.

“Congress notes with significant concern that, despite the efforts of the local EIS-FELA City of Glasgow College Branch to resolve the formal Health and Safety Dispute, the college management continues to refuse to ensure that all lecturing staff in welding workshops are supplied with Respiratory Protective Equipment (RPE) as protection against harmful airborne carcinogens.

“The City of Glasgow College is a public sector body. It is publicly funded and ultimately accountable to Ministers and the Scottish Parliament. The Scottish Government requires public sector bodies to adopt fair work practices and value workers’ ‘voice’.

“Congress expresses its concern that public sector workers must take strike action to get improvements in order to be safe at work.

“Congress recognises that there is a history of poor industrial relations at City of Glasgow College and evidence of an ingrained management culture that seems hostile to the local EIS-FELA branch and seeks to undermine its voice on behalf of workers.

“Congress calls on the Scottish Government to:

- intervene directly to ensure that Fair Work First principles are properly implemented;
- urge the management of City of Glasgow College to provide all lecturers in welding workshops with the requested Respiratory Protective Equipment (RPE), to complete all risk assessments, provide appropriate training to staff using welding equipment, and work with the Branch to ensure full implementation of Health and Safety Executive recommendations; and

- instruct the Scottish Funding Council (SFC) to review the implementation of Fair Work First at the City of Glasgow College. The views of the EIS-FELA branch should be part of that review.

Mover: Educational Institute of Scotland

Emergency Resolution 3

Defend Public Cultural Infrastructure, Workers & Communities

“That this Congress notes the abrupt closure of the Centre for Contemporary Arts in Glasgow due to financial mismanagement, which left the workers without notice or redundancy pay, subject to the liquidators. This has devastated the arts sector in Scotland, and local communities that were inter-dependent with the CCA.

“Congress notes, that the seven long-standing arts organisation tenants at Trongate 103: Centre for the Arts and Creativity face an extreme rent increase of 400% from City Property (ALEO of Glasgow City Council). In reality, this is an eviction notice. These arts organisation’s are central to the wider social, economic and community life of Glasgow and Scotland. Closure of Trongate 103 will cause further devastation.

“Congress believes, these actions represent the extraction of public value from cultural and third sector infrastructure, undermine Fair Work, and have been undertaken contrary to prior assessments and without adequate scrutiny or public consultation, directly placing access and the most vulnerable communities at risk, including disabled, LGBT+ and BPoC artists and audiences for whom these venues are central and essential.

Congress calls on the General Council to urgently:

- demand an immediate halt to all rent & service charge increases and evictions affecting Trongate 103 cultural tenants;
- lobby the Scottish Government to intervene as an intermediary to assist in implementing fair peppercorn rents at Trongate 103 in line with the original promise to the cultural tenants;
- demand that Glasgow City Council urgently review and reform its relationship with City Property regarding tenants that are non-profit organisations;
- demand Disability Impact Assessment of all decisions affecting Trongate 103, with immediate mitigation measures implemented; and
- support former CCA workers and allies to secure 350 Sauchiehall Street as an independent multidisciplinary arts venue, with the continuation of affordable peppercorn rent.”

Mover: Scottish Artists Union

Emergency Resolution 4 Gender Based Violence, Regulation & the Justice System

“That this Congress notes the recent developments:

- the consultation launch of *‘Improving Protections in the Justice System for Women and Girls’*;
- Meta was held liable for intentionally building addictive social media platforms that harmed a woman’s mental health;
- that a domestic abuser has been held criminally responsible for the suicide of their partner; and
- the exposé of the global online ‘Rape Academy’.

“These concerning developments come in addition to:

- the rise in AI creating new and disturbing forms of sexual abuse;
- legislation and enforcement that has lagged behind technological advances; and
- corporate criminal liability laws that ignore algorithms and platform design models which create avoidable harms and addictions.

“Congress calls on the STUC to campaign for:

- stronger laws to criminalise AI-generated image-based sexual abuse, including deep fakes;
- tech companies to be held legally accountable for preventing sexually abusive content and providing urgent redress for victims/survivors;
- sustained psychological abuse online to lead to individual and corporate responsibility, including where this was a significant contributing factor in a death; and
- corporate manslaughter charges against tech companies, in appropriate cases, for online harms and unethical platform design models to be instituted, while recognising modern corporate structures.

“Congress further calls on the STUC to:

- work with affiliates to raise awareness of digital violence as part of workplace sexual harassment and health & safety campaigns;

- lobby HSE to produce clear guidance on sexual harassment as a workplace hazard, including HSE's ability to take proactive regulatory action and raise the issue of digital violence as a core part of workplace health & safety; and
- work with affiliates to promote adherence to new requirements including Workers Protection Act (Amendment of Equality Act) 2023 and the Sexual Harassment 'qualifying disclosure', building a shared narrative across affiliates to campaign around digital gender based violence."

Mover: NASUWT

Emergency Resolution 5 World Cup Bank Holiday

“That this Congress is aware that on 5 February 2026, the Scottish Government declared Monday 15 June 2026 a national holiday in recognition of Scotland men's football team qualifying for the World Cup for the first time since 1998. The First Minister stated then that “Scotland will be on the world stage this summer and I want as many people as possible to be able to celebrate that moment”.

“Congress is also aware that some councils in Scotland do not think council workers deserve to enjoy this moment with their friends and families, despite the holiday being granted to NHS Scotland workers, as well as workers in some councils and in other public authorities across Scotland.

“Congress notes that councils across Scotland were swift to issue extended licences for the night-time economy during the world cup yet many of the workers in our councils will be forced into extra hard toil in potentially unsafe circumstances whilst trying to keep our streets and communities safe and clean.

“Congress agrees that dividing public sector workers in this way is anathema to our movement and must be resisted at all times.

“Congress resolves to support the actions currently being taken by unions in the City of Edinburgh and other councils to rectify this disparity between public sector workers.

“Congress calls on the General Council to use its influence, publicly and privately, with CoSLA and the Scottish Government, to resolve the division that has been caused.”

Mover: Unite the Union

Emergency Motion 6

No Opt-out from Employment Rights Act 2025

“That this Congress notes the progress made by the care affiliates in securing sectoral collective bargaining for social care in Scotland by voluntary agreement.

“Congress also notes the importance of statutory enhancements to sectoral bargaining under the Employment Rights Act 2025.

“Enhanced UK rights include:

- Enforceable statutory rights for workers.
- Record keeping rules for employers
- A Fair Work Agency with a remit to inspect care workers’ pay.

“Congress recalls the First Minister addressing this question in his speech to Congress only one year ago. In that speech he specifically welcomed the Employment Rights Act because it will “help us to put some of the progress that we have made in Scotland on a voluntary and a collaborative basis, onto a statutory footing”

“Congress is alarmed to note that Scottish Government announced on 18 March that social care bargaining will be voluntary, with the “option” to move to mandatory enforcement. The Scottish Government consulted unions on devolved statutory power as a means of preserving Scotland’s joint working arrangements. Using devolution to reduce rights was never discussed. Opting out of UK rights was never discussed.

“Full legal protection for Scottish workers is never optional.

“For the first time in the history of devolution, a Scottish Government has secured devolved power over employment law, but is contemplating using that new power to remove UK rights from Scottish workers.

- Congress condemns the notion that UK minimum rights are ever optional in Scotland.
- Congress calls on the General Council to campaign to ensure devolved Scottish rights always match or exceed UK employment rights.”

Mover: UNISON Scotland

Appendix C

Motions remitted at the 2026 Annual STUC Congress

Amended Motion 25

Additional Support for Learning

“That this Congress notes that Audit Scotland has called for a fundamental review of planning and resourcing of additional support for learning.

“Congress agrees that Scottish Government and councils must fundamentally rethink how they plan, fund, and staff additional support for learning as part of core school education in Scotland.

“Congress is concerned that staff are expected to educate children with such high and complex needs in mainstream classes that they require almost one-on-one support, at the same time as teaching the rest of their class.

“Congress believes that all pupils deserve to have their additional learning needs met with specialist support and is concerned that the current system is failing pupils with additional support needs, their classmates, and the teachers and other education staff working to support them.

“Congress calls on the General Council to:

- engage with Audit Scotland, the Scottish Government, and Local Authorities to improve current national and local data collection practices;
- lobby Scottish Government to improve funding and resourcing for additional support needs and seek increases to national funding to support the necessary systemic change;
- support campaigns to increase Learning Support Assistant numbers and improve their contractual rights, including time for professional learning; and
- support campaigns for lower staffing ratios in specialist provision and lobby government to consider staffing ratios formulas in mainstream classes which could vary dependent upon the number of pupils with Additional Support Needs on the register.”

Mover: NASUWT
Seconder: UNISON Scotland

Motion 47

Scrap the Integration Joint Boards (IJB)

“That this Congress notes the continual degradation of care services in the community since the introduction of IJB Boards by The Scottish Government in April 2016.

“Reviews, redesign, reduction, removal, and closure are the common phrases used at all IJB Board meetings.

“Care facilities such as resource centres / day centres for those with disabilities / learning difficulties / autism / dementia, have all been constantly targeted, all in the name of balancing the books.

“Within Scotland’s 14 health boards, there are 30 Health & Social Care Integration Partners and 1 joint monitoring committee in the Highlands.

“The Scottish Government keeps telling us there is no more money to spend on improving services and that they’re restricted because of Westminster budget. Yet affords multi layers of management on eye watering salaries.

“Congress notes for each of the 14 Scottish health boards they consist of three main roles: Chair, Non-Executive members and executive teams (for which numbers are unknown).

“Further each of the 30 IJB boards has a Chief Officer, Chief Finance Officer, and Chief Social Work officer.

“In addition are voting IJB members, which consists of a Chair and Vice Chair (interchangeable every 2 years between that particular health board and local councillors), Non-Executives of that health board, and elected members from the appropriate council.

“There are also numerous non- voting IJB members, some of which will not receive a salary for their role, including a care representative.

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

- for the abolition of the IJB boards;
- to return all social care services back into local authority control; and

- to ensure all local authorities are fully funded to provide care services.”

Mover: Paisley & District Trades Union Council

Motion 84

Trade Union Use of X (Formerly Twitter)

“That this Congress notes that X (formerly Twitter) has become a platform where misinformation, misogyny, and extremist content are increasingly tolerated and amplified.

“The platform’s leadership has weakened content moderation and publicly aligned with accounts promoting hatred, division, and intolerance.

“Teaching trade unions are witnessing the impact of online misogyny and extremist narratives on pupils and school communities.

“Congress believes that trade unions should not maintain an official presence on platforms that conflict with core trade union values of equality, respect, and solidarity.

“Teaching trade unions have a particular responsibility to avoid legitimising platforms that contribute to harm affecting all, but particularly young people.

“Congress calls on the General Council to support affiliates who choose to transition away from X, and to issue guidance on responsible social media use.”

Mover: Scottish Secondary Teachers’ Association (SSTA)

Appendix D

Motions Withdrawn at the 2026 Annual STUC Congress

Motion 105

Treaty on the Prohibition of Nuclear Weapons

“That this Congress notes that in the face of the danger of a new nuclear arms race, Congress agrees to support the efforts of Scottish CND to urge the Scottish Government to endorse the Treaty on the Prohibition of nuclear weapons, and to agree that, if given the chance, Scotland would sign it.

“Congress calls on the General Council to lobby MSPs and Scottish MPs to sign the International Campaign to Abolish Nuclear Weapons (ICAN) Parliamentarians Pledge supporting and working towards the Treaty on the Prohibition of Nuclear Weapons.”

Mover: Midlothian Trades Union Council

Motion 107

Climate Emergency

“That this Congress notes that the climate emergency is an existential threat to all workers and communities, driven primarily by the burning of fossil fuels.

“Congress welcomes the First International Conference for the Phase Out of Fossil Fuels, co-hosted by the governments of Colombia and the Netherlands.

“Congress believes that this international conference is a vital step towards achieving a global, equitable, and necessary phase out of fossil fuels.

“Congress notes that this conference provides a crucial opportunity to advocate for robust, just transition plans and climate finance commitments from developed nations.

“Congress calls on the General Council to agree to publicise the outcomes of the conference, and to agree to organise a meeting to consider ways that the ideas discussed can be practically followed up by affiliates.”

Mover: Midlothian Trades Union Council

Motion
110 Peace

“That this Congress condemns the recent US attack on Venezuela and the resulting casualties.

“The attack was illegal and was a clear breach of International Law, particularly Article 2 of the United Nations Charter, which requires all member states to refrain from the use of force against the territorial integrity or political independence of any country.

“Congress believes that International Law has been a casualty of the US attack on Venezuela—as has been the case with the Russian invasion of Ukraine, and the Israeli military actions against the Palestinian people.

“Congress notes with concern the situation which is developing in Iran and the lives being lost.

“Congress calls for an end to war and political violence being used to resolve tensions and disagreements both between and within countries.

“Congress calls on the General Council to lobby the UK Government on the following as a pathway to a more peaceful and stable world;

- moves away from its policy of promoting militarism and substantially increasing military spending, focussing instead on strengthening the United Nations, promoting and supporting its aims and ideals and steadfastly upholding international law;
- halts all arms sales and supplies to Israel and acknowledge that there is now substantial evidence that Israel has breached International Law by its cruel and heartless treatment of the Palestinian people;

- gives urgent priority to achieving a negotiated settlement to the Russia / Ukraine war in order to end the destruction and loss of life caused by it;
- states categorically that the US attack on Venezuela is a serious and flagrant breach of International Law;
- makes clear to President Donald Trump that annexing sovereign states—such as Greenland—is totally unacceptable; and
- in no circumstances should Scottish Government owned airports be used by the US for their piracy.”

Mover: Clydebank Trades Union Council