



## STUC Congress 2024 Decisions

**Complete Record of Motions / Amendments / Composites submitted for consideration at the 2024 Annual Congress and decisions recorded.**

Appendix A	List of Decisions
Appendix B	Resolutions adopted at the 2024 Annual STUC Congress
Appendix C	Motions withdrawn/remitted at the 2024 Annual STUC Congress
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## Appendix A List of Decisions

<b>Composites /Resolutions /Motions</b>	<b>Decision</b>
Composite A Raising Taxes to deliver for Scotland.  (Covering Amended Resolution 1, and Resolutions 4 & 5	Carried
Composite B Climate Change, Just Transition and Green Industrial Strategy  (Covering Resolutions 2 & 9)	Carried
Composite C New Deal for Workers and Devolution of Employment Law  (Covering Amended Resolutions 3, 67 & 68)	Carried
Composite D Fighting for Offshore Workers' Jobs & Safety  (Covering Resolutions 14 &15)	Carried
Composite E Military Spending  (Covering Resolutions 19, 20,21,23 & 24)	Remitted
Composite F A Better Railway for Scotland  (Covering Resolutions 26 & 27)	Carried
Composite G Work Related Violence	Carried

(Covering Amended Resolutions 30, 31)	
Composite H Social Care  (Covering Resolutions 37 & 39)	Carried
Composite I Housing  (Covering Resolutions 52 & 54 and Amended Resolutions 51 & 53)	Carried
Composite J Childcare  (Covering Resolution 59 and Amended Resolution 58)	Carried
Composite K The Arts, Creative Industries and access to culture  (Covering Resolutions 61, 62, 63 and 65)	Carried
Composite L Technology and AI in the Workplace  (Covering Resolutions 72, 73, 75 and Amended Resolution 74)	Carried
Composite M Industrial Injuries  (Covering Resolution 76 and Amended Resolution 77)	Carried
Composite N Fair Work  (Covering Resolutions 78 & 79)	Carried

<p>Composite O Wellbeing and Mental Health in the Workplace</p> <p>(Covering Resolutions 80 &amp; 82)</p>	Carried
<p>Composite Q Combatting Fascism</p> <p>(Covering Resolution 93 and Amended Resolution 92)</p>	Carried
<p>Composite R Adult Hunger, the Right to Food and Free School Meals</p> <p>(Covering Resolutions 98 &amp; 100 and Amended Resolution 99)</p>	Carried
<p>Composite S Composi</p> <p>(Covering Resolutions 106, 107, 108, 109, 111, 112, 113, 114 and 115)</p>	Remitted
<p>Resolution 6 First North Lanarkshire, then the World</p>	Carried
<p>Resolution 7 Just Transition</p>	Carried
<p>Resolution 8 Charting a Just Transition</p>	Carried
<p>Resolution 10 ScotWind</p>	Carried
<p>Amended Resolution 11 Home Heating: Plans not Bans</p>	Carried

Resolution 12 Support UK Steel and Our Domestic Defence Steel Capacity	Carried
Resolution 13 Defence Sector- Skills, Diversity and Inclusion	Carried
Amended Resolution 16 Reducing Scotland's Skills Gap	Carried
Amended Resolution 17 Military Spending, Public Services and Jobs	Remitted
Resolution 18 British Overseas Policy and Defence Spending	Remitted
Resolution 22 Military Spending	Remitted
Amended Resolution 25 Municipal Bus Ownership	Carried
Amended Resolution 28 Protecting Public Sector Ferry Services	Carried
Resolution 29 Future Maritime Skills	Carried
Amended Resolution 32 Poverty in Education	Carried
Resolution 33 Education Funding	Carried
Resolution 34 Modern Languages Provision in Higher Education	Carried

Resolution 35 Value Music Education	Carried
Resolution 36 Clean Air	Carried
Resolution 38 Building a World Class Care Service	Carried
Resolution 40 Midwifery Workforce	Carried
Resolution 41 Pharmacist Access to Patients Records	Carried
Resolution 42 Protecting the Public from the Consequences of Role Substitution in Healthcare	Carried
Resolution 43 NHS Waiting List Implications	Carried
Resolution 44 Unpaid Overtime and it's impact on NHS Staff	Carried
Resolution 45 Controlling the Cost of Prescriptions	Carried
Amended Resolution 46 Organising and the Fight Against Privatisation in NHS Scotland	Carried
Resolution 47 Changes to PPE Cannot Wait for the Conclusion of the Covid Inquiry	Carried
Resolution 48 The Universal Service Postal Service	Carried

Amended Resolution 49 Securing Fair and Equal Pay in Public Services	Carried
Resolution 50 Council Cuts	Lost
Resolution 55 Funding to Address RAAC Panelling in Scotland's Public Buildings.	Carried
Resolution 56 Support the Firefighters' Manifesto	Carried
Resolution 57 Contingent Workers in the Public Sector	Carried
Resolution 60 68 is too Late	Carried
Resolution 64 A Music Export Office for Scotland	Carried
Resolution 66 Volunteering -Creative Industries	Carried
Resolution 69 Covid, Long Covid and Workplace Related Issues	Carried
Resolution 70 4 Day Week	Carried
Resolution 71 Political Attacks on University Staff	Carried
Resolution 81 CCTV Recording of Professional	Carried
Resolution 83 Campaign for Climate Hazards Health & Safety Training	Carried

Resolution 84 Mobilising and Supporting Hospitality Workers	Carried
Resolution 85 Organising for the Future	Carried
Resolution 86 Organising	Carried
Resolution 87 Scotland Demands Better	Carried
Resolution 88 Trade Unions Must Practice What they Preach on Equalities	Carried
Resolution 89 Improving Representation of Black Workers	Carried
Resolution 90 Sheku Bayoh Inquiry	Carried
Amended Resolution 91 Opposing Racism and the Racist Offensive	Carried
Resolution 94 Accessible Cities	Carried
Resolution 95 Freedom of Information Campaign in Scotland	Carried
Resolution 96 The Importance of Hyperlocal and Local Media	Carried



Resolution 97 Financial Services Supporting the e-disadvantaged.	Carried
Resolution 101 Call to end Benefit Sanctions	Carried
Resolution 102 Campaigning Against Poverty	Carried
Resolution 103 Support Banning Conversion Therapy in Scotland	Carried
Resolution 104 Misuse of Section 35 Orders for Attacking Progressive Change	Carried
Resolution 105 Assisted Dying	Remitted
Resolution 116 Ukraine – Support for Ukrainian Trade Unions and Affiliation to the Ukrainian Solidarity Campaign Scotland	Carried
Resolution 117 International Brigade Memorial Trust	Carried
Resolution 118 Free Ocalan	Carried
Motion 119 China	Fell
Emergency Resolution 1 Supporting Migrant Workers	Carried
Emergency Resolution 2 Cuts to Railway Infrastructure Jobs and Services in Scotland	Carried

Emergency Resolution 3 Channel 4	Carried
Emergency Resolution 4 Missing Millions	Carried
Emergency Resolution 5 Living Rent	Carried
Emergency Resolution 6 Education Cuts Emergency in Glasgow	Carried
Emergency Resolution 7 Solidarity With Dr. Ghassan Abu-Sittah	Carried

## **Appendix B**

### **Resolutions adopted at the 2024 Annual STUC Congress**

#### **Composite A - Raising taxes to deliver for Scotland. (Covering Resolutions 4, 5 and Amended Resolution 1)**

“That this Congress notes an ageing population, the climate transition, cuts in public services and the disproportionate impact of these cuts on people with protected characteristics, all require an increase in tax revenue to fund public investment.

“Congress notes polling showing two-thirds support increasing taxation to fund more public spending on health, education and social benefits.

“Congress acknowledges the challenging fiscal environment in Scotland, with high inflation, ongoing threat of recession, and funding squeezes across the public sector. However, it is clear that Scotland’s tax revenues are currently too low to fund consistently high-quality public services and our current tax system benefits rich individuals and corporations. Fundamental reform is needed.

“Congress welcomes the Scottish Government’s new tax rate for those earning over £75,000, as proposed by the STUC. However, the Scottish Government’s Council Tax freeze and unwillingness to countenance more ambitious tax reform has left a hole it was never going to fill.

‘Congress commends the STUC report ‘Raising taxes to deliver for Scotland’ which sets out proposals that, in the short run, could raise £1.1 billion in additional revenue to fund public services, largely through a more progressive income tax regime, but includes land, buildings, and landfill taxes. A further £2.6 billion could be raised through a package of longer term, more complex reforms to the tax system including wealth taxes, reform of Council Tax, business taxes, and various climate justice taxes.

“Congress believes we should use the full powers of the Scottish Parliament to tax wealth and property, which could raise £3.7 billion.

“These options would expand the tax base to fund public services and would shift resources from the wealthy to the less well off in Scotland and their communities.

“Congress also notes that these initiatives to boost public services would also further the Community Wealth building agenda that the Scottish

Government is committed to and that Building a Fair Work Nation will become easier if public services are properly funded, as improved terms and conditions in public services will mean other employers will make efforts to compete. An expanded tax base would also allow for greater measures to tackle climate change.

“Congress further believes that changes are needed at a UK level to close loopholes allowing rich individuals and corporations to minimise tax.

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

- to make greater use of the powers at its disposal to tax the wealth that there is in Scotland and generate more revenue to better fund Scotland’s public services;
- to immediately commit to a property revaluation as a precursor to replacing the Council Tax with a proportional property tax, initiate plans to implement a wealth tax as part of the local tax system, replace the Small Business Bonus Scheme with a relief for employers providing “fair work”, examine the feasibility and potential under existing powers, of introducing levies on industries with extraordinarily high profit margins, and introduce a private jet tax; and
- to continue to increase its financial transparency.

Congress further calls on the General Council to lobby:

- the UK Government to equalise capital gains and income tax, close tax avoidance loopholes, reduce inheritance tax reliefs, implement a tax on share buybacks, and invest in a fully resourced cadre of HMRC staff and civil servants to tackle tax avoidance;
- local government to utilise the tourist tax and other tax powers to maximise revenue for local services, including arts and culture venues and music education services; and
- opposition parties in Scotland to support progressive tax measures, rather than calling, impossibly, for more services but lower taxes.”

**Mover:** STUC General Council  
**Seconded:** Unison

**Supporters:**     **EIS**  
                         **Musicians Union**  
                         **East Kilbride & South Lanarkshire Trades Council**

## **Composite B - Climate Change, Just Transition and Green Industrial Strategy (Covering Resolutions 2, 9)**

“That this Congress is aware that Just Transition is about the fair treatment of workers and communities most affected by the change as we move to a lower carbon world.

“Congress recognises a Just Transition to a low-carbon economy requires worker-led transition planning and system change if we are to meet our climate commitments in an equitable manner. ‘

“Congress applauds workers and trade unions already leading transition in their workplaces and communities.

“Congress notes that the UK, including Scotland, still does not have a plan that puts workers, their future skills and effective communities at the heart of an energy policy. The current approach taken by the UK and Scottish Government is failing to deliver on climate targets or the creation of new jobs.

“Congress is particularly concerned by the threat to workers at Grangemouth by Petroineos, the cheap selling off Scotland’s offshore wind potential through ScotWind, and the lack of funding available for the municipalisation of bus services.

“Congress regrets the overreliance on inward investment and privatisation from all political parties when greater public intervention and ownership in the economy is essential to create new, unionised jobs and community wealth.

“Congress re-affirms its campaign for a new industrial strategy to deliver the necessary system change in transport, energy and buildings to reduce emissions through progressive policies that deliver the maintenance of jobs and skills, while creating jobs in low carbon manufacturing and supply chains.

“Congress calls on the General Council to:

- Use the upcoming General Election to campaign for an industrial strategy for the UK, developed in coordination with the devolved governments, founded on public intervention and investment.

- Campaign for the Scottish Government's Just Transition Plans and Green Industrial Strategy to be founded on these same grounds.
- Campaign for UK Labour's proposed 'Great British Energy' to work with councils to deliver publicly owned renewable heat and energy.
- Campaign for a fully integrated public transport system across rail, buses, and ferries including taking buses back into public ownership.
- Campaign for workers' rights that ensure future climate jobs are secure, sustainable, good jobs, delivered through collective bargaining, and that those workers and communities whose industries are threatened by the necessary changes have their jobs protected and their skills fully utilised in the sustainable industries of the future.
- Support workers to develop their own worker-led decarbonisation plans, particularly for affiliate members interested in plans for their workplace or sector."

***Mover:***  
***Seconder***

***STUC General Council***  
***Inverness & District Trades Union Council***

## **Composite C**

### **New Deal for Workers and Devolution of Employment Law (Covering Amended Resolutions 3, 67, 68)**

“That this Congress believes the UK Government have failed in their attempts to discredit workers taking strike action in pursuit of decent pay and job protection. In response the government have turned their attack onto trade unions, both in rhetoric and policy, as they look to enforce anti-strike laws across the public sector.

“Congress is concerned that with the introduction of Minimum Service Levels, Scottish citizens working for cross border rail operators based outside of Scotland, border force and in nuclear decommissioning will face having their right to take strike action removed. This legislation essentially creates a two-tier system in Scotland where some workers could lose a fundamental right to take strike action based on whether their employer is based in England or not.

“Congress believes it’s a fundamental human right for any worker to withdraw their labour to protect their terms and conditions and congratulates PCS that on the 40th anniversary of banning trade unions at GCHQ on launching a judicial review against this pernicious legislation.”

“Congress notes with concern that the pernicious practice of dismissal and re-engagement, or fire and rehire, is increasingly being utilised as a first approach by unscrupulous employers to force fundamental changes to terms and conditions of employment and that such practices have extended to independent sector schools.

“Congress observes the wholly inadequate ‘statutory code’ proposed by the Westminster government and considers it to be derisory as a means of protecting workers. This ‘statutory code’ was ostensibly produced in response to the actions of P&O Ferries, who dismissed 786 Maritime Professionals, Ratings and Officers whilst concluding that the proposed code would not have prevented P&O Ferries from dismissing its entire workforce.

“Congress remembers the additional vulnerabilities of the Maritime workforce, often disparately treated and often employed offshore – further weakening any employment protections.

“Congress welcomes the TUC General Council statement from TUC Special Congress in December 2023 which outlines a strategy of



resistance and mobilisation to repeal the Strikes Act (Minimum Services Levels). The statement notes the Labour Party's commitment to repeal the legislation as part of their New Deal for Working People.

"Congress believes the New Deal for Working People establishes a basis for fair employment, protection and rights for workers with collective bargaining as the essential component in any new employment legislation framework.

"Congress notes the TUC Congress policy to support the devolution of employment law to Scotland.

"Congress believes that any new settlement on the devolution of employment **law** must be undertaken with the full involvement of trade unions at **UK level and in the devolved nations**, and as a vehicle to work to protect and improve the rights of workers.

"Further, Congress believes that the Scottish Government will fail to realise their ambition of a Fair Work nation by 2025 unless they take significant action now to expand collective bargaining agreements.

"Congress calls upon the STUC General Council to:

- campaign along with the TUC to resist and repeal the Strikes Act;
- campaign for the repeal of all anti-trade union legislation;
- campaign for full implementation of the New Deal including establishing Fair Pay Agreements across the economy through sectoral collective bargaining;
- campaign for an incoming Labour Government to devolve employment law to Scotland and enact the New Deal for Working People as an employment rights bill within the first 100 days;
- hold the Scottish Government to their commitment not to issue or enforce work notices in Scotland and continue their opposition to the Strikes Act and publicly declare its opposition to MSLs whenever they are used;
- lobby MSPs & Scottish MPs to raise objections to employers who remove their constituents' right to strike;
- encourage affiliates to write to employers that use MSLs and remove any Scottish citizen's right to strike, highlighting the STUC and Scottish Government's opposition to their actions.
- demand the Scottish Government explicitly instruct the passenger rail companies it has responsibility for, i.e. Scotrail and Caledonian Sleeper, to not use the MSL legislation. Further the Scottish

Government to use all options to challenge any attempts to use the MSL legislation on Network Rail and cross border rail services.

- prevent any employers issuing or enforcing work notices in Scotland, specifically utilising Fair Work to lobby public sector employers;
- campaign for the end of fire and rehire as a legal mechanism of industrial relations in Scotland, should employment become a devolved matter;
- campaign, with the involvement of affiliates, for the Scottish Government to take measures to lobby Westminster to remove the current reservation on employment as placed by Head H under the Scotland Act 1998 and as a first step to commit to outlawing the practice of fire and rehire; and
- call for UK wide legislation to protect seafarers and to prevent another P&O, underpinned by mandatory Fair Pay Agreements in the ferry sector, noting devolution of employment law would not in itself have prevented the actions of P&O.”

***Mover: STUC General Council***

***Seconder: Associated Society of Locomotive Engineers and Firemen***

***Supporter: Nautilus International  
Public and Commercial Services Union  
RMT  
NASUWT***

## **Composite D**

### **Fighting for Offshore Workers' Jobs & Safety**

#### **(Covering Resolutions 14, 15)**

“That this Congress is concerned that the offshore energy sector is in a crisis driven by private ownership and by a political failure to legislate in the interests of workers or the public. Congress notes that in the offshore sector, fair pay and conditions are not mandatory, a Just Transition Plan does not exist, licenses for exploiting Scotland’s offshore energy reserves do not provide for public ownership or local employment across the supply chain, non-emitting applications of oil and gas are ignored and a digital offshore training passport has not been delivered.

“Congress is deeply concerned by declining safety standards in the oil and gas sector when workers are delivering record profits and dividends to international shareholders, oil and gas companies continue to benefit from the ongoing supply crisis, and companies seek to further increase margins by squeezing supply chains. Whilst it may be seen as good business practice, this behaviour is unhealthy for the industry in the long term as it only serves to reduce safety margins and resilience.

“Congress notes that persistent North Sea hydrocarbon releases, a serious backlog in safety critical maintenance work and restricted offshore helicopter transport capacity exist today.

“In the oil and gas helicopter business, a continuing lack of investment has resulted in a reliance on a single major helicopter type (S92) but this popular and reliable workhorse is showing its age and is beginning to suffer reduced serviceability due to a lack of spares production. If that type is taken out of service for any reason, it would result in major problems for oil rig personnel changeovers and ultimately could affect production and therefore energy security.

“In Bristow Helicopters, BALPA is in a pay dispute, despite the company making record profits. BALPA members who provide services to the oil and gas rigs as well as critical search and rescue services have not benefited from a meaningful pay increase in a decade.

“There should be significant and immediate investment by oil and gas companies in order to maintain resilience and safety within their supply chains. This would ensure job security and crucially, energy security as we progress into an uncertain future.

“Congress believes that the culture of continuous improvement in offshore safety demanded in the Cullen Report into the Piper Alpha disaster is a Just Transition issue which duty holders and employers cannot continue to ignore.

“Congress welcomes Transition Economics’ report that public ownership could create 27,000 new offshore energy jobs by 2030 in North East Scotland alone. Congress notes that state owned energy companies from China, Norway, France, Thailand, Lithuania and other countries have significant and profitable stakes in oil and gas and renewable energy projects in waters off Scotland’s coastline.

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

- Mandatory Fair Pay Agreements in the offshore energy sector, in line with the Labour Party’s New Deal for Workers.
- Public ownership of offshore energy production, storage and distribution, as part of a Green New Deal that increases jobs in Scotland.
- Effective safety regulations for all North Sea workers in a changing industry.
- Investment in the frontline union members who work in some of the most inhospitable conditions.

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

## **Composite F - A Better Railway for Scotland (Covering Resolutions 26, 27)**

“That this Congress recognises that rail is a sustainable form of travel that is vital for meeting Scotland’s climate change targets. Congress believes that properly staffed rail networks with well maintained and high-quality infrastructure are essential for making the railway safe, secure and accessible for all.

“Congress believes that as well as privatisation and lack of sufficient investment the biggest barrier to a better railway has been the fragmentation of the network with the damaging separation of operations and infrastructure and staff being employed by a multitude of companies, including through outsourcing and subcontracting.

“Congress welcomes the Labour Party commitment to bring the railways back into public ownership under a unified structure, if elected, and also the decisions of the Scottish Government to bring Scotrail and the Caledonian Sleeper into public ownership.

“Congress acknowledges that last year the decision was taken for the Caledonian Sleeper to remain a separate entity to ScotRail being part of the public sector via an arm’s length company ScotRail Holdings.

“Congress sees this decision as unnecessary and bureaucratic. It is also at a cost to Scottish taxpayers who foot the bill for an additional set of senior executives’ salaries at Caledonian Sleeper. We therefore call for the immediate merger of this service into ScotRail.

“Congress considers rail freight to be an integral part of Scotland meeting net-zero targets and is of huge economic and environmental importance. The expansion of rail freight is a key element of the Scottish Government’s national transport strategy and should be achieved by the introduction of a publicly owned freight operator.

“Congress believes that we will have to fight to realise our objective of a wholly integrated railway in public ownership.

“Therefore, noting that 2024 will be a UK General Election year and 2026 will see Scottish Parliament elections, Congress calls on the General Council to campaign for:

- a single, unified, nationally integrated GB rail network, with significantly enhanced powers for the Scottish Parliament and Scottish Government over rail services in Scotland;
- the Caledonian sleeper operation to be integrated into ScotRail services to provide a fully publicly owned passenger service;
- the creation of a nationalised freight operator to increase freight traffic in Scotland, optimise efficiency, develop the economy and improve sustainability;
- an end to outsourcing, casualisation and subcontracting;
- increased investment and expansion of capacity, also ensuring the protection of infrastructure jobs and skills;
- an end to driver only operation, no ticket office closures or cuts and an expansion of staff on stations and trains, including catering staff;
- respect for rail staff with real action and legislation to reduce assaults on staff, with tougher penalties for those who assault rail workers; and
- objectives contained in the joint rail union report “A Vision for Scotland’s Railways.”

***Mover: Associated Society of Locomotive Engineers and Firemen***

***Seconder: National Union of Rail, Maritime and Transport Unions***

## **Composite G – Work Related Violence (Covering Amended Resolutions 30, 31)**

“That this Congress reaffirms the right that all workers should be, and feel, safe in their workplaces. Congress deplores the fact that despite the long-held right to a safe workplace, many workers continue to experience significant work-related violence and aggression.

“Congress adopts the Health and Safety Executive (HSE) definition of work-related violence as: ‘Any incident in which a person is abused, threatened or assaulted in circumstances relating to their work. This definition includes:

- verbal abuse or threats, including face-to-face, online and via telephone; and
- physical attacks.

“The latest ONS figures for violence at work recorded 688,000 incidences in one year.

“Congress commends the EIS national branch survey on violence and aggression in schools. Congress notes with concern that 85% of schools experience daily or weekly work-related violence on teachers, with a worrying rise of misogynistic behaviour in male pupils.

“Congress recognises that school Pupil Support Assistants, janitors, cleaners, caterers and administrators are frequently subject to violence; and recognises the GMB Scotland survey which found that 20% experience violence daily, that most incidents were not recorded, and that violence in schools against staff is increasing.

“Congress is deeply concerned that, in particular, the health, safety and welfare of teachers and support staff in schools is being put at risk by tolerating pupil indiscipline; firstly by the risk of a serious incident occurring, and secondly by the stress induced by an incident, or through the fear of an incident.

“Congress believes that the education and wellbeing of young people in schools is also being compromised.

“Congress agrees that it is vital that action on behaviour is taken which will benefit pupils, the school and college workforce and local communities.

“Surveys have consistently shown that LGBT people face high rates of abuse, harassment and exclusion. A Stonewall survey reported that 10% of BAME LGBT people responded that they had been attacked compared to 3% of white LGBT people.

“The most common form of gender-based violence at work is sexual harassment. Gender power relations and their intersectionality with other factors, such as age, ethnicity and the nature of the job, are associated with the form and source of violence experienced by female workers.

“Congress condemns the risks of violence faced by all workers at their workplaces, especially for those at greater risk.

“Congress calls on the General Council to:

- gather evidence from affiliates on the prevalence of workplace violence, including by gender, and in relation to BAME, disabled and LGBT workers;
- lobby government to take responsibility for producing clear national behaviour and reporting guidelines which ensure minimum standards are applicable across all educational establishments;
- lobby government to ensure an expectation is placed on employers to report all violent incidents to the police;
- support affiliates forced to take industrial action to ensure staff safety and wellbeing;
- provide training for workplace representatives on undertaking risk assessments and interrogating data to identify gaps;
- promote the role of health and safety representatives to employers to increase liaison and associated facility time;
- campaign to ensure sufficient resources are given to schools to meet the needs of young people;
- promote to representatives, government and employers the Health and Safety Executive definition of work-related violence and associated guidance;



- promote to government the benefits of education staff having access to regular, structured, professional support as part of their working conditions; and
- promote affiliates' campaigns for employers to log, acknowledge, investigate, take action and feed back on reported incidents."

***Mover: Educational Institute of Scotland***  
***Seconder: NASUWT***  
***Supporters: GMB Scotland***  
***UNISON***

## **Composite H – Social Care (covering Resolutions 37 and 39)**

“That this Congress recognises and supports the valuable work being done by trade unions organising workers across the whole social care sector.

“Congress notes the difficulties the Scottish Government have faced in progressing their National Care Service (Scotland) Bill and that the Scottish Government have abandoned the original principle of the Bill; to take social care, social work, and community health away from local government and the NHS.

“Congress further notes that the Scottish Government’s vision for a national care service is one where ““the market for social care as a whole remains vibrant and stable”.

“Congress rejects this vision and believes that the market in care increasingly works at the expense of the Scottish public and economy. Allowing this model to continue means care workers remain underpaid and keeps the pressure on companies to follow a lowest-cost strategy while generating profits for their owners.

“Congress believes that the quality of care which people experience in residential homes should not be shaped by their income, by the fluctuation of the market, or the commercial viability of the provider. Market competition means that even not-for-profit providers are often driven by financial rather than care criteria when faced with threats to their commercial viability.

“Congress believes that care should be a service not a commodity and that any National Care Service worthy of the name must be based on that idea.

“Congress believes social care, including residential care, should be provided on the same basis as healthcare i.e. funded out of general taxation and free at the point of need.

“Congress notes the UNISON commissioned report “For a real National Care Service” published with APSE proposes an alternative to the Scottish Government’s proposals; the report outlines a service based on public delivery rather than reliance on the market.

“Congress calls on the Scottish Government to:

- meet their commitment made in 2019 to introduce sectoral bargaining for care staff;
- abandon their failing National Care Service (Scotland) Bill and instead gather together all interested parties to design a system based on public and not for profit delivery and then develop legislation which will create a real national care service; and
- end the market in social care and ensure that properly funded high-quality residential care for all who require it is shaped by the involvement of all the people and their families and consistent with the principle of supporting independent living.”

**Mover:                UNISON**

## **Composite I – Housing (Covering Motions 52, 54 and Amended motions 51, 53)**

“That this Congress notes that Scotland is in a housing emergency. The average private rent in Scotland is now £1,243 per month, compared to a UK average of £973 (July 2023). Private sector rents have risen by, on average, 51.6% between 2010 and 2023 compared to real terms decline in wages.

“Congress recognises young people are disproportionately represented in the private rental sector, where they are renting for longer and increasingly unable to access public housing/own their own homes.

“The Scottish Housing Regulator’s 2023 report states the homelessness system is ‘at risk of systemic failure’, with warnings from the Accounts Commission that housing and homelessness services are at risk. Local authorities cannot do more with less and services are buckling under the strain – with devastating impacts on people across the country who do not have access to a home that meets their needs.

“Councils are struggling to meet their statutory homelessness duties because of the lack of social housing. Hundreds of millions of public money is haemorrhaging annually from overstretched Scottish councils to private landlords to pay for temporary homeless accommodation. The solution lies in action to expand the stock of quality council housing for social rent, including in the longer term the return of housing stock to local authority control.

“Congress notes that the Scottish Government gave an increased £60 million to councils and housing associations to buy properties including empty homes and private sector homes but this did not compensate for the 19% cut to the affordable housing supply budget.

“Decades of underinvestment in social housing and frontline services suffering over a decade of austerity policies, combined with rising material and labour costs for building, has been compounded by the recent cut of over £200m from the Scottish Housing Budget.

“Public housing stock has declined significantly since the 1980s, with fewer and fewer people being able to access public housing. The Scottish Government should be building more public housing as a matter of urgency.

“Congress also recognises that the Scottish Government’s rent cap in the private rented sector does not apply to properties being newly let, only to ‘in-tenancies’ (existing tenancies) meaning there is a financial incentive for landlords to evict their tenants. Official figures show that, across the private rented sector, rents rose 5.5% in Scotland in the year to May 2023, the largest annual rise since 2012. However, rents for new lets in the private rented sector in Scotland rose by 15.8% in the year to June 2023.

“Congress believes that we need a points-based system of rent controls in the private sector which ties rent to the quality of a home (energy efficiency, quality, amenities etc.); brings rent down to genuinely affordable levels; and is tied to property, not tenancy.

“Congress recognises that Living Rent is doing excellent work in this arena, building collective power through community organising to achieve these housing-related demands.

“Congress notes that housing stock in Scotland is of a poor quality with approximately 60% of private rented housing being of energy efficiency EPC D or lower.

“Congress notes the causal link between poor housing and poor health outcomes has been long established. With more people on the brink of fuel poverty the problem will worsen. In 2021 the Building Research Establishment estimated that the cost to the NHS of treating those affected by poor housing as £1.4 billion per year. The most costly issue to the NHS relates to excess cold.

“A report published in 2022 by the Institute of Health Equity notes that homes that are cold due to fuel poverty exacerbate health inequalities. Cold homes cause and worsen respiratory conditions, cardiovascular diseases, poor mental health, dementia, hypothermia and problems with childhood development. In some circumstances health problems may be exacerbated to a degree they may cause death.

“Congress believes it is vital that the STUC continue to emphasise that the housing crisis is a public health crisis.”

“Congress further recognises the climate crisis and the repeated commitments and rhetoric to move towards a low carbon economy requires political decisions and systems and processes to be devised to create contracts and associated building work beyond any one parliamentary term.

“Congress calls for:

- Councils and RSLs to be given first refusal to buy back homes previously in their ownership when they come up for sale;
- the level of government subsidy to be raised for new build social housing and councils given the same level of subsidy as RSLs;
- the introduction of a wealth tax, a new system of land value capture, and explore the use of public sector pension funds for investment in social housing;
- a system of rent controls to protect private tenants and an interim rent cap until such time as legislation introducing rent controls is enacted;
- a new Scottish Rents Affordability Index to establish a fair rent level for new rental properties and to peg maximum rents at affordable levels across all private rented accommodation;
- a large increase in the building of housing for social rent, particularly council houses;
- the Scottish Government to create the necessary pathways and incentivisation for young workers entering the workforce or workers in carbon-intensive industries who want to transition out of those sectors through a universal jobs guarantee; and
- the Scottish Government to implement a mass retrofit programme, delivered through public sector bodies.”

“Congress calls on the STUC General Council to:

- write to the First Minister to declare a Housing emergency;
- challenge the levels of rent in the mid-market social housing sector;
- support calls for rent controls and an expanded programme of public housing;
- work alongside affiliates and community organisations on relevant campaigns such as mass retrofitting programmes;
- promote the work of Living Rent to affiliates;
- support Living Rent’s New Deal for Private Tenants which calls for rent controls which can reduce the cost of rent, not simply stop them from increasing;
- support Living Rent’s New Deal for Social and Public Tenants which calls for more democracy for those living with social and public tenancies; and

- campaign to extend emergency legislation on evictions and rent hikes before true rent controls can be brought in.”

***Mover: UNISON***  
***Seconder: Chartered Society of Physiotherapy***  
***Supporters: STUC Youth Conference***  
***Glasgow Trades Union Council***  
***University and College Union***

## **Composite J - Childcare (Covering Motion 59, Amended Motion 58)**

“That this Congress is deeply concerned at the barriers to work faced by parents in Scotland, particularly women, due to the lack of flexible and affordable childcare, which has been exacerbated in the cost of living crisis.

“Congress recognises that high quality, accessible and affordable childcare is essential to tackling child poverty and inequality.

“Congress notes that Maternity services are a 24/7 365-day essential element of healthcare that requires the majority of the workforce to be flexible, available, and able to provide regular periods of on-call and respond to emergencies and unplanned care. Circa 60% (1868) of Midwives work part time and 99.7% of the workforce are women with a median age that has reduced by 10 years in the past five years to 42.

“The turnover of midwives continues to rise year on year at unprecedented levels while recruitment has become a recurring risk across Scotland. These risks have adversely impacted on the ability of maternity services to ensure safe and appropriate staffing. One of the key reasons midwives have given for leaving their posts and profession or reducing their hours by requesting part time working, is to reduce costs and improve the ability to access childcare.

“Congress notes with concern the findings of the Scottish Women’s Budget Group’s 2023 Childcare Survey, in which 62% of women said their mental health had been affected by the challenges of finding and paying for childcare, and nearly half stated that the challenges of managing childcare have influenced their decision not to have another child.

“Congress believes that childcare provision should be accessible for all families, but this is currently not the case. The Scottish Women’s Budget Group found that 16% of women who are entitled to free hours are unable to access them due to a lack of flexibility in the provision. Congress recognises that this lack of flexibility is particularly challenging for low paid women who are working irregular and/or unsocial hours, with many having to rely on family members for help, to cut their hours or to give up paid work entirely.



“Childcare providers are not always available within tangible distances and their operating hours are in the main restricted to weekday and day hours.”

“Congress believes that the childcare provision that Scotland needs is most likely to be achieved through an expansion of properly funded, public and not for profit provision by properly paid staff covered by collective bargaining arrangements.”

“Congress calls on the STUC to campaign for:

- accessible, affordable, and available childcare across Scotland, including wraparound care;
- increased access and reduced or supported costs for safe and flexible childcare, to enable families to contribute to the maternity and wider healthcare workforce without being forced to live in borderline poverty or give up their profession;
- recognition of the critical role often played by grandparents in supporting parents to work; and
- increased access to flexible working, particularly for low paid workers.”

<b><i>Mover:</i></b>	<b><i>Union of Shop Distributive and Allied Workers</i></b>
<b><i>Seconder:</i></b>	<b><i>Royal College of Midwives</i></b>
<b><i>Supporter:</i></b>	<b><i>UNISON</i></b>

## **Composite K- The Arts, Creative Industries, and access to Culture (Covering Motions 61, 62, 63, 65)**

“That this Congress notes that Culture is vital to the economic and social wellbeing of Scotland, but the reality for creative industries workers remains challenging.

“Nobody can dispute the benefits to our mental health of a day in the Cairngorm National Park, a trip to the theatre, or spending the day surrounded by one of our amazing National Collections.

“The Scottish Government is entrusted by the people of Scotland with the care and accessibility of much of our national heritage, that which the Government does not hold in care it has a duty to fund appropriately, ensuring that access to the benefits of culture are open to all.

“Congress recognises that underfunding the arts means fewer jobs on lower pay. The Musicians’ Census found the average annual income from music is £20,700 and exposed worrying pay gaps in terms of gender, disability, sexuality, ethnicity and employment status.

“Prospect and other union members play a key role in the interpretation, protection and delivery of our cultural assets, staff costs make up a large proportion of the budget of cultural bodies. When funding is cut the impact on staffing, and commensurately on the accessibility off, and engagement with, our cultural heritage, is huge. Funding cuts mean job cuts, with job cuts come restricted access to and restricted care of our cultural heritage.

“Whilst alternative funding approaches should be considered, Congress notes the inherent concerns with sponsorship programmes funded by undesirable partners.

“Congress notes that increasing charging for access and events will simply mean that access to culture becomes unaffordable for working people and their families, and they are deprived of access to it.

“Congress further notes the international reputation of Scotland is built around our cultural events and productions, and without significant long-term investment and a commitment to quality employment in the sector, this reputation will be irreparably diminished.

“Equity’s Fund the Arts, Feed the Economy campaign, highlights the sector’s more than £5 billion annual contribution to the Scottish economy. “However, uncertainty over Scottish Government funding for the arts has led to precarity of employment and threats to the long-term viability of organisations in the sector. Equity and other union members campaigned throughout 2023 to reverse the cuts to culture funding in the budget.

“Congress welcomes the pledge of the First Minister at SNP Conference in October to ‘more than double... investment in Scotland’s arts and culture’ over the next five years, meaning ‘investment will be £100m higher than it is today’.

“Congress considers this commitment particularly welcome given the impact of Covid-19 on the arts, the ongoing impact of Brexit on the ability of musicians and other artists to work in Europe, and the lack of certainty around arts funding in the face of u-turns and broken promises from the Scottish Government.

“Congress believes this funding commitment should be front loaded with the funds being prioritised to support a sector at risk of existential crisis now, and not delayed until the end of the five year period which falls after the next Scottish Parliament elections.

”Congress notes that during these difficult economic times the Scottish Government has a great challenge to create a fair budget, however the 2024 Budget is an inadequate response, and the Scottish Government needs to go much further, much faster. Whilst restoring some funding cuts from the previous year, it has inflicted massive grant in aid cuts on public bodies and threatens to curtail the accessibility and enjoyment of our cultural heritage.

“Creative Scotland’s 119 RFOs (Regularly Funded Organisations) are still in a funding crisis. Many face collapse, or ‘downsizing’ in order to continue to exist. Currently, they “directly employ 5,000 workers, support 25,500 individual artists and provide millions of opportunities for people across Scotland to engage with the arts and culture.”

“Local government arts funding is also in jeopardy. This compounds the crisis for arts organisations and RFOs and further reduces paid opportunities for freelance arts workers.

“Congress is concerned that this crisis will disproportionately affect opportunities for freelance artists, musicians, writers, actors, dancers and technicians from populations that are already under-represented in the arts. It will impact all of our intersecting communities. Recent innovative pilot programmes and projects for artists from Black, Asian / Global Majority and ethnically diverse communities are already under threat.

“Congress calls on the STUC General Council to work with creative industries unions to:

- campaign against cuts to culture funding;
- hold the Scottish Government to the First Minister’s commitment to improved arts funding for the arts;
- lobby the Scottish Government to immediately address the funding crisis affecting Creative Scotland’s Regularly Funded Organisations, by increasing Creative Scotland’s budget now, rather than over a 5-year period;
- lobby for designated arts funding for all local authorities so that there are resources in place to benefit local communities, and contribute to wellbeing and economic development;
- campaign for a review of how culture bodies can retain and use generated funding;
- develop a campaign to ensure access to culture, including access to our cultural heritage, remains open to all;
- lobby for further targeted funding for arts projects & organisations led by people from Black, Asian / Global Majority and ethnically diverse communities and intersecting under-represented strata; and
- support Equity’s Fund the Arts, Feed the Economy campaign which calls for a sectoral study into Fair Work in the arts and entertainment sector and for the Government to use conditionality of public funding to support and encourage collective bargaining, especially in growth sectors such as video game production.

Congress further calls on the STUC General Council to:

- work with Trades Councils to ensure the trade union movement is fighting for access to culture across all regions of Scotland; and

- work with all unions to develop cultural initiatives encouraging them to remember and celebrate the role of culture within the Trade Union movement historically.

***Mover: Prospect***  
***Seconder: Equity***  
***Supporters: Musicians' Union***  
***Scottish Artists Union***

## **Composite L – Technology and AI in the Workplace (Covering Motions 72, 73, 75, Amended Motion 74)**

“That this Congress recognises Artificial Intelligence (AI) is increasingly influencing the labour market, the workplace and the social domain and that the impacts of technological change on work and employment are multifaceted.

“Congress notes AI may replace some tasks, including repetitive, heavy, labour-intensive or dangerous ones, it could also help to improve skills, raise the quality of work and create new, higher value-added employment.

“AI is currently already substituting or complementing humans in some tasks and that it is already having detectable impact on jobs at this early stage. However, the full potential of AI affecting the UK and Scotland’s labour market is unknown at this stage but the potential for an increase in income inequality if AI increases high-skill occupations and replaces low-skill occupations is a real possibility.

“Any resulting economic and social implications need to be mitigated by appropriate measures, research and foresight and prepared for by investing in reskilling and upskilling of the workforce with a focus on underrepresented groups such as women and minorities, who are likely to be most affected by this transition.

“Surveillance technologies and artificial intelligence are being expanded throughout various sectors. AI based monitoring tools and surveillance software often provide data on the workforce with punitive outcomes, leaving trade unions, and their members on the back foot with limited protection and much needed regulation.

“Workplace inequalities are being exacerbated, placing additional pressure on staff, and in some cases may create an unsafe work environment.

“Congress believes that if these technologies continue to be introduced in our workplaces without consultation and agreement, they will result in a degradation of pay, terms and conditions and infringe on our basic human rights.

“Further, Congress notes that the finance sector is a key part of the Scottish economy. It provides nearly 150,000 workers with relatively good

quality jobs. However, the introduction of AI threatens many of the traditional roles in this sector. The majority of workers in jobs at the highest risk of automation are also the lowest paid. The predictions of job displacement are frightening, with call centre and customer service roles estimated to drop by 75% as a result of AI.

“Congress congratulates the Writers’ Guild of America (WGA) on its successful industrial action in 2023, which led to the negotiation of a landmark deal with screen industry employers designed to protect WGA members from the impact of artificial intelligence in generating text, scripts and images. Congress urges all member unions whose members may be affected by emerging AI technologies to take note of this agreement;

“Congress calls on the General Council:

- to work with the TUC, Scottish Government and all affiliates to establish an AI Just Transition Partnership. An AI Just Transition Partnership would aim to establish what measures, research and investment will be required to advance Scotland’s economy and workforce for the undoubted industrial change in future years. Crucially as well as what advantages automation would deliver for economic growth the partnership should deliver a plan of what AI could provide in terms of a reduction of working time, thus improving workers’ living conditions and health.
- to work with affiliates highlighting the importance of the legal right to consult trade unions on the introduction of new technologies be enshrined in UK law, while working with the Scottish Government to ensure these principles are enshrined in the Fair Work Framework enabling an effective voice to influence, while protecting workers and demanding accountability, and working closely with the TUC on their existing AI manifesto and campaign
- to put pressure on employers, the Scottish Government and the UK Government to ensure workers are not left behind by:
- strengthening legislation and regulation in this area, including by adopting the TUC’s AI and Employment Bill;
- ensuring any proposals to introduce AI into workplaces are negotiated and agreed with workforce unions;

- providing funding and infrastructure to support the reskilling and retraining of workers impacted by AI;
- establishing policies that safeguard workers' rights in the new AI driven workplace; and
- to organise a round table event or seminar, as soon as possible, to enable members in various industries to further discuss the WGA's ground-breaking agreement, and other strategies for protecting their members from seeing their work plagiarised and replaced by artificial intelligence, without compensation or recognition."

***Mover: Communication Workers' Union***

***Seconder: Aegis the Union***

***Supporters: National Union of Journalists  
NASUWT***



## **Composite M - Industrial Injuries (Covering Motion 76, Amended Motion 77)**

“That this Congress notes that certain social security powers, including industrial injuries benefits, were devolved from the UK Government to the Scottish Government through the Scotland Act 2016; and that the delivery of Industrial Injuries Disablement Benefit is expected to become the full responsibility of the Scottish Government by March 2026.

“Congress further notes the Scottish Employment Injuries Advisory Council (SEIAC) Bill was introduced by Mark Griffin MSP on 8 June 2023 and subsequently scrutinised by the Social Justice and Social Security Committee.

“Congress agrees that the current UK system of employment injuries assistance (EIA) is not fit for purpose and is inadequate, discriminatory, and unfair. Moreover, only 7% of claims for industrial injuries benefit are made by women and the system was designed for men’s work and systematically ignores the illness and disease women experience at work, and new modern and emerging workplaces injuries and disease.

“Congress notes the increasing number of former professional footballers who have been diagnosed with neurodegenerative conditions in the last ten years, because of repetitive head impacts.

“Research conducted by Dr. William Stewart a professor and researcher of Glasgow University’s School of Psychology and Neuroscience showed that professional footballers suffer as a cohort an “approximately three and a half times higher rate of death due to neurodegenerative disease than expected”. This varies depending on where you played on the pitch, with defenders being up to five times more likely. Dr Stewart’s research published in ‘The New England Journal of Medicine’ compared the causes of death of 7,676 former male former professional football players who were born between 1900 - 1976 against those of more than 23,000 matched individuals from the general population.

“The clarity that the research offers is welcome. It demonstrates that increased risk is linked inextricably to the sufferers’ former footballing careers. The increased link of brain injuries comes directly from their previous employment and activities that were a routine part of their job. This is an industrial injury.

“Congress recognises the progress and work done by the STUC and affiliates to campaign for and build support for the SEIAC Bill and to build a fairer system in Scotland.

“Congress is therefore disappointed that following scrutiny, the general principles of the SEIAC Bill did not receive support by the Scottish Parliament Committee.

“Congress calls on the General Council to:

- Reaffirm commitment for the development of a Scottish Employment Injuries Advisory Council; and accelerate lobbying of the Scottish Government for this.
- Continue to campaign for long-COVID to be treated as an industrial injury.
- Support PFA Scotland, who are supporting MSP Micheal Marra’s demands of the Scottish Government to:
  - Classify brain injury in football as an industrial injury. Give those ex-pros access to the benefits and care they need and have earned;
  - Fund further research into the practical and preventative support that is needed within the game at all levels; and
  - Establish a working group to consider the issues around brain injury and dementia, including in the grassroots and women’s game.
- Support MP Ian Blackford’s cross-party attempt in Westminster to ensure the Industrial Injuries Advisory Council recognise dementia in footballers as an industrial injury.
- Support the Musicians’ Union in campaigning for musicians to be included on the list of jobs eligible for Employment Injuries Assistance for occupational deafness and for the scheme to be extended to self-employed workers who suffer in the same way as employees.
- Advocate for illnesses and diseases, especially within the care system, which disproportionally affect women to be included in the Advisory Council charter.”

***Mover: Professional Footballers Association Scotland***  
***Seconder: STUC Annual Disabled Workers' Conference***  
***Amender: Musicians Union'***

## **Composite N - Fair Work (Covering Motions 78, 79)**

“That this Congress believes that there are enormous potential benefits from making Scotland a Fair Work nation by 2025 and notes the Scottish government stated desire to make this a reality. Congress is also sadly aware that there are employers that do not share this vision of the benefits gained in abiding by fair work principles.

“Congress welcomes that “Fair Work” obliges any employers in Scotland who are in receipt of public money to pay their staff at least the real living wage, engage with and listen to their employees and their representatives, promote fairness and mutual respect in the workplace and invest in workforce development, all in effort to foster good relations between employees and their employers.

“However, this outcome is not yet achieved in community pharmacy where the Scottish Government have allowed the employers’ organisation Community Pharmacy Scotland to veto tripartite structures.

“Congress is concerned that Scottish figures from the recent Safer Pharmacies survey show that in community pharmacy:

- 96% of respondents did not feel they had adequate rest breaks.
- 97% of respondents reported they did not always have safe levels of staffing – with 45% of respondents stating their staffing levels were more often unsafe than safe.
- 90% state they regularly have to work very intensively and 99% report having felt like they have been required to do more work than is possible in their day.
- Just one in five respondents felt they would always be able to raise their concerns to their employer.

“Congress believes that in line with Fair Work principles the Scottish government must require employers to engage with the representatives of community pharmacies workforce and calls upon the Cabinet Secretary for NHS Recovery, Health, and Social Care to ensure this sector meets the Fair Work requirements without further delay.

“Further Congress notes that, at present, Scottish Government funding streams for third sector organisations like Citizens Advice Bureau are usually renewed on an annual or 2 yearly basis. This means that these

workers have job insecurity, cannot get mortgages and see little point in joining trade unions.

“For young workers, this means that many are obliged to be constantly on the lookout for more secure work.

“Congress resolves to campaign for permanent contracts for Citizen Advice Bureau workers and those in other third sector organisations working on Scottish Government financed projects and for pay parity with equivalent workers directly employed by the Scottish Government.”

***Mover: Pharmacists’ Defence Association***

***Seconder: Dumfries & Galloway Trades Union Council***

## **Composite O – Wellbeing and Mental Health in the Workplace (Covering Motions 80, 82)**

“That this Congress recognises the significantly increased levels of mental ill-health within our workforces.

“During and after 2020 the Covid 19 pandemic, workplaces within the NHS had a renewed and extensive focus on staff wellbeing. This was a welcome move from all staff within the NHS but now 4 years on, is what has been put in place working?

“There have been many different approaches implemented for health and wellbeing for staff from counselling, stress courses, ways to relax, mindfulness etc.

“However, despite these services being on offer the top reasons for sickness absence in some Health board areas is stress depression and anxiety. This data is across all staff in the NHS workplace from porters, dieticians, podiatrists, physiotherapists, radiographers, midwives and nurses.

“Congress notes, in 2021 we saw 31% of staff in NHS Scotland who were off work, were absent due to stress/anxiety/depression. The NHS Scotland Workforce statistics for 31 March 2023 show Scotland having the highest ever absence rate of 6.2%, the highest level seen in the past 10 years, and whilst this may not all be related to stress in the workplace, there is something fundamentally wrong if absence is increasing in the workplace.

“Four years after the pandemic and all the investment in different strategies for supporting staff it appears we have not got this right and we feel the time has come to look deeper and try to understand why things are not improving for staff and in particular the trend of increasing stress and anxiety levels at work. In 2024, a survey of RCPod members, approx. 90% reported symptoms of burnout.

“The serious nature of mental health, including suicide, can be a daunting experience for trade union representatives when supporting members, colleagues and on occasions families.

“Trade union representatives supporting those impacted by the increase in work related stress, fatigue, self-harm, addiction, bereavement, and

other forms of trauma, must have the full support of the employer, workplace Occupational Health and Health Surveillance services.

“Congress believes employers must put in place a robust Mental Health Policy, which includes the sign posting of relevant support services that include all of the above. Joint Trade Union and management education and training programmes/workshops should be introduced and promoted throughout our workforces with paid time off to attend.

“Congress recognises the importance of raising awareness of the signs of mental ill-health and accessing support at the point of need.

“Congress asks the General Council to support affiliates:

- asking workplaces to delve deep into the support given to staff and to understand what is and is not working.
- seeking the views of staff on what support they believe is required to keep them well and at work.

“Congress further calls on the STUC General Council to update current resources of the STUC to include education/training programmes and workshops that incorporate and identify support mechanisms required to negate any negative impact on those supporting workers with mental health, suicidal, self-harm or other forms of trauma that reflect today's working environment.”

**Mover:** *Royal College of Podiatry*  
**Seconder:** *Edinburgh Trades Union Council*

**Composite Q  
(Covering Motion 93, Amended Motion 92)  
Combatting Fascism**

“That this Congress commends local trade union councils, trade unions and other groups for all the work they have undertaken over the last year with refugees and asylum seekers.

“Congress applauds those who have stood confronting racists and fascists every week since 5<sup>th</sup> February 2023 in Erskine and elsewhere and calls on the movement to up their game on the threat from the far right. We thank all the people who have risen to the challenge when threatened by fascists all over Scotland.

“We are well aware of the lessons from history on how far right fascists work to gain power. Experience over the last year has shown how it works in practice. They attend public meetings, cause disruption, distort the truth and are guilty of ceaseless intimidation and threatening behaviour. They commit actual violence against those who confront them and are standing up for refugees.

“We must do all we can to ensure that they do not expand their influence and move towards gaining control of our country. In this context, Congress agrees that our movement must increase its efforts to oppose and stop these fascist thugs invading our peaceful communities. If we fail, the rights and terms and conditions of our members will be the least of our worries.

“Congress calls on the General Council to encourage affiliates to:

- confront fascism and to push our elected representatives to step up a gear to protect us from the far-right threat to our way of life and the hard-won rights of the working people of the country; and
- organise in communities to tackle the root causes for the rise of fascist groups who exploit the conditions caused by slashed public spending and disintegration of public services. Active mobilisation and the building of alliances are required that can impact on peoples understanding of the true causes of austerity.

**Mover:** *Paisley and District Trades Union Council*



**Seconded:** *Fife Trades Union Council*  
**Supporter:** *Clydebank Trades Union Council*

## **Composite R – Adult Hunger, the Right to Food and Free School Meals**

### **(Covering Motions 98, 100, Amended Motion 99)**

“That this Congress notes that in the midst of a cost-of-living crisis, workers are still struggling to survive. According to the Joseph Rowntree Foundation’s Poverty in Scotland 2023 just over 10% of workers in Scotland are locked in persistent low pay and 72% of them are women.

“There has been a huge increase in the number of working people relying on foodbanks and trade union reps are aware of colleagues who go hungry on a regular basis. BFAWU’s ‘Foodworkers on the breadline’ report outlines the impact of the cost of living crisis on workers.

“Congress notes that food inflation in recent years has been significantly higher than either CPI or RPI and that this has had a significant impact on the poorest in society increasing the incidences of hunger and malnourishment. According to the Trussell Trust’s Hunger in Scotland 2023 report, around 17 % of adults in Scotland, ie 1.2 million people, experience food insecurity. Working age adults are much more likely to turn to a food bank than pensioners. 16% of people referred to a food bank live in a working household.

“Congress agrees that it is disappointing that despite the Right to Food campaign being run for some time now, many councils still haven’t yet passed motions around the right to food, and nourishing food at that.

“Congress further agrees that trade unions and most politicians understand the difference ‘Free School Meals for All’ would make for a generation of children. They have demonstrated commitment to this change, more of the same is required. Some MPs and Peers have already backed the ‘Free School Meals for All’ Bill.

“Congress urges the Scottish Government to ensure that all nursery children, primary children and all young people at Secondary school get a free school dinner. We are all aware that this is often the only hot meal some children have in any day. Across the country, many politicians are showing us what’s possible.

“In London, Mayor Sadiq Khan’s emergency scheme is funding free school dinners for all primary school pupils through the 2023/24 academic year. In Wales, the devolved government will finish rolling out free school meals to all primary school children by 2024.

“Free breakfast clubs for all are important but they are not enough. School dinners are an essential part of education, they bridge the day and give children the nutrition and fuel to learn. That’s why parents, educators, dieticians, dentists, doctors and school nurses are behind this demand too. ‘Free School Meals for All’ is good for children, good for families and will make our school communities stronger. We know that it is time for this policy to be implemented and extended to include all young people from Nursery to the end of Secondary.

“Congress notes the campaigning work done by a number of organisations on free school meals, particularly the STUC’s Women’s Committee.

““Congress calls upon the STUC General Council to:

- highlight the growing incidence of adult, as well as child, hunger;
- call on governments, academics, and civil society to explore how hunger could be eradicated, including considering Right to Food legislation, food price controls, subsidised workplace restaurants, and learning from historical and international experience;
- ensure issues of hunger be integrated into the continued evolution of the STUC Cost-of-Living political education course;
- raise awareness of the STUC Cost of Living Course amongst the poverty campaign groups that the STUC work with;
- support the Right to Food campaign, help facilitate and support Fans Supporting Foodbanks, and champion the NEU universal free school dinners campaign;
- ask that all affiliates exert maximum pressure on all political parties in the Scottish Parliament to ensure that ‘Free School meals for All’ is implemented and extended to include all young people from Nursery to the end of Secondary within the shortest possible timescale.”

<b>Mover:</b>	<b><i>South Lanarkshire Trades Union Council</i></b>
<b>Seconder:</b>	<b><i>East Ayrshire Trades Union Council</i></b>
<b>Supporter:</b>	<b><i>Bakers, Food and Allied Workers’ Union</i></b>

## **Resolution 6. First North Lanarkshire, then the World**

“That this Congress notes that in Autumn 2023, North Lanarkshire council announced a range of cuts and closures of many of the county’s numerous community centres, sports halls, and other public buildings. This attack demonstrated a new shift in the political class’s attempts to place the bill of the current economic crisis, on the shoulders of the working-class; first they tried attacking our workplaces, now they are attacking our communities. Though the council cynically rescinded the cuts, the blade of this guillotine still hangs in the air. Now we must shift the campaign from just thinking within North Lanarkshire and push it across Scotland.

“The threat of cuts remains at all levels, from our local councils, Holyrood, and Westminster. The only way to fight this, is to work in coordination with our trades councils, our trade union branches, and STUC Congress with one clear message – cuts will bleed our communities dry.

“The STUC’s tax report, which was published in November 2023 proves there is money available to fund our services and our public spaces – cuts are purely a political choice to attack our class.

“Congress calls upon the General Council to commit to the following:

- work with the trades councils across Scotland to fight every cut to local services;
- lobby Councils to support reform Council Tax, in line with the STUC’s tax report;
- encourage local councils to pressure the Scottish Government to implement the taxation models proposed by the STUC’s tax report; and
- lobby local councils and the Scottish Government to deliver a Zero Cuts Budget – highlighting how the STUC’s tax report proves that cuts are purely a choice.”

**Mover:      *North Lanarkshire Trades Union Council***

## **Resolution 7. Just Transition**

“That this Congress recognises the need to deliver a just transition to a ‘Green Economy’ and notes that inadequate housing is responsible for almost a third of carbon emissions.

“Congress notes that, far from delivering a renewables jobs boom, we are losing jobs, undermining faith in a so-called ‘just transition’.

“Congress believes that just transition should mean: high quality, unionised jobs; people remaining in jobs, doing alternative work with pay and conditions protected and improved; freedom from fear of periods of unemployment or jobs with less security, lower pay and less terms and conditions.

“Congress believes that decisions on fossil fuel extraction licences or public money for environmental initiatives should be conditional upon the implementation of just transition measures agreed with trade unions.

“Congress also believes that the need to plan and organise a proper and effective just transition requires: an extension of public ownership; investment in skills and apprenticeships; and removal of barriers to apply transferable skills via measures such as a ‘training passport’ in the oil & gas sector.

“Congress calls for national investment for council house building and the retrofitting of existing homes and buildings in every community - tackling fuel poverty and creating much needed skilled and unionised jobs underpinned by collective bargaining agreements and the Unite Construction Charter.

“Congress believes that such an approach, based on a key delivery role for Energy, Local Government and Construction workers and protecting jobs, pay and conditions, is essential if the transition to a Green Economy is to be truly ‘Just’.”

**Mover:     *Unite Scotland***

## **Resolution 8. Charting a Just Transition**

“This Congress commends the International Transport Workers’ Federation (ITF) on its ‘Sustainable Shipping’ position paper that sets out eight principles for a ‘Just Transition’ to improve worker’s lives: ambitious, timely, democratic, safe, equitable, diverse, and funded.

“This Congress calls on the General Council to:

- in line with the aforementioned principles, campaign to ensure decarbonisation and net-zero is achieved in a just, equitable and holistic way, guaranteeing no one is left behind and addressing existing systemic issues facing Scottish workers;
- support the changing world of work, especially maritime work, by urging the Scottish Government and other stakeholders work together to ensure the workers of today are equipped with the skills of tomorrow and that for carbon intensive sectors, there is a workforce transition plan driven by quality jobs and future opportunities that maximises high skilled, high value employment;
- explore further the expansion of offshore renewables and work with key stakeholders in ensuring that the full lifecycle of renewable technology, including those transitional technologies, continues to support the Scottish economy and expand opportunities for workers in Scotland; and
- call on the Scottish Government to invest in maritime training with a focus on skills in emerging sectors for example in offshore renewables and other sectors where skill gaps may emerge.”

**Mover:     *Nautilus International***

## **Resolution 10. ScotWind**

“That this Congress notes:

- ScotWind auction of Scottish offshore wind rights placed a maximum ceiling on bids of £100,000 per square km of seabed, underselling rights by billions of pounds compared with an uncapped auction in other UK waters.
- ScotWind option holders who fail to deliver local supply chain statements face a maximum financial penalty of just £250,000 per lease area.

“Congress believes:

- The Scottish Government is in danger of repeating the mistakes of previous UK Governments by privatising Scotland’s energy resources for a fraction of their real value; and
- ScotWind auction missed the opportunity to secure binding local supply chain commitments in offshore wind, and thereby failed to support a Just Transition for offshore workers.

“Congress resolves to call for an urgent full public inquiry to establish what mistakes were made during the ScotWind auction, how they can be remedied as the projects move beyond the options phase, and how the ongoing ScotWind process can support a Just Transition for offshore and other workers.”

***Mover: Moray Trades Union Council***

## **Amended Resolution 11. Home Heating: Plans Not Bans**

“That this Congress condemns the announced closure of refining operations at Grangemouth and loss of hundreds of jobs which will undermine Scotland’s energy independence and security; and believes that this has been the result of loose talk by politicians without a robust industrial and energy strategy to retain jobs in Scotland.

“Congress believes that in the midst of the cost-of-living crisis and stagnating wages, the priority of any energy strategy must be to onshore jobs, and make energy secure and affordable – especially to the lowest income households; expresses deep concern over the Scottish Government’s Heat in Buildings Bill consultation which proposes banning gas boilers for systems such as heat pumps which come with high installation costs; and notes the existing, vast and skilled gas workforce and 280,000km gas network which in the view of GMB could be reskilled and repurposed to provide low and no carbon hydrogen to homes.

“Congress welcomes the Scottish Government’s announcement of £500m over five years to anchor wind supply chains in Scotland starting with £67m in 2024/25; but notes that this investment is long overdue with billions of pounds of work and tax revenues already being offshored; and recognises that workers’ voices and participation must be central in a ‘Just Transition’ which so far has meant redundancies as frontline expertise have been excluded.

“Congress therefore calls on the Scottish Government to:

- Increase the pace and investment in Scottish wind supply chains with an aim to upgrade current manufacturing facilities and establish new ones;
- Utilise procurement powers to mandate domestic manufacturing in all energy infrastructure projects;
- Meet net zero targets by investing in appropriate home heating and a planned rollout of home insulation starting in the lowest income communities instead of banning gas heating and forcing the installation of costly renewable heating systems onto households.”

**Mover: GMB Scotland**



## **Resolution 12. Support UK Steel and Our Domestic Defence Steel Capacity**

“That this Congress believes the UK needs a strong steel industry for a prosperous and resilient economy, to deliver net zero, for our national security, and to safeguard high quality jobs in places that really need them.

“Congress notes that regrettably, we have no capability in the UK to roll the steel plates required for manufacturing nuclear submarines, as when the Dalzell and Clydebridge plants in Lanarkshire shut, the country lost its only remaining quench and tempering steel plant capable of producing the specialised NQ1 steel plate required by Barrow to manufacture the subs.

“Congress believes apathy and a lack of foresight by the UK Government have meant the manufacture of base material for new nuclear submarines must now be sourced outside the UK and it is not possible for all defence material to be made in the UK.

“Congress notes the UK supply chain has been supplying the T26 ships, although plate demand has fallen significantly in the past few years, with plates coming in from outside the UK.

“Congress notes a recent FOI by Community which found that UK ministers did not insist that UK-manufactured steel must be used in the construction of three Fleet Solid Support ships worth £1.6billion.

“Congress believes the domestic defence steel capacity should be recognised as a ‘strategic asset’ to be supported and utilised with relevant contractual obligations on third-party companies where necessary.

“Congress calls on the General Council to:

- call on the Scottish Government to work in partnership with industry and Community to support the future of the steelmaking, decarbonise the steel sector and reduce risk to national security; and
- champion the UK steel industry as a national asset that is vital to protect our defence steel capacity and back our steel for shipbuilding at Liberty Dalzell, or risk losing it for good like our submarines.”

*Mover: Community*

### **Resolution 13. Defence Sector – Skills, Diversity and Inclusion**

“That this Congress recognises the opportunities that the Defence sector in Scotland provides for long-term investment in skills and good quality employment. This is a well unionised industry. Additionally, many former workers go on to use the transferable skills they receive from Defence sector work to bolster Scotland’s wider economic prospects.

“But Congress also notes that the Defence sector is the least diverse in terms of representation of workers with protected characteristics. This is evidenced by the dominating demographic of white able-bodied males at all levels of defence businesses. Similarly, trade unions must take a hard look at themselves and recognise that this is, in some considerable measure, due to their own failures in putting equality, diversity and inclusion (ED&I) at the centre of their bargaining agendas.

“Sustained leadership is lacking. Reps within defence sector branches mirror their organisations and, in many cases, their own trade unions. Progress is sporadic and rarely sustained. Often short-lived initiatives are followed by an equivalent period of regression as the lack of inclusion and increased attrition cause workplace diversity to revert to historical levels.

“Whilst action is required at all levels, the greatest opportunity is presented at the career entry stages. The talent pipelines for the future will come from the apprenticeship and graduate intakes. So that is where there must be targeted interventions to disrupt the status quo.

“Congress calls on General Council to adopt a multi-agency approach to:

- better equip branch reps to enable them to bargain for workplace equality and tackle un-inclusive practices;
- engage with Skills Development Scotland to ensure apprenticeship programmes reach beyond the traditional cohorts;
- introduce criteria that mirror Fair Work conditionality to incentivise ED&I in recruitment; and
- work with employers to better partner with further and higher education providers, and to agree board level goals for diversifying recruitment.”

**Mover:     Prospect**

## **Amended Resolution 16. Reducing Scotland's Skills Gap**

“That this Congress notes that there is a severe skills shortage across Scotland in key sectors of the economy.

“To add to this, a decline of 5,800 apprenticeship starts by 16–24-year-olds (28%) over the last decade has been reported by the Chartered Institute of Personnel and Development.

“Congress recognises that this decline will only add to the skills shortage and apply more pressure onto an already struggling economy with many essential vacancies remaining unfilled.

“Congress notes that apprenticeships are, along with further and higher education, the foundation from which to develop the skills, new and old, needed for a zero-carbon future and a Just Transition across all sectors including energy, construction, health, care and others.

“It is only with a skilled workforce that a Just Transition with the creation of new industries, thousands of new jobs and the strengthening of the social infra-structure, can be achieved. It is therefore essential that more apprenticeships are offered to our youth and to workers in existing, declining industries.

“Congress also notes with concern recent attempts being made by some employers to push to dilute apprenticeships down to a lower level of qualification.

“Congress calls on the General Council to campaign for:

- an increase in funding to be made available to help employers and training providers offer more apprenticeships with local authorities funded to lead the way in apprenticeship recruitment numbers by agreeing a minimum level to recruit each year across all local authorities;
- increased resources, including staffing, and support to enable closer work between schools, careers advisers, community groups, employers, and training providers to increase the uptake of apprenticeships; and
- opposition to the dilution of any apprenticeship to a lesser qualification level or division of its parts.”

**Mover: South Lanarkshire Trades Union Council**

**Seconder: Educational Institute of Scotland**

## **Amended Resolution 25. Municipal Bus Ownership**

“That this Congress is concerned that many communities in Scotland face the threat of the removal or reduction of bus services, with many areas now experiencing the absence of bus services or restrictions on bus service provision, particularly during evening and weekend periods.

“Congress believes that the problems experienced in bus service provision and the attacks on jobs, pay and conditions of bus workers is related to the effects of the privatisation and deregulation of the industry.

“Congress notes that the efforts of trade unions and Labour MSPs ensured that the option of municipal bus ownership is included in the Transport (Scotland) Act.

“Congress believes that municipal ownership is the best way of addressing the situation outlined above and calls upon the STUC General Council to work with affiliates in developing proposals for municipal bus ownership and pressing the Scottish Government to provide start-up funding support to ensure that an extension of municipal bus ownership in Scotland becomes a reality.”

“Congress believes that Scotland’s bus services must have access to a domestic manufacturing supply chain to protect jobs and keep skills here in Scotland and calls on any public bus service to be mandated to utilise Scottish manufacturing supply chains.”

***Mover: Unite Scotland***

***Seconder: GMB Scotland***

## **Amended Resolution 28. Protecting Public Sector Ferry Services**

“That this Congress welcomes the Scottish Government’s commitment to explore direct award of the £1bn Clyde and Hebrides Ferry Services contract to the incumbent public sector operator, CalMac Ferries.

“Congress is concerned that the option of direct award of the Northern Isles Ferry Services contract operated by Serco has been ruled out by the Transport Minister, Fiona Hyslop, MSP despite the existence of a break clause in the current contract in 2025.

“Congress notes that Serco has a guaranteed profit margin in the NIFS contracts and that since 2012, Serco has received over £700m in public subsidy to operate four routes. Sailings and staffing levels have been reduced and staff on the two freighters and on auxiliary cleaning and security contracts remain outside the collective bargaining agreement with RMT.

“Congress continues to support direct award of all public ferry contracts to subsidiaries of Scotland’s public sector company David MacBrayne. Over £580m has been committed by the Scottish Government to procure new ferries for the CHFS routes by 2026, and the 2024-25 budget for ferries and harbour investment was cut by £64.5m.

Congress believes Scotland’s publicly owned ferry services must be supplied by a publicly owned manufacturing supply chain with public investment to onshore jobs.”

“Congress commits to campaign for direct award and urges the Scottish Government to:

- Direct award the small vessels replacement programme to publicly owned Ferguson Marine and investment to modernise the yard.
- Directly award CHFS3 contract, starting 1<sup>st</sup> October 2024 to CalMac Ferries without delay, as advised by the RMT, Nautilus and other CalMac Unions.
- Use the break clause to end Serco’s NIFS contract and to directly award it to David MacBrayne.
- End expensive contracts with private legal advisers over public ferry procurement; and

- Reform CalMac, CMAL and Transport Scotland to provide a greater say for workers and passengers, as part of the People's CalMac public ferry company advocated by the RMT.”

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

***Seconder: GMB Scotland***

## **Resolution 29. Future Maritime Skills**

“That this Congress commends the work of Nautilus International and other unions participation in the Maritime Just Transition Taskforce working with Social, Industrial, and Governmental partners to address the training needs for the future of the maritime industry.

“Congress notes research commissioned by the taskforce, highlighting the need to train more seafarers to meet decarbonisation targets and that there is a clear and immediate need to ensure seafarers are trained in alternative fuels and new technologies. Noting that globally, in a decarbonisation by 2050 scenario, 750,000 seafarers would require additional training by 2050.

“Congress further notes the taskforce’s ‘Mapping a Maritime Just Transition for Seafarers’ 10-point action plan that includes: investing in skills, strengthening global training standards, and addressing attrition and recruitment.

“Congress supports the taskforce’s call for a global consensus on alternative fuels to be determined as soon as possible to provide clarity for future training needs, whilst welcoming the new maritime skills strategy produced by the SkillSea project calling for an adapted curricula for maritime colleges to meet the need for digital, green, and soft management skills for a changing industry.

“Congress calls on the General Council to campaign to future-proof skills and training by:

- working with key stakeholders for a just transition to net-zero in the interests of all workers, including maritime professionals;
- working to ensure that all workers, especially maritime professionals, can access training, at no cost to the individual, so they can be equipped with any new skills needed at any stage of their career; and
- supporting efforts to encourage more young people to consider careers at sea and increasing diversity of the maritime industry.”

**Mover:**     ***Nautilus International***

## **Amended Resolution 32. Poverty in Education**

“That this Congress re-affirms that poverty has a lasting, damaging impact on the future life chances of children. Congress supports the Scottish Government’s national priority to reduce the poverty-related achievement and attainment gap, and the associated use of targeted funding.

“Congress notes, that sadly, statistically, little progress has been made to close the poverty-related attainment gap in Scotland.

“Congress notes that education transforms peoples lives and provides improved opportunities, but schools alone cannot mitigate all the effects of child poverty.

“Congress notes the high correlation of incidence of additional learning support needs with incidence of poverty, that ASN pupils are eight times more likely to be excluded from school than others and that pupils with ASN particularly benefit from being taught in smaller classes.

“Pupils need more educational psychologists, speech and language therapists, counsellors, and other professionals to support them.

“Congress asserts that children’s external support services are currently stretched too thin, with excessively long waiting times, meaning that every child is not getting the right support.

“Congress believes that the provision of universal free school meals would assist in reducing the poverty-related attainment gap, and calls on the Scottish Government to immediately honour its commitment to roll out free school meals to all Primary pupils and universally extend provision to all Secondary pupils.

Congress further believes that all post school education needs to be properly funded, including ensuring the cost of teaching and student support in universities is covered by public funding to meet fair access targets based on SIMD indicators

“Congress calls on the Scottish Government to review and increase the resources allocated to reducing child poverty and closing the poverty-related attainment gap.

“Congress demands:



- more investment in education and professional services that support pupils and students to overcome poverty-related barriers and make meaningful progress in their learning;
- additional investment in early-years education to support our youngest children, with every child having minimum guaranteed access to a qualified teacher; and
- more investment to fund more teachers, pupil support assistants and allied professionals to give every child a quality, equitable education.
- Investing in post-school education to deliver fair access.

***Mover: Educational Institute of Scotland***

***Seconder: University and College Union***

## **Resolution 33. Education Funding**

“That this Congress believes that there is a clear moral purpose for publicly-provided education which should:

- meet the needs of all children and young people on a fair and equitable basis; and
- contribute to the achievement of the country’s local, national and international needs and aspirations, whilst also enhancing the lives and life chances of all children and young people.

“Congress believes the mechanism by which state schools are funded is critical to securing an inclusive and world-class education system, operating in the public interest and contributing to the maintenance of a democratic, just and inclusive society.

“Congress is concerned that local authorities are under significant pressure to cut costs, including reducing education support staff and services as a quick way to balance the books.

“Congress notes the adverse impact of reducing specialist support to young people with additional support needs as well as the deleterious impact on attempts to close the poverty-related attainment gap.

“Congress further notes the increase in precarious work, linked to budgetary constraints, and deplores the lack of job security, the reduced availability of work and inequitable mechanisms for securing posts.

“Congress agrees workers with protected characteristics and from marginalised communities are disproportionately impacted.

“Congress calls on the General Council to make representations to the Government to ensure:

- national funding levels are increased significantly to enable local authorities and schools to receive the funding which they need and which supports the provision of good terms and conditions for teachers;

- teachers, the wider schools workforce and unions are able to inform decisions on spending priorities at local authority and at school level; and
- an open and transparent national conversation takes place around the ability to reform local council taxes and the use of new wealth taxes, including any consequent impact of such decisions.”

***Mover: NASUWT***

## **Resolution 34. Modern Languages Provision in Higher Education**

“That this Congress condemns the recent decision by senior managers at Aberdeen University to cut teaching and research in modern languages, putting 30 members of staff at risk of redundancy.

“Congress notes this decision will leave Aberdeen the only ‘ancient’ university in the world not to offer research degrees in modern languages and that, within Scotland, there will be no advanced training in modern languages north of the Tay. The decision by senior managers damages the university and also the reputation of Scottish higher education.

“Congress believes that for Scotland to be an outward facing, global nation, we need to be supporting and developing the study of other languages and cultures across the education system and that cuts at Aberdeen follow on from cuts in other Scottish universities in recent years. Congress believes that the way modern languages is funded is problematic and doesn’t properly reflect the way that modern languages courses are taught.

“Congress believes that without modern languages being taught and researched in universities, there won’t be sufficient graduates undertaking initial teacher education in the subject to then teach students in schools, and that this will lead to the demand for languages diminishing further. Congress believes that such a scenario will harm Scotland’s reputation and place in the world.

“Congress calls on the General Council to:

- write to the Aberdeen University principal opposing cuts to their modern language provision;
- support efforts by staff, students and Aberdeen University UCU branch to defend jobs and modern languages at the University; and
- lobby the Scottish Government for sufficient funding for universities, ensuring that modern languages receive funding commensurate to the cost of teaching.”

**Mover:      *University & College Union***

## **Resolution 35. Value Music Education**

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

“Congress notes that over the last 20 years, funding for the Youth Music Initiative has fallen from £10m to £9m, and over the same period the Musicians’ Union freelance teaching rate, which is linked to inflationary increases, has doubled. This means that less work can be delivered through YMI, which plays a crucial role not only providing high quality musical experiences to children and young people, but also supporting the grassroots music ecology by providing regular, fairly paid work to musicians who are building and maintaining portfolio careers.

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

“Congress believes learning a musical instrument and experiencing high quality participatory music making should not be the preserve of those who can afford to pay for it, recognises music as a viable career and a valuable pastime, and believes that access to it should not depend on financial means. The underfunding of music education has a negative impact on numbers studying music in further and higher education and entering the profession.

“Congress calls on the General Council to:

- lobby Government to properly fund music education and ensure that YMI funding and funding delivered through the Scottish Government and councils rises in line with inflation;
- lobby Government to recognise the particular challenges in rural communities if music education is not properly funded, where travel costs between schools are higher; and
- stand with the Musicians’ Union where jobs and careers are threatened by cuts to music services.”

**Mover:     Musicians’ Union**

## **Resolution 36. Clean Air**

“That this Congress notes that the United Nations General Assembly has passed a historic resolution declaring that everyone on the planet has a right to a healthy environment, including clean air, water, and a stable climate.

“Congress agrees that air pollution is damaging our health and increasing our risk of dying early.

“Congress notes that:

- children, older people, and people with chronic health problems are among the most susceptible to air pollution;
- gestation, infancy, and early childhood are vulnerable times as the body is growing and has immature immune systems;
- children spend a higher proportion of their time outdoors; and
- our poorest children and adults live in areas of highest pollution thus exacerbating pre-existing health inequalities.

“Congress further notes that research on air pollution points towards effects on growth, intelligence, development of the brain and coordination.

“Congress therefore calls on the General Council to support the Royal College of Physicians of Edinburgh recommendation that air quality monitors be placed at all Scottish city primary, secondary and ASN schools.

“Congress agrees that air quality remains an ongoing concern for workers both outside and within their workplaces.

“Congress recognises that good ventilation has been acknowledged as a key mitigation against transmission of Covid-19 and similar respiratory viruses.

“Congress therefore calls on the General Council to call for action to secure air filters in every classroom, office and workplace, acknowledging that:

- the benefits extend beyond Covid-19, for example, decreasing CO2 levels and air pollution have a positive impact on the ability to learn with research showing that cleaner indoor air improves cognition and productivity amongst children and adolescents; and
- increasing ventilation, combined with the use of air filters and enhanced cleaning routines, reduces levels of general sickness absence, again improving outcomes and reducing costs.”

**Mover:     NASUWT**

## **Resolution 38. Building a World Class Care Service**

“That this Congress notes that despite the engagement of trade unions in the Scottish Government’s National Care Service Bill and Fair Work in Social Care workstreams, that the same pressures felt by the social care workforce continue: overworked, underpaid, and undervalued.

“Congress notes that the increase of £12 an hour for social carers as of April 2024 was implemented outwith any collective bargaining structures, without meaningful engagement with trade unions and that this increase has been undermined by inflation; and believes that this still does not value social care workers and will not tackle the recruitment and retention crisis in the sector.

“Congress is disappointed at the lack of progress in establishing sectoral bargaining structures in social care which will allow trade unions to bargain for minimum terms and conditions such as increased pay and sick pay, whilst still enabling workforces to negotiate with their own employer for improved terms and conditions.

“Congress notes that the lack of detail on key matters such as trade union representation and enforcement in a NCS has caused trade unions to have either lost faith or are losing faith in the NCS; notes that Integration Joint Boards are responsible for procuring private care providers offering poor pay, terms and conditions; and that if IJBs are to play a central role in care provision, they require drastic reform and oversight.

“Congress therefore calls on the Scottish Government to:

- increase the social care minimum to £15 an hour with a proportionate increase for nursing and ancillary staff;
- commit to a clear timeline for the implementation of sectoral bargaining across social care which includes the public, private and third sectors; and
- reform of Integration Joint Boards to improve democratic accountability and powers to the National Care Service to robustly enforce standards in social care.”

**Mover: GMB Scotland**



## **Resolution 40. Midwifery Workforce**

“That this Congress notes that Scotland’s health is deteriorating and continues to have the lowest life expectancy in the UK. Poverty and austerity is impacting on our current and future health, that disadvantage is impacting on the health of our families, with a widening gap in birth weight, infant morbidity and mortality and attainment at 27-30 months. The evidence is clear that investment in pregnancy and the first three months of life has the greatest return of investment in improved child and future population health. Midwifery, a universal service, reduces and mitigates the adverse impact of inequalities, bringing the right care and access around every family.

“Short-termism is not producing outcomes for our families. As the complex health needs and disadvantage of women increase, the resultant increased workload means midwives are experiencing burnout and moral distress when they are unable to give the personalised care that makes the difference that families want and need.

“Repeated inquiries and reports show the damaging impact of staffing shortages in maternity and neonatal care have on the safety and quality of care of women alongside that detriment to staff recruitment, retention and wellbeing but we continue to work with ‘funded establishments’ based on historical workforce numbers assigned in a world that no longer exists.

“Congress calls on the General Council to join the RCM in campaigning for the implementation of the following recommendations:

- workforce planning should go beyond clinical tasks to be based on the evidence-based needs of women, children and families, ensuring that staffing levels are safe, and person-centered care can be truly delivered; and
- the Cabinet Secretary’s nursing and midwifery taskforce makes tangible adequately resourced changes to support retention of staff, which includes access to flexible working, training and education, rewarded career progression and leadership development and prioritised wellbeing.”

**Mover:     *Royal College of Midwives***

## **Resolution 41. Pharmacist Access to Patients Records**

“That this Congress believes that prompt and effective information sharing between all relevant health professionals creates major benefits for patients and brings improvements to health safety.

“Congress welcomes the current Scottish Government strategy aimed at producing a single care record with read/write capability in real time by both health and social care workers.

“However, progress towards this goal is slow and while pharmacists currently have access to patient information via the Pharmacy Care Record it is not a process that enables proper information sharing between pharmacists and other clinical practitioners.

“It is of concern that some information around supply and advice given using the Pharmacy First scheme is not communicated to GP surgeries. Interventions made by community pharmacists or changes made to treatment by GP surgeries, outpatient departments and elsewhere are often communicated by email or paper. The time lag does not benefit patients and is worse at weekends and holiday periods.

“An increasing number of pharmacists are qualified as independent prescribers, all pharmacy graduates from 2026 will be fully fledged prescribers. However, many pharmacists do not have full and proper access to patient records and are being asked to prescribe drugs without the ability to access relevant information about the patient.

“Congress supports the development of a single integrated patient record system to enable sharing of information between hospital departments, GP practices, community pharmacies and other sites at which prescriptions are written, but this will take time.

“Congress as a matter of urgency and in the best interests of patients calls for all pharmacy teams, wherever they deliver NHS services, to be allowed appropriate and easily accessible read and write access to patient records.”

**Mover:      *Pharmacists’ Defence Association***

## **Resolution 42. Protecting the Public from the Consequences of Role Substitution in Healthcare.**

“That this Congress believes clear role definition within health and social care reduces risk, improves patient outcomes, and enhances the quality of care while improving worker wellbeing, along with improved work environment and culture.

“Congress believes patients must be protected from potential harm from situations where there is confusion about the roles a team member undertakes or where underqualified staff are coming under pressure to undertake activity for which they are not suitably competent.

“Congress agrees that for patients to receive safe, effective care from motivated and empowered health workers that:

- when patients access care from any healthcare team it must be clear to them the role each person performs so that their expectations and confidence in the advice or care provided is appropriate. Roles must be clearly defined, and patients should never conclude an individual is qualified in a role, for which they are not;
- no healthcare workers should be coerced into taking on additional activities/ responsibilities beyond their competence and capability to provide safely. Individuals must be able to decline duties which they are not competent to undertake. Health workers must not be encouraged to perform beyond the bounds of their current competence;
- workers developing their competence must have the requisite education, training, and support to build skills and knowledge before undertaking new activities. Credentialed, quality checked training must be available to support professional development which relates to activity that may impact patient;
- where an individual is learning new skills there must be appropriate supervision from a suitably registered health professional, ensuring support and guidance is available whenever needed; and
- workers taking on additional responsibilities should also receive financial reward that fairly reflects their capability. Junior or less qualified colleagues must not be expected to take responsibility for activities for less money than those currently holding responsibility for those activities.”

**Mover:     *Pharmacists' Defence Association***

### **Resolution 43. NHS Waiting List Implications**

“That this Congress recognises the implications of lengthy waiting lists within the NHS for surgery for workers, concerning shoulders, hips and knees, and other long-term injuries/illness linked to working well into the twilight of their careers, where it becomes more difficult to perform at a standard they once could maintain.

“The knock-on effect for many workers is approx. 8 months long term sick, whilst they wait on referrals, consultants, and corrective surgery. And for most of this sick time, its statutory sick pay being paid in many cases, forcing many workers into unfair contractual reviews by their employers, and ultimately financial hardship.

“Congress calls on the Scottish Government to take action to reduce lengthy waiting lists.”

**Mover:**     ***Bakers, Food & Allied Workers Union***

## **Resolution 44. Unpaid Overtime and its Impact on NHS Staff**

“That this Congress notes that it is well recognised that NHS Scotland is propped up by the millions of pounds spent on paid overtime. What is not always recognised is the significant amount of unpaid overtime that is undertaken and the impact this has on the work life balance for staff, their stress levels, their health and any caring responsibilities they have. Over 50% of staff admit to working extra hours each week without pay due to staff shortages.

“Most staff work beyond their normal working hours largely unrecognised and unpaid to ensure patient safety and is a direct result of the understaffing and under resourcing of the NHS.

“The NHS in Scotland has a number of policies supporting employees in their caring roles but do nothing to address the impact of staff working beyond their working hours for no pay.

“Congress calls on the General Council to lobby the Scottish Government to put a stop to staff working excessive amounts of unpaid overtime and to resource the NHS properly both in terms of financial and staffing resource and call on NHS Trade Unions to support their members to not undertake unpaid overtime.”

**Mover:**     ***British Dietetic Association***

## **Resolution 45. Controlling the Cost of Prescriptions**

“That this Congress notes the financial pressures on the NHS and Health and Social Care Partnerships. Amongst these pressures is the cost of prescribed medicines. South Lanarkshire H&SCP’s Integrated Joint Board reported an overspend for 2022/23 of £3.750m within a projected overall budget for 2023/24 of £70.5m.

“Congress welcomes projects that look to reduce the prescription of medicines that are of little benefit to patients and, in consultation with patients, switch to cheaper generic medicines rather than more expensive branded medicines.

“However, Congress also recognises that the price of medicines has continued to rise and that the profit margins of the big pharmaceutical companies has made them amongst the most profitable companies in the world. Their business models have been financialised so that they are less about providing medical advances for the benefit of patients and more about rewarding shareholders, often through the abuse of their monopoly position in the global market, whilst continuing to utilise public funding for research and development and the purchasing of their patented drugs.

“Congress calls on the General Council to continue to support the Scottish Government free prescription policy and lobby the Scottish Government to:

- invest in pharmacy teams to maximise the benefits from reviewing the use of generic rather than branded medicines;
- support changing the relationship between publicly funded R&D and the patenting of new drugs by private companies; and
- collaborate with other nations to develop a global shift in the priorities of the pharmaceutical industry towards public good rather than private profit, including the public ownership of pharmaceutical production and distribution.”

**Mover:      *East Kilbride & South Lanarkshire Trades Union Council***

## **Amended Resolution 46. Organising and the Fight Against Privatisation in NHS Scotland**

“That this Congress notes that, almost 73 years since the founding of our National Health Service, consecutive Westminster and Holyrood governments have organised and orchestrated attacks on the founding principles of universal and comprehensive healthcare, free at the point of delivery.

“The curtain slipped when minutes of a meeting between high-ranking officials from boards across NHS Scotland were leaked to the public and the idea of a ‘two-tier’ healthcare system, where some people would pay for care, was put forward as a potential reform.

“For many workers in the NHS, it is clearly evident the extent to which creeping privatisation has created a postcode lottery for services treating all patients. It is crucial that our wider movement understands the scope of the fight we face to protect and rebuild the National Health Service.

“Congress calls on the STUC to:

- collaborate with NHS trade unions and campaign groups to highlight workers’ experiences within today’s NHS, as well as the role these workers must play in the future of the system;
- support affiliate NHS trade unions in organising, campaigning and recruitment of young/new entrants to the NHS, including the setting-up of events centred on recruitment and education of young health workers and their role within the trade union movement;
- campaign for investment in a program of staff recruitment and retention that encourages doctors, nurses, Allied Health professionals, auxiliary and estate staff to develop, train and remain within our NHS and end the use of insidious, overpriced agencies profiteering from the current staff crisis; and
- research and produce a report looking into backdoor privatisation highlighting the companies, organisations and individuals who are seeking to profit from the NHS in Scotland.”

**Mover:** *North Lanarkshire Trades Union Council*  
**Seconder:** *British Dietetic Association*



## **Resolution 47. Changes to PPE Cannot Wait for the Conclusion of the Covid Inquiry**

“That this Congress wants to commend the STUC for the work it has done in supporting unions to put evidence to the Covid Inquiry.

“While there are many areas that will require more in depth understanding there are also areas that cannot be delayed for the conclusion of the Inquiry.

“Within health, which is still a predominantly female workforce, one issue was highlighted frequently and early and that was with the fit of PPE (personal protective equipment).

“Unions need to work collectively to ensure that providers of PPE stop using Caucasian male as the default that they design around especially when it is not the default in the services they provide to.

“We need to hold the Scottish Government and NHS employers to account for how they spend their money and ensure they are demanding that the equipment is fit for purpose.

“Congress calls on the General Council to work with health trade unions to develop clear arguments that set out the failings and remind employers of their obligations under health and safety legislation. We need to make more use of FOI’s to find out if employees are disaggregating their data on fit tests and making a clear and simple way for staff to express concerns about the fit and the effectiveness of PPE.

“Those who are paying for the PPE must ensure that lessons have been learned from Covid and that those who make PPE deliver for the actual demographic of the staff not for the default white man.”

**Mover:**     ***Chartered Society of Physiotherapy***

## **Resolution 48. The Universal Service Postal Service**

“That this Congress recognises the vital role of postal workers in Royal Mail, who deliver to over 30 million addresses, six days a week.

“However, in recent years, Royal Mail’s senior leadership has deliberately undermined the postal Universal Service Obligation (USO) in a destructive business plan, leading to letters being delayed while parcels are prioritised. The service in Scotland is being disproportionately affected due to its unique geography. Now, the universal postal service is under threat of becoming a threadbare, basic service, if performance does not improve.

“Many communities rely on a comprehensive postal service to receive important letters and correspondence on a regular basis. The USO also allows postal workers to maintain links in these communities by frequently delivering to the same area, creating a unique trust with customers on the doorstep.

“Congress notes the recent agreement between Royal Mail and the Communication Workers Union stipulates that the role of postal workers should be expanded, to encompass new products and services that have a commercial and community benefit.

“Congress believes that the USO should not be severely reduced and that the role of postal workers should be expanded, introducing new ways of serving our communities and securing jobs for the future.

“Congress resolves for the General Council to:

- campaign to ensure that the USO remains truly universal in nature and is not reduced to a basic service; and
- to work with the CWU and other affiliates to discuss opportunities to expand the role of postal workers in Scotland.”

**Mover:**     ***Communication Workers’ Union***

## **Amended Resolution 49. Securing Fair and Equal Pay in Public Services**

“That this Congress notes that during 14 years of austerity, public services have been on their knees and poor pay awards have forced workers to do more for less; condemns the view that public sector pay awards – which have barely kept pace with inflation – are responsible for public service underfunding; and resolves that public sector workers should never be expected to subsidise public services with their quality of life.

“Congress notes that previous Public Sector Pay Strategies have not had significant input from trade unions which is required to make any strategy realistic and value public service workers; and further notes that the pay ceiling of 5% in 2023/24 was breached in several public services as were conditions on executive pay thereby making the strategy redundant.

“Congress notes that at a biannual meeting with the STUC in 2023 the First Minister committed to initiate a review of the public sector pay strategy in order to make it less bureaucratic and more agile and looks forward to receiving the outcome before any new strategy is published.

“Congress condemns the Scottish Government’s Council Tax freeze which continues to starve council services, limit pay awards and stall progress on equal pay; and believes that a local taxation must be sustainable, properly fund council services and pay, and ensure those with the ability to pay more do so.

“Congress supports the stand taken by workers across Scotland fighting for equal pay such as those in Dundee City Council and Tayside Contracts Ltd; notes that underfunding is enabling councils to delay equal pay settlements and correcting pay inequalities thereby increasing the debt owed to women and forcing trade unions to take lengthy legal action further draining council finances.

“Congress therefore calls on the Scottish Government to:

- reform or replace the Council Tax to alleviate taxes on the poorest whilst increasing taxes on the wealthiest;
- protect and grow the frontline public service workforce;

- engage meaningfully with trade unions on a Public Sector Pay Strategy that fully acknowledged and respects sectoral collective bargaining arrangements'; and
- form a robust national plan to fund equal pay settlements and tackle pay discrimination across Scotland's public services."

***Mover: GMB Scotland***

***Seconder: Educational Institute of Scotland***

***Supporter: Public and Commercial Services Union***

## **Resolution 55. Funding to Address RAAC Panelling in Scotland's Public Buildings.**

“That this Congress notes the extent of the use of Reinforced Autoclaved Aerated Concrete (RAAC) panelling in public buildings throughout Scotland.

“This method of construction has a shelf life that has long since expired and has left numerous buildings within Scotland's public sector unfit for purpose with roofs leaking and crumbling, workers left negotiating the mitigations of acro-props and buckets, and public sector organisations facing increasing costs for ongoing surveying and mitigation within these now potentially dangerous buildings.

“In the Scottish Fire and Rescue Service there were 14 operational fire stations that had such mitigations in place since 2019, with only one having been repaired in that time. The remedial action needed to repair, replace or rebuild the remaining stations requires considerable and long overdue investment, estimated to be in excess of £60 million.

“With a significant and growing capital budget backlog the likelihood is that, for some of these stations at least, firefighters will be working around internal scaffolding and buckets catching rainwater for the foreseeable future.

“As mentioned above, the cost of monitoring through consultancy firms, and of the resultant knock-on repairs is significant and as public sector budgets continue to be put under enormous financial pressures, there is a clear risk that these issues cannot be properly addressed from each organisation's capital budgets.

“Congress calls for a campaign demanding specific ring-fenced funding from the Scottish Government, to support public sector organisations in remedying the RAAC crisis in Scotland's public buildings.”

**Mover:     *Fire Brigades Union***

## **Resolution 56. Support the Firefighters' Manifesto**

“That this Congress notes the relative success of the FBU's recent Cuts Leave Scars campaign in securing an uplift of £9.1 million in resource and £10.3 million in capital budgets respectively.

“The FBU thanks the General Council and all the affiliates who have supported our campaign to date and continue to show solidarity with firefighters across Scotland fighting against cuts within their service.

“The FBU Firestorm report, launched in Parliament last October, gave voice to firefighters struggling to provide an emergency service to the people of Scotland whilst facing a decade of underfunding amounting to £57 million and the loss of 1200 Scottish firefighter posts since 2012.

“This report provided an evidenced and irrefutable foundation for our campaign of public and political engagement and lobbying.

“Congress commits to provide the same support and lobbying to the demands of the Firefighters' Manifesto that fall within the Scottish Government's competency.

“It is imperative that the Scottish Government and the next UK Government address the years of neglect, underfunding, cuts and erosion of standards in the Fire and Rescue Service. The Firefighter's Manifesto demands 'Funding, Standards and a Fair Say' and while Fire is fully devolved, the funding allocated at UK level will have consequential impacts on budgets in Scotland which must be passed on to the Scottish Fire and Rescue Service.”

**Mover:     *Fire Brigades Union***

## **Resolution 57. Contingent Workers in the Public Sector**

“That this Congress notes that Finance Secretary Shona Robison’s assertion that staffing for services may need to be reduced due to ‘tight budgets’ has angered among public sector workers and our representatives.

“For the majority of workers in these areas, there is a shared understanding that our public and civil services cannot function with fewer staff members than they currently have. Public sector unions have made this viewpoint unequivocally clear, and it is essential that we continue to counter any unfounded claims in the media.

“Congress observes a significant increase in the Scottish Government’s spending on external contractors and contingency staff through private agencies since 2020. The costs of this across the Scottish public sector landscape is phenomenal and the Scottish Parliament’s Public Audit Committee should therefore take an active interest not only in the costs of these contracts but the length of them.

“This spending pattern raises concerns about the efficient use of public funds in the long term. Contractors and consultants in specialised fields often do not contribute to building the skills of the existing workforce after their projects are completed. Contingency staff are frequently used to fill gaps in areas where recruitment is challenging due to low pay.

“Congress asserts that the primary focus of discussions regarding staffing in the public sector should be on this excessive reliance on contractors, and contingency staff, rather than on the dedicated public servants who tirelessly keep the country operational.

“Congress calls on the General Council to:

- play a pivotal role supporting unions’ campaigns on this issue; and
- facilitate and assist affiliates in conducting research across the sector to assess these costs. The goal is to ensure that public funds are directed towards measures that enable public servants to be fairly compensated for their vital work, fostering recruitment and staff retention.”

**Mover:     *Public & Commercial Services Union***



## **Resolution 60. 68 is too Late**

“That this Congress offer their continued support to the POA in their fight for pension justice for their members who work in the Scottish prison service and support the call for a retirement age of 60 which would bring prison officers at least in line with other uniform services such as fire services and police.

“Congress agrees that 68 is too late and shares the continued frustration of the POA in there being no progress at all in achieving a retirement age of 60, despite the many vocal offers of support and agreement from politicians across the political spectrum.

“Congress acknowledges prison officers are members of the Civil Service Pension Scheme and agrees to liaise with our colleagues in the TUC to provide mutual support in challenging this injustice through Westminster.

“Congress further agrees that there is more that can be done by the Scottish Government in this regard and offer support to the POA in Scotland to bring about pensions justice for their members.”

***Mover: Prison Officers' Association***

## **Resolution 64. A Music Export Office for Scotland**

“That this Congress notes that musicians and music workers face onerous barriers to work in the EU since Brexit. Musicians touring to Europe face challenges of dealing with visas and work permits, carnets to bring their equipment with them, customs forms for merchandise and cabotage rules which severely limit the number of stops that can be made during a tour.

“All of these layers of bureaucracy add cost and time to the touring process, with young and emerging artists and bands particularly impacted if they don’t have a label or management company to support them with the costs and the technicalities.

“Research by UK Music found 82% of musicians impacted by Brexit said their earnings had decreased, 65% received fewer invitations to perform in the EU and 57% said it was not possible for them to take up invitations because of increased costs.

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

- establish and fund a Music Export Office for Scotland to provide systematic support for music exports, targeted at independent musicians and small and medium sized Scottish music companies to help build their international audiences;
- ensure such a Music Export Office for Scotland has the requisite expertise and capacity to support musicians and music workers in compliance with legal requirements, logistics and strategy for developing an international audience;
- create a dedicated fund to support musicians touring to the EU with associated costs including carnets as they build their careers in new markets;
- recognise that musicians are ambassadors for Scotland around the world, and that investment in their success is an investment in the profile and reputation of Scotland; and
- lobby Westminster to secure a Cultural Touring Agreement and Cultural Visa Waiver.”

**Mover:      *Musicians’ Union***

## **Resolution 66. Volunteering – Creative Industries**

“That this Congress notes that across the creative industries, including at the Edinburgh Fringe and many music festivals, unpaid volunteers are regularly engaged. It is recognised that volunteering can provide benefits both for the organisations and the volunteers themselves, however Congress believes that unpaid volunteers should not be used in operationally critical roles, including safety roles or to replace paid employment.

“Unpaid volunteering is also frequently used in the creative industries as a way to gain experience and entry into the industry. Congress believes that any trainee positions within the creative industries should be paid, working under supervision and in such a way that their absence would have no effect. The use of unpaid volunteering as a way to enter the industry is also a concern as people from ethnic minorities and lower income households are less able to afford to volunteer; the practice therefore perpetuates the unacceptable idea that the arts are only for those from certain ethnic or socio-economic backgrounds.

“Congress also recognises that without volunteers some events could not afford to operate and welcome the announcement of the additional £100m funding for the sector by 2028 and hopes that the Scottish Government and funding bodies will ensure appropriate funding levels to allow organisations recruit paid staff and use volunteers only in appropriate roles.

“This Congress asks the General Council to lobby the Scottish Government to introduce stricter conditions attached to public funding within the Creative Industries to help ensure the appropriate use of volunteers and prevent exploitation as well as ensuring that the Scottish Government’s Fair Work First policies are adhered to by publicly funded organisations including Creative Scotland, Event Scotland and Screen Scotland.”

***Mover: Prospect***

## **Resolution 69. Covid, Long Covid and Workplace Related Issues**

“That this Congress notes that it is estimated that over 180,00 people in Scotland are suffering Long Covid.

“Congress is concerned that the response of many employers is to: apply absence discipline; dismiss workers with Long Covid on ‘capability’ grounds; fail to put reasonable adjustments and support measures in place; block ill health retirement benefits; and withdraw support if sick pay entitlement is exhausted.

“Congress applauds trade union efforts to address this situation, notes that the Scottish Government agreed during the pandemic to issue guidance that no worker should face a detriment for Covid related absence and believes this should continue to apply to cases of Covid and Long Covid.

“Congress calls upon the General Council to:

- highlight the recommendations of the TUC Report ‘Workers experiences of Long Covid’;
- argue for Covid and Long Covid to be recognised industrial diseases;
- continue to build support for the Bill to establish a Scottish Employment Injuries Advisory Council, potentially ensuring access to Industrial Injuries & Disablement Benefits by workers experiencing Long Covid and generally expanding the list of proscribed diseases;
- call for investment under a ‘right to rehabilitation’ for those requiring rehabilitation after Covid-19;
- press the Scottish Government to conduct research on the long term effects of Long Covid and establish NHS Long Covid Units providing multi disciplinary, services; and
- call on the Scottish Government to review the extent of Covid in the workplace since the outset of the pandemic, with this review addressing the shameful under reporting of work-related Covid cases.”

**Mover:     *Unite Scotland***

## **Resolution 70. 4 Day Week**

“That this Congress recognises the importance of the four-day, 28-hour week - a central element of the PCS Scottish sector pay claim - and the persistent efforts of unions in championing this cause, we celebrate the progress made in advocating for a shorter working week without any reduction in pay or terms and conditions.

“Congress acknowledges the idea of a shorter working week has been gaining momentum, thanks in large part to the dedication of our activists and representatives who have tirelessly campaigned for this transformative change. Their perseverance is beginning to yield promising results.

“We commend the commitment of the Scottish Government to conduct a public sector trial of the four-day week, which involves various public bodies, including the South of Scotland Enterprise. This is a significant step towards realising the potential benefits of a shorter working week in the public sector.

“In April 2021, PCS collaborated with the thinktank, Autonomy, to conduct a research project demonstrating the feasibility of a shorter working week within the Scottish Government. The lessons learned from this research are transferable to other public and civil service bodies, illustrating that a reduction in working hours can be both practical and advantageous.

“While it is encouraging that many workers will experience a reduction in their 37-hour workweek to a 35-hour workweek as part of their employer’s pay offer this year, we understand that this is just the beginning of our journey towards achieving a four day week.

“Congress calls on the General Council to:

- assist affiliates in coordinating strategies to reducing the working week and the sharing of best practice;
- Facilitate the development of cross-union organising strategies to implement a shorter working week across various sectors and industries; and
- Support the work of PCS and sister unions in their pursuit of a four-day working week.”

***Mover: Public & Commercial Services Union***

## **Resolution 71. Political Attacks on University Staff**

“That this Congress notes the attack in autumn 2023 by the UK Government Secretary of State for Science, Innovation and Technology on two UK academics involved in work in equality and diversity. Congress notes that both academics were accused of promoting extremist views which is entirely untrue.

“Congress notes that, as well as publicly attacking them without recourse to respond, the Secretary of State called on the research funding body, UKRI, to suspend the academics from Research England’s Equality, Diversity and Inclusion advisory group.

“Congress believes it is fundamental to an open, healthy and democratic society that academics, universities, and research bodies can function free from political interference and that academic freedom is enshrined in law in the 2016 Higher Education Governance Act. Congress notes that the Israel-Gaza conflict has heightened tensions in public debate, but that freedom of expression and speech are essential to allow public discourse and that politicians should refrain from engaging in a “culture wars” agenda.

“Congress notes further that, in 2022, the UK Government legislated, predominantly but not exclusively in relation to England and Wales, to restrict the right to protest and freedom of assembly.

“Congress believes that employees, including in universities, the media, and elsewhere should be able to express their views within the law without fear of reprisal from their employer or their employment being put at risk and that the right to protest is fundamental to a democratic society and remains protected in law by the European Convention on Human Rights.

“Congress condemns the actions of the Secretary of State for Science, Innovation and Technology, and calls on the General Council to:

- write to the minister expressing the view of congress; and
- monitor and respond to any further incidences of freedom of expression and speech or the right to protest being restricted.”

**Mover:**     ***University & College Union***

## **Amended Resolution 81**

### **CCTV Recording of Professional Drivers**

“That this Congress recognises that the installation of inward facing cameras in the cabs of Heavy Good Vehicles, which provide for the continual recording of professional drivers throughout their working/rest time in the cab of a commercial vehicle, is not only a violation of an individual’s personal human right to privacy, particularly in relation to female professional truck drivers, but acts as a positive disincentive to attracting potential new younger recruits to an industry that is suffering from a chronic shortage of professional large goods vehicle drivers.

“Congress notes that whilst it has been erroneously argued that such intrusive ‘monitoring’ has been designed solely to ‘protect’ the professional driver, more unscrupulous large goods vehicle operators have been known to utilise such technology as a constant ‘24/7’ ‘spy in the cab’, relaxed in seeking to rely upon such technology for workplace disciplinary sanction. The professional haulage driver is effectively working in a ‘fishbowl’.

Congress also recognises this technology and monitoring in company vehicles is prevalent throughout many other industries, including the Telecom sector.”

“Congress calls on the General Council to lobby the UK Government to introduce legislation that, in recognising a fundamental breach of privacy laws under individual’s human rights, seeks to outlaw the practice of utilising such intrusive CCTV evidence in employee workplace disciplinary proceedings within Scotland.”

**Mover:**     ***United Road Transport Union***

**Seconder:** ***Communication Workers’ Union***



## **Resolution 83. Campaign for Climate Hazards Health & Safety Training**

“That this Congress notes that since April 2023 workers in Scotland and the UK have been battered by extreme weather events from a June heatwave which saw temperatures in posties vans soar to 45 degrees centigrade to Storm Babet in November which resulted in loss of life, long term evacuations from homes and the closure of transport links to North East Scotland for 4 days.

“The trade union movement in Scotland must work together to identify these climate health and safety hazards and campaign to make sure employers are including these hazards in workplace risk assessments and annual reports.

“The 2021 STUC project with Adaption Scotland, the Scottish Hazards Committee and UNISON Adaptation Scotland: ‘Climate Hazards & Resilience in the Workplace’ must be seen as the first step until all employers are signed up to regularly assessing and responding to these risks.

“Congress recognises that climate hazards are a growing feature of all workplaces. There is a critical need for mandatory climate hazards in the workplace risk assessments and annual reporting across all employers as part of the Fair Work agreement with the Scottish Government.

“Congress calls on the General Council to:

- Encourage affiliates to engage fully with members, public and private sector employers for the adoption of workplace based climate hazards risks assessments reviewed annually;
- Campaign for a specific maximum working temperature law, including the ability to withdraw labour if workplace temperatures surpass 30°C (27°C if doing strenuous work in PPE);
- Support, reviewing, updating and providing training to workplace health and safety reps on the Adaption Scotland Climate Hazards and Resilience in the workplace resource; and
- Campaign for amendments to health and safety legislation to support the mandatory use of workplace climate hazards risk assessments and publicly available annual review reports.”

***Mover:     Aberdeen Trades Union Council***

## **Resolution 84. Mobilising and Supporting Hospitality Workers**

“That this Congress notes:

- Unite Hospitality members took strike action at 13th Note, Glasgow on 14-16th July 2023. This industrial action was historic;
- that the ever changing and uneven development of capitalism has led to a shift in the organisation of workers in Scotland. Hospitality and Service industry workers are the fastest growing part of Glasgow’s workforce. Industrial and imperial decline has created an unproductive, dislocated, and alienated economy increasingly characterised by insecure work and aggressive wage suppression;
- at the forefront of this crisis of capital are hospitality workers; and
- Trade Unions must adapt to the changes in the economy and make sure that their organising and growth strategies reflect this.

“Congress calls on the General Council to:

- mobilise young workers to support Hospitality picket lines and actions;
- support upcoming Unite Hospitality and Better Than Zero education and organising; and
- support 13th Note workers in their campaign to establish a workers’ Co-op.”

**Mover:     *STUC Annual Youth Conference***

## **Resolution 85. Organising for the Future**

“That this Congress notes that the proportion of UK employees who are trade union members fell again in 2022, including by 2.1% in Scotland. Whilst a higher proportion of jobs are covered by a collective agreement in Scotland than any part of the UK, and Scotland has a higher union membership density than all English regions apart from the North East, membership has actually fallen more significantly in Scotland than in England or Northern Ireland. It is extremely concerning that since 1995 the proportion of employees who are trade union members has fallen by 12.6%. The figures show that union density in the private sector is extremely low and older employees make up a disproportionately large proportion of union members.

“Congress believes that our movement is only as strong as its members. In order to be as effective a voice as possible for working people in Scotland, we urgently need to redouble our efforts to increase membership and ensure we have a strong presence in workplaces throughout the country.

“Congress notes that there is significant under-representation of groups such as Black workers, women and young workers within the Trade Union Movement, and believes that this must be addressed so that our movement is fully representative of modern Scotland. Engaging all under-represented groups in our work has never been more important at a time of such challenges.

“Congress calls on the General Council to:

- develop a national strategy for increasing union membership, especially in the private sector, in consultation with affiliated unions;
- work with affiliated unions to support greater involvement of union members from under-represented groups in union structures and activities; and
- involve the STUC Youth Committee in specific work around the recruitment and development of young workers and reps.”

**Mover:     *Union of Shop, Distributive & Allied Workers***

## **Resolution 86. Organising**

“That this Congress supports the work of BFAWU to organise MOWI Rosyth and is appalled to learn that the company recognises NNN union in Norway but is refusing to engage with the BFAWU in Scotland, choosing to hide behind draconian legislation, even responding in a hostile manner to the BFAWU and supportive MSPs when approached.

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

**Mover:**     ***Bakers, Food and Allied Workers Union***

## **Resolution 87. Scotland Demands Better**

“That this Congress notes that Dundee, like many other communities in Scotland, faces an uncertain future. 2024 looks to be one of the most challenging years. The Scottish Government’s Index of Multiple Deprivation shows that over 40,000 Dundonians, in a city of 140,000 people, live in areas designated in the ‘worst’ 20%. Earlier this year Dundee Trades Union Council and its affiliated trades unions again protested against cuts made by Dundee City Council to its budget. This was mirrored by TUCs across the country. For over a decade there have been calls for needs-led budgets in Scotland’s hard-hit communities, as cuts have robbed them of hundreds of millions of pounds.

“Under the STUC’s banner of Scotland Demands Better, local fights to retain jobs and services rub shoulders with positive campaigns for the public control of buses, investment in local domestic energy saving and for a popular Just Transition.

“Trade unionists have been central to challenging the impact of politically supported managerialism that simply looks to implement a neoliberal economic orthodoxy. This has been true in both the public and private sectors. Furthermore, management look to limit the role of trade unions in negotiations for workplace pay, and terms and conditions, with even this role being constrained.

“With a General Election imminent we resolve to strive for progress for our citizens and our communities, for a different future from that offered by our political class.

“Congress

- believes that the decisions of our Congress provide the best election manifesto for the Scottish people.
- calls on the General Council to work with broader Civil Society to build an agenda, around the election, of hope and progress.
- resolves to use the lessons and tactics of recent strike actions to help galvanise our movement to strive for gains across the broad Scottish social and political agenda.”

**Mover:     *Dundee Trades Union Council***

## **Resolution 88. Trade Unions Must Practice What They Preach on Equalities**

“That this Congress recognises that trade unions and trade union councils are to the fore in promoting an equalities agenda amongst employers in line with the Equality Act 2010. However, it is important that trade unions practice what they preach and ensure that within our trade union movement, equalities are also upheld.

“Congress welcomes the progress that has been made to date. The two biggest unions in the UK have women leaders, as did the TUC until recently. In Scotland, the STUC and biggest union (UNISON) have women leaders. There is still a long way to go, however, to ensure the leadership and activist base of our unions reflect their membership and there are many other equality strands which are not as well represented.

“Congress calls on the General Council to work with the Equality Committees to:

- encourage all affiliated unions and trade councils to publish their equalities statistics annually – this should include their overall membership and also staff, senior elected members, and activists; and
- support trade unions and trade councils to act on their annual statistics and set aims/targets/objectives for improving them where appropriate.”

**Mover:     *Aberdeen Trades Union Council***

## **Resolution 89. Improving Representation of Black Workers**

“That this Congress notes that the STUC Black Workers’ Committee supported UNISON’s 2023 Year of Black Worker campaign to highlight the contributions and experiences of Black workers in Scotland to the trade union movement.

“Congress further notes that the STUC Black Workers’ Conference 2023 hosted workshops on UNISON’s survey of Black members engagement which revealed:

- 1 in 10 Black members are aware of union activities, networks, and the race discrimination protocol.
- 4 in 10 Black members feel they have a voice, while an equal number have experienced racism at work.
- Some Black members expressed interested in attending union activities and structures but did not associate with the terminology of ‘Black’.

“Congress agrees that it is essential to understand and address systemic barriers that may hinder Black members’ union participation and engagement.

“Congress calls on the General Council to:

- work with the STUC Black Workers’ Committee to explore ways to highlight black trade unionists’ voices, increase representation and visibility, reduce barriers, and expand trade union learning, training, and organising opportunities for black members; and
- encourage affiliates to take action to improve union representation of Black workers, both as an employers and membership organisation.”

**Mover: STUC Annual Black Workers’ Conference**



## **Resolution 90. Sheku Bayoh Inquiry**

“That this Congress notes the statement by the new Chief Constable of the Police Service of Scotland in autumn 2023 reaffirming her predecessor’s view that the Police Service of Scotland has a history of institutional racism and is institutionally discriminatory.

“Congress believes that the evidence heard so far in the independent inquiry into the death in custody of Sheku Bayoh supports the Chief Constable’s view. Congress believes that, to begin to address institutional racism and discrimination, the police need previous discriminatory actions to be subject to full scrutiny and for the victims of police discrimination to receive justice.

“Congress therefore looks forward to the public inquiry into Sheku Bayoh’s death in custody finishing its work this year and delivering justice for Sheku Bayoh’s friends and family. Congress notes the resumption of evidential hearings in the inquiry in early 2024.

“Congress further notes and commends the resilience and strength of Sheku’s family during the inquiry and, once again, offers Congress’s full support to them and the Justice for Sheku Bayoh campaign.

“Congress calls on the General Council to continue to support the family by encouraging affiliates’ members to attend the inquiry and vigils held outside the inquiry and to encourage affiliates to offer financial support to the Justice for Sheku Bayoh campaign.”

**Mover:      *University & College Union***

## **Resolution 91. Opposing Racism and the Racist Offensive**

“That this Congress notes:

- The Sunak Government’s intensification of racism and scapegoating and the likelihood of this escalating as we approach a General Election;
- The Government’s determination to deliver the Rwanda plan, in spite of clear evidence that Rwanda is unsafe particularly for those from LGBT+ communities, their ‘Stop the Boats’ campaign, the use of ex-military bases and prison barge to house refugees – policies that breach internationally recognised human rights and have led to many needless and tragic deaths;
- The Rwanda policy fails to address the key issues of safe passage for those who want to claim asylum in the UK. The insistence of pursuing such a policy is cruel, inhumane and puts more people at risk of danger and exploitation.
- That the government’s divisive rhetoric has emboldened a new far right in Britain;
- The very real threat of growing success for racist, far right and fascist forces across Europe, the US and internationally;
- Across Britain, we have seen successful campaigns to stop racists and fascists organise against refugees, from Elgin and Erskine in Scotland, all the way to Portland in Dorset.

“Congress believes:

- The Government’s deliberate focus on intensifying scapegoating and pushing through racist policies is an attempt to divert from the crisis they are responsible for;
- The Scottish government has espoused a more positive rhetoric welcoming migration, our politicians can do more to speak out and act against this;
- Unity is our strength. Racism is about dividing us in our workplace and communities, and weakening our collective response to the cost-of-living crisis;
- Broad based, united and mass opposition to racism, the far right and fascism can successfully push back the threat.

“Congress resolves:

- to support and promote the work of, all groups who are combatting racism and fascism in our country locally and regionally, in the face of racist, far right or fascist attempts to organise;
- to support events outside the public inquiry in support of Sheku Bayoh's family and encourage members to attend the inquiry."

***Mover: STUC Annual Black Workers' Conference***  
***Seconder: Public and Commercial Services Union***  
***Supporter: Paisley and District Trades Union Council***

## **Resolution 94. Accessible Cities**

“That this Congress notes that recent changes to the layout of Glasgow city centre, with the emphasis on ‘cycle lanes,’ has had a negative impact on disabled people. Changes, particularly around cycle lanes, have made the city dangerous for blind and disabled people.

“Congress notes that whilst the concept of ‘shared spaces’ is a positive approach to bringing footfall back into the cities, they cannot be to the detriment of blind and disabled people. New layouts encourage roadways and public spaces to be shared between pedestrians and road users, this has meant removing kerbs, pedestrian crossings, and textured surfaces in order to make way for more, or wider, cycle lanes.

“Congress notes the issue of removing or re-locating pedestrian crossings means pedestrians have to walk across a cycle lane before they can access the pedestrian crossing. This relies on the pedestrian hearing the cyclist approach, or that the cyclist sees the pedestrian. These new layouts also rely on cyclists adhering to the rules of the road and the Highway Code.

“Congress believes inadequate infrastructure is discriminating against disabled people when they move around their communities.

“Congress calls upon the STUC to:

- Campaign for an urgent review of the layout of cycle lanes in Glasgow City Centre, the impact they have on the disabled community, and their ability to travel safely across their own city;
- Ensure the voices of disabled people are heard when decisions are taken about infrastructure and that accessibility is made a priority;
- Support disability activists in their calls for enforcement of the Highway Code for cyclists who can present a considerable danger to blind and disabled people in Glasgow; and
- Work with the Disabled Workers’ Committee in lobbying for an audit of all Scottish city centres to measure their disability capacity and where improvements can be made.”

**Mover:     *Community***

## **Resolution 95. Freedom of Information Campaign Scotland**

“That this Congress congratulates the Freedom of Information Campaign Scotland on its 40th anniversary in 2024, and on all its good work over the years to promote a free flow of information in Scotland, particularly from Government to citizens.

“Congress also notes the growing pressure for reform and updating of Scotland’s Freedom of Information legislation, following numerous reports and submissions identifying weaknesses in the current regime. It notes the bill for reform of Fol legislation currently lodged with the Scottish Parliament in the name of Katy Clark MSP, and designed - among other provisions - both to extend the scope of the legislation to areas which are currently exempt, and to improve enforcement of its provisions.

“Congress urges all member unions, and the STUC as a body, to do all they can to support the introduction of positive reforms to Scotland’s Freedom Of Information regime; and to promote awareness among union members of the vital importance of Freedom Of Information as a building-block of democracy, and of the importance of reforming Scotland’s Fol legislation to ensure that it is fit for purpose, under 21st century conditions.”

**Mover:      *National Union of Journalists***

## **Resolution 96. The Importance of Hyperlocal and Local Media**

“That this Congress congratulates all those involved in setting up the Scottish Beacon, a new network designed to provide mutual support and information for Scotland’s grassroots, hyperlocal and community news providers, and to enable them to access as much professional training and expertise as possible.

“Congress affirms the vital importance of strong local media in sustaining our democracy, holding power to account and strengthening community resilience in difficult times; and urges all STUC members to be aware of Scottish Beacon as a source of valuable information about community media in local areas across Scotland, which can offer an important forum for publicising, debating and sustaining trade union activity, as it affects local communities.”

***Mover:      National Union of Journalists***

## **Resolution 97. Financial Services Supporting the e-disadvantaged**

“That this Congress notes in the last 10 years thousands of big name banks and building societies have disappeared from our high streets. As this trend continues, millions of vulnerable customers are left with little or no access to their cash.

“Despite the drive to digital, not everyone has access to online banking and the loss of face-to-face services throughout Scotland adversely impacts the e-disadvantaged. Congress recognises that the decline in the Post Office network means that access to in-person banking services and cash has been limited further.

“As financial providers continue to prioritise profit over customers’ needs, it is now almost impossible to operate financial affairs without technology and those with no or limited access to it are in an increasingly vulnerable position.

“These e-disadvantaged people are more likely to become victims of financial crime due to their inexperience in modern technology.

“If they have outdated software or hardware due to lack of ability, funds, or access to sufficient services, they are not protected by the industry or the Government, who have systematically shifted the responsibility for security to the user, without ensuring that industry advances have been inclusive and considered.

“Therefore, Congress resolves to campaign for a level of secure service for the e-disadvantaged, that gibes protections that place the onus of access and security on service providers and Government, not consumers.

“This includes the STUC working with affiliate unions to campaign against the decline of the banks, building societies, and Post Office network and to campaign for:

- A legal right to pay for goods and services in person using cash;
- A statutory obligation on banks and ATM outlets to provide an appropriate network of free-to-use cash deposit and withdrawal services for public access across Scotland; and

- An expansion in accessible banking services available through the Post Office.”

***Mover: Aegis the Union***



## **Resolution 101. Call to end Benefit Sanctions**

“That this Congress notes that benefit sanctions continue to run at a high level. There were a total of 522,659 Universal Credit sanctions in the year to July 2023. This compares to 230,720 sanctions in the year to January 2020.

“The Autumn Statement by the UK Government on 22nd November 2023 included yet further tightening of conditionality.

“The increase in the Administrative Earnings Threshold from 9 to 18 hours means that many people working below those hours are now treated as if they are unemployed.

“Substantially increased numbers of Universal Credit working claimants have been required to meet a Work Coach and look for more work or face sanctions since September 2023.

“Congress commends the Unite the Union campaign ‘Cut sanctions, not incomes’, which is particularly concerned with in-work conditionality, and recognises the continued opposition to sanctions by PCS, which represents Job Centre workers.

“Congress believes that the current system of sanctions is a blight on communities which causes needless harm and suffering. The focus should be on offering opportunities for claimants to find work without the threat of imminent destitution.

“Job Centres should be a beacon of hope and support for communities, rather than being seen as punitive and unpleasant. They should be about preventing poverty rather than causing it.

“The DWP’s own research suggests that finding work is less likely as a result of benefit sanctions.

“We also know sanctions can lead to suicide as unbearable hardship can push already vulnerable people over the edge. Countless people have died after being sanctioned in the UK.

“With the General Election looming, and the likelihood of the Tories being defeated, Congress calls on the General Council to lobby political parties to pledge for an end to benefit sanctions should their party form the next UK Government.”

***Mover: Midlothian Trades Union Council***

## **Resolution 102. Campaigning Against Poverty**

“That this Congress agrees that the trade union movement should be at the forefront of the fight against poverty.

“Two campaigns which members of Clydebank TUC are involved in, and which have gained far wider traction at the grassroots, are Fuel Poverty Actions Energy for All and Fans Supporting Foodbanks.

“The former’s manifesto campaign is to take energy distribution into public ownership. Building solidarity between trade unions, community organisations, and environmentalist movements is necessary for building a mass movement providing affordable, sustainable energy for generations to come.

“Five hundred and twenty-one people have died due to cold homes in Scotland whilst energy companies make billions in profits while similar amounts of Government subsidies are given to the fossil fuel industry.

“Under Energy For All, that money would be used to provide free essential energy and to retrofit housing so no one is made ill, or worse, by their homes. This would also provide more green jobs for workers as we support a workers’ led Just Transition away from fossil fuels.

“By supporting the Energy For All campaign, we can build a movement against poverty and climate collapse.

“Fans Supporting Foodbanks recognises that poverty doesn’t end in the workplace and the home. It follows us into our pastimes as well. The reality is many parents are forced to make hard decisions, even choosing to miss out on meals so that they have enough money to take their children to the football.

“Assisting Fans Supporting Foodbanks shows that trade unions are at the forefront supporting workers in their workplace and in their day to day lives.

“Congress agrees to offer practical support to the above two campaigns as a contribution to build a united front between trade unions in their workplace, their community, and workers and their families in their recreation.”

**Mover:     *Clydebank Trades Union Council***

### **Resolution 103. Support Banning Conversion Therapy in Scotland**

“That this Congress notes that in the 2022-2023 Programme for Government, the Scottish Government reaffirmed its commitment to introduce a Bill on ending conversion practices in Scotland and has subsequently launched a public consultation.

“Congress further notes that ‘conversion therapy’ or ‘conversion practice’ is an umbrella term referring to acts which intend to change and/or suppress someone’s sexual orientation or gender identity; and that this so-called ‘therapy’ is rooted in an untrue and harmful historical supposition that LGBT+ people are sick, unwell, mentally ill or broken in some way.

“Congress acknowledges the decades-long and dedicated campaigning of the International LGBT+ movement who’ve fought for progress for LGBT+ people, and not to be routinely pathologised, nor subjected to harmful practices under the auspices of family, community or religious belief.

“Congress is alarmed by recent political machinations, including from the UK Minister for Women and Equalities, to usurp the meaning of a possible conversion therapy ban, in order to negatively impact upon trans people’s affirmations and access to necessary healthcare.

“Congress agrees that conversion therapy must be banned in Scotland and the need for trade union solidarity in the face of possible attacks on the conversion therapy consultation.

“Therefore, we call on the General Council and affiliates to:

- unequivocally support the campaign to ban conversion therapy; and
- reject any attacks on the conversion therapy ban, including attempts to usurp its meaning and attack or delegitimise health and other supports for trans people.”

**Mover:**     ***STUC Annual LGBT+ Workers’ Conference***

## **Resolution 104. Misuse of Section 35 Orders for Attacking Progressive Change**

“That this Congress notes that following cross-party support for the Gender Recognition Reform (Scotland) Bill by the Scottish Parliament in 2022, the UK Secretary of State for Scotland evoked a Section 35 Order to block the Bill from gaining royal assent and becoming law.

“Congress further notes that the GRR Bill was one of the most scrutinised pieces of legislation to come before the Scottish Parliament. By using a Section 35 Order, the UK Government has blocked legislation on administrative reforms to ease access to Gender Recognition Certificates – something which will affect only a few thousand people wishing to marry and be buried with dignity.

“Congress is concerned at the implications this block and delay will have on the lives of trans people.

“Congress is further concerned at the misuse of Section 35 in recent times by the Secretary of State and the undermining of both Scottish democracy and devolution.

“Congress condemns any Westminster Government misusing their powers to attack progressive legislation.

“Congress commends the Scottish Government for lodging a petition with the Scottish Court of Session, seeking a judicial review of the UK Government’s usage of Section 35 to block the GRR Bill, however, is extremely disappointed that the Scottish Government lost its court case against the UK Government.

“Congress calls on the General Council to:

- re-affirm its support of the GRR Bill to improve the lives of trans people; and
- express its concern at the misuse of Section 35 Orders and the undermining of Scottish devolution and democracy.”

**Mover: STUC Annual LGBT+ Workers’ Conference**

**Resolution 116. Ukraine - Support for Ukrainian Trade Unions and Affiliation to the Ukrainian Solidarity Campaign Scotland**

“That this Congress reaffirms its support for the Ukrainian Free Trade Union Federations KVPU and FPU in their determination both to defend the Ukrainian people against the murderous attacks by Russian forces and to expel the Russian invaders from Ukrainian territory.

“Congress regards the war in Ukraine as a struggle for national liberation.

“Congress encourages affiliates to consider affiliation to the Ukraine Solidarity Campaign Scotland.”

***Mover: Dumfries & Galloway Trades Union Council***

## **Resolution 117. International Brigade Memorial Trust**

“That this Congress supports the good work of the International Brigade Memorial Trust in keeping alive the memory and spirit of the 2,500 men and women from Britain and Ireland who volunteered to defend democracy and fight fascism in Spain during the Spanish Civil War of 1936-39.

“Congress applauds the International Brigade Memorial Trust for the events it organised in December 2023 to commemorate the International Brigaders on the 85th anniversary of their return to Scotland, England, Wales, and Ireland.

“In recognition of the work of the International Brigade Memorial Trust, Congress asks the STUC General Council to have dialogue with the Scottish Government and the relevant educational Trade Union affiliates with a view to promoting the story of International Brigades in the curriculum of our schools, colleges and universities.

“Congress notes that 2026 will be the 90th anniversary of the outbreak of the Spanish Civil War. We therefore ask the STUC General Council in liaison with its Black Workers’ Committee to recognise this in its plan for the 2026 St. Andrews Day anti-racist/anti-fascist March and Rally.”

***Mover:     Aberdeen Trades Union Council***

## **Amended Resolution 118. Free Ocalan**

“That this Congress notes that the Kurdish question in Iraq, Iran, Syria and Turkey is one of the major unresolved problems of the Middle East. The conflict between the Turkish state and the Kurdish freedom movement has cost tens of thousands of lives while millions of Kurds have become refugees across the world.

“Kurdish leader Abdullah Öcalan has endured 26 years in prison after being illegally kidnapped from Kenya and handed over to Turkey. He has had no contact with the outside world, in violation of both Turkish and international law, for 3 years. His last meeting with his lawyers was in August 2019 and his last communication with anyone outside prison, a phone call with his brother, was in March 2021.

“Meanwhile, Turkey, as a NATO country, continues to bomb Kurdish settlements in North and East Syria and in Iraq as well as oppressing and imprisoning Kurdish politicians and citizens at home.

“Congress reiterates its view that his release is essential to starting a political dialogue to resolve the ongoing issue of Kurdish self determination. Ocalan’s principle of Democratic Confederalism, put into practice in Rojava and inspiring many, including the CUB Trade Union in Italy, offers solutions to many of the problems of the Middle East and beyond, with its methodology of women’s liberation and democratic, autonomous organising.

“Congress regrets the invitation offered to Turkey’s President Erdogan to visit Scotland by the First Minister. President Erdogan’s government has continued the war on the Kurds, refused to hold peace talks, sanctioned the use of violence and legal action against political opposition and attacked independent media/journalists.

“Congress demands that;

The UK Government

- stops its arms sales to Turkey;
- through diplomatic and NATO channels, pressurises Turkey to stop the bombing of Kurds in North and East Syria and Iraq;
- pressurises Turkey to release Abdullah Ocalan;

The Turkish Government



- releases Abdullah Ocalan;
- ends its oppression and imprisonment of Kurdish political and cultural organisations and individuals; and
- enters into negotiations to resolve its conflict with the Kurdish freedom movement.”

***Mover: Dundee Trades Union Council***

***Seconder: East Kilbride & South Lanarkshire Trades Union Council***

## **Emergency Motion 1. Supporting Migrant Workers**

“That this Congress condemns the Home Office sponsorship system for foreign workers coming to the UK to fill key worker posts in the care sector for these reasons:

- There is no effective system for preventing extortionate fees charged by agents abroad who “find” UK jobs for workers.
- The Home Office does nothing to prevent employers withdrawing sponsorship from workers who attempt to assert basic employment rights.
- All costs of sponsorship, visa and biometric cards and travel costs are usually borne by the workers.
- From March 11th, the UK Tory Government banned these workers from bringing their dependants to join them in the UK.
- If a worker has their sponsorship revoked, they have 60 days to find a new sponsor. If unsuccessful, they are likely to be deported by the Home Office.
- Many workers have contracts showing wage rates that are lower than the Scottish Real Living Wage paid to care workers.
- Many workers are being given much less or much more work than stated in their offers of employment.
- Sponsored workers’ visas bar them from access to public funds so there is very limited access to benefits if they have problems

“Congress therefore resolves to campaign to achieve parity of employment rights for foreign and Scottish workers.

“Congress calls on General Council to:

- Demand that Scottish Councils and NHS/Council Joint Boards commit to offering sponsorships to care workers who have had their sponsorship cancelled by employers due to disputes over pay or working conditions.
- Encourage foreign workers to join trade unions by demanding parity of wages and conditions with Scottish workers.
- Support affiliates who are negotiating with care employers to bring in occupational sick pay schemes for all care workers.
- Challenge the ban on bringing dependants as a breach of basic human rights during the general election campaign.

***Mover: Dumfries & Galloway Trades Union Council***

## **Emergency Motion 2. Cuts to railway infrastructure jobs and services in Scotland**

“That this Congress is appalled that on 21st March 2024, Rail engineering company Babcock Rail announced the compulsory redundancies of skilled rail infrastructure workers.

“The job losses are a direct result of a reduction of work that has come about due to Network Rail having its funding cut by the Scottish government and Westminster government over the next five years.

“Congress is deeply concerned that this could be the first of a number of cuts due to the funding shortfall. These cuts will impact on the railway’s reliability and resilience, particularly when there are increasing threats to the railway infrastructure from adverse weather conditions related to climate change.

“Congress is also concerned that the cuts will compound safety risks that are already present, arising from Network Rail’s cuts to rail infrastructure safety maintenance in Scotland.

“Congress believes the cuts are not just due to a funding shortfall. They are also due to fragmentation, privatisation, short termism and the lack of a coherent strategic planning which has plagued the railway for many years. This has resulted in redundancies or threats of redundancies to skilled workers in the railway supply chain, despite those skills and improved rail infrastructure being desperately needed to improve the safety and reliability of the railways.

“Congress therefore agrees to urgently lobby the Scottish Government and MSPs in support of the RMT’s campaign to oppose these and future job cuts and also for the Scottish Government to convene an urgent summit to discuss how rail infrastructure jobs and services can be protected and improved, including in the rail industry supply chain.”

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

### **Emergency Motion 3. Channel 4**

“That this Congress notes the Bectu Sector of Prospect represents hundreds of members in Scotland working as freelancers across scripted and unscripted content. It is our policy that work on content for national broadcasters in the UK should be shared out amongst workers across the UK in an equitable way. On February 28<sup>th</sup> 2024 it became clear that Ofcom appeared to have conceded to Channel 4’s claims regarding the Nations and Regions production quotas being higher than they reasonably ought to be.

“Channel 4 has a remit to deliver content for the whole of the UK, and to fully do this, ‘productions need to be dispersed across the Nations and Regions. At a time where the industry is struggling, there needs to be larger commitments outside of London to ensure those working outside of the M25 are given the same opportunities as those inside.

“Channel 4 itself in its “4 All the UK” strategy committed to ‘Representing a diversity of thought and opinions from across the UK, and across all of our content.’ It continued: ‘We’ve committed to upping our spend on creative content in the Nations and Regions – from 35% to 50% of main channel UK commissions by 2023.’

“Committing to this, but then also claiming to Ofcom that it has struggled to commission outside of the M25, is contradictory and unacceptable.

“Prospect welcomes the recent support of the STUC and other Unions in raising this matter with both organisations recently.

“This Conference calls upon the incoming General Council to continue to work with affected Unions in raising the profile of this issue and lobbying not only Channel 4 and Ofcom but the Westminster and Scottish Governments, and to work constructively with the Wales TUC and ICTU to ensure that a consistent Trade Union campaign is heard in both the Senedd and Stormont.”

***Mover: Prospect***

## Emergency Motion 4 Missing Millions

“That this Congress notes the discovery recently that the £38 million allocated and ringfenced to raise the T&Cs of care workers vanished from the Scottish Government Budget for 2024-25. This money was pulled from the Fair Work in Social Care T&Cs workstream in September 2023 without consultation with workstream members, employers and councils. This was confirmed via a Freedom of Information request to Scottish Government. Congress condemns this betrayal of the Scottish Government commitment five years ago to implement Fair Work in Social Care recommendations:

- This £38 million budget was secured by the Fair Work Terms and Conditions workstream to improve sick pay, maternity and paternity pay of care workers.
- Withdrawal means thousands of care workers will continue to receive only statutory sick pay, paternity, and maternity pay.
- The Covid sick pay scheme was removed in May 2023 but healthcare-associated infections are still with us, and many care worker are without pay if they are unwell.
- It is a scandal that there is no budget to deliver Fair Work terms & conditions. “Congress shares the anger of social care workers and supports their campaign for the Missing Millions to be returned.

“Congress calls on the General Council to put pressure on Scottish Government to:

- Restore the ‘Missing Millions’ by providing Fair Work funding for 2023 & 2024 to deliver improved pay and conditions.
- Explain the withdrawal of investment committed to Fair Work workstreams.
- Commit to delivering a timescale and funds for sectoral bargaining.
- Deliver £15ph for care workers now.

“Congress further calls on the General Council to:

- rally support for the ‘Demand the Missing Millions’ protest organised outside Scottish Parliament on 25 April.
  - ask all MSPs to back the call for the Missing Millions to be restored and to establish sectoral bargaining.

Mover: UNISON

Seconder: UNITE

Supporter: GMB

## **Emergency Motion 5. Living Rent**

“That this Congress notes-

- That following the Scottish Government’s recent end of the moratorium on rent increases on 31st March, thousands of tenants are facing unsustainable rent hikes;
- A 12% rent cap is little rent cap at all and 12% could be the difference between heating and eating for some families;
- That the discussion around rent controls in Scotland has positively shifted since Living Rent was first formed in 2016 due to the collective action of tenants;
- The fact that the Scottish Government proposing the Housing Bill on the 27th of March, which includes rent control legislation, is a victory itself, even if there are shortcomings within the proposed legislation. “Congress calls on the General Council to-
- Work alongside Living Rent to formulate a response to the proposed legislation;
- Support Living Rent in their campaign pertaining to rent controls and demands for improved rights for tenants.”

***Mover: UNISON***

## **Emergency Motion 6. Education Cuts Emergency in Glasgow**

“That this Congress condemns Glasgow City Council’s planned cut of 450 teachers’ posts over the next three years, starting with 170 teachers’ posts to go this August. Congress commends the EIS for its campaign of opposition to these cuts, including lodging a dispute.

“Congress instructs the General Council to write to Glasgow City Council expressing its concerns over the impact of these planned cuts on pupils, education staff and the wider community and to call for the cuts to be rescinded.

“Congress also notes that these cuts come at a time when the Scottish Government is giving ringfenced funding to councils to increase teacher numbers. Congress instructs the General Council to campaign for greater transparency on government spending on local government matters and to make representations to the Scottish Government to ensure that its ringfenced funding is properly ringfenced and provides the additionality of funding for a specific purpose that the Scottish Government claims.

“Furthermore, Congress instructs the General Council to urge the Scottish Government to meet all of its policy commitments in education – including an increase in the number of employed teachers in Scotland, starting with the 3500 promised by 2026. ”

***Mover: Educational Institute Scotland***

## **Emergency Motion 7. Solidarity With Dr. Ghassan Abu-Sittah**

“Congress applauds: Dr. Ghassan Abu-Sittah's appointment as the new Rector of the University of Glasgow following a determined campaign in solidarity with the people of Palestine that saw him win a landslide victory with 80% of the vote. Dr. Ghassan Abu-Sittah's long and distinguished career as a war surgeon served in Iraq, Lebanon, Yemen, Syria and most recently for 43 days in Gaza's Al-Shifa and Al-Ahli hospitals during Israel's ongoing genocidal war.

“Congress condemns: The detention and deportation of Dr. Ghassan Abu-Sittah from Germany on Friday 12th April and subsequent ban on Dr. Abu-Sittah carrying out political activity in Germany. The police and state repression of the Palestine Congress in Berlin at which Dr Abu-Sittah was due to speak and at which Jewish peace activists were arrested.

“Congress urges: The STUC General Council to write to Glasgow University urging senior management to vocally defend the university's rector. The STUC general council to work with relevant student groups & unions to organise solidarity activity with Dr Abu-Sittah.”

***Mover: STUC Youth Conference***



**Motions withdrawn/remitted at the 2024 Annual STUC Congress**

**105. Assisted Dying**

“That this Congress believes that death with dignity is a human right. For those in pain at the end of life, the ban on assisted dying robs them of that right. Congress is therefore in favour of legalising the choice of assisted dying for terminally ill adults who wish it and have been professionally assessed as being mentally competent. This compassionate approach is overwhelmingly backed in opinion polls by Scots. It is in no way a challenge to palliative care but will be the optional last stage for some patients in their healthcare plan.

“Many dying people attempt to end their own lives in ways that are violent, unsafe and damaging to those around them. It costs on average £15,000 to end a life safely at a Swiss facility abroad. Assisting a loved one is against the law, although 66% of people would consider breaking the law.

“A proposal to remove the blanket ban on assisted dying is due to be presented to the Scottish Parliament. It includes a waiting period to give dying people time to reflect on their decision, the involvement of at least two doctors in assessments, and a requirement that the medication be self-administered, with special provision for those physically incapable. The proposal is based on best practice internationally and if passed would be one of the safest, most tightly drawn pieces of legislation on assisted dying in the world.

“Congress calls on the General Council to:

- support the Assisted Dying Bill initiated by Liam McArthur MSP;
- publicise this decision among trade union members and the general public; and
- support the work of Friends at the End and other reputable campaigning organisations.”

**Mover:     *Fife Trades Union Council***

## **Composite E - Military Spending (Covering Motions 19, 20,21,23, 24)**

“That this Congress deplores the militarisation of Britain’s economy at a time when funding for services essential for health, wellbeing and education are at crisis point and decarbonisation has stalled.

“Congress notes that UK defence spending has increased by almost 20 per cent over the past three years to at least £53 billion annually.

“Congress notes that the UK Government initiated the AUKUS pact in 2021 with the US which has resulted in the militarisation in the Pacific.

“Congress also notes that the U.K. Government has backed the US in opposing calls for a humanitarian ceasefire in Gaza.

“Congress also expresses its concern about evidence that in April 2022 the British Prime Minister thwarted efforts to achieve a negotiated settlement to the Russia / Ukraine war. It is also noted that since April 2022 – the U.K. Government has refused to support countries from the global south, including Brazil and South Africa, calling for a negotiated peace.

“Further, Congress notes research by the Watson Institute of International and Public Affairs indicated that 1 billion dollars in military spending creates around 11,200 jobs. However, the research also shows that the same amount of spending would create 26,700 jobs in education. The report also indicates that spending on clean energy and health care creates over 50 per cent more jobs than equivalent amount of spending on the military.

“Congress reaffirms its support for a Scottish Defence Diversification Agency with adequate resources to play a part in diversifying the Scottish economy way from over reliance on military spending.”

“Congress calls on the General Council to campaign on peace issues in the run up to the general election, highlighting the crisis in the welfare state, the scale of poverty, that processes of Just Transition have been reversed, the impact of war on inflation, supply lines and spending to meet social need, and to stress that the massive increases in military expenditure, at the expense of spending elsewhere, is costing jobs not increasing them.”

**Mover:** ***Midlothian Trades Union Council***

**Seconder:** *East Ayrshire Trades Union Council*  
**Supporters:** *Irvine & North Ayrshire Trades Union Council*  
*Edinburgh Trades Union Council*  
*Glasgow Trades Union Congress*

## **17. Military Spending, Public Services and Jobs**

“That this Congress deplores the militarisation of Britain’s economy at a time when funding for services essential for health, well-being and education are at crisis point and decarbonisation has stalled. UK Defence Spending has increased by 20% over three years and stands at £53 billion for 2023-24 (£57 billion if current levels of military aid to Ukraine are maintained). That for housing and the environment is just £38 billion, for personal social services £43 billion and all sectors of education £131 billion.

“Over these years the British Government has been a persuader for war not peace. Its initiation, with the US, of the AUKUS pact in 2021 resulted in militarisation in the Pacific. During the Israeli assault on Gaza it backed the US in opposing calls for a humanitarian ceasefire. In face of Russia’s aggression against Ukraine the intervention by Britain’s prime minister in April 2022 thwarted efforts for a negotiated settlement. Since then the British Government refused to support countries from the global south, including Brazil and South Africa, calling for a negotiated peace.

“Congress therefore calls on the General Council to be an educator for peace in the run-up to the general election; to highlight the crisis of Scotland’s welfare state; the scale of poverty; the impact of war on inflation and supply lines; that processes of Just Transition have been reversed, and to stress that the massive increase in military expenditure, at the expense of spending elsewhere, is costing jobs not increasing them.”

***Mover: Clydebank Trades Union Council***

### **Amendment**

Para 1, line 6 delete “(£57 billion if current levels of military aid to Ukraine are maintained)”

Para 2, line 5 delete the sentence “In the face of Russia’s aggression.....negotiated settlement.”

***Mover: Dumfries & Galloway Trades Union Council***

## **18. British Overseas Policy and Defence Spending**

“That this Congress notes that UK Defence Spending has increased by almost 20% over the past three years to at least £53 billion annually. At the same time, key areas of social need have been exposed to savage cuts. Congress also regrets a number of policy positions taken by the UK Government that have heightened world tensions. These include the joint initiation with the US of the AUKUS pact in 2021, which has resulted in the militarisation of the Pacific, and support for US opposition to a humanitarian ceasefire in Gaza.

“Congress equally expresses concern about evidence that in April 2022 the then Prime Minister, Boris Johnson, thwarted efforts to achieve a negotiated settlement to the Russia/Ukraine war and that since April 2022, the UK Government has refused to support countries from the global south, including Brazil and South Africa, calling for a negotiated peace.

“Congress therefore calls on the General Council to be an educator for peace in the run-up to the general election; to highlight the crisis of Scotland’s Welfare State; the scale of poverty; the impact of war on inflation; supply lines and spending to meet social need; and that processes of Just Transition appear to have been reversed.

“On behalf of working people in Scotland, the General Council should stress that the massive hike in military expenditure has come at the expense of spending for public benefit and is costing jobs - not creating them.”

**Mover:**     ***North Lanarkshire Trades Union Council***

### **Amendment**

Delete Para 2.

**Mover:**     ***Dumfries & Galloway TUC***

## **22. Military Spending**

“That this Congress deplores the militarisation of Britain’s economy at a time when funding for services essential for health, well-being and education are at crisis point and decarbonisation has stalled.

“Congress notes that UK Defence Spending has increased by 20% over three years to at least 53 billion pounds annually, 57 billion pounds if current levels of military aid to Ukraine are maintained.

“Congress also notes that housing and environment spending looks likely to be set at 38 billion pounds. It is also noted that spending levels for personal social services spending is set at 43 billion pounds, and all sectors of education are likely to have very tight budget settlements.

“Congress notes that the UK Government initiated the AUKUS pact in 2021 with the US which has resulted in the militarisation in the Pacific.

“Congress also notes that the UK Government has backed the US in opposing calls for any humanitarian ceasefire in Gaza.

“Congress also expresses its concern about evidence that in April 2022 the British Prime Minister thwarted efforts to achieve a negotiated settlement to the Russia / Ukraine war. It is also noted that since April 2022, the UK Government has refused to support countries from the global south, including Brazil and South Africa, calling for negotiated peace.

“Congress therefore calls on the General Council to be an educator for peace in the run-up to the general election; to highlight the crisis of Scotland’s Welfare State; the scale of poverty; the impact on inflation and supply lines; that processes of Just Transition have been reversed and to stress that the massive increases in military expenditure at the expense of spending elsewhere is costing jobs not increasing them.”

***Mover: Irvine & North Ayrshire Trades Union Council***

### **Amendment**

Para 2 delete all from “57 billion pounds....” to end of para.

Para 6 delete the first sentence.

***Mover: Dumfries & Galloway Trades Union Council***

**Draft Composite S - Palestine**  
**(Covering Motions 106, 107, 108, 109, 111, 112, 113, 114, 115)**

“That this Congress is horrified by the alarming statistics provided by Oxfam in January 2023, revealing that the Israeli Government's military operations in Gaza are resulting in the tragic loss of Palestinian lives at an astonishing average rate of 250 people per day. This figure significantly surpasses the daily death toll of any other major conflict in the 21<sup>st</sup> century. Over 10,000 children have been killed.

“The brutality and violence of the Hamas attacks on October 7<sup>th</sup> must be condemned but cannot justify the indiscriminate killing of over 24,000 people so far, including the deliberate targeting of journalists, rescue and aid workers.

“The consequences of the Israeli Government genocidal actions extend beyond immediate casualties. Over one million Gazans have sought refuge along the Egyptian border, leading to severe overcrowding and dire living conditions. The Israeli Government's stringent restrictions on aid delivery have resulted in limited access to essential provisions, including food, water, fuel, hot water and medicines, creating a substantial threat to life due to extreme suffering, hunger and disease.

“Congress notes the United Nations International Court of Justice efforts to investigate and address mass atrocity crimes and human rights violations and applauds the South African Government for seeking to end the slaughter in Palestine through its Application of ‘The Convention on The Prevention and Punishment of the Crime of Genocide’.

“Congress unequivocally supports the call for an immediate ceasefire and condemns the escalation of conflict in the Middle East, including the UK-US bombing in Yemen which prioritises trade over human lives in the Red Sea.

“Congress notes the STUC's support for Boycott, Divestment, and Sanctions (BDS) against Israel and its endorsement of the Time to Divest campaign, which has coalesced civil society groups - including trade unions - to scrutinise public pension funds investments in Israeli, British, and multinational companies complicit in the atrocities in Gaza and Occupied Palestine and achieved subsequent divestment.

“Congress notes that the Palestinian trade union movement have issued an appeal and call for action asking the international trade union



movement to take steps to end all forms of complicity with the Israeli Government's crimes.

"Congress sends our solidarity to those on both sides who have courageously sought to build dialogue and joint activity in the most appalling and challenging circumstances. This includes those in Israel who have opposed the occupation, defended Palestinian rights and argued for a peaceful and democratic solution. We send our solidarity to firefighters and other emergency service workers, delivering humanitarian service in the most appalling conditions.

"Congress agrees that there must be an end to the systematic violence, discrimination and denial of rights that has been inflicted on the Palestinian people, both now and historically; and that there will not be peace in the Middle East until there is a political settlement that includes a free and independent Palestine with an end to the occupation."

"Congress calls on the General Council to:

- continue to pressure for a permanent ceasefire, the return of hostages and the cessation of acts of escalation in the region;
- re-affirm the STUC's solidarity to Palestine, and commitment for peace and a two-state solution;
- promote the work of the Palestine Solidarity Campaign, including affiliation;
- ask affiliates to consider supporting Scottish Friends of Palestine and Stop The War Coalition;
- ask affiliates to make a donation to Medical Aid for Palestinians;
- continue to build our solidarity and relationship with Palestinian trade unionists;
- oppose the UK government's involvement in the U.S-led military alliance in the Red Sea; and
- campaign for the UK Government to recognise Palestine as an independent state.

"Congress calls on the General Council to lobby for:

- the Scottish and Westminster Governments to find a resolution for peace across Palestine, including in the West Bank;
- an end to Scottish public funding of companies complicit in Israeli Government's apartheid;

- the ending of trade between Scotland and Israel which sustains illegal Israeli settlements in the West Bank;
- the suspending of any diplomatic relations between Scotland and Israel; and
- an immediate international investigation into the Israeli Government's war crimes against the people of Palestine.

“Congress further calls on the General Council to:

- continue to engage with MSPs to ensure legislative consent is withheld for the Economic Activity of Public Bodies (Overseas Matters) Bill and the provisions of any resulting legislation are not enacted in Scotland;
- continue its support for Boycott, Sanctions and Divestment, to increase and intensify BDS activities and campaign to include any and all business, cultural, educational, sporting, and other activities identifying with the Israeli state;
- form a working group of affiliates to promote and popularise the BDS movement throughout Scotland and update and disseminate STUC BDS resources;
- continue to support the Time to Divest campaign across Scotland and strengthen demands that pension funds divest from companies complicit in Israeli atrocities;
- encourage local public sector worker trade union branches to support Time to Divest; and
- demand the Lothian Pension Fund divests from the over £160 million worth of shares in four companies (Lockheed Martin Corp., Albemarle Corp., Caterpillar Inc. and Siemens AG) complicit in atrocities.”

**Mover:** *Public and Commercial Services Union*  
**Seconder:** *FBU*  
**Supporters:** *Association of Locomotive Engineers and Firemen*  
*Glasgow Trades Union Council*  
*Dundee Trades Union Council*  
*Edinburgh Trades Union Council*  
*East Ayrshire Trades Union Council*

***Midlothian Trades Union Council  
STUC Youth Committee***

## **110. Escalating Crisis in the Middle East**

“That this Congress notes the bombardment of a series of targets in sovereign Yemen, by the United States and the United Kingdom, has significantly raised the risk of an escalation of the terrible conflict beyond Gaza and inflamed tensions in an already hugely volatile region.

“The Middle East has faced Western imperialist economic and military intervention for over a century. Britain controlled colonies, including Yemen and Palestine. Since the Second World War, the US has played a central role in strategic and economic decisions centred around the importance of oil in the region.

“Trade unions have a right to oppose wars and have a long history of promoting peace. In the context of a cost-of-living crisis and with public services and education in disarray, the labour movement has a special interest in campaigning against increased spending on foreign wars.

“Congress recognises conflicts create new and significant sources of greenhouse gas (GHG) emissions and allow polluting practices to flourish, which increase people’s vulnerability to displacement and statelessness.

“Congress calls on the General Council to:

- Defend the right to boycott, divest and sanction, by launching a campaign to oppose the Anti-BDS (Economic Activity of Public Bodies (Overseas Matters)) Bill;
- Call for no increase in military spending with an immediate freeze at present levels and planned reduction to necessary levels of conventional forces for defence purposes;
- Demand an end to Scottish public funding for companies complicit in Israeli Government apartheid;
- Campaign against the renewal of the Trident nuclear submarine programme at an estimated cost of £31 billion, and for this cost to be instead invested in a green industrial strategy with socially just jobs;
- Host opportunities to facilitate international learning and practically support trade union and grassroots organisations across the globe by being actively involved in days of action held.”

***Mover: STUC Annual Black Workers' Conference***

## **Appendix D**

### **Motions lost at the 2024 Annual STUC Congress**

#### **50. Council Cuts**

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

“Congress supports efforts on the ground to build a united front of trade unions and community organisations, recognising the necessity of mobilising a mass movement to challenge the cuts agenda of the Tory Government and its implementation by local councils of all colours.

“The big corporations, such as the energy companies and the supermarkets make super profits, while the gap between the super-rich and the poor continues to grow at an ever faster pace.

“Finance can be found instantly for military adventures. The profits of the military/industrial complex soar as public services are hollowed out.

“Clearly the money is there, it is just in the wrong hands.

“Congress recognises the trade union movement needs to take the leading role.

“With tens of thousands of jobs lost in local Government and services gutted it is long past the time for a militant fightback.

“Congress supports calls that have been made at local level for councils to refuse to implement cuts in services and publish budgets that meet the needs of their communities.

“Congress believes any action to remove councils who publish no cuts budgets and replace them with Scottish Government administrators should be met with campaigning for Needs Budgets in the local elections that would be required to be held.

“Congress believes through campaigning such a strategy could win wide support and cause a political crisis for the austerity policies of Government and the tame councillors who have meekly managed the decline of their communities over the past couple of decades.”

***Mover: Clydebank Trades Union Council***

## **Appendix E**

### **Motions Felt at the 2024 Annual STUC Congress**

#### **Motion 119**

##### **China**

“That this Congress notes that the US has been developing a massive military build-up in the Pacific amidst constant talk of war with China.

“Congress notes that increasing military activity in disputed waters in the South and East China Seas and around Taiwan runs a high risk of accidental collision escalating rapidly into a catastrophic war.

“Congress notes that these increasing tensions jeopardise international cooperation essential to address the mounting climate crisis.

“Congress agrees to support work in the following areas:

- The raising of public awareness on the dangers of Pacific militarisation and Britain’s part in this; and
- The developing of an understanding within the Trade Union movement of the dangers of military confrontation with China.”

***Mover: Irvine & North Ayrshire Trades Union Council***

## **Appendix F**

### **General Council Statements**

#### **Palestine**

The General Council condemns the Israeli Government's military operations in Gaza which continue to result in the tragic loss of Palestinian lives at a horrifying average rate of 250 people per day. This figure significantly surpasses the daily death toll of any other major conflict in the 21st century.

The brutality and violence of the Hamas attacks and the taking of hostages on October 7th must also be condemned but cannot justify the indiscriminate killing of over 33,000 people so far, including the deliberate targeting of journalists, rescue and aid workers.

The consequences of the Israeli Government's genocidal actions extend beyond immediate casualties. We are witnessing a mass disabling event. Over one million Gazans have sought refuge along the Egyptian border, leading to severe overcrowding and dire living conditions. The Israeli Government's stringent restrictions on aid delivery have resulted in limited access to essential provisions, including food, water, fuel, hot water and medicines, creating a substantial threat to life due to extreme suffering, starvation, displacement and disease.

We support the United Nations International Court of Justice efforts to investigate and address mass atrocity crimes and human rights violations and applaud the South African Government for seeking to end the slaughter in Palestine through its Application of 'The Convention on The Prevention and Punishment of the Crime of Genocide'.

We also note that the UN Security Council has now voted, with a US abstention but UK support, for an immediate ceasefire. However, the Israeli government has roundly ignored the vote and the US and UK have taken no action. Indeed, both continue to provide military support to Israel making each country potential accomplices to Genocide.

We condemn both the UK Government and all UK political parties which have failed to call for a ceasefire and the immediate halting of weapons sales to Israel.



The General Council is deeply concerned by the risk of escalation. We condemn the Israeli Government attacks on surrounding countries as well as the retaliatory attack by Iran over the weekend.

We reaffirm our support for strategic Boycott, Divestment, and Sanctions (BDS) against Israel as led by recognised international BDS movement, including its endorsement of the Time to Divest campaign, which has coalesced civil society groups - including trade unions - to scrutinise public pension funds investments in Israeli, British, and multinational companies complicit in the atrocities in Gaza and Occupied Palestine and achieved subsequent divestment.

In line with its previously agreed position on BDS, the General Council supports targeted boycott, sanctions and divestment designed to have maximum impact and garner the greatest international support. In the case of pension funds, Congress recognises that many of these are deferred wages pension schemes on which workers have representatives, thus any action or otherwise should be worker-led as represented by their unions.

Congress opposes the sale of any arms to Israel and supports the growing campaign, including more than 600 lawyers, academics, retired senior judges, and former UK Supreme Court justices, demanding an end to arms sales from the UK. We acknowledge the UK Government as the key decision maker and the need for effective and sustained political lobbying of all parties to pressurise the UK government. We recognise our primary purpose as trade unions is to represent our members in the workplace. This includes supporting their collective right to take such action as they democratically decide. Specific actions in workplaces and sectors should be driven by workers from below, rather than by the STUC. We further recognise the right of civil society to seek to influence the arms industry, but not at the expense of undue pressure on or harassment of workers.

The view of the General Council is that it is strategically more effective to target political parties – including front bench Labour politicians – than the arms industry. While the arms industry have limited regard for reputation or public pressure, politicians do - especially in a general election year. As we have seen in the last 6 months, UK politicians have shifted position significantly due to public pressure.

The General Secretary gave evidence in Westminster Parliament Committee in opposition to the Economic Activity of Public Bodies (Overseas Matters) Bill which seeks to outlaw boycott and sanctions. It

will continue to engage with MSPs to ensure legislative consent is withheld for the Economic Activity of Public Bodies (Overseas Matters) Bill and the provisions of any resulting legislation are not enacted in Scotland.

Congress sends our solidarity to those on both sides who have courageously sought to build dialogue and joint activity in the most appalling and challenging circumstances. This includes those in Israel who have opposed the occupation, defended Palestinian rights and argued for a peaceful and democratic solution. We send our solidarity to health care workers, firefighters and other emergency service workers, delivering humanitarian services in the most appalling conditions. We further condemn the violence which has resulted in the deaths of at least 109 journalists and media workers.

Congress agrees that there must be an end to the systematic violence, discrimination and denial of rights that has been inflicted on the Palestinian people, both now and historically; and that there will not be peace in the Middle East until there is a political settlement that includes a free and independent Palestine with an end to the occupation.

We recognise that there are a large number of important players and allies in Scotland and across the UK with whom trade unions might wish to ally. These include pro-Palestine campaign groups, peace groups, charities and aid bodies.

Affiliates' view on who are their key civil society and campaigning partners on this issue differ. The General Council does not believe it is appropriate to dictate to affiliates with whom they should affiliate. The General Council will publish links on the STUC website to these groups and will continue to work with such groups as appropriate and dependent on the activity in question.

Whilst recognising the right of campaigners to undertake a wide range of peaceful activities, the trade union movement is most effective if it focuses its activities strategically. This means supporting aid organisations, supporting and mobilising for national Scottish demonstrations and working with the BDS movement on the basis outlined earlier. The STUC will not support or publicise mobilisations aimed workplaces unless agreed by their trade unions.

The General Council recognises that over and beyond the continued activity outlined above, the crisis in Gaza and the imperative for a long

term political solution based upon international law, requires an ongoing campaigning response and strategy.

To this effect Congress agrees that a special conference should be arranged for late summer/early autumn to further develop the Scottish Trade Union position; to agree a refreshed BDS strategy and to promote to Scottish civil society and political parties, the need for a unified campaigning approach to pressure governments to choose the right path.

The General Council will use such an event, and its other campaigning activities to persuade all political actors, including a prospective Labour Government, to adopt an unequivocal foreign policy position which recognises the need to make the Israeli government accountable for their actions in Gaza and bring Israel in line with international humanitarian law and UN resolutions.

This should include:

- The Westminster Government to play an active role to find a resolution for peace across Palestine, including in the West Bank;
- An end to Scottish public funding of companies jointly identified by trade unions and the BDS movement as strategic BDS targets;
- the ending of trade between Scotland and Israel which sustains illegal Israeli settlements in the West Bank;
- Actively promoting consumer boycott with a particular emphasis on products labelled as Israeli produce but emanating from the Occupied Territories.
- the suspending of any diplomatic relations between Scotland and Israel; and the UK and Israel;
- an immediate international investigation into the Israeli Government's war crimes against the people of Palestine;
- continued pressure for a permanent ceasefire, the return of hostages and the cessation of acts of escalation in the region;
- opposing the escalation of conflict in the Middle East, including the UK-US bombing in Yemen and wider regional assaults;
- the UK Government should publish any legal advice it has received that Israel is breaking international law;
- the UK Government to recognise Palestine as an independent state in accordance with STUC Policy; and
- continuing to build our solidarity and relationship with Palestinian trade unionists.

## **Military Spending**

The General Council recognises that UK military spending has increased by almost 20% over the past three years within an overall trend where it has reduced by more than half as a proportion of GDP since the mid-1980s. Much of the recent increase is accounted for by £7.1 billion of military assistance to Ukraine since March 2022. We support a genuine negotiated settlement to end Russian aggression towards Ukraine whilst recognizing that reducing the capacity for Ukraine to defend itself at this point will not aid the agreement of such a settlement. Russia is currently spending 30% of GDP on its invasion of Ukraine.

Above the recent increases, the General Council does not support further expansion in military spending, recognising that the UK already spends over 2.1% of GDP on defence, exceeding its NATO commitments.

We recognise that further increases in public spending on defence could be at the expense of spending on public services at a UK level with potential impacts in Scotland. We re-commit ourselves to supporting international policy positions which, if enacted in good faith, would see UK and world defence spending decrease in the medium to longer-term.

We also recognise the industrial importance of the defence sector to Scotland as a source of generally well-paid unionised jobs in an economy which has seen a catastrophic fall in manufacturing employment. Defence spending also entails high levels of domestic work as witnessed in the shipbuilding and aviation construction sectors. Our industrial focus should be on further increasing domestic production within pre-existing budgets.

The skills of workers employed in the defence sector are also crucial to achieving a Just Transition to net zero. We are aware that our governments are failing to deliver a Just Transition in energy and energy reliant sectors representing a threat to tens of thousands of decent jobs in the future. With defence spending reserved, the creation of a Scottish Defence Diversification Agency would require the commitment of over £2 billion in devolved Scottish public spending to compensate for lost defence jobs, equal to the entire Scottish Government budget for rail and bus services. We are already woefully failing to publicly fund our energy, heat, and transport transitions.

Alongside the £50 billion defence budget, the UK is the world's seventh largest exporter of military equipment. In 2022 there was an increase in the value of Single Individual Export Licences, to £8.5 billion, almost double the figure for 2021, the highest level on record and driven in part by the delivery of Eurofighter Typhoons to Qatar, along with substantial bomb and missile deliveries to Qatar and Saudi Arabia. We repeat our call on the UK Government to discontinue arms licenses for all sales to countries acting in breach of international law and/or where weaponry is used against civilian targets. This includes countries such as Israel, Turkey, and Saudi Arabia.

The General Council pledges to continue to be an educator for and a campaigner on peace issues in the run up to the general election and to pressurise the UK Government to cease arms exports to those guilty of war crimes.

## **Assisted Dying (Motion 105)**

Congress, the General Council are asking for this motion to be remitted. Many of you will have read Motion 105 with interest.

We recognise that across Scotland there are people with strong views on either side of the debate. And just as many, if not more, who genuinely don't feel informed enough to decide.

The same goes for our affiliates and their members.

For almost all our affiliates, it is a genuinely a new area of policy, one that unions and trades councils have still to debate. This is a an important, and at times emotive subject, and we believe it needs an informed debate.

As the proposed Bill on assisted dying makes its way through the Scottish Parliament unions, particularly those with members in health and social care, will be asked for their input.

General Council members have asked for time to take this motion back into their own organisations, to research, discuss, debate and finally decide – ensuring that their own democratic structures are fully consulted – for some unions this may involve decisions at a national conference.

We are therefore asking Fife TUC to remit the motion to General Council