



stuc YOUTH
CONFERENCE
2024

YOUNG WORKERS UNITED
SOLIDARITY AT HOME & ABROAD

AGENDA

84TH ANNUAL STUC YOUTH CONFERENCE

SATURDAY 13TH & SUNDAY 14TH JULY 2024

CHAIRPERSON: JOSH MORRIS (GMB SCOTLAND)

GMB

SCOTLAND

**FAIR PAY!
EQUAL PAY!
WHEN DO WE WANT
IT?
NOW!**

GMB SCOTLAND

WELCOMING DELEGATES TO THE

84TH ANNUAL STUC YOUTH CONFERENCE

Louise Gilmour
GMB Scotland Secretary

Jim Lennox
GMB Scotland President



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CONFERENCE SESSIONS

SATURDAY

13TH JULY

10:00am - 12:45pm

1:45pm - 4:30pm

SUNDAY

14TH JULY

10:00am - 12:30pm

CONFERENCE AGENDA

- i) Secretary's Welcome
- ii) Address by Chairperson
- iii) Announcements
- iv) Consideration of Reports and Motions
- v) Speakers
- vi) Election of Committee 2024/25
- vii) Vote of Thanks and Close of Conference

Secretariat to the STUC Youth Committee:

Linda Somerville, STUC Deputy General Secretary

Rachel Thomson, STUC Equalities Policy Officer

Daniel Schirn, STUC Committees and Admin Officer



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CONFERENCE GREETINGS

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CONFERENCE GUIDE

WHO ATTENDS THE YOUTH CONFERENCE?

- Trade Unions with membership of up to 3,000 - 6 delegates
- Trade Unions with membership over 3,000 – 1 delegate per 500 members or part thereof
- Trades Union Councils - up to 3 delegates

Observers / Visitors sit together in a separate section of the Conference Room and are not allowed to vote. Also in attendance are STUC staff.

HOW LONG DOES THE CONFERENCE LAST?

The Conference lasts two days. It normally opens at 10.00 am on the first day (with registration from 9.30 am), closing at approximately 4.00 pm. It assembles at 10.00 am on the second day until approximately 12.30 pm.

WHO IS RESPONSIBLE FOR CONFERENCE ARRANGEMENTS?

The Youth Committee is responsible for Conference arrangements, in conjunction with STUC staff.

WHO CHAIR'S THE CONFERENCE?

The Chair of the Committee will also be the Conference Chair, this year's Chair is Josh Morris, GMB Scotland

WHAT ROLE DOES THE YOUTH COMMITTEE PLAY AT CONFERENCE?

The Chair and Vice-Chair of the Committee sit on the platform, together with a member of STUC staff – usually the Secretary to the Committee.

HOW IS THE YOUTH COMMITTEE ELECTED?

Elected members: There shall be up to nine elected members of the Committee. Each affiliated Trades Union shall be invited to nominate one member for the General Seats on the Youth Committee and one member for the Women's Seats. Trades Union Councils will be invited to nominate one member for the Trades Union Council Seat. (The nominees must be delegates to the Annual Youth Conference).

The Seats on the Youth Committee shall be allocated as follows:

- General Seats - 4 representatives
- Women's Seats - 4 representatives
- Trades Union Councils - 1 representative

If there are more than 4 members nominated to the Trades Union General Seats; more than 4 members nominated to the Trades Union Women's Seats; or more than 1 member nominated to the Trades Union Council Seat, then an election at Conference will be necessary.

Each Delegation Leader will receive a ballot paper and can vote up to 8 candidates from the Trades Union Section (4 from the General Seats and 4 from the Women's Seats); and 1 from the Trades Union Council Section. Delegations are requested to deposit completed ballot papers in the ballot box by 5.00 pm on the first day of Conference, when votes are counted by the 2 scrutineers appointed at the start of Conference. The results are then announced on the Sunday morning of Conference. Successful candidates hold office from close of Conference for one year.

WHAT DOES THE CONFERENCE DISCUSS?

Each Trades Union and Trades Union Council can submit up to 3 motions, on topics which must relate specifically to the working lives of young people in Scotland. Each motion can be no more than 300 words. Motions are published in a Preliminary Agenda and Trades Unions/Trades Union Councils are then invited to submit up to 3 amendments which can be no more than 50 words for each amendment.

Certain motions on the Preliminary Agenda, together with amendments, may be grouped into a composite motion, with the agreement of the Trades Unions/Trades Union Councils concerned.

The Motions are included within the Conference Agenda which is given to all delegates and visitors. Amendments to motions are included within a separate Amended Motions booklet which is given to all delegates and visitors.

Support: In order to allow more time for delegates, the Committee usually (but not always) waives the right to speak in a debate on a motion or amendment they support.

Support with Statement: If necessary, a Committee member will explain to Conference any particular points they wish to emphasise or reservations the Committee may have on a motion or amendment they otherwise support.

Remit: The Committee may seek remission of a motion before Conference. If the union will not agree to remit the motion, a Committee member will speak in opposition to it.

Oppose: A Committee member will speak on any motion or amendment opposed by the Committee.

A Committee member may also speak on points of explanation on a motion or amendment.

A member of the Committee will also introduce any special report on behalf of the Committee.

HOW ARE DEBATES CONDUCTED?

- i) Moving and seconding motion: The mover of a motion may speak for up to 8 minutes and the seconder is allowed up to 4 minutes. It is important that these times are adhered to. If business over-runs allocated time, it may be necessary during the course of the Conference for the Committee to reduce speaking times.
- ii) Debate and the right of reply: Subsequent speakers on the motion are allowed up to 4 minutes. A delegate is not normally allowed to speak more than once in any debate, unless permission is given by the Chair, to make a point of order or explanation. Whether or not a motion has been opposed, the mover may be allowed 4 minutes to reply to the discussion on the motion, but no new issues may be introduced.
- iii) Moving an amendment: The proposer of an amendment is called to speak immediately after the seconder of the motion. Amendments also have to be seconded or they fall. Further amendments are called in their order on the agenda. Delegates moving amendments have no right of reply.
- iv) Group Debate: Some motions cover similar topics for discussion. This year motions will be debated together in Sections as they appear in the Conference Agenda.
- v) Voting: It is the Chair's responsibility to call the result of the vote. However, two to four tellers are appointed prior to Conference to count the hands raised in the event of a close vote.
- vi) Point of Order: Delegates can raise points of order on the conduct or procedure of the debates.
- vii) Chair's Ruling: The Chair's ruling is final.

WHAT ARE EMERGENCY MOTIONS?

An emergency motion must deal with issues that have arisen since the closing date for ordinary motions.

Emergency motions can be no longer than 300 words and must be signed by the Delegation Leader of the organisation submitting the emergency motion. Emergency motions must be submitted to the Chair or Secretary of the Youth Committee no

later than 3.00 pm on the first day of Conference. Emergency motions must be a genuine emergency otherwise they will not be approved for inclusion on the Agenda by the Youth Committee. If deemed competent they will be circulated to delegates prior to being discussed.

REPORT OF THE STUC YOUTH COMMITTEE

As well as discussing motions, the Conference receives the Report of the Youth Committee to Conference, which reports on work of the Committee over the past year. This year, the Report covers the period 2023/24. Delegates are entitled to question the Committee on issues contained in the Report. Any questions should be put in writing.

WHAT HAPPENS TO MOTIONS AFTER CONFERENCE?

Motions which are carried (now termed 'resolutions') or remitted will form the Committee's Work Plan for the following year. Resolutions are also referred to the STUC General Council itself and/or relevant STUC departments as part of the overall work of the STUC.

MOTIONS & AMENDMENTS

STUC YOUTH CONFERENCE

SECTION 1: INDUSTRY

1. KEEP GRANGEMOUTH WORKING

“That this Conference notes:

- The threat posed to workers and the wider community posed by Petroineous’ decision to close the Grangemouth refinery by 2025.
- This is the opposite of a just transition and places Scotland’s manufacturing and industrial power at the mercy of the market.
- The Scottish government’s inaction in response to the planned closure
- The Grangemouth refinery is within the Scottish Government’s Freeport zone, a policy condemned in the strongest possible terms by both Unite the Union and the STUC.
- The Scottish Government’s response is in keeping with a broader trend that has seen the SNP/Green Government sell Scotland’s offshore wind capacity to massively profitable fossil fuel companies and sign one of Scotland’s largest-ever PFI deals for nature restoration with NatureScot.
- Green capitalism cannot solve the climate emergency.

“Conference asks the STUC Youth Committee to:

- support Unite’s ‘Keep Grangemouth Working’ campaign; and
- work with relevant groups in the climate movement, shop stewards and reps in industry to build a broad base of support among young people in opposition to both Petroineos’ decision and the Scottish Government’s response.”

Mover: Unite the Union

SECTION 2 SKILLS, DEVELOPMENT, EDUCATION

2. YOUNG WORKERS, AUTOMATION, AND SKILLS

“That this Conference is deeply concerned by the vast developments in workplace technology and automation in Scotland which disproportionately impact young people in the workforce. Conference notes recent figures which highlight the acceleration in automation, with an estimated nine in ten employees needing to retrain by 2030.

“The Flexible Workforce Development Fund offered an opportunity to deliver the skills necessary to adapt to these changes. Conference regrets the withdrawal of its funding from the Scottish Government Budget and is concerned that the delivery of quality apprenticeships and training programmes for young workers will suffer as a result.

“Conference calls for the STUC Youth Committee to urgently campaign for the immediate implementation of the following provisions, to ensure young workers are adequately trained to take advantage of the future world of work:

- Significant and long-term investment in skills funding, including coordination of skills and education budgets across Scotland.
- A review of the Retail Modern Apprenticeship to ensure a more accessible and transparent access to training and skills.
- Promote positive action to tackle under-representation, including calling on employers to report on what actions they are taking to promote inclusive training and skills provisions.
- The development of robust sectoral plans to support skills development across the whole of Scotland.
- Deliver a legal right to paid time off for retraining to encourage not just specialised skills such as data science, but greater overall digital literacy as well as broader skills development across the workforce.

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

Mover: Union of Shop, Distributive, & Allied Workers

3. YOUNG PEOPLE AND APPRENTICESHIPS

“That this Conference notes:

- That apprenticeships are overwhelmingly undertaken by young workers and can provide a route into well paid well unionised work cut off to most young people. Apprenticeships are also a vital part of the economy;
- Despite this, apprenticeships have too often become a source of cheap labour and a tax break for bad employers. Apprentices are often poorly paid, poorly treated and gain too little from their training.

“Conference believes:

- apprentices should have the same minimum rates of pay as other workers, not a double standard.
- apprentices should not be treated as replacement labour by employers.
- apprentices should have permanent contracts with a right to full employment upon completing their qualification.
- Employers should provide training themselves where possible as an accredited further education provider with the proper facilities and support staff in-housed.

“Conference resolves to:

- commission a STUC report into the state of apprenticeships in industry with the aim of producing a contract of minimum apprenticeship standards.
- explore holding a conference aimed at apprentices to focus on their issues, recruitment and organisation.
- meet and lobby the Scottish Government to support changes in apprenticeship legislation, public sector apprenticeship standards and procurement policy.
- conduct a public facing campaign in support of these objectives.

“Conference also believes that replacing our fragmented, privatised networks with unified publicly owned transport will enhance the prospects of delivering high quality apprenticeships and employment opportunities and progression for young people.”

Mover: National Union of Rail, Maritime, & Transport Workers

4. YOUNG WORKERS AND POLITICAL EDUCATION

“That this Conference notes the:

- devastating impact of the economic crisis affecting young workers in their workplaces and our communities and around the world;
- lacklustre level of the understanding of Political Economy that is instilled in us by the media;
- importance of trade unionists being able to discuss the political and economic situation with other young workers and make the case for good working conditions and jobs in the midst of such crises. If we fail to provide answers on these questions the far right will fill that space;
- RMT Young Members Network has also run political economy education courses which were popular with members and inspired this motion.

“Conference believes:

- as young trade unionists, it is vital that we receive economic and political education, so that we may pass on that knowledge to our workmates and to future generations;
- we live in a globalised economy and we should understand ourselves as economic actors on an international stage.

“Conference resolves to:

- request the STUC Youth Committee organise an educational course on Political Economy aimed at young workers.

“The content of the course should be devised in consultation with affiliates and also include an understanding of our role as trade unionists in the economy, with a portion devoted to international content and Scotland and the UK within a global economic context and the rise of the far right.”

Mover: National Union of Rail, Maritime, & Transport Workers

SECTION 3

PAY, CONDITIONS & WORKPLACE RIGHTS

5. FIGHTING FOR A FOUR DAY WORKING WEEK

“That this Conference recognises the importance of fighting for a four-day, 28-hour work week, and recognises the persistent efforts of unions in championing this cause.

“Conference acknowledges that the idea of a shorter working week has been gaining momentum, thanks in large part to the dedication of our activists and Reps.

“We commend the commitment of the Scottish Government to conduct a public sector trial of the four-day week. This is a significant step towards realising the potential benefits of a shorter working week in the public sector.

“Conference also welcomes the campaign by PCS members in the Department for Environment, Food and Rural Affairs, who are currently working to push for a four-day week pilot across the Department.

“In April 2021, PCS collaborated with the thinktank, Autonomy, to conduct a research project demonstrating the feasibility of a shorter working week. 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.

“Young workers will particularly benefit from the introduction of a four-day week.

“Studies have shown that young workers in their 20s are significantly more likely to suffer mental ill-health, with low pay and insecure employment being a contributing factor to mental ill-health. A move towards a four-day week could have significant health benefits for young workers, ushering in a new world of work that puts people before profit.

“Therefore, Conference calls on the STUC Youth Committee to:

- Develop a campaign specifically aimed at young workers, promoting the feasibility of a shorter working week with no loss of pay and provide support and training for young workers in campaigning around this issue; and
- Continue to support the work of PCS and sister unions in their pursuit of a four-day working week.”

Mover: Public & Commercial Services Union

6. WAGE PARITY

“That this Conference notes that those under 20 do not eat less, do not need to heat their homes less, do not pay less rent than workers aged 21 and over. This results in increased exploitation of young workers, often hired due to lower labour costs, then fired once they turn 21 and their labour costs increase.

“Conference notes the idea that those aged under 21 are less experienced and thus not as good at their job, meaning they deserve to be paid less, is a myth. At the age of 20, someone could have been working in their role for 4 years.

“Conference notes the need for employers to respect the work that young workers put in by paying them a proper wage regardless of age, and if they can’t do that then the government must step in to do this. The reality is that employers will not do this without young workers’ organising, either to pressure individual employers to accept wage parity or to force a change in the law.

“Conference calls on the STUC Youth Committee to:

- Organise an open letter to the UK Government that may be signed by affiliates and civil society on the issue of wage parity; and
- Investigate methods of campaigning on wage parity which puts young workers front and centre of this.”

Mover: UNISON Scotland

7. DISPARITY IN YOUTH WAGES

“That this Conference notes that no major work has been carried out by the Scottish Government into wage disparity with young workers in Scotland since before the Covid pandemic. Growing inequality and less employment opportunities in full-time well-paid work has a greater effect of young people lifting themselves out of poverty.

“Currently the national minimum wages stand at:

- Under 18- £5.28
- 18 to 20- £7.49
- 21 to 22- £10.18

“Apprentices are one of the worst affected groups. The current national minimum wage rate for an apprentice aged 16 to 19 is £6.40 per hour, alongside poor Terms and Conditions. Young workers despite often carrying out the same level of labour as their colleagues are underpaid and undervalued based on only their age.

“Conference calls on the STUC Youth Committee to:

- Work with the STUC General Council to produce a report into wage disparity in youth, similar to the Report produced on Tax reform, and as of STUC Conference 2024, the report looking into NHS privatisation;
- Create a political campaign on the basis of equal pay for equal work and that young people should not be forced into poverty at the start of their working careers. The campaign will focus on Councillors, MSP’s

and MP's to lobby all levels of Government for reform; and

- restart the successful apprentices meeting held in 2023 to bring apprentices across sectors together to help direct the campaign.”

Mover: Unite the Union

8. SUPPORTING YOUNG PARENTS & CARERS

“That this Conference believes that the pressures young parents and carers experience balancing their work life and caring responsibilities need to be addressed. Conference is concerned that young mothers are more likely to experience discrimination in the workplace related to their pregnancy or childcare.

“More worryingly, USDAW’s own research shows 16 to 24-year-olds were least likely to know of their legal right to request flexible working, which could relieve some of the pressures young parents and carers face. Furthermore, many young people may not be aware of their rights to financial support such as the Young Carer Grant, which could provide some relief during the cost-of-living crisis.

“Conference calls on unions and the STUC Youth Committee to:

- Give a voice to young parents and carers so that their experience informs our work to win them a better deal at work and in society;
- Develop campaign materials which ensure young parents and carers know their legal rights and the financial support available to them;
- Ensure campaigning, political and bargaining agendas reflect the distinct concerns of young parents and carers;
- Ensure that young parents and carers are aware of their legal rights;
- Continue to promote the value and importance of distinct young workers’ structures in encouraging young workers involvement in the trade union movement.”

Mover: Union of Shop, Distributive, & Allied Workers

9. COMBATTING THE MINIMUM SERVICE LEVELS BILL

“That this Conference 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.

“Conference is concerned that with the introduction of the Minimum Service Levels Bill, 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.

“Should the Minimum Service Levels Bill come to pass and be implemented in full, young workers will be growing up in an anti-trade union environment the extent of which has not been seen, outside war time, since the Combination of Workmen Act 1825. We cannot stand by as the Conservative Party return our labour and trade union legislation to that of the Regency era. This legislation will work hand in hand with the likes of the Police, Crime and Sentencing Act 2022 to ensure a hostile environment for young workers in Britain.

“Conference 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).

“Conference calls on the STUC Youth Committee to:

- Work alongside the General Council to fight against the Minimum Service Levels Bill should it come into effect, putting particular emphasis on this being a fight for every worker; and
- Disseminate what the Minimum Service Levels Bill could mean for young workers in Scotland.”

Mover: STUC Youth Committee

10. ENSURING NO ZERO-HOUR CONTRACTS IN A NEW DEAL FOR WORKING PEOPLE

“That this Conference notes the longstanding policy of both the STUC and the STUC Youth Committee of banning zero-hour contracts. Young workers are more likely to be facing precarious work and are far less likely to be a member of a trade union and in a position to bargain for permanent contracts.

“Conference notes that previous Youth Committee have worked extensively on the issue of zero-hour contracts, winning many victories through betterthanzero. The work of young workers, betterthanzero, and trade unions has put the issue of banning zero-hour contracts on the agenda. There must be a renewed effort to organise on the issue of precarious work.

“The density of trade union membership amongst youth is at crisis point and if we do not campaign on the issues that matter to young people then the trade union movement will consign itself to being a relic of the past.

Congress welcomes Labour’s commitments to banning zero-hour contracts in its New Deal for Working People. This would be a significant step forward for young workers facing precarity.

“Conference also notes a worrying Financial Times article about the Labour Party’s New Deal for Working People being diluted to appease big business. This includes a move towards allowing workers to “choose” a zero-hour contract, putting them at risk of pressure from employers to accept precarious work. Trade unions must work to ensure the original New Deal for Working People is implemented in full within the first 100 days of a Labour government. We cannot simply wait for a Labour

government; however, we must build a united front on workers' rights now.

“Conference calls on the STUC Youth Committee to:

- Use all available means to ensure the full abolition of zero-hour contracts remains in the New Deal for Working People; and
- Work towards cross-union campaigning on zero-hour contracts.”

Mover: STUC Youth Committee

11. DELIVERING A NEW DEAL FOR YOUNG WORKERS

“That this Conference notes that young workers are disproportionately impacted by poor working conditions, the gig economy, casualised labour and lack of collective bargaining coverage.

“Conference further notes that the New Deal for Working People can begin to address this challenge.

“For example, the commitment to repeal anti-union laws, such as Minimum Service Levels and the 2016 Trade Union Act, should also include repealing all anti-union laws. These laws have sought to weaken trade unions, drive down wages and increase job insecurity.

“And the introduction of Fair Pay Agreements through mandatory sectoral collective bargaining across the economy would deliver better pay and conditions and job security for millions of workers.

“And implementing the “biggest wave of insourcing of public services for a generation” could reverse the race to the bottom which outsourcing has inflicted on hundreds of thousands of low-paid workers.

“Conference therefore agrees that the STUC should run a specific campaign on all the benefits of the New Deal for Working People for young workers in Scotland and calling for full implementation of the New Deal and no dilution of the New Deal.”

Mover: National Union of Rail, Maritime, & Transport Workers

SECTION 4 PUBLIC SERVICES

12. LOCAL AUTHORITY CUTS

“That this Conference notes the impact of wide-ranging cuts to Local Authority services in the last decade and the detrimental impact these cuts continue to have on our communities and those accessing services. As young people, we have seen the impact of cuts to youth projects, to education and to mental health services.

“Cuts to these services have had a severe impact on our generation. We reject the manufactured generational

divide that is placed on us and recognise the real divide in our society is that of class, and it is the working class who are most impacted by cuts to services, irrespective of their age.

“Conference recognises the need for public services to be fully funded to break down these class barriers and ensure that working class young people can grow up without poverty, able to learn and flourish in a supportive society.

“We must strongly campaign against these cuts – irrespective of whether these cuts are intended to hit youth services or pensions or anything in between. Cuts must be opposed outright, not simply shifted from one service to another.

“Conference welcomes the STUC report Raising Taxes to Deliver for Scotland and believe it gives a clear pathway for the Scottish Government to reverse decades of austerity. We need a similar pathway for Local Authorities to reverse cuts that have been enacted at a local level too.

“Conference calls on the STUC Youth Committee to:

- Work alongside the STUC General Council to plan a conference including affiliates, trades councils, and anti-cuts campaigners from across Scotland to build a cohesive plan for reversing Local Authority cuts;
- Work with the STUC General Council to investigate how Local Authorities can use levers at their disposal to build zero cuts budget; and
- Investigate how to build a broad, cross-Scotland youth opposition to Local Authority cuts.”

Mover: UNISON Scotland

13. COUNCIL CUTS

“That this Conference recognises the importance of sustained local action, with the bringing together of community organisations, trade union branches, and trades union councils when campaigning against budget cuts from all parties.

“Conference 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.

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

“Capital and finance can be found instantly for military adventures. The profits of the military-industrial complex soar as public services are hollowed out.

“Young people are disproportionately affected by council cuts and the past few decades have seen a destruction of services for the youth.

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

“Conference 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 time for a militant fightback.

“Conference 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.

“Conference 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.

Conference 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: Edinburgh Trades Union Council

14. PROTECTING TENANTS’ RIGHTS

“That this Conference notes the end of the Bute House Agreement on 25th April 2024, and the potential impact this could have on tenants’ rights in Scotland.

“A key part of the Bute House Agreement was to “implement an effective national system of rent controls, enhance tenants’ rights and deliver 110,000 affordable homes by 2032”.

“Workers’ struggles and tenants’ struggles are intrinsically linked, with those in precarious work more likely to be impacted by precarious housing. A recent survey of UNISON members found that those on low pay were most at risk of destitution due to rising housing costs. This is an issue that disproportionately impacts young workers, many of whom are on low pay.

“Following the end of the Agreement, it is essential that pressure is put on the Scottish Government to deliver on housing issues and to protect tenants’ rights.

“Conference calls on the STUC Youth Committee to:

- Convene an event on young workers and housing, bringing trade unionists and housing campaigners together;
- Endorse Living Rent’s New Deal for Private Tenants;
- Endorse Living Rent’s New Deal for Social and Public Tenants; and
- Be involved in any future consultation on rent controls, taking heed of the response from the General Council and Living Rent.”

Mover: UNISON Scotland

SECTION 5 INTERNATIONAL

15. DEFUNDING UNRWA

“That this Conference notes the International Court of Justice ruling that has found that the Israeli Government is plausibly committing genocide in the ongoing war on Gaza.

“Conference also wishes to congratulate South Africa for bringing such an important case before the ICJ and for holding Israel to their commitments under the Genocide Convention.

“Conference, therefore, is dismayed by the UK Government’s actions in the wake of the ICJ ruling. Instead of holding the Israeli Government to account, they have chosen to withdraw funding from the United Nations Relief and Works Agency (UNRWA) based on unsubstantiated allegations that 12 UNRWA employees, out of a total of 30,000, took part in the October 7th attacks.

“UNRWA provides essential services to 1.7 million refugees in Gaza. More than half a million people in Gaza, a quarter of the entire population, are now believed to be at risk of mass starvation and death. Human Rights Watch have accused Israel of using starvation as a war crime. Defunding UNRWA at such a time is incredibly reckless and will further exacerbate the death of Palestinians in Gaza and contribute to further destabilisation in the region.

“Conference instructs the STUC Youth Committee to:

- Promote to affiliates the Palestine Solidarity Campaign initiative to lobby MPs and the Foreign Secretary, demanding that the UK Government immediately restore UNRWA funding to prevent a further humanitarian catastrophe in Gaza; and
- Support ongoing demonstrations and solidarity actions across the UK by promoting them to young members in affiliate unions.”

Mover: Public & Commercial Services Union

Amendment:

At end of final bullet point delete full stop and insert “while fully condemning actions that put the safety of Trade Union members at risk”.

Amendment Mover: Unite the Union

16. WORKING FOR PEACE IN PALESTINE

“That this Conference notes:

- Israel’s ongoing genocidal war in Gaza has killed more than 30,000 Palestinians, some 17,000 of whom are children;
- More than 80,000 Palestinians have left Rafah since Monday 6th May as Israel continues its offensive in southern Gaza. This is an act of ethnic cleansing that will force the people of Palestine into the Sinai Desert;
- The Government of the United Kingdom is yet to suspend arms sales to Israel despite the International Court of Justice’s ruling that their assault on Gaza constitutes a ‘plausible genocide’;
- While senior Scottish politicians have correctly called for an arms embargo, the Scottish Government continues to fund arms companies that sell weapons components to Israel via Scottish Enterprise;
- The escalating repression of Pro-Palestinian activity in the streets, on campuses and in public institutions via mechanisms like the anti-boycott bill.

“Conference calls on the STUC Youth Committee to:

- Work with anti-war organisations to establish and cement relations between young workers and the peace movement;
- Campaign for the suspension of Scottish Government subsidies to arms companies that sell weapons and weapons components to Israel; and
- Work to ensure the STUC Youth Committee’s banner is present at Palestine solidarity demonstrations in future.”

Mover: STUC Youth Committee

17. CONSCRIPTION

“That this Conference notes:

- The geopolitical climate in 2024 is one of extreme tension and hostility, with the Russian invasion of Ukraine entering its third year and the Israeli assault on Gaza threatening to spill into a wider regional conflict;
- The proximity of Scotland and Britain to these conflicts as an active member of NATO and arms supplier to both Ukraine and Israel;
- That NATO is aggressively confronting China in the South China Sea and specifically over the issue of Taiwan;
- That British engagement in the military defence of Israel risks involving Britain in another war in the Middle East;
- That the aforementioned conflicts have the potential to become global conflicts through developing and pre-existing alliances;
- That conscription has been suggested on several occasions by the right-wing of the Conservative Party

and senior figures in the British Armed Forces should NATO and Russia go to war.

“Conference asks the STUC Youth Committee to:

- oppose NATO encirclement and confrontation of China, Iran and other sovereign states;
- oppose British involvement in NATO wars either directly or through the supply of arms;
- work alongside the anti-war movement to develop a framework to support young workers socially, industrially and politically resist NATO warmongering and the specific problems young workers would face should Britain become embroiled in war;
- develop a fresh economic analysis of the emerging multipolar world and its repercussions for young workers in Scotland;
- connect with our counterparts across Europe and beyond to nurture an authentically internationalist anti-war movement.”

Mover: Unite the Union

SECTION 6 COMBATTING THE FAR RIGHT

18. FROM ERSKINE, ELGIN, AND BEYOND

“That this Conference applauds those who have stood confronting racists and fascists every week since the 5th 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.

“Fascists promote, and conduct, ceaseless intimidation and violence against; asylum seekers, the disabled, the LGBT community, and more. They are a threat to our communities.

“To prevent the youth of Scotland from falling into the hands of fascists, we must ensure that they do not expand their influence and move towards gaining control of our local communities or our country. Conference agrees that our movement must increase its efforts to oppose and halt fascists invading our communities. If we fail, the rights and terms and conditions of our members will be in great jeopardy.

“Conference calls on the STUC Youth Committee to aid in efforts to, and act to:

- Confront fascism and to push our elected representatives to step up and protect the youth from the threat that fascists present to our communities and to defend the hard-won rights of the working-class people of Scotland.;

- Organise in communities to tackle the root cause problems that create the conditions for the rise of fascist groups (slashed public spending, disintegration of public services, the cost of living, insecure employment, and more);
- Represent young workers at public meetings organised by local trade unions, trade union councils, tenants' unions, student unions, and political parties to highlight the threat of fascism, and to recruit young members into the trade union movement and STUC equality structures.;
- Construct and distribute educational material on the dangers of fascism; and
- Construct and distribute educational material on how the organised working-class has combated fascism.”

Mover: GMB Scotland

SECTION 7 ORGANISING

19. ORGANISING FOR THE FUTURE

“That this Conference 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%.

“Alongside this, the figures also show that older employees make up a disproportionately large proportion of union members. Conference believes that this is damaging to the trade union movement. In order to be as effective a voice as possible for working people in Scotland, our movement must reflect the diversity of the Scottish workforce. At a time of profound challenges for young people, the voices of young workers must be heard.

“Conference believes that engaging young people and under-represented groups in our work must be an urgent priority, to safeguard our movement for the future.

“Conference calls on the STUC Youth Committee to work with STUC General Council to:

- Develop a specific programme of work around the recruitment and development of young workers and reps; and
- Develop a national strategy for increasing union membership, especially in the private sector, following consultation with affiliated unions.”

Mover: Union of Shop, Distributive, & Allied Workers



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- You'll get free legal advice if you have an accident - wherever that happens.
- You'll also get access to a range of professional services and member offers.

For more information about your rights at work, speak to your Usdaw rep or contact your local Usdaw office on **0800 030 80 30** or visit:

www.usdaw.org.uk/youngworkers

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General Secretary: Paddy Lillis **President:** Jane Jones
Regional Secretary: Tracy Gilbert
Usdaw: 2 Rutherglen Links, Glasgow, G73 1DF

www.usdaw.org.uk



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Scottish Union Learning

supports trade unions in developing, organising, and delivering work-related learning and skills programmes for their members that contribute to collective prosperity and wellbeing, Fair Work, and equality for workers across Scotland.

Scottish Union Learning is keen to work with the STUC Youth Committee to support the development of the workplace skills base of young workers.

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www.scottishunionlearning.com
twitter/X: @unionlearning
email: learning@stuc.org.uk



NOMINATIONS

A) STUC YOUTH COMMITTEE 2024/25

GENERAL SEATS (4 SEATS - 3
NOMINEES) - NO CONTEST

Charlotte Barclay-Smith, USDAW
Stewart Duncan, RMT
Coll McCail, Unite

WOMEN'S SEATS (4 SEATS - 1
NOMINEE) - NO CONTEST

Rhianna Ross, USDAW

TRADES UNION COUNCIL SEAT (1
SEAT - 0 NOMINEES) - NO CONTEST

B) YOUNG WORKERS' SEATS ON THE STUC GENERAL COUNCIL 2025/26

GENERAL SEAT (1 SEAT - 1
NOMINEE) - NO CONTEST

Stewart Duncan, RMT

WOMAN'S SEAT (1 SEAT - 1
NOMINEE) - NO CONTEST

Rhianna Ross, USDAW

C) YOUTH CONFERENCE DELEGATION TO THE STUC ANNUAL CONGRESS 2025

GENERAL PLACES (3 PLACES - 1
NOMINEE) - NO CONTEST

Stewart Duncan, RMT

WOMEN'S PLACES (3 PLACES - 1
NOMINEE) - NO CONTEST

Rhianna Ross, USDAW

As there are vacant places on the Youth Committee and in accordance with the Youth Conference Constitution point 4 (iv) Youth Committee, the attention of Conference delegates is referred to:

'In the event that vacant seats exist on the Youth Committee following the Annual STUC Youth Conference in the General Seats; Women's Seats; and Trades Union Council Seats, the Secretary to the Committee shall write to affiliated Trades Unions and Trades Union Councils that have no elected members serving on the Committee to advise of the vacancies and the categories in which they exist, and to invite the nomination of one member for each of the vacancies. Co-opted members shall have full voting rights.'

LIST OF DELEGATES

TRADE UNIONS & TRADES UNION COUNCILS

COMMUNICATION WORKERS UNION

Louis O'Connor

*Kirsten Wilson

EDINBURGH TRADES UNION COUNCIL

*Emily Donnelly

GMB SCOTLAND

*Nathan Hennebry

NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS

*Stewart Duncan

PUBLIC & COMMERCIAL SERVICES UNION

Ewan Campbell

*Dalia Stewart

PROSPECT

*Louise Harker

Ben Rusk

Kamila Svorad

UNION OF SHOP, DISTRIBUTIVE & ALLIED WORKERS

Charlotte Barclay-Smith

Alice Johnson

*Daniel Reid

Rhianna Ross

Georgia Young

UNISON

Starr McGibbon

Josh Morris

Eilis O'Keefe

Niamh Stolvoort

*Cameron Thompson

UNITE THE UNION

Andrew Barnshaw

*Lorna Glen

Lauren Harper

Lauren MacDonald

Eireann McAuley

Coll McCail

Jodie Mitchell

Will Tilotson

Nick Troy

*Denotes Delegation Leader

REPORT TO YOUTH CONFERENCE

STUC YOUTH CONFERENCE

The 83rd Annual STUC Youth Conference was held in the Golden Jubilee Conference Hotel, over the weekend of Saturday 1st and Sunday 2nd July 2023.

The theme of the Conference was 'Building a Movement Together: A Year of Young Workers in Struggle'.

The Conference was chaired by Fred Bayer, Aberdeen Trades Union Council / Unison. 43 delegates and visitors, representing 10 trade unions and 1 trades union council, were appointed to attend the Conference, with 39 delegates registered and in attendance.

Throughout the weekend, 23 motions were debated under the following sections: Constitution and Young Worker Engagement; Sexual Harrassment; International; Transport, Cost of Living Crisis; Pay & Conditions; and Housing & Climate. Two emergency motions were submitted. 24 motions, including the emergency motions, were successfully carried. One motion fell due to the submitting union's only delegate being unable to attend. A copy of the Decisions document is available on the STUC website.

Charlotte Barclay-Smith, USDAW, and Seonaid Murray, USDAW, were elected as Tellers. No Scrutineers were appointed as there was no ballot required.

Rozanne Foyer, STUC General Secretary; Eileen Cawley, Scottish Pensioners' Forum Development Worker; and Chrissy McKeag, STUC LGBT+ Workers' Committee Vice-Chair all addressed Conference on the Saturday.

A panel session called Young Workers and Industrial Action was held on Saturday afternoon which brought together young reps and young workers from different sectors who had taken industrial action in the previous year or were actively taking industrial action. Panel contributors were Andy Barnshaw, Unite; Drew Gilchrist, Unite Youth Committee Chair; Seonaid Murray, USDAW and STUC Youth Committee member; Ollie Robertson, PCS; Lauren Strain, GMB National Assistant Legal Officer; and Nick Troy, Unite Hospitality. The panel was chaired by Rosie Hampton, UCU Scotland, who was also a panel contributor.

A workshop session on Preventing and Tackling Sexual Harassment in the Workplace was also held on Saturday afternoon. The session was jointly facilitated by Eireann McAuley, STUC Equality Policy Officer and Jill Little-Woodhouse, TUC Education Officer. The session looked at the STUC Women's Committee's 'Silence is Compliance' campaign; the TUC's new training programme, and a Q&A. At the close of the workshop Tam Wilson, STUC Young Workers' Project and BetterThanZero Project Worker, launched the Safe Home Survey related to the Safe Home Campaign.

On the Sunday of Conference, after the election, the winner of the Jimmy Waugh Memorial Trophy was

announced. The trophy winner for 2023 was Rosie Hampton, UCU Scotland. Sunday also saw a panel session on Peace & Climate with Maggie Chapman MSP, Scottish Green Party; Ryan Morrison, STUC Just Transition Officer; and Arthur West, Convenor of Scottish CND / Anti-War Trade Union Network and Secretary of the Peace Education Scotland charity. The panel discussed the links between the peace movement, trade union movement, and climate.

Conference proceedings were also regularly promoted through social media using the hashtag #STUCyouth23.

The following were elected by Conference to the STUC Youth Committee 2023/24:

- Stewart Duncan, RMT
- Coll McCail, Unite
- Josh Morris, GMB
- Seonaid Murray, USDAW
- Kirsty Wilson, CWU

Following Conference, Jack Davidson (UCU) was co-opted onto the Committee. Unfortunately Jack had to resign and Cameron Thompson (Unison), the other candidate for co-option to the General Seats on the Committee, was invited to join, and co-opted in September 2023. Camila Gonzalez Velez (PDA), was co-opted into a vacant Women's Seat on the Committee and was also elected Vice-Chair. Unfortunately, Camila had to resign from the Committee in February 2024.

Natalie Smyth, USDAW, was nominated to contest the election at the STUC Congress 2024 for the General Council Woman's Seat reserved for Youth Workers, and as such joined the Committee as an additional member.

Stewart Duncan, RMT, and Natalie Smyth, USDAW, were elected to the Youth Conference delegation to STUC Congress 2024. In February 2024, Josh Morris (GMB and Chair) and Coll McCail (Unite) were added to the Youth delegation to STUC Congress 2024.

Richard Hardy (Prospect) and layla-roxanne hill (NUJ) were appointed by the STUC General Council as representatives to the Youth Committee.

STUC YOUTH COMMITTEE 2023/24

Following the STUC Youth Conference in July 2023, the Youth Committee developed a Workplan which was presented to, and endorsed by, the General Council in October 2023.

Josh Morris, GMB Scotland, Chaired the Committee for the period. Camila Gonzalez Velez served as Vice-Chair until her resignation in February 2024.

The Workplan incorporated a number of priority areas, themes, campaigns, and events to support, including:

- Cost-of-Living for Young People (Housing and Services)
- Accessible and Affordable Transport
- Young Apprentices
- Youth Engagement
- Internationalism
- Safe Home Campaigns

Young Apprentice Event

The Youth Committee supported the second annual STUC Apprenticeship Event, 'Skills Generation: Building Skills to move forward', which took place on Thursday 30th May at the STUC's Margaret Irwin Centre in Glasgow.

Attended by Apprentices from a range of sectors, including health care and construction, the event included sessions on 'Fair Work', 'Health, Safety, and Apprentices', and 'Artificial Intelligence', presented by STUC, Scottish Hazards, TUC Education, and RMT. Interactive workshops on 'Inclusion' were delivered by EIS and Show Racism the Red Card. The event was facilitated by Scottish Union Learning, and was chaired by Josh Morris, Chair of the STUC Youth Committee.

Cost of Living and Housing

The STUC Youth Committee continued to support the work of Living Rent and similar organisations, for example submitting a motion to STUC Congress 2024 promoting the work of Living Rent and calling for greater rent controls and the expansion of public housing. The motion, which was compositated with other motions, was unanimously carried.

Supporting Hospitality Workers

The STUC Youth Committee supported the 13th Note Workers Co-Operative in its ongoing campaign, including submitting a motion to STUC Congress 2024 calling for mobilisation and support of hospitality workers. The motion was unanimously carried. The Committee also promoted and supported the work of Unite Hospitality.

Climate Justice and Young People

The Youth Committee supported the Young Workers' Project to deliver a training session on 22nd March 2024 titled 'Shaping the Future: Climate Change Training for Young Workers'. The training covered climate change impacts, who makes the key decision affecting climate change, and what young workers can do to make an impact in their workplaces and communities.

Internationalism

The STUC Youth Committee hosted an online event, 'Solidarity Without Borders: Uniting Workers Worldwide', on 29th May 2024, discussing how Scotland's workers can support international causes in Palestine, Cuba, and Sri Lanka. The event featured the Cuban Ambassador, Her Excellency Mrs Ismara Mercedes Vargas Walter, and

historian and author Vijay Prashad, as special guest speakers. Other guest speakers included Pauline Rourke, CWU, Gus Sproul, FBU, and Josh Morris, Chair of the STUC Youth Committee.

STUC Youth Committee presents:
Solidarity Without Borders: Uniting Workers Worldwide

Join us to hear from:

- Vijay Prashad, historian & author
- Pauline O'Rourke, CWU & STUC General Council
- Fire Brigades Union

& more about what workers in Scotland can do to support international causes in Sri Lanka, Palestine and Cuba.

Zoom 5.30pm

May 29

REPORT OF THE YOUTH CONFERENCE

DELEGATION TO STUC CONGRESS

127TH ANNUAL STUC CONGRESS 2024 MONDAY 15TH - WEDNESDAY 17TH APRIL

STUC Youth Delegation:

- Stewart Duncan, National Union of Rail, Maritime, and Transport Workers
- Coll McCail, Unite
- Josh Morris, GMB Scotland

The 127th STUC Annual Congress took place in the Caird Hall, Dundee over the period Monday 15 to Wednesday 17 April 2024.

The theme of Congress for 2024 was 'Workers Winning Together' and was chaired by Mike Arnott (Dundee Trades Union Council) President of the STUC for the year 2023/2024. The Civic welcome was given by Councillor Bill Campbell, Lord Provost of Dundee City Council; and Stuart Fairweather, of Dundee Trades Union Council provided the Trades welcome.

Just under 350 delegates representing Trade Unions, Trades Union Councils, and the Black Workers', LGBT+ Workers', Youth, and Disabled Workers' Conferences attended Congress.

STUC YOUTH CONFERENCE MOTIONS TO CONGRESS

119 motions were put forward to STUC Congress 2024 on a wide range of subject matters. The STUC Youth Conference submitted two motions and one emergency motion in line with the Committee's Workplan priorities and emerging themes from STUC Youth Conference 2023, all of which were carried.

The first Youth Conference motion was composited with other similarly themed motions and called on Congress to lobby the Scottish Government to declare a Housing Emergency; to campaign for greater rent controls; to support retrofitting programmes; to support the work of Living Rent; and to campaign for expansion of public housing. The second Youth Conference motion called on the STUC General Council to support the mobilisation of hospitality workers; support the 13th Note workers in their campaign to establish a workers' co-op; and to support the work of Unite Hospitality and BetterThanZero in the organising, education, and mobilisation of young workers. The Youth Conference delegation also submitted an emergency motion expressing solidarity with University of Glasgow Rector Dr. Ghassan Abu-Sittah.

The text of these motions is appended to this report and is also available, alongside all Congress motions, on the STUC website.

STUC Congress Speakers

Several guest speakers contributed to Congress over the three days providing fraternal greetings and keynote addresses.

These included:

- Councillor Bill Campbell, Lord Provost, Dundee City Council
- Stuart Fairweather, Chair, Dundee Trade Union Council
- Anas Sarwar, Leader of the Scottish Labour Party
- The First Minister of Scotland, Humza Yousaf
- Shavanah Taj, General Secretary of the Wales TUC
- Lorna Glen, Chair of the STUC Women's Committee

An International session took place on the Tuesday afternoon on the crisis in Gaza. Congress heard contributions from guest speakers including Husam Zomlot, the Palestinian Ambassador to the UK and Shaher Saed, General Secretary of Palestinian General Federation of Trade Unions.

A Civic Reception, hosted by Dundee City Council, took place in the Caird Hall at the close of Congress on Monday 15 April.

CONGRESS REFLECTIONS

The Youth Conference Congress representatives reflected that they enjoyed attending Congress and expressed their thanks to STUC President Mike Arnott and to all staff from the STUC who organised the event. The Youth Conference delegation were also grateful to be part of varied discussions and debates on important topics that affect workers across the country, and hope the STUC Youth Conference 2024 will be able to continue to build on the positive message that echoed loudly from Congress.

In addition to the important work and discussion which took place the Youth Conference representatives attended a number of fringe and social events, meeting and speaking with fellow trade unionists from all backgrounds. Many of these events shared knowledge and experiences that enabled delegates to engage with new ideas on how the trade union movement should move forward, build on the momentum of the last few years, and continue to

stand in solidarity to ensure all workers can win together.

The Youth Conference delegation noted the importance of international solidarity, which was a key feature of the General Secretary's address, the President's address, and an important aspect of many of the resolutions debated in the hall – especially those relating to Palestine. It was welcome to hear both Humza Yousaf, then First Minister, and Anas Sarwar, Leader of the Scottish Labour Party, address Congress and reaffirm their support for an immediate ceasefire in Gaza. This was something which was later formally adopted as the stance of the STUC during a group debate on Palestine on Tuesday afternoon. The Youth Conference delegation was pleased to have the opportunity to speak during this debate.

Despite the struggles workers have faced in Scotland as a result of austerity imposed by a cruel and inhumane Conservative government, and the ongoing attacks against workers' most basic employment rights, the Youth Conference delegates were pleased to be a part of such a positive Congress focused on what we, as a trade union movement, can do to affect positive change in our society. It was clear from the energy resonating from delegates throughout Congress, that workers are no longer prepared to suffer at the hands of culpable governments failing to support and protect the hardest working in society and that policymakers can no longer ignore the demands of the working class.

The Youth Conference delegation was also grateful for the overwhelming support the Youth Conference motions received from other delegates. The Youth Conference delegation was also especially pleased to have an emergency motion passed celebrating the election of Dr. Ghassan Abu-Sittah as Rector of the University of Glasgow and condemning his detention and deportation in Germany on 12th April for his part in supporting pro-Palestinian political activity – reaffirming the importance of international solidarity and the Youth Conference delegation's support to ensuring all workers are winning together.

STUC CONGRESS AWARDS

The STUC Union Rep Awards were presented by Humza Yousaf, then First Minister of Scotland, on Monday 15 April, to:

- Rachel Rogers, Kerry McCrone and Seona Hart of the Fire Brigades Union with the STUC Equality Award;
- Dan Connolly and David Foote, Prospect reps at Babcock Marine in Rosyth with the STUC Organising Award;
- Tony Bakhsh, a GMB Health and Safety Rep at North British Distillers, Muirhall, with the STUC Frank Maguire Award for Health and Safety;
- John McAlinden, Communication Workers' Union, with the Helen Dowie Award for Lifelong Learning; and
- Ross Henderson, RMT, with the Learner of the Year Award.

Following presentation of the awards, the First Minister addressed Congress.

General Council Nominees for 2024/25

The new General Council for 2024/25 was elected at Annual Congress.

The STUC Youth Committee would like to thank Josh Morris, GMB Scotland, for his contribution as the Youth representative on the General Council 2023/24.

STUC YOUTH CONFERENCE MOTIONS TO CONGRESS

Housing

“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.”

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."

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."

The Youth Conference delegates to STUC Congress also supported other STUC Equality Conference's motions and participated in activity throughout the duration of Congress.

The General Council issued Statements on Palestine and Military Spending. A copy of the Statements can be obtained from the STUC."





CONSTITUTION OF THE

STUC YOUTH CONFERENCE

1. TITLE OF CONFERENCE

The Annual Conference of Youth representatives of Trades Unions and Trades Union Councils shall be known as the “Scottish TUC Youth Conference”.

2. DATE OF CONFERENCE

The Conference shall meet annually in the month of June/ July.

3. BASIS OF REPRESENTATION

Each organisation affiliated to the Scottish TUC shall be invited to appoint delegates who must be 26 years or under, except in the cases when union officials are appointed to attend. The basis of representation shall be as follows:

Trades Unions with 3,000:

- 6 delegates or less members

Trades Unions with more than 3,000 members:

- 1 delegate per 500 members or part thereof

Trades Union Councils:

- 3 delegates

4. YOUTH COMMITTEE

- a) General Council Representation: The General Council shall appoint representatives to the Youth Committee. In addition, those elected to the Young Workers’ Seats on the General Council shall automatically become members of the Youth Committee. The General Secretary shall appoint the Secretary to the Youth Committee.
- b) Elected members: There shall be nine elected members of the Committee. Each affiliated Trades Union shall be invited to nominate one member for the General Seats on the Youth Committee and one member for the Women’s Seats. Trades Union Councils will be invited to nominate one member for the Trades Union Council Seat. (The nominees must be delegates to the Annual Youth Conference).

The Seats on the Youth Committee shall be allocated as follows:

- General Seats - 4 representatives
- Women’s Seats - 4 representatives
- Trades Union Councils - 1 representative

The General Council members elected to the Young

Workers’ Seats on the STUC General Council and nominees from the STUC Youth Conference to the STUC General Council - if they have not been elected to the Committee in any of the above categories - shall be additional members of the Committee, with equal rights to all other members.

Voting shall be by ballot. Each delegation shall be entitled to cast the same number of votes as there are places in the respective Sections, but no delegation can vote more than once for any candidate. The nominees in each Section obtaining the highest vote shall be elected. In the event of a tied vote, there will be a re-ballot of those tied.

In the event of a tie on this basis, the Chairperson shall have the casting vote.

- i) Those elected by the Youth Conference for the Young Workers’ Seats on the General Council shall be co-opted onto the Youth Committee. The period of co-option will be from Youth Conference to Youth Conference.
- ii) Election of Chairperson: The Youth Committee shall elect from amongst themselves a Chairperson.
- iii) On the death or resignation of a Youth Committee member, the vacancy shall be filled by the co-option of the highest unsuccessful candidate.
- iv) In the event that vacant seats exist on the Youth Committee following the Annual STUC Youth Conference in the General Seats; Women’s Seats; and Trades Union Council Seats, the Secretary to the Committee shall write to affiliated Trades Unions and Trades Union Councils that have no elected members serving on the Committee to advise of the vacancies and the categories in which they exist, and to invite the nomination of one member for each of the vacancies.

Trades Unions with no elected members on the Youth Committee shall be invited to nominate one member for any vacancy in the General Seats and Women’s Seats. Trades Union Councils with no elected members on the Youth Committee will be invited to nominate one member for any vacancy in the Trades Union Council Seat.

Where there are more nominations received than there are vacancies existing in any of the above three categories, the successful nomination will be decided by the Youth Committee on a ballot.

Co-opted members shall have full voting rights.

Conduct of Elected Youth Committee Members

If at any time there appears to the General Council to be justification for an investigation into the conduct of an elected member of the Committee on the grounds that the activities of that member may be contrary to the objects of the STUC, or to Trade Union principles, or to the declared policy of the STUC, or on the grounds that the member has contravened or failed to obey any requirement of these rules, or on the grounds of the member's standing with his or her affiliated organisation, the STUC President may appoint a Sub-Committee consisting of three other members from the General Council to carry out such an investigation.

In the event that the member, whose conduct is the subject of this Rule is the President, the Vice President may appoint the Sub-Committee. The Committee shall thereafter investigate the alleged conduct. If, after such investigation, the Sub-Committee considers that there is a case to answer in respect of said conduct, it shall give notification to the President, or Vice President if the member concerned is the President, and to the member concerned of the conduct complained of and of the ground or grounds of complaint.

Upon receiving such notification from the Sub-Committee, the President, or Vice President if the member concerned is the President, shall, within a reasonable period, summon the member concerned to a hearing. At the hearing, the President, or Vice President if the member concerned is the President, shall hear, in the presence of the member concerned, any evidence, information, or explanation presented by the Sub-Committee in respect of the alleged conduct.

Thereafter, the President, or Vice President if the member concerned is the President, shall give the member concerned an opportunity of presenting such evidence, information and explanation, if any, as it wishes to present. Upon conclusion of the hearing, the President, or Vice President if the member concerned is the President, shall have the power to decide whether the member has been guilty of the alleged conduct. In the event of the member having been found guilty of the said conduct, the President, or Vice President if the member concerned is the President, shall afford to the member an opportunity to present such further evidence, information and explanation as he or she wishes in relation to imposition of penalty, and shall thereafter have power to reprimand, and/or suspend the member or to recommend the removal of the member from the Committee. The President, or Vice President if the member concerned is the President, shall notify the member concerned of his or her decision including the penalty to be imposed. The member, if dissatisfied with the decision of the President, or Vice President if the member concerned is the President, or the penalty imposed, shall have the right of appeal to the General Council. The member's intention to appeal shall be communicated in writing to the General Secretary within seven days of the initial decision. The General Council shall hold a meeting to hear an appeal within one month of the notification to appeal having been received. The President, or Vice President if the member concerned is the President, shall submit a report to the General Council setting out the reasons for the decision taken. The

report shall also be made available to the member at the same time. The member shall have the right to be heard by the General Council. The General Council may decide to affirm or revoke or otherwise amend the decision of the President, or Vice President if the member concerned is the President, or to affirm or revoke the penalty and may, if a recommendation to that effect has been made, remove the member from the Committee.

The decision of the General Council shall be final and conclusive. Members of the Sub-Committee appointed to investigate any case against the member and the President, or Vice President if the member concerned is the President, shall not be entitled to be present at any stage during, or to vote, or take any other part in the deliberation of the General Council as to its findings in respect of the alleged conduct, or in respect of penalty.

Duties of the Youth Committee

It shall be the duty of the Committee to implement the policies agreed by the Conference, in line with the requirements of these rules. At all times, in undertaking this duty, the Committee shall recognise the sovereignty of the policies determined by the Annual Congress.

The Committee shall prepare a Report of its work for submission to the Conference and shall include in it a record of attendance of members at Committee meetings.

5. DELEGATION TO ANNUAL CONGRESS

The Youth Conference shall send a delegation of no more than six representatives to attend the Annual Congress of the STUC. Two delegation places will be automatically reserved for the Youth Conference nominees for the Young Workers' Seats on the General Council. Of the remaining four places on the Delegation, two of the nominees must be female. Each affiliated Trade Union and Trades Union Council shall be invited to nominate one member for a General place and one woman for a place reserved for Young Women Workers. Nominees must be delegates to the Annual Youth Conference and must be 26 years of age or under at the opening of the Annual Congress which they are being nominated to attend.

Voting shall be by ballot. Each delegation shall be entitled to cast the same number of votes as there are places in the respective Sections, but no delegation can vote more than once for any one candidate. The nominees in each Section obtaining the highest vote shall be elected. In the event of a tied vote, there will be a re-ballot of those tied. In the event of a tie on this basis, the Chairperson shall have the casting vote.

6. NOMINEES FOR YOUNG WORKERS' SEATS ON THE STUC GENERAL COUNCIL

The Youth Conference shall elect nominees to stand for election at the Annual Congress for the Young Workers' Seats on the General Council. Each affiliated Trades Union and Trades Union Council shall be invited to nominate one member for the General Seat and one for the Seat reserved for Young Women Workers. Nominees must be delegates to the Annual Youth Conference and nominees for the Youth Conference Delegation to Annual Congress.

Nominees must be 26 years of age or under at the opening of the Annual Congress at which the elections for the General Council Seats for which they are being nominated will take place.

Voting will be by ballot. Each delegation shall be entitled to cast its votes for one candidate in each Section. The nominees in each Section obtaining the highest vote shall be elected. In the event of a tied vote, there will be a re-ballot of those tied. In the event of a tie on this basis, the Chairperson shall have the casting vote.

7. VOTING

Each delegation shall be entitled to vote according to the numerical participation of its delegation that is registered and in attendance at 12.00 noon on the first day of Conference.

The Scrutineers appointed at Conference will verify and witness the votes allocated to each affiliated Trades Union or Trades Union Council. Ballot papers will be circulated to delegation leaders at the afternoon break on the first day of Conference and completed ballot papers will be placed in the ballot box(es) located in the Conference Hall by 10.00 am on the second day of Conference.

Except for the election of the Youth Committee, the Youth Conference Delegation to Annual Congress and the nominees for the Young Workers' Seats on the STUC General Council, the method of voting shall be by show of hands.

8. MOTIONS

- a) Motions for the Annual Conference Agenda (not exceeding three from each affiliated body and not exceeding 300 words) must be signed by the Secretary of the organisation submitting them and must reach the Scottish TUC at least ten weeks before the time fixed for the Annual Conference.
- b) Such motions shall be sent to the affiliated Trades Unions and Trades Union Councils entitled to be represented at the Conference as soon as possible after the closing date for their submission. The order in which subjects shall be discussed will be decided by the Youth Committee.
- c) All amendments to the motions submitted by affiliated organisations (not exceeding three from each affiliated body and not exceeding 50 words) must reach the Scottish TUC by a date to be decided by the Youth Committee. Such amendments must be signed by the Secretary of the organisation submitting them.
- d) Notwithstanding the aforementioned provisions, the Youth Committee, or any affiliated organisations, shall be permitted to submit an emergency motion for consideration by the delegates to Annual Conference. Any emergency motions submitted for the Conference will require to be signed by an appropriate official (Secretary, Chairperson or Delegation Leader) of the originating organisation, designated for the purpose prior to the Conference. Such motions must be submitted no later than 3.00 pm on the first day of the Conference.

9. CHILDCARE FACILITIES

Appropriate childcare facilities for the children of delegates shall be available, if requested. Any such request shall be made in writing at least eight weeks in advance of the opening of Conference.

10. HOURS OF MEETING

The Annual Youth Conference shall be of a duration of two days and shall assemble at a time to be decided by the Youth Committee and shall complete business on both days not later than 6.00pm.

11. CONFERENCE CHAIRPERSON

The Chairperson of the Youth Committee shall be the Chairperson of the Scottish TUC Youth Conference.

In the absence of the Chairperson, the Committee shall appoint another member of the Committee to take the Chair at the Conference.

12. BUSINESS OF THE ANNUAL CONFERENCE

Included in the business of the Annual Conference shall be consideration of the Annual Report of the Youth Committee and the motions and amendments. The Report and Agenda for the Conference shall be sent to the delegates not later than two weeks prior to the Conference.

The Order of Business of the Youth Conference shall be decided by the Youth Committee.

13. APPOINTMENT OF SCRUTINEERS AND TELLERS

The appointment of two ballot scrutineers and two tellers shall be made by delegates at the start of the Annual Conference.

14. LIMITATION OF SPEAKERS

Not more than eight minutes shall be allowed for the mover of a motion and not more than four minutes for each subsequent speaker. Speeches on behalf of the Youth Committee shall be limited to not more than eight minutes, unless otherwise agreed by the Annual Conference. A delegate shall not speak more than once on any question unless permission to do so on a point of order or explanation is given by the Chairperson. The mover shall be allowed five minutes to reply to a discussion on the motion concerned, but no new matter may be introduced into such a reply.

Delegates shall vote on a motion immediately the mover has replied.

15. SUSPENSION OF STANDING ORDERS

Standing Orders may be suspended only if agreed to by at least two-thirds of the delegates to the Annual Conference who are present and voting.

16. CHAIRPERSON'S RULING

The Chairperson's ruling may only be overturned by a vote of at least two-thirds of delegates to the Annual Conference who are present and voting.



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