



Scottish Trades Union Congress

General Council Report

Dundee 2014



SCOTTISH TRADES UNION CONGRESS

**Report of
General Council
to Annual Congress**

Dundee, 2014

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Contents

Chapter	Title	Page
	Introduction	3
One	Effective Organisation	7
Two	There is a Better Way Campaign	16
Three	Economy and Employment	19
Four	Public Services	25
Five	Education, Skills and Learning	28
Six	Fairness at Work	37
Seven	Government and Parliamentary Liaison	45
Eight	Equality and Social Justice	51
Nine	International	62
Appendices	General Council Meetings	66
	Contact the STUC	67
	STUC Affiliates by Section and Membership	69
	Obituary	71
	STUC Past Presidents	72

Introduction

THE work of the General Council during the past year has been sharply focused on the many challenges faced by unions, their members and working people and communities across Scotland. It has continued to strive to improve the effectiveness of the STUC in representing the interests of union members as workers and citizens and in supporting affiliates in their industrial campaigns, with political civic and community engagement and with their work on lifelong learning and equality.

It had been a year dominated by the failure of a recovering economy to reverse the unprecedented decline in real wages; by the continued pursuit of austerity by the UK Government and its pernicious impact on working people; and by an alarming growth in inequality as workers have failed to benefit from the economic upturn while the very richest continued to accumulate wealth at a staggering pace.

The impending Referendum on Scottish Independence has been all pervasive and the General Council can claim considerable credit for the increased focus on social justice issues in the debate on Scotland's constitutional future.

Our second 'A Just Scotland' report (AJS2), which we launched in February, was the product of wide ranging consultation and discussion with unions and their members. AJS2 takes a detailed look at the issues and asks hard questions of both campaigns, concentrating on which of the Referendum outcomes is most likely to promote social justice and reduce economic inequality.

AJS2 identifies the pressing need for the pro-devolution parties to present a vision for Scotland and give clear commitments to bringing forward enhanced devolution proposals and to be definitive about the arrangements for continued block grant funding to Scotland if we vote No. The proposals for enhanced devolution published by the General Council in March will be a useful benchmark in this regard.

The General Council has also been clear that the Scottish Government and Yes campaign have to be much more convincing on how some very positive policy commitments can be delivered within the sort of

institutional and fiscal post-independence framework that they envisage for Scotland.

The General Council's contribution to the Referendum debate will, of course, continue until September's vote and its emphasis will be determined by the decisions taken at Congress. It will also recognise that for many of our members the answer isn't an obvious Yes/No but a process of balancing the advantages and disadvantages of changing Scotland's relationship with the rest of the UK.

Whilst recognising the significance of the choice we are being asked to make, the General Council has endeavoured to set out a progressive policy agenda to be advanced whatever the outcome in September.

At the heart of that agenda has been our economic alternative.

That the argument against austerity has been won with a majority of the public is in no small way a result of the extensive campaigning of the STUC working with our partners through the 'There is a Better Way' campaign. The focus of the campaign has continued around the four general themes of jobs; public services; fair taxes and benefits; and a living wage and details of the range of activities undertaken on these themes are described throughout this Report.

Our work has also focused on countering the Coalition's claims that austerity is working.

Since before the Coalition took office in May 2010, the STUC warned that an economic strategy based on immediate and deep spending cuts was bound to fail; not only in terms of growth and jobs but in its fundamental purpose of reducing the deficit and stock of accrued debt. We also stressed that austerity would inevitably hit hardest the most vulnerable people in our society.

Despite the economic recovery gaining momentum over the past year, this analysis holds true and has continued to underpin our economic commentary and specifically our 2014 Budget submission. We have continued to emphasise that the recovery is largely based on consumer spending funded by a falling savings ratio, not the business investment and net trade promised by the Chancellor in June 2010; that headline unemployment and

employment rates mask a labour market which, as experienced by real workers in real time, is increasingly characterised by insecure, low wage work; that the growing economy has so far failed to reverse the unprecedented decline in real wages since 2009; and that it is, therefore, unsurprising that consolidation of the public finances has been much slower than forecast in 2010.

As austerity continues to bite and workers fail to benefit from the growth now taking place, the General Council's policy and campaigning work has continued to focus on what we believe should be the point of economic strategy – rebuilding collective prosperity to ensure the development of a prosperous and cohesive society, essential if long-term sustainable growth is to be achieved.

The response from unions and TUCs to the 'Better Way' campaign has continued to be excellent. The campaign has energised union activity in our communities and, through the web and social networking, has taken our message to a wider audience. It has complemented individual union campaigns, particularly over jobs, pay, pensions and union and employment rights.

A key 'Better Way' campaigning priority this year has been the Coalition's despicable and pernicious 'Bedroom Tax' policy. We have worked closely with grass-roots anti-bedroom tax campaigns and played a central role in organising demonstrations and fringe meetings at the UK Liberal Democrats' Conference in Glasgow in September.

The General Council's extensive lobbying of the Scottish Government and Scotland's political parties made a significant contribution to achieving commitments from the Scottish Government, supported by the Scottish Labour Party, to provide additional funding to mitigate the financial impact of the Bedroom Tax on tenants. The General Council will, of course, continue to press both the Scottish and UK Governments to ensure that suitable mechanisms can be found to ensure that this commitment is met.

In July as part of the 'Better Way' Campaign we participated in the TUC's 'Austerity Uncovered' initiative. We visited communities across Scotland to hear from those most affected by austerity. We visited Foodbanks and community facilities faced with closure and talked to people living in fear of losing their homes as a result of the Bedroom Tax.

We are not so naive to believe that by highlighting the desperate plight of people we could shame the Coalition government into ditching austerity. Any government that can introduce the Bedroom Tax and cut the benefits of the sick and disabled while cutting Corporation Tax and the Income Tax of the most wealthy, has no shame!

However, it did allow us to deepen the relationship between unions and local communities, to take on board their concerns and to promote our alternative as part of a wider organising strategy that aims to secure a union presence in many more Scottish workplaces and localities.

The General Council's Organising Working Group has continued to consider what more the STUC can do to support union organising activity. An informal Organising Network, which met for the first time in October, has been established for lay activists, full time officers and others with an interest in trade union and community organising. The Network provides an opportunity for organising practitioners to share best practice, provide support across campaigns and share successes.

The first STUC Organising Award will be presented at the 2014 Congress and arrangements are well advanced for the first STUC Organising Conference to be held in the autumn, which it is hoped will be the catalyst for further work with academia on organising.

Again this year, the focus of our work to support organising has been on the recruitment and organisation of young workers through advancing the 'Unions into Schools' project. The 'Unions into Schools' pack: 'A Better Way to Work in Scotland' continues to support an extensive programme of school visits bringing information on the role of unions to the next generation of workers.

The General Council has continued to take forward the range of initiatives that emerged from the Women's Employment Summit in September 2012, which we co-organised with the Scottish Government. Our participation in the Strategic Ministerial Group on Women and Work has allowed the opportunity to promote, with some success, our policies on the expansion of childcare provision and a greater focus on the value attached to the care sector jobs; on tackling occupational segregation; on challenging the use of zero hour contracts, agency workers, and all forms of casualisation of contracts and terms of employment; and developing policies to support older women in the workforce.

We have responded to the Coalition's attacks on rights at work challenging the myth that lighter employment regulation will lead to higher employment levels and economic recovery. We have continued to promote fairness at work and industrial democracy as a driver of economic recovery and have intensified our campaigning for a living wage, safer and healthier workplaces and for all workers to be treated equally and with dignity and respect in the workplace.

Building on joint work with the Scottish Government to promote effective trade unionism, fair employment practice, and greater partnership between employers and trade unions, including the 'Supporting Economic Growth, Jobs, Well-Being And More: The key role of Trade Union workplace representatives' document launched at last year's Congress and our cooperation on union learning and equality, the General Council proposed to the First Minister that the Scottish Government instigate an Independent Review into the positive impact unions have on the economy and society.

The Progressive Workplace Policies for Scotland Review was launched in February and offers an opportunity to advance industrial democracy and create the conditions in Scotland for unions to be respected as key social partners. It stands in stark contrast to the Coalition's Carr Review of legislation on industrial disputes and the Lobbying Bill, both intended to significantly weaken the ability of unions to organise, campaign and represent their members.

The Unite dispute at Ineos Grangemouth raised a number of issues about the location of power in our economy and society and provoked the General Council to seek to widen the public and political debate on the nature of Scottish and UK industrial relations. The General Council responded actively to Unite's request for assistance in the dispute as it did to similar requests from affiliates involved in industrial action or conducting specific political campaigns.

Our political engagement work has continued to grow in breadth and depth and to demand a greater resource commitment.

Our meetings with the First Minister this year have involved discussions on a range of issues including the economy; the nature of the Scottish labour market; the positive role of trade unions in the workplace and wider society; the Women's Employment Summit; and the Referendum on Independence.

These and other STUC priority issues have also been discussed in meetings with Ministers and officials, with economic development and skills agencies and industry bodies. We have continued to be active participants in the Scottish Government's National Economic Forum and, through the General Secretary's membership of the Government's Economy Board, have direct involvement in overseeing the implementation of the Government's Economic Strategy.

Our relationship with the UK Government has largely been confined to engagement with the Secretary of State for Scotland. While we have had constructive discussions on the Referendum, the Secretary of State has been left in no doubt about the STUC's opposition to the UK Government's macroeconomic, welfare reform and labour market deregulation policies.

We have continued a constructive dialogue with the Labour Shadow Cabinet in the Scottish Parliament and meetings with Scottish Parliament Labour Trade Union Group have been helpful in raising union issues with Labour MSPs. At Westminster, we have continued to engage with Scottish MPs and in particular the Scottish members of the Labour Trade Union Group and the Scottish Affairs Select Committee.

In February, Trade Union Week in the Scottish Parliament engaged the General Council and a number of STUC affiliates in activities around specific campaigns and brought a number of union reps into the Parliament to meet MSPs and view our legislature in action. Our

Reception in the Garden Lobby was entertained by a community drumming group from Dornoch, 'One Big Drum', who had participated in the STUC Unions into Schools Songs Festival in November.

We have also responded to a wide range of Government consultations and calls for evidence from Parliamentary Committees, further strengthening our role as a key social partner. During the current session, the General Council has provided oral evidence to a Scottish Parliament Committee on at least one occasion per month on issues such as procurement reform, regulatory reform, the Bedroom Tax, the Referendum, the Scottish Budget and courts reform.

The General Council has maintained its focus on health and safety and workplace justice and, once again, we wish to record our appreciation to Thompsons Solicitors for its continued support with this and other areas of our work.

The General Council has worked closely with Thompsons in raising concerns about the Scottish Government's Courts Reform Bill, specifically in relation to the treatment of workplace personal injury cases and the automatic right to Counsel in the new specialist personal injury Sheriff Court. Our concerns have been raised with the First Minister, the Cabinet Secretary for Justice and the opposition party leaders in the Scottish Parliament.

We have also cooperated with Thompsons on lodging a complaint with the European Commission over the process through which the UK Government introduced into its Enterprise and Regulatory Reform Bill the provision to remove civil liability from health and safety legislation.

In light of the increasing demands on the STUC and in anticipation of growing demands in the future, the General Council has been undertaking a comprehensive review of the STUC's organisational effectiveness to ensure it has the capability to meet immediate and long term challenges.

To address how the STUC should respond to these challenges, the General Council prepared a discussion paper 'Prepared for the Future' which it circulated to affiliates in February 2014. The paper addresses the resource implications for the STUC of Devolution, of possible further Devolution and on the General Council work to support union organising and capacity building and to maintain a popular campaigning profile.

While fully acknowledging the challenges faced by affiliated unions in meeting the demands of their own members in the current economic and political environment, the General Council believes that there is a strong case to be made for a substantial increase in the financial contribution made by affiliates to the STUC, the rationale for which is set out in the paper.

To reflect the impact Devolution has had on the relevance of the services provided to unions and their members in Scotland by Britain's two trades union

Centres, the STUC and the TUC, the General Council believes that the most appropriate approach is for the future funding of the STUC to be considered in the context of the funding of both Centres and that this is best progressed through dialogue with the affiliates and the General Councils of both organisations.

Our collective work with the trade union Centres in Britain and Ireland continued with our participation in the 13th Council of the Isles meeting hosted by the TUC in London in January and with the Women's Committee Council of the Isles meeting also hosted by the Irish Congress of Trades Unions in Dublin in November.

The General Council has continued to be at the forefront in campaigning against racism and fascism and in countering the activities of the far right. Although the Clutha helicopter tragedy resulted in the cancellation of the St Andrew's Day anti-racism march, the rally proceeded as normal and received excellent support. We have also continued to play a leading role in mobilising opposition to the activities of the Scottish Defence League and other fascist organisations.

We have continued to support the life changing work that unions do in organising around workplace learning activity and enhancing the skills and learning opportunities available to their members. The Board of Scottish Union Learning, which is appointed by the General Council, has overseen the development and implementation of our strategy for advancing union led learning in Scotland. With the support of the Scottish Government and the European Social Fund, we continue to support the development of union capacity building on learning and to fund course fees for thousands of union learners.

The STUC's Conferences and Committees for Women, Black, Young, Disabled and LGBT Workers have continued to campaign and lobby effectively on a broad range of issues and have played a prominent role in the 'Better Way' campaign, the 'A Just Scotland' initiative and in taking forward other Congress priorities.

Our One Workplace and Close the Gap partnership initiatives have expanded their range of activities in support of workplace action to tackle discrimination. Both projects will continue to receive Scottish Government and BIG Lottery funding in the year ahead, an illustration of their ongoing value.

The General Council shared in the near universal grief on the passing of Madiba and was a key organiser of the

vigil held in George Square in Glasgow on the evening following his death.

The General Council has also continued to work with ACTSA Scotland, the Scottish Government and Glasgow City Council to ensure the extension of the profile and scope of Mandela Day on 18 July and is in discussion with ACTSA Scotland and Brian Filling, the Honorary Consul for South Africa in Scotland, about how the trade union movement in Scotland might support activity to establish enduring memorials to Madiba in Scotland.

The STUC's campaign of Boycott, Disinvestment and Sanctions against Israel has continued and we have continued to develop relationships with the union centres in Catalunya and China. The General Council also worked closely with Chile Solidarity on activity in September to mark the 40th Anniversary of the military coup in Chile.

At the STUC Black Workers' Conference, the General Council's Commonwealth Games Campaigns Pack: 'Glasgow 2014: for an Ethical Games' was launched. The Pack was produced to encourage active lobbying on key areas of policy, including the promotion of human rights; fair pay and employment conditions; procurement; the use of international supply chains; and sponsorship. We have also discussed these and other issues with the Chief Executive and officials of the Games Organising Committee.

The General Council was deeply saddened by the recent passing of two prominent trade union and labour movement leaders, Bob Crow, the General Secretary of the RMT and former Labour Cabinet Minister, Tony Benn. Both were valued friends of the STUC and served our movement with courage and distinction for a number of years. They will be sadly missed.

As we look forward to an historical year for Scotland, the General Council can reflect positively on what has been another busy and rewarding year for the STUC.

Once again, our sincere thanks go to the staff of the STUC. The General Council appreciates their commitment, dedication and expertise in advancing the work of the organisation and the collective interests of working people in Scotland.

The General Council wishes to record its appreciation and best wishes to Sandra Walker who will retire from the STUC in April after serving the organisation for a combined period of 37 years.

Effective Organisation

INTRODUCTION

To ensure that it can progress the STUC's political and industrial aims, the General Council has made the effective governance and management of organisation a key priority.

STUC STAFF RESOURCES

The STUC Organisation Chart overleaf provides information on the STUC staff members and the teams in which they operate.

THE GENERAL COUNCIL AND ITS COMMITTEES

The General Council met on 10 occasions during the year to implement the decisions of Congress and take forward other matters on behalf of the STUC as described in this report.

The General Council's Administration and General Purposes Committee met on 7 occasions during the year to deal with a range of matters relating to the STUC's finances, and staffing and accommodation requirements.

The General Council's Policy Committee met on 4 occasions during the year. The Committee focused on issues identified by Congress as priorities and areas where STUC policy required to be developed in response to Congress decisions.

During the year under report, the Committee worked with the relevant unions and other stakeholders to develop policy on proposals for a Whisky Tax and, within the context of wider energy policy, 'fracking' or unconventional extraction of natural gas. Positions on both these issues were developed and are covered in more detail in Chapter 2 of the Report. The Committee also led in drafting the second 'A Just Scotland' report and in developing the STUC's 2014 Budget Submission which contained STUC analysis of the Scottish economy and labour market and highlighted priorities for action.

The Committee has also continued to take forward policy development work on Local Taxation (Land Value Tax and Council Tax reform). This work will continue during the year ahead, with a view to a policy position

being determined at the 2015 Congress, in time to influence the 2016 Scottish election manifestos of the political parties.

The General Council's short-life working group on Organising, established to review existing STUC action to support organising, to make recommendations on future action and to develop and pilot initiatives, met on two occasions during the year. The work of the Organising Group is reported on below.

STRATEGIC OBJECTIVES AND WORK PLAN

Following the 2013 Congress, the General Council held a two-day strategy session to agree its priorities for 2013–14 in line with STUC's Statement of Purpose as set out in the Constitution and its Strategic Objectives for 2011–16, the period of the current Scottish parliamentary term.

A detailed work plan consistent with these Strategic Objectives was agreed by the General Council reflecting ongoing activity, the decisions of the 2013 Congress and the economic, union and political context.

The STUC's five Strategic Objectives for the period 2011–16 are:

1. Union Promotion and Engagement

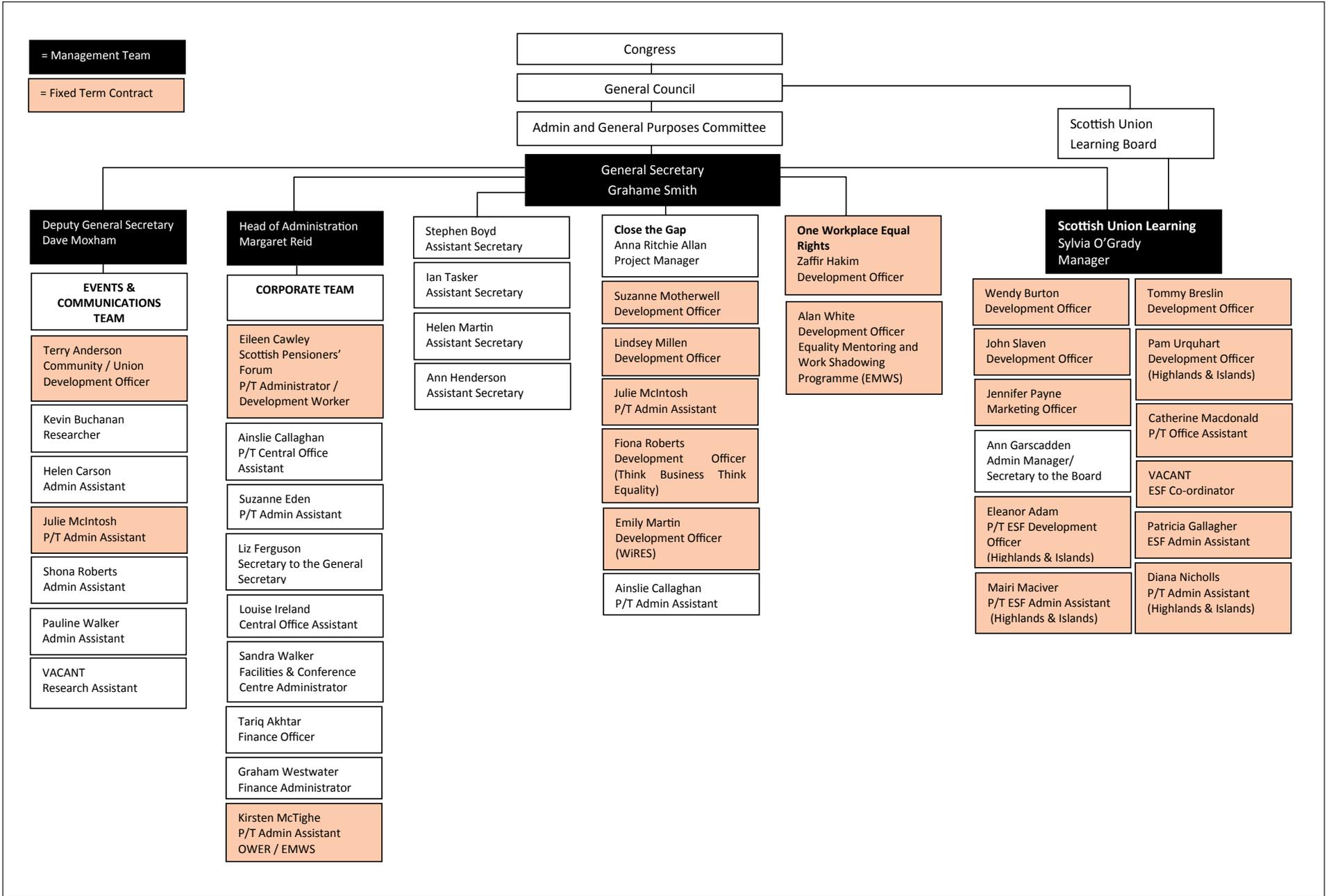
The STUC will work to support increased trade union membership and effective trade union representation in all sectors of employment.

The STUC will encourage and support effective co-operation between its affiliates, between UK trade union centres, and with appropriate European and international trade union organisations.

2. Political, Civil and Media Relations

The STUC will sustain and develop effective relationships with Government and its agencies, Parliament and the Civil Service at Scottish, UK and European Union levels.

The STUC will establish, develop and sustain effective relationships with the other social partner organisations within Scotland, the UK and the European Union, and with key groups and networks within Scotland and internationally.



The STUC will develop and sustain an effective public profile and effective media relations with Scottish, UK and international media outlets.

3. Policy Development

The STUC will develop policy, driven by a commitment to economic and social equity, the credibility of which will come from its evidence base, drawing on the experience of trade union members in the workplace and community.

4. Equality

The STUC will promote equality for all and the elimination of all forms of harassment, prejudice and unfair discrimination, both within its own structures and through all its activities.

5. Effective Organisation

The STUC will optimise its operational effectiveness in fulfilling its objectives and activities.

Of particular concern to the General Council in preparing its work plan was the continuing weakness of the economy and persistently high unemployment; the UK Government's austerity and the need to continue to articulate an alternative through the 'There is a Better Way' campaign; the challenges faced by unions in retaining and growing membership in a difficult economic and political climate; and the impending Referendum on Scottish Independence, to be held in September 2014.

Progress in implementing the work plan was monitored throughout the year by the General Council. This report describes the action taken by the General Council in pursuit of the activities set out in its work plan.

CONGRESS RESOLUTIONS

As referred to above, the decisions of the 2013 Congress were taken on board in the preparation and implementation of the General Council's 2013-14 work plan. The terms of the resolutions adopted at the 2013 Congress were also brought to the attention of Scottish and UK Government Ministers, politicians and a range of Scottish civic organisations and responses acted on accordingly.

STUC AFFILIATION FEE 2014

The 2006 Annual Congress adopted a motion to amend the STUC Constitution, which established a formula for setting the STUC annual affiliation fee.

The application of the formula prescribed by the Constitution established an affiliation fee for 2014 of £1.32.

The Constitution also enables the General Council to recommend an additional affiliation fee to be levied, over and above the annual fee, to be considered by the 2014 Congress. The General Council agreed not to ask 2014

Congress to consider levying an additional affiliation over and above the annual fee set by the formula.

PREPARED FOR THE FUTURE

In light of the increasing demands being made on the STUC by Congress and in anticipation of growing demands in the future, for the past two years, the General Council has been undertaking a comprehensive review of the STUC's organisational effectiveness to ensure it has the capability to meet immediate and long term challenges.

To address how the STUC should respond to these challenges, the General Council prepared a discussion paper 'Prepared for the Future' which it circulated to affiliates in February 2014.

While the forthcoming Referendum on Scottish Independence forms a significant part of the context in which the STUC is operating, the paper, in assessing the potential impact on the STUC of the transfer of further powers from Westminster to Holyrood, assumed that this would be as a result of an extension of Devolution.

The paper addressed:

- the impact of Devolution on the trade union movement in Scotland and the STUC in particular;
- the prospects for the transfer of further powers from Westminster to Holyrood (further Devolution) and the impact of this on the trade union movement in Scotland and the STUC in particular;
- the wider demands made by Congress on the General Council to support union organising and capacity building and maintain a popular campaigning profile; and
- the income and expenditure pressures faced by the STUC and the recent action the General Council has taken in this regard.

While fully acknowledging the challenges faced by the STUC's affiliate unions in meeting the demands of their own members in the current economic and political environment, the General Council believes that there is a strong case to be made for a substantial increase in the financial contribution made by affiliates to the STUC.

This case is set out in the paper, together with options for securing the capacity necessary to ensure the STUC's long term effectiveness.

To reflect the impact Devolution has had on the relevance of the services provided to unions and their members in Scotland by Britain's two trades union Centres, the STUC and the TUC, the General Council believes that the most appropriate approach is for the future funding of the STUC to be considered in the context of the funding of both Centres and is best progressed through dialogue with the affiliates and the General Council of both organisations.

The 'Prepared for the Future' paper was, therefore, sent to the General Secretary of the TUC with the suggestion that discussion begin over the issues addressed and the

options proposed. At the time of reporting a response from the TUC is awaited.

ORGANISING

The Organising Working Group was established in 2012 following the decision taken at the 2012 Congress to review and increase the support the STUC provides to affiliates in their work to promote trade union membership. The priorities for activity established by the Working Group were:

- the development of a trade union movement strategy for engagement with young people, which would incorporate, for example, Unions into Schools work and models for engaging working students;
- building union capacity and promoting best practice on organising, including the possibility of an annual organising conference, the creation of a Scottish Organising Network and the establishment of an STUC Organising Award as part of the Scottish Union Reps Awards;
- improving intelligence on organising, including working in partnership with academia to promote research on organising in a Scottish context, to inform the development of innovation and resources;
- exploring the potential of the community organising agenda; and
- using the structures and communication networks of the STUC to promote organising, including the role of Congress, the Trades Union Council Conference, the 'equalities' Conferences and Committees, Scottish Union Learning and One Workplace, and the STUC website and social media fora.

Throughout the year, the Group has focused activity in the following areas: the formation of an organising network; establishing an STUC Organising Award; and developing proposals for an organising conference and engagement with academia.

Organising Network

An informal Network has been established for lay activists, full time officers and others with an interest in trade union and community organising. The Network met for the first time in October and provides an opportunity for organising practitioners to share best practice, provide support across campaigns and share successes. A Facebook group, 'There is a Better Way – Organise' (<https://www.facebook.com/groups/1380982928808385/>) has been set up to provide the opportunity for affiliates to highlight their organising campaigns.

STUC Organising Award

The first STUC Organising Award will be presented at the 2014 Congress to Unite Representatives at Lothian Buses for their work in retaining high levels of trade union

membership, supporting trade union members in hardship and working with community organisations. This award has been made possible with the support of Thompsons Solicitors.

STUC Organising Conference

Discussions are ongoing with academics in the Trade Union Studies Unit at Glasgow Caledonian University over proposals for an Organising Conference to be held in September 2014. It is intended that the two day event will bring trade union activists and full time officials together with interested academics to discuss and debate strategies for effective trade union organising in the context of the demands of the modern workplace and today's labour market.

It is intended that the Conference will be the catalyst for further work with academia including research commissions and the creation of a database of academics and their areas of specialism that can be used by affiliates.

CLEARING HOUSE ARRANGEMENTS

The Clearing House principles and procedures continue to operate for promoting the development of trade unionism across Scotland by seeking to increase co-operation and minimise competitive trade union recruitment and organising activities. In the year under report, five applications were made and granted for Clearing House activities, a further application was extended and two new recognition agreements were reported as a consequence of previous Clearing House applications.

MEDIA RELATIONS

The General Council's media activity is influenced by the decisions of Congress and operates both reactively and proactively to publicise the case for changes in public policy that meet the needs and aspirations of the trade union movement in Scotland.

The STUC website (www.stuc.org.uk) continues to be maintained and used as a resource to promote the work of the General Council and to highlight the priorities of unions in Scotland.

This year, continuing focus has been on the promotion of the themes and activities of the 'There is a Better Way' campaign. During 2013, 'A Just Scotland' website was launched as part of the General Council's consultation engagement initiative on Scotland's constitutional future in the run-up to the independence referendum in September 2014.

In addition to the websites www.thereisabetterway.org and www.ajustscotland.org the General Council has also made effective use of the social networking sites Facebook and Twitter.

The use of video as a medium has continued to be expanded with the creation of a number of short promotional videos being used to promote STUC campaigns.



2013 Trades Union Council Conference

The General Council has maintained a high profile for the STUC through newspaper feature articles, radio and TV interviews with staff, regular press statements and letters page correspondence. In addition, the opportunity has been taken to highlight the STUC and affiliates' contributions to Parliamentary evidence sessions.

The General Council was pleased to have had the support of the Daily Record for the 'Austerity Uncovered' tour of Scotland in July, run in conjunction with the TUC, highlighting the effects austerity and welfare reform policies of the UK Government, particularly the impact of the 'Bedroom Tax' on vulnerable tenants. The General Council continues to work closely with the TUC to co-ordinate media activities on issues relevant to both trade union Centres, particularly in relation to reserved issues.

Our daily media monitoring email service is widely read and used by affiliates. A wider range of hard copy publications, including many of the individual trade union journals, are now monitored for STUC coverage, and contributions have been made to a variety of journals.

STUC GENERAL COUNCIL STAFF PENSION SCHEME

Stephen Deans (General Council/Unite the Union) employer nominated STUC Staff Pension Scheme Trustee, continues as Chair of the Board of Trustees, and June Minnery (General Council/GMB) continues as an employer nominated Trustee.

Ian Tasker, Kevin Buchanan and Stephen Boyd are member nominated Trustees, with Grahame Smith, General Secretary, serving as an ex officio Trustee.

During the year under report, the Board of Trustees and the General Council have been considering the implications of the latest Triennial Valuation of the Scheme, which was completed at 31 December 2012.

At the time of reporting, the details of the Recovery Plan to be submitted to the Pensions Regulator to address the Pensions Scheme deficit are being finalised.

THE STUC CENTRE

The STUC Centre, at 333 Woodlands Road, Glasgow, accommodates the STUC headquarters administration, as well as a number of tenants. Throughout the course of the year, various conferences and training events have taken place, organised by the General Council, STUC affiliates and a range of external organisations. The General Council appreciates the ongoing support of affiliates in utilising the facilities available at the Centre.

The revenue generated by the Centre makes an important contribution to the STUC's finances thereby supporting the industrial and political priorities of the STUC.

TRADES UNION COUNCILS

During the year under report, 20 Trades Union Councils continued to be affiliated to the STUC. Discussions continued with affiliates in a number of areas in Scotland, with a view to creating or reforming local organisations in areas where a TUC is not currently in operation.

TUCs were active across a range of political issues, with particular focus on anti-cuts and anti-poverty activities, opposing racism and fascism, and organising annual May Day and Workers' Memorial Day activities.

SCOTTISH ONE FUND FOR ALL (SOFFA)

The General Council has continued to give support to SOFFA as it completes its formal wind-up.

EXTERNALLY FUNDED PROJECTS

The General Council has continued to seek external funding from a range of sources to enable it to expand the range of services it offers to affiliates.

During the year, the General Council received substantial funding from the Scottish Government to continue the work of Scottish Union Learning (SUL) and to support the SUL Development Fund that provides unions with the capacity to engage with members on skills and learning. The General Council has also been successful in obtaining funding through the European Social Fund to enable the continuation of the SUL Learning Fund that funds courses for union members.

The Scottish Government has committed to continued financial support for SUL in 2014–15 and discussions are ongoing over access to funds from the new European Structural and Investment Funds 2014–20 Programme. The changes being made to the delivery arrangements for the new Programme will require the General Council to seek funding through a designated Strategic Delivery Partner. At the time of reporting, discussions are ongoing with the Scottish Government and Skills Development Scotland to secure the appropriate funds for the SUL Learning Fund.

The General Council also secured funding from Skills Development Scotland to undertake a project on Modern Apprenticeships, with a particular focus on equalities and additional funding for two SUL publications on Everyday Skills.

The General Council welcomed the sponsorship provided by SDS, SQA and the Open University to support the Scottish Union Learning Conference 2013. In addition, Inverness College/UHI sponsored the 2013 Helen Dowie Award for Lifelong Learning and Skills Development Scotland sponsored the 2013 SUL Learner of the Year Award.

The General Council wishes to record its thanks to UNISON for its continued support in leasing office accommodation in Inverness to the Highlands and Islands SUL Team.

The activities of SUL, through which the General Council provides learning services to affiliates, are described in Chapter 5 of this Report.

The STUC was successful in securing funding for 2013–2015 through the Scottish Government's Strategic Funding Partnership to improve its ability to engage and empower young people, mainstream School Visits activity and increase the scope of the Unions into Schools Songs Festival.

The General Council's union/community organising work makes a significant contribution toward fulfilling the STUC's strategic objective on union promotion and engagement. A large part of this work is supported by external funding from Education Scotland; SOFFA; and Support@Work (funded by Edinburgh City Council).

The STUC continues to host the Close the Gap project, on tackling the gender pay gap, on behalf of the partners involved in the initiative. The project is funded by the Scottish Government as is the STUC's One Workplace

Equal Rights project, on tackling race inequality and other forms of workplace discrimination.

Continued funding from the Scottish Government for the Close the Gap and the One Workplace projects has been confirmed for the period until March 2015.

The General Council was successful in bids for BIG Lottery funding for two new programmes within the Close the Gap project: Women in the Renewable Energy Sector and Think Business, Think Equality and for an Equality, Mentoring and Work Shadowing programme within the One Workplace project. All three programmes are funded until 31 March 2015.

The General Council wishes to place on record its appreciation to Thompsons Scotland for its continuing provision of funding to support its work on health and safety and a range of civil justice issues.

A substantial body of work has been undertaken by the General Council through these externally funded initiatives and this is detailed in various chapters of this Report.

HIGHLANDS & ISLANDS CONFERENCE 2013

The 2013 STUC Highlands and Islands Conference was held in the Town House, Inverness, on Saturday 22 June. The Conference was chaired by Harry Frew, STUC President, and was attended by 40 delegates representing 13 affiliated organisations.

Given the ongoing challenges facing workers and the economy, the Conference focused again on the STUC's 'There is a Better Way' campaign and how it related to the current economic situation in the Highlands and Islands.

A presentation was provided by the STUC General Secretary, who outlined STUC priorities for the year and the STUC's response to the recession.

The keynote address was given by Alex Paterson, Chief Executive, Highlands and Islands Enterprise who discussed the economic opportunities and challenges facing the Highlands and Islands area.

An Austerity Uncovered panel session examining the impact of current policies on the Highlands and Islands included contributions from Stephen Boyd, STUC Assistant Secretary, Eileen Dinning, STUC Women's Committee and UNISON, Tracey Campbell, UNISON Union Learning Rep and Marjory Shane, PCS.

Workshops were held on organising young workers; women and the workplace; and 'The Bedroom Tax'.

The final plenary session of the Conference involved a cross party panel of politicians, in which Rhoda Grant MSP, Scottish Labour Party, Mary Scanlon MSP, Scottish Conservative Party, Cllr Drew Hendry, Scottish Nationalist Party and Cllr Jamie Stone, Scottish Liberal Democratic Party participated.

At the time of reporting, arrangements are in hand to hold the 2014 Conference in the Town House, Inverness, on Saturday 14 June.

LIAISON WITH THE TUC

Arrangements continue for formal and informal liaison with the TUC Secretariat on a wide range of issues. The General Secretary participated in a number of learning and skills related meetings with TUC Unionlearn colleagues as part of his role as one of four trade union Commissioners on the UK Commission on Employment and Skills.

Stephen Boyd, STUC Assistant Secretary, is a member of the TUC's Clean Coal Task Group, and Ian Tasker, STUC Assistant Secretary, continues to engage with the TUC Health and Safety Specialists network.

The TUC continues to be a partner in the work of Scottish Union Learning and members of the Scottish Union Learning Team worked closely with TUC Unionlearn colleagues throughout the year.

The General Secretary attended the 2013 TUC Annual Congress, held in Bournemouth from 8–11 September, on behalf of the General Council.

The General Council was represented at the TUC Equality Officers meeting on 27 March and provided a report on equalities work in Scotland.

Representatives of the STUC Youth Committee attended the TUC's Youth Employment Summit held in Liverpool on Friday 28 March 2014.

LIAISON WITH THE WALES TUC

Harry Frew, STUC President, addressed the 2013 Wales TUC Annual Conference, held in Cardiff on Wednesday 22 May 2013, on behalf of the STUC.

On 13 June 2013, the General Council facilitated a visit to the Scottish Parliament by Martin Mansfield, General Secretary of the WTUC. During the visit, meetings were held with a range of MSPs including the leader of the Scottish Labour Party, Johann Lamont MSP.

The incoming STUC President will attend and address the 2014 Wales TUC Annual Conference to be held in Llandudno from 20–22 May 2014.

LIAISON WITH THE IRISH CONGRESS OF TRADES UNIONS

In July 2013, the General Secretary attended and addressed the Irish Congress of Trades Unions Biennial Delegate Conference held in Belfast.

The General Secretary also attended the Irish Congress of Trades Unions Northern Ireland Committee Biennial Delegate Conference held in Derry on 9 and 10 April 2014.

In March 2014, Ann Henderson, Assistant Secretary, attended and addressed the ICTU Women's Conference held in Wexford.

The General Council has maintained and developed a constructive bilateral relationship with the ICTU during the year under report liaising over a number of issues of common interest including the economy, public service cuts, welfare reform, the Scottish constitutional debate and union learning.



Ann Henderson, STUC Assistant Secretary, with John Douglas, President Irish Congress of Trade Unions

The General Council sent a message of solidarity to the ICTU Northern Ireland Committee for its 'Demand for Action@ Rally in Belfast on 31 January 2014, its response to the recent increase in sectarian tension, the failure of politicians to find a solution to the deeply felt issues around flags and parades and for an alternative to the austerity policies of the UK Government and their devastating impact on jobs, services and equality.

TRADE UNION 'COUNCIL OF THE ISLES'

Arrangements continue for dialogue between the trade union Centres in the UK and Ireland, to exchange information and experience of devolved government, as well as common/cross border issues.

The 13th Trade Union Council of the Isles meeting was hosted by the TUC in London on 16 & 17 January 2014. The STUC was represented by the President and the General Secretary.

The President and General Secretary were asked to update the Council on the nature of the wider debate on Scotland's Constitutional future and its impact on public opinion; the strategies of the Scottish and UK Governments and the official campaigns; and the STUC's 'A Just Scotland' initiative.

There was considerable interest from the other Centres about the possible outcome of the Referendum and what might follow in terms of further Devolution in the event of a No vote.

The TUC gave a detailed presentation on its priorities in the period until the next UK General Election, emphasising the impact it believes it has had on recent Labour Party policy announcements on the living wage, zero hour contracts, the bedroom tax, investment in social housing and energy costs.

The TUC's 'Britain needs a pay rise' campaign was highlighted as was its work on corporate governance and on strengthening the influence of workers on corporate decision-making. Ongoing work to develop the appropriate messages on welfare and immigration was also described.

The ICTU representatives gave a presentation on the 'post Troika' Irish economic situation and potential scenarios for growth, employment and the country's credit rating. The implications for Ireland of the UK's future relationship with the EU were also highlighted given that developments at an EU level have a dominating impact on the Irish economy.

The ICTU's focus on 'decent work' and fair pay was highlighted. A report was given on ongoing discussions with the Irish Government over the issue of the statutory right to union recognition and it was indicated that it was hoped that a model of collective recognition and bargaining could be devised that would not conflict with the Irish Constitution.

The ICTU also reported on the work of the Nevin Economic Research Institute, an arm's length body, funded by a group of ICTU affiliates, to provide critical analysis of, and develop an alternative to, the current Irish economic model.

The ICTU also reported on its work in reshaping the Irish trade union movement, which involved encouraging greater cooperation between unions, including sharing resources. It was also reported that the ICTU was undertaking an analysis of union structures elsewhere, particularly in the Netherlands which has a similar union profile to Ireland's, and which could ultimately result in a fundamental change to the role and function of individual unions and the Congress.

In this regard, the possibility of an enhanced role for the Council of the Isles was suggested by the ICTU, as a means of addressing concerns that unions may have about governance arising from their current 'multi-jurisdictional' operating arrangements.

The ICTU also reported on developments in Northern Ireland, including its planned rally in Belfast on 31 January in response to the increase in paramilitary violence, the ongoing issues over flags and parades, increasing unemployment and social disadvantage and public sector cuts and job losses.

Colleagues from the Wales TUC gave a presentation on public spending pressures and on the WTUC's relationship with the Welsh Assembly Government. A brief report was also provided on the recommendations of the Welsh Commission on the provision of public services and the possible implications of greater integration of provision for the pay, terms and conditions of the public service workforce.

The potential impact of UK Government decisions on the decentralisation of public sector pay bargaining,

particularly in relation to school education, was also highlighted as was the potential for a 'Wales wide' alternative should that prove necessary.

Amongst the other issues discussed during the meeting were the UK Government's 'Carr Review' on union conduct during industrial disputes; the implications of the UK Government's Lobbying Bill for unions and union Centres; and the implications of current EU/US trade talks for the privatisation of public services and for the potential for multi-national companies to sue democratically elected Governments should domestic policy conflict with the provisions of the trade agreement.

The STUC is due to host the 14th Council of the Isles meeting in early 2015.

Women's Committee Council of the Isles

In November 2013, the STUC was represented at the Women's Committee Council of the Isles meeting in Dublin by Ann Henderson, Assistant Secretary; Pauline Rourke, CWU; Elaine Dougall, Unite; Eileen Dinning, UNISON; Ann Farrell, Unite; and Joyce Stevenson, CWU.

The agenda items included the Wales Domestic Violence Bill; older women in the workplace; the impact of austerity on women's health and wellbeing; access to abortion services; and family leave and collective bargaining issues with reference to equality.

The STUC representatives gave a presentation on childcare and economic growth, and recent policy developments in Scotland.

Delegates agreed to work together on the launch of a survey on domestic abuse and workplace policies to mark the start in November of the 16 days of international action on Violence against Women. The survey results are currently being analysed and will be disaggregated by country.

The meeting also received a presentation on the 1913 Dublin Lockout from Pdraig Yates, Chair of the 1913 Dublin Lockout Centenary Committee, with a particular focus on the role of women.

The next meeting of the Women's Committee Council of the Isles will be hosted in London by the TUC in October 2014.

TRADE UNIONS AND PUBLIC APPOINTMENTS

The General Council has maintained a dialogue with Scottish Government Ministers and officials over how trade union candidates can be encouraged to come forward for selection to public bodies.

The General Council circulates advance schedules and notices of forthcoming public appointments to affiliates, by arrangement with the Scottish Government.

JAMES MILNE MEMORIAL TRUST

The Trustees of the James Milne Memorial Trust comprise: Chair, Dr Rita McAllister, Bill Sweeney, David Cooper,

Dave MacLennan, Eddie McGuire, Natasha Gerson and Rona Alexander.

In the year under report, no meetings of the Trustees have been convened.

AFFILIATIONS/AMALGAMATIONS

During the year under report, the Association of Educational Psychologists sought affiliation to the STUC. Following consultation with the appropriate unions in the sectors in which this union organises, the General Council agreed to accept it into STUC membership.

DISPUTES BETWEEN UNIONS

During the year, a number of informal discussions were held with unions to resolve matters of dispute. At the time of reporting, there have been no disputes between unions taken through the STUC's formal procedures during the current year.

INDUSTRIAL DISPUTES AND UNION CAMPAIGNS

During the course of the year, the General Council

provided support to unions, as requested, in a number of industrial disputes and union campaigns.

The General Council provided support to Unite in its dispute with Ineos, Grangemouth. This included liaison with UK and Scottish Government Ministers and other politicians and extensive media work. The General Secretary addressed a Rally organised by Unite at Grangemouth on 20 October.

The General Council provided support to the STUC's Higher Education Affiliates in their pay dispute, with representatives attending and addressing Rallies in Glasgow and Edinburgh on the days of strike action.

Support was also provided to PCS for its days of action on pay, jobs and services and for the CWU in its strike against Royal Mail Privatisation on 4 November 2013 and Telephonica O2 over outsourcing.

The General Council provided support to UNISON Scotland's Fair Pay Campaign and for a number of joint union campaigns including the campaign to keep the East Coast Mainline in public ownership; for improved North Sea Helicopter Safety; and for a future for the opencast coal sector.

There is a Better Way Campaign

THE ‘There is a Better Way’ continued to be the main umbrella campaign of the General Council, encompassing a range of interventions in the debate over the economy and social justice and involving a number of specific campaigning activities and events as well as a specific media and social media strategy. A key focus for the campaign was to continue co-operation with STUC’s key civic partners and to develop joint activities with community based campaigners on shared priorities.

AUSTERITY UNCOVERED

The General Council’s most ambitious campaigning activity was the 10 day tour of Scotland under the banner of ‘Austerity Uncovered – there is a Better Way’. Over 20 local meetings were held in evenings and during the day, with street stalls and busking highlighting priority issues

such as the Bedroom Tax, welfare reform and the squeeze on public sector pay and public services.

The tour, which took in many of Scotland’s towns and cities, involved General Council members visiting food banks, day care centres, advice centres and a large number of other community groups. Significant media attention was achieved, including a Daily Record Feature and an extended report on STV. The tour culminated in a major conference on the Bedroom Tax involving some 400 participants with workshops addressed by 23 different community and campaigning groups. As reported below, the General Council believes that this event and associated activities had a serious impact on Scottish and Local Government policy on the Bedroom Tax.

On 27 June, during the ‘Austerity Uncovered’ tour, General Council members joined the PCS Lobby of the





Scottish Parliament, to highlighting the purpose of the tour and to promote the 'Better Way' alternative.

CAMPAIGN COMMUNICATION AND BRANDING

The central brand for the campaign continued, but the General Council was able to improve communication through improvements in the design and functionality of the 'Better Way' website, use of other social media platforms and increased use of the 'Better Way' blog. Amongst the issues featured in the blog were the STUC's economic and labour market analysis; youth employment; childcare; the Ineos dispute; the Scottish constitutional debate; LGBT rights; and the rights of refugees.

The STUC's deep and detailed engagement in the independence debate was branded under the 'A Just Scotland' theme but its approach closely reflected the central themes of the 'Better Way' campaign and was consistent with its key messages.

The General Council ensured that its campaigning activities in June, reported below, were consistent with the TUC's 'Austerity Uncovered' campaign whilst retaining 'Better Way' branding.

The emphasis of the 'Better Way' campaign continues to be based on four general themes – Jobs, Services, Fair Taxes and Welfare, and a Living Wage.

JOBS

The General Council continued to achieve significant media attention on employment through a monthly analysis of employment data and focusing on a range of specific employment issues, including youth unemployment and the position of women in the Labour market.

In line with a more general trend, the 'Better Way' campaign increased its focus on the importance to the economy of quality employment leading to particular attention being paid to key issues such as zero hours contracts, under-employment and, of course, pay levels.

The STUC policy demands continued to receive regular coverage in the print and broadcast media.

SERVICES

The General Council continued to highlight the impact of the public spending cuts on services and on public service employment. A number of public events during the 'Austerity Uncovered' tour focused on the attacks on public services including the impacts of personalisation and threatened closure of day care centres and support for local government workers in dispute. A key theme of the campaign continued to be the impact of the continuing Council Tax Freeze. The General Council's response to the 2013 Scottish Budget focused on the need to increase local government funding, increase support for childcare and mitigate the impact of the Bedroom Tax.

FAIR TAXES AND WELFARE

As well as highlighting the general case for redistributive taxation, the General Council has continued to publicly criticise corporate tax evasion and avoidance and has supported specific tax justice campaigns, such as the Robin Hood Tax. The General Council publicised the case against reducing the 50p tax rate for high earners and contributed to the Scottish Government's working group on improving Scotland's taxation system, highlighting the need for a general anti-avoidance principle. The Revenue Scotland Bill, which is currently being debated within the Scottish Parliament, contains provisions which are consistent with this.

Campaigning against the Coalition Government's approach to welfare reform continued to be a major priority. As part of the 'Better Way' campaign, the General Council played a role in refreshing and publicising the manifesto of the Scottish Campaign for Welfare Reform, campaigning against the current system of Work Capability Assessments, driven by the UK Government and implemented by ATOS and campaigning against the Bedroom Tax.

BEDROOM TAX

Acting on an emergency resolution adopted by the 2013 Congress, the General Council elected to make the 'Bedroom Tax' a key 'Better Way' campaigning priority for 2013/2014. This included close co-operation with grass-roots anti-bedroom tax campaigns such as No2Bedroom Tax and local groups affiliated to the Scottish Anti-Bedroom Tax Federation.

Having lobbied Scottish Liberal Democrat Conference in March 2013, the General Council played a central role in organising demonstrations and fringe meetings at UK Liberal Democrat conference at the Glasgow SECC in September, working with the Glasgow Federation of Housing Associations, No2Bedroom Tax and a wide range of other community based campaigning organisations. At both Liberal Democrat events, resolutions were adopted rejecting the Bedroom Tax.

The General Council was represented at a large number of community events on the Bedroom Tax and wider



**Bedroom Tax Conference,
Meadowbank Stadium, Edinburgh**



**Bedroom Tax Demo at the Liberal
Democrat Conference, Glasgow**

welfare reform during the year. The General Council also gave evidence to both Parliaments on its impact and organised a major anti-bedroom tax conference on 1 July 2013 in Meadowbank Stadium, Edinburgh.

The General Council was involved in extensive lobbying of the Scottish Government and Scotland’s political parties on the need to provide additional funding to mitigate the Bedroom Tax and believes that it played a central role in achieving the announcements in November 2013 and January 2014, that the Scottish Government, in co-operation to the Scottish Labour Party would ensure budget provision to eliminate the negative impact of the tax. The General Council continues to press the Scottish Government and UK Government to ensure that suitable mechanisms can be found to ensure the existing financial commitment can be effectively channelled to those in need.

LIVING WAGE

The General Council has ensured that the Living Wage campaign remained a key campaigning priority. The majority of this work on the Living Wage was taken through support for the Scottish Living Wage Campaign (SLWC) which the STUC co-chairs along with the Scottish Poverty Alliance.

A number of successes continue to be achieved in winning employer commitments to the Living Wage and the SLWC was successful in persuading the Scottish Government to support the employment of a Scottish Living Wage accreditation officer whose key role will be to encourage Scottish employers to seek and receive formal living wage accreditation. The General Council is in the process of having the STUC accredited as a Living Wage employer.

The General Council continued to campaign for provisions within the Scottish Government’s Procurement Reform Bill to mandate the payment of the Living Wage in procurement contracts and for the creation of a Scottish Living Wage Unit. As part of Living Wage week, a lobby of the Scottish Parliament was held on 7 November when MSPs were asked to support a Living Wage Pledge. 27 MSPs signed the Pledge.

The General Council represented the Scottish Living Wage campaign at the European Anti-Poverty Network, discussing the potential for running a Europe-wide Living Wage Campaign, using elements of the Scottish model.

Whilst the greatest focus continued to be on the Living Wage, as part of the campaign, the General Council sought to focus attention on the issue of the need for an increase to the Minimum Wage and on the issue of low pay and wage share more generally. The unprecedented decline in real wages has been a central feature of the General Council’s critique of the economic model pursued by the UK Government. At the time of reporting, discussions are underway to finalise STUC’s involvement in, and support for, the TUC’s Fair Pay fortnight in March/April 2014.

Economy and Employment

THE General Council's work on economic and employment matters was informed by current economic circumstances and the terms of the resolutions adopted at 2013 Congress.

Through its 'There is a Better Way' campaign, the General Council has continued to both vigorously challenge the UK Government's intellectual case for austerity and to highlight its impact on society's most vulnerable.

This approach was maintained throughout the past year even as economic and employment conditions ostensibly improved. The General Council consistently highlighted:

- the unbalanced and unsustainable nature of a recovery based on consumers spending their savings. The Coalition promised a recovery based on business investment and net trade but instead we have witnessed a rapid return to reliance on debt financed consumer spending; and
- that unemployment remains way above pre-recession levels and that despite relatively strong recent growth, employment remains significantly below pre-recession levels. Of course the headline labour market statistics do not reflect the unprecedented fall in real wages, historically high levels of underemployment, fall in full-time employment, rise in self-employment and stubbornly high youth unemployment.

The General Council also responded to a number of industrial developments, supported trade union campaigns to secure jobs under threat and made the case for a more proactive approach to industrial policy in Scotland and the UK.

The General Council met regularly with Scottish Government and Westminster politicians, to discuss a range of strategic economic and employment policy matters, including: the economic policy of both UK and Scottish Governments; the ongoing impact of the Coalition's austerity agenda on those in and out of work; support for workers at risk of redundancy; support for the newly unemployed; transport policy, particularly railways and ferries; regulatory policy with particular reference to

the Scottish Government's Regulatory Reform Bill; key UK and Scottish Budget priorities; energy policy, including power generation, energy markets and networks; skills policy and implementation mechanisms; and the role of the public sector in economic development and sustainable development.

The General Council also responded to a range of consultation exercises undertaken by the Scottish Government, Scottish Parliament Committees, the Westminster Government and Westminster Parliament Committees, promoting policy on economic and employment matters as reported below.

Congress resolutions dealing with a range of economic and employment matters were brought to the attention of the main political parties, relevant Government Ministers at Westminster and Holyrood and the key economic development agencies in Scotland.

Positive working relationships were maintained with key Scottish Government and Parliamentary officials and briefing sessions were also arranged, as appropriate, for MPs and MSPs on specific issues.

AUSTERITY

The General Council's primary concern during the year under report has been, once again, the severely detrimental consequences of the UK Government's austerity programme for Scottish workers and communities; consequences that the General Council had predicted. The ostensibly better economic news reflected in the GDP growth and employment figures through 2013 led to exaggerated and misleading claims over the strength and nature of the economic recovery which the General Council consistently rebutted.

Employment remains well below its pre-recession peak and unemployment significantly above its pre-recession trough. Underemployment (people who want to work more hours than they are able to in their current job) is stuck at historically high levels as the unprecedented decline in real wages shows little sign of abating. Part-time, low income self-employment has increased as people struggle to earn a living doing what they used to do as

employees. Although now starting to slowly decline, youth and long-term unemployment remain at unacceptably high levels.

A comprehensive submission was provided to the Chancellor of the Exchequer prior to the March 2014 Budget. This submission set out a detailed critique of the Government's economic programme over the past four years. Within a wider analysis of the state of the Scottish labour market, the submission also included analysis of recent wage data for Scotland to highlight falling real wages for all but also the particularly severe impact on those working in low wage, insecure occupations. Continuing the themes of recent years, the submission once again highlighted serious ongoing concerns about welfare reform and the gender impact of austerity. The submission concluded by setting out credible alternative strategies.

The Budget submission was discussed with Scottish MPs at Westminster at a meeting in March 2014, and was sent to the Secretary of State for Scotland. As always a copy was provided to Scottish Government Ministers.

A series of presentations on the state of the economy were provided to Trade Union and Trades Union Council audiences throughout the year.

The General Council also sought to generate interest in the STUC's policy positions through labour market analysis published prior to the monthly release of Scottish labour market statistics. This is an area to which the General Council has devoted more resources during this year.

The General Council also responded to key announcements – growth statistics, inflation figures and policy developments – throughout the year, using such opportunities to stress STUC policy priorities.

The ongoing fragile state of the economy formed the basis for discussions at a number of important meetings throughout the year. These included meetings with: Alex Salmond MSP, First Minister; National Economic Forums; evidence sessions with the Economy, Energy and Tourism and the Finance Committees at the Scottish Parliament; and a range of meetings with civic society organisations in Scotland.

Strong engagement was also maintained with civic organisations on economic matters. The General Council provided presentations or participated in panel sessions at a number of events organised by civic partners, including Oxfam, Energy Action Scotland, Scottish Council for Voluntary Organisations, Economic Development Association Scotland, the Centre for Confidence and Well-Being and the Poverty Alliance.

SCOTTISH GOVERNMENT ENGAGEMENT

The General Council has maintained a constructive working relationship with the Scottish Government on economy and employment matters over the year under report.

STUC/First Minister Biannual Meetings

The current state of the economy and ways in which the Scottish Government might act to improve the situation, was the key agenda item at the General Council's meetings with the First Minister in June and November 2013. The First Minister was presented with comprehensive papers outlining both the STUC's analysis of the Scottish economy and the specific measures the General Council wished to see implemented at Scottish level.



In depth discussions took place on the state of the labour market and, at the June meeting, the General Council presented a paper highlighting negative labour market trends and also how the recession had adversely affected the experience of the workplace. At both meetings a joint paper on labour market trends was agreed and published, thereafter generating significant media coverage. Specific concerns were raised over the progress of the Better Regulation Bill and the Procurement Reform Bill.

Following a commitment made at an earlier biannual meeting, representatives of the General Council also met with the First Minister in September 2013 to discuss issues around the banking industry.

Labour Market event

Following discussions at the June 2013 Biannual meeting, it was agreed to hold a separate seminar on 'Constitutional Change and the Labour Market', which took place in October 2013. Representatives of the General Council attended along with senior Scottish Government officials and a number of academics. Presentations were provided by Gary Gillespie, Chief Economic Adviser, Scottish Government and James Plunkett, Resolution Foundation. Discussions at the seminar helped inform the General Council's work on both labour market and constitutional issues and a number of the themes discussed have been addressed in Scottish Government documents on Scotland's constitutional future.

The Economy Board

The General Secretary continued to serve on the Scottish Government's Economy Board. The purpose of the Board is

to support and monitor the implementation of the Government's Economic Strategy. The Board's membership includes senior Government Officials and the Chief Executives of Strategic Forum partners (Scottish Enterprise; HIE; Visit Scotland; SDS; and SFC). The General Secretary is one of three non-Executive members of the Board.

The General Council was also represented at three meetings of the Scottish Economy Partnership Group which supports the work of the Board.

Representation on the Economy Board and Partnership Group has provided the General Council with the opportunity to directly influence the Scottish Government's economic thinking. This was evident, particularly in the recent emphasis being given to the issue of workplace and workforce development.

National Economic Forum

General Council representatives attended and contributed to the meetings of the NEF in June and December 2013, which addressed a variety of issues around economic development in Scotland.

The General Council continues to discuss with Ministers ways in which the Forum can be enhanced to facilitate more substantial dialogue between social partners; and undertake action between the biannual plenary sessions.

Procurement Reform Bill

During the year under report, the General Council sought to influence development of the Scottish Government's Procurement Reform Bill. Concerns were raised that the focus of the Bill had shifted from the potential social benefits of a reformed system to narrower business priorities. The General Council was represented on the Procurement Advisory Group, the Procurement Bill Sounding Board and the Procurement Bill Steering Group and actively participated in all.

Congress priorities on community benefit, tax, supported workplaces, the environment, equality, the quality of employment and the Living Wage were promoted through each of these forums and these issues also formed the basis of joint work with a range of civic organisations including Oxfam and SCVO to promote 'ten key asks' for the Bill.

Written and oral evidence was submitted to the Scottish Parliament's Infrastructure and Capital Investment Committee in November 2013 and the issue was discussed directly with the First Minister at both biannual meetings.

Office of the Chief Economist

Quarterly meetings are now held between representatives of the General Council and the Scottish Government's Chief Economist. The meetings focused on the current state of the economy and on the General Council's perspective on the policy response required.

Scotland Performs

The General Council participated in three meetings of the Scotland Performs Roundtable, chaired by John Swinney MSP, Cabinet Secretary for Finance and Sustainable Growth. The purpose of this group is to help develop the Scottish Government's National Performance Framework in order that it better reflects genuine economic and social progress. The General Council's priority has been to highlight issues around access to more and better employment opportunities and a range of workplace issues.

The General Council is also represented on the Indicator Coverage and Public Participation Sub-Group.

Steering Groups

The General Council has participated in a number of Scottish Government groups over the year under report, including the Regulatory Review Group, the Procurement Advisory Group, the Sustainable Procurement Advisory Group and groups related to the Partnership Action for Continuing Employment (PACE) initiative.

SCOTTISH PARLIAMENT ENGAGEMENT

Throughout the year under report, the General Council has sought to enhance its engagement with MSPs of all parties and also Scottish Parliament Committees on a range of economic issues.

A General Council delegation participated in the annual Business in the Parliament event held in November 2013 at which the General Secretary facilitated a workshop discussion on youth employment and skills.

Economy, Energy and Tourism Committee

The General Council provided written and oral evidence to the Committee's scrutiny of both the Scottish Government's draft Budget 2014–15 (September 2013) and the Regulatory Reform Bill (June 2013).

The General Council also provided written and oral evidence to the Committee's inquiry into Scotland's Economic Future Post 2014 (April 2014).

Finance Committee

In October 2013, the General Council provided written and oral evidence to the Committee's scrutiny of the Scottish Government's Draft Budget 2014–15 which focused on how the Budget related to targets and outcomes identified in the National Performance Framework.

In March 2014, the General Council provided written and oral evidence to the Committee's scrutiny of the Revenue Scotland and Tax Powers Bill.

THE BANK OF ENGLAND

The STUC continues to enjoy a constructive working relationship with the Bank and its Scottish Agent. Representatives of the General Council attended a number

of seminars on inflation and financial stability. In April 2013, the General Council met with the Bank's Deputy Governor and the Bank's Scottish Agent to discuss the STUC's perspective on developments in the Scottish economy and expects to continue its regular series of meetings with members of the Monetary Policy Committee in the year ahead.

The Bank's representatives have also indicated an interest in discussing with the General Council the impact of further Scottish constitutional change.

ECONOMIC DEVELOPMENT PRIORITIES FOR SCOTLAND

The STUC has continued to enjoy a constructive working relationship with officials in the Scottish Government's Finance and Sustainable Growth Directorate, Scottish Enterprise and Highlands and Islands Enterprise.

Scottish Enterprise

As reported previously, Grahame Smith, General Secretary, was appointed to the Board of Scottish Enterprise in December 2008. This comes after a number of years when the Board contained no-one from a trade union background and so represents major progress. The General Secretary will serve on the Board until December 2015.

Representatives of the General Council continue to liaise with senior officials at Scottish Enterprise on a number of important economic development issues.

Highlands and Islands Enterprise

Representatives of the General Council have liaised with the senior management team at Highlands and Islands Enterprise on a range of issues and, in June 2013, the Chief Executive made a presentation to the STUC Highlands and Islands Conference.

Highland Economic Forum

The General Council is represented on the Highland Economic Forum. Issues discussed at Forum meetings included the response to the recession in the Highlands and Islands, economic strategies of Government and key agencies in the Highlands area and the development of renewable energy industries.

MANUFACTURING

In the wake of the banking crisis, the General Council has sought to build on renewed political interest in manufacturing industry. Throughout the year under report, the General Council has sought to build on the momentum achieved through publication of the recent discussion paper 'The Future of Manufacturing Industry in Scotland' and related presentations to the First Minister, the Scottish Parliament's Economy, Energy and Tourism Committee, Scottish Government officials and the National Economic Forum.

The General Council also participated in key industry advisory boards for manufacturing sectors: textiles and aerospace, defence and marine. Maximising the employment opportunities from development in the energy sector also continued to be a priority and was addressed at a number of different forums, including through the General Council's representation on the Scottish Oil and Gas Industry Leadership Group, the UK Government's Oil and Gas Industry Council and PILOT (formerly the Oil and Gas Taskforce).

The Whisky Tax

At Congress 2013, motion no. 17 calling on the General Council to investigate the feasibility of a tax on whisky was remitted. The General Council committed to examining the issue in detail prior to reporting back to Congress 2014.

During this Congress year, the General Council investigated the issue thoroughly, engaging with affiliated unions, Government, economists and industry to assess the potential benefits and threats to employment of such a tax.

The General Council noted the high level of foreign ownership in the whisky industry and concomitant flow of profits abroad. No evidence was presented to challenge the feasibility of introducing a tax on the production of whisky that could potentially generate significant revenues to help fund public services and investment in Scotland. However, the General Council also noted that the specific proposals referred to in motion no. 17 to Congress 2013 have been subject to very little scrutiny to date.

It was therefore concluded that more research is necessary on the potential impact of such a tax on employment and investment before the General Council could be persuaded of its desirability.

ENERGY

The General Council has worked closely with affiliates with members in the energy sector over the last few years, to promote a viable, balanced energy policy for Scotland that seeks to improve affordability and security of supply, whilst addressing the climate change challenge.

The General Council has continued to be represented on the First Minister's Energy Advisory Board for Scotland and its sub groups on renewables, thermal generation and carbon capture and storage and oil and gas.

The General Secretary continues to serve as the trade union representative on PILOT (formerly the Oil and Gas Taskforce) and on the Scottish Government's Oil and Gas Industry Leadership Group and was recently appointed to serve on the UK Government's Oil and Gas Industry Council.

One priority this year has been to promote worker and community interests in the Scottish Government's Coal Industry Taskforce established in 2013 following the

collapse of the surface mining sector. Representatives of the General Council have participated in three meetings of the group over the past Congress year.

Unconventional Gas

At Congress 2013, Motion no. 19 calling for a moratorium on unconventional gas extraction in Scotland was remitted, with the General Council committed to examining the issue in detail prior to reporting back to Congress 2014.

During this Congress year the General Council considered the issue thoroughly, engaging with affiliated trade unions, Government and industry to assess the threats and opportunities.

The issue was considered in the context of the STUC's longstanding support for a balanced energy policy. The diverging approaches of the UK and Scottish Governments were noted as was the fact that no permissions are in place that would allow hydraulic fracturing (fracking) in Scotland at this time.

The General Council was not persuaded that development of the unconventional gas sector in Scotland will deliver economic benefits of a scale seen in the United States: energy prices are unlikely to fall for consumers or industry and job estimates produced by the industry are so optimistic as to lack credibility.

The General Council decided that the cautious approach adopted by the Scottish Government is correct: individual developments should be considered on their merits and subject to rigorous planning criteria and environmental and health and safety regulation. It is also essential that quality, independent information is provided on the extent of Scotland's resources and the economic impact of their exploitation.

CULTURE AND MEDIA INDUSTRIES

Over the last year, the General Council has continued to liaise with the Scottish Federation of Entertainment Unions (SFEU) on a range of activity.

TRANSPORT

The General Council has continued to campaign on a number of transport issues, particularly around the future of Scotland's ferry and railway services.

Ferries

Representatives of the General Council and STUC ferries affiliates met with Keith Brown MSP, Transport Minister, to discuss the future of Scotland's ferry services in July 2013.

Meetings of the ferry affiliates were also convened in September 2013 and February 2014 to discuss a new campaign plan aimed at challenging once again the requirement to tender Scotland's lifeline ferry services.

During Trade Union Week 2014, the ferry unions presented a range of current priorities and concerns at a seminar with MSPs.

Railways

Activity over the past year has been aimed at addressing issues around the new Scotrail and Sleeper franchises and supporting UK-wide campaigns to promote public ownership of the railways.

Meetings were held with senior Transport Scotland officials in July and August to discuss the draft invitations to tender for the Scotrail and Sleeper franchises.

EMPLOYMENT AND EMPLOYABILITY

The General Council has continued to take a leading role in the ever expanding area of employability policy. A key campaigning focus was the highlighting of the continuing failure of the Work Programme to meet its targets and the highly controversial use of Work Capability Assessment (WCA) undertaken by ATOS. As part of its Commonwealth Games intervention, the General Council criticised the use of ATOS as a games sponsor and addressed a number of public meetings during the year to support the campaign against the use of ATOS for WCA.

The General Council also continued to raise the issue of Supported Employment at every opportunity including through its submission and lobbying on the Procurement Reform Bill.

In January the General Council was represented at the launch of Haven PTS, a new supported business in Stirling providing employment to a number of former Remploy workers. The General Council welcomed the Scottish Government's £1.5 million per year investment in this enterprise through the award of a contract to provide uniforms for the NHS.

Scottish Employability Forum

The General Secretary represents the General Council on the joint UK/Scottish Government Scottish Employability Forum. The role of the Forum is to provide leadership in supporting the delivery of public sector/government strategies to reduce unemployment and increase employment in Scotland.

Stephen Boyd, Assistant Secretary, represents the General Council on the National Delivery Group, which helps deliver the Forum's priority actions.

The General Council uses the STUC's membership of the Scottish Employability Forum to take forward Congress policy demands on employment and employability.

EUROPEAN STRUCTURAL AND INVESTMENT FUNDS

The General Council has continued to be represented on the Scottish Government's European Structural Funds Programme Monitoring Committees for Lowland and Upland Scotland and for the Highlands and Islands. These bodies oversee the operation of the 2007–2013 Structural Funds Programme and the General Council's involvement

allows it to influence the priority areas on which the Funds focus. The recent applications of the Funds to address issues of youth unemployment; workforce development; and access to finance through the Scottish Investment Bank, have been consistent with STUC priorities.

The General Council's work on union learning, implemented through Scottish Union Learning, has benefited from the receipt of funding through the European Social Fund. The Workplace Innovation Coalition project, in which the General Council is a partner with Strathclyde University Business School and Scottish Enterprise, amongst others, has received funding through the European Regional Development Fund.

The current Structural Funds Programme concluded at the end of 2013. The General Council has contributed to the Scottish Government's consultation over the priorities

and management arrangements for the new Structural and Investment Funds Programme which will commence in 2014 and will run to 2020. In this it has received assistance from Scotland Europa.

The General Council has been very concerned at the lack of trade union and wider social partner engagement in the design of the new Programme and has made these concerns known to the Cabinet Secretary for Finance, Employment and Sustainable Growth, to officials within the Scottish Government's Structural Funds Division and through the Shadow Monitoring Committee for the new Programme on which the General Secretary serves.

At the time of reporting, the arrangements for the new Programme remain to be finalised and the General Council will continue to seek to influence its operation and to secure funding to support union learning activity and other STUC priorities where appropriate.

Public Services

COALITION cuts have continued to undermine public services, both directly and through consequential budget cuts in Scotland, and at local government level. The General Council has continued to ensure that defending public services was one of the key strands of the ‘There is a Better Way’ campaign and has endeavoured to present a consistent and active response to policy changes at all levels of government. This has included supporting anti-cuts activities in particular towns and cities organised by Trades Union Councils and a range of anti-cuts alliances.

RESERVED PUBLIC SERVICES

The General Council has continued to ensure that the debate over welfare is a key part of the ‘There is a Better Way’ campaign, lobbying the Westminster Government over Universal Credit, Personal Independence Payments, Child Benefit, the Bedroom Tax and the Benefits Cap. A vital aspect of the General Council’s case is to oppose the ongoing pressure on staff numbers in key Westminster departments such as the HMRC and DWP and to support civil service unions in defending pay and conditions. The General Council gave full support to the Public and Commercial Services Union during its Days of Action on 7 June and 26 June 2013.

PUBLIC SERVICE REFORM

The General Council continued to engage with the Scottish Government and the Scottish Parliament on issues arising from the Commission on the Delivery of Public Services.

The General Council has contributed a trade union perspective to the Scottish Government’s work on public service reform through Mike Kirby’s (UNISON/General Council) membership of the Public Service Reform Board and through its engagement, along with individual affiliates, in the Public Service Workforce Development project.

Following discussion on public service workforce development with the First Minister, subsequent discussion took place with the Cabinet Secretary for Finance, Employment and Sustainable Growth and

Scottish Government officials about the development of a workforce strategy to complement the on-going reform of public services and the integration of public service provision. Discussions also took place with the Chief Executive of the Scottish Social Service Council about the involvement of affiliates and Scottish Union Learning in the Skilled Workers Skilled Citizens strand of the Scottish Leaders Forum Workforce Development Group’s work.

At the time of reporting, the General Council is considering with Scottish Government officials how workforce development can be introduced onto the agenda of the National Community Planning Group.

LOCAL GOVERNMENT

The General Council continued to oppose the implementation of the Council Tax Freeze and made clear its serious concerns about the nature of the Scottish Government’s local government budget settlement.

The General Council gave evidence at the Scottish Parliament Local Government Committee on the Scottish Budget, highlighting the impact of the squeeze on public services and the disproportionate impact of cuts in local authority budgets.

Although not in a position due to resource constraints to respond formally to Parliament consultations on the integration of health and social care, the General Council provided comment and analysis on a number of occasions, highlighting concerns over the top-down approach to and the workforce implications of reform.

In March 2014, the General Council accepted an invitation to be represented on the Renfrewshire Council Tackling Poverty Commission.

COSLA

The General Council attempted to strengthen its engagement with COSLA during 2013, inviting Chief Executive, Rory Mair, to contribute to the General Council Strategy session and holding one full meeting and two meetings at secretariat level with COSLA representatives. There is broad agreement that a potential programme of joint work should be developed on shared (non-

bargaining) areas of interest including local authority budgets, the impact of welfare reform and the direct role that local authorities can adopt in tackling poverty including through their role as employers.

In the context of the Independence Referendum, major resource constraints and the numerous challenges facing COSLA, the hope for joint activity is still at a very early stage, but it is hoped that this work can develop in the year ahead.

COMMISSION ON STRENGTHENING LOCAL DEMOCRACY

In November 2013, the General Secretary accepted an invitation to serve on the Commission on Strengthening Local Democracy being established by Councillor David O'Neill, the President of COSLA. The Commission, which will produce an interim report in Spring 2014, was established to bring local government, wider civic Scotland and specific expertise, together with a common resolve to understand why local services and local accountability matter and to consider the current landscape for local services, and set a course that will put stronger local democracy at the heart of Scotland's future.

In addition to contributing to the Commission work through the General Secretary, the General Council and affiliates have been engaging directly with the Commission to ensure a trade union perspective is included in its work.

OUR ISLANDS OUR FUTURE

The General Council was represented at the two day 'Our Island Our Future' conference held in Stromness in which the three island local authorities laid out their vision for a stronger devolved future following the Independence Referendum of 2014. The Conference issued a clear call for a commitment that whatever the outcome, the needs and status of island areas should be clearly recognised in the new era for Scotland. The General Council participated actively in the debate and continues to take an interest in this developing initiative.

HEALTH SERVICES

The STUC continued to support the work of health service affiliates to ensure the NHS is protected from cuts that threaten service delivery and the livelihoods of their members.

During the year, the Scottish Government, with the support of the General Council, developed proposals to deliver the proposed Health and Work Assessment Service through existing NHS provision. At the time of reporting, formal acknowledgement is awaited from the Under Secretary of State for Work and Pensions that this approach can be adopted in Scotland. Preparatory work is continuing with the Scottish Government in anticipation of a future launch of the Service.

The General Council, in light of ATOS's intentions to

seek an early termination of its contract to deliver Workplace Capability Assessments will investigate the potential for Assessments to be delivered by the NHS Health and Work service.

A key issue for the General Council has been the continuing reduction in in-patient acute mental health provision in favour of community-based services. The General Council is not averse to enhanced, community-based provision, if it is adequately resourced to enable community-based, mental health professionals to effectively support their clients.

During the year, ATOS awarded the contract for the forthcoming Personal Independence Payment assessments to Salus Occupational Health, NHS Lanarkshire's not for profit occupational health provider. The General Council's concerns over this development were raised with the Scottish Government.

VOLUNTARY AND CARE SECTORS

A key priority for the General Council has continued to be the terms and conditions of workers delivering public services in the voluntary and care sector. Through its work with the Scottish Living Wage Campaign and during the passage of the Procurement Reform Bill, the General Council continued to press the case for the Living Wage to be guaranteed through public procurement.

On 8 November 2013, a conference, organised by the General Council and sponsored by UNISON Scotland, was held in the STUC Centre, bringing together the key voluntary sector and care provider umbrella groups as well as individual care providers to examine the key challenges facing the sector on funding, pay and the quality of employment.

Speakers included representatives from UNISON Scotland, Community Care Providers Scotland, the Scottish Council for Voluntary Organisations, Care Scotland, Volunteer Development Scotland and others. The conference was addressed by Scottish Local Government Minister, Derek MacKay MSP. The main focus for the event was to review and update the protocol agreement between STUC, UNISON, Unite, CCPS and SCVO as well as the volunteering agreement between STUC and VDS with a view to updating the agreements and working together to deliver better funding and working conditions in the sector.

HOUSING

The General Council worked closely with Shelter Scotland on a number of housing related issues with the obvious and main focus being the fight against the Bedroom Tax action which is covered elsewhere in the General Council Report.

The General Council welcomed a number of the provisions of the Housing (Scotland) Bill, in particular the abolition of the Right to Buy, a long held STUC priority. It

also lobbied for the inclusion in the Bill of additional tenancy protections. However, there continues to be the need for a major expansion in house building, tighter

regulation of the private rental sector and consideration given to capping rent levels and these will remain lobbying priorities for the General Council.

Education, Skills and Learning

THE General Council continues to take forward work on education and lifelong learning. This reflects the STUC's role in representing affiliates with members working in the education sector in Scotland, and its role in representing the interests of union members as learners, which is, in large part, carried out through Scottish Union Learning (SUL).

The General Council's Work Plan for 2013/14 sets out its key priorities for further and higher education and schools, taking into account the resolutions adopted at the 2013 Congress. Work has focused on key policy areas including Higher Education governance; the Post-16 legislation and college regionalisation; national pay bargaining in Further Education; Curriculum for Excellence; and free school meals. The importance of access to high quality comprehensive education and training for all has featured in the General Council's wider work on economic and social inequality.

During the year under report, the General Council has faced a challenge in devoting sufficient resources to its work on further and higher education and schools due to staff maternity leave and other competing priorities. The General Council has concentrated on its coordinating and facilitating role in its work with the education unions and is extremely grateful to them and their representatives for continuing to promote the wider interests of the STUC in their engagement with a range of sector bodies.

FURTHER AND HIGHER EDUCATION FORUM

The STUC's Further and Higher Education Forum (FE/HE Forum) was established to bring together affiliates from the tertiary education sector to discuss common approaches to key issues affecting the sector. This group met in April and June 2013 and in January 2014.

The Forum discussed a number of matters including: the Governance in the Higher Education sector; FE funding; the Post-16 Reform Bill and college regionalisation; national pay bargaining in the FE sector; health and safety in FE and HE and the One Workplace 'Equality Mentoring and Work Shadowing' project.

The Forum has also assisted in supporting the union representatives who serve on the new Strategic Forum for FE and University Sector Advisory Forum and in enabling those unions not directly represented to contribute to their work.

The Forum also considered the issues discussed at the liaison meetings with Colleges Scotland; the Scottish Funding Council and with Universities Scotland.

FURTHER AND HIGHER EDUCATION GOVERNANCE

During the year, the General Council facilitated trade union involvement in the new structures for influencing strategy in Further and Higher Education.

The General Council secured the representation of the FE unions on the Strategic Forum for FE. The Forum's inaugural meeting took place in September 2013. The unions are represented by David Belsey, EIS and Emma Phillips, UNISON.

The General Council was also successful in securing the representation of three HE unions on the new University Sector Advisory Forum in recognition of the diversity of trade unions in the sector. The three union representatives on the Forum are Mary Senior, UCU; David Belsey, EIS; and Emma Phillips, UNISON. The Forum's inaugural meeting took place in June 2013. At its second meeting in October 2013, the Forum agreed that the unions should present a paper to the following meeting on workforce issues. A collective paper was developed which focused on zero hours contracts; the living wage; and pensions equality.

POST-16 EDUCATION (SCOTLAND) ACT

The General Council has continued to support the STUC's Further and Higher Education unions in their engagement with the Scottish Government over the implementation on the Post-16 Education (Scotland) Act, particularly in relation to college regionalisation and HE governance.

The General Council was represented on the Stakeholder Sounding Board for the Bill, chaired by Michael Russell MSP, Cabinet Secretary for Education and

Lifelong Learning which met until the Bill was enacted in August 2013.

In May 2013, the General Council together with representatives of the Higher and Further Education unions met with Labour Party leads on tertiary education, Neil Findlay MSP and Neil Bibby MSP, to discuss Stage 2 amendments to the Post-16 Education Bill.

NATIONAL PAY BARGAINING IN FURTHER EDUCATION

Arising from the engagement of the General Council and the STUC's FE affiliates in discussions on the Post-16 Bill, discussions commenced on the possibility of a return to national collective bargaining in Further Education.

These discussions have been developed through the National Bargaining Working Group on which the FE unions are represented. The General Council has supported the unions in considering the form of a new national bargaining structure and at the time of reporting awaits the recommendations of the Working Group.

The re-introduction of national pay bargaining in FE should it be achieved will fulfil a longstanding objective of the STUC and FE unions.

CODE OF GOOD GOVERNANCE IN HIGHER EDUCATION

As reported above, the Scottish Government recently conducted a review of governance in Higher Education, also known as the Von Prondzynski Review. The General Council was represented on the Panel for this Review and supported its findings. However, the recommendations of the Von Prondzynski Review were not, widely supported by University Principals and the Government met with significant public and private criticism from the sector about the Review's recommendations.

One of the key recommendations of the Von Prondzynski Review of Governance in Higher Education was that a code of good governance for Universities in Scotland be drafted. At the invitation of the Cabinet Secretary for Education and Lifelong Learning, the Committee of Scottish University Chairs was invited to take forward this recommendation. Despite the stated intention of the Cabinet Secretary, this work was undertaken without the proper involvement of unions, staff or students.

The outcome of this work was a Code of Good Governance that falls well short of the expectations of the General Council and Higher Education unions.

The General Council raised its concerns about the Code with the Cabinet Secretary arguing that, despite the Code being presented as a condition of grant for Higher Education Institutions, its weakness offers institutions the opportunity to avoid changing any of its practice. The General Council is also concerned that the Code, as drafted, does not recognise many of the problems that exist

with regard to governance in the sector and therefore fails to deal with these issues within its own advice or recommendations.

It also lacks ambition and often recommends practice that is behind what is currently happening in institutions across Scotland, which means that it will not be a driver of improved governance in any meaningful way.

In addition, the Code also appears out of step with wider reforms that are happening in the sector failing, for example, to make reference to outcome agreements.

In recognition of the importance of developing a meaningful Code, the General Council proposed to the Cabinet Secretary that it be considered by a revised drafting group that genuinely reflects the sector and would, therefore, include representation from the STUC and the NUS.

The Cabinet Secretary did not accept this suggestion and it will be for the Scottish Funding Council to determine if the Code developed by the Chairs fulfils the requirement from Ministers that it identifies principles which constitute good practice in relation to Higher Education institutions that are used as conditions of grant to institutions.

CODE OF GOOD GOVERNANCE FOR SCOTLAND'S COLLEGES

In light of the provisions of the Post-16 Education Scotland Act that the Scottish Funding Council make 'principles of good governance' a condition of grant for colleges and regional bodies, a Steering Group was established to develop a Code of Good Governance for Scotland's Colleges reflecting the range of perspectives from across the sector.

The General Council was asked to nominate representatives to serve on the steering group and agreed that the EIS and UNISON be invited to provide the necessary representation. The inaugural meeting of the Group was held in September 2013.

COLLEGES SCOTLAND

The General Council has supported its FE affiliates in maintaining a meaningful relationship with the FE sector-wide body, Colleges Scotland (formally Scotland's Colleges). Liaison meetings were held with Colleges Scotland in July 2013 and in February 2014. Amongst the issues discussed at these meetings were the Post-16 Education (Scotland) Bill; FE budgets; college governance; voluntary severance packages; health and safety; and the One Workplace 'Equality Mentoring and Work Shadowing' project.

SCOTTISH FUNDING COUNCIL

The General Council has continued to facilitate a dialogue between its FE and HE affiliates and the Scottish Funding Council on a variety of issues. Liaison meetings were held

in July and November 2013. Amongst the issues discussed at these meetings were the Post-16 Education (Scotland) Bill; college regionalisation; the Good Governance Codes for HE and Colleges; Outcome Agreements 2014–15; college funding; zero hours contracts and casualisation; the Research Excellence Framework; health and safety; the One Workplace Equal Rights ‘Equality Mentoring and Work Shadowing’ project; FE Pay Bargaining and the HE pay dispute.

UNIVERSITIES SCOTLAND

The General Council has continued to support its HE affiliates in developing a relationship with the HE sector-wide body, Universities Scotland. A liaison meeting was held in October 2013. Amongst the matters discussed were Post-16 Education (Scotland) Bill; outcome agreements; HE funding; HE Governance; the Research Excellence Framework; zero hours contracts; health and safety; and the One Workplace Equal Rights ‘Equality Mentoring and Work Shadowing’ project.

HIGHER EDUCATION PAY DISPUTE

The General Council provided support to the STUC’s Higher Education Affiliates in their pay dispute, with representatives attending and addressing rallies in Glasgow and Edinburgh on the days of strike action.

SCHOOL EDUCATION

The General Council has continued to liaise with the STUC’s school education affiliates and was represented at the three teacher union conferences held during the year.

The General Council has continued to support the campaigns of school education affiliates on a number of issues including pay and pensions and the ongoing concerns around the implementation of Curriculum for Excellence.

In its engagement with the Commission on the Development of Scotland’s Young Workforce chaired by Sir Ian Wood, on which the General Secretary serves, the General Council has recognised the opportunities of the new Senior Phase in secondary school for developing meaningful vocational pathways for young people. However, it has emphasised the importance of effective and sufficiently resourced implementation of Curriculum for Excellence and of continuous professional development for school staff if these opportunities are to be fully recognised.

FREE SCHOOL MEALS

The General Council welcomed the UK Government’s commitment to the provision of free schools meals for year 1–3 primary school pupils. Thereafter, it lobbied for the Scottish Government to give a similar commitment, working in conjunction with the Child Poverty Action Group, the EIS, a range of children’s charities and the

Scottish Poverty Alliance to produce joint briefing materials and a joint letter to Cabinet Secretary for Finance, John Swinney MSP.

The General Council’s position was promoted through a series of media interviews and the lobbying effort was ultimately successful with provision for the introduction of free school meals for P1–P3 made in the 2014–15 Scottish Budget. The General Council expects to continue to monitor the issue in order that the new provision is effectively implemented and to lobby for earlier introduction where possible.

THE TRADE UNION WORKING PARTY ON LIFELONG LEARNING

The Trade Union Working Party on Lifelong Learning (TUWPLL) was established to enable the STUC to engage directly with the Scottish Government on skills and learning issues. Meetings are chaired by the Minister with responsibility for learning and skills. The General Council representatives on TUWPLL are currently Anne Douglas, Prospect, and Chair of the Scottish Union Learning Board; John Keggie, UNISON; Jackson Cullinane, Unite; Ken Wimbor, EIS; Mary Senior, UCU; and Grahame Smith, STUC General Secretary. The STUC Assistant Secretary with responsibility for learning and skills also attends the meetings, as does the Lifelong Learning Manager.

A meeting of TUWPLL took place on 10 October 2013. Matters discussed included public service workforce development; the work of Scottish Union Learning; the future funding of union learning; youth employment; the impact on union led learning in the food and drink sector and the Modern Apprenticeship Project being undertaken by Scottish Union Learning, in conjunction with Skills Development Scotland. A further meeting will be held in April 2014.

PROMOTING STUC SKILLS AND LIFELONG LEARNING POLICY

The General Council has continued to promote the STUC’s Skills and Lifelong Learning Policy in a number of fora.

The General Secretary serves as one of four trade union Commissioners on the UK Commission on Employment and Skills and is involved in offering advice to the Governments of the UK on skills and employment matters and in advocacy for greater employer investment in skills and wider access to skills and learning opportunities for workers and those seeking entry to the labour market.

The General Secretary also serves on the Joint Skills Committee of Skills Development Scotland and the Scottish Funding Council, and advises the Boards of both bodies on their strategy for allocating funding and developing provision.

The General Secretary serves on the Commission on the Development of Scotland’s Young Workforce, established by the Scottish Government and chaired by Sir Ian Wood,

to examine issues and make recommendations on vocational education and pathways into employment for Scotland's young people. As part of his work on the Commission, the General Secretary accompanied the Scottish Government Minister for Youth Employment on a visit to Switzerland in September 2013 to study its vocational education system.

The General Council was represented on the European Structural Funds Programme Monitoring Committees for Lowlands and Uplands Scotland and the Highlands and Islands, which has overseen the allocation of funds to address youth employment, up-skilling and re-skilling, employability support and union learning.

The General Council is also represented on the Shadow Programme Monitoring Committee for the new European Structural and Investment Funds Programme due to commence during 2014.

The Assistant Secretary with responsibility for learning and skills serves on the Advisory Council of the Scottish Qualifications Authority; the Lifelong Learning Manager serves on the Modern Apprenticeship Group, the Scottish Learning Partnership Board and the National Strategic Forum for Adult Learners; and Hugh Paton, EIS and Karen Dawson, UNISON, continue to represent the General Council on the Further Education Professional Learning and Development Forum.

The General Council also liaises regularly with Skills Development Scotland at a number of levels including through Anne Douglas, Prospect, who serves on its Board. Contact is also maintained with a number of individual Sector Skills Councils and a number of FE colleges and universities.

The General Secretary serves on the Advisory Group of Strathclyde University's Workplace Innovation Coalition established to research and support innovative workplace practices that improve skills utilisation.

During the year, the General Council has taken the opportunity to advance STUC policy on Education, Skills and Lifelong Learning through press statements and conference presentations.

COMMISSION ON THE DEVELOPMENT OF SCOTLAND'S YOUNG WORKFORCE

As reported above, the General Secretary serves on the Commission on the Development of Scotland's Young Workforce, established by the Scottish Government and chaired by Sir Ian Wood, to examine issues and make recommendations on vocational education and pathways into employment for Scotland's young people.

The General Council welcomed the creation of the Commission, recognising it as an opportunity to not only address the current problem of youth unemployment but to establish consensus on measures to improve the education and training opportunities for all of Scotland's young workforce.

The General Council submitted written evidence to the Commission highlighting STUC policy on vocational education and training, careers guidance and Curriculum for Excellence. The General Council also offered practical examples of work already being undertaken in this area by the STUC and unions, including through Scottish Union Learning; the Unions into Schools project and Close the Gap.

To inform the equalities strand of the Commission's work, the General Council, through Scottish Union Learning, met with the Commission's secretariat in October 2013 to explain its work on Modern Apprenticeships and to discuss how equality and diversity issues in the Programme might be addressed.

The General Council welcomed the recommendations contained in the Commission's Interim Report published in September 2013 and was represented at a National Summit to discuss their implementation in March 2014. The Commission's final report is due to be published in April 2014 and the General Council looks forward to considering how it might assist in implementing its recommendations.

SCOTTISH UNION LEARNING

The Scottish Union Learning Board, which is appointed by the General Council, oversees the work of Scottish Union Learning (SUL). The General Council has now received formal confirmation from the Scottish Government of continued funding for SUL and wider union learning activity for the period April 2014 to March 2015.

The General Council is grateful to the Scottish Government for its continued support for union learning activity. It has, however, continued to raise concerns over the allocation of funding for union learning on an annual rather than multi-annual (three-year) basis.

The Scottish Government has recognised the advantages that the certainty of multi-annual funding brings and as a result has confirmed that funding for 2015/2016 will also be made available, subject to the usual budgetary considerations. The Scottish Government has also indicated that it is giving consideration to reinstating a three-year funding allocation beyond 2016, which would be subject to annual confirmation.

The General Council has also continued to make the case to the Scottish Government that, with additional funding, unions could support many more workers to access learning and skills development opportunities. The General Council has also sought to influence the new European Structural and Investment Funds Programme to ensure that the opportunity continues to exist for the STUC to access funding for union-led learning. At the time of reporting, discussions are ongoing with the Scottish Government and Skills Development Scotland in this regard.

SUL has published an Annual Report covering its work during 2013, which expands upon the activities described below. The SUL Annual Report can be accessed by visiting the SUL website at: <http://www.scottishunionlearning.com>

THE SUL BOARD

The General Council appointed the following General Council members to serve on the SUL Board until the 2014 STUC Annual Congress: Anne Douglas, (Prospect) (appointed as Chair of the Board); Harry Donaldson (GMB); Lynn Henderson (PCS); and Mark Lynch (Young Workers Representative).

The following members were appointed for two years, to March 2014, following nominations from unions: John Brown (CWU); Jackson Cullinane (Unite); Harry Frew (UCATT); John Keggie (UNISON); Kevin Lindsay (ASLEF); and Lyn McClintock (EIS).

Grahame Smith, STUC General Secretary, serves as an ex-officio member of the Board. Liz Rees, Trade Union Education Manager, is the TUC nominated member of the Board. Rona Sweeney, Deputy Director, Employability & Skills, Scottish Government was nominated by the Scottish Government as an observer to the Board.

The Board, which has responsibility for approving and monitoring the work plan and budgets of SUL, including the work of TUC Education in Scotland, met four times during the year. Regular reports on the work of SUL are considered by the General Council.

UNION ADVISORY GROUP

Sylvia O'Grady, STUC Lifelong Learning Manager and Harry Cunningham, TUC Education Officer Scotland, jointly chair the Union Advisory Group which meets quarterly to discuss development in union learning and to offer advice to the Board, as required. The Group met in May, August, and November 2013, and February 2014.

PARTNERS' ADVISORY GROUP

Grahame Smith, STUC General Secretary, chairs the Partners' Advisory Group, which meets twice yearly, to discuss the development of learning policy and activity in Scotland and to advise the SUL Board on the potential impact of these on union learning. The Group met in September 2013 and March 2014.

PARTNERS IN THE HIGHLANDS AND ISLANDS

Work with partner organisations in the Highlands and Islands has been ongoing throughout the year. In November 2013, Grahame Smith, STUC General Secretary, chaired a meeting of partner organisations in



2013 Scottish Union Learning Annual Report

the Highlands and Islands, which promoted the work of SUL in the Highlands and Islands, allowed partners to provide information on current initiatives and encouraged further engagement between partner organisations.

SUL OBJECTIVES AND SERVICES

A Business Plan for the period April 2013 to March 2014 was approved by the SUL Board and agreed with the Scottish Government in April 2013.

The Business Plan sets out how SUL works with unions to support and develop their work on skills and learning. It

identified the key objectives for the year, including the continued integration of Everyday Skills within union lifelong learning activity and supporting and stimulating lifelong learning initiatives specific to the Highlands and Islands.

Where appropriate, SUL has aligned the aims and objectives in its Business Plan with the overarching aims of the STUC's 'There is a Better Way' Campaign and the strategic priorities of the General Council. The work of SUL, therefore, features throughout this Report.

THE SUL LEARNING AND DEVELOPMENT FUNDS

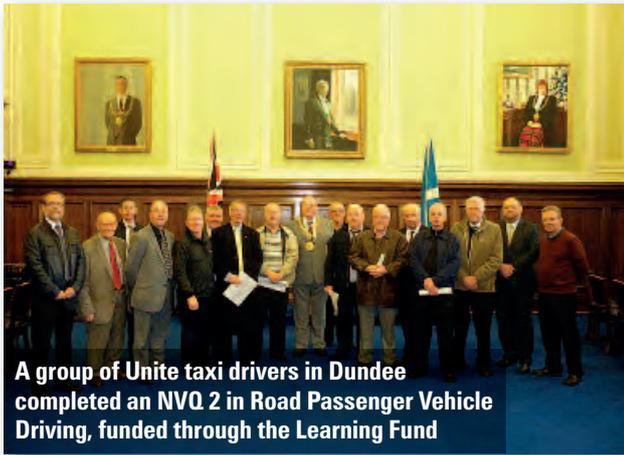
SUL administers two funds: the Learning Fund and the Development Fund, which support union learning activity.

The Development Fund

The Development Fund supports activity which improves the capacity of trade unions to deliver learning and skills development in the workplace. A total of £728,000 was allocated to a total of 18 projects which started during 2013. Fifteen projects are in the Lowlands and Uplands Scotland area and three are in the Highlands and Islands. Projects are delivering in a range of sectors, from retail and transport to media and journalism. Unions continue to use the Fund to expand their activities into new workplaces and sectors.

The Learning Fund

The Learning Fund supports unions in accessing courses for their members. The Learning Fund is supported through the European Social Fund (ESF) Priority 5 Strategic Skills Pipeline in Lowlands and Uplands Scotland and ESF Priority 2 in the Highlands and Islands. The focus of ESF is on the type of skills needed for growing the Scottish economy. This includes equipping individuals with flexible transferable skills, which can be tailored to both key and emerging sectors of the economy.



A group of Unite taxi drivers in Dundee completed an NVQ 2 in Road Passenger Vehicle Driving, funded through the Learning Fund

In Lowlands and Uplands Scotland, for the period April 2013 to March 2014, 158 applications to the Learning Fund from unions to provide 209 courses were approved. These courses will involve around 2,570 learners.

In the same period, the Highlands and Islands Learning Fund has supported 39 courses, benefitting around 407 learners.

The Migrant Worker Project

ESF funding in the Highlands and Islands has also supported a Migrant Worker Project, hosted by UNISON. The two-year project, which finished in September 2013, provided training and learning opportunities to aid migrant workers overcome barriers that stop them progressing in employment. The project also piloted a migrant worker mentoring scheme to assist migrant workers in integrating into the workplace and union.

ESF Funding is also supporting two pilot initiatives in the Highlands and Islands.

The first is a two-year part-time study programme to enable union members, with qualifications at SCQF level 6 and below, to gain a Higher National Certificate level qualification. Fifteen union members from across the Highlands and Islands embarked on a two-year part-time Certificate of Higher Education Open University Business Management course in August 2012. Twelve of the fifteen learners are expected to complete the course in September



Eighteen UNISON members completed a Dyslexia Awareness workshop at NHS Lanarkshire

2014. Anecdotal evidence suggests that the performance and retention of students on the course continues to be above average. The initiative will be formally evaluated on completion.

The second initiative is 'Ready, Study, Go'. Seven Union Learning Reps (ULRs) were trained as lay tutors to deliver 'Ready Study Go', a pre-access course, designed to support adults who have been out of formal education for some time to take the first step back into learning. Two of the trained ULRs co-tutored a cross-union 'Ready, Study, Go' course in Inverness, with very positive feedback from learners.

EVERYDAY SKILLS

During the year under report, SUL has continued to support unions in the exemplary work they undertake in improving the Everyday Skills of their members, despite ongoing challenges to national adult literacies funding and appropriate workplace provision.

SUL has continued to be represented on the Scottish Government's 'Adult Literacies in Scotland (ALIS) 2020 Strategic Implementation Group', facilitated by Education Scotland, which reports to the Standing Literacy Commission at the Scottish Parliament. SUL has also continued to develop its relationship with the Scottish Government's Digital Participation Team, in order to facilitate assistance for unions to improve the digital skills of their members and increase digital participation.

The SUL Everyday Skills Group has continued to meet regularly to take forward initiatives relating to workplace literacies, digital skills, English language provision for migrant workers, financial capability, and barriers to learning, including dyslexia. In collaboration with this Group, SUL has facilitated training and development opportunities in workplace literacies, dyslexia awareness, and digital skills for ULRs and union members from various workplaces throughout Scotland.

SUL has continued to organise the annual Everyday Skills Event, which enables ULRs to explore methods of supporting those with everyday skills needs and raise the profile of everyday skills issues in the workplace. It has also continued to work with partners including the Scottish Book Trust, BBC Learning, Workers' Educational Association and Dyslexia Scotland, to enable trade union participation in national events such as those during Book Week Scotland, Dyslexia Awareness Week and Adult Learners' Week.

WORKFORCE DEVELOPMENT

Workforce Development was a greater priority for a number of the Development Fund projects during the year. A number of case studies were developed that directly reflected the influence that unions are having on employer behaviour in relation to skills and learning.

One example is the work that Community has undertaken within Tata Steel, where the trade union and

Scottish Union Learning organised a union learning workplace visit for the Minister for Youth Employment, Angela Constance MSP, who met with Aegis ULRs at Aegon in Edinburgh



the employer have worked closely together with skills agencies to support workers in adapting to a major and ongoing technological change within the workplace. In doing so, they have enhanced the skills and qualifications levels of the workforce which in turn supports the long-term sustainability of steel production within Scotland.

Further examples include work undertaken by Aegis in introducing Modern Apprenticeships within Aegon in the finance sector, and work undertaken by the BFAWU with Dawnfresh Seafoods to provide 100% of the workforce, more than 260 workers, with diversity and equality development training.

In January, local MSP Michael McMahon presented SUL 'Workplace Learning Partnership' certificates to the BFAWU and Dawnfresh Seafoods in recognition of their Diversity Training work.

In the coming year, a number of unions have ambitious plans to engage with employers to raise their aspirations around workforce development. This is vital to the STUC and SUL objective of supporting economic recovery and the growth of quality, high skilled employment, based on improved skills utilisation.

Ministerial Visit

To showcase union-led learning workforce development activity, SUL organised a workplace visit for the Minister for Youth Employment, Angela Constance MSP, in February 2014 to meet Aegis ULRs at the financial services company Aegon in Edinburgh. The visit illustrated how Aegis, in partnership with the employer, supports workers as well as the company's wider skills and employment strategy. As a direct result of Aegis's work in identifying a need to train new and existing customer service and back office staff within the company, Aegon announced the creation of six Modern Apprenticeships for 16-24 year olds, which will begin in April 2014.

MODERN APPRENTICESHIP PROJECT

During the year, SUL received funding from Skills Development Scotland to undertake work on Modern

Apprenticeships with a particular focus on equalities. There are three separate strands to this work.

Strand 1 – Modern Apprenticeships – Identifying best practice in employing under-represented groups

Under this strand, SUL has sought to identify best practice in employing under-represented groups and develop case studies based on best practice. It has also identified individuals from under-represented groups (BME workers, disabled workers and those working in occupations that are gender stereotyped) to be 'apprenticeship champions', who will share their experience and promote apprenticeships as a valuable career option.

Strand 2: Modern Apprenticeships & the Role of HR Professionals

SUL is working in partnership with Strathclyde University Business School to develop work focusing on equality and diversity with HR professionals, in relation to Modern Apprenticeships. A recruitment toolkit for HR professionals will be developed as part of this work.

Strand 3: Modern Apprenticeships & Unions into Schools

SUL is working in partnership with the STUC Unions into Schools project to redevelop the 'Better Way to Work' schools visits pack to include a new section which will focus on Modern Apprenticeships and will cover equality and diversity. Real life case studies will be featured in the pack.

To inform the equalities strand of the work of the Commission on the Development of Scotland's Young Workforce (the Wood Commission), SUL met with the Commission's secretariat in October 2013 to explain its work on Modern Apprenticeships and discuss how equality and diversity issues in the Programme might be addressed.

In February 2014, during Scottish Parliament Trade Union Week, SUL held a lunchtime drop-in session on Modern Apprenticeships, sponsored by Bill Kidd MSP. The event focused on the work unions are doing to address equality issues within the Modern Apprenticeships Programme. MSPs met seven Modern Apprentices from Unite, Prospect, GMB, RMT and UCATT to learn about their experiences, and discussed with SUL staff the work of unions in promoting Modern Apprenticeships, tackling gender stereotyping and addressing issues faced by BME and disabled workers in accessing the Programme. Amongst the MSPs who attended were First Minister Alex Salmond, Labour Leader Johann Lamont, Cabinet Secretary for Education and Lifelong Learning Mike Russell, Jenny Marra, Cara Hilton, Kenneth Gibson, Jackie Baillie and Ken MacIntosh.



The 2013 STUC Helen Dowie Award for Lifelong Learning is presented to Sonya Cassidy, a ULR for Unite the Union (photo Louis Flood)

At the time of reporting, SUL is updating the Modern Apprenticeship Toolkit and accompanying materials to reflect the changes in the Programme since the pack was launched in 2011. The updated pack will be available in April 2014.

STUC UNION REP AWARDS: HELEN DOWIE AWARD FOR LIFELONG LEARNING

The STUC Helen Dowie Award for Lifelong Learning was established by the General Council in 2006 to recognise the contribution of trade union activists to lifelong learning.

The 2013 Award, sponsored by Inverness College UHI, was presented to Sonya Cassidy, a Unite ULR at Royal Bank of Scotland Mortgage Centre in Greenock.

The General Council would like to acknowledge the support for the Award given by the late Helen Eadie MSP since its inception.

The recipient of the 2014 Award, which will be sponsored by SCQF, was chosen by an Adjudication Panel established by the General Council. The Award will be presented at the 2014 Congress.

LEARNER OF THE YEAR AWARD

The STUC Learner of the Year Award was established in 2011 to recognise the range of learning journeys undertaken by lay learners in the workplace, supported



Paul Mitchell of UCATT is the 2013 Scottish Union Learning Learner of the Year (photo Louis Flood)

by trade unions. Paul Mitchell of UCATT was the recipient of the 2013 Learner of the Year Award, which was presented at the SUL Conference in November 2013.

SUL nominated Robert Higgins of Unite, the 2012 Learner of the Year, for an Adult Learners' Week Award from Scotland's Learning Partnership. The General Council was delighted that Robert was selected to receive an Award at the Scotland's Learning Partnership Awards Ceremony in the Scottish Parliament during Adult Learners' Week in May 2013. This marks the first occasion a union learner has been chosen as a recipient of one of these prestigious national Awards.



Recipients at the Scottish Union Learning Highlands and Islands Learning Awards in 2013 (photo John Paul)

SUL CONFERENCES AND EVENTS

During the year, SUL held a number of conferences and events, including the SUL Highlands and Islands ULR Conference, the Annual SUL Conference and the SUL Everyday Skills Event. To mark 10 years of union-led learning in the Highlands and Islands, SUL organised the Highlands and Islands Union Learning Awards in March 2013 to recognise the many achievements of learners and ULRs over the last decade. SUL also participated in numerous other events, including STUC Congress, the STUC Equality Conferences and the TUC unionlearn Conference.

SUL WEBSITE

The Scottish Union Learning website, <http://www.scottishunionlearning.com>, is a resource for ULRs and union members on union learning activity and initiatives of interest to union learners.

Scottish Union Learning has also developed its social networking activity on Facebook and Twitter: www.facebook.com/scottishunionlearning and www.twitter.com/unionlearning.

'BITE SIZE BRIEFINGS'

During the year, SUL held a series of four 'Bite Size Briefings' workshops. These workshops were open to all

affiliates interested in learning more about raising the profile of trade unions and union learning in Scotland. Topics covered included using social media, writing press releases, writing effective STUC Union Rep Awards nominations, and composing case studies. Feedback from affiliates was very positive and SUL intends to continue the series in the future.

CO-OPERATION WITH THE TUC

The General Council continues to work closely with the TUC to ensure a comprehensive range of support is available to affiliates in Scotland.

The General Secretary is a member of the unionlearn Union Advisory Council and SUL staff have continued to attend a number of TUC and unionlearn meetings including the TUC Skills Policy Network meetings, Modern Apprenticeship meetings and the annual unionlearn conference.

TUC EDUCATION IN SCOTLAND

Through SUL, the General Council has established closer joint working and greater co-ordination of activity between the STUC and TUC Education in Scotland.

SUL allocated £120,000 to TUC Education in 2013/14 from its Scottish Government funding for union learning activity.

Fairness at Work

THE General Council continues to campaign for fairness at work with creation of good jobs paid at a living wage being at the heart of the STUC's work in promoting policies that will ensure sustained economic recovery.

The General Council's work this year has addressed the UK Government's continuing attacks on trade union and workers' rights including the introduction of fees for employment tribunals and the exclusion of civil liability from health and safety legislation, two attacks on workers' rights that make it more difficult for unions to access justice for their members.

A priority for the General Council has continued to be engagement with young people on rights at work, mainly through its Unions into Schools and Colleges work and the Schools Songs Festival.

This Chapter also describes activity undertaken by the General Council through the Close the Gap and One Workplace Equal Rights projects to promote workplace equality.

SCOTTISH LIVING WAGE CAMPAIGN

Together with Scottish Poverty Alliance, the General Council continues to act as co-chair of the Scottish Living Wage Campaign (SLWC). The campaign has overseen the upgrading of the Living Wage in line with the UK (ex London figure) to £7.65 and liaised with the Scottish Government over its inclusion in the 2014/2015 Scottish Budget. SLWC lobbied a range of employers to adopt the Living Wage, along with providing support for unions in utilising the Living Wage demand as part of their collective bargaining strategies.

The SLWC was active during Scottish Living Wage week in November 2013 including addressing a major schools conference, producing a Scottish Living Wage campaign pack and organisation of a lobby of the Scottish Parliament, which is reported on separately in the 'Better Way' Chapter of the General Council Report.

UNIONS INTO SCHOOLS

The STUC Unions into Schools has had another busy year with a major debate at the 2013 Congress and over 80

school classroom sessions delivered this year thus far. The 2013 Congress debate will be followed by another event for young people at the 2014 Congress on 'A Just Scotland'. The General Council also staged the second Unions into Schools Songs Festival at the Scottish Trades Union Centre on 29 November, attended by young people, union reps and officials and musicians. Participants in the Festival have also been involved in the St Andrew's Day Rally in November 2013 and Trade Union Week in the Scottish Parliament in February 2014.

The General Council wishes to thank the following schools and community projects that participated in the Songs Festival: The NOISE Project (Golspie High School, Dornoch Academy and Golspie Primary School); One Big Drum (Golspie High School, Dornoch Academy, Kinlochbervie High, St Duthus School in Tain, Highlands School in Enfield and Golspie Primary School); Hillpark Secondary, Glasgow, including Hillpark Young Co-operative; Dalkeith High School; and Cardinal Newman High School, Bellshill.

During the year, the General Council organised a wide range of events through Unions into Schools that involved union reps and officials delivering interactive sessions on issues such as employment rights, the role of the union, 'A Just Scotland' and workplace equality. Feedback from these sessions from pupils and students was very positive and teachers commented very positively on the interaction between pupils and reps and on the positive response to the trade union message. These events included:

- Our Lady's High, Cumbernauld – sessions on employment rights;
- Optimising Youth Employment event, Edinburgh;
- West Lothian Youth Congress, Linlithgow;
- STUC Youth Conference, Glasgow;
- Mallaig High School – two classroom sessions delivered;
- Currie High School – classroom session delivered;
- Public Sector Employability Training Academy – session to school leavers;
- 'There Is A Better Way' session to secondary students from Golspie, Tain, Dornoch and Brora;



Participants at Young People's event, STUC Annual Congress 2013

- Inverness school reps session;
- Craigholme School for Girls, Glasgow – classroom session;
- Ayr Academy – classroom session;
- Unions into Schools reps event at STUC;
- Royal High School, Edinburgh – classroom sessions; and
- St. Maurice's, Cumbernauld – quiz sessions.

UNIONS INTO COLLEGES

The General Council has also delivered an increased number of sessions in Colleges. The STUC now has a monthly trade union advice and support stall in all campuses of Edinburgh College.

SUPPORT@WORK

The Support@Work employability project, funded since 2005 by Capital City Partnership and the City of Edinburgh Council, is a partnership between the STUC and Edinburgh TUC. The Project has continued to provide crucial support for those entering the workplace, or returning to work after unemployment, caring responsibilities or long-term sick leave.

Support@Work operates on the premise that early intervention is best and the sooner a worker engages in seeking to resolve issues in the workplace, the more likely they are to deal with them properly and fairly which helps



sustain employment. Support@Work provides information, support and advice and training on issues which, if not dealt with correctly, can leave some workers feeling under-valued or even threatened. This includes advice on contracts of employment, basic rights at work and the role of trade unions in the workplace.

Support@Work has provided training to those returning to work and 'employability' organisations on the following issues:

- basic employment rights and contracts of employment
- sickness and absence policies and procedures
- safe and healthy working

- The Equalities Act 2010
- the role of the union.

Support@Work also organised an in-depth three day In-Work Support Course covering essential aspects of equality and health and safety at work issues.

Support@Work also delivered a presentation at the 2014 Healthy Working Lives Awards in Edinburgh and training on 'Supporting workers with health and disability issues' to union reps, Macmillan Support Staff and NHS Occupational Therapists, both in March 2014.

PROGRESSIVE WORKPLACE POLICIES FOR SCOTLAND REVIEW

The Memorandum of Understanding (MoU) between the STUC and Scottish Government acknowledges that trade unions are key social partners playing an important role in sustaining effective democracy in society, particularly at the workplace, and that the existence of good employment practices are a key contributor to economic competitiveness and social justice. It also confirms that the Scottish Government will support, as far as practicable, effective trade unionism, fair employment practice, and greater partnership between employers and trade unions.

To further build on the terms of the MoU; on the co-operation between the STUC and the Government on union learning and through the Close the Gap and One Workplace projects; and on the 'Supporting Economic Growth, Jobs, Well-Being And More: The key role of Trade Union workplace representatives' document launched at last year's Congress, the General Council proposed to the First Minister that the Scottish Government instigate an Independent Review into the positive impact unions have on the economy and society.

The Progressive Workplace Policies for Scotland Review, Chaired by former Enterprise Minister Jim Mather was launched in February and will consider opportunities to promote collective bargaining, workplace democracy, diversity and equality, including the participation of women; opportunities for innovation which will enhance productivity, workplace development and labour market security and resilience; and will identify existing good practice, the benefits it delivers, and how it might be more widely adopted and secured.

The General Council was fully involved in agreeing the Terms of Reference of the Review and its membership, and nominated the General Secretary; Lilian Macer, UNISON's Scottish Convenor; and Mary Alexander, Unite's Deputy Scottish Secretary, to serve on the Review Group. The Review Group is scheduled to report on its findings in July 2014.

THE CARR INQUIRY

The approach of the Scottish Government in establishing the Progressive Workplace Policies for Scotland Review

stand in stark contrast to the approach of the UK Government in initiating an Inquiry into the Conduct of Industrial Disputes in the wake of the dispute at Ineos, Grangemouth. The initial intention of the UK Government was that the Inquiry would be conducted by Bruce Carr QC with assistance from a union and employer nominee. Having been unable to secure neither a union nor employer nominee, the Government decided to proceed with the Inquiry to be undertaken solely by Bruce Carr QC.

The General Council has agreed that it will not co-operate with the Inquiry and has been concerned at the lack of transparency in relation to its Terms of Reference and timescale. The General Council is also concerned at the potential implications of the Inquiry for union organisation and activity in key public services and utilities given its expected focus and the adoption of its recommendations in the 2015 Tory election manifesto.

THE LOBBYING BILL

The General Council engaged in intensive lobbying to oppose the main provisions of the UK Transparency of Lobbying, Non-party Campaigning and Trade Union Administration Bill and met with the Electoral Commission as well as addressing a number of meetings of affiliates to promote its opposition. The General Council also liaised with the TUC, WTUC and the Irish Congress of Trades Unions over the potential impact of the Bill on union campaigning. The General Council also met with officials of the Scottish Government to help shape its response to the Bill.

The Bill passed into law at the end of January. Although some concessions were achieved in relation to Section 2 of the Bill, relating to third party campaigning, the final Act contains considerable potential restrictions on the ability of the STUC to undertake campaigning and policy activity during election periods as well as specific anti-trade union provisions with respect to membership data collection, publication and confidentiality.

In respect of the Scottish Government pledge to tackle lobbying, the General Council was supportive of the original Member's Bill proposed by Neil Findlay MSP and gave evidence to the Parliamentary Standards Committee in support of the key provision to create a mandatory register of lobbyists in the Scottish Parliament.

COURT FEES, CIVIL JUSTICE REFORM AND GILL RECOMMENDATIONS

The General Council continued to engage with the Scottish Government and various stakeholders on the various legislative proposals emanating from the Gill Review of the civil justice system in Scotland. A key focus during the year was the consultation and process leading towards the introduction to the Scottish Parliament of the Courts Reform Bill.

The General Council in conjunction with Thompsons solicitors ran a postcard campaign inviting MSPs to support it in raising concerns over the treatment of workplace personal injury cases within the proposed new system and to ensure that automatic right to Counsel is retained for the new specialist personal injury Sheriff Court. The General Council continues to be highly concerned by the treatment of these two issues within the Courts Reform Bill and is engaged in vigorous lobbying to persuade the Government to amend its approach.

The General Council's concerns have been raised with the First Minister, the Cabinet Secretary for Justice and the opposition party leaders in the Scottish Parliament.

FATAL ACCIDENT INQUIRIES

The General Council has continued to lobby for improvements in the Fatal Accident Inquiry system to ensure lessons are learned from deaths at work, that any recommendations proposed in Sheriffs' determinations are implemented in full and, most importantly, bereaved families have confidence in the system and they are fully included in the process.

At the time of reporting, the Inquiry into 15 deaths in the Miller Helicopter tragedy has just concluded with a determination expected shortly. The General Council was deeply concerned that the families of the bereaved had to wait nearly five years for answers as to why this tragedy happened. The General Council has strongly supported the Private Member's Bill lodged by Patricia Ferguson MSP, 'Inquiries into Sudden Deaths (Scotland)' Bill. If enacted, the Bill will deliver a much needed radical overhaul of Fatal Accident Inquiries including the extension of the scope of inquiries to cover deaths as a result of occupational diseases.

The General Council submitted a comprehensive response to the consultation Bill drawing from the experience of shortcomings in previous inquiries and the wider public inquiry, the General Council helped bereaved families win, following the ICL tragedy in 2004. The General Council, along with Thompsons Solicitors, will continue to support Patricia Ferguson MSP in her efforts to secure a fairer and more effective Fatal Accident Inquiry procedure.

EMPLOYMENT TRIBUNALS

The General Council has continued to express its opposition to the UK Government's decision, taken in July 2013, to introduce fees for workers wishing to access Employment Tribunals to seek reparation for harm caused as a result of the denial of employment rights.

Acting on the decision taken at the 2013 Congress, the General Council wrote to the Scottish Cabinet Secretary for Justice, Kenny MacAskill MSP, calling for the administration of employment tribunals to be devolved and arguing that fees should not be implemented under any new system.

The General Council will closely analyse the annual statistics for Employment Tribunals, expected in April, to determine if any decrease in claims lodged exceeds the number of spurious claims that the introduction of fees was designed to deter.

Early Conciliation was also introduced at the beginning of April with claimants having to provide evidence from ACAS that efforts have been made to resolve any issues through conciliation before a claim will be accepted by the Employment Tribunals Service. In March, the General Council held a briefing session for affiliates and other organisations at which ACAS outlined the new procedures.

INTERNSHIPS

The General Council has continued to be concerned at the use of all forms of temporary labour including internships. The General Council's Working Group on Organising intends to use the first STUC Organising Conference in September, to focus on how those participating in internships and other forms of potentially exploitative employment can access unions and the protections afforded by trade union membership.

The General Council commended Kezia Dugdale MSP for her efforts to secure a living wage for parliamentary internships lasting one month or more and in offering structured internships in her own office that include the appropriate training and support.

Acting on the resolution adopted at the 2013 Congress, the General Council sought assurances from the UK Government that all internships are legally compliant and highlighted the document 'The Common Best Practice Code for High Quality Internships' and enquires about the steps taken to promote best practice.

The General Council also encouraged STV to adopt best practice in the employment arrangements for students from Glasgow Caledonian University and Edinburgh Napier University undergoing training placement at the new local TV stations, Edinburgh TV and Glasgow TV.

NORTH SEA SAFETY

Acting on the emergency resolution adopted by the 2013 Congress, the General Council, together with the STUC's offshore affiliates, met with Kevin Myers, HSE Deputy Chief Executive and Susan Mackenzie, Head of the HSE's Energy Division to discuss the HSE's decision to set up the new Energy Division. As a result of the meeting, the HSE committed to developing a positive and constructive relationship with the STUC and offshore unions. While no further meetings have taken place the initial concerns of the STUC and offshore unions have largely been allayed, although the General Council will continue to work with affiliates to monitor the operation of the energy division in relation to its role offshore.

Following the helicopter tragedy off Shetland when a Super Puma ditched killing 4 offshore workers, the

General Council, together with the offshore unions met with Fergus Ewing MSP, Scottish Government Minister for Energy Enterprise and Tourism to discuss trade union concerns over offshore helicopter safety.

These discussions focused around three key issues: the case for an independent judicial inquiry; immediate measures to reduce the risk to offshore workers and restore confidence in offshore helicopter travel; and the importance of a constructive industrial relations environment for the long term sustainability of the industry.

In February 2014, the Civil Aviation Authority (CAA) published the findings of its Review into the tragedy. Its recommendations include the reconfiguration of seating arrangements to ensure all passengers are sitting beside an emergency exit. This and the wider recommendations in the report were broadly welcomed by the General Council and offshore unions although concerns remain about the ability of the CAA to ensure that they are enforced across the industry.

The General Council continues to believe that a full public inquiry into helicopter safety in the North Sea is necessary.

ASBESTOS

The General Council has supported the Private Member's Bill lodged by Stuart McMillan MSP, 'Recovery of Medical Costs for Asbestos Diseases (Scotland)' Bill which seeks to ensure that NHS Scotland can recover costs for treatment of asbestos related diseases in the same way as costs can be recovered for treating physical injuries sustained at work.

The General Council supported recovery of costs for asbestos diseases in 2003 when proposals were put forward to extend recovery of medical costs to all personal injuries, a process that, since 1999, has been limited to costs for treating victims of road traffic accidents. The General Council believes that this is a natural progression and will continue to work with Clydeside Action on Asbestos, other asbestos groups and Thompsons Solicitors to support this Bill as it progresses.

On behalf of Scottish Action on Asbestos, the General Council and Thompsons Solicitors submitted Freedom of Information requests to all local authorities in Scotland. The FOI requests sought information from local authorities on steps taken to manage asbestos in schools including identifying properties containing asbestos, and copies of any survey reports, maintenance records and updated risk assessments.

At the time of reporting, slightly less than half of the 32 local authorities have responded. An initial analysis of the information received so far reveals that a substantial number of schools contain asbestos. Follow-up FOI requests will be sent to those yet to respond with a view to consulting with education unions and publishing the

results at a Scottish Hazards Asbestos event later in the year.

The General Council considers it important that accurate information is available on workplaces containing asbestos. In the coming months, the General Council will consult with affiliates with a view to establishing an Asbestos Register, accessible to all STUC union affiliates and their legal representatives to help support asbestos claims.

The General Council continues to support all asbestos groups in their fight for justice for asbestos victims and particularly Clydeside Action on Asbestos and its efforts to seek legislative change supported by Thompsons to ensure those who have inflicted asbestos disease on sufferers pay the full cost for compensation and cost of treatment.

EXCLUSION OF CIVIL LIABILITY

During the year, the UK Government removed civil liability from health and safety legislation. This change was implemented without public consultation through an amendment to the Enterprise and Regulatory Reform Bill. The resulting legislation means that workers rather than being able to rely on a statutory breach of health and safety regulations will now have to prove the employer was negligent.

In response, the General Council with the support of Thompsons Solicitors submitted a complaint to the European Commission on the basis that the Bill, as originally introduced to Parliament by the UK Government, contained no provision for removing civil liability for breach of health and safety statutory duties, the clause (Section 69) having been added to the Bill by Government amendment in its initial course through the House of Commons. Furthermore, the General Council's complaint contends there was neither public consultation prior to the introduction of this clause into the Bill, nor any consultation with the European Commission and that appropriate proceedings should be taken against the UK Government.

The UK Government has rejected the General Council's complaint. Acting on its behalf, Thompsons, on advice of Senior Counsel, has responded highlighting a number of weaknesses in the UK Government's arguments to justify their rejection of the complaint not least that Section 69 of the Regulatory Reform Bill removes rights, in this case from workers, and this is not allowed under European Law.

The General Council fully intends to continue to pursue its complaint in the period ahead.

BLACKLISTING

Follow extensive and constructive discussions with the General Council and the construction industry unions, the Scottish Government published guidance for public sector bodies on Blacklisting. The guidelines make it clear

that public bodies should only give new public contracts where Blacklisting employers have taken appropriate remedial action in a number of key areas including making an apology to the affected workers; issuing a statement on future conduct; and proving compliance with any Tribunal ruling made against them in relation to Blacklisting.

The General Council also welcomed the provision for the potential removal of an existing contract from any firm which is proven to have lied in its tender submission.

The General Council will continue to work with the Scottish Government to monitor the use of this guidance and to collect and publish evidence of where Blacklisting continues to operate.

The General Council supported the Blacklisting Day of Action on 20 November and a lobby of the Scottish Parliament organised by construction trade unions and the Blacklist Support Group. As part of the day, the General Council was represented at a lunchtime event in the Parliament sponsored by Neil Findlay MSP which was addressed by trade union representatives and blacklisted workers.

The General Council has continued to support the work of the Scottish Affairs Committee to uncover the true extent of this Blacklisting. The Committee's interim report was published shortly before the 2013 Congress. The report recommended further work to ascertain whether blacklisting still exists, what compensation should be paid and appropriate punishment for offenders.

The General Council support the view that levels of compensation and the terms of the scheme being offered by industry are totally inadequate and do not reflect the pain and suffering endured by blacklisted workers. The General Council will continue to support the STUC's construction affiliates in their fight for justice for blacklisted workers.

SCOTTISH CENTRE FOR HEALTHY WORKING LIVES

The General Council continues to be represented on the National Advisory Group of the Scottish Centre for Healthy Working Lives (SCHWL) and acknowledges the work the Centre has done to promote safer and healthier workplaces in Scotland. In the coming period the Centre will focus on health inequalities in the workplace and discussions are ongoing on the General Council's role in helping to progress this work.

The General Council has continued to work closely with SCHWL to develop specific areas of work in the voluntary sector which are taken forward through the Support@Work Project.

At the time of reporting, the General Council is planning to organise an event involving the STUC Equalities Committees and the SCHWL to discuss opportunities for

joint working to develop a strategy on mental health in the workplace and the role for these Committees in promoting mentally healthy workplaces.

In conjunction with Scottish Union Learning, opportunities have been identified for joint working between the SCHWL and individual affiliates to promote the importance of good mental health within the workplaces where they organise.

PARTNERSHIP FOR HEALTH AND SAFETY IN SCOTLAND

The Partnership for Health and Safety in Scotland (PHASS) was formed in 2005 at the instigation of the General Council. While some initiatives, such as the Scottish Health and Safety Action Plan, have been valuable, the General Council believes that PHASS has not delivered on some of the original objectives it proposed, such as overseeing the effectiveness of health and safety enforcement in reducing workplace fatalities, injuries and occupational ill health and investigating specific areas of concern in relation to occupational health and safety matters as they affect Scottish citizens.

The General Council has, therefore, supported a further review of PHASS, a position supported by other members of the Partnership and will be seeking to ensure that PHASS can focus on scrutiny of Scotland's health and safety performance and encouraging greater engagement with the Health and Sport Committee of the Scottish Parliament in matters relating to health and safety, recognising that at present health and safety legislation is reserved to Westminster.

WORK RELATED SUICIDE

The General Council is currently discussing with Siobhan McMahon MSP how the sensitive issues of work related suicides can be addressed. Initial discussions have taken place with the Scottish Association for Mental Health (SAMH) on the development of its new strategy. In the period ahead, the General Council will be working with SAMH and TUC Education to investigate how the courses SAMH delivers on suicide prevention can be made suitable for union reps and full time officers and funding secured for their provision.

CLUTHA HELICOPTER TRAGEDY

At short notice the General Council set up a helpline for trade union members and their families to get access to legal advice and support following the Clutha Helicopter crash in Glasgow on 29 November 2013. Through this service it was possible to direct injured trade union members to their trade union legal representatives.

The helpline received 11 calls demonstrating the importance of trade union legal services to members and their families.

THE CLOSE THE GAP PROJECT

The General Council hosts and continues to play a leading role in the Close the Gap project, which is funded by the Scottish Government and works across Scotland to enable and encourage action to address the gender pay gap.

Project partners for the fifth phase of activity include the STUC, the Equality and Human Rights Commission, the Scottish Government, Scottish Enterprise, Skills Development Scotland, and Highlands and Islands Enterprise.

Private Sector Activity

Close the Gap has continued to carry out partnership work with STUC affiliated trade unions and employers, to identify and address barriers to women's equal participation in the labour market.

The project continued to work with employers in large finance sector organisations, and continues its focus on the renewable energy sector, specifically, policy development around the under-representation of women and the effect this has on economic growth. Close the Gap continued to support the Women in Renewable Energy in Scotland (WiRES) network in its work to support women in the sector, and is represented on its steering group.

Public Sector Activity

Close the Gap continued to provide support to unions and employers in the higher and further education sectors, to achieve equal pay for women workers and to enhance compliance with the public sector equality duty. The project also provided demand-led support to other public authorities, and supported local authorities, NHS Boards, police forces, and other public bodies in meeting their obligations under the duty.

Working with trade unions on occupational segregation

In February 2014, Close the Gap published a report 'Shifting the Balance: trade union responses to tackling occupational segregation', which explored the action unions have taken on this issue. At the time of reporting the report is being widely distributed to unions and follow up activity being considered. The project is also working with the Scottish Union Learning Learning Fund projects to support activity focused on addressing occupational segregation in the workplace.

Be What You Want Campaign

The Close the Gap 'Be What You Want' campaign, which aims to tackle gender stereotypes and help young people make informed decisions about subject and career choices, is now in its second phase. After a series of successful school visits undertaken during the year, the campaign will now focus on developing pilot work in selected local authority areas.

Big Lottery Funding

The General Council was successful in obtaining Big Lottery Fund funding to enable Close the Gap to focus on two additional areas of work to progressing gender equality. The Think Business, Think Equality project will develop and pilot a self-assessment tool for private sector employers in Scotland. A programme of work is also being developed to support the sustainability of the Women in Renewable Energy Scotland (WiRES) network. This will include a mentoring programme and networking and skills events for women working in the sector.

ONE WORKPLACE EQUAL RIGHTS

This year marks the 10th Anniversary of the STUC's One Workplace Equal Rights project. One Workplace aims to promote equality and tackle racism in the workplace by building the capacity of Scottish trade unions on equality issues through the delivery of a series of activities and resources.

Equality Mentoring and Work Shadowing Project

The General Council was successful in obtaining Big Lottery Fund funding to enable it to establish the 'Equality Mentoring and Work Shadowing' project. The project aims to remove barriers to progression for Black and Minority Ethnic (BME) workers in the college and university sectors in Scotland. This cross-institutional initiative will develop and deliver a mentoring programme for BME staff within the two sectors.

The college and university unions (EIS, UCU, UNISON and Unite) are fully involved in the project and eight employers have agreed to participate. A Steering Group comprising the sector unions, Universities Scotland, Colleges Scotland, the STUC Black Workers' Committee and the Equality Challenge Unit has been established and will guide and monitor the project. In addition, consultants have been commissioned to deliver training for mentors and mentees and conduct an external evaluation of the project as it moves forward.

The first training session for mentors and mentees took place in March 2014 with the number of participants in line with initial expectations.

Community Links

One Workplace has continued its work to improve links between Scottish workplaces, unions and communities to increase opportunities for underrepresented communities to engage in employment, training, civic participation and learning.

In response to DWP figures which show that in the year to September 2013, the unemployment rate for the Black and the Pakistani/Bangladeshi communities was 12 per cent, and 6 per cent for white jobseekers, One Workplace organised a four day young person work placement with CEMVO Scotland's Young Confident and Connected

programme. The programme provided training and support for young people aged 16–25 from an ethnic minority background.

The young person worked with One Workplace, Scottish Union Learning, Close the Gap and in the STUC's Corporate Team and a comprehensive learning and support programme was developed and implemented to build the young person's confidence, work skills and enhance future employability prospects.

One Workplace has also continued working in partnership with BEMIS Scotland and the Scottish Refugee Council in organising an annual employability conference. This year's conference, held on 10th March 2014 on 'Employment, Race Equality and the Referendum', aimed to generate informed debate regarding employment and race equality in the context of the forthcoming independence referendum. The Conference was addressed by Angela Constance MSP, Minister for Youth Employment. Speakers from Better Together and Yes Scotland also participated. The conference was attended by 50 delegates from unions and community organisations. At the time of reporting, the issues raised at the conference are being consolidated in a conference report and One Workplace will consider the action it can take in response.

One Workplace Equality Award

One Workplace continued to manage the annual One Workplace Equality Award to increase action and improve practice on tackling discrimination and promoting equality by STUC affiliated trade unions. The Award aims to ensure and encourage good practice in equalities, by encouraging trade union organisations and their members to take forward equal opportunity issues. The recipient of the 2014 Award was chosen by an Adjudication Panel established by the General Council. The Award will be presented at the 2014 Congress.

Capacity Building

One Workplace has continued working with Scottish Union Learning to deliver Bargaining for Equality

workshops to union learning reps. Workshops were held in Fife, Dumfries, Stornoway and Tayside this year with the aim of promoting equality through learning. Further seminars and workshops are planned in Inverness and Central Scotland and an updated Bargaining for Equality toolkit is in development to support this work.

One Workplace has also updated its 'Supporting Lesbian, Gay, Bisexual and Transgender (LGBT) Workers' Guide for Trade Unions' in partnership with Stonewall Scotland. The updated guide, which aims to sustain and build on the work that the General Council and One Workplace have already undertaken, will be available at Congress, STUC Equalities Conferences and online.

In addition, the project maintained a presence at STUC Congress, STUC Equalities Conferences, Scottish Union Learning Conference, and other related trade union, employer and voluntary/community events delivering workshops, exhibiting and undertaking other marketing activity.

ONE WORKPLACE 10TH ANNIVERSARY

A number of resources and promotional items have been developed as One Workplace celebrates its 10th Anniversary. The Anniversary will be marked at a special reception at the 2014 Congress.

With an emphasis on stronger digital communications moving forward, One Workplace is re-launching its website (www.oneworkplace.org.uk) and enhancing its existing social media channels as part of its 10th Anniversary celebrations. The website will aim to act as a signpost to advice and resources for unions, employers and individuals that promote equality and tackle discrimination.

The One Workplace website will be interactive and accessible for all users. Other specific features will include a members' section for the Equality Mentoring and Work Shadowing project and a comprehensive resource section through which current and future resources can be easily accessed. In addition, the website will improve the links with the existing One Workplace social media platforms on Twitter and Facebook.

Government and Parliamentary Liaison

THROUGHOUT the year, the General Council has engaged in regular dialogue with Scottish Government, within the framework set by the Memorandum of Understanding, and with political parties within the Scottish Parliament. Contact has also been maintained with relevant Ministers and Shadow Ministers at Westminster, and with the Westminster Labour Trade Union Group.

The product of the General Council's Parliamentary liaison activity is referred to throughout this report. Much of it has focused on advancing STUC policy on the economy, public services, education and skills and employability, employment rights and on the Independence Referendum. The General Council's work on the Referendum which has been taken forward under its 'A Just Scotland' initiative is reported on below.

SCOTTISH GOVERNMENT AND PARLIAMENT

The General Council and the First Minister of Scotland, Alex Salmond MSP, met on 5 June and 20 November 2013. The issues discussed included the economy; the nature of the Scottish labour market; the positive role of trade unions in the workplace and wider society; the Women's Employment Summit; and the Referendum on Independence.

The General Council was represented at the event on 26 November 2013 at which the First Minister and Cabinet launched the White Paper 'Scotland's Future'.

Following a discussion at the November FM Biannual meeting, the Scottish Government established an Independent Review Group, chaired by Jim Mather entitled: 'Working Together – Progressive Workplace Policies for Scotland'. The General Council nominated the General Secretary, Grahame Smith; Lilian Macer, UNISON; and Mary Alexander, Unite, to serve on the Review Group. Details of the remit of the Group and its work to date are contained in Chapter 6 of this Report.

A number of meetings have taken place with Scottish Government Ministers specific to their portfolios. These included:

- John Swinney MSP, Cabinet Secretary for Finance, Employment and Sustainable Growth, to discuss the Scottish Budget and European Structural Funds;
- Keith Brown MSP, Minister for Transport and Veterans, to discuss the ScotRail franchise, with specific reference to the issue of indemnification (with representatives from TSSA and ASLEF);
- First Minister, Alex Salmond MSP, to discuss the financial sector (with representatives of Unite);
- Fergus Ewing MSP, Minister for Energy, Enterprise and Tourism, to discuss offshore health and safety (with representatives of the offshore unions);
- John Swinney MSP, Cabinet Secretary for Finance, Employment and Sustainable Growth, to discuss public service workforce development; and
- John Swinney MSP, Cabinet Secretary for Finance, Employment and Sustainable Growth, to discuss the Progressive Workplace Policies of Scotland Review.

Arising from the Women's Employment Summit in September 2012, the Scottish Government established the Ministerial Advisory Group on Women and Work, chaired by Angela Constance MSP, Minister for Youth Employment, on which the General Council is represented by Anne Douglas, Prospect. During the year under report, the Group has met quarterly, and given particular focus to discussions on childcare and on occupational segregation.

The General Council has been an active participant in meetings of the National Economic Forum and a number of other Scottish Government groups including, the Scottish Government's European Structural Funds Programme Monitoring Committees for Lowland and Upland Scotland and for the Highlands and Islands; the Shadow Monitoring Committee for the new Structural and Investment Funds Programme; the Scottish Government Anti-Trafficking Progress Group; the Scottish Economy Board and Partnership Group; the Scottish Government Cross Directorate Group on Occupational Segregation; the Public Service Workforce Development Group; the Scottish Government's Coal Industry Taskforce; the Trade Union Working Party on Lifelong Learning; the Tax Consultation Forum; the Scotland Performs Working

Group; the Women's Employment Summit Research Sub Group; and the Scottish Government Stakeholders Group on Violence Against Women.

The General Council also participated in meetings with the Scottish Government Procurement Division to discuss and agree revised procurement guidance to tackle Blacklisting.

Scottish Government Ministers have addressed the STUC Women's Conference and other STUC Equality Conferences and partnership events throughout the year. The First Minister met with two of the three STUC Union Rep Award recipients at the Scottish Parliament on 19 February 2014.

Meetings were held with Johann Lamont MSP, Leader of the Scottish Labour Party, and the Shadow Cabinet, on 14 January and 1 April 2014. Topics discussed included the economy; the Scottish Budget; the Independence Referendum and the Scottish Labour Party Devolution Commission; Youth Employment; Welfare Reform; and Civil Justice/Courts Reform.

A number of meetings took place with members of the Shadow Cabinet in the Scottish Parliament, to discuss specific policy areas.

These included:

- Jackie Baillie MSP, Shadow Cabinet Secretary for Social Justice, Equalities and Welfare, to discuss the Procurement Reform Bill; women's equality; and the 'Bedroom Tax';
- Jenny Marra MSP, Shadow Minister for Youth Employment and Shadow Deputy Finance Minister, to discuss economic development issues; youth employment; women's employment and equality;
- Clare Baker MSP, Shadow Minister for Rural Affairs, to discuss women and the rural economy; and
- Drew Smith MSP, Shadow Minister for the Constitution, to discuss the Independence Referendum and Labour's Devolution Commission.

The General Council also worked with the office of John Pentland MSP to support an exhibition in the Scottish Parliament to mark 2013 International Workers' Memorial Day, and his Members Debate on 25 April.

On 20 November 2013, the General Council participated in an event at the Scottish Parliament to mark the 'Day of Action on Blacklisting' hosted by Neil Findlay MSP. A joint STUC/Scottish Government press release was issued on the day, to mark the publication of the Scottish Government revised procurement guidance, developed with the trade unions, to tackle blacklisting.

General Council representatives and affiliates attended meetings of the Backbench Labour Trade Union Group, convened by Drew Smith MSP. Amongst the range of issues discussed at these meetings were: the STUC 'Better Way' and TUC 'Austerity Uncovered' campaigns; the 'A Just Scotland' initiative; the Scottish Government's Programme for Government; the Scottish Budget; the



CWU 'Closing the Loophole Campaign'; public sector pension, including the FBU pension dispute; zero hour contracts; the Living Wage Campaign; public sector pay policy; and workforce development, including European Driver Certificate of Professional Competence Legislation.

In addition, with the support of members of the Labour Trade Union Group, a May Day event was held in the Scottish Parliament, with entertainment provided by Arthur Johnstone, at which the STUC President, Harry Frew, spoke.

One meeting has taken place of the SNP Backbench Trade Union Group, at which the General Council and a number of affiliates were represented.

The General Council was represented at various events during the Festival of Politics at the Scottish Parliament in August 2013.

Scottish Parliament Trade Union Week

Trade Union Week in the Scottish Parliament took place week beginning 17 February 2014.

Throughout the week, support was provided by the Scottish Parliament Events Team, and through the offices of a number of MSPs, in particular that of Drew Smith MSP.

A programme of events was facilitated by the General Council with affiliates. These events included:



During Trade Union Week, STUC highlighted current campaigns, including the work of the Equality Committees. Nigel Don MSP; Pauline Walker, STUC; Ann Henderson, STUC; Shona Roberts, STUC; Craig Cameron, ASLEF, Chair STUC LGBT Workers Committee

- a seminar on the Future of Scotland's Ferry Services, hosted by John Finnie MSP;
- the promotion of the 'Trust a Dietitian' campaign by the British Dietetic Association;
- 'The Value of Heritage' drop in session with members of Prospect;
- a session organised by the STUC Unions into Schools project on 'A Just Scotland' with participants from Coltness High, St David's High, and the Canongate Youth Project, hosted by Neil Findlay MSP and Alison Johnstone MSP;
- EIS and campaigning against child poverty; and
- a session organised by the Chartered Society of Physiotherapists for their members with MSPs from the Scottish Parliament Health Committee.

Elaine Smith MSP hosted a Women's Dinner in the Scottish Parliament restaurant on 18 February, with guest speaker Karen Beckwith, on the topic of labour movement organisation in the low pay sector in USA.

Scottish Union Learning promoted its work on Modern Apprenticeships, focusing on equality, through a meeting hosted by Bill Kidd MSP, and by hosting a stall for a day in the Exhibition area.

The Scottish Parliament Education and Outreach Team ran sessions for union affiliates reps on the operation of the Parliament. The STUC Reception in the Garden Lobby on 19 February was well attended, despite a change to Parliamentary business which delayed the start time considerably.

Arising from the Unions into Schools Songs Festival in November 2013, arrangements were made for a community drumming group, 'One Big Drum' from Dornoch, to visit the Parliament and to perform at the STUC Reception. A programme of activity was organised for the group, with the assistance of the Scottish Parliament staff, Jean Urquhart MSP and Rhoda Grant MSP. Very positive feedback was received from the group, from MSPs and Parliament staff about the visit.

During Trade Union Week in the Scottish Parliament, the General Secretary met individually with each of the Party leaders: Willie Rennie MSP, Leader of Scottish



Members of One Big Drum, a community drumming group from the North East of Scotland, with a number of MSPs at the Scottish Parliament. The Group performed at the Garden Lobby Reception during Trade Union Week

Liberal Democrats; Patrick Harvie MSP, Leader of Scottish Green Party; Ruth Davidson MSP, Leader of Scottish Conservative Party; and Johann Lamont MSP, Leader of Scottish Labour Party.

Representatives of the General Council, attended a presentation from the Commonwealth Games Organising Committee on 4 March 2014, facilitated by the Scottish Government.

During the year, the General Council engaged on an ongoing basis with officials of Scottish Government and Scottish Parliament Committee Clerks. The General Secretary meets regularly with the Permanent Secretary to the Scottish Government. Regular contact has also been maintained with the Scottish Government's Chief Economic Advisor, the Director General Enterprise, Environment and Digital and other members of the Scottish Government's Strategic Board.

The General Council's relationships with Scottish Government officials in the Employability, Skills and Lifelong Learning Directorate and the Equality, Human Rights and Third Sector Division are of particular importance to the development of the STUC's skills and learning and equalities activities which receive Scottish Government funding.

UK GOVERNMENT AND PARLIAMENT

At the request of Unite, the General Secretary arranged a meeting with Michael Fallon MP, Minister of State for Business and Enterprise, to discuss the developing situation at Ineos, Grangemouth. The meeting, which took place on 8 October 2013, was also attended by Pat Rafferty, Unite's Scottish Secretary. During the Ineos dispute, the General Secretary held several conversations with Scotland's First Minister and other Scottish Ministers and the Secretary of State for Scotland to ensure that the position of the General Council in support of Unite was clearly understood.

There has been regular contact with the Scotland Office. On 7 June, the General Secretary participated in a Roundtable discussion convened by the Scotland Office, with a number of Senior Officials of UK Government

Departments. On 24 June, the General Secretary met with Michael Moore MP, Secretary of State for Scotland and on 3 March 2014, with his successor Alistair Carmichael MP.

On 13 February, the General Secretary attended a UK HM Treasury event in Edinburgh, addressed by the Chancellor of the Exchequer George Osborne MP, on Monetary Union and Independence.

As a member of PILOT (formerly the Oil and Gas Taskforce) and the Oil and Gas Council, the General Secretary, engages with Ed Davey MP, Secretary of State for Energy and Climate Change and Michael Fallon MP, Minister of State for Business and Enterprise.

Regular contact has been maintained with the Director of the Scotland Office and other UK Government Officials. On 15 October and 20 November 2013, representatives of the General Council met with officials from the HM Treasury to discuss its Scotland Analysis research programme and on 10 February the General Secretary met with officials at the Department of Business, Innovation and Skills to discuss the Oil and Gas Council. Regular contact is also maintained with senior BIS officials on a range of issues and with officials at the Department for Energy and Climate Change.

Regular contact has been maintained with the Scottish Affairs Committee on a range of issues, including welfare reform and Blacklisting. In June, the Chair of the Committee, Ian Davidson MP, spoke at the STUC Conference on the Bedroom Tax in Edinburgh.

Representatives of the STUC General Council met with Scottish members of the Westminster Labour Trade Union Group on 5 November 2013 and 26 March 2014. Discussion in November included the economy; pension policy and regulation; the Lobbying Bill and Ineos, Grangemouth. The main agenda item in March 2014 was consideration of the UK Budget, with the Budget Statement in the House of Commons having been presented by the Chancellor of the Exchequer on 19 March. Regular contact was maintained with Frank Doran MP, as Convenor of the Parliamentary Group, throughout the year.

Representatives of the General Council also met Cathy Jamieson MP, a member of the Shadow Treasury Team in November to discuss the Chancellor's Autumn Statement.

In October, an open meeting for affiliates was held with Ian Murray MP, as Shadow Business Minister for Employee Relations, Postal and Consumer Affairs. This meeting discussed issues of mutual interest with regard to employment and trade unions, including zero hours contracts, the UK Lobbying Bill, and the privatisation of Royal Mail.

In June, a meeting was held with Baroness Joyce Gould to discuss matters relating to women's equality.

Agreement was reached last year for regular quarterly meetings between the General Council and the Scotland

Shadow Cabinet Team. Members of the Secretariat and General Council met with the Shadow Secretary of State for Scotland, Margaret Curran MP, and members of the Shadow Scotland Frontbench Team on 10 May, 6 September and 22 November 2013, and on 26 March 2014.

Members of Parliament have accepted invitations to attend and to address the STUC Equalities Conferences, including Anas Sarwar MP who spoke at the Black Workers' Conference in October, and Anne Maguire MP who participated in a panel session on the Independence Referendum at the Women's Conference in Dundee in November.

CONSULTATIONS

Throughout the year, the General Council has made representations to the Scottish and UK Governments and Parliaments in writing and in person.

Oral evidence provided to Parliamentary Committees included:

- evidence on the Regulatory Reform Bill to the Economy, Energy and Tourism Committee of the Scottish Parliament – 12 June 2013;
- evidence on the Bedroom Tax to the House of Commons Scottish Affairs Committee – 16 July 2013;
- evidence on the Draft Scottish Budget 2014/2015 to the Scottish Parliament Finance Committee – 9 October 2013
- evidence on the Scottish Budget 2014/2015 to the Scottish Parliament Local Government Committee – 9 September 2013;
- evidence on the Procurement Reform Bill to the Infrastructure and Capital Investment Committee of the Scottish Parliament – 4 December 2013;
- evidence on the Inquiry into Lobbying to the Standards, Procedures and Public Appointments Committee of the Scottish Parliament – 30 January 2014;
- evidence on the Fathers and Parenting Inquiry to the Equal Opportunities Committee – 20 March 2014;
- evidence on the Revenue Scotland and Tax Powers Bill to the Scottish Parliament Finance Committee – 19 March 2014;
- evidence on the Courts Reform (Scotland) Bill to the Justice Committee – 25 March 2014;
- evidence on Scotland's Economic Future Post 2014 to the Scottish Parliament Economy, Energy and Tourism Committee – 2 April 2014.

In addition, in October representatives of the General Council met with Christina McKelvie MSP, Convenor of the European and External Affairs Committee, to discuss procurement reform and a range of EU issues.

During 2013–14, the General Council submitted responses to the following consultations:

Scottish Government

- Commission for Developing Scotland's Young Workforce
- Making Justice Work – Courts Reform (Scotland) Bill
- Marriage and Civil Partnership (Scotland) Bill
- Draft Code of Good Governance in Higher Education
- Proposed Merging of the Scottish Tribunals Service and the Scottish Court Service

Scottish Parliament

- Equal Opportunities Committee – Review of the Public Sector Equality Duty
- Finance and Economy, Energy and Tourism Committees' – draft Scottish Budget 2014–15
- Public Petitions Committee on 'End to Blacklisting'
- Equal Opportunities Committee – Draft Budget 2014–15 (disability issues)
- Proposed Human Trafficking (Scotland) Bill – Jenny Marra MSP
- Fatal Accident Inquiries (Scotland) Bill – Patricia Ferguson MSP
- Equal Opportunities Committee call for evidence – Fathers and Parenting

UK Government

- All-Party Parliamentary Group on Migration
- Ministry of Justice – Fee Remission for the Courts and Tribunals
- Review of the Public Sector Equality Duty – April 2013
- Transfer of Undertakings (Protection of Employment) Regulations (TUPE) 2006: proposed changes
- Department of Work and Pensions – Review of the Health and Safety Executive as a Non-departmental Public Body – call for evidence
- Department for Work and Pensions call for evidence – Triennial Review of HSE
- HM Revenue and Customs online questionnaire on Tax Free Childcare Scheme
- Department for Business, Innovation and Skills – Zero Hours Contracts

Other

- Scottish Human Rights Commission – Scotland's National Action Plan on Human Rights

EUROPE

The General Council has continued to maintain contact with Scottish MEPs and with the political and administrative institutions of the European Union through its membership of Scotland Europa, which is currently chaired by the General Secretary.

An informative familiarisation visit was arranged in Brussels by Scotland Europa for members of the General Council, and the STUC Women's Committee from 28 to 30 January 2014. This included a range of presentations and discussions on European Union developments and the opportunity to visit the European Parliament, and to meet with Scotland's MEPs, or with representatives from their offices.

The General Council was represented at Scotland Europa members meetings in September 2013 and February 2014 and at its St Andrew's Day Lecture in Brussels in November, 2013. The General Council has received assistance from Scotland Europa in seeking to influence the new 2014–20 Structural Funds Programme and in obtaining support under the current European Regional Development Fund for the Workplace Innovation Coalition project in which it is a partner with Strathclyde University Business School and Scottish Enterprise, amongst others.

Other work undertaken by the General Council on European Structural Funds is covered in Chapters 3 and 5 of this Report.

During the year, the UK undertook 'Balance of EU Competencies' Review, an audit of how EU powers affect a number of policy areas. The Scottish Government published its response to the Review in February 'Scotland's Priorities for EU Reform' which sets out its proposals for reforming EU law and policy within the framework of the existing EU treaties. At the time of reporting, the General Council is monitoring the approach of the Scottish and UK Governments in the context of future development at an EU level, including the European Parliament elections in June 2014, the appointment of a new Commission later in the year, Scotland's relationship with the EU in the event of a Yes vote in the Referendum and the prospect on a Referendum on UK membership of the EU post the 2015 UK elections.

ENGAGEMENT WITH POLITICAL PARTIES

On 13 January 2014, the General Council met in Glasgow with the Scottish Labour Party Devolution Commission.

The General Council was also represented at the Scottish Labour Party Conference in Perth over the period 21–23 March 2014. The Conference was addressed by STUC President, Harry Frew, UCATT, on behalf of the General Council.

SCOTLAND'S CONSTITUTIONAL FUTURE – A JUST SCOTLAND

During the year under report the General Council continued to play its full part in the developing debate on the question of Scotland's constitutional future in the run up to the Referendum on Independence in September 2014.

Building on the publication of the 'A Just Scotland' interim report, the General Council developed a dialogue with the Scottish Government and the major political parties to promote its key theme of social justice. This involved a range of bilateral meetings with Scottish UK Government Ministers; the opposition parties as well as the two official Referendum campaigns.

Discussions with the executive bodies of a number of affiliates were undertaken at Scottish and UK level and invitations accepted to address branch meetings across Scotland.

Invitations were accepted to speak to third party organisations including, but not confined to, events organised as part of the Edinburgh Fringe, by the David Hume Institute, National Institute of Economic and Social Research, Royal Society of Edinburgh, the Fabian Society and the Scottish Council for Voluntary Organisations.

The General Council also organised a number of specific events in the winter of 2013 to enable affiliates and activists to engage and develop their thinking on key Referendum issues such as the macro-economy, the labour market, welfare reform and public services. A range of further events are being planned with a particular focus on equalities.

In February, the General Council published its second 'A Just Scotland' Report, which was covered widely in the media. The Report will be circulated to Congress delegates together with recommendations for taking forward the General Council's work on Scotland's constitutional future in the run-up to the Referendum in September.

During the year, the General Council developed and published a formal enhanced devolution position, the key features of which are:

- The need to ensure that a continuing block grant element for the funding of Scottish Parliament spending is protected against future reduction and sufficiently flexible to enable active labour market interventions from the Scottish Government
- The devolution of a range of additional tax varying powers and the assignment of some other taxes to Scotland
- The maximisation of the capacity of future Scottish Governments to borrow at points in the economic cycle
- The devolution of additional welfare powers
- The devolution of a range of regulatory powers on employment, health and safety and equalities
- Strengthening the capacity of future Scottish Governments to pursue distinctive policies on immigration
- The devolution of the Crown Estate
- The passing of significant additional powers to local government

The General Council undertook a series of meetings with the pro-devolution parties to establish their approach to enhanced devolution in the case of a 'no vote'. This included providing written and oral evidence to the Labour Party Devolution Commission.

The STUC's approach to the Referendum has generated international interest. The General Secretary addressed a Conference on the STUC's approach to the Referendum organised by the CC.OO Catalunya in Barcelona on 31 March 2014. Meetings were also held with Mr Hajime Kitaoka, the Japanese Consul General, and with Camilla Hagelund, Political Officer at the Danish Embassy in London to explain the General Council's approach to consulting with and engaging union members in the constitutional debate.

Equality and Social Justice

THE General Council continues to place equality and social justice at the centre of its activities. While a range of activities are reported below, its work in this regard features throughout the Report.

Through 'A Just Scotland', the General Council's conducted its consultation and engagement initiative on Scotland's constitutional future from a social justice perspective, assessing the impact of potential options on how they might address STUC priorities on reducing social and economic inequality, tackling discrimination and improving opportunities and outcomes for all of Scotland's citizens. There is evidence that equality and social justice is now much more to the fore in the constitutional debate and the credit for this can be taken by the General Council and other civic organisations with which we have worked on these issues. Whatever the outcome of the Independence Referendum in September, the General Council will aim to ensure that the pursuit of equality and social justice remains a public policy priority.

Details of the General Council's 'A Just Scotland' work is covered in Chapter 7 of this Report.

Through its wider policy development, campaigning and political engagement work, the General Council has continued to expose the negative consequences the systematic dismantling of the UK's equalities infrastructure, including the weakening of the 2010 Equality Act and changes to employment legislation, such as restrictions on access to employment tribunals, has had on those already experiencing discrimination.

The General Council has continued to be influential in ensuring Scottish Government support for stronger Specific Equality Duties and for the collection of data on its own equality outcomes and those attached to the responsibilities of public bodies. The General Council has fully participated in the discussions with equality stakeholders initiated by Shona Robison MSP, Minister for Commonwealth Games and Sport, following the publication of the 'Scotland's Future' document, on progress and priorities on equality for the period ahead.

CAMPAIGNING AGAINST POVERTY AND ECONOMIC INEQUALITY

Campaigning against poverty and associated work on welfare reform, equality, the Living Wage and fair taxation have been significant elements of the 'There is a Better Way' Campaign. Activity undertaken by the General Council in this regard is covered in Chapter 2 of this Report.

The General Council is actively represented on the board of the Scottish Poverty Alliance and promoted and contributed to a range of Poverty Alliance events during the year.

As part of its work with the Poverty Alliance, the General Council is leading a piece of work with the European Anti-Poverty Network to produce a feasibility study and campaign toolkit with a view to the launch of a European-wide Living Wage Campaign. This has involved making presentations in Brussels to a range of member state anti-poverty networks on the STUC's role as a partner with others in promoting the Living Wage in Scotland.

CAMPAIGNING AGAINST RACISM AND FASCISM

The General Council has continued to prioritise work against extremist and right wing organisations, such as the Scottish Defence League and the BNP. This has included working with a number of anti-racist groups including Unite Against Fascism, Hope Not Hate and Show Racism the Red Card.

The General Council actively supported and mobilised for the Glasgow anti-racist event held as part of a UK and international day of activity against Racism and Fascism on 22 March 2014.

IMMIGRATION POLICY

The General Council has continued to highlight the injustices of current immigration policies, which place asylum seekers and refugee families in intolerable living conditions, and causes the forced destitution of asylum seeking families.

The General Council welcomed the Scottish Government's support for the STUC's long standing policy of allowing asylum seekers to work and its offer to provide refuge for those fleeing homophobic repression in Uganda.

HUMAN RIGHTS

The General Council was actively engaged in creating and promoting the Scottish National Action Plan (SNAP) on Human Rights through its membership of the SNAP Steering Committee. The Deputy General Secretary is the co-convenor of the SNAP Human Rights Action Group for an Adequate Standard of Living.

CIVIL JUSTICE

The General Council has continued to campaign for access to justice in the civil courts and due legal redress for members sacked, injured or otherwise adversely affected in the workplace. The General Council has undertaken a number of initiatives on civil justice matters which are covered in Chapter 6 of this Report.

WORKING FOR EQUALITY

The General Council has fully supported the STUC Equality Committees in implementing their Conference decisions and delivering their respective work plans and has reflected each Committee's priorities in its own work plan for the year.

The resolutions adopted by the STUC Equalities Conferences have continued to reflect the realities of rising unemployment, the effects of spending cuts and continuing inequalities in the workplace and wider society. The following describes some of the work carried out through the Equality Committees.

STUC YOUTH COMMITTEE

The 73rd Annual STUC Youth Conference was held at the Mercure Hotel, Glasgow, over the weekend of Saturday 22 and Sunday 23 June 2013.

The theme of the Conference 'Our Scotland – Our Future' reflected the importance of young people being involved in the debate on Scotland's future in the run-up to the Independence Referendum in September 2014.

The Conference was Chaired by Megan McCrossan, Educational Institute of Scotland, and was addressed by Margaret Burgess MSP, Scottish Government Minister for Housing and Welfare; Harry Frew, STUC President; Hakim Din, Chairperson, STUC Black Workers' Committee; Anne Dean, STUC Women's Committee; Craig Cameron, Chairperson, STUC LGBT Workers' Committee; Gary Paterson, Community Campaigns Convenor elect, National Union of Students, Scotland; Steven Harvey, Vice-Chairperson, Irish Congress of Trade Unions Youth Committee; Nayim Tami, Avalot UGT; Graham Smith, Vice-Chairperson, TUC Young Members' Forum; and Alan MacKay, STUC Disabled Workers' Committee.



The following were elected by Conference to serve on the STUC Youth Committee:

- Usman Ali, GMB
- Darren Brown, CWU
- Rae Cahill, Community
- Sarah Collins, UNISON
- Mark Lynch, UCATT
- Jamie Max-Caldwell, Unite the Union
- Rona Montgomery, USDAW
- Sukneet Sangha, Unite the Union

There were no nominations for the Trades Union Council Seat.

The General Council appointed Harry Frew and Lilian Macer as its representatives on the Youth Committee.

Mark Lynch, UCATT (General Seat); and Suki Sangha, Unite (Women's Seat) were elected to the Young Workers' Seats on the STUC General Council.

Sarah Collins, UNISON; Christopher Gilmour, USDAW; Mark Lynch, UCATT; Christopher McEleny, Unite; Rona Montgomery, USDAW; and Suki Sangha, Unite were elected as Youth Conference delegates to the 2014 Annual Congress.

STUC Youth Committee Priorities 2013/14

Following the Conference, the Youth Committee developed a work plan which was presented and endorsed by the General Council. The Committee has continued to support General Council campaigns including its work to encourage debate on Scotland's constitutional future through the 'A Just Scotland' consultation initiative.

The Committee has also continued to work with a wide range of organisations to ensure the views of young people in Scotland are taken into account in the workplace and wider Scottish society.

Youth Employment

The STUC Youth Committee has continued to lobby Government for a fairer deal for young people including quality Modern Apprenticeships, fair employment for young people and an end to exploitative zero hour contracts.

The Committee sees the provision of good employment for young people as being vital to economic recovery but also to the future of the country and the trade union movement. Work has continued to develop an employment strategy for young people in Scotland to ensure adequate training and support is provided for young workers and quality employment opportunities are available for all.

The Committee continues to engage with the Scottish Government and is working with Angela Constance MSP, Minister for Youth Employment, to investigate opportunities for lobbying the UK Government over the introduction of the European Youth Guarantee.

The Committee has also contributed to the General Council's input to the Wood Commission on the Development of Scotland's Young Workforce as reported in Chapter 5.

A Just Scotland

The STUC Youth Committee believes that in any ongoing debate on Scotland's constitutional future the views and opinions of young people are crucially important.

In November, the Youth Committee was represented at the 7th Annual St Andrew's Day debate organised by St Paul's Academy, Glasgow, for S4–S6 pupils, which was Chaired by STUC Deputy General Secretary, Dave Moxham, and involved a Panel of politicians. The debate was attended by 130 pupils all of whom will be voting for the first time in the Referendum.

It is clear from engagement with young people through the Unions into Schools initiative that young people want a say in Scotland's future and the Youth Committee will continue to work to ensure the voice of young people is heard in the ongoing debate and that they use their vote on 18 September.

Unions into Schools and Colleges

The Youth Committee has played a leading role in the STUC Unions into Schools and Colleges initiative.

The Committee has engaged with both Glasgow Clyde College and West College Scotland and was represented at a political campaigning awareness day at St. Paul's High School in Glasgow.

The Committee again supported the Unions into Schools Songs Festival as covered in Chapter 5 of this Report.

With the assistance of Thompsons Solicitors, the Committee continues to update and distribute a basic employment rights guide aimed at young people entering the workplace.

NUS Scotland

The General Council continues to work closely with NUS Scotland with the Youth Committee joining it in staging a demonstration against rises in the state pension age outside the Conservative Party Headquarters in Edinburgh in December 2013.

Scottish Youth Parliament

The Committee has continued to work with the Scottish Youth Parliament to promote increased engagement with young people in Scotland. The SYP along with NUS Scotland assisted the Committee in distributing a survey on issues affecting young people today in the workplace, society and personal life.

STUC Youth Committee Weekend School

On 29 and 30 March, the Committee held a weekend school to discuss how it can develop its engagement with young people. The event looked at the role the Committee can play in raising political and civic awareness amongst Scotland's young people thus preparing them to become more involved in shaping public policy affecting young people. The greater engagement of young people in unions and in wider political and civic activity is a central part of the wider work the General Council is undertaking with the Scottish Government through the Strategic Funding Partnership.

Engagement with other Trade Union Centres

In March 2014, the Chair, Vice Chair and Secretary of the Youth Committee participated in the TUC Youth Unemployment Summit held in Liverpool. The event was also attended by representatives of the Irish Congress of Trade Unions and the Wales TUC.

The Vice Chair represented the Committee at the inaugural Youth Conference of ICTU and at the 8th National Assembly of Avalot, the youth section of UGT Catalunya. Unsurprisingly the issue of youth unemployment was high on the agenda at both events.

BLACK WORKERS COMMITTEE

The STUC Black Workers' Conference was held on Saturday and Sunday, 5 and 6 October 2013 in the Menzies Hotel, Glasgow. The theme of the Conference was 'Fighting Back from Austerity'.

Sixty five delegates, representing 17 trade unions, attended the Conference, which was chaired by Hakim Din of the FDA.

Twenty-four motions and two emergency motions were debated by delegates. In line with the theme of the Conference, a number of motions highlighted the plight of BME workers and their families affected by the UK Government's austerity measures. Delegates also debated motions on pensions; BME health and social care provision; fighting the far right; and media bias and reporting on race in the forthcoming referendum.

The Conference adopted a resolution tabled by the Black Workers' Committee, entitled 'An Ethical Commonwealth Games not an Unethical Corporate Gain'; which highlighted the need for equality and fair treatment for participants and those working at the Games, emphasising that they should not be used as an opportunity for corporate exploitation.

Black Workers' Conference, 2013

The opportunity was taken at the Conference to launch the STUC's Campaign Pack on the Commonwealth Games.

A number of speakers addressed the Conference including: Humza Yousaf MSP, Scottish Government Minister for External Affairs and International Development; Anas Sarwar MP, Deputy Leader of the Scottish Labour Party; Harry Frew, STUC President; Grahame Smith, STUC General Secretary; Sharon Sweeney, STUC Disabled Workers' Committee; Willie Docherty, STUC LGBT Workers' Committee; Suki Sangha, STUC Youth Committee; Eileen Dinning, STUC Women's Committee; and Sharon Edwards, the One Workplace Equality Award recipient.

In a slight departure from usual, a lively question and answer session took place with each of the political party representatives on a wide range of issues of concern to delegates.

Reflecting the theme of the Conference a panel session was held on the Saturday afternoon, primarily to discuss the effect of Government austerity cuts, particularly on those organisations working with and providing services directly to BME people.

Morag Gillespie, senior research fellow at the Scottish Poverty Information Unit, Glasgow School for Business and Society, Glasgow Caledonian University, and Rema Sherifi, Development Co-ordinator with Maryhill Integration Network participated in the session.

Three workshops were held on the Sunday on Political Shadowing; Modern Apprenticeships; and Austerity Cuts – A Trade Union Perspective.

The following were elected by Conference to serve on the STUC Black Workers' Committee:

Gozie Joe Adigwe, Community
Caroline Campbell, GMB

Davidson Chademana, UCU
Hakim Din, FDA
Avinash Lago, Unite the Union
Satnam Ner, Prospect
Paul Patmore, ASLEF
Rakiya Suleiman, UNISON
Nazerin Wardrop, Unite the Union

The General Council appointed Roddy Robertson and Marie Vannet as its representatives on the Black Workers' Committee.

Satnam Ner, Prospect, and Nazerin Wardrop, Unite, were elected to the Black Workers' Seats on the STUC General Council.

Linda Brown, Unite; Satnam Ner, Prospect; Sonny Singh, Unite; and Nazerin Wardrop, Unite, were elected as Black Workers' Conference delegates to the 2014 Annual Congress.

Black Workers' Committee Priorities 2013/14

Following the Conference the Committee developed a work plan which was presented and endorsed by the General Council. The Committee's key priorities for the period 2013/14 are:

- increasing the representation of black people in Scotland's public and political life;
- contributing to the 'There is a Better Way' Campaign and supporting black workers in the economic downturn; and
- tackling racism in society and promoting positive community relations.

Political Engagement

The Committee has continued to work to increase the level of BME representation in Scottish political life. The

Committee wrote to the political parties encouraging them to select BME candidates in winnable seats. The Committee also is planning a hustings meeting ahead of the European Parliament elections and will encourage the Parties to send a BME representative to the event.

The Committee has also continued to engage with the Scottish Parliament Equal Opportunities Committee and has nominated attendees for the Scottish Parliament's Cross Party Group on Race Equality. During Trade Union Week at the Scottish Parliament, the Committee was represented when the Cross Party Group discussed the equality aspects of the 'Scotland's Future' document with Shona Robison MSP, Minister for Commonwealth Games and Sport.

One Workplace Equal Rights

The Committee has continued to fully support the STUC's One Workplace Place Equal Rights Project (OWER) and is also represented on the Projects Advisory Group.

The Committee continues to believe that mentoring schemes and positive role models have a positive contribution both in unions and in the workplace. Following on from a successful workshop on role models held at last year's Black Workers' Conference, the Committee agreed to give mentoring and support for BME people a higher profile in its work plan for the year. The Committee, therefore, has helped shape and support the OWER 'Equality Mentoring and Work Shadowing Project' which aims to remove barriers to progression for black and minority ethnic workers in the college and university sectors in Scotland and is representing on the Project's Steering Committee.

Scottish Union Learning

The Black Workers' Committee has continued to work with Scottish Union Learning (SUL) on initiatives to improve employment opportunities and working conditions for black and minority ethnic workers. The Committee, in conjunction with SUL and the GMB, held a 'Moving into Management' training course for black workers. The course was designed to consider the additional barriers BME workers face within the workplace and the support workers need in considering their career development. The 'Moving into Management' course has been highly successful both in terms of numbers of participants and in the feedback received from them. A second, advanced course, has been developed and was fully subscribed when it was held on 22 March 2014.

Effects of the recession on BME communities

The Committee has continued to be concerned about the effect of public spending cuts on services for black and ethnic minority people. For this reason, the Committee conducted a joint survey with the Coalition for Racial

Equality and Rights (CRER) of ethnic minority community groups to determine the level of funding cuts they had received and the consequent effect on the services they provide. The survey found that all organisations suffered funding cuts, some as much as a 55% cut. All organisations reported that cuts were having an effect on their services, with some reporting reductions in staff, and many reporting a narrowing of the range of services provided or a reduction in quality.

The Committee intends to build on these survey results and to use them to inform freedom of information requests to Councils across Scotland on funding for BME organisations.

Black Workers' Network

Successful Black Workers' Network events were held twice this year. On Saturday 7 September 2013, Councillor Soryia Siddique of Glasgow City Council attended and addressed the meeting and on March 8 2014, the main item of business was a discussion on the Referendum.

Campaigning against the BNP and the SDL

The Committee continues to prioritise work against extremist and right wing organisations such as the Scottish Defence League and the BNP. The STUC Black Workers' Committee has continued to support the Hope not Hate campaign and is often represented at meetings. It has also engaged with Unite Against Fascism and Show Racism the Red Card.

The Committee organised an event as part of Black History Month in October 2013 on Saturday 26 October in the STUC Centre, Glasgow, the main of which was 'Black role models through history'.

St Andrew's Day March and Rally 2013

The approach of the Black Workers' Committee to the 2013 St Andrew's Day March and Rally was to improve general attendance and to focus on a greater involvement with Scotland's BME community. To this end, joint work was undertaken with Glasgow United, Show Racism the Red Card and the Glasgow Africa Caribbean Centre to create a St Andrew's Day anti-racism weekend of activity which was strongly promoted through publicity and social media. A special poster was designed together with an events programme and other materials. The Committee made active use of Facebook featuring blogs from Party leaders and key anti-racist organisations which ensured that awareness of the event was raised significantly in comparison with previous years.

On 29 November, the eve of the St Andrew's Day March and Rally, the Clutha helicopter tragedy occurred. The horror and sadness of the event was accentuated for many in the STUC and the black community by the fact that, just a few hundred yards away in the Africa Caribbean Centre, one of the St Andrew's Day anti-racism events was taking place.



Members of the 2012–2013 STUC Women's Committee at the 86th Annual STUC Women's Conference, Dundee, November 2013 (photo Louis Flood)

A decision was taken in the early hours of the morning of Saturday 30 November to cancel the March as a mark of respect to the victims and in recognition that all police and emergency service resources should be focused on the rescue effort.

It was decided that the Rally in the Glasgow Film Theatre should go ahead. The packed rally, chaired by Gozie Joe Adigwe, Chair of the Black Workers' Committee, heard contributions from Jerry Dammers; Alan White, Glasgow United; Dee Matthew, Show Racism the Red Card; and Dominic Bascombe, Hope not Hate.

Commonwealth Games, Glasgow, 2014

The STUC Commonwealth Games pack was launched at STUC Black Workers' Conference in October 2013 and the Committee has continued to use every opportunity to use and promote it.

Nelson Mandela

Gozie Joe Adigwe, Chair of the Black Workers' Committee delivered a moving speech at the event in Glasgow, organised by the General Council and ACTSA, to mark the passing of Madiba on the evening of his death. The Committee is working with the General Council and other organisations in exploring options for establishing enduring memorials to Madiba in Scotland.

STUC WOMEN'S COMMITTEE

The 86th Annual STUC Women's Conference was held in the Caird Hall, Dundee, on Monday 11 and Tuesday 12 November 2013, the theme of which was 'Women and Work – Our Future in Scotland'.

The Conference was chaired by Eileen Dinning, UNISON. 132 delegates (representing 20 Trade Unions



Sheila Bearcroft, GMB and Vice President Wales TUC, addresses STUC Women's Conference November 2013 (photo Louis Flood)

and 3 Trades Union Councils) and over 100 visitors, which included stallholders, school students and their teachers, were in attendance. 39 organisations took stalls at Conference.

The Conference was addressed by a number of invited speakers including: the Depute Lord Provost of Dundee, Councillor Christina Roberts; Mike Arnott, Secretary, Dundee TUC; Jenny Marra MSP, Shadow Minister for Finance and Youth Employment; Gozie Joe Adigwe, STUC Black Workers' Committee; Sheila Bearcroft, Vice-President, Wales TUC; Anne Douglas, Prospect; Harry Frew, STUC President; Sarah Collins, Chair, STUC Youth Committee; Susan Morrison; Grahame Smith, STUC

General Secretary; Marion Hersh, STUC LGBT Workers' Committee; Angela Constance MSP, Minister for Youth Employment; and Sharon Sweeney, STUC Disabled Workers' Committee.

On the Monday afternoon, a Question and Answer Panel Session was held on 'A Just Scotland – Independence Referendum'. Professor Fiona Mackay, University of Edinburgh, chaired the Panel which consisted of Dr Alison Hosie, Scottish Human Rights Commission; Smina Akhtar, Amina, Muslim Women's Resource Centre; Mary Lockhart, Yes Scotland Campaign; and Rt. Hon Anne McGuire MP, Better Together Campaign.

The afternoon session also saw the launch of the STUC Women's Committee's 'Women's Votes, Women's Voices' Campaign.

The Conference adopted a number of resolutions covering a wide range of topics including: zero hour contracts; human trafficking; violence against women; childcare; procurement reform; universal free school meals; welfare reform; and equal pay.

In its continuing work with the Scottish Women's Aid and local groups, the Women's Committee supported Dundee Women's Aid as they approach their 40th anniversary in 2014. Often women who seek help from Women's Aid leave their homes with nothing and don't even have basic toiletries. Delegates brought donations of women's toiletries to Conference and handed them into the Dundee Women's Aid stall.

On the Monday, some delegates joined the Lord Provost at a Dundee City Council event to mark Armistice Day.

Unions into Schools hosted a visit to the Conference by students from Forfar Academy and Hazlehead Academy. Excellent contributions to Conference were made by Eilidh Collins, Forfar Academy and Stephanie Welsh, Hazlehead Academy.

A number of politicians and visitors from a range of organisations attended the Conference, including representatives from the Irish Congress of Trades Unions; the Wales TUC, Engender, the Church of Scotland Guild, the Scottish Women's Convention, and Perth Women's Aid and Dundee Women's Aid.

The following were elected by Conference to serve on the STUC Women's Committee:

Lorna Binnie, Falkirk TUC
 Brenda Carson, GMB
 Irene Clark, Unite
 Anne Dean, GMB
 Eileen Dinning, UNISON
 Tricia Donnelly, Glasgow TUC
 Elaine Dougall, Unite
 Annette Drylie, GMB
 Sharon Edwards, PCS
 Isabel Fyfe, USDAW
 Ann Joss, RMT

Sheila Kettles, Unite
 Annie McCrae, EIS
 Heather Meldrum, Community
 Davena Rankin, UNISON
 Fiona Steele, Aegis
 Joyce Stevenson, CWU

The General Council appointed Natasha Gerson, Pauline Rourke, Heather Meldrum and Agnes Tolmie as its representatives on the Women's Committee. Ann Joss, RMT, was elected Chair of the Women's Committee for the year 2013/14.

The following were elected by Conference to serve on the Standing Orders Committee for 2014 Women's Conference:

Mary Finn, GMB; Jean Hession, USDAW; and Dawn McAllister, Unite.

Women's Committee Priorities 2013/14

Following the Conference, the Women's Committee developed a work plan which was presented and endorsed by the General Council. The priorities agreed cover the issues reported on below.

Economy and Employment

The Committee has continued to support the ongoing priorities of the Strategic Ministerial Group on Women and Work, including promoting the expansion of childcare provision and increasing the value attached to the care sector jobs; tackling occupational segregation; challenging the use of zero hour contracts, agency workers, and all forms of casualisation of contracts and terms of employment; supporting low income families, including campaigning for extension of the Living Wage; support for carers in the workplace; and developing policies which will support older women in the workforce.

The Committee contributed to the General Council's response to consultations on effective procurement law, guidance and policies, emphasising how these instruments can be used in tackling women's inequality. It has also defended and encouraged the increased use of the provisions of the Public Sector Equality Duty for the same end. This has included pressing for improvements in the recruitment and retention of under-represented people in the railway industry through the forthcoming ScotRail franchise renewal process.

At the time of reporting, the Committee is arranging a one day seminar on Older Women's Rights in the Workplace, jointly with the Scottish Women's Convention and other partners. This one day seminar will include information on health and safety; on the menopause; and on bullying, harassment and work related stress illnesses. An STUC Women's Health and Safety policy guide will be launched at the event, building on the existing expertise of STUC affiliates.

Increasing Women's Representation and Participation

The Committee has continued to build links with parliamentarians, women's organisations, and Scottish civic society. A particular focus of this work during the current debate on Scotland's constitutional future has been to promote the 50/50 campaign and to secure commitments on women's representation from the political parties and to promote the 'Women's Votes, Women's Voices' campaign to encourage voter participation and subsequent political engagement.

In particular, the STUC Women's Committee and the STUC Black Workers' Committee are currently developing joint work on political representation and engagement, including linking with Operation Black Vote. Freedom of Information requests are also being used to gather information about the under-representation of women in Scotland's public bodies.

The Women's Committee held a successful Women's Weekend School from 28 February to 2 March on 'Understanding the Economy from a Gendered Perspective' to build confidence amongst trade union women in the workplace and to contribute to education on the economy. This was delivered in conjunction with Professor Ailsa McKay from the Glasgow Caledonian University Women in Scotland's Economy team (WiSE), and Morag Gillespie from Glasgow Caledonian University and Professor Eleanor Gordon from the University of Glasgow. A second Weekend School on 'Conference Skills' School is scheduled for 7/8 June, in Glasgow.

This year the Committee will be campaigning for greater resources and equality for women in sport, and against discrimination and barriers to sports club memberships for women, taking advantage of the opportunities offered by the Glasgow Commonwealth Games.

Education and Lifelong Learning

Alongside the Women's Committee Weekend Schools, educational materials are being developed for wider use in the trade union movement, and support offered to women trade unionists to hold courses and events.

The Committee contributed to the 2013 STUC Highlands and Islands Conference in June 2013, in Inverness, and will also participate in the 2014 Conference. It is also participating in the Scottish Women's Convention 2014 programme of Roadshows around Scotland, and was represented at the SWC event in the Scottish Parliament on International Women's Day 2014.

The Committee has continued its commitment to collaborate with the STUC Archives through the 'Inspiring Women' project, and to develop work with the resources available through the National Library of Scotland.

Social Justice

The Committee has continued to work with the General Council, affiliates and organisations in wider civic society to promote the benefits of universal provision of free school meals. This will include holding a Women's Committee fringe meeting at STUC Congress April 2014 on promoting universal free school meals provision and universal childcare.

Health

Following on from the Women's Employment Summit 2012, the Committee has been in discussion with Scottish Government and the Scottish Centre for Healthy Working Lives on how joint work can be done which supports workplace reps and employers to develop appropriate policies to support women during the menopause, drawing on existing materials from affiliates and the TUC.

The Committee has continued to support the Abortion Rights Campaign, working closely with trade union colleagues in the north and south of Ireland in their campaigns to give women rights and access to abortion services.

Combating Violence Against Women and Children

The Women's Committee participated in a joint survey with the TUC, the Irish Congress of Trades Unions and its Northern Ireland Committee and the Wales TUC to discover more about the affect of domestic violence on working life. The findings will inform further work in the year ahead.

The Committee will be participating in consultative meetings with the Scottish Government in preparation of the forthcoming Violence against Women Strategy.

The Women's Committee has met regularly with the Zero Tolerance Trust to develop joint work, and continued to work with a range of organisations on STUC policy on ending trafficking and on tackling prostitution. This included providing support to the consultative process on Jenny Marra MSP's Bill on Human Trafficking in Scotland.

The General Council is represented on the Scottish Government Working Groups on Trafficking.

International

Members of the Women's Committee participated in the General Council's Scotland Europa familiarisation visit to Brussels in January 2014, and are developing further links with the work of the European Parliament on women's equality; and on the priorities facing women in the European trade union movement.

Solidarity with Colombian political prisoners has continued to be a priority, and messages of support were issued to mark International Women's Day.

The Committee assisted the General Council in contributing to drawing up the Convention for the

Elimination of Discrimination Against Women (CEDAW) Shadow Report, which was submitted to the UN Examining Committee on the progress of the UK in compliance with its obligations under the Convention in May 2013.

STUC DISABLED WORKERS' COMMITTEE

The 10th Annual STUC Disabled Workers' Conference was held at the Apex Hotel, Dundee, over the weekend of Saturday 2 and Sunday 3 November 2013. The Conference theme was 'A Just Scotland for Disabled People'.

The Conference was chaired by Barbra Farmer, PCS, and was addressed by a number of keynote speakers



including: Harry Frew, STUC President; Grahame Smith, STUC General Secretary; Sandra Webster, Yes Scotland; Pam Duncan, Better Together; Satnam Ner, STUC Black Workers' Committee; Jamie Max-Caldwell, Chairperson, STUC Youth Committee; Eileen Dinning, Chairperson, STUC Women's Committee and Marion Hersh, STUC LGBT Workers' Committee.

The following were elected by Conference to serve on the STUC Disabled Workers' Committee:

Colin Cuthbert, Fife Trades Union Council
Ellen Davies, Unite
Patrick Duffy, GMB
Barbra Farmer, PCS
Ann Hunter, UNISON
Lesley McCallum, Unite
Robert Mooney, Community
John Nisbet, UNISON
Tony Sneddon, CWU
Sharon Sweeney, UCU

The General Council appointed June Minnery and Ian MacInyre as its representatives on the Disabled Workers' Committee.

Lesley McCallum, Unite, and Robert Mooney, Community, were elected to the Disabled Workers' Seats on the STUC General Council.

David Churchley, Unite; Lesley McCallum, Unite; Robert Mooney, Community; and John Nisbet, UNISON were elected as Disabled Workers' Conference delegates to the 2014 Annual Congress.

Disabled Workers' Committee Priorities

Following the Conference, the Disabled Workers' Committee developed a work plan which was presented and endorsed by the General Council. The Committee has continued to support the broader campaigning work of the General Council and has worked throughout the year to progress the following priorities:

- to build effective relationships with government and agencies to promote the rights of disabled people within and out of the workplace;
- to campaign against discrimination of disabled people and for genuine opportunity of employment for the disabled; and
- to build capacity to ensure that unions work for disabled people.

Public Sector Equality Duty

In conjunction with the EHRC in Scotland the Committee is examining the effectiveness of data collated in regards to disability under the Public Sector Equality Duty and how it is used to hold public bodies to account for their performance. The Committee and the EHRC are also looking at the appallingly low level of disabled people in the Modern Apprenticeship Programme with a view to calling for increased scrutiny of employers' recruitment practices to address this issue.

Supported Employment

The Committee welcomed the formation of a new supported employment workshop by Haven PTS Limited in January 2014. The company has recruited a number of former Remploy workers and plans further expansion. Representatives of the Remploy trade unions and the General Council were involved in discussions with the Scottish Government and parent company, Rehab Enterprises of Ireland, in the lead up to the announcement and welcomed the award of a £4.5 million Scottish Government contract over 3 years to provide uniforms to the NHS, a significant factor in the formation of the new enterprise.

The Committee also recognised the work being done by existing supported employment workplaces such as RSBi and NL Enterprises to mitigate the job losses caused by the Remploy closures and has continued to lobby the UK Government over any plans to abolish Work Choices funding and potentially put further vulnerable people at risk of unemployment.

Disability and Gender

Dr Sue Kelly, Outreach and Development Worker, Inclusion Scotland, provided a session on exploring the intersection between disability and gender in relation to employability at the 2013 Disabled Workers' Conference. Further joint work is being taken forward with Inclusion Scotland to raise awareness of the issues involved and how

the challenges disabled women currently face in gaining and retaining employment can be overcome.

Accessible Public Transport

The Committee met with Julie Miller, Engagement Manager, Guide Dogs, to discuss accessible transport and particular problems faced by visually impaired bus passengers. The Committee is continuing to work with Guide Dogs, Mobility Access Committee Scotland and transport affiliates to ensure all disabled people have access to public transport.

Hidden Disabilities

Working with Epilepsy Scotland, the Committee developed a briefing for trade union reps on dealing with members with epilepsy. The Committee is concerned that workers with less visible disabilities have greater difficulty securing workplace adjustments and are potentially more exposed to performance management processes. Further briefings are planned on dyslexia, mental health and diabetes.

Mental Health

The Committee met with Judith McKinnon, Scottish Association for Mental Health, to investigate joint work on suicide prevention including appropriate training for union reps. This work is currently being taken forward by the Committee with the support of Siobhan McMahon MSP. In August 2013, the Committee was represented at the 10th Anniversary of See Me, the Mental Health Anti Stigma Campaign.

Cross Party Groups

The Committee continued to monitor the work of the Scottish Parliament Cross Party Groups on Disability and Visual Impairment.

STUC LGBT WORKERS' COMMITTEE

The 2nd STUC LGBT Workers' Conference was held in the Mercure Hotel, Ingram Street, Glasgow, over the weekend of Saturday 11 and Sunday 12 May, 2013. The theme of Conference was 'Shaping Futures'.

The Conference was chaired by Craig Cameron, Chair of the STUC LGBT Workers' Committee and was addressed by a number of keynote speakers including: Harry Frew, STUC President; Mary Fee MSP, Convenor of the Scottish Parliament's Equal Opportunities Committee; Grahame Smith, STUC General Secretary; Eileen Dinning, Chair, STUC Women's Committee; Megan McCrossan, Chair, STUC Youth Committee; Hakim Din, Chair, STUC Black Workers' Committee; Barbra Farmer, Chair, STUC Disabled Workers' Committee; Drew Smith MSP, Better Together; and Stewart McDonald, Yes Scotland.

Workshops were held on: LGBT and the Asylum System, facilitated by Kay Foulkes, LGBT Unity Scotland;

Stigma of HIV and Aids, facilitated by Alison Lord, Terrence Higgins Trust Scotland; and Organising LGBT Workers, facilitated by Helen Martin, STUC Assistant Secretary.

The Conference adopted a number of resolutions covering a wide range of topics including: inclusiveness within the Conference; equal marriage; defending LGBT equality in Scotland; attacks on the EHRC; equality in the independence debate; 2014 Commonwealth Games; LGBT issues in schools; tackling homophobia in sport; mental health issues for LGBT people; and violence against the transgender community in Latin America.

Exhibitors included: Better Together / Work Together; Gay Men's Health; Leap Sports Scotland; Scottish Union Learning; Scottish Women's Convention; Stonewall Scotland; STUC Women's Committee; Thompsons Scotland; Unions into Schools; and Yes Scotland.

The Conference elected the following to serve on the LGBT Workers' Committee:

Debbie Baird, PCS
 Craig Cameron, ASLEF
 Pamela Currie, EIS
 Dave Daniel, CWU
 Willie Docherty, UNISON
 Jenny Douglas, Unite
 Marion Hersh, UCU
 Graham Newport, USDAW
 Lynn Sheridan, UNISON
 Gary White, Unite

There were no nominations for the Trans Seat or for the Trades Union Council Seat on the LGBT Workers' Committee. STUC affiliated organisations were invited to nominate a representative to serve as a co-opted member of the Committee. One nomination was received for the vacant Trans seat and the Committee agreed that Ina Cameron, Unite, would be co-opted to the Committee.

The General Council appointed June Minnery, GMB and Roddy Robertson, FBU as its representatives on the LGBT Workers' Committee.

Jenny Douglas, Unite and Gary White, Unite, were elected to the LGBT Workers' Seats on the STUC General Council.

Craig Cameron, ASLEF; Jenny Douglas, Unite; and Gary White, Unite, were elected as LGBT Workers' Conference delegates to the 2014 Annual Congress.

LGBT Workers' Committee Priorities 2013/14

Following the Conference, the LGBT Committee developed a work plan which was presented and endorsed by the General Council. The priorities for the LGBT Workers' Committee for the year ahead were to:

- support LGBT people in Scotland's workplaces and in public life;
- tackle homophobia in society and promote good quality public services for LGBT people; and

- encouraging better treatment of LGBT people internationally and delivering a Commonwealth Games that is inclusive of the LGBT community and is free of homophobia.

The LGBT Workers' Committee has endeavoured to raise key issues outlined in its work plan through writing to UK and Scottish Ministers, writing blogs and using social media and through having a presence at Trade Union Week in the Scottish Parliament. It has also created a Facebook presence with a members' area for activists.

Supporting LGBT people in Scotland's workplaces and in public life

The Committee has compiled literature and other communications used by affiliated unions to support LGBT members and will be issuing a guide based on the best practice it identifies. Particular efforts have been made, through liaison with the Transgender Alliance, to ensure that the needs of Transgender members are recognised and promoted.

The Committee has also engaged with the General Council's Working Group on Organising to consider the best ways in which union membership can be promoted amongst LGBT workers.

The Committee also actively lobbied MSPs in support of the Equal Marriage Bill.

The Committee fully participated in Trade Union Week in the Scottish Parliament, including maintaining a presence on the STUC stall and meeting with Party leaders and MSPs.

Tackling homophobia in society and promote good quality public services for LGBT people

The Committee has raised the issue of homophobic bullying in schools with the Cabinet Secretary for Education and Lifelong Learning, and looks forward to a meeting with a range of partners, including EIS to take this work further.

The Committee also raised with the Cabinet Secretary for Health and Wellbeing, the issues of care for the LGBT elderly and sexual health screening.

Encouraging better treatment of LGBT people internationally and delivering a Commonwealth Games that is inclusive of the LGBT community and is free of homophobia

The Committee has played an active role contributing to and disseminating the General Council's Commonwealth

Games Campaign Pack and has also highlighted international discrimination against LGBT people in the run up to the Winter Olympics in Sochi. It further raised with the UK Government the treatment of LGBT asylum seekers, as well as highlighting the atrocities faced by Transgender people in parts of South and Central America.

The Committee also welcomed the initiative of the Scottish Government to offer asylum to any Ugandan persecuted by their Government's new Anti-Homosexuality Act.

SCOTTISH PENSIONERS' FORUM

During the past year, the General Council has continued to promote the issues facing retired trade unionists in Scotland by working in partnership with the Scottish Pensioners' Forum (SPF).

The SPF has fully supported the General Council's campaigns including a long standing commitment to the 'There is a Better Way' Campaign and more recently the 'A Just Scotland' initiative.

The General Council nominates four members of the SPF to the Executive Committee. The General Council's current nominees are Tommy Brennan, Community; Rose Jackson, UNISON; Cathy Leech, CWU; and Eric Souter, USDAW.

The General Council has continued to work with the SPF through its representation on the Scottish Older People's Assembly to ensure that the voice of older people in Scotland is heard at all levels of Government and that the most appropriate representative structures are in place to do this effectively.

The General Council has also condemned any attempts to marginalise older and younger people or indeed any minority group and has welcomed the efforts of the SPF to support the STUC's principles of collectivism, solidarity and equality.

Martin McElroy from the STUC Youth Committee addressed the Scottish Pensioners' AGM in the City Chambers, Glasgow, a Conference that focused on the impact that public sector cuts are having on the pensioners of today and is likely to have on pensioners of the future.

The General Council wishes to offer its thanks to the STUC affiliates who have continued to support the work of the SPF throughout the year.

International

THE General Council continued to engage on a range of international issues providing solidarity and support to trade unionists and workers across the world and has continued specific work with a number of international trade union centres and to progress its priorities through the EU and other European institutions.

SOUTHERN AFRICA

The General Council shared in the near universal grief on the passing of Madiba and, on the day of his death, worked closely with ACTSA Scotland and Glasgow City Council to organise a suitable event celebrating his legacy. This involved the immediate creation of a website and Facebook presence to co-ordinate activities and to provide an outlet for the people of Scotland to express their sadness and admiration.

The General Council was the key organiser of the vigil held in George Square on the evening following Madiba's passing, communicating details of the event and putting in place all of the logistics. Two STUC speakers addressed the vigil, General Secretary, Grahame Smith and Gozie Joe Adigwe, the Chair of the STUC Black Workers' Committee.

The General Council has also continued to work with ACTSA Scotland, the Scottish Government and Glasgow City Council to ensure the extension of the profile and scope of Mandela Day on 18 July. The General Council wishes to acknowledge the support received from those affiliates who allowed their premises to be used as collection points for the Community Heart Book Appeal on Mandela Day 2013.

The General Council is fully involved in the preparations for Mandela Day 2014 which will have an added poignancy following Madiba's passing. The General Council is also in discussions with ACTSA Scotland and Brian Filling, the Honorary Consul for South Africa in Scotland, about how the trade union movement in Scotland might support activity to establish enduring memorials to Madiba in Scotland.

PALESTINE

The General Council has continued to campaign on its Boycott, Disinvestment and Sanctions (BDS) policy



Gozie Joe Adigwe at the Mandela Memorial Event

against the state of Israel. It has continued to circulate its BDS pack to affiliates and has updated its website to ensure profile for additional BDS targets as agreed by Congress 2013, including Group 4 Security. It also facilitated a number of solidarity events on Palestine and, at the time of reporting is organising a meeting with trade unionist members of the Palestine Solidarity Campaign to discuss future co-operation.

CHILE

The General Council worked closely with Chile Solidarity to organise a conference on 14 September to mark the 40th Anniversary of the military coup in Chile.

The event, which was addressed by the General Secretary amongst others, was held in the Scottish Trades Unions Centre and was attended by over 150 delegates from across the UK and included a number of Chilean refugees and their families who have settled in Scotland. Contributions focused on the leadership shown by the STUC General Council and the trade union movement in

Scotland in opposing the coup and in solidarity with the people of Chile and in supporting Chilean refugees settled in Scotland.

A film on the actions taken by the shop stewards at Rolls Royce, East Kilbride, in boycotting the Hawker Hunter jet engines of the Chilean Air Force was shown and the General Secretary gave the three former stewards who were in attendance a commemorative gift in recognition of their contribution.

The General Council fully supported the preparatory work for the conference including the production and distribution of information about the event and the creation of a Facebook page. The General Council wished to thank former STUC President, Jane McKay, a leading figure in Chile Solidarity and in supporting Chilean refugees settle in Scotland, who chaired the Conference, for her significant contribution to organising the event, including producing an excellent exhibition, as well as the consistent solidarity she has demonstrated with the people of Chile since the coup.

CUBA

The General Council also continued to work closely with the Scottish Cuba Solidarity Campaign and in support of the Miami Five. This work included the sponsoring of a number of film nights in the STUC Centre; providing general assistance with campaign and publicity material; meeting with and promoting the book and speaking tour of Keith Bolender and publicising and press releasing on the International Commission of Inquiry into the Case of the Cuban (Miami) Five on 7–8 March 2014.

GLASGOW COMMONWEALTH GAMES

The General Council met a number of times at various levels of Government to discuss the 2014 Glasgow Commonwealth Games.

In November 2013, at STUC Black Workers' Conference, the General Council's Commonwealth Games Campaigns Pack: 'Glasgow 2014: for an Ethical Games' was launched. The Pack was produced to encourage active lobbying on key areas of policy including the promotion of human rights; fair pay and employment conditions; procurement; the use of international supply chains; and sponsorship. In March, the General Council discussed these and other issues, including the economic impact of the Games; youth employment; and the Games legacy with the Chief Executive and officials of the Games Organising Committee.

The General Council highlighted the poor record of a number of Commonwealth states in relation to trade union rights, and in particular, in relation to homophobic laws and attitudes. It is expected that this work will intensify as the Games approach. The General Council is also a signatory to joint letters sent by UNISON and the Scottish Fair Trade Forum pursuing

issues of Fair Trade, labour rights and ethical trading around the Games.

CATALAN TRADE UNIONS

Consequent to the referendum debate, a particular focus has continued to be on Catalonia. Various members of the General Council met with the leaderships of the Catalan trade unions CC.OO and UGT Catalunya during Congress 2013 and a meeting was also hosted for Catalan trade union researchers in October 2013.

On 31 March 2014, the CC.OO Catalunya organised a conference specifically on the STUC's approach to the debate on Scotland's constitutional future which was addressed by the General Secretary.

INTERNATIONAL VISITORS

The following International guests attended Congress 2013:

- Eugene McGlone, President, Irish Congress of Trade Unions
- Diego Martinez, Deputy General Secretary, UGT de Catalunya
- Joan Puntí, International Department, UGT de Catalunya
- Joan-Carles Gallego, Secretary General, CC.OO Barcelona
- Ricard Bellera Kirchoff, International Department, CC.OO Barcelona
- Peter Bailey, South African Mineworkers' Union

The General Council also hosted an international roundtable during Congress, where international delegates were able to come together with General Council members and discuss areas of shared concern.

ONGOING RELATIONSHIP WITH CHINA

Following the visit of the STUC delegation to China in January 2010, the General Council has continued to work to enhance mutual understanding between the STUC and All China Federation of Trade Unions (ACFTU).

In November 2013, the General Council received a delegation from the Chongqing Municipal Federation of Trade Unions. The delegation included: Zheyang Peng, Inspector, Chongqing Municipal Federation of Trade Unions; Bo Liu, Secretary, Chongqing Municipal Federation of Trade Unions Cadres School; Qincha Zhang, Chairman, Trade Union of Chongqing Municipal Geology and Mineral Resources Exploration and Development Bureau; Juan Li, Minister, Women Department, Chongqing Municipal Federation of Trade Unions; Xiangyu Pan, Chairman, Trade Union of Chongqing Iron & Steel (Group) Co. Ltd; and Zhongwei Lu, Vice-Chairman, Trade Union of Chongqing Energy Investment Group.

A number of issues were discussed including the living wage; health and safety; women's rights; maternity pay;



workers education and union learning; and trade union organisation.

At the time of reporting, the General Council is considering how it should take forward the STUC's relationship with ACFTU including the possibility of a return visit to China.

EUROPE

The General Council's work on the economy and workers' rights necessitates a wide engagement with the institutions of the European Union. This includes membership of Scotland Europa, as well as an ongoing relationship with the ETUC. The General Secretary currently serves as the Chair of Scotland Europa.

The General Council was represented at the two Scotland Europa members meetings held during the year, in Edinburgh in September 2013 and in Aberdeen in February 2014. These meetings discussed Scotland's changing relationship with the EU, in the context of prevailing economic and political circumstances; the possible implications of the outcome of 2014 European Parliament elections and the appointment of a new Commission later in the year; the New Structural and Investment Funds and Competitive Funding Programmes; the Scottish Government's submission to the UK Government's 'Balance of EU Competencies' Review; and the challenges and opportunities that arise from active engagement with EU institutions.

The General Council was represented at the Scotland Europa St Andrew's Day lecture in Brussels delivered by Nigel Pope the producer of the BBC wildlife programme *Hebrides: Islands on the Edge*, which focused on the economic and cultural dimensions of Scotland's year of Natural Heritage.

In January, the General Council participated in its biennial familiarisation meeting organised by Scotland Europa in Brussels. The visit, which also involved members of the Women's Committee, involved a series of presentations and discussions on a number of issues including the institutions of the European Union; European level action on equality; and European

perspective of the Scottish constitutional debate. Discussions also took place with the ETUC and with Scottish MEPs during a visit to the European Parliament.

The General Council is also engaged in monitoring the operation of the 2007–13 EU Structural Funds (ERDF and ESF) Programme in Scotland. The General Council has been represented on the Scottish Government's Programme Monitoring Committee (PMC) for Lowlands and Upland Scotland on the PMC for the Highlands and Islands.

The General Secretary serves on the recently established European Structural and Investment Funds Shadow Monitoring Committee for the new 2014–2020 Programme.

The General Council's work in supporting union learning through the European Social Fund (ESF) is reported on in Chapter 5 of this Report.

DELEGATIONS

In September 2013, General Council representatives hosted a session for 30 members of the Danish clerical workers union HK/LAK in Edinburgh who were particularly interested in potential constitutional change in Scotland. Following an STUC presentation and discussion, the group was joined by speakers from the Scottish Government and the Labour Party for further discussion and debate.

In October 2013, General Council representatives met and presented to a delegation of 30 members of Norsk Tjenestemannslag, the Norwegian Civil Service union affiliated to LO Norway who were visiting Edinburgh. Most were employed by Statnett, Norway's national grid owner and operator and were, therefore, particularly interested in energy related issues.

ENGAGEMENT WITH EMBASSIES

The STUC's approach to the Referendum has generated interest from overseas Embassies. Meetings were held with Mr Hajime Kitaoka, the Japanese Consul General and with Camilla Hagelund, Political Officer at the Danish Embassy in London at their request to discuss the STUC's approach to consulting with and engaging union members in the constitutional debate.

SUPPORT FOR ETHICAL TRADE

The General Council continued to support the work of Bananalink and held an event to celebrate the contribution to Fair Trade and international trade unionism of Carlos Arguedas Mora, a Costa Rican trade unionist and environmental activist who died in 2013. The General Council was presented with a print commemorating Carlos by film maker and artist, Jan Nimmo.

PEACE

The General Council continued to make the case against nuclear weapons generally, and specifically to oppose the replacement of Trident and their presence on the Clyde.

The General Council has agreed to support the Scottish Global Forum Trident Conference to be held in the Scottish Trades Union Centre in July 2014.

The STUC/CND report 'Cancelling Trident' continued to be an important reference point for those debating disarmament in the context of the question of

independence, ensuring a continuing high profile for the STUC position on nuclear weapons. The General Council highlighted in its second 'A Just Scotland' report the need for significant diversifications strategies to be adopted in the event of the removal of nuclear weapons from Scotland.

General Council Meetings

General Council Member	Possible Attendance	Actual Attendance
Harry Frew	10	9
June Minnery	10	6
Harry Donaldson	10	7
Mike Arnott	10	7
Janet Cassidy	10	7
Helen Connor	10	1
Susan Coutts	10	4
Jackson Cullinane	10	9
Stephen Deans	10	5
Anne Douglas	10	7
Jenny Douglas	10	3
Larry Flanagan	10	10
Rozanne Foyer	10	7
Cheryl Gedling	10	5
Natasha Gerson	10	2
Lynn Henderson	10	10
John Keggie	10	6
Mike Kirby	10	3
Mark Lynch	10	4
Lillian Macer	10	8
Ian MacIntyre	10	5
Lesley McCallum	10	3
Heather Meldrum	10	1
Robert Mooney	10	7
Satnam Ner	10	7
Pat Rafferty	10	7
Roddy Robertson	10	4
Pauline Rourke	10	10
Patricia Rowland	10	8
Mary Senior	10	7
Agnes Tolmie	10	5
Marie Vannet	10	2
Duncan Walker	10	4
Georgina Wardrop	10	3
Nazerin Wardrop	10	6
Lawrence Wason	10	6
Gary White	10	3
Ken Wimbor	10	10

Contact the STUC

STUC Staff can be contacted by e-mail at the undernoted addresses.

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Dave Moxham, Deputy General Secretary

Margaret A Reid, Head of Administration

Stephen Boyd, Assistant Secretary

Ann Henderson, Assistant Secretary

Helen Martin, Assistant Secretary

Ian Tasker, Assistant Secretary

Tariq Akhtar, Finance Officer

Graham Westwater, Finance Administrator

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Liz Ferguson, Secretary to the General Secretary

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STUC Affiliates by Section and Membership

The following Trades Unions (39) and Trades Union Councils (20) have affiliated to the Scottish Trades Union Congress for the year 2013/14. The total affiliated membership is 627,376.

SECTION A	Members	% Women Members
Accord	4,426	73.84
AEGIS the Union	1,360	56
Associated Society of Locomotive Engineers and Firemen	1,607	2.99
Bakers, Food and Allied Workers Union	312	
British Airline Pilots' Association	260	
Broadcasting, Entertainment, Cinematograph and Theatre Union	1,711	36.2
Community	3,017	22.4
Equity	1,739	49.6
GMB	57,900	
Musicians' Union	2,189	
National Union of Journalists	2,141	35
National Union of Rail, Maritime and Transport Workers	10,076	12
Nautilus International	2,637	4.35
NUM: COSA	83	0
NUM (Scotland Area)	501	
Scottish Society of Playwrights	81	39.5
Transport Salaried Staffs' Association	2,006	35.5
Union of Shop, Distributive and Allied Workers	45,085	58.08
United Road Transport Union	1,001	5
Unite the Union	165,000	
SECTION B		
Association of Educational Psychologists	38	87
British Orthoptic Society	82	90
Chartered Society of Physiotherapy	2,586	89.9
Communication Workers' Union	17,458	
Educational Institute of Scotland	54,900	77
FDA	1,371	50
Fire Brigades Union	5,607	7.26
Hospital Consultants and Specialists Association	84	25
NASUWT	6967	
Prison Officers Association (Scotland)	3,011	26.72
Prospect	9,834	25
Public and Commercial Services Union	30,106	61
Scottish Secondary Teachers' Association	7,871	63.77
Society of Chiropractors and Podiatrists	1,061	
Society of Radiographers	1,997	88.29

SECTION B (continued)

	Members	% Women Members
The British Dietetic Association	600	98.3
Union of Construction, Allied Trades and Technicians	12,176	1.6
UNISON	162,000	
University and College Union	6,495	44

SECTION C – TRADES UNION COUNCILS

Aberdeen Trades Union Council	Inverness and District Trades Union Council
Clydebank Trades Union Council	Irvine and North Ayrshire Trades Union Council
Cumbernauld and Kilsyth Trades Union Council	Kilmarnock and Loudon Trades Union Council
Dumfries and District Trades Union Council	Midlothian Trades Union Council
Dundee Trades Union Council	Moray Trades Union Council
Edinburgh Trades Union Council	North Lanarkshire Trades Union Council
Falkirk Trades Union Council	Paisley and District Trades Union Council
Fife Trades Union Council	South Lanarkshire and East Kilbride Trades Union Council
Glasgow Trades Union Council	Thurso and Wick Trades Union Council
Greenock Trades Union Council	West Lothian Trades Union Council

Obituary

Tedd Kidd	Aberdeen Trades Union Council
Bill Knight	Aberdeen Trades Union Council
Norman Wright	Aberdeen Trades Union Council
Lesley Little	AUT / UCU
Kay Mander	BECTU
James Martin	Dundee Trades Union Council / PCS
Vic Selway	Dundee Trades Union Council / Unite
Ailsa McKay	EIS
Andrew Clark	NUJ / Morning Star
Mike Delaney	NUJ
Brian Logue	NUJ
Ken Brown	PCS Scottish Courts Service
Graham Larkin	PCS DWP Greenock
John Lockhart	PCS DSS Vice-President
James Martin	PCS HMRC Dundee
John Nichols	PCS Scottish Government
James Connolly	RMT / NUR
Bob Crow	RMT
John MacDonald	RMT
Hugh D'Arcy	UCATT
Tommy McQuade	UCATT
Willie Carolan	UNISON Glasgow Housing
Les Chalmers	UNISON Aberdeenshire
Andy Hill	UNISON South Ayrshire
Mrs Vera Murchie	UNISON East Ayrshire
Cliff Parr	UNISON Highland / Inverness Trades Union Council

STUC Past Presidents

1897	D McPherson (Glasgow TUC)	1938	H Ellison (National Union of Railwaymen)
1898	John Keir (Aberdeen TUC)	1939	R Talor (Scottish Horse and Motormen)
1899	T McBurney (Dundee TUC)	1940	W Quin (N.U.G and M.W)
1900	T Wilson (Edinburgh Bakers)	1941	J Watson (N.U.D and A.W)
1901	Councillor J Ken (Typographical)	1942	C Murdoch (Scottish Miners)
1902	Councillor W Muirhead (Ironmoulders)	1943	P Henderson (Scottish Miners)
1903	Robert Smillie (Miners)	1944	J Crawford (Printers' Assistants)
1904	George Murdoch (Perth TUC)	1945	J Young (A.E and S.D)
1905	Robert Smillie (Miners)	1946	Councillor J Campbell (N.U.R)
1906	Bailie W Johnstone (Aberdeen TUC)	1947	Councillor J Duncan (Cons. Engineers)
1907	John T Howden (Joiners)	1948	J Sullivan (T and GWU)
1908	James Gavin (Ironworkers)	1949	Councillor W McGinniss (G. and M. W.)
1909	James Gavin (Ironworkers)	1950	W Pearson (National Union of Mineworkers)
1910	J C Hendry (Brechin Mill Workers)	1951	J Lang OBE (I. And S.T.C)
1911	James Brown (Miners)	1952	J Brannigan MBE (S.H.M.A)
1912	D Palmer (Aberdeen TUC)	1953	A.D. McKeller OBE (A.E.S.D)
1913	Councillor A R Turner (Glasgow TUC)	1954	J G Bothwell (T.S.S.A.)
1914	Bailie R Climie (Ayrshire TUC)	1955	T B Meikle OBE (T and GWU)
1915	NO CONGRESS HELD	1956	D Currie (C and AWU)
1916	David Gilmour (Miners)	1957	F Donachy (National Union of Railwaymen)
1917	Robert Allan (Edinburgh TUC)	1958	W Mowbray (Scottish Union of Bakers)
1918	Hugh Lyon (Horse and Motormen)	1959	A Moffat (National Union of Mineworkers)
1919	Neil S Beaton (Shop Assistants)	1960	James Milne (Aberdeen Trades Council)
1920	William Shaw (G.T and L.C)	1961	Edward W King (USDAW)
1921	Bailie J Walker (I and S.T.C)	1962	Patrick Connor (AEU)
1922	C N Gallie (Railway Clerks)	1963	David Lauder (NUR)
1923	J Murdoch (Scottish Mineworkers)	1964	Frank H Stephen (DATA)
1924	Tom Wilson (Shop Assistants)	1965	William Scholes (T and GWU)
1925	W Leonard (Furnishing Trades)	1966	Alex H. Kitson (SCMU)
1926	J F Duncan (Scottish Farm Servants)	1967	W McLean (National Union of Mineworkers)
1927	P Webster (Horse and Motormen)	1968	J Irvine (ISTC)
1928	J Nairns (Textile Workers, Kirkcaldy)	1969	Enoch Humphries (FBU)
1929	George Kerr (Workers' Union)	1970	J A Matheson (NUR)
1930	R Watson (Scottish Typographical Association)	1971	A M Donnet (NUGMW)
1931	C N Gallie (Railway Clerks)	1972	R MacDonald (T and GWU)
1932	W Leonard (Furnishing Trades)	1973	A W Day (ASTMS)
1933	James Crawford (Printers' Assistants)	1974	Miss E McIntyre (NUH&KW)
1934	Thomas Scollan (Glasgow TUC)	1975	J H Dollan (NUJ)
1935	Thomas Brown (Shop Assistants)	1976	Andrew Forman (USDAW)
1936	James Young (A.E.S.D)	1977	Hugh D'arcy (UCATT)
1937	Bell Jobson (Scottish Farm Servants)	1978	Arthur Bell (ISTC)

- 1979 Charles C. Drury (NALGO)
1980 Bill Dougan (A.S.B.S.B.S.W.)
1981 Jimmy Morrell (General and Municipal Workers Union)
1982 John D Pollock (Educational Institute of Scotland)
1983 Andy Barr (National Union of Railwaymen)
1984 John Langan (Association of Scientific, Technical and Managerial Staffs (ASTMS))
1985 Tom Dougan (A.U.E.W:E.F.C.)
1986 Hugh Wyper (Transport and General Workers Union)
1987 Ron Curran (National Union of Public Employees)
1988 Charles Gallagher (National and Local Government Officers Association (NALGO))
1989 Ronnie Webster (Aberdeen Trades Council)
1990 George Bolton (National Union of Mineworkers: Scottish Area)
1991 Clive Lewis (Iron and Steel Trades Confederation)
1992 Jane McKay (Glasgow Trades Council)
1993 Chris Binks (Confederation of Health Service Employees)
1994 Harry McLevy (Amalgamated Engineering & Electrical Union)
1995 Willie Queen (Transport and General Workers Union)
1996 Pat McCormick (Union of Shop, Distributive and Allied Workers)
1997 Mary Harrison (GMB: Scotland)
1998 Pat Kelly (National Union of Civil & Public Servants)
1999 Anne Middleton (UNISON)
2000 Matt Smith (UNISON)
2001 Liz Elkind (Edinburgh Trades Union Council)
2002 David Bleiman (Association of University Teachers: Scotland)
2003 Pauline Frazer (AEEU)
2004 Sandy Boyle (UNIFI (Banking Union))
2005 Anne Douglas (PROSPECT)
2006 John Keenan (South Lanarkshire and East Kilbride TUC)
2007 Katrina Purcell (UNISON)
2008 Phil McGarry (RMT)
2009 Fiona Farmer (Unite)
2010 Martin Keenan (Communication Workers' Union)
2011 Joy Dunn (PCS)
2012 Mike Kirby (UNISON)
2013 Agnes Tolmie (Unite)

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