
nus **s** *scotland*
CONFERENCE

4 April 2019 | Edinburgh

Women's Conference Motions document

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Motion 1

Follow through on Women of Colour research

Tabled by: NUS Scotland Women's Committee

Conference notes:

1. NUS Scotland has carried out research into the experiences of women of colour at Scottish institutions in February-March 2019.
2. Whilst analysis from the survey are still being put together, the aim of the survey is to use the analysis to inform policy position within NUS Scotland as well as lobbying for a more intersectional approach to gender and race equity in Scottish institutions.

Conference believes:

- 1 With the NUS Scotland Women's Campaign having been defunded there is uncertainty about what will happen to this work.
- 2 This work has the potential to interject a narrative that has long been excluded from research and policy across the education and women's sector in Scotland and it is integral that this work is taken forward.

Conference resolves:

- 1 NUS Scotland Women's representative should work with the NUS Scotland President and other members of the SEC to ensure that the analysis from this research is published.
- 2 The analysis of this research should inform the women's representative work and scrutiny of NUS Scotland's output, ensuring that gender and race equity are at the center of all work by NUS Scotland.
- 3 The women's representative work with self-identifying women of colour students, and officers within the student movement, to ensure that women of colour and their needs are central in the use of this report's findings.
- 4 The objectives of this research project, as set out by the previous committee, be carried out as a priority for the Women's representative.

Motion 2

Resourcing our Women's Rep

Tabled by: NUS Scotland Women's Committee

Conference notes:

- 1 Proposed reforms to NUS UK will de-fund the Women's Campaign in Scotland and change the full-time Women's Officer position into a voluntary Women's Representative.

Conference believes:

- 1 The full-time Women's Officer in NUS Scotland is integral to its leadership.
- 2 Despite a small budget the campaign had been effective and consistent fulfilling its purpose. Working with students, officers and the wider education and women's sector: combating gender based violence, pro-choice advocacy, ending period poverty, Women in STEM, sex-worker solidarity etc.
- 3 The campaign is an influential and powerful voice across the educational spheres, successfully lobbying and influencing the Scottish Government, the SFC, Universities Scotland, Colleges Scotland, Trade-unions, Women's organisations etc.
- 4 The campaign is fundamental to securing a free, fair and accessible education in Scotland, working in a devolved capacity which cannot be fulfilled by the NUS UK Women's Officer.

Conference resolves:

- 1 The Women's Representative submit to the Scottish Executive Committee 2019/2020 a proposal for organisational capacity and a £500 budget to continue to engage in sector-wide developments including:
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Equally Safe in Colleges and Universities, free access to sanitary products, Scottish Funding Council Gender Governance and any other areas of work deemed a priority.

- 2 That the Women's Representative submit to the NUS Scotland Conference 2019/2020 a proposed rules change allowing a minimum £500 budget for the Women's representative to continue to develop and deliver work with students, students associations and organisations across the sector in-line with the mandate of the campaign.
- 3 That refunding a full-time women's officer role and campaign in Scotland becomes a priority for the Women's Representative in any future consultation and reforms proposed for NUS Scotland's Officer structure, including a President/Women's Officer FTO structure.

Motion 3

Defending gender balancing

Tabled by: NUS Scotland Women's Committee

Conference notes:

- 1 Gender balancing rules within NUS Scotland is the result the struggle to ensure that women students in Scotland can access and participate in the democracy of our National Union, whether through setting policy, electing officers or running in elections.
- 2 NUS Scotland has been a long-time proponent of gender parity across public and political spaces in Scotland (supporting Women 50:50 and other campaigns), recognizing it as a necessary step to ensure women have their voices heard at the highest level of decision making across our society, and as a necessary step towards gender equity.
- 3 Proposed reforms to NUS UK National Conference will likely result in the end of gender balancing at conferences, the removal of NUS Scotland Women's Conference and full-time officer.

Conference believes:

- 1 The impending reforms means that NUS Scotland Conference will become the only platform for women students in Scotland to engage with the democratic processes of NUS Scotland. Making it even more integral gender balanced conference are maintained. Ensuing that Women students can continue to participate and have their voices heard with the NUS Scotland.
- 2 Gender balancing at NUS Scotland conference is further necessitated to ensure the continued viability and engagement with the women's movement through the Women's liberation caucus to be held at Scotland Conference following reforms.

Conference resolves:

- 1 The Women's Rep submit rules change to NUS Scotland Conference 2020 which maintains gender balancing among delegates to all democratic events.

Motion 4

The real cost of an apprenticeship: Are women paying the price?

Tabled by: Forth Valley College Students' Association

Conference notes:

- 1 A lack of access to modern apprenticeships is holding back women and ethnic minority Scots in the workplace, according to a major survey of inequality in Scotland.
- 2 According to the figures published in 2018, provided by Skills Minister Jamie Hepburn, the number of women completing apprenticeships was the lowest since 2011-12, when the total was 7,199.
- 3 Modern Apprenticeships continue to see young workers channelled into gender-segregated roles, with women taking up opportunities in low paid careers such as hairdressing.



Conference believes:

- 1 There are large pay differences across the apprenticeship framework therefore women are less likely to be apprentices in better-paid sectors such as construction, engineering, and transport and logistics.
- 2 One factor that might explain the decrease in declining apprenticeship numbers might be due to the rising cost of living, with some apprentices simply not being able to afford to finish their scheme.

Conference resolves:

- 1 To work with Skills Development Scotland to ensure an "Equalities Action Plan" for Modern Apprenticeships is implemented, which should set specific improvement targets for participation by gender, race and disability.
- 2 In order to improve access to work for women and to tackle gender segregation, NUS Scotland must lobby the Scottish Government to hold Skills Development Scotland to account, including through their contractors to ensure that apprenticeships at all levels improve participation for those not already in work.

To lobby Scottish Government to investigate why the number of women qualifying as apprentices is declining and demand more is done to invest in getting more women into STEM apprenticeships.





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