

**TUC  
Black Workers'  
Conference  
2009**

**Race Relations Committee  
Report**



***TUC BLACK WORKERS' CONFERENCE 2009***

Spa Complex, Scarborough

Friday, 24 April 14.00 to 17.30

Saturday 25 April 09.30 to 17.30

Sunday 26 April from 09.15



## CONTENTS

	<i>Page</i>
1 <i>Race Releations Committee</i>	5
2 <i>The employment gap</i>	6-7
3 <i>Black women and employment</i>	7
4 <i>Campaign against the far right</i>	8-11
5 <i>Tackling racism in the workplace</i>	11-12
6 <i>Black leadership framework</i>	12-13
7 <i>Representation at TUC Congress</i>	13-14
8 <i>Single Equality Bill</i>	14-15
9 <i>Equality and Human Rights Commission</i>	15
10 <i>United Friends and Families Campaign</i>	15-16
11 <i>Violence Against Women</i>	16-17
12 <i>Migrant workers</i>	17-18
13 <i>ID cards</i>	18-19
14 <i>Agency workers</i>	19-21
15 <i>Asylums seekers - Let Them Work campaign</i>	21-22
16 <i>Durban Review Conference</i>	23-24
17 <i>International matters</i>	24-26
18 <i>Committee attendance</i>	27



**1 RACE RELATIONS COMMITTEE**

The General Council has been represented on the Race Relations Committee during the year by:

Brian Caton	Tim Poil	Mohammad Taj
John Hannett	Leslie Manasseh	Sue Rogers
Billy Hayes	Gloria Mills	John Smith
Eleanor Smith.		

Members elected to serve on the Race Relations Committee at the 2008-09 Conference were:

Pauline Anderson	National Association of Probation Officers
Mohamed Benkharmaz	Unite - Amicus
Gargi Bhattacharyya	Association of University Teachers
Freddie Brown	Prospect
Indira Bhansali	Society of Radiographers
Floyd Doyle	Associated Society of Locomotive Engineers and Fireman
Lorna Campbell	Public and Commercial Services Union
Mark Clifford	Unison
Collette Cork-Hurst	Unite - Transport and General Workers' Union
Jitu Depala	Community
Sybil Dilworth	Amicus
Zita Holbourne	Public and Commercial Services Union
Dotun Alade-Odumosu	GMB
Phyllis Opoku-Gyimah	Public and Commercial Services Union
Michael Nicholas	Fire Brigades' Union
Harish Patel	Unite/Transport and General Workers' Union
Ian Taylor	Communication Workers' Union
Freddie Toolaram	Community – the union for life
Maureen Williams	Union of Shop, Distributive and Allied Workers

Gloria Mills was elected as Chair and Sarah Veale, Head of the Equality and Employment Rights Department, served as Secretary. Members of the Equality and Employment Rights Department working with the Committee during the year were Wilf Sullivan, TUC Race Equality Officer, Carol Ferguson Departmental Secretary and Jane Cook, Administrative Assistant.



## **2 THE EMPLOYMENT GAP**

A resolution at the TUC Black Workers' Conference 2008 highlighted the urgent need for affiliates to review their bargaining work and priorities to reflect the need to close the ethnic minority employment gap.

The TUC has continued to lobby the Government through the Ethnic Minority Employment Taskforce (EMETF) for more proactive actions that tackle the employment gap between black and white workers.

The TUC has continued to have concerns about the lack of effectiveness and stability of the EMETF because of continued ministerial changes. The current Chair Tony McNulty is the sixth chair of the Taskforce since its inception in the autumn of 2003 and there have also been numerous changes of ministers representing the departments that make up the EMETF.

The TUC has continued to press the Taskforce to take a more robust attitude to tackling racism in the workplace especially in the light of the recommendations made by the NEP Business Commission that the Government should set an over-arching goal of halving the ethnic minority employment gap by 12 percent by 2015 and that if insufficient progress is made in the private sector to introduce legislation which obliges private sector employers to promote workplace race equality, tougher legislation should be introduced. Whilst the Government has accepted many of the recommendations in the NEP Business Commission report, there has been a reluctance to set targets for the private sector or to take further legislative or enforcement measures that are aimed at employers as they are seen as a "burden on business".

The TUC through the Ethnic Minority Advisory Committee and discussions on Government procurement strategy has continued to lobby for procurement to be used as a lever to improve race equality practice in the labour market.

The TUC welcomed the latest statistics from the labour force survey which show that the ethnic minority employment gap has reduced to 12.9 per cent from 15.9 per cent at the beginning of 2007. Whilst this represents a continuing downward trend in the gap, the TUC is concerned that the progress made in reducing the gap may be reversed because of the current economic recession. Current figures have indicated that the recession has not disproportionately affected workers from black and minority ethnic communities. However the effects of job losses in finance, retail and distribution, hotels and restaurants, all sectors where black workers are over-represented, have not yet fed through into the unemployment figures. Currently, unemployment in black communities is at least twice the rate of the majority population and any disproportionate effect on employment because of the recession will increase the problems of poverty in black communities.

The Government has recently set up a new Business Commission lead by James Cann to look at measures that should be taken by employers to tackle racial inequality in the workplace. The Equality and Human Rights Commission (EHRC) has also commissioned investigations into both the police and construction sectors which reflect the NEP Business Commission's recommendation to carry out sectoral reviews. However, the Race Relations Committee is disappointed that it has not been able to carry on the sectoral work that it had started with the Commission for Race Equality (CRE) through the TUC/CRE Liaison Committee with the new Commission. The TUC is continuing to press the EHRC to establish trade union liaison arrangements.

The TUC will continue to lobby Government to take measures that improve race equality in the workplace and is urging affiliates to ensure that when dealing with redundancies, they ensure that discriminatory criteria or practices that may be used in redundancy situation are resisted.



### **3 BLACK WOMEN AND EMPLOYMENT**

The TUC as part of its work to promote some discussion and action on the discrimination faced by black women in the labour market produced a report that was published at the TUC Black Workers' Conference 2006 on *Black Women and Employment*.

The Race Relations Committee agreed as part of this agenda to invite the Equal Opportunities Commission (EOC) to the Black Workers' Conference 2006 to speak about their *Move On Up* project that was examining the discrimination faced by black women at work. The EOC also participated in a panel debate that was held at the Conference on the problems faced by black women in the workplace. Collette Cork-Hurst, a member of the Committee, participated in the EOC's advisory group for the *Move On Up* project.

Unfortunately, neither the TUC nor Race Relations Committee were in a position to follow up this work in 2007. However this has remained a priority area for further work to take place.

In order to take this work forward the Race Relations Committee organised a joint seminar with the TUC Women's Committee on *Black Women and Employment* in July 2008. The purpose of the seminar was to:

- discuss issues that black women face in employment;
- prioritise the issues that trade unions need to raise on their behalf; and
- plan a strategy on organising black women in the workplace and making sure that their priority issues are acted on by trade unions.

Speakers addressing the event were Gloria Mills (Chair of the TUC Race Relations Committee), Professor Geraldine Healy (Queen Mary College, University of London), and Zohra Moosa (Fawcett Society).

A number of topics, relating to the purpose of the seminar, were identified and there was an opportunity for participants to discuss each topic and be involved in small short roundtable discussions. Zita Holbourne from the TUC Race Relations Committee chaired the event.

The event was the first time that the TUC had organised an opportunity for black women trade unionists to come together to examine problems facing black women in the workplace.

A report called *Negotiating Gender, Race and Class: The Way Forward* was published in January 2009. The report, which details the contributions from the speakers and reports on the conclusions of the workshops, also contains a number of recommendations which will be used as the basis for future work on black women and employment by the Race Relations Committee and the Women's Committee.



#### **4 CAMPAIGN AGAINST THE FAR RIGHT**

A number of resolutions at the TUC Black Workers' Conference 2008 expressed alarm at the continuing growth and electoral success of the BNP and other far right parties.

TUC strategy on challenging the far right is based on TUC Congress resolutions carried at the Congress in 2003 and 2005. The 2003 strategy was built round three key elements, which were, building an activist base, building unity and legal reform. The 2005 resolution recognised that there was a need for the development of some co-ordination of the work of trade unions which resulted in a number of meetings at national level and a concerted effort by TUC regions to co-ordinate campaigning with anti-racist/ fascist organisations campaigning against the BNP in their areas.

Whilst various strategies employed by the anti-racist/fascist movements and trade unions have had some success in containing the BNP's electoral progress in General and European Elections the reality has been that in local elections the BNP has continued to increase its seats. Current strategy has done little to help achieve the ultimate goal of reducing representation of the BNP and other far-right wing parties like UKIP to zero representation in political posts.

The 2009 European Election presents a formidable challenge in the fight to stop the BNP making electoral progress. In the 2004 elections the BNP secured 5.9 per cent of the vote nationally but this was in the context of the success of UKIP who polled 16 per cent of the vote and secured 12 MEPs. With the internal problems of the UKIP which is now without Robert Kilroy-Silk who no longer fronts the party, the BNP are expecting to be able to capitalise on the vacuum this has created and pick up at least one seat.

Their best chance will be in the North West, Yorkshire and Humberside and the West Midlands where they polled 7.5 per cent, 8 per cent and 7.5 per cent respectively in 2004. They will need as little as 8.5 per cent to be elected in the North West and 11.5 per cent to be elected in Yorkshire and Humberside or the West Midlands. Whilst the reduction in the number of MEPs from 78 to 72 will hamper the chances of the BNP gaining a seat this disadvantage may be offset by a fall in the turnout. In 1999 the UK had the lowest turnout for European Elections in Europe with 24 per cent. This was improved in 2004 when the Government extended postal balloting and was also boosted by local elections taking place at the same time in many areas. This resulted in an increase in the turnout to 38 per cent. However there is no evidence to believe that this level of turnout will be sustained.

Success in the European Elections would help the BNP get over some of their current financial problems as an MEP's salary, office and support costs amount to more than £200,000 per year.

The implications for the coming European elections for the European parliament are also important. During the last parliament, partly due to the accession of Romania and Bulgaria who elected a number of far-right MEPs a far right political grouping called Identity, Tradition and Sovereignty (ITS) was formed within the parliament. The rules state that political groups can be formed by a minimum of 20 MEPs with a political grouping being entitled to financial support of between £1m and £1.4m from the public purse. The ITS fell apart because of antagonism between the Romanian MEPs and Alessandra Mussolini.



There is a risk in the coming elections that if the far right are successful they will be able to form a more stable group with the Austrian Freedom party, France's Front National and Italy's Northern League providing an important axis. Unfortunately the drift rightwards of European politics and the increasing acceptability of extreme right wing parties make this a real possibility. An illustration of this is the lack of comment on the recent Austrian elections where the two main far-right parties won 29.7 per cent of the vote and may form a Government compared to the outrage, condemnation and threats of political isolation from the European Union when the far right won 28 per cent in 2000 and became part of a coalition with the conservatives.

The TUC has undertaken a number of projects to help union build a base of activists that can effectively campaign against the far right. These have included the development of two campaigning handbooks. The first, a TUC/Searchlight *Organising Against Racism and Fascism* handbook aimed at giving activists ideas and strategies to campaign in the community, was written with Searchlight and was used in a number of training and organising sessions run by TUC regions in areas where the BNP were active. The second more recent publication, called *Organising Against Fascism in the Workplace*, focuses on what activists could do to campaign in the workplace.

An online course was developed and piloted by **unionlearn** and a poster and leaflet developed for unions to badge and use during election campaigns or more generally in the workplace.

An online course for trade union representatives and union officers was developed and piloted to develop an understanding of the far right, and give confidence to activists supporting trade union opposition to the far right.

The TUC also developed a poster and leaflet called *Unions unite - the far right divide*, that affiliates have been able to badge and use in the workplace. The leaflet explains why the politics of parties like the British National Party are incompatible with the values that we hold as trade unionists, the continuing danger of the far-right and the need to actively campaign against them.

Some unions have produced their own materials to assist with the campaigns that they have undertaken against the BNP. Whilst unions have welcomed the resources that the TUC have produced they are not being widely use by affiliates.

A particular problem is that the TUC has to be careful given its lack of a political fund about what it produces and says during an election period. This has meant that TUC resources such as leaflets and posters need to be badged by unions if they are to be used.

The TUC has continued to work with and encourage unions to develop links with anti-racist/fascist organisations working in the community as part of a strategy to build unity in campaigning against the BNP. Much of this work has been in the lead up to local, national and European elections.

Whilst current strategies have helped to contain the BNP, they have continued to gain political support. In a recent analysis of voting patterns Searchlight highlighted that Labour's support among its traditional working class voters has been shrinking for many year and that in many core constituencies party support among working class voters was at a lower level in 2005 when it won the election than in 1983 during the Thatcher years. In 1997 50-59 per cent of working class voters supported labour, by 2005 this

had dropped by 10 per cent. In core labour areas like Sheffield between 2001 and 2005 Labour's vote dropped from 60 per cent to 49.9 per cent and in Burnley Labour's share of the vote fell by 38 per cent during the same period.

Whilst for some years many of these voters did not vote, analysis of the BNP's election results show that this is changing with BNP's adoption of a strategy to present itself as the emerging voice of this forgotten working class. A survey of the wards that have produced the best 25 BNP results showed that all but one ranked well below the average in the indices of deprivation and that nearly all are among the top 10 per cent of deprived areas. The result is that the BNP is challenging Labour in many of its heartlands. This has only been mediated in some places by the success of independents.

The anti-fascist movement's campaigns have for the most part been based on two approaches. The first as typified by the UAF has been to portray the BNP as a racist party containing Nazis and criminals. Underlying this is the belief that ultimately the British public are intolerant of racists and that if you can inform enough of them they will come out and vote against racism and bigotry. The second as typified by Searchlight has been to take a more local approach and as well as exposing the type of people standing for the BNP, tackle the BNP on local issues by creating a community coalition that presents alternatives to what the BNP are offering. This approach attempts to fill the vacuum left by the mainstream political parties.

The problem with the first approach is that the way that politicians and the press have dealt with issues of asylum and immigration have fuelled racial tensions in poor communities which aids the BNP in using issues of race to articulate their version of the concerns and grievances of working class communities. Campaigning against them as a racist party does encourage anti racists to vote but does nothing to challenge or change the minds of those that are alienated by mainstream politics. The second approach has been effective especially where the BNP have stood for the first time but if it is to be sustained relies upon creating strong broad based coalitions. This is problematic in the context of the rivalries in approach between the UAF and Searchlight.

Whilst it is important for the trade union movement to continue to support and help build community initiatives the main challenge facing unions is convincing their own members of the need not only to be actively against the BNP but to be active in opposing them. Anecdotal evidence suggests that when trade unions send out information encouraging members to vote against the BNP they get a negative reaction from some of their membership.

The European Elections present a different challenge because constituencies are much bigger and because campaigning on purely on local UK-based issues is not particularly relevant and because every vote counts due to the list system. The elector's knowledge of Europe tends to be hostile partly because of political and media xenophobic attitudes to European politics and also because of ignorance of the political structures and issues that form the European political policy agenda. This is a major contributing factor to low turnouts at European elections.

There is a need to develop a more sophisticated message to the current approach to seeing campaigning against the BNP as part of the anti-racist work that unions do. The emphasis on anti racism has tended to marginalise campaigning against the far right as an equality issue. If campaigns within the trade union movement against the far right are to be

successful they need to break away from the equalities stereotype which suggests that they are only about disadvantaged groups and take on the issue of far right politics in a much more mainstream political way.

The TUC booklet *Organising Against Fascism in the Workplace* represents the beginning of a change to emphasis to a more pro active anti-fascist workplace based approach which needs to be built on. A recent initiative being planned between BECTU and the TUC is aimed at getting students and university staff to form anti-fascist groups on university campuses aimed at politically educating students and encouraging them to vote through the use of student radio. The principle underlying this strategy is to get activists to campaign and influence the people around them and to equip them with a wider range of political arguments to persuade people to vote against the BNP.

In order to campaign against the BNP in the European elections there is a need to challenge them directly by developing posters and leaflets which counter the political solutions that the BNP put forward to address the needs of working people. The major challenge will be to get people to vote as the lower the turnout the more likely it is that the far right will be successful at the ballot box. The reality is that many people are not familiar with the detail of BNP policies and given the authoritarian and extreme nature of their manifesto exposure would undermine their position.

However to do this effectively there is a need to overcome the problem of TUC resources being produced but not being used. The TUC is working with unions to explore the possibility of running co-ordinated ad campaigns through union magazines and other publications and by organising briefings for shop stewards and activists to encourage them to campaign in the workplace. Such an approach would also avoid the problems caused by electoral law as unions are able to prepare and distribute political materials directly to members without it being counted as controlled expenditure.

The TUC is developing a series of posters/ads that focus on undermining BNP the manifesto and plan to run workshops in TUC regions during the lead up to the European Election period for trade union stewards and activists to brief them about the resources available and to provide a focus for workplace campaigning against fascism during the European Election campaign period.

The TUC is also working to get the ETUC to make campaigning against racist, fascist and extreme-nationalist parties across the European Union one of its top priorities in the forthcoming period, by working with the broadest possible range of European and national organisations, individual affiliates, and anti-racist and anti-fascist groups.



## **5 TACKLING RACISM IN THE WORKPLACE**

The Race Relations Committee has continued in their work priorities to encourage affiliates to see race equalities issues as collective bargaining matters.

Initiatives such as BECTU's *Moving On Up* event, the TGWU's *Justice For Cleaners Campaign* and Unison's *Tackling Racism in the Workplace Project* have demonstrated that unions can take imaginative action aimed at improving race equality in the workplace. However, it is questionable as to whether without more sustained action such

initiatives can of themselves make a significant impact in narrowing the employment gap or tackling the barriers facing black workers in the workplace.

In many workplaces dealing with race discrimination has become a matter of individualised conflict between unions and management, often externalising the problem by dealing with it exclusively as a legal issue. Trade union engagement with race policy has become almost exclusively in response to management initiatives such as diversity policies or when responding to legislative requirements such as race equality schemes under the Race Relations (Amendment) Act 2000. As a result in many workplaces the issue of race policy has come to be seen as an issue that can only be developed in the context of employer action.

The TUC through the TUC/CRE Liaison Committee put pressure on the CRE to take enforcement action against many parts of the public sector because Race Equality Schemes have not been compliant with the legislation or properly implemented. This culminated in the CRE stating that enforcement action should be taken against sixteen Government Departments who were found not to be complying with the law. The TUC has continued to pressure the new Equality and Human Rights Commission on whether it intends to follow this recommendation in its enforcement strategy. The TUC has also supported PCS in their attempt to get enforcement action taken against these Departments.

The focus on policy development in relation to legislative change has led to less collective bargaining in response to the problems articulated by black workers in the workplace and as a result has often placed the initiative firmly in the hands of employers. Employers increasingly see the equality policy area as something that they consult unions about, rather than negotiate, and as a result the practical problems faced by black workers in the workplace have become reduced to individualised complaints that are responded to in the context of individual acts of discrimination that can only be resolved through a legal process.

In order to develop a link between national policy aspirations and practical workplace action there is a need to promote the priorities that the TUC has pursued at Government level and to examine how these priorities can be pursued at a sectoral level.

During the last year the TUC has continued to work to work to raise the level and profile of trade unions' work on race equality in the private sector. In order to do this the TUC commissioned the Labour Research Department to look at race equality practice in the private sector. The results of this research were presented at a fringe meeting at TUC Congress. The TUC will be using the information collected by LRD to update its guide on negotiating for race equality at work.



## **6 BLACK LEADERSHIP FRAMEWORK**

In November 2007 the Executive Committee agreed to explore the possibility of establishing a black leadership framework which would encompass training and mentoring programme. As a first step the TUC established a research project to carry out research that assessed past trade union education provision in developing black trade union leaders and looked at what is currently available, as well as potential delivery

mechanisms at a regional and national level.

The research had looked at the mainstream courses that were run by the TUC and some unions and also examined the courses that had emerged as a result of the TUC Stephen Lawrence Inquiry and run at the National Education Centre until it closed. A number of course participants who had attended a Black Officers' Summer School run in 2007, a Black Staff and Officer Summer School organised by the TUC Organising Academy in 2008 and a TUC Midlands leadership course held in 2008 were interviewed as part of the project research.

In January 2009 the TUC published the report resulting from the research. The report called *Preparing for Leadership and the Challenge of Power* contained proposals that could form the basis of a leadership programme that could be run for black lay activists and black employed staff of trade unions. The recommendations from the report were based on the principles that a leadership programme should be established on the basis of continuing education/training, that the cohort of students should be kept together, that a framework of mutual and external mentoring should be constructed as a means of support and that the students should be set personal development goals based upon their learning.

The report is being used basis for discussions with **unionlearn** and the Organising Academy, with a view to putting a report to a future TUC Executive Committee meeting with some firm recommendations for setting up a black leadership programme.



## **7 REPRESENTATION AT TUC CONGRESS**

The TUC has monitored the ethnic origin of delegates to Congress since 2000 as part of a strategy to encourage affiliates to improve the representation of black members and women at Congress.

The monitoring is based on the number of returns that are made to the TUC on the Congress delegation monitoring forms and whilst there is not a 100 per cent return of monitoring forms, the data gives a fairly accurate picture of trends within delegations.

From 2000 there was a gradual increase in the number of black delegates that affiliates were sending to TUC Congress. However in the last two years there has been a decline in the numbers and proportion of black delegates attending Congress.

The Race Relations Committee has when discussing the monitoring reports from Congress, always been concerned at the low participation of black women and looked for ways in which this can be increased. Recent concern has also centred on the effects of mergers and the possibility that this has resulted in a reduction of black delegates.

The TUC asked unions that are represented on the Race Relations Committee to indicate how they appoint representatives to their Congress delegations in order to establish a rough picture of the range of ways that delegates are selected.

Three of the unions that responded had systems for reserve seats where black members were automatically selected from the reserve seat members on their national executive



committees or from their regional and national race structures. Other unions that responded had delegations selected by election either at national conference or from their national executive committees.

Whilst this was a small survey it is evident that in larger unions where there are established black structures at regional as well as national level there tends to be provision for reserved seats on the TUC Congress delegations. However in unions where there are only black workers structures at a national level and in the smaller unions where there are no networks or no structures, the method of selecting congress delegations is direct election and there are no reserve seats for black members

Whilst the TUC can continue to remind affiliates that they need to take action to make their delegations more representative of their membership the current situation represents an organising challenge for black workers in trade unions. The pattern of how Congress delegations are established indicates that there is a need to encourage better representation of black activists in mainstream union posts across the unions to enable a bigger pool of candidates that can be encouraged to stand for election for Congress delegation seats in those unions that have elections. There is also a need to look at how black structures can be strengthened not only nationally but regionally within unions, which could help encourage unions to examine the need for fair representation.



## **8 SINGLE EQUALITY BILL**

The Government published its proposals for a single Equality Act in a Green Paper in June 2007. This Green Paper was criticised by the TUC and many others for proposing merely to consolidate the law, for potentially weakening the public sector equality duties and for failing to create a strong, coherent and comprehensive Equality Bill. The new Secretary of State for Equality, Harriet Harman, and the newly created Government Equalities Office reconsidered the proposals and, in July 2008, a White Paper *Framework for a Fairer Future* was published. In November 2008, the Equality Bill appeared in the Queen's Speech and it is currently anticipated that it will be introduced into the Commons in April 2009.

There have been a number of improvements in the proposals for the Bill since the Green Paper was published which include: a new single public sector equality duty which would apply to all the grounds of discrimination (the existing duties only cover race, gender and disability); a commitment to retain the current structure of the public sector equality duties (*ie* a general duty supported by specific duties); extension of the age discrimination law to cover goods, facilities and service provision; and new powers for tribunals to make recommendations in discrimination cases. In addition, the Government is still considering a range of issues for inclusion in the Bill, such as possible measures on public procurement and equality, measures on pay transparency, and recognition of multiple-discrimination in the statutory framework.

The TUC will continue to campaign and lobby for improvements in the Bill. The TUC has met with the Government Equalities Office and the ministers responsible for the Bill on a number of occasions. Sarah Veale, Head of Equality and Employment Rights, is a member of the senior level stakeholder group on the Equality Bill, which has been set up by the GEO and has met monthly since autumn 2008. In addition, the TUC has

responded to various ad hoc informal and formal consultations on different aspects of the Bill and has submitted evidence to Parliamentary Committee enquiries. The TUC's overall priorities are ensuring effective public duties, a clause on procurement and equality, better enforcement mechanisms, and reform of equal pay law.

In autumn 2008, the TUC carried out regional briefings for union officers on the new Equality Bill which 185 officers attended. It has provided briefings for lay reps and for equality and legal officers and it will keep affiliates updated on progress in the coming year. Regular updates have also been given to the Equality Committees. The TUC has met with the EHRC to discuss the Bill and has worked with affiliates, EHRC and equality NGOs to share information and co-ordinate action.



## **9 EQUALITY AND HUMAN RIGHTS COMMISSION**

The Equality and Human Rights Commission, which replaced the previous equality commissions and took responsibility for the 'new' strands as well as human rights, opened its doors in October 2007 and became fully operational in 2008. Kay Carberry, Assistant General Secretary is a Commissioner on the new body, together with Jeannie Drake, formerly Deputy General Secretary of CWU. In addition, Margaret Prosser, former TUC President and TGWU Deputy General Secretary was appointed Deputy Chair of the EHRC. Kay Carberry has regularly attended the Race Relations Committee to provide updates on the work of the EHRC. TUC equality policy officers have attended various stakeholder consultation events and submitted written responses to EHRC consultations on its three-year strategic plan and its written equality scheme. The TUC has met with the public sector duties team to discuss monitoring and compliance with the statutory equality duties. In addition, there has been regular contact with the EHRC on the Equality Bill.

The TUC are continuing to talk to the EHRC about the establishment of more formal working arrangements so that the kind of work on race equality that was done through the TUC/CRE Liaison Committee can be done with the new Commission.



## **10 UNITED FRIENDS AND FAMILIES CAMPAIGN**

A resolution at the 2008 TUC Black Workers' Conference called on the Race Relations Committee to support the *United Friends and Family Campaign* (UFFC) in their ongoing struggle to get justice for their families and friends following their deaths in custody.

The UFFC was formed in 1997 to stop deaths in custody and to ensure that when deaths do occur, the whole truth as to how they were killed, by whom and why emerges. Since being established UFFC's consistent challenges to the Police Complaints Authority, its successor the independent Police Complaints Commission, the Crown Prosecution Service, and the Government have made an impact and changes have been promised.

The TUC Race Relations Committee helped the UFFC commemorate their 10th Anniversary Procession by organising a special campaign breakfast event at Congress House for the families involved in the campaign on the morning of the march. The

Committee believes that making progress on this campaign is a vital issue for the black community given the disproportionate number of black people that have died in custody.

The Race Relations Committee also believes that this is not just a community issue but also a trade union issue. This was graphically illustrated by the death in custody of Rogers Sylvester a popular Unison member who died in custody in January 1999, after being restrained outside his home by eight police officers.

As well as organising the campaign breakfast the Committee encourage black trade unionists to support the procession and helped the UFFC organise press coverage for the event. The TUC also wrote to the Home Secretary Jacqui Smith about this issue. In the letter Brendan Barber General Secretary, stated: *“The TUC believes that the state has a duty of care towards the people it takes into custody and a responsibility to be open and accountable when deaths occur. We believe that an independent public inquiry on deaths in custody should be held as a way to ensure that lessons are learnt from previous deaths and to prevent future deaths.”*



## **11 VIOLENCE AGAINST WOMEN**

The TUC Black Workers' Conference 2008 agreed a statement issued by the Race Relations Committee on honour killings. The statement highlighted the problem of domestic violence in all communities and highlighted the ongoing funding crisis being experienced by specialist service providers for black women and children fleeing domestic violence and agreed to work and campaign with organisations in the black community supporting women and LGBT people who suffer from domestic and state violence.

As an initial step the Race Relations Committee invited Southall Black Sisters who were facing cuts from Ealing Council and also had a long history of work with black women facing domestic violence to address a meeting. Pragna Patel the chair of Southall Black Sisters (SBS) spoke about violence against women in black communities and about the recent case that SBS won against Ealing council with support from the EHRC in respect of their attempts to cut SBS's funding.

SBS work with women who were being used and trapped in domestic servitude, imprisoned in the home by being locked in the house or one room and isolated from wider contact with the community and sometimes deprived of food. In a recent case they had helped a pregnant woman who had no access to food for 9 days. This kind of abuse often resulted in mental health problems, suicide and depression.

Racist immigration laws combined with patriarchy trapped women into abusive situations. Women who found themselves without legal status because of the breakdown of their relationships were being left destitute.

The Last Resort fund given to Women's Aid to help women in this situation was only £50000-£80000. However SBS estimated that at least 100 women a year in found themselves in this situation. Women were being turned away from refugees hostels because they had no funds to pay the rent etc. Although they can work many were not in a position to because of lack of security and the need to care for dependants.



The recent case that SBS won against Ealing was significant in that it was a fight to ensure that the Community Cohesion agenda was not used to stop the provision of specialist services. Ealing had claimed that the provision of specialist services was a breach of the Race Relations Act and even said that SBS's name was in breach of the Act. On 18 July at the High Court, in a dramatic turn of events, Ealing Council withdrew their case after one and a half days of a hearing which saw their defence rapidly unravelling. From the outset, it became apparent to the presiding judge, Lord Justice Moses and to all those present in the courtroom including the packed public gallery, that Ealing Council was skating on really thin ice in attempting to justify its decision to cut funding to SBS and to commission instead one generic borough-wide service on domestic violence on the grounds of 'equality' and 'cohesion'.

However Lord Justice Moses did not accept this as an argument for not funding SBS. In his judgement he made the important point that "*There is no dichotomy between funding specialist services and cohesion; equality is necessary for cohesion to be achieved*". While Local Authorities and Government may be confused it is encouraging that a high court judge having heard the arguments understood that there can be no community cohesion without dealing with discrimination and inequality.

Ealing is not alone in cutting funding to groups in the black community on these grounds. Local Councils have interpreted the recommendations on Single Group Funding in the report of the Commission on Integration and Cohesion as a signal to withdraw funding. It was hoped that the judgement in the case would be used widely as a tool to help black community organisations fight against attempts to cut funds.

Trade unions could help by donating money to the *No Recourse to Public Funds* campaign to help destitute women and by supporting the campaign to get the Government to change the rules so that these women could get financial and other support. The TUC has publicised the campaign in its Equality Officers newsletter, on the TUC Website and in the *Black matters* newsletter.



## **12 MIGRANT WORKERS**

Following the introduction of the points based system and the implementation of stringent rules on workplace document checks and fines for employers that are found the TUC has continued to lobby for a rights based approach to migration policy.

The TUC have been concerned that the implementation of the points based system has meant that workers who had previously been able to work in the UK on work permits found themselves in occupations that were not defined as in area where there was a skill shortage. An example of this was in social care where the Government defined the level of salary for senior care workers above what was the market rate leaving workings facing a situation where they either stayed and worked illegally or returned home.

The TUC opposed the Government's proposals to introduce fines for employers found to be employing undocumented migrant workers and the introduction of duties on employers to carry out document checks because of the dangers of discrimination against black workers. Unfortunately the implementation of these plans have resulted in employers tending to implement document checks in areas where there are significant amounts of black workers which has resulted in some workers who have not got

documents for sometimes genuine reasons leaving their jobs. The TUC is also concerned about the pattern of workplace raids by the UK Borders Agency and the police which have mainly focussed on black and minority ethnic businesses.

The TUC is working with the Migrant Rights Network (MRN) to highlight the problems that migrant workers face as a result of the implementation of these proposals and are planning a negotiators guide to help trade unions deal with document checks and situations where workplace trade take place. MRN have been working with affiliates to develop training so that workplace representatives are better informed about the changes in the rules and have strategies to ensure that black workers are not discriminated against as a result of these changes.



### **13 ID CARDS**

The TUC has been particularly concerned about the introduction of the National Identity Scheme and the disproportionate impact that it will have on black communities and on civil rights.

The Identity Cards Act 2006 provided a framework for establishing a National Identity Register and issuing ID cards, with a phased implementation starting in 2008. Key elements of the legislation included a definition of what information will be held on the register; power to require access to public services to be linked to production of an ID card; power to make the scheme compulsory (through primary legislation); the appointment of a National Identity Scheme Commissioner to oversee the scheme.

The act was followed by the Strategic Action Plan for the National Identity Scheme that was published in December 2006, which together with the paper on *Controlling our borders: Making migration work for Britain*, was part of the Government strategy on citizenship, asylum and immigration.

The Government has published the Delivery Plan for the National Identity Scheme in March, thus beginning a consultation process that ended in June 2008. The TUC response to the consultation highlighted outstanding concerns and reiterated the current TUC position that is to oppose the introduction of ID cards as a matter of principle.

The TUC response stressed that the scheme would have disproportionate impact on black and ethnic minorities and third country nationals. The TUC is also concerned about the power given to employers in 'administering' the scheme as it is linked to the migration package on illegal work, whereby employers would be expected to check on a yearly basis the identity of all workers. In these circumstances, unscrupulous employers who purposefully employ undocumented workers would be in a position to threaten workers with deportation who do not have ID cards. Other employers who wish to avoid the bureaucracy involved or avoid the risks of being fined because they might inadvertently employ somebody who is not entitled to work may stop hiring BME and any other person who's right to remain may be in doubt. Moreover, gypsies, travellers, the homeless and students in further and higher education would also be adversely affected by the requirement to register an address and keep it up to date. Similarly, those with mental health problems may not be able to keep their records up to date.

The TUC is also concerned that besides access to employment, the scheme could also have a discriminatory effect as far as access to public services was concerned, where it is proposed that access to public service provisions be made subject to holding an ID card. The TUC believes that there would be public health implications if the provision of healthcare beyond basic A&E services were to be made conditional on the production of an ID card. Similarly, there would be implications in the field of education: for instance, children of undocumented migrants may risk being excluded from basic education if their access was made conditional on the production of an ID card (to which their own parents would not be entitled). The proposal to make access to public services conditional upon the production of an ID card could have implications for public sector workers, who would be used to trial the system and to extend immigration control duties to sectors of the public service other than border control and immigration services. Many public sector workers need to develop a relationship based on trust with their clients in order to effectively provide a service. These proposals would have the effect of turning public sector workers into an extension of the UK Border Agency would undermine that trust and result in them being treated with suspicion by people that they are there to assist.

The Identity Cards Act is to be followed by secondary legislation, which will set out who is eligible to apply for an ID card, the procedure for making an application for an ID card, the sources of information against which a person's identity will be checked and the information that will be included on the card. It is foreseen that many of these procedures would mirror those already in place for the issue of passports. The Government has launched a consultation on these draft regulations in November 2008, and intends to table proposals for Parliamentary scrutiny between March and May 2009, so that all the provisions can be in place by the end of June 2009.

The TUC response to this latter consultation reiterated the TUC position which, in furtherance to Motion 45 carried at the 2008 Congress, is to oppose the introduction of ID cards as a matter of principle. Specifically, the response raises issues around equality, access to services such as education, access to employment, scope of the scheme, costs, penalties, data security and data sharing, public scrutiny and crime prevention. The TUC continues to believe that such measures will lead to a disproportionate curtailment of civil liberties. The TUC believes that the ID cards will not achieve the Governments stated objectives of combating illegal immigration, criminality and terrorism threats and may have the unintended consequence of further excluding already marginalised groups.

The TUC hopes that the Government will consult widely with unions and provide an opportunity for full debate on any proposals where it seeks makes ID cards a requirement for undertaking employment in any sector in the labour market.



## **14 AGENCY WORKERS**

The TUC has continued to campaign to extend the rights of agency workers and has won some important concessions from the Government. From 6 April 2008 UK agency workers gained an important new right. Workers who take up additional services provided by the agency and which the agency charges for (such as accommodation or transport services) now have the right to cancel or withdraw from those services without incurring any penalty or detriment. Agency workers must give five working days notice to cancel services (or 10 working days in the case of accommodation services). The 2003

Conduct of Employment Agencies and Employment Businesses Regulations were amended to bring this new right into force.

From 6 April 2009, provisions of the 2008 Employment Act will come into force which introduce stiffer penalties for employment agencies that break the law and which will also give greater powers of inspection and access to the financial records of employment agencies to the government Employment Agencies Inspectorate (EASI) in order to help them determine whether an agency is breaking the law.

The TUC responded to the Government consultations that preceded these new rights and gave evidence drawn from discussion with unions, case studies and our own commissioned research to demonstrate the need for these rights.

The Temporary Agency Worker Directive was formally adopted in the EU in November 2008, following the UK agreement reached between the Government, the CBI and the TUC, which included a qualifying period of up to 12 weeks for equal treatment rights. The Directive was amended by the European Parliament in October to accommodate the UK agreement. The agreement reached in the UK broke the deadlock that had existed for more than four years, stalling any progress at EU level.

The Directive must be implemented in the UK by 5 December 2011. It is understood that the Government intends to introduce legislation in the current Parliamentary session, although they have not yet indicated when the rights will come into effect. Consultation on how to implement the Directive in the UK is expected very shortly and will run for a three month period from commencement. There will be two separate consultations, one on implementation of the Directive and a second, shorter consultation on draft Regulations.

The consultation on the Employment Agency Conduct Regulations is now underway. The Department for Business Enterprise and Regulatory Reform (BERR) launched the consultation on 19 March 2009 and it will run until 11 June 2009. The TUC is concerned that the consultation on the Regulations proposes reducing the information provision requirements on agencies in the name of 'reducing burdens on business'. This is likely to work to the detriment of agency workers and union's negotiating on their behalf and work against the spirit of the directive which will require greater access to information in order to effectively enforce the new rights.

Although the BERR consultation on implementation of the EU TAW Directive has not yet commenced, the TUC has identified areas where we will need to lobby hard to avoid a very minimalist approach being taken to implementation. Key concerns include securing a broad definition of 'pay', an inclusive definition of an agency worker, and effective anti-avoidance measures (to ensure that the 12 week qualifying period is not abused, for example). These measures are important to ensure that effective rights to equal treatment are introduced in the UK. Business resistance is expected on many of these measures and it is not clear how far the Government will put in place effective safeguards. An indication of the likely resistance from the business lobby is contained in the recommendations of the Recruitment and Employment Confederation's (REC) Agency Work Commission which were published in February 2009 ('Implementing Equal Treatment in the UK').

The TUC has commissioned Labour Research Department (LRD) to undertake analysis

of a TUC survey of workplace reps which aims to identify key areas of concern about the implementation of the Directive in workplaces and potential problem areas. This will be complemented by a survey of individual agency workers (similar to that conducted for the TUC in 2007 through YouGov and which informed the TUC response to an earlier government consultation on agency work). This survey of individual agency workers will aim to understand more about the patterns of agency work commonly undertaken - type of assignment, duration and breaks between assignment, in order to identify where potential problems lie so that effective anti-avoidance measures can be called for.

The TUC is also undertaking a series of consultation meetings with affiliates, including sector-specific meetings to identify areas of particular concern and current abuse of agency workers in individual sectors. The results of these consultative meetings will also inform our response to the consultation and associated media and campaigning work.



## **15 ASYLUMS SEEKERS - LET THEM WORK CAMPAIGN**

In June 2007 the Race Relations Committee agreed to support the development of a trade union based joint campaign between the TUC and Refugee Council for Entitlement to Work for Asylum Seekers and agreed to use the Anti Racism Rally at the 2007 TUC Congress to promote the campaign.

The campaign objective is for the Government to remove the bar denying asylum seekers the ability to legally work. Recent changes in provision for ESOL have presented an opportunity to argue that the Government should adopt a provision that after six months asylum seekers have access to ESOL if their case has not been decided. Asylum seekers would then have permission to work if their case has not been decided after six months. It also gives an opportunity to make the case that people eligible and granted Section 4 support should also have the choice to work.

The first part of the campaign has focused on engaging trade unions with the campaign and with drawing together asylum and refugee organisations on a regional basis.

As part of engaging trade unions with the campaign a pledge was drawn up asking unions to commit to the campaign and was presented to General Secretaries at Congress. Twenty-one unions signed up to the campaign and were subsequently written to asking them to send representatives to the Campaign Co-ordinating Committee. A number of unions responded and the unions currently involved in committee are ATL, CWU, MU, NASUWT, NUJ, PCS, TSSA, Unison and Unite. The Race Relations Committee, Refugee Council and a local refugee organisation also arranged a Congress fringe meeting promoting the campaign at Congress.

TUC Regions have been working with refugee and asylum groups on promoting the campaign. This has been most successful in the Northern Region where the campaign was featured on the *World Day for Decent Work*, in Yorkshire and Humberside where the campaign is being incorporated in the region's work on vulnerable workers and in the North West where it will be featured as part of this year's May Day activities. Work is still going on in other regions to try to promote the campaign.

The TUC produced a leaflet on the campaign which has been used as the basis of leaflets



produced by campaign groups in the Northern Region and by Student Action for Refugees.

As well as signing up trade unions the campaign has had great success in getting support from voluntary sector who are committed to the campaign; Barnardo's, Save the Children, the Migrants Rights Network, Student Action for Refugees and Still Human Still Here are sponsors of the campaign and part of a co-ordinating committee along with representatives from trade unions.

A second phase of the campaign involving the targeting of individuals and organisations to sign up to the campaign and the implementation of a political parliamentary strategy aimed at pressuring the Secretary of State to change Government policy was started in the new year.

The main campaign website, which is hosted by the Refugee Council, has been redeveloped so that individuals will be able to formally support the campaign by signing up to the pledge. The web site will give visitors information on local or regional groups working on the campaign and asks them to sign up MP's work colleagues, friends and local organisations they may be involved in sign up to the campaign.

A section of the TUC Web site <http://www.tuc.org.uk/letthemwork> has been designed to enable trade unionists to get the latest news on the campaign and an updated leaflet on the campaign has been produced by the TUC.

Part of the effort will be to get local institutions such as local authorities, Universities, Chambers of Commerce etc, to sign up to the campaign as a way of countering the Governments' worries about negative public opinion. Opinion polls and experience in the campaign so far have shown that there is a great deal of support for the aims of the campaign. Other actions will include:

- building support through the use of an EDM;
- establishing a cross party group of MPs to be champions for the campaign;
- lobbying MPs to sign the Pledge, sign the EDM and write to Ministers;
- organise meetings in the House of Commons and in the Lords;
- a constituency lobby of MPs;
- an Adjournment debate; and
- setting up meetings with Home Office and DWP Ministers to include trade union leaders, RC CEO, Lead MPs and Peers.

The TUC will continue to encourage unions at a local regional and national level to engage with the campaign. The Race Relations Committee has a representative on the campaign Co-ordinating Committee and is eager to promote wider engagement of black members with the campaign.

The campaign represents an opportunity for black workers' groups to engage on campaigning issues with new black communities as most of the asylum seekers affected by this issue are from Africa and the Middle East.



## 16 DURBAN REVIEW CONFERENCE

In 2001, the United Nations organised the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance (WCAR) in Durban, South Africa. The Conference, attended by more than 10,000 people from all regions of the world, adopted by consensus the Durban Declaration and Programme of Action, which remains the most important framework to date for the combat against racism and racial discrimination.

The TUC formed part of the International Confederation of Free Trade Unions (ICFTU) delegation to the WCAR and NGO Forum. Delegations from Unison, PCS, UNIFI and the CWU formed the component parts of the UK part of the delegation.

The ICFTU ran a programme of events under the banner of trade unions say no to racism at the NGO forum and Bill Jordan the President of the ICFTU was a panellist at some meetings held during the Governmental conference. Roger Mckenzie co-ordinated the ICFTU input into the NGO conference acting as rapporteur for the NGO Labour Caucus.

The ICFTU produced a report, *Trade Unions Say No To Racism*, which informed the delegations lobbying strategy at the WCAR and formed the basis of the delegations input into the NGO Labour Caucus Forum. The report can be found at <http://www.icftu.org/www/pdf/CISLantiracismeEN.pdf>. The ICFTU also produced a plan of action on fighting racism and xenophobia for trade unions - <http://www.icftu.org/displaydocument.asp?Index=991213176&Language=EN>

In 2006, the United Nations General Assembly, in its resolution 61/149, decided to convene in 2009 a Review Conference on the implementation of the Durban Declaration and Programme of Action and requested the Human Rights Council to act as the Preparatory Committee for the Durban Review Conference.

In August 2007, during its organisational session, the Preparatory Committee for the Conference set forth the objectives of the Durban Review Conference as follows:

- to review progress and assess implementation of the Durban Declaration and Programme of Action by all stakeholders at the national, regional and international levels, including assessing contemporary manifestations of racism, racial discrimination, xenophobia and related intolerance, through an inclusive, transparent and collaborative process and identify concrete measures and initiatives for combating and eliminating all manifestations of racism, racial discrimination, xenophobia and related intolerance in order to foster the implementation of the Durban Declaration and Programme of Action;
- to assess the effectiveness of the existing Durban follow-up mechanisms and other relevant United Nations mechanisms dealing with the issue of racism, racial discrimination, xenophobia and related intolerance in order to enhance them;
- to promote the universal ratification and implementation of the International Convention on the Elimination of All Forms of Racial Discrimination and proper consideration of the recommendations of the Committee on the Elimination of Racial Discrimination; and
- to identify and share good practices achieved in the fight against racism, racial discrimination, xenophobia and related intolerance.

Following dissemination of information to unions by the Race Relations Committee, a number of unions indicated that they might send representatives to the Conference. The TUC also took an active role in lobbying the Government in the run up to the Conference.

The ITUC established a planning group to explore the themes relevant to trade unions, establish lobbying priorities for the trade union delegations at the conference and co-ordinate the registration process. Consideration was also given to any trade union event that might take place if a parallel NGO forum was organised and what the ICTU approach should be to publicise the trade union position if a forum is not held. A full briefing for union delegates attending the conference has been organised in Geneva on 21 April 2009.

The TUC wrote to Ministers at the Department of Community and Local Government and the Foreign and Commonwealth Office (FCO) in January 2009 asking what the Government's plans were for engaging with the Durban Review Conference. The letter asked whether there would be a process for involving the NGO and trade union community in the process, whether the Government would be including members from the black and minority ethnic community in any delegation it sent to the Conference and whether there would opportunities for UK trade unions and NGOs that attend to communicate with Government delegates during the Conference.

A further letter was sent to the FCO in March 2009 expressing disappointment at the perceived lack of involvement of the Government Equalities Office and the Equalities and Human Rights Commission in the Government's preparations for the Conference. The letter also asked the Government to lobby the UN for trade unions to be included in the Civil Society Committee, requested that the Government clarify the makeup of the UK delegation that are attending the Conference and asked for access to the delegation during the Conference.

The European and International Department is also assisting with the lobbying and is raising the issues in the TUC's letter directly with Lord Malloch-Brown the minister who has been given responsibility for the UK's input into the Durban II.



## **17 INTERNATIONAL MATTERS**

The TUC has continued to work on matters relevant to the Black Workers' Conference on an international level. Much work has been done through the TUC's membership of the International Trade Union Confederation (ITUC) and the European Trade Union Confederation (ETUC), but some specific TUC activities are set out below.

### **Zimbabwe**

The Black Workers, Conference 2008 carried a resolution on Zimbabwe which called for the General Council to step up its solidarity work, and through the year the TUC has raised funds from trade unionists for basic support for the Zimbabwe Congress of Trade Unions - including paying for medical and legal bills. The TUC worked with Unison, Unite and other unions to supply laptops to the ZCTU's head office, regions and affiliated unions, and worked with Action on Southern Africa (ACTSA) to bring several leading Zimbabwean trade unionists to the UK to see fellow trade unionists and UK Government



Ministers. In particular, in August, the TUC paid the bulk of the costs of a conference in solidarity with Zimbabwean and Swazi trade unions held in South Africa under the auspices of COSATU, which brought together trade unionists from around the Southern Africa Development Corporation (SADC). The conference was held immediately before the SADC summit which forced Zimbabwe's President Robert Mugabe to accept a power-sharing deal. The TUC remains in close contact with the ZCTU, whose assessment of the current situation is that the Government of National Unity needs to be supported to address the current crisis, but should pave the way for a genuinely elected Government reflecting the will of the people of Zimbabwe. The TUC is assisting unions such as the NUJ, NUT and TSSA to develop their links with Zimbabwean sister unions.

### ***Palestine***

The Black Workers Conference 2008 carried a resolution on Palestine, and throughout the year the TUC has been working to promote trade union solidarity with trade unionists in the Middle East. In September, the General Council was informed that, partly due to pressure from the TUC during a visit by Israeli trade union leader Ofer Eini to the UK earlier in the year, the Histadrut and the Palestine General Federation of Trade Unions (PGFTU) had finally reached agreement on the remittance of membership subscriptions from Palestinians working in Israel to the PGFTU. Throughout the autumn, the TUC provided resources for the PGFTU to run training seminars for members on youth, women's rights, and trade union rights generally – the funds were provided through a TUC Aid appeal for solidarity with Palestinian trade unionists, and this support is continuing. In December, the TUC joined protests at the invasion of Gaza by Israel, while opposing also the shelling of Israeli towns by terrorists based in Gaza. TUC Aid launched an appeal for funds for humanitarian assistance, as part of an international trade union effort led by the International Transport Workers' Federation, and over £25,000 has so far been donated.

### ***HIV-AIDS***

The TUC took part in the XVII International AIDS Conference (IAC) held in Mexico City from 3-8 August 2008 and sponsored the participation of Daniel Boatey (Ghana Trades Union Congress-GTUC), Rose Nassanga (National Organization of Trade Unions-NOTU, Uganda), Maureen Onya (Nigeria Labour Congress-NLC) and Ann Anderson (Clerical and Commercial Workers' Union – CCWU, Guyana) in it, as well as in the trade union seminar organized by the Global Unions AIDS Programme (GUAP) held in Villa Park Hotel on the eve of the IAC.

TUC Aid, in partnership with the Bill Morris Testimonial Fund for HIV/AIDS in Africa, is implementing a workplace initiative on HIV/AIDS in collaboration with the Timber and Woodworkers' Union (TWU) in Ghana. The Project activities currently underway include awareness-raising of the impact of HIV/AIDS on the workplace, training and education activities aimed at the dissemination of information and advice on risks of infection, Voluntary Counselling and Testing (VCT) and on access to treatment, care and support for people living with the disease. Discussions are underway to implement a similar initiative in co-operation with the National Organisation of Trade Unions (NOTU) in Uganda. Following the approval of a concept note, a project proposal designed to build workplace capacity to combat HIV/AIDS in Nigeria to be implemented in collaboration with the Nigeria Labour Congress (NLC) was submitted to the DFID in July 2008 under the Civil Society Challenge Fund (CSCF).

***Capacity building***

Activities under the *Rebuilding Trade Union Capacity in Sierra Leone Project*, launched in 2007 in collaboration with the Sierra Leone Labour Congress (SLLC) are underway. A series of training workshops have already been held in Free Town and other cities. A sample survey to collect baseline information on existing membership levels and the potential for future growth was carried out while a nationwide campaign on workers' rights and entitlements and recruitment of members commenced in July 2008. A programme of education and training activities with special focus on women workers and gender issues was completed under the Project funded by the Department of International Development (DFID) over three years.

TUC Aid is also supporting the International Research Academy for Labour and Education (IRALE) in its initiative to set up an educators' network in Swaziland.



## 18 COMMITTEE ATTENDANCE 2008-2009

Name	17/06/08	23/10/08	29/01/09	19/03/09
Dotun Alade-Odumodu	✓	✓	✓	✓
Pauline Anderson	✓	✓	x	x
Mohammed Benkharmaz	x	x	x	✓
Indira Bhansali	✓	✓	✓	✓
Gargi Bhattacharyya	x	✓	x	✓
Freddie Brown	✓	✓	✓	✓
Lorna Campbell	✓	✓	✓	x
Brian Caton	x	x	x	x
Mark Clifford	x	✓	✓	x
Collette Cork-Hurst	✓	✓	x	✓
Sybil Dilworth	x	x	x	x
Jitu Depala	x	x	✓	x
Floyd Doyle	✓	✓	✓	✓
John Hannett	x	x	x	x
Billy Hayes	x	x	x	x
Zita Holbourne	✓	✓	✓	✓
Roger King	x	✓	x	x
Leslie Manasseh	x	✓	x	✓
Gloria Mills	x	✓	✓	x
Michael Nicholas	✓	✓	✓	x
Phyllis Opoku-Gyimah	✓	x	✓	✓
Harish Patel	✓	x	✓	x
Tim Poil	x	x	x	x
Sue Rogers	x	x	x	x
Eleanor Smith	x	✓	✓	✓
John Smith	x	x	x	x
Mohammad Taj	x	✓	x	✓
Ian Taylor	✓	✓	✓	x
Freddie Tooleram	x	x	x	x
Maureen Williams	✓	✓	✓	✓

Code:    ✓ = attendance        x = non attendance        n/a = not applicable

*Note:* It is not possible to list all the reasons for absence but it should be noted that reasons given are work commitments, union business and sickness.



*Published by:*

**Trades Union Congress**

Congress House  
Great Russell Street  
London WC1B 3LS  
[www.tuc.org.uk](http://www.tuc.org.uk)

© 2009 Trades Union Congress

**£5**

ISBN 978 1 85006 854 9

For more copies of this title contact our ordering point on  
020 7467 1294 or [smills@tuc.org.uk](mailto:smills@tuc.org.uk)

Bulk discounts may be offered.

All TUC publications may be made available for dyslexic or visually impaired readers, on request, in an agreed electronic format or in accessible formats such as braille, audio tape and large print, at no extra cost.

Enquiries concerning the TUC Black Workers' Conference 2009 should be directed to the TUC Equality and Employment Rights Department on 020 7467 1260.