



SCOTTISH TRADES UNION CONGRESS

**7TH ANNUAL STUC
BLACK WORKERS' CONFERENCE:
20/21 SEPTEMBER 2003
CENTRAL HOTEL, GLASGOW**

CONFERENCE DECISIONS

I RESOLUTIONS CARRIED

Resolution No.1 – Public Appointments in Scotland

“That this Conference notes that, despite the government setting a pre-devolution target of 1.3% of all public appointments being held by members of Black communities by 2002, on present performance the Scottish Executive are still far from achieving that target.

“Conference welcomes the Scottish Executive’s current review of its recruitment practices for public appointments and its re-stated commitment to widening the diversity of those represented on public bodies.

“Conference, however, is concerned that the recommendations contained within the report of the Race Equality Advisory Forum (REAF), have not yet been fully integrated into the Executive’s action on this important area.

“Conference notes that the REAF report was launched by the then Scottish Executive’s Social Justice Minister, Jackie Baillie, in October 2001. It contained a wide range of recommendations for ensuring that action on race issues was fully integrated into the Executive’s work including a detailed set of recommendations for ensuring that more Black participants can be appointed to public bodies.

“Conference reiterates its full support for the actions recommended in the REAF report to address the current under-representation of Black communities on the boards of non-departmental public bodies and calls on the STUC General Council and STUC Black Workers’ Committee to lobby the Scottish Executive to undertake these actions as a matter of priority within the wider actions that their review will necessitate.”

Resolution No. 2 – Challenging Racism in Scotland’s Workplaces

“That this Conference welcomes the Scottish Executive’s recent decision to invest further substantial funding towards extending its One Scotland Many Cultures public awareness campaign in 2004.

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“Conference further welcomes the increased consultation and discussion that is taking place with the Black community and the STUC Black Workers’ Committee in particular around the Conference, and welcomes the Executive’s intention to focus the next stage of the campaign around the two main themes of the workplace and young people.

“Conference reiterates its hope that the campaign will be hard-hitting and lead to an actual change in attitudes and actions. To this end, it calls for the Executive to undertake steps to monitor the effectiveness of all actions undertaken under the One Scotland Many Cultures banner.

“Conference calls on the STUC General Council and the STUC Black Workers’ Committee to work more closely with the Scottish Executive, to ensure that its activity in tackling racism in the workplace is conducted in partnership with the STUC’s own work towards promoting race equality and good employment practice in Scotland’s workplaces.”

Resolution No. 3 – Higher Education Institutions and Race Equality

“That this Conference notes that the Race Relations (Amendment) Act 2000 requires all higher education institutions to implement their duty as public authorities, specifically to address the issue of institutionalised racism, eliminate unlawful racial discrimination, promote equality of opportunity for staff and students, and monitor and report progress.

“In his foreword to the *Ethnic Minorities and the Labour Market* report, published by the Strategy Unit in March 2003, the Prime Minister said ‘... too many members of ethnic minority communities are still being left behind. Even those individuals who achieve academic success, do not necessarily reap the rewards in the workplace that their qualifications merit’.

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“In this context Conference notes that:

- 96% of employees in the ‘old universities’ are white, compared with 93.7% of the population as a whole;
- white academics are three times more likely than black academics and twice as likely as Asian academics, to earn more than £35,000 a year; and
- ethnic minority staff are more likely to be in junior positions and on fixed term contracts (Source: AUT survey 2002).

“Conference calls upon the STUC Black Workers’ Committee, working with the STUC General Council, to find out from all higher education institutions in Scotland what steps they are taking to address the current injustices and comply with the specific requirements of the Race Relations (Amendment) Act 2000.”

Resolution No. 4 – Diversity in the Rail Industry

“That this Conference notes that the railway industry is currently run by 27 train and freight operating companies and Network Rail. Conference further notes that, despite the strenuous efforts of the rail trade unions, these companies have done little or nothing to negotiate seriously on equality issues in the workplace. As a result, Black workers are still woefully under-represented at, for example, the train driver grade, and the privatised employers show very little enthusiasm for addressing equality issues. Conference believes the only people to benefit from the privatisation of the railway industry have been company directors and that has been at the expense of the interests of the staff and the travelling public.

“Accordingly, Conference believes the failure of rail companies to negotiate seriously on equalities issues must be tackled as a matter of urgency and calls on the STUC to support a return to a national framework of bargaining to include in its remit:

- i) recruitment and retention;
- ii) promotion and training; and

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- iii) a full equalities agenda, including targeting to ensure that employment in the railway industry reflects Britain's diverse ethnic and social mix."

Resolution No. 5 – Race Relations Amendment Act

"That this Conference notes the requirements of the Race Relations Amendment Act for public authorities to publicise and implement Race Equality schemes by 2003.

"Conference requests the STUC Black Workers' Committee to approach the appropriate departments of the Scottish Executive to ascertain the progress of this requirement and to report back to Conference 2004."

Resolution No. 6 – Race Relations (Amendments) Regulations 2003

"That this Conference calls upon the STUC to make the strongest possible representations to the TUC and HM Government to remove the two tier system introduced in July by the Race Relations (Amendments) Regulations 2003, and to ensure that discrimination on the grounds of someone's colour gets the same level of protection as if the grounds were race or ethnic/national origins."

Composite 'A' (covering resolution nos. 7 and amendment and 9) – Racism and Fascism in Trade Unions

"That this Conference believes that racist and fascist views and activities are incompatible with the principles of trade unionism and democracy and that there should be no place within the trade union movement for anyone who is involved in, or aligned to, such activities.

"Conference further reaffirms its belief that trade unions should be free to expel members of racist and fascist parties from membership without fear of legal claims under the provisions of TULRCA 92.

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“Conference congratulates those unions that have already taken this stance and made attempts to expel racists and fascists from their ranks. However, Conference notes that the Trade Union and Labour Relations (Consolidated) Act 1992 contains provisions that could be (have been) used by racists and fascists to challenge their exclusion/expulsion.

“Conference calls on the Government to immediately repeal sections 64-67 and 174(4)(iii) of TULRCA 1992 to ensure that unions are free to decide their own admission and disciplinary rules, subject only to general laws such as those against impermissible discrimination.

“Conference further believes that:

- the ever tougher language and policies adopted by the Government and mainstream political parties have created a climate of alienation against asylum seekers;
- these policies have contributed both to the attacks upon asylum seekers and to the electoral success of the BNP; and
- present policy on asylum has encouraged the growth of a hidden workforce, exploited and run by unscrupulous gang masters, who afford no rights, few rewards and little or no health and safety protection.

“Accordingly Conference calls on the STUC to:

- (i) launch a campaign to ensure that the relevant sections of TULRCA are urgently repealed;
- (ii) assist affiliates in challenging the BNP and other extreme racist/fascist parties/organisations’ infiltration of member affiliates, and electorally in elections; and

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- (iii) ensure that the Government, Scottish Parliament and other mainstream political parties continue to be fully appraised of the deep concerns of affiliates about the wider effects of current policies on asylum-seekers.”

Resolution No. 8 – Recruitment and Retention

“That this Conference calls for unions to establish and implement national recruitment strategies that include targets for Black and ethnic minority membership, reflecting the local demographic composition.

“Conference calls on affiliated unions and trades union councils to monitor, according to ethnicity, employees, membership and activists levels and to make this information regularly available to union members.”

Resolution No. 10 – Scottish Executive

“That this Conference welcomes the priority given to anti-racism by the Scottish Executive in its first term.

“We welcome the commitment in the Partnership Agreement that the Executive will act against racist abuse and attacks and the assurances that the Executive will encourage the integration of refugees into local communities.

“However, Conference notes that there continues to be an under-representation of black and ethnic minority people in Scottish public life and, in particular, notes that, following this year’s second Scottish Parliamentary elections there are still no Black or ethnic minority MSPs.

“Conference, therefore, calls for the Scottish Executive to review the public appointments system for institutional racism and to establish positive action plans that can be implemented.

“Conference also calls for all political parties to review their own structures and take steps to ensure that black and ethnic minority representation at all levels is given a priority.”

Resolution No. 11 – Tackling Racism, Promoting Equality

“That this Conference believes that the politics of the fascists pose a serious threat to our democratic values. The incitement to racism and racial violence by the British National Party (BNP) has alarmed the vast majority of people who are not racist. It is essential to continue to oppose all attempts to use the politics of racial hatred for electoral advantage.

“Conference notes that racist candidates stood in the local government elections in East Ayrshire and Aberdeen, and a BNP candidate stood in the Scottish Parliament elections on the Glasgow regional list. Whilst none of the racist and fascist candidates were elected, Conference notes with alarm the possibility that the BNP was trying to organise and develop a power base in Scotland.

“Racist and fascist groups’ campaigns attempt to exploit fears over asylum seekers and have been able to benefit from the mood of national hostility whipped up by certain sections of the media. Conference notes with concern the views of the Conservative Party on immigration and asylum seekers, and the position of the Labour Government at Westminster. While condemning overt racism, Labour at Westminster has passed legislation and regulations that have linked asylum seekers to terrorism and thrown them further into poverty.

“Conference recognises the work of trade unions, and the STUC Black Workers’ Committee in particular, in combating the lies and misinformation spread by racists in society. Conference also commends the UNISON Scotland’s campaign to oppose racist candidates during the May 2003 elections.

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“Conference calls upon the STUC Black Workers’ Committee to:

- continue to work with other unions and anti-racist organisations in local and national campaigns to combat racism and fascism;
- urge the Labour Westminster Government to abandon its current policies and stance on asylum seekers and campaign with trade unions on an anti-racist platform;
- highlight and challenge reports by the media which directly and indirectly incorporate and encourage racist attitudes;
- highlight the underlying social causes of racism to dispel racist lies and illusions; and
- encourage the Scottish Executive to do more to address social exclusion and to support asylum seekers in Scotland.”

Resolution No. 12 – Training in Raising Awareness of Race Issues and Race Discrimination

“That this Conference notes the positive progress being made in training in the Police and some services in Scotland, notably the Procurator Fiscal service in raising awareness of race issues and race discrimination. This is a welcome development, which has already had some impact on ethnic minority people and their communities, and will continue to do so in the future.

“However, in acknowledging the need to train those in these services, Conference notes the lack of progress in other public services, including the Fire Service, in actively encouraging candidates from ethnic minority communities and in raising awareness of culture and race issues amongst their current employment base.

“Therefore, Conference calls on the STUC Black Workers’ Committee to engage in dialogue with representatives of the STUC, Scottish Executive, COSLA and the CRE to examine how best such initiatives can be implemented.”

Resolution No. 13 – Scottish Social Sciences Research Institute

“That this Conference welcomes, in the context of devolved government and the new Scottish Parliament, the development of a robust national infrastructure. Conference calls, in particular, for the development of an economy based on sustainable employment and effective social partnerships.

“The present woeful lack of Scottish-based social science research hinders the creation of sound policy in support of socio-economic progress. The inability to capture and analyse important educational, demographic and economic data impacts heavily on marginalised groups, including the poor, among whom are a substantial proportion of Scotland’s Black and ethnic minority residents.

“Controversy over the framework of the decennial population census, and dissatisfaction with available education and employment-related statistics relevant to minority communities in Scotland, for example, are well known. In recent months, business interests, such as the Fraser of Allander Institute and the Federation of Small Businesses in Scotland have highlighted the need for an independent economics research organisation to provide accurate data on the country’s performance.

“While the Executive has supported an increase in research capacity, there remain enormous gaps in the collection, appropriate disaggregation and analysis of information essential to constructive long-term planning. With regards to health, education, housing, employment and other indicators of social well-being, the continuing reliance on English and Welsh data is unacceptable. For Scotland’s decision-makers, as well as its students, researchers and residents to be unable to locate information quickly and precisely on Scottish industries, services and population is no longer tenable.

“Conference agrees that a publicly-funded, independent social sciences research institute is desirable as an integral part of Scotland’s developing infrastructure. Conference calls on the General Council, with the support of its affiliates, to open discussion with the Scottish Executive on the establishment of this institute, which would generate the detailed socio-economic statistical data and research studies essential to a greater understanding of local conditions. Together these would provide a knowledge base for more thorough analysis of the costs and benefits of various policy options in building a stronger, more inclusive society.

Resolution No. 14 – Asylum Seekers and Refugees

“That this Conference condemns the new obligations on those seeking asylum, the removal of support from thousands of vulnerable people, the inhumane treatment of asylum seekers and the way that they are treated by some sections of the media, whose negative and stigmatising coverage fosters prejudice and bigotry.

“Conference calls for an end to the detention, deportation and dispersal of asylum seekers and believes that those who have their asylum claim refused, but cannot be deported, as there is no safe transport, should be given immediate financial assistance, housing and exceptional leave to remain.

“Conference demands full rights of residence, employment, education and benefits for asylum seekers and condemns moves to educate the children of asylum seekers separately from others.

“Recognising that, in many cases, those seeking asylum having fled countries where poverty has led to oppression and persecution, Conference resolves to campaign for asylum seekers’ rights and the cancellation of third world debt.”

Resolution No. 15 – Education of Children of Asylum Seekers

“That this Conference reaffirms its opposition to educating the children of asylum seekers in a prison system such as the detention centre at Dungavel.

“It requests the STUC Black Workers’ Committee continue its high profile protests against this action and continue to urge the Scottish Executive to ensure that its mainstreaming policies include the education of children of asylum seekers in local schools.”

Amended Resolution No. 16 – Asylum Seekers and Detention Centres

“That this Conference is appalled by the continuing saga of detention of asylum seekers, many of whom are children, in Dungavel Detention Centre, and calls on the STUC Black Workers’ Committee and the General Council of the STUC to continue to use all means at their disposal to campaign against detention of asylum seekers in Scotland and the UK.

“Detention Centres, where they exist, isolate asylum seekers from mainstream society, prevent integration and may have a long-term psychological impact, particularly on children who have escaped persecution and often torture.

“Further, Conference calls on the Black Workers’ Committee, in conjunction with relevant support groups, to circulate affiliates on the issues surrounding those being detained in Dungavel and to offer support in any way possible to the ‘detainees’, in order to heighten awareness amongst Scottish trade union members, and counter current press misinformation.”

Resolution No. 17 – Migration

“That this Conference welcomes the Government’s decision to open legal routes of entry into the UK for migrant workers. Conference believes that the task of ending the exploitation and abuse of migrant workers will require policies, which extend rights to this group, and open up the prospect of full integration into the labour force. Conference further believes that a positive immigration policy will assist in sustaining economic growth and thereby contributing to higher living standards for all.

“ Conference calls on the Scottish Executive to work with Whitehall to:

- promote the positive benefits of migration;
- develop a more realistic and proactive policy on migration;
- extend and increase the temporary legal routes to the UK and remove any charges which may apply to applications;
- regulate agencies and gang masters;
- ensure that overseas workers recruited via the government schemes receive information about support groups and unions before they arrive in the UK;
- ensure that workers receive appropriate Health and Safety training;
- ensure that appropriate government departments and agencies strictly apply their enforcement and investigative powers, with a view to ensuring that workers are protected from abuse;
- monitor the applications and rejections for entry into the UK to ensure that people, from wherever they come, get the opportunity to work;

and for the Scottish Executive to report back policy and implementation progress by 2005.”

Amended Resolution No. 18 – Cancellation of World Debt

“That this Conference notes that in 1998, 70,000 people formed a human chain at the G8 Summit in Birmingham to show their concern over the poverty faced by those living in indebted third world countries, and to express their commitment to address the injustice that this situation has created for individuals and nations alike.

“Conference argues that world debt has an effect on everyone’s lives, most drastically in those countries burdened with loan repayments - money which could be better used to build national infrastructures, provide essential services, re-build economies and bridge the ever-widening social, economic and educational gaps, which exist between the richer western countries and the poorer underdeveloped nations. These nations are also disadvantaged and excluded from developments in social justice and equality, by being disempowered in forums that debate the global agenda and strategies for the future. Currently, only two Executive Directors of the World Bank have the impossible task of representing 46 African countries - the US controls 16.45% of the voting power. Therefore, the poverty faced by those in third world countries is not only economic, but also social, and this divide grows more extreme as the richer countries expand and develop more quickly technologically and financially.

“According to *Jubilee Research*, the facts are:

- the 1999 G8 summit in Cologne promised \$110 billion debt relief, but to-date only \$35.5 billion has been written off;
- of the 42 countries eligible for debt relief as Heavily Indebted Poor Country (HIPC), only eight have reached completion point; and
- for many of the poorest countries, their situation worsens as they contribute more and more towards annual debt repayments - in some cases, over a third of social expenditure.

“Conference notes that the US is arguing for the IMF and World Bank to cancel Iraq’s debt on the grounds that the people of Iraq should not be made to pay for the oppressive regime under Saddam Hussain and that now the money is needed for reconstruction. Iraq’s debt is in excess of \$387 billion making it a heavily indebted country, despite the fact that it does have relative economic strength in oil and gas. Although, we fully support debt cancellation for Iraq, it has to be pointed out that many other third world countries would also benefit substantially from a cancellation of burdensome debts to fund their economic and social reconstruction.

“Conference, therefore, urges the General Council and its affiliates to make a strong commitment to campaign for debt relief by:

- supporting the ‘Face up to World Debt’ national Campaign;
- encouraging the prioritising of the case for abolishing world debt on the agendas of affiliates and developing campaigns with organisations, such as Jubilee Scotland and Friends of the Earth;
- making contact with unions in under-developed countries, especially those eligible for HIPC, and provide support to address the needs they face; and
- encouraging the prioritising of campaigns by affiliates for the abolition of world debt.”

Resolution No. 19 – Education in Palestine

“That this Conference notes that Israel has continued to ignore Security Council Resolutions and, since 1967, has refused to leave the Palestinian areas it has illegally occupied. Thirty-six years later, Israel’s military occupation substantially endures and Palestinians’ rights have yet to be restored (including basic amenities, such as equal access to education, food and shelter).

“Conference notes that in March 2002 during the first three weeks of the siege of Palestinian areas by Israeli forces, 1289 schools were closed, 50% of Palestinian students including 87,000 university students were prevented from reaching their schools and universities, 11 schools were completely destroyed and 9 seriously damaged, 15 schools were used as military installations, and 15 more as detention/holding facilities and so on (Source: Palestinian Ministry of Education 2002).

“Conference calls upon the STUC Black Workers’ Committee, working with the STUC General Council, to make representations to the UK and US governments to put pressure on the Israeli government to adhere to the proposed ‘Road Map for Peace’ without any pre-conditions, withdraw from the Palestinian Territories and implement all UN resolutions.”

II ELECTION RESULTS

Black Workers’ Committee

Caroline Campbell, GMB Scotland

Georgia Cruickshank, GMB Scotland

Hakim Din, Educational Institute of Scotland

Nazim Hamid, Amicus MSF

Habib Hashmi, Educational Institute of Scotland

Dr Asifa Hussain, Association of University Teachers (Scotland)

Namasiku Liandu, Association of University Teachers (Scotland)

Ravi Nathan, UNISON Scotland

Satnam Ner, Prospect

Majinder Shergill, T&G Scotland

Delegation to STUC Annual Congress 2004

i) General Places

Georgia Cruickshank, GMB Scotland
Namasiku Liandu, Association of University Teachers
(Scotland)
Anita Shelton, Amicus MSF

ii) Women's Places

Caroline Campbell, GMB Scotland
Nazim Hamid, Amicus MSF
Dr Asifa Hussain, Association of University Teachers
(Scotland)

Nomination for Black Workers' Seats on the STUC General Council

i) General Place

Namasiku Liandu, Association of University Teachers
(Scotland)

ii) Woman's Place

Anita Shelton, Amicus MSF