



AGENDA

BLACK WORKERS CONFERENCE

Saturday 26th February 2011

**CWU Headquarters
150 The Broadway
Wimbledon
London SW19 1RX**

MESSAGE FROM THE GENERAL SECRETARY

Dear Colleagues,

I am extremely pleased to be able to welcome you all to the CWU Black Workers Conference, which this year is being held in our own union headquarters.

The last 12 months have seen the RAC again strongly pursue avenues highlighting issues relevant to the black community. We have seen the continued growth of the Black History Exhibition and there is still much more scope for this wonderful idea to grow – if you want to contribute something positive to this union please consider sponsoring one in the name of your branch. The Exhibition continues to provide the CWU with some very positive PR amongst other trade unions and like minded organisations.

The link up we have seen between RAC and CWUHA is very good to see. The coverage over the year in Voice is a just recognition for the brilliant work that has gone on. The fund-raising target of £6,000 has now been raised and it is now a matter of time before our union, through Linda and the RAC, will be directly responsible for providing clean safe water to an African village. A truly brilliant development indeed!

Linda's aspirations for the department are underlined by the fact that last year she tried to secure the visit of Barak Hussein Obama to address you at this conference in Dundee. This year all being well there are very prominent and well known figures who will be addressing you during conference. Sadiq Khan is a very prominent MP of Labour and his constituency is not too far from here in SW19. Lee Jasper needs no introduction and works tirelessly to promote black issues and injustices through various media channels, particularly social networking. I offer both Sadiq and Lee a very warm welcome from the CWU.

The fight against the far right is an issue that CWU takes incredibly seriously. Our stance against the BNP is very well documented. We will continue to fight the far-right. The English Defence League is the new threat to our BME groups and in particular to our Muslim brothers and sisters. I know the RAC will be making it one of their main priorities to ensure that it helps the CWU to maintain a big reputation in terms of anti-racism lobbying in conjunction with groups such as UAF and Searchlight. Wherever possible I will support these actions.

I hope you all have a very successful conference.

BILLY HAYES
GENERAL SECRETARY

MESSAGE FROM NATIONAL EQUALITY OFFICER

Dear Colleagues,

It gives me immense pleasure to be able to address you as your Head of Equality in what is now my 3rd year in this post.. This year we are meeting back in our own union headquarters. There will hopefully be some novelty for some of our activists coming to the nerve centre and seeing where all the action is co-ordinated from!

The RAC has again been working hard to look at issues which impact on BME people both in the work place and society in general.

The working parties and have been making steady progress and this is reported in the annual report for your benefit. I would like to place on record my appreciation for the work done by them in the last few months.

One of the working parties that has caught my imagination has to be the group dealing with trying to bring water provision to a village in Africa. This monumental effort has seen the RAC forge a close relationship with CWUHA and the specialist charity Just a Drop. The generosity of CWU branches and regions has enabled us to be on the verge of achieving this very ambitious objective.

I feel passionately about all workers rights irrespective of colour, disability, gender, sexual orientation, religion, age etc. This conference will see us focussing on issues affecting black people and I hope you will all do your best to participate in the debate, in a constructive way. I extend a particularly warm welcome to first time delegates. It is more important now than ever to ensure we have a new wave of activists coming through.

I would like to place on record the Union's thanks to Fevzi, Julie, Dionne and Jackie for all the help and support they give to members and their dedication to the cause of Equal Opportunities. I would also like to thank Colin Bell (ex-RAC Chair) and all of the RAC for their work throughout the year.

I hope you enjoy the conference.

LINDA ROY
NATIONAL EQUALITY OFFICER

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Welcome from the General Conference Standing Orders Committee

The General Conference Standing Orders Committee has once again the privilege of organising the Agenda for this year's CWU Black Workers Conference.

In the absence of any specific regulations from the NEC governing the scope of the Conference, the Standing Orders Committee have decided to use the same principles that have been applied to all Equality Conferences over the last few years.

Experienced delegates will have noticed that the Standing Orders for this Conference is not as detailed as those used at Annual General Conference, this is the case in order to make it easier for delegates to participate fully in the proceedings. The SOC will continue to monitor the situation in the event that changes need to be considered for the future.

This year once again Branches have only submitted Motions that in the view of the SOC are capable of being implemented by the NEC. Therefore all Motions if carried will be included in the ballot to decide which 2 Motions are to be put forward by The Black Workers Conference to Annual General Conference.

As always the SOC are available to give advice or clarify any issues that delegates might have regards the Conference Procedures, so please do not hesitate to come and have a chat with us if you are unsure about any aspect of the Conference.

Finally, on behalf the Standing Orders Committee, let us wish all delegates a successful Conference.

Neil Robinson and Joyce Stevenson
General Conference Standing Orders Committee

BLACK WORKERS CONFERENCE 2011
STANDING ORDERS

1. The sessions of the Black Workers Conference shall commence in accordance with the timetable.
2. **Timetable**
 - (i) The doors of conference will open at 10.00 am with conference commencing at 10.30 am and closing at 4.30 pm
 - (ii) If any section of business is completed within the timetable the Conference shall proceed to the next section.
 - (iii) If the last section of business within any session is completed within the timetable the Conference shall return to the earliest uncompleted business.
3. **Procedure During Debate**
 - (i) The Chairperson shall take no part in any discussion at the conference, except:
 - (a) Wishing to exercise their right to speak as a delegate, whereby they should vacate the Chair in order to do so.
 - (b) If the Conference requests, express a viewpoint without leaving the Chair.
 - (ii) Any delegate wishing to address Conference shall indicate to the Chairperson by raising their arm and shall only speak when called to do so by the Chairperson.
 - (iii) No delegate shall interrupt another whilst speaking, except when they wish to intervene to make a 'Point of Order'. In these circumstances, the Chairperson's attention should be attracted by a delegate raising their arm and shouting 'Point of Order', following which the Chairperson shall call for the 'Point of Order' to be put to the conference.

The 'Points of Order' which may be raised are as follows:

- (a) That the speaker is using un-parliamentary language.
 - (b) That the speaker is digressing from the subject of the Motion
 - (c) That the rules of the Union are being broken
 - (d) That there is an infringement of the customary rules of debate
 - (e) There is an infringement of the Standing Orders (which shall be referred to the Standing Orders Committee).
- (iv) Any Motion placed before Conference will only be open for debate having been duly moved and seconded. The mover of any Motion

shall be allowed to speak for a maximum period of 5 minutes with the seconder a maximum of 3 minutes. Subsequent speakers will then be allowed a maximum of 3 minutes. These periods may be extended with the agreement of the majority of those present at the conference.

- (v) Motions standing in the name of a Branch must be moved by a delegate of that Branch.
- (vi) Only Branch delegates and representatives of the Race Advisory Committee shall have the right to speak on motions at Conference. The Race Advisory Committee shall be allowed one speaker in debate on motions standing in the name of a Branch or a Regional Race Advisory Committee. No other speakers will be allowed to speak on motions unless Conference agrees.
- (vii) No delegate shall speak more than once on any Motion except for the mover who may at the closure of debate exercise their right of reply BUT only if there has been opposition.

4. Closure of Debate

The Chairperson shall close the debate on any issue if he/she thinks that fair discussion has taken place. However, any delegate who has not previously spoken in the debate may call for the 'Motion be put' on the seconding of which the Chairperson will then put to the vote. If carried, the Chairperson will call for the right of reply in the case of a Motion where opposition has been expressed.

5. Voting

Hand voting cards shall be issued on the basis of one per Branch in attendance.

Voting on motions will be firstly by a show of hand voting cards of those delegates in attendance. If a card vote is called for this will be based upon the one voting card issued per Branch in attendance. A card vote may be called for if requested by at least 5 delegates present at the conference. Any issue will be deemed to have been carried if it receives the support of the majority of those present who are eligible to vote.

6. Challenges

The ruling of the Chairperson on any question under the Standing Orders or on Points of Order or Explanation shall be final unless challenged by a delegate. In the event of a challenge, the ruling shall be put to a vote. The ruling will be upheld unless a simple majority of the delegates vote not to uphold the ruling.

7. Suspension of Standing Orders

Should any delegate wish to submit a new matter of urgent business, the delegate must state the nature of the business and move the suspension of the Standing Orders stating the period of time that the suspension shall last. No suspension shall take longer than 15 minutes and no suspension shall take place unless a majority of the delegates present vote in support of the suspension.

8. Procedure for Emergency Motions

- (i) Emergency Motions may only be submitted for inclusion in the agenda if they refer to a matter that could not possibly have been submitted by the published closing date for motions.
- (ii) Emergency Motions must reach Angela Niven CWU HQ by midday on Wednesday 23rd February 2011.
- (iii) Branches will be advised prior to conference whether or not the Emergency Motion has been accepted for inclusion to the agenda.

9. Ballots

- (i) There will be a ballot to select the two Motions this conference will forward for submission to the 2011 CWU Annual Conference. The ballot paper will be printed on the reverse of the hand voting card. Only Motions in Section II of the agenda that are carried are eligible for the ballot which will take place at the end of Section II Motions.
- (ii) The ballot box will be open during the afternoon session and located next to the administration table. The SOC shall be responsible for counting the ballot and advising the Chairperson of the result, which will be announced prior to the close of conference.
- (iii) In the event of a tie the SOC will administer an exhaustive ballot.

10. Prohibitions

The use of mobile phones is prohibited within the confines of the conference venue.

No documents or posters should be circulated, distributed or displayed within the conference venue without the permission of the Standing Orders Committee.

Timetable and Programme of Business

- 10.00 Registration
- 10.30 Chairperson's Opening Remarks
- 10.40 Linda Roy Equality Officer Address
- 10.50 Billy Hayes General Secretary Address
- 11.00 SOC Report & Adoption of Standing Orders
- 11.10 Section 2 Motions 1 to 13
- 12.10 Guest Speaker- Lee Jasper Black Activist and former advisor to Ken Livingston
- 12.30 Lunch *
- 13.30 Guest Speaker – Sadiq Khan, Labour MP and Shadow Justice Minister
- 13.50 Section 2 Motions 1 to 13 Continued followed by Ballot
- 16.20 Summation by Chair
- 16.30 Closure of Conference

* **There will be a bucket collection held at lunchtime in aid of ACLT (African Caribbean Leukaemia Trust).**

DELEGATES ARE REMINDED THAT THE BALLOT BOX WILL BE LOCATED AT THE ADMINISTRATION TABLE AND THAT BALLOT PAPERS ARE PRINTED ON THE REVERSE OF THE BRANCH VOTING CARDS.

Race Advisory Committee Report to CWU Black Workers' Conference 2011

RACE ADVISORY COMMITTEE

At the time of preparing this report the RAC consisted of the following people:

Gus Alleyne, Greg Amissah (Chair), Sylvia Beckett, Colin Bell (Vice Chair), Andy Gibb (NEC), Carol Alcock (NEC) Romanus Amaefule, Safdar Khan, Gurwinder Heer, Bola Omoyeni, Sam Makwana,, Katrina Quirke (NEC member), Winston Richards, Linda Roy (Officer), Amarjite Singh, Ian Taylor, Fevzi Hussein (Coordinator)

During the course of 2010 the following were also on the RAC and the department extends its thanks for their efforts: Angela Green, Mizanull Muqit, Lincoln Dookie and Freddie Jones. Particularly to Freddie as he was the editor of the DRUM.

CWU (CAMPAIGN AGAINST RACISM)

The RAC has continued to maintain a high focus on this issue and the general election last year was an opportunity to highlight the dangers to the electorate if they were complacent in relation to the BNP. A solid campaign was organised where a poster was designed and the RAC played a key part in leafleting various stations around London where the BNP had a candidate stand.

In addition we have seen the RAC debate various motions on the English Defence League and it continues to work with Unite Against Fascism to highlight the evil intentions of this group and its Scottish and Welsh equivalents.

The RAC had organised for a speaker from UAF to attend a fringe meeting at annual conference but unfortunately Weyman Bennett did not turn up.

PROPORTIONALITY

On the issue of proportionality the RAC have again been keen to highlight these issues in a constructive manner.

The Black Representation booklet has previously been used as a working document. However, the RAC recently acknowledged that this report is now the best part of 5 years old. Some solid progress has been made although things are far from perfect. The RAC agreed that instead of trying to deal with the vastness of the booklet, it should identify more bite-size strategic areas where progress could be achieved more quickly.

A series of road-shows have begun with the active involvement of RAC members assisting the Officer. Parts of the country have been identified where under-represented groups are, for whatever reason, not coming through and being active in the CWU. Already visits to Northern Ireland and Scotland have taken place and these were generally regarded as being successful. The road-shows will continue as this was recognised as a positive visible measure, which also

helped to raised the profile of the RAC in addition to helping the Officer with her strategic priorities.

CWU BLACK WORKERS' CONFERENCE 2009 (Dundee)

The 2009 Black Workers' Conference was held on Saturday 5th February at the Apex Hotel in Dundee. There was a good attendance with just shy of 100 people registered. Motions 1 and 5 were chosen to be heard at Annual Conference. There were 9 motions in all and the way the department handled them is shown below.

Policy Matrix for CWU Black Workers Conference motions

Number of Motion	Text of motion	Has there been any previous work done on this?	Suggested Policy work to undertake	Current Status
1	This Conference notes that amendments to Rule 2 were passed at the 2004 Rules Revision Conference reinforcing the need for positive action within the CWU to achieve equality. Specifically Rule 2.1.5 and Rule 2.1.6 introduced the need for proportionality and for positive action "until such time as the Union is satisfied that its structure reflects and supports the gender and racial balance of the members it represents. Conference is therefore disappointed to note that despite these rules having been introduced into the Union's Rule book 6 years ago, replacing the previous Rule 2.1(d), there has been little progress in achieving those ends. In fact, there are now no ethnic minority members on any constituency executive. Conference therefore instructs the RAC to work with the NEC to ensure that the situation never arises again by introducing positive action on discrimination, reserved seats or whatever means necessary, until the hierarchy of this union reflects the members it is supposed to represent.	The officer has made various efforts to begin to tackle this major issue. Extensive networks have been set up to ensure reps are contacted direct thus avoiding one of the pitfalls, which invariably sees some branch secs fail to send paperwork onto those under-represented groups. We have seen record numbers apply for the advisory committees and this is as a direct result of this.	The officer will be proposing that all the advisories focus on this issue and that there is a collective effort via the working parties to continue to tackle the issue head on.	This was one of the motions chosen to go annual conference.
E1	The Conference recognises the plight of thousands of Haitians as a result of the catastrophic earthquake. Whilst Conference applauds the response of the international community and the outpouring of human kindness around the world, it condemns the logistical nightmare which is the UN aid agency. This Conference further recognises the similarity with the poor response following Hurricane Katrina which devastated New Orleans and the surrounding area. Haiti is the poorest country in the western hemisphere and no amount of aid will provide long term improvements in the quality of life	It was announced on the morning after the motion that the world leaders had agreed to wipe off Haiti's debt in light of the devastation. We have also received excellent feedback from Haitian NGO groups which have paid tribute to our union and a few others for		This was one of the motions chosen to go to annual conference and was referred to John Baldwin, as International Officer. Motion enacted.

	<p>of those caught up in this catastrophe whilst the country is shackled with international debt. Therefore, this Conference calls upon the RAC to ensure the CWU nationally joins in the call for Haiti's debt to be written off to enable the citizens of that country to rebuild their lives free from the debt.</p>	<p>attempting to keep the issue on the international radar.</p>		
2	<p>Conference notes that Black Representation within the CWU has not yet achieved a level that is proportionate to the number of members who have declared themselves as an Ethnic Minority. Conference further notes that the Equality Department have recently published and distributed the folder 'Equality for Everyone' to all Branch Secretaries to offer encouragement, advice and practical support to help address equality issues. This is expected to create a platform that will encourage more activists from an Ethnic Minority background. To aid this approach conference calls on the Race Advisory Committee, Equality Department and the National Executive Committee to develop a co-ordinated strategy this to include:</p> <ul style="list-style-type: none"> <input type="checkbox"/> A regular article on Black Representation in the Voice <input type="checkbox"/> Information on how members can get involved on the CWU website <input type="checkbox"/> Interview with Black activists and coverage of the Black Workers' Conference on CWU TV. <p>This List is not exhaustive. The aim is to draw attention to the importance of Black Representation within the CWU.</p>	<p>As per motion 1</p>	<p>In addition to what is listed for motion 1, contact to be made with Coms to see how to achieve bullet points 2 & 3.</p>	<p>Enacted & ongoing Update: The officer has made it a main priority and the RAC also began discussing the issue in detail. In particular looking at barriers. The approach at the moment has been to deal with this in bite size chunks. The back end of last year saw a very successful mini-project involving RAC members who visited late shifts at both the Glasgow and Edinburgh mail centres. We believe significant inroads have been made in terms of highlighting the aim and this will work will always be ongoing under the current officer.</p>
3	<p>Conference notes the British National Party (BNP) is a fascist organisation that is for creating an all white Britain, it is anti-trade union and anti-democracy. The BNP polled a record number of votes at the last general election in May 2007 and managed to get two candidates elected to the European Parliament June 2009. There will be a general election in the near future which will require a large number of voters opposed to what the BNP stand for to be mobilised if they are to be stopped from gaining any more seats. The BNP is primarily making its electoral advance through exploiting issues of racism. To combat the BNP, conference believes campaigning against racism, prejudice and discrimination in all its forms has to be raised. The CWU stands for inclusion and collective organisation in the workplace and aims to promote</p>	<p>The department has worked with the RAC and NEC to ensure this remains a priority for the last 3 major elections. Flyers have been produced and circulated to branches and rep networks to ensure those BNP hot-spots can be targeted accordingly.</p>	<p>Continue to work under the direction of the GS and SDGS and UAF to ensure CWU continues to give as much support as possible – thus also ensuring we comply with campaign commitments as laid out in the motion. Continue to publicise within the e-bulletin.</p>	<p>Enacted: The officer and the RAC initiated a project in the run-up the general elections which saw literature designed, printed and distributed in key areas where the BNP was standing candidates.</p>

	<p>solidarity amongst the majority of working people regardless of race, gender, religious beliefs or sexuality. Conference instructs the Race Advisory Committee to work with the National Executive Council (NEC) and branches to:</p> <p>a) Continue to promote anti-BNP work amongst black and ethnic minority members and support Searchlight, Unite Against Fascism and Love Music and Hate Racism to stop the rise of the BNP.</p> <p>b) Run a campaign to encourage members to register and turn out to vote against the far right at the next general election.</p>			
4	<p>This conference recognises the danger posed by the rise of far right organisations and is also concerned about recent publicity that has been evident in the media and throughout society. Conference believes that the consequences of these factors are primarily fed by a fear of the unknown. Conference therefore urges the CWU to mount an intensive campaign of education and information in all possible areas, both industrially and politically. Also to work closely with anti-fascists groups, the media and the TUC, in an effort to combat these fears on immigration and xenophobia.</p>	As per motion 3		As per motion 3 Enacted as per 3 above
5	<p>That this conference notes with grave concerns the forming of the English/ Welsh/ Scottish Defence Leagues and its intention to hold further demonstrations around the UK. Conference calls on all those who are opposed to all forms of racism and discriminations to work together to act as one community to defeat the attempt of the English/ Welsh/ Scottish Defence Leagues racist aims.</p>	As per motion 3		Enacted: As per motion 3 The department continues to support UAF where we can to highlight where and when the EDL are protesting so counter protests can be supported by CWU.
6	<p>This conference notes our concerns regarding the formation of the Welsh Defence League and its proposal to hold further demonstrations throughout the Principality. Conference calls on the R.A.C. to liaise with H.Q. local branches and like minded anti racist organisations to monitor the activities of this racist group, and where appropriate arrange counter demonstrations etc. The aim being to enable people in multi cultural communities to live in harmony without having to face the prejudices of racist minority groups.</p>	The officer has been circulating the counter events to branches – as has the GS.	Q Is it going to be counter-productive to arrange a separate counter-demo, or simply continue to work with groups such as UAF, Unite Against Fascism, Searchlight and Kick it Out who readily organise these events and our members are encouraged to attend?	
7	<p>That the CWU sign up to 'The Destination Unknown Campaign' and actively supports the campaign to delay the removal of immigrants from the UK suffering from and under treatment for HIV, until</p>	Nothing	Officer to send GS memo requesting affiliation to this group.	Affiliation request made.

	antiretroviral treatment is available and accessible to them in their country of repatriation.			
8	Motion Lost			
9	This conference welcomes the work of the Equal Opportunities department and specifically the engagement of the Anti-Slavery International NGO group. Whilst a form of slavery was abolished back in 1807 the issue of modern day slavery is still a massive problem. There are various aspects to the modern day slavery, be it trafficking of people into bonded labour or the sex industry, or the cotton fields of Uzbekistan where children as young as 3 years old are forced to work. Immigrant workers suffer disproportionately on this issue. This conference calls on the RAC and the Equal Opportunities Department to continue to assist the Anti-Slavery International Campaign, working with the International Officer where appropriate to continue to highlight these appalling abuses of human labour. Representations should also be made to the TUC International department to ensure the trade union as a movement has a strong focus in this area.	The CWU has been working closely with Anti-Slavery International for the last year or so and their national co-ordinator has addressed 2 of the 4 advisory committees. We have also sent off a request to the GS for affiliation.	Officer to write to John Baldwin to highlight positive work that has been done with Anti-Slavery Int and ask what other positive measures we can take on board bringing the TUC on board with us. Officer to send out reminder to Branches of black history profiles that have already been done and to ask whether they would like to sponsor further profiles.	Profile work completed although more are encouraged. We continue to work closely with the anti-slavery group and their speaker has graced both a WAC and RAC meeting.

GUEST SPEAKERS

The RAC were very pleased that there were two guest speakers who both attracted a very high profile. Simon Woolley from OBV proved to be one of the most inspirational speakers seen at a CWU conference. The 2nd speaker was Piara Powar from Kick It Out – he spoke about the threat of the EDL while Simon inspired the audience encouraging them to get involved in public life.

RAC PRIORITIES

The RAC agreed that the working parties will continue over from the previous years as they were long term objectives. These were:

- Water provision in Africa
- Black representation

There has been notable success on the water provision project. The efforts of everyone involved over the last 36 months or so have now seen the target of £6,000 reached and we are on the verge of work beginning with CWUHA and Just A Drop to get a watering hole which will provide safe and clean water access for a whole village.

We did previously have a person elected on the STUC Black Workers Committee but this is no longer the case. As referred to above efforts are under way to try to find potential activists in the Scottish region who can act as our candidate on this important committee.

DRUM

The RAC continues to communicate with CWU members via the DRUM. Articles are always welcomed by the editor. The RAC and the Equality Department would like to place on record our appreciation to Freddie Jones for all his work as the previous editor. The new editor is now Sam Makwana.

RAC ATTENDANCE RECORD

Name	January 10	April 10	July 10	October 10
Linda Roy	✓	✓	X	✓
Fevzi Hussein	✓	✓	✓	✓
Colin Bell [Chair to Jan now Vice Chair]	✓	✓	✓	X
Carol Alcock [NEC]			X	X
Greg Amissah [Chair from Jan]	✓	✓	✓	✓
Gus Alleyne	✓	✓	✓	✓
Sylvia Beckett	✓	✓	✓	✓
Sam Makwana	X	✓	X	X
Amarjite Singh	✓	✓	X	✓
Katrina Quirke [NEC]	✓	X	X	✓
Ian Taylor	✓	✓	✓	X
Winston Richards	X	X	✓	✓
Angela Green	✓	X	X	X
Gurwinder Heer	✓	X	✓	✓
Andy Gibb [NEC]			X	X
Freddie Jones	✓	✓	✓	X
Mizanul Muqit		✓	X	X
Julia Upton		X	X	✓
Lincoln Dookie	✓	X		
Graham Colk [NEC]	✓	X		

SECTION II NATIONAL ISSUES

- 1** This conference condemns the manner in which coalition government has sought to recover the deficit and the obvious disproportionate impact that this will have on groups who already struggle to make ends meet.

This conference welcomes the action taken by the Fawcett Society where it seeks a judicial review of the coalition government's emergency budget. Whilst this action focuses on the impact of women, there will also be a large risk that BME people will also be disproportionately affected in this emergency budget.

This conference instructs the Equality Department to make representations with the NEC and/or the General Secretary, to urge the TUC and the BAME Labour Party Group to explore the possibility of issuing a similar action against the coalition government, if evidence can be found along the same lines as that cited by the Fawcett Society. The seeming failure of the coalition government to carry out an equality impact assessment before ploughing ahead with their emergency budget make them very prone to action, if evidence can be presented accordingly.

Race Advisory Committee

- 2** As the current economic crisis bites, government cuts coupled with price rises will take their toll on the living standards of many workers. The threat of unemployment will become a reality for many workers in the UK. However, from our experience of previous economic depression, we know that Black, ethnic minorities and women will tend to be the greatest casualties.

This conference therefore not only endorses a campaign by the CWU's national executive against compulsory redundancies but the CWU should also reinvigorate its efforts on eradicating all forms of inequality in the work place. This should include campaigning with other organizations with similar aims.

South London, Surrey and North Hampshire

- 3** Conference is concerned at the continued over-representation as well as disparities in mental health prevention and care amongst black ethnic minority groups. People with mental health issues are vulnerable and need CWU support in the work place.

Conference recognises the work done by the CWU on this issue and calls for:

- i) The CWU to work with the appropriate agencies to ensure that black ethnic minority groups receive appropriate care and support;
- ii) To ensure that their work on mental health and the Equality Act 2010 reflects the specific issues facing our members in this area; and
- iii) To challenge negative stereo-typing around mental health issues.

Capital

- 4** This conference recognised the rights laid down in the religion and belief regulations of 2003, which are now enshrined in the Equality Act 2010.

It also recognises the good work done to secure prayer rooms in Mail Centres or within the business up and down the country.

This Motion has been prepared to acknowledge the fact that despite attempts from local Reps in some Mail Centre they are still finding difficulty in securing appropriate facilities to allow people of religion of faith to pray.

Facilities should have been there when the new offices were built or the new Mail Centre opened.

This conference instructs the RAC to make the necessary provisions to highlight this to make the national officers aware of this within the CWU in order that any problem areas are indentified and remedied accordingly.

Northamptonshire Amal

- 5** This Conference notes that amendments to Rule 2 were passed at the 2004 Rules Revision Conference reinforcing the need for positive action within the CWU to achieve equality. Specifically, rules 2.1.5 and 2.1.6 introduced the need for proportionality and for positive action "until such time as the Union is satisfied that it's structure reflects and supports the gender and racial balance of the members it represents". Conference is therefore disappointed to note that despite these rules having been introduced into the Union's Rule Book 7 years ago, replacing the previous Rule 2.1(d), and the passing of Motion 78 from the Black Workers Conference at last year's General Conference, there has been little progress in achieving those aims, either for black people or women. Conference therefore instructs the RAC to work with the NEC and other relevant advisory committees towards introducing a framework for positive action that enables the hierarchy of this union, from branch to NEC, to truly reflect the membership it is supposed to represent.

West London

- 6** This Conference recognises and believes that Equality is at the heart of the CWU's Constitution and is enshrined in its Rule Book under rule 2 Objectives: sub Para: 3, 4, 5, and 6 and the ethos, ideals, aims and aspirations contained therein.

The BWC strongly endorses both the rights of and the obligations placed upon all persons who belong to and are a part of the CWU.

However this branch believes that this aspect of the rule is not well known or understood within the lay membership.

The BWC calls for the CWU's Constitution its Rule Book be: Properly, widely, diligently and positively promoted and given due prominence amongst all members, the length and breadth of our membership. So ensuring all CWU members be firstly, better informed about and be made better aware of our Union's Constitution. Secondly, so that that all CWU members be able to have full and total confidence in the support and protection which our Union's Constitution Its Rule Book, affords all members. Irrespective of that member's status, position, visibility, prominence or lack of prominence.

Therefore Conference instructs the RAC to work with the NEC, in conjunction with the CWU's Equality Lead Officer to support the establishment of a working group, this to be tasked with exploring, in a coordinated manner, ways and means by which the union's Constitution be given prominence and emphasis amongst all of the CWU membership with regards to how we as a Trade Union; Organise, Recruit, Promote and Support all parts of our membership and their rights, entitlements and interests.

Equality for all and confidence in ourselves and in each other being this Conference's motivation.

Central Counties and Thames Valley

- 7** The RAC acknowledges the difficult position that is facing our union and the need to exercise prudence maintaining the feasibility of our organisation. Rightly or wrongly, a strong perception has developed within many areas of the union, which has expressed a concern that finance is having an unhealthy control on policy vis-à-vis equality.

This conference agrees that any cost saving measures being applied within the CWU have to be applied equally throughout the structures of the union. This conference instructs the Equal Opportunities department to continue making the necessary representations to the SDGS to highlight this important position.

Race Advisory Committee

- 8** This conference welcomes the current push by the Equality Department to strengthen our commitment to the equality agenda.

However, we are concerned at our unions' inability to be able to breakdown its own membership beyond that of gender. Measuring progress is a key part of any strategic commitment and it is important that we recognise the value of this point.

In order to assist the Officer's efforts vis-à-vis pushing the equality agenda forward we must bring in a robust form of monitoring at the point of entry for all new CWU members, if this is not happening already. The process should not stop there either. We can enlist positive action mechanisms to engage with the existing membership inviting them to declare relevant equality strand data.

Conference is instructed accordingly.

Race Advisory Committee

- 9** Conference notes that the purpose of the CWU Equality Advisory Committees is to advise the NEC and Industrial Executives on equality matters (Rule 8.14.2 and 8.14.3).

Therefore this Conference instructs the RAC to work with the NEC to ensure, that before matters of equality policy including affiliation to organisations campaigning for equality, are considered by the NEC that the relevant Advisory Committees are consulted in an appropriate way.

Greater London Combined

- 10** Conference instructs the Race Advisory Committee to work with the NEC to put pressure on companies where we have members and union representation to prevent work from being migrated to countries with known Human Rights issues: for example BT having operations in the Philippines.

Central and West Lancs

- 11** This conference is appalled in the way the Moroccan workers and other workers are treated in Gibraltar.

The treatment of Moroccan workers by the Gibraltar and British governments is "Britain's dirty little secret".

It is now 40 years since the Gibraltar state and the British Government called on Moroccan workers to take up employment in Gibraltar, following the closure of the border with Spain. Soon after, there were around 5000 Moroccan migrant workers in Gibraltar who worked for the Public Services Agency, in construction, property and service operations around the naval dockyard. These workers played a significant role in the economy of Gibraltar at a time when it was on

the verge of collapsing and they have been very influential in the development of the thriving economy of Gibraltar today and have very few rights to the following:

- Public housing
- Voting rights
- Private funds
- Citizenship rights

This conference instructs the RAC to liaise with the NEC and campaign with other like minded trade unions and organisations to highlight this appalling policy and campaign to put these injustices right.

South East Wales Amal

- 12** That this Conference instructs the Race Advisory Committee to pursue the following policy to change the name of the Black Workers Conference to "The Race Conference."

Birmingham, Black Country and Worcester

- 13** Conference is concerned that there is often little feedback regarding motions that are carried at the Black Workers Conference and how these are being pursued either by the CWU or with the various employers.

Conference therefore agrees it is vital that regular updates and progress reports of no longer than six-monthly intervals are provided to branches in relation to each motion that is carried at the Black Workers Conference.

The Race Advisory Committee is instructed accordingly

Bristol and District Amal

MOTIONS NOT ADMITTED TO THE AGENDA

- X** Delegates to General Conference 2010 passed motion 77 supporting biannual elections for Postal, TFS and NEC members. The CWU Black Workers Conference welcomes this development and instructs the NEC to implement biannual elections for the CWU Race Advisory Committee Members.

Shropshire and Mid Wales

NOTES