

UNITE FIRST POLICY CONFERENCE 2010

Unite first Policy Conference took place 31st May – 4th June in Manchester.

Delegates attended from all Regions and Industrial Sectors. Equality monitoring demonstrated the diversity of delegates.

EQUALITIES POLICY

Attached are the motions agreed at Policy Conference covering Equalities Policy of our Union :

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WOMEN

Unite Charter for Women Motion 132.

That this conference welcomes progress for women's equality that has been struggled for and achieved, but is concerned at continuing discrimination, unequal pay, harassment and violence against women, and the under-representation of women in leadership at all levels.

Conference therefore welcomes the National Women's Committee proposal to establish and monitor a Unite Charter for Women encompassing the Women's Charter supported by our union and the TUC Women's Conference, and calls for action by Unite reps, members, negotiators, officers, staff and organisers to implement the charter at the workplace, in Unite the Union, the wider trade union and labour movement, with relevant organisations that share our policy and aims, and in lobbying the government:

Women at the Workplace:

- an industrial campaign for equal pay regionally and nationally – mandatory pay audits incorporated into bargaining agendas of all our workplace negotiators
- ensuring union negotiators promote and check implementation of flexible working policies and choice, alongside enhanced paid maternity, paternity and parental leave
- a national campaign on breast screening and early detection through the workplace – particularly encouraged in workplaces where there is shift work
- encourage women to become representatives and monitor involvement of women at workplace level
- elect union equality reps and negotiate with employers for paid release
- good workplace policies covering sexual harassment and domestic violence within the workplace, including recognition for Unite listening support network on harassment, bullying and discrimination

Women in the Wider Community

- a national campaign to challenge violent and abusive attitudes against women and girls and campaigning on the International Day to End Violence against Women
- continued support for a woman's right to choose
- gender balance in public appointments
- active support for Unite women in political and public life
- Unite involvement on International Women's Day 8th March regionally, nationally and internationally, and celebrating Women Chainmakers achievements on a minimum wage

Women in the Union

- Unite to strive to be an example of best practice in tackling underrepresentation and supporting the involvement of women, including recognition of childcare and other caring responsibilities, that women are more 80 likely to be low paid and to be in part-time work and the value of union education, shadowing and mentoring
- Audit of women's involvement throughout Unite as the basis of a cohesive Action Plan on all women's involvement
- Promoting Unite Women's Week education course and United Together Women's Magazine
- Encouraging women members to build their involvement through direct contact e.g. reps surgeries where members can talk confidentially, and production of a short guide to getting involved in Unite

National Women's Committee

Women and Pensions

Motion 155.

Women aged over 65 currently have incomes that are only 57% of men's and as a result many women are living in poverty in retirement. This is due to the pay gap between men and women's earnings over their working lives and the fact that women still have the major responsibility for caring in society. Women are less likely than men to have a continuous employment record and more likely to have periods of working part-time on low wages. Additionally, women who work in the private sector are concentrated in industries with low pension provision for employees, such as retail and distribution. Improvements are being made to the state pension scheme that will increase women's income on retirement in future, but the state pension system will need further reforms so that it better reflects the working patterns of women.

Unite is supporting the legislation to compel employers to auto-enrol employees into pension schemes which meet a minimum standard, but is disappointed that this scheme is not being introduced sooner, but on a phased basis from 2013-2017. The employer contribution rate is also set too low at 3%. Conference calls on the union to campaign, in conjunction with the National Women's Committee, Regional Women's Committees, AGS for Equalities and Regional Women's Organisers, for the Government to introduce the following reforms:

- reduce the Lower Earnings Limit and allow part-time earnings from more than one job to be combined for National Insurance purposes;
- Expand the right for carers to build up an additional state pension for those looking after children up to age 18;
- Increase the basic state pension to the Guarantee Pension Credit;
- Ensure the commitment to increase the basic state pension annually in line with average earnings from 2010 is adhered to; and
- That the legislation that will compel employers to auto-enrol employees into pension schemes is introduced in a shorter timescale than planned and that the employer contribution rate is set higher than 3%.

South West/Regional Women's Committee

Women and the Menopause

Motion 195.

This Conference is aware that many millions of women are currently working through the menopause. These women work in all sections of society, from airports through to zoos.

Conference recognises that many employers are currently obsessed with targets and this can have a negative impact on women when they are experiencing headaches, short-term memory loss, tiredness, hot flushes, a general lack of energy or any of the many other symptoms associated with the menopause.

In itself this can bring on a “Catch 22” situation where the pressure of achieving such targets exacerbates the above symptoms.

Furthermore, as well as these health & Safety issues, this conference believes there is scope for concern around age discrimination, sex discrimination and equal pay.

In view of the above, we call on our negotiators:

- To share best practice with employers regarding the problems some women have when working through the menopause
- To formulate fair policies and procedures so women’s health is not put at risk and they are not disadvantaged in any other way.

North West/ Merseyside Finance 9NW11 Branch

**Paid Time off for Health Screening
Motion 196.**

This conference is concerned that paid time off for health screening is not a right.

Medical advances have resulted in a greatly improved prognosis for many life threatening illnesses particularly if diagnosis is made early. There are a number of health screening tests available through GP surgeries and hospitals which play a critical part in identifying those at risk or suffering from serious illness.

Whilst there are employers who support employees by allowing them to have paid time off to attend appointment for health screening. Others refuse paid time off. In many cases those affected are in low paid jobs and cannot afford to lose pay, even through this could compromise their future well-being.

This Conference believes that everyone should have the right to paid time off to attend health screening appointments and that a campaign be mounted to have the right enshrined in law.

**North East,
Yorkshire & Humberside/ Regional Women's Committee**

DOMESTIC VIOLENCE/ VIOLENCE AGAINST WOMEN

Composite 26 (Incorporating Motions 127 & 128)

Conference recognises that domestic violence is a worldwide crisis. Rape and domestic violence rated higher than cancer, motor vehicle accidents, war, and malaria in a study by the World Bank on risks facing women today.

Domestic violence is a crime and a violation of Article 5 of the UN Universal Declaration of Human Rights –“that no one shall be subjected to torture or to cruel inhuman or degrading treatment or punishment”.

Conference calls upon Unite the Union to step up its campaign around Violence Against Women. This is a workplace issue affecting our members on a daily basis. This conference believes that too many of our members are being systematically let down by their employer when suffering the rippling effects of violence. This can include poor performance, a breakdown in working relationships, absenteeism, lack of self esteem, all factors that some employers may use as a tool for disciplinary action without fully understanding the underlying reasons why our member is in this position.

Conference is very concerned that violence against women continues and we need to protect their careers and campaign on behalf of all victims of domestic violence in the workplace or at home. Domestic violence impacts greatly on a victim’s working life as many suffer physical injuries, sleep deprivation, low morale, poor self esteem and heightened anxiety levels, all of which draw attention to their performance and can lead to discipline because of unsupportive sickness and absence policies. These victims are also losing their jobs.

We need to ensure victims experiencing domestic violence have a safer supportive work environment which protects their careers. This can be done by ensuring employers implement domestic abuse policies which support victims and signpost them to outside professional bodies for help. It is a welfare issue and victims should be supported by their employers implementing more flexible sickness/absence policies that recognise the issue which mostly affects women of all ages.

Conference calls on Unite Union to work closely with relevant campaigning/support organisations, around this terrible issue. The EHRC have a current Campaign, Violence Against Women – Asking For It? This campaign focuses on the fact that today offenders justify their behaviour around the idea that women and girls “ask for it”.

The campaign key messages are that:

- I have a right to wear whatever I want
- To go wherever I want
- I have a right to walk home free from fear
- And I have the rights to live my life free from violence

Conference calls upon Unite to recognise that there are many connections between all forms of violence. These forms do not necessarily stop at the factory gate/office door. Violence Against women is a Union issue and there is clear evidence within the EHRC report that:

- Domestic abuse currently costs UK Businesses over £2.7 billion a year.

- In the UK, in any one year, more than 20% of employed women take time off work because of domestic violence and 2% lose their jobs as a direct result of the abuse.
- 75% of domestic violence victims are targeted at work – from harassing phone calls and abusive partners arriving at the office unannounced, to actual physical assaults.

Conference calls on our union to ensure that workplaces implement domestic abuse policies and sickness/ absence policies which protect the lives and careers of victims of domestic violence.

Conference further calls upon Unite to:

- Campaign that employers extend and improve their current anti-bullying policies to refer explicitly to sexism and define clearly sexual bullying.
- Campaign so that every workplace has a domestic abuse workplace policy to prevent domestic abuse, provide protection and ensure provision of services for those affected by domestic abuse.
- Give adequate training to Lay Reps to raise their awareness about Domestic Abuse in the workplace, supported by those support organisations that specialise in each of our regions on this issue. This training should then be available as a toolkit online alongside specific information for anyone seeking further advice or guidance online.

Proposer: Carol O'Brien Delegate No: 54
Representing: Ireland Women's Committee

Seconder: Lorraine Jeffries Delegate No: 478
Representing: Wales Women's Regional Committee

The Sexualisation of Children Motion 149.

That this conference is concerned about the sexual exploitation of children in the media, in products directed at children and in the advertising of children's goods.

"It notes that the sexualisation of children and the advertising of certain products target children from an early age. Conference notes that international studies show that seeing particular images which imply that physical appearance and beauty are central to social and self-worth may put children at risk of depression, shame, anxiety and eating disorders. Conference also believes that sexual imagery of children objectifies children, particularly girls, portraying them as sexual commodities.

"Conference welcomes the research and consultation into the sexualisation of children by the government.

"Conference notes that the 2010 FIFA World Cup will be held in South Africa and concern is already growing about commercial exploitation of women and children.

Conference urges the United to:

- Raise awareness within your own regions of this issue and its possible outcomes
- campaign against this abuse of children
- publicise who benefits commercially from such images;
- campaign to reduce the amount of sexual imagery of children in media;
- urge the Government to take appropriate action to challenge this abuse; and
- support campaigns against the sexual and commercial exploitation of women and children associated with the 2010 football tournament, the Olympic Games in 2012 and other major sporting events.

Scotland/ Women's Regional Committee

Human Trafficking Motion 151.

This Conference calls for support for the campaign against the planned closure of the Metropolitan Police Unite dedicated to tackling human trafficking, especially as the UK is one of the world capitals of trafficking, which is expected to increase as the 2012 Olympics approach. Unite joins with the NSPCC, Amnesty International and the Poppy Project in stating that "Human trafficking is a complex sensitive issue....Policing trafficking for forced labour, domestic servitude and all other forms of exploitation requires specialist knowledge and understanding of trafficking, dedicated resources and commitment," and pays tribute to the positive events organised by the STUC and Scottish Women's Convention on these issues this year, and the International Transport Workers Federation (ITF) campaign against trafficking around the time of the last Olympics. Action on trafficking of women reflects our Unions longstanding history in support of the most vulnerable workers, such as specific campaigning for gang masters legislation and campaigning by and for our members who are migrant domestic workers with Kalayaan. The need for a strong and effective domestic workers convention at the 2010 International Labour Conference is also an integral part of the campaign against human trafficking.

South East Regional Committee

**Homeworkers
Motion 37.**

This conference that investigations are made by Unite the Union to launch a national campaign to highlight the growing trend of members working from home and not being adequately compensated either by employers or by HMRC.

Today's technology allows for a greater number of employees to work from home. In the limited surveys which have been conducted, they show employees are more productive and are generally happier and take less time off.

Home working benefits the environment. This is preferable rather than travelling everyday to a city centre office, clogging the roads or being packed like sardines in the tube using gallons of fuel or kilowatts of energy which has been produced by emitting tonnes of CO₂ into the atmosphere.

Thus conference resolves that the union actively pursues HMRC to increase the current £156 tax allowance/tax free payment allowable for employees who work from home. Fuel, heating, lighting etc all increased last year by significant amounts about the RPI futures. It is felt that the current value of this allowance is not sufficient.

**London & Eastern/
South Eastern Engineer Surveyor MO371 Branch**

BAEM MEMBERS**Composite 28 (Incorporating Motions 141-143)****5. Equalities****(x) BAEM Members**

Conference is committed to building on past achievements of BAEM members and others - winning race equality in the workplace, the union and the wider community. These hard fought for gains must continue to be at the forefront of the Unite agenda.

However, Conference is very concerned that BAEM members are seriously under-represented at different levels of workplaces and of our union, including as officers and in public life. We call for effective action to address this under-representation. Progression of BAEM members in the union and the workplace should become a priority in the union's fight to combat race discrimination.

Conference recognises the importance of promoting race equality and calls on the union to take action on involvement and participation of BAEM members, through:

- Strong support for the union's Race Forward Campaign aiming to close the ethnic minority employment gap, tackle the pay gap for black workers, address equality of opportunity in promotion, deal effectively with racial harassment, discrimination & bullying, promote fairness for black women workers, negotiate for Union Equality Reps, campaign for fair treatment for migrant workers and organise and recruit BAEM workers
- To strongly encourage the involvement of young BAEM members at all levels of the union and the workplace
- Develop and establish effective structures and take specific action to increase the involvement of BAEM members in branches, committees, conferences, Executive Council, officer level, etc. Also, ensure that issues affecting BAEM members are kept high on the union's industrial and political agenda
- Ensure the union's policies and practices reflect its commitment to placing Equality at the Heart of Our Union and encourage and support BAEM members to get involved as union reps, conveners, officers, executive members, assistant general secretaries and general secretaries
- Prioritise full ethnic monitoring of union membership
- Audit and monitor BAEM involvement and participation at all levels. Also, ensure ethnic monitoring on recruitment and selection by the union as an employer and BAEM political representation.
- Education - raising awareness among all members and officers, making race equality a key part of all union courses. To include efforts to increase BAEM participation as delegates on courses as well as regional and national tutors and supporting BAEM members with learning disabilities

Conference calls on the union to ensure that race equality is an integral part of all Unite campaigns including:

- Health & safety of BAEM workers – raising awareness of the disproportionate effects of mental health on BAEM people and the stress caused as a result of this as well as race discrimination at work

- Pensions – campaign for a fair pension system for BAEM workers including for those who in retirement return to live in their country of origin
- Political – make every effort to ensure BAEM members are encouraged and supported to play a political role including as MPs. Also, ensure that the Labour Party and MPs who are members of Unite raise and adopt issues affecting our BAEM members

Conference understands the importance of encouraging a more diverse range of members to join and become active in the union, including BAEM workers. Unite the union must reflect the workforce in which it is organising and operating, if the union is to grow and gain strength in the future.

Conference recognises the work that the union has done to encourage the development and election of Union Equality Reps who are organising and campaigning on equality issues in the workplace.

However, the union must ensure that more BAEM members are encouraged to become active in our union workplaces as Reps and within the union's structures at all levels and that there is a focus on recruiting more BAEM members to our union.

Conference calls on the union to:-

- Launch national and regional campaigns to increase the number of union BAEM members to reflect the proportion of BAEM workers in organisations where the union is recognised and is organising;
- Run regular seminars for BAEM members in every region to introduce them to the union's structures, organising and campaigning;
- Ensure that all officers and reps are made aware of the "Race Forward" campaign and are implementing it in workplaces;
- Maintain the campaign for officers and reps to continue to encourage and support members to come forward to take on the UER role and carry out the UER training programme; and
- Maintain the union's campaign for statutory rights for UERs and for the inclusion of UERs in union recognition agreements.

Conference call for support for Black History Month at a regional level and that funding be provided by the region for this to encourage regional participation by promoting and holding Unite BAEM events in order to maximise support for this event.

Proposer: Joe Welch **Delegate No: 167**
Representing; BAEM Members National Committee

Seconder: Mohamed Malik **Delegate No: 458**
Representing: SW BAEM Regional Committee

Discrimination against BAEM Members in Employment Motion 124.

This Conference notes with concern the findings of a study conducted by the Department of Works and Pensions about discrimination by employers.

The DWP sent out 3,000 bogus applications to employers with a mix of applicants whose qualifications and work experience were similar but with names that were British and foreign-sounding. The study found strong evidence to indicate that employers were discriminating against applicants with foreign sounding names by rejecting those applications even if the qualifications and experience was similar to or superior to that of candidates with British names.

This Conference further notes its concern about the practice of asking BAEM employees to provide evidence of their nationality and immigration status even when they have been with their employer for several years. Conference calls on this Union nationally and the TUC to:

- lobby this and any successive government to name and shame the employers targetted in the DWP study found to be guilty of discriminatory behaviour ;
- issue clear guidance to members, employees and workers about what to do if they are asked to provide proof of their nationality and immigration status; and
- continue to campaign for fair and effective employment and anti-discrimination legislation to improve the lives of all people living and working in the United Kingdom.

**London & Eastern/
Black, Asian & Ethnic Minority Members Regional Committee**

MIGRANT WORKERS IN BRITAIN & IRELAND

Composite 25 (Incorporating Motions 120-123)

5. Equalities

(ii) Migrant Workers in Britain and Ireland

Conference and Unite the union welcomes the contribution made by migrant workers and their families to the economy and society in Britain. We also recognise that legitimate concerns can arise in relation to wages, jobs and housing when employers exploit vulnerable migrant workers to undercut local labour. Therefore we urge the trade unions and the labour movement to address these concerns in a way which creates unity rather than division among working people, by fighting for policies such as;

1. An end to pay and employment discrimination against migrant workers by employer and agencies which undermines terms and conditions for all workers.
2. Full and equal employment rights from day one for all, including through mandatory pay audits and strict enforcement of the national minimum wage.
3. Government legislation to regulate and penalise employment agency abuse of workers on its books in all sectors, in essence extend the remit of the gang masters licensing authority.
4. Trade unions to seek agreements with agencies to guarantee equal terms and conditions for temporary workers.
5. Measures to compel employers and sub-contractors to make full and proper use of labour exchanges, with a review of the role of gangmasters
6. An amnesty for illegal migrants to assist those who are working or living in exploitative or coerced conditions.
7. Mass recruitment of all workers into trade unions, where necessary targeting migrant workers in their own language.
8. A substantial programme in the public and social sectors to build more houses and flats for rent at affordable rates.
9. Adequate funding for educational initiatives designed to integrate migrant workers and their families into our society while respecting and valuing their own cultural identity.

Unite the union reaffirms its commitment to the unity of working people irrespective of race, religion, language and nationality.

Conference notes that our Republic of Ireland BAEM members who do not have European citizenship have huge problems around freedom of movement throughout Europe. These members have work permits or residency but yet when they want to travel outside the Republic of Ireland for holidays, visiting friends and attending union meetings they need to obtain visas and re-entry visas at a considerable financial cost to themselves. Most of our members are low paid and cannot afford these extra costs which restrict their travel outside the country.

We feel this is unnecessary and prohibitive and call on our union to lobby government to amend the immigration legislation as we feel it discriminates against Black, Asian and Ethnic minority Workers' in its current form.

Conference supports ratification of the UN and ILO Conventions on Migrant Workers and confirms its support for the protection of everyone, regardless of immigration status, considering the recent suicides in Glasgow. Further, we call on the union to support education to ensure that exploitation of migrant workers is not used to divide the workforce.

We believe workplaces must be safe places for workers, not places of immigration enforcement. We also deplore the dangerous arguments presented by the Far Right and will continue to campaign against racism and fascism in all its forms.

Conference calls on the Unite the Union to continue with its campaign for:

- regularisation and by working with our internal union structures, other unions, the IER, Joint Council for the Welfare of Immigrants, the CRE, and the National Coalition of Anti-Deportation Campaigns, lobby the Government to support the call for regularisation, based on a residency qualification and not controlled by employers
- strict enforcement of the national minimum wage with severe financial penalties for employers that break the law
- adequate funding for education initiatives such free access to English language courses (ESoL) designed to integrate migrant workers and their families into our society while respecting and valuing their own cultural identity, and support for the campaign against the proposed withdrawal of free ESoL for migrants.

Proposer: Kwasi Agyemaing-Prempeh Delegate No: 174
Representing: London & Eastern/BLE-2007 Branch

Seconder: Vicky Grandon Delegate No: 325
Representing: Scotland/BAEM Regional Committee

Moroccan migrant Workers in Gibraltar

119.

This conference fully support the campaign undertaken by this branch on the violation of human rights suffered by our Unite members in Gibraltar, who are non – EU nationals (mostly Moroccans). Furthermore, it seeks the political, Trade Union and Legal support for this cause.

Gibraltar Branch

**Composite 40 - Searchlight/Hope not Hate
(Incorporating Motions 199 & 200)**

Unite the union notes the continued rise of the fascist British National Party. The BNP represent the opposite of everything our union stands for.

The BNP is fundamentally racist, anti-Semitic, anti trade Union and Homophobic. We reject all their analyses and hate filled programme.

Unite the Union believes that the struggles against the BNP is a fundamental trade union issue. History shows that the fascist gangs are a deadly threat to free trade unions. We believe that trade unions must be at the forefront of defeating the BNP menace. The BNP is further more a menace to the lives and freedom of working people of this country. It is therefore only right and proper that the trade unions are at the front of the campaign to stop them.

We further believe that the BNP can be defeated electorally and politically.

This requires an all embracing co-ordinated response from the entire Labour Movement.

Unite resolves to continue to lead the fight against the BNP and to continue to support the Hope Not Hate Campaign that is instrumental in bringing together the movement with the Labour Party to achieve this.

We further resolve to continue to campaign to unmask and defeat the scab racist so called union Solidarity which is no more than a front for the BNP.

As part of this campaign we will continue to demand the right to expel fascists from our Union.

This policy conference agrees to the continuing support of the Hope not Hate Campaign and Searchlight in its fight against the BNP and other racist and fascist parties.

Proposed by: Ann Morgan
Seconded by: Kevin Donnelly

CYW and Not for Profit NEYH
CYW and Not for Profit NEYH

Unite Against Fascism Motion 198.

This Conference notes:

1. That the election last year of two members of the British National Party to the European parliament marks an electoral breakthrough for the fascists and threatens to normalise the presence of the BNP in mainstream politics. The BNP hopes to capitalise on these results during the general and local elections this year.
2. That the BNP is dedicated to an all-white Britain, the destruction of trade unions and the elimination of basic democratic rights. Its politics of hate and division threaten the freedoms and safety of those the party would see annihilated – Jews, black people, trade unionists, Muslims and all ethnic minorities, gays and lesbians, disabled people and anybody who stands for a democratic society.
3. That Nick Griffin, leader of the fascist BNP and a man with a criminal conviction for denying Hitler's Holocaust, plans to stand as an MP in Barking, while his deputy Simon Darby plans to stand in Stoke-on-Trent. Stoke-on-Trent and Barking & Dagenham councils are also being targeted by the fascists at the local elections.
4. That the English Defence League – a racist anti-Muslim group with links to the fascist BNP – has been mounting a series of "protests" in towns and cities around the country. These protests regularly feature racist chanting and Nazi salutes. They are aimed at whipping up hatred against the Muslim community. The same applies to the Scottish and Welsh Defence Leagues.
5. That Unite against Fascism will be coordinating a national campaign in the run-up to the elections urging people to vote against the Nazi BNP, aiming to deliver a knock-out blow to the BNP in the key areas where the fascists are active.

This Conference believes:

1. That racism divides workers and has no place within the trade union movement.
2. That at a time of deepening recession, the BNP's policies of hatred and division offer no solution.
3. That the EDL is a racist organisation whose anti-Muslim demonstrations must be opposed.
4. That trades union organisations which have expelled fascists from their membership are to be congratulated.
5. That, as a matter of urgency, we must unite to build the broadest possible opposition to the BNP and EDL.

This Conference resolves:

1. To reaffiliate to Unite Against Fascism
2. To campaign for the removal of BNP members in public services.
3. To encourage members to actively campaign against the BNP and to organise broad support for mobilisations against future EDL protests.
4. To circulate UAF materials and work with other trades unions to provide UAF with resources and support.

**East Midlands /
0168M Branch and North West/ Greater Manchester IT (9827) Branch**

DISABLED MEMBERS

DISABLED MEMBERS

Composite 27 (Incorporating Motions 133,135,137-140)

5. Equalities

(ix) Disabled Members

Conference condemns all forms of disability discrimination and congratulates the achievements led by disabled workers over the last decade: strengthening rights to protection from disability discrimination at work and in the wider community; increased funding for Access to Work to support disabled workers. Conference also recognises and condemns that in the current economic climate disabled workers have been facing additional bullying and discrimination, including unfair selection for redundancy.

Conference is seriously concerned that:

- disability discrimination prevents disabled men and women getting and staying in work
- fear and lack of information are still major factors at the workplace
- many disabled workers and their employers are not aware of rights to reasonable adjustment, and financial support available
- threats or cuts to benefits available to disabled people increase poverty without eliminating barriers to employment, and therefore continues to support the retention of entitlements to universal benefits backed up by supported employment and ethical procurement

Conference calls for a National Campaign on Disability Equality at the Workplace in all regions and across industrial sectors, with progress monitored by Unite Regional and National Disabled Members Committees and reported quarterly to the Executive Council; and for Unite reps, negotiators, officers and organisers to take forward this campaign through:

1. Vigilance against all forms of disability discrimination, including invisible impairments such as mental health, learning disabilities and dyslexia; particularly monitoring redundancy matrices, stress and ensuring explicit protection from disability discrimination in sickness absence policies, 'fit notes', health and safety, bonus, and capability procedures
2. Active opposition to disability discrimination and support for the involvement of disabled workers at the workplace and in the union through:
 - demonstrating the importance of trade union membership to disabled men and women workers of all ages, and monitoring/profiling disabled members in the union
 - representing disabled members facing discrimination in getting and staying in work, and having the expectation of a career structure, backed up by provision of information from the employer
 - bargaining for regular workplace disability audits, paid disability leave, facilities to paid release for union equality reps and disability champions
 - addressing specific industrial disability equality issues including accessible transport and recognising road traffic accidents as industrial injuries,
 - public sector duty to promote disability equality
 - vigorously tackling access barriers to involvement at the workplace and in the union
 - to support disabled members' involvement at all levels
 - publicising and promoting successes. including campaigning on International Day of Disabled People 3rd December

3. Supporting education and awareness of disability equality rights, an inclusive culture, and elimination of disability harassment, bullying and hate crime, and arranging Unite courses and materials for reps, officers, organisers and union equality reps on the Equality Act, Unite Disability Awareness and Disability Champions courses and sessions on other courses.

Conference wishes to endorse Unite's commitment to equality for members with disabilities by making strenuous efforts to remove all barriers to full participation and inclusion of disabled members by ensuring:

- a) Members with disabilities are encouraged to become lay activists.
- b) All union events and activities are fully accessible and that inaccessible venues are not patronised.
- c) Members with visual impairment receive documentation and information in the appropriate format and on time
- d) Members with intellectual impairment are accommodated.
- e) Members with auditory impairment have appropriate communication support e.g. induction loops and interpreters.
- f) Personal Assistants are welcomed and accommodated.
- g) Members with disabilities should be represented on committees at every level throughout the union.
- h) Members with disabilities are to be given the opportunity and encouraged to undertake Equality Rep and Disability Champion training.
- i) Inappropriate and hurtful language is avoided.
- j) Recognition that reasonable accommodation may include: timing and length of meetings and other adjustments.
- k) Members with disabilities are consulted regarding their access requirements and confidentiality is respected at all times
- l) Signage is in place and is accurate
- m) Guide dogs are accommodated.

Therefore this motion calls on Unite to fully involve our members with disabilities and facilitate their involvement by ensuring staff and activists are aware of the reasonable adjustments needed to accommodate all members

Conference further notes the unwillingness of some disabled members to reveal their disability to their employer. This may be due to the fear of stigma and redundancy.

Conference therefore calls upon Unite to mount a campaign with the following objectives:

- To promote the social model of disability within the union and within the workplace.
- To inform all members of their statutory rights regarding employment as laid down in British and European legislation.
- To raise awareness amongst the membership of ways in which the union can protect and support them should they experience discrimination on the grounds of their disability or their caring responsibility.

Conference calls upon Unite to include the issues faced by its disabled members and carers as a central part of all its campaigning initiatives.

This conference is concerned that Unite members with disability are still facing discrimination in employment.

We believe one of the main factors behind this is that many employers still do not recognise the difference between illness and disability, leaving disabled members particularly vulnerable when sickness absence procedures are invoked.

For this reason we call on all negotiators to approach employers to introduce “Disability Leave” into their attendance policies, should this not already exist.

This will help employers understand that colleagues are not off work because they are sick, but they are off as a consequence of their disability.

Conference further calls on Unite to ensure that Health and Safety legislation protects all our members and is not be used as a tool for discrimination by employers.

Conference calls on Unite the Union to have on its bargaining agenda:

- Involvement of all disabled workers in the workplace.
- Accessibility of health and safety to all, therefore preventing employers discriminating on grounds of health and safety in recruitment and retention.
- Risk assessment for all as well as disability-sensitive risk assessments.
- Preventing disability discrimination on certain conditions such as sleep apnoea and diabetes.
- Inspections including disability audits
- Reasonable adjustments.

Many disabled people want to work, but cannot obtain employment because of discrimination by employers.

Research before the recession revealed that one million disabled members want to work, but are unable to obtain employment because of discrimination by employers and this number is likely to increase with high unemployment in this country.

Conference realises that it is important that disabled members are able to participate fully in the union which is difficult if a disabled member is not in employment. Conference, calls on the union to:

- Issue guidance to union officers and reps on employers’ obligations under the Disability Discrimination Act and the forthcoming Equality Bill if enacted, particularly the obligation of employers to make reasonable adjustments, to ensure that disabled members are not unfairly targeted for dismissal and redundancy;
- Make employers aware of the financial support that is available under the Access to Work Scheme;
- Ensure that all officers and reps are full trained on disability discrimination legislation;
- Encourage more disabled members to stand for election as Reps and become active in the union structures; and
- Ensure that all union communications, literature and buildings are full accessible to disabled members

Proposer: Sean McGovern **Delegate No:102**
Representing: Disabled Members National Committee

Seconder: Berni Macrea **Delegate No: 62**
Representing; Ireland Disabled Members Committee

**Composite 39 – Health and Safety
(Incorporating Motions 190-193)**

CARRIED

The Conference views with alarm the Conservative Party policy proposals contained in the policy paper "Regulation in the post-bureaucratic age", with particular regard to the potentially damaging effect this would have on health and safety in the UK workplaces in the manufacturing and the metal industry.

This conference condemns these recent policy announcements, and in particular proposals:

- To enforce a stringent "One In-One Out" requirement where any new law must include cuts in old laws which, together, produce a net 5% reduction in the regulatory burden.
- To give the public the power to nominate the most poorly designed and burdensome regulations, which would be repealed within 12 months unless they were modified or approved by Parliament.
- To apply a "Sunset Clause" to all Regulators, and during the first term of a Conservative Government re-assess and review the duties of all Regulators.
- To drastically curb the powers of Government Inspectors by allowing firms to arrange their own, externally audited inspections and, providing they pass, to refuse entry to official inspectors thereafter.

The conference believes such proposals to deregulate health and safety and privatise inspection will lead to an increase in deaths, injuries, ill health at work and calls upon the Unite Executive to campaign against these measures.

This conference calls on the EC to campaign with the Labour Party on ensuring that shift workers in the country get the correct health and safety recognition as in other European countries.

Conference calls on the Executive of Unite the Union to use all resources at its disposal to ensure that economic circumstances are not allowed to reduce the resources required to ensure the safety and wellbeing of employees and the public at large. This motion is particularly aimed at the maintenance of adequate in-house resources within the Civil Aviation Sector where the current economic recession has severely affected passenger numbers and profits.

Conference calls on Unite to recognise that driving accidents whilst on work duties be recorded as an industrial injury, as well as a road traffic accident. This affects all Unite members who drive, regardless of which sector they are in.

Proposed by: John Kelly
Seconded by: formally seconded from the floor

RTC NEYH

Hate Crime Motion 131.

This Conference calls upon Unite to ensure that the issue of Hate Crime is highlighted as a workplace issue and is therefore part of our Bargaining Agenda on Equality issues.

It is evident from recent Police Reports across the UK that Hate crime is rising. In Wales Hate Crime is noted as “any offence committed against a person or a person’s property which is perceived by the victim or any other person as being motivated by prejudice or hate”. (Gwent Police Community Cohesion Team)

Trevor Phillips said last April that...When the black teenager Stephen Lawrence was murdered at a South London bus stop by five white thugs, national outrage at the police's handling of the case, and the determined campaign of the Lawrence family, led to a public inquiry that rocked the very foundations of our institutions' response to racism. We haven't achieved anything comparable yet in the field of disability....and...confirms what many in the field have long suspected - that disabled people are proportionately at greater risk of violence than non-disabled people and that hostility against them is common and widespread.

Hate Crime is also a workplace issue and it is vital that Unite:

- Campaigns so that anti bullying policies refer explicitly to Hate Crime and clearly define the impact that Hate Crime can have on workers.
- Ensure that our own Policies has a Hate Crime policy to prevent Hate Crime incidents, to provide adequate protection and ensure provision of services for those affected by Hate Crime.
- To campaign so that employers not only acknowledge the detrimental impact Hate Crime has in the workplace, but, more importantly works with local Unite Reps and Officers to eradicate it. Unite must campaign robustly so that every employer understands that because this type of crime may not start in the workplace, doesn't mean their responsibility or duty of care ends at their factory gate/office car park.

This Conference further calls upon Unite Union to ensure all Equality Reps are adequately trained to deal with the impact of Hate Crime and produce a suitable support pack for all Officers and Reps to use, which should include contact information of local/regional/national support organisations.

**Wales/
Disabled Members Regional Committee**

**Mental Health Cuts
Motion 231**

This conference instructs Executive Council to campaign against any cuts in mental health provision & to recognise that older adult with mental health issue are not afforded the same level of support by the NHS.

North West/ Workington Branch

**Care Homes
Motion 229.**

This conference deplores the widespread closing of local authority cost cutting exercise which totally disregards the detrimental effects this has on our communities' most vulnerable people.

In elderly care this has resulted in forced evictions of residents from homes that they expected to peacefully spend the rest of their lives in. we don't want our parents to be dumped on the private sector where their needs are secondary to the profits of the few.

We call on the union's branches and area activists committees to both supports those fighting these closures, and initiate other campaigns in the community.

We demand that closures are reversed and that the necessary financial resources are put into this sector to provide good quality care, free at the point of need – not just for those that can afford it.

**South East/
Southampton Cab section 621 Branch**

Motion 136 – Procurement

Conference notes that the “public procurement regulations” (derived from Europe) have been effective in UK law for a number of years now.

It is UK government policy to actively encourage “public bodies” to reserve contracts for firms/organisations providing “supported employment” (and to encourage conventional employers to sub-contract to firms/organisations providing “supported employment”).

Conference calls on Unite to use all its power and influence to urge government and public sector bodies to remove obstacles to reserved contracts, thus allowing organisations such as employ to more easily bid for this work !

Proposed by: Sean McGovern CYW and Not for Profit L&E
Seconded by: formally seconded from the floor
Submitted by: London and Eastern/1971 Remploy Branch

LGBT MEMBERS & EQUALITY**Composite 29 (Incorporating Motions 145-147 & 150)**

Conference congratulates LGBT members on their hard work in ensuring LGBT equality has been part of our union's agenda. It is vital that past achievements are not lost and are carried forward in Unite.

To ensure respect and dignity for LGBT workers and to build on our past gains, Conference calls on the union to challenge discriminatory policies, practices and behaviour towards LGBT workers in the workplace and the community. We must include young and older, BAEM and disabled LGBT members in all our regional and national campaigns and in all the work of our union in order to mainstream equality.

Conference calls on the union to ensure that LGBT equality is an integral part of everything we do, including our campaigns on:

- Organising
 - a) To improve union's action on organising by encouraging the involvement of LGBT members.
 - b) To be proactive at events such as Pride in order to recruit and organise LGBT workers.
 - c) To organise young LGBT workers by linking with our youth workers through Community and Youth Workers Union, CYWU as well as members working with young people in other sectors.
 - d) To organise joint events with young people across all union committees.
 - e) To produce specific LGBT publications e.g. pamphlets, books, leaflets.
- Harassment and bullying
 - a) To support LGBT members facing harassment, discrimination and bullying and promote safety and security in the workplace.
 - b) To continue raising the profile of the Listening Support Network providing personal support through active listening to members suffering harassment and bullying.
 - c) To ensure that all reps are familiar with the union's Report Form (HDB1) for recording every incident of harassment, discrimination and bullying.
- Education
 - a) To include LGBT equality in all our courses for members and provide training for all officers.
 - b) To set up training workshops for and with young people. To visit schools and produce a book on LGBT aimed at pre schools and/or use the "Schools Out" DVD aimed at young people at schools.
- Health & Safety
 - a) To raise awareness on workplace stress due to LGBT discrimination, harassment and bullying as part of the union's campaign on stress at work
- Pensions
 - a) To include civil partners and same sex couples in all workplace policies
- Political
 - a) To continue with our campaign for improving and strengthening the implementation of LGBT anti-discrimination legislation as part of the Equality Act 2010
- International
 - a) To raise issues concerning the treatment of LGBT people around the world as part of our campaigns with international trade unions, for example the International Lesbian Gay Bisexual Trans and Intersex Association (ILGA).

Conference calls on the union to audit and monitor the result of these measures and recommend further action where necessary.

Furthermore, conference calls upon the union to publish all policies in a convenient format whether hard copy, electronic, etc. so that all members can have easy access and knowledge of Unite policies including those on equalities.

The Labour government has enacted several very welcome and positive reforms for Lesbian, Gay, Bisexual and Transgender people such as equalising the age of consent and adoption rights for same-sex couples. But there is a need for more progressive changes from the government to tackle homophobic and transphobic discrimination in key policy areas.

Therefore Unite the Union resolves to adopt the following points to campaign upon throughout the labour movement for action to be taken by the government and others on every issue in order to meet full equality for Lesbian, Gay, Bisexual and Trans people:

1. To campaign to amend the Equalities Act to ensure that all public bodies have a legal duty to:
 - a. Combat discrimination based on sexual orientation and gender identity;
 - b. Actively tackle homophobic, biphobic and transphobic prejudice, harassment and violence;
 - c. Include a general and specific duty to promote equality and bring in positive action in those areas.
2. To eradicate the two-tiered system of partnership law and marriage in order that same-sex and heterosexual people can have a choice of both and amend legislation to enable real choices for trans persons and not force them to annul existing arrangements where both partners want them to continue, or to amend the Marriage Act such that it applies to same-sex relationships with a clause conferring automatic recognition of civil partnerships and removing the requirement for trans people to dissolve marriage to gain a Gender Recognition Certificate.
3. To campaign for a review of legislation and Home Office practice in respect of asylum for LGBT people, to ensure that they are treated fairly in accordance with their specific situation, when they seek leave to remain, and to uphold the principle that they will not be returned to countries where they are likely to be tortured as a result of their sexuality or gender identity.
4. To campaign to bring about legislation which deals with transphobic crimes and hate crimes, including laws against incitement to homophobic, biphobic and transphobic hatred.
5. To campaign to remove the exemption of religious institutions from the legislation, which currently allows discrimination against LGBT employees in any workplace and related workplace activities.
6. To campaign for appropriate sex education and sexual health advice lessons that address the specific need of young Lesbian, Gay, Bisexual and Trans people
7. To campaign to remove exemptions in the Equality Bill that allows LGB persons to be harassed with regards to the provision of goods and services, and the disposal and management of property. Also, to remove the exemption that would enable the harassment of school pupils who identify as LGBT.

8. To campaign to broaden the narrow definition of Trans, not confining it to persons planning, undergoing or have achieved transition to the gender with which they identify.
9. To campaign for the inclusion of education against homophobia and transphobia in the National Curriculum Education Guidelines, and to promote an understanding and acceptance of Lesbian, Gay, Bisexual and Transgender people. Again, religious exemption needs to be challenged and removed.
10. To support NHS fertility treatment for Lesbian women and oppose any legislative or government policy proposals that seek to deny LGBT people's right to a self-determined family.
11. To campaign for appropriate monitoring processes to be enacted in all public authorities to ensure they are delivering an equalities agenda which also includes LGBT people.
12. To campaign for legislative change to retrospectively remove convictions for offences which were only applied to LGB people and have since been removed
13. To extend Equality Legislation for LGBT people to the private sector.

Conference calls upon all trade union members of Unite to challenge unacceptable behaviour in the workplace and the wider society towards LGBT communities.

We ask that all union members, officers and staff ensure that respect, dignity and understanding be given to this minority group.

This could be achieved by

- Encouraging the role of Trade Union Equality Reps in the workplace.
- Awareness rising within the union and workplace on LGBT issues.
- Ensuring that LGBT workplace issues are encompassed in Trade Union Education Programs.
- That LGBT issues are part of the trade union bargaining agenda.
- That Unite engage with the government to ensure that LGBT awareness is raised within schools, colleges and universities to educate and support students.
- To challenge homophobia at all levels of society and media.
- To continue to support Pride and Community Events

Conference is further concerned that gender dysphoria is currently classified as a mental illness and that such a classification can have a detrimental impact on trans people's careers and job prospects. Conference recognises that any such discrimination against trans people on the grounds of such a diagnosis would be in breach of both the Disability Discrimination Act and the Sex Discrimination (Gender Reassignment) Regulations.

Conference calls on the union to continue the campaign to repeal the definition of gender dysphoria as a mental illness in the UK.

Proposer: Betty Gallacher
Representing: LGBT Members National Committee

Seconder: Mike Thompson
Representing: East Midlands LGBT Regional Committee

The Revised Cotonou Agreement Motion 148.

This agreement is a trade agreement between the European Union and African, Caribbean and Pacific (ACP) states. The European Commissioner - Andris Piebalgs - previously intended to include non-discrimination on grounds of sexual orientation in the new terms (as demanded by the European Parliament), but finally agreed to conclude a deal with ACP states that does not mention the human rights of LGBT people, despite blatant increases in state-supported violence against lesbian, gay, bisexual and transgender people in the ACP region.

Out of the 79 ACP states, 49 of them criminalise homosexuality with up to 14 years in prison and FIVE punish LGBT people with death.

Despite the EU promoting non discriminatory practices, it has unbelievably signed a tentative/ provisional agreement with these States to trade.

These states openly discriminate, imprison, torture and kill people because of their sexual orientation. This is totally unacceptable and Conference hopes that Unite will bring all its international, and political pressure to bear to enable all MEPs to challenge and correct this decision of the European Commission and uphold Human Rights and non discriminatory practices everywhere.

We don't have much time. This agreement has been tentatively agreed and the official signing off is planned for 23rd June 2010 in Ouagadougou in Burkina Faso.

**West Midlands/
Lesbian, Gay, Bisexual & Transsexual Regional Committee**

ORGANISING YOUNG WORKERS Composite 23 (Incorporating Motions 113-115)

Over the last thirty years we have seen the development and growth of an anti-union culture nurtured by previous Tory governments who introduced anti-worker legislation and a current labour government who have continually ignored calls to rescind unfair legislation that is intended to limit the effectiveness of trade unions. Where union workplaces are non-existent or are weak some employers show scant regard for workers' rights, increased the usage of temporary and agency workers and continue to attack employees' terms and conditions.

Conference calls upon the EC to focus a campaign aimed at youth and school leavers. Unite should consider utilising resources and affiliations with organisations such as schools, youth organisations, colleges etc to ensure the broadest possible awareness of the vital role that Unite continues to play in British society. Such a campaign should be supported by professionally designed materials to encourage the youth of the UK to consider the benefits of Unite the Union membership.

Conference recognises recruiting and organising new members is now a major priority for Unite. In order to increase Unite's industrial and political strength we will need to ensure we build organisation and recruitment work into all of the union's activities.

The strategy for growth and the 100% campaign, that has been introduced to develop strong and sustainable union workplace organisations, is working and in many workplaces, workers' confidence is growing, organised around collective issues, membership has increased but through economic decline, Unite as with other unions is seeing a decrease in membership and only a commitment to the organising agenda will give any hope of reversing this trend, especially in depressed economic environments, a time when workers turn to the unions for protection.

One of the Government targets is that 50% of people under 30 will have been through higher education with most of these being qualified to graduate level. Many of these young people will be the children of current Unite members from all areas of the union.

This conference calls on the Unite Executive to develop and put in place a structure to facilitate effective support for these potential members in the wide variety of businesses and professions they will occupy. This will enable Unite to successfully recruit and retain them as members.

It is also true that the new generation of workers are not steeped in traditions of collectivism and worker solidarity that unfortunately is the detestable testament of 'Thatcherism'. Young people entering industry do not understand trade unionism and the benefits that can be obtained by collectivism and solidarity. Schools and colleges have business studies, social history and social sciences subjects taught, that often include local chamber of commerce members but do not include trade union input. These subjects will have some subject matter relating to trade union history and concepts but Unite are missing an opportunity if engagement and involvement by Trade Unions themselves is not pressed. Trade union education should be integrated so that young people can have all the information at hand when they decide whether or not to join trade unions before entering industry and make a decision to buy into collectivism.

We call upon conference in re-affirming the Strategy for Growth and the 100% campaign that the union target prospective young people and future workers by providing resources for the

education department to engage with schools and colleges in delivering trade union history and concepts. Conference agrees that the union should also lobby the government to ensure local education has real trade union input delivered locally, regionally and nationally, this will help underpin our union's strategy for growth and the 100% campaign and the trade union movement overall.

Proposer: Dave Walker

Delegate No: 194

**Representing: North East, Yorkshire & Humberside/ Docks, Rail, Ferries & Waterways
RISC**

Seconder: Steve Miller

Delegate No: 223

Representing: North East, Yorkshire & Humberside/FDT RISC

EQUALITIES

EQUALITIES TRAINING & DEVELOPMENT

Composite 30 (Incorporating Motions 130,134 & 144)

Conference fully supports Unite's commitment to the involvement of activists in the lay democratic structures in our new union and fully supports the need for accountable representatives as channels for Unite workers at all levels in the union.

However, it is also crucial that no barriers exist which limit the involvement of activists, including disabled members and other minority groups, who are occasions disenfranchised from full involvement in their trade union and are not represented at all levels throughout the union.

Therefore this motion calls on Unite to ensure that every effort is made to have a trade union fully representative of all its membership.

Conference calls upon Unite Union to establish and develop and review a suitable Training and Development programme, to ensure that all officers, staff and accountable representatives are fully trained and compliant in all equality issues.

The purpose of this Training and Development programme would enable dedicated, active and competent activist from within Unite the opportunity to apply for a post that would combine training, shadowing and work placement with a Unite Officer, aimed at building on the diversity within our own Union and creating a Diverse Officer corps that more ably reflects the diversity of the workplace and society.

This programme would recognise the fact that despite our best efforts so far, Unite is woefully failing in recruiting BAEM Activists into our Full Time Paid Officer structures.

This programme would be a step in the right direction to demonstrate that Unite is striving to be a diverse trade union that fights back with our under represented groups. This cannot be shown more clearly than by making the financial commitment that is necessary to address this.

This motion asks that a pilot project be set up within 3 Regions whereby the diversity of our union is most high/where we have fewest numbers of BAEM members playing an active role in their union. This programme can be set up for 3-6 months, sufficient time to enable the participant to gain a clearer understanding of how the Officer role takes shape on a daily basis and, more importantly enable their own Union to deepen its commitment to building a diverse and inclusive trade union.

Proposer: Gareth Fitzpatrick Delegate No: 65
Representing: Ireland Dundalk Drogheda and South Down ACC

Seconder: Anne Morgan Delegate No: 193
Representing: NEYH Regional LGBT Committee

**Equalities Legislation
Motion 125.**

This policy conference affirms its commitment to equality for all and acknowledges all the work done by Unite and Government to achieve respect and dignity through legislation for all sections of the community.

It notes that sector conferences have been set up to cater for all groups whom may be potentially disadvantaged and the composition of all committees reflect the same ethos.

Conference calls upon Unite Executive Council to actively campaign and lobby Government and TUC affiliates to promote through its own resources, changes or refinements to legislation to ensure that all legislation designed to promote respect and dignity is equality neutral across the rest of the community and society as a whole.

**East Midlands/
Leicester Education 9809 Branch**

**Equality Bill, Equality Pay Audits And Statutory Rights For Union Equality Reps
Motion 126.**

This conference welcomes the new provisions for disabled people in the Equality Bill but remains disappointed that the Government has not taken the opportunity to strengthen discrimination legislation with the provisions of statutory rights for union equality reps and mandatory equal pay audits for all employers to include disabled workers.

This conference calls on the Union to lobby Government to ensure that the Equality Bill is enacted during the term of this Government and that the union continues to campaign for statutory rights for union equality reps. And that all employers are required by legislation to carry out mandatory equal pay audits.

**South West/
Local Authority Regional Industrial Sector Committee**

INTERNATIONAL

International Peace & Disarmament - GLOBAL TRADE UNION (Equalities - Final section) Composite 37 (Incorporating Motions 178-181)

Conference applauds the work which has been conducted in recent years by Unite in building an international trade union to create a better and fairer society for working people. Conference fully supports the creation of Workers Uniting by Unite and the United Steelworkers Union in America and Canada.

As more and more decisions affecting millions workers are now taken at a global level by transnational companies and organisations we believe that by working together with employees across the globe workers can more effectively challenge the power and strength of multi-national and global companies and defend their hard won rights and jobs. Only by creating a global union can workers fight back against multi-national companies.

This Conference welcomes the work undertaken so far by Unite to create closer working relationships with the United Steel Workers and the Service Employees International Union. It notes the success in creating strong links across a number of common sectors organised by both Unite and USW through Workers Uniting and the solidarity which has been achieved.

For example, the work conducted by the Unite GPM Sector and the United Steelworkers in the Paper, Packaging and Pulp Sector has created the basis to defend and support members in such multi-national companies such as Meadwestvaco, Georgia Pacific, Kimberly Clark, SCA, Smurfit, Graphic Packaging and so on. The exchange of lay reps and the meetings between lay reps of these companies has created solidarity between union reps and members.

However to be really effective in defending workers rights it is necessary to establish a formal global union which has the same functions and rights which existing individual national trade unions have.

Conference therefore calls upon the Executive Council to further develop the links between Unite, USW and SEIU with the intention of extending such links to other partners in Europe and elsewhere around the world with a view to forming a fully operational global union and to integrate Workers Uniting into the industrial and political activities of Unite.

Conference calls upon the Executive Council to look at merging with other European unions as we look to build the first global union. This is to combat the global companies whose headquarters are European based.

Further, Conference calls upon Unite the Union to deepen and widen the relationship it already has with sister Trade Unions, particularly in USA and Canada, specifically linking up with the Equality Committee/Forums/Groups within those sister Trade Unions.

As we have already seen effectively demonstrated through the National Organising Unit, where there are common issues and threats to our members, the participation of trade unions facing the same allows this Union to organise around those issues in a broader sense than can be achieved in isolation.

This Conference calls upon Unite to create a visible and sustainable link under the umbrella of Equalities, whereby joined up campaigning can take place around specific issues wherever possible and that our Policy gives under represented workers within our Union a clear sign that their issues are at the heart of our Union

Proposer:	Iain Eld	Delegate No: 446
		Representing: SW/GPM
Seconded;	George Bloom	Delegate No: 196
	Representing:	NEYH E&U RISC