

London Irish Women's Centre

# Trade Union Survey



Lárionad Éireannach na mBan,  
Londain

Suirbhé na  
gCeardchumann

# Contents

Foreword by Bob Purkiss, Commissioner, Commission for Racial Equality	1
Introduction: Background to the survey	3
The Irish community in Britain	5
Anti-Irish racism	9
Results of the survey	11
Action following monitoring	15
Why unions did not undertake monitoring	17
Ethnic categories	19
Summary of findings	23
Conclusions	25
Recommendations	27
Appendices	29

## **Foreword**

Trade unions have a responsibility to make sure that they are serving all their members properly. If they fulfil that responsibility effectively, they will gain in membership involvement and in their capacity to serve the whole of that membership.

The trade union movement has a proud record of opposition to racism. But that record has to be qualified by the way in which unions have not come fully up to mark in the ways they treat their own members.

Last year the Commission for Racial Equality published a report on its formal investigation under the Race Relations Act 1976 into the railworkers union, RMT. One of the fundamental recommendations of that investigation was that unions needed to make sure that they had effective monitoring systems when it comes to their membership. It also recommended that "Irish" be included in the categories used in such monitoring systems.

Not many unions can yet say they have got it right in this respect.

The London Irish Women's Centre is to be congratulated for the work it has done in bringing this issue to attention of everyone in the movement.

**Bob Purkiss**

Commissioner, Commission for Racial Equality

## **Introduction: Background to the survey**

**T**his report is about trade union ethnic monitoring programmes and the position of Irish people within these. It is based upon the findings of a London Irish Women's Centre (LIWC) survey of TUC-affiliated unions carried out in October 1998. The Commission for Racial Equality (CRE) and the Trades Union Congress (TUC) have been encouraging unions to introduce ethnic monitoring since the late 1980s. Our survey looked at the progress unions have made with ethnic monitoring and whether an Irish category is being included in their classifications.

Whilst our survey is concerned solely with ethnic monitoring, the LIWC believes that disability, gender and other forms of monitoring are equally important.

### **London Irish Women's centre**

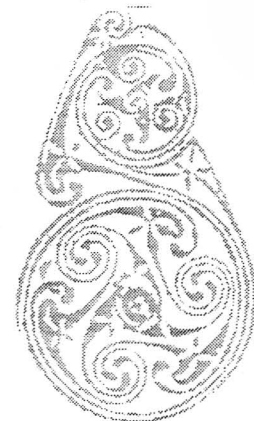
The LIWC is an independent advice, support and counselling agency for Irish women in London. The Centre was opened in 1986 and provides a range of services from housing and employment rights to welfare benefits work and counselling. There are approximately 300,000 first and second generation Irish women living in London. They represent 10% of all female employees and are the largest single ethnic minority group within the capital's workforce.

The Centre provides a voice for Irish women and consistently targets its resources towards groups experiencing discrimination and exclusion, eg disabled women, low paid women, lesbians, single parents and Travellers.

### **Why the research was carried out**

Ethnic monitoring is a fundamental part of any trade union equal opportunities programme. It can provide valuable information about the membership and staff of the union. It enables trade unions to identify where discrimination may be happening and to target their resources towards those groups who are underrepresented or who have specific needs. Regular monitoring also provides a means of measuring the effectiveness of the union's positive equality measures.

**10% of  
London  
female  
workers  
are  
Irish**



Although ethnic monitoring has been slow to take off within the trade union movement, a Labour Research Department (LRD) survey of trade unions carried out in 1997 suggests that it is becoming more widespread. The LRD found that nearly half (16) of the unions surveyed were monitoring the ethnicity of new members as they joined the union. What their report did not reveal was the ethnic categories being applied by unions. The LIWC survey asked trade unions to supply this information in order to ascertain if their equality policies included an Irish dimension. In particular, we wanted to know whether unions were aware of the extent of disadvantage and discrimination experienced by the Irish community.

Congress (LIWC) have been encouraging unions to introduce ethnic monitoring since the late 1980s. Our survey looked at the progress unions have made with ethnic monitoring and whether an Irish category is being included in their classifications.

Whilst our survey is concerned solely with ethnic monitoring, the LIWC believes that disability, gender and other forms of monitoring are equally important.

London Irish Women's Centre  
The LIWC is an independent advice, support and counselling agency for Irish women in London. The Centre was opened in 1986 and provides a range of services from housing and employment rights to welfare benefits, work and counselling. There are approximately 300,000 first and second generation Irish women living in London. They represent 10% of all female employees and are the largest single ethnic minority group within the capital's workforce.

The Centre provides a voice for Irish women and consistently targets its resources towards groups experiencing discrimination and exclusion, eg disabled women, low paid women, lesbians, single parents and Travellers.

Why the research was carried out  
Ethnic monitoring is a fundamental part of any trade union equal opportunities programme. It can provide valuable information about the membership and staff of the union. It enables trade unions to identify where discrimination may be happening and to target their resources towards those groups who are underrepresented or who have specific needs. Regular monitoring also provides a means of measuring the effectiveness of the union's positive equality measures.

10% of  
London  
female  
workers  
are  
Irish



## The Irish community in Britain

**T**he Irish are the largest ethnic minority in Britain today. Population estimates of first and second generation Irish suggest a population in excess of 2 million. Irish people constitute 4.6% of the total population of Britain and as many as 11.5% of the population in Greater London. The Irish are the largest ethnic minority group within the population's workforce and women make up the majority of this community.

The Irish community is also one of the longest established of all ethnic minorities in Britain. Ireland was England's first colony and there is evidence of a settlement in this country as early as 1200 AD. Colonial intervention in Ireland resulted in the systematic under-development of the Irish economy and the deliberate suppression of trade and industry. It led to generations of Irish people being forced to leave Ireland in search of employment. For centuries Irish workers have provided a cheap source of labour for Britain, filling the gaps in its labour market and playing an important role in the economy. This pattern of emigration has continued following the partition of Ireland in 1921 and throughout the twentieth century.

### **Irish people in employment**

The Irish community is not a homogenous community. There are differences existing amongst Irish born immigrants and their descendants living in Britain today. Many of the older Irish born generation came over during the 1930s, '40s and '50s. These workers were recruited directly by British labour agencies to help in the war effort and to assist in rebuilding the economy. They came mainly from rural backgrounds and played a crucial role in post war reconstruction and development. Ninety per cent of Irish women emigrating in these years were "domestic hotel or service workers" according to official sources.<sup>1</sup>

Although there was large-scale immigration into Britain from the Caribbean and Indian sub-continent during the 1950s and '60s, by the time of the 1971 Census, it was still Irish people who constituted the largest single immigrant group in Britain.

The 1980s witnessed another mass wave of immigration into Britain. Almost half a million people left Ireland between 1981 and 1991<sup>2</sup> and large numbers moved to South East England, particularly Greater London.

<sup>1</sup> Commission on Emigration and other Population Problems 1954. CARA Irish Housing Association report.

<sup>2</sup> *Racial Attacks and Harassment of Irish People*, Action Group for Irish Youth



**Almost  
half a  
million  
Irish  
came in  
the '80s**



These emigrants came mostly from urban areas in Ireland and the majority were young men and women. Many have helped fill the country's skills shortage especially in the healthcare professions. Four out of five have taken jobs in the service industries, in shops, offices and in professions such as nursing and teaching. Four-fifths of Irish born women who have professional qualifications are trained nurses. Labour agencies are actively recruiting for these positions in Ireland at the present time.

Despite the increase in the numbers of qualified Irish immigrants living in Britain, it is clear that the Irish community faces considerable disadvantage in the employment market. Irish workers are over concentrated in low paid and unskilled jobs and share many of the characteristics of African Caribbean and other ethnic minorities. This is evident from the 1991 Census and from the Labour Force Survey data covering recent years.

Table 1 below is based upon figures from the 1991 Census and shows an extremely high concentration of Irish people in social classes IV & V.

**Table 1: Social Class in England by Birthplace/Ethnic Group, 1991**

Percentage in classes IV (semi-skilled) and V (unskilled)

	Men	Women
White English -born	21	25
Scottish - born	19	22
Welsh - born	16	18
Republic Irish - born	30	31
Indian	22	33
Black African	25	28
Black Caribbean	31	27
Pakistani	31	34

*Source: 1991 Census, Samples of Anonymised Records*

Almost one third of Irish born women are employed in the personal services sector which includes cleaning, catering and domestic work. This work is generally low paid, part-time and casual. Irish-born men are also over concentrated in unskilled and casual jobs and experience above average unemployment rates. In London they are four times more likely to be working in construction compared to the white British population. Many of the deaths and injuries highlighted by the Construction Safety Campaign in this sector have involved Irish workers.

The long association of Irish people with low paid and exploitative jobs has led many to become involved in campaigning for better conditions for all workers. Irish women and men have made an important contribution to building and strengthening the labour and trade union movement in Britain. They have played an active and often prominent role within their unions, whether as mill or factory workers in the nineteenth century, or as hospital or local authority workers in the post

war struggles that have taken place over the last 30 years.

Although there were outbreaks of anti-Irish and anti-Catholic riots during the nineteenth century, particularly in areas where unskilled Irish and English labourers were in direct competition for jobs, Irish workers were quick to join combinations and contributed greatly to the establishment of unions for unskilled workers. Many of the women who participated in the Bryant and May match girls strike in 1888 were Irish: young women in their teens and early 20s, living in Bow and Whitechapel. Over 1,000 women took strike action and their victory became a rallying call for all unskilled workers, not only in London but throughout the country. Similarly Irish workers were involved in the Dock, Wharf, Riverside and General Labourers Union's struggle for improved conditions which culminated in the Great Strike for a "Docker's tanner" in 1889. This strike laid the foundations for the establishment of the Transport and General Workers Union in 1922.

Irish people have continued to play a vital role in fighting for better working conditions. They have been active in the Construction Safety Campaign and in numerous disputes, including the Liverpool Dockers' three year struggle against casualisation. The latter's action against Merseyside Docks and Harbour Company from 1995 until 1998 drew support from trade unionists in Ireland and throughout the world.

#### **The impact of economic disadvantage**

The economic disadvantage experienced by Irish people has obvious consequences in terms of access to the housing market and other life experiences. It is now illegal for landlords to display the "No Irish, No Blacks" signs that were widespread throughout the 1950s and '60s, but Irish people, along with other ethnic minority groups, continue to live in some of the worst housing conditions in Britain. Rates of overcrowding within Irish households are over twice those of the population as a whole (1991 Census) and the Irish are the largest ethnic minority group represented amongst the homeless population.

There is also clear evidence to show that Irish people are particularly disadvantaged in areas of mental and physical health. The Irish have some of the highest accident rates in addition to the highest rates of cancer, coronary heart disease, depression and schizophrenia. Irish women have an exceedingly high rate of admission for the diagnosis of depression - 2.5 times the rate for English-born women while Irish-born men are the only immigrant group whose life expectancy declines upon arrival in Britain.<sup>3</sup>

**Irish  
workers  
have  
high  
accident  
rates**

<sup>3</sup> *Roots & Realities*. 1993. LIWC

# CONSTRUCTION SAFETY CAMPAIGN NEWS



YOUR HEALTH - THEIR WEALTH

Summer 1998

## NO U TURN BAN ASBESTO NOW

### PROTEST OUTSIDE COURT CASE WHERE THE COMPANY IS ACCUSED OF KILLING TWO CONSTRUCTION WORKERS

**DATE:** THIS FRIDAY 19TH MARCH 1999

**TIME:** 9.30 am

**PLACE:** CITY OF LONDON MAGISTRATES COURT, 1 QUEEN  
ST, LONDON EC4

Kelbray Ltd face charges laid by the Health and Safety Executive following the death of two construction workers on a demolition site at Barrington Hse, Gresham St, City of London in February 1998.

Two young Irish workers Patrick Fraher and William Cummins both 28 years of age fell to their death on the job when a floor they were demolishing collapsed. An inquest in October 1998 returned a verdict of misadventure.

The CSC has been closely involved in giving support to the Cummins family who will be present at the protest.

Every year approximately 80 construction workers die in what the government say are mostly preventable accidents on construction sites. Thousands more are disabled, maimed and injured in totally preventable accidents.

Please join us in our protest and pass on this information for others to attend.

## Anti-Irish racism

**I**rish employees share the problems experienced by all low paid workers but they may also experience anti-Irish racism. There is a long history of anti-Irish racism in Britain. The denigration of Irish people and Irish culture goes back centuries and flows directly from Britain's colonialisation of Ireland. In the nineteenth century *Punch* cartoons frequently portrayed Irish people as stupid and violent and hence incapable of ruling themselves. The colonised inhabitants of Africa and India received similar treatment. These stereotypes have endured, irrespective of the changing historical circumstances between Britain and Ireland.

Anti-Irish racism is prevalent throughout British society. It underlies the discrimination and disadvantage experienced by Irish people within the labour and housing markets and it is evident in the unequal treatment of Irish people by the criminal justice system. The cases of the Birmingham 6, Guildford 4 and Maguire 7 are well documented and research compiled by the probation officers union, NAPO, indicates that Irish people are disproportionately stopped by the Police and are likely to be jailed in the same way as Black and Asian people are. Anti-Irish discrimination is evident at all levels within the criminal justice system.<sup>4</sup>

Irish people are additionally subject to racial stereotyping in the media as "mad", "stupid" or "violent". These stereotypes have an adverse effect upon peoples lives and contribute directly to discrimination, harassment and prejudice.

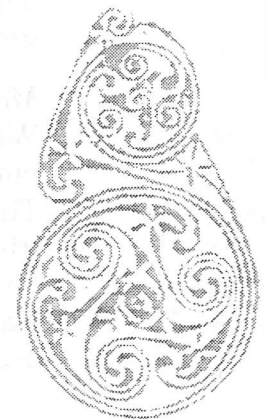
There is a widespread denial of anti-Irish racism in Britain. In 1994 the *Sun* newspaper responded to the announcement that the CRE was funding a research report into discrimination amongst the Irish community by carrying a full page spread of anti-Irish jokes. The subsequent CRE report and survey of Irish members of the public showed that 79% had been subjected to anti-Irish jokes and remarks at work. 70% of those surveyed said they found these jokes offensive but only 30% had felt able to reject them outright.<sup>5</sup>

Anti-Irish racism at work is not confined to any type of job. The LIWC and other advice agencies have received complaints of discrimination and harassment from women working in the civil service, in local authorities and in the private sector. Travellers in particular experience very direct anti-Irish and anti-Traveller discrimination in applying for jobs.

4 *The Irish community: Discrimination and the Criminal Justice System*. 1996

5 *Discrimination and the Irish community in Britain* CRE 1997

**Anti-  
Irish  
racism  
has a  
long  
history**



There have also been reports of Irish workers being denied promotion and training opportunities.<sup>6</sup>

Although the 1976 Race Relations Act has prohibited the "No Irish need apply" signs that were generally acceptable throughout Britain in the 1950's and 60's, it is clear from complaints made by Irish employees to the CRE and from a number of cases taken to Employment Tribunals that anti-Irish discrimination has not disappeared. Irish women and men have been equally represented in these cases, so too have people from Northern Ireland and the Republic.

Cases have included two separate incidents of Irish women being denied jobs on the grounds that previous Irish employees had left due to homesickness. Another Irish woman was denied a job by a firm working for the Ministry of Defence on the grounds that her nationality posed a security risk. An Irishman who applied for a job with the Post Office was questioned about his nationality at an interview and then asked if he had any problems with drink. Individuals whose complaints have been upheld by Employment Tribunals have frequently been vilified in the media afterwards. Both Trevor McCauley (see below) and the CRE who supported his case were vehemently attacked in the media after the former won compensation for unfair dismissal. Not surprisingly, many people from ethnic minority groups are reluctant to take complaints to Employment Tribunals.

*Killian v Boots (1989)*

Ms Killian had 14 years experience in retail work. She applied for a job in Boots store at Brent Cross. In a telephone conversation with the store's personnel and training officer, Ms Killian was told: "the Irish are all the same, they turn up in London one day, get homesick and want to return the next". She was informed that the personnel officer was tired of them. The personnel officer then told Ms Killian that she was not interested in her CV and reference and put the phone down. The tribunal decided Ms Killian had been discriminated against on grounds of race.

*McCauley v Auto Alloys Foundry Limited (1994)*

When Trevor McCauley complained about derogatory remarks he had put up with at work, the managing director told him to ignore them. Things got worse and he had to put up with comments such as "thick Irish paddy" every day. When he continued to press for action he was dismissed. The tribunal said he was "dismissed principally because he was an Irishman who would not take Irish jokes lying down". They decided that he had been discriminated against on racial grounds.

---

<sup>6</sup> *ibid*

## Results of the survey

**T**he LIWC survey was sent out to the Trades Union Congress (TUC) and to its seventy three affiliated trade unions. All were asked to supply details about their ethnic monitoring programmes and specifically to state whether they included an Irish category. The survey was sent out on 26 October 1998 and the unions were asked to respond by 21 November 1998.

The Trades Union Congress and the following 23 trade unions responded to the survey:

AUT	Association of University Teachers
BIFU	Banking, Insurance & Finance Union
EIS	Educational Institute of Scotland
EQUITY	British Actors Equity Association
FBU	Fire Brigades Union
GMB	
GPMU	Graphical, Paper and Media Union
IPMS	Institution of Professionals, Managers and Specialists
KFAT	National Union of Knitwear, Footwear & Apparel Trades
MSF	Manufacturing, Science, Finance
MU	Musicians Union
NAPO	National Association of Probation Officers
NASUWT	National Association of Schoolmasters Union of Women Teachers.
NUMAST	National Union of Marine, Aviation & Shipping Transport Officers.
NUT	National Union of Teachers
SUPLO	Scottish Union of Power- Loom Overlookers
STE	Society of Telecom Executives
TSSA	Transport Salaried Staffs Association
TGWU	Transport & General Workers Union
UCAC	Undeb Cenedlaethol Athrawon Cymru
UCATT	Union of Construction, Allied Trades & Technicians
UNIF	
UNISON	

**Two  
thirds  
of  
unions  
do  
monitor**

# EQUAL OPPORTUNITIES:

**NASUWT**  
THE CAREER TEACHERS' ORGANISATION

**ACTION FOR  
EQUALITY**



### **Ethnic monitoring**

Over two thirds (16) of trade unions in the LIWC survey carried out ethnic monitoring. This was taking place in the following areas of union activity.

### **Membership**

15 trade unions monitored the ethnicity of members applying to join the union.

These were: AUT, BIFU, EIS, FBU, GMB, IPMS, MSF, NAPO, NUT, NASUWT, STE, TSSA, TGWU, UNIFI and UNISON. KFAT was planning to introduce ethnic monitoring of new membership applications according to its Research and Press Officer, David Green.

Some unions spoke of the difficulties in monitoring new recruits and referred to the low level of voluntary compliance. Not all members were happy to give information about their ethnicity and some expressed fears around the confidentiality of the information. Unions had in most cases dealt with these concerns by enclosing an equal opportunities policy statement explaining why the information was being sought along with the monitoring form. In addition, commitments were made about protecting the confidentiality of individual members.

Several unions collected information on gender, disability etc. at the same time as monitoring ethnicity. In this way membership forms provided unions with a means of obtaining a fuller workforce profile.

### **Cases represented at employment tribunals**

Only four trade unions monitored the ethnicity of members represented by the union at tribunals. These were: BIFU, FBU, GMB, IPMS.

This was a worrying result. Unions need to know whether the problems raised by ethnic minorities are being tackled. Monitoring tribunal cases can indicate whether this is happening and what priority unions give to race discrimination at work. A recent CRE formal investigation into the railworkers union, RMT, demonstrated that the union had failed to support 8 Asian railguard members who claimed that racial discrimination by British Rail had stopped them from becoming train drivers. The CRE investigation showed that there was a need for unions to be more pro-active in supporting members experiencing racial discrimination.

### **Education**

Nine trade unions (almost 40% of respondents) monitored the ethnicity of members taking education courses. These were: BIFU, EIS, FBU, GMB, MSF, NAPO, TGWU, UNIFI and UNISON.



**Unions  
need  
to be  
more  
pro-  
active**



Again, it is important for unions to know whether their ethnic minority members are taking up existing education courses and whether there is a need for any specialist courses.

Union education programmes are vitally important in developing the skills and confidence of union members. Education courses equip members with the knowledge and support necessary to win improvements at work. Ethnic monitoring in this area can reveal whether these courses are accessible to all members.

### **Employees**

13 trade unions (two thirds of respondents) carried out ethnic monitoring of their own employees. These were: AUT, BIFU, EIS, FBU, GMB, IPMS, MSF, STE, TSSA, TGWU, UNIFI, UCATT and UNISON. NAPO were about to introduce this.

There is an obvious need for unions to have good employment practices themselves. All unions should be carrying out ethnic monitoring of their potential and actual employees. There is also a need for unions to ensure that staff involved in recruitment and selection are fully trained in equal opportunities.

### **Other areas**

Finally, the survey showed that the TUC and several unions were monitoring other areas of trade union activity. BIFU, EIS, IPMS, TGWU and UCATT for example collected ethnic data on the members attending conferences, while the GMB, TGWU and UNISON among others monitored the membership of their constitutional committees.

## Action following monitoring

**E**thnic monitoring enabled the unions in the LIWC survey to obtain information about their membership and employees. Eleven trade unions provided details of action taken following the dissemination of this information. Although the data provided was ad hoc and limited, it was clear that some unions were regularly analysing their records and taking appropriate action to promote equality of opportunity at work.

A number of unions made regular reports to race equality and equal opportunity committees. EIS used their statistics for "forward planning, training and policy development" while FBU's ethnic monitoring directed their "equal opportunities policy and education".

Ethnic monitoring provided the means of checking whether equal opportunities policies were working. UNISON's guidelines on Fair Representation, for example, recommended that branches use their membership breakdown to identify groups who were under represented as stewards and activists. It advised branch committees to draw up action plans and "to set realistic targets to achieve improvement".

IPMS also applied the monitoring data to identify where positive action was necessary. Its Assistant General Secretary Valerie Ellis stated that "ethnic representation among union lay officers seemed low" and so they were holding a special seminar to encourage participation.

Several unions held courses and special conferences for black and ethnic minority members, for instance TGWU, MSF, NAPO, UNIFI and UNISON. The TGWU provided ethnic breakdowns of members attending education courses and of delegates attending the TGWU Women's Conference in 1998. (see Tables 2 and 3 over the page)

Finally, it was clear that unions took up issues affecting ethnic minorities amongst their members and within the wider community. Conference resolutions had been passed against laws such as the Asylum and Immigration Act, Criminal Justice and Public Order Act and Prevention of Terrorism Act. Unions had also supported ethnic minority events including the Fleadh (organised by the Battersea and Wandsworth Trades Union Council) and the Notting Hill Carnival.



**Some  
unions  
do  
analyse  
their  
records**



**Table 3: Equal Opportunities monitoring of delegates attending TGWU Women's Conference 1998 from England, Scotland, Wales and Ireland.**

Group	% of group attended
Black women	9
White/Irish women	4 (half from outside Ireland)
Disabled women	11
Young women under 26	4

**Table 3: Ethnic breakdown of members attending TGWU courses in London and South East England April-June 1999**  
Computer software not fully updated to include all ethnic categories.

Group	Number attended
Unknown	241
White/British	608
Black /British	14
Black/African	9
Black/Caribbean	25
Black/Other	9
White/Irish	16
White/Other	28
Indian	17
Pakistani	5
Chinese	1
Other	24
<b>Total</b>	<b>997</b>

## **Why unions did not undertake ethnic monitoring**

**S**even unions did not carry out any ethnic monitoring. This represented one third of all respondents. A number of reasons were given by the unions for not monitoring.

EQUITY stated that it only categorised its membership in relation to specialist skills. "By the very nature of the profession in which they work, it is extremely difficult for EQUITY to be able to monitor the employment of actors, singers and dancers across the whole range of their numerous casual engagements," according to Ian McGarry, General Secretary (see letter in appendix). EQUITY members engagements "can often be for as short as one day", he added.

The Musicians Union did not ethnically monitor its members and its General Secretary Dennis Scard said that it had no intention of doing so. "With some 31,000 members performing in all types of musical genres and from many different backgrounds, fortuitously we have a membership which is not prone to discrimination in any form" (see letter in appendix).

NUMAST and UNDEB also considered it inappropriate to undertake ethnic monitoring. The former stated that it "recruited world-wide in relevant seafaring categories". UNDEB explained that "it was a small union based solely in Wales and all its members were Welsh speaking teachers".

SUPLO did not provide any reason for failing to carry out ethnic monitoring.

GPMU did not undertake ethnic monitoring at present but said that it was planning to carry out a pilot project on this.

**Seven  
unions  
did not  
monitor  
their  
members**

# playing fair

## INTRODUCTION

**UNISON is committed to equality for all its members. As part of our strategy to achieve this principle, we aim to achieve fair representation in all the union's structures by the year 2000. This includes fair representation for:**

- women and men, black and white members, lesbians, gay men and heterosexual members and disabled members
- part-time and full-time members, manual and non-manual members, members in different occupations and at various levels of authority, status, pay and position
- members with different skills, qualifications and levels of supervisory or managerial responsibility

UNISON has taken the lead in the trade union movement in making a commitment to achieve fair representation throughout its structures. Change will not come overnight. Success will depend on all members working together towards this goal. UNISON will be the standard by which all organisations are judged.

Although the year 2000 is the target date, it is not a cut-off point to this process. Achieving fair representation will be a continuous process.

# playing fair

UNISON guidelines  
on fair representation

UNISON

## Ethnic categories

The ethnic categories used by unions carrying out monitoring are shown in Appendix 1 on page 29. Unions varied considerably in the number and types of categories used. UNISON had three categories while TSSA had 15. Disappointingly, only two trade unions, TSSA and TGWU had a separate Irish category, although EIS, MSF, NAPO and UCATT stated that they were reviewing their ethnic classifications.

There were a number of reasons given for not having a separate Irish category.

### Preference for fewer categories

There was a reluctance on the part of some unions to have too many categories. IPMS said "we have tried to minimise the number of categories to simplify the form while staying broadly in line with the Census".

The Census currently has 9 categories and will be including an Irish category in 2001.

### The "Other" category covers the Irish

A number of unions stated that the Irish could be identified under the "Other" category. BIFU said that the "Other" category gave the member the opportunity to self classify themselves. Similarly IPMS members and potential employees who wanted to identify as Irish came out in "Other" according to Valerie Ellis, Assistant General Secretary.

Irish applicants applying for jobs with UCATT were "currently considered as white (if appropriate) or in one of the other categories," according to a spokesman from the union. UCATT informed us that the union were now revising this policy and were considering adding an Irish category.

### No demand for Irish category

Some unions suggested that there was no demand for an Irish category from within the union. FBU's National Officer for Equal Opportunities, Andy Gilchrist, maintained that his union had encouraged self organisation of minority groups over the past 2/3 years. and "as yet, no Irish comrades had indicated a wish to do so".

IPMS said that they were not planning to introduce an Irish category in the future unless it became "an issue of significance to the union". There was no evidence to suggest that it was at the moment, according to Valerie Ellis, Assistant General Secretary.

**Some  
claimed  
no  
demand  
for  
'Irish'**

## MEMBERSHIP APPLICATION:

Surname ..... Mr/Mrs/Miss/Ms  
 Forename(s) .....  
 Home address .....  
 .....  
 Post code ..... Date of birth .....

Employer .....  
 Address where employed .....  
 .....  
 Dept ..... Sort code (if applicable) .....  
 Job title ..... Staff payroll no .....

### Staff category: (Please tick)

Manager	<input type="checkbox"/>	Clerical	<input type="checkbox"/>	Secretarial	<input type="checkbox"/>
Part-time	<input type="checkbox"/>	IT/DP	<input type="checkbox"/>	Govt scheme	<input type="checkbox"/>
T&S	<input type="checkbox"/>	Maintenance	<input type="checkbox"/>	Occasional/relief	<input type="checkbox"/>

Are you, or have you ever been, a member of any other TUC affiliated union?

☐ Yes ☐ No Union name: .....  
 Branch: ..... Date of leaving: .....

We sometimes allow other organisations to mail our members. If you do not wish to receive these mailings, please tick: ☐

**Ethnic origin:** ☐ Black ☐ Asian ☐ White ☐ Other

**Disability:** BIFU provides extra services for members with disabilities.

Would you like more information? ☐ Yes ☐ No Are you disabled? ☐ Yes ☐ No

In what way are you disabled? .....

### Lesbian and Gay Network:

For more information telephone - 0181 944 5417 (confidentiality assured)

### Youth Network:

Would you be interested in BIFU's Network for younger members? Yes ☐

**OFFICIAL USE ONLY**

CC

Similarly NASUWT did not have a separate Irish category because, according to a spokesman for the union, no-one had suggested that they were not covered by the current analysis.

Finally, SUPLO made it clear that they did not consider it is necessary to introduce an Irish category. Its General Secretary Jim Reilly asked "With a name like mine do you imagine there's a need for it"?

#### **Guidelines do not recommend Irish category**

Several unions were influenced by the recommendations of statutory bodies and other organisations when selecting their ethnic categories.

IPMS stated that its categories were "broadly in line with the Census".

STE's monitoring "followed the format used in British Telecom and the Commission for Racial Equality (CRE)". according to Areen McHugh, Assistant General Secretary. A national officer for UNIFI claimed that her union "followed the guidance given to us by the CRE who did not suggest that we include an Irish category".

The NUT reported that it used the ethnic categories recommended by the TUC. "We keep our ethnic monitoring procedures under review," stated Susan Wright, Principal Officer for Recruitment and Training "but it is our intention to continue using the same categories as the TUC".

As Appendix 1 shows, the TUC categories do not include an Irish category. The CRE however have been recommending the inclusion of an Irish category since August 1995 when it sent out updated ethnic categories for monitoring systems to all trade unions. (see Appendix 5 on page 36)

**TUC does  
not  
include  
'Irish'  
on its  
forms**



**Join Us  
now**

Start by filling in  
details about  
yourself

Then fill in details  
about your job

Then choose  
how to pay:  
EITHER by

For union use only

Section

Branch No

Membership No

# GMB Membership application form

Please use BLOCK CAPITALS

## Tell us about you

Surname

First name

Title

Mrs/Miss/Ms/Mr

Home  
address

Home Tel

I agree to abide by GMB rules. Signature

We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members

Bangladeshi ☐ / Black African ☐ / Black Caribbean ☐ / Black British ☐ / Chinese ☐ / Indian ☐ / Pakistani ☐ / White ☐ / Other ☐

## Tell us about your job

Employer

Address  
where  
you  
work

Postcode

Your job

How many hours a week  
do you work?

Pay No

Work Tel

**Choose either** Authorisation of deduction of your trade union contributions from your pay

## Summary of findings

### Trade unions have made some progress with ethnic monitoring

- ▶ From the sample of 23 trade unions who responded to the survey, 16 unions (over two thirds) carried out some degree of ethnic monitoring.
- ▶ The majority of these (11 out of 16 unions) were using the information obtained from ethnic monitoring to further their equal opportunities programmes.
- ▶ It was not clear whether the remaining unions were taking action following monitoring.

### Ethnic monitoring by unions is neither comprehensive nor systematic

- ▶ There were considerable variations in the number and types of ethnic categories used by unions. One union used 3 categories while another had 15.
- ▶ There were also differences in the areas of trade union activity being monitored.
- ▶ 15 unions monitored the ethnicity of members as they applied to join the union.
- ▶ Only 4 unions monitored the ethnicity of members represented by unions at tribunals.
- ▶ 9 unions carried out ethnic monitoring of members attending education courses.
- ▶ 13 unions applied ethnic monitoring to their own employees.

### A considerable number of unions are failing to carry out any ethnic monitoring

- ▶ 7 unions (almost one third of respondents) did not monitor ethnicity in any area of union activity. Monitoring was considered neither appropriate nor necessary.
- ▶ One of these unions was planning to carry out a pilot project on monitoring.

**Trade  
unions  
have  
made  
some  
progress**

### **The overwhelming majority of trade unions do not include the Irish as a separate ethnic category**

- ▶ Only 2 unions monitored Irish members as a separate group.
- ▶ Unions generally expected Irish members to identify their ethnicity under the Other category or did not believe there was any demand for an Irish category.
- ▶ Unions who did not include an Irish category included those who were following recommendations from the TUC or using the Census categories. Others believed that their ethnic classifications were those recommended by the CRE.
- ▶ There are small indications that this situation may be changing.
- ▶ 4 unions stated that they were reviewing all their ethnic classifications.
- ▶ At least one of these was considering the inclusion of an Irish category.

## Conclusions

### The need for comprehensive ethnic monitoring systems

Trade unions today have fewer members than in previous decades. In 1979 trade union membership stood at 12 million. Today it is just 6.9 million. Only one third of employees in Britain belong to a union. There has been a considerable deterioration in working conditions over the past 20 years coupled with a concerted attack upon the rights of trade unionists. Recruitment and organisation have become central to the trade union movement. Unions are aware of the need to recruit and organise new members, particularly ethnic minority and female workers who are over concentrated in the most disadvantaged sections of the economy.

Trade unions have an overwhelming obligation to ensure that their activities are free from racial discrimination and that all members receive equality of opportunity. There are many different ways of addressing inequalities at work but ethnic monitoring remains a key ingredient in any equal opportunities programme. Ethnic monitoring is essential in ensuring that equal opportunities policies are carried out effectively. The LIWC survey showed that unions are beginning to recognise the importance of this. The majority of respondents were carrying out some form of ethnic monitoring.

The survey highlights the need for a more comprehensive system of ethnic monitoring to be applied by all unions. There are considerable variations in the extent of union's ethnic monitoring programmes. Most respondents monitored membership application forms yet only a handful of unions monitored the ethnicity of members who were represented at employment tribunals.

This creates an uneven profile of ethnic minority members and indicates that unions may not be taking up race discrimination and other cases on behalf of ethnic minority members.

The fact that almost one third of all respondents did not carry out any ethnic monitoring is a cause for concern. While the collection and collation of ethnic records inevitably has resource implications, the costs involved must be weighed against the benefits of unions knowing that they are meeting the needs of all their members.

Without the information provided by ethnic records it is simply not possible for unions to realistically assess whether or not they have members who are experiencing disadvantage or discrimination. As the survey revealed, ethnic monitoring gave a focus to the work of the unions equality committees and enabled unions to meet gaps in provision.

**Ethnic  
records  
are a  
vital  
first  
step**

### **The need for standardised ethnic monitoring systems**

The LIWC survey found a lack of uniformity existing amongst the ethnic minority categories used by trade unions. One union had as few as 3 categories while another had 15. This inconsistent approach has created an haphazard and incomplete system of monitoring which renders it impossible to make comparisons between the experiences of different ethnic minority groups.

### **The need for a separate Irish category**

Irish workers have been virtually excluded from trade unions ethnic monitoring programmes. Only the TGWU and TSSA had separate categories for their Irish members. Although the Race Relations Act 1976 defines racial groups by reference to colour, nationality, language, and national and ethnic origins it is evident that many trade unions assume it to refer exclusively to black/white difference.

There appears to be a lack of awareness around Irish issues. Yet the Irish constitute the largest ethnic minority in Britain and experience considerable disadvantage and discrimination in employment and in other key areas. The economic status of Irish people is closer to that of African Caribbean workers than it is to white British workers. Figures provided by the TGWU suggest that Irish members may also be underrepresented in some areas of union activity.

The data is limited and there is need for all unions to monitor the Irish and to promote awareness around Irish issues as part of their Equal Opportunities programmes.

Those unions who are relying upon the "Other" category or self classification to monitor Irish needs are not using a viable method of monitoring: experience shows a very low response rate.<sup>7</sup>

There is a clear demand from Irish organisations throughout Britain in support of the inclusion of an Irish category. Indeed, it has been the pressure from Irish organisations which has succeeded in getting an Irish category included in the 2001 Census. Trade unions need to respond to such pressure and to unite with Irish organisations and other ethnic minority groups to ensure that they are actively accommodated within the trade union movement.

---

<sup>7</sup> *A measure of Equality*. CRE, 1991

# Recommendations

## Irish community groups

- ▶ Irish organisations should encourage their users to join trade unions in order to defend and improve their working conditions.
- ▶ Irish organisations working with trainees and job seekers should consult with trade unions and ensure that referrals are not made to exploitative employers.
- ▶ Pressure should be put upon trade unions to introduce comprehensive ethnic monitoring inclusive of Irish community.

## TUC

- ▶ The TUC has an key role to play in developing a more comprehensive system of ethnic classification and recommending this to its affiliated unions.
- ▶ It should reaffirm and publicise the benefits of ethnic monitoring to all its affiliates.
- ▶ It should ensure that monitoring does not become a substitute for action. Unions should be encouraged to disseminate information obtained from ethnic monitoring .
- ▶ The TUC should publicise the data collected by unions and examples of successful equal opportunities programmes.
- ▶ The TUC should revise its current ethnic monitoring classifications and adopt those recommended by the CRE. This includes an Irish category. The Government has issued a White Paper on the next Census in 2001. Its recommendations include an "Irish" category for the ethnic group question. A final decision on this is expected by Easter 2000.
- ▶ It should urge all affiliated unions to adopt and promote the updated system of classification.
- ▶ The TUC General Council and Race Relations Committee should consult with Irish trade union members on ways of including an Irish dimension in its equal opportunities programmes.



**TUC  
should  
revise  
its  
ethnic  
groups**



## **Trade unions**

- ▶ Unions should adopt comprehensive ethnic monitoring programmes and ensure that all members are benefiting from its services. Monitoring needs to take place throughout the union including the following areas: membership; union employees; participants in education courses; cases represented at employment tribunals; delegates attending conferences; members of committees.
- ▶ Unions should ensure that confidentiality and data protection are built into their ethnic monitoring systems. Equal opportunities statements should explain why monitoring is necessary. Information should be collected at the same time on age, gender, disability, and sexuality.
- ▶ Trade unions should revise their current ethnic monitoring classifications and adopt those categories recommended by the CRE. This includes an Irish category.
- ▶ Additional ethnic categories should be added depending on individual and regional circumstances.
- ▶ Unions should consult with Irish members and ensure that an Irish dimension is incorporated into all equal opportunities programmes, including training and publicity.
- ▶ Unions should use the data collected from monitoring to identify discrimination and to target groups who are under represented or who have special needs. The representation of ethnic minority women within union structures needs to be given particular attention. It is important that members see concrete results and progress from ethnic monitoring and that action is taken to redress all inequalities within the trade union movement.

# Appendix 1

## Categories used in trade union ethnic monitoring systems

### AUT

White. Black -African. Black-Caribbean. Black - Other. Asian. Indian. Banladeshi. Pakistani. Chinese. Other Asian. Any other ethnic group.

### BIFU

Black. Asian. White. Other.

### EIS

White: European. Other. Black: European. Afro-Caribbean. Asian. Other.

### FBU

Black Caribbean. Black African. Black Other. Pakistani. Bangladeshi. Indian. Chinese. White. Other.

### GMB

Bangladeshi. Black African. Black Caribbean. Black British. Chinese. Indian. Pakistani. White. Other.

### IPMS

White. Afro - Caribbean. Asian. Other.

### MSF

White. Afro - Caribbean. Asian. Other.

### NAPO

Black. White, Other.

### NASUWT

Bangladeshi. Black/African. Black/British. Black/Caribbean. Black/Other. Chinese. Indian. Pakistani. White/British. White/Other European. White/Other. Other, inc. mixed race.

### NUT

White. European origin (inc. UK) Black. Afro-Caribbean origin. African origin. Asian origin. Other.

### STE

Asian. Asian Oriental. Black. White. Other.

### TSSA

White UK. White Irish. White Other. Greek/Greek Cypriot. Turkish/Turkish Cypriot. Black African. Black Caribbean. Black other. Indian. Pakistani. Bangladeshi. Chinese. Other Asian.

## **TGWU**

White British. White Other. White Irish. Black British. Black African.  
Black Caribbean. Black Other. Bangladeshi. Indian. Pakistani.  
Chinese. Other.

## **UCATT**

White. Black/ African. Black/ Caribbean. Black/Other. Indian.  
Pakistani. Bangladeshi. Chinese. Other.

## **UNIFI**

Black Caribbean. Black African. Black -other. Indian. Pakistani.  
Bangladeshi. Chinese. White. Other.

## **UNISON**

Black. White. Other.

## **TUC**

Black & Ethnic minority: Afro-Caribbean, African, Asian. Other.  
White : European, Other.

## Appendix Two:

Letter to trade unions

### London Irish women's centre

59 Stoke Newington Church Street, London N16 0AR

Letter to General secretaries,  
All TUC affiliated trade unions & TUC,  
Copy to Irish Equalities Working Group & CRE.

Tel: 0171 248 7878  
Mini-Com: 0171 248 8440  
Fax: 0171 023 8440

26/10/98

Dear General Secretary,

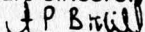
We are an independent advice, support and counselling agency for Irish women in London. We enclose a brochure about our services and information from the Commission for Racial Equality's report *Discrimination & the Irish community* published last year. The staff at the LIWC are all trade union members. We are also members of the Irish Equalities Working Group which is made up of Irish community organisations throughout Britain. The group meets at the Commission for Racial Equality (CRE) with a brief to address equality of opportunity for Irish people.

We would like to know more about individual trade union's ethnic monitoring programmes and would appreciate it if you could complete the enclosed questionnaire.

If you require further information or would like a speaker to address any appropriate committee, please contact us as soon as possible. We have consulted with the CRE on this survey and will be publicising the results within the Irish community. Please can you return this form to the LIWC as soon as possible but by 21/11/98.

Thank you for your co-operation.

Yours sincerely,



Angie Birtill

Housing & Employment Rights Worker

FUNDED BY  
NATIONAL  
LOTTERY  
CHARITY  
BOARD



Advice Information and Counselling Service

**LBC**  
THIS ORGANISATION IS  
FUNDED BY LONDON  
BOROUGH GRANTS

## Appendix 3

### Questionnaire

#### Trade Union Survey

1. Please give the name of your trade union.
2. What categories are included in your unions current ethnic monitoring system? Please supply us with a copy of your equal opportunities monitoring form.
3. If your union does not include an Irish category at present, could you explain why.
4. Are there any plans to include an Irish category in the future ?
5. What areas of union activity are currently monitored ? Please tick.

Cases represented at employment tribunals.....

Members attending education courses.....

Membership.....

Employees.....

Other.....

6. What does your union do with the information it obtains from ethnic monitoring? Please enclose any relevant reports.

7. Please give your name.....

Telephone number.....

Fax number.....

Please can you return this form to the LIWC ASAP but by 21/11/98.

An sae is enclosed.

Thank you for taking the time to fill in this questionnaire.

# Appendix Four:

Letters from EQUITY & MU



BRITISH ACTORS' EQUITY ASSOCIATION

Independent Trade Union

Incorporating the Variety Artists' Federation

Affiliated to the TUC, STUC and FIA

Angie Birtill  
London Irish Women's Centre  
59 Stoke Newington Church Street  
LONDON N16 0AR

Guild House,  
Upper St Martin's Lane,  
London WC2H 9EG  
Telephone: 0171-379 6000  
Fax No: 0171-379 7001  
Minicom No: 0171-379 5557  
Email: info@equity.org.uk

2 November, 1998.

Dear Angie Birtill,

Thank you for your letter of 26 October.

I am returning herewith the completed questionnaire as part of your trade union survey. At first appearance it might appear very negative so I thought I should add a couple of words of explanation.

By the very nature of the profession in which they work it is extremely difficult for Equity to be able to monitor the employment of actors, singers and dancers across the whole range of their numerous casual engagements. These can often be for as short as one day and, whilst we do have commitments in our collective agreements with all the major employers to honour equal opportunities policies, it is difficult in the extreme to, for example, know how many Irish performers are working in the business at any one time.

British Equity does represent performers living and working in Northern Ireland and we have had for many years a reciprocal agreement with the Irish Actors Group in the Republic which entitles members of Irish Equity to all of the services which we provide to our own members.

I am sure you are aware there are a significant number of Irish performers working in films, television, radio and the theatre in this country but neither they or anyone else has ever suggested that they are the subject of discrimination in the pursuit of their careers.

I hope this information is of help.

Yours sincerely,

  
LIAM MCGARRY  
GENERAL SECRETARY

Ms. Angie Birtill  
Housing & Employment Rights Worker  
London Irish Women's Centre  
59 Stoke Newington Church Street  
London  
N16 0AR



29<sup>th</sup> October 1998

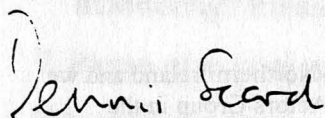
Dear Angie Birtill

Thank you for your letter of 26<sup>th</sup> October requesting information about our Union's Trade Union Ethnic Monitoring policies.

With some 31,000 members comprising musicians performing in all types of musical genres and from many different backgrounds, fortuitously we have a membership which is not prone to discrimination in any form and one of the important Rules of the Union is that MU members are expected to ensure that they should promote the welfare and interests of other members and provide equality of opportunity regardless of age, colour, creed, disability, marital status, race, religion, sex or sexual orientation. We do not ethnically monitor our membership and have no intention of doing so.

Regarding Irish musicians, we have reciprocal agreements with both the Irish Federation of Musicians, representing musicians in Eire, and the Northern Ireland Musicians' Association.

Yours sincerely



DENNIS SCARD  
General Secretary



GENERAL SECRETARY  
DENNIS SCARD

## Appendix 5

### CRE recommendation for ethnic monitoring categories

#### ETHNIC CATEGORIES FOR MONITORING SYSTEMS

CRE Update. August 1995

**A**ccurate and up to date information lies at the heart of good equal opportunities practice. Employers, and those providing any kind of public and personal services, need it to identify needs and problems and to check up on the effectiveness of their equal opportunities programmes. Ethnic origin data provide the basic information required to reveal patterns of equality and inequality.

The CRE recommends that those establishing monitoring systems follow the categories used in the 1991 census. This will enable comparisons to be made between the outcomes in terms of employees or users of services and what might have been expected had opportunity been fully equal.

In addition to the basic categories from the census ethnic origin question, the CRE recommends including the category 'Irish'.

This gives the following basic categories:

**White**

**Irish**

**Black - African**

**Black - Caribbean**

**Black - Other (please specify)**

**Indian**

**Pakistani**

**Bangladeshi**

**Chinese**

**Other (please specify)**

Where relevant, those setting up or modifying monitoring systems may wish to use additional categories according to local circumstances. Consultation with trade unions, racial equality councils and local ethnic minority groups may help in this. Equally, in areas with fewer ethnic minority groups, some categories may be omitted.

In order to identify the full range of problems involved in their work, service providers may want to use more categories than the basic ten recommended above. Whichever categories are used, they should be comparable with those used in the census.

**Note:** Questions centred on place or country of birth or nationality should not be used. In the 1991 census, however, a large number of young people used the Black-Other category to register themselves as 'Black British'. The CRE is discussing with the Office of Population Censuses and Surveys, the body responsible for the ten-yearly census, whether this category should be added to the categories offered in the 2001 Census. Before a final decision is taken by the OPCS, any new categories will be extensively tested through pilot studies.



**COMMISSION FOR  
RACIAL EQUALITY**

## **Appendix 6**

### **Irish Equalities Working Group**

Members of the IEWG support the use of an Irish category in monitoring system. They include the following organisations:

Action Group for Irish Youth  
An Suil, Birmingham  
An Teach Housing Association  
Birmingham Irish Community Forum  
Brent Irish Advisory Service  
BIAS Irish Travellers project  
Britain and Ireland Human Rights Centre  
Cairde na Gael  
Cara Irish Housing Association  
Federation of Irish Societies  
Haringey Irish Community Care Centre  
Innisfree Housing Association  
Irish Centre Housing Association  
Irish Chaplaincy  
Irish Community Care, Manchester  
Irish Housing Forum  
Irish in Britain Representation Group  
Irish in Britain Parliamentary Group  
Irish in Greenwich Project  
Irish Support and Advice Centre, Hammersmith  
Irish Training and Employment Consortium  
Irish Travellers Movement  
Lewisham Irish Centre  
London Irish Centre  
London Irish Women's Centre  
National Association of Probation Officers  
Richard O'Brien Family Campaign  
Solas Anois  
Southwark United Irish Community Group

## Acknowledgements

This report was written by Angie Birtill, Housing & Employment Rights Worker at the London Irish Women's Centre.

The publication would not have been possible without the help and support of the LIWC staff and management committee: Andrea Carr (Finance), Fran Clayton (Housing & Welfare Rights), Maggie O'Keeffe (Information & Reception), Margaret O'Keeffe (Fundraising & Administration), Angie Smith (Cleaning), Caitriona Spellman (Counselling & Development). Former staff: Mary-Cate MacLennon and Anna O'Brien (Reception & Administration). Management committee members: Ailish Duffy, Kate Foley, Gerry Hickey, Emma Ketterer, Roismaire McGill, and Shelagh O'Connor.

The LIWC gratefully acknowledges the support of the Commission of Racial Equality for advice and assistance in this project.

Thanks also to the following individuals and organisations who provided information and support: Pete Batten, John Brennan, Maureen Byrne, Christine Coates, Irene Campbell, John Crowley, Martin Collins, Deborah Hart, Margaret Higgins, Seán Hutton, Tony Murray, Caroline O'Neill, Christie O'Sullivan, Pat Reynolds, Leo Sheedy, Seamus Taylor, Steven Taylor, Pat Walker, Bronwen Walter (Anglia Polytechnic University), Construction Safety Campaign, Irish Embassy, Irish Equalities Working Group, *Irish Post*, *Irish Times*, *Irish World*, Irish Studies Centre, Microsyster, Trade Union Congress Library, Women of the Waterfront.

We would like to thank the Trades Union Congress and the following trade unions who responded to the LIWC survey :

TUC	Hilary Hargraves
AUT	(Association of University Teachers) Adriene Aziz
BIFU	(Banking, Insurance & Finance Union) Doris Henderson
EIS	(Educational Institute of Scotland) Veronica Rankin
EQUITY	(British Actors Equity Association) Ian McGarry
FBU	(Fire Brigades Union) Andy Gilchrist
GMB	K. Williams
GPMU	(Graphical, paper and Media Union) Tricia Dawson
IPMS	(Institution of Professionals, Managers and Specialists) Valerie Ellis

KFAT	(National Union of Knitwear, Footwear and Apparel Trades) David Green
MSF	(Manufacturing, Science, Finance) Amor Jones
MU	(Musicians Union) Dennis Scard
NAPO	(National Association of Probation Officers) Mary Jo McAllister
NASUWT	(National Association of Schoolmasters Union of Women Teachers) Barry Gandy
NUMAST	(National Union of Marine, Aviation & Shipping Transport Officers) Peter McEwen
NUT	(National Union of Teachers) Susan Wright
SUPLO	(Scottish Union of Power-Loom Overlookers) Jim Reilly
STE	(Society of Telecom Executives) Areen McHugh
TSSA	(Transport Salaried Staffs Association) Jon Allen
TGWU	(Transport & General Workers Union) Collette Cork
UCAC	(Undeb Cenedlaethol Athrawon Cymru) Carol Jenkins
UCATT	(Union of Construction, Allied Trades & Technicians) Andy Wilson
UNIF	Sarah Messenger.
UNISON	Gloria Mills.

Finally, we would like to thank the London Boroughs Grants, DION/Irish Government for Irish Emigrant Welfare Services, The Ireland Fund of Great Britain, London Borough of Hackney, and the National Lottery Charities Board for funding the London Irish Women's Centre.