

## Equality Motion

### ETF Youth Committee

#### 1. The Executive Committee notes that:

- the recent killings of people of colour by law enforcement in the US has brought into focus the institutional racism present also in Europe;
- the toxic anti-LGBTI narratives are promoted by certain European governments, threatening the lives of LGBTI people;
- the extreme right-wing groups foster misinformation and populist, divisive narratives;
- the migrant workers in Europe are subject to abuses and attacks in their workplaces and private life.

#### 2. We note also that people of colour and from ethnic minorities:

- have fewer chances of getting through recruitment processes;
- are underrepresented in the trade union movement;
- are less likely to have the same access to education opportunities as their white counterparts;
- often will receive daily harassment in the workplace solely based on the colour of their skin, foreign sounding names, religious affiliation<sup>1</sup>.

3. The prejudices, racism, xenophobia and the resulting discrimination comes from the past, from the history of mankind and has its roots in the slave trade and racial segregation. Such structures should not have place in the 21<sup>st</sup> century workplace.

5. Racism, xenophobia and discrimination should not be perceived only through their most extreme cases. There is a misunderstanding that discrimination is worth our attention only when it appears in a radical form, but in fact it starts much earlier. Racism, xenophobia and discrimination are present throughout our society in everyday practices and microaggressions towards the people from different equality strands. This everyday discrimination divides societies and leads to tensions.

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<sup>1</sup> Racism & Discrimination in Employment in Europe 2013-2017, European Network Against Racism, [https://www.enar-eu.org/IMG/pdf/shadowreport\\_2016x2017\\_long\\_final\\_lowres.pdf](https://www.enar-eu.org/IMG/pdf/shadowreport_2016x2017_long_final_lowres.pdf)

4. The conversations we are all now having whilst may at times be uncomfortable are completely necessary for reflecting on the way our various nations systems can negatively impact and create barriers to people. Many of the companies and institutions we work in are beyond doubt institutionally discriminatory with policies that create barriers.

6. As trade unionists we must hold the struggle for equality central to everything we engage in. We need to address this everyday discrimination in our workplaces and uproot it. Only through showing solidarity to marginalised and disenfranchised groups in our society will we improve the material conditions for all working people. It is not enough to allow ourselves to be divided anymore based on race, ethnicity, religion, sexual orientation, or gender.

7. We are all human beings with the same worries, concerns and dreams. We should all have the same opportunities to a safe secure and happy life. Representatives within our committees mean nothing unless we are using our collective voice to stand in solidarity with the people from different equality strands and address the inequalities within our own trade unions and workplaces.

8. Recognising the above, the ETF and its affiliates commit:

- to ensure that the ETF Sections and Committees, the national and local committees reflect the workforces we represent in diversity;
- to actively identify and engage workers from equality strands;
- to ensure that the broadest representation is achieved and at the very least our trade union stewards reflect the workplaces they are elected to serve;
- to actively fight with misinformation and fake news targeting people from different equality strands.
- to ensure our affiliate unions engage in training and awareness raising about bias we hold and how our societies have barriers and how these can have a massive impact on the lives of people from equality strands whilst being invisible often to their white, heteronormative counterparts.
- to ensure that any discrimination rooted in race, LGBT, religious or gender based bigotry is treated seriously and is not tolerated in our workplaces, with all of our affiliates looking at their equality policy together with their lay member committees to see what can be improved.

9. ETF Executive Committee instructs the Secretariat to prepare an action plan covering the above mention issues.

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