

# For a Europe of solidarity and inclusiveness: industriAll European Trade Union pledge against racism, xenophobia, antisemitism and islamophobia

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Solidarity and inclusiveness are the core values of trade unions. Our history is firmly rooted in internationalism. We are appalled by the recent rise of far-right parties, those promoting and supporting Far Right, white supremacist ideologies as well as racist, xenophobic, antisemitic and islamophobic sentiments, rhetoric, actions and even attacks.

IndustriAll European Trade Union condemns racism, xenophobia, antisemitism, and Islamophobia. They not only undermine the principles of equality and justice but also threaten the very fabric of democratic and diverse communities. Racism, in all its forms, perpetuates discrimination and inequality, eroding the foundations of a just society. European history shows many examples of racialisation of persons belonging to certain communities. We understand racialisation as the social and ideological process of ascribing characteristics and attributes to a group or groups of persons underpinning structural or institutional racism.

Xenophobia fosters fear and hostility towards those perceived as different and paves the way to the exploitation of migrant workers. Antisemitism and islamophobia target religious groups based on their beliefs, fuelled by misconceptions and stereotypes. We deplore the persistent discrimination of the Romani people as manifested in anti-Gypsyism.

We firmly believe in societies built on respect, acceptance and diversity. Our commitment to the principles of equality, justice, and solidarity extends beyond the workplace. Discrimination based on race, physical or cultural characteristics, religion, or cultural background has no place in our vision for a fair and inclusive society. We also recognise that a worker may face intersectional discrimination based on multiple characteristics. This is why the massive attacks by far-right parties on gender equality leave us speechless. Discrimination based on gender and background are interconnected and mutually reinforcing.

Trade unions have historically played a pivotal role in advocating for the rights and dignity of workers, recognising that diversity is a source of strength rather than division. We firmly denounce any form of discrimination that undermines the well-being and unity of our members, irrespective of their background. Furthermore, throughout Europe we are seeing neo-liberal plans to reduce workers' rights, as well as a liberalisation of all sectors, damaging all our public services and accentuating the impoverishment of people. This destruction of everything we have fought for favours a rise of far-right parties.

Racism perpetuates inequality, creating barriers to fair employment practices and hindering the collective strength of workers. Xenophobia fosters division within our ranks, distracting from the common goals we share as a united workforce. Antisemitism and Islamophobia have no place in our workplaces or society as a whole.

We call on our members and allies to actively challenge and resist discriminatory practices. By promoting inclusivity, understanding, and respect within our ranks, we contribute to the creation of workplaces that reflect the diversity of our communities.

IndustriAll Europe believes in the inherent dignity and equality of every worker, irrespective of their race, physical or cultural characteristics, religion, or cultural background. We are dedicated to creating workplaces that celebrate diversity, promote fairness, ensure the well-being of all our members and fight discrimination in all its forms, including cultural discrimination, structural discrimination, hate speech, harassment, etc.

We call on employers to actively address and eliminate instances of racism, xenophobia, antisemitism, and Islamophobia within the workplace. This includes implementing and enforcing policies that prohibit discrimination, promoting diversity and inclusion initiatives, and fostering an environment where all employees feel valued and respected.

As union representatives, we pledge to advocate for fair treatment and equal opportunities for every worker, regardless of their background. We will actively engage with employers to address and rectify any discriminatory practices, and we encourage our members to report instances of prejudice.

We are committed to fight far-right parties, to expose their agenda and object to their messages.

Recognising the damaging impact of racism, xenophobia, antisemitism, and Islamophobia on our members and society at large, we pledge to actively engage in the fight against these divisive forces.

IndustriAll Europe and its affiliates commit to:

1. **Promote Inclusivity:** Advocate for workplaces that embrace diversity and ensure that every member, regardless of their ethnicity, physical or cultural characteristics, religion, or cultural background, feels welcomed and valued. Remove any barriers to workers' participation in our unions and support networks and groups dedicated to the fight against racism, xenophobia, antisemitism and islamophobia.
2. **Challenge Discrimination:** Actively address and eliminate instances of racism, xenophobia, antisemitism, and islamophobia within the workplace by advocating for and enforcing comprehensive anti-discrimination policies. Fight for guidelines that address workplace harassment with procedures for reporting racist, xenophobic, antisemitic and islamophobic incidents. They must be kept up-to-date and implemented effectively and thoroughly in the workplace. Incidents must be dealt with adequately and in a timely manner.
3. **Educate and Raise Awareness:** Engage in educational initiatives about the harmful effects of prejudice and discrimination, fostering understanding and empathy among our own staff, shop stewards, members and within the broader community.
4. **Support Victims:** Stand in solidarity with those who experience discrimination by providing support, representation, and resources to address and rectify instances of prejudice.
5. **Advocate for Fair Policies:** Work with employers to develop and implement fair employment policies that promote equal opportunities, ensuring that discriminatory practices are eradicated from our workplaces. Monitor and review HR documents (recruitment, employment, promotion

practices, language requirements, workplace harassment guidelines, religious holiday practices etc.).

6. Use our political influence to tackle discrimination in the labour market and promote decent work for all.
7. Make sure that the needs of all our members are reflected in our collective bargaining demands. Ensure that all workers are represented at the negotiation table.
8. Cultivate Inclusive Leadership: Encourage and support leadership that reflects the diversity of our membership, promoting inclusivity at all levels of decision-making within our organization.
9. Collaborate with Allies: Forge alliances with other organisations and communities dedicated to eradicating racism, xenophobia, antisemitism, and Islamophobia, recognising that collective action is essential to creating lasting change.
10. Regularly Assess Progress: Continuously evaluate our efforts to combat discrimination, seeking feedback from our members and reassessing our strategies to ensure ongoing progress. Share good practices.