

Trade Union Updates

Irish National Teachers' Organisation: Promoting Solidarity

The Irish National Teachers' Organisation (INTO) is a trade union that organises teachers in schools on the whole island of Ireland. The island is divided into sixteen districts for administrative purposes. Members in each district elect a teacher to act as the District Representative on the Central Executive Committee (CEC). This committee appoints its members as representatives to other Bodies. The INTO has two representatives on the Solidarity Committee of ICTU.

Each district is divided into Branches. Schools are attached to Branches. A section of the agenda for each meeting of the CEC is devoted to ICTU matters. Issues raised at the Solidarity Committee meetings are highlighted. District Representatives in turn make teachers aware of the issues at Branch meetings. These meetings take place during October, January and May.

Last October the issue dealt with was child labour in view of the upcoming Olympics in Athens with the emphasis on Irish children buying sport clothing. The issue covered at this month's meetings will be the plight of toy workers and the campaign being undertaken on their behalf in conjunction with Trocaire.

Teachers attending the Annual Congress of the INTO are also made aware of the issues raised by the Solidarity Committee. The INTO has a Solidarity Fund for assisting projects in developing countries. **For more information contact Denise Bohane at dbohane@cec.into.ie.**

NASUWT form Global Solidarity Committee



In July 2003 a number of NASUWT delegates attended the ICTU Biennial Conference in Tralee. One of the most disturbing yet inspiring and interesting events of the conference was a fringe meeting organised by ICTU's Global Solidarity Committee on 'Confronting Terror in Columbia through Trade Union Action'. The keynote speaker, Francisco Ramirez, told delegates of the very great dangers faced by him and his colleagues for being trade union activists.

As a result of the meeting and through discussions with other affiliates, it was decided that one of the ways in which we as a trade union could help would be to set up a NASUWT Global Solidarity Committee. This has now been established and endorsed by NASUWT Northern Ireland Council.

The committee will work to:

- highlight global solidarity issues
- develop links with other trade unions and
- raise awareness of the practical steps that NASUWT members can take to support their trade union colleagues.

For more information contact Lorraine Stronge (JVP NASUWT) lorraine.stronge@ntlworld.com

West Papua Action

For human rights in West Papua - including the right to self-determination

The West Papua Action group is part of an international campaign for a United Nations review of Indonesia's 39-year occupation of West Papua. The campaign is calling on the UN Secretary General, Mr Kofi Annan,

'to act on the suffering of the West Papuan people' and West Papua Action is calling on the Government to "work actively" in pressing Mr Annan to review the UN's role.'

For more information on how you as your trade union can get involved go to:

www.westpapuaaction.buz.org/unreview or contact Mark Doris, Coordinator

**353 (0)1 860 3431
Email wpaction@iol.ie
www.westpapuaaction.buz.org**

Republic of Ireland

David Joyce
Development Education Officer
Irish Congress of Trade Unions (ICTU)
32 Parnell Square
Dublin 1

t. +353 (01) 889 7746
f. +353 (01) 887 2012
e. david.joyce@ictu.ie
w. www.ictuglobalsolidarity.org
w. www.ictu.ie

Northern Ireland

Alisa Keane
Development Education Officer
Northern Ireland Committee
Irish Congress of Trade Unions (ICTU)
3 Crescent Gardens, Belfast BT7 1NS

t. +44 (028) 9024 7940
f. +44 (028) 9024 6898
e. alisa.keane@ictuni.org
w. www.ictuglobalsolidarity.org
w. www.ictuni.org

Congress would like to acknowledge the continued financial support of Trocaire, the EC, Ireland Aid and affiliated unions for our global solidarity work.

TROCAIRE
Working for a Just World



Solidarity Committees

The Solidarity Committees (NI and ROI) continue to be the vital link between Congress and affiliates on solidarity issues. These Committees work closely with the Global Solidarity Project to ensure that it reaches affiliated unions of Congress and meet regularly during the year. They continue to act as a link between the project, their individual unions, and the membership.

These Committees encourage affiliates to engage with the project and look to embed solidarity linking within trade union structure.

Some affiliates (NIPSA, IMPACT, PSEU and ESBOA) have formed their own structures to engage with international solidarity issues.

If you would like more information, please contact Alisa or David

Play Fair

at the Olympics

Faster, Stronger, Higher Olympic Ideals?

More like Longer Hours, Lower Pay, No Rights if you are a woman working for a sportswear company.



Congress Global Solidarity and Oxfam Ireland will be launching this campaign in early March 2004. Congress through the Global Solidarity Project has long been campaigning for respect for workers' fundamental rights in the global economy it now joins with Oxfam to launch a campaign looking into exploitation in the textile/garment industry. Oxfam's major campaign, Make Trade Fair Campaign, is looking to join with trade unions in fighting for better employment rights, especially for women.

Please visit:
www.fairolympics.org, www.ictuglobalsolidarity.org and www.oxfamireland.ie
or contact:
Alisa and David for further info on how you can take part closer to the date.

This objective is very much at the heart of the Olympics campaign, which targets the purchasing practices of sportswear companies and the licensing policies of the International Olympic Committee. The campaign focuses on the behaviour of the private sector and sports governing bodies, including our own Olympic Council of Ireland. It will be accompanied by a research report on labour issues in the global sportswear industry and a series of campaign actions.

The broad aim of this Olympics campaign will be to tackle violations of workers' rights in the sporting goods industry, where the organisation of production is driven by, and encourages, the exploitation and abuse of workers. This exploitation and abuse includes long hours, low wages, little or no labour or social protection and dangerous working conditions. More often than not this is related to the repression of workers' rights to join and form trade unions and to the failure of governments to protect these rights. The campaign will include a major focus on the situation of women workers performing work in the sporting goods industry.

The campaign will be launch in early March to coincide with International Women's Day Celebrations highlighting that Trade is a Gender Issue.

Report from the International Trade Campaign Conference Delhi

24-28th Nov 2003



David Joyce attended the above Conference on behalf of the members of Trade Matters and Trade Justice Ireland.

The 3 aims for the conference were:

- To build the capacity of the campaigns represented
- To inform each other's campaigns
- To explore the possibility of joint, possibly global, actions

Participants

There were 110 participants from 48 countries, including 75 participants from the global south. - 35 from Asia, 30 from Africa, 10 from Latin America, 25 from Europe and 10 from North America.

We were united in our campaigns against the institutions, governments and agreements (WTO, IMF and World Bank, regional and bilateral agreements) which are forcing poor countries to liberalise and open their economies at the same time as the richer countries continue to protect and support their farmers and traders. We were united in our desire to stop this enforced liberalisation and to see a more just international trading system that is actually biased in favour of the poorest. We were united in our belief that if we campaign together in solidarity then we can make a difference. The idea for this conference came from many different places. Much is already happening around the world in the way of Trade Justice campaigning and there are a number of strong national (including Ireland North and South – see www.tradejusticeireland.org), regional and international networks and campaigns that have been active for a number of years.

This conference was an opportunity for many of those networks and campaigns, including all of the largest ones to come together to inspire, strategise and inform each other's campaigns and consider closer co-operation in the future.

What specific campaign actions could we develop together as a global movement? The main discussions at the conference were focused on the kind of actions that we could do together. Everyone was busy with their own campaigns on trade, but all were keen to do something together that both respected the integrity of these campaigns and united them in a more powerful and effective international action. It was agreed that co-ordinated action would only be successful if it united and added value to the already existing national and regional campaigns.

The Peoples' Week of Action

The main practical campaigning outcome was a call to action called the Peoples' Week of Action, probably in April 2005. Much work still needs to be done on this, but the basic concept, as drafted by the conference, is outlined below. We hope that there will be a strong trade union participation in the week both in Ireland, North and South, and around the world.



Call to Action from the International Trade Campaign Conference, DELHI

Peoples' Week of Action (possibly April 2005)

- Our aim is to defeat the rule of the neo-liberals and to build a people's agenda for the future
- Our goal is to work with social movements, mass organisations, local and national campaigns and coalitions to organise a global "People's week of action" in 2005
- Our message is simple

NO to the rich and powerful imposing liberalisation/ free trade/ privatisation on the poor. YES to everyone's right to food, a livelihood and basic services.

Recognising that there is already a lot happening, all agreed to take the idea to existing networks/ campaigns/coalitions and to listen to suggestions, refine and develop the campaign. Delegates present were also to take the call to action to the WSF in Mumbai (16-21 January 2005) for further discussion.

Other outcomes of the conference

- There was an increased commitment amongst many organisations to set up national, regional and continental trade justice movements, both in the North as well as the South. A European TJM was established
- There was an increased desire to use the scales symbol as an internationally recognised symbol for Trade Justice. The scales symbol is not an organisational logo, but a popular peoples' symbol. Any person, network or organisation who believes in trade justice is welcome to use it as a sign of awareness-raising and global solidarity. It is being increasingly adopted by different campaigns across the world from the Ecumenical Advocacy Alliance to the German Trade Justice Campaign. All are free to use it as it is, or change it in any way they like. Many campaigns will use it alongside their own logos and other symbols. Scales are an internationally recognised symbol of trade but also of justice. The scales are imbalanced, highlighting the current injustice in international trade. The person at the centre is a sign of hope – in that it is people, taking action in solidarity together, who are going to bring about change.
- As part of the Peoples' Week of Action or as an action that can be promoted independently of this there was a lot of support for a global peoples' vote for Trade Justice.

Solidarity Greetings

at the conference included:

Solidarity message from Nelson Mandela
Trade justice for the developing world and for this generation is a truly significant way for the developed countries to show commitment to bringing about an end to global poverty.

Solidarity Message from Bono
The deeper you dig in the crisis of the poorest countries development, the more rocks you find...old debt payments that drain their scarce resources; 6,500 Africans dying each day from AIDS because they can't get to medicines we take for granted in rich countries; but the absolute lack of fairness when it comes to trade is one of the greatest - and in my experience, the issue that most frustrates and angers people living in poor countries.

How can they earn their way out of poverty when we don't allow them access to our markets, but we set things up so we can flood theirs? How can we force them to dismantle their subsidies yet we won't do the same with ours?

On trade, our hypocrisy is at its most appalling. Trade reform isn't about charity, it's about justice, and this campaign, Trade Justice is an unstoppable idea. Your fan, Bono.

Full conference report and info available from David

TUC (UK)

Colombian Trade Union Respite Scheme

Focusing on trade unions in Colombia, the Congress International Solidarity Committee (Dublin) invited Simon Steyne, the TUC International Officer and ILO Governing Body member to give an overview of the programme and explore ways that the national centres can work together on the issue of trade union rights in Colombia. A summary of Simon's talk follows:

Following discussions with the CTC, CUT and CGTD in Colombia and with the ILO, the TUC is to launch a scheme to provide temporary respite for Colombian colleagues in danger of assassination or disappearance. Beginning in early 2004, the objective is to bring to Britain a small number of colleagues, nominated by a joint committee composed of the senior leadership of the three Colombian centres.

Global Campaign for Education

Global Action Week 19-25 April 2004

The main aim of the GCE Global Action Week is to pressure politicians to provide more money and political leadership in order to get all children, everywhere, into school. To do this, the GCE is organising the Big Lobby by children for children. Like a town meeting in the USA, an imbizo in Southern Africa, or a panchayat in India, a lobby is simply an occasion when those who hold power have to listen to the concerns of the people. The GCE lobby is a chance for millions of children to voice their right to a free, quality education ... and ask politicians what they will do to make that right a reality.

There are three types of activity that count towards being involved in the lobby.

1. 'National Lobby' - An event at the national parliament or Assembly on Tuesday the 20th of April. The event should give children a chance to tell their elected representatives (MP, congressperson, or legislator) in their own words, why kids don't get an education and what must be done about it.

2. 'Politicians Go Back To School' - We are trying to get as many politicians (i.e. MPs, TDs, MLAs, traditional leaders, elected officials) as possible to visit a local school, education centre or community organisation during the week of 19th-25th April. This can be an occasion for sharing the findings of 'the Missing Out Map'.

3. 'Send A Message To The Prime Minister/President' - Get as many people as possible to send the message to your country's President or Prime Minister during the week of 19th -25th April. It is up to you which form the mailing takes, but each message must contain the words "Please do more to give every child the chance to go to school and get a quality education".

If you or your trade union want to be involved during the week, please contact David or Alisa. Congress Global Solidarity is part of the Irish Coalition for the GCE, along with Oxfam Ireland, Action Aid Ireland, TUI, ASTI and INTO. In Northern Ireland, we are part of the local Co-ordinating committee which includes Save the Children, Oxfam NI, INTO, UTU, and NASUWT

The scheme is conceived for the temporary respite primarily of individual colleagues, who will enter Britain under the visitors' visas rules for a stay of approximately six months. Due to the nature of the training provided, the colleagues will come to Britain in small groups with two start dates each year.

For more information contact David or Alisa.

International Labour Conference Discussion on Migration June 2004

As part of the preparations for the International Labour Conference 2004 General Discussion on Migration, David Joyce attended a trade union consultation meeting on 15-16 December 2003. More than 50 trade union representatives and ILO resource persons participated.

Issues identified by workers and related to labour migration included

1. Rights

It was clear that from a trade union perspective, the issue of migration had to be seen from a rights angle, not from a security or commodity angle (Declaration of Philadelphia: "Labour is not a commodity"). All ILO Conventions apply to migrants and a number of these allow for specific protection for migrants even in countries which have not ratified the two Migrant Workers Conventions (Nos. 97 and 143). The poor ratification of those two Conventions (neither have been ratified by Ireland) is a major concern for workers.

Concern was also expressed about migrant workers being denied freedom of association, in particular undocumented workers, and the need for unions to reach out to migrants was stressed.

Some key problems faced by migrant workers, in particular undocumented workers, are not addressed by either ILO Conventions (the UN Convention does provide some coverage) and should be looked into, e.g. protection from deportation when abuses are denounced, protection from abuses by recruitment agencies.

2. Development

While people should be free to look for employment in other countries, they should not be forced to do so. The push factors have been stimulated by ill-conceived economic policies and lack of governance in many countries (SAPs, privatisations, poor investment in public sector,



development of the informal economy), leaving workers with little option. Similarly, neoliberal policies in industrialised countries, particularly the decline in public investments, salaries and working conditions in the public services, have led to labour shortages in such fields as health and education increasing the pull factor for professionals in those categories of employment. Deregulation has also led to a race to the bottom making jobs in sectors like construction unattractive and underpaid for nationals and calling on foreign labour to fill those gaps, including through irregular migration channels. Remittances today play a major role in feeding the economy of sending countries, but they should not be seen as a substitute for sound macro-economic policies, investment in public services and development assistance.

3. Globalisation and Trade

Concern was expressed about the potential implication of GATS Mode 4 for migrant workers' rights as well as for national workers' interests, in particular the lack of reference to ILO standards in the GATS Mode 4 and its potential extension to unskilled workers. The need to regulate and monitor recruitment agencies was seen as crucial and should be addressed. In some instances, private agencies act both as recruiters and employers, hiding the ultimate employer from the worker.

4. Integration

Migrant workers' integration in the social, economic, political and trade union life in their host countries, while being able to continue and enjoy their culture and traditions, is central to successful migration policies. Trade unions have a particularly important role in facilitating migrant workers' integration, thanks to their presence at the workplace and their democratic procedures.

Action required from trade unions

1. Organizing

It was recognized that trade unions have not done enough to reach out to migrant workers and that work with undocumented workers was still a controversy in many places.

It was, however, strongly stressed that organising migrants is a paramount task for trade unions. Their ability to meet the challenges faced by national workers also depends on their ability to promote the interests of foreign workers, which are often similar. It was recognised that organising migrants requires special efforts and additional resources for trade unions in order for them to meet the needs of various groups of workers (language, culture etc).

2. Campaigning for migrant workers' rights

Actively – and publicly – campaigning for migrant workers' rights, on the basis of the ILO instruments and the UN Convention, would be central to projecting an image of trade unions that really cater to the needs of migrant workers. It should be noted that a total of 63 States have ratified or signed one or more of these three instruments, which undermines the claim that the standards set are too high or that ratification would be difficult. Congress and affiliates have been active on this issue here.

3. Alliances and coalitions

In their efforts to address migrant workers' issues, trade union should consider building coalition and alliances with other groups, including NGOs that share our concerns and views about workers' rights.

4. Trade union cooperation

Cooperation between trade unions from sending and receiving countries should be enhanced. This should include, i.e., facility for workers to maintain union membership whilst abroad, information-sharing about labour market situations and working conditions and combating abuses by recruitment agencies at both ends.

Governments

Several demands for government action were aired by the participants. First and foremost was that governments in receiving countries should stop considering labour migrations only from the angle of national security. There was unanimous agreement that sound migration policies would require leadership, coherence, transparency, good governance and, last but not least, social dialogue. Mechanisms and structures for social dialogue and policy elaboration on migration should be established. There was also a strong view that legal migration should be facilitated as a means of combating trafficking and irregular movements. Attention should be paid to the improper use by employers of visas for students and trainees who find themselves working in vulnerable and irregular situations.

ILO

The ILO should embark on a rights-based campaign on labour migration, promoting social dialogue and ensuring that labour market aspects take precedence over security considerations. The ILO should also seek to increase its influence on other international organisations and develop technical cooperation to help trade unions cope with the tremendous task of effectively addressing the issue of global migration and of organizing migrants, protecting and promoting their rights, and catering to their needs and concerns.

Run up to the Conference

The workers' consultation will be continued in order to foster a strong and active Workers' Group input into the debate at the ILC. The ICFTU and Global Union Federations will coordinate trade union efforts and mobilise their respective affiliates. Sectors such as agriculture (IUF), Public Services (PSI) and Construction (IFBWW) are particularly important in view of their large migrant labour force.

Similarly, the increasing movements of workers in the services industry makes the UNI's involvement relevant. It was agreed that the central coordinating point for networking would be the ICFTU, which undertook to give regular updates on the preparations for the ILC. ACTRAV will assist in facilitating the consultation through a pilot programme for its newly established global research network

Irish Trade Unions Support for South Asian Coalition on Child Servitude (SACCS)

IMPACT

amicus
the union

Well done to both IMPACT and AMICUS for providing much needed financial support to a Transit Rehabilitation Centre in Delhi [Girls' Ashram] run by SACCS.

Located in Delhi, the overall aim of the project is to provide transit rehabilitation to the rescued bonded girl child labourers by providing them non-formal education, vocational training and to help them join the mainstream of society.

The target group of the project consists of child labourers, particularly the girl child labourers languishing in the worst forms of labour conditions in India. The issue of girl child labour in particular and the exploitation of children in general is well known. There have been various studies, which claim that girls work more than boys in terms of working hours. Their cause and concern has not yet been recognised equally with the male child. Right from the work place to household chores the girl child suffers the most. They are exploited physically, mentally and intellectually abused by the employer.



It is hoped the impact of the project will include:

- Freed child labourers directly becoming part of the movement of SACCS as a result of the training, education and orientation provided in the ashram
- Freed child labourers taking the responsibility to liberate other bonded child labourers
- The vital need of girl child education to be accepted by each and every section of the society
- Wipe out gender inequality and child labour
- Mass mobilisation of civil society against girl child labour and illiteracy
- Freed girl child labourers becoming economically independent and self-reliant



the toy campaign

2004

Trocaire and the Irish Congress of Trade Unions (ICTU) re-launched our successful Toy Campaign in November, on the 10th anniversary of the tragic Zhili toy factory fire in China in which 87 worker died. The appalling death figures in the fire were caused by unsafe working practices as well as blocked exits and locked windows.

Since the Zhili tragedy, some successes have been achieved, such as Codes of Conduct being adopted by some of the large multinational companies involved in the toy industry, but more change are needed if toy workers are to gain fundamental rights at work. Many Codes of Conduct have still not been implemented and often do not include reference to people's fundamental rights at work. This is why we have relaunched the campaign.

Up to 75% of all toys are made in Asian factories which produce for multinational companies based in Europe or the United States. Conditions in these factories are often appalling. While some improvements have been made, more needs to be done to ensure people's rights are respected throughout the industry.

This campaign took place throughout the island of Ireland and received wide spread media coverage. It called on consumers to demand fairplay for toy workers by sending campaign postcards to both the industry and government - so that both can work towards a sustainable solution. The public responded by filling out thousands of postcards!



The toy campaign targeted schools, trade unions, and the general public to highlight an industry in which people have become pawns in a global economy. We want people involved in the toy industry to remember that workers rights are human rights. It did not ask consumers to boycott toys, but rather that people use their consumer power to demand fair treatment for toy workers.

Campaign materials included a School's Leaflet; Postcard - to send to the toy industry and to the government - so that both can work towards a sustainable solution; a General Public Leaflet; and a campaign Poster.

**For more information contact
Alisa or David or visit
www.ictuglobalsolidarity.org**



Fair Trade Fortnight 2004 A Taste for Life! (1-14 March)

It's nearly that time of year again when all of us get to put our thinking hats on and give Fairtrade another big push. The FAIRTRADE Mark is an independent guarantee that informs consumers the third world producers receive a fair deal.

In the case of coffee it means:

it is bought directly from farmer's organisations, cutting out middlemen; the farmers receive a guaranteed price, which won't drop below a decent minimum however low the world price falls; long-term contracts and credit terms for the farmers, allowing for investment. On the island of Ireland the FAIRTRADE Mark is supported by all the main Third World charities and by Congress.

2003 was a remarkable year for the profile and availability of FAIRTRADE Mark Products. Sales of FAIRTRADE Mark coffee overall grew by 60% and sales of some FAIRTRADE Mark coffee brands in the supermarkets grew by over 100%. The first Irish retail FAIRTRADE Mark tea was

launched and lots of other products became more widely available. We have plenty of reasons to expect more successes in 2004.

In 2003, when Clonakilty became Ireland's first Fairtrade Town, people all over the island of Ireland can make a huge difference in their own areas when they decide to make a better deal for Third World producers a personal commitment.

For Fairtrade Fortnight you could just tell a friend about Fairtrade – or you could go a lot further!

With friends and family

- Encourage them to buy food and drinks with the FAIRTRADE Mark
- Invite them to taste food and drinks with the FAIRTRADE Mark
- Get all your family and friends to ask you local shops and cafés to stock and serve FAIRTRADE Mark products.

In you work place, trade union, school or college

- Hold a Fairtrade coffee break
- Ask for Fairtrade food and drink to be served in your work or study place
- Flag up Fairtrade Fortnight on your notice board

In your local town/council

- Is your town a Fairtrade town? Now is the time to push for change. Information on how to push for town or council area to become a Fairtrade town/council is available from melanie@fairtrade.ie

Wherever you are, celebrate Fairtrade Fortnight by having your own special activity - Fairtrade Mark Ireland know what it is - order you materials from Fairtrade Mark Ireland,

melanie@fairtrade.ie

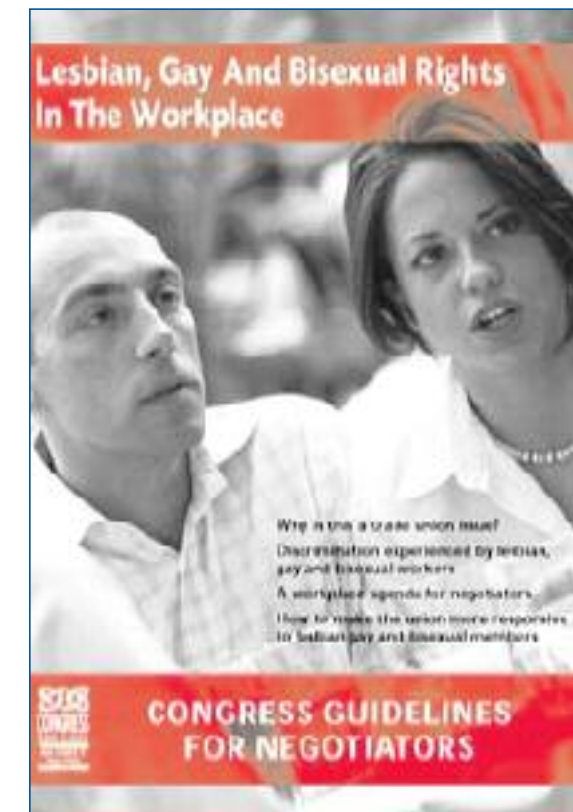
Time for Equality At Work

Discrimination in one form or another occurs in the world of work everyday, throughout the world. At the same time, work is an entry point from which to liberate society from discrimination. The elimination of discrimination of work is essential if the values of human dignity and individual freedom, social justice, and social cohesion are to go beyond proclamations. This is the key message of the International Labour Organisation's Time For Equality At Work the Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work. Copies of the Report are available at <http://www.ilo.org/public/english/standards/decl/download/globa14/toc.pdf>

Congress Launch Negotiators Guidelines: Lesbian, Gay and Bisexual Rights in the Work Place

The extent of equality and anti-discrimination legislation has improved in recent times and shows there is a growing climate of equality and support for anti-discrimination action. All political parties and the social partners have supported powerful anti-discrimination legislation such as the Employment Equality Act along with the recent Employment Equality (SO) (NI) Regulations 2003 and Section 75 the Northern Ireland (1998) Act.

Since Congress published the first Lesbian and Gay Rights in the Workplace Guidelines for Negotiators in 1982, there have been significant developments. Congress has won improvements to employment and other anti-discrimination legislation to make discrimination against lesbian gay and bisexual people unlawful. Recent cases won by affiliated unions show that unions are meeting the challenges of representing a diverse workforce. Congress Guidelines will provide additional assistance to unions in fighting discrimination and in ensuring equality. The guide can be down loaded on www.ictu.ie



LGBT Research Highlights Workplace Issues For Young People

The new EU Directive on Sexual Orientation which was implemented in Northern Ireland in December 2003 now makes it illegal to discriminate against someone because of their sexuality, in terms of employment and training. However, homophobia is still a real issue in Northern Ireland's workplaces, schools and youth organisations.

A research report by YouthNet on the needs of young people who identity as lesbian, gay, bisexual and/or transgender has found that 20% of respondents have had to leave a job because of homophobia. It is therefore not surprising that nearly half of those surveyed who work- were not 'out' to colleagues.

The report asserts that if society is to change and lesbian and gay people are to live, work and study free from discrimination and intimidation, then it is up to each individual to challenge homophobia in the workplace, in schools, in our communities and in our homes.

The research was commissioned by the Department of Education Youth Service as part of their Section 75 statutory duty. The report written by Fidelma Carolan and Sharon Redmond can be downloaded at www.youthnetni.org.uk