



THE PAN-AFRICAN WORKER

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A new dawn for the working class

Comrades, it is my great pleasure to introduce the inaugural edition of *The Pan-African Worker*. This newsletter stands as a testament to our growing strength and our collective efforts to raise working-class consciousness among African-origin workers in Britain.

While our movement began in response to the UK's social care crisis, it has since grown to include nearly all visa-holding workers across sectors.

As a working-class organisation, we do not see ourselves as separate from the broader British working-class struggle. On the contrary, we are a necessary — though not sufficient — part of the urgent project of rebuilding the British working class after its defeats in the 1980s.

It is no surprise, then, that many of those who have helped build the Pan-African Workers' Association (PAWA) are neither African nor of African descent. Our belief is simple but radical: no British worker can be truly free until racism and visa injustices are dismantled.

These injustices are not accidental flaws in an otherwise fair system — they are essential components of an imperialist order. This is why we resonate with the mantra: an in-

jury to one is an injury to all.

We believe we are living through the final stages of imperialism — and, as with any collapsing socio-economic structure, this moment is particularly dangerous.

Globally, this crisis is manifesting in ever-escalating wars and the ongoing genocide in Palestine. For migrant workers in Britain, this is taking shape in an aggressive rightward

“an injury to one is an injury to all”

political shift, driven by xenophobic rhetoric. Prime Minister Sir Keir Starmer's reference to an “island of strangers” is just one recent example. While the British economy relies on migrant labour to function, the ruling class continues to place the burden of economic and social crises squarely on our shoulders.

That is why PAWA has been actively engaged in both immediate worker struggles and long-term political education. From supporting workplace organising to building awareness of systemic exploitation, we are laying

the groundwork for meaningful resistance. This first edition highlights some of those efforts.

There is no single theme to this issue. Instead, we have chosen to showcase a range of activities: workshops on labour rights and collective justice, activist training programmes, and reflections from our WhatsApp groups — where much of our grassroots organising takes place. We also feature a firsthand account from a domiciliary care worker, highlighting a sector marked by extreme precarity.

One urgent topic covered is the British government's recent immigration White Paper. Many of our members were outraged by its proposals. For others, it confirmed what we have long said: staying out of organising offers no protection. Any “visa sweeteners” offered by the ruling class can and will be withdrawn whenever they become inconvenient.

This White Paper is a clear reminder that migrant workers must be actively involved in organising—not only for their own rights, but for a more just society for all.

I want to thank each and every one of you for your hard work across the British economy. Without you, many of the services that vulnerable people rely on would not exist. I also want to thank our allies, who continue to stand in solidarity with us.



WORKERS' DAY SOLIDARITY



Honouring workers' sacrifice

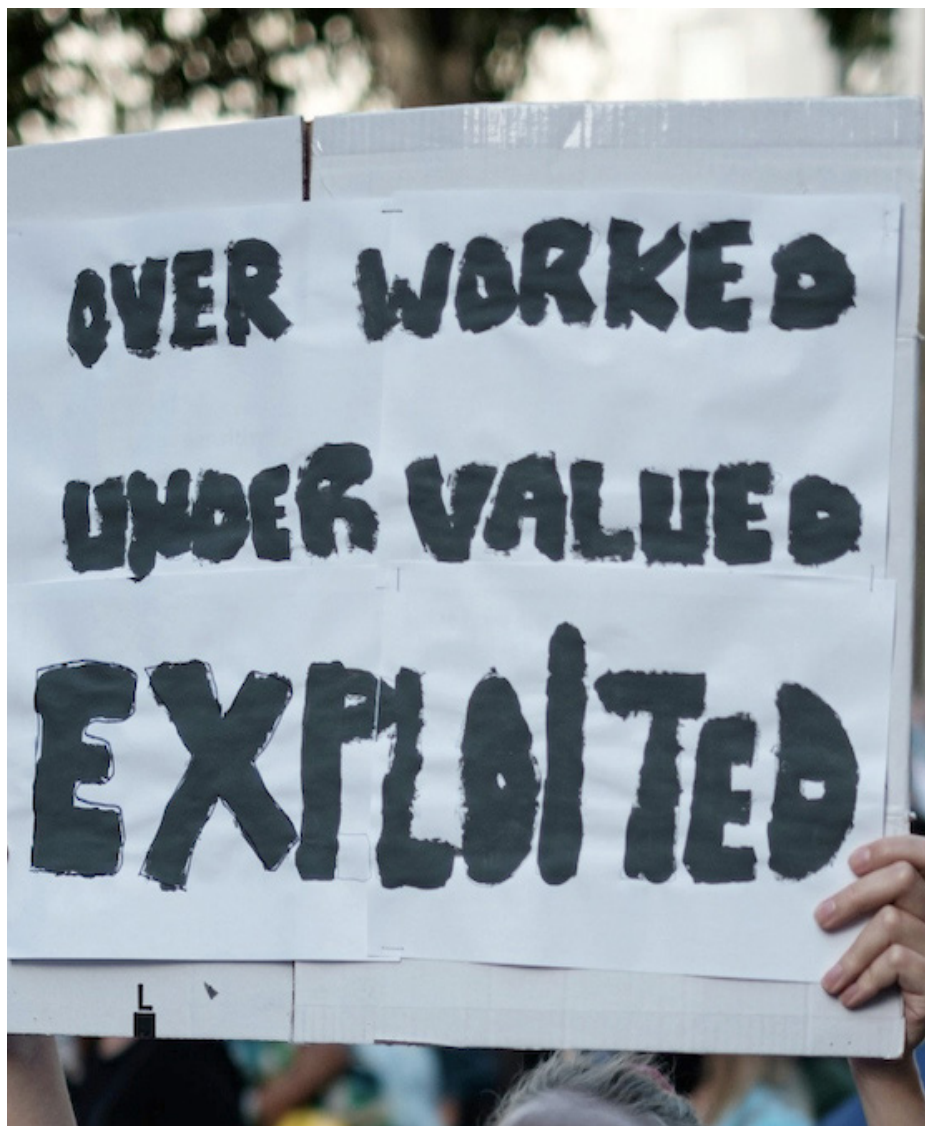
Today, International Workers' Day, 1 May, we honour the labour, sacrifice, and resilience of workers everywhere who are the engine that drives every sector of our society. I extend my deepest respect to all workers, especially those who continue to serve with dignity under difficult conditions.

As President of PAWA, I take this moment not only to celebrate our achievements but to speak out on the injustices that still persist – most urgently, the exploitation of migrant workers here in the UK.

Migrant workers are the backbone of vital industries, from social care to agriculture to construction and hospitality, and yet many are underpaid, overworked, underworked, and denied basic rights.

These workers face systemic barriers of precarious contracts and, in some cases, outright abuse. This is unacceptable in any society that claims to value fairness and human dignity.

We must raise our voices against this exploitation collectively. We must demand stronger protections, better enforcement of labour laws, and equal treatment for all workers regardless of their nationality or immigration status. A just society



leaves no worker behind.

Workers' Day is not only a celebration, but it is a call to action. Let us unite across borders and backgrounds, standing together for dignity, equality, and justice in every workplace. In solidarity with every worker,

everywhere — especially the unseen and unheard.

Happy Workers' Day.

● *Workers' Day Statement by the President of Pan African Workers Association (PAWA) Barbara Tanyanyiwa*





Migrant labour exploited again

Response to the UK's 2025 Immigration White Paper

Comrades from the Pan-African Workers' Association (PAWA) are outraged by the UK government's Immigration White Paper, published in May 2025. The document claims to be part of a plan to reduce net migration, yet again, against an amorphous, shifting target.

Successive UK governments have promised to “crack down” on immigration, but none commit to a concrete figure. Why? Because the British economy simply cannot function without hyper-exploitable and precarious migrant labour. Any serious attempt to eliminate migrant workers would bring entire sectors to a standstill.

According to our comrades at the Migrants' Rights Network, the government proposed policies are guided by five supposedly reasonable principles:

- Net migration must come down
- The immigration system must be linked to UK skills requirements
- It must be fair and effective
- Rules must be respected and enforced
- The system must support integration and community cohesion

These principles sound fair until you examine what they actually mean in practice.

Take the idea of linking immigration to “skills.” The govern-

ment claims that increased employment of non-EU migrant workers in sectors such as health and social care, manufacturing, and support services has contributed to falling employment among UK workers.

But let's be honest: immigration stats that distinguish between “EU” and “non-EU” workers are often racial codes, “meaning ‘white’ and ‘non-white.’” And the real crisis in employment and public services isn't caused by migrants.

Instead, it's driven by austerity, underfunding, and an economy built on financial speculation, not people's needs.

The government even claims reducing migrant workers will somehow ease the housing crisis. This is absurd. Britain's housing shortage has nothing to do with migration and everything to do with a parasitic financial system that treats homes as investments, not shelter.

The most dangerous proposals in the White Paper directly affect our comrades under the Health and Care Worker visa.

PAWA was formed in 2022 in response to the systemic abuse faced by workers under this visa route. From the start, we encouraged migrants to unionise and fight back – not wait passively for permanent

residency. Some criticised us at the time for this position. But our warnings have now been proven correct.

Bit by bit, the few “benefits” of the Health and Care visa are being stripped away:

- The right to bring dependants has been removed
- There are proposals to extend the wait for permanent residency
- And the once-promised “pathway to settlement” has been quietly abandoned

The government's narrative of appreciation for care workers during the pandemic has gone up in smoke. What's left is a system that exploits, isolates, and discards migrant labour.

Together with our allies, we call for the abolition of the sponsorship system that ties workers' legal status to exploitative employers. It is a modern-day form of bonded labour.

Instead of labelling care workers “low-skilled,” the government should:

- Raise wages across the sector
- Improve working conditions
- Respect the dignity and rights of all workers—regardless of nationality

Migration is not the problem. Exploitation is. Let's name it, fight it, and organise against it, together!





Long Hours, Cold Breaks, Low Pay: Is This What We Deserve?

Every day, I drive an hour just to get to work. You might ask, what about fuel? It's not paid for.

From 7 a.m. until 10 p.m., I'm away from home. My so-called "breaks" are spent sitting in a cold car between calls, trying to stay warm. Some days, I get paid for just six hours.

If I'm lucky, maybe eight. But I'm still out for fifteen. In domiciliary care, anything can happen—one day you lose clients, the next day you gain more. There's no consistency, no stability. In reality, it feels just like being on a zero-hours contract.

This instability also affects the people we care for. It's no surprise that so many safeguarding concerns are raised with the Care Quality Commission (CQC). Carers are often given just 15 minutes per visit—to administer medication, prepare meals, do housekeeping, and pro-



vide per-

sonal care. It's impossible.

When you are rushed, you miss things. Sometimes important things. But we stay longer—out of kindness, out of care, out of duty. Even though we know we won't be paid for that extra time.

Morning calls are the hardest. We're expected to help clients shower,

dress, and eat breakfast in just 30 minutes. Some clients struggle just to get out of bed due to mobility issues. It can take 15 minutes just to reach the bathroom. None of this is taken into account.

And if something goes wrong? It's the carer who gets blamed. Never the system. I once asked my company: How do you even carry out these assessments? Some clients clearly need more time than others.

People have different conditions. But the visit times we're given don't reflect the real needs of the client. It makes you wonder if the assessments are being done properly—or even fairly.

There are also clients who regularly chase carers away. Agencies know who these clients are. And yet, they still receive full payment from the council for each call—even when no care is delivered. So where is that money going?

This job is not just underpaid and undervalued. It's being exploited from both ends. And at the centre of it all is the migrant carer, doing their best — day in and day out — with too little time, too few resources, and almost no recognition.





PAWA Activists Boost Union Power with Wales Training

● *By Gilbert Kateera*

I recently had the privilege of joining a powerful third activist training session hosted by the Pan-African Workers Association (PAWA) in the heart of Wales. Led by the inspiring Sekai and seasoned organiser Jamie Woodcock, the weekend was nothing short of transformative.

The training was focused on empowering a new generation of confident and skilled workplace activists. We spent the day diving into the fundamentals of what a union is, why they are vital to worker power, and how collective action can improve conditions on the job.

A key part of the day was a practical exercise where we were each tasked with identifying a real issue in our workplace that we would like to change.

From there we worked through a three-step campaign-building process:

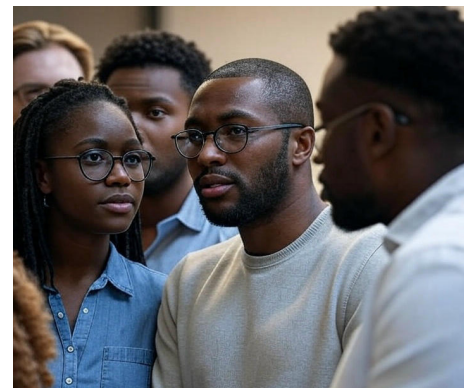
- Choose an issue – and explain why it matters: We began by identifying the root causes of the problems we face at work from

unpaid training and travelling time to low wages. We discussed how to focus on issues that are widely felt, deeply felt, and affecting our well-being.

- Choose a tactic and a decision-maker – and explain why: We then looked at who holds the power to make change and what action could pressure them. Whether it was petitions, utilising media spaces, collective meetings, or public demonstrations, we thought strategically about how to make our voices heard and demands impossible to ignore.

- Build a plan – and define what winning looks like. Finally we mapped out what a successful campaign would look like in practical terms: setting goals, timelines, and benchmarks. We discussed what meaningful victory would mean, not just for us individually but for all workers in our workplaces.

One particularly powerful moment during the training was when we watched the documentary, *Union Time: Fighting for Workers' Rights*. The film tells the story of American workers at a meat processing plant who faced enormous resistance and



challenges, came together to form a union and demand better conditions. Watching their journey served as a reminder that even in the toughest conditions collective action makes change possible.

To wrap up the day we had the opportunity to bond as a group with a short teambuilding outing taking in the natural beauty of the Welsh coast and spending time together outside the training room. These shared moments deepened our solidarity and helped forge connections that will strengthen our future organizing efforts.

Huge thanks to Jamie and Sekai for their facilitating and everyone who made the day impactful. We learned a lot, made connections and left equipped with the skills to stand up for workers together.



WORKERS' VOICES



United We Stand: An Injury to One is an Injury to All!

Injured and Ignored

“I was recently injured at work – my hand caught in a door. After surgery, I’m now on sick leave and set to return on light duties. But my employer has remained silent.

I’m on Statutory Sick Pay (SSP), and the manager says the area-manager isn’t even aware yet. They offered me an interest-free loan, not support. I’m worried

pushing too hard could cost me my job renewal. I’m healing, but not fully. I feel abandoned and alone.”

“It was only after meeting Marley (a rep with the IWW Union) that I felt confident enough to share. Having people like her around makes a difference – especially for us as migrants. Without support, it’s easy to spiral into panic, stress, and depression.” – **MK, Oxford.**

Victory on Mileage

“As promised, I followed up on my employer’s response about mileage. After a tense meeting, they finally agreed to pay us mileage separately – £0.45 per mile

— rather than bundling it with our hourly rate.

It wasn’t easy, but with courage I gained through PAWA, we made progress. Collective strength works.” – **TC, Perth (Scotland).**

Investigation Update

“I attended the investigation meeting. It went smoothly—they just asked for my side and took notes. I stuck to what I wrote in my email. Now I wait for the outcome. Thank you for the support – it meant everything.” – **ZF, Manchester.**

Sick but Denied

“Hi—please post this anonymously. I’m unwell and emailed work about my condition. My GP sent a message confirming it, but because it lacked a signature, they’re refusing to accept it. It’s been less than seven days and I’m still recovering at home. What should I do?” – **AM, Corby.**



pawa@iww.org.uk



UPCOMING EVENTS



20 – 22 June: IWW Conference

27 June: PAWA speaking at a GAILs event in London

28 June: ADP Cohort 2 last session

5 July: General Members monthly meeting



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on social media.**

Join the journey as we build a vibrant
and stronger working class.

Use any of our online platforms
– we'd love to have you with us.

TELEGRAM QR CODE



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THE PAN-AFRICAN WORKER

About

PAWA is a workers association for mostly, but not exclusively, African workers aimed at improving working conditions and work possibilities in the UK. We are a chartered association of the IWW, a registered trade union in Britain.

General Enquiries

Contact: Guruuswa
Email: pawa@iww.org.uk

Industrial Workers of the
World (IWW), Wales, Ireland,
Scotland & England Regional
Administration (WISE-RA),
PO Box 111, Minehead, TA24
9DH, United Kingdom. IWW.
ORG.UK

