

John Haggas Ltd Discrimination Case: Val Rowlands, Bashir Ahmed, Mohammed Khan and Mohammed Rasab – Transcript

Audio Quality: Good, some interruptions and a bit of background noise 2:09:00 ish

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I was going to the bathroom, but the ladders were there. I was told that I was going to start working. I was told to be careful, because if I start working, I will be going to the district court. I was ready to do the work. I made a big mistake. I was asking a question.

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LMI: I was asking a question, and I know these two gentlemen are saying that we'd rather speak in our language. I wasn't aware of the English level, and I know these two gentlemen are saying that we'd rather speak in our language...

LMI2: That's fine, yeah.

LMI: So I think Muhammad Rasab is going to be perfectly fine in both languages.

MR: No, I'm not answering yet. I'm just quiet, I'm listening.

LMI2: I know, I know. Because I was saying to Mohammed [?] ok in English as well.

MR: Because she first place said we are going to be asking these all questions. And Mr Khan started answering. And that's why I thought I'd just leave you for time being because he...

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LMI: Explaining what the process is.

MR: Exactly.

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LMI: I'm just going to listen to this and see what the...

LMI2: Can I just ask you... Don't break the habit of a lifetime.

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LMI: Is the quality slightly better on this?

LM12: I think probably, yeah. Should we do it on both of them? And then we've got our back up.

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LMI: Because I'm thinking we'd rather have a good quality piece. And in terms of work, I come to see if he is a record concern audio and but you must have school number so try to some educational resources but not that you know, but I guess I need to get to a recording recording that and give him the Ace Monitor. Do you guys have any questions before we started?

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MR: Actually, did you know, in that time we have a video system, and we have a recording already. Even...when we have been in the conference in Blackpool. And Bill Morris... I think this is a tape for T&G. This is some we making ourselves. Some we, er....from T&G. From Blackpool. Bill Morris...

LM12: Yeah.

MR: ...basically told *every* single thing. Because I watch at home. My video is not working but I get from somebody else.

LM12: Ok.

MR: And this is, I think, is news.

LM12: Oh, that was the BBC news.

MR: BBC and the Look North.

LM12: Oh, very good.

MR: This is BBC and Look North are recording it.

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LM12: Well, if we could take them away with us and borrow them? And I'll make sure I get them back safely to you.

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MR: No problem at all.

LM12: And if we get them onto a different format, we can even get them back...[?]

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MR: These two, we have a film where we make a party. In the community centre and the Swiss centre. And I think this is more helpful.

LMI: Thank you.

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MR: If you want it for, you take it.

LM12: Do you know what, the party might be quite interesting because....

MR: No problem at all. I will put it on....

LM12: ...what we are trying to get is, with the project, is a balance of the social side of things and people celebrating things, as well as the [?] side of it.

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MR: I mean the one film, just the recording is the news. The news...BBC, national news and Look North as well. It's not just one, I think it's three or four. When we win the case, that time is, well, the reporter is there, and they get interviewed. And yourself and everybody is there. Even is our baddest of the baddest. This one is recording, isn't it? And only one thing is different is, I know is myself, when Kiran has seen this film and he says, 'Oh, your dad he is old. She is so young.

LMI: You guys need to be kinder to the...I think she still looks very young.

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MR: No doubt, but if you see in the film, completely different. If you go back 30 years.

LM12: Well, we'll all lose some lines, won't we?

MR: Exactly.

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LMI: Right, are we ok to make a start?

MR: Please.

LMI: Thank you. Would you like to start?

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LM12: Yeah, sure. So, thanks for being here. So, should we go round one by one and do names and addresses? Yeah, ok. So, if we could start...

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MR: We'll do the same as the start.

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LM12: Ok, we'll start here. If you could tell us your name. Roughly where you live in Bradford, we don't need your house number and that sort of thing. When the story is about. The name of the mill. And what you did in the mill. So there's quite a lot to remember there. So I can remind you if you get halfway through the list and forget, because that's what I'm going to do.

MR: If you put on one question. Then I can answer it.

LM12: Ok. Sure.

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MR: And if you want to, I can start full stories. Take a bit longer.

LM12: No, if we... we'll just do this bit first. Yeah, and then we know who's in the room. And then we can start asking some of the questions about what happened and what went on. Ok. So, if you can tell me your name.

MR: My name is Muhmmad Rasab.

LM12: And where you live?

MR: 97 Devonshire Street, Keighley, BD21 2BJ.

LM12: Ok. And when is the story about?

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MR: You mean is...

LMI2: In time?

MR: Is talking about, is 1992.

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LMI2: Ok, and the name of the mill that we're talking about?

MR: The textile mill is John Haggas, Indra, Keighley.

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LMI2: Ok, and what was your job?

MR: My job is... actually, I do labouring as well. And first I do ring spinning. Spinning the ...making yarns.

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LMI2: So that was a job you were doing at the time? That we were talking about?

MR: Exactly.

LMI2: Ok, great. So, Mr Khan, if you could tell me your name, please.

MK: Mohammed Khan.

LMI2: And your address, roughly where you live in Bradford?

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MK: I live in Frizinghall.

LMI2: And we're talking about the same period of time?

MK: Yes.

LMI2: And the same mill?

MK: Yes.

LM12: And what was your job in the mill?

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MK: It was star worker.

LMI: Ok.

MK: Star worker.

LM12: In the store. Yeah.

LMI: Star.

LM12: Star? Ok.

MR: Star mean is they can... he have his all job experience...when people is short, when they...

LM12: Ah, ok, so he could fill in? So multi skilled. So, yeah, I am glad you explained that because I didn't understand the term.

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MR: That's why we call him 'Super Khan'.

LM12: We'll put that in brackets after your name then. Thank you. And would you like to tell us your name?

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BA: Bashir Ahmed. Vahid Eman.

LM12: Ok. And roughly where you live, in Bradford?

BA: San Pueiro.

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LM12: And we're talking about the same period of time, aren't we? The same...

BA: Same.

LM12: ...time. And the same mill. And what was your role in the mill? What was your job?

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BA: Ring spinning.

LM12: Ok. Just... Oh, sorry. Sorry! Last but not least! Would you like to introduce yourself?

VR: I'm Val Rowlands. I live in Bradford 9. And I was working at Bradford Racial Equality [Council] at the time.

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LM12: And what sort of thing were you doing?

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VR: I was doing discrimination cases.

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LM12: So were you a lawyer?

VR: No, no. Self-taught.

LM12: [? Great, ok. Just so it might be quite useful for us to have this as part of the resource as well, could you tell me what a ring spinner is and what that job involves?

MR: Actually they making yarn, for the clothes. And the ring spinning mean is... like cotton scones. And they making yarn to the spinnings.

LM12: Ok. So it's working with a spinning machine?

MR: Yes, spinning machine.

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LM12: Ok. Right, well, the next question is a very big wide one. What happened? What are we here to talk about today?

MR: I don't know is which one is it going to start. Myself or...?

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We have been here for 10 years. Interview full of people.

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Sir, you are not dead. Sir, I am alive. Yes, I am not dead.]

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MR: We joined the union. Not beginning. We tried to join the union a few times before, and maybe couple of month, or one year after, people not been paid, just leave. And one day when we find out, because company tried to giving workload is extra. For the day shift. First place they try in the day shift. They refused to do it. They refused to try to do it. And we know this because we know contact with day shift and night shift. Because when we finish, and we talk to ladies[as] well then, they said, 'Management try to give extra work. And we refuse that, we can't manage to do it. And management not take any notice or anything.' Then they come to *me*, because... another word is... I'm... all the times go in the meeting with management and myself and workers. And they come to me, and they said, 'We try to do it and introducing some extra work.'

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MR: I said, 'Did you try in the day shift? What did you get result?' He said, 'They refused to do it.' I said, 'Why no you try *again* in the day shift?' Because all management... most... Because night shift only supervisor is overlookers. But day shift...all management there and you try[them] and you see what's going on. Easy for us.' And he said, 'They refuse to do it. But if not you do it, then we're going to be dismissed to you if you refuse it. And we can start new employment.' And they put it on the notice in the notice board. Three or four weeks, I can't remember exactly. But they said, 'In this period after we're going to be trying in the night shift. If not do it, then...' They give... basically 82 people, I think at that times, they given each person to letter: 'If you not taking next workload then we're going to be closed on night shift and we dismiss to you.'

LMI2: Ok. So there's a big difference in how the day shift were being treated; the level of supervision they had; and the way that the night shifts were being treated. And the consequences of refusing was different for the night shift.

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MR: Exactly.

LMI: Is it ok if I pause you for one second and if I ask these gentlemen how they felt about it? So I'm just going to ask them how they felt about it. [0:13:35-0:14:32]

LMI: So I'll let you speak in English, then. So, the question I asked them, was how did they feel once they received that letter? And they are saying that, you know, it felt like a threat. And felt like it was forced.

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MR: And actually, when we receiving the letter, and that times we get together in dinner times, (because we don't work in one department; we have a... three, four different department). And we get in canteen and sit down and talk to each other. And we feel... because some people is come from Pakistan, is new. And some people have a mortgage. And when they get the letter, 'We're going to be closing down,' this is very shockful. Everybody frightened. They think, 'Oh my god, how can we manage to the... livings? Because our living is... No any other income, just wages. 'If we have no wages, where we can go?' And everybody have a difficult situations. But I told them, 'We can try somewhere else. Because is no full stop. We can, whatever company said, or management said, is shockful, is no doubt. We worry about that, when we losing our jobs. Because 82 people can't get jobs same times.'

LMI: Yes.

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MR: 'It's very very difficult. But we still go, see somebody, and get some kind is legal advice. Or we can rejoin *again*, maybe union.'

LMI: Right.

MR: 'And they may.... going be our helps.'

LMI: Yeah.

MR: And first place we go to seen, the T&G's - Transport General Workers Union in Bradford. They said to me, they....another word is refuse to join it because I told them, 'We get this letter [then] we need to quote,' and blah blah. They said, 'Oh, when you have a hard time, you come to us and join union. And when management not give you tough times then you refuse to pay memberships.'

LMI: Yeah.

MR: And that ways, I don't blame unions, but [laughs] we did a few times before. And I try again, and they refuse to join it. Then Mr. Zofali, this man, he is in the Keighley. He is working for RECs. I go seen him as well, and I told him, 'This is the happen.'

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MR: He said, 'Best way you can accept whatever company said. If not you accept it, they are going to be close down.' Instead he going to be helping, he advised to me, 'Mr. Rasab, look, whatever management said you should accept it. If not then they are going to be closed down. 82 people is a difficult situation.'

LMI: Who did he work for? The race and equality?

MR: REC, the Racial Equality Council of Bradford.

LMI: Thank you.

MR: And I said, 'I will talk to, I think... I remember it's Jawed Bashir, this man, I talked to him.'

LMI: Who is he? What was his role?

MR: He's not working with us. He just live in Keighley.

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MR: And he has some friend, I think Ishtiaq? Or...He worked in the Bradford.

VR: Ishtiaq Ahmed.

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MR: Yeah, Ishtiaq Ahmed. He working with Val. And he said to me, 'My friend working in Bradford. And if you go see [Val] Rowlands, maybe she can help you.' Because I've met him first time, through the Javid Bashir or Ishtiaq Ahmed. I go there and we talk about... She said to me, 'We can try it. In this stage, I can't promise it, what's going on. But leave with me and we can try and see what we can do. What we can help to you.'

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LMI2: So the 82 people you mentioned, was that the number of people on the night shift, who worked the night shift? That they were saying, 'Right, well, we'll close that down. Those 82 people will lose their jobs.'

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MR: They'll lose jobs...But in the... same... they have machinery...and the same yarns making there... We call it Old Mills. This is New Mills, this is. Where we working is New Mills. Same companies. Same everythings. But they told people, 'We can do in a new practice.'

LM12: Yeah, yes. So bringing in this new regime of needing you to do more work, for the same money. The day shift had said, 'No, we're not doing it.'

MR: I'm talking about Asian people is... Some working in Old Mill, as well.

LM12: Oh, ok. Right, so...?

MR: They work in night shift as well.

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LM12: Well, that was what I wanted you to sort of... help us to understand for the recording, you know, was it mostly Asian people who were working...?

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MR: In the night shift.

LM12: In the night shift? Was it entirely Asian people?

MR: Entirely. No, except supervisors, white, is English. And... in charge is English. Which is white. And Asian is Pakistani or Bangladeshi. No Indians. Just Bangladeshi and Pakistani. They work in all these. Asians is in the night shift. There's no any male or females, white, in the night shift.

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LM12: Ok. And in the day shift how was that different? Was that a mixture? Asian and white?

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MR: Yeah, I think it's maybe... 3% working in the day shift.

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LM12: So 3% Asian?

MR: Yeah, in the day shift.

LM12: And was that a mixture of men and women in the day shift as well? Or...

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MR: Is most women working the machines.

LM12: Ok.

MR: Mans doing labouring jobs. Maybe a few mans working the machines, Asians, in the day shift.

LM12: And it was a...

MR: The evening shift is completely English women, white. And only few mans doing labouring job and... which is heavy jobs. Doing with mans. But most is ladies.

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LM12: Ok. And it was... was it those ladies on the evening shift who you had the conversation with and realized that you were being treated differently?

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MR: Exactly. Because we work overtime in the evening shift. And we have a conversation with womens. And also we have a day shift... before we finish they arrive, we talk each others, while going on, and they told us.

LM12: Yeah, okay. Thank you. Right. So there was also... I've got in [the] notes Nabeela's done here, an issue around holidays as well.

MR: Exactly, but we're breaking from...

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LMI: ...the story.

LM12: Ok, so that doesn't... So, ok we'll come back to that a bit later.

MR: If you want to carry...

LM12: No no no no no.

LMI: If we follow your lead. So you carry on at the pace that you are going.

LM12: We will follow your lead rather than Nabeela's list of questions...

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LMI: Which is absolutely fine.

LMI2: Ok.

MR: I think I said we met Val, and she try for helping. When I seen Val, I think is one week after, because difficult I remembering, exactly. One week or maybe less, when we see next meeting. And she said to me, 'You have a union?' I said, 'We have a union before. Few times we join it. And we... people refuse to keep carry on memberships. And now I've been again, they refuse to join it. They said, 'We're not going to help you, because in this situation we need to go in tribunals, or whatevers, in the court. And we don't want to spend any money.'

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LMI2: Yeah. So there's already trouble brewing. And at the point that you want to join -that's the reason they're giving to you - that they don't want to take you on as new members.

MR: And when I talked to Val. She, I think, is ringing or sending letters, I don't know, I can't remember, maybe she knows better than me. And she said to me, 'You go back again. And request to John Durkin. He is the... most textile unions... he go in representing to the inside, in the mills.' When I go seen him, make appointment.

LMI: If I can take his name again, please?

MR: John Durkin.

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LMI: Thank you.

LMI2: And that was the Transport and General Workers Union, is that...is that the one?

MR: Exactly. And he said to me, 'Look, we tried to help you before, a few times,' And I think is personally, if not Val been involved in it, they not given memberships to us. Because I said to John, 'We know we are doing wrong, because in this situation...' I give an example, I said, "'If I go to the insurance company and if you have already accident...'"

LMI: They won't accept it.

MR: "...[won't] accept it." I don't blame you, but in this situation I'm still in the work. And we promise that [we'll] keep in the union's membership if you do it. Company already doing races with us.'

LMI: Yes.

MR: And another one is union doing the same things. And I don't know... I know is the... they know is behind is Val.

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LMI: Had he accepted it for all of you then?

MR: Accepted.

LMI: Right. All 82 of you joined?

MR: Not just 82. Even is... which we calling Old Mill, they have a... I think same same number of peoples in the night shift. They joined it. Even is day shift women started joining as well. Evening shift as well. Talking about is... roughly 300 peoples. They joined it together.

LMI: Right.

MR: And they get good memberships. And another company's textile mills workers, when they knows this is going to be happen with the John Haggas cases... because we go to the masjid and talk to each other, and that ways people... is small community. And they... each of ... most people is textile worker. When they told each other then, they said, 'Oh, best way we can join.'

LMI2: So more people can see the benefits of being in a union at that point.

MR: And other textile workers as well, which is, I know, is three mills joined it. And they joined union as well. But union get good memberships. Because our benefit is no doubt. And also is union is benefit because they start and get more memberships. And more publicities. I think is Val Rowland is... she is a textile worker and the union, between... She is the bridge! Because union get more memberships. We get support from the unions and we... if people appreciate or not, but I do still.

LMI: And we're thinking about the State Commission [Balber's gate commission?]

[Laughter]

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MR: No, no, no!

LMI: I'm joking!

VR: Backhanders.

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LMI: I've got three people sat here defending you, I better be careful!

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VR: I don't know if it's ok to interrupt, but I think one of the... I can't remember the exact sequence of events, but I think one of the things that influenced the union was the fact that we were going to lodge the claims to tribunal. Which we did. They didn't do it. And we went to meet...

MR: You were right, I missed that, sorry.

VR: I think that's the final thing. Because they realized that 82 men in this mill, ok, where they had union members on the day shift, were already lodging their complaints... had lodged their complaints in the tribunal...

MR: Exactly, you are right. I'm sorry, it's a long time ago.

VR: No no no, it is a long time ago.

MR: I don't mean to forget.

VR: No, no, of course.

LMI: No problem at all.

VR: I think that was the kind of thing that kicked them into it.

LMI: And because like you said, the day shift at the same mill, they already had, did have members.

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MR: They joined in after us.

VR: Well...Oh, well, I can't remember that...

MR: Because they have no shops steward will they pay to me. That's why I know.

VR: But I think...Anyway, anyway, that's fine.

LMI2: So all of a sudden the Union's got a lot more members from Bradford.

VR: Yeah.

LMI2: Well, that's a change to be proud of anyway, isn't it, I think. but...um... so we got so far with the story. So now you've joined the union, what happens next?

MR: Next union and Val, they both try to help us. And they get together in the meetings in... I think it's a community centre in Keighley. Because you can't sit down in the small room or... because needing bigger hall and so many peoples. 82 peoples. And maybe a few extra peoples came - news reporter and others. And they make decision. Already which as Val said, exactly is correct, she make already decision. We take in tribunal even is no union. But that time we get more powers, not just one. Union is one. And union try to... came in the meetings and they said, 'We could be represent to you.' They both try try to help. And we feel more better, all my colleagues. Because we think is, we have more powers. Because if they making application to the tribunals. And newspapers and also is Look North is... they all comes in the meetings. And we think is, 'We are safe. They no sack to us now. They're not closing down till tribunal is a come a decisions.'

LMI2: If I can pause you again. So I'm going to ask...[Needs translating]

LMI2: So I'll translate it in English. If you're giving the answer, I'm going to ask it in English then. So the question I asked was that, in our community, (we're usually quite a frightened community), so if something like this happens and you hold a meeting, there's always a few people who say, 'They're going to take you to a tribunal. That means it's going to cause trouble. Lots of these. We'll probably lose. And we're gonna lose our jobs as well. *We're* not supporting these people.' So I wanted to know were there fractions in the group that were thinking that? And Rasab's going to answer that.

MR: Actually when we get together. And some people they think is... because everybody is no same situations. Some people think is, 'Oh, if we... even we can carry on extra workload, that is better for us, instead, we go to the tribunal.' Some people think it. And also is a... because I said to you already, same company's workers, Asian... in Old Mill...

LMI: Yeah.

MR: ...they said to us... even to myself...

LMI: Yeah.

MR: they said, 'Oh, you making big mistake.'

LMI: Yeah.

MR: '...you making big mistake. 82 peoples can't get jobs. And don't go to the tribunal.'

LMI: Yeah.

MR: And some people already said to me – *some* - not majority, majority people said, 'We want to go in tribunal.'

LMI: Yeah.

MR: Some people agree to, 'Oh, we can stop machines.'

LMI: Yeah.

MR: And sit down, till they no sorting out our problems.

LMI: A strike then? They preferred a strike?

MR: But I said, 'No I'm not going to supporting that. If it's going to be a strike, they can ring to police, kick him out. And they can start some new workers. And we have no powers to combat. If we stay inside, carry on work, (instead of stopping machines), and put in an application to the tribunals, which is already Val and Transport General Workers Union, they going to support to us. That ways we safe.'

LMI: I've got a little bit confusion just left. Do you know the Old Mill? The Asian workers there, were they doing night shift? Were they asked to do extra work as well, or were they not?

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MR: They first try only New Mills.

LMI: Ok. And had they accepted it?

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MR: Old Mills?

LMI: Yes.

MR: No, no. They no accept it. But they no want to go in tribunals.

LMI: Ok.

MR: They no accept it.

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LMI: Right. And did they have the same letters?

MR: They have the same letters. But they don't want to go in the tribunals.

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LMI: What they wanted to do was take on the work, and see how it...

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MR: No, no, no. They are not taking extra work.

LMI: Right.

MR: But...

LMI: They weren't going to do anything either...

MR: Just they get letter and...quiet.

LMI: Right.

MR: In this period of time, they said four week times...

LMI: Yes.

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MR: ...times we give it. They don't want to go in tribunal. They don't want to take into the extra work. And just quiet and see. See what's going on. Four weeks. In between times we already put in the applications. And they don't want to join with us. They said if we joined it, we making silly mistakes.

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LMI: I see.

LM12: So they were trying to bring in the changes first in the New Mills - the new regime of changes?

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MR: They want to change in Old Mill as well.

LM12: Yeah. Ok.

MR: In the night shift.

LM12: Ok.

MR: But just different is... we try to move it on. They said, 'They giving four week. Let them to do what New Mills are doing it. And just we keep quiet...

LMI: See what happens.

MR: See what happens. 'But I don't want to go in against some companies. We don't want to go in tribunals. We don't take in extra work. In four weeks, and they already told... four weeks after they are going to trial. And that's why they are going to keep quiet. They not take any... participate. Even if they brainwash to New Mills workers, 'Oh Mr. Rasab making mistake.' And er... Our, he passed away, he's really very good man, and well educated, Mr Ravarez. He said to me, 'Mr Rasab, you putting on ladders and take people in the roof. And now you taking ladder back and tell everyone to jump. You're making silly mistakes.'

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VR: Is that what he said? I didn't know that.

MR: He said to me. He said to me. He's my friend as well.

VR: I know.

MR: And he is very good man.

VR: I know. I know.

MR: And one day when we finish... But it is a bit late... Anyway...

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LMI: Before we move on, I want to know, how did you feel? Because you are taking on... You are taking this case forward; You've got people who are simply following you and saying 'Ok'; You've got a whole other side that are saying, 'We're not going to support you.' And you've got people within these people who are telling you, 'You're making a silly mistake.' Did you still feel strong enough to carry on? Were you....? How did you feel?

MR: I think is... Personally, I feel safe. Not just myself - all workers.

LMI: Ok. Why?

MR: Because I think if we go in tribunals... and we have a... because they don't know us. I think personally, I have enough evidence to give it.

LMI: Ok.

LMI2: So it's a strong case.

MR: I think personally... because if I providing evidence...

LMI2: Yes.

MR: ... because I...I've been in so long, working with this company, I think it's about more than 20 years. I know is most of the time involved in meeting and everything. And I know is where we are going. And what we have improved.

LMI: Thank you.

LMI2: I think it's interesting and really good that this has come up in conversation, because lots of times what sometimes gets missed is the trouble between people that this kind of threat from in your workplace can cause. Because people will disagree. They'll have different circumstances. They'll have different levels of trust, and confidence that you have that information. And even if you have it, you've got to trust that a system will treat that information fairly. And, you know, it does mean that you can have different ideas than your friends, (quite close friends sometimes), and it can harm friendships; It can make you feel closer to other new people who you feel... sorry that's all I guarantee with them... I don't think that part of what happens in an industrial dispute, always is heard and gets talked about.

MR: Actually, majority people is happy to go in the tribunals. Because when we talk... I talk to people, I said, 'You go in tribunals. If you losing case, you're not paying money from your pocket. Union going to be paying. Or Val can find out is some way from where REC's, Racial Equality Council. Because we already agreed to put in an application. But now union is going to be bargain. They are going to be paying, because we have a membership. They accept to us. If they accept it, they should pay. And you not lost anything. If we losing case, if worst to worst, you can carry on extra workload and you stay there.'

[2

0:42:11

the] Needs translating?

1

0:42:26

LMI: I was asking the gentleman, I said, 'You are very quiet today. Were you quiet at that time as well? Did you just follow what they were asking you?' He said, 'I pretty much did.'

[Needs translating]

LMI: So whereas Mohammad Khan was saying...

[Needs translating]

LMI: So that was the difference...

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0:44:08

LMI: I think that's understandable. That's understandable isn't it. That's what Muhammad Hanis explained. This probably would have fit in at the end. He said even though about 30% of the workforce from the 82 was not going to be affected by the changes...

MR: Actually, this is how we can leave it, a bit late. I can explain to you what is going on.

LMI: Brilliant.

MR: Because most of the time, because I have a contact with management, I have a contact with workers. And this is... we have some issue with the last minute.

LMI: Ok.

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0:46:44

MR: And what Mr. Khan said to you now, this is... I can explain to you what going beyond.

LMI: Thank you. I will let you carry on.

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0:46:54

LMI2: Ok. Well, so just when we got to this point where our stories got to, you said that you got contact with the management. What was the feeling like in those conversations? Was it getting a little bit... agitated? Or were you still able to discuss things and talk about...

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0:47:15

MR: No, we have a meeting with the company's management. And I said to them, 'We're going to be putting an application to the tribunals.' And they know, because some people go and tell to management. Or they can see the paper as well. And they can listen in the news. I'm not saying just people being told to the management. They know is find out is what going on. And I told them as well, 'I taking to the tribunals. And already we make an application which is 82 people.' And first place is, I don't know is...it's been mixed up for whatever reasons Mr. Khan said recently. Actually, 82 people, first letter get *everybody*.

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0:48:12

MR: Everybody. There is no...no is 33 people or 32 people that no gets. Everybody, single person get letters. Even... No, let me to finish, Mr Khan.

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0:48:31

VR: Sorry, can I just say something, If they didn't, the claim would have fallen. If they hadn't got the letters, the claim would have fallen. [?] They'd got to have suffered something.

[Needs translating]

2
0:48:33

I will not give you a stick, stick is not given to you, go to Pakistan I read the notes in the case

10
0:48:39

No, no, no, listen to me for a minute, listen to me

2
0:48:42

Listen to me, listen to me

10
0:48:44

Oish Rao, they, because if not they get letter Yes

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0:48:51

MR: If not they get letter, I accept Mr. Khan is right.

LMI: Yes.

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0:48:57

MR: If 82 people is no get letters, they are not allowed to go into the tribunal.

2
0:49:42

VR: Exactly.

LMI: Yes. Ok.

MR: Mr. Khan has been, I don't mean he deliberately say 'no', our..., his views,' But if people no get letters...

2

0:49:56

LMI: If you don't mind, we'll carry on with the story. This conversation...we'll probably come back to it, after you've won the case and get back. So, so far we've got to the point where you've met the unions. They're going to support you. You've got the racial equality support. You know the funding is going to be covered, you're going to take it. How long did that process take? What was it like working in the factory in those days? Did you see the bosses? What was it like? And things...

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0:50:20

MR: Actually, they give it four week in times. And within four weeks we put in an application to the tribunals. And also union started backing as well. Because we get support from the unions. Even is before four weeks. I remember maybe two, three weeks we joined the union. And everything, applications, everything is gone.

LMI: Yeah.

MR: Because company knows union has been involved in. Because first place they think is 'They have no union or anything...'

28

0:51:02

LMI: Yes.

1

0:51:02

MR: ...'and they're easy.'

LMI: Yeah.

MR: And when we joined it, they know it because when we have a first meeting in the community centre...

LMI: Yeah.

MR: ...that time is in the newspapers. The peoples came. In the Keighley News and Telegraph & Argus. They giving it, 'Oh, they join the union and union going to be represent to him.' That ways is pressure is a...

LMI2: Bit higher now.

MR: ...No... before is higher. They come bit low. Because they think is union members is a bit difficult to sacking or...

2

0:51:50

LMI: So the pressure was lower for yourselves. You thought, 'If you are union members, now they won't sack us.'? A bit more confident.

MR: Yeah.

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0:51:57

LMI2: A bit higher for the company, for risk.

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0:52:00

MR: And they called to me, and they said, 'Don't go tribunal. Don't go to the tribunal.' And, 'End of day you can lose your job.' And so on and so on. Because they... another word is that they keep threaten to us.

2

0:52:20

LMI: Had they tried to negotiate and say, 'We'll take the work away.' Or something?

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0:52:24

MR: No, no.

LMI: Just threats, 'Don't go, you'll lose your job.'

MR: Yes.

LMI: Ok.

MR: That way they are strict.

LMI: Right.

MR: They have no change in...

LMI2: [?]

MR: No they say...

LMI: In the offer.

1
0:52:35

MR: No. We put in an application to the tribunals, and they find out. And after that we have less meeting with the companies.

LMI: Ok.

MR: And they don't bother to talk to us. Another word is they're falling out. [Laughs]

LMI: Yeah. Yep.

MR: And they can't sack to us.

LMI: Yeah.

MR: Because the application is already gone, and the union started backing. And we think is... Some people still thinking, 'Oh, maybe we will lose.' But when we get together and said, 'If we lose it, you can carry on jobs.'

7
0:53:34

LMI: Yes. Yes. So reassured them?

MR: Yeah. And the union there. And they can negotiate with the company, or whatever. And the people more feeling safe.

LMI: Yeah. As far as the case, how long did it take before it was heard?

VR: It was sort of May, wasn't it? May or June?

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0:53:56

MR: I think it was 1993?

VR: It was '93, but the claims were put in in '92. Towards the end of '92. And the hearing happened May or June '93.

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0:54:14

MR: Exactly.

VR: In Leeds. At the Employment Tribunals.

LMI: So it took about six to eight months.

VR: Yeah. Not that long compared with things now.

LMI: And was there any more work or any more meetings? Anything else that you need to tell us? Or is it now taking it to the case?

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0:54:33

MR: Oh, well, just to we think... to sort it out to the tribunals. Because company have not tried to negotiate for taking same workloads. And we refused to take it. And that ways leave it to the tribunal. They make decisions.

LMI: And was it just a one-day hearing? What was it like? The build up before? Did you guys have a meeting? How many people attended? Where was it?

MR: You mean is before go to the tribunal?

LMI: Yes.

MR: No, no, no. Is... before go to the tribunal, when the school time in the years. I have a meeting with the company. I remember... I don't know [if] I still have a letter or not. They said to me, 'You don't go to the tribunals.'

LMI: Again? The second time...?

1
0:55:41

MR: Just for myself.

LMI: Ok.

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0:55:44

MR: 'If you refuse to go and the union is not going to support it.' Because they know I am going to lead it. They know I am a shop steward. People are listening to me. They said to me, 'Oh, if you don't go to the tribunals, we can give you extra power. Like jobs, easy jobs, like a supervisor or night shift.' And also they said to me, 'Oh, we can give you some money if you refuse to go to tribunals.' If you remember, Val.

VR: I do.

MR: I said, 'How can I know [if] you've given me extra money?'

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0:56:34

LMI: Yes.

MR: I needing some kind of proof.

LMI: Yes.

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0:56:39

MR: We said, 'Oh, I don't want to go to tribunal, then' And you said, 'Oh, I don't want to give you money.'

LMI: Yes.

MR: He said... I remember... Skipton Building Society. He said 'I'm a director in Skipton Building Society,

LMI: Right.

VR: Was this is Brian Haggas?

MR: ...'and I give you £50, 000.'

LMI: Wow!

MR: I just say, 'Oh, very good.' Like you said, 'Wow.' I said, 'Oh yes, I'm grateful if you pay me, but I needing some kind of letter or anything.

LMI: Smart man.

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0:57:23

MR: He said to secretary, 'Oh, give a letter to Mr. Rasab.'

LMI: He did?

MR: Yeah.

1
0:57:31

LMI: He wasn't thinking, was he?

MR: Yeah, he did. He said, 'We'll give you £50,000 if not you go to the tribunal.' That letter, I think I showed to Val or unions.

LMI: Right.

2
0:57:49

LMI: Is that what it said, Val? What did it say the £50,000 was for?

VR: I can't remember that bit of it now. I mean bits of it disappear, you know.

LMI: Yes. But that must have been like...

VR: Well, there was constant attempts to buy people off in some way or another. Divide people.

2

0:58:12

LMI: Yeah. But what would you write in a letter to say...

VR: Quite.

LMI: What would you, I mean, professionally you would think you'd be shooting yourself in the foot, wouldn't you? What would you say like, a mill worker, I've given £50 000. For what?

2

0:58:26

VR: Well, he was a... [?] man. [Laughs]

[5

0:58:28

MK: I'm with the people.

I see.

Wow.

You can ask.

You can ask.

2

0:58:33

You can ask.

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0:58:57

the I It was a coincidence that I met him. And it is a great honor. Because before, I met another man in Ketla. I was in contact with him. But he didn't make a coincidence. He didn't let me go.

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0:59:50

I think he was not willing to come. After that, I met him again. He said, I am coming back. I was in the hospital for about a week. I was very respected. I met the lady and gave her money back. She gave me all the money I had. What was the name of the person you met?

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1:00:37

He was A Field. What was the name of the mill? Hayfield

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1:00:43

What was the reason for the decrease in the number of people working there? The government was not paying us our salaries

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1:00:55

They were not paying us our salaries The government was not paying us our salaries I Yeah. to I I don't know. I don't know.]

1
1:02:06

I don't know. the I to

LMI: Thank you. That's fine. The case, it was May or June time.

[?]: Yes.

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1:03:11

LMI: Ok. How long did it last? What did it feel like? Was it one day? Was it a couple of hours? Two, three days? How long does it take?

VR: The first case, three days definitely.

MR: I think more than three.

VR: Yeah.

MR: I can't remember.

VR: What they decided to do in the first case was take four people's evidence. Because we went to the direction...well, I did the directions hearing...four people's evidence, because of course their situation was all the same, barring the *different* levels of warnings they'd had.

LMI: Ok.

2
1:05:18

VR: Ok. So they took... the tribunal agreed and the other side agreed in the directions hearing, that they would have evidence from four of the applicants.

LMI: Ok.

2
1:05:30

VR: Because they represented... their evidence would represent the experience of everybody else.

LMI: Ok.

2
1:05:36

VR: That was different in the next case. But we'll come on to that.

LMI: After three days, what was the result?

4
1:05:43

VR: Very good. [Laughs] One I'll never forget.

16
1:05:45

MR: Three days after the...when tribunal... decided... I think, is it quarter million pound compensation? For 33 peoples they can get, I think, £1000?

VR: Yeah.

MR: And 48 people is £4000?

VR: 49.

5
1:06:12

MR: 49. I can't remember. You have it written.

VR: Well, they've got it written actually. I haven't...

LMI: I did my research!

VR: Yes. They told us...

[Needs translation

2
1:06:36

I'll change that, that's a problem in the answer.

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1:06:39

It's a good question, but I'll change that, that's a problem.]

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1:06:43

VR: The decision was actually given to us on the day, but we got the written decision later.
And the company, as part of the decision...

[**LMI:** I'll let you know, if you kindly carry on. Do you want me to do anything.

LMI2: I'll be ok.]

[8
1:07:16

God's bless you.

5
1:07:18

Um... God, he is. I know he's not doing well. I'm just giving you a bit of a costume.

1
1:07:28

Because it's only two.]

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1:07:30

VR: If you need to, Mr. Khan, if you need to go, because we'll be coming on to the second case next. And you weren't involved in that.

MK: Thank you very much.

VR: No, no, it's fine. Thank you for your time.

[5
1:07:44

BA: Thank you very much.

[1
1:07:46

Bono Jagadonu.

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1:07:48

Is there a complaint?

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1:07:50

Yes, there is. I have to go. He is a good man. Thank you.

11
1:08:02

Very good to see you.

22
1:08:03

VR: Please give my best wishes to Hathi. Tell him to ring me up.

21
1:08:05

Tell him to ring me up.

2
1:08:06

Okay, I'm not going to tell him, but I can.

1
1:08:10

LMI: Is it okay if I take a photo before you leave?

23
1:08:11

LMI: Right, gentleman, where would you like to pose? You want to start off or...?

[2

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1:08:32

You want to stand up?

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1:08:34

Yes, you can stand up there.

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1:08:36

Later I'll be standing up there.

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1:08:38

LMI: Exactly.] Come on Val, join the team.

22
1:08:41

VR: I'll stand behind you.

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1:08:42

LM12: I will never forget the day I met Super Khan.

3
1:08:49

All: Thank you very much. Thank you very much.

[Needs translation?]

VR: Thank you for coming.

VR: They weren't involved in the next case anyway, so...

21
1:08:58

LMI: So at this stage, you... the case has gone on for 3 days. You're really happy because you've got some compensation coming. You know you've won the case. What was the second case for?

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1:09:00

MR: Actually, I don't know... Mr. Khan's tried to explaining. But is... we have a bit confusing... Which is, I remember, he said, 'We agree. We... if you... if we go to the tribunal we can get compensations.' He thinks. Be honest with you, his time is finished now, and we don't know... Myself, just go in the...tribunal, no for compensation, get respect back.

VR: Yeah.

MR: And Mr. Khan is... I can't stop him, whatever he said, he can say. When we put it on application, we saving our jobs. And we wanting equals right. We don't know [if we] can get compensations. Nobody knows. [Not] even Val, who's the main, our advisor, and union been advised to me. Just we go for the...no for the money. Just we put on application for the... we can get equal right. And Mr. Khan said...

LMI: It was about the compensation.

MR: ...about the money. Which is, be honest with you, I tell you truth, is no involve in money in that time, when we put on an application. We frightened. We think is we... if not we carry on jobs maybe we're going to be losing job. And difficult to be safe in our job. This is the reason.

LMI: Yeah.

MR: And we wanted... we get less treat.

LMI: Yes.

LMI2: You're standing up for yourself.

MR: I don't know...you put it on question to me or not, which already you said, 'How can you know if you can get less holiday? How can you know...'

LMI: About overtime.

MR: Overtime and everything.

LMI: Yes.

MR: Because holidays, they put it on the notice on the notice board.

LMI: Ok.

MR: And they put it on the day shift when start and the night shift when come back and start. I think, if you remembers, we taken some... previous couple of years...notice in the notice boards. And we prove it, because otherwise they deny it, like Mr. Khan said.

LMI: Yes.

MR: Easy to deny, but no point in we can start an argument each others.

LMI: Yeah.

LMI: So through those notices you could prove that night shift was receiving less holidays?

MR: Through the company. They put it - notice on the notice board, and they said, 'You start in this date, you finish in this date.' And because they all put it on dates, and we knows. And some is... like in say the weekend shift...

LMI: Yes.

MR: ...we working Saturday and Sunday, Asian worker...

LMI: Yeah.

MR: ...English peoples no working weekends.

LMI: Yep.

MR: If they work - *if* -

LMI: Yeah.

MR: ...then they can get double time and time and a half. And if we working overtime, we can get single time. No double time, no time and a half. Just...

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1:13:40

VR: The personnel manager who gave evidence, ok, who was called Mr. Ginty, and everybody called him Mr. Guilty.

19
1:13:48

LMI: Right.

2
1:13:49

[?]: Guilty, yes.

VR: In his evidence he said, 'Well, we find that our Asian brethren don't want so many holidays.'

LMI: Right. Ok. Right, ok. And that was his....

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1:14:04

VR: Fairly illustrative of the attitude.

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1:14:08

LMI: Ok. And what did he think about the overtime? Did the Asian brethren not want the money either?

VR: Yeah, I don't think he said that about overtime, but I mean, I'm sure that's exactly what their attitude was.

LMI: In terms of overtime, how did you find out about that?

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1:14:25

MR: You mean is pay-wise?

LMI: Yes.

MR: Because ladies, when working day shift... and I worked 20 years, and we know... we talk each other.

LMI: Yes.

MR: And I think you... basically we provide for English women.

LMI: Right.

MR: Because if we given our wage slip and they given the English women's wage slip as well, and we just find out what is the difference. And... if... without proof it's...

19
1:15:05

LMI: ...you can't win.

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1:15:06

MR: I know the tribunal no accept it. But first... Val not take the case, Val will no accept it, never went to the evidence.

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1:15:17

LMI: Yes, if there was no evidence.

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1:15:19

MR: We go to her. She said, 'Go get evidence, otherwise I no bother.'

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1:15:25

LMI: As far as the wage slips from the English ladies... because you said they were your friends, you worked there 20 years... were they scared about giving you the wage slips, and said, 'The managers will see it. What will they say?' Were they happy to help?

MR: No, no, she said, 'I'm happy because we get paid.'

LMI: Yes.

MR: She said, 'I don't want to hiding anything. And I'm not telling something wrong.'

LMI: Yeah.

MR: 'This is the truth.' And she don't mind, actually, another word. Because... I shop steward, I collect money from memberships from day shift, or evening shift as well. And they have a more friendship with us. And they think...they appreciate it. We go in tribunals, and they are happy. Because they not putting a notice in the notice board, 'If not day shift carrying on the workload, then we going to be closing down.' Just for Asian. They said, 'Just closing down night shift. No[t] day shift.' And Mr. Khan said, '33 people is no get notice or anything. If not, then no...'

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1:16:42

LMI: I think he's confused about the phrase, isn't he? It's the dismissal letters that they didn't receive. The next one...that's the bit he didn't...And he's...

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1:16:52

MR: Actually, we get dismissal letters. That's why tribunal make decisions. We get four letters. Four letters get four thousand pounds. One letter is one thousand pounds. They make decisions. They try to... Thirty-three people try to say to me, 'You tell everybody to give money equally..'

VR: Yes, God, yes, I remember that!

MR: '... tell to everyones.' But nobody can give me. And if anybody... I talked to Val as well, I said, 'This is the happen and if we try...'. She said, 'This is tribunal decision. And you can't make your decision. Because if anybody complaining you asking money back, well, maybe you are in troubles.' Then I keep quiet. I said to them, 'If you want mine, you take it. But no for other people.'

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1:17:48

MR: But they said, 'No, you are not doing fair.' And we are going to be divided.

LMI: Yes, unfortunately.

MR: And one day, for some reasons, I don't know, Mr. Haggas put it on the notice in the notice board. About me. He said, "Mr. Rasab, so many years he's been working, and he is good man." After the court!

VR: Oh yes, yes.

MR: After the court he put it on the notice on the notice board.

LMI: Right.

MR: Mr Haggas, I go against him but he's still, I think he is honest. And he put it on the notice board. And said. And people writing down swearing to me.

VR: Ah, yes, yes.

MR: In the notice board.

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1:18:39

LMI: Was that the people who got less compensation?

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1:18:43

MR: Should be them. And they swearing to me and writing down. And Mr. Haggas went past them from there, he'd seen the notice on the notice board and swearing. He take it out.

LMI: Yeah. Yeah.

MR: He said, 'I can't understand, he been helping through all the case. And still...they appreciate, and they are swearing.' And anyway, this is the finish, first case.

LMI2: Just the first one. Right, ok.

MR: And second starting. He said, 'I'm going to close down this night shift.' Which is 82 people been in to the tribunals.

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1:19:35

LMI: Right. Ok. So even after they lost, then they tried to close down the shift? What was their excuse for that?

VR: Redundancy.

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1:19:44

MR: Redundancy. Because he said, 'I have no work.'

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1:19:48

LMI: Ok.

VR: But it only seemed to affect one group of people, well, one mill.

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1:19:53

MR: One mill.

LMI: Yeah.

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1:19:56

MR: Then I talked to my advisor here...

[Laughter]

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1:20:04

VR: Fellow plotters.

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1:20:09

MR: Then we deciding, through Val, not just me. She advised to me, or union advised to me. But basically, she tell to union, and that's why they backing to us. 'If this closing down, we take that notice to Val, and we put it back again. Take a copy and put it back on notice board. Because we just need to show it was going on.'

LMI: Is this still '93 by the way? Are we now '94, 95?

MR: No, '93, I think.

VR: It was a year, I think, was it a year?

MR: No, no, no, it's a couple of months.

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1:21:05

VR: Was it as quick as that? Crikey.

MR: Yeah. A couple of months around.

18
1:21:08

LMI: May, June, you won the tribunal

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1:21:13

VR: Let me check the Financial Times... Oh, no. So the first one was May. Yes. May 93, I think. [?] Actually of course the union in the meeting advised them to accept the redundancies.

LMI: Right.

VR: Which they would, really. Didn't they, do you remember? John Durkin came along and said, 'Accept the redundancies.'

LMI: Right.

VR: And I said, 'It's my advice not to.' Because... Well, it was up to them.

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1:21:49

MR: We get advice. We sit down and talk about this happens. She put it on question to me, 'What they making in Old Mills?' And I said, 'Same machineries, same jobs, same everything.' I don't know why they just doing New Mill, because the reason is behind is being tribunal.

LMI: So you were targeted.

MR ... is victimised

VR: Oh, actually, it does say here it was 12 months later.

LMI: 12 months later. So '94 then. May '94.

VR: I think it must have been.

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1:22:27

MR: Because next case is finished in 1995. And I seen the films in '95.

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1:22:52

VR: Ok, so we must have started it 12 months later. But that time... Do you remember? That time, the... when you talked about the arrangements for the tribunal, because you always have to talk about how the hearing is going to be arranged. And the company insisted that *every* single person who was affected gave evidence.

MR: Exactly.

VR: All 82 of them. Ok? They wouldn't accept that four people would represent them as they had done before.

LMI: Right. What was that about?

VR: Oh, I think they thought... they knew there was division in the workplace, about the different compensation, and I think they thought, 'We've got them there, because they won't stick together.'

LMI: What happened then? Did they? Or did they not?

VR: They did stick together. I think that was Mr. Rasab's doing.

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1:23:58

MR: Actually, when we made the decision we going to take again in tribunal, victimize. I had a meeting with Mr. Bob and Mr. Haggas, and I told them, I told, 'You've been in once in tribunal and you learn something, because I know where I get power from. And you making a silly mistake again.' 'Oh, what are you talking about?' I said, 'I'm talking about if you carry on closing down, then we going put in our application to the tribunal.'

LMI: Yes.

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1:24:54

MR: 'You're going to victimize.'

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1:24:57

LMI: Yes. Can I just ask, the names. You said Mr. Haggas, Mr. Bob. What was Bob's surname? Do you remember?

VR: Ginty.

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1:25:03

LMI: Oh, he was a personal manager wasn't he?

4
1:25:07

VR: His nickname was Guilty.

MR: Guilty. [Laughs]

LMI: Yes. Thank you. And they didn't learn, so they didn't listen to you.

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1:25:18

MR: No. No, he said to me, 'Mr. Rasab, look, you already been in tribunal once, you win in case. But your friend is not going with you anymore. Because they told you not making right decision for the making equal, money wise. And they falling out with you. And they swearing to you. Nobody like you.' I said, 'Look, Mr. Bob, my friends, before when go to the tribunal, they just go for the... safe in job. And also they wanting equals right. In this time, they know they can get compensation. Maybe they think we can get more again. My friend is

go with me anyway. Because he is not *my* friend, he's money's friend. Which people told to you they will go with me. Don't worry.'

LMI: Yep.

MR: And we put in an application again. I think in first case is 82. And some people they put it on news, I think 86. Is increasing little bit more...some reason is...I don't know...

VR: 87.

MR: 87. 87 is next case. They all put it on application again...

LMI: Yeah.

1

1:26:57

MR: ...for the tribunal. In meantime...because when people swearing to me and using bad language, I can't answer it. I just think, 'Oh, I make mistake.'

LMI: Right.

MR: And in between that time we already put in an applications. And I been asking, 'I want to move from this mill to West Lane. Part time.' No, sorry, in that times I been finishing job. I said, 'I give you notice.' I give notice. I left job. They make me redundant. Very happy. They pay me. Even they pay notice pay as well. He said, 'You can finish in this minute.'

LMI: Right.

LMI2: 'Go quickly!'

MR: 'And we'll settle your account.' After that I start work in West Lane. Part-time job, because I get job somewhere else.

LMI: Yeah.

MR: And Mr. Bob go to my house, and he said, 'When you left job we put it on the notice on the notice board, Mr. Haggas. And he said, 'He's the good man.' And people swearing. And Mr. Haggas said, 'If you want to come back in the mill we're willing to give you job.' I said to him, 'If you give me job, I want part-time job and not in New Mill, not in bottom... Old Mill. I want to go to the West Lane. Part-time job.' He said, 'Fair enough. We'll give you part-time job.' In that time is going to be closing down, the issue started.

4

1:29:22

LMI: Why was that then? So he came to your house to basically offer you a job then?

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1:29:27

MR: Exactly.

LMI: What was that about?

MR: He thinks I'm good? Because, I don't know, he thinks, even I take the tribunal, Mr Haggas thinks I am right? That's why, whatever his reasons, I don't know behind what is the reason. He give me job. And I start job. After that...

2
1:29:48

VR: Well, maybe he just hoped that you would back out. Because he knew you were the key to it all.

MR: Exactly.

2
1:29:55

VR: I think, I think, you know, that must have been his motive.

LMI: Yeah.

2
1:29:59

VR: Because he wanted the whole thing to fall apart. Obviously. And he could see that there were things he could work on. But particularly, if he could work on Mr Rasab...

LMI: Yes.

MR: Some reasons he...

1
1:30:09

LMI: I've got to... I'll need a little bit of time to check. Because you told me about the notice board whilst you're working. So you've won the tribunal, the first one's done now. You've been working there about a year. And now they're talking about making *just* the night shift redundant. At that stage you're still working there?

MR: No, no, we put it in an application already, for victimize.

VR: When the redundancy issue came in.

MR: Before I left job.

VR: Yes, yes.

LMI: Ok, so you'd already put in for the case?

MR: Exactly.

LMI: Before you left?

MR: Before left the job. Then they...

LMI: Why did you leave if you've already put in for the case?

MR: Because I leaving because I fed up with peoples.

LMI: Ok.

MR: Because... I put it on applications. And when we all the time get trouble, I thought it's best way I can leave it...

LMI: Ok.

MR: ...and let him to do what he wanted to do it. We put already application. And I ask him for redundant. They straight away, within one hours, they said, 'You can go now.' And I mean they send money in the bank, and everything's been sorted out.

4

1:31:23

LMI: Can I just check. You said you felt upset with people. What kind of things were happening? Were people saying things to you? Were they not talking to you?

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1:31:35

MR: 48 people is very happy. 33 is... no all, maybe three or four people, grassing all the times to the...go to the management and said, 'He doing this wrong, this wrong and that wrong.' And swearing. No front of me, behind. And I thought, 'There is no point I can work with them. I tried my best for to helping them. If they don't appreciate it, I can find out a job somewhere else.

4

1:32:11

LMI: Ok. So, how long after you left the job did Bob visit you at home?

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1:32:18

MR: I think it was a couple of months.

LMI: A couple of months later. Were you just at home, not working anywhere?

1
1:32:24

MR: No, no, I get job in Sutton's DB Fancy Yarn. I get job there. And I work in night shift there.

LMI: Right.

MR: And he said to me, 'If you want to,' Mr. Bob said, 'If you want a job, Mr. Haggas said we willing to give you job.'

LMI: Right. That was like...

MR: At that time he no discussing about tribunals with me. Maybe he thinks, 'If we are doing favours, he doesn't tribunals.' Maybe he think it. But he not discussing with me. And he offered me jobs. We have an application already.

1
1:33:08

MR: He thinks if I go to the tribunals... even is Val itself and union as well. They no taking case to the tribunal without me. Because first case is four people going evidence. But only myself did it. And the finish, no no anybody else go to the witness box, only just me. Next day Mr. Bob's... [Laughs] Then finish cases. That's why... I think a union is not going to be supported. Because the thing is, if I not going there, because I know more about. Anybody else can go, and they have no meeting with management or anything...

LMI: Yeah.

MR: ...and that time I have a good remembering. Val said to me, 'Oh, you are the computers...[?]'

2
1:34:12

VR: That's true, yeah. I think it was a combination, wasn't it, really? Because they, the management knew all about the argy bargy that was going on. And the difficulty, you know, the two different... So they split it. See how they could split it up, you know. So...

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1:34:28

MR: Even Mr. Khan...

VR: Mmmm... I know.

MR: ...he is a good worker.

LMI: Yes.

MR: He works seven days, seven nights.

LMI: Yes.

MR: And also he working five evenings as well.

LMI: Right.

MR: He is a very good worker.

LMI: Yes.

1
1:34:46

MR: ...spending most of time. And another few, they doing the seven days. They grassing about me. And I thought is best way...

VR: To get out of it.

MR: ...get out, and I can do... I know... I worked 20 years.

3
1:35:08

LMI: After you joined back then, how long before you went into the tribunal again then?

MR: I can't remember exactly. But when I joined work in West Lane, then... I think I met just yourself, Val, in your office.

VR: Yeah.

MR: And we discussing about this case. And I said, 'I have no promise with Mr. Haggas, or anybody.'

LMI: Yes.

MR: 'If you give me job I don't want to go in tribunals.'

LMI: Yeah.

MR: 'But they offered me a job and I accept it. I working there.'

LMI: Yeah.

MR: 'But I'm not happy to go.'

LMI: Right.

MR: Because reason is, what they did last case, is no point in. And they said, 'If not you going, it's difficult.' Then I thought, 'Oh, if it's difficult I need to go again.'

1

1:36:22

MR: We have a meeting again in community centre. Again in the papers. And that time Bob came to my house again. He said to me, 'Come in tomorrow.' Instead he ring me. He came and said to me, 'You come to the...I want to take you somewhere...and I want to discuss it with you.'

LMI: Yeah.

MR: I said, 'Where?' He said, 'I don't tell you.'

LMI: Right. You thought, 'No, I want to come back alive.'

MR: But no scared, to be honest with you.

LMI: Yeah

MR: And my wife, she is scared.

LMI: Yeah.

MR: I told my wife. He said to me he taking somewhere. And he said just Mr. Bob and myself, no anybody else is there. And we going be discussing, but not in the office, in the mill. Not in my house. Somewhere else. He came, he bring a car. I sit down with him. I go with him in Bradford Road.

1

1:37:44

MR: When I go there, he open the door and take me inside. He said, 'My brother-in-law's house, and I get key. I want talk to you.'

LMI: And what did he talk about?

MR: He said to me, 'Best way you no go to the tribunals.'

LMI: Yeah.

MR: 'Because we give you a job, we put it on the notice board, you are a good man, everything. And your friends swearing to you. And they give you bad name and everything.'

LMI: Yeah.

MR: 'You should no helping them. And I see in the papers, you have a meeting in the community centre, and you need to go in again in tribunals for helping them. You support to us. You stick with us.'

1

1:38:40

MR: I say, 'I'm sorry. If you want to sack me, you can sack me. But I can't do it. I promise with them I want to go. Because I put in an applications. I'm not taking back applications. They do what they want to do...'

LMI: Yeah.

MR: '... but majority people give me respect.'

LMI: Yeah.

MR: 'Only few is...they thinking I'm wrong. Maybe I'm wrong, I don't know.'

2

1:39:11

LMI: So with the tribunal, how many days did this one last?

MR: I think it's a...

VR: Five.

MR: Yeah.

LMI: All 82 people?

1

1:39:18

VR: Oh yes, absolutely the lot.

MR: No, no, no, this one is not last long because we...

VR: We, we...well, it was definitely three days.

LMI: Yeah.

VR: It was it was listed for five days,

MR: Yes.

LMI: Right.

VR: But nobody ever gave any evidence because they started negotiating straight away.

[Laughs]

LMI: Right.

MR: Because he think...Mr. Haggas have a meeting with me and Bob. They said, 'Maybe trial is taking longer, but you go for trial... and you working night shift. Go during day that you are tribunals...'

VR: And work at night!

MR: ...'and I have a...I'm very busy, I have plenty of orders and I can't stopping machineries. During day you can go on tribunal. And night shift when you come back and work.' I'm laughing.

LMI: Yeah.

MR: I said, 'You're joking.'

LMI: Yeah. And how did....?

MR: 'You don't know where we are. No in Pakistan, no in Bangladesh, no India. I'm in Great Britain.' If you understand. He says... Nobody can say to... tribunal can't say to me, 'Oh, Mr. Rasab, you during day come to the court and at night work in the night shift. If I go in accident, happens, how is responsible? This is the no case.'He said, 'No, you should do it. And how can you go there? 82 people, how can go in the tribunal?' I said, 'We can hire a coach.'

LMI: Right

MR: I don't know [if] tribunal going to be paying, or you going to be paying.

LMI: Yeah.

MR: And also when we have our dinners, they give for dinner money as well.

LMI: Yeah.

MR: I don't know you can... [if] they can get from you, or tribunal are going to be paying. I don't know.

LMI: Yeah.

MR: I think they paid five pound each.

VR: That's right. There was, wasn't there?

2

1:41:13

MR: And two coaches go... in the Leeds...from Keighley to Leeds. He is shocked. That's why he is trying to negotiate...

LMI: Bless him.

MR: Because he thinks... the tribunal given directions to him.

LMI: Yes.

MR: Val, you think this is no correct?

VR: Mmm.

MR: And he's tried to negotiate it with... nobody going the evidence or anything.

LMI: Right.

MR: Only first case is just myself. But second case is...

4

1:41:53

LMI: I suppose on the first day nobody's given evidence and they've... Had they negotiated before or...?

MR: And they asking to the... myself what they want. And we discussing with you...

VR: So the person who was representing the workers, ok, who... what was his name? The second time? I can't remember. I do remember travelling with him on the train. And he said... I said, 'How do you feel about this case?' That was the barrister. And he said, 'Feel? I don't feel anything about it. I just look at the facts.' What was his name? He was Sikh, wasn't he?

2

1:42:42

MR: No, no, no. He was Ghulam Indi.

VR: No, no, no. That was the first one. Ghulam Miran was the first guy. Different one, second time. But what happened was, basically, that their rep asked them what they wanted, ok? And so they went shuttling back between the rooms, negotiating. By this time, Mr. Haggas had got a QC, ok? A very posh QC. And another barrister, just an ordinary barrister *and* a solicitor. The previous time he'd just used a local solicitor. I think he realised what he was...

2

1:43:26

MR: He had a barrister as well, first case.

VR: The first case it wasn't, it was a solicitor. And so they shuttled backwards and forwards for, I think it was three days, wasn't it?

MR: I can't remember exactly, be honest.

2

1:43:38

VR: And eventually reached an agreement, a financial agreement.

LMI: Right.

VR: *But...* said, 'And you've got to go back to work tonight.'

LMI: Right.

2

1:43:48

VR: Ok? And all the men said, 'No way.'

LMI: Yeah.

VR: And of course they settled still, didn't they?

LMI: So what was the settlement this time then?

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1:43:57

MR: Er, £1,500.

LMI: Was that per person?

2

1:43:59

VR: I think it was £2,000 to each worker who was made... Ah yes, because there was voluntary redundancy and compulsory redundancy. Ok? So there was a distinction again between the compensation.

LMI: Ok.

VR: It was £130,000 altogether.

LMI: Right. And was there a difference in how much they got paid again? Voluntary and compulsory?

VR: Yes. Because some people went for voluntary redundancy, ok? And they got less than the people who were going to be made compulsorily redundant.

4

1:44:40

LMI: Ok. Did that cause more trouble again?

MR: Yes.

VR: Of course!

LMI: I can imagine. Oh, bless you.

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1:44:47

MR: Same, same...

LMI: Same trouble again?

MR: Yes. I think I remember is when I go back and... I work night shift that time. First I started part time. Then they said, 'Short peoples, you can work in night shift.' I said, 'Ok.' I work in night shift. When I go... quarter past 9, they leave a note. When we working two people, they said, 'Oh, you doing...' He said to me, 'Oh, Mr. Rasab, you working for two people jobs. Carry on.' I said, 'I'm sorry, I can't. I can carry on... which is my machines. Or if you want to take it somewhere else, I can go. But I can't take an extra workload.'

1

1:45:46

MR: Then he said, 'If you can't...' he ran to, I think, Mr. Bob, and he'd been asking to him. He refused. He said, 'Tell him to go back home.' I refused to go home as well. I said, 'I don't want to go home. I come for work, I work. But, well, it's my job, I go carry on.' Then he said, 'All right, sit down in the canteen.' I all night sit in the canteen. He said to me, when he came eight o'clock in the morning, 'Come to the office.' I said, 'No, I can't.'

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1:46:24

MR: 'I've been working... even is no work, but I all night, I can't come today. I can come tomorrow if you want. But if I work in night shift then I don't. If I don't work in night shift, then I can come in the office. I don't know how long taking.' When I go back in the office next day, then I seen... I know the...all management because I working 20 years. I know and I recognize it.

1
1:46:56

MR: I said, 'I know these people, I don't know about this man.' He said, 'Our solicitors.' I said, 'I'm sorry, I don't want to talk to you.' 'Why?' I said, 'I no get legal advice, you are bringing solicitor. Nothing to do with him.' 'Oh, you no carry on. Discipline in the companies. That's why we call you for discipline hearing.' I said, 'I need first legal advice, then I talk to you. I'm sorry, I can't talk to you.' Then he said, 'Oh, you don't come back to the work. When you get legal advice, let me know. When your solicitor is available, then we can talk to you.' Next day, when I find out the solicitor is not available (he go for holiday), I ring back. I said, 'Union solicitor is not available. He's go on holiday.' They said, 'When come back?' I said, 'They said two weeks, I don't know.' When he come back, I get legal advice. And solicitor's not go with me, but John Durkin go with me.

7
1:48:14

LMI: Yes.

VR: The union man...retrial

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1:48:17

MR: When we go there and talk to them, they said to me, 'Oh, you can leave this company by yourself and we'll give you £5,000, [if] you left company.'
I said, 'No, you sack me.' They said, 'No, I don't want to sack you.'

VR: No, course they didn't!

MR: 'You can leave by yourself.' Then the next day they call again back...

LMI: Yeah.

MR: ...They said,'£10,000.'

LMI: Right.

MR: '£10,000. Take it.'

LMI: Yeah.

MR: 'And you leave by yourself.' I said, 'No, because I'm textile worker, maybe you put it on blacklist, nobody give me jobs, you give better reference, you call me troublemaker, you tell to everyone, "He is troublemaker". Nobody take troublemaker for the job.' I said, 'No, I'm sorry, I can't.' I said, 'If you pay me till I go retire, then I can leave you.' He said, 'No. No way. No chance.' I said, 'No chance. Sack me.'

1

1:49:49

MR: I go to the job centre. Anyway, we negotiate for £10,000. Between... because our solicitor been advised to John Durkin, "They can make any excuse and sack you. And we can put it on term and conditions - you no put him on blacklist and so and so.' But they did.

VR: Yes, because then there was the issue of the reference, wasn't there?

MR: Not given a letter or anything. By the telephone. They said, 'He is very bad, don't give him job.'

4

1:50:33

LMI: Right. So they didn't do it in writing? They wouldn't give you a reference. But when they spoke to the next mill they said, 'Don't give him the job.'

MR: Yeah.

LMI: Did you manage to find a job after that?

MR: Before I go there, I go to the job centre. And we have an agreement letter between solicitor - union solicitor and Haggas's solicitors. We have an agreement, 'To ten thousand pounds, we no show it. And you can go to the job centre, till you can find out job. This is the... we have agreement.' They said, 'If anybody break an agreement, we can sue them.' And no mention about £10,000 [job...er...]which I received. And some office people been by told to the management, tell them, 'He received £10,000 pounds. Don't pay him.' When I go for sign, they said to me, 'Did you receive £10,000?'

VR: [mmmmmm]

MR: Then I no deny. I said, 'Yes.'

LMI: Yes.

MR: 'Why no you said before?'

LMI: Yeah.

MR: I give a letter. They said to me, 'We take you for... er...'

VR: Yeah, yeah, yeah, it was confidential.

MR: ... And I give a letter, I said, 'This is the... we have agreement...'

LMI: Yes.

MR: '...that's why I no tell you I received £10,000.' Because... job centre, they want to take me tribunal as well, because no telling truth. When they seen the letter, and John go there, he said, 'We have agreement.' They given little bit bollocking to John already, Mr. Haggas, as well, because, 'Why you making silly agreement?' But not said to me. Then I thought... I try everywhere jobs. I can't get jobs. In that time, when they finished me, some people ready to go with me. When they offer me £10,000, I leave [the] job by myself. In between that times some people said to me, 'We're willing to stop the machine and go with you.'

1

1:53:11

MR: Majority people. I said, 'If I go just by myself, I can find out job.'

LMI: Yeah.

MR: 'If not, then doesn't matter.'

LMI: Yeah.

MR: 'I don't want to take everybody...'

LMI: Yeah, how will you find everybody a job?

MR: '...and you stay where you are.'

LMI: Yeah.

MR: Because it's taken... between time in a... two week time is... get legal advice. And they know I've been suspended for discipline hearing. They've been suspend two weeks. And till come back, solicitors, in that time they offered to me, 'We're willing to go with you.' £10,000 is job accepted. That later on, after the two weeks... in that times we have a talk to people, and I said 'No, I'm sorry. Nobody can go with me. I can go by myself.'

2

1:54:07

VR: It's interesting isn't it? You know, everything was tried to buy you off before the tribunal happened. And then afterwards...

LMI: Can I ask then, so just to finish your story, and then come back to the mill. Did you manage to find a job in textiles after that?

MR: No, no, is not. I tried a few times, few different places, they refused.

LMI: What did they say?

MR: They no say anything. I know they have a vacancy. I know they have a vacancy. And I have experiences. All textile mills, jobs. Because I work different mills about 25 years altogether. And I have a very good experience.

2
1:54:58

LMI: Where did you get a job then, at the end?

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1:55:01

MR: I started a taxi job.

4
1:55:03

LMI: Started taxi then, ok. You had to give it up. Bless you.

MR: I started...

LMI: How long did you wait? Did you start taxi about a year later? Or...?

MR: No, when I find out is... if you remember, he work in Bernardo's. I can't remember his name. He go so many time in the listening of the meeting as well. He had a something...a disability as well.

VR: Oh, goodness, yes.

1
1:55:44

MR: Abbas, Abbas, something...

VR: I can't remember.

1
1:55:52

MR: And he offered me job.

LMI: As a taxi driver?

1
1:55:57

MR: No, no, he offered me job. He doing, you know, Ahmed is, you know, drink and chaar and things.

LMI: Yes.

MR: They get from Pakistan to put...and do the delivery to the shop.

LMI: Yeah.

MR: He doing, he said to me, 'I can find out something else, you can do this job.'

LMI: Yes.

MR: I said, 'I'm sorry'

[Assalamu Alaikum. Can I have a minute?

8

1:56:25

Val can I have you for one minute? One minute only. One minute. If you don't mind. I don't know how long it will take.]

2

1:56:31

MR: He said to me, 'I'm doing this job part-time. And we earn about £100. And if you starting for deliver to the shop...' I said, 'What about yourself?' He said, 'Oh, I can manage, or I can get on the...' I said, 'I'm sorry. I don't want to take your job.'

4

1:56:56

LMI: I want to bring you back to the mills now, and to finish it off. Because you took one case to tribunal, you took a second case. Do you feel that...I know you personally suffered, and, you know, there were benefits, and, you know, a lot of losses. Do you feel these cases made a difference for the rest of the people who worked there? For the other mills in Bradford? Do you think you had an impact?

1

1:57:24

MR: No, they get more powers. They...

LMI: The people or the mills?

MR: No mills. Peoples.

LMI: People got more power.

MR: Because they thinking, 'If we get together or get joining unions, then we fully get support'. And in between times... First I'm bri... sorry, is...I'm shop steward, then... So

many people have been involved with...about... talking about is nearly five hundred peoples. Textile mills, day and night shift, English and Asian peoples. They joined in the unions. And they had a bronze factory at that time.

3
1:58:13

LM12: So is it at that point that you went to the... I'm assuming that you went and talked about what you achieved at the TUC conference? So that must have been inspiring for other people to hear.

1
1:58:28

MR: Exactly. Even they sent me Germany as well.

LM12: Oh wow!

MR: It's a... Trade Union Council... one is... ours is a Transport General Worker trade union council, T&G's, ours. They GMB...

LM12: GMB now.

MR: GMB...he's president... call him Steve Davidsons. [plates being cleared

VR: Steve Davidson?

MR: Yes. And he and myself been in Germany.

VR: Oh, that's right, yes, yes, yes.

MR: He is Trade Union Council's president. Then he go to the GMB's... Steve Davidsons.

VR: Yeah.

MR: I am still in contact with him. And myself and he have been in Germany.]

1
1:59:26

VR: That's right.

MR: I think is... Transport General... I don't know, and Trade Union Council, they pay my tickets and Steve Davidsons. And we've both been to the Germany for two weeks. And they have a conference as well. They've given a good example and tell them. The union is very helpful.

LMI2: And were the similar examples in other parts of Europe to your case where people were being racially discriminated against? In Germany and in other countries, was it also happening there?

MR: I don't know about after, but we been there and we tell to people, 'This is the happen.' Steve is most of the speakers. He's speaking. Myself did, but not much. Because Steve is a very good speaker. Not just...some people have good English but [are] not speakers. But he is very good.

VR: He is a good speaker.

LMI2: Inspirational.

2

2:00:52

LMI: In terms of the money, was £1000, £4000 worth much?

MR: Sorry?

LMI: What did people spend the money on? Did it feel like a lot of money? Did it not?

1

2:01:04

MR: Be honest with you, myself... £4000 is lot of money in that time but is no value for me. More value is which is I can get equals right. Basically, our mean[ing] is, people, I don't know why, they think is involved in money, Mr. Khan like said. She knows better than me, because whatever she gave her advice I passed to them. And when we put it on application nobody knows [if] we can win in case or lose it. In that time we never think we can get the compensation, that money.

3

2:01:53

LMI2: The money seems to have caused a lot of trouble.

1

2:01:56

MR: It has caused trouble. But I can say... in that time nobody knows about compensation or anything.

2

2:02:06

LMI: Apart from the compensation then, do you think that any of the other mills... did you hear that the workers' lives got better? They got equal treatment? That they got paid for overtime? Did this stop? Did your cases help the rest of the people in Bradford?

1
2:02:23

MR: No, they help it. They help it. They help it. Because people get more strength. If they bring in tribunal then they can get something. Even is John Haggas workers, which is no been participate. They thinking that, 'we making mistake.' They told me, 'We should put it on application. We can get at least thousand pound, never mind four thousand.'

LMI: Yes.

MR: They said, 'We just put it on application, simple.' And like Mr. Khan think is, we not get more. Maybe he right, I'm not dispute for him. But if people knows... Old Mills...

LMI: Yes.

MR: ...'We can get a thousand pound.' Because they put it on same notice in there as well.

LMI: And did they go to a tribunal?

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2:03:18

MR: No Bottom Mill, no, which is the Old Mill, we call it, Old Mill.

LMI: So why did they not then?

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2:03:24

MR: Some people is...is dependent...majority people believe me and trust me. And they go behind me.

LMI: Yes.

MR: In...

LMI: Old Mill they didn't have a leader?

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2:03:40

MR: They have a leadership. And their leadership is Old Mills tried from management.

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2:03:46

LMI: From the management, ok. Right. Thank you very much. Marie, do you have anything else?

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2:03:51

LM12: Yes, I just wanted to ask, on the table here we've got loads and loads of cuttings from newspapers. It obviously had a lot of coverage. You mentioned that you were on the news and on Look North and on BBC and national coverage...Do you think...

[phone ringing]

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2:04:07

MR: If you don't mind it, just so I can tell my son...

LM12: Yeah sure, yeah. I'll just press the pause on this so we're not listening to your call.

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2:04:12

LM12: Ok. I was just wondering if you thought that the way that the case was reported in newspapers was fair and you got good coverage? Or if you felt it was biased in any way, or....? What did you think about the way that people wrote and talked about the case?

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2:04:32

MR: No, I think it's very good.

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2:04:34

LM12: Oh, good, ok.

VR: I think one of the things that happened was that at the time...I moved from the Racial Equality Council to the Northern Complainant Aid Fund, which was based in Checkpoint, the West Indian Community Centre. And we had a... we worked together, and we had a... a strategy really, of issuing press releases. Because there were cases in textiles going on in Huddersfield. And in Halifax. And outside Rochdale. And we were...and they were all group cases, and we were very anxious to make sure... so in a sense we had some control over the publicity. Because we instigated it, did the press releases and made sure that there was

coverage. Because it was clearly unearthing a problem which was not peculiar to John Haggas. Well, everybody knew that.

LMI: In terms of the company, you said you moved from Racial Equality to..?

VR: To an organisation called the Northern Complainant Aid Fund, which was based in Checkpoint? You know, the West Indian Community Centre in Bradford.

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2:05:49

LMI: Complainant.

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2:05:51

LMI2: I don't have any more questions. I did have some more but you already covered all of the things....

VR: There was a big issue about promotion. It was a question you asked. As Mr. Rasab said, all Asian on the night shift except the supervisor and the...right? So all those positions were taken by white staff. And, I can't remember at which point, I think it was between the two cases, I represented one of the Haggas workers, a Mr. Ismail, in a case where he'd applied for an engineer's job and hadn't got it. And we won on direct discrimination and indirect discrimination. So...and that was just an example, really, of what was happening generally within the whole company, and generally in textiles - that Asian workers weren't getting the promotions. And...

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2:06:55

MR: Even is some people get... because when we came from Pakistan, there's no doubt...some people feeling shames or things. I don't. We are very poor, is no doubt. And we came in this country, we tried to working hard, and making our situations better. And some people... I want to do the same thing, but I don't want to do it for... He gave me four hours overtime and I go grasshop to other people. Some people doing it. In the... my work fellow as well.

LMI: Yes.

MR: ...they working extra night. Even [if] no get double time, no time and a half, just ordinary times.

LMI: Yes.

MR: But they want... just to go and tell, 'Oh, all people, have a meeting.' This is the reason they so many times we been joining union and...

LMI: Leaving.

MR: ...stopping paying memberships. Because reason is, management told them, 'Oh, if you join it, we can sack you.' And they try to divide it. That's why no... they put on two communities people working - Bangladeshi and Pakistani - in the night shift. They put it on keeping level. Maybe one and two less, or more. They don't put on too many Pakistani, don't put on too many Bangladeshi. Just try to make it levels. If going to be any problems, then Bangladeshi and Pakistani they troubling each other between.

LMI: Yeah.

MR: In night shift.

VR: Divide and rule.

LMI: Yeah.

MR: And same they do in... we know five/six people - they working overtimes - seven days, evenings five days. And we know they going regularly in office and tell to the what going on. Give a report. And this way we... this is the main reason we can't get together. But myself and my good some friend, they supported me. We can get together, and we try to fight it and... Sometimes... [one day I remember, before dinners, people started eat, because machine is working, is ok. And one day Mr. Bob... myself... I think two weeks before... just recently I start in this mill. I didn't know what was rule regulations. I go before dinner, I go eating. And another two eating as well. When Mr. Bob passed near the canteen...]

LMI: Yes.

MR: ...he's looking like this. And one going under the tables...]

LMI: Yeah.

MR: ...he's very small...hiding himself. And another one just leaving and go out. And myself eating. He mentioned to me, 'Oh, one day I saw you, you eating before dinner.' 'Yes, sir, I did. Everybody.' He said, 'Nobody I can see here. Just you. When I come, you eat.' I said, 'Oh, next time I don't do it. I get for the dinner breaks.'

LMI: Yes.

MR: Then they start, if we pray in namaz. I said, 'I go to do and pray namaz. If you want take my time off...'

LMI: Yes.

MR: ...'or my friends they look after my machines...'

LMI: Yes.

MR: ... 'if you give me permissions, I can pray namaz.' He give me permissions. But no just me, he give permission to everyone, 'If everybody no go together. Different times...'

LMI: Look after each other's work.

MR: ... 'Look after each others, then I don't mind.' But sometimes he's joking. People starting...

LMI: Right.

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2:11:24

MR: He says, 'Oh Mr. Sarwar, just go pray and come back. Don't start counting. Your counting is long.'

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2:11:32

LMI: Yeah. That made sense.

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2:11:34

VR: I mean, I think you're kinder to the union than I would be. Because, you know, they knew all this stuff was going on for years. And instead of helping people and supporting people to build unity... I mean, hearing some of the comments that those union officers made...

LMI: Yes. They weren't supporting them.

VR: No, they were forced into it, weren't they, really? But I think, Rasab, you're kinder to them than I am.

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2:12:07

LM12: I think it's fair to say that it's quite a chequered history with race relations and trade unionism.

VR: Absolutely, yes.

LM12: It's not a nice story. Hopefully things have changed now. But, you know, we shouldn't be complacent.

MR: I think... act is racism, 1976?

VR: Race Relations Act?

MR: 1976. I think, personally, I don't know, you know it better than me, our case is big. Big case. I mean, so many people's been in one. Maybe compensation-wise, some others big, but...

VR: There was a London Underground case with mainly West Indian drivers, which was a very big case. And I'm trying to remember when that was. But it was unusually large, this case.

LMI2: Wasn't there a case in the West Midlands with bus drivers as well?

VR: There were bus drivers cases in Bristol and the West Midlands, because do you remember there was a bus boycott in Bristol? Led by the West Indians. Because there was no... first of all there were no jobs for them, and then they weren't promoted. And yeah... But I think as far as textile workers were concerned it was quite a breakthrough, really.

LMI: Yes, that is it. Thank you very much for all your time.

LMI2: Thanks so much.

MR: I don't know... I know is some reasons you can get [this] history, what... because... before I don't want to ask it to you...

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2:09:43

LMI: That's fine. Remember right in the beginning I was saying to you..? So this project is called Lost Mills, Ghost Mansions. We've been focusing on gathering the history from 1970s onwards. So before 1970s we already have quite a lot of research. So this research is 1970s onwards and we've been looking at a variety of things. So if you think about the number of mills we had when *you* started working, and if you look at the mill chimneys now, half of them have gone. Probably more. So we're trying to create a...

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MR: Only a few left, is it?

LMI: Yes. So we're trying to create a map and kind of say, 'Well, these mills were here, this is where they were in Bradford, this is what they looked like,' and if we can find a bit of information. So we're doing a general project of mills around Bradford, gathering... really we could go on for a long time... but we've got limited resources, limited time... as much as we can. But to make it come to life, we need real life stories of real people. You can say there was a mill there on Duckworth Lane, it doesn't really say anything. But if you say 'Mr Rasab worked there, he had 82 people, that, you know, this is the time they worked, this is what it worked like,' it brings everything to life. And if you think about children now, the kind of jobs we've been talking about, like overlooker or like spinner etc., they've never heard of these

job roles. They don't know they existed. So what we're hoping is, we're going to do a textile exhibition; we're going to be storing these recordings, so people in 10 years, 50 years hopefully, can look back and listen, [and] say, 'In that era, this was the mills in Bradford, these were the kind of things that were happening.' So we've been trying to get different stories from different people, different ages, different backgrounds, to get a picture of the mills in Bradford 1970s onwards. And yours was a really interesting case because it talked about not just your mill, but it gave a good idea of what else was going on in Bradford.

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2:11:27

LM12: There are so many things that you said are really interesting. You know, the price that you paid for standing up for yourself. You know, my brother got blacklisted as well for doing similar things at an airbags factory in Macclesfield. And you know, he was a coal miner on strike in the miner's strike as well, before. So you pay the price in many times and many ways for standing up for yourself. I think people often assume that unions will always be there, if you're a member, to back you in a particular way. And the reality is that isn't always what happens. And it takes a lot of bravery.

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2:12:15

LM12: There are people who, you know, there's a leadership. We've covered so much in that interview that's so fascinating, and I don't think always gets documented. And I think... the reason I asked you about the newspapers as well is, often there was, you know, the author Hilary Mantel who wrote the Wolf Hall books? She described history as, 'what's left in the sieve when time's run through it.' So you've only got a part of what happened in the past, that you can... that in the future people can find... to understand what really happened. So history is always really unsatisfactory because it's just working with fragments. And often the fragments that are left are newspapers and this becomes the public record of what happened. And if that isn't accurate or fair... and it sounds like in your case it's quite unusual, that you were able to manage that story quite well... you know, that it matches up with... You know, if a researcher ever wanted to use this and it matches up, that's [a] really important, you know, many faceted bit of the information. So I feel really honoured to have spoken to you and hear the story. And you know, I wouldn't have known about... certainly not in the detail that you talked about it.

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2:13:43

LMI: Is there anything, Val, that we've missed that you'd like to add?

LM12: Yes.

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VR: Well, I think... well, actually, a friendship that's lasted 30 years.

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LMI2: Aww.

VR: That's true, isn't it?

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LMI: Thank you.

LMI2: Thank you..

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LMI: It's been lovely Thank you very much both of you.

VR: It's been really nice to meet you.