

TO: Assembly

FROM: Poppy Jopson

RE: Fossil Free Careers

DATE: 3 November 2022

Assembly notes:

1. The operations of the oil, gas, and mining industries¹ cause immense environmental harm, by accelerating the climate and ecological crisis², polluting the water³ and permanently destroying landscapes⁴. Extractive operations also cause direct social harm, by displacing people from their homes and lands⁵, destroying livelihoods⁶, demolishing sacred indigenous sites⁷, and leaving workers and communities with severe health problems⁸. Continued investment in and promotion of the high emission infrastructure of oil, gas and mining industries will make limiting warming to 2°C impossible⁹.
2. For this reason, graduates are increasingly turning away from the oil and gas sector. A 2017 study showed the number of graduates taking jobs in the industry had dropped by 60% in four years¹⁰. Young people see oil and gas as the most unappealing sector to work in¹¹. They associate it with responsibility for the climate crisis and believe there is no future for jobs in the industry¹².
3. The university has made a public ethical and sustainability commitment. They claim to be working to enable “students to be global citizens & leaders who will ensure delivery of the SDGs [sustainable development goals] either through their career choices or entrepreneurial ventures”¹³. The University has also committed to divest from investments in fossil fuel companies.
4. However, despite there being precedent for such actions¹⁴, the University Careers Service does not have a publicly accessible policy that excludes the promotion of careers in the oil, gas and

¹ For a precise definition of the companies we refer to when we say ‘oil, gas, and mining companies see the [Fossil Free Careers Targets](#) page.

² [Revealed: the 20 firms behind a third of all carbon emissions](#)

³ [Impacts of copper mining on people and nature](#)

⁴ [Revealed: Trump officials rush to mine desert haven native tribes consider holy](#)

⁵ [The Dark Side of Coal](#)

⁶ [CUT AND RUN:How Britain's top two mining companies have wrecked ecosystems without being held to account](#)

⁷ [Rio Tinto blasts 46,000-year-old Aboriginal site to expand iron ore mine](#)
[Cerro de Pasco: The city built around a mine](#)

⁸ [Rio Tinto blasts 46,000-year-old Aboriginal site to expand iron ore mine](#)

⁹ [IPCC, 2022](#)

¹⁰ [The oil industry has a millennial problem as talent pipeline trickles](#)

¹¹ [Millennials at work](#)

¹² [How do we regenerate this generation's view of oil and gas?](#)

¹³ [Durham University commitments](#)

¹⁴ [Birkbeck University's Ethical Careers Policy](#)

mining industry through its website, careers fairs, emails to the student body and other recruitment events.

5. 20% of university Career Departments already restrict one or more of the tobacco industry, adult/sex industry, or gambling industry from accessing their services. Moreover, Oxford, Edinburgh and Sheffield SUs have already passed this motion in support of Fossil Free Careers¹⁵.

Assembly believes:

1. Inviting oil, gas, and mining companies to advertise with the careers service adds legitimacy to the idea that these companies are an acceptable part of our society and our future.
2. The University Careers Service should ensure that its recruitment activities and events are in line with the University's publicly stated ethical principles of sustainability.
3. The University's careers service has a responsibility to its students to promote jobs with a future.
4. Ending this University's complicity in career pipelines into the oil, gas, and mining industry is an effective method of showing solidarity with communities affected by these companies' operations.

Assembly resolves:

1. To publicly support the Fossil Free Careers campaign¹⁶, and demands that our university career's department:
 - a. Refuses all new relationships with oil, gas, or mining companies.
 - b. Declines to renew any current relationships with oil, gas, or mining companies after the contractually obligated period ends.
 - c. Adopts a publicly available Ethical Careers Policy that explicitly excludes oil, gas, and mining companies from recruitment opportunities.
2. To mandate the relevant SU officer(s) to actively work with the Fossil Free Careers campaign group and relevant student groups to ensure that Union work is linked up with grassroots campaigners.
3. To mandate the relevant SU officer(s) to help set up meetings relating to the Fossil Free Careers campaign with relevant University staff and include student campaigners where relevant.
4. To use relevant SU social media channels to amplify petitions, statements, and other calls to action from the Fossil Free Careers campaign.
5. To send out a press release and website statement announcing the passing of this motion and the support of the SU for this campaign.
6. To refuse to work with, or promote, oil, gas, or mining companies.

¹⁵ [Edinburgh, Oxford, Sheffield](#)

¹⁶ [People & Planet's Fossil Free Careers Campaign](#)