

WJH 180/3/88

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Department of Foreign Affairs  
and Commonwealth Relations  
242/3

DESICBY 13 00 hrs FILE  
REC MUFAX ROOM (N) 12-20

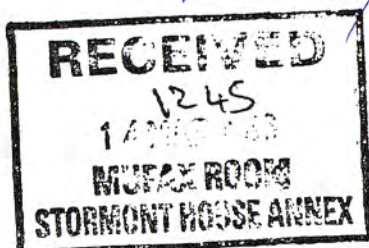
PS/Sir K Bloomfield - B

① Drangley, Rose

② on sample

③ Mr. Hedges

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*8/4/3*



cc PS/Secretary of State (L&B) - B

PS/PUS (L&B) - B

Mr Burns - B

Dr Quigley - M

Mr Fell - M

Mr Chesterton

Mr Innes - B

Mr D Gibson, DED - M

Mr Gowdy, DED - M

Mr Wood (L&B) - B

Mr Bell

Mrs D Brown, DFP, Rosepark - M

Mr Kirk, CPL

Mr Torney, DED - M

Mr Dew, RIO, FCO

Mr Higson, NAD, FCO

Mr Holt, Dublin

*Wfs from May I see the  
you are sent in  
Lan following?*  
*8/4/3*

# MR STANLEY'S MEETING WITH MAYOR FLYNN

1. As I mentioned to you on Friday, I was in touch with Philip McLean, our Consul General in Boston, earlier on that afternoon to get his account of the meeting which the Minister of State had with the Mayor of Boston, Ray Flynn, on the previous day. The meeting, which centred on fair employment issues, was described in Friday's papers as "heated".

2. Mr McLean said that the meeting (at which he was present) was not in fact particularly heated, although there was no great meeting of minds. However Mayor Flynn has various domestic political difficulties at the moment (particularly a strong reaction in the Irish-American heartland of South Boston to various proposals for the bussing of school children from one part of the city to another to achieve more racially balanced school populations) and has therefore apparently chosen to major on Irish issues as a diversionary tactic.

3. As SIL have already reported, Mayor Flynn will be coming to the Republic from 15 to 18 March to participate in the Saint Patrick's Day events in Dublin (rather than staying for the Boston celebrations, where because of the bussing issue Mr McLean believes he might get a less than enthusiastic welcome from his

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Irish-American constituents). The Mayor told Mr Stanley that while in Dublin he would be doing a live telecast back to Boston in which he intended to deal at length with fair employment in Northern Ireland. The line he took with the Minister (which will presumably also be used during the telecast) was that the Government is not serious about achieving fair employment, that the new legislative proposals are only cosmetic, and that the Government is not setting an example in this matter because the two major employers which it owns in the Province (Harlands and Shorts) have overwhelmingly Protestant workforces. The Mayor challenged the Minister to give him figures showing the proportion of Catholics working in these two companies. Mr Stanley agreed to do this, while pointing out that because of their position in East Belfast the employment catchment area for Harlands and Shorts inevitably contained a much higher proportion of Protestants than the Province as a whole. In addition, while a majority shareholder in both companies, the Government had no operational responsibility for running them. The Minister said that he would also provide figures for the Northern Ireland Civil Service, where the Government was the direct employer and its bona fides could therefore be judged more adequately.

4. As subsequently elaborated by the Minister in discussion with Mr McLean, the information we have been asked to provide comprises figures going back some three or four years (or more, if this seems advisable) showing the proportion of Catholics among

- (i) total job applications;
- (ii) total recruitment; and
- (iii) total workforce

for Harlands, Shorts and the NICS. (For the NICS, the Minister asked if the figures would also be divided into industrial and non-industrial.) Mr Stanley also asked if attention could be paid to the presentation of the figures - ie, displaying a positive trend wherever possible and including a preamble which makes all the

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necessary supporting points which should be registered (eg location in East Belfast).

5. After speaking to Mr McLean, I contacted Mr Warnock in DED and Mrs Brown in DFP who are setting in hand the necessary work. Given Mayor Flynn's desire to receive the information before he sets off for Dublin, there is a timing constraint in that the material must be faxed by close of play today to the Boston Consulate General (who will then transmit it to City Hall). It may be simplest for SIL to coordinate this exercise and I have therefore asked Mr Torney (deputizing for Mr Warnock) and Mrs Brown to fax the material to me as soon as possible for onward transmission to Boston. (I have incidentally asked the CG to ascertain how we could get the material to Mayor Flynn in Dublin if for any reason it proves impossible to get it over to Boston today).

6. Finally I should record two further points about last week's meeting

- (i) the Minister pressed the Mayor to take the opportunity of visiting the North when he was in the Republic next week in view of his evident interest in Northern issues. However Mr Flynn declined this invitation;
- (ii) the Mayor gave Mr Stanley a letter for the Prime Minister, dealing in extravagant terms with the administration of justice in the Province. The text of this has been released to the press. The original will be reaching us in due course via the FCO bag.

*Stephen J. Leach*

S J LEACH  
SIL Division  
14 March 1988

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NORTHERN IRELAND CIVIL SERVICE  
EQUALITY OF OPPORTUNITY IN EMPLOYMENT

In 1984, following a report by the FEA, the Northern Ireland Civil Service defined a clear policy on equality of opportunity, covering the 3 key variables of sex, religious affiliation and disability, and developed a system to monitor the impact of that policy in practice.

The Civil Service has published 2 reports which contain detailed statistical analyses from its monitoring system. Key summary statistics are as follows:

1. NON-INDUSTRIAL STAFF  
Composition of the Workforce

	1985	1987
P	13231 (58.5%)	13526 (58.1%)
RC	7360 (32.6%)	7849 (33.7%)
XNI	793 ( 3.5%)	717 ( 3.1%)
NK	1215 ( 5.4%)	1178 ( 5.1%)
TOTAL	22599 ( 100%)	23270 ( 100%)

2. INDUSTRIAL STAFF  
Composition of the workforce (April 1987)

P	2638 (45.7%)
RC	1844 (31.9%)
XNI	133 ( 2.3%)
NK	1161 (20.1%)
TOTAL	5776 ( 100%)

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### 3. RECRUITMENT

Competitions completed since monitoring began in August 1985.

Number of competitions - 118.

	Applications Received	Appointments Made	Success Rate
P	10655 (53.3%)	862 (58.1%)	8.1%
RC	8306 (41.6%)	579 (39.0%)	7.0% with 80/20 rule
XNI/NK	1023 (5.1%)	42 (2.8%)	4.1%
TOTAL	19984 (100%)	1483 (100%)	

**Key:** P Protestant (educated in a school attended mainly by Protestant pupils).

RC Roman Catholic (educated in a school attended mainly by Roman Catholic pupils).

XNI Educated outside Northern Ireland.

NK Not Known.

SEND CONFIRMATION

DATE/TIME 16- 3-88 10:04AM  
 LOCAL I.D. 286802  
 LOCAL NAME DFP ROSE PARK

\*\*\* SEND \*\*\*

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