

**PROTESTANT  
WORKING  
TOWARD  
2000  
DISCRIMINATION  
CATHOLIC**

**JOBS  
E.E.C.  
PLA  
TO**

An exposure of religious bias in the workplace as Northern Ireland prepares for the millennium

by GREGORY CAMPBELL

# **Working Towards 2000**

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**by Gregory Campbell**

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*An Exposure of Religious Bias  
in the Workplace  
as Northern Ireland prepares  
for the Millenium*

# Topics

**FAIR EMPLOYMENT BACKGROUND**

**THE 'FAMOUS' DIFFERENTIAL**

**THE SECURITY SECTOR**

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**RESULTS OF GOVERNMENT FIGURES**

**LARGE COMPANIES -  
WHAT IS HAPPENING NOW?**

**CONCLUSION**

# INTRODUCTION

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**F**air Employment legislation has existed in Northern Ireland for more than 22 years. While there is strong support for an organisation to implement real fair employment guidelines across the religious and political divide there has been from the outset stiff opposition within the Unionist community to what was the FAIR EMPLOYMENT AGENCY, now is the FAIR EMPLOYMENT COMMISSION and what in the near future may be called the EQUALITY COMMISSION. This is on the basis that, whatever its name, the *raison d'être* for an anti-religious discrimination body in Northern Ireland is to ensure that Roman Catholics are employed in increasing numbers.

The belief in the Unionist community is founded upon hard experience. Successive Governments have believed the assertion by many Irish Nationalists that because Roman Catholic males are more likely to be unemployed than Protestant males then discrimination against Roman Catholics has to be the reason. They then have built a plethora of statutes, an army of civil servants and a vast panoply of media interest on the back of such a belief and systematically set about changing the face of employment in Northern Ireland.

## UNEMPLOYMENT DIFFERENTIAL

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**W**hat is known as the "unemployment differential" (Roman Catholic males more than twice as likely to be unemployed compared to Protestant males) is an issue which has to be confronted.

**1. In 1922, and for several decades thereafter, many Nationalist politicians campaigned for Roman Catholics to boycott all institutions of the then recently created Northern Ireland State. This included the Civil Service (the largest single employer in the State).**

Some 46 years after calling on Roman Catholics not to take jobs from the State, they then campaigned against it for not giving them any.

**2. From 1969 there was a large increase in the numbers of people taking up employment in the security related field. As the violence continued this sector became more important due to its sheer size.**

The IRA threatened to kill those who joined either the RUC, UDR (later to be the RIR) or the British Army. They carried out this threat on many occasions and of course this had the effect of preventing many Roman Catholics taking up these positions.

It is estimated that at any one time there would be well in



*UDR member on a state of alert*

excess of 20,000 employees in this category, so obviously the substantial under-representation of Roman Catholics in this large sector of employment has to be taken into account when looking at any overall reasons for greater unemployment in one community.

**3. There has been an historically high Roman Catholic birthrate in Northern Ireland.** Educational qualifications have been shown to be lower for school leavers from larger families and obviously this has a bearing on success rates for job applicants from within that community.

# DISCRIMINATION



The  
TRUTH

— by —  
GREGORY CAMPBELL

*Previous publication by the author, released in 1987,  
highlighting job discrimination against Protestants*

## PREVIOUS PUBLICATIONS

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In 1987 I wrote a booklet entitled 'DISCRIMINATION - THE TRUTH.' This was an investigation into the Fair Employment Agency's reports. Controversy followed that publication when I demonstrated that, far from being the winners in the Fair Employment stakes, the Protestant community were in fact the losers. I stated then: *"Many firms where Roman Catholics were a minority, will in the very near future (present policies permitting) have a staff which has a Roman Catholic majority. Firms on the other hand which have had a Protestant minority are currently seeing that minority decline to the point where it will soon be virtually non-existent."*

It was apparent to many people in the 1980's that the Fair Employment legislation was being used to bolster the myth that Roman Catholics were systematically discriminated against and that any decrease in Protestant numbers in employment was a redressing of past imbalances.

Monitoring of companies' workforces to establish the numbers of each main religious affiliation began in 1989. Each company with more than 25 employees had to ensure that all employees completed an individual monitoring form



which, among other questions, included a query to establish whether the person was Protestant, Roman Catholic, or Other. Each year a report is produced which contains this data.

I have regularly pressed the Fair Employment Commission to dwell at much greater length on the present day reality of employment which can be seen via the recruitment section rather than concentrating on a company's overall workforce which, by its very nature, will reflect on the years since the company came into being.

**I HAVE DONE THIS BECAUSE IT IS PAINFULLY OBVIOUS THAT EMPLOYERS ARE BEING PRESSURED INTO RECRUITING MORE ROMAN CATHOLICS RATHER THAN APPOINTING THE BEST QUALIFIED PERSON FOR EACH POST.**

This has become a serious bone of contention. Bob Cooper of the Fair Employment Commission denies it. Each Government Minister responsible denies it. The Irish American lobbyists reject it. However, what none of them can deny are THE FACTS.

In 1993 I published 'DISCRIMINATION - WHERE NOW?', which dealt exclusively with this theme of ongoing recruitment. Again the establishment figures raged against an analysis which tore the myth apart, and was based on ALL FIGURES SUPPLIED BY THE FAIR EMPLOYMENT COMMISSION IN THEIR MONITORING REPORT.

We have now had 10 years of monitoring companies and 22 years of legislation so it is an appropriate time to exam-

ine exactly what the Northern Ireland employment scene is looking like RIGHT NOW, and what, on the basis of the trends being established at the present, it is likely to be in the foreseeable future.



*Publication released in 1993 which clearly demonstrated the direction in which 'Fair Employment' policies were leading*



## CITY COUNCIL, LONDONDERRY

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Council Offices,  
Guildhall,  
Londonderry.

Mr R.G. Cooper  
F.E.C.  
60 St. Victoria Street  
Belfast BT2 7BB

3/4/96

Dear Mr Cooper,

Ref. Monitoring Report No.6 for 1995

1. I have indicated to you on numerous previous occasions that there appears to be a two-way process developing across Northern Ireland i.e. where firms exist with a large Protestant workforce, they are recruiting proportionately more Roman Catholics, but where there are large Catholic workforces there is no corresponding rise in the number of Protestants occurring. Report No.6 bears this out once again (United Technologies, Glen Electric, Adria, Nothbrook, etc).

### WHEN WILL ACTION BE TAKEN TO ADDRESS WORSENING PROTESTANT UNDER-REPRESENTATION?

2. You indicated to the City Council in Londonderry some years ago that problems may well arise regarding the low numbers of Protestants employed by the Council, given that the recruitment figures since monitoring was introduced have been:

1991	-	24.2%
1992	-	21.1%
1993	-	23.9%
1994	-	19.4%
1995	-	15.8%

(All percentages are Protestant).

### WHAT ACTION DO YOU INTEND TAKING TO ADDRESS THE WORSENING PROBLEM WHICH NOW HAS PROTESTANT RECRUITS COMPRISING HALF THEIR RATIO IN THE WORKING AGE POPULATION?

3. When comparing applications to appointees in the Northern Ireland Civil Service (p.34) it would appear that from 1991-1993 the Catholic success rate was slightly worse than that for Protestants, but since 1994 the position has reversed as follows:

1991	-	-5.1%
1992	-	-2.6%
1993	-	-1.4%
1994	-	+3.8%
1995	-	+4.5%

### THIS IS A DRAMATIC CHANGE IN A SHORT TIME SPAN, WHAT IS THE N.I. CIVIL SERVICE EXPLANATION?

Thanking you in anticipation I remain,

Yours sincerely,

Gregory Campbell (Alderman)

*One of the many items of correspondence between the author  
and the Fair Employment bodies*

# COMPREHENSIVE SURVEY RESULTS

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**T**he results of this comprehensive survey are explosive. These statistics are taken from the 'Monitoring Report No.8 - A Profile of Northern Ireland Workforce' for the year 1997 (published in March 1998).

Because there is a range of company size and monitoring of recruits is only undertaken by companies with more than 250 employees, this is the size band which is the subject of scrutiny. This sector is easily the largest and therefore gives the public a good indication of what is going on throughout the whole of Northern Ireland.

There are many companies which have a workforce whose composition is close to the proportion of Protestants/Roman Catholics as a whole, i.e. 58% to 42% (according to the Fair Employment Commission). **BUT THERE ARE QUITE A NUMBER WHICH DO NOT.**

Among these companies there are, of course, perfectly legitimate historical, commercial and local demographic reasons for an imbalance in individual workforces. This review is *not* an attempt to pass judgment on a firm or group of firms, rather its purpose is to demonstrate what

**PROFILE OF THE MONITORED WORKFORCE  
IN NORTHERN IRELAND**

**SUMMARY OF THE 1997 MONITORING RETURNS**

**MONITORING REPORT No. 8**



**Fair Employment Commission for Northern Ireland**

**Andras House**

**60 Great Victoria Street**

**Belfast BT2 7BB**

*Frontispiece of 'Monitoring Report No.8 -  
A Profile of Northern Ireland Workforce'  
with the Fair Employment Commission logo included*

is occurring at the coal face of employment AT THE PRESENT, not what may have happened in the past.

For this purpose I have not included any company or public concern which has a minority within its workforce of either religion which is more than 20%. It is difficult to get a standard benchmark which could equally be applied to all companies but as this has been used on previous occasions it would appear consistent and appropriate to do so again.



*58% of N.I. population of a working age is Protestant*

It should be noted that with a working age population in Northern Ireland of 58% Protestant to 42% Roman Catholic it should be much easier to find companies with under 20% Roman Catholic than those with less than 20% Protestant.



**FRUIT OF THE LOOM:**

*Large Roman Catholic workforce with hardly any recruits  
to redress the balance*



**UNITED TECHNOLOGIES:**

*Large Roman Catholic workforce, recruited 142 people,  
but no improvement for Protestants*

## LARGE COMPANIES: WHAT IS HAPPENING NOW?

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**H**aving established a 80%-20% benchmark for ALL companies to avoid the accusation of selectivity, it is important to produce the benchmark which will help demonstrate what is happening now rather than what may have happened previously.

Here, in keeping with a consistent approach, I have simply taken the above-mentioned criteria and applied it to those companies with either less than 20% Protestants or less than 20% Roman Catholics and then examined how their recruitment **IN THE LAST TWELVE MONTHS** measures up against their overall figure.

One illustration should serve to explain the concept.

The firm ADRIA have a breakdown of total employees which is 14.1% Protestant (below the 20% threshold) and employ more than 250 people. They therefore monitor recruits because they are in the large company sector.

When we look at their appointments in the last twelve months we see that their Protestant ratio was 13.0%.

This is an example of a low number of Protestants in the company overall, becoming even fewer **AS OF THE PRESENT**.



**The question has to be addressed, IS THIS REFLECTED ACROSS ALL OF NORTHERN IRELAND IN ALL COMPANIES?**

The Fair Employment Commission has always maintained that Protestant minorities have not and are not losing out while Roman Catholic minorities have gained. Their own up-to-date figures produce the most damning indictment to date of this pernicious untruth.

Some companies have either not recruited in the most recent year or have recruited so few people as not to have figures recorded. Where this has happened they have been placed in a category of "insufficient data," even if their overall figures (more than 250 workers and less than 20% of one religion) mean they have very few employees of a denomination.

Many of the best known names in Northern Ireland Industry fall into this category; for example, NORBROOK LABORATORIES, SEAN QUINN, FRUIT OF THE LOOM, UNITED TECHNOLOGIES. These are all large firms with insignificant numbers of Protestants, but because they have an insufficient number of Protestant recruits (or in some cases of ANY recruits), it was not possible to evaluate if any improvement may come about. Firms like BRETT MARTIN, CARPETS INTERNATIONAL, GREENFARM and NORTHERN IRELAND SPINNERS (who have few Roman Catholic recruits) are treated in exactly the same way.

There are therefore large companies with more than 80% of one or other community in their employment who have

recruited in numbers over the past year. This includes Public Concerns and very well known names such as the RUC, GOC (ARMY), POLICE AUTHORITY, SHORT BROTHERS, etc. Over a number of decades these organisations have been accused in varying degrees and by a variety of people of not ensuring that they have adequate numbers of Roman Catholics on their payrolls.

**ANY RESEARCH WHICH DWELLS ON THESE BODIES WOULD BE IN GRAVE DANGER OF PROVING A NATIONALIST CASE, IF THE MYTHS WERE TRUE.**

There are 51 companies/public bodies in the survey. They employ almost 50,000 people. 19 firms/bodies did not recruit sufficient people to give information, leaving 32 where specific trends can be clearly seen.

**TWENTY FOUR WITH LARGE PROTESTANT WORKFORCES RECRUITED PROPORTIONALLY MORE ROMAN CATHOLICS THAN WAS IN THEIR OVERALL WORKFORCE. ONLY ONE WITH A LARGE ROMAN CATHOLIC WORKFORCE RECRUITED PROPORTIONALLY MORE PROTESTANTS.**

The other seven firms either had "recruit ratios" which were little different from their overall figures, or had recruited more of their majority community workforce.



**ARNTZ BELTING CO. LTD:**  
*Largely Roman Catholic workforce with hardly any recruits  
to offset the imbalance*



**MAYDOWN PRECISION ENGINEERING:**  
*Largely Roman Catholic workforce with some recruits  
but NO improvement in the Protestant percentage*

**NORTHERN IRELAND'S LARGE COMPANIES  
(MORE THAN 250 EMPLOYEES) WITH MORE  
THAN 80% OF ONE RELIGIOUS PERSUASION**

Adria	2,682
Allied Bakeries N.I.	385
Ambler of Ballyclare	283
Arntz Belting Co. Ltd.	269
Bairdwear (Ladieswear) Ltd.	556
Brett Martin Ltd.	284
British Textile Manufacturing	257
Carpets International (UK) PLC	333
Dale Farm Dairies	359
European Components Co. Ltd.	702
Fruit of the Loom Manufacturing	419
Gallaher Ltd.	1,114
Getty Connections Ltd.	450
Glen Electric	342
Graham John (Dromore) Ltd.	310
Greenfarm Developments Ltd.	266
Harland & Wolff Shipbuilding	1,421
Henderson John Ltd.	327
Henry Bros. (Magherafelt)	315
Hughes Christenson Co.	316
Hurst Charles Ltd.	566
Lamont Textiles Ltd.	675
Maydown Precision Engineering	255
Morphy Richards (NI) Ltd.	472
Norbrook Laboratories Ltd.	347
Northern Ireland Spinners Ltd.	405
Northern Publishing Office (UK)	361
O'Hara's Bakeries Ltd.	311
Ormeau Bakery Ltd.	468
Patton David & Sons (NI)	268
Pennine Services	266
Premier Power Ltd.	380
Quinn Sean Group	414
Short Bros. PLC	6,058

Turkington JH & Sons	313
Ulster Carpet Mills Ltd.	624
United Technologies (UK) Ltd.	524
Wright Robt. & Sons Coachworks	307

**NORTHERN IRELAND'S LARGE PUBLIC CONCERNS (MORE THAN 250 EMPLOYEES) WITH MORE THAN 80% OF ONE RELIGIOUS PERSUASION**

Ards Borough Council	320
Ballymena Borough Council	269
Castlereagh Borough Council	290
GOC (N.I.)	3,056
Lisburn Borough Council	355
Newry & Mourne District Council	324
Newry & Mourne HSS Trust	1,580
Newtownabbey Borough Council	263
North Down & Ards HSS Trust	1,169
North Down Borough Council	311
Police Authority for N.I.	877
Royal Ulster Constabulary	11,357
Ulster North Down & Ards HSS Trust	2,417

**TWENTY FOUR OF ALL THESE FIRMS WITH LARGE PROTESTANT WORKFORCES RECRUITED MORE ROMAN CATHOLICS THAN WAS IN THEIR OVER-ALL WORKFORCE. ONLY ONE WITH A LARGE ROMAN CATHOLIC WORKFORCE RECRUITED PROPORTIONALLY MORE PROTESTANTS. THIS IS IN SPITE OF THE FACT THAT IT IS MUCH EASIER TO JUSTIFY IN PURE NUMERICAL TERMS AN 80%+ PROTESTANT WORKFORCE THAN IT IS AN 80%+ ROMAN CATHOLIC WORKFORCE (Because the Northern Ireland working age population is 58% Protestant).**



**SHORTS:**

*Large Protestant workforce but a disproportionate increase in Roman Catholic recruits*



**CHARLES HURST:**

*Large Protestant workforce but a significant increase in Roman Catholic recruits*

As we enter the 21st century the reality is that Roman Catholics are far more likely to BEGIN EMPLOYMENT than Protestants in Northern Ireland. The fact that the organisation responsible to the Government for FAIR EMPLOYMENT know that this is the case yet refuse to admit it (let alone do anything about it) is the most damning indictment possible on the Fair Employment Commission.



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**THE GUARANTEE OF QUALITY**

**SEAN QUINN:**

*Large Roman Catholic workforce with no improvement  
for Protestants among recruits*

## CONCLUSION

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**C**learly this evidence, based as it is purely on Fair Employment Commission monitoring figures, indicates exactly the type of employment scenario which I predicted would come about 10 years ago. There needs to be a heightening of the awareness of these developments both in Northern Ireland, at Westminster, as well as in Europe and in the USA.

The entire rationale behind the Republican/Nationalist cause is based on the lie that they are disadvantaged. An ongoing demonstration that this is not the case is a vital necessity. Political parties, Governments as well as International lobbyists whose belief has been that Nationalists were excluded in Northern Ireland, must be faced with the truth. They may complain; they may be disturbed that the cozy, comfortable status quo of 'serious injustices' against the Nationalist community is being upset - the fact that it is the unpalatable truth which is doing it will in all probability not make the transition any easier.

This publication will be a success if it furthers the campaign to pressurise 'Equality' Commissions into accepting that the Protestant community demand true equality which is manifested when each person in Northern Ire-



land is employed purely on the basis of their qualifications and there is no attempt to allocate jobs via a 'religion conveyor belt' in order to rectify past 'injustices.'



**A**lderman Gregory Campbell was first elected in 1981, since when he has contested local government, Assembly and Parliamentary elections on behalf of the Democratic Unionist Party.

He has always taken a keen interest in the controversial topic of discrimination, and is probably the most vocal elected Unionist politician in proactively dealing with the issue.

His previous publications were the subject of intense scrutiny and controversy. In **WORKING TOWARD 2000** he again pulls no punches and will undoubtedly be criticised by those who either refuse to see the truth despite the evidence, or, are determined that the truth shall not prevail. There can only be one response to those of either school of thought,

**AND YE SHALL KNOW THE TRUTH,  
AND THE TRUTH SHALL MAKE  
YOU FREE.**