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A REPORT

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REPORT ON THE POSITION OF THE LAMBETH IRISH COMMUNITY

G. MacGearailt
APRIL 1985

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SUMMARY OF THE REPORT.

The information contained in this report indicates:

- a) that there are at least 20,000 Irish people in Lambeth (1:12 or 8.4%). 11% are pensioners. 23% are over the age of 45 years and a further 23% are under 16 years of age. 51% are women.
- b) that Lambeth has the fourth largest Irish population in London and the largest in South London.
- c) that over three-quarters of the Irish live in the part of the borough formerly known as the original Inner City Partnership Area. They are primarily housed in rented accommodation of which over half is council property. Only 17% are owner-occupiers.
- d) that there is evidence to indicate the Irish have always lived in poor quality, rented accommodation in Lambeth. London statistics indicate that Irish properties often lack basic amenities.
- e) that the majority of the Irish are still employed in unskilled manual work while the majority of those in 'white collar' jobs are employed in clerical/junior positions. In total across London only 11% have become employers, managers or professionals.
- f) that a survey of the ethnic composition of the Hackney Council workforce indicated that the Irish do worse than Asian employees and almost as bad as Black employees in Council employment.
- g) that racism against the Irish permeates every strata of society and has a profound effect on the development and growth of the Irish communities in Britain. Both Irish Born and Second Generation have been affected equally, though differently, from racist stereotyping and prejudice.
- h) that the Prevention of Terrorism Act is used unjustifiably and indiscriminately against the Irish community in Britain to stifle lawful political activity.

REPORT ON THE POSITION OF THE IRISH COMMUNITY IN LAMBETH

DEFINITION:

1. For the purposes of this report the definition of 'Irish' used by the I.B.R.G. is the one accepted by the majority of the Irish community i.e. 'Person who originated in, or whose forebears originated in, the 26 County republic or the six County 'Northern Ireland' statelet and who consider themselves to be Irish.

SIZE OF POPULATION.

2. On Census night in 1981 there were 238,854 people resident in Lambeth, 14,771 people were recorded as living in households whose head of household was identified as being born in the Irish Republic.
3. Given the small number of Irish who have become owner-occupiers (see Table 1) it is probable that all of those 14,771 people were either Irish born or second/third generation.
4. A large proportion of Irish people have historically been transient or semi-transient, having neither permanent employment nor housing. Although in latter years this has reduced there are still a considerable number in lodger-type accomodation who would not be identified as 'Irish' in Census figures.
5. In addition the Census does not record those born in 'Northern Ireland' as being of Irish extraction. Regardless of political persuasion these people face similar discriminatory practices as facing those born in the 26 County Republic. G.L.C statistics indicate that the inclusion of these people can increase the 'total Irish' figure by 20%.
6. Finally, the Census does not record the number of second generation Irish who have become heads of households and who now form the majority of our community.

7. In view of the above a more realistic though extremely conservative estimate of the size of the Lambeth Irish community would be at least 20,000 people (1:12 or 8.4%).
8. The age breakdown of the community confirms the fact that the responsibility for culture and identity is being steadily transferred from Irish born to second/third generation.
9. Just over 11% (1668) are now of pensionable age with a further 23% being over the age of 45 years. The vast majority of these (89%) were born in Ireland. This contrasts with the 23% who are children under the age of 16 years and who were overwhelmingly born in Britain (94%). Of the remainder just over half (50%) were born in this country.
10. The community is more or less evenly split between women and men (51%-49%).
11. Although the overall population of Lambeth decreased by 20% between 1971 and 1981 the Irish community shrunk by just over 32% during the same period. This was due in part to the overall trend away from inner city areas but also to the high death rate among the Irish born during these years (13% nationally). This high death rate is steadily decreasing with the growth in second generation Irish.
12. Lambeth has the fourth largest Irish population in London following Brent, Ealing and Islington and the largest in South London. The Irish community makes up an estimated one sixth of the total London population.

HOUSING.

13. Due to the complexities outlined previously in identifying the size of the Lambeth Irish community the housing profile detailed below relates to households headed by a person born in the 26 County Republic and does not include those born in the six county statelet nor second/third generation.
14. The Irish population in Lambeth is primarily housed in rented accomodation (82.7%) of which the majority (53.6%) is council property. No other Lambeth community is as reliant upon rented accomodation (see Table 1).
15. Although the Afro-Carribean community has a higher dependance upon council property (57.1%) this is to some extent balanced by a much higher level of home ownership (24.0%).
16. Only 17.3% of the Irish community have become owner-occupiers compared with an overall average in Lambeth of 25.4%.
17. In private sector rented accomodation the Irish are more reliant upon furnished (62%) than unfurnished accomodation.
18. From overall London statistics there is some evidence to indicate that the Irish in the private sector are less likely to have exclusive use of bath and inside W.C than tenants of any other ethnic minority. This would appear to be equally true for those households lacking bath or W.C facilities (see Table 3).
19. A large proportion of the Irish community (48%) are housed at the Northern end of the borough (the area bounded by and including Clapham Town, Ferndale and Angell wards).
A further 25% live in the middle of the borough (Clapham Park, Town Hall, Tulse Hill, Herne Hill and St.Martins).
20. Just over three-quarters (73%) of the Irish community therefore live in the part of the borough formerly known as the original Inner City Partnership Area and only 27% are housed in Streatham and Norwood.
21. In the last ten years there has been a 5% drift of Irish from the North and South of the borough towards the middle. This has reduced the numbers of Irish living in Streatham and Norwood by 3% and increased the numbers living in the original Inner City Partnership Area proportionately.

EMPLOYMENT.

22. The employment profile detailed below relates to the economic activity of residents in the Greater London Area who were born in the 26 County Republic. The source is the Labour Force Survey 1981.
23. The majority of the economically active Irish still work in manual employment (52%) with 41% being white collar and only a small percentage(7%) being self-employed.
24. In manual employment just over one third(37%) are skilled workers with the majority of the remainder(42%) being semi-skilled.
Just under one quarter(21%)were recorded as being unskilled labour.
25. In white collar employment the vast majority are in clerical/junior positions(72%) with the remainder being employers,managers or professional staffs.
26. The Construction Industry still accounts for nearly one quarter(23%) of Irish employment with the majority being in skilled manual work(33%) or self-employed(30%). Less than one quarter(20%) work in a managerial or professional capacity.
27. It is important to note that the Construction Industry has been hit particularly hard by the current recession and the Irish community have suffered proportionately in terms of job loss.
28. Just under one third (32%) work in the manufacturing industry, Retail distribution, National Health Services or 'Other' services. Only 7% work in a managerial capacity while 44% occupy clerical/junior positions.
29. Although 18,250 Irish people work in one of the following industries, not one is employed in a managerial or professional capacity: Energy and Water industries, Vehicle/metal goods manufacture, British Rail, Post Office/communication and the Education Authority.
30. In total across London, only 11% of the economically active Irish are employers, managers or professional staffs (see Table 2). The majority are either in clerical/junior positions (30%) or semi-skilled manual positions (22%).

LOCAL GOVERNMENT.

31. Only 4% of the economically active Irish work in Local Government. Of these, the majority are either in clerical/junior positions (42%) or in semi-skilled manual positions.
Only 15% are in managerial or professional positions.
32. The method of ethnic monitoring currently employed by Lambeth precludes the analysis of the ethnic composition of the Council workforce from an Irish perspective. It is therefore impossible to clearly identify the degree of discrimination suffered by Irish applicants in comparison to the overall London situation detailed above.
33. Hackney Council however conducted a detailed survey into the ethnic composition of their workforce as at the end of June 1982. (see appendix A). In view of the similarities between Hackney and Lambeth boroughs this may be used as an indication of the discrimination facing prospective and present Irish employees in Lambeth.
34. Hackney is an inner city borough facing similar socio-economic problems to that of Lambeth. The ethnic composition of its population is comparable to that of Lambeth with 27.5% black community and 7.5% Irish.
35. Analysis of the report submitted to the Hackney Race Relations Committee (18.10.83) showed:
 - a) the Irish do worse than any other ethnic minority in terms of Council employment reflecting the size of their community;
 - b) the Irish are more likely to be employed by the Council in manual labouring positions than are any other section of the community;
 - c) the Irish are more likely to be employed by the Council in manual labouring positions than in skilled manual or office based appointments;
 - d) the Irish are almost as badly under-represented at SO1 level and above as are Black employees and do worse at this level than Asian employees;
 - e) the Irish do worse than Asian employees and almost identically to black employees at Admin/Professional level;
 - f) Irish employment patterns in Hackney Council mirror the pattern of Black employment at every level and it therefore follows that they suffer from similar discriminatory practices.

RACISM.

36. Anti-Irish racism is one of the oldest forms of racism to be found in Britain today and permeates every strata of society. It is as prevalent at local level as it is at national level.
37. In order to be fully understood Anti-Irishism must be considered in the context of British Colonial activity in Ireland during the last 800 years and the Anglo-Irish relations which developed from that activity.
38. Britain's domination of Ireland - whether militarily, politically or economically - during the last eight centuries in many ways mirrored and paralleled British activity in places such as Africa, the Caribbean and India. The justification for imposing British culture and rule in those places was the absolute belief in the superiority of West-European orientated religions and civilisations. The purpose was one of clear profit and the methods used often involved the destruction of whole peoples and cultures. The use of racism was an automatic part of this 'civilising process'.
39. The stereotyping of the Irish as stupid, backward, dirty and violent is therefore consistent with the colonising policies adopted by Britain in the 12th century and maintained through to the present day. The popular image created can be found in the writings of Geraldus Cambrensis in 1172 and, down through the years, to the cartoons and statements of the popular press and media in 1984.
40. At every level of English literature, from Shakespeare to Milton to Webster, the image portrayed of the Irish is consistent with this ever popular and deliberately created stereotype.
41. The Anti-Irish joke which regularly appears on the TV, on the Radio and in the newspapers constantly re-inforces the stereotype and is the only form of racist humour considered acceptable by our society.
42. The stereotype is so deeply ingrained into British society that many commonly used phrases and expressions carry the racist image e.g. to describe something as 'Irish' when it fails to make sense, to 'take the mickey' meaning to poke fun or to 'throw a Paddy' meaning to lose your temper or act irrationally.

43. Contrary to popular belief, the introduction to Britain of racism on the basis of skin colour did nothing to alleviate anti-Irish racism. It was 'in addition' to anti-Irishism rather than 'instead of' it.
44. Although there has always been this general level of anti-Irishism deeply rooted into British society it has tended to explode into open displays of anti-Irish hostility during deteriorations in Anglo-Irish relations. As the 'Northern Ireland' troubles erupted in the early 1970's so the popularity of the anti-Irish joke increased.
45. Some forms of anti-Irishism are an obvious and direct political attack on the identity and origins of Irish people. For instance in June 1984 Sir John Junor of the 'Sunday Express' commented on President Reagan's visit to Ireland by expressing his personal preference for "spending three days looking for worms in a dung heap" than undertaking such a visit. More recently he caused immense anger among the Irish community by asking in an editorial, "Wouldn't you rather admit to being a pig than being Irish?"
46. Racism within Britain against the Irish is unique in that it is still directly related to current British colonial activity abroad (i.e. 'Northern Ireland'). It is also the only major form of racism practised against a white minority group in Britain today.
47. This racism is so acceptable to British thinking and British society that the Tory Government recently attempted to disenfranchise Irish people resident in this country and were only prevented from doing so by the complexities of such an action.
48. Racism has had a profound effect on the development and growth of the Irish communities in Britain. Both Irish born and second generation have been affected equally, though differently, from racist stereotyping and prejudice.

THE IRISH BORN.

49. For the Irish born the question of racism, prejudice and disadvantage has always been, and continues to be, a very real problem. If Black races evoke bigotry on sight then the Irish born evoke it through speech and accent.
50. There is historical evidence to show that the Irish suffered from disadvantage in housing and employment from the moment they entered Britain. In addition they were bombarded with racist humour and stereotyping and were ghettoised into their own communities.
51. As indicated previously, there is clear and growing evidence that the Irish born continue to suffer from disadvantage in housing and employment. The stereotyping and the anti-Irish humour are also still in prominence.
52. The result of this constant denigration of Irish culture and identity was to force the Irish born to keep a low profile in all walks of life and particularly during high points and crises in Anglo-Irish relations.
53. On arrival in this country the Irish were given few options. They could either choose to constantly defend their nationality, in the pub, in the club, at work or at school or alternatively they could deny it completely and 'integrate'. Every state mechanism encouraged them - and continues to encourage them - to ape the English way of life and culture.
54. The only other alternative was for them to swallow their feelings of indignation and hurt over the misrepresentation and stereotyping and to retreat after work or school into their communities.
55. Public displays of national/cultural identity were few and far between and it is only with the growth in second generation Irish that festivals, conferences and rallies have become popular.
56. Today many of our elderly Irish born are isolated and alone and have little or no contact with their people or culture. In addition they have minimal knowledge of law or financial or housing benefits.

57. For various social and cultural reasons our elderly have tended to avoid approaching agencies such as Social Services for practical support and have instead tended to 'muddle through' until ill health or old age have brought crisis intervention or death.
58. Many of our elderly have lived the majority of their lives in an environment which constantly denied them their culture and identity and, for those elderly Irish who require the support of residential establishments, this denial continues.
59. The overall picture of the Irish born community is therefore one of constant disadvantage and discrimination from the moment of emigration through to the present day.

THE SECOND GENERATION.

60. For our second and third generations the problem of disadvantage and racism is just as real as for the Irish born but not so easy to identify (comparable to the difference between open, hostile racism and covert, devious racism).
61. Second generation Irish, born in this country, have grown up in an environment of disadvantage. Their parents were employed primarily in low paid manual or clerical work since coming to Britain and home was most likely to be a council estate in the poorer part of the borough.
62. The home environment teaches them an Irish perspective of the history of these islands and an appreciation of their culture and identity but this is constantly questioned by the TV and the rest of the media.
63. Outside of the home, every state mechanism attempts to deny them their Irishness and encourages them to assimilate - to become integrated. In order to be accepted into society they must reject their Irish identity.
64. Their first major contact with British society - school life and curricula - reinforces the conflict and images created by media misrepresentation. Schoolfriends repeat the ever-popular Irish joke and history books present the Irish 'problem' from a position of ignorance rather than provide an explanation of colonial ambition and oppression.
65. The University of Nottingham recently conducted a survey in a local comprehensive school in which they asked 800 British born children (aged 11 to 16) to identify a range of characteristics within seven races: English, West Indian, German, Indian, Jewish, Irish and Pakistani.
66. The children were divided into four groups for the survey: White British (which included the Irish), West Indian, Pakistani and Indian. The 'White British' were the only group to attribute positive characteristics to the Irish race but 52% still considered them to be violent. Of all other groups, in each case the majority considered the Irish to be violent and dull.

67. Under this pressure it is easy for Irish children to lose their accent and with it the identifying tag which opens them to racial abuse. This keeps them safe however on one condition, namely that they deny or refuse to acknowledge their Irish origins. They assimilate at the expense of their roots and identity.
68. While it is unusual, if not unique, to find an English child who pretends to be Irish the reverse is commonplace within the Irish communities.
69. The responsibility for perpetuating Irish culture and identity rests with the second and third generation Irish. In order for culture and identity to survive however it must have a sympathetic environment. Irish children have no sympathetic environment in British schools or in this multi-racial society and cultural survival is becoming increasingly difficult to achieve.
70. The overall picture of the Second generation therefore is one of disadvantage in early life, cultural denial and identity difficulties during formative years and constant denigration of Irish heritage throughout adult life.

THE PREVENTION OF TERRORISM ACT.

71. The Prevention of Terrorism Act came into force on 29 November 1974, eight days after public house bombings killed 21 people and maimed many more. The Act introduced sweeping new powers for the purpose of preventing events such as the Birmingham bombings - powers which many people considered to be 'draconian' in their effect. Even the then Home Secretary, Roy Jenkins, felt the need to justify its introduction on the basis of its 'temporary' nature.
72. Since its introduction, Civil Rights groups have voiced grave doubts about the implications of the Act and its application. The National Council for Civil Liberties have expressed the view that 'by giving the Home Secretary and Police powers that cannot be challenged in court the PTA has destroyed at a stroke the edifice of safeguards built up in this country's legal system to protect the citizen against wrongful arrest, detention or conviction' (NCCL 'PTA - The Case for Repeal'). In spite of this criticism the PTA has been renewed annually - though lately against growing opposition from many Members of Parliament.
73. The Act can basically be divided into three parts:
 - a) the right of the Home Secretary to ban (prohibit) organisations;
 - b) the right of the Home Secretary to deport (exclude) those suspected of being involved in terrorist acts from Britain to 'Northern Ireland' or the Republic of Ireland;
 - c) the right of the police to arrest persons suspected of terrorism and to detain them for 48 hours on their own authority and for a further five days with the approval of the Home Secretary. In addition the police have the right, with the approval of the Home Secretary, to arrest suspects at a port or airport and detain them for up to 7 days.
74. It has been repeatedly pointed out that, despite the extensive powers given to the police under the PTA, the Act has failed completely to prevent the bombing of British cities. Its effect has, however, been to alienate the Irish community in Britain who see it as a repressive measure used unjustifiably and indiscriminately against them to prevent legitimate political activity. The NCCL have pointed out that 'all the people detained under the Act and subsequently charged with criminal offences could have been arrested, questioned and charged without using the powers of the Act'.

75. Between 29 November 1974 and September 1984 5,896 people were arrested under the PTA but less than 2.5% (147) were ever charged with any 'PTA' offence (and less than 50% of those received any prison sentence). A number of those charged and sentenced under the Act are the subject of controversy due to the flimsy evidence upon which they were convicted. Apart from a very, very small percentage, all of those arrested were Irish. 5,749 people were detained for periods ranging from a few hours to 7 days and then released without charge and without right of redress.
76. The Greater London Council recently conducted a random survey of the conditions faced by those arrested under the PTA in the London area between 1976 and 1982. All of those arrested were denied access to a solicitor and effectively disappeared because neither family nor friends were informed of their detention. On a number of occasions relatives heard of the arrest through the media or were themselves threatened with arrest when enquiring after their relatives. Detainees complained of physical ill-treatment, threatening behaviour on the part of the police and severe mental pressure. Some required medical assistance following release (at least one required long term medical treatment) or lost their employment as a result. Others found that their families had been subjected to harassment and even assaults by their neighbours. Children were placed in care, families broken up and at least one suicide reported as being linked to detention under the PTA.
77. In 1982 Mr Robert Parry MP asked the House of Commons, "Is the House aware that over the past seven or eight years many people who have been detained and then cleared of any offence still have their photographs, personal details and fingerprints on the police files? This is a gross infringement of civil liberties and the Irish Societies believe that the Act is used purely to collate information for the police so that it can be put on a police file or computer".
There is a strongly held belief among the Irish community that anyone charged under the PTA has no hope of a fair trial and is already convicted by the media i.e. by the smear of terrorism.
78. The two largest Irish community groups (the Irish in Britain Representation Group and the Federation of Irish Societies) are both committed to the repeal of the PTA. The IBRG have stated their conviction that 'the PTA is used unjustifiably and indiscriminately against the Irish community in Britain to stifle lawful political activity'. The Federation have referred to the PTA as 'institutionalised terrorism'.

THE SEVEN DEMANDS.

79. Lambeth IBRG call upon the Council to recognise that racism and its associated disadvantages is practised against the Irish (both Irish born and British born) and that this racism has led to discrimination in housing and employment and has had a serious effect on the ability of Irish people to transmit their culture and identity to their children. It has had a similar effect on the ability of Irish children to absorb and feel proud of their heritage and identity.
80. In keeping with this recognition, Lambeth IBRG call upon the Council to support positive steps aimed at countering anti-Irish discrimination via the use of the Council's influence on our society e.g. by public statements, appropriate literature and the expansion of any current equal opportunities/racial dimensions of the Council so that they include discrimination against Irish people.
81. In keeping with this recognition, Lambeth IBRG call upon the Council to support a demand for the expansion of any Equal Opportunities information currently obtained through race monitoring (or alternatively introduce it) so that it includes the Irish as a distinct disadvantaged group, and to enable the extent of employment disadvantage among Irish people to be more accurately assessed.
82. Lambeth IBRG call upon the Council to undertake research in order to identify and analyse the needs of the Irish community with particular regard to welfare and cultural needs.
83. Lambeth IBRG call upon the Council to recognise the needs of our elderly and our children for contact with their people and culture and to take steps to include this in the planning and running of day centres, old peoples home, nurseries etc., as well as ensuring that any of our children taken into care are positively aided to maintain their cultural identity and that this is also introduced as a factor in fostering/adoption situations.

84. Lambeth IBRG call upon the Council to employ specialist workers and/or educate present workers to understand the cultural and social problems of our aged and our young and to counter the lack of knowledge of benefits as well as the problems of isolation, mental illness, alcoholism and suicide among our young.
85. Lambeth IBRG call upon the Council to recognise that the Prevention of Terrorism Act is a racist weapon used unjustifiably and indiscriminately against the Irish in Britain to stifle our political development. In addition we call upon the Council to oppose the use of the PTA within its boundaries via public statements of condemnation, to support the declaration of a 'PTA free zone' in order to underline the total opposition of the Council to the PTA and to include the monitoring of this Act and its effects within the brief of the Police Monitoring Committee.

COUNCILLORS INDICATING SUPPORT OF THE SEVEN DEMANDS:

Ted Knight. Leader. Ferndale Ward.

Mathew Warburton. Tulse Hill Ward.

Helen Crossfield. Angel Ward.

Graham Norwood. Deputy Leader. Angel Ward.

Terry Rich. Bishops Ward.

John O'Malley. Clapham Town Ward.

Jo Sinclair. Ferndale Ward.

Kevin Moore. Larkhall Ward.

Sharon Atkins. Larkhall Ward.

Patrick Newman. St. Martins Ward.

Hazel Smith. St. Martins Ward.

Des Atkinson. Stockwell Ward.

Dorothy Ayres. Tulse Hill Ward.

TABLE 1.

	Owner	L.A	H.A	Tied prop	Private furnd	Private unfurnd
Eng.	25.7	42.5	6.8	1.6	8.2	15.2
R.I.	17.3	53.6	7.5	1.8	9.2	10.6
Blk.	24.0	57.1	8.2	1.8	6.2	2.7
Asn.	47.6	30.2	4.8	1.1	10.1	6.2
Ave.	25.4	45.3	7.1	1.4	7.9	12.9

(KEY: L.A.=Local Authority; H.A.=Housing Authority;
Tied prop=Tied property; furnd=furnished; Eng=English;
R.I.= Irish Republic; Blk=Black; Asn=Asian; Ave=Average)

TABLE 2.

Employment profile of Irish born residents in the GLC area

Employer/Manager/Professional	11%
Clerical/junior	30%
Skilled manual	19%
Semiskilled manual	22%
Unskilled manual	11%
Self employed	7%
Total	100%

TABLE 3

CONDITIONS OF TENANT'S ACCOMODATION; AMENITIES/LACK OF

AMENITIES; LOCAL AUTHORITY TENANTS

<u>LACK OF AMENITY</u>	<u>BIRTHPLACE OF HOUSEHOLD HEAD</u>						
	ALL	UK	RI	CARIB	MED	NC	NC/P
Exclusive use of Bath & Inside WC	97.6	97.6	97.3	97.6	97.9	97.5	95.4
Lacking Bath	0.4	0.4	0.6	0.7	0.6	0.7	10.4
Lacking Inside WC	1.5	1.5	1.5	1.3	0.7	1.2	2.8

TABLE 4

AMENITIES; OTHER RENTAL TENANTS (MOSTLY PRIVATE)

<u>LACK OF AMENITY</u>	<u>BIRTHPLACE OF HOUSEHOLD HEAD</u>						
	ALL	UK	RI	CARIB	MED	NC	NC/P
Exclusive use of Bath & Inside WC	82.0	82.5	72.9	80.1	76.5	76.9	76.6
Lacking Bath	7.3	7.9	6.2	2.7	3.6	2.6	2.8
Lacking Inside WC	8.5	9.2	5.4	2.0	3.1	2.4	2.7

MANUAL vs WHITE COLLAR:

6. The vast majority of Irish people employed by the Council are in manual employment (75%). No other ethnic minority is as reliant upon manual labour for employment.

Just over half of Asian employees are in manual employment (54%) and just under two thirds of 'Other Black' employees (61%).

7. The bulk of the manual Irish workforce are in basic manual grades (41%) and Construction Services (39%) with a smaller number being Care Assistants or Home Helps (17%).

This is almost identical to the employment of 'Other Black' workers as opposed to Asian employment where 79% of their manual workers are in the Construction Services (see Table 1).

8. Analysis of the economic position of Irish people in the Construction Services show that a higher percentage (42%) rely upon labouring than do 'Other White', 'Other Black' or Asian peoples.

Nearly all of the Asian employees in Construction Services are Craftspeople (93%) and three quarters of 'Other Black' employees (see Table 2).

9. In 'white collar' employment the Irish are comparable to 'Other Black' employees in terms of their economic position (see Table 3).

A similar percentage (21%) of Irish and 'Other Black' people work in Residential establishments compared with only a minority of Asian or 'Other White' employees.

At Administrative/Professional level and at Senior Officer level the Irish are under-represented in comparison with 'Other White' or Asian employees.

At Clerical/Junior level Irish people are over-represented in comparison with 'Other White' employees but do marginally better than Black or Asian people - though in the Asian case this is probably due to the low percentage of Asian employees working in Residential establishments.

10. Table 4 shows the ethnic composition of the Council by Directorate. In the majority of cases Irish employment patterns mirror that of Black workers rather than that of 'Other White' employees.

Irish employees do worse, in terms of percentage representation, in four out of the nine identified Directorates than do any of the other ethnic minorities.



IBRG

LAMBETH

IRISH IN BRITAIN REPRESENTATION GROUP

ANALYSIS OF THE REPORT BY HACKNEY COUNCIL ON THE ETHNIC COMPOSITION OF THE COUNCIL WORKFORCE FROM AN IRISH PERSPECTIVE.

INTRODUCTION:

1. Hackney Council stated in 1981 that it would wish to see its workforce 'broadly reflecting the community which it seeks to serve.'
2. In view of this the Council set itself a target of 30% or more for the employment of Black people, with at least 10% being at S01 grade or above, by the end of 1985.
3. By a similar rationale, and using the definition of 'Irish' adopted by the Council (i.e. Persons whose forebears originate in or recently came from Eire/Northern Ireland and consider themselves 'Irish'), the comparative figures for the employment of Irish people is 10% or more of the total Council workforce, with 3.5% or more being at S01 grade or above, by the end of 1985.

These figures take account of those born in the Irish Republic, in 'Northern Ireland' and those who are second or third generation and should be considered as conservative estimates.

COMPOSITION OF THE TOTAL COUNCIL WORKFORCE:

4. The report to the Hackney Race Relations Committee (18.10.83) showed that, by June 1982, only 50% of the projected target for the recruitment of Irish people had been achieved.

This compared with an achievement of 57% for the recruitment of Black employees.

5. Irish employees did marginally better at S01 grade and above where 54% of the projected target was achieved.

This compared with an achievement of 45% for the recruitment of Black employees at that level.

Aknowledgements :

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The information contained in this report is correct at the time of publication and Lambeth I.B.R.G. accept no responsibility for alterations which may have arisen since that date.

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Published by the I.B.R.G. Lambeth,
245a, Coldharbour Lane,
London SW9 8RR.

Dearadh an Chlúdaigh : Séamas Ó Coilleáin.

APRIL 1985.