



# IBRG

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## IRISH IN BRITAIN REPRESENTATION GROUP

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

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#### 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.

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.

CONCLUSIONS:

- 11 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.
- The Irish are more likely to be employed by the Council in manual labouring positions than in skilled manual posts or or office based appointments.
- c) The Irish are almost as badly under-represented at S01 level and above as are Black employees and do worse at this level than Asian employees.
- d) The Irish do worse than Asian employees and almost identically to Black employees at Administrative/Professional level.
- e) 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.

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TABLE 1.Manual Employment breakdown:

	Black	Asian	Irish	Other White
	%	%	%	%
Building	34	79	39	21
MWA - MWG	41	15	41	46
Care Assist/Home Help	21	3	17	18
Refuse	1	-	-	7
Engineering	1	-	-	3
Apprentices	2	1.5	3	5
Other	-	1.5	-	-
	100%	100%	100%	100%

Table 2.Building employment breakdown:

	Black	Asian	Irish	Other White
	%	%	%	%
Craftsperson	75	93	52	49
Labourer	20	7	42	29
Drainlayer	4	-	4	-
Plumber	1	-	2	22
	100%	100%	100%	100%

TABLE 3.Comparison of economic position:

	Black	Asian	Irish	Other White
	%	%	%	%
Clerical/Junior	37	29	24	20
Admin/Professional	36	47	38	44
Senior Officer	6	19	17	28
Residential	21	5	21	8
	100%	100%	100%	100%

TABLE 4.Comparison of the ethnic composition of Directorates:

	Black	Asian	Irish	Other White
	%	%	%	%
Personnel/Secretariat	6	5	4	5
Chief Executive	12	18	3	12
Finance	8	13	12	8
Housing	18	8	22	18
Planning/Development	3	5	2	8
Amenities	5	17	10	9
Technical/Contracts	5	8	3	8
Social Services	40	22	40	25
Building	3	4	4	7
	100%	100%	100%	100%