

E. R.

CC: PS/Dr Boyson (B)  
Mr McAuley  
*MI Mayne*

*2-4/1*  
Mr WILSON DED

FEA REPORT ON SHORTS

Last week three or four of Dr Boyson's colleagues in the House of Commons raised with him the question of alleged discrimination of Catholics at Short Brothers plc. Dr Boyson undertook to send them a copy of the FEA Report under cover of a short note by him. Dr Boyson would propose to write in the following terms:-

"I enclose a copy of the FEA's recent report on Shorts.

I am well aware of the fact that recruitment to Shorts from the two communities is watched by all the pressure groups in the USA and that future sales of Shorts aircraft to the States and continued investment from other American companies in Northern Ireland will be put at risk unless the company can show that it is in reality a fair employment company.

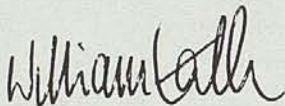
The figures in the report show a significant increase in the recruitment from the Catholic community: up from some 3-8% to 15-17% for adults and from 10-15% to 24% for apprentices. The report states 'It is already evident that the Affirmative Action Programme undertaken by Shorts has produced results'.

The FEA has made a number of further recommendation and conclusions 'If, after the implementation of these recommendations, such disparities do arise and are not satisfactorily explained, the agency would be obliged, as it would for any company, to review the company's right to hold an Equal Opportunity Certificate.'

This shows that the agency has ~~teeth~~ if it hasn't then no attention will be paid to it in the States where groups would then try to do their own monitoring.

The FEA's role is that of trying to ensure fair employment. It is not in the business of reversed discrimination. Applications to all companies are open to both communities. In the case of Shorts, like other companies, recruitment of employees is on the basis of merit and ability to fill the job applied for regardless of which community they come from. I believe that this is right for the community and essential for Northern Ireland".

As I indicated Dr Boyson would like to write <sup>to</sup> a few colleagues on the basis of the above. I would be grateful for any comments and/or amendments which you might have, at your earliest convenience.



WILLIAM GAMBLE  
PS/Dr Boyson

21 January 1986