



**Internal Memorandum**

To: S Foster, Policy Review 1  
From: S Rodgers, Equality II  
Subject: **SHORT BROS PLC**

Date: 21.10.92

Your minute of 19 October refers.

I attach briefing as requested on Shorts' progress with employment equality.

I trust this meets your requirements.

*Sandra Rodgers*

S RODGERS (MRS)

21 October 1992

**Employment Statistics**

Average number of employees in 1978	2548
Average number of employees in 1984	2184
Average number of employees at present (1991)	2596

Pre-1983, the percentage of Catholic men employed by Shorts in the skilled sector was around 38. Statistics recently produced by Shorts show that the Catholic percentage of the total workforce is now 12.48, more than double the rate a decade ago. In the same period the percentage of Catholic apprentices being hired, has trebled from 63 to 184 - a good omen for the future. To achieve these figures has required applications and hirings at rates of up to and over 20% and this has been sustained and indeed given extra impetus since the company's reorganisation. The proportion of Catholics employed in the plant is 21.3%.

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**DED**  
DEPARTMENT OF ECONOMIC DEVELOPMENT  
An Equal Opportunities Organisation

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## SHORT BROTHERS PLC

### Background

In the early 1980's in common with the rest of the engineering industry in NI, Shorts was the focus of an investigation of fair employment practices. As a result it implemented an extensive Affirmative Action Programme, which it agreed with the Fair Employment Agency in 1983.

The 1988 Defence Authorisation Act, contains an amendment by Congressman Joe Kennedy, and was intended to prevent Shorts from receiving Department of Defence contracts to supply Sherpa aircraft to the National Guard unless the company undertook to support equal employment policies. The contract was placed after Shorts gave 'best endeavours' commitments to Catholic recruitment targets of 17½%, 25% and 33% in 1988, 1989 and the early 1990s and to set aside \$5 m worth of work to firms with predominantly Catholic workforces. Recruitment figures of 19% for 1988 and 20-21% for 1989 were achieved.

In fulfilment of the agreed contract conditions, approximately one-third of the company's sub-contract work and a large proportion of the building and re-equipping business was placed with companies with predominantly Catholic employees.

In September 1990 the US House of Representatives passed a further Kennedy amendment to the Bill which would require Shorts to file annual reports on the value of its Sherpa C-23 sub-contracts with firms employing predominantly Roman Catholics, and a tabulation of the value of all its sub-contracts on this project. Comptroller Holtzman of New York City who visited Shorts in July 1990 reported that the company had made significant progress in tackling discrimination against Catholics.

### Employment Position

Average number of employees in 1979	6648
Average number of employees in 1984	6164
Average number of employees at present (1991)	- 8596

Pre-1983, the percentage of Catholic men employed by Shorts in the skilled sector was around 5%. Statistics recently produced by Shorts show that the Catholic percentage of the total workforce is now 12.4%, more than double the rate a decade ago. In the same period the percentage of Catholic apprentices being hired, has trebled from 6% to 18% - a good omen for the future. To achieve these figures has required applications and hirings at rates of up to and over 20% and this has been sustained and indeed given extra impetus since Bombardier's acquisition. The proportion of Catholics appointed in the year to 31 January 1991 was 17.5%.

Summary

Despite ongoing difficulties related to a terrorist bombing campaign against the company, Shorts has maintained a progressive affirmative action programme which has attracted Catholics to the company in increasing numbers.

*Handwritten notes:*  
To: [unclear]  
From: [unclear]  
Date: 19 October

*Handwritten letter body:*  
Please see attached letter from J. H. ...  
Secretary of State re the ...  
In order to provide briefing and a response I  
would be grateful if you could provide  
background material on Shorts progress with  
employment equality.

*Handwritten text:*  
Sorry for the tight deadline but I would appreciate  
a response by close of play with 21<sup>st</sup> October

*Handwritten signature:*  
Many thanks  
Susan Fox