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ACTION

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Spoke Home Office

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na MAF 20/1

16 January 1981

Prime Minister

much clearer than

CABINET

The Lord President sits on the fence about the proposition in para 1.

Do you want to comment to the Home Secretary in advance?

Am very suggestion.

HOME AND SOCIAL AFFAIRS COMMITTEE

MONITORING EQUAL OPPORTUNITY IN THE CIVIL SERVICE

Memorandum by the Lord President of the Council.

MAF 19/1

1. The Committee is asked to decide whether the Civil Service Department should mount an experimental census of the ethnic origins of civil servants in clerical grades in the Leeds area. A brief description of the proposed experiment is attached to this paper.

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such as the Runnymede Trust, have already pressed the Government to give a lead: there is a strong possibility that a Civil Service test case will be brought before long, and the CRE are known to be considering a formal investigation in the Civil Service.

The Race Relations and Immigration Sub-Committee of the House of Commons Home Affairs Committee, who are due to report early in 1981, seem likely to recommend that the Government should institute a policy of monitoring by head-counting.

Situation in the Civil Service

3. The Tavistock Institute of Human Relations was commissioned in 1977 by the Civil Service Department to study the effectiveness of race relations policies in the Home Civil Service. The report, published in 1978, pointed to the existence of potential hazards to fairness in the Civil Service. Discussion, in a Joint Working Party of officials and representatives of civil service trade unions set up following the Report, has not achieved agreement on monitoring. The industrial unions are firmly opposed both to the principle of monitoring by head count and to the expenditure of resources on it