

CF: I have asked MPO for a further note tonight.

-Have chased 7.50pm

-didn't arrive. ^{Sub} 14/1

PRIME MINISTER

ETHNIC MONITORING

H. Committee will be considering next week a paper from Lord Gowrie on ethnic monitoring in the civil service.

Experimental surveys have been carried out in the North West and in Avon. The results are statistically deficient but tend to show that the ethnic minorities are substantially under-represented in the civil service, as compared with the local population.

The Commission for Racial Equality have published a Code of Practice, which has been approved by Parliament, recommending employers to undertake ethnic monitoring. After some dithering, the civil service unions also support the idea; and Lord Gowrie now proposes to extend monitoring to the civil service as a whole.

If the Committee agrees he will make an early announcement to this effect. The introduction of monitoring would be phased between now and 1988.

DP JP

DB

Do we have to continue to do random sampling. The C.S. work like what we will keep records of not

11 January, 1985



Chancellor of the Duchy of Lancaster

Prime Minister⁽²⁾

Await
H Minutes.
DMS
16/1

PRIME MINISTER

ms

You queried this.
The Chief Secretary has gone along
with Lord Gowrie's proposal for phased
- but eventually comprehensive -
monitoring.

H(85)3: ETHNIC COUNTING IN THE CIVIL SERVICE

The Lord President will report H Committee's views.

I understand that you have expressed some doubts about the recommendations for a phased extension of ethnic counting across the Civil Service which are to be considered by H Committee on Wednesday, and have asked whether use could be made of random sampling.

DMS
17/1

I am afraid random sampling is not really a runner in this case. Given the very low proportion of civil servants from the ethnic minorities, perhaps as low as 2%, a large sample would be needed to produce statistically significant results in line with the Home Secretary's advice to me that a firm government effort as regards its own employees would be widely welcomed.

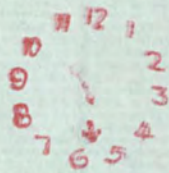
The cost of £275,000 (a figure I would be likely to have to declare in Parliament) spread over 3 years, is not great and would not account for more than .003% of the gross annual cost of Civil Service pay and general expenses. It had always been understood that there would be no net addition to departmental budgets on this account and the Chief Secretary is fully aware of this.

I am copying this minute to Sir Robert Armstrong.

g.

GOWRIE
14 January 1985

15 JAN 1965



✓ NAT HENRY: Warnock
HOME AFFAIRS: Sunday opening
MATT

Note: Spoke to Chris Beales
re X. The Lord President
will report to Cabinet by
minute, for consideration
on 24 Jan.

Sub
24/1

CONFIDENTIAL

PRIME MINISTER

H COMMITTEE LAST WEEK

Surrogacy

The Committee considered Norman Fowler's recommendation for legislation this session to outlaw commercial surrogacy. On the whole, they thought his reaction rather hasty, with the moral arguments less than clear-cut, and the boundary between commercial and non-commercial surrogacy difficult to draw. The Lord President will report the issues to Cabinet, with a recommendation against legislation this session.

X/

As no

Shops Act

H endorsed the Home Secretary's proposals for repeal of Sunday trading restrictions. They invited him to consult Mr. King about the relationship with his review of Wages Councils.

Ethnic Monitoring in the Civil Service

The Committee supported Lord Gowrie's proposals for service-wide ethnic monitoring. They did consider your idea of sampling, but were advised that the number of people from ethnic minorities was so small that samples were statistically unreliable.

Sub

18 January, 1985.

CONFIDENTIAL

MS



CABINET OFFICE

*From the Chancellor of the
Duchy of Lancaster*
Lord Gowrie

MANAGEMENT AND PERSONNEL OFFICE
Great George Street
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Telephone 01-233 8610

The Rt Hon Leon Brittan QC MP
Secretary of State for the
Home Department
Home Office
50 Queen Anne's Gate
LONDON SW1H 9AT

28 January 1985

Dear Leon,

ETHNIC MONITORING IN GOVERNMENT DEPARTMENTS

I am announcing today the programme of ethnic surveys in the Civil Service agreed at H on 16 January. For the benefit of colleagues, this letter sets out the background as well as the details of what has been decided.

I wrote to you on ^{see P110} 23 July 1984 about the publication of the report on the ethnic survey of non-industrial civil servants in the North West and County of Avon which was published that day. In that letter I said that a decision on further surveys in the Civil Service could not be taken until the position of the Council of Civil Service Unions (CCSU) was clarified in the light of an annual conference resolution passed by the Civil and Public Services Association (CPSA) in May 1984 that the results of the pilot ethnic survey which had been carried out of some civil servants in Leeds in 1982 were in themselves effective proof of the racial discrimination inherent in the Civil Service and instructing their Executive Committee to argue against the extension of ethnic monitoring through the Civil Service. The CPSA position was subsequently reversed at a Special Conference held on 6 December, when it was agreed that the proved system of ethnic monitoring used in the North West and Avon should be extended to cover the whole Civil Service.

Following this, H Committee decided that the Government should now proceed with a phased programme of surveys covering all remaining non-industrial staff during 1985-1988. The first stage of the programme will cover all non-industrial staff in

RESTRICTED

the East and West Midlands later this year. The projected time-scale for the remaining programme is at the Annex. All new entrants to the Civil Service will also be covered as soon as the necessary arrangements can be made. Separate arrangements are being worked out for industrial staff. Consideration will be given to further monitoring of recruitment schemes in the light of the recruitment surveys undertaken last year in the North West and County of Avon; the data from these surveys are now being analysed and the report is expected to be published in the Spring.

... These developments are being announced today by Written Answers in both Houses of Parliament and by a press release, a copy of which is attached. Press briefing by officials for The Times, the Financial Times, the Daily Telegraph, the Guardian, the Economist and the New Statesman is being conducted.

My officials will be contacting officials in departments about the details of the conduct of the surveys. They will also be in continuing consultation with the CCSU, the Trade Union side of the Joint Co-ordinating Committee for government industrials and the Commission for Racial Equality, and possibly the major national ethnic minority organisations; Community Relations Councils in the survey areas will also be approached for any advice and help they can give.

I am copying this letter to the Prime Minister, Ministers in charge of departments, Barney Hayhoe and Sir Robert Armstrong.

Law,
l/h
2

GOWRIE

REGIONALLY PHASED ETHNIC SURVEYS*

1. East and West Midlands - by no later than December 1985 (48,575 civil servants)
2. London, South East and East Anglia - by no later than December 1986 (228,743 civil servants)
3. The North, Yorkshire and Humberside - by no later than June 1987 (64,070 civil servants)
4. Scotland and Northern Ireland - by no later than December 1987 (51,945 civil servants)
5. Wales and the remainder - by no later than June 1988 (66,140 civil servants)

A table estimating the proportion of persons of working age in households where the head was born in the New Commonwealth or Pakistan (NCWP) is overleaf. This has been obtained using the 1981 Census returns.

* consistent with the organisational structure of departments



Cabinet Office

Management & Personnel Office

Whitehall SW1

PRESS RELEASE

No. 2/85

28 January 1985

GOVERNMENT TO CARRY OUT ETHNIC SURVEYS OF ALL CIVIL SERVANTS

Following earlier limited surveys, the Government has now decided to carry out ethnic surveys of the rest of the Civil Service, including industrial staff.

Lord Gowrie, Chancellor of the Duchy of Lancaster and Minister responsible for the day-to-day management of the Civil Service, today announced, in a Parliamentary Answer in the House of Lords:

"The Government has decided to follow the ethnic surveys undertaken in the North West and County of Avon with surveys of all remaining non-industrial staff in a phased programme during 1985-88. The first stage of the programme will cover all non-industrial staff in the East and West Midlands later this year. All new entrants to the Civil Service will also be covered as soon as the necessary arrangements can be made. Separate arrangements are being worked out for industrial staff. Consideration will be given to further monitoring of recruitment schemes in the light of the results of the recruitment surveys undertaken last year in the North West and County of Avon; the data from these surveys are now being analysed and we expect to publish the report in the spring."

During 1983 the Government conducted ethnic surveys covering all non-industrial civil servants (some 64,000) in the North West and the County of Avon. A report on the surveys was published on 23 July 1984. Surveys were also carried out of recruitment schemes for Civil Service posts in the North West and County of Avon held during the period March-August 1984. The results of these are now being analysed.

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NOTES FOR EDITORS

1. It is the policy of the Civil Service that all eligible persons should have equal opportunity for employment and advancement in the Civil Service on the basis of their ability and qualifications and fitness for the work. The Government is and will remain committed to a policy of equal opportunity in the Civil Service.
2. A report on the surveys in the North West and County of Avon was published in July 1984.⁽¹⁾
3. A model Code of Practice for safeguarding the confidentiality of the ethnic data has been agreed with the Council of Civil Service Unions for adaptation by departments to their particular procedures and needs.
4. It is hoped that a report on the ethnic survey of recruitment schemes held during March-August 1984 in the North West and Avon will be published in the Spring of this year.
5. Industrial civil servants are now to be included in the surveys following agreement of the Trade Union Side of the Joint Co-ordinating Committee for Government Industrials to the principle of ethnic classification. Because the working environment and management systems are different from those for non-industrials, an appropriate method and timetable for the surveys will have to be worked out with the Industrial unions.

(1) Ethnic Surveys of non-industrial staff in the Civil Service: North West and Avon (Cabinet Office (Management and Personnel Office) 1984).

6. Annex A shows the currently projected timetable for the phased programme of surveys. It is recognised, however, that there will need to be some flexibility to accommodate particular circumstances in departments.

7. In addition to ethnic surveys, a review of Civil Service personnel policies and procedures with regard to their impact on race relations has been undertaken with the co-operation of the Council of Civil Service Unions. The report on the review, entitled 'Race Relations: A Review of Policies and Procedures in the Civil Service', was published in December 1983 and made 30 recommendations.

In announcing the report on the North West and Avon surveys in July 1984, Lord Gowrie said that the Government wished to give further encouragement to people from the ethnic minorities to apply for Civil Service posts and was determined to ensure that they were given full equality of opportunity both at the recruitment stage and in their subsequent careers, and that to this end the recommendations in this report were being vigorously followed up.

REGIONALLY PHASED ETHNIC SURVEYS

1. East and West Midlands - by no later than December 1985
(48,300 civil servants).
2. London, South East and East Anglia - by no later than
December 1986 (211,000 civil servants).
3. The North, Yorkshire and Humberside - by no later than
June 1987 (62,500 civil servants).
4. Scotland and Northern Ireland - by no later than
December 1987 (52,000 civil servants).
5. Wales and the remainder - by no later than June 1988
(64,200 civil servants).

29 JAN 1985

