

McBride Principles for Northern Ireland

Launched by the Irish National Caucus, 1984

The MacBride Principles are a corporate code of conduct for U.S. Companies doing business in Northern Ireland. The code addresses discrimination against Catholics in employment and consists of nine fair employment and affirmative action principles.

The McBride Principles

(1) Increasing the representation of individuals from under-represented religious groups in the work force including managerial, supervisory, administrative, clerical and technical jobs. A work force that is severely unbalanced may indicate prime facie that full equality of opportunity is not being afforded all segments of the community in Northern Ireland. Each signatory to the MacBride Principles must make every reasonable lawful effort to increase the representation of under-represented religious groups at all levels of its operations in Northern Ireland.

(2) Adequate security for the protection of minority employees both at the work place and while travelling to and from work. While total security can be guaranteed nowhere today in Northern Ireland, each signatory to the MacBride Principles must make reasonable good faith efforts to protect workers against intimidation and physical abuse at the work place. Signatories must also make reasonable good faith efforts to ensure that applicants are not deterred from seeking employment because of fear for their personal safety at the work place or while travelling to and from work.

(3) The banning of provocative religious or political emblems from the work place. Each signatory to the MacBride Principles must make reasonable good faith efforts to prevent the display of provocative sectarian emblems at their plants in Northern Ireland.

(4) All job openings should be advertised publicly and special recruitment efforts made to attract applicants from under-represented religious groups. Signatories to the MacBride Principles must exert special efforts to attract employment applications from the sectarian community that is substantially under-represented in the work force. This should not be construed to imply a diminution of opportunity for other applicants.

(5) Layoff, recall and termination procedures should not in practice favor a particular religious group. Each signatory to the MacBride Principles must make reasonable good faith efforts to ensure that layoff, recall and termination procedures do not penalize a particular religious group disproportionately. Layoff and termination practices that involve seniority solely can result in discrimination against a particular religious group if the bulk of employees with greatest seniority are disproportionately from another religious group.

(6) The abolition of job reservations, apprenticeship restrictions and differential employment criteria which discriminate on the basis of religion. Signatories to the MacBride Principles must make reasonable good faith efforts to abolish all differential employment criteria whose effect is discrimination on the basis of religion. For example, job reservations and apprenticeship regulations that favor relatives of current or former employees can, in practice, promote religious discrimination if the company's work force has historically been disproportionately drawn from another religious group.

(7) The development of training programs that will prepare substantial numbers of current minority employees for skilled jobs, including the expansion of existing programs and the

The McBride Principles And Us Companies In Northern Ireland 1991

Jessica J Manson



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