

103<sup>D</sup> CONGRESS  
1<sup>ST</sup> SESSION

# H. R. 712

To require certain entities receiving United States funds from the International Fund for Ireland to comply with the MacBride Principles.

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IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 2, 1993

Mr. ENGEL introduced the following bill; which was referred to the Committee on Foreign Affairs

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## A BILL

To require certain entities receiving United States funds from the International Fund for Ireland to comply with the MacBride Principles.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. COMPLIANCE WITH MACBRIDE PRINCIPLES RE-**  
4                               **QUIRED FOR RECIPIENTS OF UNITED STATES**  
5                               **FUNDS FROM INTERNATIONAL FUND FOR**  
6                               **IRELAND.**

7       (a) IN GENERAL.—No entity in Northern Ireland and  
8       Ireland shall be eligible to receive any United States funds  
9       from the International Fund for Ireland during a fiscal  
10      year unless such entity is in compliance with the MacBride

1 Principles with respect to those employees during such  
2 year.

3 (b) MACBRIDE PRINCIPLES DEFINED.—For pur-  
4 poses of this section, the term “MacBride Principles”  
5 means the following principles:

6 (1) Eliminating religious discrimination in man-  
7 agerial, supervisory, administrative, clerical, and  
8 technical jobs and significantly increasing the rep-  
9 resentation in such jobs of individuals from  
10 underrepresented religious groups.

11 (2) Providing adequate security for the protec-  
12 tion of minority employees at the workplace.

13 (3) Banning provocative sectarian and political  
14 emblems from the workplace.

15 (4) Advertising publicly all job openings and  
16 undertaking special recruitment efforts to attract  
17 applicants from underrepresented religious groups.

18 (5) Establishing layoff, recall, and termination  
19 procedures which do not favor particular religious  
20 groupings.

21 (6) Providing equal employment for all employ-  
22 ees, including implementing equal and nondiscrim-  
23 inatory terms and conditions of employment for all  
24 employees, and abolishing job reservations, appren-  
25 ticeship restrictions, and differential employment cri-

1       teria, which discriminate on the basis of religion or  
2       ethnic origin.

3               (7) Developing training programs that will pre-  
4       pare substantial numbers of minority employees for  
5       managerial, supervisory, administrative, clerical, and  
6       technical jobs, including—

7                       (A) expanding existing programs and form-  
8       ing new programs to train, upgrade, and im-  
9       prove the skills of all categories of minority em-  
10      ployees;

11                      (B) creating on-the-job training programs  
12      and facilities to assist minority employees to ad-  
13      vance to higher paying jobs requiring greater  
14      skills; and

15                      (C) establishing and expanding programs  
16      to enable minority employees to further their  
17      education and skills at recognized education fa-  
18      cilities.

19               (8) Establishing procedures to assess, identify,  
20      and actively recruit minority individuals with poten-  
21      tial for further advancement, and identifying those  
22      minority individuals who have high management po-  
23      tential and enrolling them in accelerated manage-  
24      ment programs.

1           (9) Appointing a senior management staff  
2 member to oversee compliance with the principles  
3 described in this subsection.

4           (c) DEFINITIONS.—As used in this section—

5           (1) the term “United States funds” means any  
6 funds contributed by the United States to the Inter-  
7 national Fund for Ireland; and

8           (2) the term “International Fund for Ireland”  
9 means the fund described in section 8(2) of the  
10 Anglo-Irish Agreement Support Act of 1986.

11 **SEC. 2. EFFECTIVE DATE.**

12           Section 1(a) shall apply with respect to funds avail-  
13 able from the International Fund for Ireland during fiscal  
14 years beginning on or after October 1, 1993.

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