

# **THE WHITE BROTHERS LETTERS**

**This series of alluring documents was forwarded to me in late 1995 by Michael Newland, founder of the White Brothers.**

**Alexander Baron,  
Director & Publisher,  
InfoText Manuscripts.**

**January 27, 1996.**

From: Frank Dobson, M.P.



HOUSE OF COMMONS

LONDON SW1A 0AA

Michael Newland,  
52 Leighton Road,  
LONDON, NW5 2QE

5 April 1993

Dear Michael Newland,

Thank you for your letter of March 29 about unemployment.

The Labour Party opposes all forms of unnecessary discrimination, including on grounds of age, in employment and is currently looking into policy on the issue.

The current recession was deliberately started by the Tory Government, we should not blame our current unemployment problems on foreign workers.

Yours sincerely,

*T. Smiley*

FRANK DOBSON MP

Dictated by Mr. Dobson and  
signed in his absence





COPY

52 Leighton Road  
London NW5 2QE

Mr. Frank Dobson MP  
House of Commons  
London SE1 OAA

April 16 1993

Dear Mr. Dobson,

Thank you for your letter dated 5 April, which I have to say reinforces the growing sensation of people all over Europe that the political class is out of touch.

I write to you pointing out that three quarters of the local jobs I might do are taken by foreigners, visiting Britain on short term work permits, and that I am not even allowed to apply for these jobs. As a result I am faced with unemployment for the rest of my life. I write to you as a British MP, apparently representing British people, including me. You tell me not to blame foreigners. I do not blame foreigners for taking available jobs - I simply want to be able to apply myself.

If you represent local people I would expect a different reply. Perhaps I have misunderstood the position and you might enlighten me.

The question of who created the recession is irrelevant, although I, of course, would agree with you it was the Tories. It is irrelevant since, under present arrangements, any upturn in the economy will simply allow employers to take on more foreigners, not British persons like myself.

I pointed out in my letter that the older two thirds of the British workforce are disbarred from applying for nearly all temporary work, and in fact most other jobs as well. The British people now affected by situations like the above are counted in millions and are, of course, almost entirely white. If you received a letter describing the above position as applying to Asians or Blacks, I have no doubt at all that you would be asking questions in the House of Commons, and speaking to the Press about it in no uncertain terms.

The fact of the matter is that the interest of politicians ~~like~~ ~~youself~~ in these kinds of issues is distinctly biased to the verge of being racist. Where are the vigorous denunciations against discrimination against non-whites, which we hear from left wing politicians every week, when white people suffer discrimination. There are not any. It seems to me that you are not really interested.

I am curious as to why this should be. Is it simply a question of career advancement under the present tyranny of politically correct ideas? Is it because we are not sufficiently the squeaky wheel, which gets oiled, like killing policemen at Broadwater Farm, receiving the plaudits of your popular party comrade MP as

"victims" fighting back, and now a £31000 present each? Is it perhaps that you think white people should be punished for colonialism?

In view of the scale of the discrimination problems faced by white people, and the scale of the disinterest shown by MPs. for many years in the issue, I feel entitled to ask for an answer.

I add, in the politest possible way, that we are still the majority, and that as I travel up and down the country, it is clear that a lot of people are at long last getting heartily sick of being placed last in the queue year after year, in favour of others who are often, in fact, doing better than they are.

Sooner or later this will be reflected in the ballot box, or in other ways, as is happening in Italy, where politicians arrogantly lost contact with the reality of a requirement to serve their own people.

Who exactly do you represent please?

Yours sincerely,

*Michael Newland*

Michael Newland



May 26 1993

52 Leighton Road  
London NW5 2QE

FORMATION OF A NEW ASSOCIATION - THE WHITE BROTHERS

Dear

I am writing to ask whether you would like to become a founder member of a new association, taking as its objective the complete elimination of the worst discrimination problem which we face in the UK - racial and sexist discrimination against white men.

The new association, to be called "The White Brothers", will fight to advance positive images of white men in the media, combat discriminatory employment practices, and alter unsuitable speech habits.

"The White Brothers" will, of course, entirely repudiate and condemn racist and sexist discrimination against other groups.

Discrimination against white men has grown steadily in recent years, and it is now a national epidemic, which all right thinking people will wish to condemn. Male unemployment is now almost three times the level of female unemployment, and the massive ageist discrimination against older men, defined as over 35, and therefore including over half the adult population, is, of course, hidden racial discrimination, since the group affected are almost exclusively white.

No group in Britain has to suffer the levels of discriminatory behaviour, denial of opportunities, and abuse, which we suffer. Other groups have well funded bodies, established by the Government, to promote equal opportunities - The Commission for Racial Equality, the Equal Opportunities Commission etc., and locally the Camden Black Sisters. We will apply to Camden for a grant on a similar basis.

The enclosed items, from The Times and Sunday Times, indicate the beginnings of public recognition of the scale of the problem, and the desperate urgency of the need for positive action. Those of us who are "differently coloured and gendered" must combat discrimination in every arena. Monitoring of television broadcasts to formally establish the existence of the present policy of casting white males, where storylines require behaviour unacceptable to society, is particularly urgent.

I hope you will wish to indicate your willingness to become a founder member, and that an inaugural meeting can soon be arranged. You should be aware that those who remain silent are tacitly condoning this vicious form of discrimination.

I am writing to our Member of Parliament, Mr. Frank Dobson MP, inviting him to become a Patron.

I look forward to hearing from you.

Yours sincerely,

Michael Newland

CC. Neighbours, colleagues, and Press

52 Leighton Road  
London NW5 2QE

071-485 7487

The Editor  
Ham and High  
Marlborough House  
189 Finchley Road  
London NW3 5JJ

May 26 1993

Dear Sir,

I am establishing a new campaign "The White Brothers", initially in Camden, with its aim to counter the now appalling levels of racial and sexist discrimination against white men.

Male unemployment now stands at 14.1%, almost the level of general unemployment during the 1930s. Additionally there is clearly massive racial discrimination, in the hidden form of ageist discrimination, and also ad hoc arrangements by organisations to hire disproportionate numbers of other races, and those of the other gender.

~~longer~~ *against white males*  
At present we have no political support. We suffer the constant promotion of negative images, to such an extent that those who appreciate the true position, and sympathise with the need for action on this issue, are intimidated from making their views known.

Those of us who are differently coloured and gendered can no longer tolerate the attacks on our basic human rights, which have been overlooked for too long.

If you would be interested in publicising the campaign, and I can be of any assistance, please do not hesitate to contact me. I enclose our current publicity material.

I look forward to hearing from you.

Yours faithfully,

Michael Newland

ENC.



52 Leighton Road  
London NW5 2QE

071-485 7487

The Leader of the Council  
London Borough of Camden  
Camden Town Hall  
Euston Road  
London NW1

May 26 1993

Dear Sir,

I am establishing a new campaign "The White Brothers", initially in Camden, with its aim to counter the now appalling levels of racial and sexist discrimination against white men.

Male unemployment now stands at 14.1%, almost the level of general unemployment during the 1930s. Additionally there is massive racial discrimination against white men, in the hidden form of ageist discrimination, and also ad hoc arrangements by organisations to hire disproportionate numbers of other races, and those of the other gender. Inspection of many workplaces makes the effects of these practices obvious.

At present we have no political support. We suffer the constant promotion of negative images, to such an extent that those who appreciate the true position, and sympathise with the need for action on this issue, are intimidated from making their views known.

Those of us who are differently coloured and gendered can no longer tolerate the attacks on our basic human rights, which have been overlooked for too long.

If the Council would be willing to assist the campaign in any way, financially or otherwise, please do not hesitate to contact me. I believe that it would be of great benefit to Camden, in proclaiming its commitment to equal opportunities, if some financial provision could be made. I understand that the Camden Black Sisters receives a substantial grant, and a similar contribution to The White Brothers would indicate the Council's even handed approach in a most sensitive area.

I enclose our current publicity material, and look forward to hearing from you.

Yours faithfully,

Michael Newland

ENC.



52 Leighton Road  
London NW5 2QE

071-485 7487

Ms. Judith Barnes  
Leader of Conservative Group  
Camden Council  
Camden Town Hall  
Euston Road  
London NW1

May 27 1993

Dear Ms. Barnes,

I am establishing a new campaign "The White Brothers", initially in Camden, with its aim to counter the now appalling levels of racial and sexist discrimination against white men.

Male unemployment now stands at 14.1%, almost the level of general unemployment during the 1930s., and at almost three times the level of female unemployment. Additionally there is massive racial discrimination against white men, in the hidden form of ageist discrimination, and also ad hoc arrangements by organisations to hire disproportionate numbers of other races, and those of the other gender. Inspection of many workplaces makes the effects of these practices obvious.

At present we have no political support. We suffer the constant promotion of negative images, to such an extent that those who appreciate the true position, and sympathise with the need for action on this issue, are intimidated from making their views known.

Those of us who are "differently coloured and gendered" can no longer tolerate the attacks upon our basic human rights, which have been overlooked for too long.

If the Council would be willing to assist the campaign in any way, financial or otherwise, please do not hesitate to contact me. I believe that it would of great benefit to Camden, in proclaiming its commitment to equal opportunities, if some financial provision could be made. I understand that the Council makes a substantial grant to the Camden Black Sisters, and a similar contribution to The White Brothers would indicate Camden's impartial and even handed approach in a most sensitive area.

I enclose our current publicity material, and look forward to hearing from you.

Yours faithfully,

*Michael Newland*

Michael Newland

ENC.

## THE WHITE BROTHERS - CAMPAIGN STATEMENT

Racist and sexist discrimination against white men has grown steadily in recent years, largely unrecognised, and throughout the United Kingdom.

The present situation may fairly be described as a national epidemic, affecting the employment prospects of most white men, particularly those who are older, and, perhaps far more insidious and damaging in the long run, leading to a constant, unprecedented, and blatant bias in the media, in the systematic promotion of negative images, and insensitive coverage of issues affecting us.

No other challenged group in Britain has to endure the levels of discriminatory behaviour, denial of equality of opportunity, and victimisation, which we face. It is fair to say that there is a concerted campaign to suggest that the ills of society are almost entirely the responsibility of white men. In reality, the explosive growth, of the ills complained of, only arose when the progressive role of white men began to come under attack.

Other groups have well funded bodies, often established by the Government, to advance and protect their position - The Commission for Racial Equality, and the Equal Opportunities Commission, for example. White men have no such bodies to confront inappropriate behaviour and language. Without formal representation, working to counter their lack of empowerment, white men will suffer a continuing decline in their already severely jeopardised position in Great Britain.

Male unemployment is already at almost three times the level of female unemployment, and the position, if uncorrected, is likely to worsen, due to structural changes in the economy. The older two thirds of white men, of working age, suffer massive ageist discrimination in the employment market, which, owing to the low age profile of the ethnic minorities, who are therefore unaffected, amounts to massive indirect racial discrimination.

Those of us who are differently coloured and gendered, white men, must combat discrimination in every arena. Monitoring of television broadcasts is particularly urgent, to formally establish the existence of the present and inappropriate policy of casting white males, where storylines require behaviour unacceptable to society.

The sole objective of the White Brothers is to build an agenda of positive action, in a multicultural multiracial environment, advancing and sustaining the civil rights of white men in Britain, and addressing the current lack of direction in relevant inequality issues - while repudiating and condemning discrimination against other groups.

Michael Newland  
Honorary Secretary  
52 Leighton Road  
London NW5 2QE

June 1993

SENT TO



Councillor Richard Arthur  
Highgate Ward & Leader of the Council  
Town Hall, Euston Road, London NW1 2RU  
Tel: 071 860 5687 Fax: 071 278 3539



Enquiries: H Handzlik  
Ref: JF/HH/1440  
Date: 3 June 1993

Mr. Newland,  
52 Leighton Road,  
London,  
NW5 2QE

Dear Mr. Newland,

With respect to your letter of 26th May 1993, I note you believe you have no political support. Judging by your letter, this position is fully warranted and likely to continue.

Yours sincerely,

Councillor Richard Arthur  
Leader of the Council

c.c. Cllr B. Hughes.

fn151



Recycled

THE WHITE BROTHERS

"Fighting discrimination"

52 Leighton Road  
London NW5 2QE  
Tel. 071-485 7487

Councillor Richard Arthur  
Leader of The Council  
Camden Council  
Camden Town Hall  
Euston Road  
London NW1 2RU

June 8 1993

Dear Councillor Arthur,

Thank you very much for your letter, regarding The White Brothers, which now enjoys a growing grass roots support.

Your reply, suggesting that a lack of political support would continue, was not unexpected, and engenders a substantial sense of deja vu.

Your response reflects ~~precisely~~ the approach initially adopted by politicians, when women, during the 1960s., attacked the then well defended vested interest of a male domination of the employment market. Women were told that a frank expression of their position would alienate support. If expression could be emasculated to the point at which nothing was left of either the relevant demands, or of the necessary sense of campaigning zeal, more support might be forthcoming. One suspects that your own reaction to the points raised by my letter generates similar thinking.

Within several years the same politicians became unable to voice a word of criticism against a group which they had previously execrated. The reason for this was that the demands of women for a proper level of access to the labour market were entirely justified, and bound to succeed.

Similarly, the objectives of The White Brothers are based on objective facts. May I remind you that the level of male unemployment is almost three times that of women. The media persists in covering employment issues, as though we still lived in the world of the 1960s.

The undoubted preference, on the part of employers, for hiring white males in their twenties, who may be seen in abundance in workplaces, engenders a misleading impression. This age group contains, of course only a small fraction of our people. If one examines the position of our group, as a whole, a very different picture emerges.

May one also suggest that your response reflects the growing



estrangement between the outlook of politicians, and the aspirations of the public, which is steadily destroying confidence in the political class.

I hope you may wish to consider these matters further. The legitimate aspirations of white males cannot be resisted indefinitely. It is fair to say that Camden has, in recent years, lost its impetus as a pioneering authority. Support for the White Brothers, at an early stage, would help to restore the authority to its proper place.

A recognition of the unbalanced nature of the present employment market is, in any event, inevitable.

Yours faithfully,

M. Newland

THE WHITE BROTHERS

"Fighting Discrimination Against White Men"

52 Leighton Road  
London NW5 2QE  
071-485 7487

The Director  
Camden Race Equality Council  
58 Hampstead Road  
London NW1 2DY

June 25 1993

Dear Sir,

We were pleased to hear of the formation of the Council, and would be grateful to know of your intended approach to the growing racist and sexist discrimination against white men in the UK.

We are also anxious to know in what ways we might assist your work.

We are sure that you will wish to adopt a balanced approach to the issues, by tackling discrimination against any group affected.

It is fair to say that equality issues have failed to attract that degree of public support, which is desirable, because of a growing public perception of partiality in the direction of supporting some groups, while ignoring others.

The rate of male unemployment in the UK is now almost three times that of women. Older men now suffer massive discrimination in the employment market - they are excluded from applying for temporary work by employment agencies, and most advertised vacancies for permanent jobs are also advertised by the same agencies, creating a similar barrier. There is also a general policy, by nearly all organisations, to recruit only those under 35.

Since the group affected are almost exclusively white, while those unaffected include most of the racial minorities, there is, in effect, massive indirect racial discrimination against two thirds of white men of working age. The refusal by the Government to take any action regarding this matter, beyond



expressions of regret, and the reluctance of the media to offer support, makes this issue a particular source of concern.

We are sure that you will agree with us that indirect racial discrimination is a particularly serious matter, since it can be employed to evade the legislation protecting the public against exclusion on racial grounds.

We enclose our current publicity pack, for your information, and look forward to hearing from you.

Yours faithfully,

Michael Newland

Honorary Secretary

ENC.

The White Brothers, a recently formed association, takes as its objectives the promotion of positive images of white men in the media, and the eradication of employment discrimination, while repudiating discrimination against other groups.

THE WHITE BROTHERS

"Fighting Discrimination Against White Men"

52 Leighton Road  
London NW5 2QE  
071-485 7487

The Director  
Camden Racial Equality Council  
58 Hampstead Road  
London NW1 2DY

July 5 1993

Dear Sir,

PRESS RELEASE - MEDIA COVERAGE OF EMPLOYMENT ISSUES

We have pleasure in enclosing our recent Press Release, addressing the need for scrupulously fair and balanced media coverage of employment matters.

Employment discrimination will be rightly, of course, a central concern of the Council, and we hope that it may be of assistance to be fully briefed on the concerns, and current thinking, of an established local association, like ourselves, regarding this vital equality issue.

Yours faithfully,

Michael Newland  
Honorary Secretary

ENC.

The White Brothers, a recently formed association, takes as its objectives the promotion of positive images of white men in the



THE WHITE BROTHERS

"Fighting discrimination against white men"

52 Leighton Road  
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071-485 7487

PRESS RELEASE

JULY 6 1993

MEDIA RESPONSIBILITY TO OFFER BALANCED COVERAGE OF EMPLOYMENT ISSUES

The White Brothers has been formed to fight the growing discrimination against and marginalisation of white men in Britain.

We are enjoying a growing level of support and interest - white men in this country are at last realising that their future position in the UK will be bleak, without the effective campaigning to support their interests, which is available to other groups.

One of the most important direct effects of the declining position of white men has been in the employment field. The media has signally failed in its duty to the public to provide balanced coverage of the relative employment positions of the various groups in the UK. Coverage of employment issues emphasises the difficulties faced by other groups to an extent that the uninformed person might suppose that every white man, with only a few atypical exceptions, has either employment, or easy access to it. How many members of the public, for instance, are fully aware that male unemployment is at almost three times the level of female unemployment, and very close to the general levels of joblessness during the 1930s.?

Suppose - the vast majority of employers decided that they were no longer prepared to consider those under 35 for job vacancies, and that the opportunity to even apply for all temporary work, monopolised by private employment agencies, and most permanent jobs, the majority advertised by the same organisations, would be refused.

This would result in the vast majority of members of the ethnic minorities, owing to their age profile, being barred from nearly all employment.

...CONT

Can there be any doubt of the political and media response in those circumstances? There would very soon be angry debates in the House of Commons, apologetic statements from Ministers, promises of early legislation, and constant adverse media coverage.

Yet precisely the above circumstances apply, in the present labour market, to those over 35, with the vast majority of those affected being not, of course, the ethnic minorities but the two thirds of older white men of working age.

Coverage of this issue, which may fairly be described as a public scandal, by the media, has been so minimal that many white men themselves display a limited awareness of the growing handicaps now placed on them, and the Government and politicians, with a few honorable exceptions, are apparently prepared to allow a worsening situation to continue indefinitely.

Journalists appear, in general, to believe that we are still living in the world of the 1960s., with an almost complete white male domination of the employment field. Many of those working in the media are young white men. They would be wise to consider the consequences for their own futures, even if they are not willing to consider the future of the country as a whole, if the present arrangements continue.

We believe that the media have a public responsibility to update their approach to these matters, and to reflect the present realities.

END

The White Brothers, a recently formed association, takes as its objectives the promotion of positive images of white men in the media, and the eradication of employment discrimination, while repudiating discrimination against other groups.



THE WHITE BROTHERS

"Fighting discrimination against white men"

52 Leighton Road  
London NW5 2QE  
Tel. 071-485 7487

The Editor  
Searchlight  
37b New Cavendish Street  
London W1M 7RJ

July 12 1993

Dear Sir,

A member of our association has drawn attention to your coverage of the campaign in a recent issue of your magazine.

We are grateful to your periodical for publicising the important issues raised by us, but we must point out that we are not in any way opposed to women, or to their playing a full part in employment in the UK, which you seem to suggest. An opposition to discrimination against white men does not in any way imply such a position.

We enclose our recent Press Release concerning media coverage of employment issues. We hope you may wish to publicise the massive discrimination faced by older workers, particularly white men, a topic unfairly ignored by the media for too long.

Yours faithfully,

Michael Newland  
Honorary Secretary

The White Brothers is a non political association taking as its aims the promotion of positive images of white men in the media, the eradication of employment discrimination, and the protection generally of their civil rights, while repudiating discrimination against other groups

# Earle & Waller

Solicitors

MICHAEL G. WALLER, LL.B.  
MICHAEL F. HARDING

OUR REF.

3 Misc.

YOUR REF.

45 GREEN LANES,  
PALMERS GREEN,  
LONDON N13 4TB.

DX 56950 BOWES PARK

FAX NO. 081-889 5608

Telephone: 081-888 7866

DATE:

23rd July 1993

The Editor,  
Searchlight Monthly,  
52 Leighton Road,  
Kentish Town,  
London NW5

Dear Sir,

Re: Michael John Newland

Our above named client has consulted us regarding the article which appeared in your July issue under Hill Street News entitled "Male Chauvinist Nutter".

We understand he has spoken to you as he is concerned he may be confused with the Michael Newland referred to in the article and that you have agreed to print the following statement in your next article. Would you please confirm this would appear.

"We wish to point out that the July Hill Street News item about a Mr Newland in London NW5 in no way refers to Mike Newland long time Section 11 Language Instructor and Computing Tutor of London N13. We apologise for any confusion that may have arisen".

Yours faithfully,



JM



GUARDIAN

AUG 4 93

Women 8/9

## Uppity white man blues

Cosmo Landesman

**F**ROM ROBERT BLY'S Iron John to Michael Douglas's D-Fens, every picture and polemic on the state of mankind has been telling us the same story: men are angry, men are fed up and men are fighting back.

This chapter in the long-running saga of the sex wars started in the mid-eighties, when it was largely a war of words, men and women slugging it out in the media spotlight. Remember all the fuss about Neil Lyndon's No More Sex War? The fun we had with Bly's Iron John frugging around in the woods? What looked like an ominous phetome-non now seems a passing fad: Ninja Turtles for the kids, Male Turkey's for the chattering classes. Men had had their say and were feeling much better, thank you — or so I thought.

I was wrong. Angry men in the media may have moved but in their place have come the White Brothers. Formed three months ago, they are the missing link between male anger and political activism. They aren't interested in writing bestsellers or bonding down in woods; they aim to

be an effective pressure group, flexing real political muscle for men. Michael Newland is a founding member. Unemployed, he lives alone in north London. What was it that turned this mild-mannered, middle-aged accountant into an angry man activist? He is typical of a growing breed of white men who believe they are marginalised in our multicultural society. They face age discrimination in the labour market, but no one cares; they are mocked by the media, but no one complains. For Newland, the final straw came last May, with a newspaper headline: "Women become main breadwinners as male jobs decline." He saw the future flash before his eyes and there wasn't a man in sight. There and then, he decided to set up the White Brothers.

The name itself embodies their one Big Idea: that of social cohesion or white solidarity. Now, one's first thought on hearing a name like the White Brothers is, uh-oh, Racism. Frustrating time. But then you hear them talk and you think, uh-oh, Politically Correct crankies. When did you last hear the National Front describe white men as "differently coloured and gendered"? The

Brothers rage against sexism, racism and ageism. The strange twist in this tale is their claim that "no other group in Britain, identifiable by gender and race" has suffered as much discrimination as white men. "It's a fact that male unemployment is almost three times the level of female unemployment," Newland says, "and if you're white and over 30 years old, employment agencies don't want to know you."

But what is the connection between ageism and racism? "The younger age profile of the ethnic minorities means ageist discrimination affects white people more, people over 35, which is two-thirds of the white male population."

Then there's the "systematic" attack by the media. "White men are constantly being portrayed in negative stereotypes. It makes them feel they are being got at. If you watch soap operas, you don't find many black people or women who are represented as bad people."

Newland is careful to punctuate his points with the claim that the Brothers are against all forms of discrimination. "We're not against women, blacks or any other group; we just have to fight our corner."

Fighting their corner is what the White Brothers are all about. They see themselves as the white man's answer to the Commission for Racial Equality and the Equal Opportunities Commission rolled into one. Their argument boils down to this: if they can, why can't we? If blacks can share a sense of racial pride, why can't we? If women can form groups to promote their interests, why can't we? To which any sensible person would reply: because you are not a persecuted minority, you self-pitying pillock. Nobody punches you in the face because you are white; you don't have to live in fear of sexual violence.

The White Brothers have no membership fee, so as not to discourage the unemployed, and they have applied to Camden Council's Race Group for funding. If that sounds fanciful, well, get this: they've asked Frank Dobson, Shadow Trade and Employment Secretary, to be their patron. They might as well ask Andrea Dworkin to be their tea lady.

Newland won't reveal how many members the White Brothers have, so it would be easy to dismiss him as the Walter Mitty of the men's movement. But the Brothers are indicative of a growing state of mind among British men. As I leave, Newland points out that they are the acceptable face of male discontent:

"But if people don't take us seriously and do something about our problems, then some nasty version of us will come along." And you can take that as a prophecy or a threat.

Ob, Mr Porter, wherever are you now?





THE WHITE BROTHERS

"Fighting discrimination against white men"

52 Leighton Road  
London NW5 2QE  
Tel. 071-485 7487

Mr. Andrew Alexander  
The Daily Mail  
Northcliffe House  
2 Derry Street  
London W8 5TT

Dear Mr. Alexander,

Your article on age discrimination in employment, in today's Daily Mail, seems to indicate a lack of awareness on your part of the scale of this problem. Perhaps you have not experienced lately being both over 35 and unemployed?

If you examine job advertisements you will see that almost all temporary work, and 80-90% of permanent jobs are advertised by employment agencies. None of this work is available to those over 35. The over 35s. are not even allowed to apply. This is not a case of a some kind of vague bias against a group. The over 35s. are being systematically locked out of the jobs market.

As to employers knowing what they are doing - well I am sure they knew what they were doing when they employed children in coal mines. So good at crawling through narrow tunnels.

Your argument about employer choice appears to be drawn from the concept of Walrasian general equilibrium. If individual agents, employers in this case, maximise their utility, we will achieve a Pareto allocation, maximising the welfare of the society as a whole.

Does anyone believe that this fanciful idea applies in the real world, a world unconstrained by the set of conditions which have become known as the "scaffolding", needed to make the theoretical model give the answer required?

Nearly 80% of those affected by age discrimination are white men. What are we supposed to do, just give up at 35? Surely society has a right to intervene when employment practices become so distorted, and against the interests of the country as a whole.

In my own case, in the South East, 75% of temporary jobs in my

field, accountancy, are now said by agencies to be filled by foreigners on short term work permits. I am not even allowed to apply for these jobs in my own country, and the same applies in other occupations.

Your column is widely praised for its intelligence, and willingness to say things which we all know to be true, but which the Press systematically suppresses. On this matter, however, we believe that a little more information and thought is required.

Yours sincerely,

Michael Newland

Honorary Secretary

The White Brothers is a non political association taking as its aims the promotion of positive images of white men in the media, the eradication of employment discrimination, and the protection generally of their civil rights, while repudiating discrimination against other groups




THE WHITE BROTHERS

"Fighting discrimination against white men"

52 Leighton Road  
London NW5 2QE  
071-485 7487

PRESS RELEASE

 AUGUST 16 1993

AGEIST AND RACIST DISCRIMINATION AGAINST WHITE MEN IN THE UNITED KINGDOM EMPLOYMENT MARKET AND THE LAW

Nearly two decades after the introduction of the 1976 Race Relations Act there is a continuing and extraordinarily widespread public lack of awareness of the main innovation introduced by the legislation.

As a consequence there is also minimal awareness that the institutionalised ageist discrimination, directed against white men in the employment market, is also racially discriminatory under the provisions of the act.

— Before the 1976 Race Relations Act, UK law governed only the practice of what has become known as direct racial discrimination - for example the inclusion in employment advertisements of a stipulation that only certain races need apply. The Government of the day recognised the limitations of this approach in controlling racial discrimination, and, in a White Paper, proposed an extension of the law to cover indirect discrimination.

As the White Paper expressed it:-

"One important weakness in the existing legislation is the narrowness of the definition of unlawful discrimination upon which it is based.....it is insufficient for the law to deal only with overt discrimination. It should also prohibit practices which are fair in a formal sense but discriminatory in their operation and effect".

The White Paper would pave the way for legislation barring, for instance, educational tests for potential employees which would disqualify non white applicants at a higher rate than whites, while testing aspects of individual performance unrelated to ability at performing the actual job.

The subsequent 1976 Race Relations Act makes it unlawful to apply a requirement or condition to anyone ~~which is~~ such that the proportion of persons of one racial group who can comply with it is considerably smaller than the proportion of another racial group, and which cannot be shown to be justifiable outside the context of race.

Ageist discrimination has become a growing employer practice in the UK in recent years. The best known example is the procedure by employment agencies of restricting entry to their lists of personnel, available to employers, to those younger than between 30 and 35. This clearly disqualifies two thirds of white men, within the normal working age band of 18-65, from nearly all temporary work, jobs mostly

>D → ! ....MORE



filled through the agency system, and also from the large proportion of permanent posts advertised by the same organisations. The effect on women of these age restrictions is far more limited than on men, owing to their much lower rates of unemployment. Nearly 80% of the older unemployed are men. The effect on non whites is also far more limited than on whites. As may be seen from HMG published statistics 38% of whites are over 45, but only 18% of the ethnic minorities. Age discrimination in employment is, therefore, a phenomenon affecting mainly white men, and also a far higher proportion of white people generally than the ethnic minorities, who are predominantly young. There is also ample research evidence that there exists little difference in ~~the quality of~~ job performance between different age ~~groups~~ *groups*.

Ageist employment discrimination is, in fact, an example of precisely the type of practice which the 1976 act sought to eliminate - a criterion applied to job selection procedures which has no relevance to ability to perform in, at least, most jobs, but which eliminates a far higher proportion of white people, in this case, than other racial groups.

Constant media coverage of discrimination issues affecting ethnic minorities has tended to eclipse public awareness of the purpose of the race relations legislation - the legislation is not intended to protect merely non whites, it is intended to protect all racial groups.

As the White Paper again expressed it:-

"The time has come for a determined effort by Government.....to ensure fair and equal treatment for all our people, regardless of their race colour or national origins".

In summary, it was the intention of Parliament, in passing the 1976 Race Relations Act, to eliminate employment practices, like age discrimination, which have the effect of disadvantaging one race, when compared with another, while being unjustifiable in terms of business necessity, from an employer perspective.

It is essential to appreciate that it is not suggested that age discrimination is intended by employers to be racially discriminatory. The existence or the lack of an intention to racially discriminate is irrelevant from the viewpoint of the legislation. The test for unlawful indirect racial discrimination is not the intentions of employers, but the effect on victims, in this case mainly white men. The irrelevance of intentions is an essence of the law concerning indirect racial discrimination.

#### *Intended Objectives*

Circumstances in the UK have changed radically since 1976, and there is now an urgent need for the law to be applied in defence of a group which may not have appeared at risk of racial discrimination two decades ago, but to whom Parliament farsightedly provided protection, in legislation which would apply to any group affected, under conditions which might not be foreseen in advance.

For more information, and further exposition of the legal aspects of racial discrimination against white men in the UK, please contact the campaign telephone number or address.

The White Brothers is a non political association taking as its aims the promotion of positive images of white men in the media, the eradication of employment discrimination, and the protection generally of their civil rights, while repudiating discrimination against other groups



*Men will just have to learn to live with women who out-earn them, says JANE McLAUGHLIN*

**T**HE celebrated model Paulina Porizkova has turned down a £3 million contract because she is unhappy that she is earning more than husband Ric Ocasek, formerly of The Cars. "It's very important for men not to feel emasculated," she says.

At the same time Mr Leo Cooper's former mistress Sarah Johnson is going through her paces again on Leo Cooper's triumphant virility. But how far, we wonder, was the affair because Jilly is so conspicuously successful?

Successful Anita Roddick says she deliberately does not ask what her husband gets up to. She worries about herself instead: "Success means you're not viewed as a sexual, warm woman..."

The PR woman Lynne Franks sticks her neck out with the statement that one cannot be both little woman and successful woman. One drives out the other: "Yes of course I loved my husband, my children, my parents, my dog, my house — but that was only when I had time."

That said, there are many highly successful women whose husbands and partners appear to thrive on their superior earning power — Tina Brown, the barrister Helena Kennedy and the columnist Anne Robinson are prime examples.

But the growing signs of emasculation cannot be ignored. A group of men who see themselves as being on the receiving end of unfair discrimination in favour of women have set up The White Brothers to "flex real political muscle for men". And psychiatrists have pointed out that a number of recent unsolved murders of successful career women could have been committed by inadequate men resentful of such women's economic — and therefore real — independence and power.

The clever women such as the Queen, the dress designer Betty Jackson and the writer Barbara Taylor-Bradford give their husbands a role. Ms Taylor-Bradford says: "Being me is like being a company. The books and the mini-series take a lot of management. Once you have money it's a tool to be used. It can't just sit there. Nor can Mr T-B; he keeps it working."

**B**UT for many women, it comes as a shock to find their success unmanly their husbands. The promise that the Nineties would be the Decade of Women — that 85 per cent of new jobs would go to women — has started to sound like a threat.

Last year I wrote a book about successful business women (Up and Running: Women in Business). Among the many women I interviewed, only one in 25 who had been married before they became successful was still with that husband. "He was jealous", "he could not take me earning more than he did" and "he did not like me having a life of my own without him" were comments with which I grew wearily familiar.

One of these women, who earns £1,500 a day as a management consultant, defined what made a happy relationship for a successful woman: "It's all right if he is not ambitious or go-getting like I am." Which is a straightforward reversal of roles. Ambition is still a virtue in men, and an aberration in women.

# Unsexed by a wife's success

There's something very old-fashioned about Paulina Porizkova's £3 million sacrifice to her husband's masculinity. But we should bear in mind that we are still in times of transition. In the past women inherited money — like Christina Onassis or Barbara Hutton or Peggy Guggenheim — and

it made them unhappy because they could not buy love.

Today's women, who work for their money, have come a long way. They've learned about money and success from working role models — men. Perhaps it is time for men to learn from generations of women.

*But from a Nineties man, the alternative view...*

# Greed is definitely bad



FINALLY, I have exorcised the ghost of the Eighties. I have just turned down a place at Harvard Business School. When I graduated from Oxford three years ago every student still owned a suit. We were all desperate to get investment banking jobs, even if it meant joining some

wretched Japanese bank.

Many of us read Michael Lewis's book, *Liar's Poker*, which described the glorious excesses of US investment bank Salomon Brothers. All of us had seen the 1987 movie *Wall Street* with "greed is good" Gordon Gekko.

So I joined Investment bank Credit Suisse First Boston, and for a while I lived the Eighties dream. But it didn't last. The signs portending the end of the Eighties were visible even back in 1989. The big money had already been made, and had been made by those who'd been in the game for a while, not those catching the fag end of the Zeitgeist.

As a novice banker I met Greg Malcolm, the million-dollar-a-year head of First Boston's junk bond operation, who even has a small role in the seminal 1980s tome, *Barbarians at the Gate*. I remember the awe I felt when he told me that in the middle of the Sixties — when American campuses were in the grip of acid, free love and



Unacceptable: Michael Douglas as Gordon Gekko in *Wall Street*

by Simon Veksner

anti-Vietnam riots — he decided to become an investment banker. I laughed hard at his jokes, and inwardly determined to have such aggression, such stamina that I too could become like Greg Malcolm.

The trouble was I was so tired. Night after night I stumbled out of the office at midnight. Once, I withdrew some money from the cash machine, and then left the wad of notes jutting out from the machine.

Of course, the sheer excess of the period was exciting. I remember three young raiders going on an expedition to a nightclub in Nottingham, one in his Porsche, one in his Ferrari, one in a mere BMW. Did they pull? Does the Pope live in

the Vatican? I cannot deny that I have thrown up in Bibendum and lived on room service for a week in the best hotel in Madrid. But as the banks' margins declined, the pressure to conform became intense.

I was once hauled up for reaching for a biscuit in the middle of a meeting, before offering the plate to the client. The trading floor ever after yelled "Biscuit!" when I went past, and I laughed unhappily. The mood had become cruel and hard.

Later I returned to Oxford on a mission to woo new recruits. By then it was 1992, the trough of the recession, and the bank had few jobs to offer. One student asked me about our bank's policy on environmental issues. Already the tide had turned. Perhaps it had turned as long ago as the crash of 1987, but I had failed to notice.

The full realisation that I was pursuing the shell of a dream came when I heard I'd won a place at Harvard Business School. By now I felt it was the last thing I wanted. The prospectus was full of smiling African-American women in their graduation robes, but I suspected the campus would in reality be dominated by white male investment bankers like myself. Did I really want to follow in the footsteps of the chairmen of Johnson and Johnson, American Express, Bloomingdale's and the rest? The roll call, inexplicably, filled me with gloom.

A friend, who doesn't actually have a job, told me "Harvard Business School is for losers". And I had to agree with him. I suppose the world has truly turned upside down when an unemployed person can call me a loser for winning a place at Harvard, but the "winners" of the Eighties, with their money and success but poor skin and estranged families, are now generally perceived as "losers".

The point about Eighties banking is that the only protagonist was the Corporation. It was frightening to find you had no personality of your own. There were demands made on your wit but none on your intelligence. Your personality was squeezed into a little ball of suspicion and sweat.

I do not think that we will ever revert to the full carefree individualism of the Sixties, but work is no longer the be all and end all of existence, and heroes are no longer men of unimaginable wealth. People need freedom of spirit.



Paulina Porizkova turned down a £3 million contract to protect her husband



standard will be awarded that grade. As standards rise more pupils achieve better grades, which has happened this year.

Under the O-level system, the exams were norm referenced — a fixed percentage quota of candidates were passed at each grade. Thus, even if standards rose, numbers of pupils at each grade remained constant. It is fairer to award grades to pupils on the basis of what

we are in an individual situation when those who claim to stand for higher standards see better exam results as evidence of a fall in standards. We are in an even worse situation when policy-makers listen to them and change the exam system to ensure more children face the prospect of failure. — Andy Gibbons, The Campaign for Raising Standards in English, Trevelyan Road, South Kensington.

## More jobs for the girls

**YOUR** article (Unsexed by a wife's success, 24 August) focuses on personal resentments at the increasing dominance of women in the labour market.

Female unemployment has fallen by 20 per cent since 1985, while male unemployment has increased during same period by 11 per cent, and of the present nearly three million unemployed less than 700,000 are women.

☐ *THE most pampered children in the land have enjoyed a VIP holiday in Disney World and are now having their second Caribbean trip in six months. They are not to be envied.*

Princess William and Harry, recently on a luxury cruise round the Greek islands, a country romp in Scotland, skiing in Austria and now this latest indulgence, are being showered with far too many material goodies for their own good and character-building.

One wonders whether the Princess of Wales (fresh from her luxury holiday in Bali) gives a thought to the hungry African children to whom she dispensed gruel not so long ago. Why the lady continues to be regarded as hardly less than saintly by the British Press remains one of life's great mysteries.

"Give me the flashlight, give me a cameraman and leave the rest to me," (apologies to Frankie Vaughan) sure is this Princess's signature tune. While, I may say, the real Princess Royal, Anne, continues her daily round of public duties totally ignored and unloved. — Beryl Goldsmith, Thomas More House, Barbican.

You can dictate a letter on 071 938 7147 or 7148. Letters can be sent by fax to 071 937 2648.

Or write to The Editor, Evening Standard, PO Box 2309, London W8 5EE. Please give a daytime phone number. Letters withholding name and address will not be published.

recent business travel cost survey by Visa in which London was found to be the most expensive city. I would like to point out that in at least two other similar surveys published this year, this was not the case.

In the British Tourist Authority's (BTA) survey of world cities (January 1993), London was placed 12th overall, as opposed to 10th in the previous year's findings.

## girls

particularly those over 35, will increasingly suffer long-term or permanent unemployment.

We hear much of the need to regenerate family values, yet we are creating a society in which many women will need to become breadwinners because their partners are unemployed. How much incentive will there be to form family units in the first place?

Males may find themselves in increasing numbers with careers which, far from blossoming with age, experience and skill, are on a slippery slope from their twenties onwards.

We would do well to start addressing the future shape of our society with this in mind. The availability of employment is at the heart of making a place for the individual in society. What has happened to our sense of priorities? — Michael Newland, Leighton Road, Kentish Town.

three of those hotels cheaper than London in the Visa survey — Paris, Brussels and Amsterdam — were placed 7th, 8th and 9th respectively by the BTA.

Both the BTA survey and Pannell Kerr Forster's survey of European cities (July

Most surveys of hotel rates are based on published rates and always quote maximum charged by hotels. However, the majority of people staying in London hotels will not pay rates since many compa-

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Aug 31 93



52 Leighton Road  
London NW5 2QE

Mr. M. Royster  
King's College London  
Manresa Road  
London SW3 6LX

November 18 1993

Dear Mr. Royster,

Thank you for your letter.

Since we started The White Brothers earlier in the year the political situation has been transformed, from the viewpoint of our objectives, by the British National Party election win in Docklands.

For the first time in many years it is now a viable proposition to work for the advancement of white men through a political party. We are therefore advising supporters of our aims to work through the BNP, who may be contacted on 081 316 4721.

For your information I enclose copies of the statements we used in launching The White Brothers.

Yours sincerely,

Michael Newland

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