

Fair Employment Monitoring Report No.24

An Overview of High Level Trends and Aggregated
Monitoring Returns 2013



Key Findings:

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High Level Trends Over Time

- The composition of all monitored employments, when aggregated together, now more closely mirrors estimates of the composition of all those available for work than when fair employment monitoring was first introduced.
- While Protestants continued to comprise the majority of the monitored workforce, the Roman Catholic share continued to increase (by around [0.4 pp] per annum) to 47.0% in 2013. A gradual upward trend (averaging around [0.6 pp] per annum) in the Roman Catholic share of the monitored workforce has been observed since 2001¹.

NI Monitored Workforce

- In 2013, while Protestants continued to comprise the majority of the workforce, the **Roman Catholic share [47.0%]** continued to increase (by [0.4 pp]), at a slower rate than observed previously over the period 2001- 2013.
- **Females** increased their share of the monitored workforce almost every year between 2001 (50.4%) and 2010 (52.7%). However, since 2010, the female share has remained relatively unchanged (≤ 0.1 pp).

- For a fifth consecutive year, Roman Catholics [52.0%] comprised a greater proportion of **applicants** than Protestants [48.0%]. In 2013, the Roman Catholic share increased for the first time since 2011 (by [0.4 pp]). Overall, the Roman Catholic share increased by [7.2 pp] from [44.8%] in 2001.
- In every year since 2006, Roman Catholics [52.4%] comprised a greater proportion of **appointees** than did Protestants [47.6%]. In 2013, the Roman Catholic share increased by [1.5 pp] suggesting that the slight decline in the Roman Catholic share in 2012 was temporary and marks a continuation of the overall trend of increased Roman Catholic appointees to the monitored workforce of [7.6 pp] from [44.8%] in 2001.
- In 2013, Protestants [50.7%] comprised a greater proportion of **leavers** than did Roman Catholics [49.3%]. During the period, 2001-2013, the Protestant and Roman Catholic shares of leavers fluctuated. However, overall, the Protestant share of leavers has decreased by [5.1 pp] from [55.8%] in 2001.

¹ Data is presented from 2001 onwards due to changes in the coverage of Fair Employment monitoring data. Prior to 2001 (full-time employees only) a gradual upward trend in the Roman Catholic share was also evident (averaging around [0.5 pp] per annum across the period 1992-2000).

Private Sector

- The **Roman Catholic share** of the private sector was [46.6%], an increase of [0.4 pp] from [46.2%] in 2012, and [6.2 pp] from [40.4%] in 2001. This marks the continuation of a long established trend of increased Roman Catholic representation in the private sector, although in more recent years this rate has slowed (an average of [0.5 pp] per annum has been observed during the period 2001-2013).
- The **female** share of private sector employment remained relatively unchanged (≤ 0.1 pp) for a second consecutive year. The female share now stands at 46.0%, at a rate similar to that observed in more recent years following a peak in 2010 (46.3%).

Public Sector

- The **Roman Catholic share** [47.6%] of the public sector workforce continued to increase in 2013 (by [0.5 pp]), although at a greater rate than observed in more recent years. During the period 2001-2013, Protestants have held a larger share of the public sector workforce, although this has been gradually decreasing since 2001 when it stood at [59.8%].
- In 2013, the **female** share (64.8%) of employees in the public sector continued to increase, by 0.2 pp from 64.6% in 2012 and by 5.7 pp from 59.1% in 2001.



Fair Employment: Employer Monitoring and Review

The Fair Employment and Treatment (Northern Ireland) Order requires registered and specified employers² amongst other duties, to:

- Monitor the composition of their workforce³ and of those applying, appointed, leaving or being promoted;
- Submit an annual monitoring return to the Commission (both Article 52); and;
- Review their workforce composition and employment practices at least once every three years, “for the purposes of determining whether members of each community are enjoying... fair participation” and the “affirmative action (if any) which would be reasonable and appropriate”. (Article 55)

The Fair Employment Code of Practice sets out the role of monitoring, within a wider context of considering equality of opportunity and fair participation, as follows:

“Monitoring – ... means establishing the community background of your existing workforce (that is, how many belong to the Protestant community and how many belong to the Roman Catholic community)...”

The Commission works with employers to ensure that they are aware of, and comply with, their responsibilities under the legislation and to this end provides a range of guidance and support to employers. The ‘Unified Guide to Promoting Equal Opportunities in Employment’ notes that:

“The [employer] duties are primarily concerned with promoting and securing equality of opportunity and fair participation in employment for members of the Protestant community in Northern Ireland and members of the Roman Catholic community in Northern Ireland.”

Fair employment legislation requires employers to not only consider the composition of their workforces, but to determine whether members of each community are enjoying fair participation. While ‘fair participation’ is not defined in the legislation, in practice this involves a comparison between an employer’s workforce composition figures, and the community composition of those available for work.

2 The fair employment legislation requires certain employers to register with the Equality Commission and to complete an annual monitoring return detailing the community background, employment status, occupation and sex of their workforce. All public sector employers are deemed to be automatically registered with the Commission. All private sector concerns with 11 or more employees are required to register.

3 The Fair Employment and Treatment Order (Northern Ireland) requires registered employers to collect monitoring data each year on the community composition and gender of their workforce.

Further information relating to Fair Employment Legislation, Employer duties to monitor and review and Commission duties is available on the Commissions website www.equalityni.org/femonrep

Fair Employment Monitoring Returns

As noted, on an annual basis, each registered employer must provide a *summary* of monitoring data it holds to the Equality Commission via an ‘annual monitoring return’. The Commission, although not required by statute, aggregates and publishes this information in an Annual Summary of Monitoring Returns. The ‘Monitoring Report’ combines the returns from all employers to describe, *in aggregate*, the composition of those applying to, or employed within all monitored employment in Northern Ireland⁴.

Accessing Detailed Information

This document presents high level information only. Detailed information including charts and tables (for example information on those not determined as either Protestant or Catholic, cross-tabulations by ‘community background and sex’ or information by SOC for each of the sectors), technical notes and community background compositions of individual employers can now be obtained from the Commissions ‘Fair Employment Monitoring’ micro site at www.equalityni.org/femonrep



⁴ In addition to monitoring the composition (or ‘stock’) of those currently in employment, employers are also required to monitor the composition of those joining, progressing through, or leaving employment (termed ‘flows’).

High Level Trends Over Time

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In summary: The composition of all monitored employments, when aggregated together, now more closely mirrors estimates of the composition of all those available for work than when fair employment monitoring was first introduced. While Protestants continued to comprise the majority of the monitored workforce, the Roman Catholic share continued to increase (by around [0.4 pp] per annum) to 47.0% in 2013. A gradual upward trend (averaging around [0.6 pp] per annum) in the Roman Catholic share of the monitored workforce has been observed since 2001.

Employer (FETO) Monitoring Data Over Time

Although the central purpose of employer monitoring information is to allow employers (through their Article 55 reviews) to determine whether members of each community are afforded fair participation in those individual employments, there is also interest in considering monitoring figures at the Northern Ireland level⁵.

The Commission's annual 'Fair Employment Monitoring report' has for the last two decades aggregated monitoring information across all monitored employers in Northern Ireland, to produce composition figures (employees, applicants, appointees, promotees, leavers) at the Northern Ireland level and for key sectors.

By doing so, the Monitoring Report seeks to inform employers and interested parties about aggregate compositional patterns that, alongside other information on local labour

availability, might suggest a dynamic or pattern that might better inform their own considerations of fair participation within their own or specific employment(s).

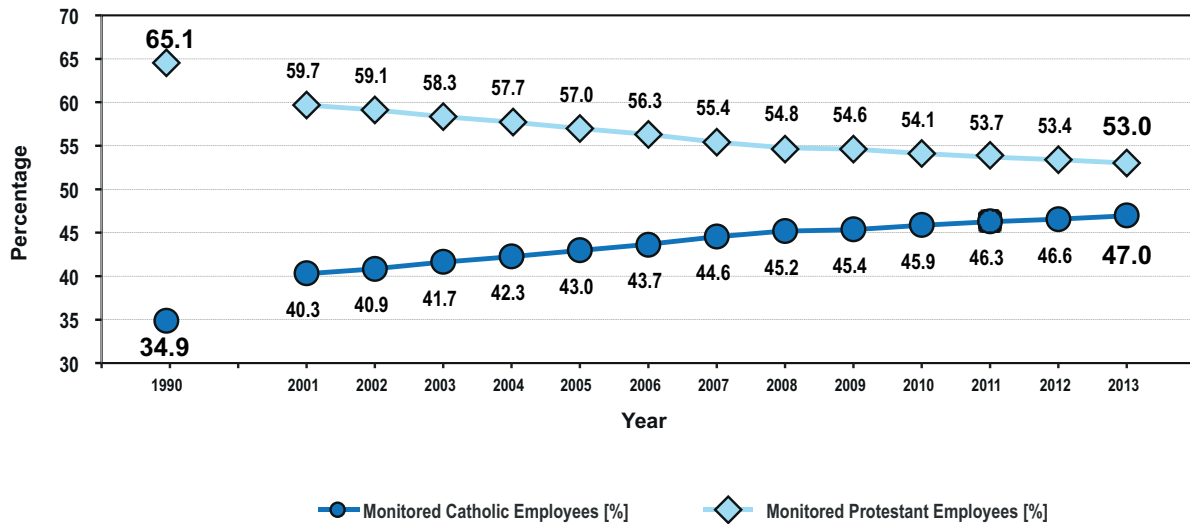
A consideration of high level trends in aggregated fair employment data at the Northern Ireland level reveals that the overall composition of all monitored workforces, when aggregated together, remain majority Protestant and male, although they continue to become more Roman Catholic and more female over time (though there are differences in sub-sectors and in specific employers).

A gradual upward trend (averaging around [0.6] percentage points per annum) in the Roman Catholic share of the monitored workforce has been evident since 2001⁶. This increase continued in 2013 (around [0.4 pp]), following a slowing in 2012 (around [0.3 pp]) as illustrated in Chart 1.

5 The monitored Northern Ireland workforce is comprised of both full-time and part-time employees in all specified public bodies and registered private sector concerns in Northern Ireland. Monitoring covers around 64% - 66% of those in employment, and does not include employees in private sector concerns with 10 or less employees, school teachers, the self-employed, the unemployed, nor those on government training schemes.

6 Data is presented from 2001 onwards due to changes in the coverage of Fair Employment monitoring data. Prior to 2001 (full-time employees only) a gradual upward trend in the Roman Catholic share was also evident (averaging around [0.5 pp] per annum across the period 1992-2000). For further information see 'Definitions, Technical Considerations and Wider Concepts in Fair Employment' available from www.equalityni.org/femonrep.

Chart 1: Composition of the monitored workforce over time (since 2001, with 1990 data for illustrative purposes)



Comparisons with Estimates of Available Labour

Although the focus of employer monitoring is on assessing fair participation in individual employments, a broad comparison of aggregate figures at the Northern Ireland Level is also possible. Chart 2 below considers this by overlaying the Roman Catholic composition of the monitored workforce as a whole (as noted in the graph above) onto Census/Labour Force Survey (LFS) estimates of the Roman Catholic composition of the economically active (i.e. those in or actively seeking work).

It is observable from Chart 2 (overleaf) that:

- Both Roman Catholic composition of monitored employment and the estimated Roman Catholic composition of those available for work have increased over time.
- In 1990/91, the gap between the Roman Catholic composition of those in monitored employment and those available for work was around 5 percentage points.
- By 2001, the gap had fallen to around 2.5 percentage points.
- Since then, the Roman Catholic composition of the monitored workforce has approximated estimates of those available for work (when the sampling error⁷ of the labour force survey is taken into account).
- By 2011, the gap had fallen to around 1.3 percentage points.

⁷ Census Data is provided for 1991, 2001 and 2011. For 2001 onwards the Labour Force Survey is used to provide an estimate of the Roman Catholic composition of the economically active. This is an estimate as the LFS is a sample survey and when a sample is used to predict the characteristics of a population, the result is an estimate, not a precise quantity. We can thus be 95% certain that the true population value lies within an approx. +/- 2% 'confidence interval' around the estimate. These 'confidence intervals' are shown by the vertical error bars on the graph.

Fair Employment Monitoring Returns 2013

Monitored Northern Ireland Workforce

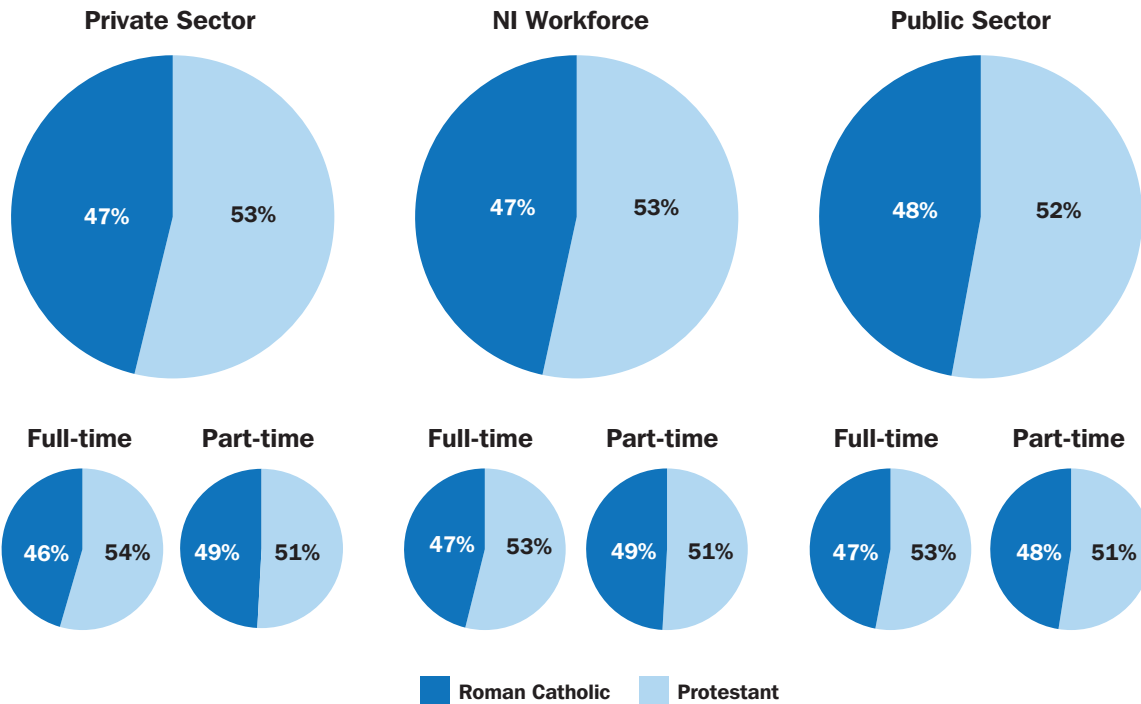
In Summary: Overall, in 2013, while Protestants continued to comprise the majority of the workforce, the Roman Catholic share of the monitored workforce continued to increase, at a slower rate to that previously observed over the period 2001-2013. Roman Catholics continued to comprise more than half of applicants and appointees, with their share of applicants increasing for the first time since 2011. In every year since 2001, Protestants have comprised a greater share of leavers from the monitored workforce.

Employment Stocks

Continuing the trend of recent years, the Roman Catholic share of monitored employment increased from [46.6%] in 2012 to [47.0%] in 2013. This increase of [0.4 pp], indicates a continuation of the trend of increased Roman Catholic representation observed since 2001 [40.3%], albeit at a slower rate than that observed over the period 2001- 2013 (averaging around [0.6 pp] per annum). However, Protestants have continued to comprise the majority share of the monitored Northern Ireland workforce during the period 2001-2013.

Chart 3 illustrates the community background composition of the monitored workforce, including variations by sector and by employment type i.e. full-time/part-time status in 2013.

Chart 3: Monitored Northern Ireland Workforce All Employees [%] by Community Background, 2013



The community background compositions in the public and private sectors, and in the full-time workforces, are broadly reflective of the overall Northern Ireland workforce position. However, in respect to the part-time workforce overall and within both the private and public sectors, the compositions have a greater share of Roman Catholic employees than the overall workforce figures (Chart 3).

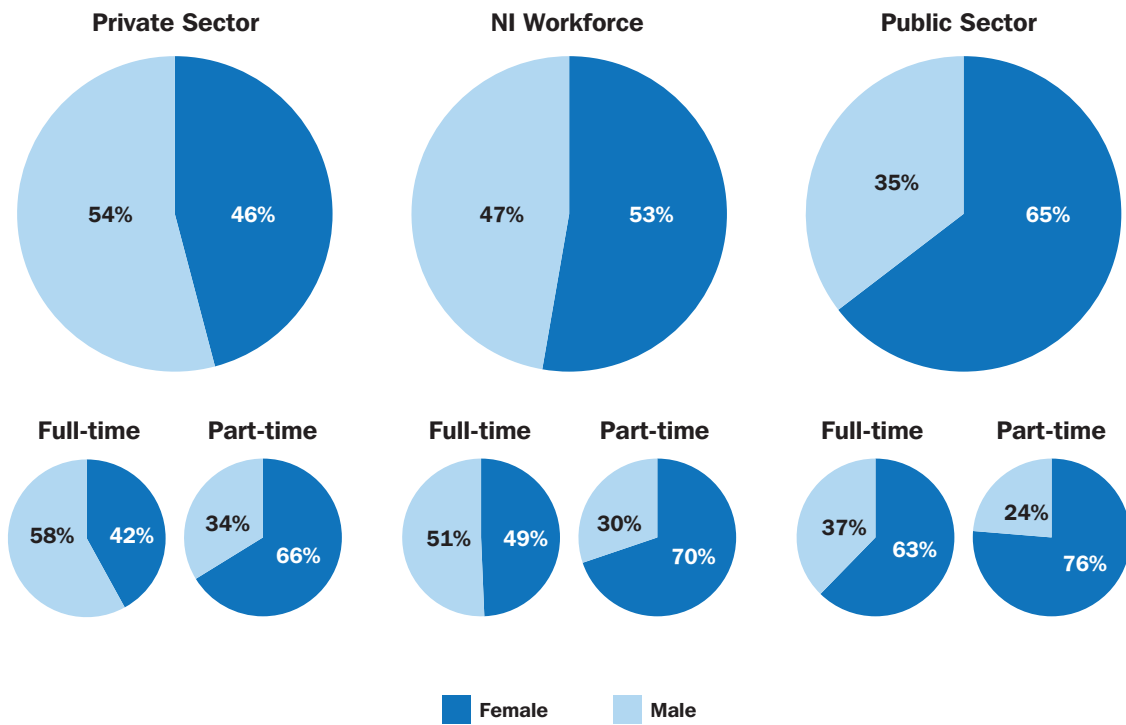
Females accounted for more than half (52.8%) of all monitored employees in Northern Ireland, increasing their share of the monitored workforce almost year on year between 2001 (50.4%) and 2010 (52.7%). However, since 2010, the female share has remained relatively unchanged (≤ 0.1 pp).

Chart 4 presents the gender composition of the monitored workforce by sectors and by employment type.

Female representation in the private sector (46.0%) was 6.8 pp lower than female representation in the overall workforce (52.8%) in 2013, whereas female employment in the public sector (64.8%) was 12.0 pp higher than the female share of the overall workforce (Chart 4). During the period 2001-2013, females have consistently held a larger share of public sector employment.

Notable differences in female representation in the full-time and part-time workforces are observed. Females comprised 42.1% of the private sector full-time workforce and 66.0% of the private sector part-time workforce in 2013, considerably less than the comparable figures for the public sector (62.6% and 76.2% respectively) (Chart 4). The differences in female representation in the private and public sectors can be observed throughout the period 2001-2013, and broadly reflect the current position.

Chart 4: Monitored Northern Ireland Workforce All Employees by Sex (%), 2013



Employment Flows

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Applicants

In 2013, for a fifth consecutive year there were more Roman Catholic [52.0%] than Protestant [48.0%] applicants. The Roman Catholic share increased for the first time since 2011, by [0.4 pp] from [51.6%] in 2012, continuing the gradual increase observed in their share over the period 2001-2013, of [7.2 pp] from [44.8%] in 2001.

In 2013, the female share (48.5%) of applicants to the monitored workforce remained unchanged from the previous year. However, overall, during the period 2001-2013, the female share decreased by 2.0 pp from 50.5% in 2001.

Appointees

Since 2006, Roman Catholics have annually comprised a greater proportion of appointees than Protestants, with the Roman Catholic share increasing by [1.5 pp] from [50.9%] in 2012 to [52.4%] in 2013. This suggests that the slight dip in the Roman Catholic share in 2012 was temporary and marks a continuation of the overall trend of increased Roman Catholic appointees to the monitored workforce of [7.6 pp] from [44.8%] in 2001.

In 2013, for the first time in the period 2001-2013, males and females comprised equal shares of appointees to the monitored workforce. Despite an overall decrease in the female share of 4.3 pp from 54.3% in 2001, during the period 2001-2013, no observable trend can be identified by gender due to the amount of variation in the share of appointees during this period.

Leavers

Protestants comprised a greater proportion of leavers [50.7%] than did Roman Catholics [49.3%] in 2013. This marks a continuation of the trend observed since 2001. However, during the period 2001-2013, the Protestant and Roman Catholic shares of leavers fluctuated, although overall, the Protestant share of leavers decreased by [5.1 pp] from [55.8%] in 2001.

Females continued to account for more than half (54.7%) of leavers from the monitored workforce, a trend observed since 2001. However, the female share decreased in 2013 after remaining relatively unchanged (≤ 0.1 pp) since 2011. This suggests a slowing in the rate of female leavers from the monitored workforce in more recent years.

The Private Sector

In Summary: Overall, in 2013, while Protestants continued to comprise the majority of the private sector workforce, the Roman Catholic share of private sector employment continued to increase, although in more recent years this rate has slowed. Following a decline in 2012, the broad trend of increasing Roman Catholic applicant and appointee shares observed in more recent years, continued in 2013, with Roman Catholics comprising more than half of applicants and appointees. For a second consecutive year, the Roman Catholic share of private sector leavers decreased. This was at a slower rate than the previous year, although Roman Catholics still comprised the majority share.

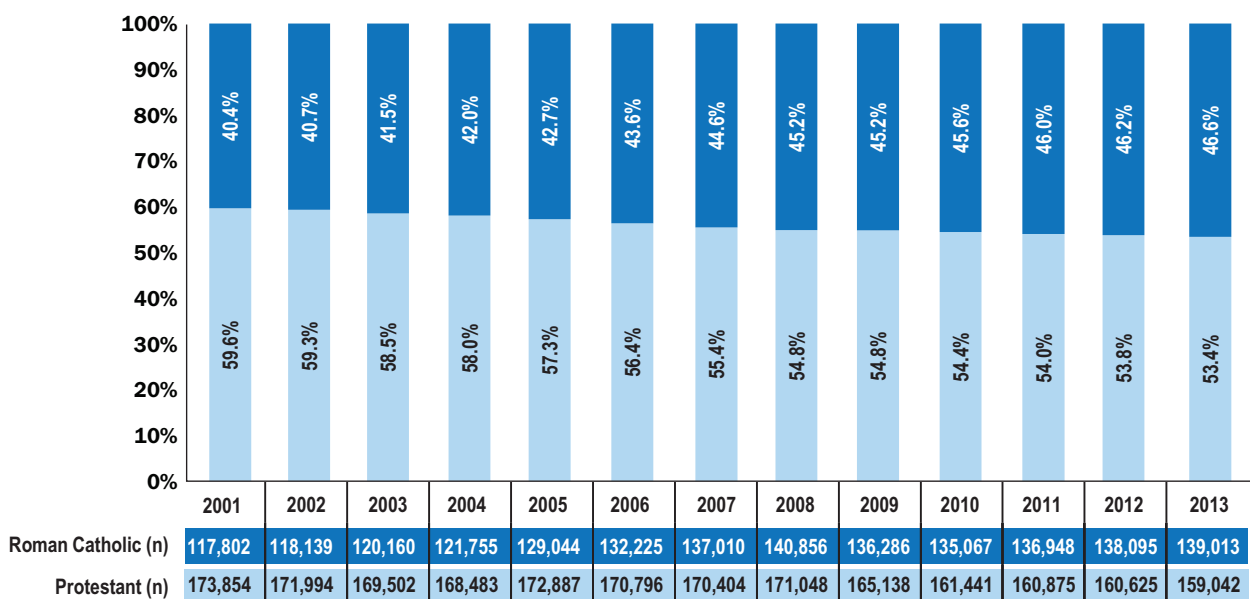
Employment Stocks

While Protestants continued to comprise the majority of the private sector workforce, the Roman Catholic share of the private sector workforce increased in 2013 by [0.4 pp] from [46.2%] in 2012 and by [6.2 pp] from [40.4%] in 2001 to [46.6%] (Chart 5). This marks the continuation of a long established trend of increased Roman Catholic representation in the private sector although

in more recent years this rate has slowed (an average of [0.5 pp] per annum has been observed during the period 2001-2013).

The female share of private sector employment remained relatively unchanged (≤ 0.1 pp) from the previous year. The female share stands at 46.0% (Chart 4), a rate similar to that observed in more recent years following a peak in 2010 (46.3%).

Chart 5: Private Sector Workforce All Employees [%] by Community Background, 2001-2013



Employment Flows

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Applicants

In 2013, the Roman Catholic [52.0%] share of applicants exceeded that of their Protestant counterparts [48.0%] for the seventh year in succession. The Roman Catholic share steadily increased between the period 2001- 2007. However, in more recent years (2008-2013), the Roman Catholic and Protestant shares have fluctuated. Overall, the Roman Catholic share increased by [8.2 pp] from [43.8%] in 2001.

Males have consistently comprised a larger share of applicants to the private sector during the period 2001- 2013. However, for the third consecutive year, the female share of applicants increased, albeit at a slower rate than previously observed, by 0.5 pp from 46.5% in 2012 to 47.0% in 2013.

Appointees

Since 2007, annually, the Roman Catholic share of appointees has exceeded the Protestant share. However, for the first time since 2010, the Roman Catholic share increased, by [1.2 pp] from [50.9%] in 2012 to [52.1%] in 2013, a rate similar to that observed in 2010 when the Roman Catholic share peaked at [52.3%].

Males (53.0%) continued to represent more than half of private sector appointees in 2013, a trend observed since 2005.

Leavers

In 2013, the composition of private sector leavers was [50.2%] Roman Catholic and [49.8%] Protestant. This marks the continuation of the trend observed since 2008 of Roman Catholics comprising a greater proportion of private sector leavers than Protestants. However, for the second consecutive year, the Roman Catholic share of private sector leavers decreased, albeit at a slower rate than the previous year, by [0.8 pp] from [51.0%] in 2012. This represents a discontinuation of the broad trend¹⁰ observed since 2001 of an increasing Roman Catholic share of private sector leavers.

In 2013, for a third consecutive year, females (50.2%) comprised the more than half of leavers from the private sector. This marks the discontinuation of a trend observed during 2008-2010 of smaller female shares and suggests a reversal back to the trend observed between 2001- 2007 of more female than male leavers from the private sector.

¹⁰ The Roman Catholic share of leavers decreased slightly [0.1 pp] between 2009 and 2010.

The Public Sector

In Summary: Overall, in 2013, while Protestants continued to comprise the majority of the public sector workforce, the Roman Catholic share of public sector employment, applicants and appointees continued to increase. Roman Catholics comprised more than half of all applicants and appointees. For a second consecutive year, the Roman Catholic share of applicants exceeded that of the Protestant share. Protestants continued to comprise the majority of leavers from the private sector.

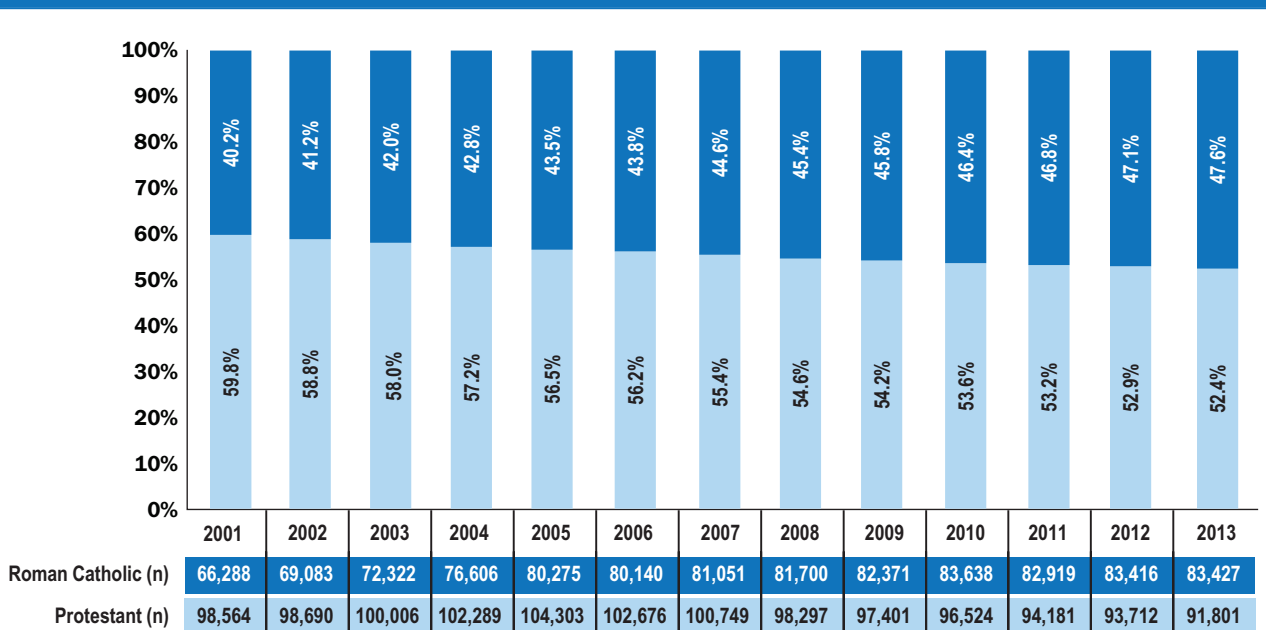
Employment Stocks

The Roman Catholic share of the total public sector workforce was [47.6%] in 2013, an increase of [0.5 pp] from [47.1%] in 2012. During the period 2001-2013, Protestants have held a larger share of the public sector workforce. However, this has been gradually

decreasing, overall by [7.4 pp] from [59.8%] in 2001 to [52.4%] in 2013 (Chart 6).

In 2013, the female share (64.8%) of employees in the public sector continued to increase, by 0.2 pp from 64.6% in 2012 and by 5.7 pp from 59.1% in 2001.

Chart 6: Public Sector Workforce All Employees [%] by Community Background, 2001-2013



Employment Flows

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Applicants

For a second consecutive year, Roman Catholics [51.8%] comprised a greater share of public sector applicants than did Protestants [48.2%], with the Roman Catholic share increasing by [0.9 pp] from [50.9%] in 2012.

In 2013, 55.2% of applicants to the public sector were female, continuing the broad trend¹¹ observed during the period 2001-2013 of females comprising a larger share of public sector applicants.

Appointees

In each year since 2010, Roman Catholics have comprised a greater share of public sector appointees [53.7%] than Protestants [46.3%]. The Roman Catholic share increased by [2.5 pp] from [51.2%] in 2012, having remained relatively unchanged [≤ 0.1 pp] from 2010. Over the period 2001-2013, the Roman Catholic and Protestant shares of private sector applicants have fluctuated.

For the first time since 2008, the female share of public sector appointees decreased, by 0.3 pp to 65.3%. During the period 2001-2013, females have year-on-year, consistently comprised the majority of public sector appointees. However, overall during this period the female share has decreased by 4.2 pp from 69.5%.

Leavers

In 2013, the composition of public sector leavers was [52.5%] Protestant and [47.5%] Roman Catholic. During the period 2001-2013, Protestants comprised a greater proportion of public sector leavers than Roman Catholics.

Females continued to comprise the majority (64.6%) of leavers from the public sector, a trend observed since 2001. However, for the first time since 2010, the female share increased, by 3.4 pp from 61.2% in 2012. Overall, the female share has decreased by 1.2 pp from 63.4% in 2001.

¹¹ With the exception of the RPA affected returns in 2008 when the female share was [49.4%].

The Component Sectors

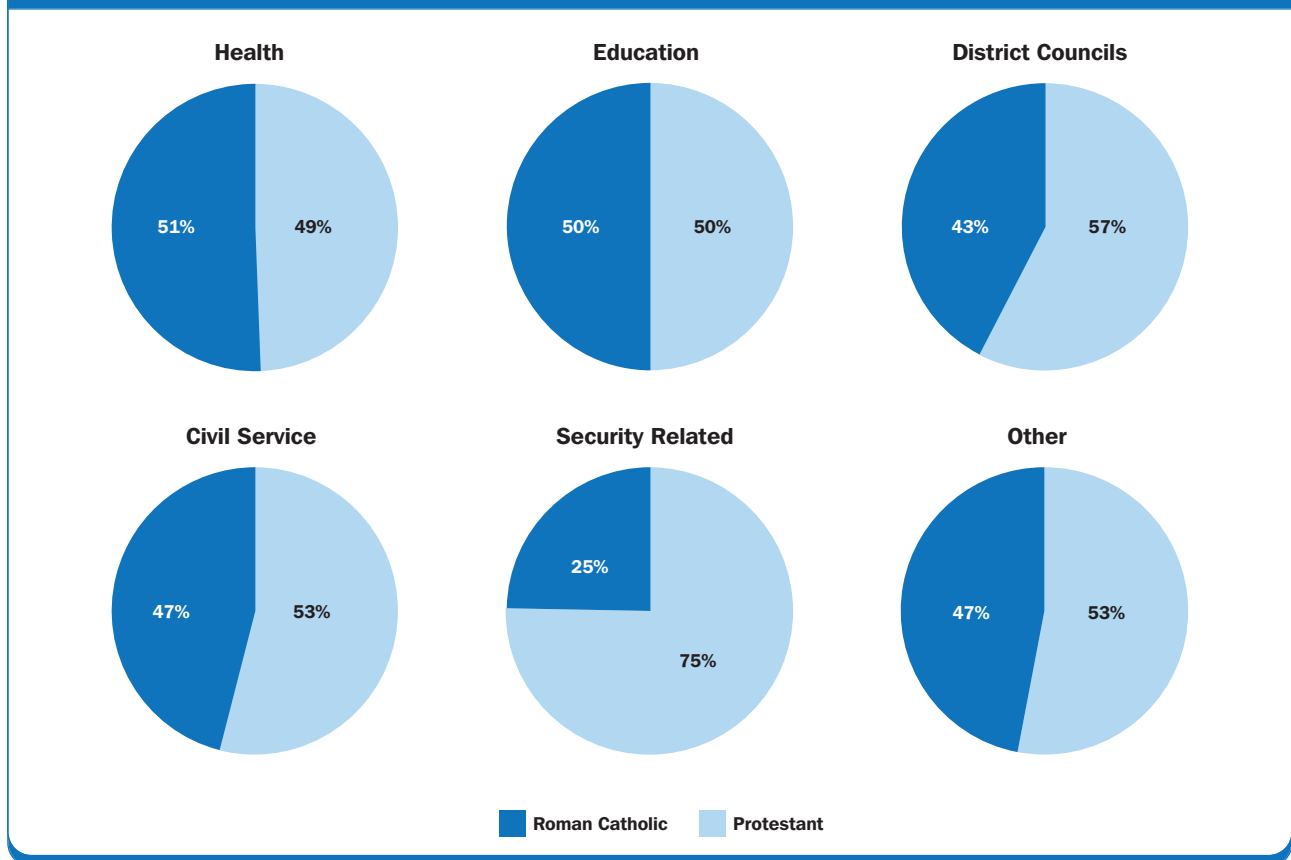
Employment Stocks

In terms of the sub-components of the public sector, the Roman Catholic composition of each sector is: Health [51.0%]; Education [49.6%]; District Councils [43.4%]; Civil Service [46.6%]; Security-related [25.1%]; and 'Other Public Authorities' [47.3%] (Chart 7). The Protestant share of employees contracted during the year in each of the component sectors.

In 2013, the male and female shares of the Health, Education and District Councils sectors remained broadly unchanged since 2010.

The most notable gender composition changes to occur within the public sector components since 2012 are observed within the Civil Service, Security-related and 'Other' Public Authorities sectors. In both the Civil Service and Security-related sectors, the female shares (50.3% and 34.8% respectively) continued to increase (both by 0.4 pp). However, for the first time in the period 2008 - 2013, the female share (36.0%) of employment within the 'Other' Public Authorities sector decreased (by 2.0 pp); discontinuing the trend of an increasing share of female employment in 'Other' Public Authorities observed since 2008.

Chart 7: Composition of the Public Sector, Component Sectors [%] by Community Background, 2013



Annex 1: Profile of the Monitored Northern Ireland Workforce, 2013

Monitored NI Workforce	
Total	510,984
P	250,843 [53.0%]
RC	222,440 [47.0%]
M	241,140 47.2%
F	269,844 52.8%

Private Sector	
Total	326,207
P	159,042 [53.4%]
RC	139,013 [46.6%]
M	176,071 34.0%
F	150,136 46.0%

Public Sector	
Total	184,777
P	91,801 [52.4%]
RC	83,427 [47.6%]
M	65,069 35.2%
F	119,708 64.8%

Full-time	
Total	272,576
P	136,504 [53.9%]
RC	115,089 [46.1%]
M	157,841 57.9%
F	114,735 42.1%

Part-time	
Total	53,631
P	24,538 [50.6%]
RC	23,924 [49.4%]
M	18,230 34.0%
F	35,401 66.0%

Full-time	
Total	155,144
P	77,568 [52.6%]
RC	70,007 [47.4%]
M	58,007 37.4%
F	97,137 62.6%

Part-time	
Total	29,633
P	14,233 [51.5%]
RC	13,420 [48.5%]
M	7,062 23.8%
F	22,571 76.2%

Notes: **P** = Protestant; **RC** = Roman Catholic; **M** = Male; **F** = Female.

The 'Total' is always greater than the sum of Protestant and Roman Catholic employees as it includes the Non-Determined. Gender data includes Protestant, Roman Catholic and the Non-Determined.

Equality Commission

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