

Equality Commission

FOR NORTHERN IRELAND

# Fair Employment Monitoring Report No.27

Annual Summary of Monitoring Returns, 2016



# Key Findings

## NI Monitored Workforce

- In 2016, while members of the Protestant community [51.6%]<sup>1</sup> continued to comprise the majority of the workforce, members of the Roman Catholic community [48.4%] continued to increase (by [0.5 percentage point (pp)]) their share, albeit at a slower rate than observed as a whole over the period 2001- 2015 (averaging around [0.6 pp] per annum).
- Females increased their share of the monitored workforce almost every year between 2001 (50.4%) and 2010 (52.7%). The female share remained relatively unchanged during the period 2011-2013, and decreased during the period 2014 – 2015. In 2016, the female share remained relatively unchanged (≤0.1 pp) at 52.3%.
- Since 2009, members of the Roman Catholic community [53.2%] comprised a greater proportion of **applicants** than those from the Protestant community [47.1%]. This marks a continuation of the gradual increase observed in the share of applicants from members of the Roman Catholic community over the period 2001-2016, of [8.4 pp] from [44.8%] in 2001.
- Since 2006, members of the Roman Catholic community [53.8%] have annually comprised a greater proportion of **appointees** than members of the Protestant community. During the period 2001-2016, the share of members of the Roman Catholic community has steadily increased, overall by [9.0 pp] from [44.8%] in 2001 and by [0.7 pp] from [53.1%] in 2015.
- Members of the Roman Catholic community comprised [50.6%] of **leavers** from the monitored workforce. Members of the Protestant community comprised [49.4%] of leavers. Overall, the share of leavers from the Protestant community has decreased by [6.4 pp] from [55.8%] in 2001.

## Private Sector

- The Roman Catholic community share of the private sector workforce was [48.2%], an increase of [0.6 pp] from [47.6%] in 2015 and [7.8 pp] from [40.4%] in 2001. This marks the continuation of a long established trend of increased representation of members of the Roman Catholic community in the private sector, at a similar rate to that observed in more recent years (an average of [0.5 pp] per annum has been observed during the period 2001-2016).
- In 2016, the female share of private sector employment increased by 0.3 pp from 45.3% in 2015 to 45.6%, a rate similar to that observed during the period 2001-2008, before a peak in 2010 (46.3%).

## Public Sector

- The Roman Catholic community [48.8%] share of the public sector workforce continued to increase in 2016 (by [0.4 pp]), at a similar rate as observed in recent years. During the period 2001-2016, the Protestant community held a larger share of the public sector workforce, although this has been gradually decreasing since 2001 when it stood at [59.8%].
- In 2016, the female share (65.5%) of employees in the public sector increased by 0.4 pp and has increased overall by 6.4 pp from 59.1% in 2001.

## High Level Trends Over Time

- Over time, the increase in the Roman Catholic community share of the monitored workforce has been close to estimates of Roman Catholics available for work. However, in 2016, the Roman Catholic community composition of those in monitored employment ceased to approximate estimates of Roman Catholics available for work. The Roman Catholic composition of the monitored workforce was 4.9 percentage points lower than the broad approximation of Roman Catholics available for work. The Commission will continue to keep the high level trends under review.

<sup>1</sup> Percentages shown in square brackets [ ] are based on Protestants and Roman Catholics only, with the Non-Determined excluded.

# Fair Employment Monitoring and Review

The [Fair Employment and Treatment \(Northern Ireland\) Order 1998](#) (FETO) requires registered and specified employers<sup>2</sup> amongst other duties, to:

- monitor the composition of their workforce 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<sup>3</sup> 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)...”*

Fair employment legislation requires employers to not only monitor the composition of their workforces, but to also 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.

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.”*

## Focus on Community Composition

The scope of Fair Employment monitoring, and of this report, focuses on the ‘community composition’ of those applying, appointed, leaving or being promoted in registered or specified employers in Northern Ireland. Monitoring thus covers an estimated 64% - 67% of all of those in employment.<sup>4</sup>

As set out under the FETO, “community” means the Protestant community, or the Roman Catholic community in Northern Ireland. In this specific context, the terms ‘Protestant’ and ‘Roman Catholic’ in fair employment monitoring are thus NOT used to convey religion, religious belief, or non-belief.

Specifically, the terms are used to convey the community to which an individual has stated that they belong, or which they might reasonably be perceived to belong, based on evidence of a connection with that community. The term ‘non-determined’ is used where a community background is neither stated nor can reasonably be determined. Further detail can be obtained from the [Fair Employment \(Monitoring\) Regulations \(Northern Ireland\) 1999](#).

<sup>2</sup> 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.

<sup>3</sup> 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. 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’).

<sup>4</sup> Estimated derived by comparison with figures from the [Northern Ireland Labour Force Survey \(Oct - Dec 2016, DETINI\)](#). The following are not monitored: the self-employed, those on government training schemes, school teachers and those working in private sector concerns with 10 or less employees.

## Fair Employment Monitoring Report

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 value in considering monitoring figures at the Northern Ireland level.<sup>5</sup>

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 (this report).

## Accessing Detailed Information

Aligned to the focus of FETO, this short summary report briefly describes the community composition of employment for members of the Protestant community and members of the Roman Catholic community.

This document presents high level information.

Further information on each sector is available from the Commission website:

[www.equalityni.org/femonrep27](http://www.equalityni.org/femonrep27). This includes:

- detailed information including charts and tables (for example information on those 'non-determined' as either members of either the Protestant or Catholic communities, cross-tabulations by 'community background and sex' or information by SOC for each of the sectors);
- for each monitored employer a list of employment compositions (stocks and flows) are available:
  - Composition of Individual Specified Authorities (26+ employees)
  - Composition of Private Sector Concerns (26+ employees)
  - Composition of Appointees to Individual Specified Authorities (26+ employees)
  - Composition of Appointees to Private Sector Concerns (251+ employees);

- Technical information on:
  - Employer Monitoring Duties and the Annual Report
  - Definitions, Technical Considerations and Wider Concepts in Fair Employment
  - Companies Data - Technical Considerations

References in this report to 'web table' or 'web chart' refer to materials available via our website.

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/femonrep27](http://www.equalityni.org/femonrep27).

<sup>5</sup> 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% - 67% 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.

# Fair Employment Monitoring Returns 2016

As noted at the outset, the 'Monitoring Report' combines the returns from all employers<sup>6</sup> to describe, in aggregate, the composition of those applying to, or employed within all monitored employment in Northern Ireland.

This report presents a broad picture of the community composition across the monitored Northern Ireland workforce as a whole, and of the private and public sectors.

Furthermore, consideration is also given to the six components of the public sector (Health, Education, District Councils, Civil Service, Security-related and 'Other' Public Authorities) and the composition of applicants, appointees, promotees and leavers within them.

**IN SUMMARY:** Overall, in 2016, while members of the Protestant community continued to comprise the majority of the workforce, the share of the monitored workforce from those of a Roman Catholic community continued to increase, albeit at a slower rate to that previously observed over the period 2001-2016.

Those from the Roman Catholic community continued to comprise more than half of applicants and appointees in 2016, continuing the broad trend of increasing members of those from the Roman Catholic community as applicants and appointees to the monitored workforce observed during the period 2001-2016. In 2016, members of the Roman Catholic community comprised [50.6%] of leavers from the monitored workforce.

## Employment Stocks

The share of monitored employment from members of the Roman Catholic community increased from [47.9%] in 2015 to [48.4%] in 2016 (Web Table 2.1). This increase of [0.5 pp], indicates a continuation of the trend of increased representation from the Roman Catholic community observed since 2001 [40.3%], albeit at a slower rate than that observed over the period 2001- 2016 (averaging around [0.6 pp] per annum). However, the Protestant community have continued to comprise the majority share of the monitored Northern Ireland workforce during the period 2001-2016 (Web Chart 2.1).

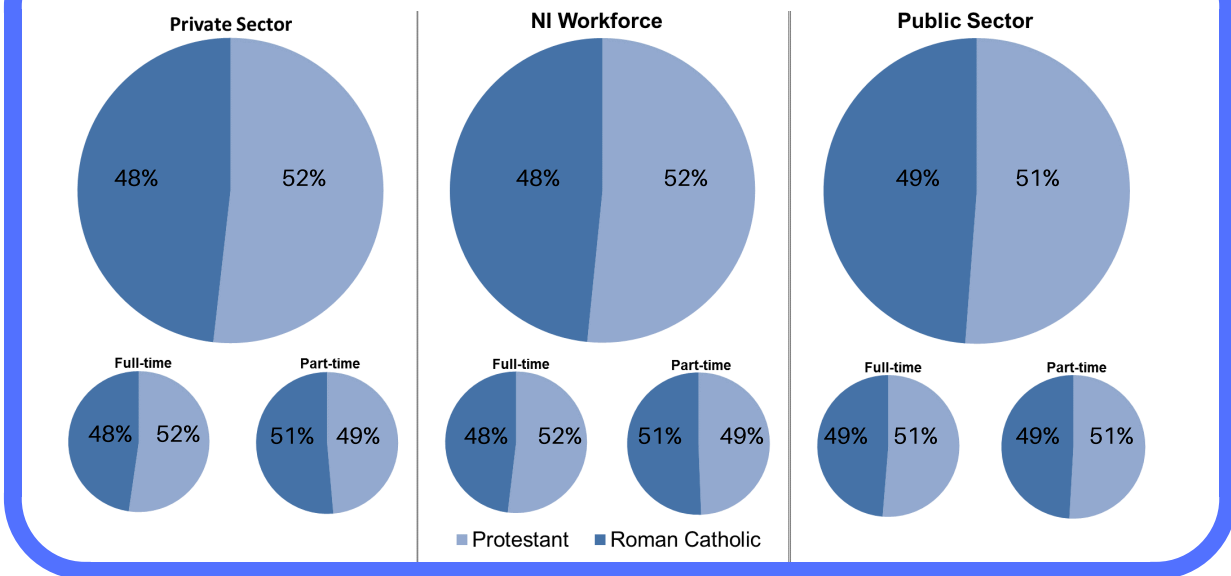
Chart 1 illustrates the community background composition of the monitored workforce

including variations by sector and by employment type i.e. full-time/part-time status in 2016.

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 the private sector, the compositions have a greater share of employees from those of the Roman Catholic community than the overall workforce figures (Chart 1).

<sup>6</sup> This report presents an aggregated summary analysis of the monitoring returns submitted to the Commission by 108 public bodies and 3,580 private sector concerns during 2016. As the aggregate data is extracted from a live database this report provides a snapshot of the information held at the specific time the data is extracted.

**Chart 1: Monitored Northern Ireland Workforce All Employees [%] by Community Background, 2016**

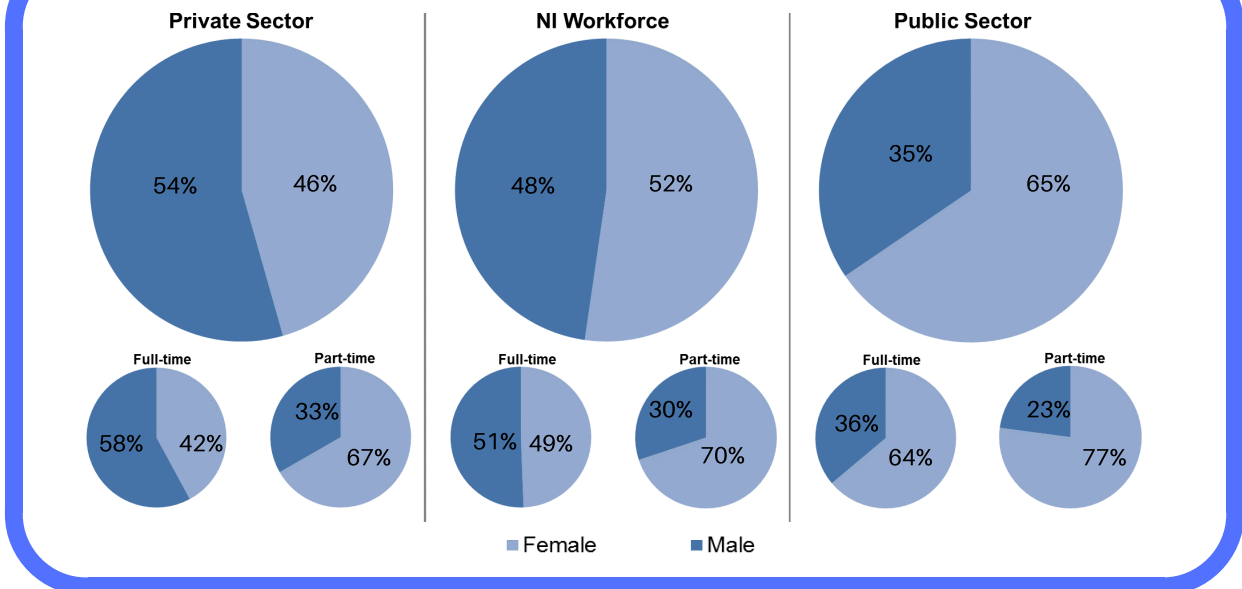


Females account for more than half (52.3%) of all monitored employees in Northern Ireland, increasing their share of the monitored workforce almost year on year between 2001 (50.4%) and 2010 (52.7%) (Web Chart 2.2). Having remained relatively unchanged ( $\leq 0.1$  pp) since 2010, the female share decreased in both 2014 and 2015 (by 0.4 pp and 0.2 pp respectively).

However, in 2016 the female share remained relatively unchanged ( $\leq 0.1$  pp) suggesting a reversal back to the trend observed between 2010 and 2013.

Chart 2 presents the gender composition of the monitored workforce by sectors and by employment type.

**Chart 2: Monitored Northern Ireland Workforce All Employees [%] by Sex, 2016**



Female representation in the private sector (45.6%) was 6.7 pp lower than female representation in the overall workforce (52.3%) in 2016, whereas female employment in the public sector (65.5%) was 13.2 pp higher than the female share of the overall workforce (Chart 2). During the period 2001-2016, females have consistently held a larger share of public sector employment (Web Chart 4.2).

Notable differences in female representation in the full-time and part-time workforces continue to be observed, with part-time workforces being more female (66.7% of the private sector and 76.6% of the public sector) and females more likely to be working in the public sector (both full-time and part-time) (Chart 2).

## Employment Flows

### Applicants

In 2016, for an eighth consecutive year there were more members from the Roman Catholic community [53.2%] than the Protestant community [46.8%] as applicants to the monitored workforce (Web Table 2.4), continuing the gradual increase observed in their share over the period 2001-2016, of [8.4 pp] from [44.8%] in 2001 (Web Chart 2.14).

In 2016, the female share (48.4%) of applicants to the monitored workforce remained unchanged from the previous year. However, during the period 2001-2016, overall the female share decreased by 2.1 pp from 50.5% in 2001 (Web Chart 2.15).

### Appointees

Since 2006, those of the Roman Catholic community have annually comprised a greater proportion of appointees than those of the Protestant community, with the Roman Catholic community share increasing by [0.7 pp] from [53.1%] in 2015 to [53.8%] in 2016 (Web Table 2.5) and overall by [9.0 pp] from [44.8%] in 2001 (Web Chart 2.17).

In 2016, the female share of appointees to the monitored workforce increased by 2.3 pp from 48.6% in 2015 to 50.9% in 2016 (Web Table 2.5).

During the period 2001-2016, the male and female shares of appointees fluctuated, although overall the female share decreased by 3.4 pp from 54.3% in 2001 (Web Chart 2.18).

### Promotees

In 2016, the Roman Catholic community share of promotees in the monitored workforce increased by [0.5 pp] from [48.5%] in 2015 to [49.0%] in 2016 (Web Table 2.6). Overall, the share of promotees to the monitored workforce from members of the Roman Catholic community increased by [9.2 pp] from [39.8%] in 2001 (Web Chart 2.20).

In 2016, the female share of promotees in the monitored workforce decreased by 0.7 pp from 47.7% in 2015 to 47.0% in 2016 (Web Table 2.6). Overall, the female share of promotees to the monitored workforce is now reflective of the figure in 2001 (47.0%) (Web Chart 2.21).

### Leavers

Members of the Roman Catholic community comprised [50.6%] of leavers from the monitored workforce. Members of the Protestant community comprised [49.4%] of leavers (Web Table 2.7). Overall, the share of leavers from the Protestant community has decreased by [6.4 pp] from [55.8%] in 2001 (Web Chart 2.23).

Females continued to account for more than half (50.8%) of leavers from the monitored workforce, a trend observed since 2001 (Web Table 2.7).

However, for the third consecutive year the female share decreased although at a lesser rate than previously observed, by 0.6 pp from 51.4% in 2015. This suggests a slowing in the rate of female leavers from the monitored workforce in more recent years (Web Chart 2.24).

# The Private Sector

**IN SUMMARY:** Overall, in 2016, while the Protestant community continued to comprise the majority of the private sector workforce, the share of private sector employment from members of the Roman Catholic community continued to increase, and at a greater rate than previously observed.

For the ninth consecutive year, the share of private sector applicants from the Roman Catholic community exceeded that of their Protestant counterparts. Similarly, those from the Roman Catholic community continued to comprise the majority of private sector appointees, a trend observed since 2006.

In 2016, the Roman Catholic community share of private sector leavers remained relatively unchanged relatively unchanged [ $\leq 0.1$  pp] from the previous year.

## Employment Stocks

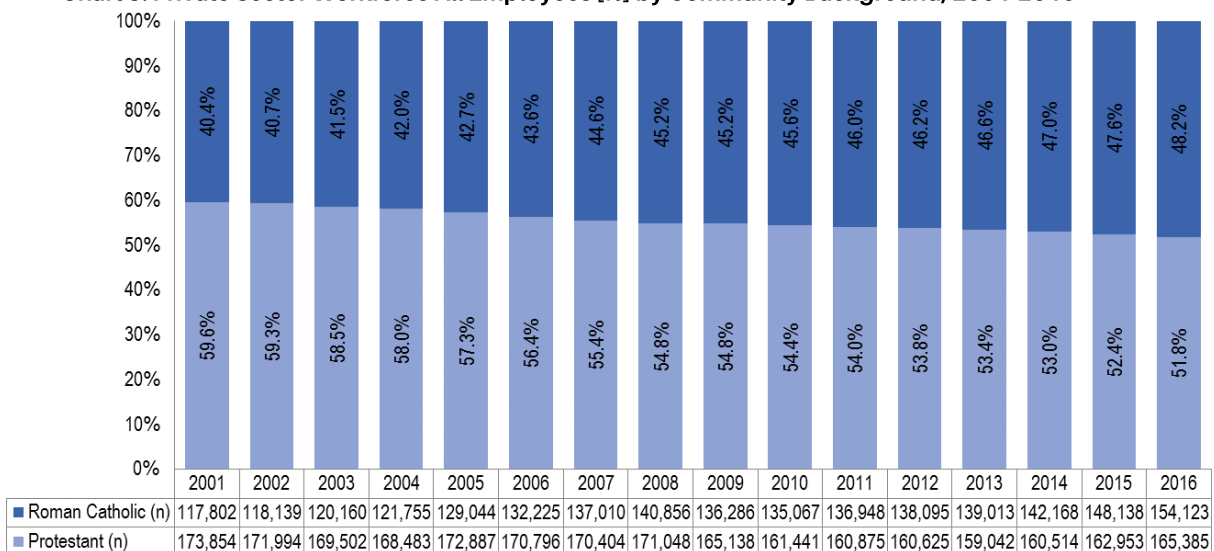
### All Employees

While those from the Protestant community continued to comprise the majority of the private sector workforce, the Roman Catholic share of the private sector workforce increased in 2016 by [0.6 pp] from [47.6%] in 2015 and by [7.8 pp] from [40.4%] in 2001 to [48.2%] (Chart 3). This marks the continuation of a long established trend of increased representation from members of the Roman Catholic community in the private sector;

although at a greater rate to that observed in more recent years (an average of [0.5 pp] per annum has been observed during the period 2001-2016) (Web Chart 3.1).

In 2016, the female share of private sector employment increased by 0.3 pp from 45.3% in 2015 to 45.6% (Chart 2), a rate similar to that observed during the period 2001-2008, before a peak in 2010 (46.3%) (Web Chart 3.2).

**Chart 3: Private Sector Workforce All Employees [%] by Community Background, 2001-2016**





### Full-time Employees

In 2016, the composition of the full-time private sector workforce was [52.3%] from members of the Protestant community and [47.7%] members of the Roman Catholic community (Web Table 3.2). The share of the full-time private sector workforce from members of the Roman Catholic community has gradually increased during the period 2001-2016, by [8.4 pp] from [39.3%] in 2001 (Web Chart 3.6).

In 2016, the female share of full-time private sector employment increased by 0.3 pp from 41.8% the previous year to 42.1%. During the period 2001-2016, the overall female share gradually increased by 1.1 pp from 41.0% (Web Chart 3.7).

### Part-time Employees

In 2016, for the second consecutive year, members of the Roman Catholic community comprised a greater share of the part-time private sector workforce than members from the Protestant community, increasing by [0.9 pp] from [50.5%] in 2015 to [51.4%] (Web Table 3.3). Overall, during the same period the share of those from the Roman Catholic community increased by [4.6 pp] from [46.8%] in 2001 (Web Chart 3.10).

Females continued to account for the majority (66.7%) of the part-time private sector workforce (Web Table 3.3). However, in 2016, the male share decreased by 0.9 pp from 34.2% in 2015 to 33.3%.

However, there has been an overall increase in the male share of private sector part-time employment by 5.1 pp from 28.2% in 2001 (Web Chart 3.11).

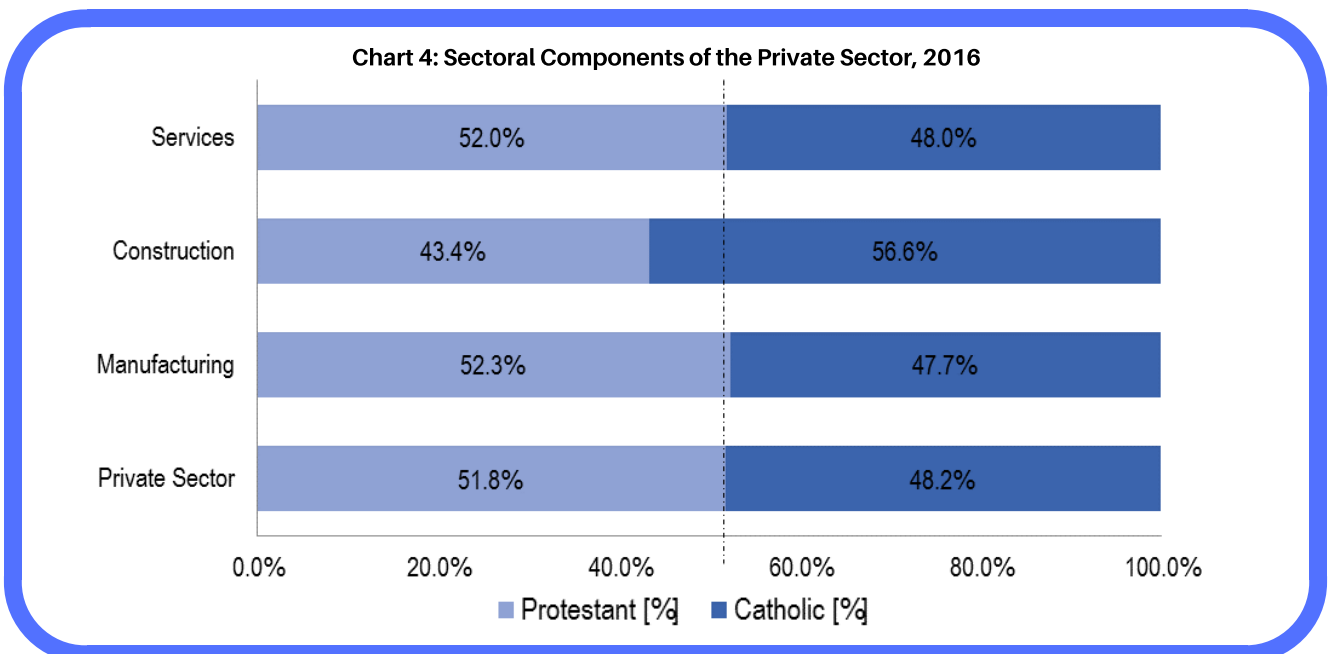
### The Component Sub-sectors

#### Employment Stocks

Services account for 73.3% of employee jobs across the three main components of private sector employment, followed by manufacturing at 22.6% and construction at 4.1%.

In 2016, members from the Protestant community accounted for a greater proportion of employees in the manufacturing (52.3%) and service (52.0%) sectors (Chart 4), while members of the Roman Catholic community accounted for a larger proportion of employees in the construction sector (56.6%) (Web Tables 3.8, 3.9 and 3.10).

During the period 2001-2016, the Protestant community share has been decreasing across each of the component sectors, most notably within manufacturing by [10.2 pp] from [62.5%] in 2001 and construction by [10.2 pp] from [53.7%] in 2001.



## Employment Flows

### Applicants

Since 2007, the share of applicants from the Roman Catholic community [53.4%] has exceeded that of their Protestant counterparts [46.6%] (Web Table 3.4). This marks the continuation of a broad trend of an increasing share of applicants from the Roman Catholic community to the private sector workforce observed during the period 2001- 2016.

Overall, the share of members from the Roman Catholic community increased by [9.6 pp] from [43.8%] in 2001 (Web Chart 3.14).

In 2016, the female share of applicants to the private sector increased by 0.6 pp from 46.6% the previous year to 47.2% (Web Table 3.4). During the period 2001-2016, males have consistently comprised a larger share of applicants to the private sector (Web Chart 3.15).

### Appointees

Since 2006, annually, the share of appointees from the Roman Catholic community has exceeded the share of members from the Protestant community (Web Table 3.5). The share of members from the Roman Catholic community increased by [0.7 pp] to [53.6%] in 2016 and overall by [9.6 pp] from [44.0%] in 2001 (Web Chart 3.17).

In 2016, males (51.5%) continued to represent more than half of private sector appointees, a trend observed since 2005 (Web Chart 3.18).

### Promotees

For the first time in the period 2001-2016, the share of promotees from the Roman Catholic community exceeded [51.0%] that of their Protestant counterparts [49.0%] (Web Table 3.6). The share of members from the Roman Catholic community and Protestant community have fluctuated over the period 2001-2016, although the Roman Catholic community share increased by [2.1 pp] from [48.9%] in 2015, and overall it has increased by [13.5 pp] from [37.5%] in 2001 (Web Chart 3.20).

In 2016, the male share of private sector promotees decreased by 1.8 pp from 58.3% the previous year to 56.5% (Web Table 3.5). During the period 2001- 2016, the female share increased overall by 4.9 pp from 38.6% to 43.5% (Web Chart 3.21).

### Leavers

In 2016, the share of private sector leavers from the Roman Catholic community and the Protestant community remained relatively unchanged [ $\leq 0.1$  pp] (Web Table 3.7). Since 2001, there has been an increasing share of private sector leavers from the Roman Catholic community and this suggests that the decrease in the Roman Catholic community share of leavers from the private sector workforce observed in 2014 was temporary (Web Chart 3.23).

For the third consecutive year, males (52.9%) comprised more than half of leavers from the private sector (Web Table 3.6), suggesting a reversal back to the trend observed between 2008-2010 of more male than female leavers from the private sector (Web Chart 3.24).

# The Public Sector

**IN SUMMARY:** Overall, in 2016, while members of the Protestant community continued to comprise the majority of the public sector workforce, the share of public sector employees from the Roman Catholic community continued to increase.

Those from the Roman Catholic community comprised more than half of all applicants and appointees. For a fifth consecutive year, the share of applicants from the Roman Catholic community exceeded that of those from the Protestant community. Members of the Protestant community continued to comprise the majority of leavers from the private sector, a trend observed annually since 2001.

## Employment Stocks

### Employees

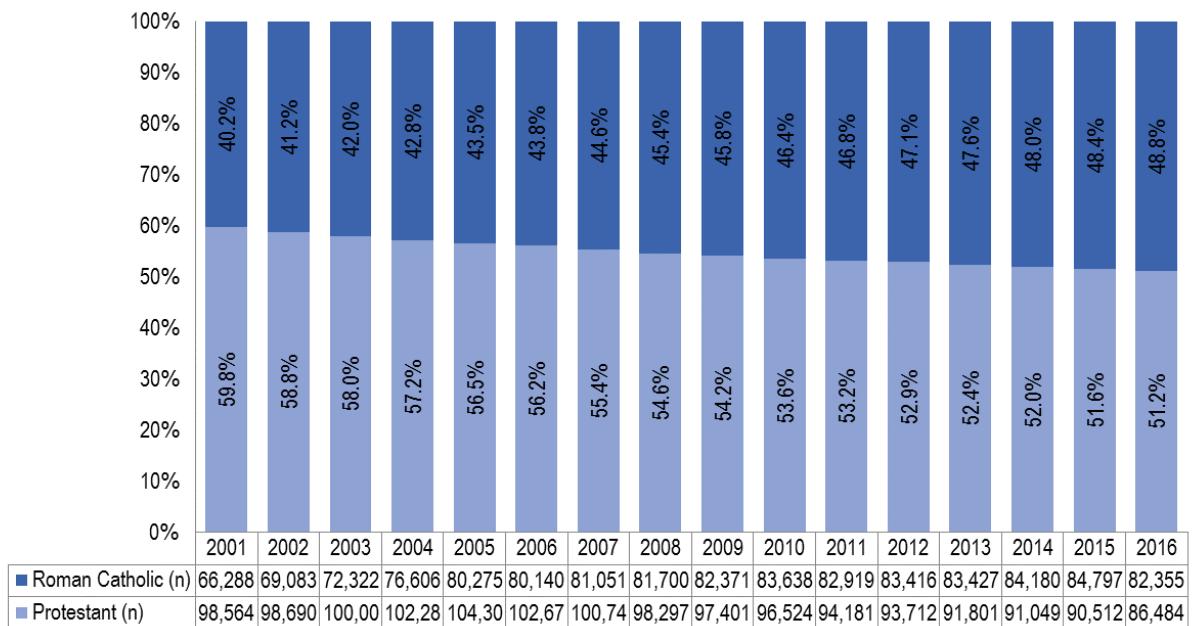
The share of the total public sector workforce represented by members of the Roman Catholic community was [48.8%] in 2016, an increase of [0.4 pp] from [48.4%] in 2015 (Web Table 4.1).

During the period 2001-2016, members of the Protestant community held a larger share of the public sector workforce (Web Chart 4.1).

However, this has been gradually decreasing; overall, by [8.6 pp] from [59.8%] in 2001 to [51.2%] in 2016 (Chart 5).

In 2016, the female share (65.5%) of employees in the public sector increased by 0.4 pp from the previous year (Web Table 4.1), and increased overall by 6.4 pp from 59.1% in 2001 (Web Chart 4.2).

**Chart 5: Public Sector Workforce All Employees [%] by Community Background, 2001-2016**



## Full-time Employees

In 2016, [51.3%] of full-time public sector employees were from the Protestant community, whilst [48.7%] were from the Roman Catholic community (Web Table 4.2). Between 2015 and 2016, the share of the full-time public sector workforce from members of the Roman Catholic community increased by [0.6 pp] from [48.1%] in 2015. This represents a continued, year-on-year, gradual increase in the share of the Roman Catholic community during the period 2001-2016, by [8.8 pp] from [39.9%] (Web Chart 4.6).

The majority (63.7%) of full-time public sector employees in 2016 were female, a trend observed every year since 2001. The female share increased by 0.7 pp from 63.0% in 2015, and increased overall by 8.5 pp from 55.2% in 2001 (Web Chart 4.7).

## Part-time Employees

In 2016, [50.9%] of the part-time public sector workforce were from the Protestant community and [49.1%] were from the Roman Catholic community (Web Table 4.3). The share of members from the Roman Catholic community decreased by [0.5 pp] from [49.6%] in 2015, suggesting a discontinuation of the trend observed in more recent years, of an increasing share of members from the Roman Catholic in part-time public sector employment. Although, overall during the period 2001-2016, the Roman Catholic community share has increased by [7.6 pp] from [41.5%] (Web Chart 4.10).

For the second consecutive year, the female share (76.6%) of part-time public sector employment increased, by 0.5 pp from 76.1% in 2015. However, the female share of part time public sector employees is still 1.2 pp below that observed in 2001 when it was 77.8% (Web Chart 4.11).

## Employment Flows

### Applicants

For a fifth consecutive year, members of the Roman Catholic community [51.8%] comprised a greater share of public sector applicants than did those from the Protestant community [48.2%] (Web Table 4.4).

In 2016, 57.4% of applicants to the public sector were female (Web Table 4.4), continuing the broad trend <sup>7</sup> observed during the period 2001-2016 of females comprising a larger share of public sector applicants (Web Chart 4.15). However, overall during this period the female share has decreased by 5.9 pp from 63.3% in 2001.

### Appointees

In each year since 2010, the Roman Catholic community comprised a greater share of public sector appointees [54.9%] than members of the Protestant community [45.1%] (Web Table 4.5). The share of members from the Roman Catholic community increased by [0.6 pp] from 2015. Over the period 2001-2016, the shares of private sector applicants from the Roman Catholic and Protestant communities have fluctuated (Web Chart 4.17).

For the second consecutive year, the female share of public sector appointees increased, by 3.0 pp to 67.8% (Web Table 4.5). During the period 2001-2016, females have, year-on-year, consistently comprised the majority of public sector appointees. However, overall, during this period the female share has decreased by 1.7 pp from 69.5% in 2001 (Web Chart 4.18).

<sup>7</sup> With the exception of the RPA affected returns in 2008 when the female share was [49.4%].

## Promotees

The composition of promotees to the public sector was [53.8%] from the Protestant community and [46.2%] from the Roman Catholic community (Web Table 4.6). The share of those from the Roman Catholic community decreased by [1.9 pp] from [48.1%] in 2015, however increased overall by [4.7 pp] from [41.5%] in 2001 (Web Chart 4.20).

The female share of public sector promotees in 2016 was 52.5%, a decrease of 2.2 pp from 54.7% in 2015 (Web Table 4.6). There has been an overall decrease in the female share during the period 2001-2016, of 0.9 pp from 53.4% in 2001 (Web Chart 4.21), although, there has been a high degree of fluctuation since 2009.

## Leavers

In 2016, the composition of public sector leavers was [52.2%] from the Protestant community and [47.8%] from the Roman Catholic community (Web Table 4.7). During the period 2001-2016, members of the Protestant community comprised a greater proportion of public sector leavers than did the Roman Catholic community (Web Chart 4.23).

Females continued to comprise the majority (60.7%) of leavers from the public sector, a trend observed since 2001 (Web Table 4.7).

The female share decreased by 3.5 pp from the previous year, and by 2.7 pp from 63.4% in 2001 (Web Chart 4.24).

## The Component Sectors

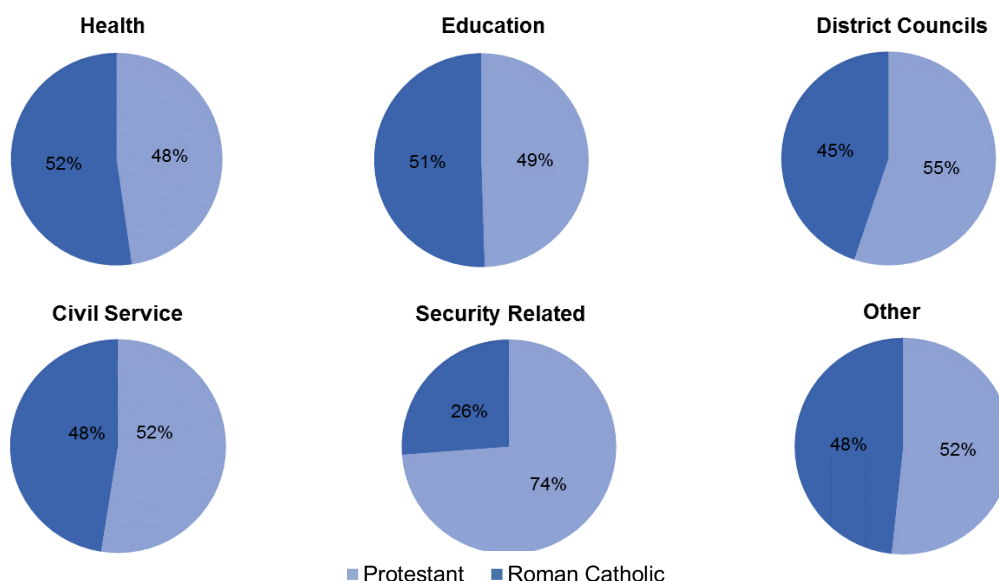
### Employment Stocks

In 2016, those from the Protestant community represented the greatest shares of employees in four of the six component sectors that comprise the Public sector. The exceptions were the Health and Education sectors. Between 2015 and 2016, the shares of employees from the Roman Catholic community had increased in all component sectors.

The most notable community background changes were observed within the District Council and Security-related<sup>8</sup> sectors, where the share of the Roman Catholic community increased by [0.7 pp] and [0.6 pp] respectively (Web Charts 7.1, 8.1 and 9.1).

In terms of the sub-components of the public sector, the compositions of members from the Roman Catholic community in each of the sectors was: Health [52.3%]; Education [50.5%]; District Councils [44.8%]; Civil Service [47.5%]; Security-related [26.2%]; and 'Other Public Authorities' [48.3%] (Chart 6).

Chart 6: Composition of the Public Sector, Component Sectors [%] by Community Background, 2016



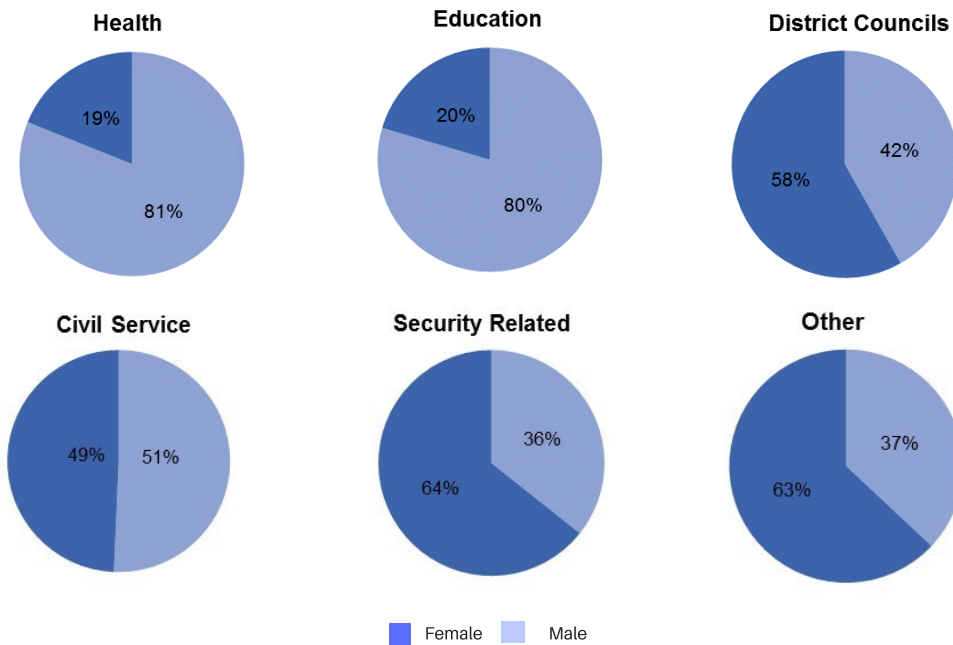
<sup>8</sup> Security-related public sector employees include the Police Service of Northern Ireland; the Royal Irish Regiment; the Territorial Army, the Royal Navy Reserve; the Northern Ireland Prison Service; the Northern Ireland Policing Board and civilian secondees from the Northern Ireland Civil Service.

The female composition of each sector in 2016 was: Health 81.1%; Education 79.6%; District Councils 41.8%; Civil Service 50.7%; Security-related 35.7%; and 'Other Public Authorities' 36.6% (Chart 7).

2015, suggesting that the decline in the female share in 2012 was temporary (Web Chart 6.2). The female share of the District Councils, increased by 0.4 pp from 41.4% to 41.8%, suggesting that the decline in 2015 was temporary (Web Chart 7.2).

The most notable gender composition changes to occur within the public sector components since 2016 are observed within the Education and District Council sectors. In the Education sector, the female share continued to increase for the fourth consecutive year, although at a greater rate than the previous year, by 0.4 pp from 79.2% in

**Chart 7: Composition of the Public Sector, Component Sectors % by Sex, 2016**



# High Level Trends Over Time

**IN SUMMARY:** In 2016, the Roman Catholic community composition of those in monitored employment ceased to approximate estimates of Roman Catholics available for work. The Roman Catholic composition of the monitored workforce was 4.9 percentage points lower than the broad approximation of Roman Catholics available for work as taken from the LFS. This marks an end to a long established trend of the composition of all monitored employments, when aggregated together, closely mirroring estimates of the composition of all those available for work.

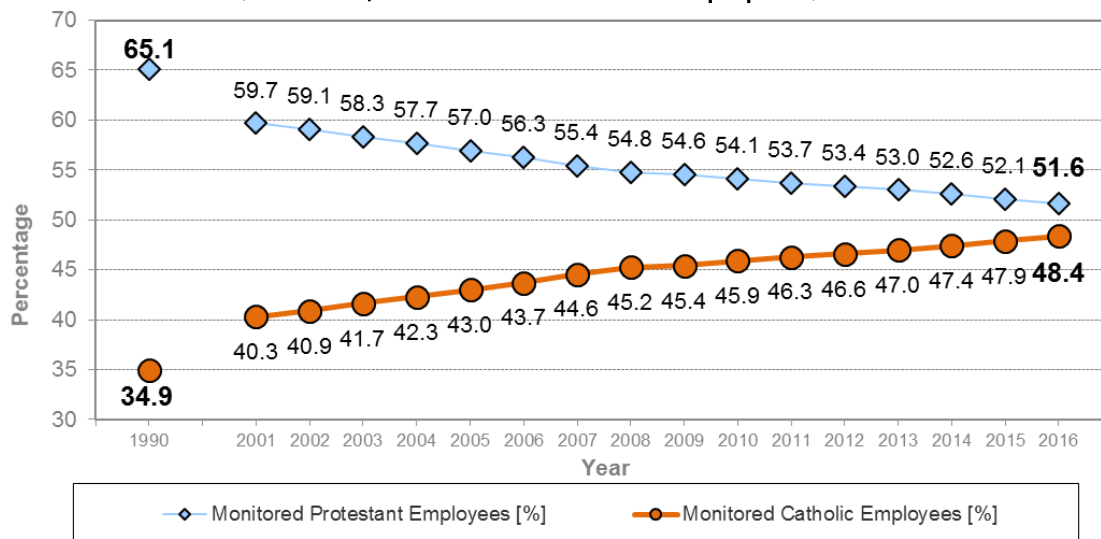
While members of the Protestant community continue to comprise the majority of the monitored workforce, the share of those from the Roman Catholic community continues to increase to [48.4%] in 2016; an increase of [0.5 pp] from 2015.

A gradual upward trend (averaging around [0.6 pp] per annum) in the share of those from the Roman Catholic community to the monitored workforce has been observed since 2001.

Northern Ireland level reveals that the overall composition of all monitored workforces, when aggregated together, remain majority members of the Protestant community and male, although they continue to become representative of the Roman Catholic community 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 share of those from the Roman Catholic community to the monitored workforce has been evident since 2001<sup>9</sup>. This increase continued in 2016 at a similar rate (around [0.5 pp]), to that previously observed in 2015, as illustrated in Chart 8.

**Chart 8: Composition of the monitored workforce over time**  
(since 2001, with 1990 data for illustrative purposes)



<sup>9</sup> 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/femonrep27](http://www.equalityni.org/femonrep27).

## Comparisons with Estimates of Available Labour

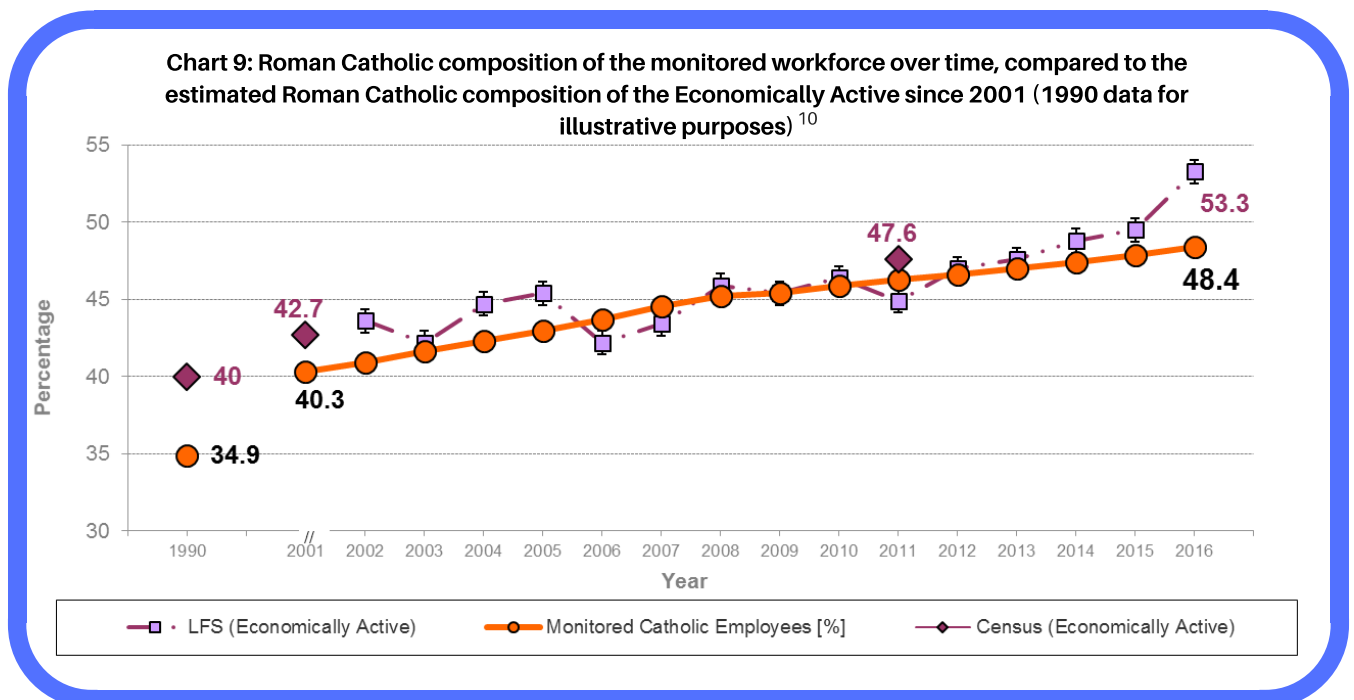
Although the focus of employer monitoring is on assessing fair participation in individual employments, a broad comparison of aggregate figures at the Northern Ireland level is also possible. Chart 9 below considers this by overlaying the Roman Catholic community composition of the monitored workforce as a whole (as noted in the graph above) onto Census/Labour Force Survey (LFS) estimates of the Roman Catholic community composition of the economically active (i.e. those in or actively seeking work).

It is observable from Chart 9 that:

- both the Roman Catholic community composition of monitored employment and the estimated Roman Catholic community composition of those available for work has increased over time;
- in 1990/91, the gap between the Roman Catholic community 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;
- by 2011, the gap had fallen to around 1.3 percentage points;
- during the period 2001 - 2015, the Roman Catholic community composition of the monitored workforce approximated estimates of those available for work;
- in 2016, the Roman Catholic community composition of those in monitored employment ceased to approximate estimates of Roman Catholics available for work (when the sampling error of the Labour Force Survey (LFS) is taken into account). The Roman Catholic composition of the monitored workforce was 4.9 percentage points lower than the broad approximation of Roman Catholics available for work as taken from the LFS,<sup>11</sup> which shows a notable change between 2015 and 2016 in availability.

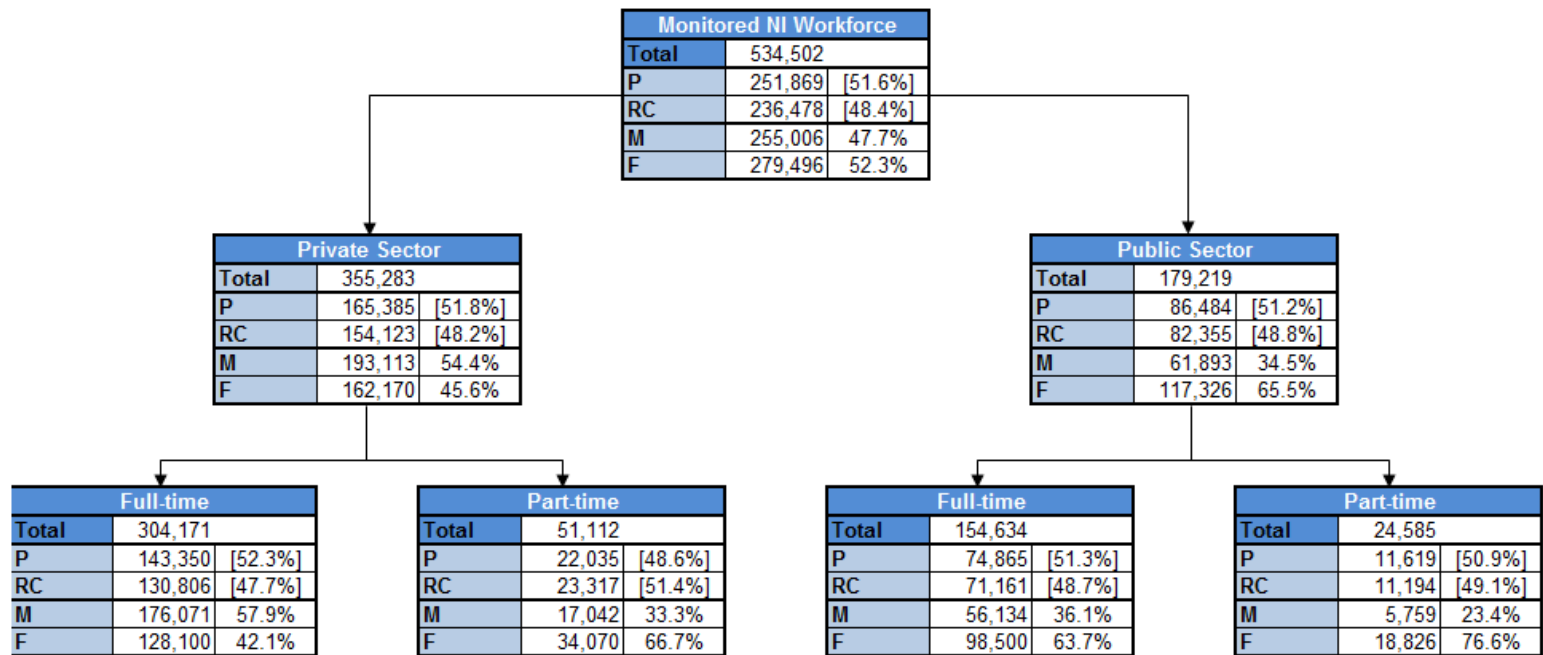


<sup>10</sup> Census Data is provided for 1991, 2001 and 2011. For 2001 onwards the [Labour Force Survey Northern Ireland Religion Report](#) is used to provide an estimate of the Roman Catholic composition of the economically active. The Labour Force Survey Religion Report, is an estimate, as it is 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. +/- 2.1% 'confidence interval' around the estimate. These 'confidence intervals' are shown by the vertical error bars on the graph.

<sup>11</sup> The reader should note that LFS is a sample survey and results are subject to sampling error. As the confidence intervals for the estimates between 2014 and 2015 overlap, we cannot be certain that the differences between the two years reflect a 'real' difference.



# Profile of the Monitored N.I. Workforce, 2016



**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.



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