

# Women in Northern Ireland 2015



Date: 30 September 2015  
Geographical Area: Northern Ireland  
Theme: Labour Market  
Frequency: Annual



This report provides detailed information on the economic status of women in Northern Ireland from the most recent quarterly Labour Force Survey (LFS) in April – June 2015 (which has not been adjusted for seasonality). In addition, the report provides information from other sources in relation to available childcare provision and income support, educational standards of women and participation by women in politics and business.

The key points from the report are as follows:

- the female economic activity rate (16-64) decreased by 0.6 pps over the last year to 66.3%.
- the NI employment rate for those females aged 16-64, (63.0%) was 5.7 percentage points (pps) lower than the rate in Great Britain (GB) (68.7%).
- median gross weekly wage for full-time females in NI was £444.4 at April 2014, while for full-time males the figure was higher at £460.5.
- the unemployment rate for women in NI was 4.8% - 2.7 pps below the male unemployment rate of 7.6%.
- in July 2015, 13,000 females in Northern Ireland were claiming unemployment related benefits - this represents a decrease of 2,800 during the last year.
- there were 198,000 women, aged 16-64, who were economically inactive in Northern Ireland in April – June 2015, with a resulting inactivity rate of 33.7% (27.3% in GB).
- In 2014 there were 56,140 day-care places for children aged under twelve in Northern Ireland, 17% higher than the level recorded in 2004.
- In 2013/14 girls left school with higher levels of academic qualifications than boys.
- Women tend to be under represented in politics and public life with fewer females than males in positions such as Members of the Legislative Assembly (MLAs), Ministers in the Executive and local councillors.
- The female Total Entrepreneurship Activity (TEA) rate in Northern Ireland stood at 4.4 per cent in 2014, the highest rate on record (UK 5.7 per cent).

**This Women in Northern Ireland report contains the following chapters:**

- 1. Summary**
- 2. Women in the labour force**
- 3. Women in employment**
- 4. Women in unemployment**
- 5. Economic inactivity**
- 6. Childcare provision and Income Support**
- 7. Educational standards**
- 8. Politics and public life**
- 9. Women into business**
- 10. Further information**

### **National Statistics**

The United Kingdom Statistics Authority has designated these statistics as National Statistics, in accordance with the Statistics and Registration Service Act 2007 and signifying compliance with the Code of Practice for Official Statistics.

Designation can be broadly interpreted to mean that the statistics:

- meet identified user needs;
- are well explained and readily accessible;
- are produced according to sound methods, and
- are managed impartially and objectively in the public interest.

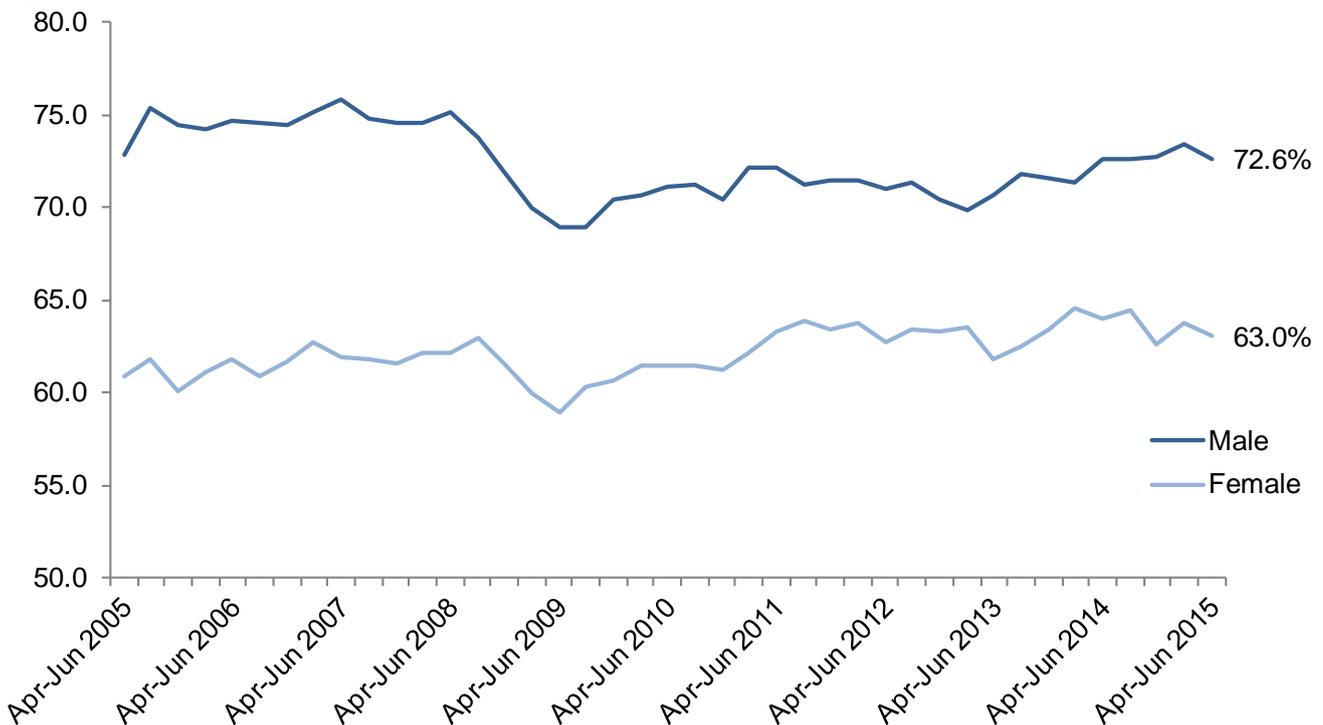
Once statistics have been designated as National Statistics it is a statutory requirement that the Code of Practice shall continue to be observed.

## Economic activity

The LFS (April – June 2015) estimated that:

- the female economic activity rate (16-64) decreased by 0.6 pps over the last year to 66.3%, but has increased over the last ten years by 3.1 pps.
- the female economic activity rate of 66.3% was 6.4 pps lower than that in GB (72.7%).
- at 66.3%, the working age economic activity rate for females was 12.5 pps lower than that for NI males (78.8%) compared with a difference of 14.3 pps five years ago, indicating an increase in female participation in the labour market.
- a total of 398,000 women aged 16+ were economically active in NI – a decrease of 6,000 during the last year, but an increase of 40,000 compared to ten years ago.

**Figure 1: Male and female employment rates (16-64), 2005 - 2015**



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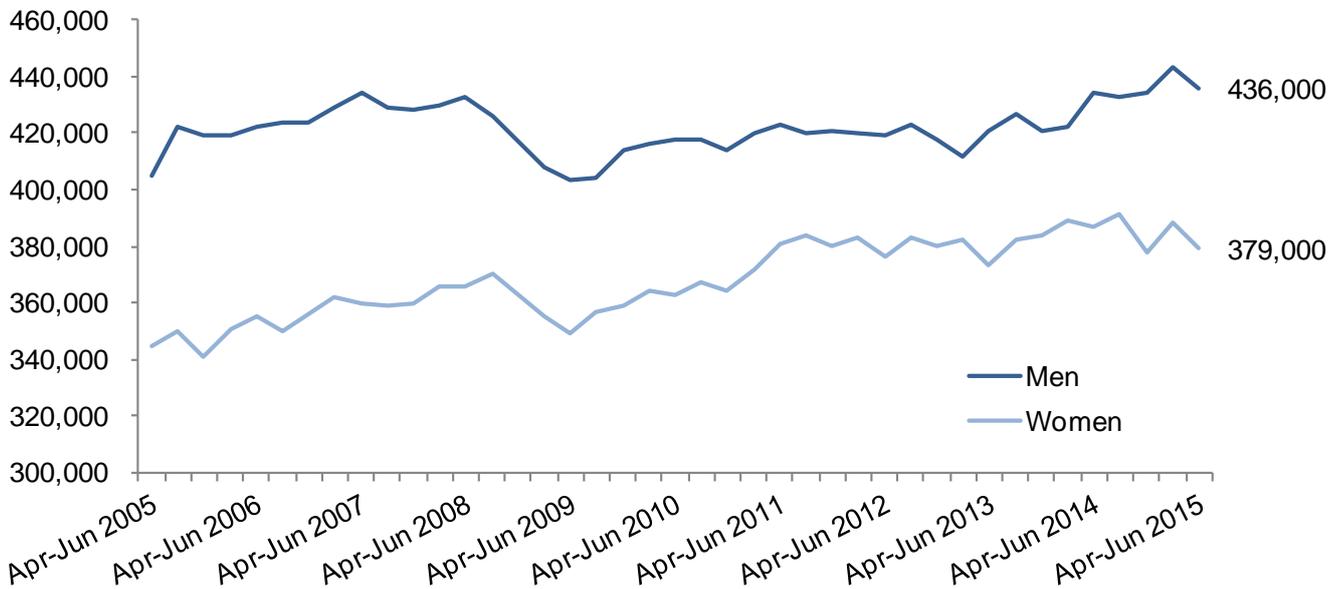
## Employment

The LFS (April – June 2015) showed that:

- the female employment rate (16-64) decreased by 0.9 pps over the last year to 63.0% but has increased by 2.2 pps over the last ten years.
- the number of women in employment (16+) increased by an estimated 9% (to 379,000) when compared with the figure for 2005.
- the NI employment rate for those females aged 16-64 (63.0%) was 5.7 percentage points lower than the rate in GB (68.7%).

- the proportion of females (16-64) working full-time has increased over the last ten years (by 0.9 pps) to 62.7% whereas the proportion of males working full-time has fallen by 3.0 pps to 90.3%.
- the NI employment rate for those females aged 16-64 (63.0%) was 5.7 pps lower than the rate in GB (68.7%).

**Figure 2: Number in employment (16+), 2005-2015 (Quarter 2)**



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In terms of differences between males and females, the figures showed that:

- the female 16-64 employment rate in NI decreased by 0.9 pps during the last year, which was a larger decrease than the male rate (-0.05 pps to 72.6%).
- the female employment rate in GB showed an increase over the year (0.9 pps), compared with an increase of 0.4 pps for their male counterparts.
- women in NI comprise 47.0% of those aged 16-64 currently in employment, similar to the rate of 47.1% in GB.
- 72.6% of working age males were in employment compared with 63.0% of females.
- the gap between female employment rates and those of males has narrowed slightly compared to five years ago (61.4% for females and 71.1% for males).

### Earnings (source: Annual Survey of Hours and Earnings)

The Annual Survey of Hours and Earnings showed that, at April 2014:

- median gross weekly wage for full-time females in NI was £444.4 while for full-time males the figure was higher at £460.5.
- the full-time ratio of female to male hourly earnings has increased, from 101.5% in 2013 to 103.2%.
- female full-time hourly earnings as a percentage of male hourly earnings continue to be higher in NI (103.2%), compared to the UK as a whole (90.6%).

## LFS unemployment

The LFS showed that in April-June 2015:

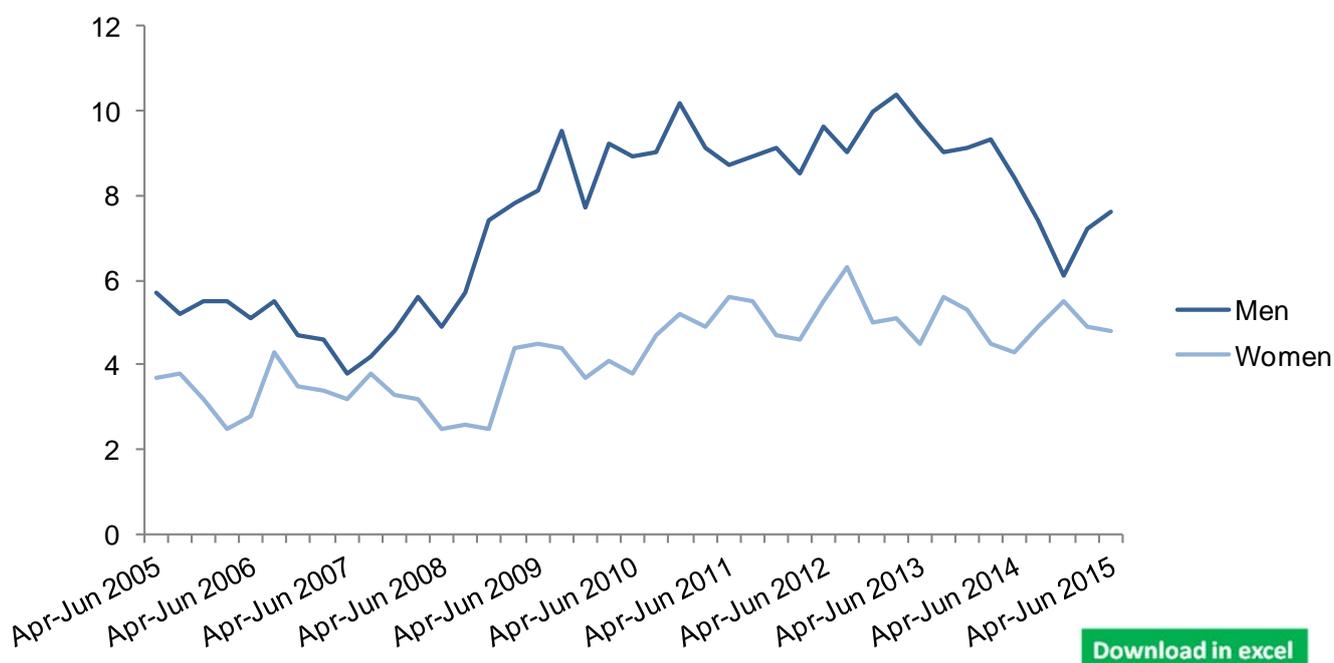
- an estimated 19,000 women were unemployed in NI.
- the unemployment rate for women in NI was 4.8% - 2.7 percentage points below the male unemployment rate of 7.6%.
- the gap between male and female unemployment rates has decreased from the same period five years ago when there was a 5.1 percentage point difference.
- the NI gap of 2.7% between male and female unemployment compares with 0.3% in GB.

## Unemployment related benefits (source: Claimant count)

In July 2015:

- 13,000 females in Northern Ireland were claiming unemployment related benefits - this represents a decrease of 2,800 during the last year.
- the number of female claimants continues to be considerably smaller than the number of male claimants (30,000).

**Figure 3: NI unemployment rates (16+), 2005-2015 (Quarter 2)**

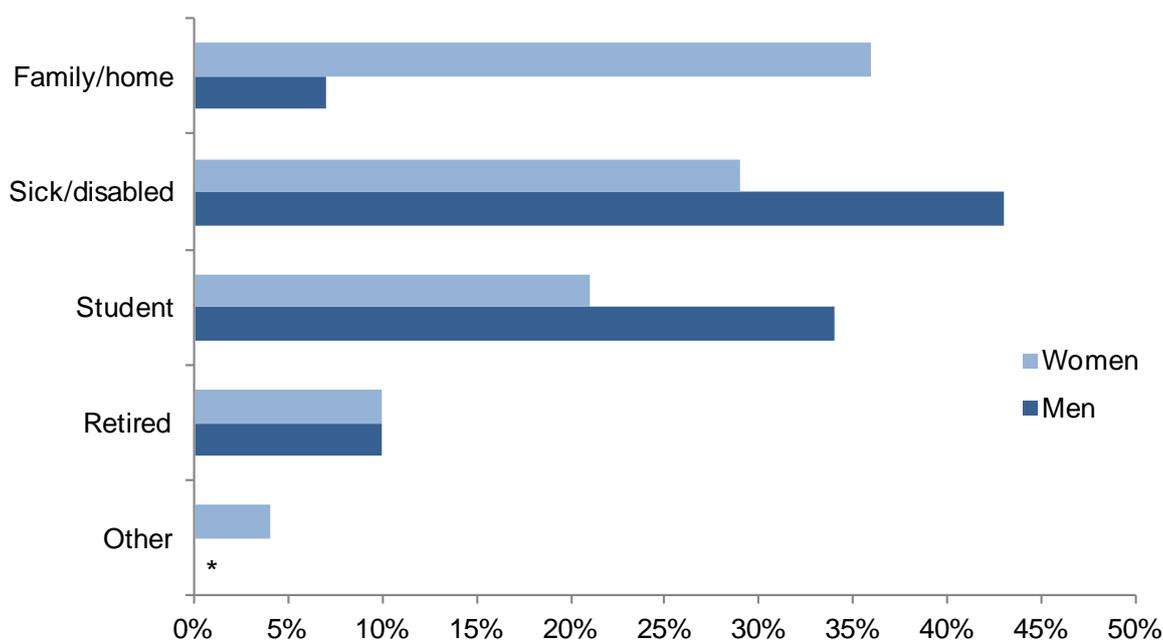


## Economic Inactivity

At April - June 2015:

- there were 198,000 women, aged 16-64, who were economically inactive in Northern Ireland, with a resulting inactivity rate of 33.7% (27.3% in GB).
- eighteen percent of these economically inactive women (36,000) wanted a job (24% in GB), but did not satisfy the criteria of availability for work and actively seeking work to be classified as unemployed.

**Figure 4: Reason for economic inactivity, NI (16-64), April – June 2015**



\* Sample size too small for a reliable estimate

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### **Childcare provision (source: Department of Health, Social Services and Public Safety)**

- In 2014 there were 56,140 day-care places for children aged under twelve in Northern Ireland, 17% higher than the level recorded in 2004.

### **Educational standards (source: Department of Education)**

In 2013/14 girls left school with higher levels of academic qualifications than boys, with:

- 83% of girls leaving school with at least 5 GCSE grades A\*-C, compared with 74% of boys
- 64% of girls leaving school with two or more A-levels compared to 48% of boys.

### **Politics and public life (source: Office of the First Minister and Deputy First Minister)**

Women tend to be under represented in politics and public life with most recent figures showing that:

- approximately one in five MLA's in Northern Ireland were female
- 25% of councillors in local government districts were women
- there were 2 elected female MPs and 2 female MEPs in Northern Ireland.

### **Women in business (source: Invest NI)**

- The female Total Entrepreneurship Activity (TEA) rate in Northern Ireland stood at 4.4 per cent in 2014, the highest rate on record (UK 5.7 per cent).

## **Commentary**

The figures show that, over the longer-term (5 and 10 years ago), economic activity and employment rates have increased among women in Northern Ireland however, both have fallen over the last year. While females continue to have lower rates of economic activity and employment than males in NI, the proportion of females working full-time has increased by 0.9 pps over the last ten years, compared to a decrease of 3.0 pps for males.

Female unemployment generally increased over the ten years to April – June 2015 (LFS) and remains lower than that for males. The claimant count measure of unemployment showed a decrease in the number of females claiming unemployment related benefits over the same period.

Women in Northern Ireland had lower rates of economic activity and employment than their counterparts in GB. The female unemployment rate was also lower than in GB, reflecting the higher levels of economic inactivity among women in Northern Ireland.

## Context

The Women in Northern Ireland report is an annual publication summarising key labour market statistics for females as well as additional information in relation to available childcare provision and income support, educational standards of women and participation by women in politics and business. As well as information from the Labour Force Survey (LFS), the claimant count and the Annual Survey of Hours and Earnings (ASHE), the report also incorporates data from the Department of Health Social Services and Public Safety, the Department of Education, the Office of the First Minister and Deputy First Minister and InvestNI. More information about the data sources can be found in section 10.

Comparative UK data produced by the ONS are presented where these are available. The latest labour market statistics are available on the [ONS website](#).

Key users of Northern Ireland labour market statistics include government departments, in particular the Department of Enterprise, Trade and Investment (DETI) and the Department for Employment and Learning (DEL), to design and monitor the impact of economic and labour market policy. Other Government departments such as the Office of the First Minister and Deputy First Minister (OFMDFM), the Department of Finance and Personnel (DFP) and the Department of Agriculture and Rural Development (DARD), as well as bodies such as Invest NI and Belfast City Council, regularly require specific ad hoc labour market analysis in order to monitor policies for example, equality and employment. In addition, significant 'non-governmental' users of labour market statistics include the media, banks, academics, private consultants and the general public, primarily for reporting or researching the performance of the economy in general. Labour market statistics attract widespread media coverage, with a number of broadcasters publishing articles on the labour market on a monthly basis, generally on the day of publication of the Labour Market Report.

LFS is used in the measurement of targets set in the Northern Ireland Executive's [Programme for Government](#) (PSA targets). The LFS data feeds into productivity estimates for NI and are therefore indirectly used to measure progress towards PSA 1: Productivity growth. In addition, LFS data are used to measure the proportion of the working age population qualified to Skill levels 2 and 3. These data therefore feed into the measurement of PSA 2: Skills for prosperity.

Labour market statistics feature in the [DETI Economic Commentary](#) which provides an overview of the state of the Northern Ireland economy, setting it in context with the UK and Republic of Ireland. The most up-to-date official statistics on the economy and labour market are available on the [Economic Overview section](#) of the website.

**Further information on using labour market statistics can be found on the Office for National Statistics (ONS) website:**

- [Explaining the concepts of employment, unemployment and economic inactivity](#)
- [Interpreting Labour Market statistics](#)
- [Guide to Labour Market Statistics](#)
- [Glossary](#)

### Economic activity

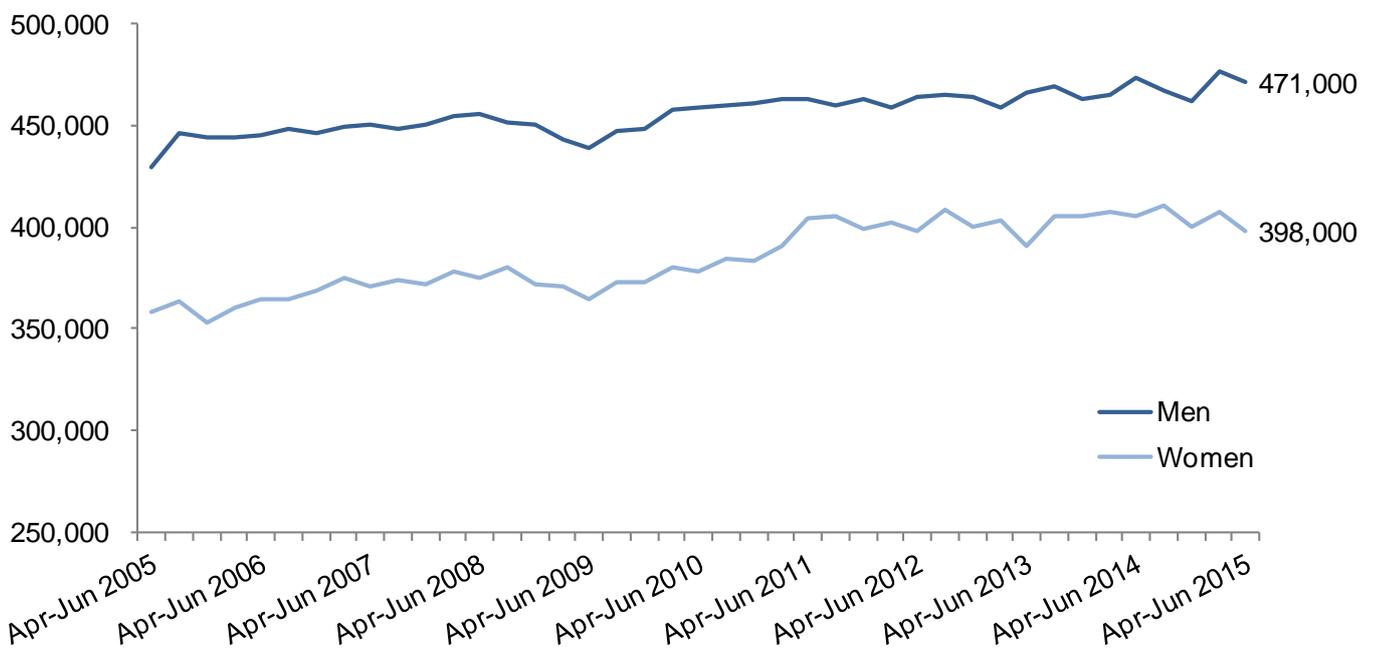
The LFS showed that at April-June 2015, an estimated 398,000 women (16+) were economically active (employed or unemployed), which was:

- lower than the total number of males who were economically active (471,000).
- an increase of 11.3% since 2005, compared with a 9.6% increase for males. This compares to an increase in GB of 10.7% for females and an increase of 7.0% for males.

The figures showed that:

- married women made up 25.5% of the labour force, down 1.2 percentage points since 2005.
- in GB, married women comprised 23.3% of the labour force in 2015, compared with 24.8% in 2005.

**Figure 5: Economic activity (16+) 2005 - 2015**

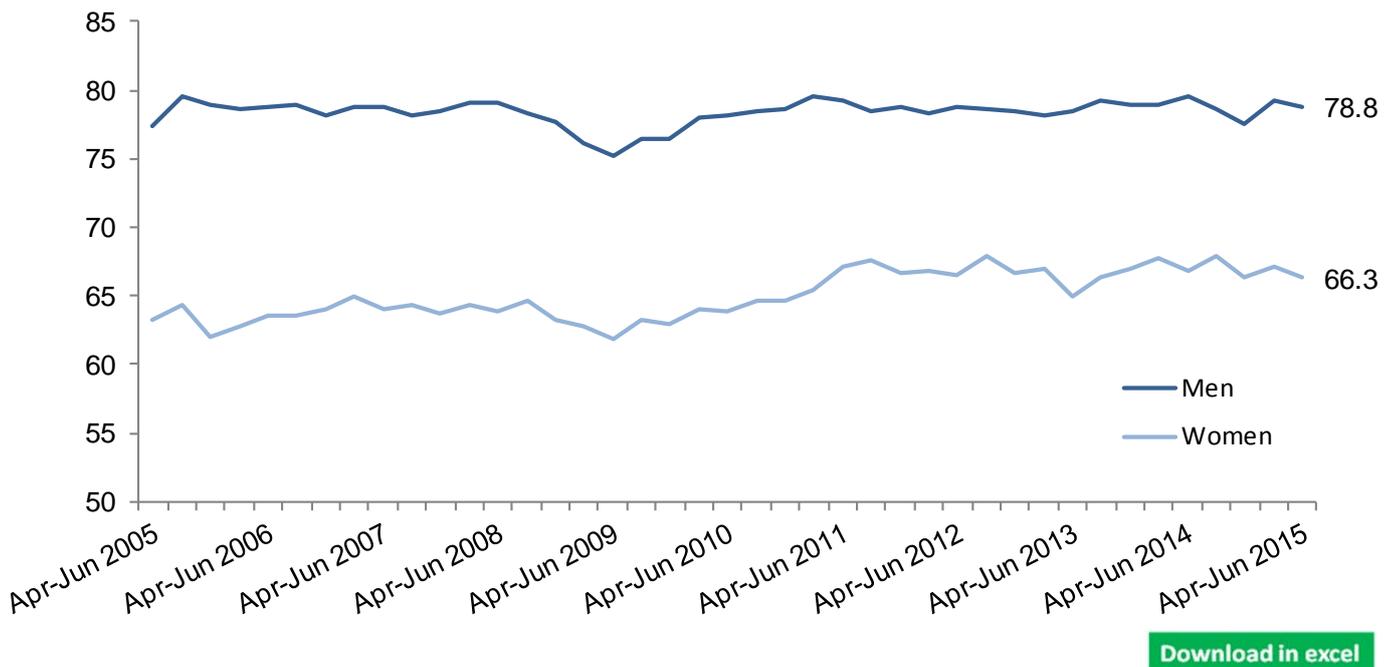


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The 16-64 economic activity rate for women in NI was 66.3%, which was:

- lower than the corresponding rate for men (78.8%). The GB rates were 72.7% for women and 82.9% for men.
- an increase of 2.4 pps over the last 5 years in NI and a decrease of 0.6 pps over the last year. This compares with an increase of 0.6 pps for men over the last 5 years and a decrease of 0.8 pps over the last year.

**Figure 6: Economic activity rates (16-64) 2005-2015**

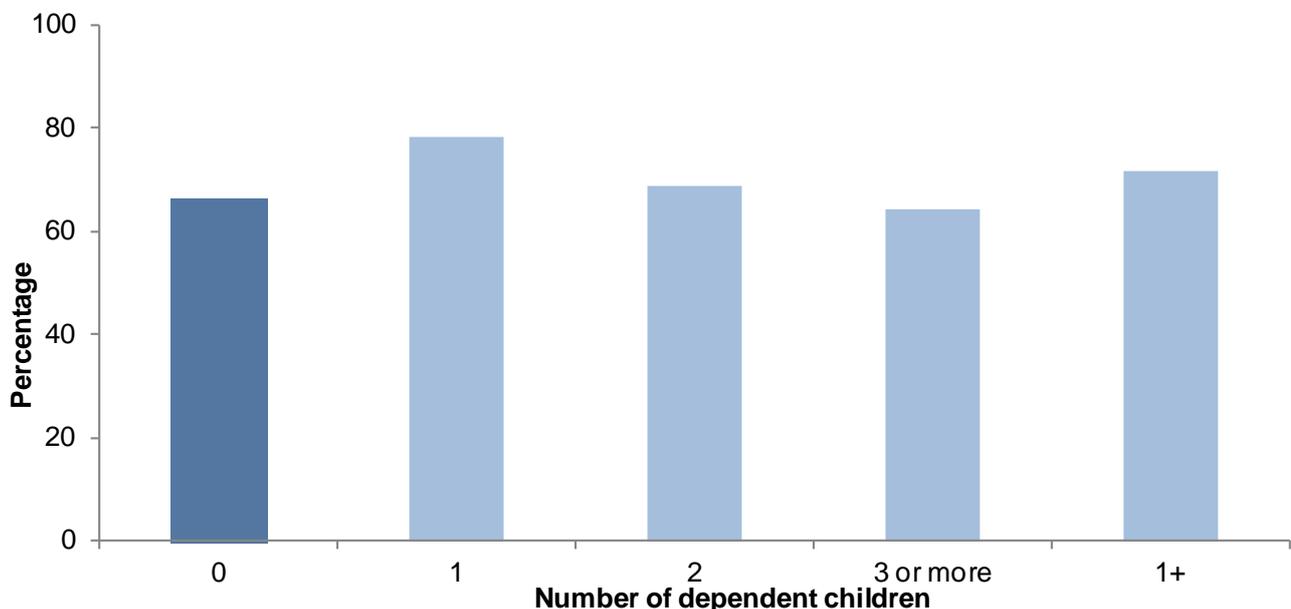


**Economic activity by dependent children**

In terms of dependent children, at Oct-Dec 2014:

- the economic activity rate for women, aged 16 – 64, with dependent children was 71.6%, compared with 66.1% for those without children. The GB proportions were 74.0% and 74.0% respectively.
- the economic activity rate was lower for women with three or more dependent children (64.0%) than those with one or two dependent children, which are 78.2% and 68.7% respectively.

**Figure 7: Economic activity rate<sup>1</sup> of women (16-64) by number of dependent children, October - December 2014**

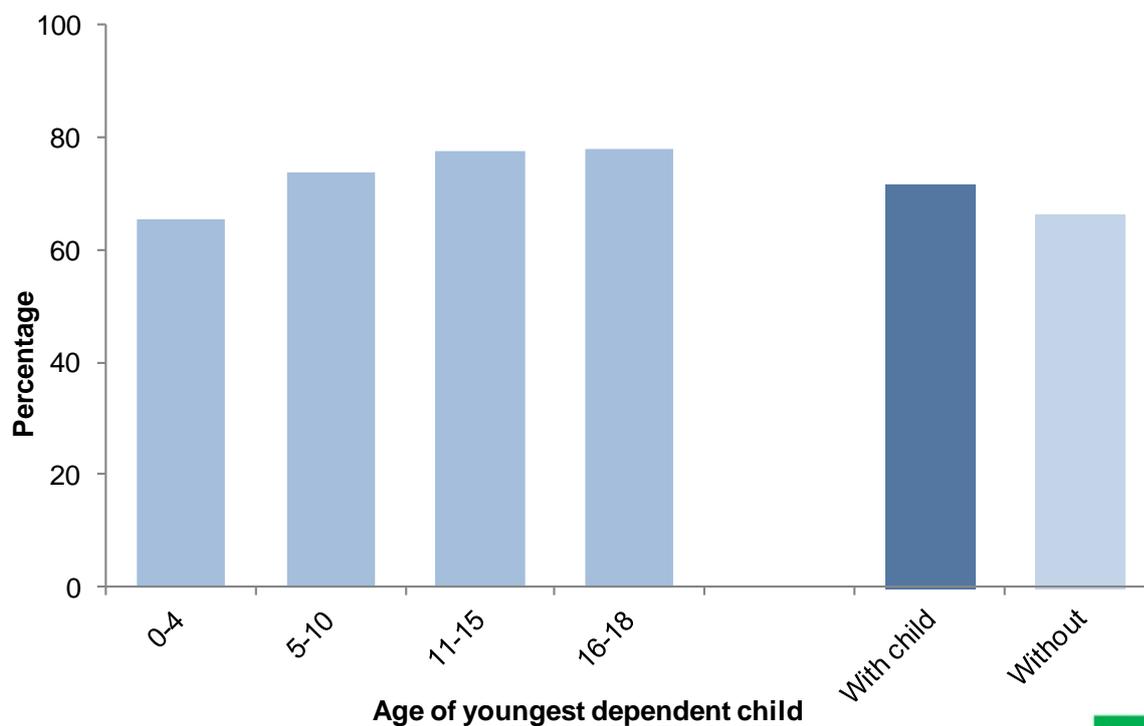


<sup>1</sup> The analysis on the effect of dependent children (under 19) on the economic activity rates of females is based on the head or partner of the head of family unit only. It does not include family members who are of working age but who do not have parental responsibilities such as an elder sibling.

Economic activity rates for female heads of family were found to be influenced by the age of the youngest dependent child, with:

- a rate of 65.5% when the youngest dependent child was aged 0-4, which was 12.5 pps lower than the rate when the youngest dependent child was 16-18 (78.0%). In GB, the rates were 65.2% and 82.7% respectively.

**Figure 8: Economic activity rates of women (16-64) by age of youngest dependent child, October - December 2014**



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# 3

## Women in Employment

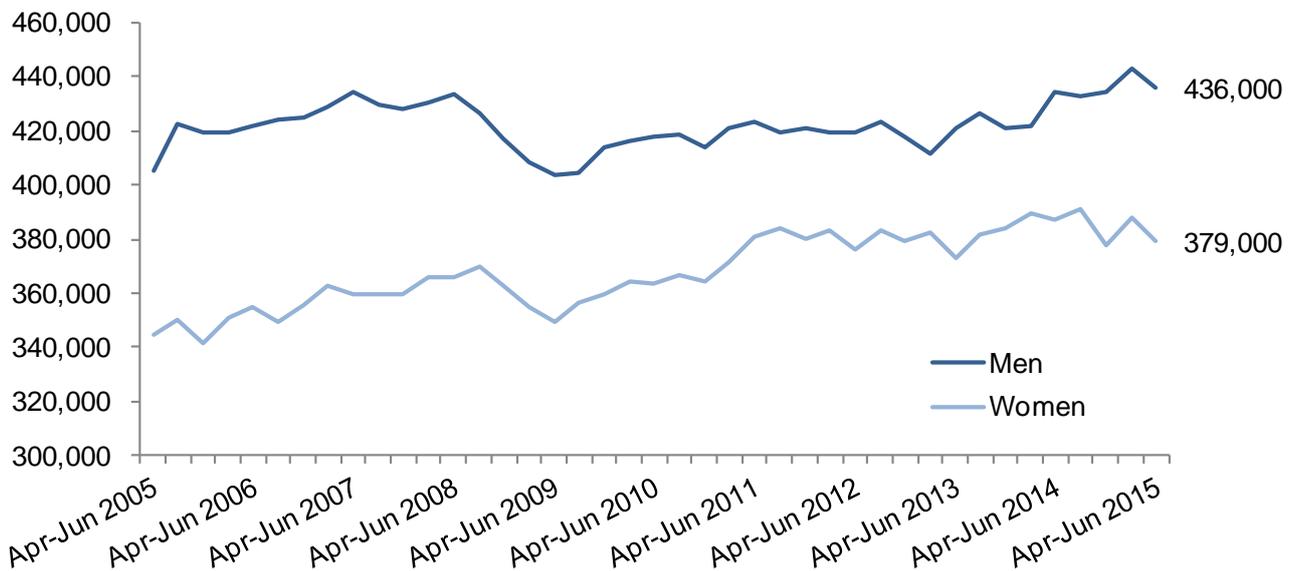
**Employment (sources: Labour Force Survey, Quarterly Employment Survey and Annual Survey of Hours and Earnings)**

**LFS employed:** people aged 16 or over who did at least one hour of paid work in the reference week (whether as an employee or self employed); those who had a paid job that they were temporarily away from; those on government-supported training and employee programmes and those doing unpaid family work.

At April – June 2015, the estimated number of women (16+) in employment was 379,000, which

- has increased by an estimated 10% from 345,000 in 2005, compared to an increase of 7% for men. There was a 9% increase in GB over the same period, compared to 6% for men.
- accounted for 47% of those currently in employment, the same proportion as in GB.
- consisted of 350,000 employees (92%), 23,000 self-employed (6%) and a small number on government training and employment schemes or unpaid family workers. In GB 89% of women in employment are employees, 10% are self-employed with less than 1% on government training and employment schemes or unpaid family workers.

**Figure 9: Number in employment (16+), 2005 – 2015**

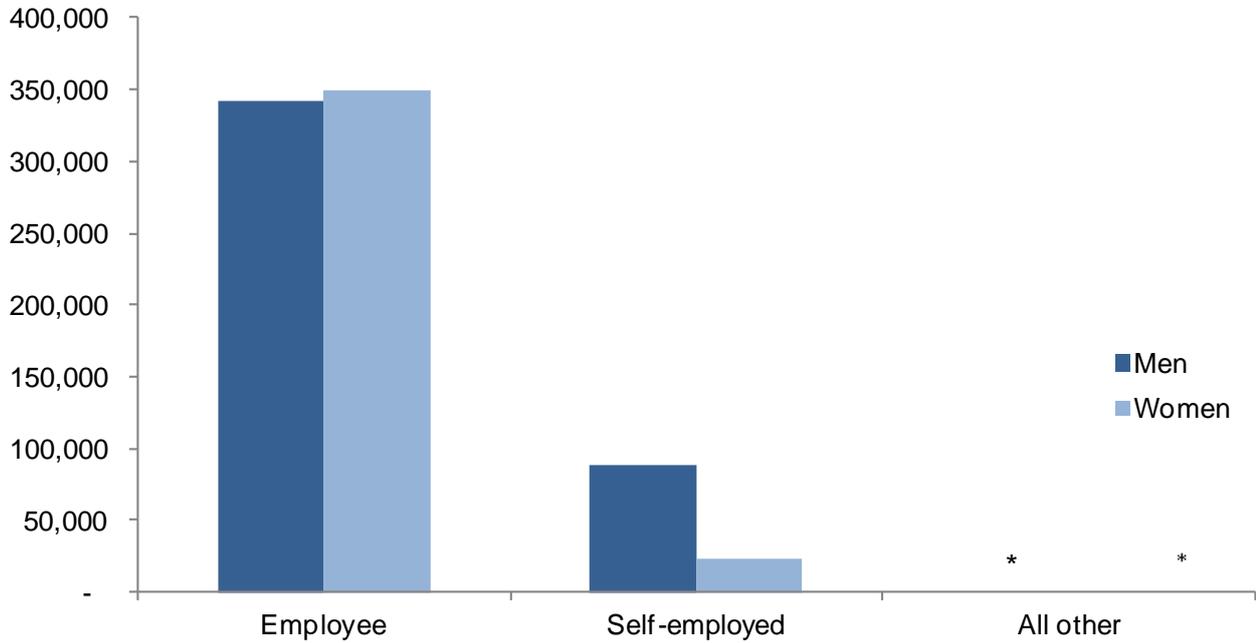


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The employment rate for women aged 16 to 64 was 63.0%, which was:

- an increase of 1.6 pps over the last 5 years and a decrease of 0.9 pps over the last year.
- lower than the male employment rate (72.6%), which increased by 1.5 pps over the last 5 years and remained unchanged from a year ago.
- lower than the working age employment rate for women in GB (68.7%), which increased by 3.3 pps over the last 5 years and increased by 0.9 pps over the last year. The corresponding male rate (78.1%) increased by 2.8 percentage points over the last 5 years and by 0.4 percentage points over the year to April – June 2015.

**Figure 10: Types of employment (16+), April - June 2015**



\* Sample size too small for a reliable estimate

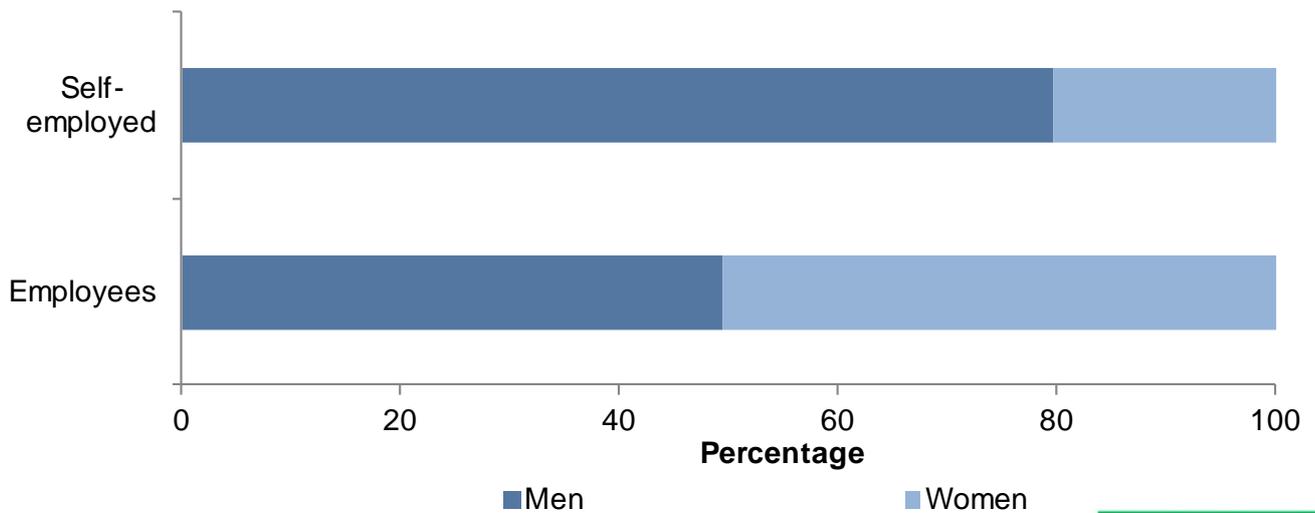
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**Employment by category**

In terms of the type of job:

- women account for 51% of all employees, but only 20% of the total self-employed. In GB the figures are 49% and 32% respectively.
- employer based surveys estimate that 51% of all employee jobs are filled by women. (Source March 2015 Quarterly Employment Survey).

**Figure 11: Types of employment by gender, April - June 2015**



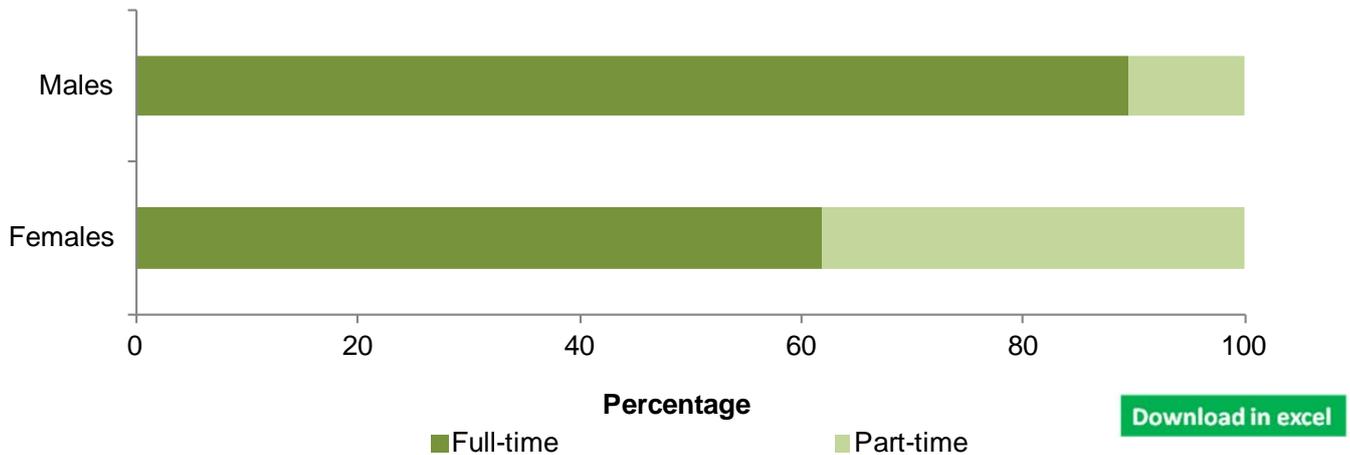
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## Employment by working pattern

In terms of working patterns:

- 6% of women in employment work at or from home, compared with 11% in GB.
- the proportion of females (16-64) working full-time has increased over the last ten years (by 0.9 pps) to 62.7% whereas the proportion of males working full-time has fallen by 3.0 pps to 90.3%.
- 38% of female employees work part-time compared to 10% of male employees. The figures are similar for GB, at 41% compared to 12% respectively.
- 79% of part-time employees are women, compared with 77% in GB.
- the number of female part-time employees is up 7% since 2005 (3% in GB), and the number of female full-time employees rose by 11% (9% in GB).

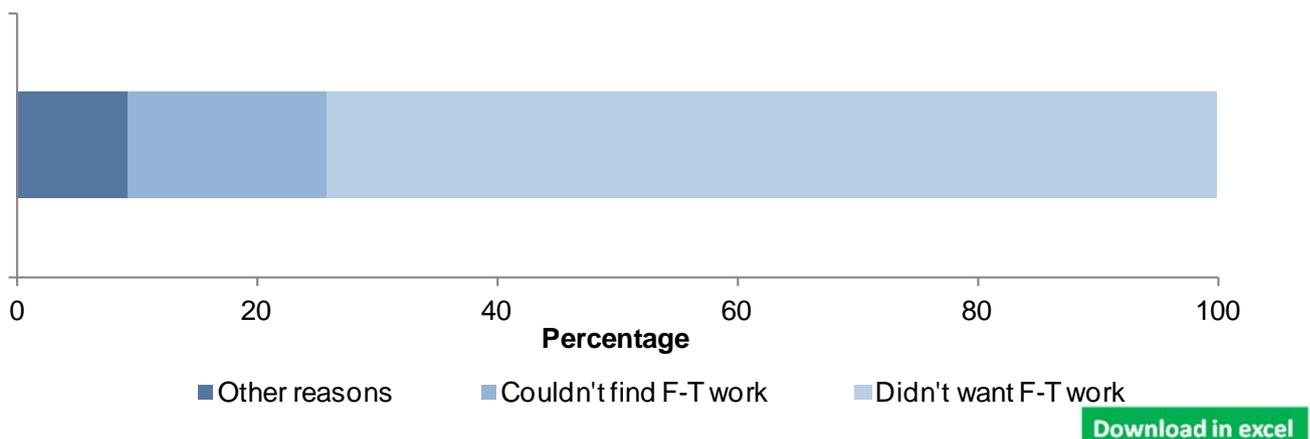
**Figure 12: Full-time/part-time split of employees, April – June 2015**



Looking in more detail at working patterns:

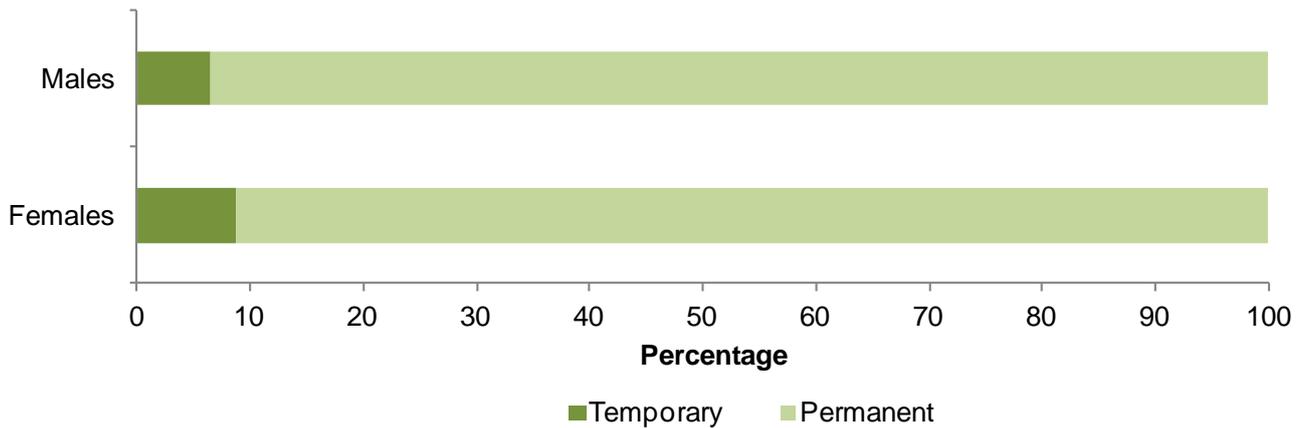
- 74% of female employees who worked part-time reported that they did not want a full-time job, the same proportion as in GB.
- 8.7% of female and 6.5% of male employees were temporary, compared to 6.6% of females and 5.6% of males in GB.
- 38% of female employees and 10% of male employees are not in full-time permanent jobs, the same proportions as in GB.

**Figure 13: Reason for female employees working part-time, April – June 2015**



"Other reasons" comprise being a student, illness or disability.

**Figure 14: Permanent / temporary employees, April - June 2015**



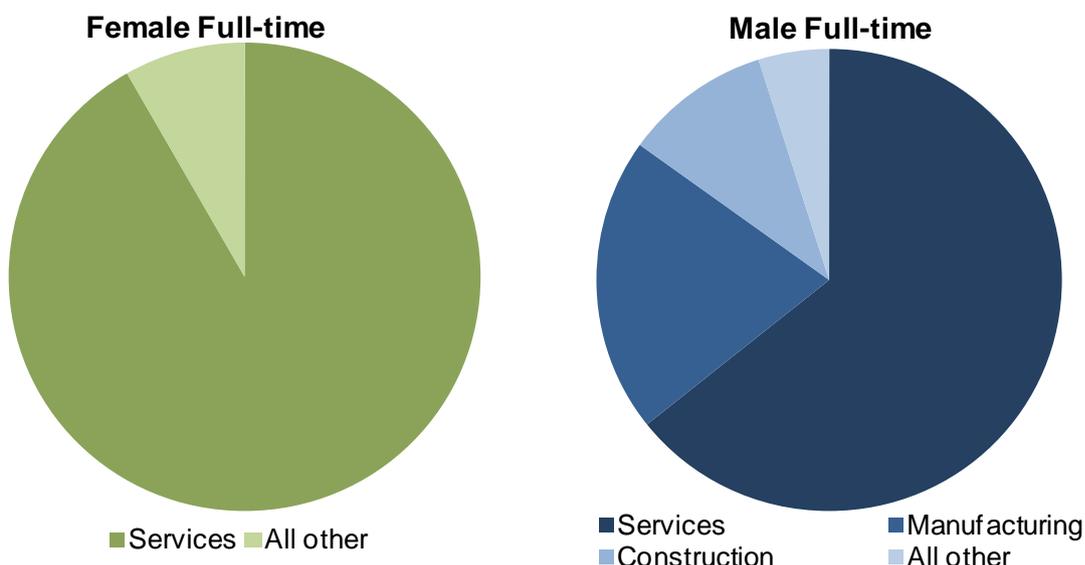
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**Employment by industry**

Of the total female employees:

- 93% worked in the service sector (96% for part-time and 92% for full-time). This compares with 67% for male employees. In GB 92% of female employees (95% for part-time and 89% for full-time) worked in the service sector.
- Of all female full-time employees, 58% were employed in the public administration, education and health service sectors, compared with 24% of males. The respective figures for GB were 48% for females and 19% for males.
- The other main work areas for female full-time employees in the service sector in NI were distribution, hotel & restaurants (14%) and banking & finance services (11%). For males the figures were 14% and 12% respectively. In GB, 17% of females and 18% of males were in banking & finance services. For distribution, hotel & restaurants, the figures were 14% for females and 16% for males.
- 6% of female full-time employees worked in manufacturing compared to 21% of men. In GB, 7% of females and 17% of males were in manufacturing.

**Figure 15: Employees by industry sector, April - June 2015**



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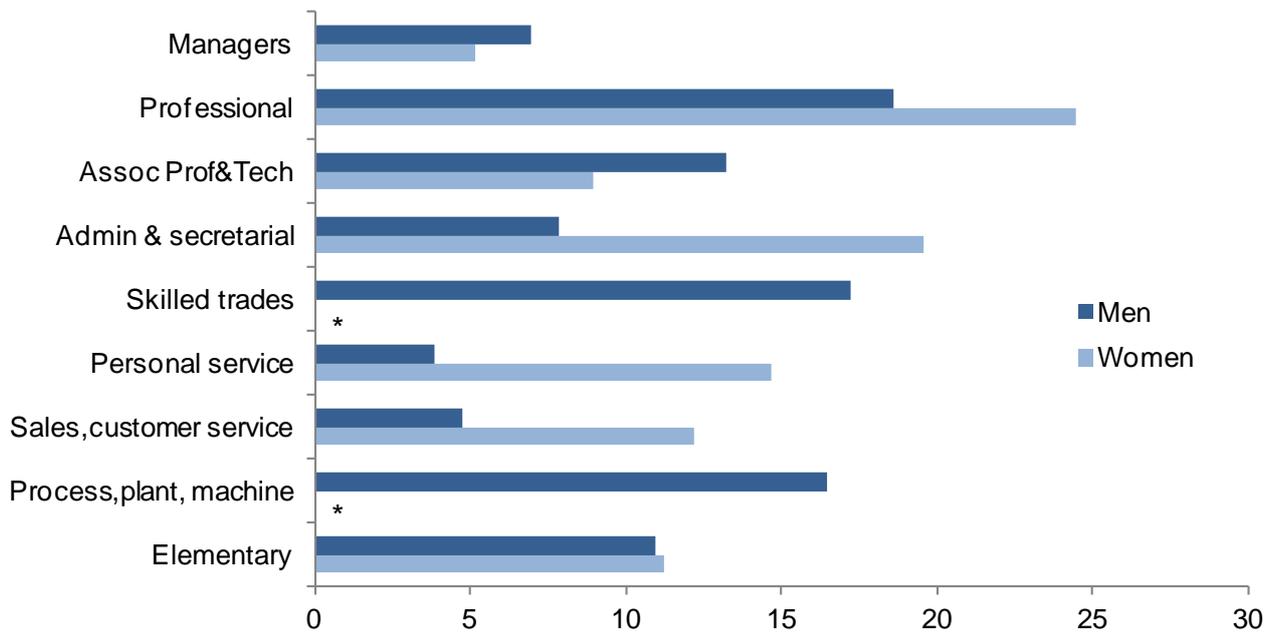
Female - "All other" comprises agriculture, forestry and fishing, energy and water, construction and manufacturing.  
 Male - "All other" comprises agriculture, forestry and fishing, energy and water.

### Employment by occupation

Type of occupation differed between male and females in NI, with figures showing that:

- 58% of all professional occupations were women, compared with 52% in GB.
- 72% of all those employed in administrative and secretarial occupations were women compared with 76% in GB.
- 24% of female employees were in professional occupations, compared with 19% of men. In GB, the figures were 21% and 19% respectively.
- 20% of female employees were in administrative and secretarial occupations, compared with 8% of men. The figures were similar for GB - 18% of women and 6% of men.

**Figure 16: Occupation of male and female employees, April - June 2015**



\*Sample size too small to provide a reliable estimate

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## Earnings (source: Annual Survey of Hours and Earnings – ASHE)

### Earnings by sex

Earnings figures for NI showed that:

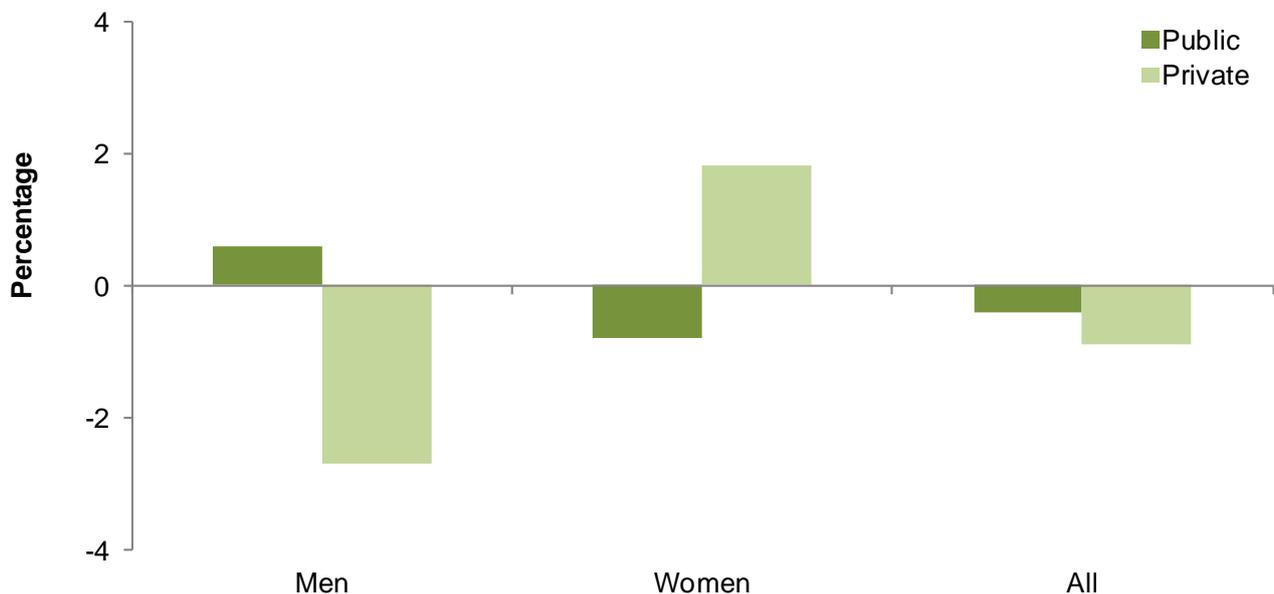
- the median gross weekly wage for full-time females at April 2014 in NI was £444.4 while for full-time males the figure was higher at £460.5.
- the full-time ratio of female to male median hourly earnings excluding overtime has increased to 103.2% (from 101.5% in 2013).
- female full-time hourly earnings as a percentage of male hourly earnings continue to be higher in NI (103.2%), compared to the UK as a whole (90.6%).

### Earnings by public / private sector

The figures showed differences between the public and private sector in NI, with:

- higher median gross weekly earnings for women working full-time in the public sector (£569.6) than in the private sector (£338.7).
- a decrease in earnings of full-time female employees in the public sector over the year (0.8%) compared to an increase in the private sector (1.8%).

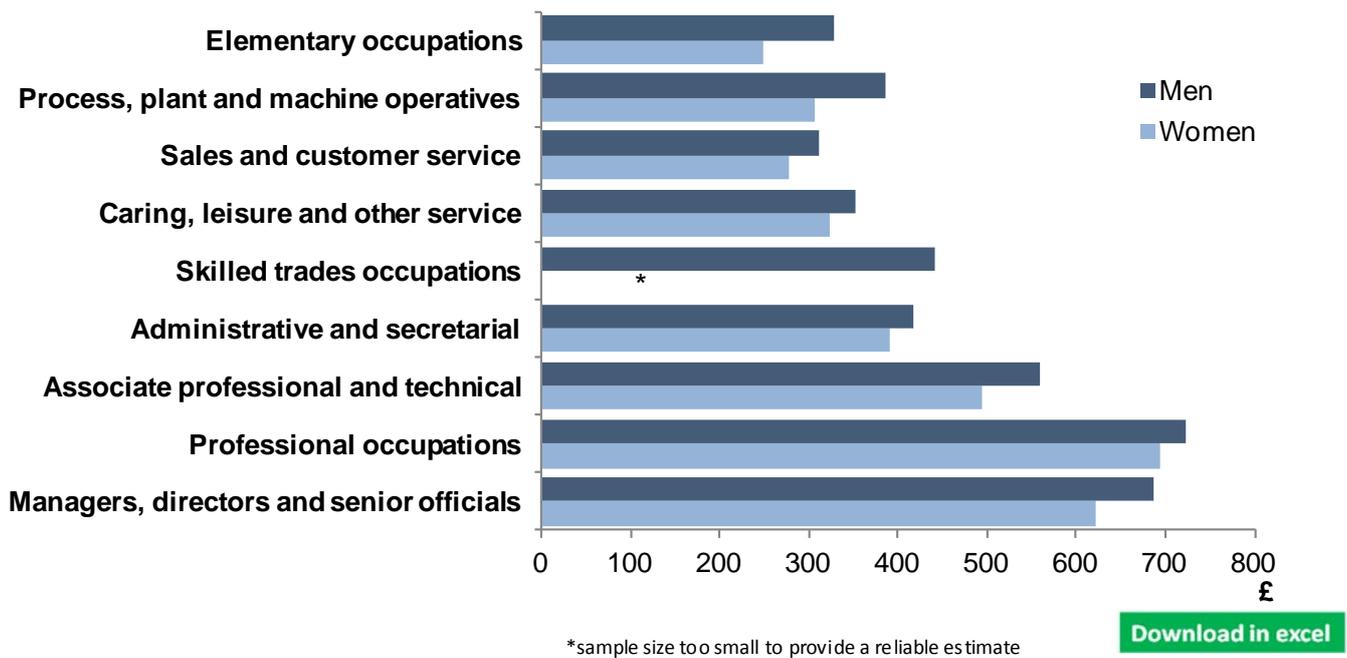
**Figure 17: Percentage change in median gross weekly earnings for full-time employees between April 2013 and 2014**



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## Earnings by occupation

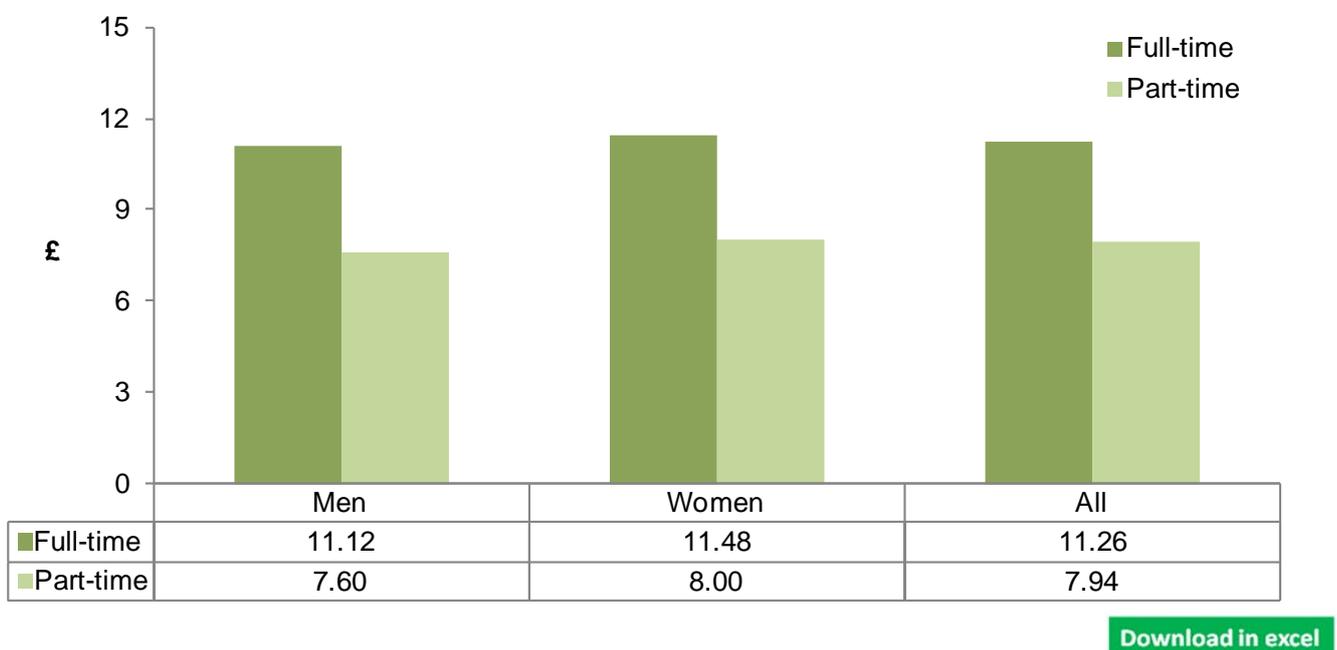
Figure 18: Median full-time gross weekly earnings by occupation in NI, April 2014



## Earnings by working pattern

- Median female hourly earnings excluding overtime of part-time workers were 69.7% of full-time workers.

Figure 19: Median gross hourly earnings excluding overtime by full/part-time and sex in NI, April 2014



# 4

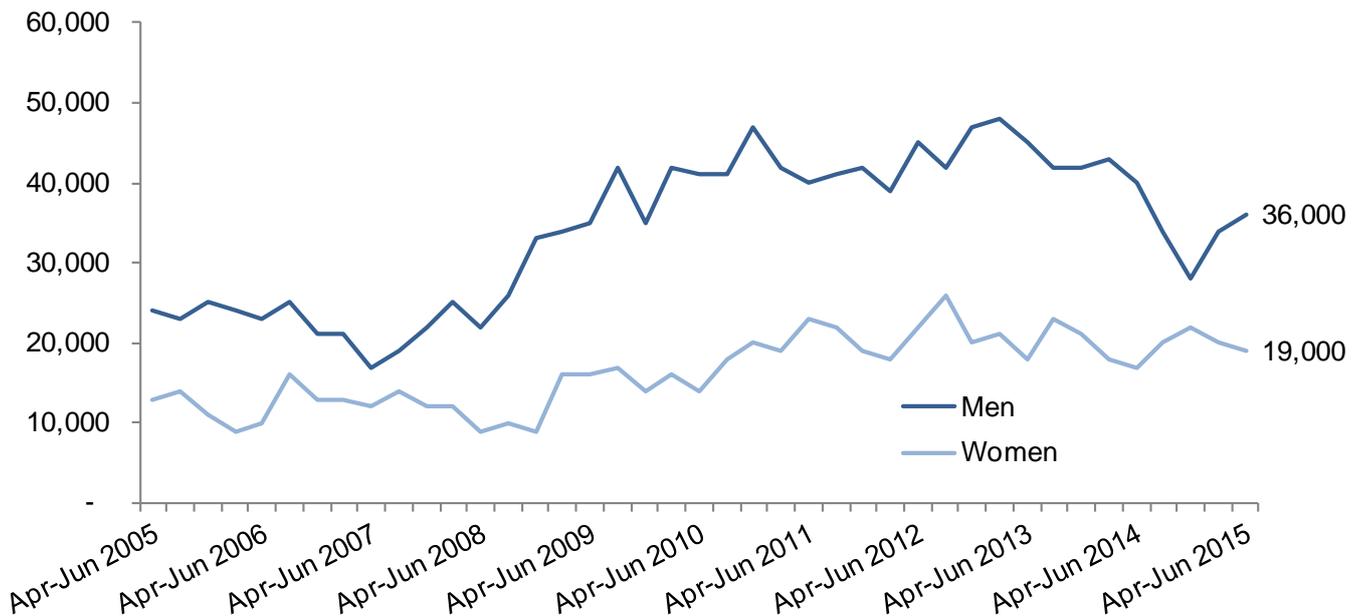
## Women in unemployment

**LFS unemployment:** The International Labour Organisation (ILO) define unemployed as those without a job who were able to start work in the two weeks following their LFS interview and had either looked for work in the four weeks prior to interview or were waiting to start a job they had already obtained.

In April – June 2015, the LFS estimated that:

- 19,000 women (16+) were unemployed compared with 36,000 men.
- in GB, 797,000 women and 963,000 men were unemployed.
- since 2005 the number of female unemployed has increased by 46% in NI, which was the same as the increase in the number of male unemployed.
- in contrast, female unemployment in GB has increased by 40% while male unemployment increased by 22%.

**Figure 20: Unemployed (16+), 2005 - 2015**



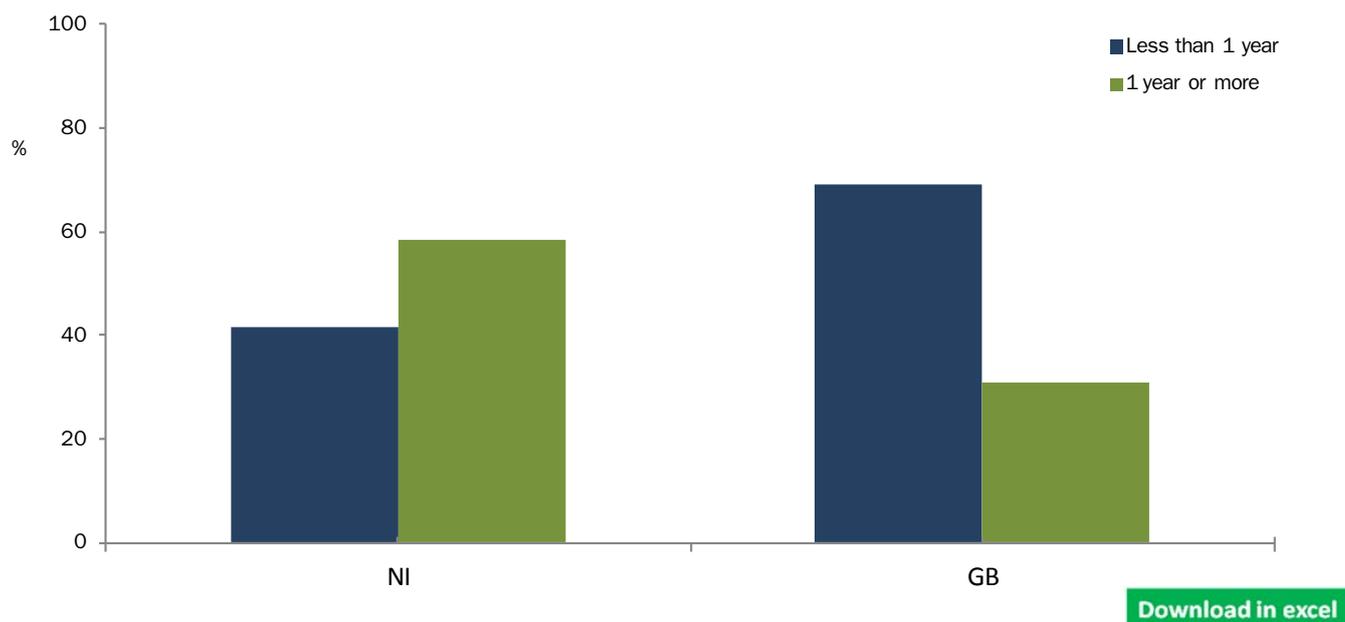
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### LFS unemployment rate

In April – June 2015, the unemployment rate (unemployed as a percentage of the economically active):

- for women aged 16+ in NI was 4.8% compared with 7.6% for men.
- in GB was 5.3% for women and 5.7% for men (16+).
- for women of working age was 4.9%, compared with 5.4% in GB.
- 32,000 people or 59% of the unemployed were long-term unemployed (one year or more) at April – June 2015.
- 44% of females unemployed were long-term unemployed compared with 66% of men.

**Figure 21: Unemployment by duration, April – June 2015**



#### Claimant count (source: Claimant count)

**Claimant count:** The NI claimant count consists of all people claiming Jobseeker’s Allowance (JSA) at Jobs and Benefits offices. They must declare that they are out of work, capable of, available for and actively seeking work during the week in which their claim is made. From June the GB claimant count includes JSA claimants and out-of-work claimants of Universal Credit.

**Percentage of workforce:** This measure expresses the number of claimants as a percentage of workforce jobs plus claimants. Workforce jobs are the sum of employee jobs, self-employment jobs, HM Forces, & government-supported trainees. This measure is only available at the NI level.

**Residence-based proportions:** This is the official measure below national/regional level. It expresses the number of claimants as a percentage of the population aged 16-64, sourced from the mid-year population estimates. This measure is used for sub regional analysis.

#### In July 2015:

- 13,000 or 3.1% of women in the workforce claimed unemployment related benefits compared with 30,000 or 6.3% of men in July 2015.
- in GB, the figures were 266,000 or 1.7% for women and 481,000 or 2.7% for men.
- The July 2015 female rate of 3.1% was lower than the previous month’s rate (3.2%) and lower than the rate one year ago (3.8%).
- in GB the female rate of 1.7% was the same as the previous month’s rate (1.7%) and lower than the rate one year ago (2.2%).
- 67.6% of women in NI who were out of work and claiming unemployment related benefits had been unemployed for up to one year, 27.8% for over one year but less than three years, and 4.5% for three years or more. In GB, the respective figures for woman were 74.7%, 16.3% and 9.0%.
- the figures for men in NI were 61.7%, 32.5% and 5.8% respectively, compared with 71.4%, 16.1% and 12.5% for men in GB.

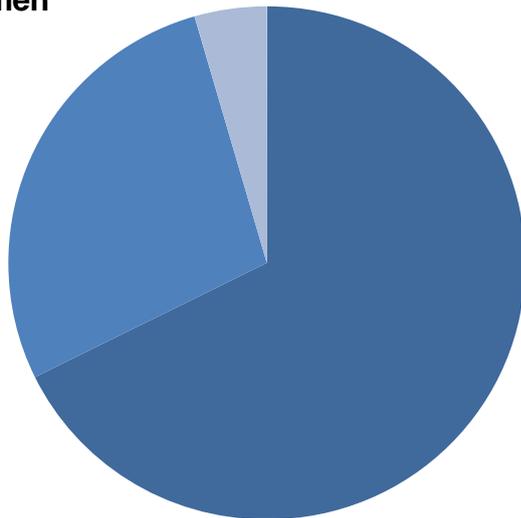
**Table 1: Claimant count (seasonally adjusted) July 2015**

	Number of claimants this month	Change since last month	Change since last year	Percentage of Workforce		
				This month	Last month	Last year
Total	43,000	-900	-9,900	4.8%	4.9%	5.9%
Males	30,000	-600	-7,100	6.3%	6.4%	7.8%
Females	13,000	-300	-2,800	3.1%	3.2%	3.8%

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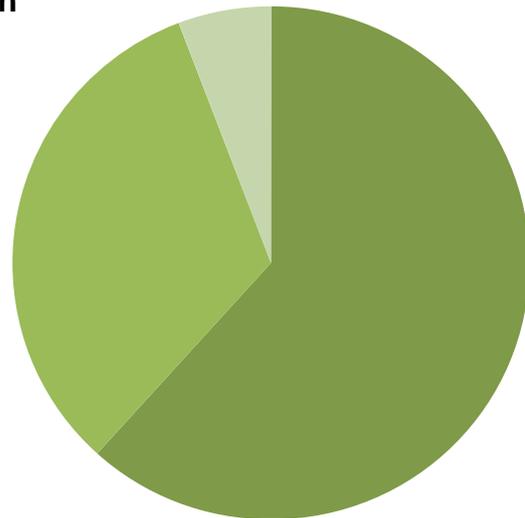
**Figure 22: Claimant count by duration, July 2015**

**Women**



■ <= 1 year ■ 1-3 years ■ Over 3 years

**Men**



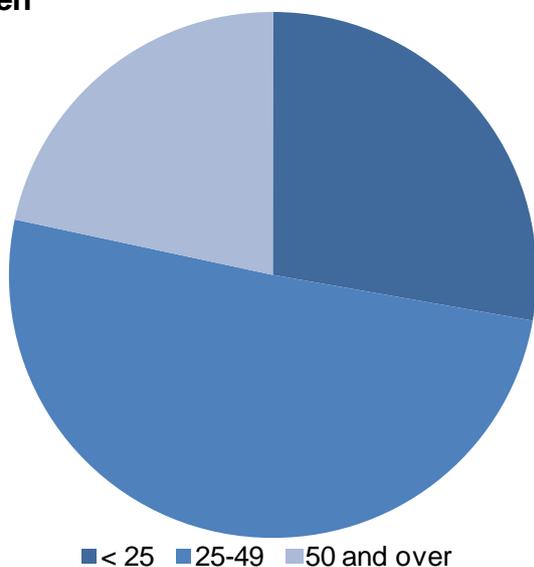
■ <= 1 year ■ 1-3 years ■ Over 3 years

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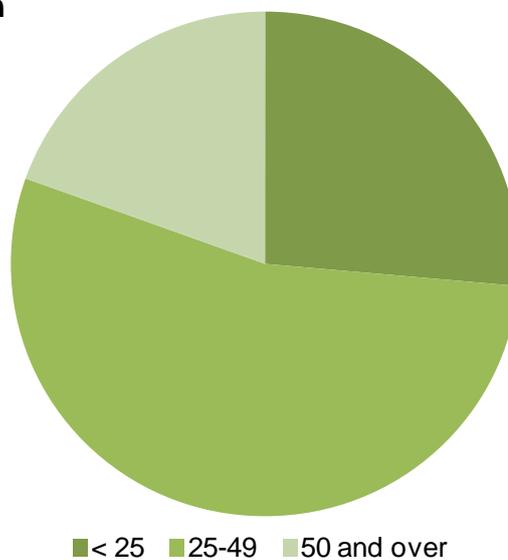
Of women claimants, 27.8% are aged under 25, 50.6% are aged 25 to 49 and 21.6% are aged 50 and over. Of male claimants, 26.4% are aged under 25, 54.1% are aged 25 to 49 and 19.5% are aged 50 or over. [In GB 20.4%, 57.4% and 22.0% for women, compared with 20.4%, 56.4% and 23.1% for men.]

**Figure 23: Claimant count by age group July 2015**

**Women**



**Men**



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# 5

## Women in economic inactivity

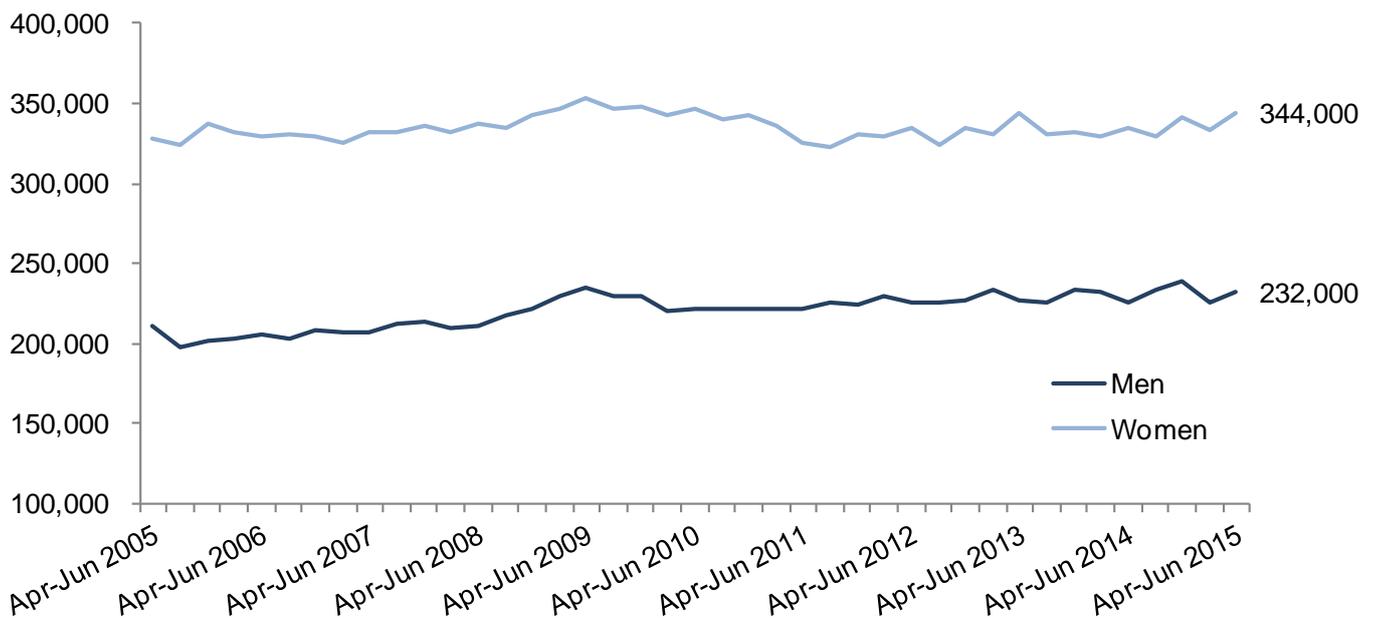
Source: Labour Force Survey

**Economically inactive:** people who are neither in employment nor unemployed on the ILO measure. This group includes all those who are looking after a home, long term sick or disabled, students and retired.

In the period April-June 2015, the LFS showed that:

- 344,000 women and 232,000 men aged 16 or over are economically inactive. This compares with 328,000 women and 211,000 men in 2005 – an increase of 5% for women and 10% for men.
- Between 2005 and 2015, the number of economically inactive women in GB increased by 3% from 10.6m to 10.9m while the number of economically inactive men increased by 15% from 6.7m to 7.7m.

**Figure 24: Economically inactive (16+) 2005 -2015**



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The figures show that:

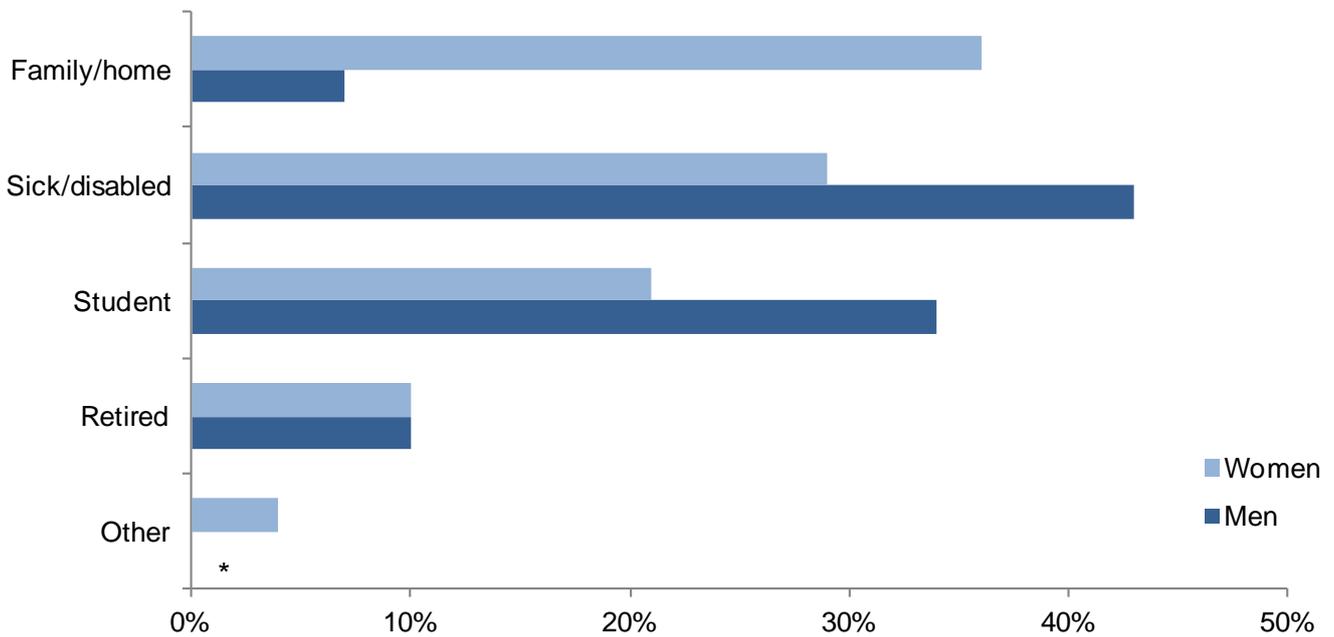
- the 16-64 inactivity rate for women has decreased by 2.4 pps over the last 5 years and increased by 0.6 pps over the last year to 33.7%. The corresponding male rate (21.2%) has decreased by 0.6 pps over the last 5 years, and increased by 0.8 pps during the last year.
- the 16-64 inactivity rate for women in GB has decreased by 2.4 pps over the last 5 years and over the last year by 0.4 pps to 27.3%. The corresponding male rate (17.1%) has decreased by 0.3 pps over the last 5 years and increased by 0.3 pps over the year to April – June 2015.

Economically inactive can be broken down by those who do or do not want to work, showing that:

- of the 198,000 women, aged 16-64, who were economically inactive in NI, 18% (36,000) wanted a job, but were not seeking work in the past four weeks or were unable to start work. The remaining 82% stated that they did not want work. For economically inactive men of working age (16-64), 19% wanted a job and 81% did not want work.
- in GB 76% of economically inactive women did not want work, while 24% did want work but were not seeking work in the past four weeks or were unable to start work.

- 36% of working age inactive women were unavailable for work due to family/home commitments. The main reason given by men for inactivity was those who were sick at 43%, compared to 29% for women.
- the other main reason for inactivity was those who were students, with 21% of working age inactive women citing this as their reason for inactivity, compared to 34% of men.

**Figure 25: Reasons for economic inactivity (16-64), April – June 2015**



\* Sample size too small to provide a reliable estimate

“Other” includes the ‘retired’ and ‘discouraged workers’ (those not in a job who would like work and whose reason for not seeking work in the past four weeks is that they believe there are no jobs available).

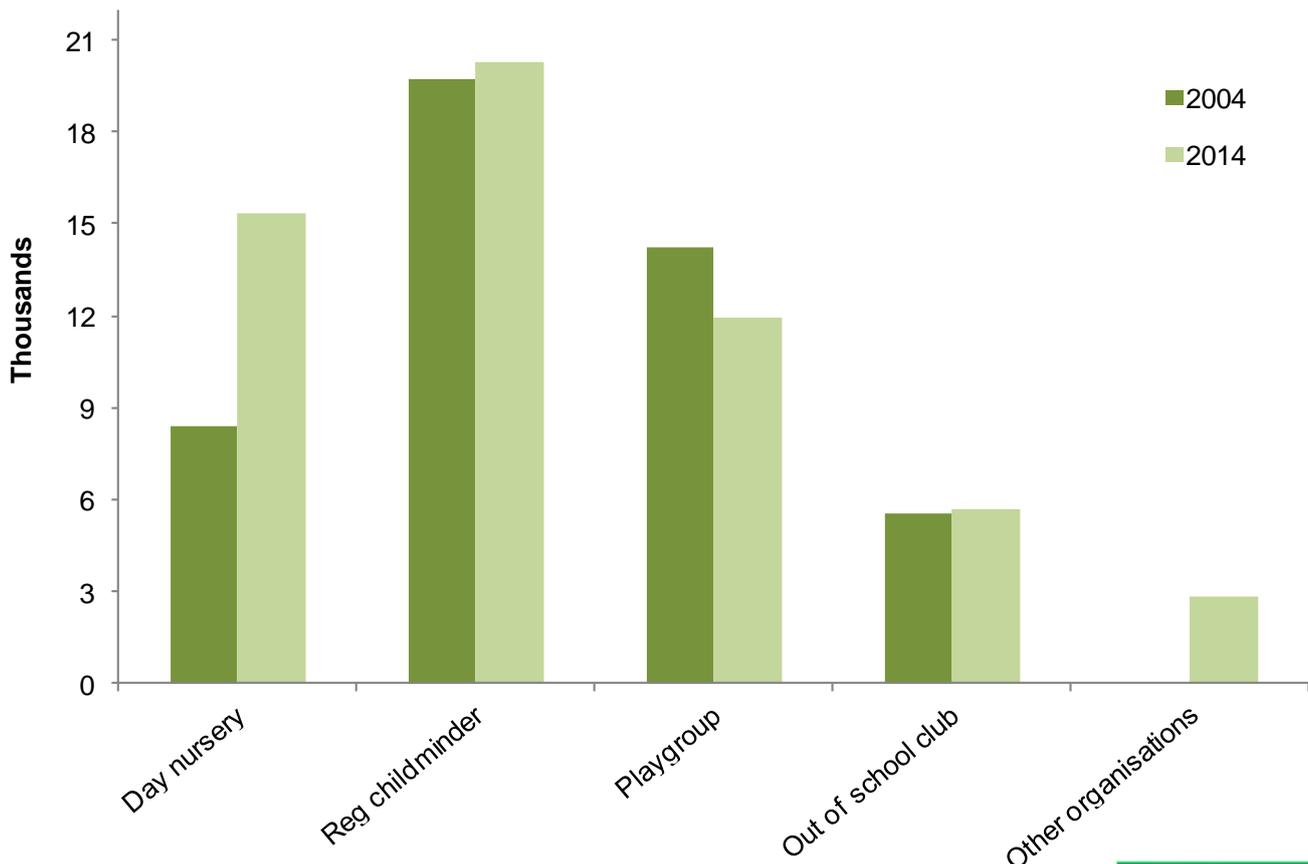
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## Day care places (source: Department of Health, Social Services and Public Safety)

In Northern Ireland people who look after children aged under twelve years have been required to register since November 1996. The figures show that:

- in 2014, the overall number of day care places in NI was 56,140 – up 17% from the level recorded in 2004 (47,939).
- there were 15,355 day nursery places in 2014 – an increase of 82% from the 2004 figure of 8,424.
- there were 20,311 places with registered childminders in 2014 – up 3% from the level in 2004 (19,714).
- there were 11,915 playgroup places in NI in 2014 – down 16% from 2004 figure (14,229).
- there were 5,681 places available in ‘out of school clubs’ in 2014 – up 2% from 2004 (5,572).
- there were 2,878 places available in ‘other organisations’<sup>1</sup> in 2014.

**Figure 26: Day care places in Northern Ireland by type in 2004 and 2014**



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<sup>1</sup>Other organisations includes crèches, summer schemes and two year old programmes.

### **Childcare charges (source: HM Revenue and Customs)**

- In Northern Ireland at 2 September 2015, 15,225 families were receiving higher Child and Working Tax Credits awards to help with childcare charges. The corresponding figure for the UK was 403,900.
- The average weekly amount of childcare charges (capped at £175 per week for one child and £300 per week for two or more children) paid in Northern Ireland was £113 and the average weekly increase in Child and Working Tax Credits awards was £76 for families benefiting from the childcare element. [£93 and £61 in the UK respectively.]

### **Income Support (source: Department for Social Development)**

- At May 2015, there were 79,480 women claiming Income Support/State Pension Credit, this accounted for 64.2 % of all cases. The overall number of women claiming Income Support/State Pension Credit has decreased by 5.7% since May 2014, compared with a 8.9% decrease in the number of male claimants over the same period. People claiming Income Support on the grounds of disability have been migrated to Employment and Support Allowance during this period.
- A total of 21,990 (56.4%) Income Support claimants were classified as Lone Parents, the majority of these were women (97.3%). The overall number of lone parents has decreased by 1.8% or 400 lone parent claimants since May 2014.
- A higher proportion of women (66.0%) than men (63.5%) had been claiming Income Support for two years or more. The difference was particularly marked in the 18-24 years age group with 28.5% of men claiming for two years or more compared with 48.4% of women.

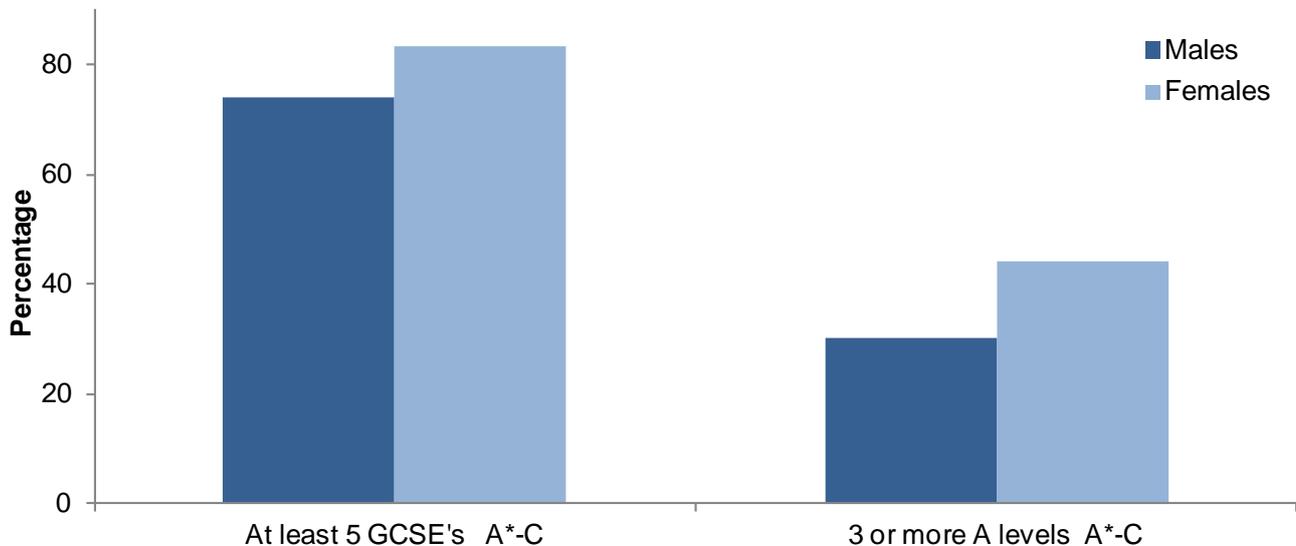
Please note figures are rounded to the nearest ten.

**Educational standards (Source: Department of Education)**

The School Leavers Survey 2013/14 reported that:

- girls continue to outperform boys in terms of qualifications achieved, with 44.2% of girls achieving at least three A levels A\*-C or equivalent on leaving school compared with 30.2% of boys, and 63.6% of girls achieving two or more A levels A\*-E or equivalent in 2013/14 compared with 48.1% of boys.
- two thirds (68.6%) of girls achieved at least five GCSEs at grades A\* - C or equivalent including GCSE English and maths compared with 58.6% of boys, a difference of 10.0 percentage points.
- as in previous years, the proportion of girls leaving school with at least five GCSEs or equivalent at grades A\* - C remains higher than the proportion of boys - 83.4% of girls leaving school in 2013/14 achieved this standard compared with 74.1% of boys.
- after leaving school 82.4% of girls progressed to further or higher education compared with 72.3% of boys.

**Figure 27: Qualifications on leaving school, 2013/14**



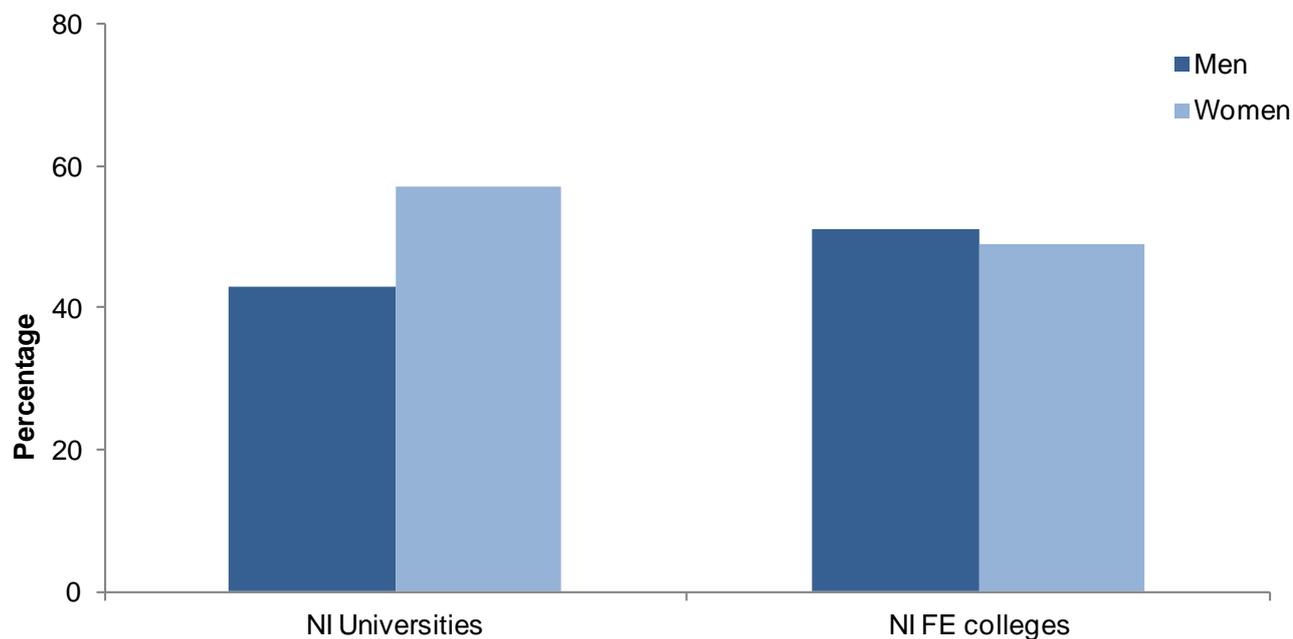
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**Higher education (Source: Higher Education Statistics Agency, Department for Employment and Learning)**

The figures for 2013/14 showed that:

- 57% of all students enrolled at the NI universities were women. Of all enrolments at NI Further Education colleges, 49% were female.

**Figure 28: Participation in NI universities<sup>1</sup> and in NI FE colleges, 2013/14**



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### **Subject choice in Higher Education (source: Department for Employment and Learning)**

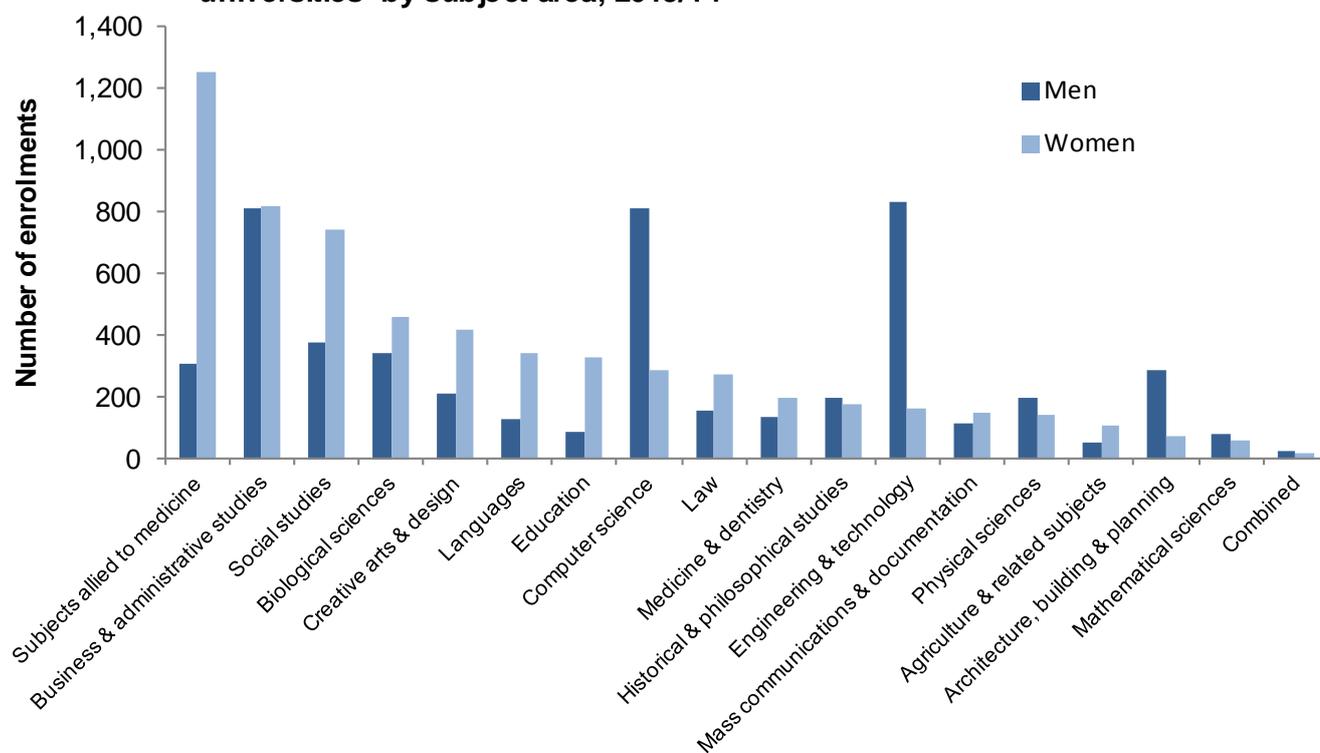
For full-time, first year undergraduate enrolments at NI Higher Education Institutions, the subject areas with the highest proportions of females in the 2013/14 academic year were:

- subjects allied to medicine (80%), education (79%) and languages (72%)

And the subject areas with the lowest proportions of females were;

- engineering and technology (16%), architecture, building and planning (21%) and computer science (26%).

**Figure 29: Full-time new entrant undergraduate enrolments on Higher Education courses at NI universities<sup>2</sup> by subject area, 2013/14**



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<sup>1</sup> Source: Higher Education Statistics Authority

<sup>2</sup> NI universities includes Queen's University Belfast, the University of Ulster, Stranmillis University College and St Mary's University College.

<sup>3</sup> Other science courses include biological sciences, veterinary science, agriculture & related subjects, physical sciences, mathematical sciences, computer science and engineering & technology and architecture, building & planning.

<sup>4</sup> Non science subjects include social studies, law, business & administrative studies, mass communications & documentation, languages, humanities, historical & philosophical studies, creative arts & design, education and combined studies.

## NI universities

Analysis of gender in first year undergraduate enrolments at NI universities shows that in 2013/14:

- in the first year medicine & dentistry and subjects allied to medicine, 77% of full-time undergraduates at the NI universities were female.
- of those full-time undergraduates enrolled in the first year of other science courses<sup>3</sup> at the universities 33% of students were female.
- in the first year of the non-science subjects<sup>4</sup> 61% of full-time undergraduates at the NI universities were women.
- women in NI universities accounted for 16% of first degree graduates in engineering and technology, 26% in computing science, 41% in physical science and 44% in mathematical science.

## NI Further Education College

For enrolments at Northern Ireland Further Education colleges, the subject areas are similar to those in Higher Education. Subjects with the highest proportions of females enrolled were:

- allied to medicine (83%), creative arts & design (80%) and social studies (74%).

And the subject areas with the lowest proportions of females were:

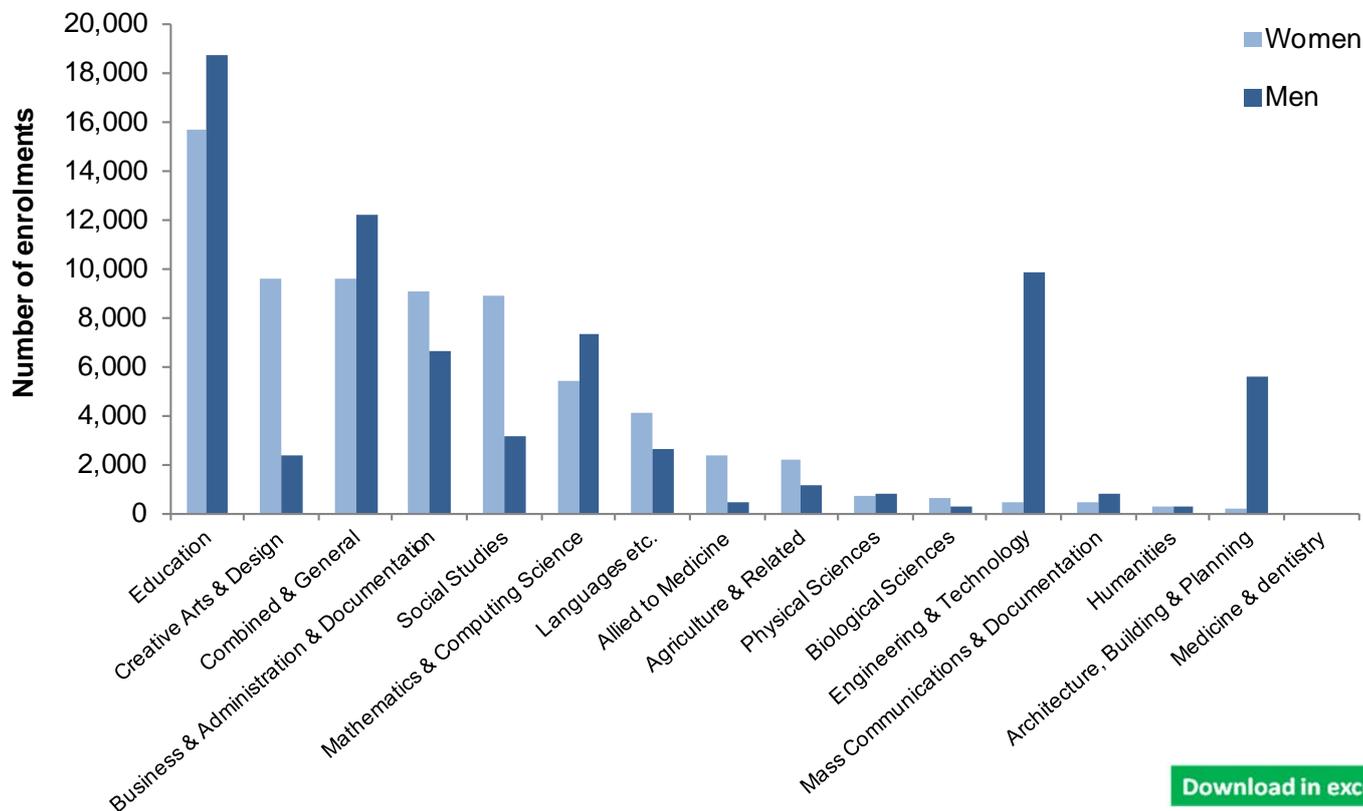
- mass communication and documentation (37%), engineering & technology (5%) and architecture, building & planning (3%).

Analysis of enrolments at Northern Ireland Further Education colleges reveals that:

- in non science subjects<sup>6</sup>, 55% of all enrolments at Further Education colleges were women (2013/14).
- in mathematical and computing sciences, 43% of total enrolments at NI Further Education colleges were female (2013/14).
- of the total enrolments on the other science courses<sup>7</sup> at the NI Further Education Colleges, 28% were female (2013/14).

Subject choice Tertiary Education: Further Education Colleges (source: Consolidated Data Return (CDR) 2013/14, Department for Employment and Learning)

**Figure 30: Accredited enrolments by subject area<sup>8</sup> at NI Further Education colleges, 2013/14**



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<sup>5</sup> Source: Consolidated Data Return (CDR)

<sup>6</sup> Non science subjects include social studies, business & administration documentation, mass communications & documentation, languages, humanities, creative arts & design, education and combined studies.

<sup>7</sup> Other science courses include biological sciences, agriculture & related subjects, physical sciences, mathematical sciences, computer science and engineering & technology and architecture, building & planning.

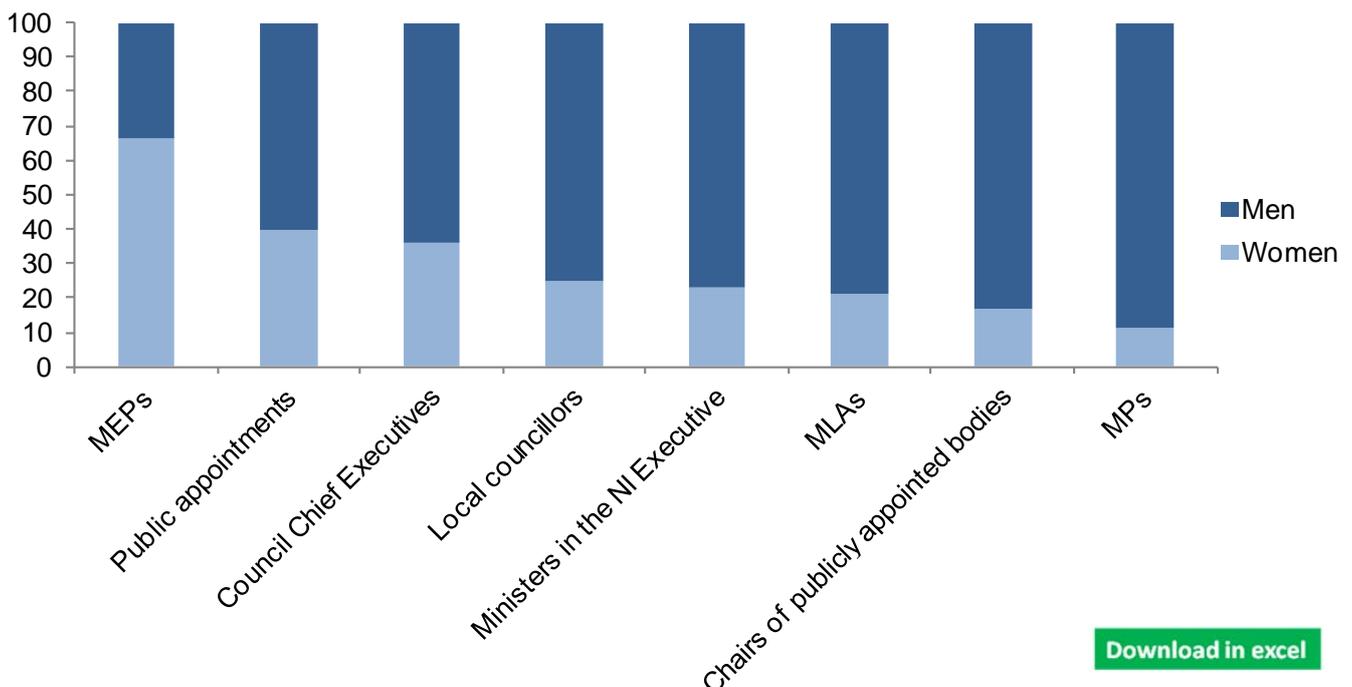
<sup>8</sup> In 2013/14 Business and Administration Studies changed to Business and Administration Documents.

Note: FE enrolments relates to full-year Regulated enrolments for the 2013/14 academic year. Regulated enrolments' are regarded as those on courses that are at 'level 3 or below' and appear on the Register of Regulated Qualifications (RRQ), which contains qualifications on both the Qualifications and Credit Framework and the National Qualifications Framework or part of the Department's Prescribed List of Approved Qualifications (PLAQ)/Access list) and Higher Education qualifications ('level 4 and above'). Only Level 3 and below have an RRQ Code.

The 2014 local elections to the 11 new councils took place on 22 May. Of the 462 candidates elected, 116 were women (25%). In addition:

- results from the local elections to the 11 new councils show that Belfast City Council had the highest female representation with 19 out of 60 (32%) of female councillors.
- of the 11 new councils, 4 had a female chief executive.
- Northern Ireland had two elected women MPs (representing 11% of all NI MPs). In addition, two of the three Northern Ireland MEPs were female. This compares with 30% of MPs and 30% of MEPs in GB.
- elections to the Northern Ireland Assembly took place on the 5 May - of the 108 elected members, 23 (21%) were women.
- in Northern Ireland at 31 Aug 2015, 40% of public appointments (to the Board of a public body) were held by women. This compares with 32% in 2000, 32% in 2005 and 33% in 2010.
- in the 115 publicly appointed bodies in Northern Ireland, 19 Chair and 7 Deputy Chair posts were held by women.
- as of 1 September 2015, 3 of the 13 Ministers in the Northern Ireland Executive were female.

**Figure 31: Female representation in politics and public life**



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**Sources:** *Local Government Branch, Department of the Environment  
Local Government Association,  
London  
House of Commons Information Office  
European Parliament Library  
Central Appointments Unit, Office of First Minister and Deputy First Minister*

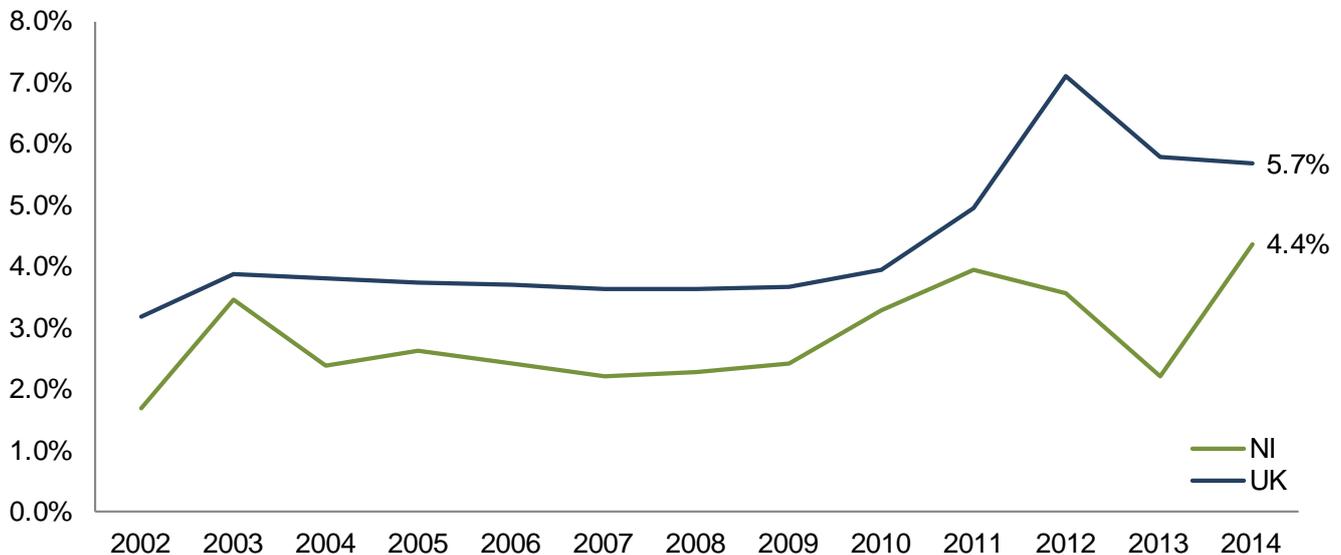
## Women into business (source: Invest NI, Global Entrepreneurship Monitor (GEM) 2014 NI report)

### Levels of female entrepreneurship

Invest NI figures show that:

- The female Total Entrepreneurship Activity (TEA) rate in Northern Ireland stood at 4.4 per cent in 2014, the highest rate on record (UK 5.7 per cent).
- In Northern Ireland, England, Wales and the UK as a whole, males had significantly higher TEA rates than females. Neither the male nor female TEA rates in NI differed significantly from the other home nations' respective rates.
- The ratio of female to male early-stage entrepreneurial activity varied little across the four home nations. The ratio in Northern Ireland at 47 per cent was the lowest of all the home nations in 2014, although not significantly different. While annual ratios are likely to vary from year to year, the long run average ratios over the 2002 to 2014 period suggest similar rates in England (49 per cent); Wales (54 per cent) and Scotland (51 per cent) and a lower rate in Northern Ireland (36 per cent).

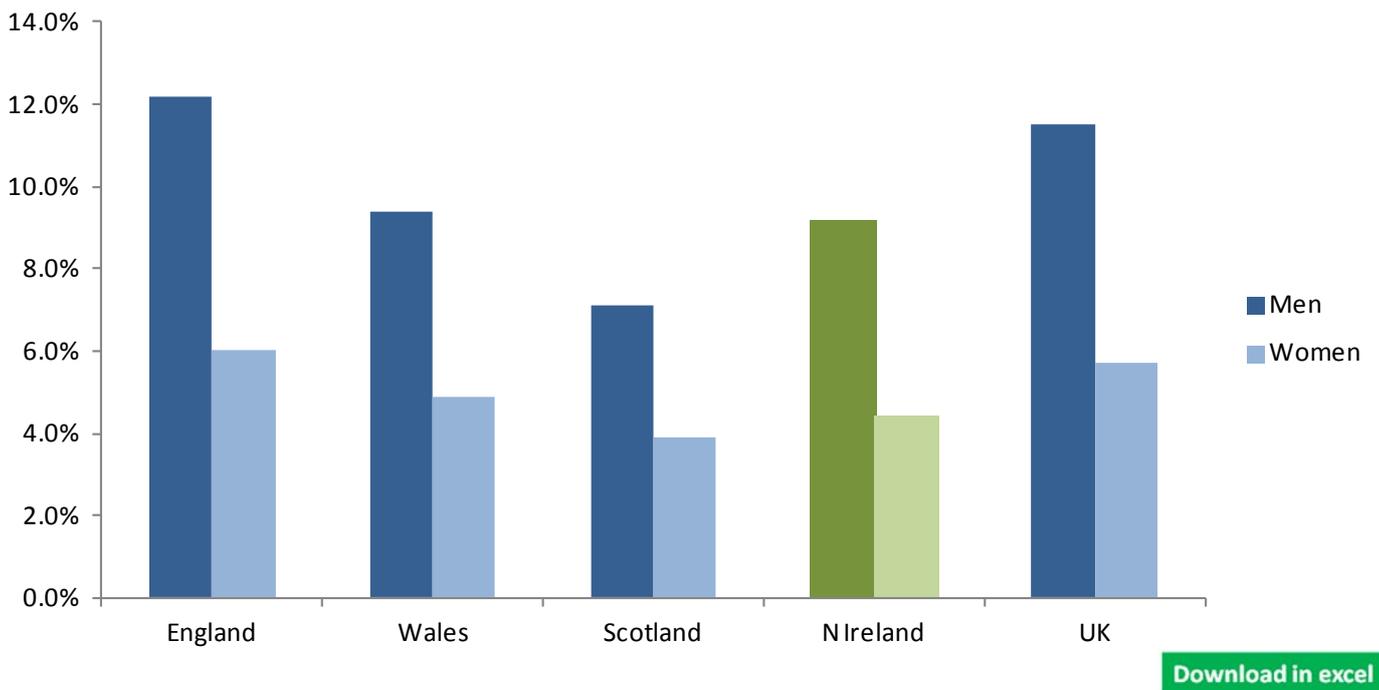
**Figure 32: Total early-stage female entrepreneurial activity in Northern Ireland and the UK, 2002-2014 (Source: GEM APS)**



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- Historically female TEA rates in Northern Ireland have generally matched the UK trend, albeit at very different levels. Since 2011 there has been a divergence in the two series, although in 2014 the gap appears to be returning to the long-run average.

**Figure 33: Total early-stage entrepreneurial activity in the UK countries in 2014**  
**Source: GEM APS 2014**



Alongside the above, the challenge of economic inactivity and the number of females currently inactive, calibrates with the value in sponsorship of female focused activities.

Invest NI has identified that some 38% of the business plans completed through the Regional Start Initiative (RSI) were by females.

In April 2015, under Local Government Reform, responsibility for the delivery of support for female entrepreneurship transferred to the new 11 councils.

## Definitions

### In Employment

Those aged 16 and over who did some paid work in the reference week (either as an employee or self-employed); those who had a job which they were temporarily away from (on holiday for example); those participating in government training and employment programmes; and those doing unpaid family work.

### Employees

The division between employees and self-employed is based on survey respondents' own assessment of their employment status.

### Unpaid Family Workers

Persons doing unpaid work for a business they own or a business that a relative owns.

### Full-time/Part-time

The classification of employees, self-employed, those on government work-related training programmes and unpaid workers in their main job as full-time or part-time is on the basis of self-assessment.

### Economically Active

People aged 16 or over who are either in employment or ILO unemployed.

### Economic Activity Rate

The percentage of people in a specified age group who are economically active.

### Economically Inactive

People who are neither in employment nor unemployed. This group includes, for example, all those who were looking after a home or retired.

### Employment Rate

The percentage of people in a specified age group who are in employment.

### Unemployment

The International Labour Organisation (ILO) measure of unemployment used throughout this statistics notice refers to people without a job who were available to start work in the two weeks following their LFS interview and had either looked for work in the four weeks prior to interview or were waiting to start a job they had already obtained. This definition of unemployment is in accordance with that adopted by the 14<sup>th</sup> International Conference of Labour Statisticians and promulgated by the ILO in 1987.

### Unemployment Rate

The percentage of economically active people who are unemployed.

### Duration of Unemployment

Duration of unemployment is defined as the shorter of the following two periods:  
duration of active search for work; and  
length of time since employment.

The short-term unemployed are those people who have been unemployed for under 1 year, while the long-term unemployed are defined as those who have been unemployed for 1 year or more.