

Fair Employment Monitoring Report No.22

SUMMARY FINDINGS

2011

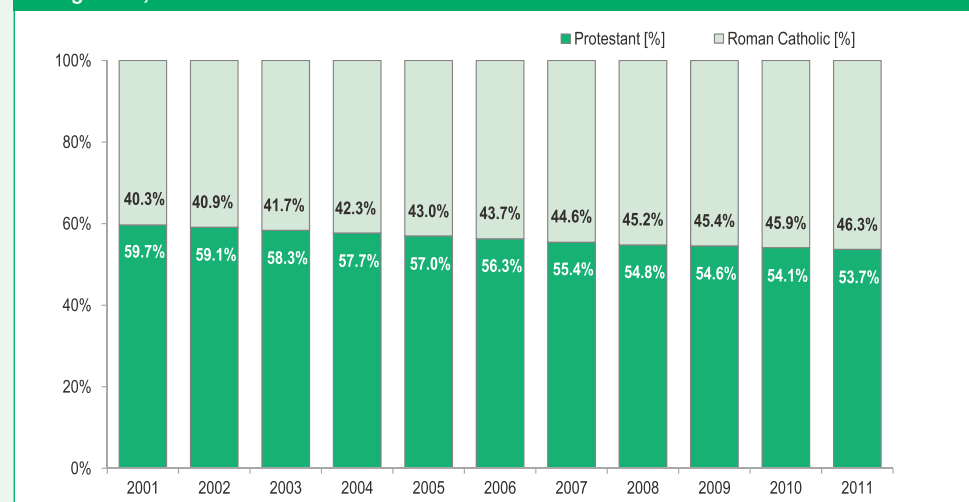
Equality Commission

FOR NORTHERN IRELAND

IN BRIEF

- The 2011 Monitoring Report reveals that for the third consecutive year the **monitored workforce** contracted (0.6%, -2,884), although at a lesser rate than that for 2010 (0.9%, -4,546).
- The decline in the number of monitored employees has been driven by **public sector** employment which decreased by 1.8% (-3,506). In contrast private sector employment increased by 0.2% (622).
- The **Roman Catholic share** of the monitored workforce was [46.3%] in 2011, an increase of [0.4 pp] from 2010. This represents a continuation of the trend¹ of gradually increasing Roman Catholic representation observed since 2001 (Chart 1).
- For the first time in the period 2001-2011, the decrease in the number of **female monitored employees** was greater than that for male employees. However, proportionally, male/female employees' shares of the monitored workforce remained unchanged from 2010. Consequently, in 2011 women still accounted for more than half (52.7%) of monitored employees in Northern Ireland, driven mainly by the continuation of the upward trend in female Roman Catholics' share of employment.
- In 2011, the number of **applicants** to the monitored workforce increased from 2010 by 2.5% (16,119) to 652,696, marking the highest recorded number since 2006. For a third consecutive year there were more Roman Catholic [51.6%] than Protestant [48.4%] applicants overall.
- The number of **appointees** to the monitored workforce in 2011 contracted for the fourth consecutive year (6%, -4,235) to 66,184, the lowest number recorded for the period 2001-2011. For a sixth consecutive year, Roman Catholics comprised a greater proportion of appointees [52.1%] than did Protestants [47.9%].
- In 2011, the number of **leavers** from the monitored workforce contracted for the second consecutive year (10.4%, -6,861) to 58,859, the lowest number recorded for the period 2001-2011. Since 2001, Protestants have comprised a greater proportion of leavers [50.5%] than Roman Catholics [49.5%].

Chart 1: Composition of Monitored Northern Ireland (All) Employees [%] by Community Background, 2001-2011



Fair Employment Monitoring and Review

The Fair Employment and Treatment (Northern Ireland) Order requires registered employers² to collect 'monitoring data' each year on the community composition and gender of their workforce³. At least once every three years registered employers must use that information to evaluate 'fair participation' within their workforce (and if required, identify any affirmative action that may be appropriate to achieve same).

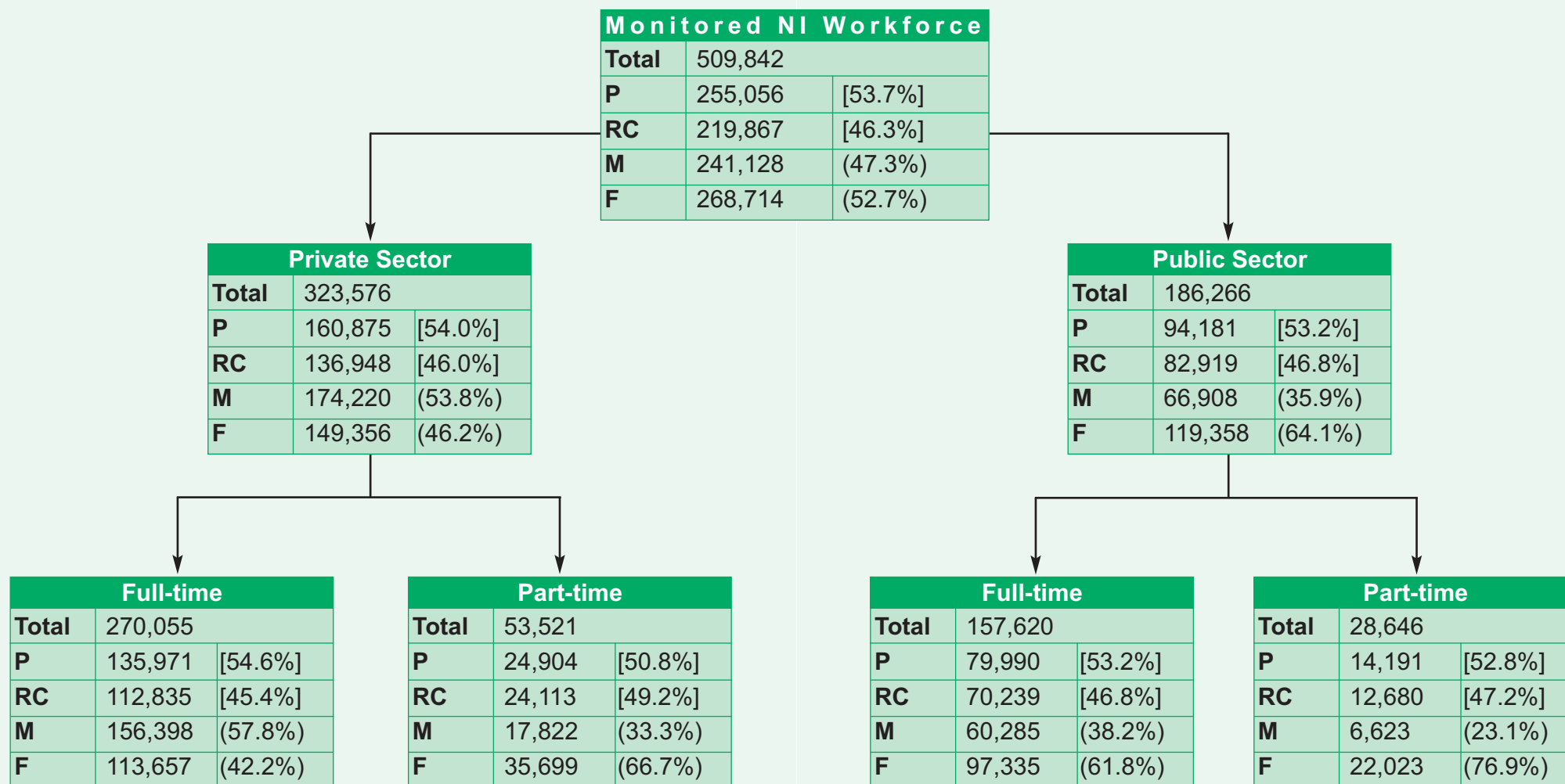
Alongside this, on an annual basis, each registered employer must also provide a summary of that monitoring data to the Equality Commission via an 'annual monitoring return'. The Commission, although not required by statute, aggregates and publishes this information in an Annual Summary of Monitoring Returns.

Monitoring Returns

This report presents a summary analysis of the monitoring returns submitted to the Commission by 122 public bodies and 3,686 private sector concerns during 2011. Monitoring Report No. 22, the full report upon which this summary is based, can be accessed at www.equalityni.org/research.

The summary sets out a broad picture of the composition across the monitored Northern Ireland workforce as a whole, and of the private and public sectors⁴. This is shown graphically in Chart 2. The summary also considers full-time and part-time employees, and the six components of the public sector. It concludes by examining the composition of applicants and appointees.

Chart 2: Profile of the Monitored Northern Ireland Workforce, 2011



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.

MONITORED NORTHERN IRELAND WORKFORCE

For the third consecutive year, the total number of monitored employees fell. Monitored employment peaked in 2008, but since then has decreased year-on-year. In 2011, total employment stood at 509,842, representing a drop of 0.6% (-2,884) from 2010.

When examined **by sector**, this decline has been driven by a decrease of 1.8% (-3,506) in public sector employment. This indicates a continuation of the broad trend⁵ of decreasing public sector employment, first observed in 2005. In contrast private sector employment increased slightly (0.2%, 622) in 2011, marking the first period of growth in the sector since 2008. However, this growth was limited to overall full-time private sector employment.

In terms of **types of employment**, the drop in monitored employment can be attributed to a decrease in full-time employees in the public sector (1.9%, -3,000), coupled with a decrease in part-time employees in both the private (0.6%, -334) and public (1.7%, -506) sectors. In 2011, the number of full-time employees in the private sector increased for the first time since 2008 (0.4%, 956).

The **Roman Catholic share**⁶ of the monitored workforce was [46.3%] in 2011, an increase of [0.4 pp] from [45.9%] in 2010, and [6.0 pp] from [40.3%] in 2001. This indicates a continuation of the trend of increased Roman Catholic representation observed during the last eleven years (Chart 3). Furthermore, the upward trend in female Roman Catholics' share of employment continued in 2011.

For the first time in the period 2001-2011, the decrease in the number of **female monitored employees** (0.6%, -1,656) was greater than that for male employees (0.5%, -1,228) (Chart 4). However, proportionally, male/female employees' share of the monitored workforce remained unchanged from 2010.

Chart 3: Changes in Monitored Northern Ireland (All) Employees (n) by Community Background, 2010-2011 and 2001-2011

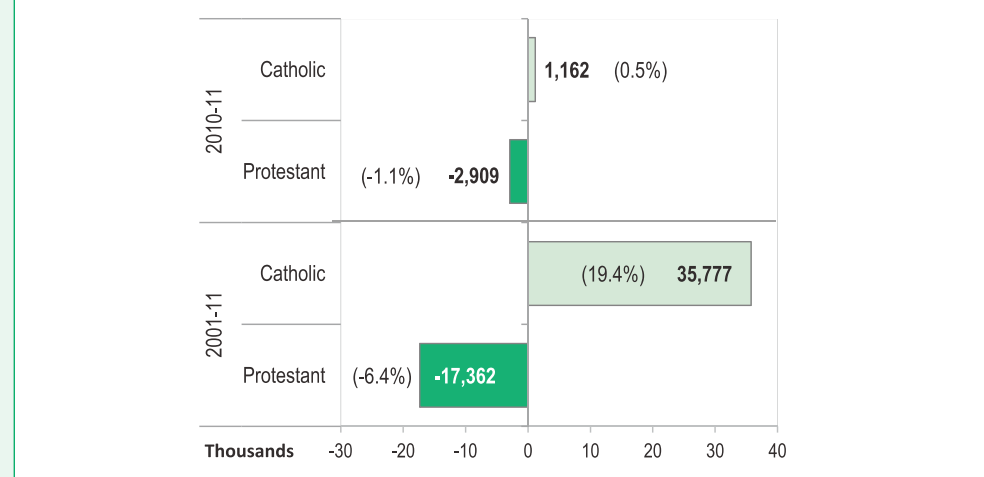
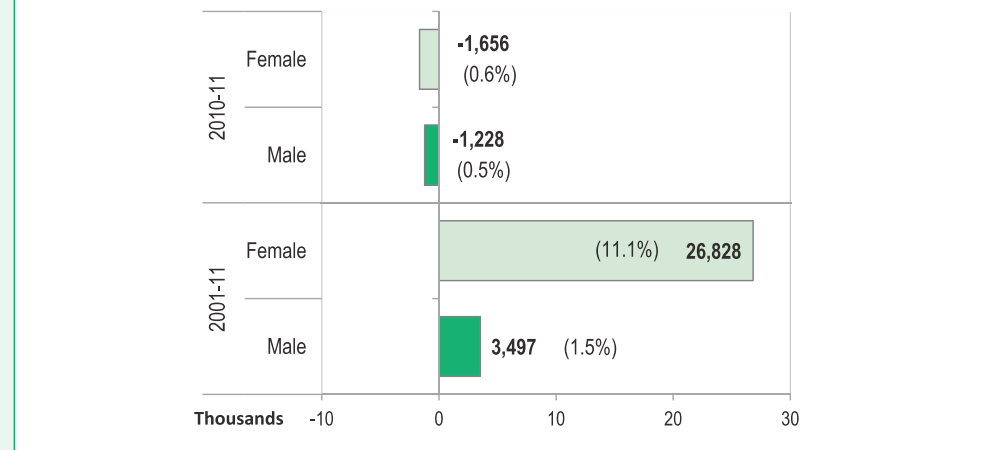


Chart 4: Changes in Monitored Northern Ireland (All) Employees (n) by Sex, 2010-2011 and 2001-2011



In 2011 women still account for more than half (52.7%) of all monitored employees in Northern Ireland. The broad upward trend⁷ in female shares⁷ of employment continued in 2011, mainly as a result of the increase in female Roman Catholic representation in the workforce.

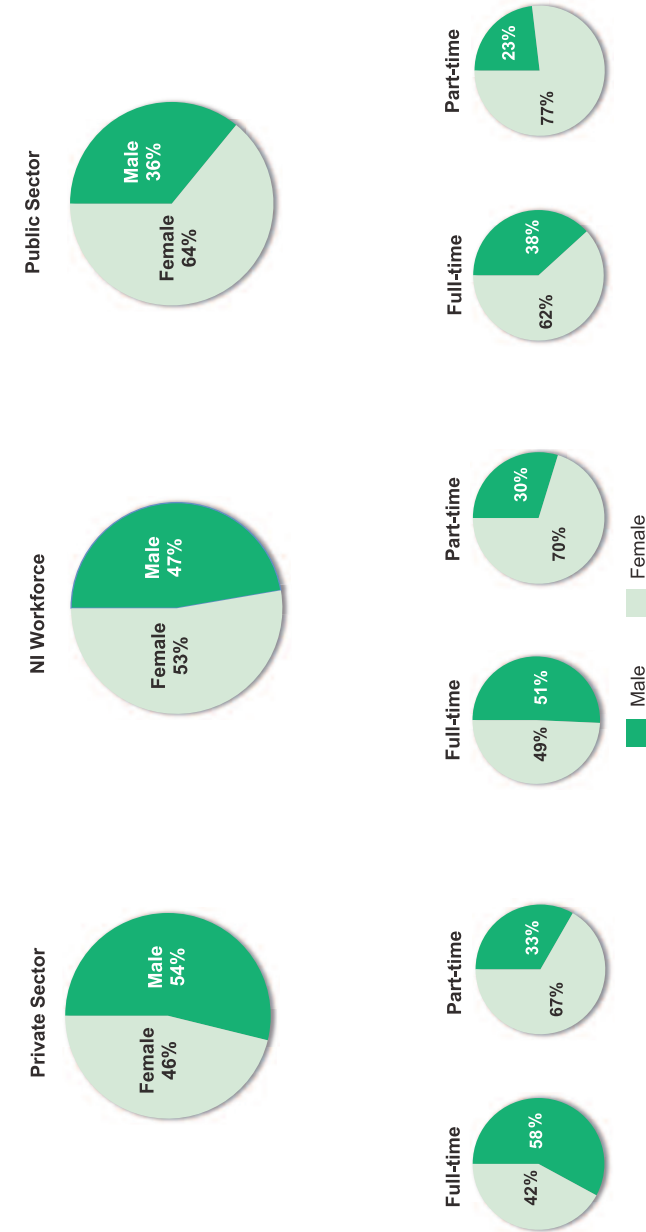
Full-time and Part-time Employees

For the third consecutive year, the monitored full-time workforce decreased (by 0.5%, -2,044). Similarly, the monitored part-time workforce decreased in 2011, although by a lesser number of employees (1.0%, -840) than the full-time workforce. Chart 5 illustrates how the gender composition of the monitored workforce varies by sector and by full-time/part-time status.

In 2011, the composition⁸ of the monitored full-time workforce was [54.1%] Protestant and [45.9%] Roman Catholic. The composition of the monitored part-time workforce was [51.5%] Protestant and [48.5%] Roman Catholic.

The upward trend in female Roman Catholic full-time representation, observed since 2001, continued again in 2011. During the period 2001-2011, female Roman Catholic full-time employment increased overall by more than a quarter (25.8%, 19,469), compared with a rise of 0.6% (619) for their Protestant counterparts. Consequently, female Roman Catholics' share of the monitored full-time workforce was [23.8%] in 2011, an increase of [0.2 pp] from [23.6%] in 2010, and [4.3 pp] from [19.5%] in 2001.

Chart 5: Composition of Employees by Gender % 2011



FLOWS IN EMPLOYMENT

Applicants

In 2011, the overall number of applicants to the monitored workforce increased from 2010 by 2.5% (16,119) to 652,696, which marks the highest number of applicants since 2006. This growth was limited to the private sector, which increased by 9.2% (43,848). In comparison, the public sector decreased by 17.1% (-27,729) to 133,976, the lowest number recorded during the period 2001-2011⁹.

For a third consecutive year there were more Roman Catholic [51.6%] than Protestant [48.4%] applicants overall, with the Roman Catholic share increasing from 2010 by [0.9 pp]. In broad terms, since 2001 the closing, and ultimately reversal, of the gap between applicants from the two communities has been driven by an overall decline in Protestant applicant numbers (-39,722) and an overall increase in Roman Catholic applicant numbers (34,850).

Appointees

In 2011, the number of appointees contracted for the fourth consecutive year (6%, -4,235), to 66,184, the lowest number recorded for the period 2001-2011. The overall decline in appointees was limited to the public sector. Within the monitored workforce, a decline in appointees was recorded for all groups. However, the observed drop in appointee numbers was steepest for female Protestants (-1,306) and female Roman Catholics (-1,383). Proportionally, Protestant and Roman Catholic appointees decreased by similar amounts, hence for the sixth consecutive year, Roman Catholics comprised a greater proportion of appointees [52.1%] than did Protestants [47.9%]. Over the period 2001-2011, the Roman Catholic share of appointees has gradually increased.

Leavers

In 2011, the number of leavers contracted for the second consecutive year (10.4%, -6,861), to 58,859, the lowest number recorded for the period 2001-2011. A decrease in leaver numbers was observed within both the private (-4,796) and public (-2,065) sectors and across each group in employment. Overall, the observed drop in leaver numbers was steepest for male Protestants (-1,971) and female Protestants (-1,943) though there were differences in the patterns observed in the public and private sectors. In 2011, Protestants comprised a greater proportion of leavers [50.5%] than did Roman Catholics [49.5%], indicating a continuation of the trend observed since 2001.

THE PRIVATE SECTOR

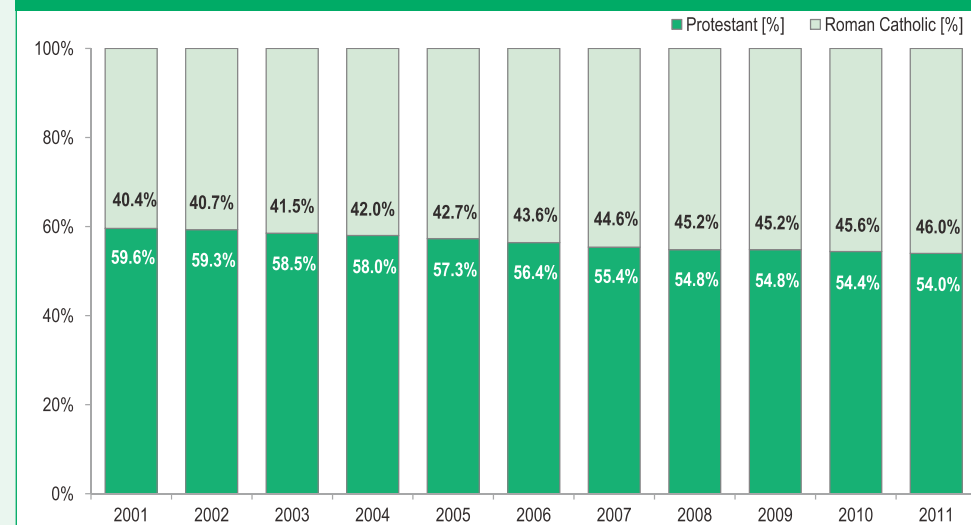
The monitored private sector workforce now stands at 323,576 employees, accounting for nearly two-thirds (63.5%) of the total monitored workforce. In 2011, private sector employment grew by 0.2% (622) compared with 2010, marking the first period of growth in the sector since 2008. This increase in private sector employment has been driven by an overall rise in full-time employment of 0.4% (956).

Total **Roman Catholic employment** levels increased by 1.4% during the year, while Protestant employment levels fell by 0.4%. Overall, during the period 2001-2011, the Roman Catholic private sector count rose by 16.3% (19,146), while the total number of Protestant employees fell by 7.5% (-12,979).

Due to the decline in **Protestant employment** levels, the Roman Catholic share of the total private sector workforce was [46.0%] in 2011, an increase of [0.4 pp] from [45.6%] in 2010, and [5.6 pp] from [40.4%] in 2001 (Chart 6).

In terms of **gender**, the number of male employees in the private sector increased for the first time since 2008, whilst the number of female employees has decreased every year since it peaked in 2008. In 2011, females accounted for 46.2% of the private sector workforce, a decrease from 2010 of 0.1% (-161). The female share of private sector employees was 45.5% in 2001 and has fluctuated over the period 2001-2011.

Chart 6: Composition of Private Sector (All) Employees [%] by Community Background, 2001-2011



Full-time and Part-time Employees

Between 2010 and 2011 the greatest increase in numbers in private sector employment occurred among full-time male Roman Catholic employees (1.9%, 1,204), followed by full-time female Roman Catholics (0.6%, 574). This indicates a continuation of the broad trend observed during the last eleven years, and suggests that the pausing of rate of growth in the overall Roman Catholic share noted in 2009 was temporary.

In 2011, the composition of the private sector full-time workforce was [54.6%] Protestant and [45.4%] Roman Catholic. The composition of the private sector part-time workforce was [50.8%] Protestant and [49.2%] Roman Catholic. In 2011, women account for 46.2% of all private sector employees. However, there are differences in female representation in the full-time and part-time private sector workforces. Women comprised 42.1% of the full-time workforce and 66.7% of the part-time workforce in 2011, considerably less than the comparable figures for the public sector (61.8% and 76.9% respectively). Although, the private sector part-time workforce is still predominately female, over the period 2001-2011, their share of the private sector part-time workforce has fallen steadily from a peak of 71.8% in 2001 to 66.7% in 2011.

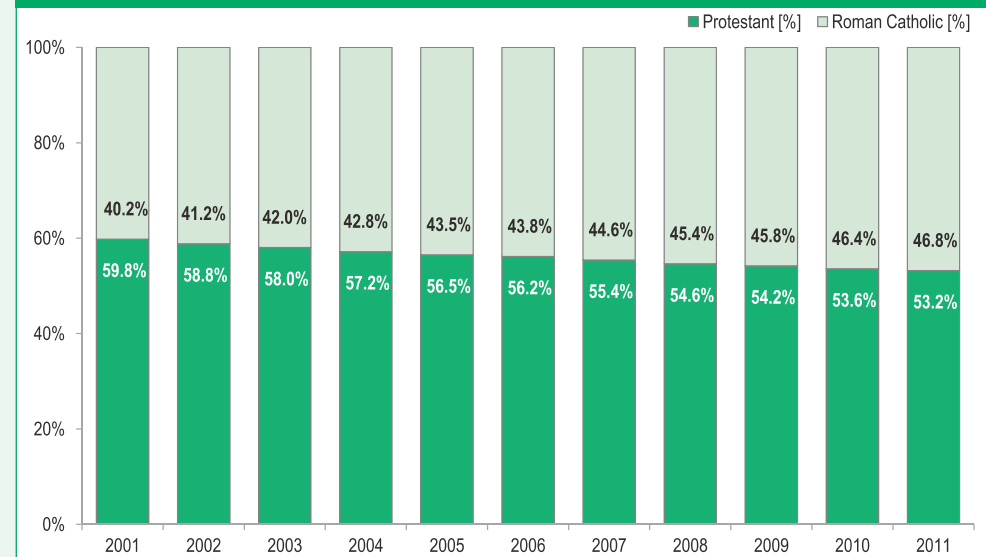
THE PUBLIC SECTOR

The total public sector workforce now stands at 186,266 employees, a decrease from 2010 of 1.8% (-3,506). Each group in the public sector workforce decreased in 2011, with the greatest decrease in employment among full-time Protestant male employees (3.8%, -1,259).

Total **Protestant employment** decreased by 2.4% (-2,343), the largest since 2007, while the **Roman Catholic** count decreased by 0.9% (-719), the largest recorded for the period 2001-2011. During the period 2001-2011, the number of Roman Catholic public sector employees rose by 25.1% (16,631) overall, whilst the number of Protestant employees fell by 4.4% (-4,383).

Due to the steeper decline in Protestant employment levels, the Roman Catholic share of the total public sector workforce was [46.8%] in 2011, an increase of [0.4 pp] from [46.4%] in 2010, and [6.6 pp] from [40.2%] in 2001 (Chart 7). Total **male employment** decreased by 2.9% (-2,011) in 2011, a continuation of the trend observed every year since 2005. The total number of **female employees** also decreased in 2011, by 1.2% (-1,495), a smaller rate than that for male employees. Thus, in 2011, the trend of an increasing proportion of female employees in the public sector continued, with an increase from 2010 of (0.4 pp) in their share of the workforce, to 64.1%.

Chart 7: Composition of Public Sector (All) Employees [%] by Community Background, 2001-2011



Each of the **six components** that comprise the public sector contracted during the year. Between 2010 and 2011, the numbers of Protestant employees decreased in all six components, whilst the security-related sector was the only component in which Roman Catholic employees increased.

The **security-related component** of the public sector contracted in 2011, continuing a long established trend. During the period 2001-2011, the security-related sector has decreased by 40.6% (-8,655) overall, and now contains 12,674 employees. In terms of composition, the Roman Catholic share of the security sector has gradually increased over the period 2001-2011. The Roman Catholic share was [23.6%] in 2011, an increase of [1.5 pp] from [22.1%] in 2010, and [15.2 pp] from [8.4%] in 2001.

The Roman Catholic proportion of full-time public sector employment continued to grow in 2011 by [0.5 pp] from [46.3%] in 2010. This is a continuation of a long-established upward trend in Roman Catholic representation. In contrast the Roman Catholic share of part-time public sector employees remained unchanged from 2010. Over the period 2001-2011, the Roman Catholic share of the part-time public sector workforce has fluctuated, but an overall upward trend in Roman Catholic representation is evident.

In 2011, females accounted for 61.8% of the full-time and 76.9% of part-time public sector employees. While the female share of the public sector full-time workforce increased by (6.6 pp) overall during the period 2001-2011, their share of the part-time workforce decreased by (0.9 pp) overall during the same period.

As noted earlier, the overall decline in the total monitored workforce in 2011 can be attributed to the decrease in overall public sector employment. Each group in the public sector workforce decreased in 2011, with the greatest decrease in employment among full-time Protestant male employees (3.8%, -1,259), followed by full-time Protestant female employees (1.7%, -830). Among the part-time workforce, Roman Catholic females saw the greatest decrease in numbers employed (1.9%, -189).

END NOTES

1. Fair Employment monitoring began in 1990, however due to changes to the scope of monitoring introduced in 2001, the default year for all long term comparisons in this report is 2001.
2. The fair employment legislation requires certain employers to register with the Equality Commission and to complete an annual monitoring return detailing the community background, employment status, occupation and sex of their workforce. All public sector employers are deemed to be automatically registered with the Commission. All private sector concerns with 11 or more employees are required to register.
3. 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').
4. 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 (estimate derived by comparison with the Northern Ireland Labour Force Survey, July - Sep 2011, DETINI). It does not include those who are not monitored: e.g. the self-employed, those on government training schemes, school teachers and those working in private sector concerns with 10 or less employees.
5. In 2010, a slight increase (0.3%, n=649) was observed in public sector employment, attributed to an overall increase in part-time employment within the sector.
6. The latest estimate (2010) for the **Roman Catholic share of the economically active (working age)** is that it lies somewhere in the range **[43.3%] to [46.5%]**. In the 2010 LFS Religion Report, the variable 'religious composition of the economically active (working age) has a confidence interval of +/-1.6 around the estimated value of [44.9%] for Roman Catholics and [55.1%] for Protestants. Thus, this means there is a 95% certainty that the true figure for the Roman Catholic share of the economically active population (of working age) lies somewhere between 43.3% and 46.5%.
7. In 2006, a 0.1 pp decline (to 51.7%) in the female share of monitored employees was observed.
8. In this summary, figures and percentages relating to community composition are based on Protestants and Roman Catholics only, with the Non-Determined excluded. The full monitoring report presents data for all three categories. They are presented in a **square bracket format**, e.g. [54.6%]. Please note that **'count'** refers to the number of employees, while **'share'** relates to the relative proportions of Protestants and Roman Catholics in the relevant workforce.
9. Excluding the RPA affected returns in 2008.

Equality Commission

FOR NORTHERN IRELAND

Copies of the full report can be obtained from the Equality Commission (see address below) or from our web site: www.equalityni.org/research

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