

Annual Fair Employment Monitoring Report No.23 Summary Report



KEY FINDINGS:

NI Monitored Workforce

- In 2012, while Protestants continued to comprise the majority of the monitored workforce, the **Roman Catholic share [46.6%]** continued to increase (by [0.3 pp]), albeit at a slower rate than previously observed. A gradual upward trend (averaging around [0.5 pp] per annum) in the Roman Catholic share of the monitored workforce has been observed since 2001.
- **Females** increased their share of the monitored workforce almost every year between 2001 (50.4%) and 2010 (52.7%). However, since 2010, the female share has remained unchanged at (52.7%).
- For a fourth consecutive year, Roman Catholics [51.6%] comprised a greater proportion of **applicants** than Protestants [48.4%], although the shares have remained unchanged from the previous year. Overall, the Roman Catholic share increased by [6.8 pp] from [44.8%] in 2001.
- For a seventh consecutive year, Roman Catholics [50.9%] comprised a greater proportion of **appointees** than did Protestants [49.1%]. However, the Roman Catholic share decreased by [1.2 pp] from [52.1%] in 2011, representing the first decline in their share since 2008. Overall, the Roman Catholic share of appointees has increased by [6.1 pp] from [44.8%] in 2001.
- In 2012, as with every year across the period from 2001, Protestants [52.1%] comprised a greater proportion of **leavers** than did Roman Catholics [47.9%]. During the period, 2001-2012, the Protestant and Roman Catholic shares of leavers fluctuated. However, overall, the Protestant share of leavers has decreased by [3.7 pp] from [55.8%] in 2001.

Private Sector

- In the private sector, the **Roman Catholic share [46.2%]** increased by [0.2 pp] from [46.0%] in 2011, and [5.8 pp] from [40.4%] in 2001. This marks the continuation of a long established trend of increased Roman Catholic representation in the private sector, although at slower rate than that observed in more recent years ([0.2 pp] compared to an average of [0.5] pp per annum).
- The **female** share of private sector employment declined for the second consecutive year. The female share now stands at 45.9%, a rate similar to that observed prior to a peak in 2010 (46.3%).

Public Sector

- In the public sector, the **Roman Catholic share** was [47.1%] in 2012, an increase of [0.3 pp] from [46.8%] in 2011 and [6.9 pp] from [40.2%] in 2001. During the period 2001-2012, Protestants have held a larger share of the public sector workforce, although this has been gradually decreasing, overall by [6.9 pp] from [59.8%] in 2001 to [52.9%] in 2012.
- In 2012, the **female** share (64.6%) of employees in the public sector continued to increase, by 0.5 pp from 64.1% in 2011 and by 5.5 pp overall from 59.1% in 2001.

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 127 public bodies and 3,570 private sector concerns during 2012.

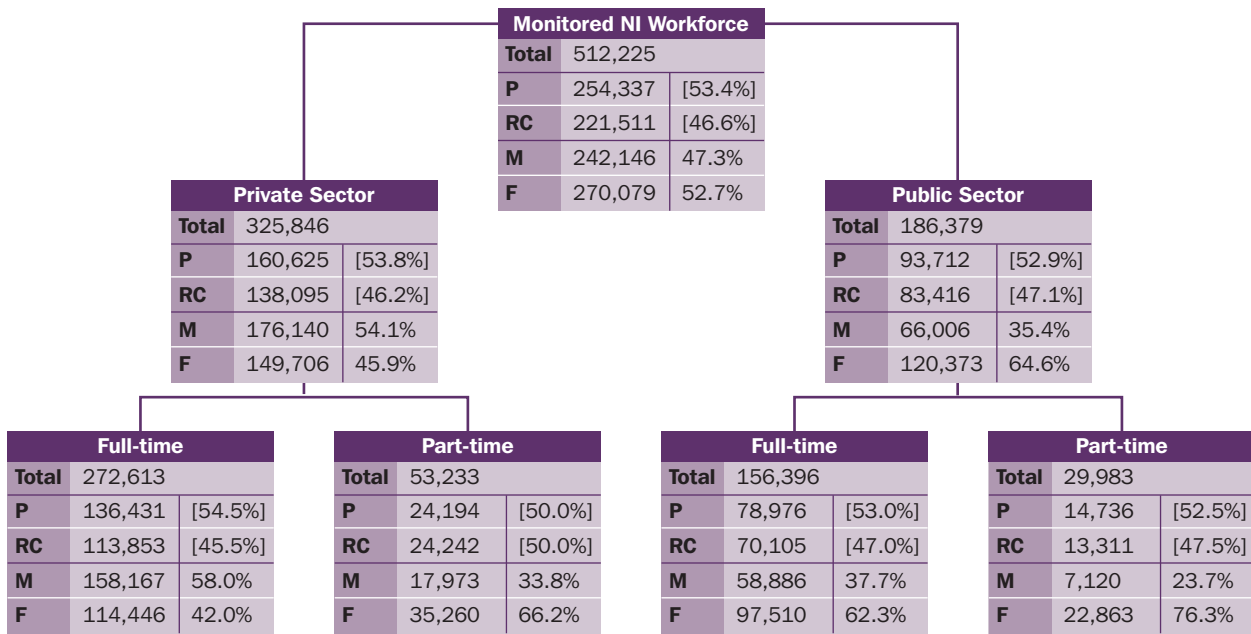
Monitoring Report No. 23, the full report upon which this summary is based, can be accessed at www.equalityni.org/FETOMonreport.

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 1. The summary also considers the six components of the public sector and the composition of applicants and appointees.

Accessing Detailed Information

This document presents high level information only. Detailed information and tables (for example information on those not determined as either Protestant or Catholic, cross-tabulations by ‘community background and sex’ or information by SOC for each of the sectors), previously available in the hardcopy annual monitoring reports, can now be obtained from the ‘Annual Fair Employment Monitoring Report’ pages on the Commissions website at www.equalityni.org/FETOMonreport.

Chart 1: Profile of the Monitored Northern Ireland Workforce, 2012



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

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In Summary: Overall, in 2012, while Protestants continue to comprise the majority of the workforce, the Roman Catholic share of the monitored workforce continued to increase, albeit at a slower rate than previously observed. Roman Catholics continued to comprise more than half of applicants and appointees, although their share of appointees decreased for the first time since 2008. As with every year across the period from 2001, Protestants comprised a greater share of leavers from the monitored workforce.

Employment Stocks

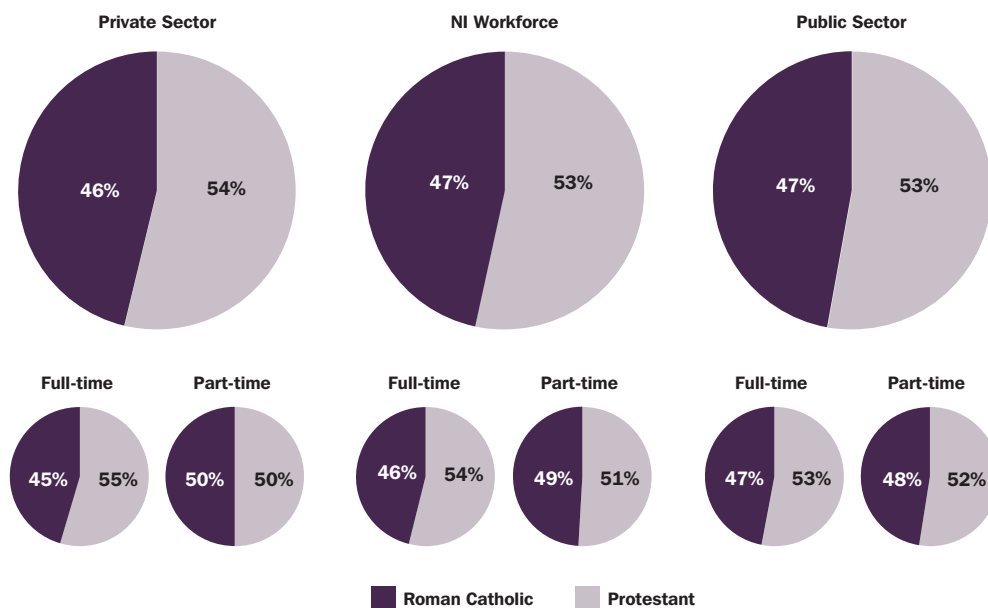
Chart 2 illustrates the community background composition of the monitored workforce including variations by sector and by employment type i.e. full-time/part-time status.

Continuing the trend of recent years, the Roman Catholic share of monitored employment increased from [46.3%] in 2011 to [46.6%] in 2012⁵. This increase of [0.3 pp], indicates a continuation of the trend of increased Roman Catholic representation observed since 2001 [40.3%], albeit at a slower rate than that observed over the period 2001-2012 (averaging around [0.5 pp] per annum).

The community background compositions in the public and private sectors, and in the full-time workforces, are broadly reflective of the overall workforce position, with the part-time workforce overall, and in the private sector, again being slightly more Roman Catholic than the overall workforce figures (Chart 2).

In 2012, females continued to account for more than half (52.7%) of all monitored employees in Northern Ireland, increasing their share of the monitored workforce almost year on year between 2001 (50.4%) and 2010 (52.7%). However, since 2010, the female share has remained unchanged at (52.7%). Chart 3 presents the gender composition of the monitored workforce by sectors and by employment type.

Chart 2: Monitored Northern Ireland Workforce All Employees [%] by Community Background, 2012



In 2012, female representation in the private sector (45.9%) was 6.8 pp lower than female representation in the overall workforce (52.7%). In contrast, female employment in the public sector (64.6%) was 11.9 pp higher than the female share of the overall workforce (Chart 3). During the period 2001-2012, females have consistently held a larger share of public sector employment.

In 2012, notable differences in female representation in the full-time and part-time workforces are observed. Women comprised 42.0% of the private sector full-time workforce and 66.2% of the private sector part-time workforce in 2012, considerably less than the comparable figures for the public sector (62.3% and 76.3% respectively) (Chart 3). The differences in female representation in the private and public sectors can be observed throughout the period 2001-2012, and broadly reflect the current position.

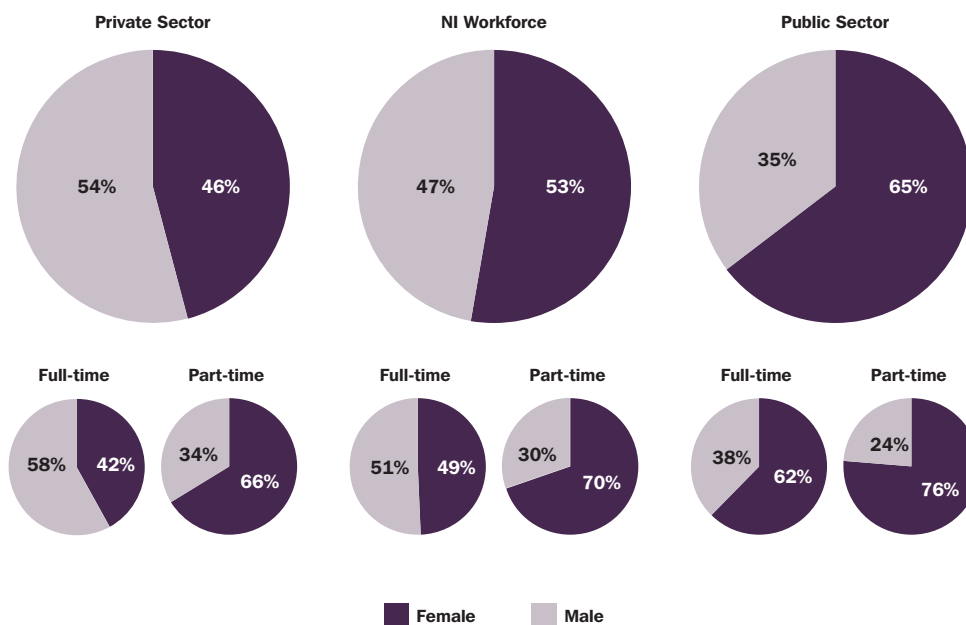
Employment Flows

Applicants

In 2012, for a fourth consecutive year there were more Roman Catholic [51.6%] than Protestant [48.4%] applicants. However, the shares remained unchanged from the previous year. Over the period 2001-2011, the Roman Catholic share of monitored applicants gradually increased by [6.8 pp] from [44.8%].

In 2012, the female share (48.5%) of applicants to the monitored workforce increased for the first time since 2009, by 1.5 pp from 47.0% in 2011. However, overall, during the period 2001-2012, the female share decreased by 2.0 pp from 50.5% in 2001.

Chart 3: Monitored Northern Ireland Workforce All Employees by Sex (%), 2012



Appointees

For a seventh consecutive year, Roman Catholics comprised a greater proportion of appointees [50.9%] than did Protestants [49.1%], although the Roman Catholic share decreased from 2011 by [1.2 pp], representing the first decline in their share since 2008. Over the period 2001-2011, the Roman Catholic share of appointees has gradually increased by [6.1 pp] from [44.8%] in 2001.

For the second consecutive year, males (50.4%) comprised more than half of appointees to the monitored workforce. Despite an overall increase of 4.7 pp from 45.7% in 2001, in the male share during the period 2001-2012, no observable trend can be identified by gender due to the amount of variation in the share of appointees during this period.

Leavers

In 2012, Protestants comprised a greater proportion of leavers [52.1%] than did Roman Catholics [47.9%], a continuation of the trend observed since 2001. However, during the period 2001-2012, the Protestant and Roman Catholic shares of leavers fluctuated, although overall, the Protestant share of leavers decreased by [3.7 pp] from [55.8%] in 2001.

Females continued to account for more than half (55.0%) of leavers from the monitored workforce, a trend observed since 2001. However, the female share remained relatively unchanged (≤ 0.1 pp) from 2011, suggesting a slowing in the rate of female leavers from the monitored workforce in more recent years.

THE PRIVATE SECTOR

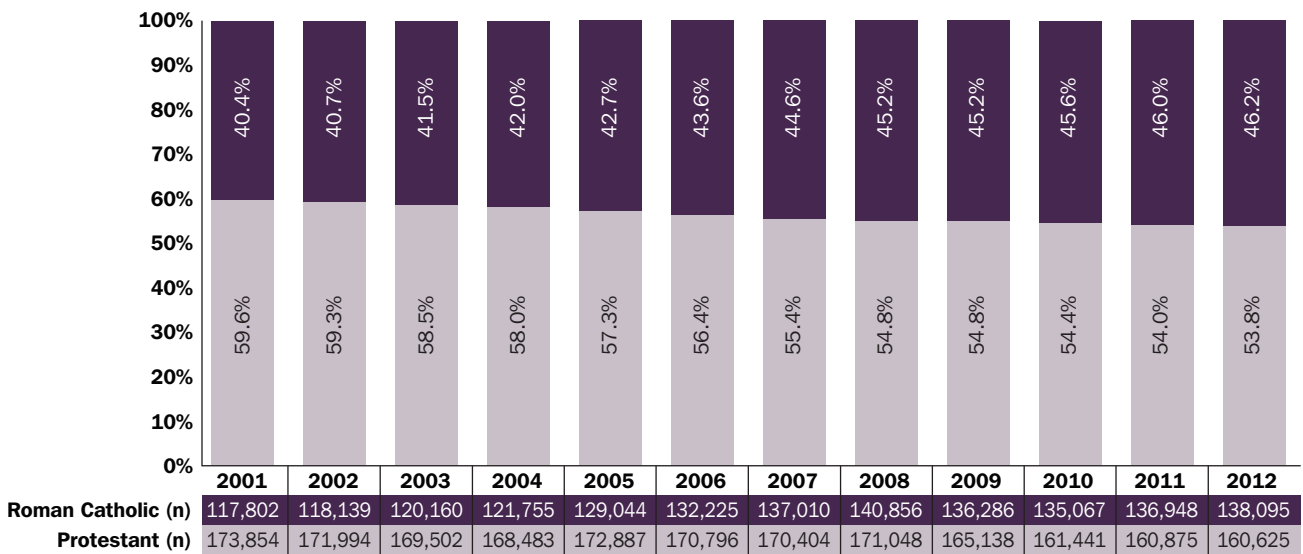
In Summary: Overall, in 2012, while Protestants continue to comprise the majority of the private sector workforce, the Roman Catholic share of private sector employment continued to increase, albeit at slower rate than in previous years. Although, Roman Catholics comprised more than half of applicants and appointees, the broad trend of increasing Roman Catholic applicant and appointee shares observed in more recent years, discontinued in 2012. For leavers there was change in trend, as for the first time in the period 2001-2012, the Roman Catholic share of private sector leavers decreased, although Roman Catholics still comprised the majority share.

Employment Stocks

The Roman Catholic share of the total private sector increased from [46.0%] in 2011 by [0.2 pp] to [46.2%], and by [5.8 pp] from [40.4%] in 2001 (Chart 4). This marks the continuation of a long established trend of increased Roman Catholic representation in the private sector although in more recent years this rate has slowed (an average of [0.5 pp] per annum has been observed during the period 2001-2012).

In respect to gender composition, the female share of private sector employment declined for the second consecutive year. The female share now stands at 45.9% (Chart 3), a rate similar to that observed prior to a peak in 2010 (46.3%).

Chart 4: Private Sector Workforce All Employees [%] by Community Background, 2001-2012



Employment Flows

Applicants

For the sixth year in succession, the Roman Catholic share of applicants [51.7%] exceeded that of their Protestant counterparts [48.3%]. The Roman Catholic share steadily increased between the period 2001-2007, and in more recent years (2008-2012) the Roman Catholic and Protestant shares have fluctuated. However, overall the Roman Catholic share increased by [7.9 pp] from [43.8%] in 2001.

During the period 2001-2012, males have consistently comprised a larger share of applicants to the private sector. However, for the second consecutive year, the female share of applicants increased, by 0.9 pp from 45.6% in 2011 to 46.5% in 2012.

Appointees

For the seventh year in a row, the Roman Catholic share of appointees [50.9%] exceeded the Protestant share [49.1%]. However, for the second year in a row, the Protestant share increased, by [1.3 pp] from [47.8%] in 2011.

In 2012, males (53.1%) continued to comprise more than half of private sector appointees, a trend that has been observed since 2005.

Leavers

In 2012, the composition of private sector leavers was [49.0%] Protestant and [51.0%] Roman Catholic. This marks the continuation of the trend observed since 2008 of Roman Catholics comprising a greater proportion of private sector leavers than Protestants. However, for the first time in the period 2001-2012, the Roman Catholic share of private leavers decreased, by [1.6 pp] from [52.6%] in 2011. This represents a discontinuation of the broad trend⁶ observed since 2001 of an increasing Roman Catholic share of private sector leavers.

In 2012, for a second consecutive year, females (50.6%) comprised more than half of leavers from the private sector. This marks the discontinuation of a downward trend observed during 2008-2010 and suggests a reversal back to the trend observed between 2001-2007 of more female than male leavers from the private sector.

THE PUBLIC SECTOR

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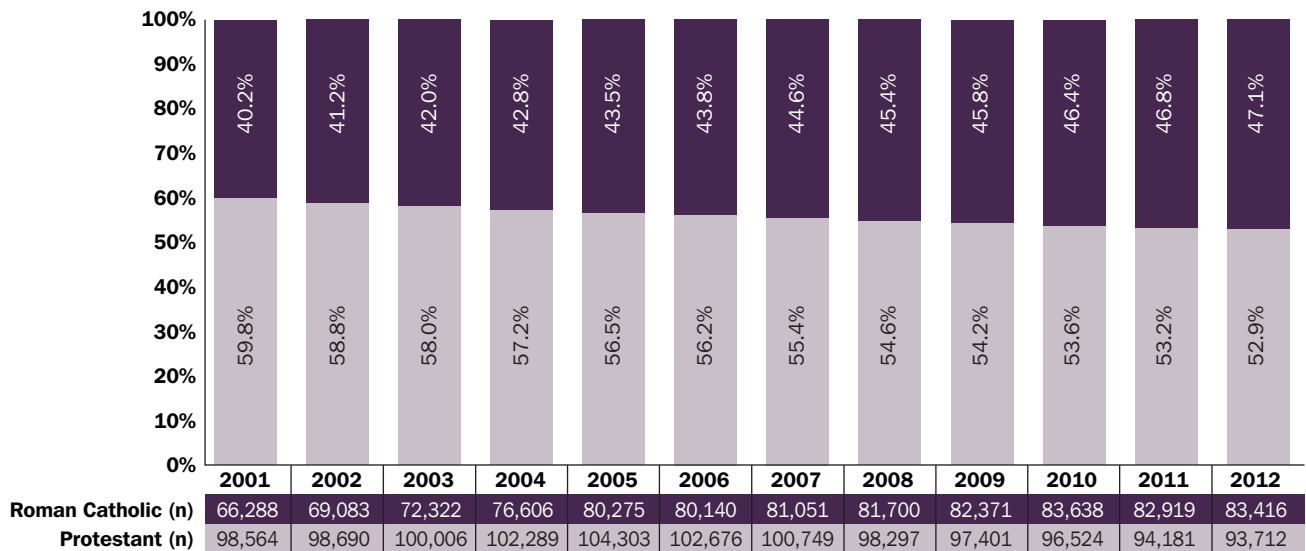
In Summary: Overall, in 2012, while Protestants continue to comprise the majority of the public sector workforce, the Roman Catholic share of public sector employment, applicants and appointees continued to increase. Roman Catholics comprised more than half of all applicants and appointees. For the first time in the period 2001-2012, the Roman Catholic share of applicants exceeded that of the Protestant share. Protestants continued to comprise the majority of leavers from the private sector.

Employment Stocks

The Roman Catholic share of the total public sector was [47.1%] in 2012, an increase of [0.3 pp] from [46.8%] in 2011. During the period 2001-2012, Protestants have held a larger share of the public sector workforce, although this has been gradually decreasing, overall by [6.9 pp] from [59.8%] in 2001 to [52.9%] in 2012 (Chart 5).

In 2012, the female share (64.6%) of employees in the public sector continued to increase, by 0.5 pp from 64.1% in 2011 and by 5.5 pp from 59.1% in 2001.

Chart 5: Public Sector Workforce All Employees [%] by Community Background, 2001-2012



Employment Flows

Applicants

For the first time during the period 2001-2012, Roman Catholics [50.9%] comprised a greater proportion of public sector applicants than did Protestants [49.1%], with the Roman Catholic share increasing from 2011 by [1.5 pp]. This represents a discontinuation of the trend of Protestant applicants exceeding that of Roman Catholic applicants observed since 2001.

In 2012, more than half of applicants to the public sector were female (56.8%), continuing the broad trend⁷ observed during the period 2001-2012 of females comprising a larger share of public sector applicants.

Appointees

For the third consecutive year, Roman Catholics comprised a greater proportion of public sector appointees [51.2%] than did Protestants [48.8%]. The shares of Protestant and Roman Catholic appointees have remained relatively unchanged [≤ 0.1 pp] from 2010. Over the period 2001-2012, the Roman Catholic and Protestant shares of private sector applicants have fluctuated.

Considered by gender, in 2012, 65.6% of appointees to the public sector were female, while 34.4% were male. During the period 2001-2012, females have year-on-year, consistently comprised the majority of public sector appointees. However, overall during this period the female share has decreased by 3.9 pp from 69.5%.

Leavers

In 2012, the composition of public sector leavers was [56.1%] Protestant and [43.9%] Roman Catholic. During the period 2001-2012, Protestants comprised a greater proportion of public sector leavers than Roman Catholics.

Females continued to comprise the majority (61.2%) of leavers from the public sector, a trend observed since 2001. However, for the second consecutive year, the female share decreased, by 2.1 pp from 63.3% in 2011. Overall, the female share has decreased by 2.2 pp from 63.4% in 2001.

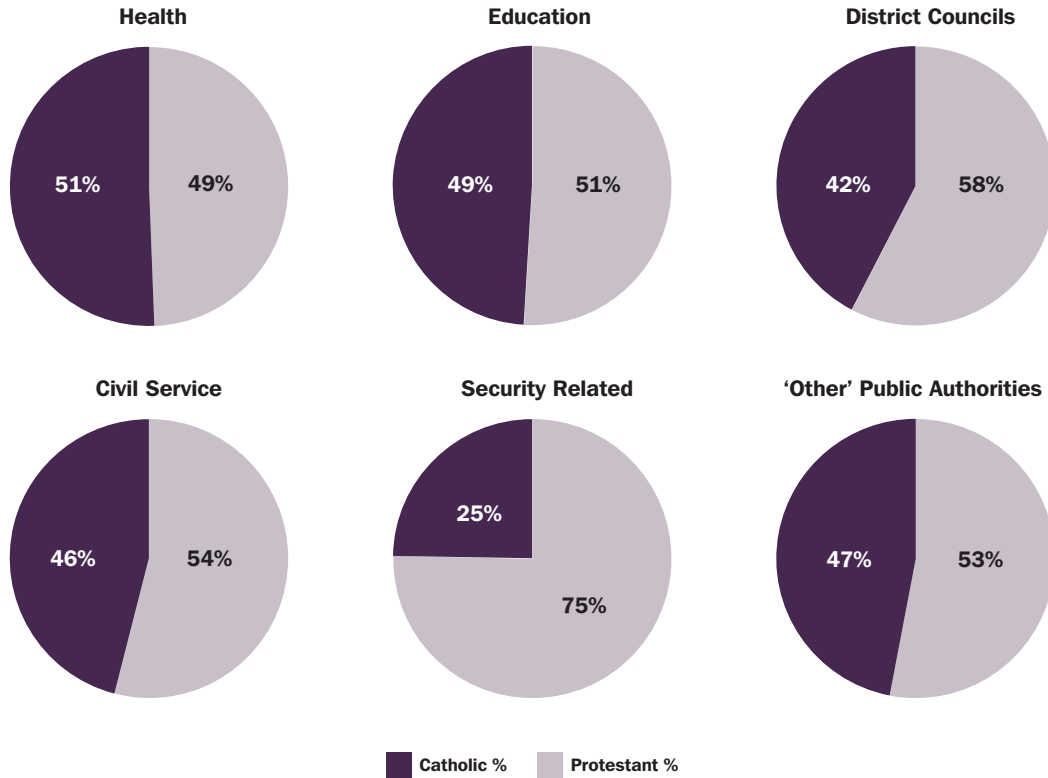
The Component Sectors

In terms of the sub-components of the public sector, the Roman Catholic composition of each sector is: Health [50.6%]; Education [49.0%]; District Councils [42.4%]; Civil Service [46.0%]; Security-related [24.7%]; and 'Other Public Authorities' [47.0%] (Chart 6). The Protestant share of employees contracted during the year in all but the Education and 'Other' Public Authorities sectors.

Regarding gender, in 2012, the male and female shares of the Health, District Councils and Civil Service sectors remained broadly unchanged since 2009.

The most notable gender composition changes to occur within the public sector components since 2011 are observed within the security-related and 'Other' Public Authorities sectors. In the Security-related sector, the female share (34.4%) of employment continued to increase (by 1.3 pp). Similarly, in 2012, the female share (38.0%) of employment within the 'Other' Public Authorities sector continued to increase (by 2.7 pp); this was at a higher rate than observed in the previous year.

Chart 6: Composition of the Public Sector, Component Sectors [%] by Community Background, 2012



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, 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.
5. The latest estimate (2011) for the **Roman Catholic share of the economically active (working age)** is that it lies somewhere in the range **[45.1%] to [48.9%]**. In the 2011 LFS Religion Report, the variable 'religious composition of the economically active (working age)' has a confidence interval of +/-1.9 around the estimated value of [47.0%] for Roman Catholics and [53.0%] 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 45.1% and 48.9%. Additionally, the **Census 2011**, shows that of all usual residents aged 16-74, who declared their religion or religion brought up in (excluding those who declared Other religions and none) and are **economically active** as **47.6% Catholic and 52.4% Protestant** and Other Christian.
6. The Roman Catholic share of leavers decreased slightly [0.1 pp] between 2009 and 2010.
7. With the exception of the RPA affected returns in 2008 when the female share was [49.4%].

Equality Commission

FOR NORTHERN IRELAND

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