

Fair Employment Monitoring Report No.26

An overview of High Level Trends and
Aggregated Monitoring Returns 2015



Key Findings:

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High Level Trends Over Time

- The composition of all monitored employments, when aggregated together, continues to more closely mirror estimates of the composition of all those available for work than when fair employment monitoring was first introduced.
- While members of the Protestant community continued to comprise the majority of the monitored workforce in 2015, members from the Roman Catholic community continued to increase their share (by around [0.5 pp] per annum) to [47.9%]. A gradual upward trend (averaging around [0.6 pp] per annum) in the share of members of the Roman Catholic community to the monitored workforce has been observed since 2001.
- For a seventh consecutive year, members of the Roman Catholic [52.9%] community comprised a greater proportion of **applicants** than those from the Protestant community [47.1%]. This marks a continuation of the gradual increase observed in the share of applicants from members of the Roman Catholic community over the period 2001-2015, of [8.1 pp] from [44.8%] in 2001.
- Since 2006, members of the Roman Catholic community have annually comprised a greater proportion of **appointees** than members of the Protestant community. During the period 2001-2015, the share of members of the Roman Catholic community has steadily increased, by [1.3 pp] from [51.8%] in 2014 and overall by [8.3 pp] from [44.8%] in 2001 to [53.1%] in 2015.

NI Monitored Workforce

- In 2015, while members of the Protestants community continued to comprise the majority of the workforce, members of the **Roman Catholic** [47.9%] community continued to increase (by [0.5 pp]) their share, albeit at a slower rate than observed as a whole over the period 2001- 2015.
- **Females** had increased their share of the monitored workforce almost every year between 2001 (50.4%) and 2010 (52.7%). However, having remained relatively unchanged (≤ 0.1 pp) since 2010, the female share decreased for the second consecutive year by 0.2 pp to 52.2%, although at a slower rate than the previous year.
- Members of the Roman Catholic community compromised [50.9%] of **leavers** from the monitored workforce. Members of the Protestant community compromised [49.1%] of leavers (Web Table 2.7). Overall, the share of leavers from the Protestant community has decreased by [6.7 pp] from [55.8%] in 2001.

Private Sector

- The **Roman Catholic** community share of the private sector workforce was [47.6%], an increase of [0.6 pp] from [47.0%] in 2014 and [7.2 pp] from [40.4%] in 2001. This marks the continuation of a long established trend of increased representation of members of the Roman Catholic community in the private sector, although at a greater rate to that observed in more recent years (an average of [0.5 pp] per annum has been observed during the period 2001-2014).
- The **female** share of private sector employment decreased in 2015 by 0.2 pp, having remained relatively unchanged (≤ 0.1 pp) in more recent years. The female share now stands at 45.3%, a rate similar to that observed during the period 2001-2008, before a peak in 2010 (46.3%).

Public Sector

- The share of the public sector workforce from members of the **Roman Catholic** community [48.4%] continued to increase in 2015 (by [0.4 pp]), at a similar rate as observed in recent years. During the period 2001-2015, the Protestant community held a larger share of the public sector workforce ([51.6%] in 2015), although this has been gradually decreasing since 2001 when it stood at [59.8%].
- In 2015, the **female** share (65.1%) of employees in the public sector increased by 0.3 pp and has increased overall by 6.0 pp from 59.1% in 2001.



Foreword

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This Twenty Sixth Annual Fair Employment Monitoring Report shows that, when taking into consideration only employees for whom a community background could be determined, 52.1% of the monitored workforce was Protestant and 47.9% Roman Catholic. This increase of 0.5 percentage points in the Catholic share from the previous year continues the gradual upward trend in the Catholic share of the monitored workforce which we have observed since 2001.

As has been the consistent case over recent years, the community background compositions of employees in the monitored workforce are broadly reflective of the estimated composition of the economically active, of working age, in Northern Ireland.

The Fair Employment legislation introduced duties on certain employers to monitor the community compositions of their workforces for the purpose of assessing fair participation for members of the Protestant community and of the Roman Catholic community. Although not a requirement of legislation, the Commission has published a summary of employer information at the aggregate level.

For employers, over the past twenty-six years' employer workforce monitoring has provided the evidential basis to inform the three-yearly reviews which individual employers conduct into the composition and trends of their own workforce - a review which enables employers to take action to ensure fair participation within their own workforce.

Employers, through their adoption of these and related approaches have played a key role in enabling workplaces to become more diverse and less contentious.

Dr Michael Wardlow
Chief Commissioner



Fair Employment: Employer Monitoring and Review

The Fair Employment and Treatment (Northern Ireland) Order requires registered and specified employers¹ amongst other duties, to:

- Monitor the composition of their workforce² and of those applying, appointed, leaving or being promoted;
- Submit an annual monitoring return to the Commission (both Article 52); and
- Review their workforce composition and employment practices at least once every three years, “for the purposes of determining whether members of each community are enjoying... fair participation” and the “affirmative action (if any) which would be reasonable and appropriate”. (Article 55)

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

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

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

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

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

1 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.

2 The Fair Employment and Treatment Order (Northern Ireland) requires registered employers to collect monitoring data each year on the community composition and gender of their workforce. In addition to monitoring the composition (or ‘stock’) of those currently in employment, employers are also required to monitor the composition of those joining, progressing through, or leaving employment (termed ‘flows’).

Focus on ‘Community Composition’

The scope of Fair Employment monitoring, and of this report, focuses on the ‘community composition’ of those applying, appointed, leaving or being promoted in registered or specified employers in Northern Ireland. Monitoring thus covers an estimated 65 - 67% of all of those in employment.³

As set out under the Fair Employment and Treatment (Northern Ireland) Order (1998), “community” means the Protestant community, or the Roman Catholic community in Northern Ireland. In this specific context, the terms ‘Protestant’ and ‘Roman Catholic’ in fair employment monitoring are thus NOT used to convey religion, religious belief, or non-belief.

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

Further information relating to Fair Employment Legislation; Employer duties to monitor and review; and Commission duties is available on the Commissions website www.equalityni.org/femonreport26.

³ Estimated derived by comparison with figures from the Northern Ireland Labour Force Survey (Oct - Dec 2015, DETINI). The following are not monitored: the self-employed, those on government training schemes, school teachers and those working in private sector concerns with 10 or less employees.

Fair Employment Monitoring Report

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Fair Employment Monitoring Report

Although the central purpose of employer monitoring information is to allow employers (through their Article 55 reviews) to determine whether members of each community are afforded fair participation in those individual employments, there is also interest in considering monitoring figures at the Northern Ireland level⁴.

On an annual basis, each registered employer must provide a *summary* of monitoring data it holds to the Equality Commission via an 'annual monitoring return'. Although not required by statute, the annual summary monitoring information provided by employers to the Commission is used to compile an annual summary of monitoring returns. The purpose of the publication of the aggregated data is to help inform employers and other interested parties about wider trends that, alongside information on labour availability, may better inform their own considerations of fair participation in specific employment(s).

The assessment of high level trends, alongside other Commission work (including that associated with employer advice and Article 55 reviews) also contributes to the Commission's work under Article 10 of FETO 'to identify patterns and trends of employment in Northern Ireland...'.⁴

Accessing Detailed Information

Aligned to the focus of the Fair Employment and Treatment Order (1998), this short summary report briefly describes the community composition of employment for members of the Protestant community and members of the Roman Catholic community. Fuller information, available via our microsite, includes those 'non-determined'.

This document also only presents high level information. Detailed information including charts and tables (for example information on those 'non-determined' as either members of either the Protestant or Catholic communities, cross-tabulations by 'community background and sex' or information by SOC for each of the sectors), technical notes and community background compositions of individual employers can be obtained from the Commission's 'Fair Employment Monitoring' website at <http://www.equalityni.org/femonrep26>

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

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 65% - 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.

High Level Trends Over Time

IN SUMMARY: The composition of all monitored employments, when aggregated together, now more closely mirrors estimates of the composition of all those available for work than when fair employment monitoring was first introduced.

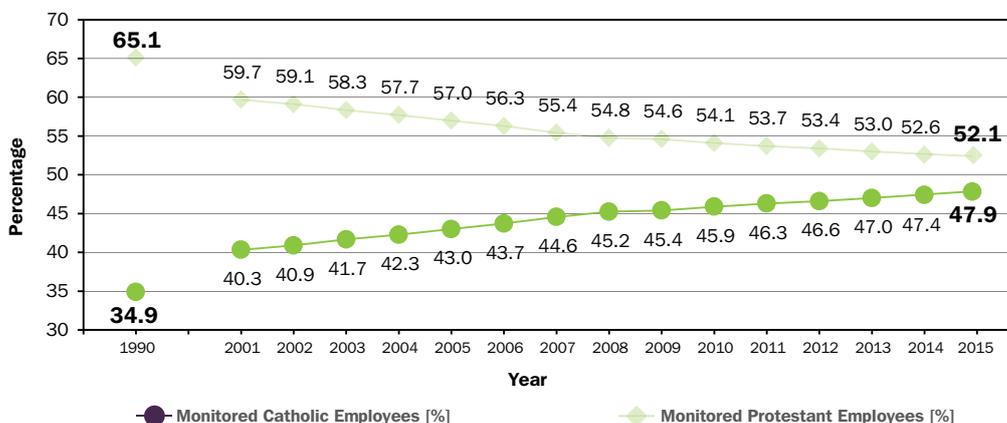
While members of the Protestant community continue to comprise the majority of the monitored workforce, the share of those from the Roman Catholic community continues to increase to [47.9%] in 2015 an increase of [0.5pp].

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

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

A gradual upward trend (averaging around [0.6] percentage points per annum) in the share of those from the Roman Catholic community to the monitored workforce has been evident since 2001⁵. This increase continued in 2015 at a greater rate (around [0.5 pp]), to that previously observed in 2014, as illustrated in Chart 1.

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



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

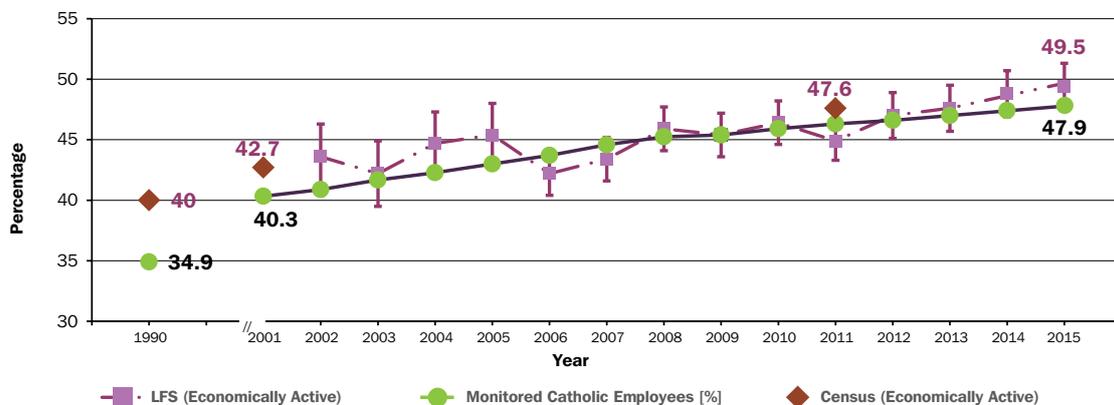
Comparisons with Estimates of Available Labour

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

It is observable from Chart 2 that:

- Both the Roman Catholic community composition of monitored employment and the estimated Roman Catholic community composition of those available for work has increased over time.
- In 1990/91, the gap between the Roman Catholic community composition of those in monitored employment and those available for work was around 5 percentage points.

Chart 2: Roman Catholic composition of the monitored workforce over time, compared to the estimated Roman Catholic composition of the Economically Active since 2001 (1990 data for illustrative purposes)⁶



⁶ Census Data is provided for 1991, 2001 and 2011. For 2001 onwards the Labour Force Survey Northern Ireland Religion Report is used to provide an estimate of the Roman Catholic composition of the economically active. This is an estimate as the LFS is a sample survey and when a sample is used to predict the characteristics of a population, the result is an estimate, not a precise quantity. We can thus be 95% certain that the true population value lies within an approx. +/- 2% 'confidence interval' around the estimate. These 'confidence intervals' are shown by the vertical error bars on the graph.

- By 2001, the gap had fallen to around 2.5 percentage points.
- By 2011, the gap had fallen to around 1.3 percentage points.
- Since 2001, the Roman Catholic community composition of the monitored workforce has approximated estimates of those available for work (when the sampling error of the labour force survey is taken into account).

While the closing of the gap between the aggregated figures is encouraging, the limitations of this comparison of aggregated data must also be recognised. Although the above figures note positive trends in the *aggregate composition* of all workforces, this form of analysis cannot consider the *prevalence of fair participation* in individual employers, nor can it directly consider the *prevalence or absence of discrimination*⁷, or any related changes over time.



⁷ Claims of unlawful discrimination are decided by the Fair Employment Tribunal, but not all incidences of discrimination will proceed as far as tribunal.

Fair Employment Monitoring Returns 2015

As noted at the outset, the 'Monitoring Report' combines the returns from all employers⁸ to describe, *in aggregate*, the composition of those applying to, or employed within all monitored employment in Northern Ireland.

This report presents a broad picture of the community composition across the

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

Monitored Northern Ireland Workforce

IN SUMMARY: Overall, in 2015, while members of the Protestant community continued to comprise the majority of the workforce, the share of the monitored workforce from those of a Roman Catholic community continued to increase, albeit at a slower rate to that previously observed over the period 2001-2015.

Those from the Roman Catholic community continued to comprise more than half of applicants and appointees in 2015, continuing the broad trend of increasing members of those from the Roman Catholic community as applicants and appointees to the monitored workforce observed during the period 2001-2015. In 2015, members of the Roman Catholic community comprised [50.9%] of leavers from the monitored workforce.

Employment Stocks

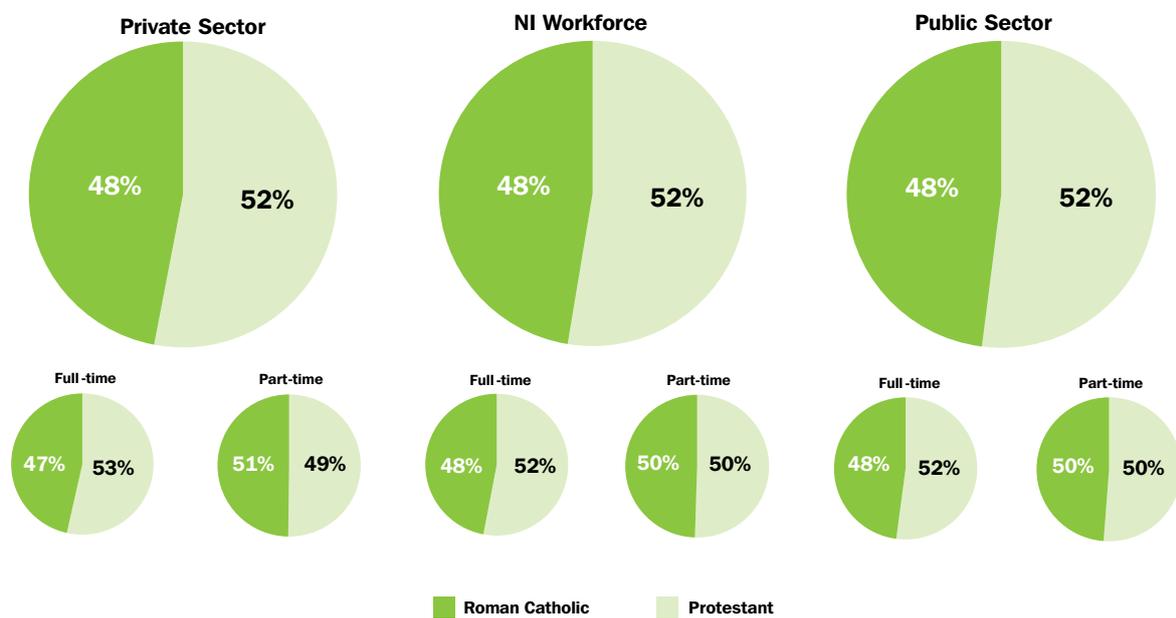
Continuing the trend of recent years, the share of monitored employment from members of the Roman Catholic community increased from [47.4%] in 2014 to [47.9%] in 2015 ([Web Table 2.1](#)). This increase of [0.5 pp], indicates a continuation of the trend of increased representation from the Roman Catholic community observed since 2001 [40.3%], albeit at a slower rate than that observed over the period 2001- 2015 (averaging around [0.6 pp] per annum).

However, the Protestant community have continued to comprise the majority share of the monitored Northern Ireland workforce during the period 2001-2015 ([Web Chart 2.1](#)).

Chart 3 illustrates the community background composition of the monitored workforce including variations by sector and by employment type i.e. full-time/part-time status in 2015.

⁸ This report presents an aggregated summary analysis of the monitoring returns submitted to the Commission by 138 public bodies and 3,553 private sector concerns during 2015. Please note that 4 of the 138 public bodies had zero employees in 2015.

Chart 3: Monitored Northern Ireland Workforce All Employees [%] by Community Background, 2015



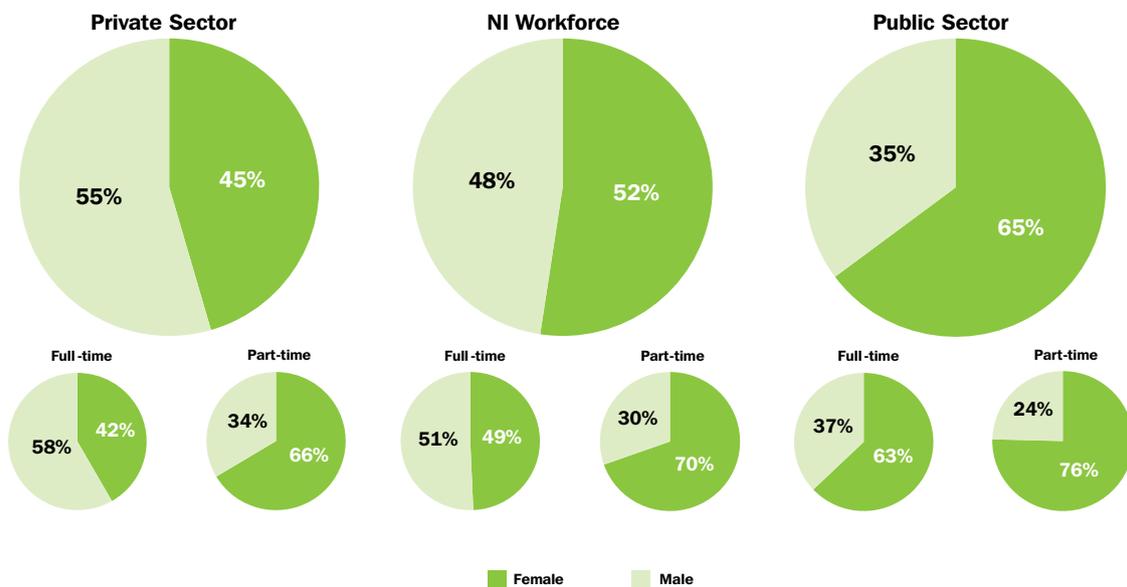
The community background compositions in the public and private sectors, and in the full-time workforces, are reflective of the overall Northern Ireland workforce position. However, in respect to the part-time workforce overall and within both the private and public sectors, the compositions have a greater share of employees from those of the Roman Catholic community than the overall workforce figures (Chart 3)⁹.

Females account for more than half (52.2%) of all monitored employees in Northern Ireland, increasing their share of the monitored workforce almost year on year between 2001 (50.4%) and 2010 (52.7%) ([Web Chart 2.2](#)). However, having remained relatively unchanged (≤ 0.1 pp) since 2010, the female share decreased for the second consecutive year in 2015 by 0.2 pp, albeit at a slower rate than observed in the previous year.

9 Further detail is provided in Annex 1.

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

**Chart 4: Monitored Northern Ireland Workforce
All Employees by Sex (%), 2015**



Female representation in the private sector (45.3%) was 6.9 pp lower than female representation in the overall workforce (52.2%) in 2015, whereas female employment in the public sector (65.1%) was 12.9 pp higher than the female share of the overall workforce (Chart 4). During the period 2001-2015, females have consistently held a larger share of public sector employment ([Web Chart 4.2](#)).

Notable differences in female representation in the full-time and part-time workforces continue to be observed, with part-time workforces being more female (65.8% of the private sector and 76.1% of the public sector) and females more likely to be working in the public sector (both full-time and part-time) (Chart 4). The differences in female representation in the private and public sectors can be observed throughout the period 2001-2015, and broadly reflect the current position ([Web Charts 3.2, 3.7, 3.11, 4.2, 4.7 and 4.11](#)).

Employment Flows

Applicants

In 2015, for a seventh consecutive year there were more members from the Roman Catholic community [52.9%] than the Protestant community [47.1%] as applicants to the monitored workforce ([Web Table 2.4](#)), continuing the gradual increase observed in their share over the period 2001-2015, of [8.1 pp] from [44.8%] in 2001 ([Web Chart 2.14](#)).

In 2015, the female share (48.4%) of applicants to the monitored workforce increased by 0.4 pp. However, during the period 2001-2015, overall the female share decreased by 2.1 pp from 50.5% in 2001 ([Web Chart 2.15](#)).

Appointees

Since 2006, those of the Roman Catholic community have annually comprised a greater proportion of appointees than those of the Protestant community, with the Roman Catholic community share increasing by [1.3 pp] from [51.8%] in 2014 to [53.1%] in 2015 ([Web Table 2.5](#)) and overall by [8.3 pp] from [44.8%] in 2001 ([Web Chart 2.17](#)).

In 2015, the female share of appointees to the monitored workforce increased by 0.2 pp from 48.4% in 2014 to 48.6% in 2015 ([Web Table 2.5](#)). During the period 2001-2015, the male and female shares of appointees fluctuated, although overall the female share decreased by 5.7 pp from 54.3% in 2001 ([Web Chart 2.18](#)).

Promotees

In 2015, the Roman Catholic community share of promotees in the monitored workforce increased by [2.0 pp] from [46.5%] in 2014 to [48.5%] in 2015 ([Web Table 2.6](#)). Overall, the share of promotees to the monitored workforce from members of the Roman Catholic community increased by [8.7 pp] from [39.8%] in 2001 ([Web Chart 2.20](#)).

In 2015, the female share of promotees in the monitored workforce decreased by 1.0 pp from 48.7% in 2014 to 47.7% in 2015 ([Web Table 2.6](#)). Although, overall, the female share of promotees to the monitored workforce increased by 0.7 pp from 47.0% in 2001 ([Web Chart 2.21](#)).

Leavers

Members of the Roman Catholic community comprised [50.9%] of leavers from the monitored workforce. Members of the Protestant community comprised [49.1%] of leavers ([Web Table 2.7](#)). Overall, the share of leavers from the Protestant community has decreased by [6.7 pp] from [55.8%] in 2001 ([Web Chart 2.23](#)).

Females continued to account for more than half (51.4%) of leavers from the monitored workforce, a trend observed since 2001 ([Web Table 2.7](#)). However, for the second consecutive year the female share decreased although at a greater rate than previously observed, by 2.8 pp from 54.2% in 2014. This suggests a slowing in the rate of female leavers from the monitored workforce in more recent years ([Web Chart 2.24](#)).



The Private Sector

IN SUMMARY: Overall, in 2015, while the Protestant community continued to comprise the majority of the private sector workforce, the share of private sector employment from members of the Roman Catholic community continued to increase; and at a greater rate than previously observed.

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

For the first time since 2011, the share of private sector leavers from the Roman Catholic community increased.

Employment Stocks

All Employees

While those from the Protestant community continued to comprise the majority of the private sector workforce, the Roman Catholic share of the private sector workforce increased in 2015 by [0.6 pp] from [47.0%] in 2014 and by [7.2 pp] from [40.4%] in 2001 to [47.6%] (Chart 5). This marks the continuation of a long established trend of increased representation from members of the Roman Catholic community in the private sector; although at a greater rate to that

observed in more recent years (an average of [0.5 pp] per annum has been observed during the period 2001-2015) ([Web Chart 3.1](#)).

In 2015, the female share of private sector employment decreased by 0.2 pp from 45.5% in 2014 to 45.3% (Chart 4), a rate similar to that observed during the period 2001-2008, before a peak in 2010 (46.3%) ([Web Chart 3.2](#)).

Chart 5: Private Sector Workforce All Employees [%] by Community Background, 2001-2015



Full-time Employees

In 2015, the composition of the full-time private sector workforce was [52.9%] from members of the Protestant community and [47.1%] members of the Roman Catholic community ([Web Table 3.2](#)). The share of the full-time private sector workforce from members of the Roman Catholic community has gradually increased during the period 2001-2015, by [7.8 pp] from [39.3%] in 2001 ([Web Chart 3.6](#)).

In 2015, the male and female share of full-time private sector employment remained relatively unchanged (≤ 0.1 pp) from the previous year at 58.2% and 41.8%. During the period 2001-2015, the overall female share gradually increased by 0.8 pp from 41.0% ([Web Chart 3.7](#)).

Part-time Employees

In 2015, for the first time in the period 2001-2015, members of the Roman Catholic community comprised a greater share of the part-time private sector workforce than members from the Protestant community, increasing by [0.7 pp] from [49.8%] in 2014 to [50.5%] ([Web Table 3.3](#)). Overall, during the same period the share of those from the Roman Catholic community increased by [3.7 pp] from [46.8%] in 2001 ([Web Chart 3.10](#)).

Females continued to account for the majority (65.8%) of the part-time private sector workforce ([Web Table 3.3](#)). However, in 2015, the male share increased by 0.6 pp from 33.6% in 2014 to 34.2% and overall by 6.0 pp from 28.2% in 2001. This suggests that decline in the male share observed in 2014 was temporary and a reversal back to the long established trend of increasing male part-time employment in the private sector ([Web Chart 3.11](#)).

The Component Sub-sectors

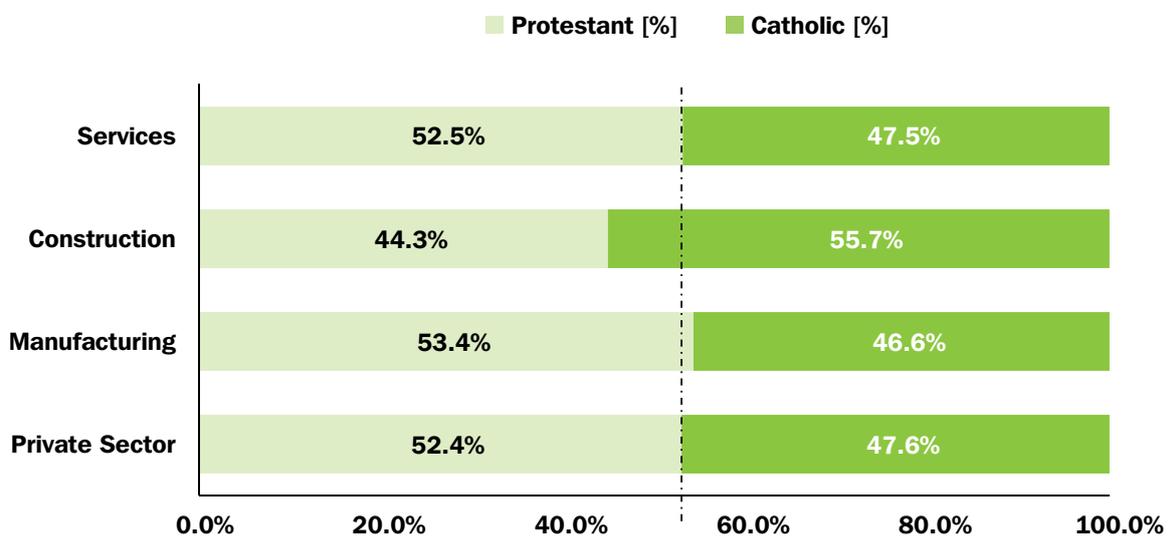
Employment Stocks

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

In 2015, members from the Protestant community accounted for a greater

proportion of employees in the manufacturing (53.4%) and service (52.5%) sectors (Chart 6), while members of the Roman Catholic community accounted for a larger proportion of employees in the construction sector (55.7%) ([Web Tables 3.8, 3.9 and 3.10](#)). During the period 2001-2015, the Protestant community share has been decreasing across each of the component sectors, most notably within manufacturing by [9.1 pp] from [62.5%] in 2001 and construction by [9.3 pp] from [53.7%] in 2001.

Chart 6: Sectoral Components of the Private Sector Workforce, 2015



Employment Flows

Applicants

Since 2007, the share of applicants from the Roman Catholic community [52.9%] has exceeded that of their Protestant counterparts [47.1%] ([Web Table 3.4](#)). This marks the continuation of a broad trend of

an increasing share of applicants from the Roman Catholic community to the private sector workforce observed during the period 2001- 2015. Overall, the share of members from the Roman Catholic community increased by [9.1 pp] from [43.8%] in 2001 ([Web Chart 3.14](#)).

In 2015, the male and female share of applicants to the private sector remained relatively unchanged (≤ 0.1 pp) from the previous year at 53.4% and 46.6% ([Web Table 3.4](#)). During the period 2001-2015, males have consistently comprised a larger share of applicants to the private sector ([Web Chart 3.15](#)).

Appointees

Since 2006, annually, the share of appointees from the Roman Catholic community has exceeded the share of members from the Protestant community ([Web Table 3.5](#)). The share of members from the Roman Catholic community increased by [1.4 pp] to [52.9%] in 2015 and overall by [8.9 pp] from [44.0%] in 2001 ([Web Chart 3.17](#)).

In 2015, males (54.0%) continued to represent more than half of private sector appointees, a trend observed since 2005 ([Web Chart 3.18](#)).

Promotees

The composition of promotees in the private sector was [51.1%] from members of the Protestant community and [48.9%] from members of the Roman Catholic community ([Web Table 3.6](#)). The share of members from the Roman Catholic community and Protestant community have fluctuated over the period 2001-2015, although the Roman Catholic community share increased by [3.6 pp] from [45.3%] in 2014, and overall it has increased by [11.4 pp] from [37.5%] in 2001 ([Web Chart 3.20](#)).

In 2015, the male share of private sector promotees remained unchanged (≤ 0.1 pp) from the previous year at 58.3% ([Web Table 3.5](#)). During the period 2001- 2015, the female share increased overall by 3.1 pp from 38.6% to 41.7% ([Web Chart 3.21](#)).

Leavers

In 2015, for the first time since 2011, the share of private sector leavers from the Roman Catholic community increased by [1.9 pp] from [50.0%] in 2014 to [51.9%] ([Web Table 3.7](#)). This represents a continuation of the broad trend¹⁰ observed since 2001 of an increasing share of private sector leavers from the Roman Catholic community and suggests that the decrease in the Roman Catholic community share of leavers from the private sector workforce observed in 2014 was temporary ([Web Chart 3.23](#)).

For the second consecutive year, males (53.5%) comprised more than half of leavers from the private sector ([Web Table 3.6](#)), suggesting a reversal back to the trend observed between 2008-2010 of more male than female leavers from the private sector ([Web Chart 3.24](#)).

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

The Public Sector

IN SUMMARY: Overall, in 2015, while members of the Protestant community continued to comprise the majority of the public sector workforce, the share of public sector employees from the Roman Catholic community continued to increase.

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

Employment Stocks

Employees

The share of the total public sector workforce represented by members of the Roman Catholic community was [48.4%] in 2015, an increase of [0.4 pp] from [48.0%] in 2014 ([Web Table 4.1](#)). During the period 2001-2015, members of the Protestant community held a larger share of the public

sector workforce ([Web Chart 4.1](#)). However, this has been gradually decreasing; overall, by [8.2 pp] from [59.8%] in 2001 to [51.6%] in 2015 (Chart 7).

In 2015, the female share (65.1%) of employees in the public sector increased by 0.3 pp from the previous year ([Web Table 4.1](#)), and increased overall by 6.0 pp from 59.1% in 2001 ([Web Chart 4.2](#)).

Chart 7: Public Sector Workforce All Employees [%] by Community Background, 2001-2015



Full-time Employees

In 2015, [51.9%] of full-time public sector employees were from the Protestant community; whilst [48.1%] were from the Roman Catholic community ([Web Table 4.2](#)). Between 2014 and 2015, the share of the full-time public sector workforce from members of the Roman Catholic community increased by [0.2 pp] from [47.9%] in 2014. This represents a continued, year-on-year, gradual increase in the share of the Roman Catholic community during the period 2001-2015, by [8.2 pp] from [39.9%] ([Web Chart 4.6](#)).

The majority (63.0%) of full-time public sector employees in 2015 were female, a trend observed every year since 2001. The female share remained relatively unchanged (≤ 0.1 pp) from the previous year, although has increased overall by 7.8 pp from 55.2% in 2001 ([Web Chart 4.7](#)).

Part-time Employees

In 2015, [50.4%] of the part-time public sector workforce were from the Protestant community and [49.6%] were from the Roman Catholic community ([Web Table 4.3](#)). The share of members from the Roman Catholic community increased by [0.8 pp] from [48.8%] in 2014, continuing the trend observed in more recent years, in which the share of the Roman Catholic community increased by [8.1 pp] from [41.5%] during the period 2001-2015 ([Web Chart 4.10](#)).

For the first time since 2010, the female share (76.1%) of part-time public sector employment increased, by 0.7 pp from 75.4% in 2014. However, the female share of part time public sector employees is still 1.7 pp below that observed in 2001 when it was 77.8% ([Web Chart 4.11](#)).

Employment Flows

Applicants

For a fourth consecutive year, members of the Roman Catholic community [52.7%] comprised a greater share of public sector applicants than did those from the Protestant community [47.3%] ([Web Table 4.4](#)). The Roman Catholic community share increased by [1.4 pp] from [51.3%] in 2014, and by [4.9 pp] from [47.8%] in 2001 ([Web Chart 4.14](#)).

In 2015, 58.4% of applicants to the public sector were female ([Web Table 4.4](#)), continuing the broad trend¹¹ observed during the period 2001-2015 of females comprising a larger share of public sector applicants ([Web Chart 4.15](#)). However, overall during this period the female share has decreased by 4.9 pp from 63.3% in 2001.

Appointees

In each year since 2010, the Roman Catholic community comprised a greater share of public sector appointees [54.3%] than members of the Protestant community [45.7%] ([Web Table 4.5](#)). The share of members from the Roman Catholic community increased by [0.7 pp] from 2014.

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

Over the period 2001-2015, the shares of private sector applicants from the Roman Catholic and Protestant communities have fluctuated ([Web Chart 4.17](#)).

For the first time since 2012, the female share of public sector appointees increased, by 0.9 pp to 64.8% ([Web Table 4.5](#)). During the period 2001-2015, females have year-on-year consistently comprised the majority of public sector appointees. However, overall during this period the female share has decreased by 4.7 pp from 69.5% in 2001 ([Web Chart 4.18](#)).

Promotees

The composition of promotees in the public sector was [51.9%] from the Protestant community and [48.1%] from the Roman Catholic community ([Web Table 4.6](#)). The share of those from the Roman Catholic community increased by [0.3 pp] from [47.8%] in 2014 and by [6.6 pp] from [41.5%] in 2001 ([Web Chart 4.20](#)).

The female share of public sector promotees in 2015 was 54.7%, a decrease of 1.7 pp from 56.4% in 2014 ([Web Table 4.6](#)). Although there has been an overall increase in the female share during the period 2001-2015, of 1.3 pp from 53.4% in 2001 ([Web Chart 4.21](#)), there has been a high degree of fluctuation since 2009.

Leavers

In 2015, the composition of public sector leavers was [51.3%] from the Protestant community and [48.7%] from the Roman Catholic community ([Web Table 4.7](#)). During the period 2001-2015, members of the Protestant community comprised a greater proportion of public sector leavers than did the Roman Catholic community ([Web Chart 4.23](#)).

Females continued to comprise the majority (64.2%) of leavers from the public sector, a trend observed since 2001 ([Web Table 4.7](#)). The female share remained relatively unchanged (≤ 0.1 pp) from the previous year, suggesting that the increase observed in 2013 was temporary. Overall, the female share has increased by 0.8 pp from 63.4% in 2001 ([Web Chart 4.24](#)).

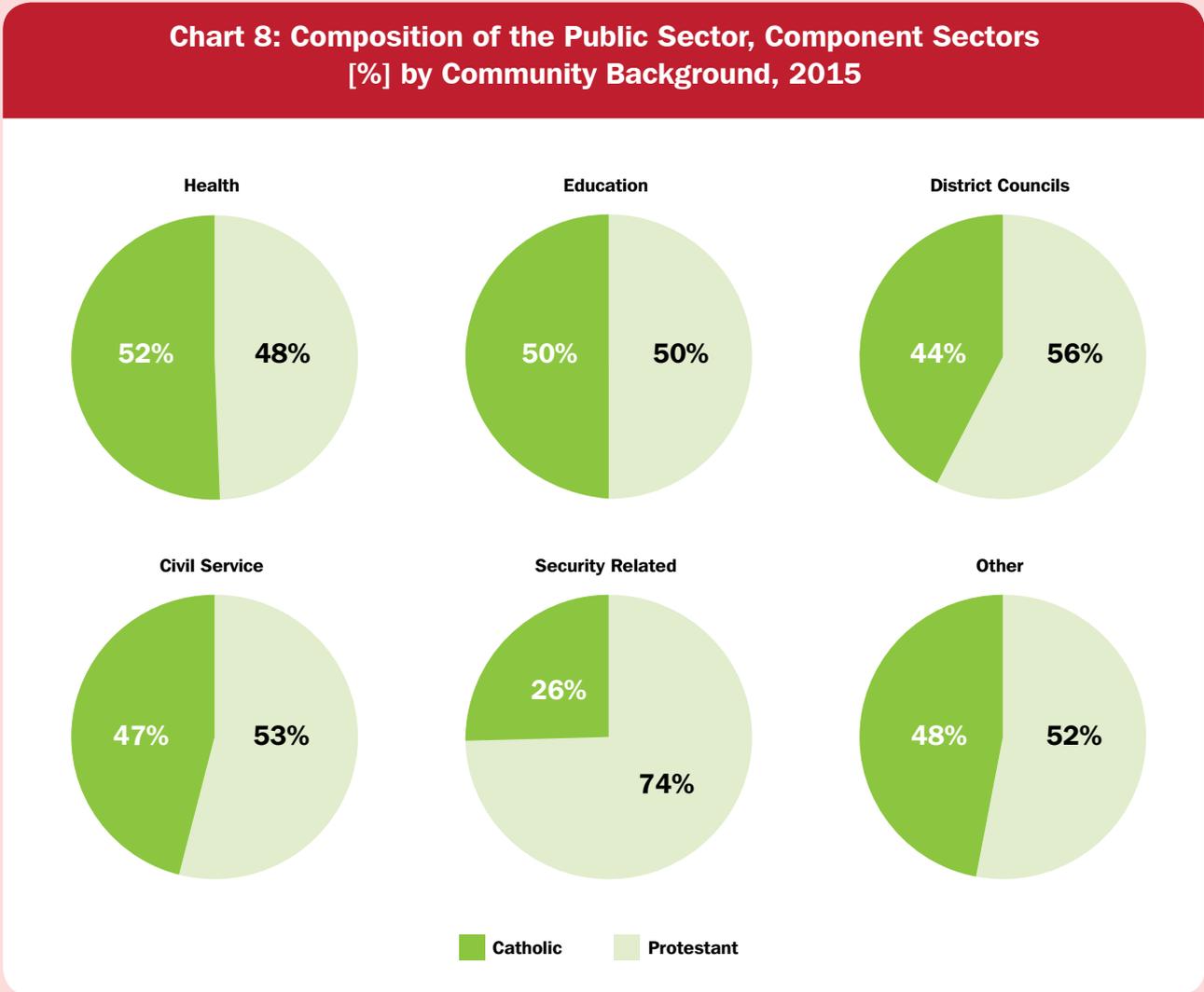
The Component Sectors

Employment Stocks

In 2015, those from the Protestant community represented the greatest share of employees in each of the six component sectors that comprise the Public Sector, with the exception of Health and Education. Between 2014 and 2015, the shares of employees from the Roman Catholic community had increased in all component sectors with the exception of the Security-related sector which remained unchanged. The most notable community background changes were observed within the Health and 'Other' Public Authorities, where the share of the Roman Catholic community increased by [0.5 pp] and [0.3 pp] respectively ([Web Charts 7.1, 8.1 and 9.1](#)).

In terms of the sub-components of the public sector, the compositions of members from the Roman Catholic community in each of the sectors was: Health [51.9%]; Education

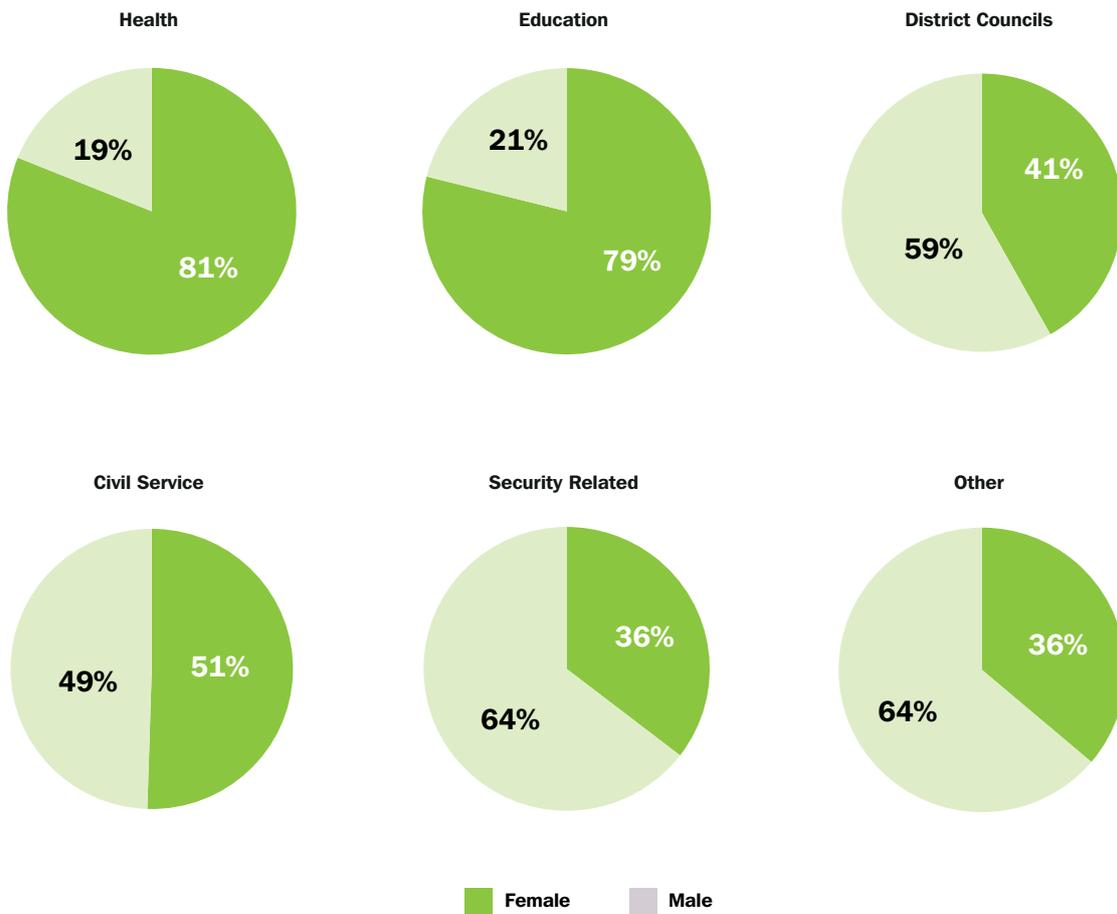
[50.2%]; District Councils [44.1%]; Civil Service [47.3%]; Security-related [25.6%]; and 'Other Public Authorities' [47.9%] (Chart 8).



The female composition of each sector in 2015 was: Health 81.1%; Education 79.2%; District Councils 41.4%; Civil Service 50.7%; Security-related 35.6%; and 'Other Public Authorities' 36.5% (Chart 9). In 2015, the

male and female shares of the Health sector remained broadly unchanged since 2010 ([Web Charts 5.2 6.2 and 7.2](#)).

Chart 9: Composition of the Public Sector, Component Sectors [%] by Sex, 2015



The most notable gender composition changes to occur within the public sector components since 2015 are observed within the Education, District Councils and 'Other' Public Authorities sectors. In the Education sector, the female share continued to increase for the third consecutive year, although at a greater rate than the previous year, by 0.3 pp from 78.9% in 2014, suggesting that the decline in the female share in 2012 was temporary [\(Web Chart 6.2\)](#). The female share of the District Councils, decreased for the first time since 2012, by 0.5 pp from 41.9% to 41.4%.

Overall, the female share of District Councils has broadly increased during the period 2001-2015 by 0.8% from 40.6% in 2001 [\(Web Chart 7.2\)](#). In the 'Other' Public Authorities sector, the female share continued to increase for the second consecutive year, although at a greater rate than the previous year, by 0.3 pp from 36.2% in 2014 to 36.5% in 2015, marking a continuation of the broad trend of an increased female share of 'Other' Public Authorities employment during the period 2008-2015 [\(Web Chart 10.2\)](#).

Concluding Comments

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The Monitoring Report presents an aggregate summary of the **composition** of employment in registered employers (“the private sector”) or specified public bodies (“the public sector”). It does not seek to consider ‘**fair participation**’ which instead is the focus of employer’s own triennial reviews and related work by the Commission.

In summary, the high level trends observed are:

- The composition of all monitored employments, when aggregated together, continues to more closely mirror estimates of the composition of all those available for work than when fair employment monitoring was first introduced.
- While the Protestant community continued to comprise the majority of the monitored workforce in 2015, the share of members from the Roman Catholic community continued to increase (by around [0.5 pp] per annum) to [47.9%]. A gradual upward trend (averaging around [0.6 pp] per annum) in the share of the monitored workforce from members of the Roman Catholic community has been observed since 2001.

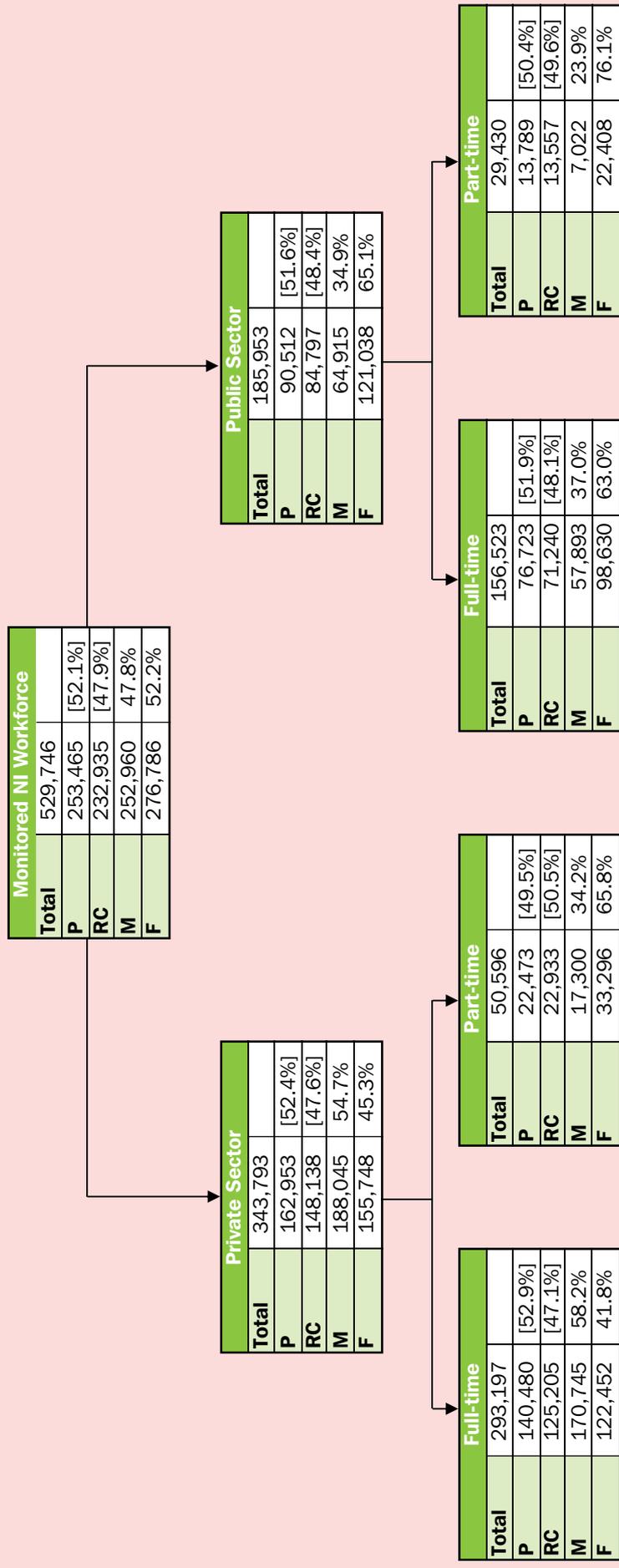
The report sets out information for the monitored Northern Ireland Workforce as a whole; for the Private and Public Sectors; and for the six sub-sectors that comprise the Public sector. The information on community background and sex for each sector and the

sub sectors was presented for all employees, as well as for full-time and part-time employees.

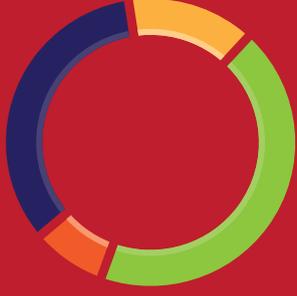
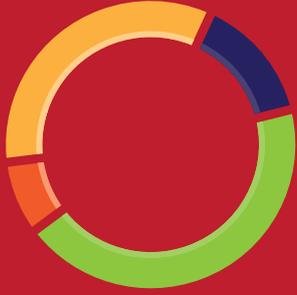
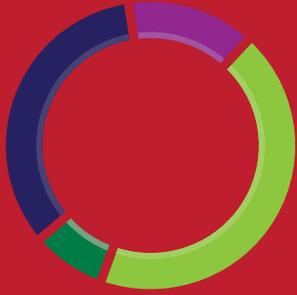
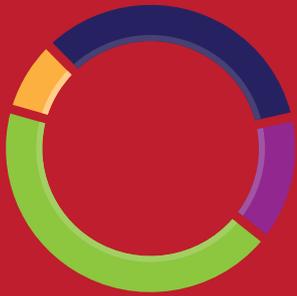
Further information pertaining to each sector is available from the Commission website www.equalityni.org/femonrep26. This includes:

- Detailed tabulations for each of the sections in the report, which also includes information on those Non-Determined as members of the Protestant or Roman Catholic communities.
- For each monitored employer a list of employment compositions (stocks and flows) are available:
 - Composition of Individual Specified Authorities (26+ employees)
 - Composition of Private Sector Concerns (26+ employees)
 - Composition of Appointees to Individual Specified Authorities (26+ employees)
 - Composition of Appointees to Private Sector Concerns (251+ employees)
- Technical information on:
 - Employer Monitoring Duties and the Annual Report
 - Definitions, Technical Considerations and Wider Concepts in Fair Employment
 - Companies Data – Technical Considerations

Appendix 1: Profile of the Monitored Northern Ireland Workforce, 2014



Notes: **P** = Protestant; **RC** = Roman Catholic; **M** = Male; **F** = Female.
 The 'Total' is always greater than the sum of Protestant and Roman Catholic employees as it includes the Non-Determined.
 Gender data includes Protestant, Roman Catholic and the Non-Determined.



Equality Commission

FOR NORTHERN IRELAND

Copies of the full report can be obtained from the Equality Commission web site, www.equalityni.org/femonrep.

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