


Equality Commission

FOR NORTHERN IRELAND

A Summary of
**Northern Ireland Monitored
Workforce Returns**
2012







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Monitored Workforce
Returns**
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Foreword

Welcome to our twenty-third Annual Monitoring Report.

The picture painted by this year's monitoring returns is quite an encouraging one. The community background of the monitored workforce again closely mirrors the estimates of the community background of all those available to work. These estimates have been drawn from other sources of data including the Labour Force Survey and the Northern Ireland Census of Population.

When monitoring started in 1990/91 there was a five percentage point gap between the community background composition of the monitored workforce and the composition of those available for work. By the 2011 census the gap was 1.3 percentage points.

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. When we look at the break down by gender, however, the situation is quite

different. Though the female share of the overall workforce is just over half, that proportion is again around two thirds in the public sector, as against just under half in the private sector. For the fourth consecutive year, Roman Catholics made up just over half of applicants and, for the seventh successive year, just over half of appointees.

The continuation in the increasing representativeness of the workforce as a whole is welcome. We know, however, the limits to the conclusions which can be drawn from the aggregated data presented in this report. Considerations of 'fair participation' and any relevant affirmative action that may be appropriate, for example, are the focus of employer's own triennial (Article 55) reviews, using the monitoring data they collect. The contribution of employers in Northern Ireland to this process is to be commended and it is valuable, both for their understanding of trends in their own workforce and for the insights their data provides into changes in society as a whole.



This year's Monitoring Report is published quite differently from previous reports in both its format and its presentation.

Rather than presenting all the data gleaned from the Monitoring Returns in a printed report of more than 300 pages, the new hardcopy format seeks to concentrate on the "big picture" findings for the overall Northern Ireland monitored workforce; including six sub-sectors within the public sector public and the private sector

All the more detailed underlying data, including data on the composition of individual concerns, is still available - only now presented as an electronic resource on the Commission's website. You may well be reading this online, and will be able to click on the areas which are of interest to

you. Each webpage will provide a short synopsis of the key information regarding the area being presented alongside downloadable and relevant tables and charts. We trust that this will assist access and allow for more focused consideration. We would welcome your views on whether or not this is the case.

A handwritten signature in black ink, appearing to read 'M Wardlow', with a stylized, cursive script.

Michael Wardlow
Chief Commissioner



Executive Summary

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

- The **Roman Catholic share** of the private sector was [46.2%], an increase of [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 a 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%).
 - For the sixth year in succession, the Roman Catholic [51.7%] share of **applicants** exceeded that of their Protestant counterparts [48.3%].
-



- For the seventh year in a row, the Roman Catholic [50.9%] share of **appointees** exceeded the Protestant share [49.1%]. However, for the second year in a row, the Roman Catholic share decreased, although at a greater rate than that observed in the previous year (by [1.3 pp] from [52.2%] in 2011 compared to [0.1 pp] from [52.3%] in 2010).
- In 2012, the composition of private sector **leavers** was [51.0%] Roman Catholic and [49.0%] Protestant. 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 trend¹ observed since 2001 of an increasing Roman Catholic share of private sector leavers.

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 from 59.1% in 2001.
- 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 Catholic applicants observed since 2001.
 - For the third consecutive year, Roman Catholics [51.2%] comprised a greater proportion of public sector **appointees** 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.
 - 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 leavers than Roman Catholics.

Figure A presents the overall composition of the monitored Northern Ireland Workforce, including the private and public sectors by employment type.

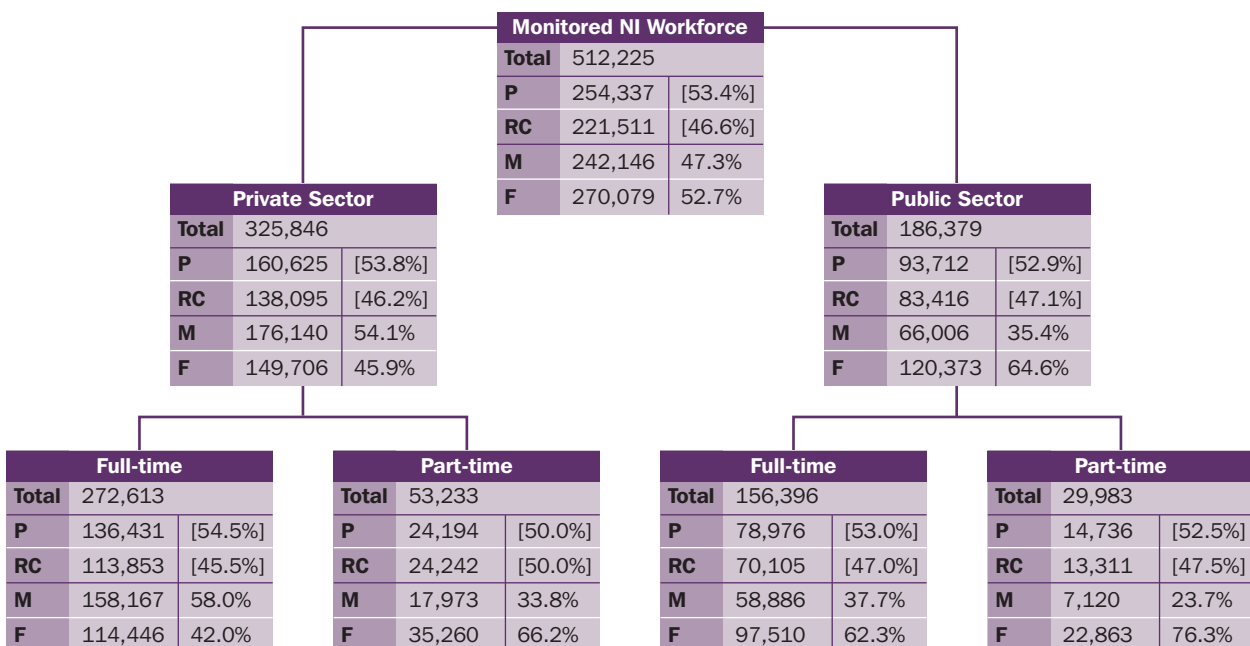
1 The Roman Catholic share of leavers decreased slightly [0.1 pp] between 2009 and 2010.

Public Sector Components

- 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%]. The Protestant share of employees contracted during the year in all but the Education and 'Other' Public Authorities sectors.

- The **male and female shares** of the Health, District Councils and Civil Service sectors remained broadly unchanged since 2009. The most notable changes to gender composition occurred with the Security-related and 'Other' Public Authorities sectors.

Figure A: 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.

Introduction



1

1. Introduction

Employer Monitoring Duties and the Annual Monitoring Report

The Fair Employment and Treatment (Northern Ireland) Order 1998 (hereafter ‘FETO’) requires registered and specified employers, amongst other duties², to:

- **monitor the composition of their workforce** and of those applying, appointed, leaving or being promoted (Article 52);
- **submit an annual monitoring return** to the Commission (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 community³ are enjoying... fair participation” and the “affirmative action (if any) which would be reasonable and appropriate”. (Article 55).

While employers ultimately use the monitoring data they collect to consider ‘fair participation’ and any relevant affirmative action (as part of their triennial ‘Article 55’ reviews), they also on an annual basis collate and submit summary information to the Commission regarding the community background, sex, occupational grouping, and whether they were employed for more or less than 16 hours per week.

Readers are recommended to review [Appendix 1](#) (www.equalityni.org/fetomonreport), which sets out some relevant details to assist the reader in understanding the scope of these duties - including the specific focus of annual monitoring returns and how they differ from the separate considerations of fair participation in employment.

The Annual Monitoring Report (Summary of Monitoring Returns)

Although not required by statute, the annual monitoring returns received by the Commission are used as a basis for this publication – the Annual Fair Employment Monitoring Report. Thus, 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. Rather, its purpose is to help inform employers and other interested parties about wider patterns that, alongside information on labour availability, may suggest a dynamic or pattern that might better inform a consideration of fair participation within specific employments.

² Further details regarding the range of Fair Employment provisions and duties are available via the Commissions website publications.

³ The ‘Unified Guide to Promoting Equal Opportunities in Employment’ summarises 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.”

Given the legislative focus of monitoring returns on recording community composition (Protestants and Roman Catholics), this report by necessity mirrors that approach – describing *aggregate* composition in employment stocks and flows.

For monitored employers, the report presents information on the community composition of:

- employees – including full-time and part-time employees,
- applicants and appointees within the monitored workforce,
- promotees and leavers within the public sector, and within those private sector concerns with 251+ employees

The report sets out this 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.

Information relating to community background and sex by all, full-time and part-time employees are presented for each of the sectors.

Presenting Workforce Composition (Community Background)

In this report, percentages shown in square brackets [] are based on Protestants and Roman Catholics only, with the Non-Determined excluded. Where square

brackets are used, and a percentage for one community is shown (e.g. Protestant), the corresponding percentage for the other community (e.g. Roman Catholic) can be calculated by subtracting the Protestant percentage from 100. Please note that [] percentages may not always sum to 100 due to rounding.

Accessing Summary and Detailed Information

This document presents high level information only. Detailed information and tables (for example cross-tabulations by ‘community background and sex’ or information by Standard Occupational Classification (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. To assist the interested reader to identify further directly relevant information, throughout this report we have included references to corresponding web tables and web charts available via the above website.

Data Limitations

Readers should note that there are a number of key points which may impact on the interpretation of data. Details are contained in “Appendix 3⁴: Definitions, Technical Considerations and Wider Concepts in Fair Employment” available via www.equalityni.org/FETOMonreport.

4 We would however draw the reader’s attention to one particular point. Any comparisons with 2008 data relating to applicants, appointees, promotees and leavers within the monitored Northern Ireland workforce, the public sector, and the health and education sub-sectors, should be interpreted with some caution. This is because twelve public sector bodies in the Health and Education sectors were reconstituted as part of the Review of Public Administration. The Review impacted on 2008 figures as, under the Monitoring Regulations, a newly registered employer is not required to submit ‘flow’ data (on applicants etc) during their first year of operations. There was thus a sharp fall in the 2008 figures, with a commensurate rise again in the 2009 figures as the reconstituted public authorities ‘resumed’ reporting.



Monitored Northern Ireland Workforce



2

2. Monitored Northern Ireland Workforce

This, the 23rd Annual Monitoring Report, presents an aggregated summary of the 3,697 valid monitoring returns received during 2012 from 127 public authorities and 3,570 private sector concerns⁵. These returns were received between 1st January and 31st December 2012⁶.

In 2012, total employment within the monitored Northern Ireland Workforce now stands at 512,225, an increase of 0.5% (2,383) from 2011. This represents the first increase since 2009 and marks a discontinuation of the downward trend in total employment observed between 2009 -2011.

The datasets for this chapter are available to download from the Commission website at www.equalityni.org/FETOMonreport. The relevant web tables are [2.1 – 2.8](#) and [web charts 2.1 – 2.25](#).

Key Findings:

- In 2012, while Protestants continued to comprise the majority of the workforce the Roman Catholic share of the monitored workforce continued to increase, albeit at 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.

5 Monitoring covers an estimated 64%-67% of those in employment (Estimate derived by comparison with the Northern Ireland Labour Force Survey (July - Sep 2012, DETINI). 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. 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.)

6 Please note that the reference period for the compilation of *stock* information (employee counts) is the anniversary **date** of registration. For *flow* data (applicants, appointee, promotees and leavers), it is the **twelve month period preceding** the anniversary date of registration. Public authorities are deemed to be registered on 1st January, while private sector concerns are registered on a monthly basis (6th of each month) throughout the year. To take 2012 as an example, stock information for public authorities is compiled on 1st January 2012, while flow data covers the period 2nd January 2011 – 1st January 2012. As private concerns, however, are registered throughout the year, different monitoring periods will apply to individual concerns. For example, for a concern which was originally registered in March, stock information relates to 6th March 2012, while flow data will cover the period 7th March 2011 – 6th March 2012. In brief, while stock data relates to a specific date in 2012, flow data may range between 2011 and 2012.

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2.1 Employment Stocks

2.1.1 Community Background

Continuing the trend of recent years, the Roman Catholic share of monitored employment increased from [46.3%] in 2011 to [46.6%] in 2012⁷. 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) (Chart 2.1).

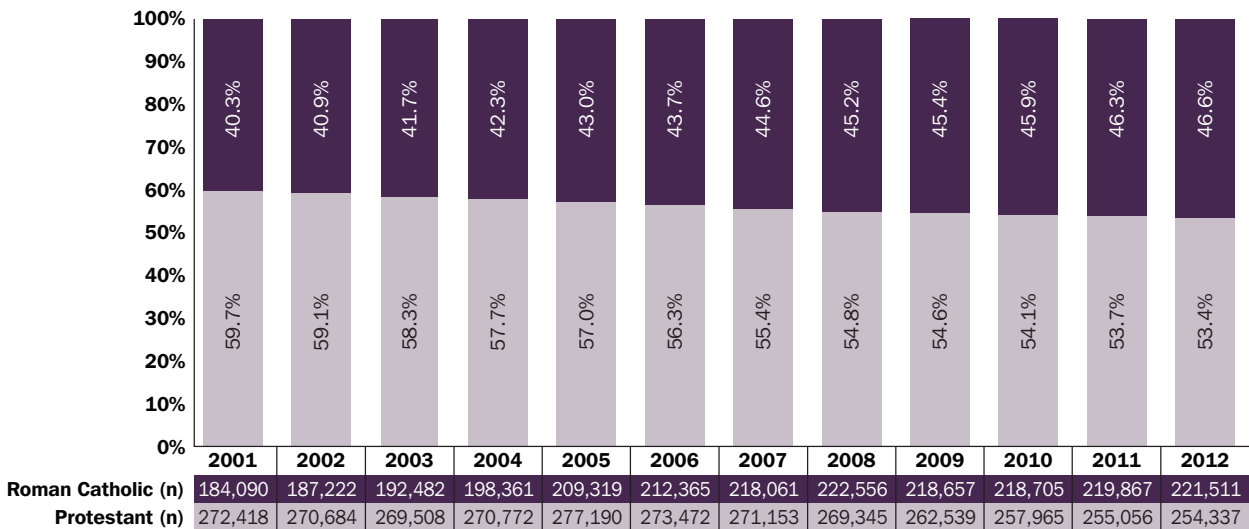
In 2012, the composition of the full-time workforce was [53.9%] Protestant and [46.1%] Roman Catholic ([Web Table 2.3](#)),

while the part-time workforce was [50.9%] Protestant and [49.1%] Roman Catholic ([Web Table 2.4](#)).

During the period 2001-2012, the Roman Catholic share of full-time employment increased by [6.6 pp] from [39.5%] in 2001 ([Web Chart 2.6](#)). Similarly, their share of part-time employment increased, by [4.4 pp] from [44.7%] ([Web Chart 2.10](#)).

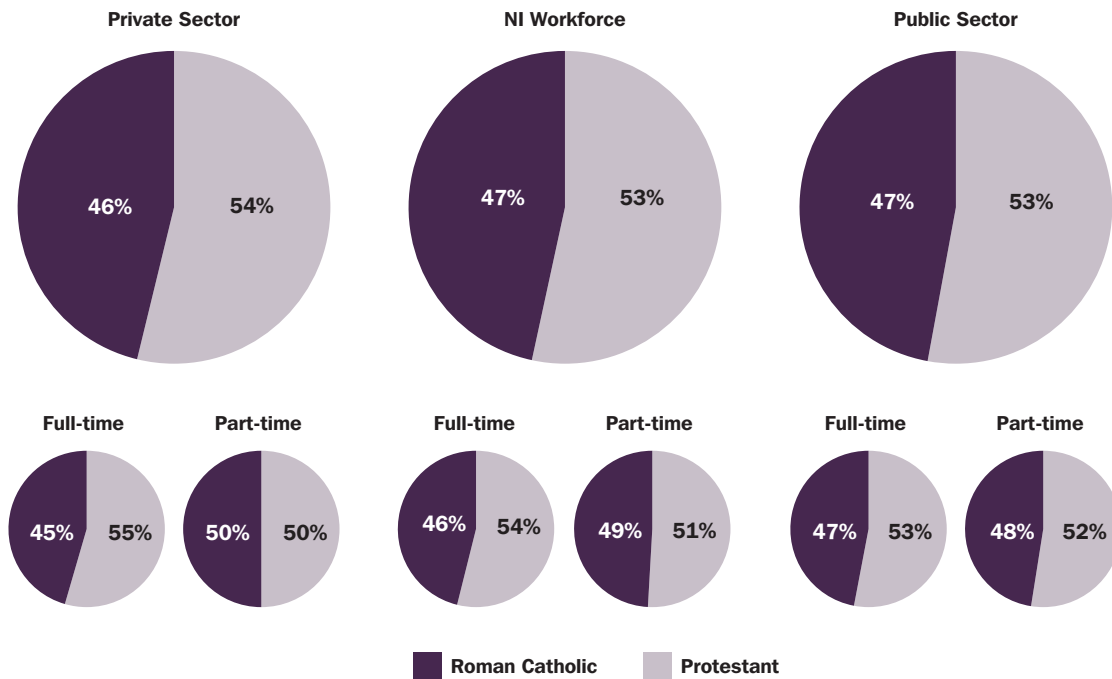
Figure B illustrates the community background composition of the monitored workforce by employment sector and employment type in 2012.

Chart 2.1: Monitored Northern Ireland Workforce All Employees [%] by Community Background, 2001-2012



7 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. See Trends Paper www.equalityni.org/FETOMonreport for a brief consideration of monitoring figures relative to LFS/Census estimates over time.

Figure B: Monitored Northern Ireland Workforce All Employees [%] by Community Background, 2012



2.1.2 Sex

For the third consecutive year, the female share of total monitored employees remained unchanged (<0.1 pp) at 52.7% (Figure C).

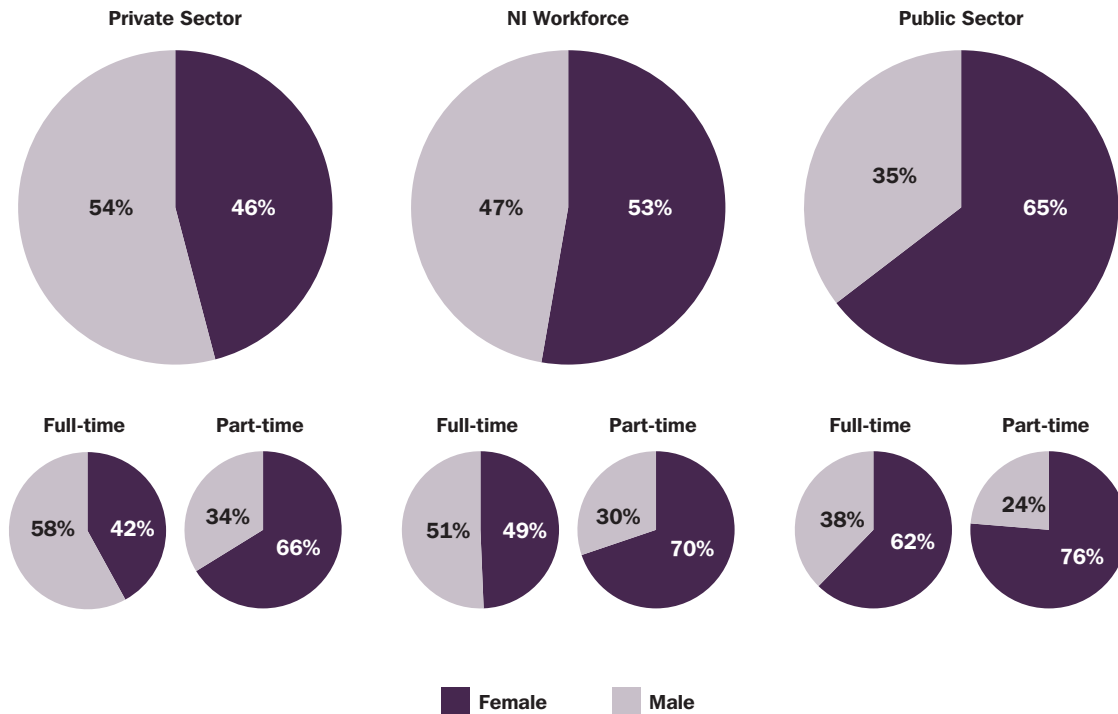
During the period 2001-2012, the female share of the monitored workforce increased by 2.3 pp from 50.4% in 2001 ([Web Chart 2.2](#)).

In 2012, males accounted for the majority (50.6%) of full-time employees. During the period 2001-2012, the female share of

the full-time monitored workforce gradually increased by 3.3 pp from 46.1% in 2001, continuing the trend of increased female representation in full-time employment ([Web Chart 2.7](#)).

In 2012, females represented 69.8% of all part-time employment ([Web Chart 2.11](#)). However, during the period 2001-2012, the male share of part-time employment gradually increased by 4.4 pp from 25.8% to 30.2% ([Web Chart 2.11](#)).

Fig. C: Monitored Northern Ireland Workforce All Employees by Sex (%), 2012



2.1.3 SOC Categories

In 2012, the overall composition in the monitored Northern Ireland workforce (i.e. SOCS 1-9 combined), was [53.4%] Protestant and [46.6%] Roman Catholic ([Web Chart 2.4](#)).

In terms of the most marked variations from the overall monitored workforce SOC composition:

- Protestant representation was [5.4 pp] higher in Skilled Trades Occupations (SOC 5).
- Roman Catholic representation in Professional Occupations (SOC 2) was [3.3 pp] higher.
- Roman Catholic representation was [2.9 pp] higher in Process, Plant and Machine Operatives (SOC 8).

2.1.4 Components (Private and Public)

In 2012, Protestants accounted for a greater proportion of employees across both the private and public sectors, which

was reflected in the overall composition of the Northern Ireland monitored workforce. With reference to the overall composition of the total monitored workforce [53.4%] Protestant and [46.6%] Roman Catholic, Protestant representation in the private sector was [0.4 pp] greater. Conversely, Roman Catholic representation in the public sector was [0.5 pp] greater ([Web Chart 2.5](#)).

The greatest composition change within the components occurred within the Public sector, in which, the Roman Catholic share increased by [6.9 pp] from [40.2%] in 2001 ([Web Table 2.2](#)).

2.2 Employment Flows

2.2.1 Applicants

In 2012, for a fourth consecutive year there were more Roman Catholic [51.6%] than Protestant [48.4%] applicants ([Web Table 2.5](#)), with the Roman Catholic share increasing by [6.8 pp] from [44.8%] in 2001 ([Web Chart 2.14](#)).

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 decreased by 2.0 pp from 50.5% ([Web Chart 2.15](#)).

2.2.2 Appointees

The Roman Catholic share [50.9%] of appointees continued for the seventh consecutive year to exceed that of their Protestant counterparts [49.1%] ([Web Table 2.6](#)), although, the Roman Catholic share decreased by [1.2 pp] from [52.1%] in 2011. This represents the first decline in their share since 2008.

During the period 2001-2012, the proportions of appointees accounted for by Protestants and Roman Catholics fluctuated. However, overall the Roman Catholic share of appointees gradually increased by [6.1 pp] from [44.8%] in 2001 ([Web Chart 2.17](#)).

In 2012, for the second consecutive year, males (50.4%) comprised more than half of appointees to the monitored workforce, although their share decreased by 0.2 pp from 50.6% in 2011.

Despite an overall increase in the male share during the period 2001-2012, of 4.7pp from 45.7% in 2001 to 50.4% in 2012, no observable trend can be identified by gender due to the amount of variation in the shares of appointees during this period ([Web Chart 2.18](#)).

2.2.3 Promotees

The composition of promotees to the monitored workforce was [54.7%] Protestant and [45.3%] Roman Catholic ([Web Table 2.7](#)). During the period 2001-

2012, the proportions of promotees accounted for by either Protestants or Roman Catholics fluctuated annually. However, overall, the Roman Catholic share of promotees to the monitored workforce increased by [5.5 pp] from [39.8%] in 2001 ([Web Chart 2.20](#)).

In 2012, 50.3% of promotees in the private sector were male, while 49.7% were female ([Web Table 2.8](#)). The male share of promotees to the monitored workforce fell by 1.0 pp from 51.3% in 2011 and by 2.7 pp from 53.0% in 2001 ([Web Chart 2.21](#)).

2.2.4 Leavers

In 2012, as with every year across the period from 2001 Protestants comprised a greater proportion of leavers [52.1%] than did Roman Catholics [47.9%] ([Web Table 2.8](#)). However, overall the Protestant share of leavers has decreased by [3.7 pp] from [55.8%] in 2001 ([Web Chart 2.23](#)).

In 2012, 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.

During the period 2001-2012, the annual shares of male and female leavers fluctuated. Overall, the male and female shares of leavers have remained broadly unchanged with the male share increasing slightly by 0.2 pp from 44.8% in 2001 to 45.0% in 2012 ([Web Chart 2.24](#)).

Private Sector Workforce



3

3. Private Sector Workforce

In 2012, 3,570 private sector concerns submitted valid monitoring returns to the Commission. In 2012, for the second consecutive year the total private sector workforce increased (0.7%, 2,270) and now stands at 325,846 employees, accounting for 63.6% of the total monitored workforce.

The datasets for this chapter are available to download from the Commission website at www.equalityni.org/FETOMonreport. The relevant [web tables are 3.1 – 3.8](#) and [web charts 3.1 – 3.25](#).

3.1 Employment Stocks

3.1.1 Community Background

In 2012, [53.8%] of private sector employees were Protestant; while [46.2%] were Roman Catholic ([Web Table 3.1](#)). The Roman Catholic share increased by [0.2 pp] from [46.0%] in 2011. This represents a continued gradual increase of the Roman Catholic share during the period 2001-2012, by [5.8 pp] from [40.4%] (Chart 3.1).

Between 2011 and 2012, the composition of the full-time private sector workforce remained relatively unchanged [≤ 0.1 pp], at [54.5%] Protestant and [45.5%] Roman Catholic ([Web Table 3.3](#)).

Key Findings:

- In 2012, while Protestants continued to comprise the majority of the private sector workforce the Roman Catholic share 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, was discontinued in both 2011 and 2012.
- For leavers there was a 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.

The Roman Catholic share of the full-time private sector workforce has gradually increased during the period 2001-2012, by [6.2 pp] from [39.3%] in 2001 ([Web Chart 3.6](#))

In 2012, the Roman Catholic share of the part-time private sector workforce increased by [0.8 pp] from [49.2%] in 2011 to [50.0%] ([Web Table 3.4](#)). This marks the first time during the period 2001-2012, where the composition of Protestants and Roman Catholics in part-time private sector employment is equal. The increased Roman Catholic share

represents the continuation of a long established upward trend in which the Roman Catholic share increased by [3.2 pp] from [46.8%] in 2001 ([Web Chart 3.10](#)).

3.1.2 Sex

In 2012, for the second consecutive year, the female share (45.9%) of private sector employees decreased by 0.3 pp from 46.2% in 2011. However, overall the female share increased by 0.4 pp from 45.5% in 2001 (Chart 3.2).

Chart 3.1: Private Sector Workforce All Employees [%] by Community Background, 2001-2012

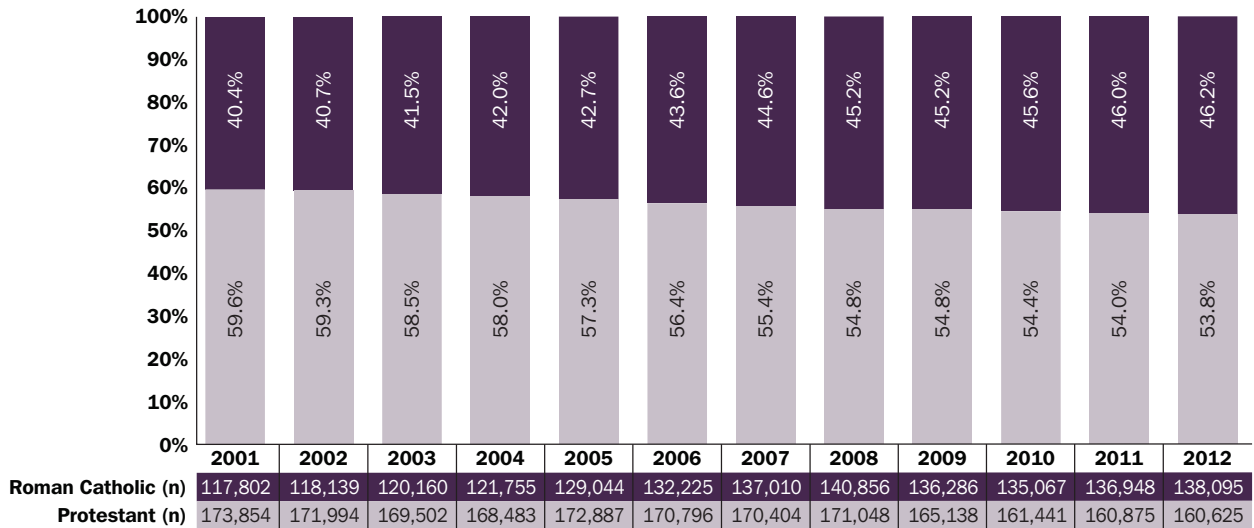
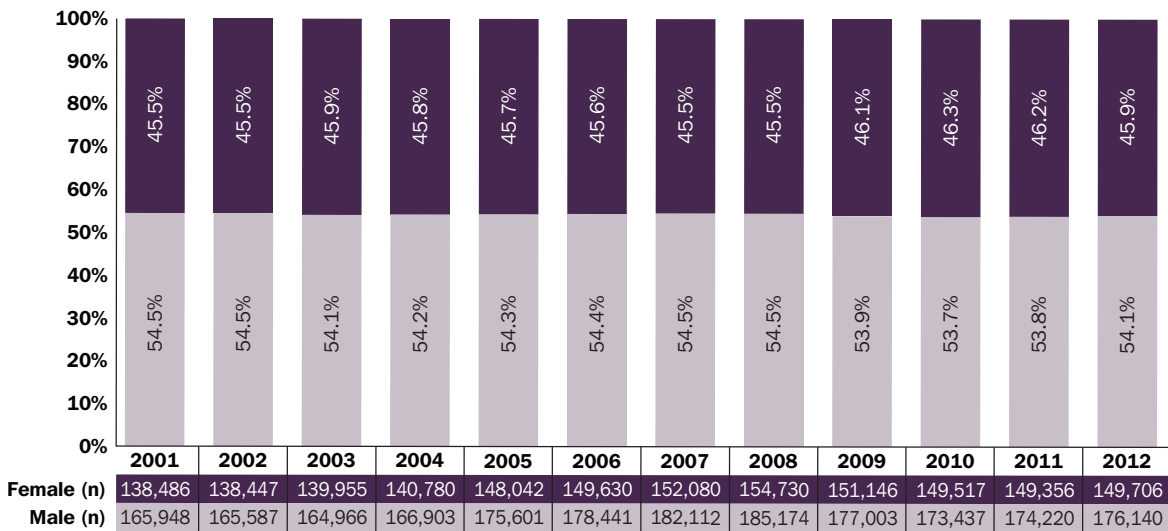


Chart 3.2: Private Sector Workforce All Employees (%) by Sex, 2001-2012

For the third consecutive year, the male (58.0%) and female shares (42.0%) of full-time private sector employees remained relatively unchanged (≤ 0.1 pp). During the period 2001-2012, the female share gradually increased by 1.0 pp from 41.0% in 2001 ([Web Chart 3.7](#)).

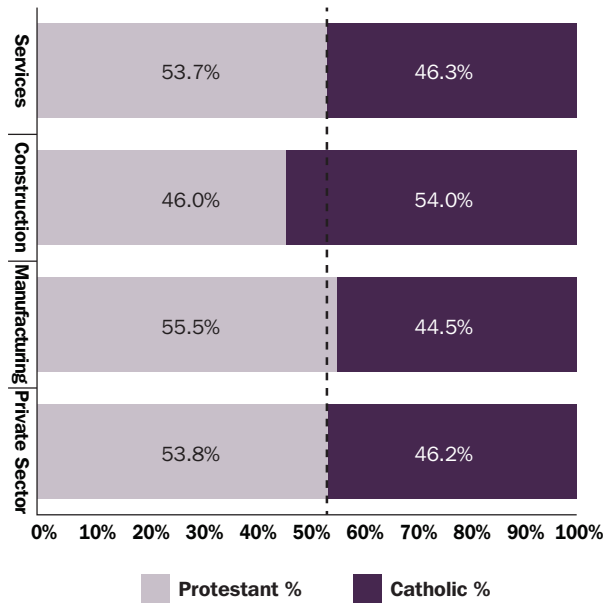
In 2012, females continued to account for the majority (66.2%) of the part-time private sector workforce. However, the male share has increased by 0.5 pp from 33.3% in 2011 and by 5.6 pp from 28.2% in 2001 ([Web Chart 3.11](#)).

3.1.3 Components

Services account for 73.4% of employee jobs across the three main components of private sector employment, followed by manufacturing at 22.1% and construction at 4.5%.

In 2012, the religious compositions of the private sector components varied ([Chart 3.3/ Web Chart 3.5](#)). Protestants accounted for a greater proportion of employees in the manufacturing sector [55.5%] and services sector [53.7%], while Roman Catholics accounted for a larger proportion of employees in the construction sector [54.0%] ([Web Table 3.2](#)).

Chart 3.3: Sectoral Components of the Private Sector Workforce, All Employees [%] by Community Background 2012.



3.2 Employment Flows

3.2.1 Applicants

For the sixth year in succession, the Roman Catholic [51.7%] share of applicants exceeded that of their Protestant [48.3%] counterparts ([Web Table 3.5](#)). Over the period 2001-2012, the Roman Catholic share of private sector applicants gradually increased by [7.9 pp] ([Web Chart 3.14](#)).

During the period 2001-2012, males have consistently comprised a larger share of applicants to the private sector. However, in 2012, for the second consecutive year, the female share increased, by 0.9 pp to 46.5% ([Web Chart 3.15](#)).

3.2.2 Appointees

For a seventh consecutive year, Roman Catholics [50.9%] comprised a greater share of private sector appointees than did Protestants [49.1%] ([Web Table 3.6](#)), with the Protestant share increasing by [1.3 pp] from 2011 ([Web Chart 3.17](#)).

In 2012, males (53.1%) continued to comprise more than half of private sector appointees, a trend observed since 2005. During the period 2001-2012, the female share decreased by 3.1 pp from 50.0% to 46.9% ([Web Chart 3.18](#)).

3.2.3 Promotees

The composition of promotees to the private sector was [57.6%] Protestant and [42.4%] Roman Catholic ([Web Table 3.7](#)). The Protestant share increased by [2.3 pp] from [55.3%] in 2011, although overall it decreased by [4.9 pp] from [62.5%] in 2001 ([Web Chart 3.20](#)).

In 2012, the male share of private sector promotees continued to increase by 3.2 pp from 58.0% in 2011 to 61.2%. However, during the period 2001-2012, it is the female share which increased overall by 0.2 pp from 38.6% to 38.8% ([Web Chart 3.21](#)).

3.2.4 Leavers

In 2012, the composition of private sector leavers was [51.0%] Roman Catholic and [49.0%] Protestant ([Web Table 3.8](#)), continuing the trend observed since 2008 of Roman Catholics comprising a greater share of leavers than Protestants ([Web Chart 3.23](#)).

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 trend⁸ observed since 2001 of an increasing Roman Catholic share of private sector leavers.

In 2012, 50.6% of leavers from the private sector were female, while 49.4% were male. During the period 2001-2012, the male and female shares of leavers fluctuated. However, the female share of private sector leavers demonstrated increases of 0.4 pp from 50.2% in 2011 and 0.3 pp from 50.3% in 2001 ([Web Chart 3.24](#)).

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

⁸ The Roman Catholic share of leavers decreased slightly [0.1 pp] between 2009 and 2010. With the exception of the RPA affected returns in 2008 when the female share was [49.4%].

Public Sector Workforce



4

4. Public Sector Workforce

In 2012, a total of 127 public bodies submitted valid monitoring returns to the Commission. In 2012, public sector employment increased (0.1%, 113) for the second consecutive year and accounted for 36.4% of the total monitored workforce. The total public sector workforce now stands at 186,379 employees.

The datasets for this chapter are available to download from the Commission website at www.equalityni.org/FETOMonreport. The relevant [web tables are 4.1 – 4.8](#) and [web charts 4.1 – 4.25](#).

4.1 Employment Stocks

4.1.1 Community Background

The Roman Catholic share of the total public sector workforce was [47.1%] in 2012 ([Web Table 4.1](#)), an increase of [0.3 pp] from [46.8%] in 2011, and [6.9 pp] from [40.2%] in 2001. This represents a

Key Findings:

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

Chart 4.1: Public Sector Workforce All Employees [%] by Community Background, 2001-2012



continuation of the year-on-year upward trend in Roman Catholic employment in the public sector (Chart 4.1).

In 2012, [53.0%] of full-time public sector employees were Protestant; whilst [47.0%] were Roman Catholic ([Web Table 4.3](#)). Between 2011 and 2012, the Roman Catholic share of the full-time public sector workforce increased by [0.2 pp] from [46.8%] in 2011. This represents a continued, year-on-year, gradual increase of the Roman Catholic share during the period 2001-2012, by [7.1 pp] from [39.9%] ([Web Chart 4.6](#)).

The composition of the part-time public sector workforce in 2012, was [52.5%] Protestant and [47.5%] Roman Catholic ([Web Table 4.4](#)). Between 2011 and 2012, the Roman Catholic share increased by [0.3 pp] from [47.2%]. This represents

the continuation of a trend in recent years in which the Roman Catholic share increased by [6.0 pp] from [41.5%] during the period 2001-2012 ([Web Chart 4.10](#)).

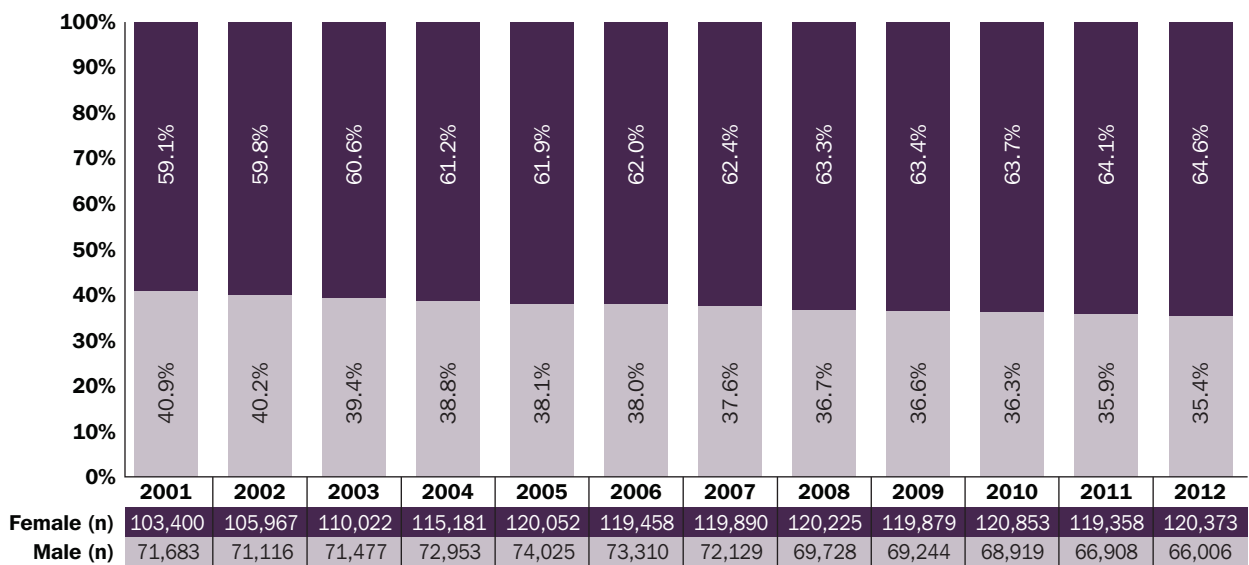
4.1.2 Sex

In 2012, the female share (64.6%) of public sector employment continued to increase, by 0.5 pp from 64.1% in 2011 and by 5.5 pp from 59.1% in 2001 (Chart 4.2).

Females continued to account for the majority (62.3%) of full-time public sector employees in 2012. The female share increased by 0.5 pp from 61.8% in 2011, and 7.1 pp from 55.2% in 2001 ([Web Chart 4.7](#)).

For the first time since 2010, the female share of the part-time public sector workforce decreased, falling by 0.6 pp from

Chart 4.2: Public Sector Workforce All Employees (%) by Sex, 2001-2012



76.9% in 2011 to 76.3% in 2012. The female share was 1.5 pp lower than the highest shares of 77.8% recorded in 2001 and 2004 ([Web Chart 4.11](#)).

4.1.3 Components

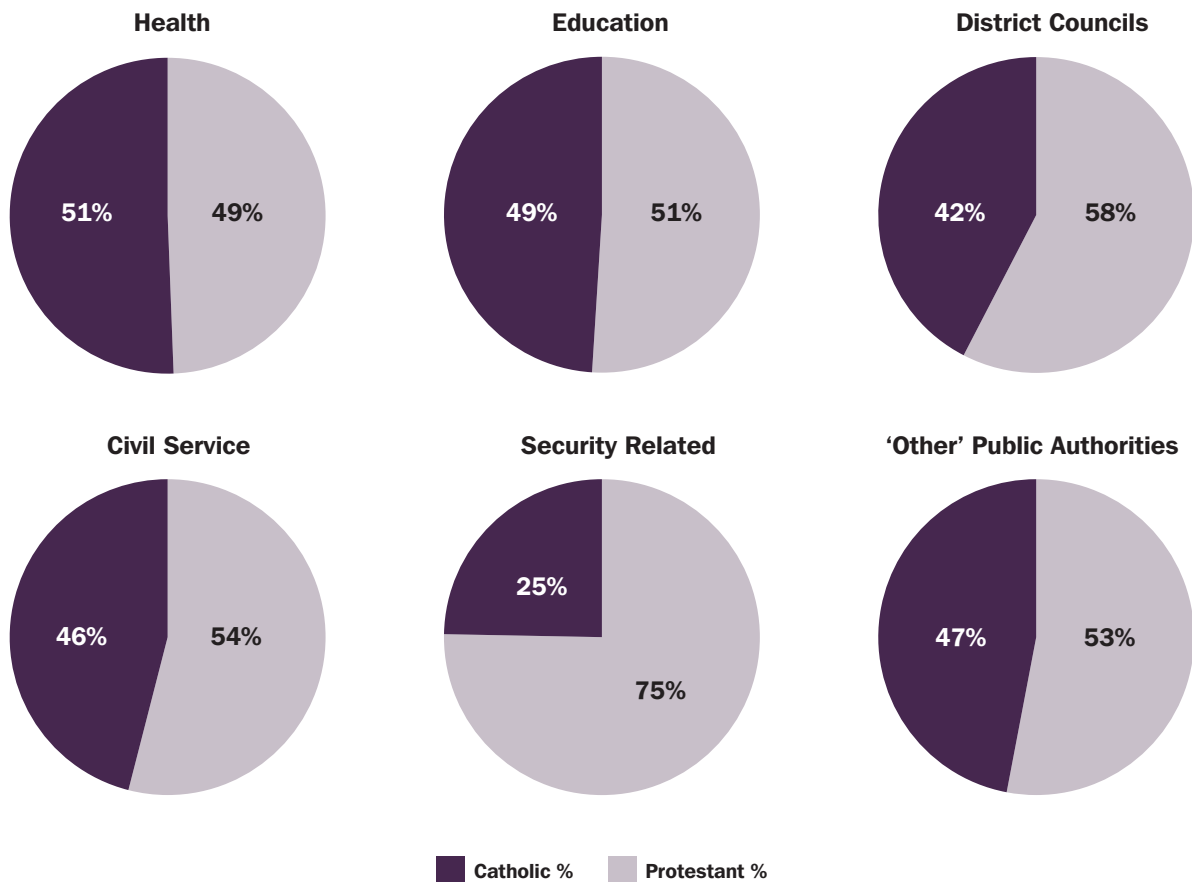
The public sector is categorised into six components/sectors, namely:

- Health
- Education
- District Councils
- Civil Service
- Security-related
- ‘Other’ Public Authorities

In 2012, with the exception of the health sector, Protestants accounted for a greater proportion of employees than did Roman Catholics across the sub-sector components (Figure D).

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%]. The Protestant share of employees contracted during the year in all but the Education and ‘Other’ Public Authorities sectors ([Web table 4.2](#)).

Figure D: Composition of the Public Sector Workforce, Component Sectors [%] by Community Background, 2012



With reference to the overall composition of the public sector, [52.9%] Protestant and [47.1%] Roman Catholic. Protestant representation in the Security-related sub-sector was [22.4pp] greater and [4.7 pp] greater in District Councils. Whereas Roman Catholic representation in the Health sub-sector was [3.5 pp] greater than the overall public sector composition ([Web Chart 4.5](#)).

4.2 Employment Flows

4.2.1 Applicants

For the first time during the period 2001-2012, Roman Catholics [50.9%] comprised a greater share of public sector applicants than did Protestants [49.1%] ([Web Table 4.5](#)), with the Roman Catholic share increasing from 2011 by [1.5 pp] and by [3.1 pp] from 2001 ([Web Chart 4.14](#)). In 2012, more than half of applicants to the public sector were female (56.8%), continuing the broad trend⁹ observed during the period 2001-2012 of females comprising a larger share of public sector applicants.

However, between 2011 and 2012, the female share increased by 4.4 pp from 52.4%, which represents the first increase since 2009 ([Web Chart 4.15](#)).

4.2.2 Appointees

For the third consecutive year, Roman Catholics [51.2%] comprised a greater share of public sector appointees than did Protestants [48.8%] ([Web Table 4.6](#)).

Although the proportions of appointees to the public sector accounted for by either Protestants or Roman Catholics have fluctuated over the period 2001-2012, overall the Roman Catholic share increased by [3.3 pp] from [47.9%] to [51.2%] ([Web Chart 4.17](#)).

In 2012, 65.6% of appointees were female, an increase of 0.8 pp from 64.8% in 2011. Although, females have comprised the majority of appointees over the period 2001-2012, the female share decreased by 3.9 pp from 69.5% in 2001 to 65.6% in 2012 ([Web Chart 4.18](#)).

4.2.3 Promotees

The composition of promotees to the public sector was [51.2%] Protestant and [48.8%] Roman Catholic ([Web Table 4.7](#)). The Roman Catholic share increased by [0.2 pp] from [48.6%] in 2011, and [7.3 pp] from [41.5%] in 2001 ([Web Chart 4.20](#)).

In 2012, the female share of public sector promotees was 63.8%, an increase of 5.1 pp from 58.7%, marking a continuation of an upward trend observed in the female share during the period 2001-2012, of 10.4 pp from 53.4% in 2001 ([Web Chart 4.21](#)).

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

4.2.4 Leavers

In 2012, the composition of public sector leavers was [56.1%] Protestant and [43.9%] Roman Catholic ([Web Table 4.8](#)). During the period 2001-2012, Protestants comprised a greater proportion of public sector leavers than Roman Catholics ([Web Chart 4.23](#))

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 ([Web Chart 4.24](#)).

Public Sector: Health



5

5. Public Sector – Health

In 2012, a total of 7 health care bodies submitted monitoring returns to the Commission, accounting for 68,552 employees and 36.7% of all public sector employment.

The datasets for this chapter are available to download from the Commission website at www.equalityni.org/FETOMonreport. The relevant [web tables are 5.1 – 5.7](#) and [web charts 5.1 – 5.24](#).

5.1 Employment Stocks

5.1.1 Community Background

In 2012, the composition was [50.6%] Roman Catholic and [49.4%] Protestant ([Web Table 5.1](#)). The Roman Catholic share of the health sector workforce has gradually increased during the period 2001-2012, by [0.2 pp] from [50.4%] in 2011 and [4.3 pp] from [46.3%] in 2001 (Chart 5.1).

Key Findings:

- In 2012, the Roman Catholic share of health sector employment, applicants and appointees continued to increase, although at higher rates than in previous years.
- During the period 2008-2012, the shares of Roman Catholic and Protestant leavers fluctuated, and thus no observable trend can be identified by community background.

Chart 5.1: Health Sector Workforce All Employees [%] by Community Background, 2001-2012



The composition of the full-time workforce was [50.8%] Roman Catholic and [49.2%] Protestant ([Web Table 5.2](#)). The Roman Catholic share increased by [0.2 pp] from [50.6%] in 2011, and [3.7 pp] from [47.1%] in 2001 ([Web Chart 5.5](#)).

For the third consecutive year, the composition of the part-time workforce remained relatively unchanged [≤ 0.1 pp], at [50.8%] Protestant and [49.2%] Roman Catholic ([Web Table 5.3](#)). The Roman Catholic share increased by [6.4 pp] from [42.8%] in 2001 ([Web Chart 5.9](#)).

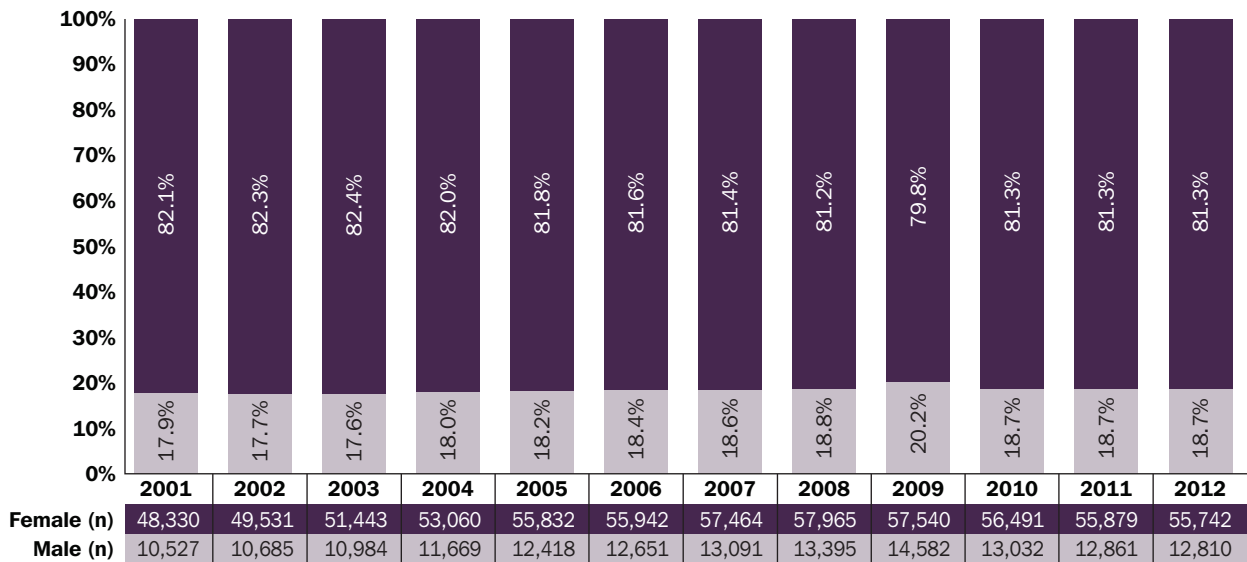
5.1.2 Sex

Females continue to dominate the health sector, accounting for 81.3% of all employees (Chart 5.2).

For the third consecutive year, the female share (80.7%) of full-time employees has remained relatively unchanged (≤ 0.1 pp). The female share increased by 0.4 pp from 80.3% in 2001 ([Web Chart 5.6](#)).

For the first time since 2009, the female share of the part-time health sector workforce decreased. The female share fell by 0.2 pp from 85.1% in 2011 and by 5.4 pp from 90.3% in 2001 ([Web Chart 5.10](#)).

Chart 5.2: Health Sector Workforce All Employees (%) by Sex, 2001-2012



5.2 Employment Flows

5.2.1 Applicants

The composition of applicants to the health sector was [55.6%] Roman Catholic and [44.4%] Protestant ([Web Table 5.4](#)). The Roman Catholic share increased by [0.6 pp] from [55.0%] in 2011, and [4.7 pp] from [50.9%] in 2001 ([Web Chart 5.13](#)).

In 2012, the female share of health sector applicants increased by 2.2 pp from 70.4% in 2011 to 72.6%. However, during the period 2001-2012, the male share of health sector applicants increased by 2.7 pp, from 24.7% to 27.4% ([Web Chart 5.14](#)).

5.2.2 Appointees

The composition of appointees to the health sector was [53.3%] Roman Catholic and [46.7%] Protestant ([Web Table 5.5](#)). The Roman Catholic share decreased by [1.2 pp] from [54.5%] in 2011, and increased by [3.1 pp] from [50.2%] in 2001 ([Web Chart 5.16](#)).

In 2012, the female (73.6%) share of health sector appointees decreased, by 1.1 pp from 74.7% in 2011 and by 7.3 pp from 80.9% in 2001 ([Web Chart 5.17](#)).

5.2.3 Promotees

The composition of promotees to the health sector was [56.2%] Roman Catholic and [43.8%] Protestant ([Web Table 5.6](#)). The Roman Catholic share increased by [4.1 pp] from [52.1%] in 2011, and [5.3 pp] from [50.9%] in 2008 ([Web Chart 5.19](#)).

In 2012, the 81.1% of promotees in the health sector were female, while 18.9% were male, continuing a trend observed since 2008, of more female than male promotees in the health sector ([Web Chart 5.20](#)).

5.2.4 Leavers

The composition of leavers from the health sector was [50.6%] Protestant and [49.4%] Roman Catholic ([Web Table 5.7](#)). The Protestant share increased by [1.5 pp] from [49.1%] in 2011, and [0.4 pp] from [50.2%] in 2008 ([Web Chart 5.22](#)).

In 2012, 69.8% of leavers from the health sector were female, while 30.2% were male. This marks a continuation of a trend observed since 2008, of higher proportions of female leavers ([Web Chart 5.23](#)).

Public Sector: Education



6

6. Public Sector – Education

In 2012, a total of 13 education bodies submitted monitoring returns to the Commission, accounting for 38,737 employees and 20.7% of all public sector employment.

The datasets for this chapter are available to download from the Commission website at www.equalityni.org/FETOMonreport. The relevant web tables are [6.1 – 6.7](#) and web charts [6.1 – 6.24](#).

6.1 Employment Stocks

6.1.1 Community Background

In 2012, the composition was [51.0%] Protestant and [49.0%] Roman Catholic ([Web Table 6.1](#)). Overall, during the period 2001-2012, the Roman Catholic share of the education sector workforce demonstrated a gradual increase of [3.2 pp] from [45.8%] in 2001 (Chart 6.1).

Key Findings:

- In 2012, the community background composition of the education sector workforce remained broadly similar to that observed in recent years (since 2008 the Roman Catholic share has fluctuated in the range [48.9%] to [49.2%]).
- Roman Catholics continued to account for a greater share of applicants and their share of appointees increased following a dip in 2011.
- During the period 2008-2012 the Protestant and Roman Catholic shares of leavers fluctuated.

Chart 6.1: Education Sector Workforce All Employees [%] by Community Background, 2001-2012



The composition of the full-time workforce remained relatively unchanged [≤ 0.1 pp], from 2011 figures, at [50.8%] Protestant and [49.2%] Roman Catholic ([Web Table 6.2](#)). However, the Roman Catholic share increased by [3.1 pp] from [46.1%] in 2001 ([Web Chart 6.5](#)).

For the second consecutive year, the composition of the part-time workforce remained relatively unchanged [≤ 0.1 pp], at [51.1%] Protestant and [48.9%] Roman Catholic ([Web Table 6.3](#)). Overall, the Roman Catholic share has increased by [3.4 pp] from [45.5%] in 2001 ([Web Chart 6.9](#)).

6.1.2 Sex

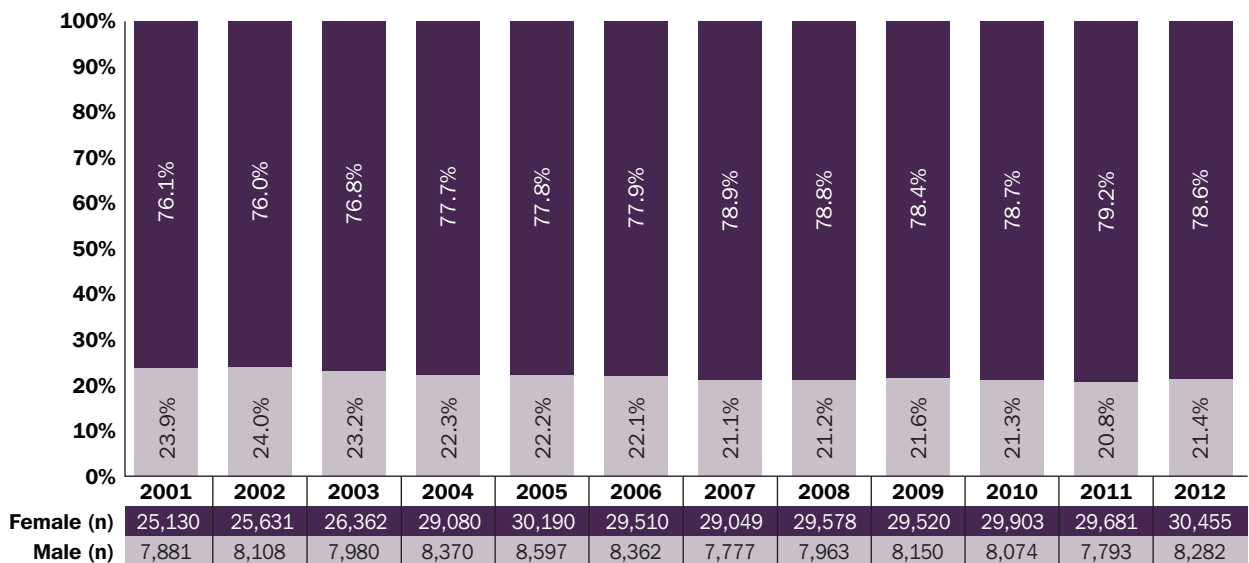
Between 2011 and 2012, male representation in the education sector increased for the first time since 2009, by 0.6 pp from 20.8% to 21.4%. Overall, during the period 2001-2012, the female

share of the education sector workforce gradually increased by 2.5 pp from 76.1% in 2001 to 78.6% ([Chart 6.2](#)).

Between 2011 and 2012, the female share of the full-time education sector workforce increased by 0.4 pp from 78.0% to 78.4%. This represents a continued gradual increase in the female share during the period 2001-2012, by 5.9 pp from 72.5% in 2001 ([Web Chart 6.6](#)).

For the first time since 2009, the female share (78.9%) of the part-time education sector workforce decreased. The female share fell 2.3 pp from 81.2% in 2011 and has fallen overall by 1.9 pp from 80.8% in 2001 ([Web Chart 6.10](#)).

Chart 6.2: Education Sector Workforce All Employees (%) by Sex, 2001-2012



6.2 Employment Flows

6.2.1 Applicants

The composition of applicants to the education sector was [53.7%] Roman Catholic and [46.3%] Protestant ([Web Table 6.4](#)). The Roman Catholic share increased by [1.1 pp] from [52.6%] in 2011, and [0.6 pp] from [53.1%] in 2001 ([Web Chart 6.13](#)).

For the second consecutive year, the female share of education sector applicants increased by 0.5 pp from 70.2% in 2011 to 70.7% in 2012. However, overall the female share decreased by 3.9 pp from 74.6% in 2001 ([Web Chart 6.14](#)).

6.2.2 Appointees

The composition of appointees to the education sector was [50.1%] Protestant and [49.9%] Roman Catholic ([Web Table 6.5](#)). The Roman Catholic share increased by [1.4 pp] from [48.5%] in 2011, and by [1.1 pp] from [48.8%] in 2001 ([Web Chart 6.16](#)).

In 2012, the female share of education sector appointees increased for the second consecutive year, by 0.8 pp from 76.5% in 2011 to 77.3% ([Web Chart 6.17](#)). During the period 2001-2012, the proportions of appointees accounted for by males and females fluctuated. However, overall the male share decreased by 3.1 pp from 25.8% to 22.7%.

6.2.3 Promotees

The composition of promotees to the education sector was [54.8%] Roman Catholic and [45.2%] Protestant ([Web Table 6.6](#)). The Roman Catholic share increased by [1.0 pp] from [53.8%] in 2011, and by [7.7 pp] from [47.1%] in 2008 ([Web Chart 6.19](#)).

During the period 2008-2012, the female share increased by 2.7 pp from 79.1% to 81.8%. However, this overall increase can be attributed to the considerable rise of 7.0 pp from 74.8% in the female share between 2011 and 2012. Prior to this the female share had been gradually decreasing year-on-year ([Web Chart 6.20](#)).

6.2.4 Leavers

The composition of leavers from the education sector was [50.6%] Roman Catholic and [49.4%] Protestant ([Web Table 6.7](#)). The Protestant share increased by [0.8 pp] from [48.6%] in 2011, and decreased by [0.4 pp] from [49.8%] in 2008 ([Web Chart 6.22](#)).

In 2012, the female share of education sector leavers was 75.9%, a decrease of 2.8 pp from 78.7% in 2011. This represents a gradual decrease in the female share of leavers from the education sector during the period 2008-2012, by 7.1 pp from 83.0% in 2008 ([Web Chart 6.23](#)).

**Public Sector:
District
Councils**



7

7. Public Sector – District Councils

In 2012, a total of 26 district councils submitted monitoring returns to the Commission, accounting for 11,383 employees and 6.1% of all public sector employment.

The datasets for this chapter are available to download from the Commission website at www.equalityni.org/FETOMonreport. The relevant web tables are [7.1 – 7.7](#) and [web charts 7.1 – 7.24](#).

7.1 Employment Stocks

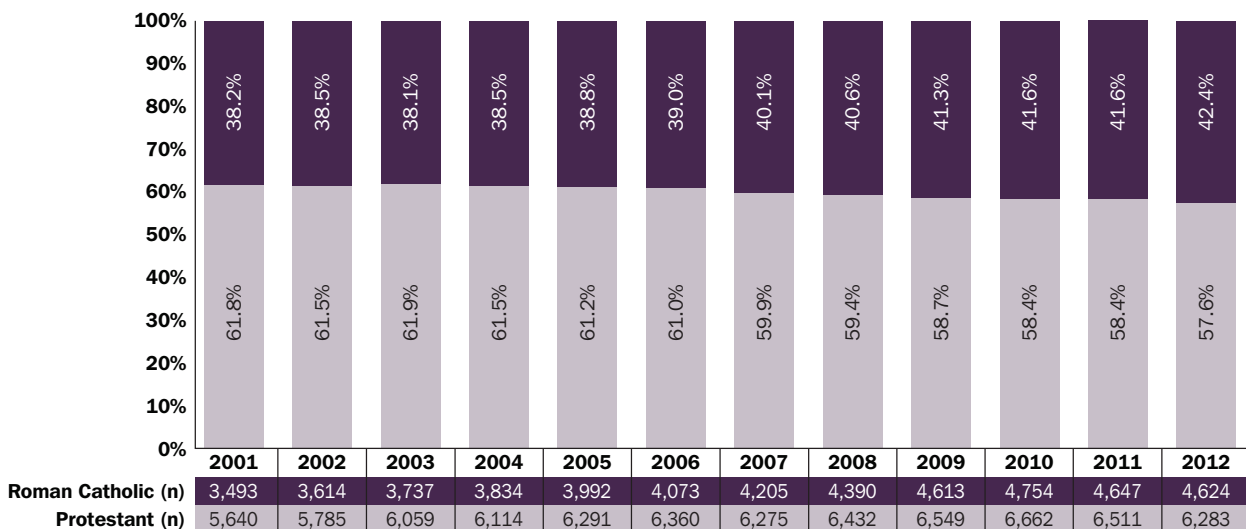
7.1.1 Community Background

In 2012, the composition of the district council workforce was [57.6%] Protestant and [42.4%] Roman Catholic ([Web Table 7.1](#)).

Key Findings:

- In 2012, the Roman Catholic share of district council employees decreased, back to the level previously observed in more recent years, prior to a peak in 2011.
- Protestants continued to comprise the majority of applicants and appointees, although their share of appointees decreased from the previous year.
- As with every year across the period from 2008, Protestants comprised a greater share of leavers from the monitored workforce.

Chart 7.1: District Council Workforce All Employees [%] by Community Background, 2001-2012



Between 2011 and 2012, the Roman Catholic share of the district councils workforce increased by [0.8 pp] from [41.6%], representing a continued gradual increase in the Roman Catholic share during the period 2001-2012, of [4.2 pp] from [38.2%] (Chart 7.1).

The composition of the full-time workforce was [57.6%] Protestant and [42.4%] Roman Catholic ([Web Table 7.2](#)). The Roman Catholic share increased by [0.5 pp] from [41.9%] in 2011, and [4.4 pp] from [38.0%] in 2001 ([Web Chart 7.5](#)).

The composition of the part-time workforce was [57.9%] Protestant and [42.1%] Roman Catholic ([Web Table 7.3](#)). The Roman Catholic share increased by [2.2 pp] from [39.9 pp] in 2011, and by [2.3 pp] from [39.8%] in 2001 ([Web Chart 7.9](#)).

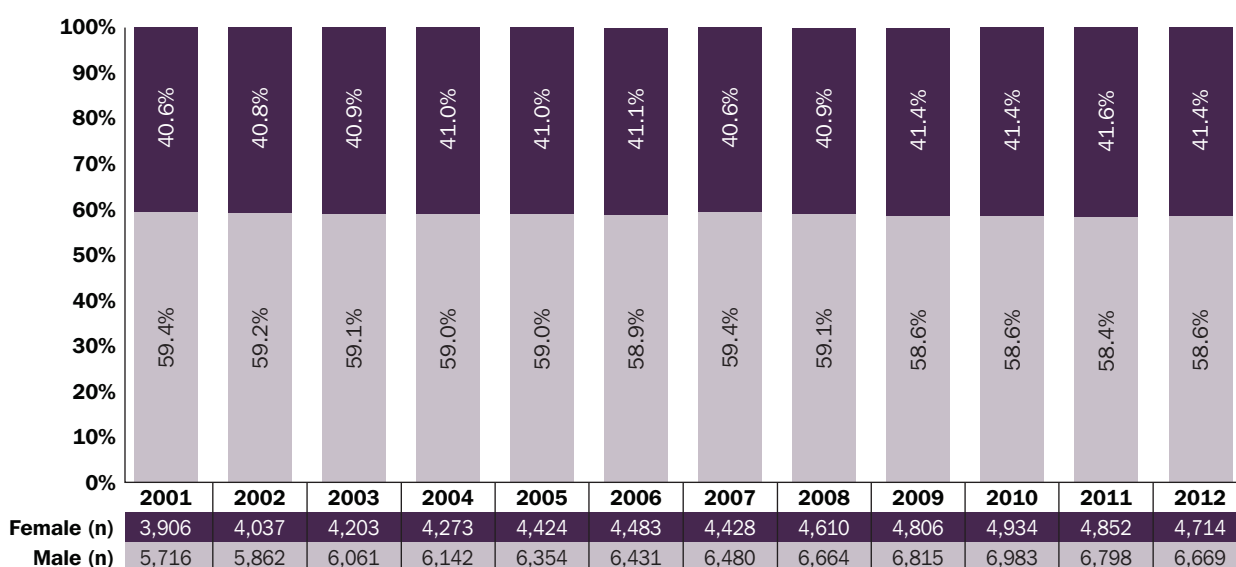
7.1.2 Sex

In 2012, female representation was 41.4%, a decrease of 0.2 pp from 41.6% in 2011 (Chart 7.2).

Males (60.2%) continued to account for the majority of full-time district councils employees in 2012. The male share increased by 0.2 pp from 60.0% in 2011. However, overall their share has decreased by 2.7 pp from 62.9% in 2001 ([Web Chart 7.6](#)).

In 2012, the female share of the part-time district councils workforce was 53.2%, a decrease of 2.1 pp from 55.3% in 2011 and of 9.4 pp from 62.6% in 2001 ([Web Chart 7.10](#)).

Chart 7.2: District Council Workforce All Employees (%) by Sex, 2001-2012



7.2 Employment Flows

7.2.1 Applicants

The composition of applicants to the district councils was [54.6%] Protestant and [45.4%] Roman Catholic ([Web Table 7.4](#)). The Roman Catholic share decreased by [1.0 pp] from [46.4%] in 2011, but increased overall by [3.7 pp] from [41.7%] in 2001 ([Web Chart 7.13](#)).

In 2012, the male share (64.0%) of district council applicants increased, by 0.3 pp from 63.7% in 2011. Overall, the male share rose steadily during the period 2001-2012, by 16.1 pp from 47.9% in 2001 ([Web Chart 7.14](#)).

7.2.2 Appointees

The composition of appointees to the district councils was [53.0%] Protestant and [47.0%] Roman Catholic ([Web Table 7.5](#)). The Roman Catholic share increased by [2.1 pp] from [44.9%] in 2011, and increased by [6.7 pp] from [40.3%] in 2001 ([Web Chart 7.16](#)).

In 2012, the female share of district councils appointees was 45.3%, a decrease of 2.5 pp from 51.2% in 2011. The male and female shares of district councils appointees have fluctuated during the period 2001-2012. However, overall, the male share of appointees increased by 5.9 pp from 48.8% to 54.7% ([Web Chart 7.17](#)).

7.2.3 Promotees

The composition of promotees to the district councils was [52.2%] Roman Catholic and [47.8%] Protestant ([Web Table 7.6](#)). The Roman Catholic share decreased by [4.9 pp] from [57.1%] in 2011, and [6.2 pp] from [58.4%] in 2008 ([Web Chart 7.19](#)).

Between 2011 and 2012, the female share of district councils promotees increased by 10.9 pp from 55.0% to 65.9%. Overall, the female share of promotees has increased during the period 2008-2012 by 13.2 pp from 52.7%. This increase had been gradual, up until 2012 when a marked rise was observed ([Web Chart 7.20](#)).

7.2.4 Leavers

The composition of leavers from the district councils was [59.9%] Protestant and [40.1%] Roman Catholic ([Web Table 7.7](#)). The Protestant share increased by [1.2 pp] from [58.7%] in 2011, and by [2.6 pp] from [57.3%] in 2008 ([Web Chart 7.22](#)).

In 2012, 55.4% of leavers from the district councils were male. During the period 2008-2012, the male and female shares of district council leavers fluctuated. However, overall the male share of district councils leavers increased, by 2.1 pp from 53.3% in 2001 ([Web Chart 7.23](#)).

Public Sector: Civil Service



8

8. Public Sector – Civil Service

In 2012, a total of 3 civil service bodies submitted monitoring returns to the Commission, accounting for 32,808 employees and 17.6% of all public sector employment.

The datasets for this chapter are available to download from the Commission website at www.equalityni.org/FETOMonreport. The relevant web tables are [8.1 – 8.7](#) and [web charts 8.1 – 8.24](#).

8.1 Employment Stocks

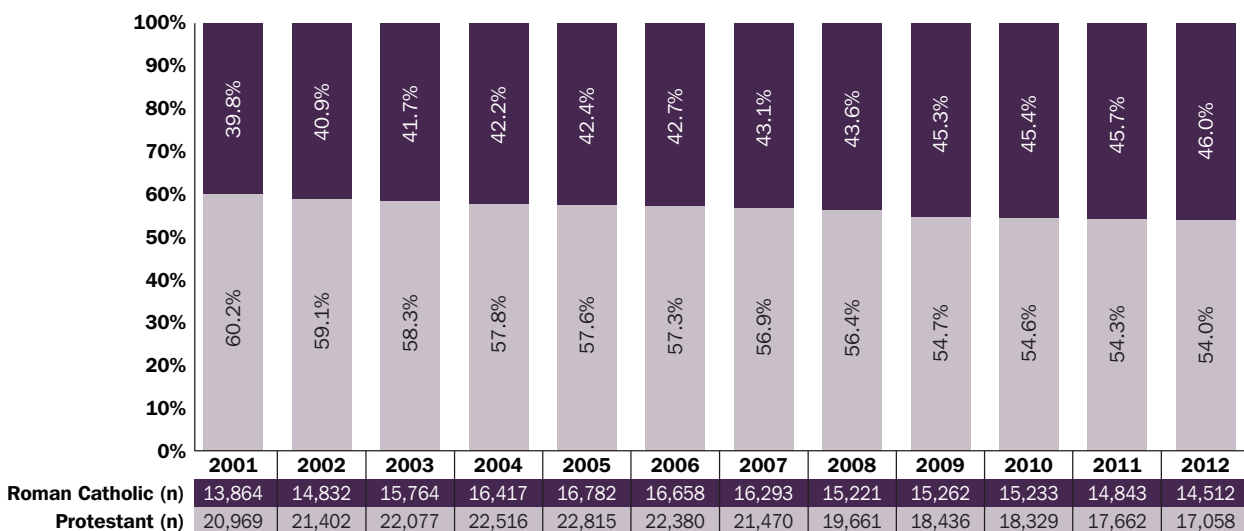
8.1.1 Community Background

The composition of the civil service sector workforce was [54.0%] Protestant and [46.0%] Roman Catholic ([Web Table 8.1](#)). The Protestant share decreased by [0.3 pp] from [54.3%] in 2011, and by [6.2 pp] from [60.2%] in 2001 (Chart 8.1).

Key Findings:

- In 2012, while Protestants continued to comprise the majority of the civil service workforce, the Roman Catholic share continued to increase.
- For the first time since 2004, the Roman Catholic share of applicants exceeded that of Protestants.
- Similarly, for the first time since 2002, the Roman Catholic share of appointees exceeded that of Protestants.
- As with every year across the period from 2008, Protestants comprised a greater share of leavers from the monitored workforce.

Chart 8.1: Civil Service Workforce All Employees [%] by Community Background, 2001-2012



The composition of the full-time workforce was [53.9%] Protestant and [46.1%] Roman Catholic ([Web Table 8.2](#)). The Roman Catholic share increased by [6.2 pp] from [39.9%] in 2001 ([Web Chart 8.4](#)).

The composition of the part-time workforce remained relatively unchanged [≤ 0.1 pp] from 2011, at [63.0%] Protestant and [37.0%] Roman Catholic ([Web Table 8.3](#)). The Roman Catholic share increased by [6.5 pp] from [30.5%] in 2001 ([Web Chart 8.9](#)).

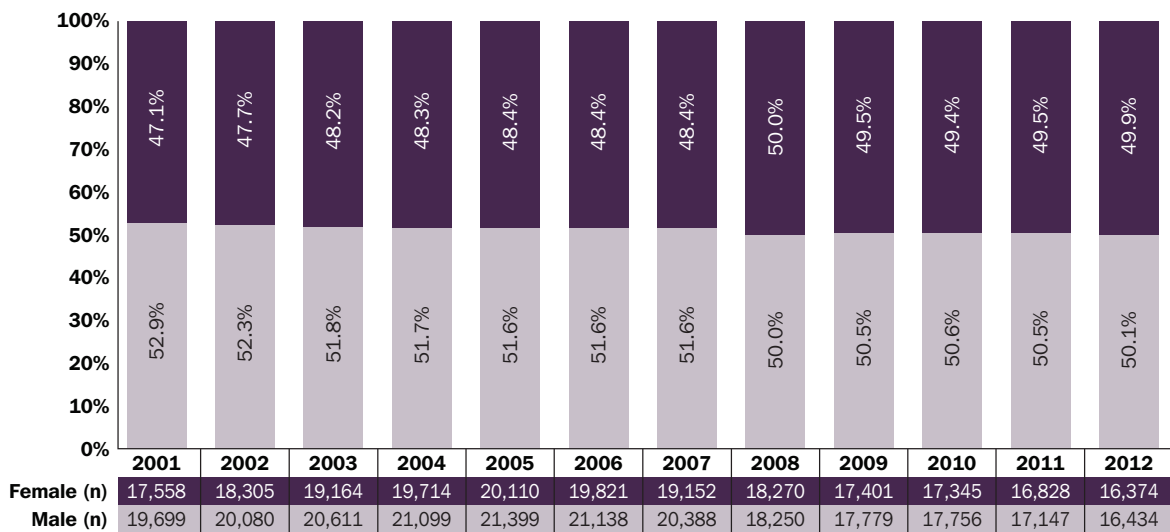
8.1.2 Sex

In 2012, males accounted for slightly more civil service employees (50.1%) than did females (49.9%), continuing an ongoing trend observed since 2001 (Chart 8.2).

In 2012, the female share (49.6%) of the full-time civil service workforce increased, by 0.6 pp from 49.0% in 2011, and by 2.7 pp from 46.9% in 2001 ([Web Chart 8.6](#)).

Unlike the overall and full-time civil service workforces, the part-time workforce has been predominately female during the period 2001-2012. In 2012, the female share (64.6%) of the part-time civil service workforce fell 8.1 pp from 72.7% in 2011 and by 18.7 pp from 83.3% in 2001 ([Web Chart 8.10](#)).

Chart 8.2: Civil Service Workforce All Employees (%) by Sex, 2001-2012



8.2 Employment Flows

8.2.1 Applicants

In 2012, the composition of applicants to the civil service sector was [48.2%] Protestant and [51.8%] Roman Catholic ([Web Table 8.4](#)).

The Roman Catholic share increased by [4.3 pp] from [47.5%] in 2011, marking the first time since 2004, that the proportion of Roman Catholic applicants was greater than the Protestant share of applicants ([Web Chart 8.13](#)).

In 2012, the male share of civil service applicants was 52.1%, an increase of 7.0 pp from 45.1% from 2001. However, between 2011 and 2012, the male share of civil service applicants decreased by 2.5 pp from 54.6% ([Web Chart 8.14](#)).

8.2.2 Appointees

The composition of appointees to the civil service sector was [53.2%] Roman Catholic and [46.8%] Protestant ([Web Table 8.5](#)). The Roman Catholic share increased by [7.8 pp] from [45.4%] in 2011, and by [3.1pp] from [50.1%] in 2001. This overall increase is primarily attributed to a steep rise in their share between 2011 and 2012, which, for the first time since 2002, resulted in a greater share of Roman Catholic appointees than Protestant appointees ([Web Chart 8.16](#)).

In 2012, the female share of civil service sector appointees was 45.1%, an increase of 4.9 pp from 40.2% in 2011. However, during the period 2001-2012, the female share of civil service sector appointees decreased overall, by 9.4 pp from 54.5% ([Web Chart 8.17](#)).

8.2.3 Promotees

The composition of promotees to the civil service sector was [51.9%] Protestant and [48.1%] Roman Catholic ([Web Table 8.6](#)). The Roman Catholic share increased by [0.4 pp] from [47.7%] in 2011, and decreased by [2.3 pp] from [50.4%] in 2008. The proportions of promotees to the civil service accounted for by either Protestants or Roman Catholics fluctuated over the period 2008-2012 ([Web Chart 8.19](#)).

In 2012, the female share of civil service sector promotees was 50.1%, an increase of 3.2 pp from 46.9% in 2011. During the period 2008-2012, the share of male and female promotees fluctuated. However, overall the female share decreased by 4.6 pp from 54.7% ([Web Chart 8.20](#)).

8.2.4 Leavers

The composition of leavers from the civil service sector was [57.1%] Protestant and [42.9%] Roman Catholic ([Web Table 8.7](#)). The Protestant share decreased by [1.4 pp] from [58.5%] in 2011, and by [2.3 pp] from [59.4%] in 2008.

The female share of civil service leavers was 44.4%, an increase of 1.2 pp from 43.2% in 2011. During the period 2008-2012, the male and female shares of leavers fluctuated. However, overall the female share of civil service leavers increased by 7.0 pp from 37.4% in 2008 ([Web Chart 8.23](#)).

Public Sector: Security-related



9

9. Public Sector – Security-related

In 2012, a total of 3 security-related bodies submitted monitoring returns to the Commission, accounting for 12,158 employees and 6.5% of the total public sector workforce.

The datasets for this chapter are available to download from the Commission website at www.equalityni.org/FETOMonreport. The relevant web tables are [9.1 – 9.7](#) and web charts [9.1 – 9.23](#).

9.1 Employment Stocks

9.1.1 Community Background

In terms of composition, the Protestant share of the security-related sector was [75.3%] whilst the Roman Catholic share was [24.7%] ([Web Table 9.1](#)).

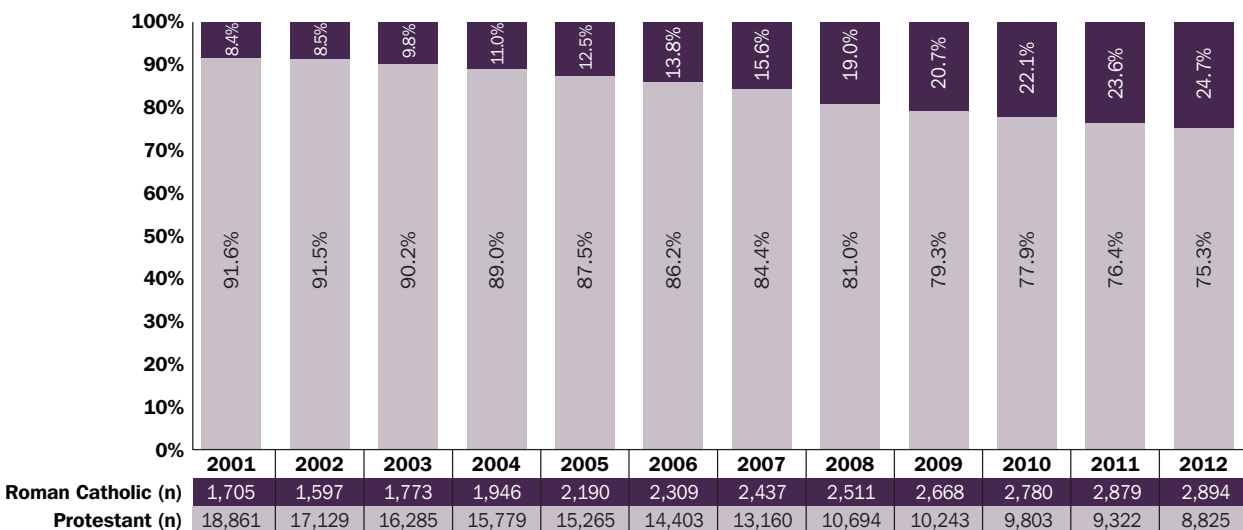
Between 2011 and 2012, the Roman Catholic share of the security-related

Key Findings:

- In 2012, while Protestants continued to comprise the majority of the security-related workforce, the Roman Catholic share continued to increase.
- Protestants continued to comprise the majority of security-related sector applicants, appointees and leavers.

workforce increased by [1.1 pp] from [23.6%]. This represents a continued gradual increase, year-on-year, of the Roman Catholic share during the period 2001-2012 by [16.3 pp] from [8.4%] (Chart 9.1).

Chart 9.1: Security-related Workforce All Employees [%] by Community Background, 2001-2012



The composition of the full-time workforce was [74.5%] Protestant and [25.5%] Roman Catholic ([Web Table 9.2](#)). The Roman Catholic share increased by [1.0 pp] from [24.5%] in 2011, and [16.8 pp] from [8.7%] in 2001 ([Web Chart 9.5](#)).

The composition of the part-time workforce was [91.0%] Protestant and [9.0%] Roman Catholic ([Web Table 9.3](#)). The gradual rise in the Roman Catholic share continued, increasing by [0.5 pp] from [8.5%] in 2011, and [4.7 pp] from [4.3%] in 2001 ([Web Chart 9.9](#)).

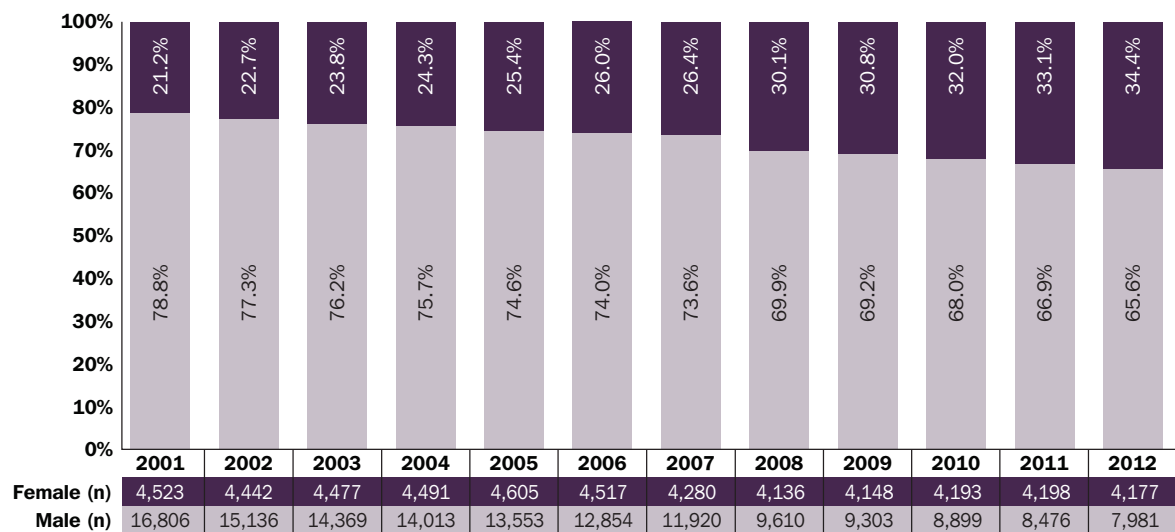
9.1.2 Sex

In 2012, males continued to account for the majority (65.6%) of employees in the security-related sector, while 34.4% were female. During the period 2001-2012, the female share has steadily increased by 13.2 pp from 21.2% ([Chart 9.2](#)).

Males continue to account for the majority (66.1%) of full-time security-related sector employees. However, the female share has gradually increased by 1.3 pp from 32.6% in 2011 and by 13.1 pp from 20.8% in 2001 ([Web Chart 9.6](#)).

The increasing proportion of females in the part-time security-related sector workforce continued in 2011, with an increase of 0.7 pp from 42.3% in 2011, and by 16.8 pp from 26.2% in 2001 to 43.0% in 2012 ([Web Chart 9.10](#)).

Chart 9.2: Security-related Workforce All Employees (%) by Sex, 2001-2012



9.2 Employment Flows

9.2.1 Applicants

The composition of applicants to the security-related sector was [64.3%] Protestant and [35.7%] Roman Catholic ([Web Table 9.4](#)). The Roman Catholic share decreased by [2.9 pp] from [38.6%] in 2011, and by [3.1 pp] from [38.8%] in 2008 ([Web Chart 9.12](#)).

In 2012, the female share of applicants to the security-related sector was 57.9%, an overall increase of 18.8 pp from 39.1% in 2008.

However, the increase in the female share was primarily observed in the 2012 returns; and does not necessarily constitute a trend towards an increasing female share in security-related applicants ([Web Chart 9.13](#)).

9.2.2 Appointees

The composition of appointees to the security-related sector was [59.4%] Protestant and [40.6%] Roman Catholic ([Web Table 9.5](#)). The Protestant share increased by [9.8 pp] from [50.4%] in 2011, and decreased by [1.2 pp] from [60.6%] in 2008 ([Web Chart 9.15](#)).

In 2012, 47.4% of appointees to the security-related sector were female. During the period 2008-2012, the proportions accounted for by either sex fluctuated. However, overall the female share of security-related sector appointees increased by 9.6 pp from 37.8%. However, this does not necessarily constitute a trend towards an increased female share as the increase is most notably seen in 2012 ([Web Chart 9.16](#)).

9.2.3 Promotees

The composition of promotees to the security-related sector was [76.1%] Protestant and [23.9%] Roman Catholic ([Web Table 9.6](#)). The Roman Catholic share increased by [3.2 pp] from [20.7%] in 2011, and by [3.9 pp] from [20.0%] in 2008 ([Web Chart 9.18](#)).

In 2012, 51.0% of promotees from the security-related sector were female. The female share increased by 25.7pp from 25.3% in 2011. However, after five years of monitoring the sex composition of promotees to the security-related sector no observable trend can be identified due to the variance within the data over the period 2008-2012 ([Web Chart 9.19](#)).

9.2.4 Leavers

The composition of leavers from the security-related sector was [88.2%] Protestant and [11.8%] Roman Catholic ([Web Table 9.7](#)). The Protestant share increased by [1.6 pp] from [86.6%] in 2011, and by [2.7 pp] from [90.9%] in 2008 ([Web Chart 9.21](#)).

In 2012, 81.9% of leavers from the security-related sector were male. During the period 2008-2012, the male and female shares of leavers fluctuated. However, overall the male share demonstrated a downward trend of 6.9 pp from 88.8% to 81.9% ([Web Chart 9.22](#)).

**Public Sector:
'Other' Public
Authorities**



10

10. Public Sector – ‘Other’ Public Authorities

In 2012, a total of 69 ‘Other’ Public Authorities bodies submitted monitoring returns to the Commission, accounting for 24,486 employees and 13.1% of the total public sector workforce.

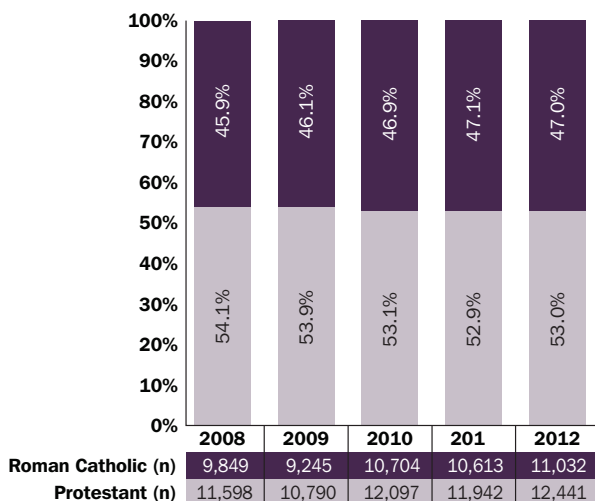
The datasets for this chapter are available to download from the Commission website at www.equalityni.org/FETOMonreport. The relevant web tables are [10.1 – 10.7](#) and [web charts 10.1 – 10.24](#).

10.1 Employment Stocks

10.1.1 Community Background

In 2012, the composition of the ‘Other’ Public Authorities was [53.0%] Protestant and [47.0%] Roman Catholic ([Web Table 10.1](#)). Between 2011 and 2012, the Protestant and Roman Catholic shares of the ‘Other’ Public Authorities workforce remained relatively unchanged [≤ 0.1 pp].

Chart 10.1: ‘Other’ Public Authorities Workforce All Employees [%] by Community Background, 2008-2012



Key Findings:

- In 2012, the Protestant and Roman Catholic shares of ‘Other’ Public Authorities remained relatively unchanged [≤ 0.1 pp] from 2011, although a gradual increase in the Roman Catholic share can be observed during the period 2008-2012.
- Protestants continued to comprise the majority of applicants, with their share increasing for the second consecutive year, albeit at a slower rate than previously observed.
- For the first time since 2010, the Protestant share of appointees exceeded that of Roman Catholics.
- The Protestant share of leavers continued to decrease in 2011 at the same rate observed in the previous year.

However, during the period 2008-2012, the Roman Catholic share gradually increased by [1.1 pp] from [45.9%] (Chart 10.1).

In 2012, [53.0%] of full-time 'Other' Public Authorities sector employees were Protestant; whilst [47.0%] were Roman Catholic (Web Table 10.2). Between 2011 and 2012, the Protestant and Roman Catholic shares of the full-time 'Other' Public Authorities workforce remained relatively unchanged [≤ 0.1 pp]. However, during the period 2008-2012, the Roman Catholic share gradually increased by [1.1 pp] from [45.9%] (Web Chart 10.5).

There were [53.1%] Protestant and [46.9%] Roman Catholic employees in the part-time 'Other' Public Authorities sector workforce in 2012 (Web Table 10.3). Between 2011 and 2012, the Protestant share of the part-time workforce increased by [0.7 pp] from [52.4%]. However, during the period 2008-2012, the Roman Catholic share increased overall by [0.7 pp] from [46.2%] (Web Chart 10.9).

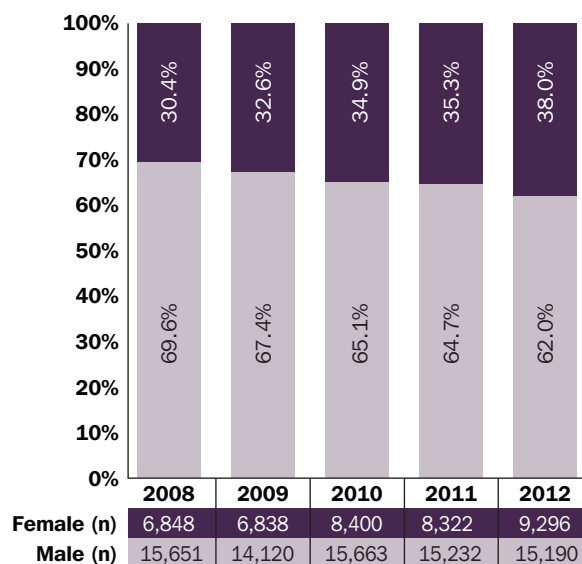
10.1.2 Sex

The increasing proportion of female employees in the 'Other' Public Authorities workforce continued in 2012 (38.0%), with an increase of 2.7 pp from 35.3% in 2011, and 7.6 pp from 30.4% in 2008 (Chart 10.2).

Males continued to account for the majority (61.8%) of full-time employees in the 'Other' Public Authorities. However, the female share gradually increased, by 2.3 pp from 35.9% in 2011 and by 7.0 pp from 31.2% in 2008 (Web Chart 10.6).

The upward trend in the female share (34.7%) of the part-time 'Other' Public Authorities workforce continued in 2012, increasing by 7.1 pp from 27.6% in 2011 and by 15.7pp from 19.0% in 2008 (Web Chart 10.10).

Chart 10.2: 'Other' Public Authorities Workforce All Employees (%) by Sex, 2008-2012



10.2 Employment Flows

10.2.1 Applicants

The composition of applicants to the ‘Other’ Public Authorities sector was [51.7%] Protestant and [48.3%] Roman Catholic ([Web Table 10.4](#)). The Protestant share increased by [0.4 pp] from [51.3%] in 2011. However, overall it decreased by [3.0 pp] from [54.7%] in 2008 ([Web Chart 10.13](#)).

The proportions of applicants accounted for by males and females fluctuated over the period 2008-2012. However, the female share of ‘Other’ Public Authorities applicants demonstrated an overall increase of 1.5 pp from 44.1% in 2008 to 45.6% in 2012 ([Web Chart 10.14](#)).

10.2.2 Appointees

The composition of appointees to the ‘Other’ Public Authorities sector was [50.1%] Protestant and [49.9%] Roman Catholic ([Web Table 10.5](#)). For the first time since 2010, the Protestant share exceeded the Roman Catholic share and increased by [2.7 pp] from [47.4%] in 2011. However overall, it decreased by [3.7 pp] from [53.8%] in 2008 ([Web Chart 10.16](#)).

Between 2011 and 2012, the female share of ‘Other’ Public Authorities appointees increased by 1.4 pp from 46.6% to 48.0%. During the period 2008-2012, the female share has year-on-year, steadily increased, overall by 10.1 pp from 37.9% in 2008 ([Web Chart 10.17](#)).

10.2.3 Promotees

The composition of promotees to the ‘Other’ Public Authorities sector was [43.6%] Protestant and [56.4%] Roman Catholic ([Web Table 10.6](#)). The Roman Catholic share increased by [7.5 pp] from [48.9%] in 2011, and [7.9 pp] from [48.5%] in 2008 ([Web Chart 10.19](#)).

In 2012, females represented 57.1% of promotees in the ‘Other’ Public Authorities sector. The proportions of promotees accounted for by males and females fluctuated over the period 2008-2012. However, overall the female share increased by 13.1 pp from 44.0%. This increase was primarily demonstrated by a rise of 12.3 pp from 44.8% in 2011 ([Web Chart 10.20](#)).

10.2.4 Leavers

The composition of leavers from the ‘Other’ Public Authorities sector was [59.6%] Protestant and [40.4%] Roman Catholic ([Web Table 10.7](#)). The Protestant share decreased by [2.1 pp] from [61.7%] in 2011, and [4.3 pp] from [63.9%] in 2008 ([Web Chart 10.22](#)).

In 2012, males accounted for 43.5% of leavers from the ‘Other’ Public Authorities sector. Overall, the male share demonstrated an increase, of 2.4 pp from 41.1% in 2011 and 3.2 pp from 40.3% in 2008 ([Web Chart 10.23](#)).

Conclusion



11

11. Conclusion

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. Rather, its purpose is to help inform employers and other interested parties about wider patterns that, alongside information on labour availability, may suggest a dynamic or pattern that might better inform a consideration of fair participation within specific employments.

For monitored employers, the report presented information on the community composition of:

- employees – including full-time and part-time employees,
- applicants and appointees within the monitored workforce,
- promotees and leavers within the public sector, and within those private sector concerns with 251+ employees.

The report sets out this 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 Commissions website www.equalityni.org/FETOMonreport. This includes:

- Detailed tabulations for each of the sections in this report, which also includes information on those Non-Determined as Protestant or Roman Catholic.
- For each monitored employer a list of employment compositions (stocks and flows) are available via appendix 2, including:
 - Appendix 2 Section 1: [Composition of Individual Specified Authorities \(26+ employees\)](#)
 - Appendix 2 Section 2: [Composition of Private Sector Concerns \(26+ employees\)](#)
 - Appendix 2 Section 3: [Composition of Appointees to Individual Specified Authorities \(26+ employees\)](#)
 - Appendix 2 Section 4: [Composition of Appointees to Private Sector Concerns \(251+ employees\)](#)
- Technical annexes on:
 - Appendix 1: [Employer Monitoring Duties and the Annual Report](#)
 - Appendix 3: [Definitions, Technical Considerations and Wider Concepts in Fair Employment](#)

**FOR ADDITIONAL
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AND CHARTS
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