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Labour Force Survey Religion Report 2016

Annual update – January 2018



Contents

LFS Religion report – at a glance 2016.....	1
Gap analysis and long-term trends	2
Key points	3
Chapter 1 - Introduction	6
Chapter 2 - Community Characteristics	9
Chapter 3 - Working Age Economic Activity	19
Chapter 4 - Working Age Economic Inactivity	25
Chapter 5 - Unemployment.....	32
Chapter 6 - Employment.....	38
Chapter 7 - Training and Qualifications.....	51
Chapter 8 - Geographical Analysis	55
Appendix A - Technical Notes.....	71

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LIST OF TABLES AND FIGURES

List of Tables	Page
Table (i) Analysis of long-term trends in the positions of Protestants and Catholics and the change in the long-term gap between the relative positions of Protestants and Catholics, for key labour market outcomes	2
Table 5.1: Unemployment Differential (all economically active), 2016	35

List of Figures	Page
Figure (i): Working age economic inactivity rates, 1992–2016	3
Figure (ii): Unemployment rates, 1992-2016	4
Figure (iii): Proportion of economically active working age population with no qualifications, 1993- 2016	5
Figure (iv): Working age economic activity rates by NUTS 3 region, 2016	5
Figure 2.1: Composition of the population aged 16+, 1990-2016	9
Figure 2.2: Composition of the working age population, 1990-2016	10
Figure 2.3: Composition of the population aged 60+, 1990-2016	11
Figure 2.4: Composition of the population aged 16-24, 1990-2016	12
Figure 2.5: Proportion of full-time students (16+), 1990-2016	13
Figure 2.6: Incidence of disability among the working age population, 2016	14
Figure 2.7: Incidence of disability among the working age population, 2014-2016	14
Figure 2.8: Housing tenure (all households), 2016	15
Figure 2.9: Housing tenure (all households) - Protestant, 1996-2016	16
Figure 2.10: Housing tenure (all households) - Catholic, 1996-2016	16
Figure 2.11: Family type (all households), 2016	17
Figure 2.12: Percentage distribution of households by number of dependent children (all households), 2016	18
Figure 3.1: Working age economic activity rates, 1992-2016	19
Figure 3.2: Numbers of working age economically active, 1992-2016	20
Figure 3.3: Working age economic activity rates by gender, 2016	21
Figure 3.4: Economic activity rates by age group, 2016	21
Figure 3.5: Religious composition of the working age economically active, 2016	22
Figure 3.6: Religious composition of the economically active by age group, 2016	23
Figure 3.7: Proportion of working age economically active in employment or unemployed - Protestant, 1992-2016	23
Figure 3.8: Proportion of working age economically active in employment or unemployed - Catholic, 1992-2016	24
Figure 4.1: Working age economic inactivity rates, 1992–2016	25
Figure 4.2: Working age economic inactivity rates by gender, 2016	26
Figure 4.3: Economic inactivity rates by age group, 2016	27
Figure 4.4: Religious composition of the working age economically inactive, 2016	27
Figure 4.5: Religious composition of the working age economically inactive by age group, 2016	28
Figure 4.6: Reasons for working age economic inactivity - Protestant, 1992-2016	29
Figure 4.7: Reasons for working age economic inactivity - Catholic, 1992-2016	29
Figure 4.8: Composition of the working age economically inactive: Want work/don't want work (Protestants), 1992–2016	30

Figure 4.9:	Composition of the working age economically inactive: Want to work/don't want to work (Catholics), 1992–2016	31
Figure 5.1:	Unemployment rates, 1992-2016	32
Figure 5.2:	Numbers unemployed, 1992-2016	33
Figure 5.3:	Religious composition of the unemployed, 1992-2016	34
Figure 5.4:	Unemployment rates by gender, 2016	34
Figure 5.5:	Unemployment rates by age group, 2016	35
Figure 5.6:	Unemployment differential 1992-2016	36
Figure 5.7:	Unemployment gap, 1992-2016	37
Figure 6.1:	Proportion of working age population in employment, 1992-2016	38
Figure 6.2:	Proportion of the working age in employment by gender, 2016	39
Figure 6.3:	Proportion of the working age in employment by age group, 2016	39
Figure 6.4:	Proportion of the population aged 16+ in employment, 1992-2016	40
Figure 6.5:	Number of those aged 16+ in employment (thousands), 1992-2016	41
Figure 6.6:	Religious composition of those aged 16+ in employment, 1992-2016	42
Figure 6.7:	Religious composition of occupations (all aged 16+ in employment stating occupation), 2016	43
Figure 6.8:	Religious composition of major industrial sectors (all aged 16+ in employment stating industry), 2016	44
Figure 6.9:	Religious composition of part time employment (working age males), 1992-2016	46
Figure 6.10:	Religious composition of part-time employment (working age females), 1992-2016	47
Figure 6.11:	Number of part-time employees of working age, 1992-2016	48
Figure 6.12:	Median hourly wage rates for working age employees, 1995-2016 (£/hour)	49
Figure 6.13:	Median hourly wage rate differential for working age employees (ratio of rates), 1995–2016	50
Figure 7.1:	Proportion of working age employees who have received job related training in the past four weeks, 2016	51
Figure 7.2:	Proportion of the economically active working age population with higher qualifications, 1993-2016	52
Figure 7.3:	Proportion of the economically active working age population with no qualifications, 1993-2016	53
Figure 7.4:	Proportion of working age population with no qualifications by labour market outcome, 2016	54
Figure 8.1:	Religious composition of the population aged 16+ by NUTS 3 region, 2016	56
Figure 8.2:	Religious composition of the working age population by NUTS 3 region, 2016	57
Figure 8.3:	Working age economic activity rates by NUTS 3 region, 2016	58
Figure 8.4:	Working age economic inactivity rates by NUTS 3 region, 2016	59
Figure 8.5:	Working age economic activity and inactivity rates for Belfast, 1995-2016	60
Figure 8.6:	Working age economic activity and inactivity rates for Outer Belfast, 1995-2016	61
Figure 8.7:	Working age economic activity and inactivity rates for the East of NI, 1995-2016	62
Figure 8.8:	Working age economic activity and inactivity rates for the North of NI, 1995-2016	63
Figure 8.9:	Working age economic activity and inactivity rates for the West & South of NI, 1995-2016	64
Figure 8.10:	Working age employment rates by NUTS 3 regions, 2016	65
Figure 8.11:	Working age employment rates for Belfast, 1995–2016	66
Figure 8.12:	Working age employment rates for Outer Belfast, 1995–2016	67

Figure 8.13:	Working age employment rates for the East of NI, 1995–2016	68
Figure 8.14:	Working age employment rates for the North of NI, 1995-2016	69
Figure 8.15:	Working age employment rates for the West & South of NI, 1995-2016	70

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Publication and associated tables available at: <https://www.executiveoffice-ni.gov.uk/publications/labour-force-survey-religion-report-2016>

LFS RELIGION REPORT - AT A GLANCE 2016

Working age economic activity and inactivity

Protestants - 2016



■ Economic Activity (75%) ■ Economic Inactivity (25%)

Catholics - 2016



■ Economic Activity (74%) ■ Economic Inactivity (26%)

Employment

71% - the employment rate among working age Protestants in 2016.

68% - the employment rate among working age Catholics in 2016.

 - In 1992, the corresponding employment rates were 69% for Protestants and 54% for Catholics.



Unemployment

5% - the unemployment rate among Protestants in 2016.

7% - the unemployment rate among Catholics in 2016.

 - In 1992, the corresponding unemployment rates were 9% for Protestants and 18% for Catholics.



Training and qualifications

11% - the proportion of economically active working age Protestants with no qualifications in 2016.

10% - the proportion of economically active working age Catholics with no qualifications in 2016.

 - In 1993, 30% of economically active working age Protestants and 32% of economically active working age Catholics had no qualifications.



Gap analysis and long-term trends

Table (i): Analysis of long-term trends in the positions of Protestants and Catholics and the change in the long-term gap between the relative positions of Protestants and Catholics, for key labour market outcomes.¹

Indicator	Long-term trend - Protestants	Long-term trend - Catholics	Gap - long-term ²
Working age economic activity rate	From 76% in 1992 to 75% in 2016	From 66% in 1992 to 74% in 2016	From 10 percentage points in 1992 to 1 percentage point in 2016
Working age economic inactivity rate	From 24% in 1992 to 25% in 2016	From 34% in 1992 to 26% in 2016	From 10 percentage points in 1992 to 1 percentage point in 2016
Unemployment rates (16+)	From 9% in 1992 to 5% in 2016	From 18% in 1992 to 7% in 2016	From 9 percentage points in 1992 to 2 percentage points in 2016
Working age employment rate	From 69% in 1992 to 71% in 2016	From 54% in 1992 to 68% in 2016	From 15 percentage points in 1992 to 3 percentage points in 2016
Proportion of working age economically active with no qualifications	From 30% in 1993 to 11% in 2016	From 32% in 1993 to 10% in 2016	Not applicable; in 1993 a higher proportion of Catholics than Protestants had no qualifications; the reverse was true in 2016

Please note: While reducing gaps between the relative positions of Protestants and Catholics is seen as a positive, they should also be viewed within the context of individual trends within each religion. In addition, long-term changes need to be seen in the context of the change in the working age definition. For details see Section A.7 in Appendix A.

¹ Percentage point changes are based on unrounded figures.

² The gap measure examines the relative positions of Protestants and Catholics for key labour market outcomes. For example, the working age economic inactivity rate was 76% for Protestants and 66% for Catholics in 1992 – a 10 percentage point ‘gap’. In 2016, the corresponding rates were 75% for Protestants and 74% for Catholics – a one percentage point ‘gap’.

Key points

Chapter 2: Community Characteristics

Between 1990 and 2016, the proportion of the population aged 16 and over who reported as Protestant decreased by 12 percentage points from 56% to 44%, while the proportion who reported as Catholic increased by four percentage points from 38% to 42%. The proportion reported as 'other/non-determined' has more than doubled over the same period (from 6% to 14%) (Table A2.1).³

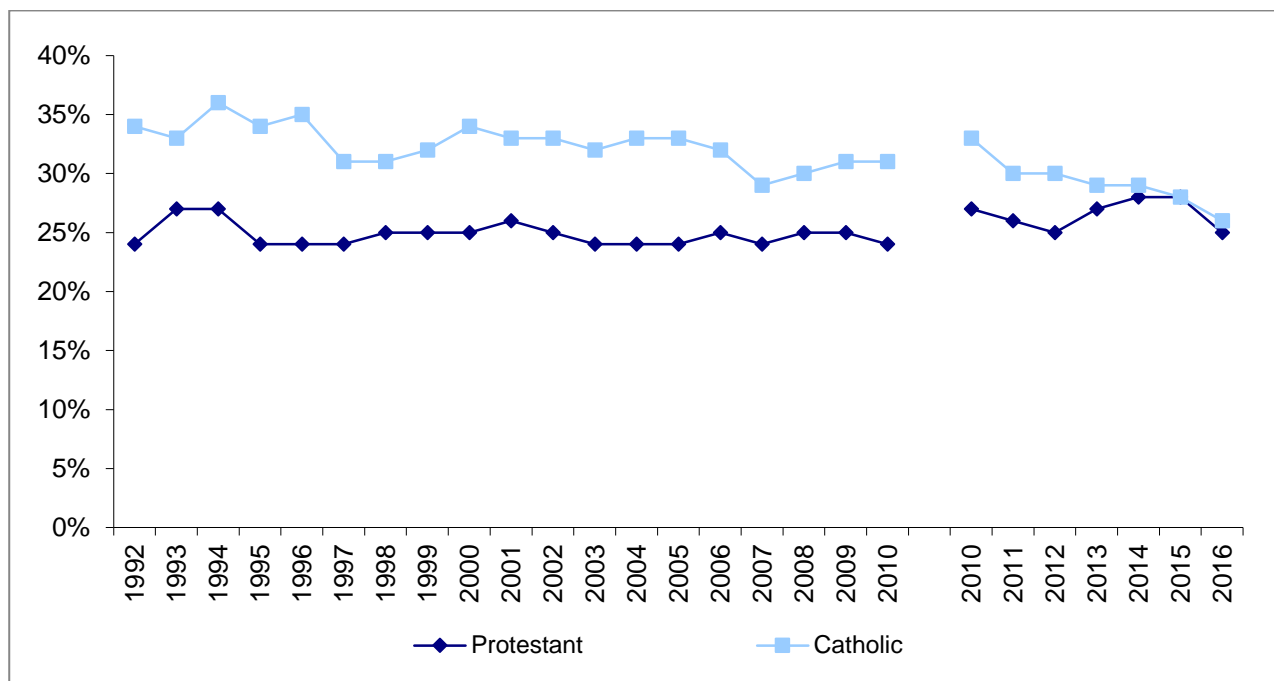
Chapter 3: Working Age⁴ Economic Activity

Between 1992 and 2016, there has generally been a higher level of working age economic activity among the Protestant community compared with the Catholic community, although there has been a convergence over the time period. In 1992, 76% of working age Protestants were economically active, compared with 66% of working age Catholics – a 10 percentage point difference. By 2016, the working age economic activity rate was 75% for Protestants and 74% for Catholics (Table A3.1).

Chapter 4: Working Age Economic Inactivity

Between 1992 and 2016, Catholics have generally experienced higher rates of working age economic inactivity than Protestants. However, these rates have converged over time; in 1992, 24% of working age Protestants were economically inactive compared with 34% of working age Catholics, a 10 percentage point difference. In 2016, the rates were 25% for Protestants and 26% for Catholics (Figure (i) and Table A4.1).

Figure (i): Working age economic inactivity rates, 1992–2016



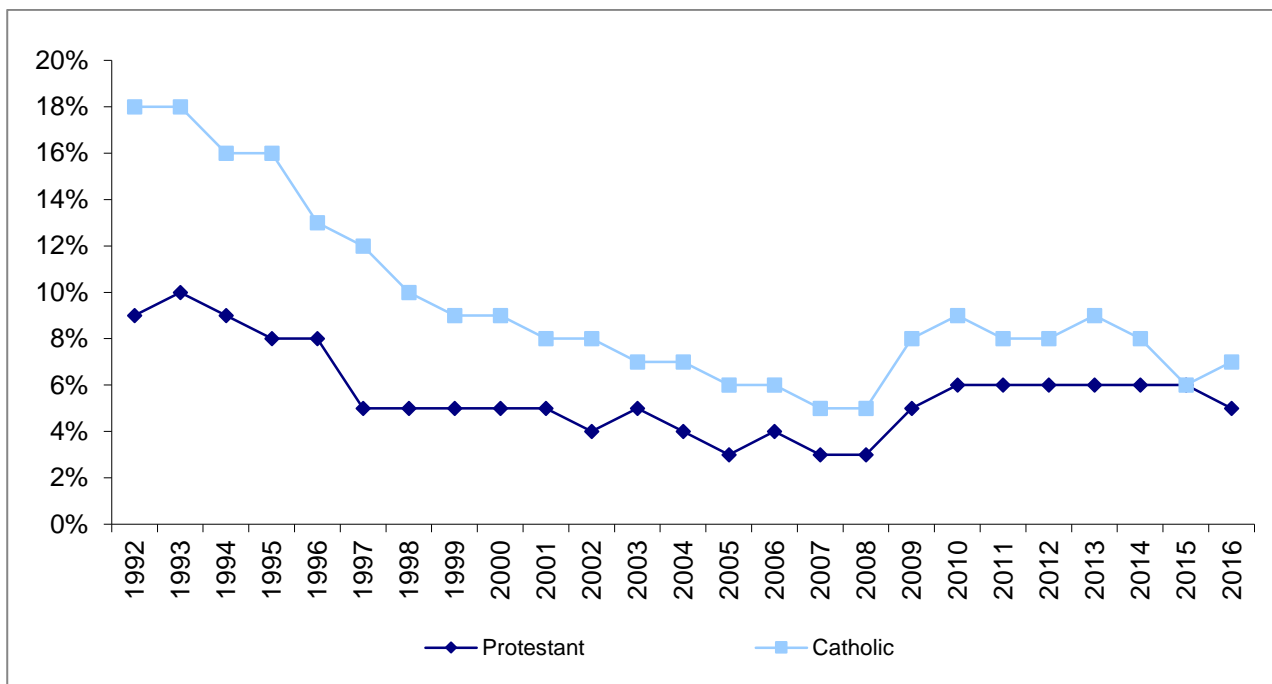
³ Comparisons with the most recent Census data (2011) are included in the main chapter.

⁴ Please note that the 'working age' definition was changed in August 2010 – see paragraph 2.2 and Section A.7 in Appendix A for details. Figures for both definitions for 2010 are given in the relevant charts in this chapter.

Chapter 5: Unemployment

Between 1992 and 2016, Catholics have generally experienced higher rates of unemployment than Protestants, although the difference between the two rates has decreased over the time period. In 1992, the unemployment rate was 9% for Protestants and 18% for Catholics; in 2016 these rates were 5% and 7% respectively (Figure (ii) and Table A5.1).

Figure (ii): Unemployment rates, 1992-2016



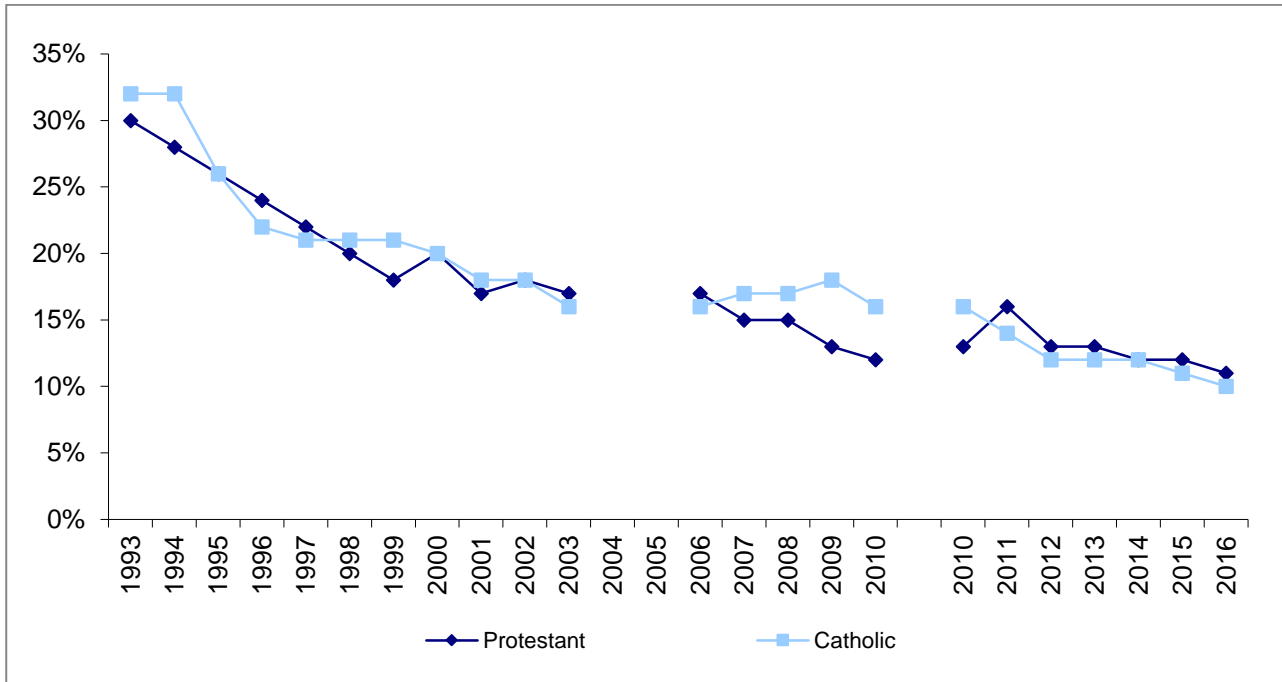
Chapter 6: Employment

A consistently higher proportion of working age Protestants have been in employment compared with their Catholic counterparts between 1992 and 2016. However, this difference has decreased over time – in 1992, 69% of working age Protestants and 54% of working age Catholics were in employment; by 2016 these rates were 71% and 68% respectively (Table A6.1).

Chapter 7: Training and Qualifications

Over the period 1993 to 2016, the proportion of working age economically active Protestants with no qualifications has decreased from 30% to 11%, and the proportion of working age economically active Catholics with no qualifications has decreased from 32% to 10% (Figure (iii) and Table A7.8).

Figure (iii): Proportion of economically active working age population with no qualifications, 1993-2016

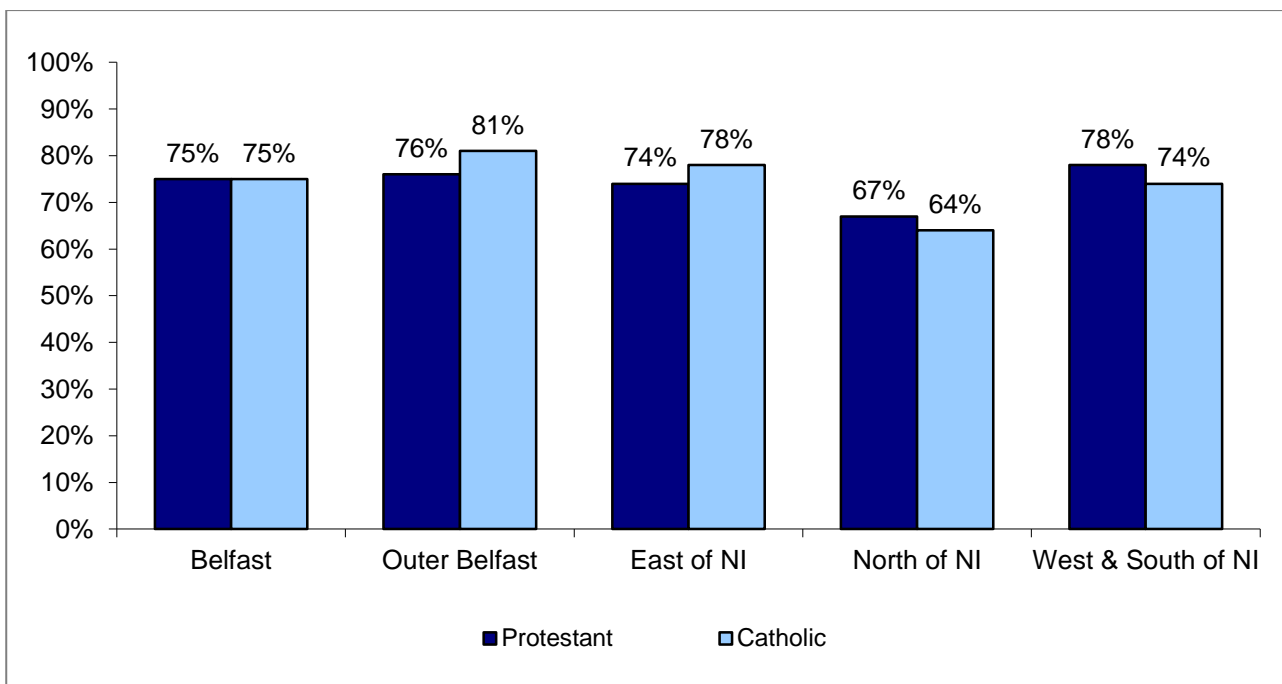


NB: Figures for 1996 are the averages of the four quarterly LFS surveys as the annual dataset for 1996 contained missing qualifications data. Qualification data for 2004 and 2005 are unavailable.

Chapter 8: Geographical Analysis

For two of the NUTS 3 areas, the North of NI and the West & South of NI, working age economic activity rates were higher among Protestants than Catholics in 2016. In Outer Belfast and the East of NI, working age economic activity rates were higher among Catholics than Protestants, while in Belfast 75% of both Protestants and Catholics were economically active (Figure (iv) and Table A8.3).

Figure (iv): Working age economic activity rates by NUTS 3 region, 2016



Chapter 1 - Introduction

Introduction

This report presents information from the 2016 Labour Force Survey (LFS) on the labour market characteristics of Protestants and Catholics in Northern Ireland.

The Department of Finance (DoF) commissions the LFS in Northern Ireland. The Northern Ireland Statistics and Research Agency (NISRA), an agency of DoF, carries out the survey and publishes the results. In particular, the day-to-day management of the fieldwork, including data collection and database creation, rests with NISRA's Central Survey Unit (CSU).

From 1973 to 1983, the survey was conducted biennially in Northern Ireland, changing to an annual survey from 1984 until 1994. Since December 1994 the LFS has been conducted on a quarterly basis initially based on the financial year. Since 2006 the LFS annual database moved to calendar quarters. The 2016 results reported here refer to the calendar year from 1st January to 31st December 2016. While the impact of this change is likely to be negligible it should be borne in mind when assessing the information in this report.

Full details of the sample coverage and definitions used within the LFS can be found in Sections A.1, A.2, A.5, A.7 and A.8 in Appendix A. The definitions used conform to that of the International Labour Organisation (ILO).

Because the LFS is a sample survey, results are subject to sampling error, i.e. the actual proportion of the population in private households with a particular characteristic may differ from the proportion of the LFS sample with that characteristic. Please see Section A.8 in Appendix A for more details.

Policy context of the LFS Religion report

Historically there has been a difference in the labour market outcomes between members of the two main religious communities in Northern Ireland. The Catholic community has generally experienced higher levels of economic inactivity and unemployment than the Protestant community.⁵

The reasons for these differences are complex and beyond the scope of this publication. However, these issues were explored by, among others, DTZ Piedad in 'Report on labour market dynamics' (2005).⁶

There have been a number of pieces of legislation passed relating to Fair Employment in Northern Ireland. Section 75 of the Northern Ireland Act (1998) requires public bodies to have due regard to promote equality of opportunity between people on a number of grounds, including religion. The Fair Employment Acts 1976 and 1989, which outlawed discrimination in employment on grounds of religious belief and political opinion, were

⁵ See: Tables A4.1 and A5.1 in 'Labour Force Survey Religion Report 2016 – Tables' (<https://www.executiveoffice-ni.gov.uk/publications/labour-force-survey-religion-report-2016>) and, for example, R.D. Osborne and I. Shuttleworth, *Fair Employment in Northern Ireland: a Generation on*, Belfast: The Blackstaff Press, 2004, p.15

⁶ This was part of a four part report on labour market dynamics, which is available from PRONI: (<http://webarchive.proni.gov.uk/20141007012003/http://www.ofmdfmi.gov.uk/index/equality-and-strategy/pfg-economics-statistics/equalityresearch/research-publications/publication-az.htm#anc-d>)

repealed and their provisions re-enacted, brought together and added to in the Fair Employment and Treatment (Northern Ireland) Order 1998, which came into operation in March 1999.⁷ This was subsequently amended by the Fair Employment and Treatment Order (Amendment) Regulations (Northern Ireland) 2003 to take account of EU regulations.

The Equality Commission for Northern Ireland (ECNI) was established under the Northern Ireland Act (1998) and this body is responsible for promoting awareness of and enforcing anti-discrimination law, including the Fair Employment Legislation. ECNI produces an annual Fair Employment Monitoring Report. However, this report does not monitor the self-employed, the unemployed, those on government training schemes, school teachers nor those working in private sector concerns with 10 or less employees.⁸ By using the LFS this report is therefore able to look at a wider labour market spectrum than the ECNI's Fair Employment Monitoring report.

Report format and coverage

Previous LFS Religion Reports from 2011 to 2015 can be accessed on the Executive Office's website.⁹

The 2011 LFS Religion Report underwent an assessment of compliance with the Code of Practice for Official Statistics by the UK Statistics Authority. This report is available for download from:

https://www.executiveoffice-ni.gov.uk/sites/default/files/publications/ofmdfm_dev/statistics-authority-assessment-report-lfs-july-2012.pdf

For each section, tables with associated data can be found in a separate document available from:

<https://www.executiveoffice-ni.gov.uk/publications/labour-force-survey-religion-report-2016>

Working Age Definition Change

The 'working age' definition, used in the calculation of employment and economic inactivity rates, was changed in August 2010 to include those aged from 16 to 64 for both men and women. Previously these rates were based on upper age limits of 59 for women and 64 for men, reflecting the state pension ages in the UK. However, between 2010 and 2018, the state pension age for women is increasing from 60 to 65, thereby making a change to the definition necessary.

The change in definition followed a UK-wide public consultation on the issue and the approach being applied to Northern Ireland labour market statistics mirrors the approach that the Office for National Statistics (ONS) are applying to other UK regions.

Due to the definition change, caution needs to be applied when interpreting trends over time. Figures for both definitions are generally given for 2010 in the tables in the separate document and in the charts throughout this report. The only exceptions to this are Tables

⁷ Equality Commission for Northern Ireland, Fair Employment in Northern Ireland: Code of Practice, p.2 (<http://www.equalityni.org/Employers-Service-Providers/Large-Business/Registration-and-monitoring/Fair-Employment-Code-of-Practice>)

⁸ Fair Employment Monitoring Report No.27: Annual Summary of Monitoring Returns, 2016, <http://www.equalityni.org/ECNI/media/ECNI/Publications/Delivering%20Equality/FETO%20Monitoring%20Reports/No27/MonitoringReportNo27.pdf>.

⁹ <https://www.executiveoffice-ni.gov.uk/articles/labour-force-survey-religion-reports>

A6.29 to A6.31 and Figures 6.12 and 6.13 where the working age is taken as 16 to 64 for both males and females for all years.

Results

The majority of tables and graphs within this report refer only to those within the survey who reported as either Catholic or Protestant. Chapter 2 includes details of those whose religion was neither Catholic nor Protestant or for whom no religion could be determined, they have been categorised as 'other/non-determined' in the report.

The data tables (available from: <https://www.executiveoffice-ni.gov.uk/publications/labour-force-survey-religion-report-2016>) can reflect percentage or population estimates. Percentage estimates are rounded to the nearest whole number. Population estimates are rounded to the nearest thousand and reflect the impact of weights applied to the data to ensure that it reflects the age, gender and geographical distribution of the Northern Ireland population. Number, percentage and percentage change calculations have been undertaken on the basis of unrounded numbers, which will, in some instances, give rise to apparent discrepancies. It is also important to note that percentages and numbers may not sum due to rounding.

Where cell sizes are too small to allow meaningful analysis, the estimate is replaced by an asterisk (*) (a more detailed explanation is included in Section A.1 in Appendix A).

Please note that in some charts, particularly those which include the 'other/non-determined' category, the category values did not meet the required threshold for publication.¹⁰ As a result, some of the data points in the charts may be blank.

Stated religion and community background question

Since the LFS started, individuals have been asked to state their religious denomination. This report is based on the responses to this stated religion question. A further question is asked concerning the religious community in which individuals of no stated religious denomination were brought up. These community background data have not been incorporated into this report, as further analysis and consultation is required in order to determine how best to do this.

Re-weighting

LFS datasets have recently been revised and re-weighted to mid-year population estimates for 2016. In terms of this report, the re-weighting affects annual data (which forms the bulk of the report) from 2012 onwards and quarterly data from 2013¹¹ onwards. As a result of this, the data presented in this report may differ from data published in previous reports.

Review of the Labour Force Survey Religion Report

PfG Analytics intends to undertake a review of the content and design of the Labour Force Survey Religion Report in advance of the 2017 report. Full details of this review, including information on a public consultation, will be available in advance on the Labour Force Religion Report webpage:

<https://www.executiveoffice-ni.gov.uk/articles/labour-force-survey-religion-reports>

¹⁰ See Section A.9 in Appendix A for more details of the publication thresholds.

¹¹ Quarterly datasets from mid-2012 (July to September) onwards have been reweighted. Quarterly data used in this report is for April to June each year, and therefore, data from 2013 onwards may be affected.

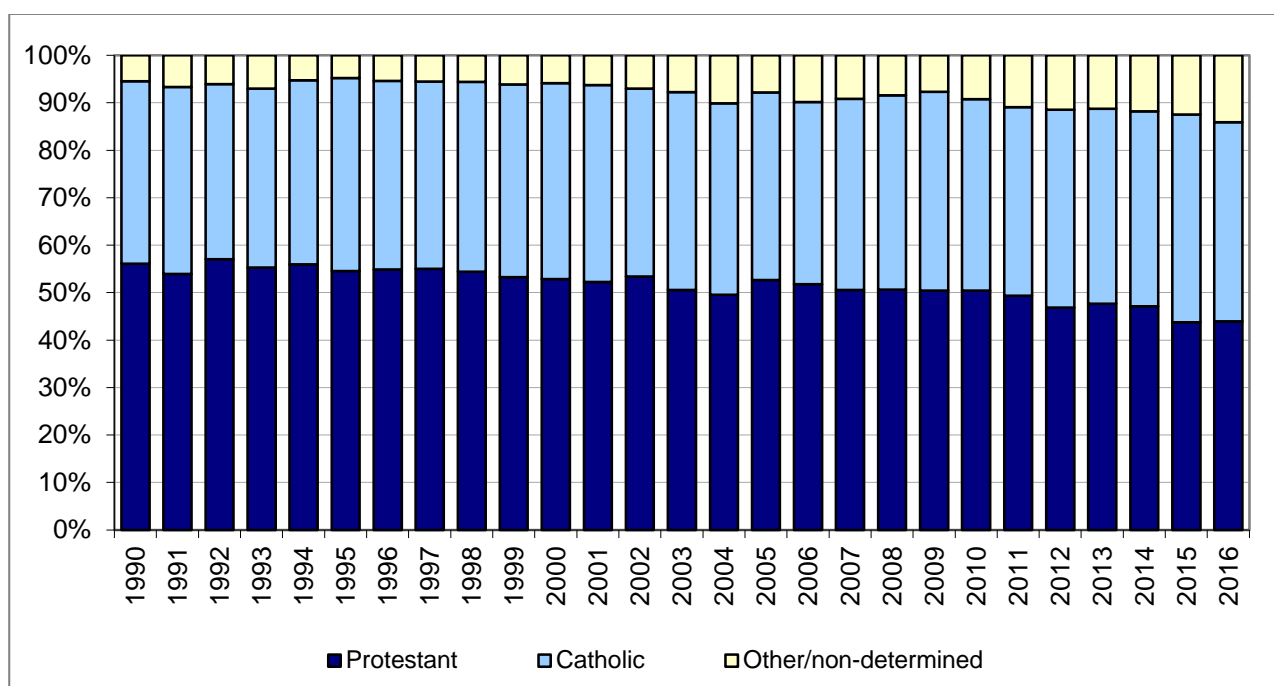
Chapter 2 - Community Characteristics

(Tables A2.1 – A2.25; Labour Force Survey Religion Report 2016 – Tables: <https://www.executiveoffice-ni.gov.uk/publications/labour-force-survey-religion-report-2016>)

2.1 Population aged 16+¹²

Figure 2.1 shows the religious composition of the population aged 16 and over for Northern Ireland between 1990 and 2016. The proportion of Protestants has fallen by 12 percentage points between 1990 and 2016, from 56% to 44%, while the proportion of Catholics has increased by four percentage points, from 38% to 42%, over this same period. The proportion of the population classified as ‘other/non-determined’ has more than doubled (from 6% to 14%) over this period (Table A2.1).¹³

Figure 2.1: Composition of the population aged 16+, 1990-2016



There were 643,000 Protestants aged 16 and over in 1990; in 2016 this figure was similar, at 640,000. Over this period, the number of Catholics increased by 170,000, or 39%, from 440,000 to 610,000. The number of people aged 16 and over classified as ‘other/non-determined’ has more than trebled from 63,000 to 205,000 between 1990 and 2016 (Table A2.2).

¹² All population data presented in this report are grossed estimates based on the LFS sample of private households.

¹³ See Section A.5 in Appendix A for definitions of ‘Protestant’ and ‘other/non-determined.’

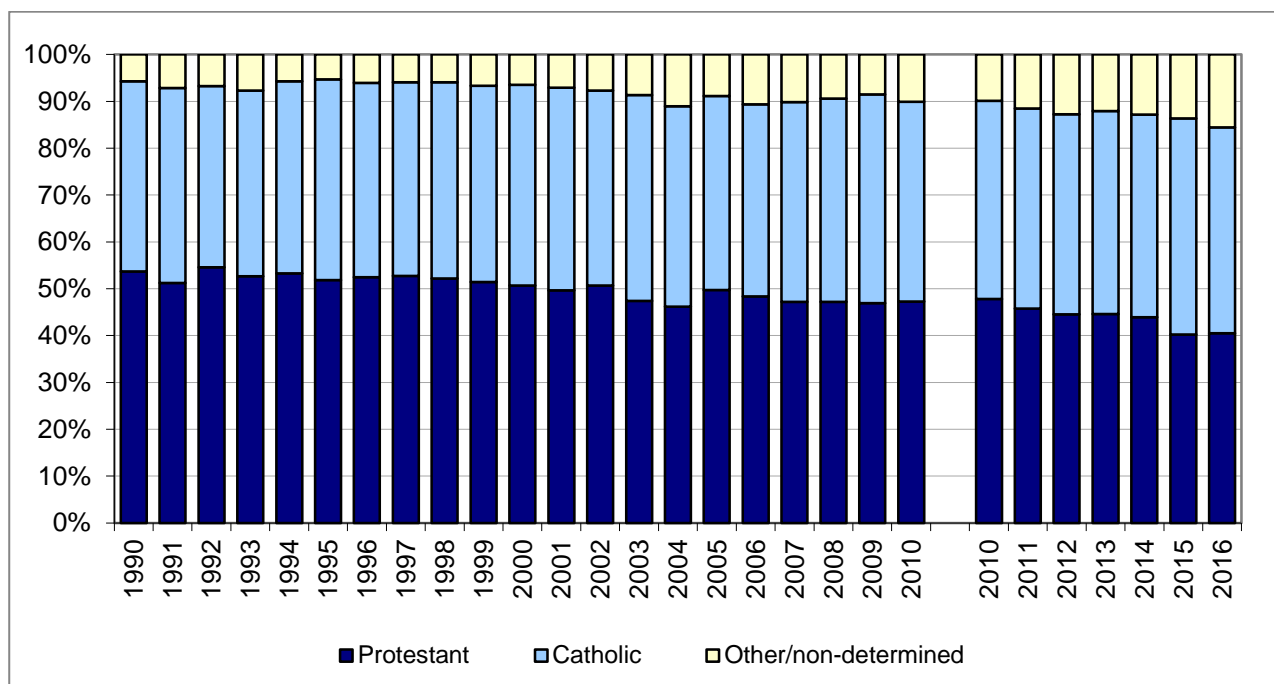
2.2 Working age population

The composition of the working age population between 1990 and 2016 is shown in Figure 2.2. For the period 1990 to 2009 males between the ages of 16 and 64 and females between the ages of 16 and 59 were defined to be of working age. **From 2010 the working age definition was changed to those aged between 16 and 64 years for both males and females. For 2010, figures for both definitions are given in the trend graphs and tables in ‘Labour Force Survey Religion Report 2016 – Tables’:** <https://www.executiveoffice-ni.gov.uk/publications/labour-force-survey-religion-report-2016>.

Please note the gap in Figure 2.2 in 2010 due to this change in the definition of the working age population. This is a feature of any time series chart which involves the working age (with the exception of Figures 6.12 and 6.13). Due to the definition change, caution needs to be applied when interpreting trends over time.

In 2016, the religious composition of the working age population was 40% Protestant, 44% Catholic and 16% ‘other/non-determined’. In 1990, the corresponding figures were 54% Protestant, 41% Catholic and 6% ‘other/non-determined’ (Table A2.3).

Figure 2.2: Composition of the working age population, 1990-2016

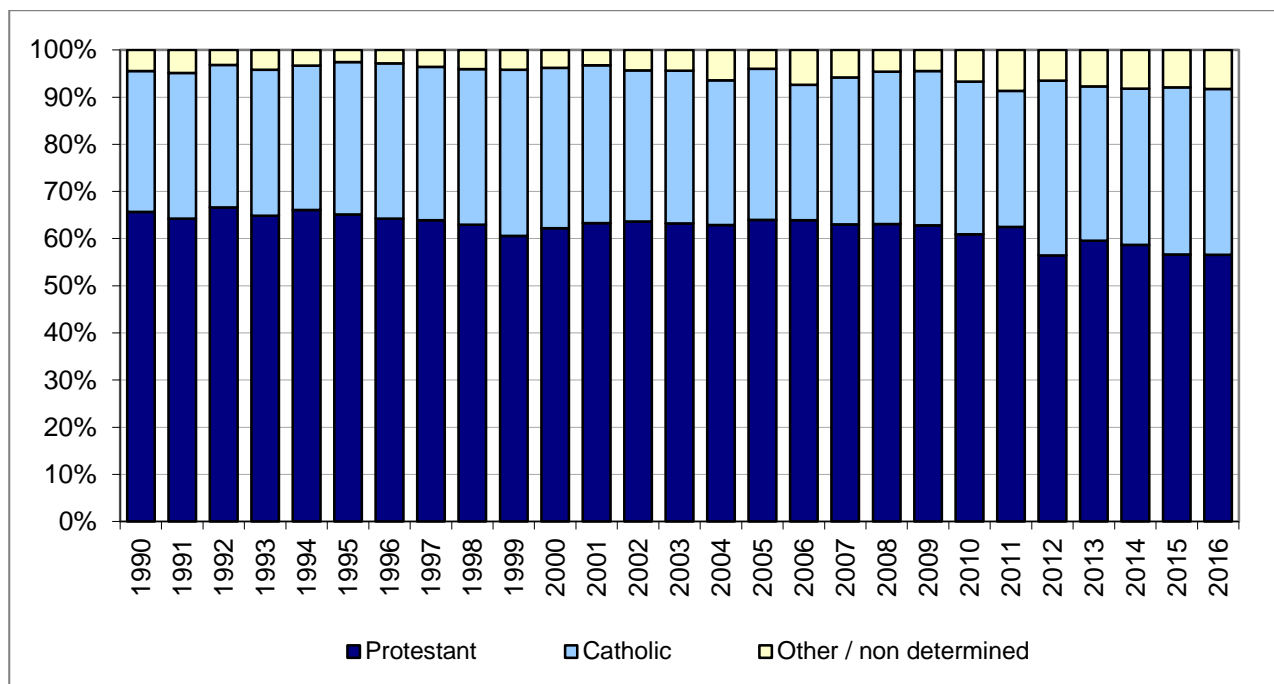


Over this period, the number of Protestants of working age decreased by 4% (from 495,000 to 474,000), the number of working age Catholics increased by 37% (from 375,000 to 514,000), and the number of those classified as ‘other/non-determined’ has more than trebled (from 53,000 to 182,000) (Table A2.4).

2.3 Population aged 60+

Figure 2.3 shows the composition of the population aged 60+ between 1990 and 2016. The proportion of this age group who identified as Protestant has decreased from 66% in 1990 to 57% in 2016, while the proportion of Catholics has increased, from 30% to 35%, over this same period. Five per cent of those aged 60 and over were classified as 'other/non-determined' in 1990; by 2016 this proportion had increased to 8% (Table A2.5).

Figure 2.3: Composition of the population aged 60+, 1990-2016



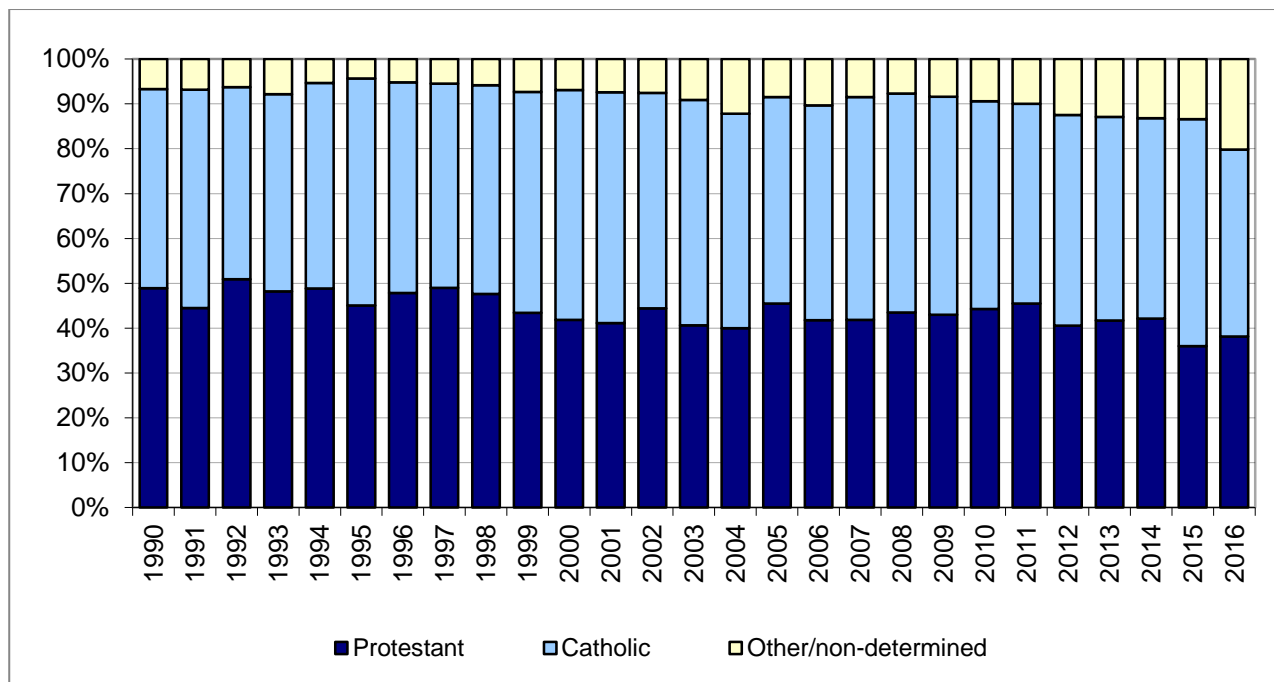
There were 166,000 Protestants aged 60 and over in 1990 and this had increased to 216,000 by 2016 (an increase of 30%). The number of Catholics in this age group increased from 76,000 to 134,000 (78%¹⁴) over the same period. The 11,000 who were aged 60 and over classified as 'other/non-determined' in 1990 had almost trebled to 31,000 by 2016 (Table A2.6).

¹⁴ Based on unrounded figures.

2.4 Population aged 16-24

The composition of the population aged 16 to 24 over the period 1990 to 2016 is shown in Figure 2.4. The proportion of this age group who reported as Protestant has decreased between 1990 and 2016 (from 49% to 38%), while the proportion of Catholics was relatively similar in both years (44% and 42% respectively). The proportion classified as 'other/non-determined' has almost trebled, from 7% to 20%, over the same period (Table A2.7).

Figure 2.4: Composition of the population aged 16-24, 1990-2016

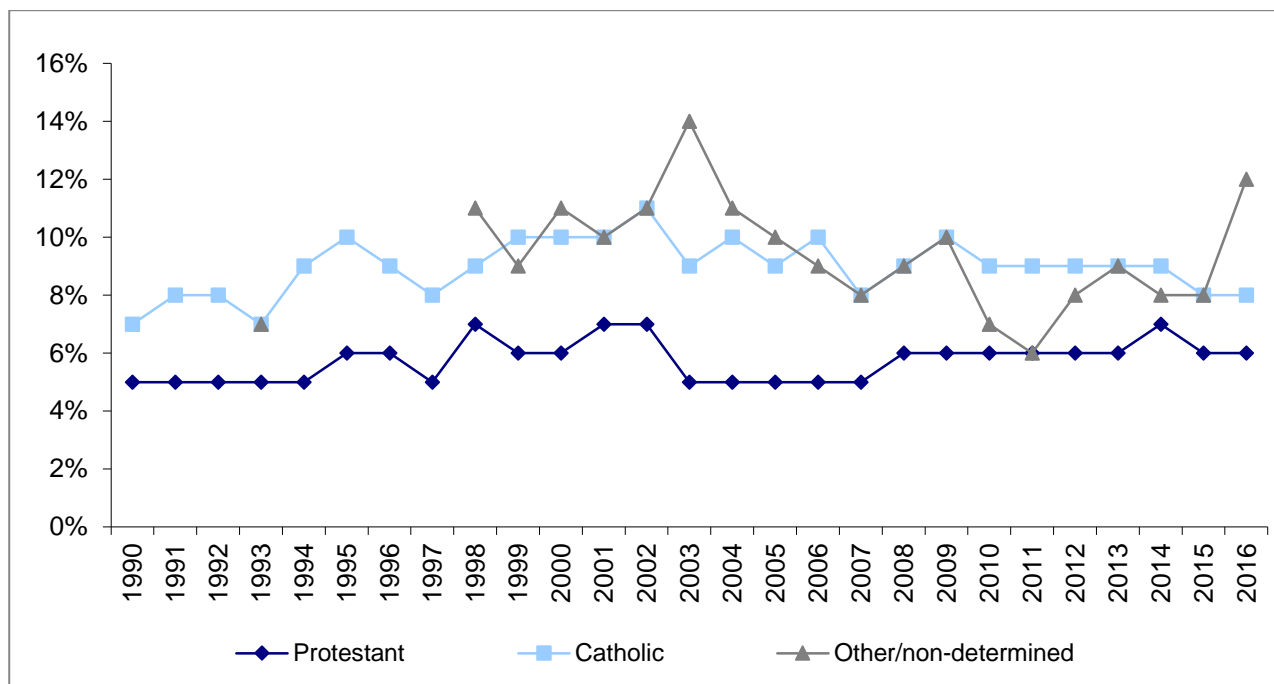


Between 1990 and 2016, the number of Protestants in this age group has decreased by 35,000 (30%), from 116,000 to 81,000. The number of Catholics has also decreased, from 105,000 in 1990 to 89,000 in 2016 (15%). The number classified as 'other/non-determined' increased considerably, from 16,000 in 1990 to 43,000 in 2016 (Table A2.8).

2.5 Proportion of full-time students (16+)

Figure 2.5 shows the proportion of the population aged 16 and over who were full-time students over the period 1990 to 2016. For both religions, the proportion of full-time students has remained relatively consistent: in 1990, 5% of Protestants and 7% of Catholics aged 16 and over were full-time students; in 2016 the corresponding proportions were 6% and 8%, respectively (Table A2.9).

Figure 2.5: Proportion of full-time students (16+), 1990-2016



In terms of numbers of full-time students, between 1990 and 2016, there were increases among both Protestants (30,000 to 35,000) and Catholics (30,000 to 49,000) (Table A2.10).

2.6 Proportion of the working age population who are disabled

LFS respondents are asked whether or not they are disabled, using the Government Statistical Service Harmonised disability question. The categorisation for this question is as follows:

- Disabled
- Not disabled

A new disability variable was introduced for the 2015 report, based on advice from ONS. Data for this variable are available for 2014 to 2016 only. As a result of this change, data for the proportion of the working age population who are disabled presented in this report are not comparable with data presented in previous Labour Force Survey Religion Reports.

Figure 2.6 presents the incidence of disability among the working age population by religion for 2016. Twenty per cent of working age Protestants and 19% of working age Catholics had a disability in 2016 (Table A2.11).

Figure 2.6: Incidence of disability among the working age population, 2016

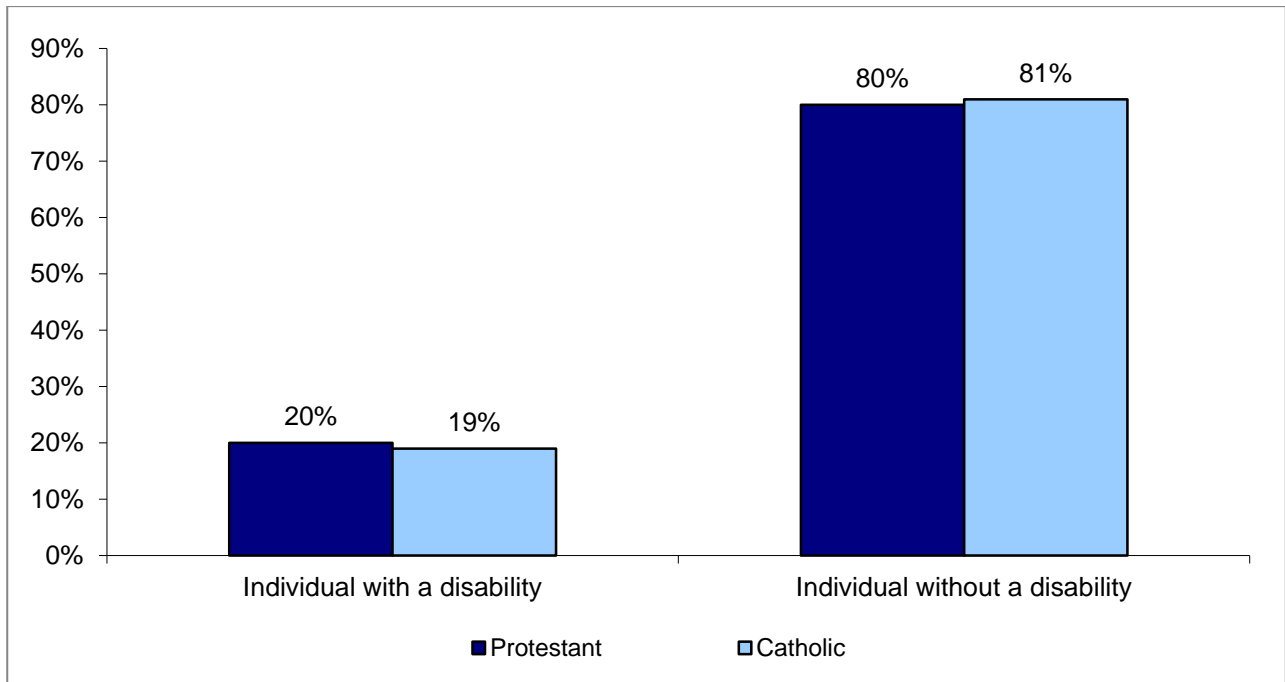
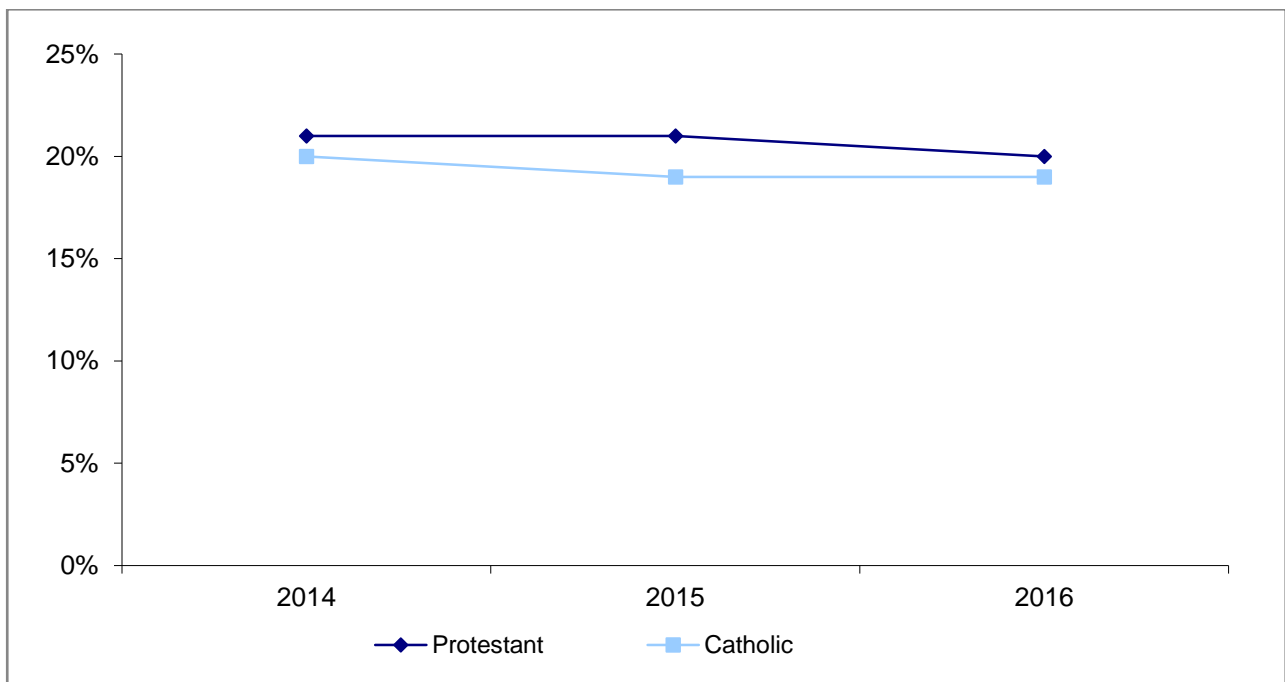


Figure 2.7 shows that over the period 2014 to 2016, the incidence of disability among working age Protestants and Catholics has remained relatively consistent, ranging from 20% to 21% for Protestants, and 19% to 20% for Catholics (Table A2.11).

Figure 2.7: Incidence of disability among the working age population, 2014-2016

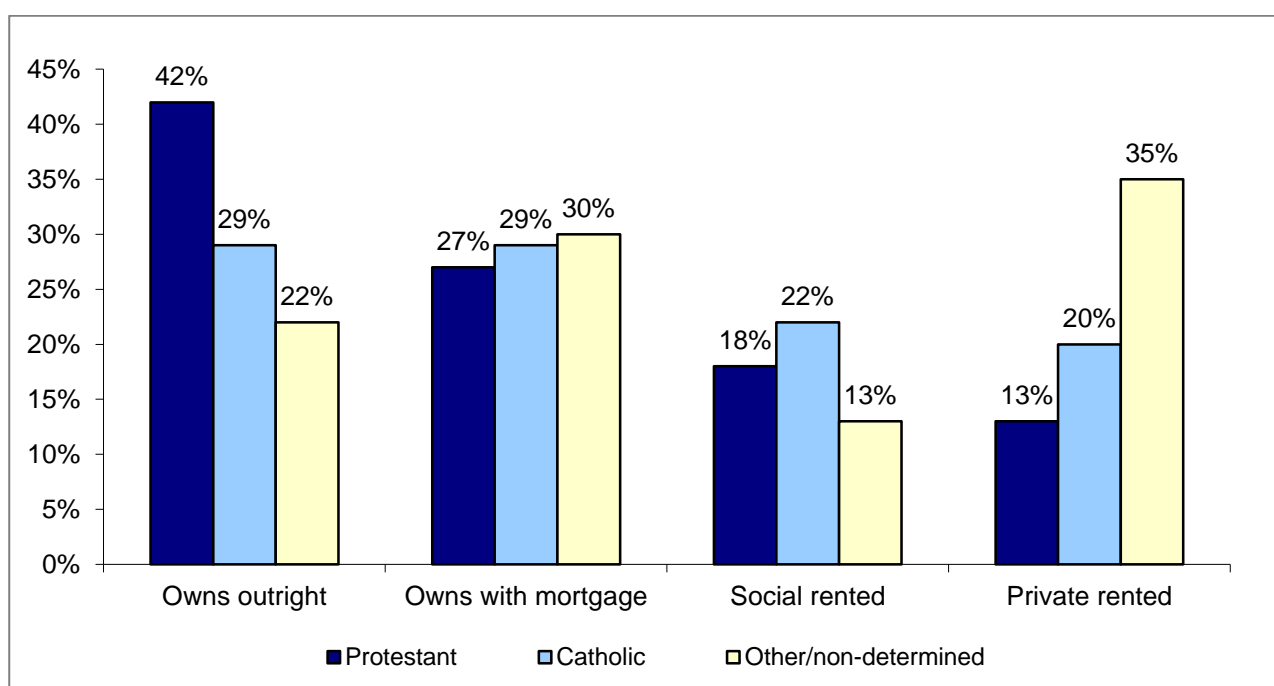


2.7 Housing tenure

The remainder of this chapter describes the household and family characteristics of the NI population in terms of its religious composition. This information is derived from the LFS household datasets from 1996 to 2016. As the name suggests these datasets refer to households rather than individuals and relate to April to June of the particular year in question.

Figure 2.8 below shows housing tenure by religion. Each household is assigned a religion based on the religion of the household reference person (HRP). In 2016, Protestant households had a higher rate of owner occupation (either owning outright or with a mortgage) than Catholic households - 69% of Protestant households were owner occupiers compared with 58% of Catholic households. Of those classified as 'other/non-determined', 53%¹⁵ were owner occupiers (Tables A2.12, A2.14 and A.16).

Figure 2.8: Housing tenure (all households), 2016



Figures 2.9 and 2.10 illustrate how housing tenure has changed between 1996 and 2016 for Protestant and Catholic households. For both communities, the picture is one of generally stable levels of owner-occupancy, as well a decrease in the proportion socially renting, offset somewhat by an increase in the proportion privately renting.

In 1996, 71% of Protestant households were owner occupied, compared with 69% in 2016. Sixty-four per cent of Catholic households were owner occupied in 1996, compared with 58% in 2016.

The proportion of households that were socially rented has decreased for both the Protestant and Catholic communities. In 1996, 23% of Protestant households and 28% of Catholic households were socially rented; the corresponding figures for 2016 were 18% and 22%, respectively.

In contrast, the proportion of households that were privately rented has increased among both communities. In 1996, 6% of Protestant households were privately rented, compared

¹⁵ Based on unrounded figures.

with 13% in 2016. Over the same period, the proportion of Catholic households which were privately rented has increased from 7% to 20% (Tables A2.12 and A2.14).

Figure 2.9: Housing tenure (all households) - Protestant, 1996-2016

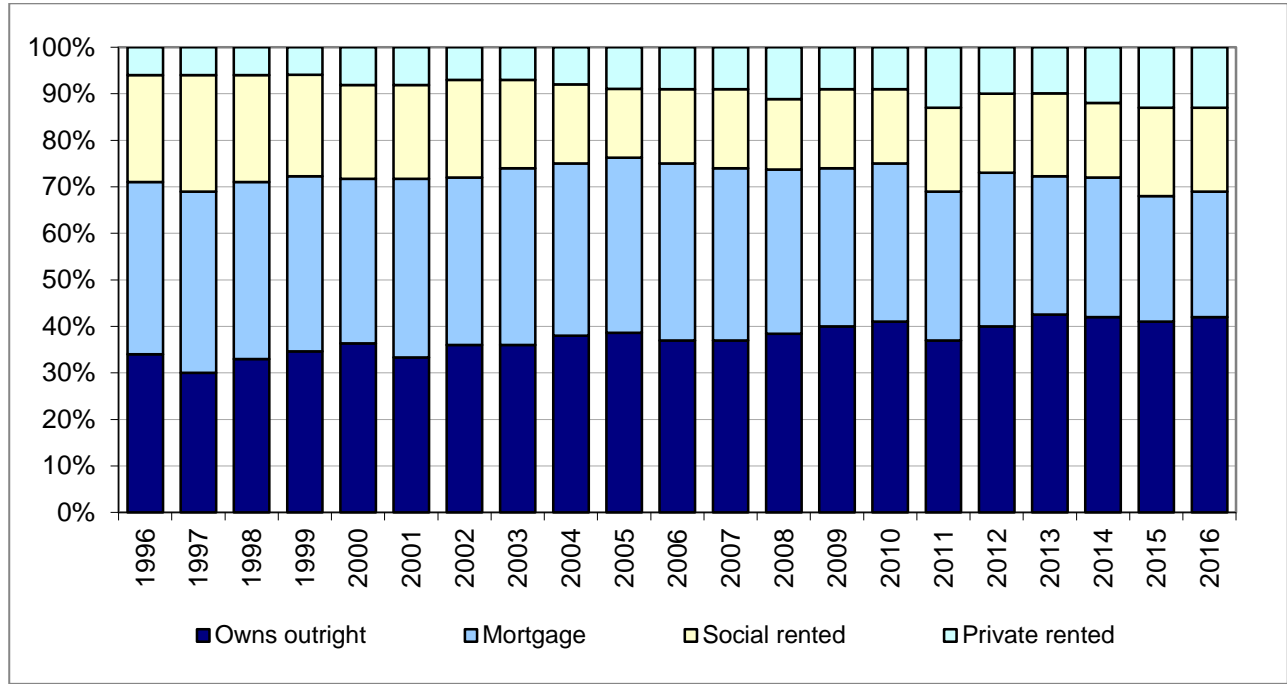
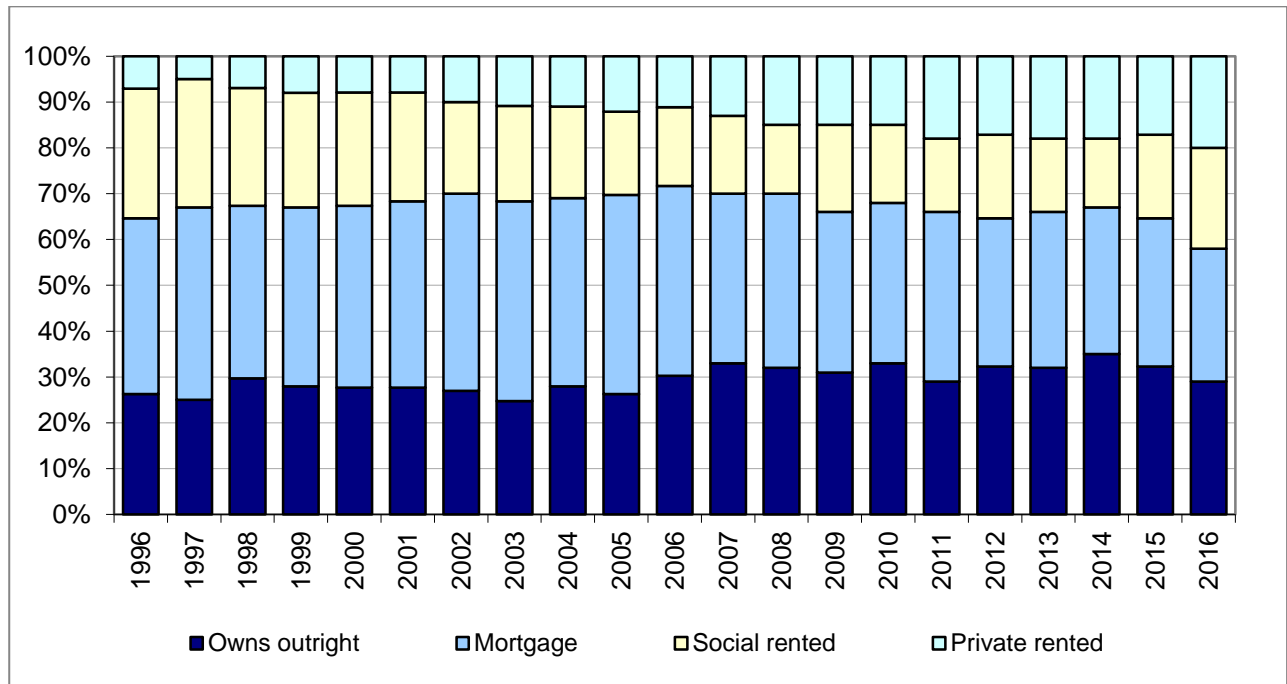


Figure 2.10: Housing tenure (all households) - Catholic, 1996-2016



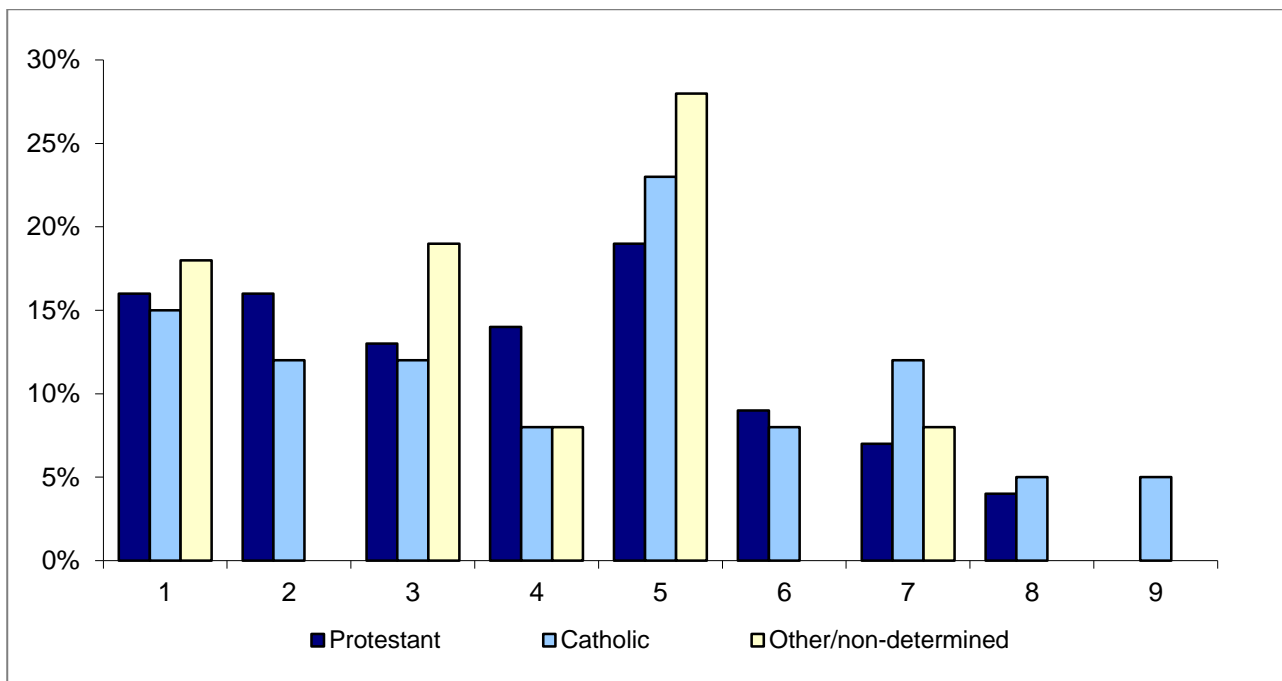
2.8 Family type

Figure 2.11 shows family type by religion of the HRP. In 2016, a couple with dependent child(ren) was the most common family type for Protestant (19%), Catholic (23%) and 'other/non-determined' households (28%).

Protestant households were more likely than Catholic households to be 'pensioner' households in 2016. Sixteen per cent of Protestant households were 'single pensioner', compared with 12% of Catholic households. For 14% of Protestant and 8% of Catholic households, the family type was 'pensioner couple, no children'.

In contrast, a higher proportion of Catholic households contained dependent children compared with Protestant households. For 19% of Protestant and 23% of Catholic households, the family type was 'couple, dependent child(ren)'. Seven per cent of Protestant and 12% of Catholic households were 'lone parent, dependent child(ren)' households (Table A2.18).

Figure 2.11: Family type (all households), 2016



Note: For some categories, the numbers involved did not meet the threshold for publication and hence are not displayed on the chart.

		Key	
1=	Single, non-pensioner	6=	Couple, non-dependent child(ren)
2=	Single, pensioner	7=	Lone parent, dependent child(ren)
3=	Non-pensioner couple, no children	8=	Lone parent, non-dependent child(ren)
4=	Pensioner couple, no children	9=	Others
5=	Couple, dependent child(ren)		

2.9 Number of dependent children

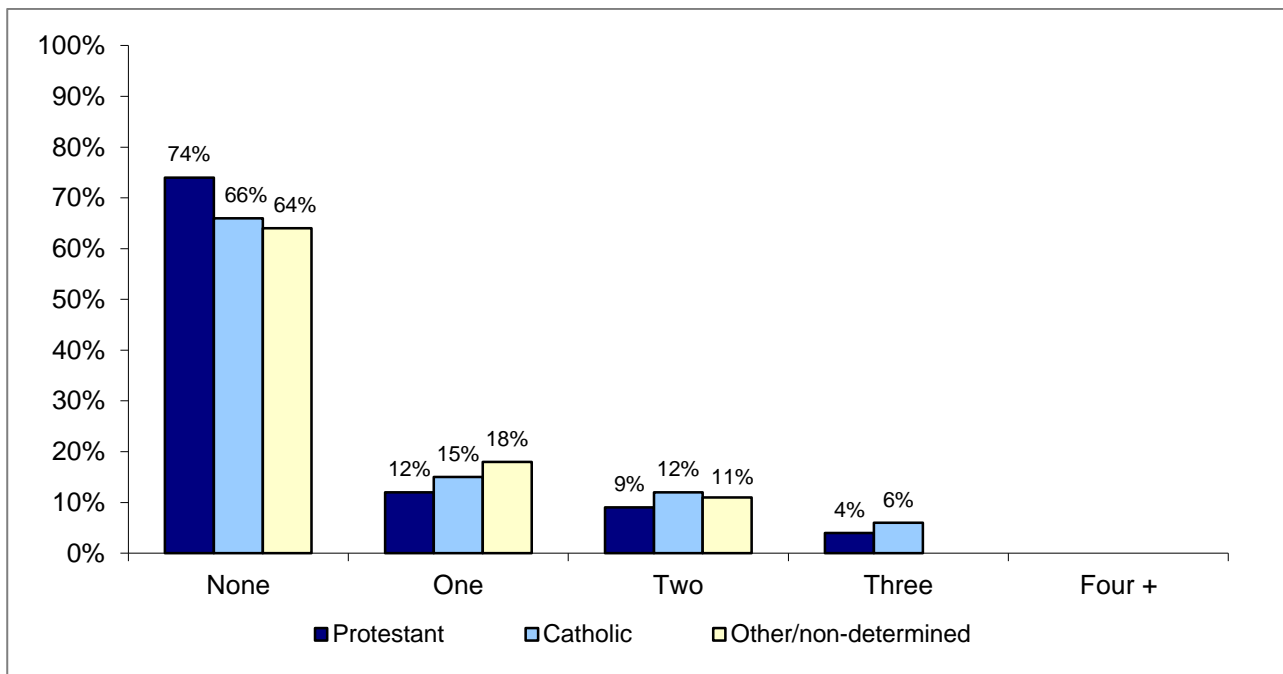
Figure 2.12 below shows the percentage distribution of households by the number of dependent children and the religion of the HRP in 2016.

The majority of households among both communities, and among those classified as 'other/non-determined', had no dependent children.

However, a higher proportion of Protestant households had no dependent children compared with Catholic households (74% compared with 66%), and this pattern has been consistent since 1996, although the percentage point gap between the two has decreased over this period from 15 in 1996 to nine¹⁶ in 2016.

In 2016, Catholic households were more likely than Protestant households to have one (15% compared with 12%), two (12% compared with 9%) or three (6% compared with 4%) dependent children (Table A2.19).

Figure 2.12: Percentage distribution of households by number of dependent children (all households), 2016



Note: For some categories, the numbers involved did not meet the threshold for publication and hence are not displayed on the chart.

¹⁶ Based on unrounded figures.

Chapter 3 - Working Age Economic Activity

(Tables A3.1 – A3.6; Labour Force Survey Religion Report 2016 – Tables: <https://www.executiveoffice-ni.gov.uk/publications/labour-force-survey-religion-report-2016>)

3.1 Economic activity rates

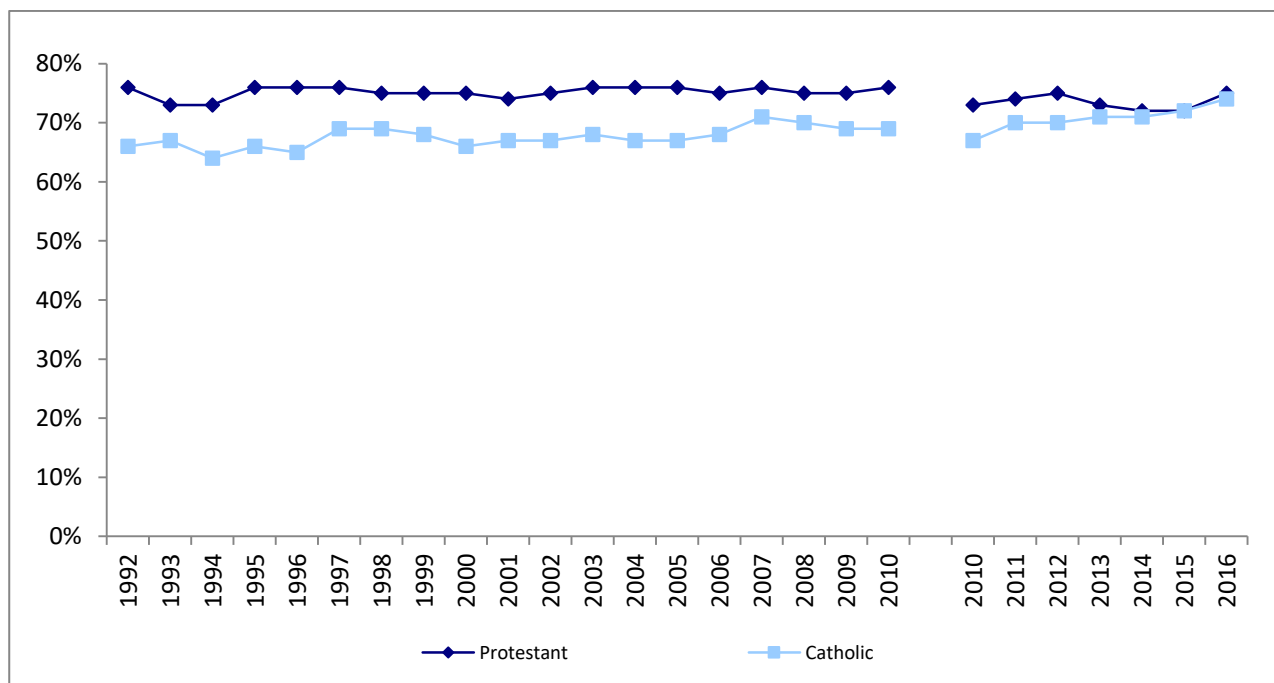
The economic activity rate (or labour force participation rate) is the proportion of persons in any specific age group who are economically active. This includes all those aged 16 and over who are in paid employment (both employees and the self-employed), those on government employment and training programmes, those doing unpaid family work¹⁷ and also all those classified as unemployed, i.e. those who are in employment or unemployed.

3.2 Economic activity rates, 1992–2016

The working age economic activity rates for both communities during the period 1992 to 2016 are shown in Figure 3.1.

Protestants have generally had a higher rate of economic activity than Catholics over this period, although these rates have converged over time. In 1992, 76% of working age Protestants were economically active, compared with 66% of working age Catholics – a 10 percentage point difference. By 2016, the working age economic activity rate was 75% for Protestants and 74% for Catholics (Table A3.1).

Figure 3.1: Working age economic activity rates, 1992-2016

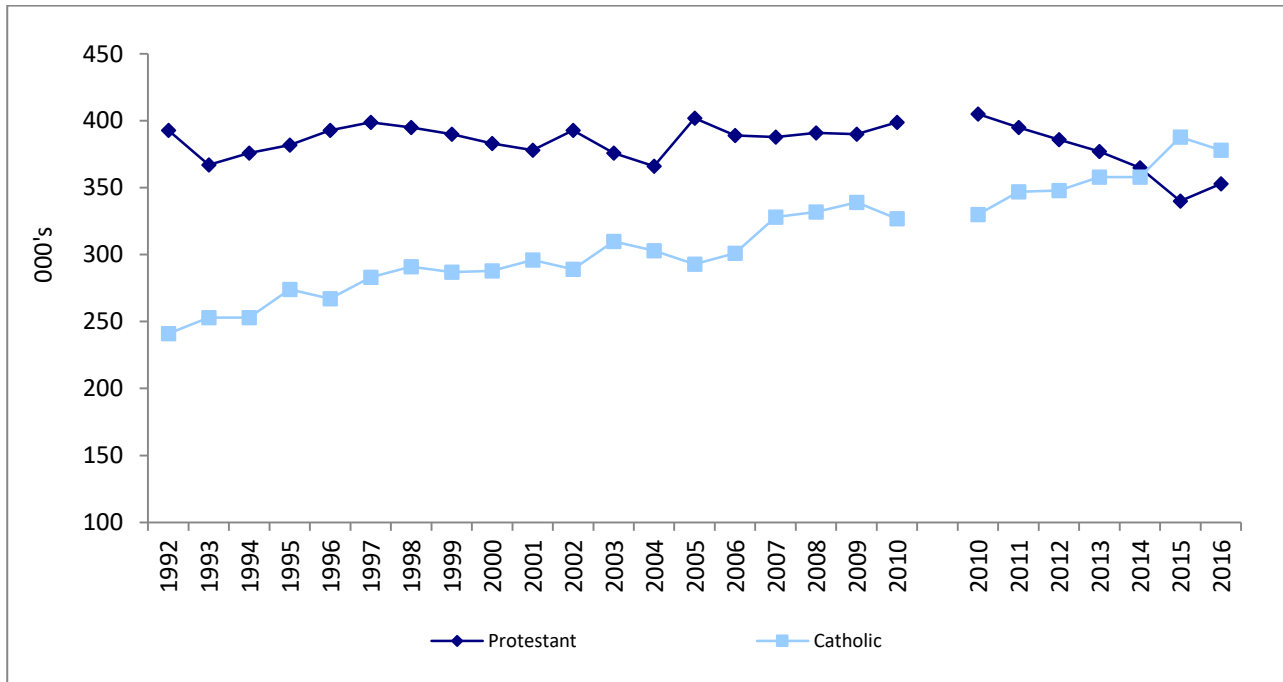


¹⁷ Unpaid family workers are people who work in a family business who do not receive a formal wage or salary but benefit from the profits of that business.

3.3 Numbers of economically active, 1992-2016

Figure 3.2 shows the numbers of working age economically active Protestants and Catholics over the period 1992 to 2016. The chart shows that the number of working age economically active Catholics has gradually increased over this period from 241,000 in 1992 to 378,000 in 2016. In contrast, there has been a decrease in the number of working age economically active Protestants over this period, from 393,000 in 1992 to 353,000 in 2016 (Table A3.6).

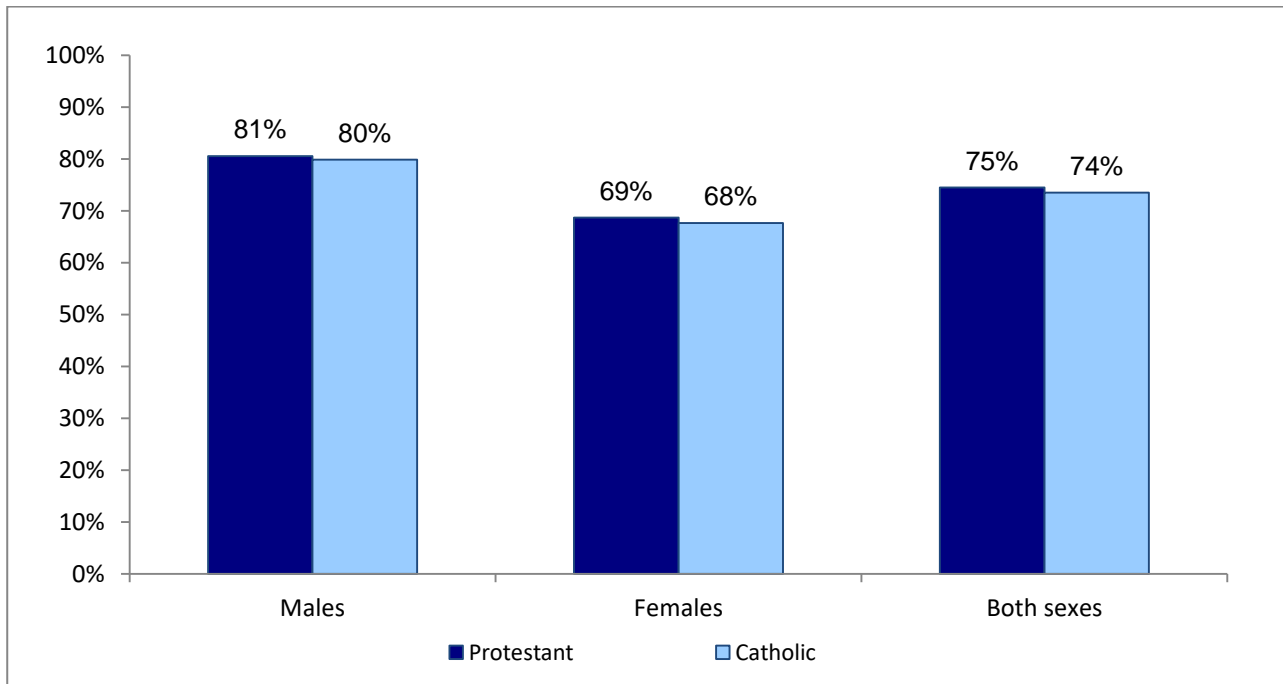
Figure 3.2: Numbers of working age economically active, 1992-2016



3.4 Economic activity rates by gender

Eighty-one per cent of working age Protestant males and 80% of working age Catholic males were economically active in 2016. Working age economic activity rates among both religions were lower for females in 2016; 69% for Protestants and 68% for Catholics (Figure 3.3 and Table A3.2).

Figure 3.3: Working age economic activity rates by gender, 2016

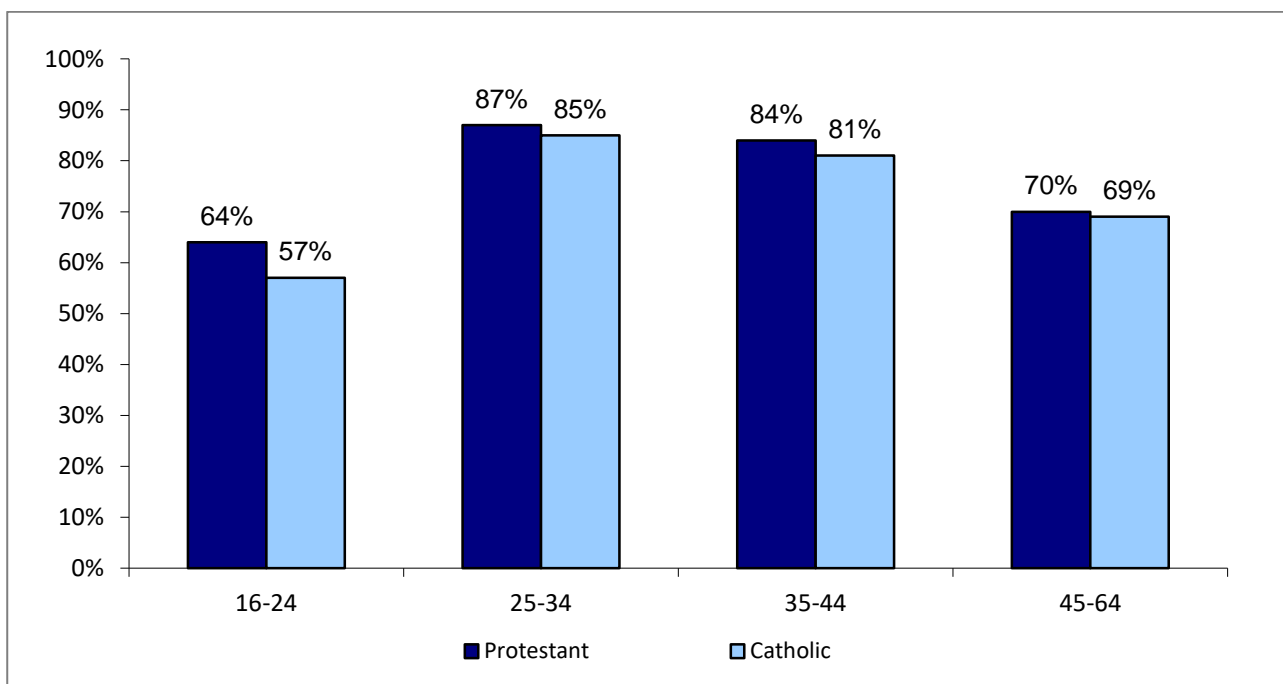


3.5 Economic activity rates by age

Figure 3.4 shows the economic activity rates by age for the two main religious communities in Northern Ireland for 2016.

Economic activity rates were lowest among the youngest age group (16 to 24) for both Protestants (64%) and Catholics (57%). At the opposite end of the working age spectrum (45 to 64), 70% of Protestants and 69% of Catholics were economically active (Table A3.2).

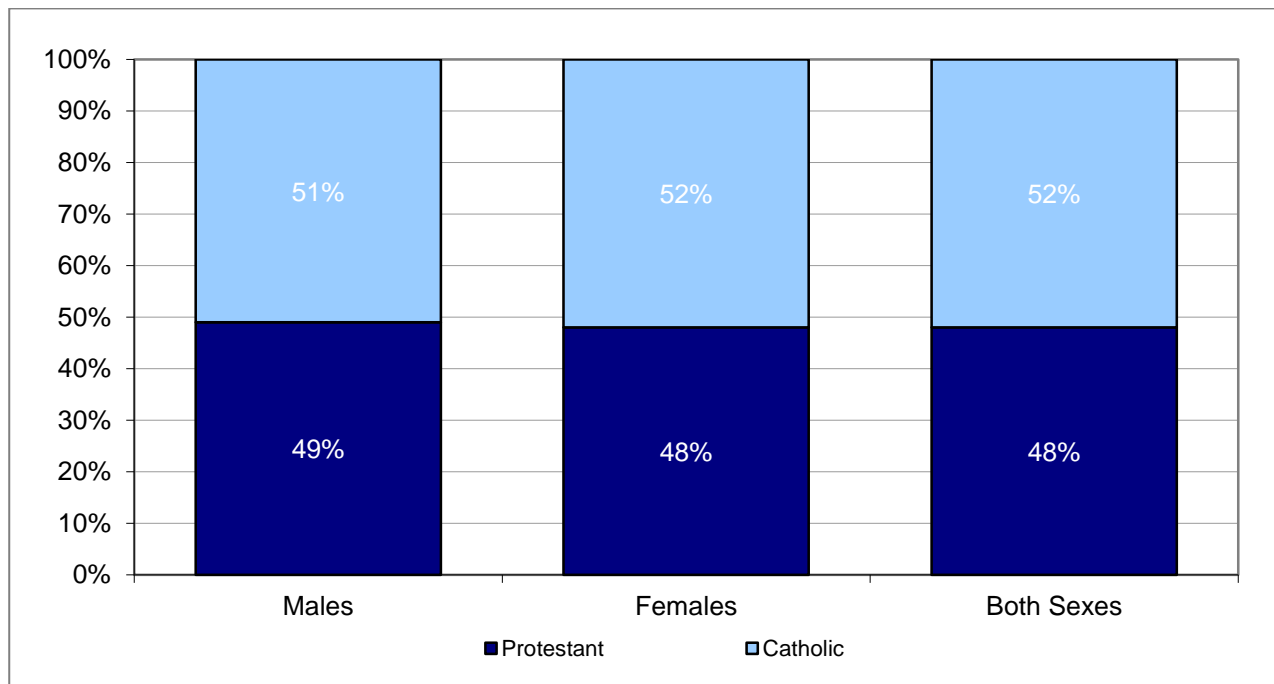
Figure 3.4: Economic activity rates by age group, 2016



3.6 Religious composition of the economically active by gender¹⁸

Taking into account responses from the two main religious communities only, the working age economically active population was 48% Protestant and 52% Catholic in 2016. Breaking this down by gender produced similar results; 49% of economically active working age males were Protestant and 51% were Catholic, while for females the corresponding figures were 48% Protestant and 52% Catholic (Figure 3.5 and Table A3.4).

Figure 3.5: Religious composition of the working age economically active, 2016

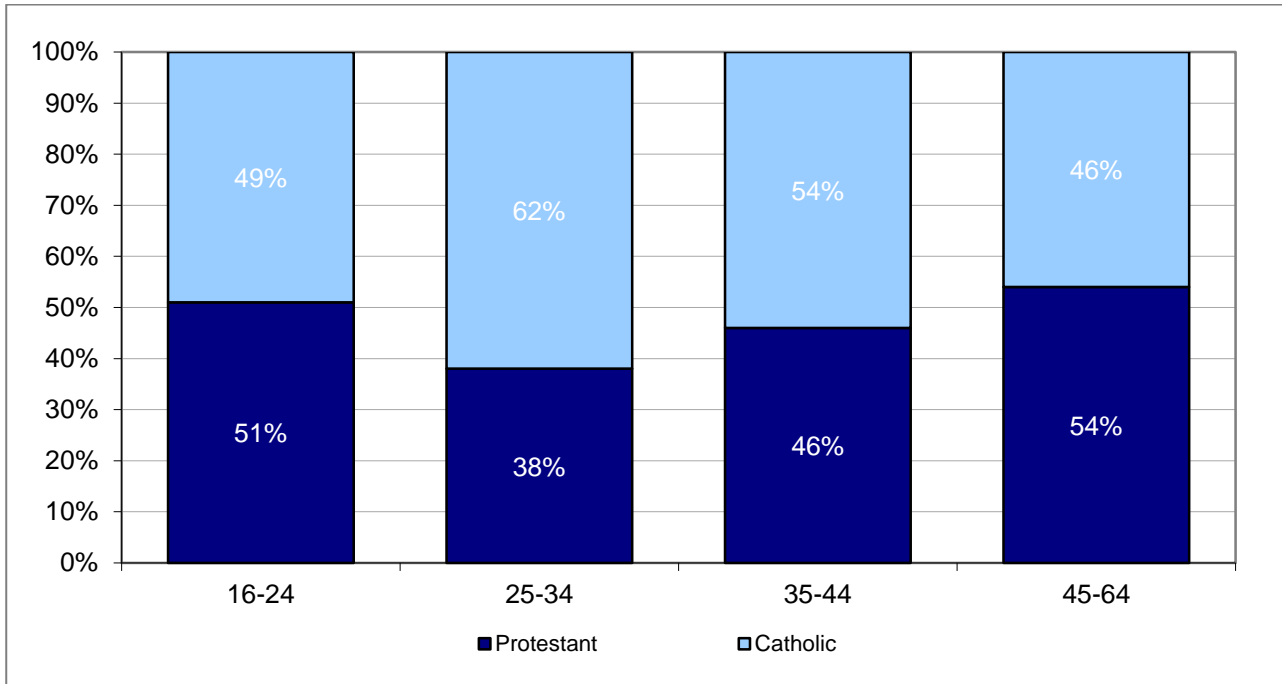


3.7 Religious composition of the economically active by age

Figure 3.6 shows the religious composition of the economically active by age for 2016, again taking into account responses from the two main religious communities only. A larger proportion of the economically active population aged 25 to 34 and 35 to 44 were Catholic (38% Protestant and 62% Catholic; and 46% Protestant and 54% Catholic respectively). The opposite was true for those aged 45 to 64; 54% Protestant and 46% Catholic. For the youngest age group, those aged 16 to 24, the split was more even; 51% Protestant and 49% Catholic (Table A3.4).

¹⁸ Please note that the percentage break downs in sections 3.6 and 3.7 reflect the responses of respondents who indicated that they were Protestant or Catholic only – the ‘other/non-determined’ category has been removed.

Figure 3.6: Religious composition of the economically active by age group, 2016



3.8 Proportion of economically active in employment or unemployed, 1992-2016

Figures 3.7 and 3.8 show the proportions of the working age economically active from both communities who were employed or unemployed over the period 1992 to 2016.

Taking the period as a whole, there has been a decrease in the proportions of working age economically active individuals who are unemployed for both Protestants (9% in 1992 to 5% in 2016) and Catholics (18% in 1992 to 7% in 2016) (Table A3.5).

Figure 3.7: Proportion of working age economically active in employment or unemployed - Protestant, 1992-2016

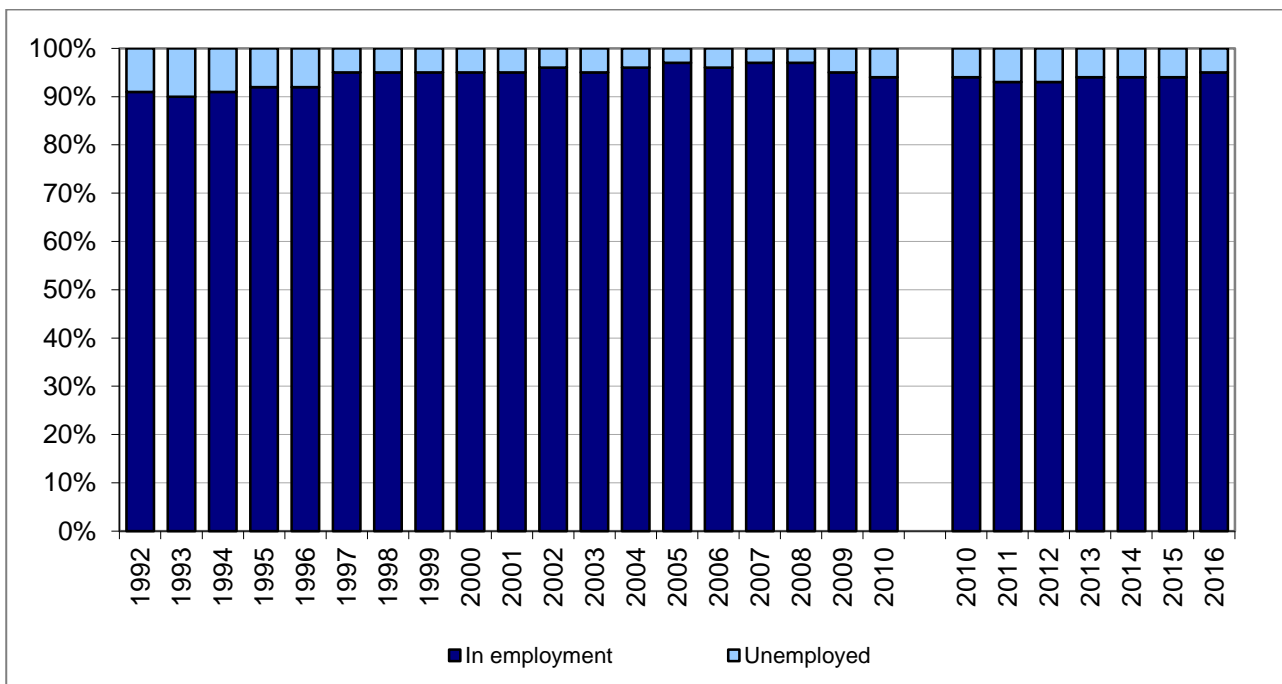
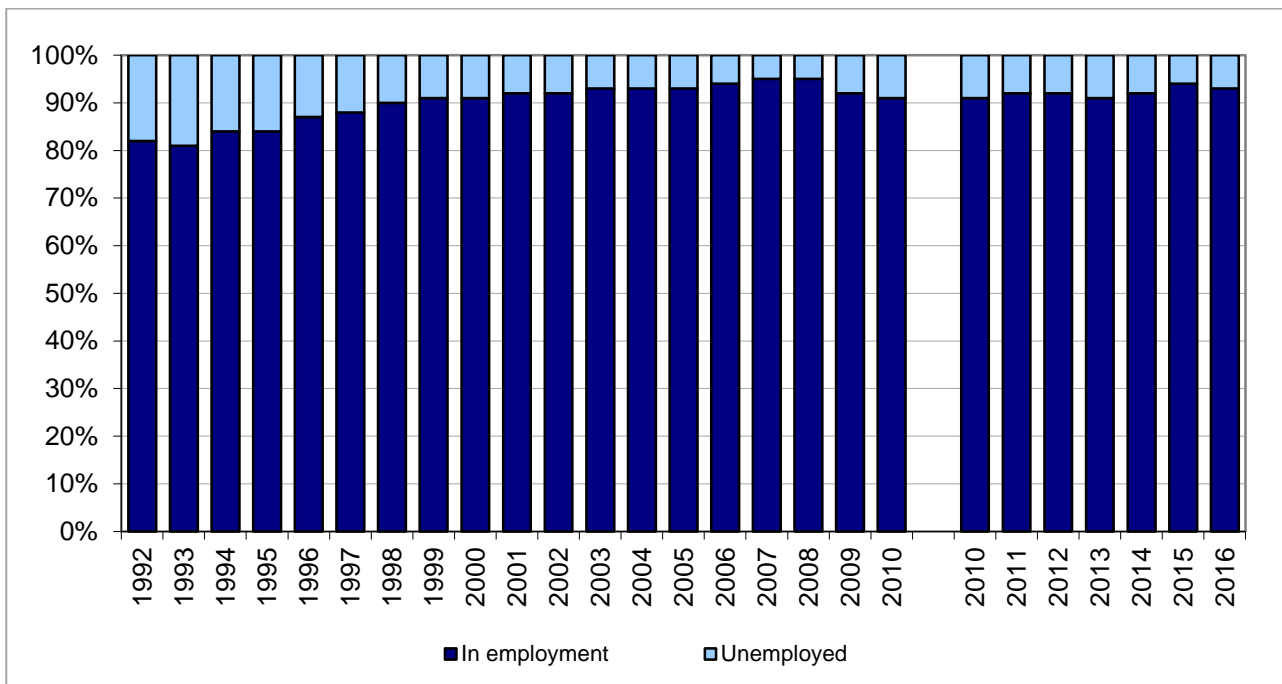


Figure 3.8: Proportion of working age economically active in employment or unemployed - Catholic, 1992-2016



Chapter 4 - Working Age Economic Inactivity

(Tables A4.1 – A4.13; Labour Force Survey Religion Report 2016 – Tables: <https://www.executiveoffice-ni.gov.uk/publications/labour-force-survey-religion-report-2016>)

4.1 Economic inactivity rates

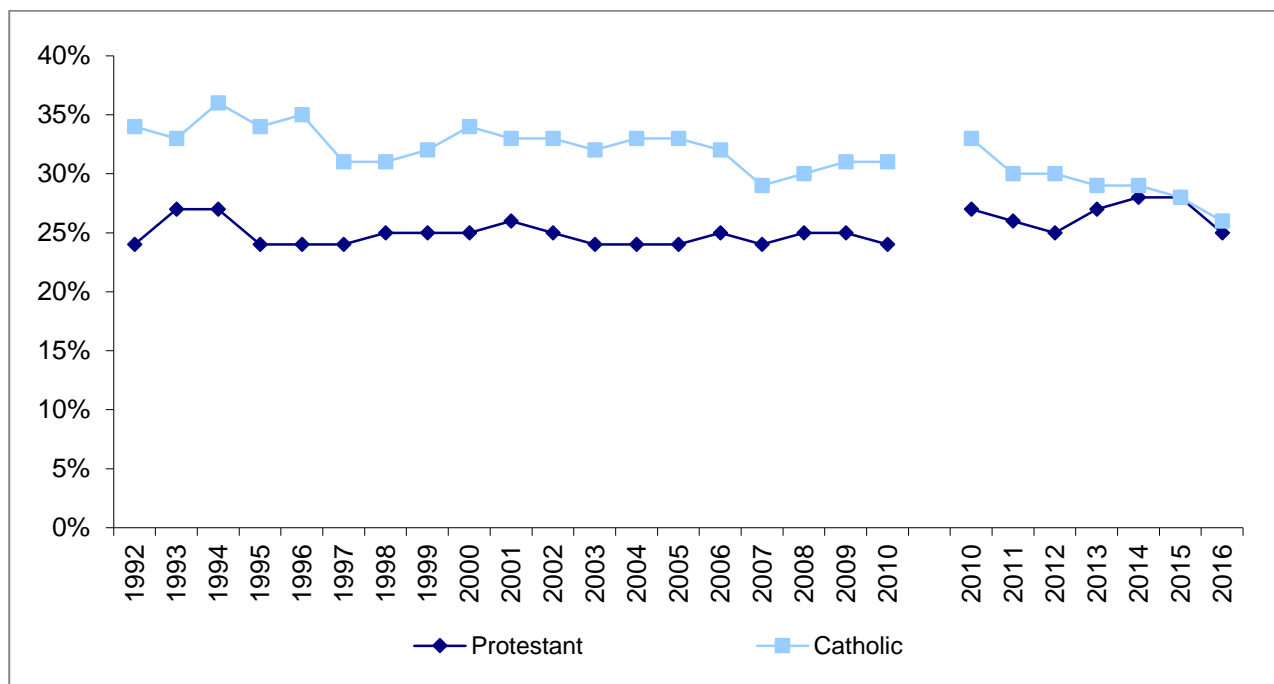
The economic inactivity rate expresses the number of economically inactive persons in a group as a percentage of the total number in that group. The economically inactive comprise those persons who are neither in employment nor unemployment.

4.2 Economic inactivity rates, 1992-2016

The working age economic inactivity rates for both communities during the period 1992 to 2016 are shown in Figure 4.1.

Over this period, Catholics have generally experienced higher rates of economic inactivity than Protestants. However, these rates have converged over time; in 1992, 24% of working age Protestants were economically inactive compared with 34% of working age Catholics, while in 2016 the rates were 25% for Protestants and 26% for Catholics (Table A4.1).

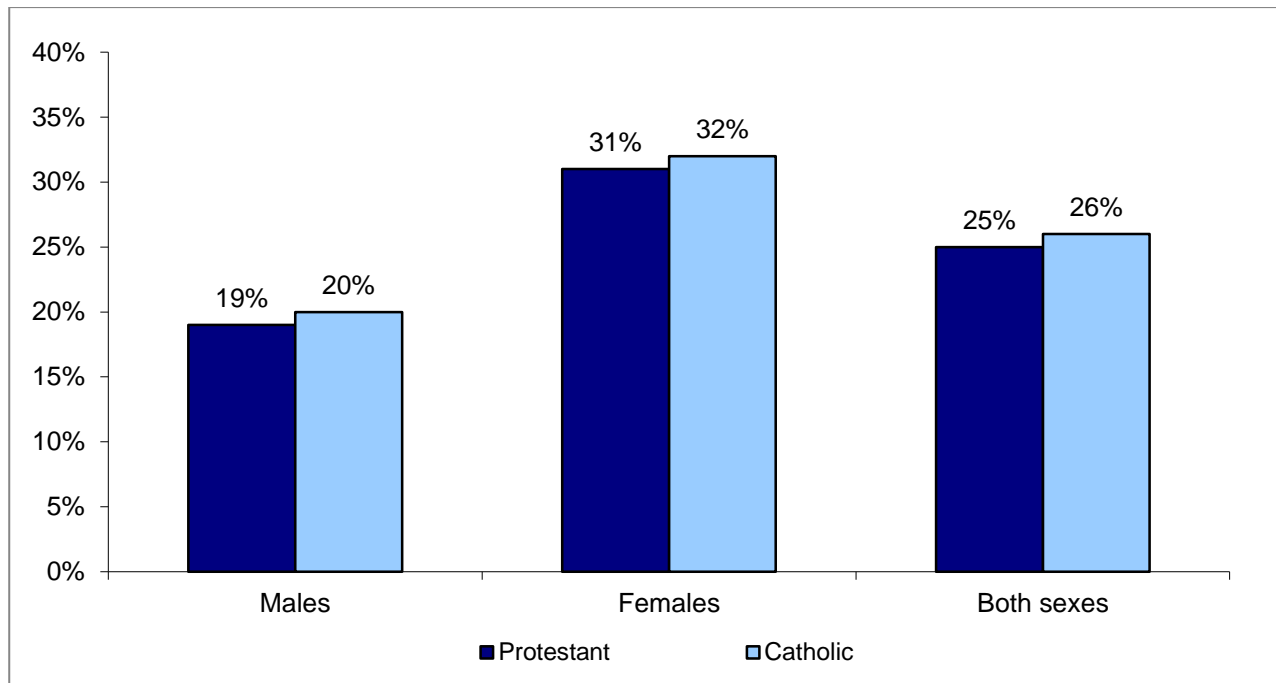
Figure 4.1: Working age economic inactivity rates, 1992–2016



4.3 Economic inactivity rates by gender

In 2016 the working age economic inactivity rate was 19% for Protestant males and 20% for Catholic males. The corresponding rates for females were higher for both Protestants (31%) and Catholics (32%) (Figure 4.2 and Table A4.1).

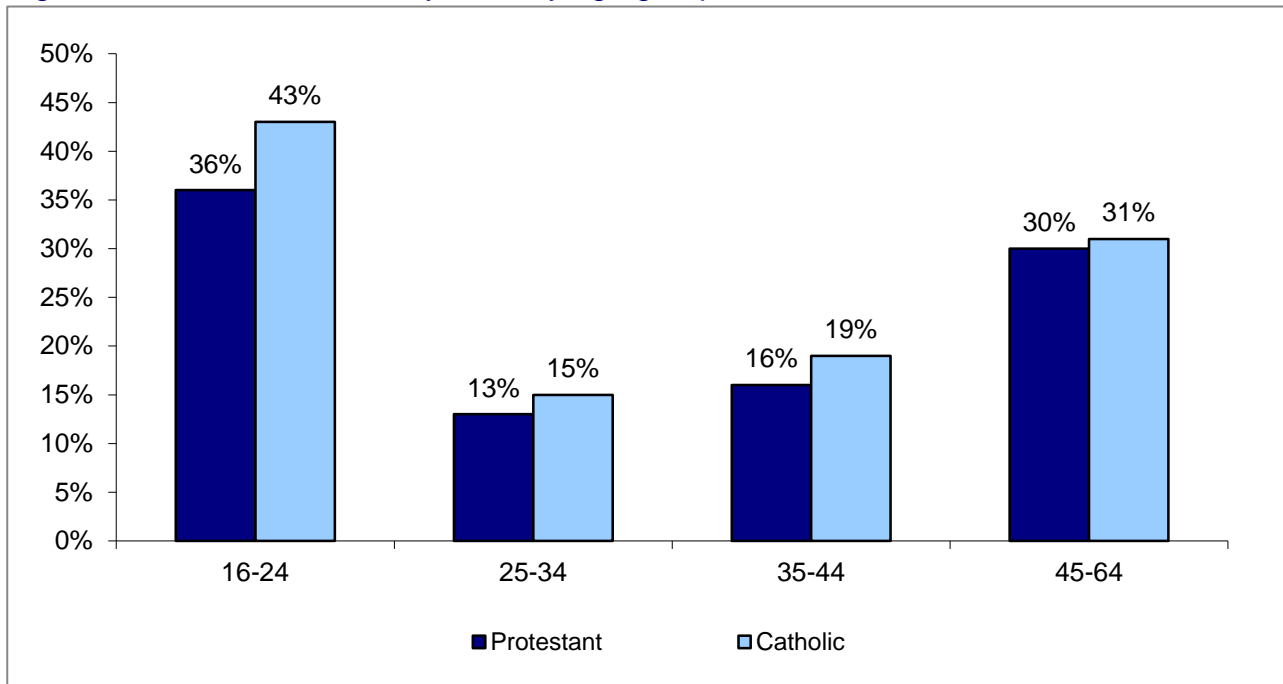
Figure 4.2: Working age economic inactivity rates by gender, 2016



4.4 Economic inactivity rates by age

Figure 4.3 shows the economic inactivity rates by age for the two main religious communities in Northern Ireland for 2016. For each age group, a higher proportion of Catholics were economically inactive compared with Protestants. This difference was most pronounced among those aged 16 to 24, where 36% of Protestants and 43% of Catholics were economically inactive (Table A4.3).

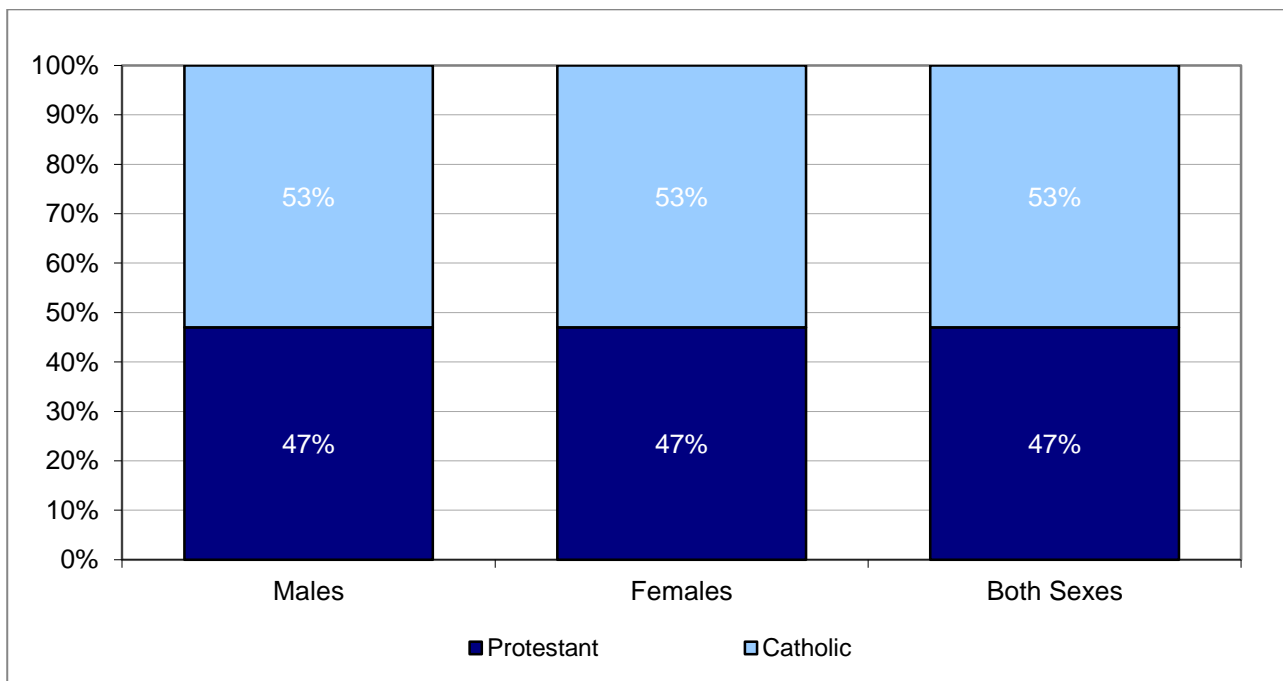
Figure 4.3: Economic inactivity rates by age group, 2016



4.5 Religious composition of the economically inactive by gender¹⁹

Taking into account respondents from the two main religious communities only, a greater proportion of the working age economically inactive were Catholics (53%) compared with Protestants (47%) in 2016. The same proportions were evident among both males and females (Table A4.6).

Figure 4.4: Religious composition of the working age economically inactive, 2016



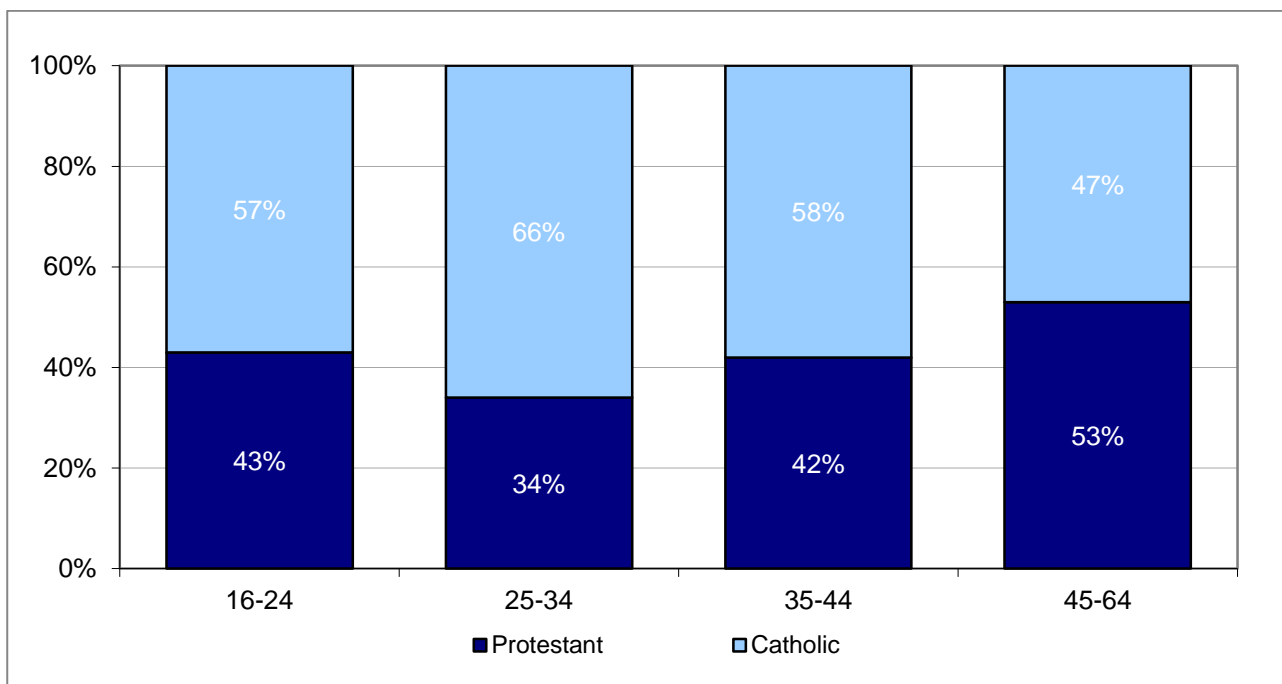
¹⁹ Please note that the percentage break downs in sections 4.5 and 4.6 reflect the responses of respondents who indicated that they were Protestant or Catholic only – the ‘other/non-determined’ category has been removed.

4.6 Religious composition of the economically inactive by age

Figure 4.5 shows the religious composition of the economically inactive by age for 2016, again taking into account respondents from the two main religious communities only. For three of the four age bands the proportion of Catholics amongst the economically inactive was higher than that of Protestants.

Forty-three per cent of the economically inactive aged 16 to 24 were Protestant and 57% were Catholic. Among the 25 to 34 years age band, 34% of the economically inactive were Protestant and 66% were Catholic. Among those aged 35 to 44, 42% of the economically inactive were Protestant and 58% were Catholic. The opposite pattern was true among the economically inactive aged 45 to 64, where 53% were Protestant and the remaining 47% were Catholic (Table A4.5).

Figure 4.5: Religious composition of the working age economically inactive by age group, 2016

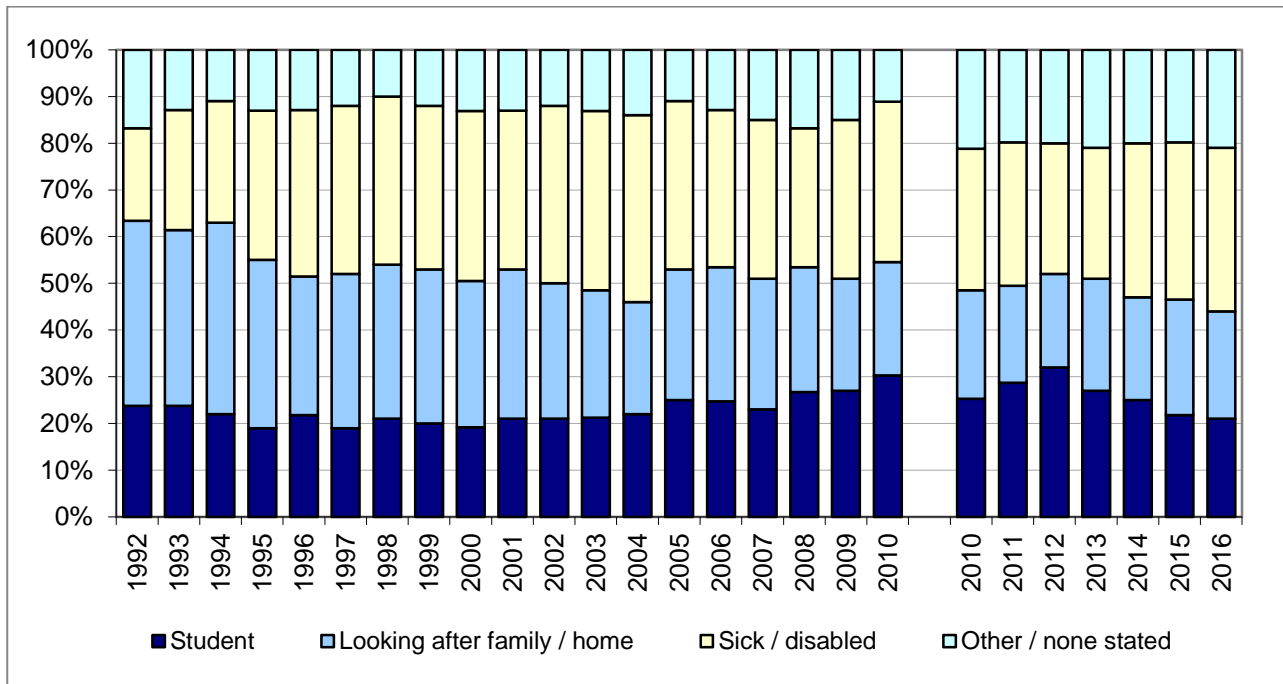


4.7 Reasons for economic inactivity

Figure 4.6 shows the reasons for working age economic inactivity among Protestants between 1992 and 2016.

The proportion of working age economically inactive Protestants who are inactive in order to look after the family/home has decreased considerably between 1992 and 2016, from 40% to 23%. Over this period, the proportion who are sick or disabled has increased from 20% in 1992 to 35% in 2016. The proportion who are students has decreased slightly (from 24% in 1992 to 21% in 2016), although there have been fluctuations in this proportion in the intervening years (Table A4.8).

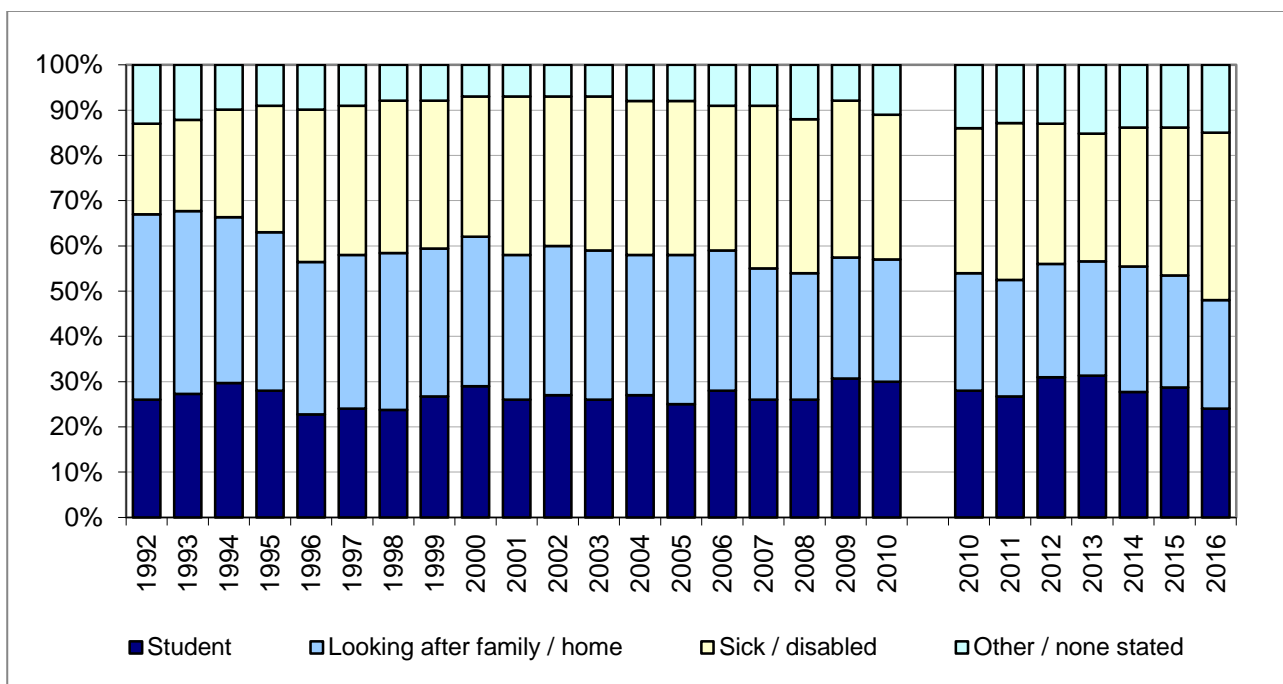
Figure 4.6: Reasons for working age economic inactivity - Protestant, 1992-2016



Similar patterns emerge when examining the changes in the reasons for working age economic inactivity among Catholics between 1992 and 2016 (Figure 4.7).

The proportion of working age economically inactive Catholics who look after the family/home has decreased from 41% in 1992 to 24% in 2016. However, the proportion who are sick or disabled has increased from 20% in 1992 to 37% in 2016. The proportion who are students was 26% in 1992 compared with 24% in 2016, although, similar to the trend among Protestants, there have been fluctuations in this proportion in the intervening years (Table A4.10).

Figure 4.7: Reasons for working age economic inactivity - Catholic, 1992-2016



4.8 Type of inactivity

Economic inactivity can be split into two distinct categories: those who say they want work; and those who say they do not want work.

For both Protestants and Catholics, 82% of the economically inactive population did not want work and 18% did want work in 2016. This represents 99,000 economically inactive Protestants of working age who did not want work and 22,000 who did want work. The corresponding numbers for Catholics were 111,000 and 25,000 (Tables A4.12 and A4.13).

4.9 Type of inactivity, 1992-2016

Figures 4.8 and 4.9 show the proportion of the working age economically inactive who want to work and don't want to work for Protestants and Catholics respectively, over the period 1992 to 2016.

In 1992, 79% of Protestants and 76% of Catholics who were of working age and economically inactive did not want work. In 2016, this figure was 82% for both Protestants and Catholics.

In 1992, 21% of Protestants and 24% of Catholics who were working age economically inactive wanted work. Comparable figures for 2016 were 18% for both Protestants and Catholics (Table A4.12).

Figure 4.8: Composition of the working age economically inactive: Want work/don't want work (Protestants), 1992–2016

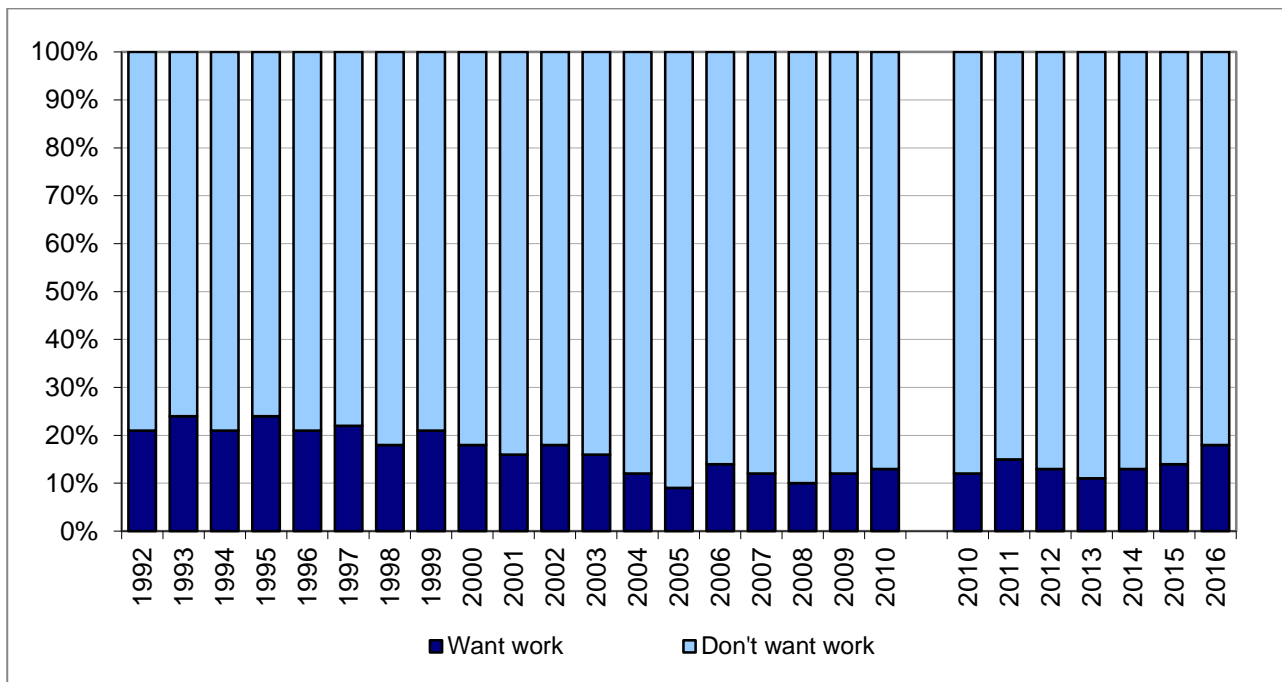
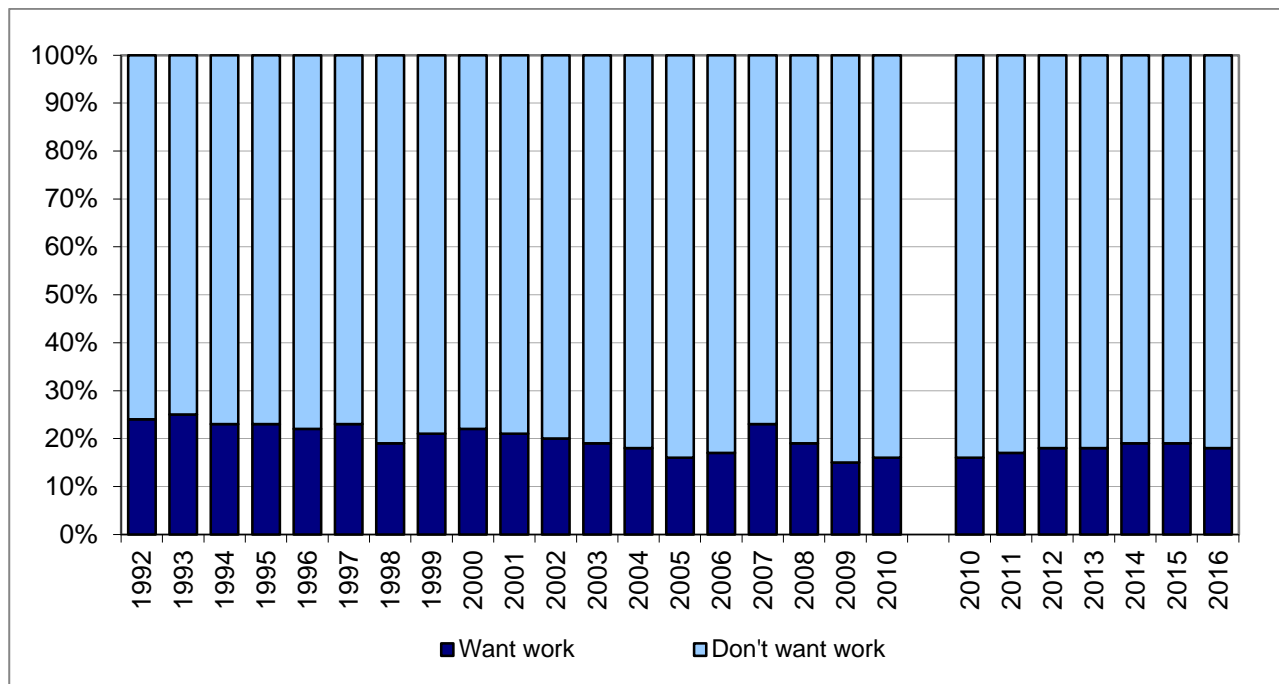


Figure 4.9: Composition of the working age economically inactive: Want to work/don't want to work (Catholics), 1992–2016



Chapter 5 - Unemployment

(Tables A5.1 – A5.9; Labour Force Survey Religion Report 2016 – Tables: <https://www.executiveoffice-ni.gov.uk/publications/labour-force-survey-religion-report-2016>)

5.1 Unemployment rates

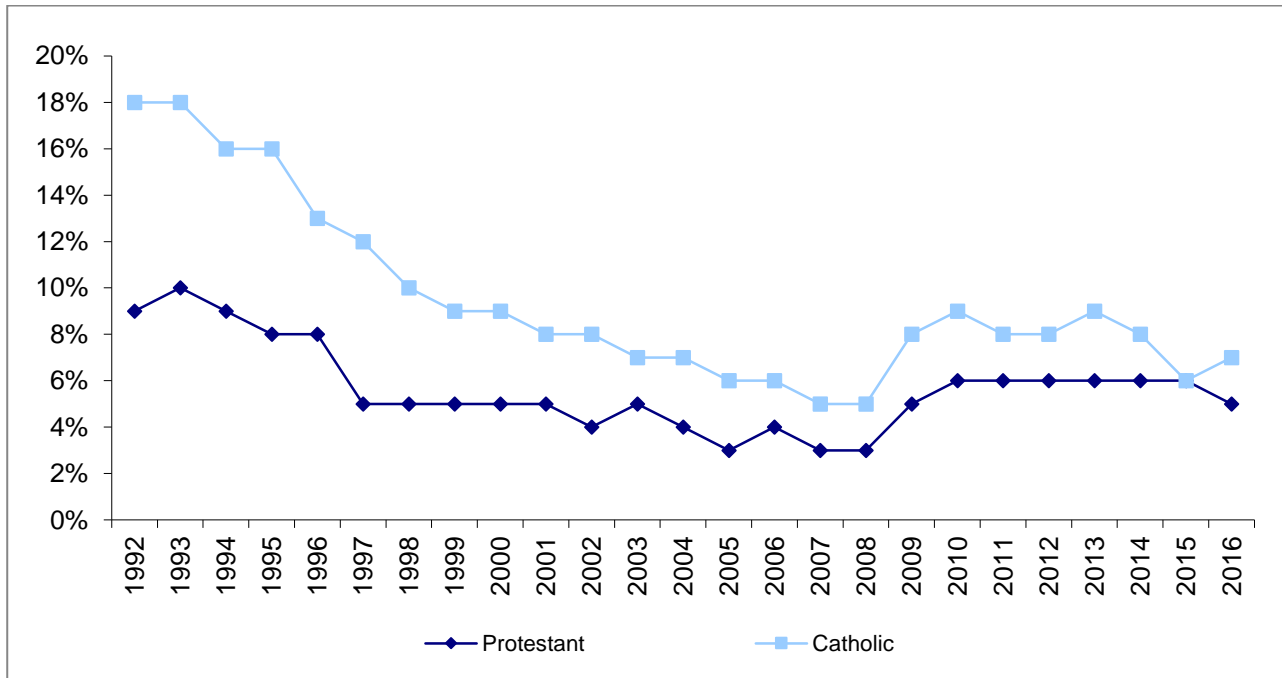
The International Labour Organisation (ILO) unemployment rate is defined as the percentage of the economically active population aged 16 years and over who are classified as unemployed in the Labour Force Survey (LFS). The unemployed are those people without a job who were available to start work in the two weeks following their LFS interview and had either looked for work in the four weeks prior to interview or were waiting to start a job they had already obtained.

5.2 Unemployment rates, 1992-2016

Between 1992 and 2016, Catholics have generally experienced higher rates of unemployment than Protestants, although the difference between the two rates has decreased over the time period. In 1992, the unemployment rate was 9% for Protestants and 18% for Catholics; in 2016 these rates were 5% and 7% respectively.

It is worth noting, however, that the unemployment rates for both religions have increased since 2008, when the unemployment rate was 3% for Protestants and 5% for Catholics (Figure 5.1 and Table A5.1).

Figure 5.1: Unemployment rates, 1992-2016

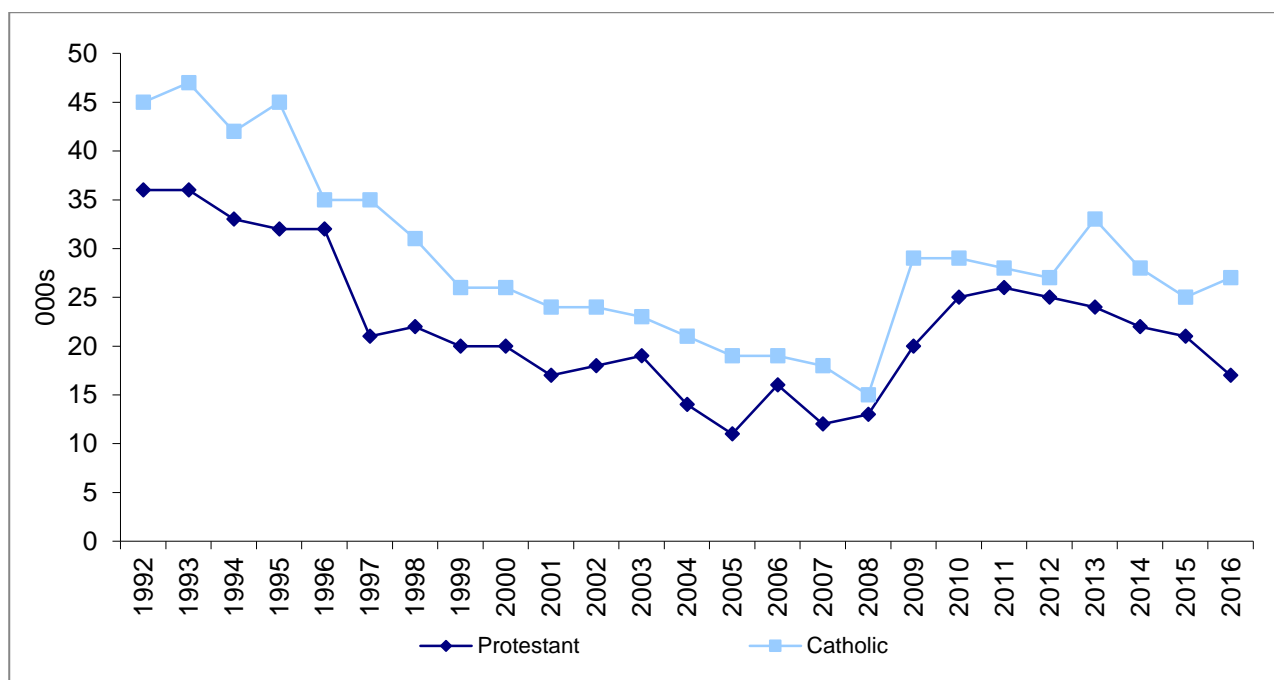


5.3 Numbers of persons unemployed, 1992–2016

The number of persons unemployed has fallen considerably for both religious communities between 1992 and 2016 (Figure 5.2). Over this period, the number of unemployed Protestants more than halved from 36,000 to 17,000, while the number of unemployed Catholics has fallen from 45,000 to 27,000.

It is worth noting, however, that similar to the unemployment rates, the number unemployed has risen for both communities since 2008 (Table A5.2).

Figure 5.2: Numbers unemployed, 1992-2016



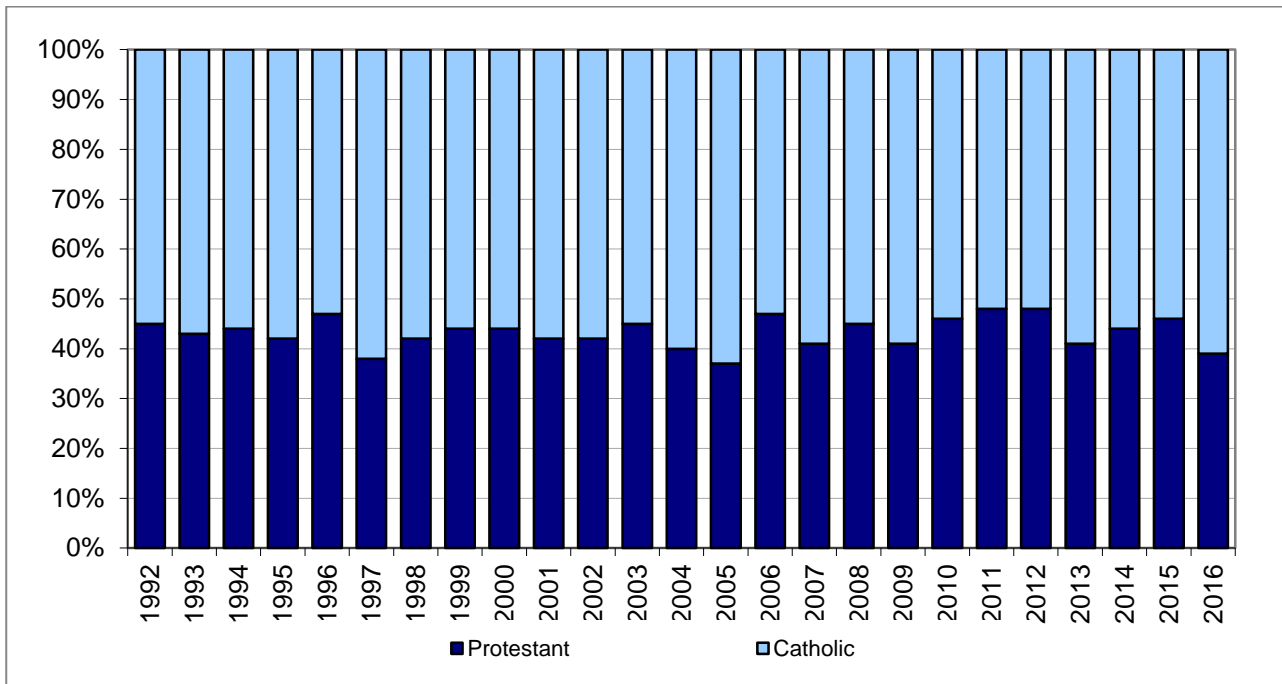
5.4 Religious composition of the unemployed, 1992-2016²⁰

Figure 5.3 shows the religious composition of the unemployed between 1992 and 2016, again taking into account respondents from the two main religious communities only.

In 1992, 45% of the unemployed were Protestant and 55% were Catholic. In 2016 these proportions were 39% and 61%, respectively. These proportions have fluctuated in the intervening years, although there has consistently been a higher proportion of Catholics among the unemployed over this period (Table A5.3).

²⁰ Please note that the percentage break downs in section 5.4 reflect the responses of respondents who indicated that they were Protestant or Catholic only – the ‘other/non-determined’ category has been removed.

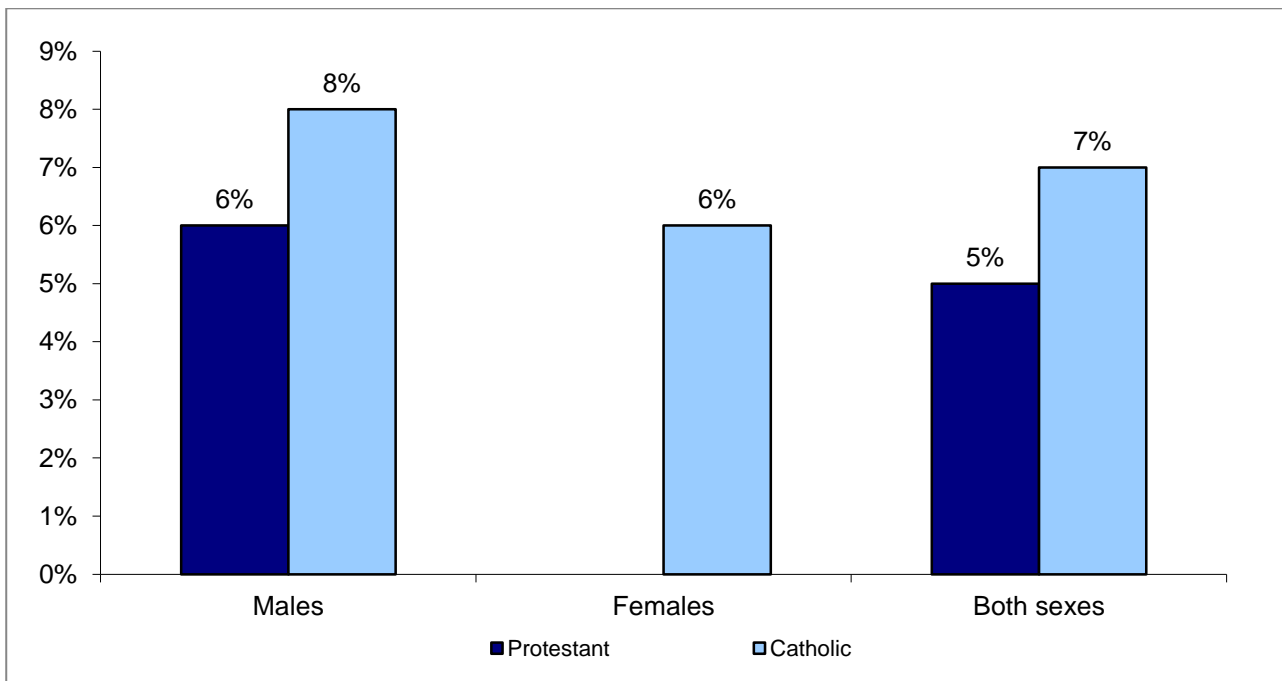
Figure 5.3: Religious composition of the unemployed, 1992-2016



5.5 Unemployment rates by gender

Figure 5.4 shows the unemployment rates for the two communities for 2016, broken down by gender. In 2016, the unemployment rates were 6% for Protestant males and 8% for Catholic males. Six per cent of Catholic females were unemployed in 2016, while the number of unemployed Protestant females did not meet the threshold for publication (Table A5.4).

Figure 5.4: Unemployment rates by gender, 2016

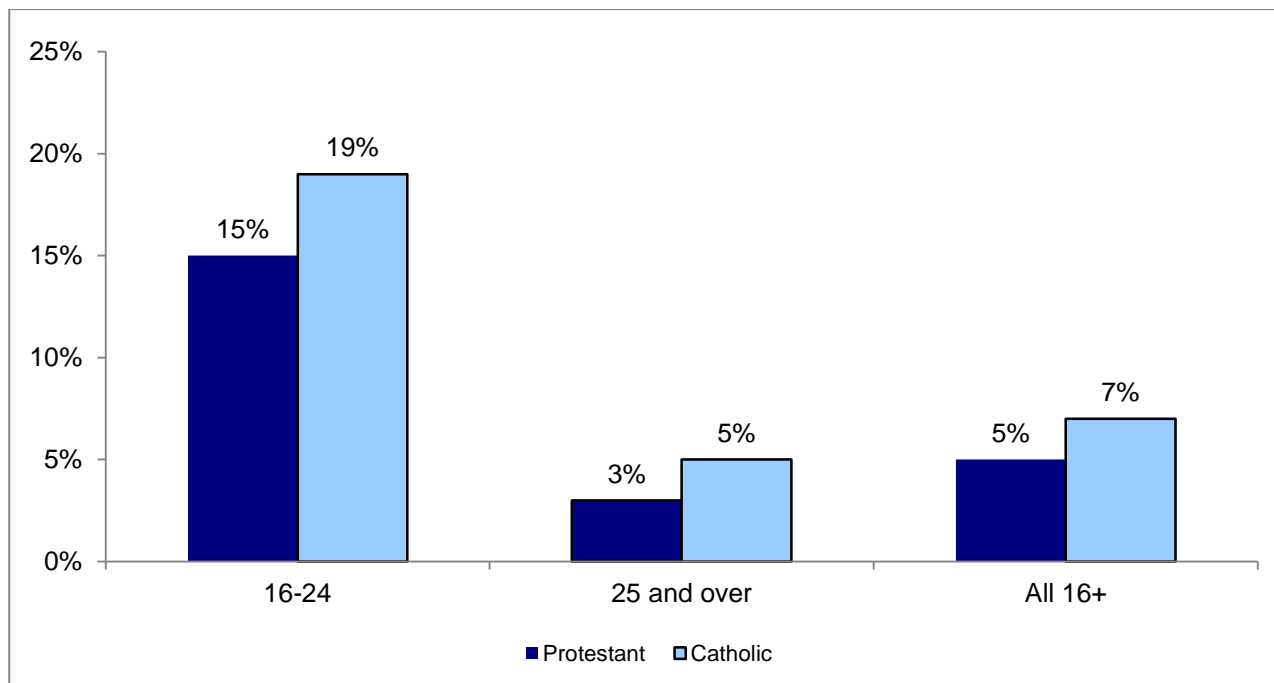


Note: The number of unemployed Protestant females did not meet the threshold for publication and hence the rate is not displayed on the chart.

5.6 Unemployment rates by age

Figure 5.5 shows that the unemployment rate was higher for Catholics among those aged 16 to 24 (15% for Protestants and 19% for Catholics), and those aged 25 and over (3% for Protestants and 5% for Catholics) (Table A5.5).

Figure 5.5: Unemployment rates by age group, 2016



5.7 Unemployment differential

The comparative position of any two groups in terms of their unemployment rate can be expressed by their 'unemployment differential' as measured by the ratio of the unemployment rates of the two groups. The ratio is calculated by dividing the higher unemployment rate by the lower.

For example, to derive the unemployment differential between the two main communities in Northern Ireland the procedure would be to take the higher rate (historically the Catholic unemployment rate) and divide it by the lower (historically the Protestant unemployment rate).

The unemployment differential between the two communities for 2016 is shown in Table 5.1 below.

Table 5.1	
Unemployment Differential (all economically active) 2016	
	Unemployment Differential ¹
C/P Males	1.4
C/P Females	*
C/P Both sexes	1.5

¹Based on exact (i.e. unrounded) percentages. Estimates of the standard error associated with these differentials are shown in Section A.8 in Appendix A.

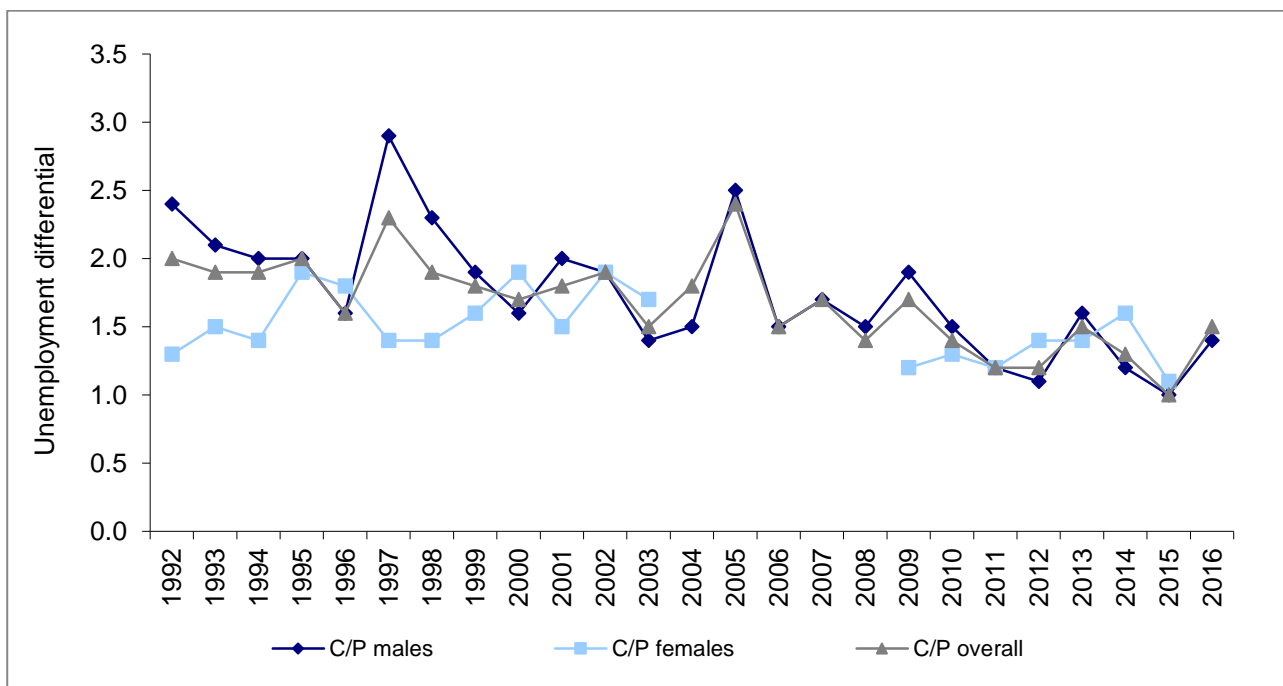
Note: The number of unemployed female Protestants fell below the publication threshold, and it is not therefore possible to calculate the employment differential for females in 2016.

5.8 Unemployment differential, 1992–2016

The unemployment differential between the two communities, broken down by gender, for the period 1992 to 2016 is shown in Figure 5.6. Over this period the unemployment differential has been greater among males than females for the majority of years where it could be calculated. However, the confidence intervals associated with these estimates are relatively high, making it difficult to identify real changes over time (see Section A.8 in Appendix A) (Table A5.8).

From 2004 to 2008, and for 2016, the unemployment differential for females could not be calculated because one or more of the component variables in the calculation (i.e. number of unemployed female Protestants and/or Catholics) fell below the publication threshold.

Figure 5.6: Unemployment differential 1992-2016



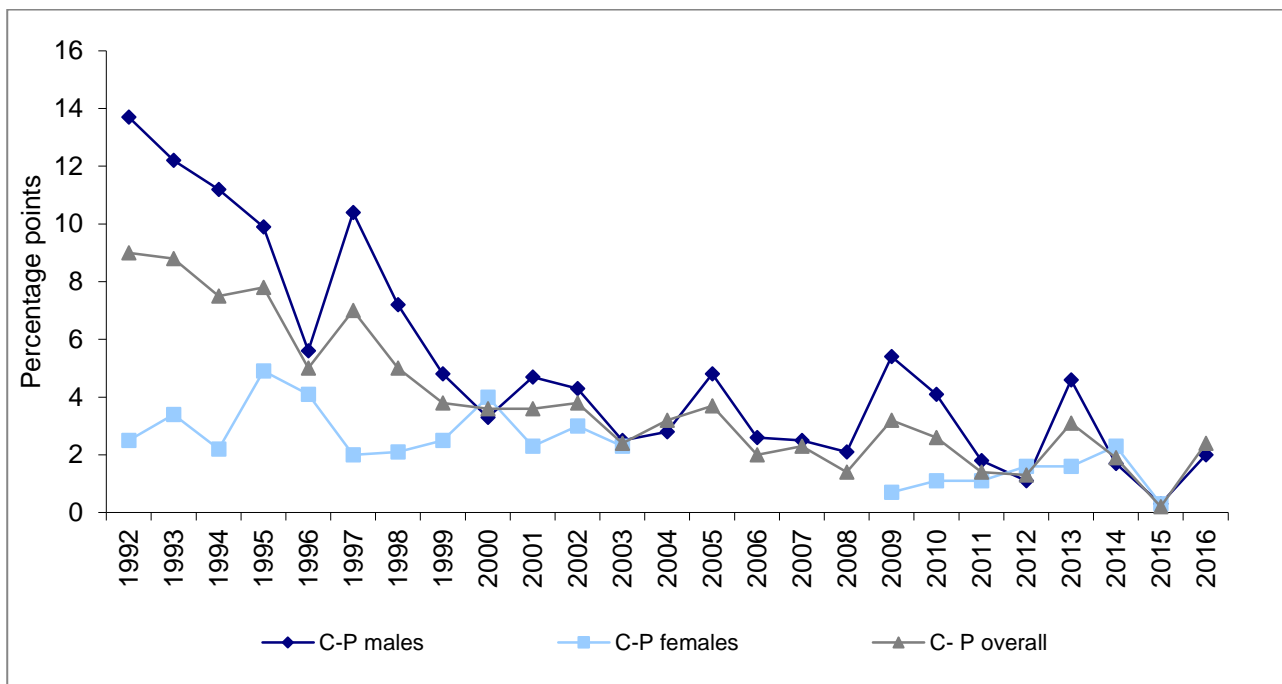
5.9 Unemployment gap

The differential in the unemployment rates of the two communities can also be expressed as a percentage point difference. This unemployment gap is calculated by subtracting the (historically lower) unemployment rate of Protestants from the (historically higher) unemployment rate of Catholics.

The unemployment gap between the two communities, broken down by gender, for the period 1992 to 2016 is shown in Figure 5.7.

Overall the unemployment gap has fallen from 9.0 percentage points in 1992 to 2.4 percentage points in 2016 (Table A5.9).²¹

Figure 5.7: Unemployment gap, 1992-2016



As with the unemployment differential, the unemployment gap for females is not a valid statistic from 2004 to 2008, and for 2016.

The confidence intervals associated with these estimates are relatively high, making it difficult to identify real changes over time (see Section A.8 in Appendix A).

²¹ The unemployment gap is expressed to one decimal place. The commentary in Section 5.4 reports this gap to zero decimal places.

Chapter 6 - Employment

(Tables A6.1 – A6.31; Labour Force Survey Religion Report 2016 – Tables: <https://www.executiveoffice-ni.gov.uk/publications/labour-force-survey-religion-report-2016>)

6.1 Proportion of working age in employment

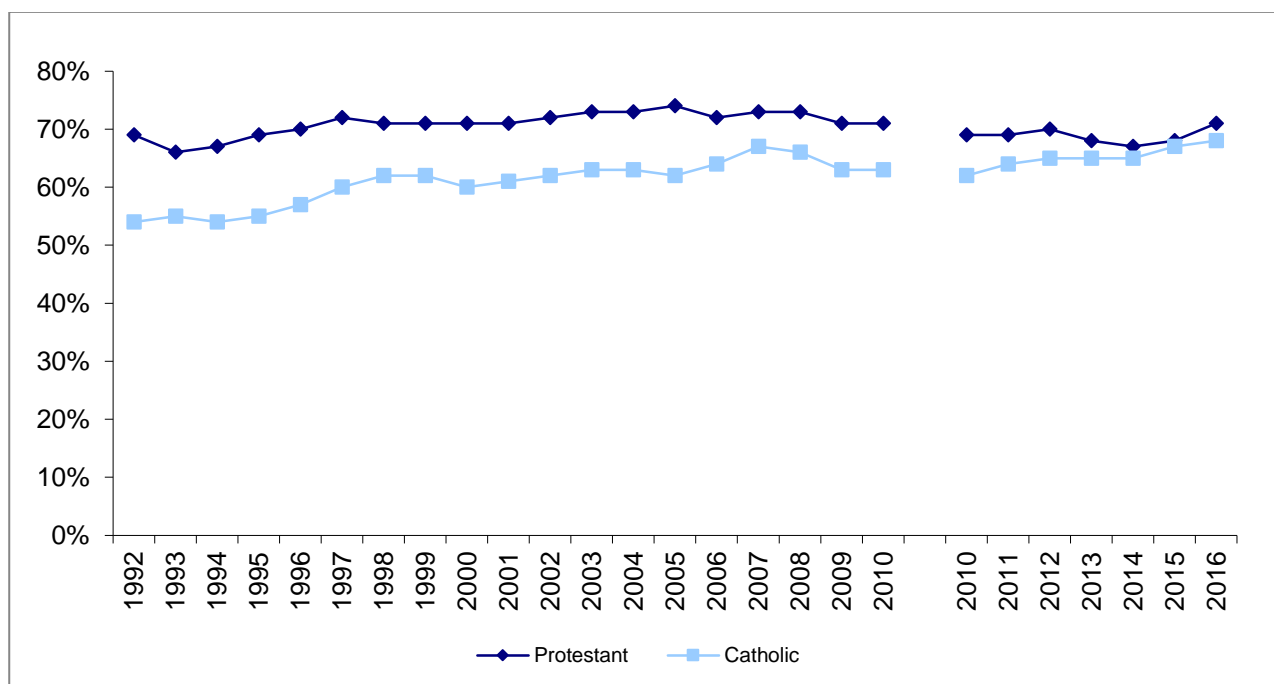
The proportion in employment within a community depends on two factors:

- the extent to which individuals from that community, by choice or otherwise, are economically inactive; plus
- the extent to which those within that community who are economically active are unemployed.

6.2 Proportion of each religion of working age in employment, 1992-2016

A consistently higher proportion of Protestants than Catholics of working age have been in employment over the period 1992 to 2016, as shown in Figure 6.1. However, the difference between the two communities' working age employment rates has decreased over time: in 1992, 69% of working age Protestants and 54% of working age Catholics were in employment; by 2016 these rates were 71% and 68% respectively (Table A6.1).

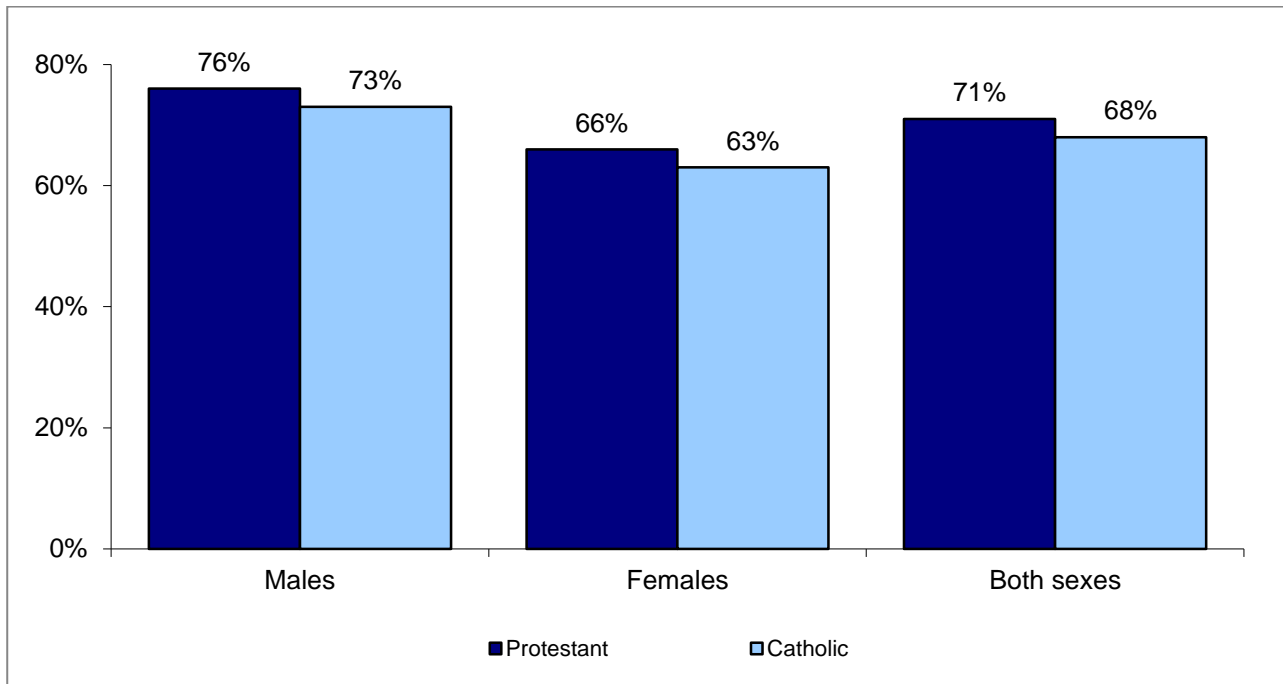
Figure 6.1: Proportion of working age population in employment, 1992-2016



6.3 Proportion of the working age in employment by gender

Figure 6.2 shows that for both males and females in 2016, a slightly higher proportion of working age Protestants were in employment compared with their Catholic counterparts. Seventy-six per cent of working age Protestant males were in employment, compared with 73% of working age Catholic males; for females the corresponding rates were 66% and 63% (Table A6.2).

Figure 6.2: Proportion of the working age in employment by gender, 2016

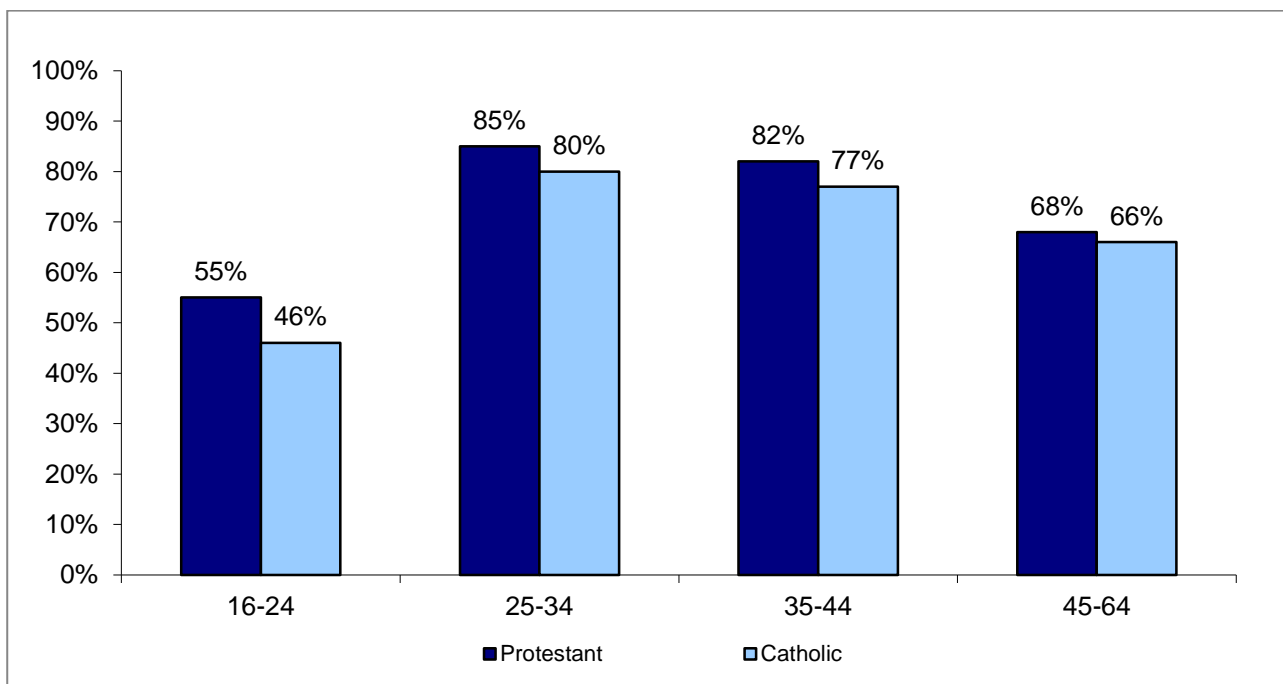


6.4 Proportion of working age in employment by age

Figure 6.3 shows that, for all age groups in 2016, the employment rate for Protestants was higher than the corresponding rate for Catholics.

Among the 16 to 24 age group, 55% of Protestants and 46% of Catholics were in employment. Employment rates were higher among those aged 25 to 34 (85% for Protestants and 80% for Catholics) and 35 to 44 (82% for Protestants and 77% for Catholics). For those aged 45 to 64, 68% of Protestants and 66% of Catholics were employed (Table A6.2).

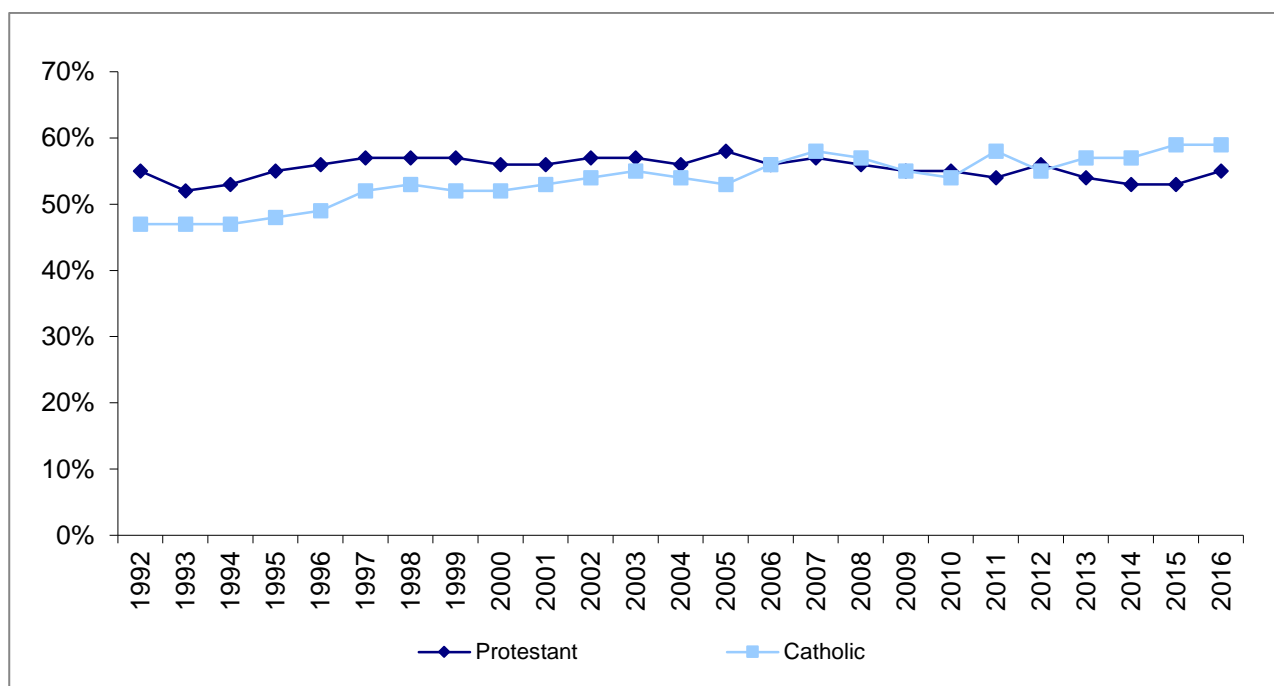
Figure 6.3: Proportion of the working age in employment by age group, 2016



6.5 Proportion of each religion aged 16+ in employment, 1992-2016

Figure 6.4 shows the employment rates for all Protestants and Catholics aged 16 and over, rather than only those of working age. In 1992 a higher proportion of Protestants (55%) than Catholics (47%) were in employment. In 2016 the opposite was true; 59% of Catholics and 55% of Protestants aged 16 and over were in employment (Table A6.3).

Figure 6.4: Proportion of the population aged 16+ in employment, 1992-2016

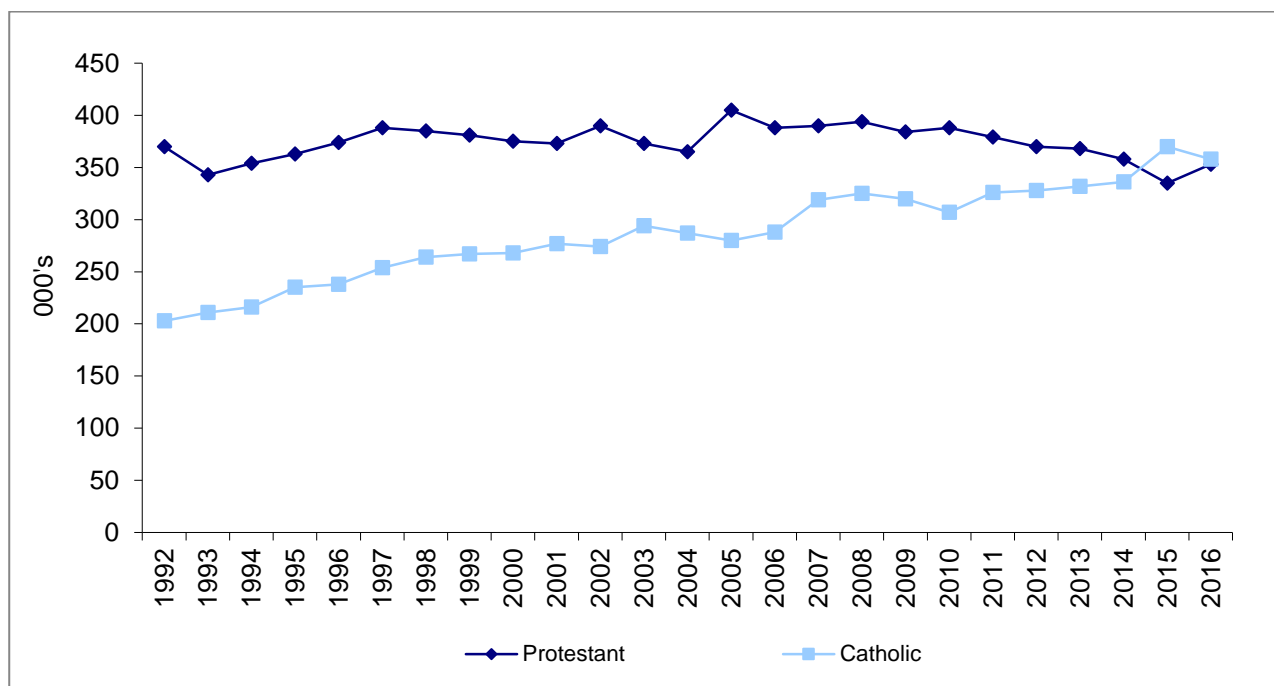


6.6 Numbers aged 16+ in employment, 1992-2016

Figure 6.5 shows that over the period 1992 to 2016 the number of those aged 16 and over in employment from the Protestant community has remained relatively stable. In 1992 there were 370,000 Protestants aged 16 and over in employment, compared with 353,000 in 2016.

Conversely, there has been an increase in the number of Catholics in employment over the same period. In 1992, there were 203,000 Catholics aged 16 and over in employment and this had increased to 358,000 by 2016 (Table A6.5).

Figure 6.5: Number of those aged 16+ in employment (thousands), 1992-2016



6.7 Religious composition of those aged 16+ in employment²²

The religious composition of those aged 16 and over in employment was 50% Protestant and 50% Catholic in 2016, again taking into account respondents from the two main religious communities only. Similarly even splits were evident among males (50% Protestant and 50% Catholic) and females (49% Protestant and 51% Catholic) (Table A6.4).

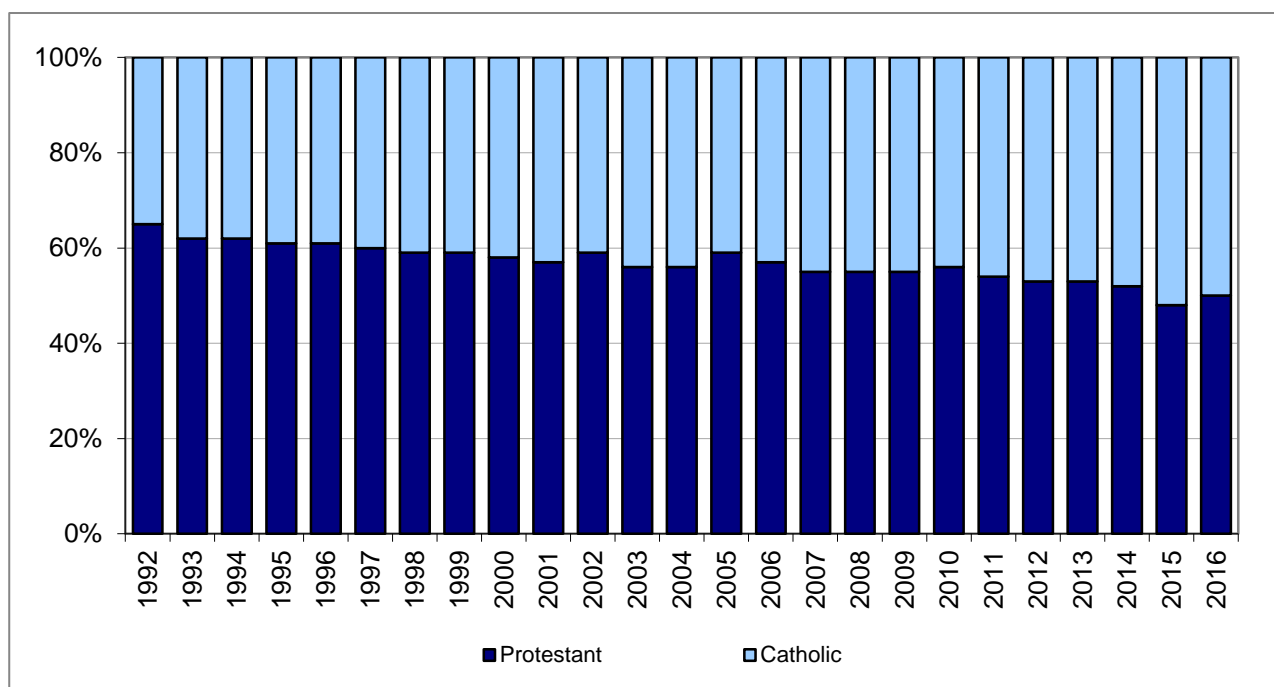
6.8 Religious composition of those aged 16+ in employment, 1992-2016

Figure 6.6 shows the religious composition of those in employment over the period 1992 to 2016, again taking into account respondents from the two main religious communities only.

In 1992, 65% of those aged 16 and over in employment were Protestant and 35% were Catholic. By 2016 the split was even; 50% Protestant and 50% Catholic (Table A6.4).

²² Please note that the percentage break downs in sections 6.7, 6.8, 6.11, 6.13, 6.15, 6.17, 6.19, 6.21 and 6.22 reflect the responses of respondents who indicated that they were Protestant or Catholic only – the ‘other/non-determined’ category has been removed.

Figure 6.6: Religious composition of those aged 16+ in employment, 1992-2016



6.9 Employment among those aged 65 years and over

In 2016 there were 25,000 individuals aged 65 and over in employment from the two main religious communities in Northern Ireland, representing 3% of all persons from these communities who were aged 16 and over in employment. Over two-thirds of these individuals were Protestant (71%), while the remaining 29% were Catholic.

6.10 Employment category

Eighty-one per cent of Protestants aged 16 and over in employment were employees, while 17% were self-employed in 2016. The corresponding figures for Catholics were 85% and 14% respectively.

For both religious communities, males were more likely to be self-employed than females - 24% of Protestant males and 20% of Catholic males in employment were self-employed compared with 9% of Protestant females and 7% of Catholic females in employment (Table A6.6).

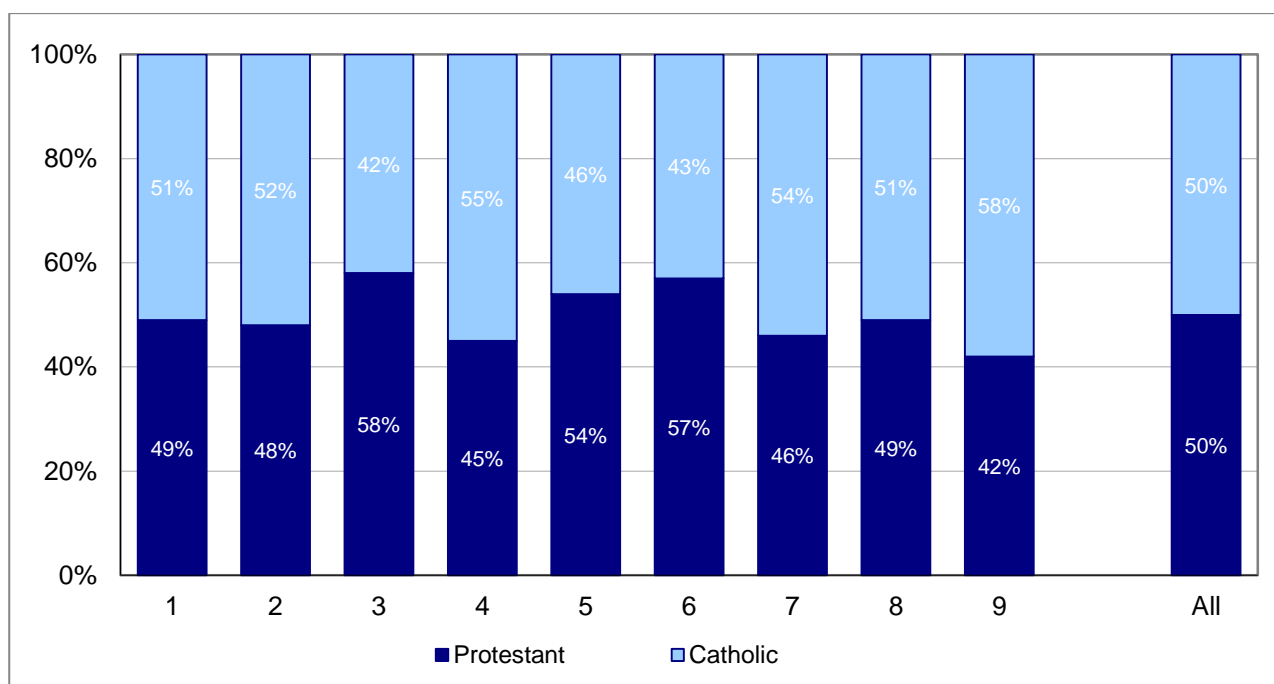
6.11 Religious composition of the nine major occupational groups - all in employment

Again taking into account respondents from the two main religious communities only, Protestants comprised a larger proportion of those aged 16 and over working in the following occupational groups: 'Associate Professional and Technical Occupations' (58% Protestant and 42% Catholic); 'Skilled Trade Occupations' (54% Protestant and 46% Catholic); and 'Caring, Leisure and Other Service Occupations' (57% Protestant and 43% Catholic).

Catholics comprised a larger proportion of those aged 16 and over working in the remaining six occupational groups: 'Managers, Directors and Senior Officials' (49% Protestant and 51% Catholic); 'Professional Occupations' (48% Protestant and 52% Catholic); 'Administrative and Secretarial Occupations' (45% Protestant and 55% Catholic); 'Sales and Customer Service Occupations' (46% Protestant and 54% Catholic); 'Process, Plant and Machine operatives' (49% Protestant and 51% Catholic); and

'Elementary Occupations' (42% Protestant and 58% Catholic) (Figure 6.7 and Table A6.10).

Figure 6.7: Religious composition of occupations (all aged 16+ in employment stating occupation), 2016



Key:

- | | |
|--|---|
| 1 Managers, Directors and Senior Officials | 6 Caring, Leisure and Other Service Occupations |
| 2 Professional Occupations | 7 Sales and Customer Service Occupations |
| 3 Associate Professional and Technical Occupations | 8 Process, Plant and Machine Operatives |
| 4 Administrative and Secretarial Occupations | 9 Elementary Occupations |
| 5 Skilled Trade Occupations | |

6.12 Proportion of each religion in the nine major occupational groups - all in employment

The distribution of the two communities across the various occupational groups showed relatively little difference in 2016. The greatest difference was evident for the 'Elementary Occupations' group, where 10% of Protestants and 14% of Catholics, aged 16 and over and in employment, were employed. The most common occupational group was 'Professional Occupations', with 17% of Protestants and 18% of Catholics employed.

Approximately one quarter of males from both communities (27% of Protestants and 25% of Catholics) were employed in 'Skilled Trade Occupations'. In addition, 13% of both Protestant and Catholic males were employed as 'Process, Plant and Machine Operatives'. For both these occupational groups the number of females employed did not meet the threshold for publication.

Conversely, females from both religious communities were more likely to be employed in the 'Professional Occupations' (19% of Protestant females, 15% of Protestant males, 22% of Catholic females and 15% of Catholic males) and 'Sales and Customer Service Occupations' (12% of Protestant females, 6% of Protestant males, 13% of Catholic females and 9% of Catholic males) than males. Relatively high proportions of both Protestant and Catholic females were employed in either 'Administrative and Secretarial Occupations' (18% of Protestants and 19% of Catholics) or 'Caring, Leisure and Other

Service Occupations' (21% of Protestants and 16% of Catholics). The proportions of both Protestant and Catholic males employed in these areas were either considerably lower, or the numbers employed did not meet the threshold for publication (Table A6.11).

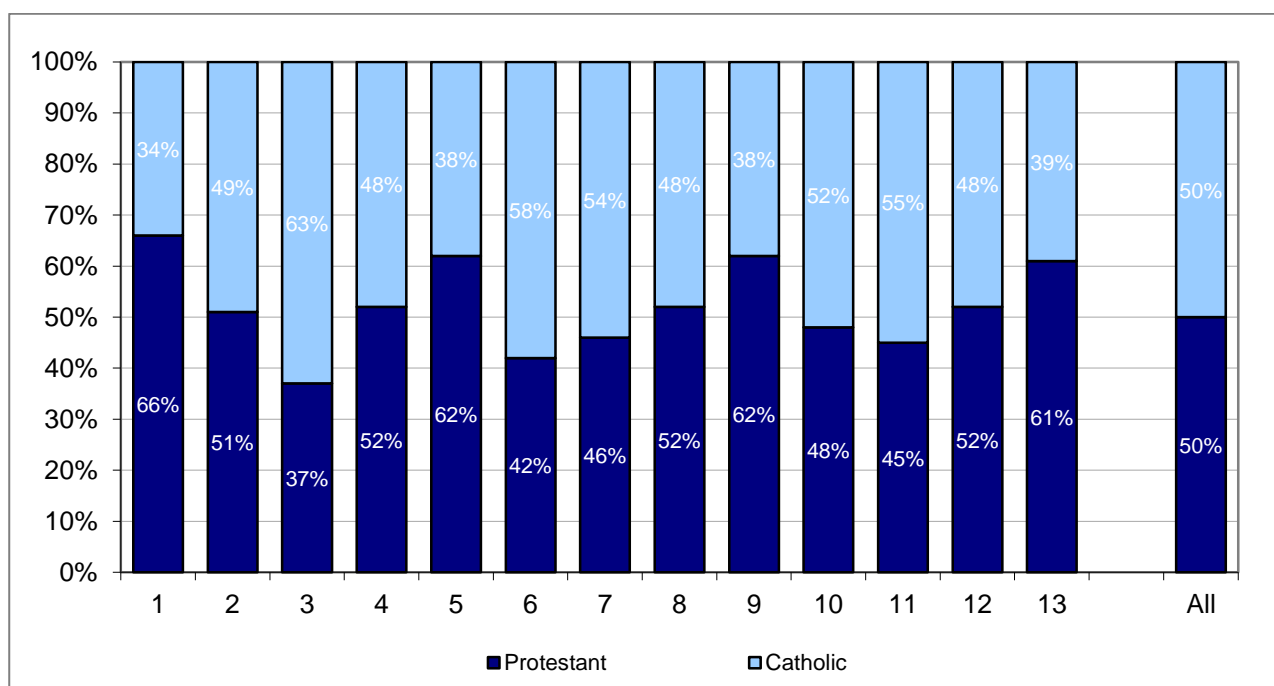
6.13 Religious composition of the major industrial sectors – all in employment

Figure 6.8 shows the religious composition of industries, which have been grouped using the Standard Industrial Classification, for 2016, again taking into account respondents aged 16 and over from the two main religious communities only.

For eight of the 13 industrial classifications displayed on the chart, there were higher proportions of Protestants employed than Catholics. The sector with the highest proportion of Protestants was '*Agriculture, forestry and fishing*' (66% Protestant and 34% Catholic).

For the remaining five sectors there were higher proportions of Catholics employed than Protestants, with the difference most pronounced in the '*Construction*' sector (37% Protestant and 63% Catholic) (Table A6.13).

Fig 6.8: Religious composition of major industrial sectors (all aged 16+ in employment stating industry), 2016



Key:

- | | | | |
|---|---------------------------------------|----|---|
| 1 | Agriculture, forestry and fishing | 8 | Professional, scientific and technical activities |
| 2 | Manufacturing | 9 | Admin and support services |
| 3 | Construction | 10 | Public admin and defence |
| 4 | Wholesale, retail, repair of vehicles | 11 | Education |
| 5 | Transport and storage | 12 | Health and social work |
| 6 | Accommodation and food services | 13 | Other service activities |
| 7 | Financial and insurance activities | | |

Note: Compositional data have been omitted for the '*Mining and quarrying*', '*Electricity, gas, air cond supply*', '*Water supply, sewerage, waste*', '*Information and Communication*', '*Real estate activities*', '*Arts, Entertainment and Recreation*', '*Households as employers*' and '*Extraterritorial organisations*' sectors, owing to the small numbers involved.

6.14 Proportion of each religion in the major industrial sectors – all in employment

The distribution of the two communities across the various industrial sectors showed relatively little difference in 2016. The greatest difference was evident in the ‘*Construction*’ sector, where 6% of Protestants and 10% of Catholics aged 16 and in employment were employed. The most common employment sector was ‘*Wholesale, retail, repair of vehicles*’, where 15% of Protestants and 14% of Catholics were employed (Table A6.14).

6.15 Size of workplace

In 2016, there was an even split in terms of the religious composition of employees aged 16 and over who worked in small-sized (1-10 employees) workplaces, again taking into account respondents from the two main religious communities only (50% Protestant and 50% Catholic).

Among medium-sized (11-49 employees)²³ and large (50 or more employees) workplaces, the split was 48% Protestant and 52% Catholic (Table A6.16).

6.16 Proportion of employees aged 16+ of each religion in private and public sectors

Among employees aged 16 and over, 71% of Protestants and 67% of Catholics, were employed in the private sector in 2016. The remaining 29% of Protestants and 33% of Catholics were employed in the public sector.

For both communities male representation in the private sector was higher than female representation in 2016. Eighty-three per cent of Protestant males and 77% of Catholic males were employed in the private sector, compared with 59% of Protestant females and 57% of Catholic females (Table A6.18).

6.17 Composition of private and public sectors employees by religion

In 2016, there was an even split in terms of the religious composition of private sector employees aged 16 and over, taking into account respondents from the two main religious communities only (50% Protestant and 50% Catholic). The split for public sector employees was 45% Protestant and 55% Catholic (Table A6.19).

6.18 Proportion of working age employees of each religion in managerial or supervising duties

A slightly higher proportion of working age Protestant employees were in managerial (20% Protestant and 17% Catholic) or foreman/supervisory (12% Protestant and 11% Catholic) roles. Sixty-nine per cent of working age Protestant employees were in neither a managerial nor supervisory role, compared with 71% of Catholics.

Protestant males were more likely than Protestant females to be in a managerial position (24% v 15%) in 2016. Similarly, 20% of working age Catholic male employees were in a managerial position in 2016, compared with 15% of Catholic females (Table A6.21).

6.19 Composition of managerial and supervisory positions of working age employees by religion

Again taking into account respondents from the two main religious communities only, there were relatively even splits in terms of the religious composition of employees in managerial

²³ Please note this category includes individuals whose workplace size is classified as ‘Don’t know but under 25’.

(51% Protestant and 49% Catholic) and foreman/supervisor (49% Protestant and 51% Catholic) roles. Among those in neither managerial nor supervisory roles, the split was 47% Protestant and 53% Catholic (Table A6.22).

6.20 Working pattern of the working age in employment²⁴

Approximately three-quarters of the working age in employment from both religions worked full-time in 2016 (74% of Protestants and 76% of Catholics), with the remaining one quarter working part-time (26% of Protestants and 24% of Catholics).

It is noticeable for both religions that a higher percentage of females in employment (43% of Protestant females and 38% of Catholic females) worked part-time compared with males (10% of Protestant males and 11% of Catholic males) (Table A6.24).

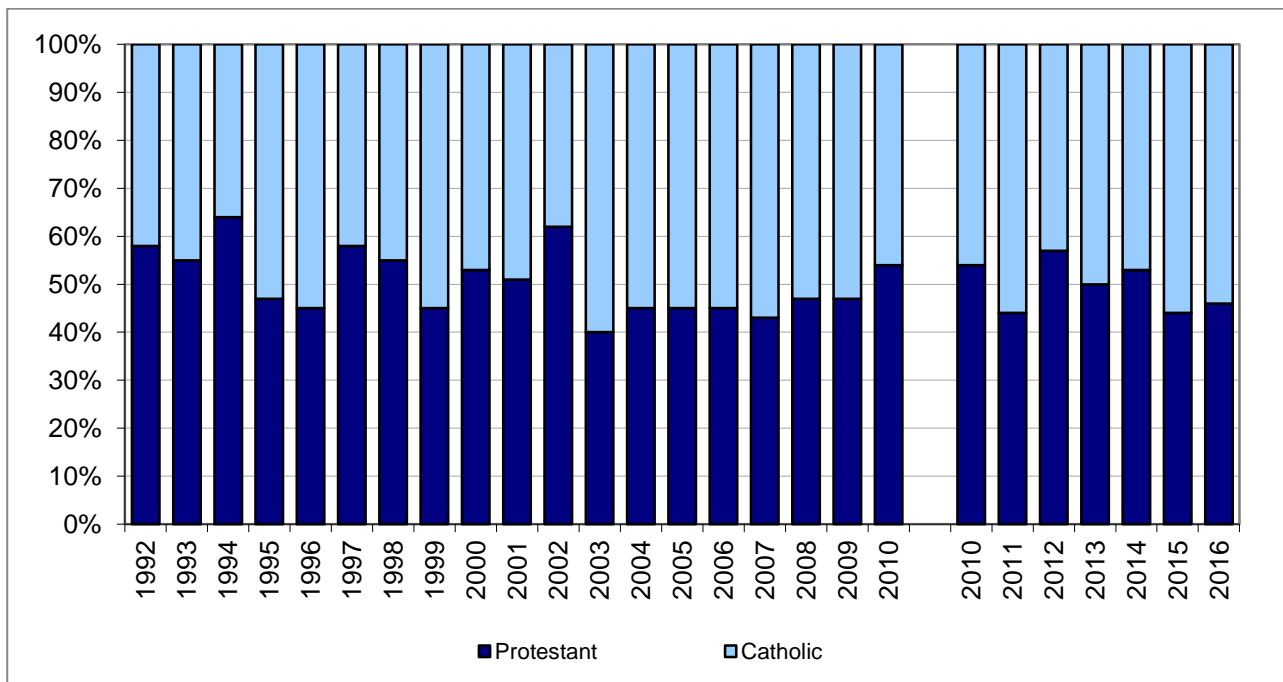
6.21 Religious composition of the working age in employment by working pattern

Again taking into account respondents from the two main religious communities only, the religious composition of the working age in both full-time and part-time employment was relatively even in 2016. Among those working full-time the split was 48% Protestant and 52% Catholic, while the religious composition of those working part-time was 51% Protestant and 49% Catholic (Table A6.25).

6.22 Religious composition of working age part-time employment, 1992-2016

Figure 6.9 shows the religious composition of working age males in part-time employment between 1992 and 2016. In 1992, 58% of working age males in part-time employment were Protestant and 42% were Catholic; by 2016 this split was 46% Protestant and 54% Catholic. There have been considerable fluctuations in the proportional split over time (Table A6.27).

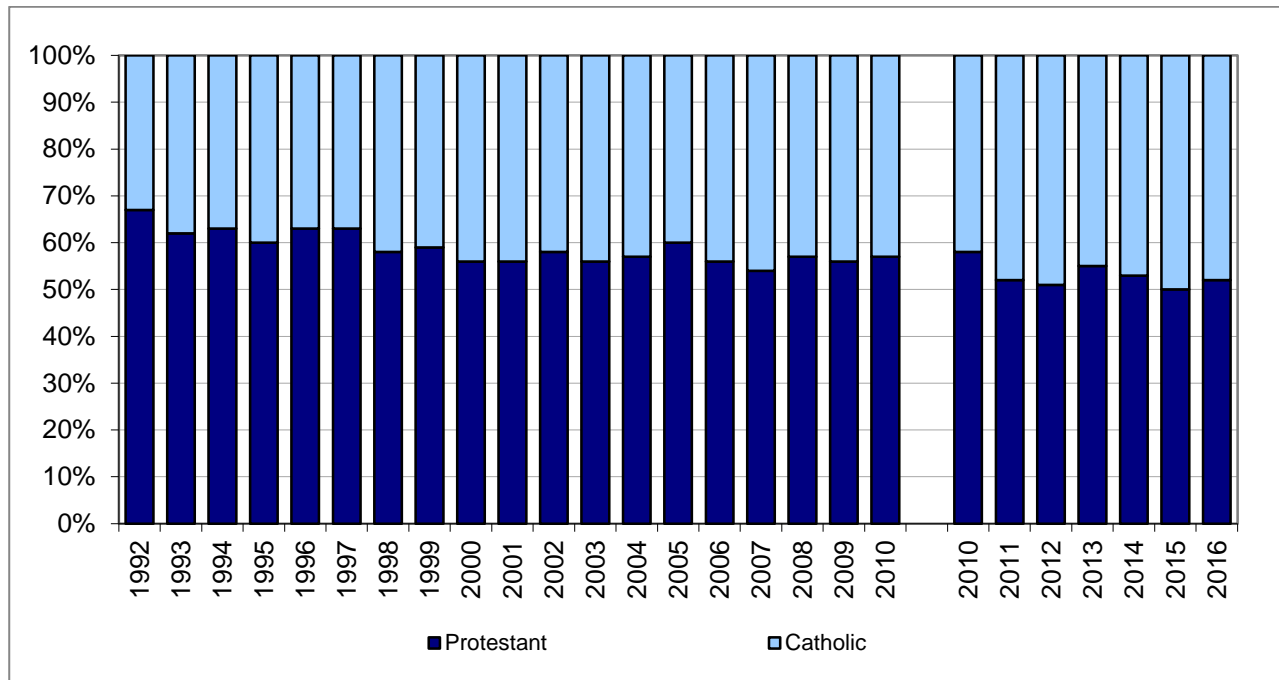
Figure 6.9: Religious composition of part time employment (working age males), 1992-2016



²⁴ The breakdown of those in employment into full-time and part-time is based on the respondent's own description of their main employment rather than on the number of hours actually or usually worked.

Figure 6.10 shows the religious composition of working age females in part-time employment between 1992 and 2016. Over this period the split has become more even: in 1992, 67% of females in part-time employment were Protestant and 33% were Catholic; by 2016 the split was 52% Protestant and 48% Catholic (Table A6.27).

Figure 6.10: Religious composition of part-time employment (working age females), 1992-2016

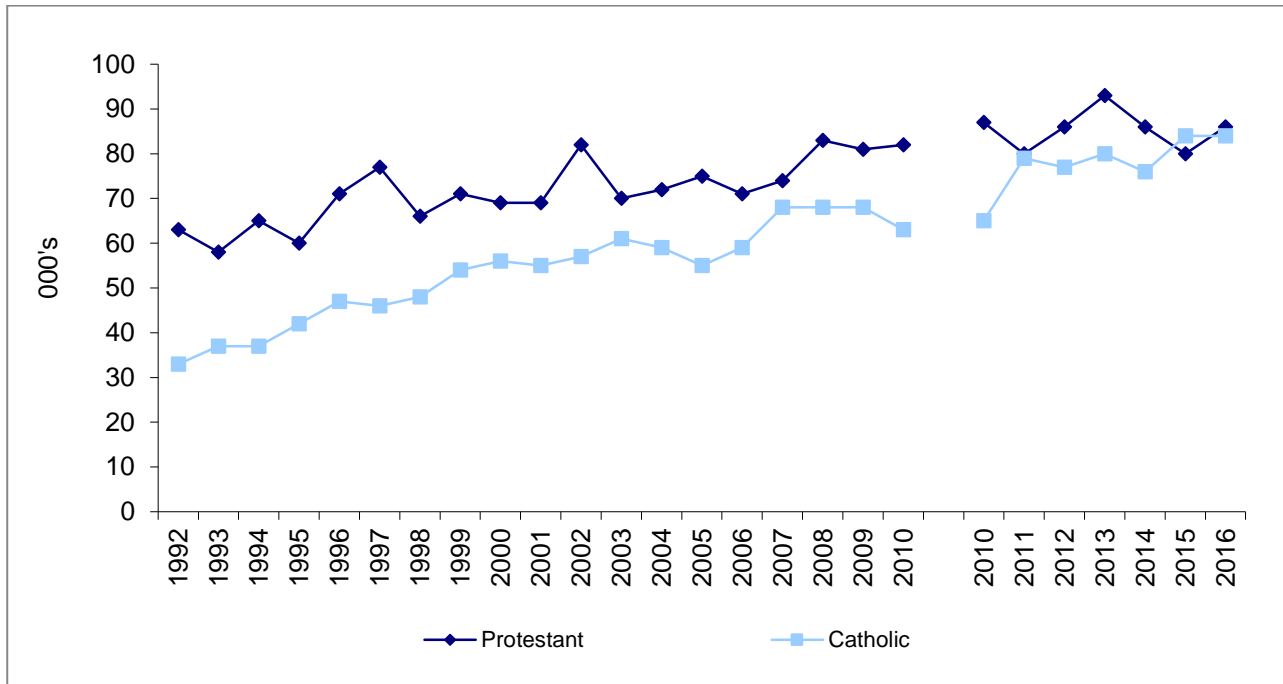


6.23 Number of the working age in part-time employment by religion, 1992-2016

Figure 6.11 shows the number of the working age in part-time employment broken down by religion over the period 1992 to 2016.

Over this period, there has been an increase in the number of part-time workers from both communities, with a bigger increase among Catholics than Protestants. The number of working age Protestants in part-time employment has increased from 63,000 to 86,000, while the number of Catholics working part-time has more than doubled from 33,000 to 84,000 (Table A6.28).

Figure 6.11: Number of part-time employees of working age, 1992-2016

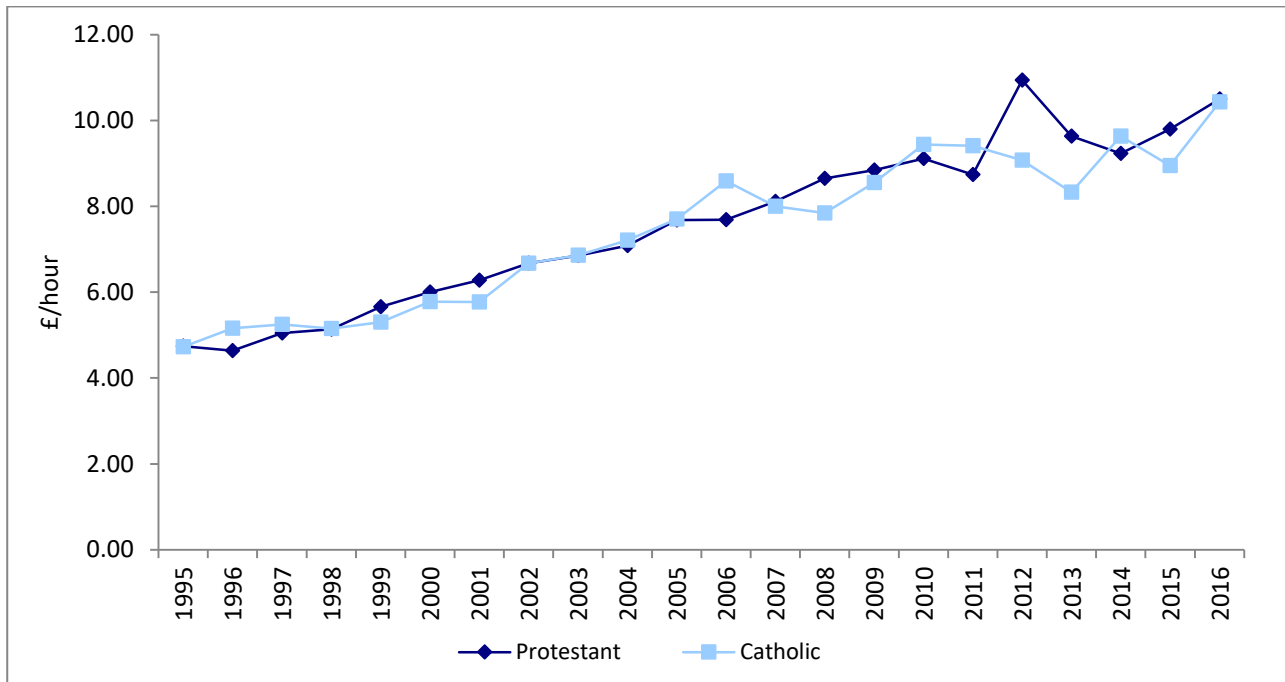


6.24 Median hourly wage rates for working age employees, 1995-2016²⁵

Figure 6.12 below shows the median hourly wage rates for working age employees from the two main religious communities over the period 1995 to 2016.

In 1995 the median hourly wage rate for working age Protestant employees was £4.74; the corresponding rate for Catholics was £4.73. By 2016 these rates had increased to £10.50 for Protestants and £10.43 for Catholics (Table A6.29).

Figure 6.12: Median hourly wage rates for working age employees, 1995-2016 (£/hour)



NB: data at April – June of relevant year

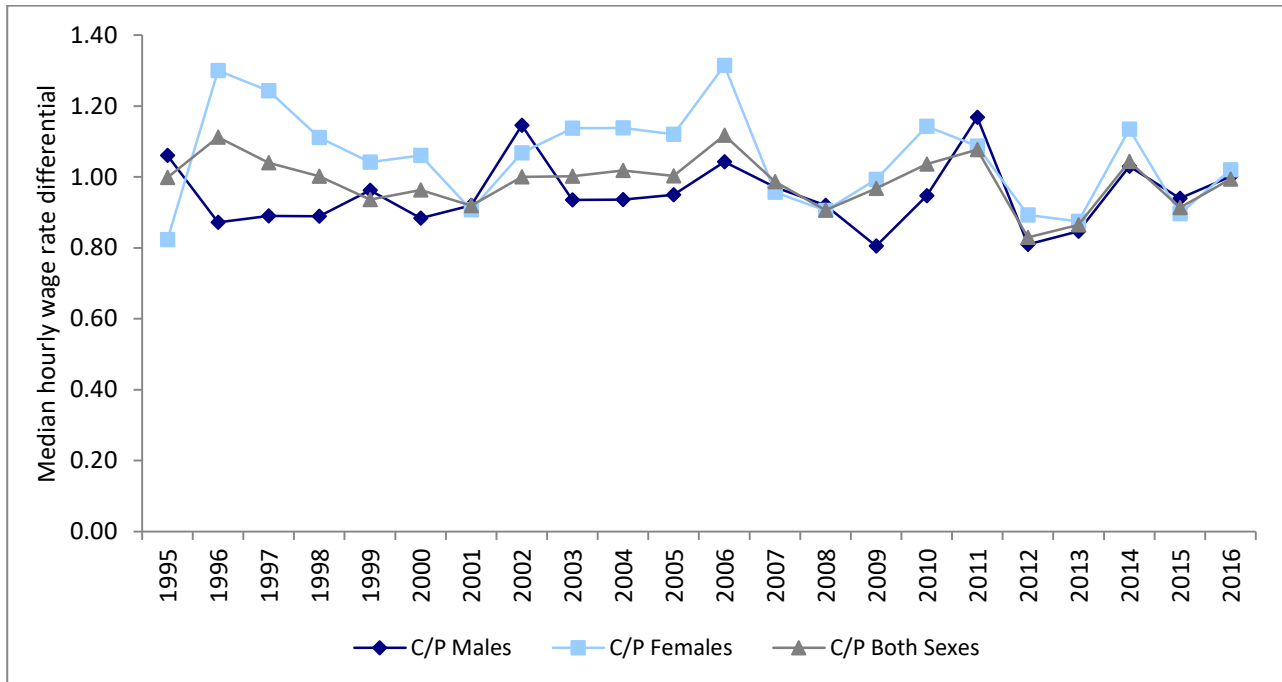
²⁵ Data in Sections 6.24 and 6.25 are derived from the April to June LFS dataset for the years 1995 to 2016. In these sections, the working age is taken as 16-64 for both males and females for all years presented in the time series. This differs from the working age definition used elsewhere.

6.25 Median hourly wage rate differential for working age employees, 1995–2016

As with the unemployment rates, an hourly wage rate differential can be expressed as a ratio of rates (in this instance the Catholic rate divided by the Protestant rate). For the period 1995 to 2016 the wage rate differential is shown in Figure 6.13 below.

In 1995 the wage rate differential was 1.00, meaning that the Catholic median wage rate for working age employees was 100% that of Protestants.²⁶ After fluctuation in the intervening years, by 2016 the wage differential was 0.99 (Table A6.31).

Figure 6.13: Median hourly wage rate differential for working age employees (ratio of rates), 1995–2016



NB: data at April – June of relevant year.

²⁶ In 1995 the median hourly wage rate for working age Protestant employees was £4.74, while for Catholics it was £4.73 – see Section 6.24. Due to rounding, the differential is reported as 1.00.

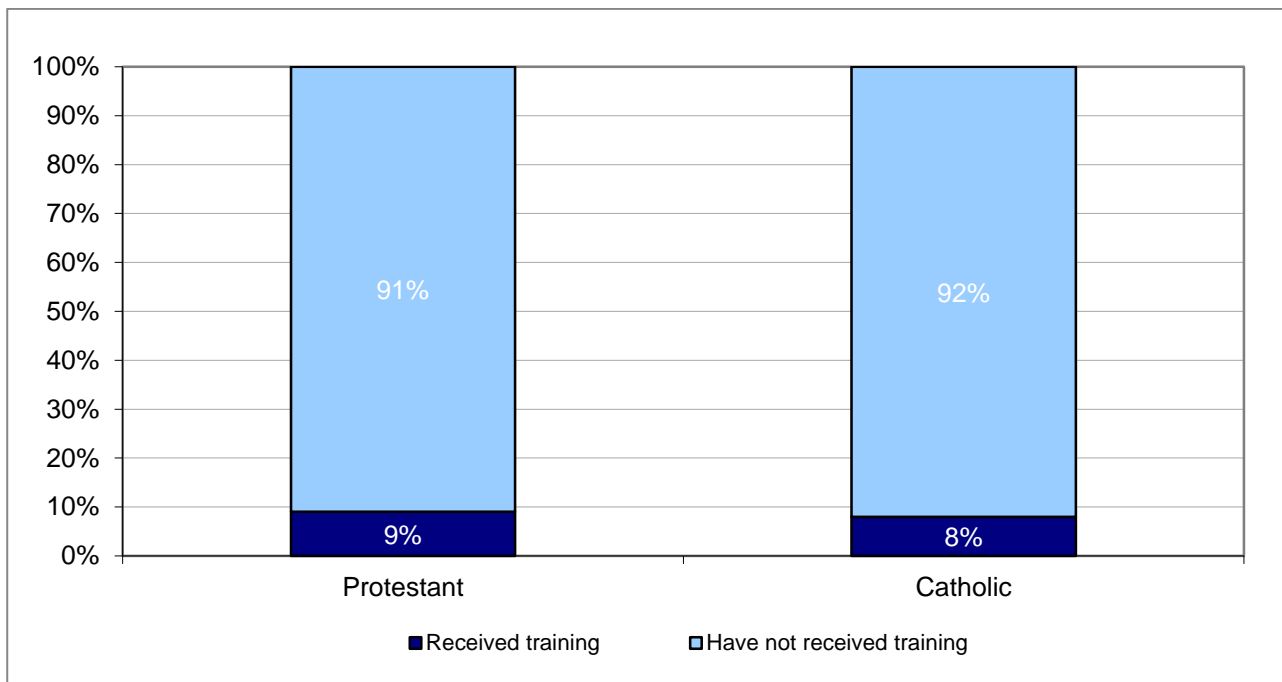
Chapter 7 - Training and Qualifications

(Tables A7.1 – A7.10; Labour Force Survey Religion Report 2016 – Tables: <https://www.executiveoffice-ni.gov.uk/publications/labour-force-survey-religion-report-2016>)

7.1 Training

Figure 7.1 shows that in 2016, 9% of Protestant and 8% of Catholic working age employees had received job related training in the four weeks prior to their interview (Table A7.1).

Figure 7.1: Proportion of working age employees who have received job related training in the past four weeks, 2016

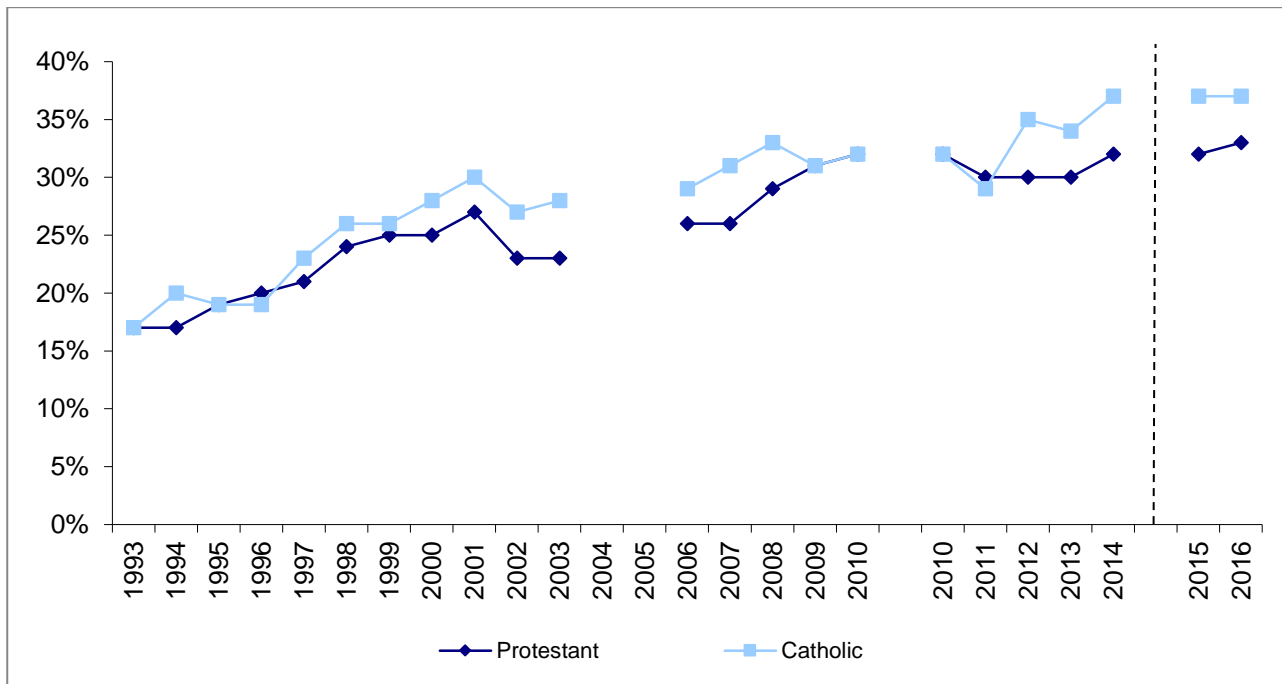


7.2 Highest level of qualification

Figure 7.2 shows the proportion of economically active Protestants and Catholics of working age with higher level qualifications over the period 1993 to 2016. Qualification data for 2015 introduced five Scottish qualifications; as a result data for 2015 and 2016 are not comparable with previous years. This has been represented by a break in the time series.

Among the working age economically active population, 33% of Protestants and 37% of Catholics had higher level qualifications (i.e. above A-level) in 2016. In 2015, the respective figures were 32% and 37% (Table A7.5).

Figure 7.2: Proportion of the economically active working age population with higher qualifications, 1993-2016



Figures for 1996 are the averages of the four quarterly LFS surveys as the annual dataset for 1996 contained missing qualifications data.

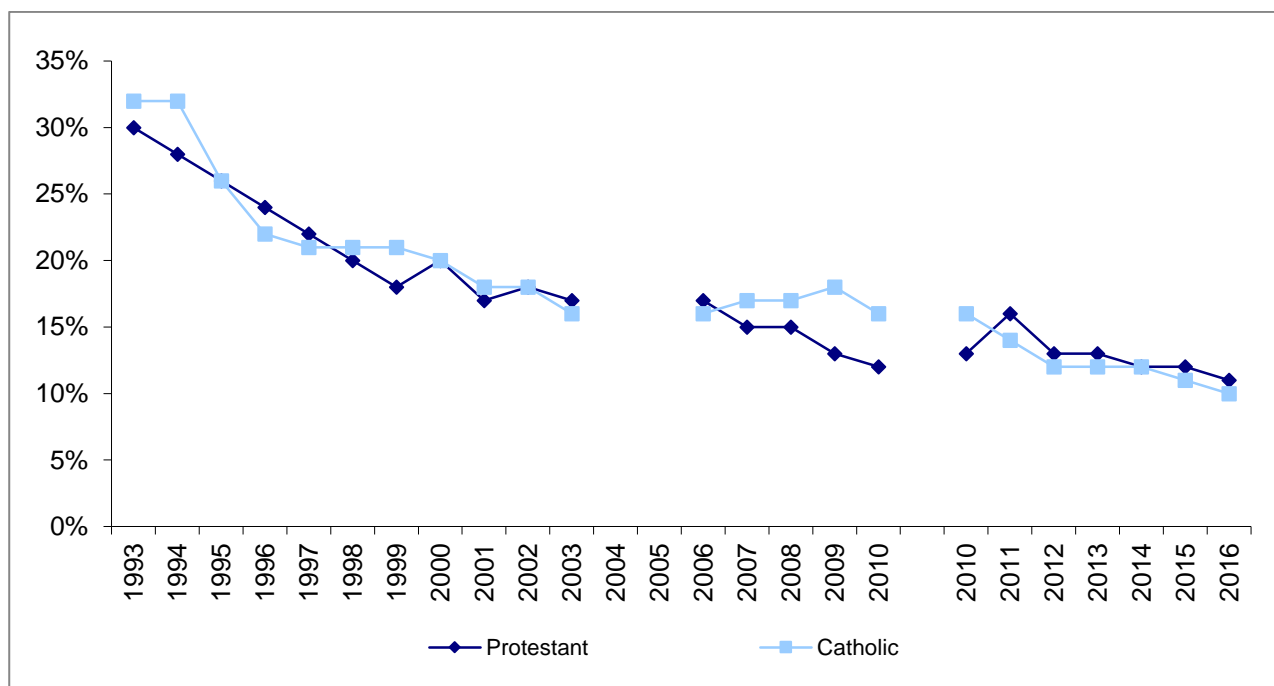
Qualification data for 2004 and 2005 are not available.

While relatively similar proportions of Protestants and Catholics had A-levels (or equivalent) or Trade Apprenticeships as their highest level of qualification, a higher proportion of economically active working age Protestants than Catholics had GCSE (or equivalent) as their highest level of qualification in 2016 (23% v 19%) (Table A7.3).

7.3 Proportion of the economically active working age population with no formal qualifications

Figure 7.3 shows the proportion of economically active working age Protestants and Catholics with no formal qualifications over the period 1993 to 2016.²⁷ Over this period, the proportion of economically active working age Protestants with no qualifications has decreased from 30% to 11% and the proportion of economically active working age Catholics with no qualifications has decreased from 32% to 10% (Table A7.8).

Figure 7.3: Proportion of the economically active working age population with no qualifications, 1993-2016



Figures for 1996 are the averages of the four quarterly LFS surveys as the annual dataset for 1996 contained missing qualifications data
Qualification data for 2004 and 2005 are not available.

²⁷ Please note: The percentages displayed in sections 7.3 and 7.4 express the number of individuals with no formal qualifications who meet the relevant criteria (e.g. economically active) as a proportion of all those who meet the criteria who responded to the LFS question on qualification level. Those who did not state their qualifications or did not have their qualifications recorded have been removed.

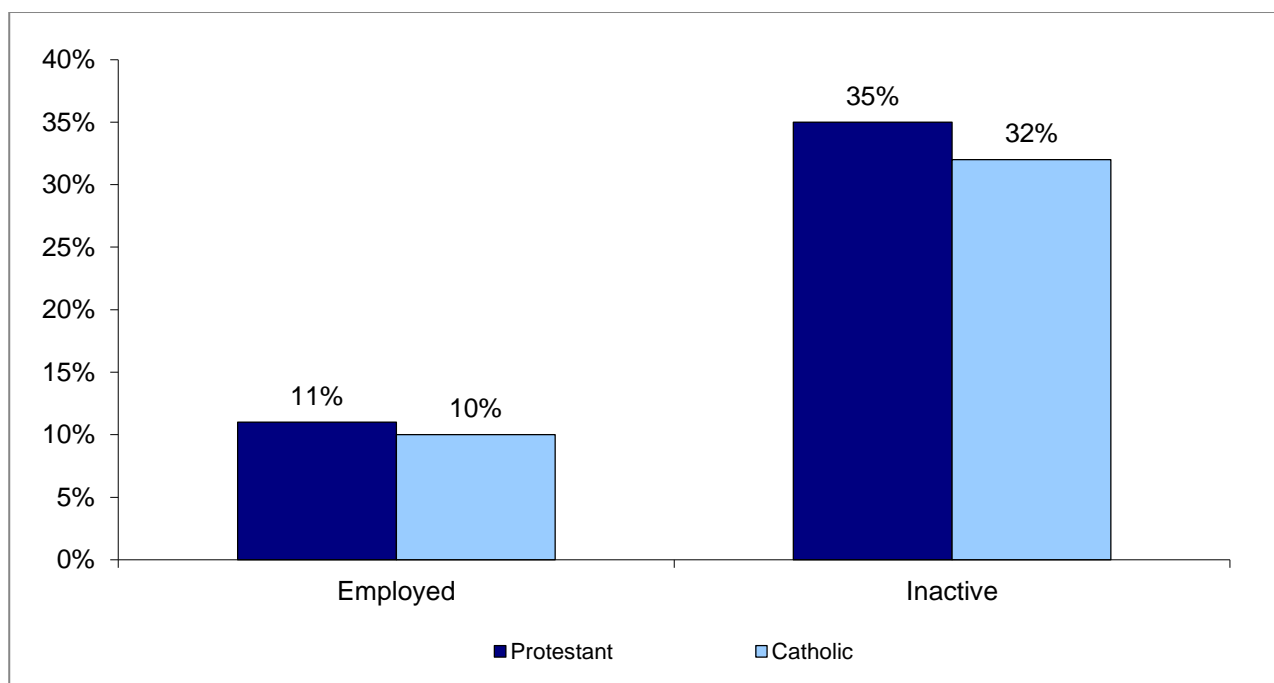
7.4 Proportion of the working age population with no formal qualifications by labour market groups

Figure 7.4 shows the proportion of the working age with no qualifications in 2016, broken down by two labour market groups – those who were employed and those who are economically inactive.²⁸

Among both religious communities, approximately one third of working age economically inactive individuals had no qualifications (35% of Protestants and 32% of Catholics).

Among those who were employed, 11% of Protestants and 10% of Catholics of working age had no formal qualifications (Table A7.9).

Figure 7.4: Proportion of working age population with no qualifications by labour market outcome*, 2016



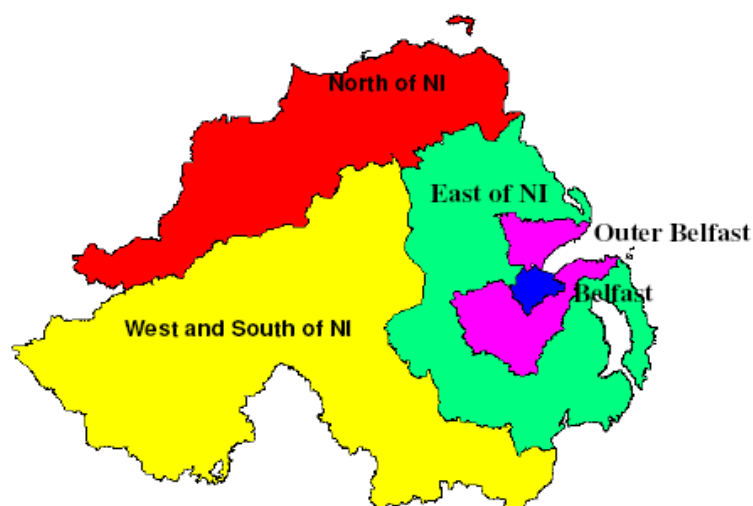
* The number of unemployed Protestants and Catholics of working age who had no formal qualifications fell below the publication threshold and as such are not included in the chart.

²⁸ The number of unemployed Protestants and Catholics of working age who had no formal qualifications fell below the publication threshold and as such are not included in the analysis.

Chapter 8 - Geographical Analysis

(Tables A8.1 – A8.14; Labour Force Survey Religion Report 2016 – Tables: <https://www.executiveoffice-ni.gov.uk/publications/labour-force-survey-religion-report-2016>)

The following geographical analyses are based on the five NUTS 3 regions of Northern Ireland, comprised of: Belfast; Outer Belfast; East of NI; North of NI; and West & South of NI.



The Nomenclature of territorial units for statistics (NUTS) is a hierarchical system for dividing up the economic territory of the EU for the purpose of:

- The collection, development and harmonisation of European regional statistics.
- Socio-economic analyses of the regions:
 - NUTS 1: major socio-economic regions.
 - NUTS 2: basic regions for the application of regional policies.
 - NUTS 3: small regions for specific diagnoses.
- Framing of EU regional policies.²⁹

Local Government District level analysis

Following the reform of local government in Northern Ireland, 11 new Local Government Districts (LGDs) replaced the previous 26 from 1st April 2015. PfG Analytics published a separate bulletin in June 2017, providing 2015 estimates at LGD level on:

- The religious composition of the 16+ and working age populations
- Working age employment rates for Protestants and Catholics.

This bulletin is available via the following link: <https://www.executiveoffice-ni.gov.uk/publications/labour-force-survey-religion-report-2015-local-government-district-bulletin>.

It is anticipated that PfG Analytics will publish an update to this bulletin, with estimates for 2016, in summer 2018.

²⁹ See: <http://ec.europa.eu/eurostat/web/nuts/overview>.

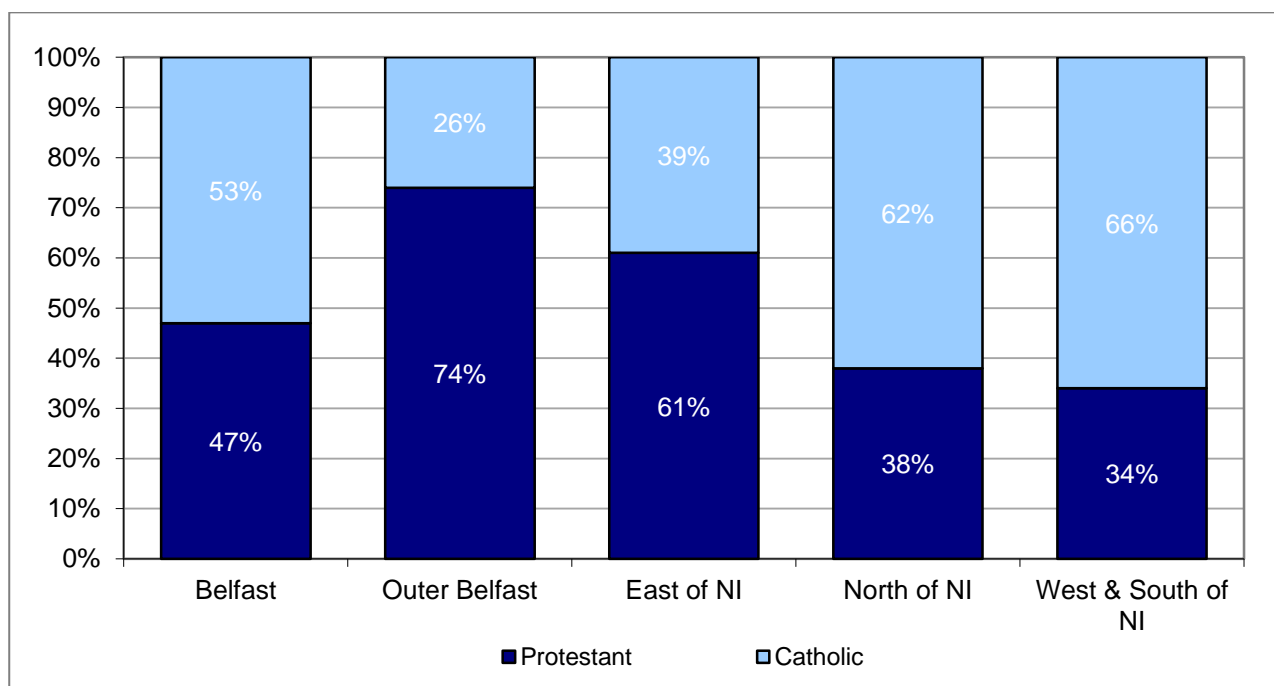
8.1 Population aged 16+ by NUTS 3 area³⁰

Figure 8.1 below shows the composition of the population aged 16 and over, for Protestants and Catholics only, in each the five NUTS 3 regions for 2016.³¹

Outer Belfast had the largest proportion of Protestants aged 16 and over across all regions in 2016; 74% of the population was Protestant, with Catholics accounting for the remaining 26%. The East of NI also recorded a large majority of Protestants (61%).

The other three NUTS 3 regions reported a majority of Catholics: in Belfast 53% of the population aged 16 and over were Catholic and 47% were Protestant; in the North of NI the split was 62% Catholic and 38% Protestant; and the population of the West & South of NI was 66% Catholic and 34% Protestant (Table A8.1).

Figure 8.1: Religious composition of the population aged 16+ by NUTS 3 region, 2016



³⁰ All population data presented in this chapter are grossed estimates based on the LFS sample of private households.

³¹ The analysis in this chapter considers the population of the Protestant and Catholic communities only - the population of the 'other/non-determined' category has been removed.

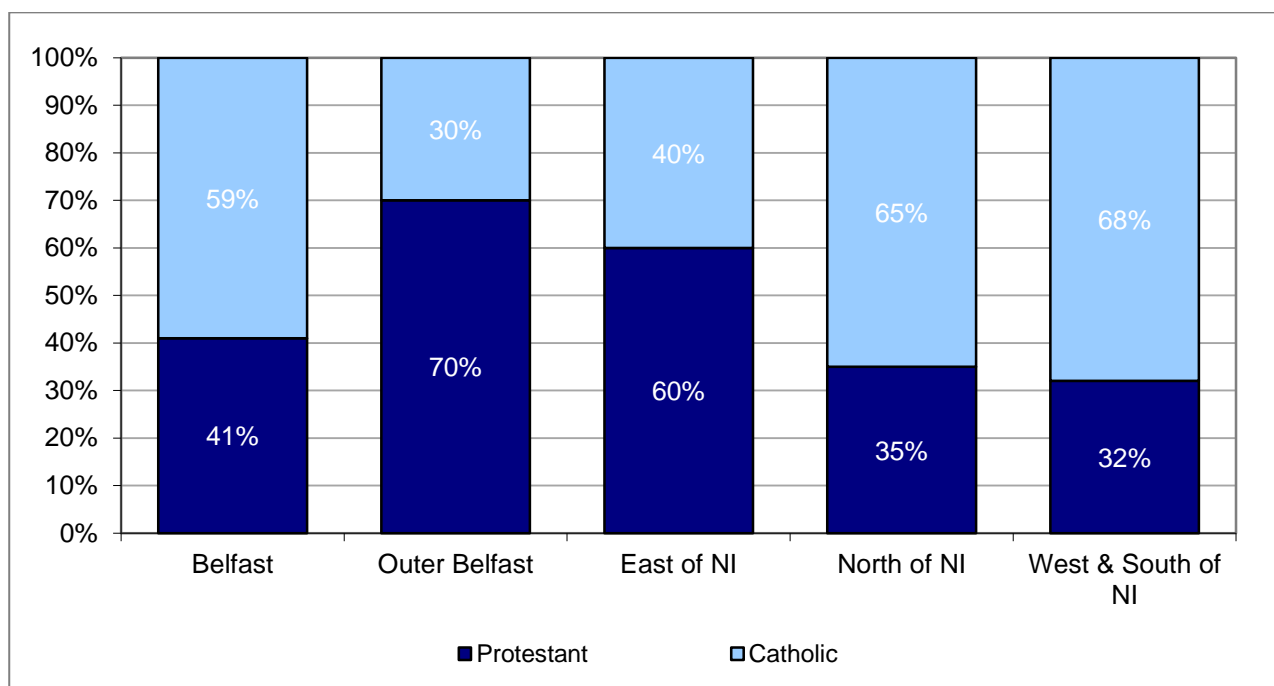
8.2 Working age population

Figure 8.2 shows the religious composition of the working age population for each of the NUTS 3 regions for 2016, again for Protestants and Catholics only.

The composition by religion of working age individuals for the NUTS 3 areas is similar to that of all individuals aged 16 and over (although it is worth noting that the proportion of Catholics in each area is higher for the working age population than for the population of those aged 16 and over).

Again, Protestant majorities were present in Outer Belfast (70%) and the East of NI (60%), while Catholic majorities were evident in Belfast (59%), the North of NI (65%) and the West & South of NI (68%) (Table A8.2).

Figure 8.2: Religious composition of the working age population by NUTS 3 region, 2016



8.3 Economic activity rates

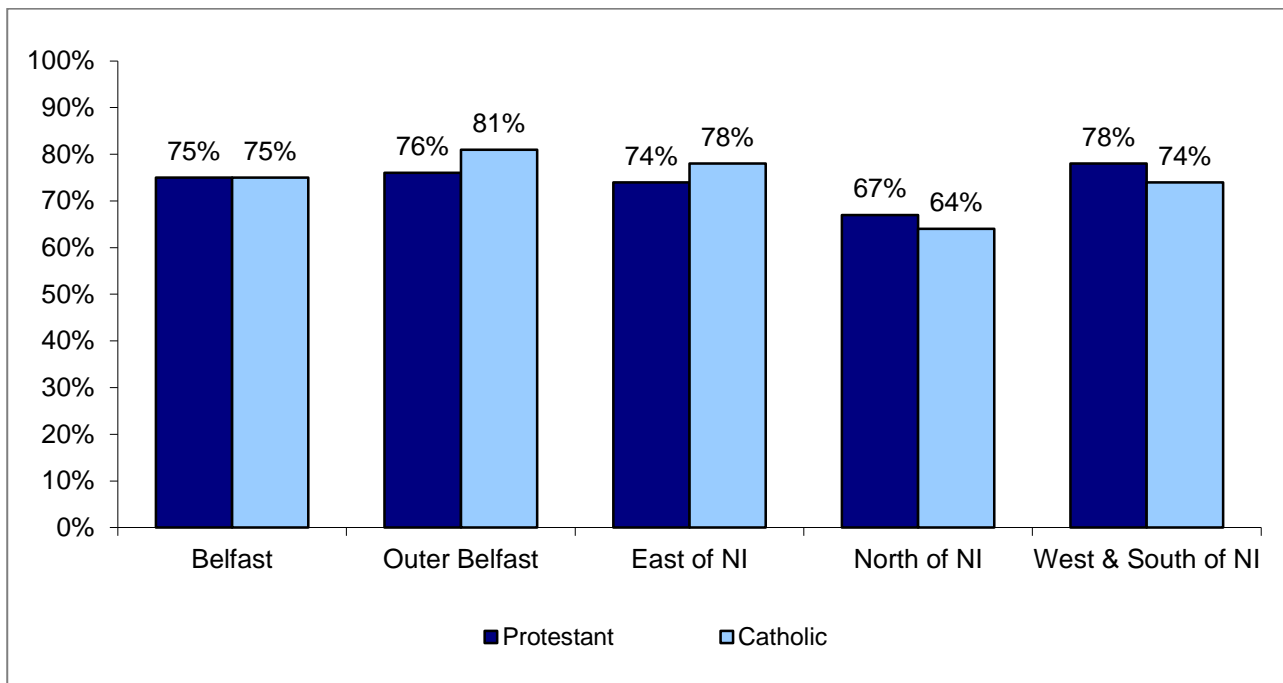
Figure 8.3 shows the working age economic activity rates, broken down by religion, across the NUTS 3 areas for 2016.

For two areas, the North of NI and the West & South of NI, working age economic activity rates were higher among Protestants than Catholics.

In Outer Belfast and the East of NI, working age economic activity rates were higher among Catholics than Protestants, while in Belfast 75% of both Protestants and Catholics were economically active.

The highest rate of working age economic activity for Protestants was in the West & South of NI (78%), while for Catholics it was highest in Outer Belfast (81%). The lowest rate for both Protestants and Catholics was in the North of NI, where 67% and 64%, respectively, of the working age were economically active (Table A8.3).

Figure 8.3: Working age economic activity rates by NUTS 3 region, 2016



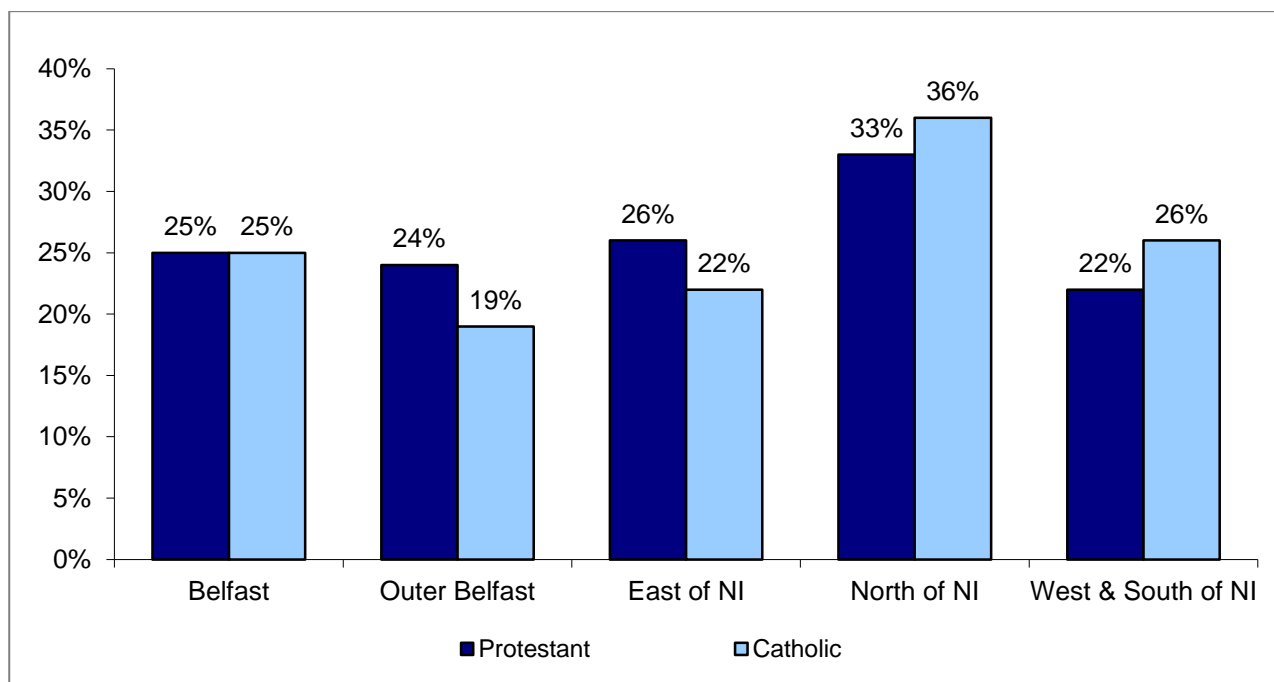
8.4 Working age economic inactivity rates

Figure 8.4 shows working age economic inactivity rates, broken down by religion, across the NUTS 3 regions for 2016.

In Outer Belfast and the East of NI, working age economic inactivity rates were higher among Protestants than Catholics. The opposite was true in the North of NI and the West & South of NI, while in Belfast 25% of both Protestants and Catholics were economically inactive.

The highest rate of working age economic inactivity for both Protestants and Catholics was in the North of NI, where 33% and 36%, respectively, of the working age were economically inactive. The lowest rate for Protestants was in the West & South of NI (22%), while for Catholics it was lowest in Outer Belfast (19%) (Table A8.3).

Figure 8.4: Working age economic inactivity rates by NUTS 3 region, 2016



8.5 Economic activity and inactivity by region, 1995–2016

There was no consistent pattern of increasing or decreasing working age economic activity/inactivity across the five NUTS 3 regions over the time series. Relatively small decreases in the Protestant working age economic activity rate were evident between 1995 and 2016 in three areas, with small increases evident in the other two areas. Working age economic activity among Catholics increased in four of the five NUTS 3 regions over this period; while in the North of NI it decreased from 68% to 64%.

Figure 8.5 shows the economic activity and inactivity rates for working age Protestants and Catholics in the Belfast region between 1995 and 2016.

The working age economic activity rate for Protestants in the Belfast region was 72% in 1995. This rate remained relatively stable over the intervening period, before increasing to 75% in 2016 - the highest rate reported over the time series. The working age economic inactivity rate for Protestants in Belfast region was 28% in 1995, compared with 25% in 2016.

The working age economic activity rate for Catholics in Belfast increased from 53% in 1995 to 75% in 2016 – again the highest rate reported over the time series. Over the same period the economic inactivity rate decreased from 47% to 25% (Table A8.4).

Figure 8.5: Working age economic activity and inactivity rates for Belfast, 1995-2016

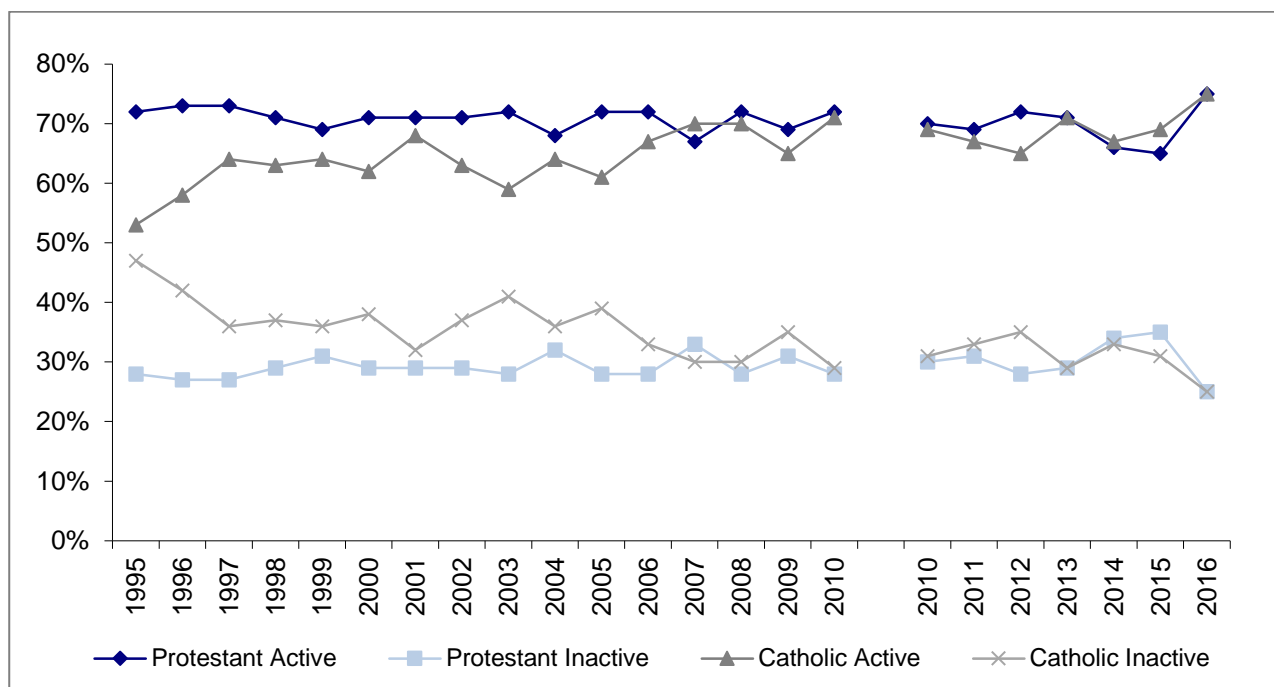
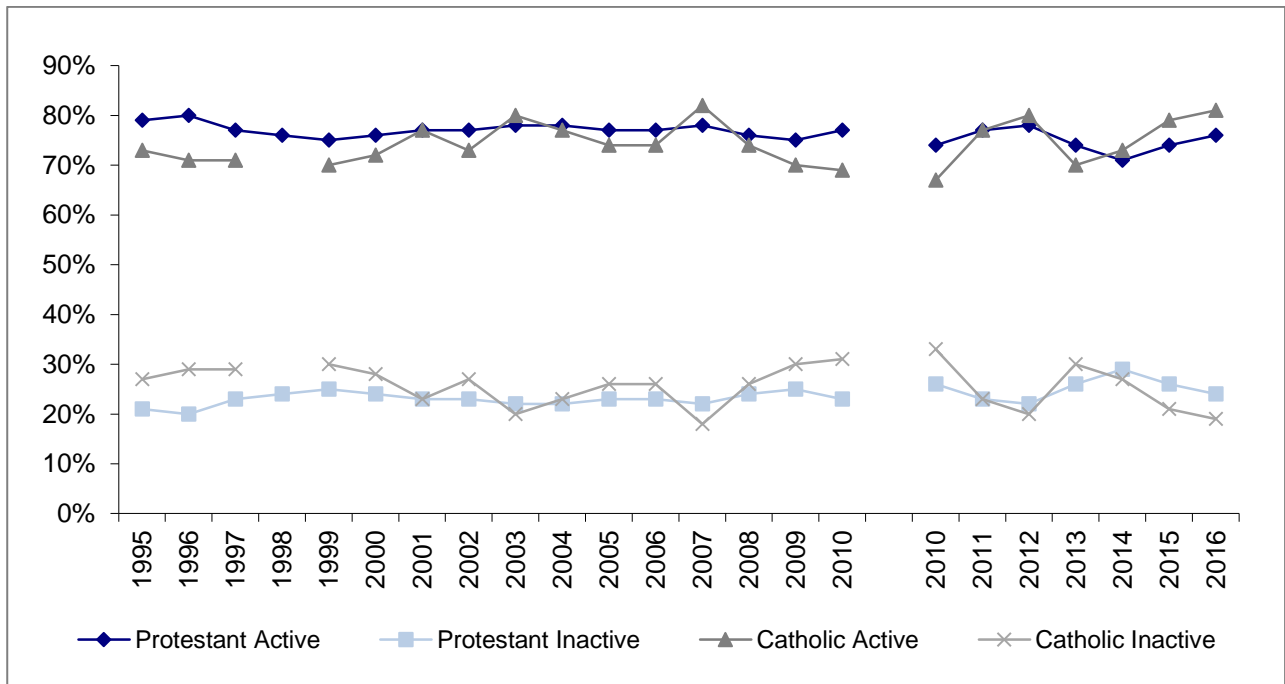


Figure 8.6 shows the economic activity and inactivity rates for working age Protestants and Catholics in the Outer Belfast region between 1995 and 2016.

The economic activity rate for working age Protestants in the Outer Belfast region decreased from 79% in 1995 to 76% in 2016. Conversely, the economic inactivity rate among working age Protestants increased from 21% to 24%, over this period.

In 1995 the working age economic activity and inactivity rates for Catholics in Outer Belfast were 73% and 27% respectively. By 2016 the economic activity rate had increased to 81% and the inactivity rate had decreased to 19%. These rates did experience some fluctuation in the intervening years, however (Table A8.5).

Figure 8.6: Working age economic activity and inactivity rates for Outer Belfast, 1995-2016



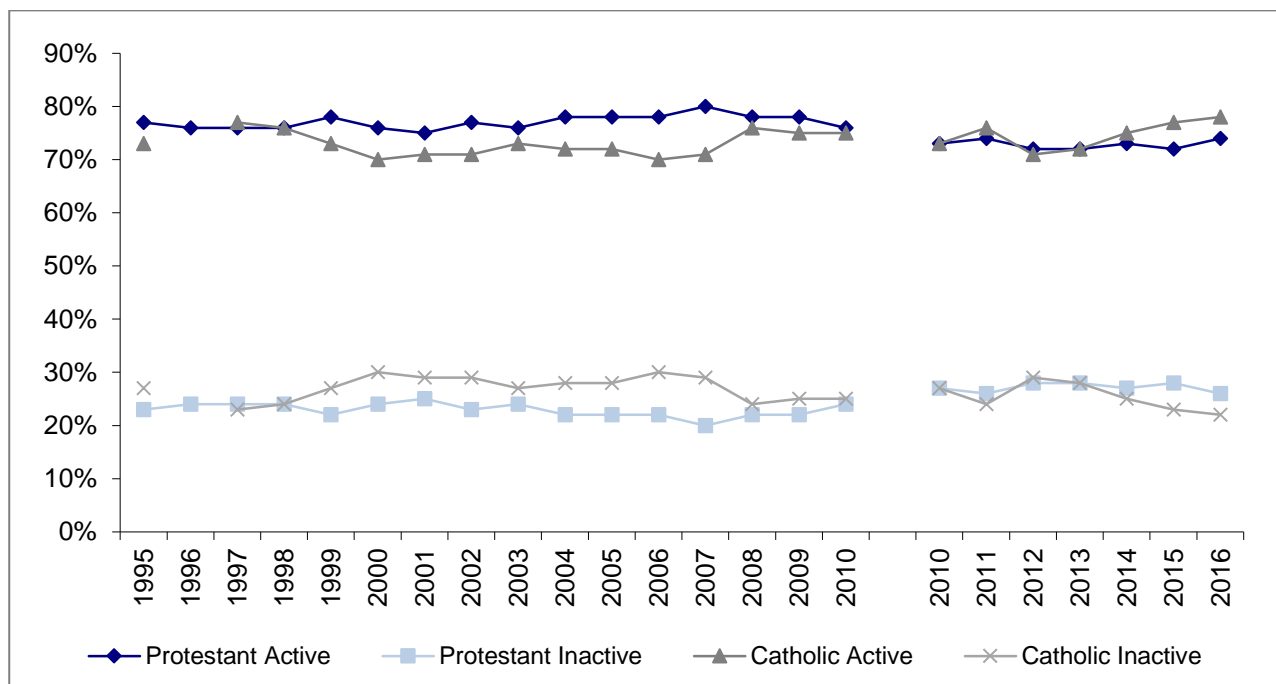
Please note that working age economic activity and inactivity data are not available for Catholics for Outer Belfast for 1998.

Figure 8.7 shows the economic activity and inactivity rates for working age Protestants and Catholics in the East of NI between 1995 and 2016.

In 1995, the economic activity rate for working age Protestants in the East of NI was 77%. By 2016 this had decreased to 74%. Conversely, in 1995, 23% of working age Protestants were economically inactive, and this had increased to 26% by 2016.

Seventy-three per cent of working age Catholics in the East of NI were economically active in 1995 and this had increased to 78% by 2016. The economic inactivity rate among Catholics decreased from 27% to 22% over the same period (Table A8.6).

Figure 8.7: Working age economic activity and inactivity rates for the East of NI, 1995-2016



Please note that working age economic activity and inactivity data are not available for Catholics for the East of NI for 1996.

Figure 8.8 shows the economic activity and inactivity rates for working age Protestants and Catholics in the North of NI between 1995 and 2016.

In 1995 the economic activity rate for working age Protestants in the North of NI was 69%. By 2016 this rate had decreased slightly to 67%, with some fluctuation in the intervening years. Conversely, in 1995, 31% of working age Protestants were economically inactive compared with 33% in 2016.

Sixty-eight per cent of working age Catholics in the North of NI were economically active in 1995 and this had decreased to 64% by 2016. The economic inactivity rate among Catholics increased from 32% to 36% over the same period (Table A8.7).

Figure 8.8: Working age economic activity and inactivity rates for the North of NI, 1995-2016

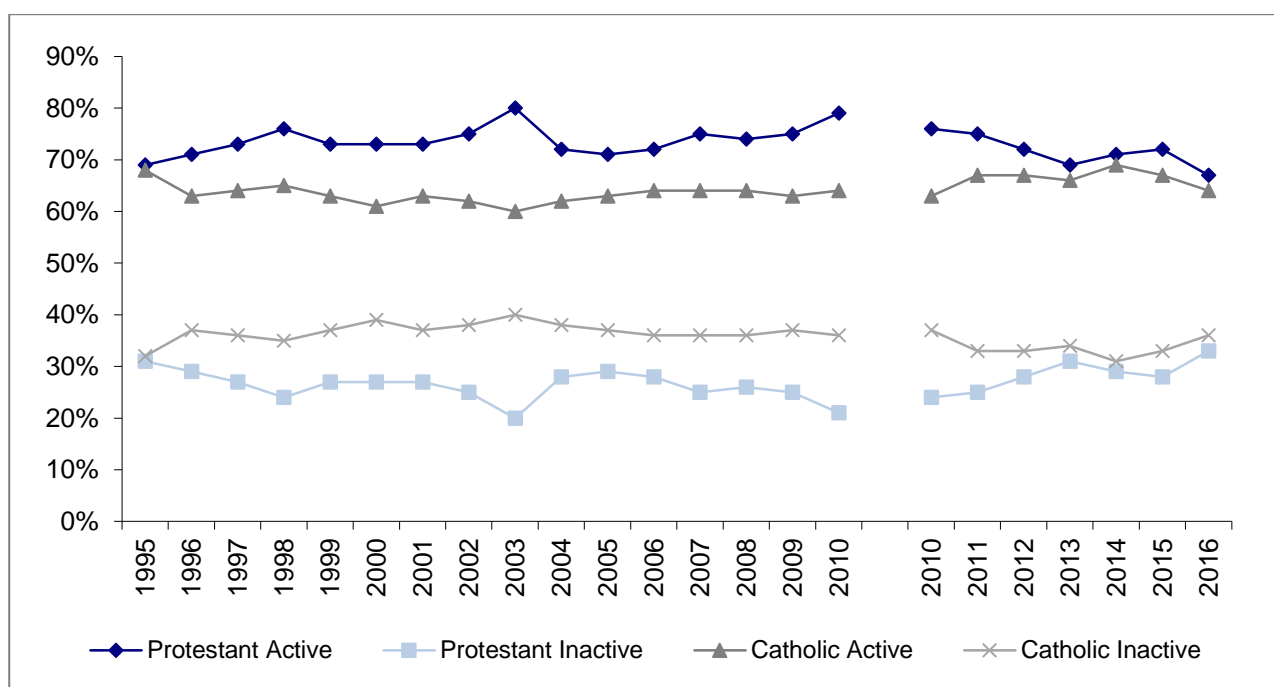
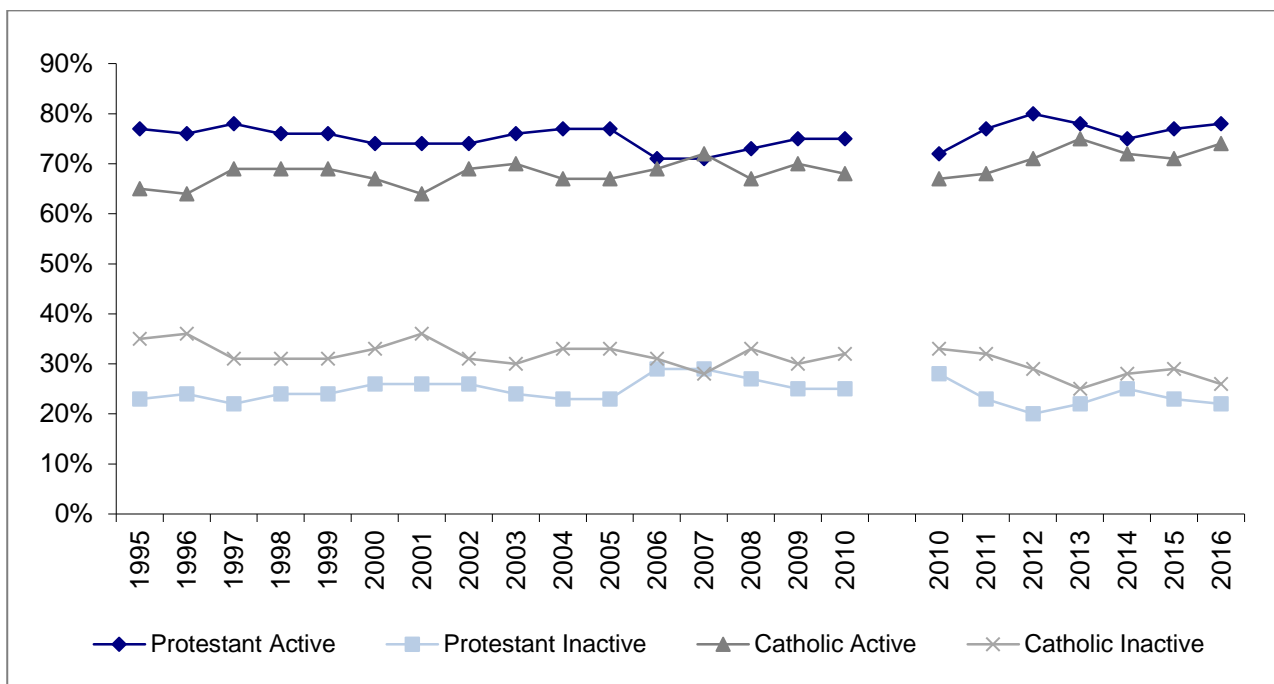


Figure 8.9 shows the economic activity and inactivity rates for working age Protestants and Catholics in the West & South of NI between 1995 and 2016.

In 1995, the economic activity rate for working age Protestants in the West & South of NI was 77%. In 2016, the rate was 78%, with some fluctuations in the intervening years. The working age economic inactivity rate for Protestants was 23% in 1995 and 22% in 2016.

Sixty-five per cent of working age Catholics in the West & South of NI were economically active in 1995 and this had increased to 74% by 2016. The economic inactivity rate among Catholics decreased from 35% to 26% over the same period (Table A8.8).

Figure 8.9: Working age economic activity and inactivity rates for the West & South of NI, 1995-2016



8.6 Working age employment rates

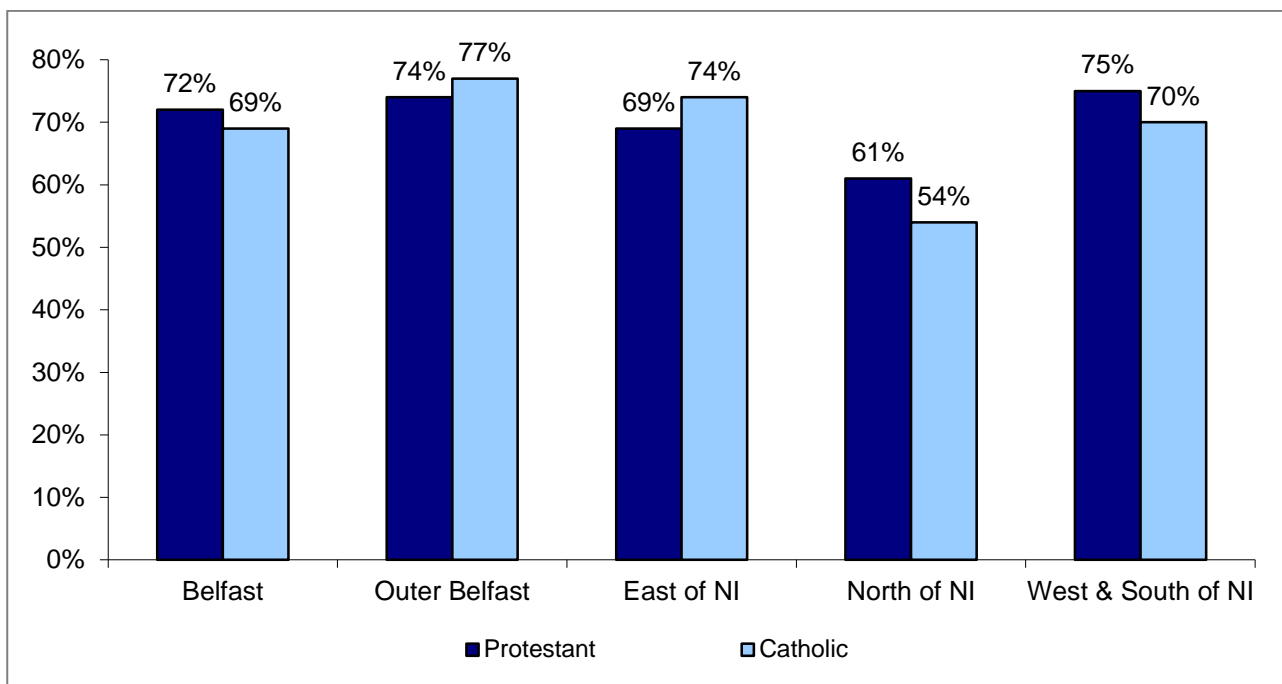
Figure 8.10 shows the working age employment rates, broken down by religion, across the NUTS 3 regions for 2016.

In Belfast, the North of NI and the West & South of NI the working age employment rate was higher among Protestants than Catholics. The opposite was true in Outer Belfast and the East of NI, where the working age employment rates were higher among Catholics than Protestants.

The employment rate for working age Protestants was highest in the West & South of NI (75%) and lowest in the North of NI (61%).

For Catholics, the working age employment rate was highest in Outer Belfast (77%) and lowest in the North of NI (54%) (Table A8.9).

Figure 8.10: Working age employment rates by NUTS 3 regions, 2016



8.7 Working age employment rates, 1995-2016

There was no consistent pattern of increasing or decreasing working age employment among Protestants across the NUTS3 regions over the time series. In three areas the rate increased, while it decreased in the East of NI, and was 61% in both 1995 and 2016 in the North of NI. In many cases, these rates fluctuated considerably over the time series. The Catholic working age employment rate increased in four of the five areas; the exception was the North of NI where it decreased from 55% in 1995 to 54% in 2016, with some fluctuation in the interim.

Figure 8.11 shows the working age employment rate for Protestants and Catholics in the Belfast region between 1995 and 2016.

In 1995 the employment rate for Protestants in Belfast was 63% and, after some fluctuation in the interim, this had increased to 72% by 2016.

Forty-four per cent of working age Catholics in Belfast were in employment in 1995 and this had increased considerably to 69% by 2016 (Table A8.10).

Figure 8.11: Working age employment rates for Belfast, 1995–2016

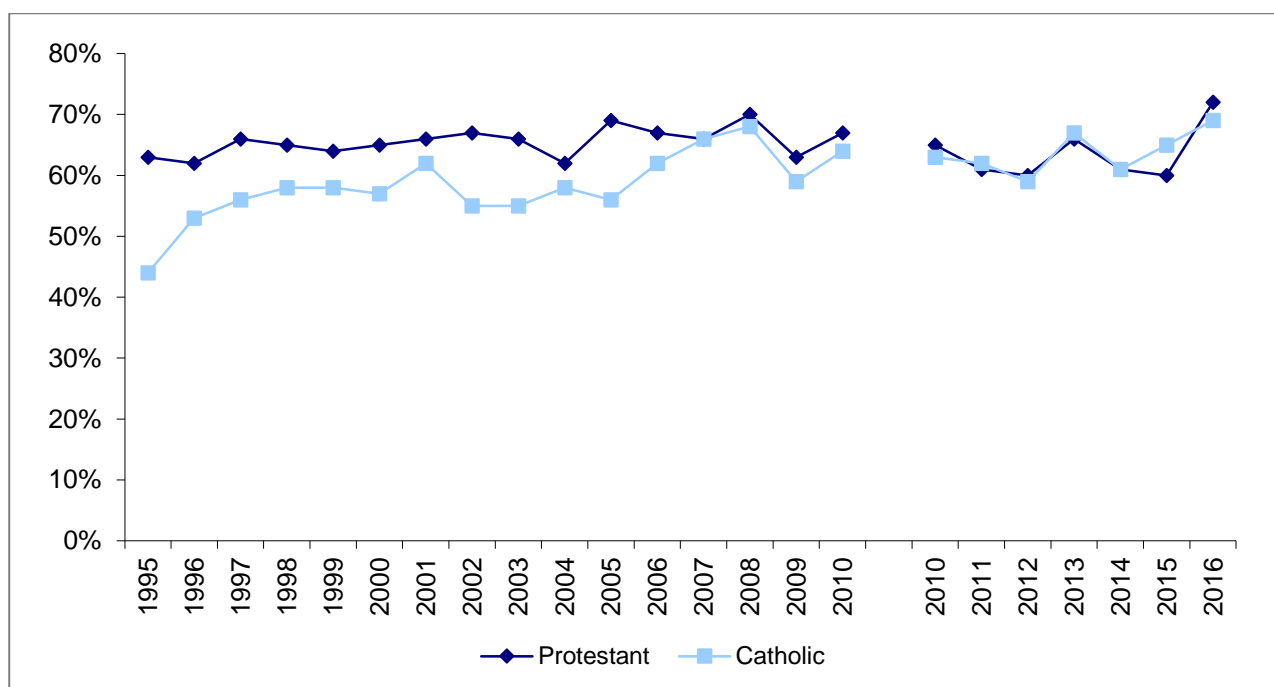


Figure 8.12 shows the working age employment rate for Protestants and Catholics in the Outer Belfast region between 1995 and 2016.

In 1995 the employment rate for Protestants in Outer Belfast was 72% in 1995 and 74% in 2016, with some fluctuation in the interim.

Sixty-two per cent of working age Catholics in Outer Belfast were in employment in 1995, and this had increased to 77% by 2016 (Table A8.11).

Figure 8.12: Working age employment rates for Outer Belfast, 1995–2016

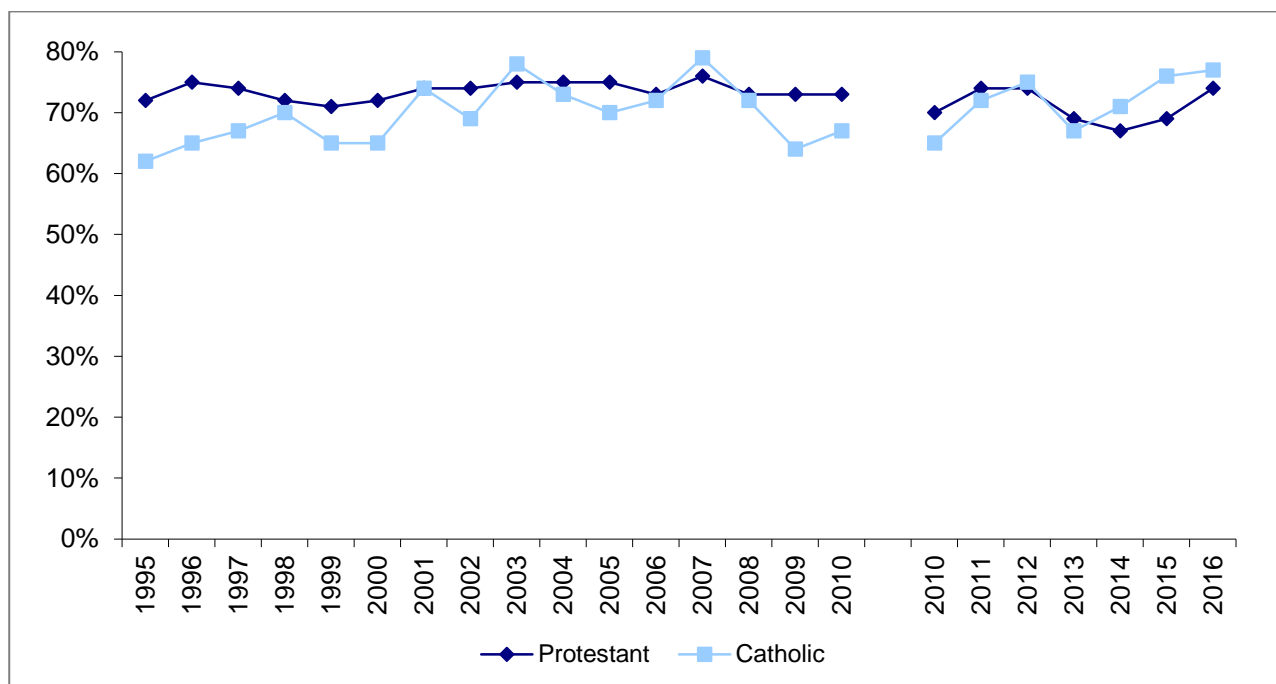


Figure 8.13 shows the working age employment rate for Protestants and Catholics in the East of NI between 1995 and 2016.

In 1995, the employment rate for Protestants in the East of NI was 72% and this had decreased to 69% by 2016.

Sixty-six per cent of working age Catholics in the East of NI were in employment in 1995, and this had increased to 74% by 2016 (Table A8.12).

Figure 8.13: Working age employment rates for the East of NI, 1995–2016

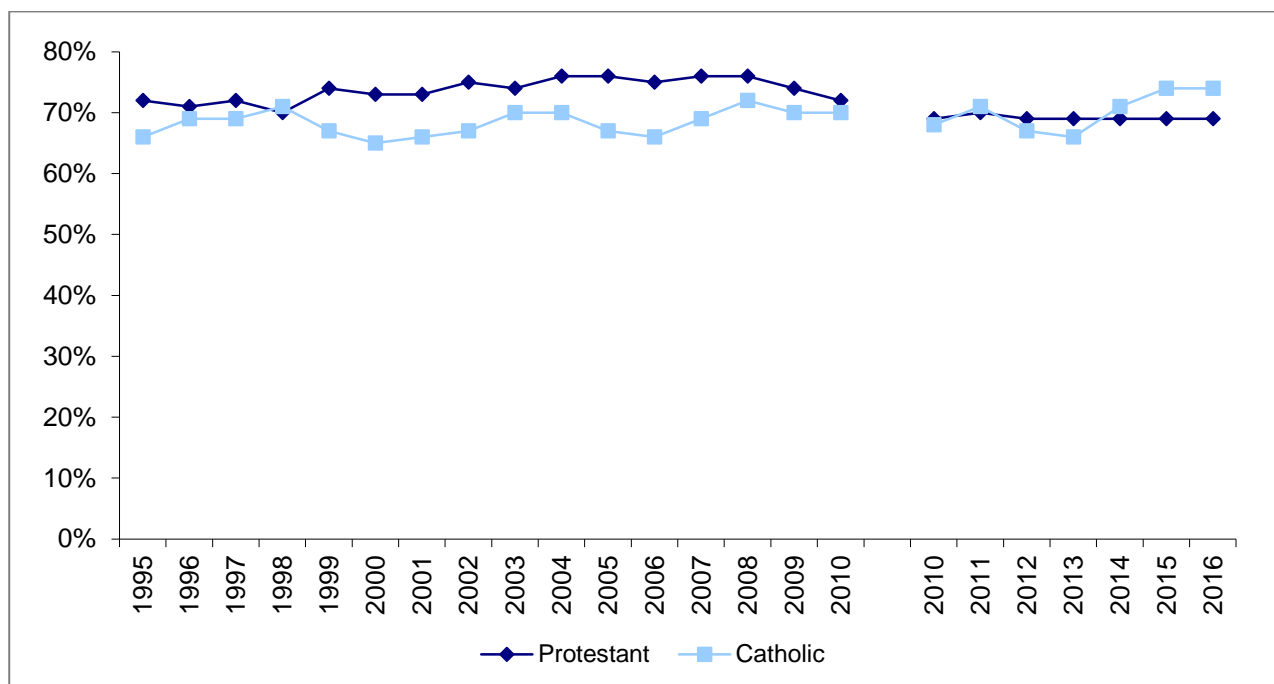


Figure 8.14 shows the working age employment rate for Protestants and Catholics in the North of NI between 1995 and 2016.

In 1995 the working age employment rate for Protestants in the North of NI was 61% and, after considerable fluctuations in the interim, the same rate was reported in 2016.

Fifty-five per cent of working age Catholics in the North of NI were in employment in 1995 compared with 54% in 2016. Again, this rate fluctuated in the interim (Table A8.13).

Figure 8.14: Working age employment rates for the North of NI, 1995–2016

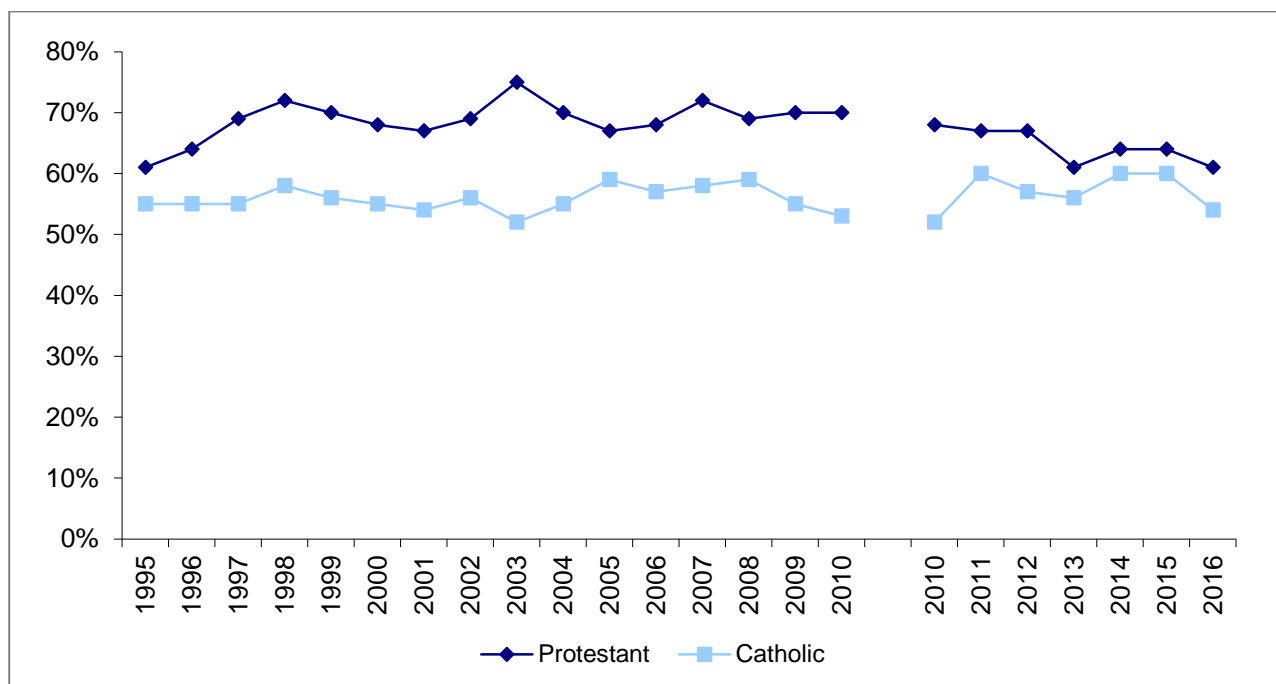
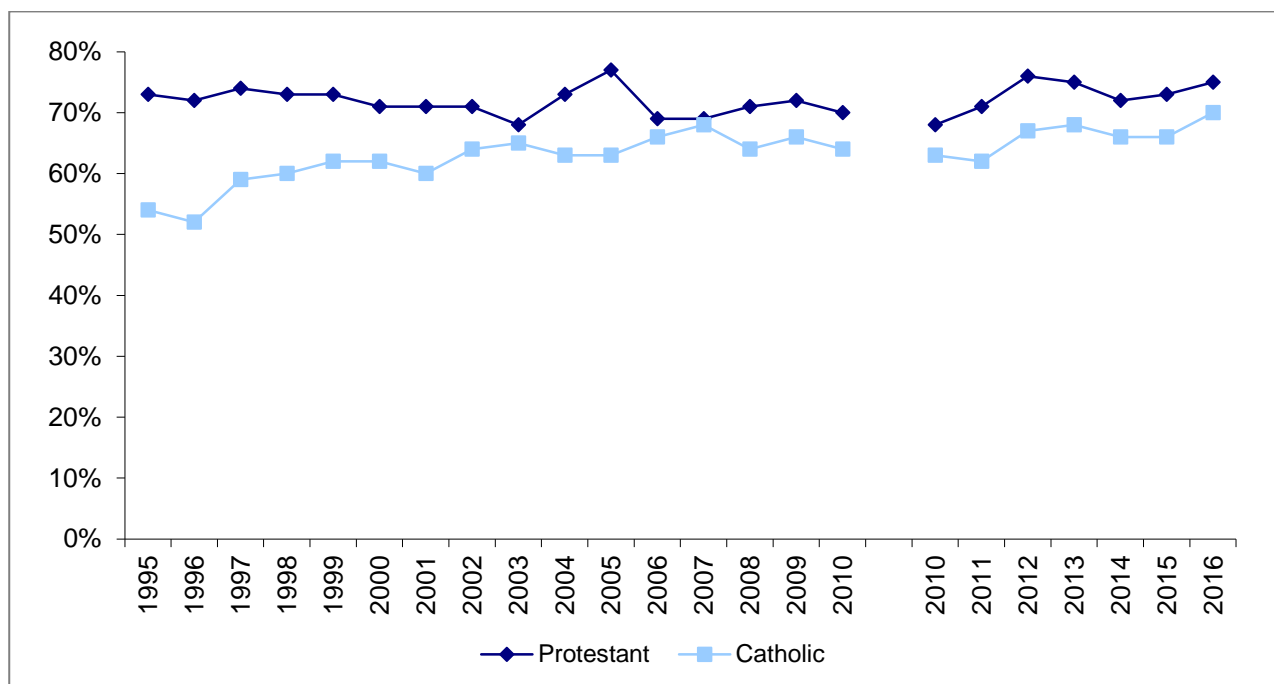


Figure 8.15 shows the working age employment rate for Protestants and Catholics in the West & South of NI between 1995 and 2016.

In 1995 the employment rate for Protestants in the West & South of NI was 73% and, after periods of fluctuation had increased slightly to 75% in 2016.

Fifty-four per cent of working age Catholics in the West & South of NI were in employment in 1995, and this had increased considerably to 70% by 2016 (Table A8.14).

Figure 8.15: Working age employment rates for the West & South of NI, 1995–2016



8.8 Unemployment rates

Due to sample size constraints it is not possible to provide an analysis of unemployment by NUTS 3 region and religion.

Appendix A - Technical Notes

A.1 Sample

LFS samples are selected monthly using a systematic random sample of addresses from the POINTER address database. Pointer is the address database for Northern Ireland maintained by Land & Property Services (LPS). The database is ordered by District Council (DC), WARD and UPRN. Using an interval for selection and a random start point the sample is selected to cover all of Northern Ireland.

The LFS up to and including 2005 was based on seasonal quarters where, for example, the March-May months covered the Spring quarter, June-August was Summer and so forth. Subsequently, this has changed to calendar quarters; January - March (Q1), April - June (Q2), July - September (Q3) and October - December (Q4).

The 2016 annual database was constructed on a calendar basis i.e. respondents were interviewed over the period 1st January 2016 to 31st December 2016. Each quarter's LFS sample is made up from five 'waves', each of approximately 400 responding households. Individuals in each wave were interviewed in five successive quarters, such that in any one quarter, those in one wave were receiving their first interview, those in another wave their second interview and so on, with one wave receiving their fifth and final interview.

The annual database is created by taking waves one and five from each of four consecutive quarters to give an annually representative sample. Over a period of four quarters, eight different waves are interviewed at least once. Selecting waves one and five allows the maximum number of respondents over a one year period to be included without any overlap. The resulting sample size includes a single interview for each individual in households, and is made up of approximately 3,200 households.

At each address, LFS interviewers collected information on the economic status and activity of all residents aged 16 and over during the week prior to the date of the interview (termed the reference week). In addition, at each address, interviewers asked about the religious denomination of all persons aged 16 and over. Further details on the religious classification used are provided in Section A.5 of this appendix.

Some of the figures included are based on relatively few respondents. As a result, and in order to ensure that these small sample sizes are not misinterpreted, guidelines relating to suppression criteria have been put in place, based on a method adopted by the Office for National Statistics (ONS) for the LFS at the UK level. The suppression criteria recommends that only figures based on a grossed estimate of 6,000 or more in the annual file, are deemed sufficiently reliable for release/publication. Several tables in this report consequently may have some results suppressed, as they fail to meet the 6,000 minimum requirement in the sample. For figures based on the household and other quarterly datasets, the minimum release requirement is 8,000. This is due to these datasets having a smaller sample size than the annual file.

A.2 Response rates in each quarter for the 2016 LFS

A total of 5,691 interviews were achieved across the four quarters in the 2016 annual dataset. Due to the fact that the 2016 LFS Religion Report is comprised of two fifths of the households surveyed each calendar quarter, response rates relating specifically to the households included in the LFS religion report are not available.

Given that the annual 2016 dataset was constructed from the relevant respondents across four calendar quarters, the response rates for each of these quarters are presented in the table below to give the reader an indication of the response rate for 2016.

Response rates in each quarter				
	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec
	2016	2016	2016	2016
Fully and partially responding households	1,302	1,494	1,427	1,468
Eligible sample	1,876	2,339	2,306	2,287
Response rate	69.4%	63.9%	61.9%	64.2%

A.3 Reweighting

LFS datasets have recently been revised and re-weighted to mid-year population estimates for 2016. In terms of this report, the re-weighting affects annual data (which forms the bulk of the report) from 2012 onwards and quarterly data from 2013³² onwards. As a result of this, the data presented here may differ from data published in previous reports.

A.4 Background to the monitoring of religion in the labour market

The difference in the labour market outcomes of Protestant and Catholics, especially the unemployment rate, has been a measure of inequality in Northern Ireland for decades.

In 1998 there were two pieces of legislation passed. The first was the Northern Ireland Act (1998). Section 75 requires public bodies to have due regard to promote equality of opportunity between people on a number of grounds including religion.

The second piece of legislation was the Fair Employment and Treatment (Northern Ireland) Order 1998, which made it unlawful to discriminate on the grounds of religious belief and/or political opinion in the field of employment. This was amended by the Fair Employment and Treatment Order (Amendment) Regulations (Northern Ireland) 2003 to take account of EU regulations.

PfG Analytics assumed responsibility for the production of the Labour Force Survey Religion Report in 2003 on the basis that The Executive Office³³ has responsibility for Fair Employment legislation. Previously, responsibility for production of the LFS Religion Report had rested with NISRA centrally.

A.5 Religious classification

Interviewers collected information on the religion of residents aged 16 and over in each household. The religious categories coded were as follows:

- Catholic
- Presbyterian
- Church of Ireland
- Methodist
- Other Protestant
- Other religion
- No denomination
- Under 16 years

³² Quarterly datasets from mid-2012 (July to September) onwards have been reweighted. Quarterly data used in this report is for April to June each year, and therefore, data from 2013 onwards may be affected.

³³ OFMDFM, prior to May 2016 held responsibility for Fair Employment Legislation.

Unwilling to answer

'Other Protestant' includes Baptist, Free Presbyterian, Unitarian, Congregational, Plymouth Brethren, Church of the Nazarene, Church of England, Pentecostal and Mormon.

'Other Religion' includes Jewish, Hindu, Sikh and Buddhist and Muslim.

The term 'other/non-determined' is used throughout this report to represent non Protestant/Catholic religions, respondents that did not specify a religion, and for those for whom no religion could be determined.

Those classed as 'Presbyterian', 'Church of Ireland', 'Methodist', and 'Other Protestant', were categorised as 'Protestant', for the purposes of this report. The 'Protestant' category was therefore a composite of a number of different religious denominations and traditions with potentially differing labour market characteristics.

A.6 Potential change to the religion question

Within the LFS Religion Report, the data is primarily analysed in terms of those identified as Protestant or Catholic. The religion variable is derived from respondents' reaction to a question asking which, if any, religion they belong to, and is commonly referred to as the 'stated religion' question. In analysis for the LFS Religion Report, the responses are recoded to a three-way classification of: Catholic; Protestant; 'other/non-determined'.

What has been clear over time has been the rise in the proportion of those surveyed who have responded to the stated religion question in terms of: not stating a religion; refusing to answer the question; or having a religion other than Catholic or Protestant. For the working age population particularly, this has been reflected by a rise in the proportion who could not be assigned a Catholic or Protestant religion from 6% in 1990 to 16% in 2016.

In terms of numbers grossed to population levels from the LFS, the number of people of working age not classified as either Protestant or Catholic has more than trebled from 53,000 in 1990 to 182,000 in 2016.

There are a number of potential issues that have arisen as a result, including:

- a. The effective sample size for analysis of Protestant and Catholic labour market outcomes has reduced over time, particularly for working age people. This reduction in sample size for analysis may impact on the levels of disaggregation possible with the data, and the calculation of confidence limits around statistical estimates produced.
- b. A concern that an increase in 'hidden religion' (for whatever reason) may result in a skewed comparative labour market picture in respect of Catholics and Protestants, whether in terms of trends over time or year-on-year comparisons.
- c. A debate about the extent to which a stated religion question is best suited, in relation to the definitions deployed within the Fair Employment and Treatment Order (1998) and indeed predecessor legislation.

A commonly used alternative approach to the stated religion question, and an approach which was deployed within the 2001 and 2011 Censuses as well as within the NI Social Attitude Surveys before and NI Life and Times Surveys since, has been to also ask respondents what, if any religion, they were brought up in. This is commonly referred to as the Community Background question.

From 2011, the NI Labour Force Survey asked individuals who had not stated a religion the Community Background question. The community background data have not been incorporated into this report, as further analysis and consultation is required in order to determine how best to do this.

A.7 Definitions

Working Age

The 'working age' definition was changed in August 2010 to include those aged from 16 to 64 for both men and women. Previously these rates were based on upper age limits of 59 for women and 64 for men, reflecting the state pension ages in the UK. However, between 2010 and 2018, the state pension age for women is increasing from 60 to 65, thereby making a change to the definition necessary.

The change in definition followed a UK-wide public consultation on the issue, and the approach being applied to Northern Ireland labour market statistics mirrors the approach that the Office for National Statistics (ONS) are applying to other UK regions.

Due to the definition change, caution needs to be applied when interpreting trends over time. Figures for both definitions are generally given for 2010 in the tables in the separate document and in the charts throughout this report. The only exceptions to this are Tables A6.29 to A6.31 and Figures 6.12 and 6.13 where the working age is taken as 16 to 64 for both males and females for all years.

Economically Active

The economic activity rate (or labour force participation rate) is the proportion of persons in any specific age group who are economically active. The economically active include all those aged 16 or over who are in paid employment (both employees and the self-employed), those on government employment and training programmes, those doing unpaid family work and also all those classed as unemployed and seeking work.

Economically Inactive

The economic inactivity rate expresses the number of economically inactive persons in a group as a percentage of the total number in that group. Economically Inactive includes people who are neither in employment nor unemployed on the ILO measure. This group includes all those who are looking after a home, long term sick or disabled, students and retired.

Unemployment

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

Unemployment rate

The unemployment rate is the percentage of economically active population aged 16 years and over who are unemployed on the ILO measure.

Unemployment gap

The difference in the unemployment rates of the two communities, calculated by subtracting the (historically lower) unemployment rate of Protestants from the (historically higher) unemployment rate of Catholics.

Unemployment differential (ratio of rates)

The difference in the unemployment rates of the two communities can also be expressed as a ratio. It is calculated by dividing the unemployment rate of Catholics by that of Protestants.

In employment

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

Employment Gap

The extent of Catholic under-representation in employment is expressed in terms of an 'employment gap' - the shortfall between the proportion of the economically active population who are Catholic and the proportion of those in employment who are Catholic.

Full-time/Part-time

The classification of employees, self-employed, those on government employment and training programmes and unpaid family workers in their main job, as full-time or part-time, is on the basis of self-assessment. People on government supported employment and training programmes who are at college in the survey reference week are classified, by convention, as part-time.

A.8 Sampling error

Because the LFS is a sample survey, results are subject to sampling error, i.e. the actual proportion of the population in private households with a particular characteristic may differ from the proportion of the LFS sample with that characteristic. Accordingly, although percentages in tables are rounded, they should not be regarded as having this degree of accuracy.

The following tables show the proportions obtained from the 2016 LFS survey, for some key LFS variables, and indicate their sampling accuracy. The confidence intervals represent the ranges either side of the LFS proportions which are 95% certain to include the true values of the quantities estimated e.g. the 95% confidence interval for economic activity for working age Protestant males is interpreted as follows: 'We can be 95% certain that the true level of economic activity for working age Protestant males in 2016 was between 77.8% and 83.4%'.

Confidence intervals for working age economic activity rates, 2016				
	Rate	Confidence Interval	Lower Limit	Upper Limit
P Males	80.6%	+/-2.8 pps	77.8%	83.4%
C Males	79.9%	+/-2.7 pps	77.2%	82.7%
P Females	68.7%	+/-3.1 pps	65.6%	71.8%
C Females	67.7%	+/-3.0 pps	64.7%	70.7%
P both sexes	74.5%	+/-2.1 pps	72.4%	76.6%
C both sexes	73.6%	+/-2.1 pps	71.5%	75.6%

Confidence intervals for unemployment rates (16+), 2016				
	Rate	Confidence Interval	Lower Limit	Upper Limit
P Males	5.8%	+/-1.8 pps	4.0%	7.6%
C Males	7.9%	+/-2.0 pps	5.8%	9.9%
P Females	*	*	*	*
C Females	6.3%	+/-1.9 pps	4.4%	8.2%
P both sexes	4.7%	+/-1.2 pps	3.5%	5.9%
C both sexes	7.1%	+/-1.4 pps	5.7%	8.5%

Confidence intervals for religious composition of those in employment (16+), 2016				
	Rate	Confidence Interval	Lower Limit	Upper Limit
P Males	49.9%	+/-2.8 pps	47.1%	52.7%
C Males	50.1%	+/-2.8 pps	47.3%	52.9%
P Females	49.3%	+/-2.8 pps	46.4%	52.1%
C Females	50.7%	+/- 2.8 pps	47.9%	53.6%
P both sexes	49.6%	+/-2.0 pps	47.6%	51.6%
C both sexes	50.4%	+/-2.0 pps	48.4%	52.4%

Confidence intervals for religious composition of the working age economically active, 2016				
	Rate	Confidence Interval	Lower Limit	Upper Limit
P Males	48.6%	+/-2.8 pps	45.8%	51.3%
C Males	51.4%	+/-2.8 pps	48.7%	54.2%
P Females	47.9%	+/-2.8 pps	45.1%	50.7%
C Females	52.1%	+/-2.8 pps	49.3%	54.9%
P both sexes	48.3%	+/-2.0 pps	46.3%	50.2%
C both sexes	51.7%	+/-2.0 pps	49.8%	53.7%

Confidence intervals for unemployment differential (ratio of rates), 2016				
	Ratio	Confidence Interval	Lower Limit	Upper Limit
C/P Males	1.35	+/-0.55	0.80	1.90
C/P Females	*	*	*	*
C/P both sexes	1.51	+/-0.48	1.03	1.99

Confidence intervals for unemployment differential (gap measure), 2016				
	Gap	Confidence Interval	Lower Limit	Upper Limit
Males	2.04	+/-2.73	-0.69	4.77
Females	*	*	*	*
Both sexes	2.42	+/-1.82	0.60	4.24

Please note: The number of unemployed female Protestants fell below the publication threshold in 2016, and it is not therefore possible to perform any calculation based on this. As a result, these cells are denoted with an asterisk in the tables above.

Sampling error needs consideration in relation to differences in survey estimates between the two communities.

For example, when overall (both male and female) unemployment rates for Protestants and Catholics and the subsequent derivation of the unemployment differential measures (ratio and gap) are considered, and the confidence intervals of the survey estimates do not overlap, we can be fairly certain that the differences reflect a 'real' difference.

However, if these unemployment-related estimates overlap we can be less certain that the differences reflect a 'real' difference.

However, whilst confidence intervals may result in overlapping estimates, and for these estimates to overlap over time, weight should also be given to the stability of any inter-relationship and trends in this inter-relationship over time.

A.9 Publication Threshold

It is the nature of sampling variability that the smaller the group whose size is being estimated, the (proportionately) less precise that estimate is. LFS estimates of under 6,000 (based on annual individual datasets) or 8,000 or under (based on quarterly household datasets) are not published in this report as they are likely to be unreliable.

A.10 Grossing to population totals

Most of the results presented in this report are expressed in terms of percentages, following the grossing of sample numbers to population levels. Each individual participating in the survey is given a weight or “grossing factor” which is related to that person’s age, sex and geography. In this way the final grossed results give the private household population total for Northern Ireland and reflect the distributions by sex, age and geography shown by the population figures.

A.11 Summary Quality Report

A Summary Quality Report, which provides additional technical information about this report, will be produced. It is anticipated that this will be available by the end of February 2018 at: <https://www.executiveoffice-ni.gov.uk/articles/labour-force-survey-religion-reports>

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