



Department for the

Economy

An Roinn

Geilleagair

www.economy-ni.gov.uk

Equality Screening Template – Section 75 of Northern Ireland Act 1998

Please complete the coversheet details below:

Policy title: Good Jobs Consultation for an Employment Rights Bill

Decision

Policy screened out **without** mitigation or an alternative policy adopted

Contact: Dearbhla Redmond

Date of completion: 20 June 2024

For Equality Unit Completion:

Amendments requested? No

Date returned to Business Area: 20 June 2024

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Content

Part 1. Policy scoping – asks public authorities to provide details about the policy, procedure, practice and/or decision being screened and what available evidence you have gathered to help make an assessment of the likely impact on equality of opportunity and good relations.

Part 2. Screening questions – asks about the extent of the likely impact of the policy on groups of people within each of the Section 75 categories.

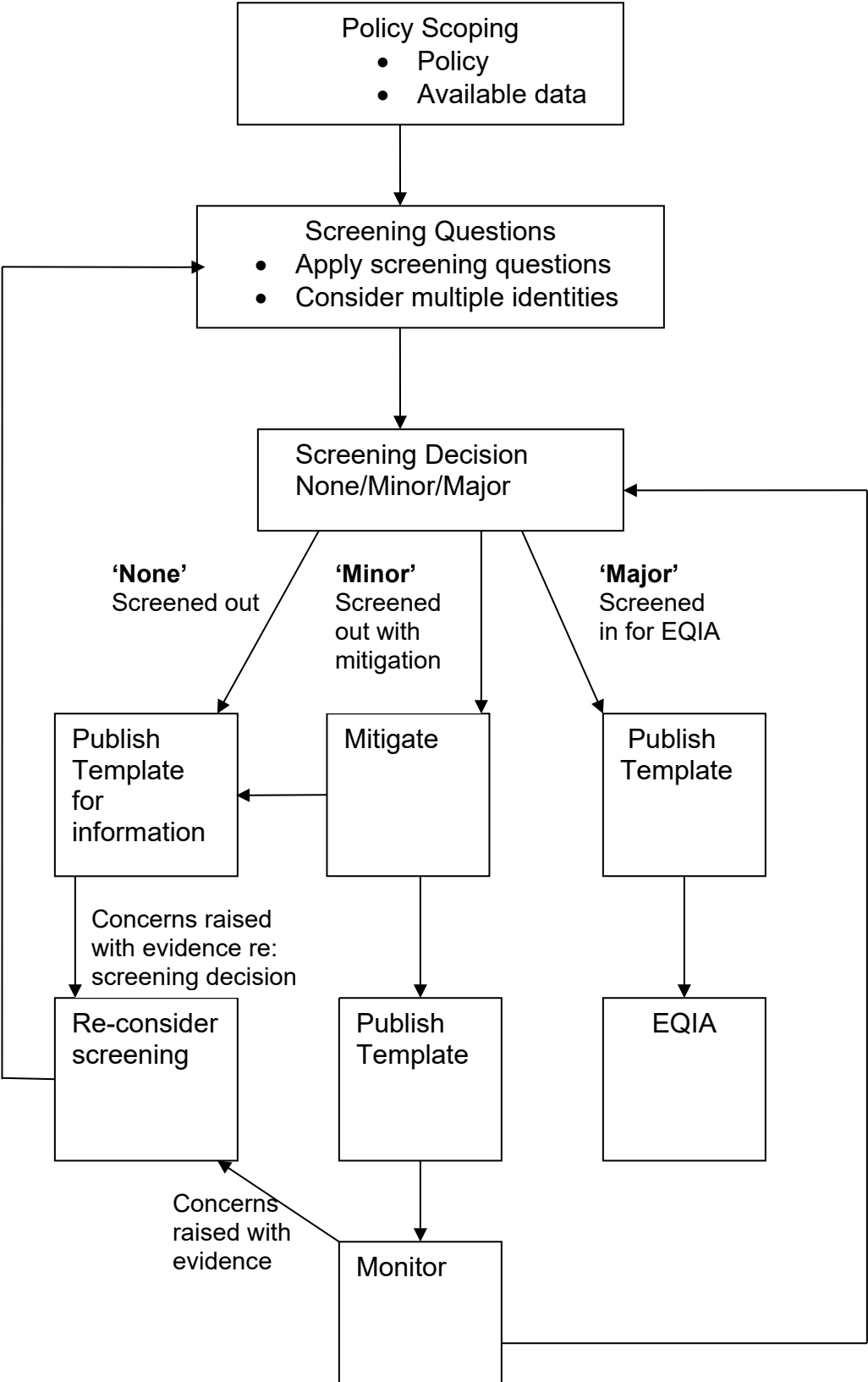
Details of the groups consulted and the level of assessment of the likely impact. This includes consideration of multiple identity and good relations issues.

Part 3. Screening decision – guides the public authority to reach a screening decision as to whether or not there is a need to carry out an equality impact assessment (EQIA), or to introduce measures to mitigate the likely impact, or the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

Part 4. Monitoring – provides guidance to public authorities on monitoring for adverse impact and broader monitoring.

Part 5. Approval and authorisation – verifies the public authority's approval of a screening decision by a senior manager responsible for the policy.

Flowchart for the equality screening process and decision.



Part 1. Policy scoping

The first stage of the screening process involves scoping the policy under consideration. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy, being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities and will help the policy maker work through the screening process on a step by step basis.

Public authorities should remember that the Section 75 statutory duties apply to internal policies (relating to people who work for the authority), as well as external policies (relating to those who are, or could be, served by the authority).

Information about the policy

Name of the policy

Good Jobs Consultation for an Employment Rights Bill

Is this an existing, revised or a new policy?

These are wide ranging policy proposals which include a mixture of new and revised policies.

What is it trying to achieve? (intended aims/outcomes)

Minister for the Economy, Conor Murphy MLA, outlined his Economic Vision, which included a key objectives to increase the proportion of working-age people in Good Jobs. The purpose of this policy is to consider how our employment law framework can contribute to a good job by ensuring a minimum standard of rights and providing a level playing field for all employers.

To help achieve this objective, the Department is engaging on a wide-ranging consultation to determine which aspects of the employment law framework require additional legislative or other measures to better support the delivery of 'Good Jobs'. It is anticipated that the outworkings off the consultation will require primary legislation in the form of an Employment Bill as well as secondary legislation.

This Employment Bill and supporting secondary legislation will contribute to the achievement of Good Jobs by ensuring a minimum framework of rights and

responsibilities for employers and workers, as well creating a level playing field for those good employers who already have good employment policies and practices. Evidence also suggests that good employee relations can boost productivity which would benefit the entire economy.

This work will also help deliver previous commitments in New Decade, New Approach in respect of promoting and enhancing workers' rights.

The consultation on the Employment Bill is split into four themes:

- Terms of Employment;
- Pay and Benefits;
- Voice and Representation;
- Work-life Balance.

The topics and areas of interest which will be explored in the consultation under each of these themes are as follows:

Terms of Employment

- Replacing Zero Hour Contracts with contracts that provide flexibility and protect workers rights
- Bogus Self Employment / Employment status
- Dismissal and Re-Engagement (Fire and Re-Hire)
- Written Statement of Particulars
- Agency Workers and Recruitment Agencies
- Pay Between Assignment Contracts – Swedish Derogation
- Key Information Document for Agency Workers
- Employment Agency Inspectorate (EAI) Information Sharing
- EAI Enforcement Powers
- Labour Market Enforcement Undertakings & Labour Market Enforcement Orders
- Pay equality and greater transparency for Agency Workers
- Employment Agency Inspectorate (enhanced enforcement/information sharing powers)
-

Pay and Benefits

- Fair and Transparent Allocation of Tips, Gratuities and Service Charges
- Public Interest Disclosure (Whistleblowing): Annual Duty to Report
- Redundancy - Offence of Failure to Notify
- Payslips
- Holiday Pay Reference Period
- Record Keeping Requirements: Call for Information

Developing Workplace Relations

- Workplace Access for Trade Unions & their representatives
- Collective Bargaining: recognition, definition, collective sectoral bargaining
- Trade Unions potential reform of process: balloting, notice, electronic balloting
- Protection from detriment & facilitating productive workplace relationships
- Information and Consultation Regulations: definitions & thresholds
- Transfer of Undertakings (Protection of Employment) Regulations: potential exemption for micro businesses, clarification of scope of regulations

Work-life balance

- Flexible Working
- Carer's Leave
- Neonatal Care Leave and Pay
- Protection from Redundancy – Pregnancy, Adoption and Shared Parental leave
- Paternity Leave

The exact contents of the Employment Bill and any secondary legislation that may be required will be determined following the analysis of the consultation responses received.

Are there any Section 75 categories which might be expected to benefit from the intended policy?
If so, explain how.

All section 75 categories could benefit from the introduction of the proposed Employment Bill.

Who initiated or wrote the policy?

The Department for the Economy will write the policy.

Who owns and who implements the policy?

The Department for the Economy has responsibility for the development and implementation of the policy.

Implementation factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?

If yes, are they (please delete as appropriate)

Financial – There may be financial implications for government and employers.

Legislative – The policy will be implemented through new primary legislation and secondary regulations.

other, please specify _____

Main stakeholders affected

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon? (please delete as appropriate)

The policy will impact upon

- employees and workers
- employers
- other public sector organisations
- voluntary and community sector
- trade unions
- employer and other representative bodies
- HMRC
- Other NI Executive Departments.

Other policies with a bearing on this policy

- These policies will result in new and enhanced employment rights and responsibilities. They will form part of the wider framework of employment rights. It will complement and operate in conjunction with other existing employment rights.

- **Available evidence**

Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data. The Commission has produced this guide to [signpost to S75 data](#).

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the Section 75 categories.

Religious belief evidence / information:

According to the Northern Ireland Census, in 2021¹, the main current religions were: Catholic (42.31%); Presbyterian (16.61%); Church of Ireland (11.55%); Methodist (2.35%); Other Christian denominations (6.85%); and Other religions (1.34%). In addition, 17.39% of our population had 'No religion'. Bringing together the information on Religion and Religion Brought up in 45.70% of the population were Catholic, 43.48% were Protestant and Other religions were 1.5%. The remaining 9.32% of our population neither belonged to, nor were brought up in any religion.

In the 2021 Northern Ireland Life and Times survey² 33% stated Catholic, 28% no religion, 15% Presbyterian and 12% Church of Ireland as some of the main religions. 36% saw themselves as part of the Protestant Community, 31% the Catholic Community and 32% neither.

In 2021, the share of the total monitored workforce from members of the Protestant community was [50.0%] and members of the Roman Catholic community [50.0%]³

Political Opinion evidence / information:

Election results⁴

On first preference votes per party in the 2022 NI Assembly Elections indicates the following:

¹ [2021 Census | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](https://www.nisra.gov.uk/)

² Northern Ireland Life and Times Survey: 2021 (ark.ac.uk)

³ <https://www.equalityni.org/femonrep32>

⁴ <https://commonslibrary.parliament.uk/research-briefings/cbp-9549/>

Party	First Preference votes	%
Sinn Fein	250,385	29.02
DUP	184,002	21.33
Alliance	116,681	13.53
UUP	96,390	11.17
SDLP	78,237	9.07
TUV	65,788	7.63
People Before Profit Alliance	9,798	1.1
The Green Party	16,433	1.9
Other	44,986	5.2

Northern Ireland Life and Times Survey 2021⁵

The 2021 survey asked some questions relating to political party support and political opinion. In terms of political party support this was as follows – 19% for Alliance, 13% for SDLP, Sinn Fein and UUP, 12% for DUP and 5% for the Green Party. In this survey, 32% of respondents considered themselves to be Unionist, 26% Nationalist and 38% considered themselves to be neither. When asked how best they would describe the way they think of themselves 26% said Irish not British, 21% said British not Irish, 16% said More British than Irish as well as 16% for equally Irish and British while 13% stated more Irish than British.

2021 census of Northern Ireland

In 2021, 42.80% of the usually resident population identified as British, 33.31% as Irish and 31.46% as Northern Irish with the remaining 7.48% identifying as either 'other' or one of the other regions of the UK.

Racial Group evidence / information:

2021 census of Northern Ireland

According to the 2021 census data, the four largest ethnic groups in Northern Ireland are 96.55% (1.8m) white, 0.76% (14,382) mixed, 0.52% (9,881) Indian

⁵ [Northern Ireland Life and Times Survey: 2021 \(ark.ac.uk\)](https://ark.ac.uk)

and 0.50% (9,495) Chinese. More generally, 65,000 people were from a Minority Ethnic Group. At 3.4% this had doubled from 2011 (32,400) and quadrupled from 2001 (14,300 people).

Northern Ireland Life and Times Survey 2021

According to the 2021 survey when asked whether they considered themselves to be a member of a minority ethnic community 92% said no, 5% yes and 3% gave the response of don't know. In terms of the ethnic group that was given 97% said white, 1% Indian, 1% Mixed Ethnic Group and 1% other ethnic group.

Age evidence / information:

2021 census of Northern Ireland

In 2021, 19.19% of the usually resident population (1.9m) were aged 0 – 14, 31.23% were aged 15 – 39, 32.43% were aged 40 – 64 and 17.15% were aged 65 or older. Population increase was greatest in the older age groups. The number of people aged 65 or more rose by over 60,000, to nearly one-third of a million people in Census 2021 – a near 25% increase on 2011 and demonstrates the scale of population change due to ageing.

Northern Ireland Life and Times Survey 2021

The 2021 Northern Ireland Life and Times survey recorded the attitudes of 1,397 people living across Northern Ireland. According to the 2021 survey 19% were aged 65+, the categories of 25 – 34, 35 – 44 and 45 – 54 were 18%, 14% were aged 55 -64 and 13% were aged 18 – 24.

NISRA population-based projections⁶

The median age of the population of Northern Ireland at mid-2021 was 40.0 years.

In February-April 2024, those aged 35 to 49 had the highest employment rate (82.6%), whilst those aged 16 to 24 had the lowest (49.7%).

⁶ [Statistical Bulletin - 2022 Mid-year Population Estimates for Northern Ireland \(nisra.gov.uk\)](https://www.nisra.gov.uk/statistics/bulletin-2022-mid-year-population-estimates-for-northern-ireland)

Compared to the pre-pandemic rates in November-January 2020, the employment rate for those aged 50 to 64 saw the largest, and only, increase (by 1.7pps, from 64.3% to 66.0%), whilst the rate for those aged 16 to 24 saw the largest decrease (by -6.7pps, from 56.4% to 49.7%).⁷

Marital Status evidence / information:

2021 census of Northern Ireland

The 2021 census found that 46% of the usually resident population aged 16 or over are 'married' or 'in a civil partnership'. 38% are single (defined as never married/civil partnered) and 16% as either separated, widowed or divorced. 52.7% were living in an opposite sex couple while 0.6% were living in a same sex couple.

Northern Ireland Life and Times Survey 2021

According to the 2021 survey 48% stated that they were married and living with a husband/wife, 38% were single (never married), 6% divorced, 4% widowed, 3% married and separated from husband/wife and 1% a civil partner in a legally registered civil partnership.

Sexual Orientation evidence / information:

2021 census of Northern Ireland

In total 31,600 people aged 16 and over (or 2.1%) identified as LGB+ ('lesbian, gay, bisexual or other sexual orientation'), 1.364 million people (90.0%) identified as 'straight or heterosexual' and 119,000 people (7.9%) either did not answer the question or ticked 'prefer not to say'.

Northern Ireland Life and Times Survey 2021

⁷ <https://datavis.nisra.gov.uk/economy-and-labour-market/labour-market-report-june-2024.html>

According to the 2021 survey when asked about their sexual orientation 93% stated that they were heterosexual or straight, 4% bisexual and 2% gay or lesbian (homosexual).

Men & Women generally evidence / information:

2021 census of Northern Ireland

In 2021, 50.81% of the population were male and 49.19% were female. No gender identity question was included in the 2021 Census form⁸.

Northern Ireland Life and Times Survey 2021

According to the 2021 survey when asked about their gender identity 51% stated that they were male, 49% female. There was no response to the category of 'other' or 'female to male transgender'.

The average number of weekly hours worked in February-April 2024 was estimated at 36.6 hours for those in full-time employment, and at 16.6 hours for those in part-time employment (for main jobs only, any second jobs are excluded). By sex:

- for those in full-time employment, the average weekly hours worked for males was 38.5 hours, whereas for females it was 33.8 hours.
- for those in part-time employment, the average weekly hours worked for males was 16.5 hours, whereas for females it was 16.6 hours.⁹

In terms of economic inactivity, annual changes by sex (for those aged 16 to 64) showed:

- an increase of 0.6pps over the year in the male economic inactivity rate to 23.5%; and

⁸ <https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/2021-census-individual-questionnaire.pdf>

⁹ <https://datavis.nisra.gov.uk/economy-and-labour-market/labour-market-report-june-2024.html>

- a decrease of 0.8pps over the year in the female economic inactivity rate to 30.5%.

According to the “Women in Northern Ireland 2020/21” report published by NISRA, “Examining the data, the difference in inactivity rates between males and females can be entirely attributed to the difference in the number looking after the family and home”¹⁰. This same report also indicated that around 3 in 5 female employees were in flexible work compared to 2 in 5 males. Females also reported lower levels of opportunities for career progression and a lower proportion with earnings above the Real Living Wage than males.

Disability evidence / information:

2021 census of Northern Ireland

The Census, 2021 revealed that 34.67% of the population (or 659,805 people) regard themselves as having a disability or long-term health problem, which has an impact on their day-to-day activities. 65.33% of the population (1,243,371 people) have no long-term health condition.

The most recent official statistics collected via the Health Survey NI First Results 2022/23¹¹ [show that:

- 40% of respondents reported a longstanding illness (31% limiting
- Females (43%) were more likely than males (37%) to have a long-term condition.
- Prevalence also increased with age, with 13% of those aged 16 – 24 reporting a long-term condition compared with 53% of those aged 75 and over.
- A fifth of respondents (20%) scored highly on the GHQ12 suggesting they may have a mental health problem; and
- Respondents in the most deprived areas (28%) continue to be more likely to record a high GHQ12 score than those in the least deprived areas (17%).

Importantly, these datasets reveal that the experience of disability is intersectional, i.e. people who live with a particular kind of disability may also experience other disabilities, which may vary in terms of intensity, impact, and duration.

¹⁰ <https://www.nisra.gov.uk/system/files/statistics/women-in-Northern-Ireland-2020-2021.pdf>

¹¹ [Health survey Northern Ireland: first results 2022-23 \(health-ni.gov.uk\)](https://www.health-ni.gov.uk/health-survey-northern-ireland-first-results-2022-23)

Northern Ireland Life and Times Survey 2021

The 2021 Northern Ireland Life and Times Survey found that 29% of people identified as having a disability and 33% of these reported that this disability reduced their ability 'a lot' to carry out day-to-day activities with 42% stating it reduced their ability 'a little' to carry out day-to-day activities.

Dependants evidence / information:

2021 census of Northern Ireland

At the time of the 2021 Census the total number of households totalled 768,802 of which 235,827 households contain dependent children (around a third).

Number of dependent Children in Household Number of Households	
One dependent child	93,314
Two dependent children	91,431
Three or more dependent children	51,082
Total Households with dependent children	235,827

Needs, experiences and priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision?

Specify details of the needs, experiences and priorities for each of the Section 75 categories below:

Religious belief:

The policy is designed to have a positive impact on employees/workers. There are no anticipated different needs, experiences and priorities as a result of this policy with regards to this category.

Political Opinion:

The policy is designed to have a positive impact on employees/workers. There are no anticipated different needs, experiences and priorities as a result of this policy with regards to this category.

Racial Group:

The policy is designed to have a positive impact on employees/workers. There are no anticipated different needs, experiences and priorities as a result of this policy with regards to this category.

Age: The policy is designed to have a positive impact on employees/workers. There are no anticipated different needs, experiences and priorities as a result of this policy with regards to this category. Some of the measures being examined under the Working Families themes of the consultation may have a more positive impact on those age demographics which are more likely to have young children.

Marital status: The policy is designed to have a positive impact on employees/workers. There are no anticipated different needs, experiences and priorities as a result of this policy with regards to this category.

Sexual orientation: The policy is designed to have a positive impact on employees/workers. There are no anticipated different needs, experiences and priorities as a result of this policy with regards to this category.

Men and Women Generally: The policy is designed to have a positive impact on employees/workers. While there are no anticipated different needs, experiences and priorities as a result of this policy with regards to this category, there are some policy measures which may proportionately benefit more women. For example, while both women and men work on insecure contracts, Office for National Statistics data from January to March 2024 indicates that 545,000 women compared to 487,000 men are in employment on zero hours contracts. As a higher proportion of women work on such contracts, this aspect of the policy may have a slightly more positive impact on women. Some of the measures being examined under the Working Families themes of the consultation may also have a more positive impact on women. For example, the Census NI 2021 results show that the majority of unpaid carers are female (60%); therefore provision of carer's leave may be utilised more by women and therefore benefit women more. There are also a higher percentage of women who make use of flexible working arrangements; therefore women may benefit more from enhancements to those arrangements.

Disability: The policy is designed to have a positive impact on employees/workers. There are no anticipated different needs, experiences and priorities as a result of this policy with regards to this category. As some measures may encourage the wider use and normalisation of flexible working, this may have a positive impact on disabled employees who maybe more likely to benefit from enhanced flexible working than non-disabled.

Dependants: The policy is designed to have a positive impact on employees/workers. There are no anticipated different needs, experiences and priorities as a result of this policy with regards to this category. Some of the measures being examined under the Working Families themes of the consultation may have a positive impact on dependents as the measures are aimed at providing workers with better opportunities to balance dependent and work responsibilities.

Part 2. Screening questions

Introduction

In making a decision as to whether or not there is a need to carry out an equality impact assessment, the public authority should consider its answers to the Screening Questions 1-4, which follow.

If the public authority's conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the public authority may decide to screen the policy out. If a policy is 'screened out' as having no relevance to equality of opportunity or good relations, a public authority should give details of the reasons for the decision taken.

If the public authority's conclusion is **major** in respect of one or more of the Section 75 equality of opportunity and/or good relations categories, then consideration should be given to subjecting the policy to the equality impact assessment procedure.

If the public authority's conclusion is **minor** in respect of one or more of the Section 75 equality categories and/or good relations categories, then consideration should still be given to proceeding with an equality impact assessment, or to:

- measures to mitigate the adverse impact; or
- the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

In favour of a 'major' impact

- a) The policy is significant in terms of its strategic importance;
- b) Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;
- c) Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;
- d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are

concerns amongst affected individuals and representative groups, for example in respect of multiple identities;

- e) The policy is likely to be challenged by way of judicial review;
- f) The policy is significant in terms of expenditure.

In favour of 'minor' impact

- a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
- b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;
- c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;
- d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

In favour of none

- a) The policy has no relevance to equality of opportunity or good relations.
- b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

Taking into account the evidence presented above, consider and comment on the likely impact on equality of opportunity and good relations for those affected by this policy, in any way, for each of the equality and good relations categories, by applying the screening questions given overleaf and indicate the level of impact on the group i.e. minor, major or none.

Screening questions

1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories?

Please provide details of the likely policy impacts and determine the level of impact for each S75 categories below i.e. either minor, major or none.

Details of the likely policy impacts on **Religious belief**:

The policy is designed to have a positive impact on all employees/workers. There is no likely impact on equality of opportunity for those affected by this policy on grounds of religious belief.

What is the level of impact? None

Details of the likely policy impacts on **Political Opinion**:

The policy is designed to have a positive impact on all employees/workers. There is no likely impact on equality of opportunity for those affected by this policy on grounds of political opinion.

What is the level of impact? None

Details of the likely policy impacts on **Racial Group**:

The policy is designed to have a positive impact on all employees/workers. There is no likely impact on equality of opportunity for those affected by this policy on grounds of racial group.

What is the level of impact? None

Details of the likely policy impacts on **Age**:

The policy is designed to have a positive impact on employees/workers. There is no likely impact on equality of opportunity for those affected by this policy on grounds of age. Some of the measures being examined under the Working Families themes of the consultation may have a more positive impact on those age demographics which are more likely to have young children.

What is the level of impact? None

Details of the likely policy impacts on **Marital Status**:

The policy is designed to have a positive impact on employees/workers. There is no likely impact on equality of opportunity for those affected by this policy on grounds of marital status.

What is the level of impact? None

Details of the likely policy impacts on **Sexual Orientation**:

The policy is designed to have a positive impact on all employees/workers. There is no likely impact on equality of opportunity for those affected by this policy on grounds of sexual orientation.

What is the level of impact? None

Details of the likely policy impacts on **Men and Women**:

The policy is designed to have a positive impact on all employees/workers. There is therefore no likely impact on equality of opportunity for those affected by this policy on grounds of gender. While there are no anticipated different needs, experiences and priorities as a result of this policy with regards to this category, there are some policy measures which may proportionately benefit more women. For example, while both women and men work insecure contracts, Office for National Statistics data from January to March 2024 indicates that 545,000 women compared to 487,000 men are in employment on zero hours contracts. As a higher proportion of women work on such contracts, this aspect of the policy may have a slightly more positive impact on women. Some of the measures being examined under the Working Families themes of the consultation may also have a more positive impact on women. For example, the Census NI 2021 results show that the majority of unpaid carers are female (60%); therefore provision of carer's leave may be utilised more by women and therefore benefit women more. There are also a higher percentage of women who make use of flexible working arrangements; therefore women may benefit more from enhancements to those arrangements.

What is the level of impact? None

Details of the likely policy impacts on **Disability**:

The policy is designed to have a positive impact on employees/workers. There is no likely impact on equality of opportunity for those affected by this policy on grounds of disability. As some measures may encourage the wider use and normalisation of flexible working, this may have a positive impact on disabled employees who maybe more likely to benefit from enhanced flexible working than non-disabled.

What is the level of impact? None

Details of the likely policy impacts on **Dependants**:

The policy is designed to have a positive impact on employees/workers. There is no likely impact on equality of opportunity for those affected by this policy on grounds of dependants. Some of the measures being examined under the Working Families themes of the consultation may have a positive impact on dependents as the measures are aimed at providing workers with better opportunities to balance dependent and work responsibilities.

What is the level of impact? None

2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories? Yes/No

Detail opportunities of how this policy could promote equality of opportunity for people within each of the Section 75 Categories below:

Religious Belief –

If Yes, provide details:

If No, provide reasons: Not relevant to this policy proposal

Political Opinion –

If Yes, provide details:

If No, provide reasons: Not relevant to this policy proposal

Racial Group –

If Yes, provide details:

If No, provide reasons: Not relevant to this policy proposal

Age –

If Yes, provide details:

If No, provide reasons: Not relevant to this policy proposal

Marital Status –

If Yes, provide details:

If No, provide reasons: Not relevant to this policy proposal

Sexual Orientation –

If Yes, provide details:

If No, provide reasons: Not relevant to this policy proposal

Men and Women generally –

If Yes, provide details:

If No, provide reasons: Not relevant to this policy proposal

Disability –

If Yes, provide details:

If No, provide reasons: Not relevant to this policy proposal

Dependants –

If Yes, provide details:

If No, provide reasons: Not relevant to this policy proposal

3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?

Please provide details of the likely policy impact and determine the level of impact for each of the categories below i.e. either minor, major or none.

Details of the likely policy impacts on **Religious belief**:

No impact

What is the level of impact? None

Details of the likely policy impacts on **Political Opinion**:

No impact

What is the level of impact? None

Details of the likely policy impacts on **Racial Group**:

No impact

What is the level of impact? None

4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Detail opportunities of how this policy could better promote good relations for people within each of the Section 75 Categories below:

Religious Belief –

If Yes, provide details:

If No, provide reasons: Not applicable to this policy proposal

Political Opinion –

If Yes, provide details:

If No, provide reasons: Not applicable to this policy proposal

Racial Group –

If Yes, provide details:

If No, provide reasons: Not applicable to this policy proposal

Additional considerations

Multiple identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?

(For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

This policy is targeted at employees/workers. It benefits all employees/workers. There are no anticipated adverse impacts of the policy for any people with multiple identities.

Part 3. Screening decision

If the decision is not to conduct an equality impact assessment, please provide details of the reasons.

Policy screened out without mitigation or an alternative policy adopted

Impacts of the policy are positive and no negative impacts are foreseen. The policy has no adverse impacts on any of the Section 75 categories as detailed above. The overall intention of this policy is positive as it aims to provide support for employees and workers by creating new and enhanced employment rights.

If the decision is not to conduct an equality impact assessment the public authority should consider if the policy should be mitigated or an alternative policy be introduced - please provide details.

As the impacts of the policy are positive, no mitigations or alternatives are necessary.

If the decision is to subject the policy to an equality impact assessment, please provide details of the reasons.

All public authorities' equality schemes must state the authority's arrangements for assessing and consulting on the likely impact of policies adopted or proposed to be adopted by the authority on the promotion of equality of opportunity. The Commission recommends screening and equality impact assessment as the tools to be utilised for such assessments. Further advice on equality impact assessment may be found in a separate Commission publication: Practical Guidance on Equality Impact Assessment.

Mitigation

When the public authority concludes that the likely impact is 'minor' and an equality impact assessment is not to be conducted, the public authority may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations?

Not applicable

If so, **give the reasons** to support your decision, together with the proposed changes/amendments or alternative policy.

Not applicable

Timetabling and prioritising

Factors to be considered in timetabling and prioritising policies for equality impact assessment.

If the policy has been '**screened in**' for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority criterion – Rating (1-3)

Effect on equality of opportunity and good relations -

Social need -

Effect on people's daily lives -

Relevance to a public authority's functions –

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the public authority in timetabling. Details of the Public Authority's Equality Impact Assessment Timetable should be included in the quarterly Screening Report.

Is the policy affected by timetables established by other relevant public authorities?

If yes, please provide details.

Part 4. Monitoring

Public authorities should consider the guidance contained in the Commission's Monitoring Guidance for Use by Public Authorities (July 2007).

The Commission recommends that where the policy has been amended or an alternative policy introduced, the public authority should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

Effective monitoring will help the public authority identify any future adverse impact arising from the policy which may lead the public authority to conduct an equality impact assessment, as well as help with future planning and policy development.

The policy proposals have no discernible adverse impacts on any of the Section 75 categories as detailed above. The proposals are designed to have positive impacts on workers across a range of employment rights and are not envisaged to have any adverse impact on others.

The Department intends to hold a public consultation which will help to determine if the policy proposals are appropriate and how these should be implemented. In reaching final policy decisions, further equality impact insights gained through the consultation process will be taken into account. Any unanticipated equality impacts which may arise following the introduction of legislation resulting from these policy proposals will be assessed as they arise, and addressed if the need arises.

Part 5 - Approval and authorisation

Screened by: Dearbhla Redmond
Position/Job Title: Grade 7
Business Area/ Branch: ER Strategic Projects Team
Date: 20/6/2024

Approved by: Colin Jack
Position/Job Title: Grade 5
Business Area/Branch: Business and Employment Regulation Division
Date: 20/6/2024

Note: A copy of the Screening Template, for each policy screened should be 'signed off' and approved by a senior manager responsible for the policy, made easily accessible on the public authority's website as soon as possible following completion and made available on request.