

Equality Commission

FOR NORTHERN IRELAND

Fair Employment Monitoring Report No.31

Annual summary of monitoring returns 2020

Key findings

NI Monitored Workforce

- The total monitored workforce in 2020 was 556,495. Please note, the overall picture for 2020 is subject to the circumstances of the Covid-19 pandemic. There is a likely under-reporting of approximately 10,000 employees.
- Overall, 246,544 (44.3%) were Protestant, 244,516 (43.9%) Roman Catholic, and 65,435 (11.8%) were Non-Determined (Chart 1).
- In 2020, while members of the Protestant community [50.2%]¹ continued to comprise the majority of the workforce, members of the Roman Catholic community [49.8%] continued to increase (by [0.3 percentage point (pp)]) their share, albeit at a slower rate than observed as a whole over the period 2001- 2020 (averaging around [0.5 pp] per annum).
- Women increased their share of the monitored workforce almost every year between 2001 (50.4%) and 2010 (52.7%). Thereafter, the female share remained around 52.0%.
- However, in 2020, the female share increased to 52.9% from 52.3% the previous year. This represents the highest female share of the monitored workforce since monitoring began.
- In 2020, Roman Catholics represented [53.5%] and Protestants [46.5%] of all applicants. Since 2009, members of the Roman Catholic community have annually comprised a greater proportion of **applicants** than those from the Protestant community. In 2020 the gradual decrease observed in 2017 and 2018 in the share of applicants from members of the Roman Catholic community ceased. Overall, the Roman Catholic community share of applicants increased by [8.7 pp] from [44.8%] in 2001.
- In 2020, Roman Catholics represented [53.3%] and Protestants [46.7%] of all appointees. Since 2006, members of the Roman Catholic community have annually comprised a greater proportion of **appointees** than members of the Protestant community. During the period 2001-2016, the share of members of the Roman Catholic community has steadily increased. In 2020, the Roman Catholic share remained unchanged from the previous year. Overall, their share has increased by [8.5 pp] from [44.8%] in 2001.
- The Roman Catholic community comprised [52.1%] of **leavers** from the monitored workforce. Overall, the share of leavers from the Protestant community has decreased by [7.9 pp] from [55.8%] in 2001 to [47.9%] in 2020.

Key findings

Private Sector

- In 2020, members of the Protestant community [50.4%] represented a greater share of the private sector workforce. The Roman Catholic community share of the private sector workforce was [49.6%], an increase of [0.2 pp] from [49.4%] in 2019, and [9.2 pp] from [40.4%] in 2001. There has been an average increase, of [0.5 pp] per annum in the Roman Catholic community share of the private sector workforce between 2001 and 2020.
- In 2020, at 46.3% the female share of private sector increased by 0.6 pp from 45.7% the previous year. The female share of private sector employment has fluctuated above 45.0% since a peak of 46.3% in 2010.

Public Sector

- In 2020, the Protestant community share of the public sector was [49.9%]. During the period 2001-2019, the Protestant community held a larger share of the public sector workforce, although this has been gradually decreasing since 2001 when it stood at [59.8%].
- The Roman Catholic community [50.1%] share of the public sector workforce continued to increase in 2020 (by [0.3pp]), at a similar rate to that observed in more recent years.
- In 2020, the female share (65.9%) of employees in the public sector remained relatively unchanged from the previous year. Although, increased overall by 6.8 pp from 59.1% in 2001.

High Level Trends Over Time

- Over time, the increase in the Roman Catholic community share of the monitored workforce has been close to estimates of Roman Catholics available for work.
- Since, 2016, the Roman Catholic community composition of those in monitored employment has ceased to approximate estimates of Roman Catholics available for work (see Chart 11).
- In 2017 and 2018, the gaps were 2.8 pp and 3.1 pp respectively.
- In 2020, the Roman Catholic community composition of the monitored workforce was 1.2 pp lower than the broad approximation of Roman Catholics available for work. This represents a decrease of 1.4 pp from 2019 when it was 2.6 pp lower.

Fair Employment Monitoring & Review

[The Fair Employment and Treatment \(Northern Ireland\) Order 1998](#) (FETO) requires registered and specified employers² amongst other duties, to:

- monitor the composition of their workforce and of those applying, appointed, leaving or being promoted;
- submit an annual monitoring return to the Commission (both Article 52); and
- review their workforce composition and employment practices³ at least once every three years, “for the purposes of determining whether members of each community are enjoying... fair participation” and the “affirmative action (if any) which would be reasonable and appropriate”. (Article 55)

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

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

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

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

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

Fair Employment Monitoring & Review

Focus on Community Composition

The scope of Fair Employment monitoring, and of this report, focuses on the 'community composition' of those applying, appointed, leaving or being promoted in registered or specified employers in Northern Ireland. Monitoring thus covers an estimated 62% - 65%⁴ of all of those in employment.

As set out under the FETO, "community" means the Protestant community, or the Roman Catholic community in Northern Ireland.

In this specific context, the terms 'Protestant' and 'Roman Catholic' in fair employment monitoring are thus NOT used to convey religion, religious belief, or non-belief.

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

Fair Employment Monitoring Report

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

On an annual basis, each registered employer must provide a summary of monitoring data it holds to the Equality Commission via an 'annual monitoring return'. The Commission, although not required by statute, aggregates and publishes this information in an annual summary of monitoring returns (this report).

Fair Employment Monitoring & Review

Accessing Detailed Information

Aligned to the focus of FETO, this short summary report briefly describes the community composition of employment for members of the Protestant community and members of the Roman Catholic community. This document presents high level information. Further information on each sector is available from the Commission website: www.equalityni.org/femonrep31. This includes:

- detailed information including charts and tables (for example information on those ‘non-determined’ as either members of either the Protestant or Catholic communities, cross-tabulations by ‘community background and sex’ or information by SOC for each of the sectors);
- for each monitored employer a list of employment compositions (stocks and flows) are available:
 - Composition of Individual Specified Authorities (26+ employees)
 - Composition of Private Sector Concerns (26+ employees)
 - Composition of Appointees to Individual Specified Authorities (26+ employees)
 - Composition of Appointees to Private Sector Concerns (251+ employees);

- Technical information on:
 - Employer Monitoring Duties and the Annual Report
 - Definitions, Technical Considerations and Wider Concepts in Fair Employment
 - Companies Data – Technical Considerations

References in this report to ‘web table’ or ‘web chart’ refer to materials available via our website. Further information relating to Fair Employment legislation; employer duties to monitor and review; and Commission duties is available on the Commissions website: www.equalityni.org/femonrep31.

Fair Employment Monitoring Returns 2020

The 'Monitoring Report' combines the returns from all employers to describe the composition of those applying to, or employed within, all monitored employment in Northern Ireland.

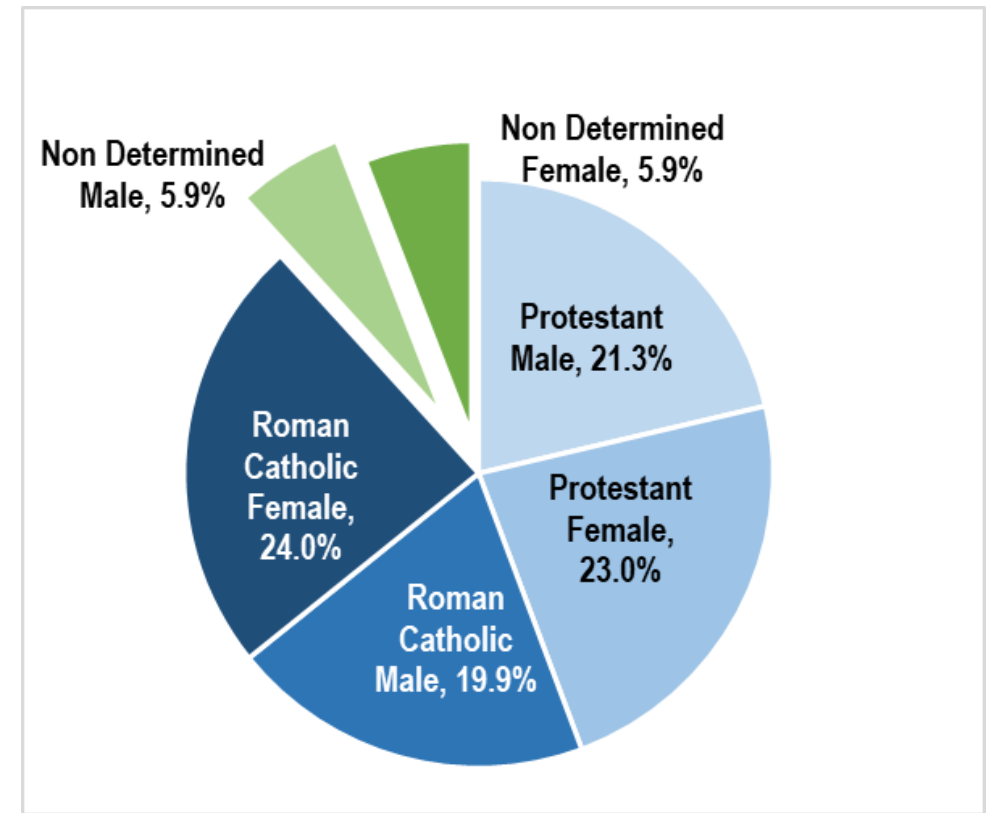
The total monitored workforce in 2020 was 556,495⁵. Please note, the overall picture for 2020 is subject to the circumstances of the Covid-19 pandemic. There is a likely under-reporting of approximately 10,000 employees.

Overall, 246,544 (44.3%) were Protestant, 244,516 (43.9%) Roman Catholic, and 65,435 (11.8%) were Non-Determined (Chart 1).

Hereafter, percentages for the community background compositions of the workforce are shown in square brackets [] and are based on the Protestant and Roman Catholic community backgrounds only; the Non-Determined are excluded.

This report presents a broad picture of the community composition across the monitored Northern Ireland workforce as a whole, and of the private and public sectors. Furthermore, consideration is also given to the six components of the public sector and the composition of applicants, appointees, promotees and leavers within them.

Chart 1: Monitored Workforce Composition, Including the Non-Determined, 2020



Fair Employment Monitoring Returns 2020

IN SUMMARY: Overall, in 2020, while members of the Protestant community continued to marginally comprise the majority of the monitored workforce in Northern Ireland, the share from those of a Roman Catholic community background continued to increase. The smaller public sector now has a marginally larger share of those from a Roman Catholic community background within it, whereas the larger private sector has a marginally smaller Roman Catholic share within it.

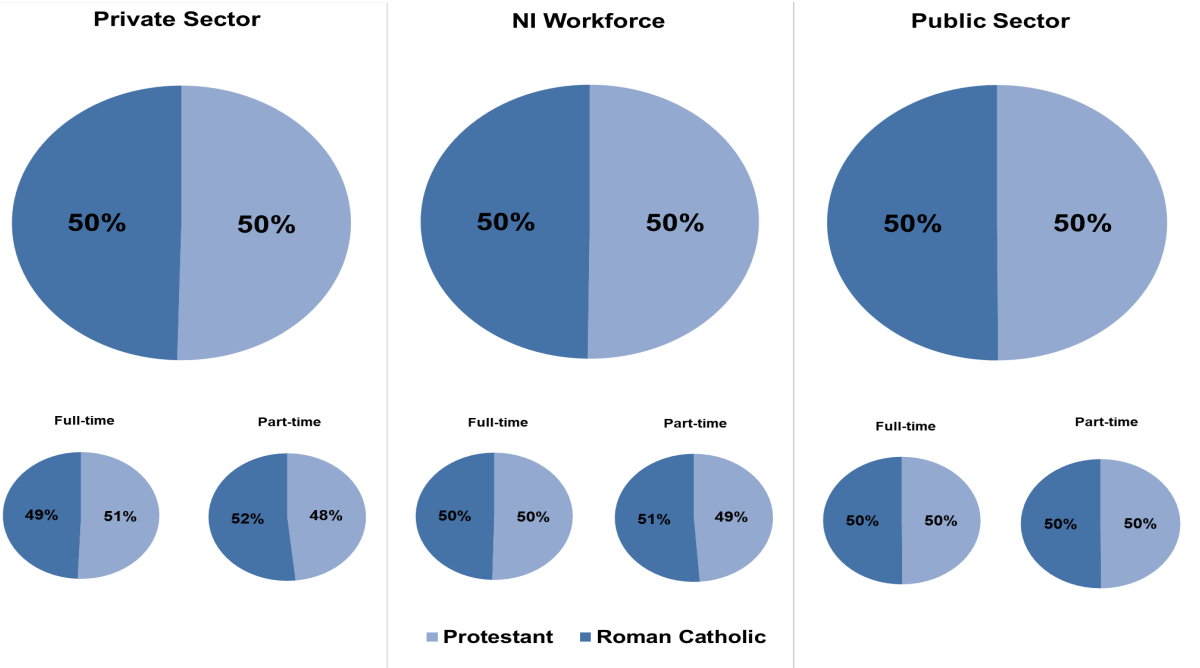
Those from the Roman Catholic community continued to comprise more than half of applicants and appointees in 2020. Over the period 2001 -2020, there has been a trend of an increasing share of those from the Roman Catholic community as applicants and appointees to the monitored workforce. In 2020, members of the Roman Catholic community comprised the larger share of leavers from the monitored workforce.

Employment Stocks

The share of monitored employment from members of the Roman Catholic community increased from [49.5%] in 2019 to [49.8%] in 2020. This increase of [0.3 pp], continued the trend of increased representation from the Roman Catholic community observed since 2001 [40.3%]. However, the Protestant community has continued to comprise the majority share of the monitored Northern Ireland workforce during the period 2001-2020 (Web Chart 2.1).

Chart 2 illustrates the community background composition of the monitored workforce including variations by sector and by employment type i.e. full-time/part-time status in 2020.

Chart 2: Monitored Northern Ireland Workforce All Employees [%] by Community Background, 2020



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

Women account for more than half (52.9%) of all monitored employees in Northern Ireland. Between 2015 and 2018, the female share remained relatively unchanged. In 2020, the female share increased by 0.6 pp.

Chart 3 shows that women, both Roman Catholic [27.2%] and Protestant [26.0%], have the greater shares of the monitored workforce. Roman Catholic women increased their share of the monitored workforce by [0.3 pp], whereas the share for Protestant women remained unchanged from the previous year.

Chart 3: Monitored Northern Ireland Workforce All Employees [%] by Sex & Community Background, 2020

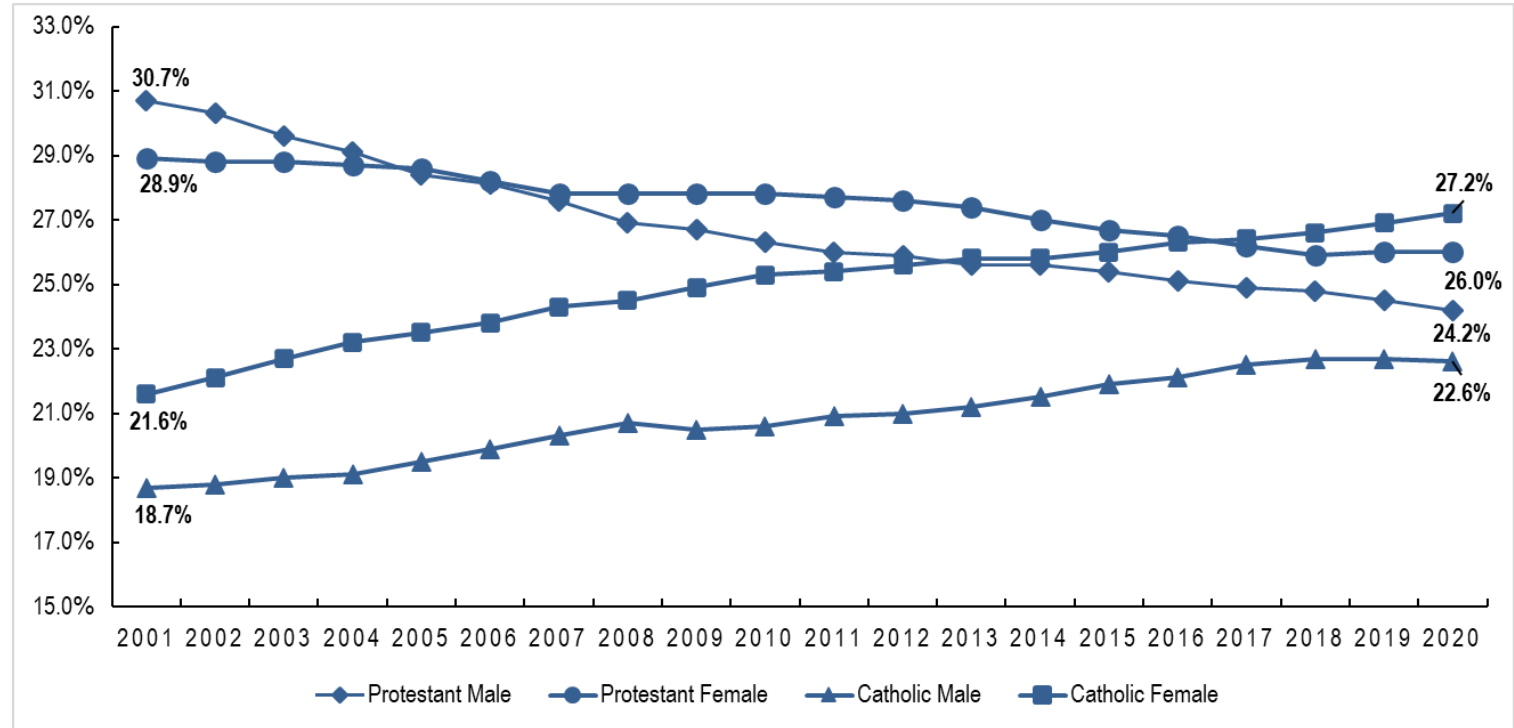
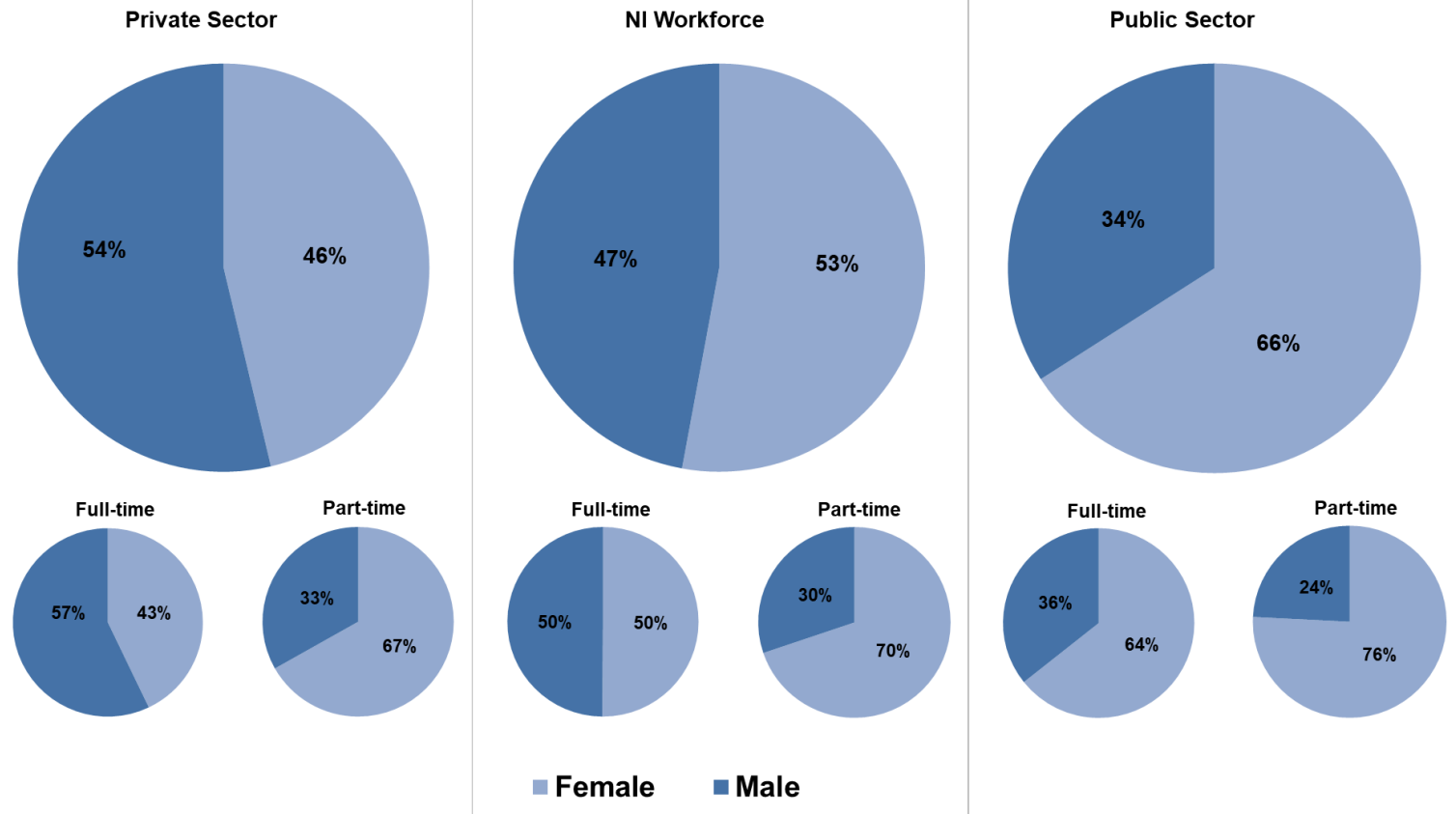


Chart 4: Monitored Northern Ireland Workforce All Employees [%] by Sex, 2020

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

In 2020, women represented 46.3% of the private sector workforce, whereas, women in the public sector represented 65.9% of the workforce, which was 13.0 pp higher than their share of the overall workforce.

Notable differences in female representation in the full-time and part-time workforces continue to be observed, with part-time workforces more likely to be female (66.8% of the private sector and 75.8% of the public sector) and females more likely to be working in the public sector (both full-time and part-time) (Chart 4).



Employment Flows

Applicants

In 2020, for the twelfth consecutive year there were more members from the Roman Catholic community [53.5%] than the Protestant community [46.5%] as applicants to the monitored workforce (Web Table 2.4). The gradual increase observed in the Roman Catholic share over the period 2001-2016 to [53.5%], continued in 2020, with a [0.4 pp] increase observed. Overall, the Roman Catholic community share has increased by [8.7 pp] from [44.8%] in 2001 (Web Chart 2.14).

In 2020, women represented a 47.1% share of applicants to the monitored workforce. This was a 0.3 pp decrease from the previous year (47.4%). For the period 2001-2020, the female share decreased by 3.4 pp from 50.5% in 2001 (Web Chart 2.15).

Appointees

Since 2006, those of the Roman Catholic community have annually comprised a greater proportion of appointees than those of the Protestant community. In 2020, the Roman Catholic community share remained unchanged for the second consecutive year at [53.3%] (Web Table 2.5). Since 2001, the Roman Catholic share of appointees has increased by [8.5 pp] from [44.8%] (Web Chart 2.17).

In 2020, 52.5% of appointees to the monitored workforce were women, an increase of 1.3 pp from 51.2% in 2019 (Web Table 2.5). During the period 2001-2020, the male and female shares of appointees fluctuated, however, the female share decreased by 1.8 pp from 54.3% in 2001 (Web Chart 2.18).

Promotees

In 2020, the Roman Catholic community share of promotees in the monitored workforce increased by [0.9 pp] from [51.1%] in 2019 to [52.0%] (Web Table 2.6). Overall, the share of promotees to the monitored workforce from members of the Roman Catholic community increased by [12.2 pp] from [39.8%] in 2001 (Web Chart 2.20).

In 2020, the female share of promotees in the monitored workforce increased by 1.1 pp from 48.2% in 2019 to 49.3% (Web Table 2.6). Overall, between 2001 and 2010, the female share of promotees to the monitored workforce fluctuated between 47.0% (2001) and 54.2% (2010). In more recent years, this has reduced to between 47.0% (2016) and 49.0% (2017) (Web Chart 2.21).

Leavers

For the sixth consecutive year members of the Roman Catholic community [52.1%] have comprised the greater share of leavers from the monitored workforce. Members of the Protestant community comprised [47.9%] of leavers (Web Table 2.7). Overall, the share of leavers from the Protestant community has decreased by [7.9 pp] from [55.8%] in 2001 (Web Chart 2.23).

Women continued to account for more than half (53.0%) of leavers from the monitored workforce, a trend observed since 2001 (Web Table 2.7). Since 2001, the female share of leavers from the monitored workforce has decreased by 2.2 pp from 55.2% (Web Chart 2.24).

The Private Sector

IN SUMMARY: Overall, in 2020, while the Protestant community continued to comprise the majority of the private sector workforce, the share of members from the Roman Catholic community continued to increase.

Since 2007, the share of private sector applicants from the Roman Catholic community has exceeded that of their Protestant counterparts. Similarly, those from the Roman Catholic community continue to comprise the majority of private sector appointees, a trend observed since 2006.

In 2019, the Roman Catholic community share of private sector leavers decreased from the previous year, having increased slightly between 2016 and 2018.

Employment Stocks

All Employees

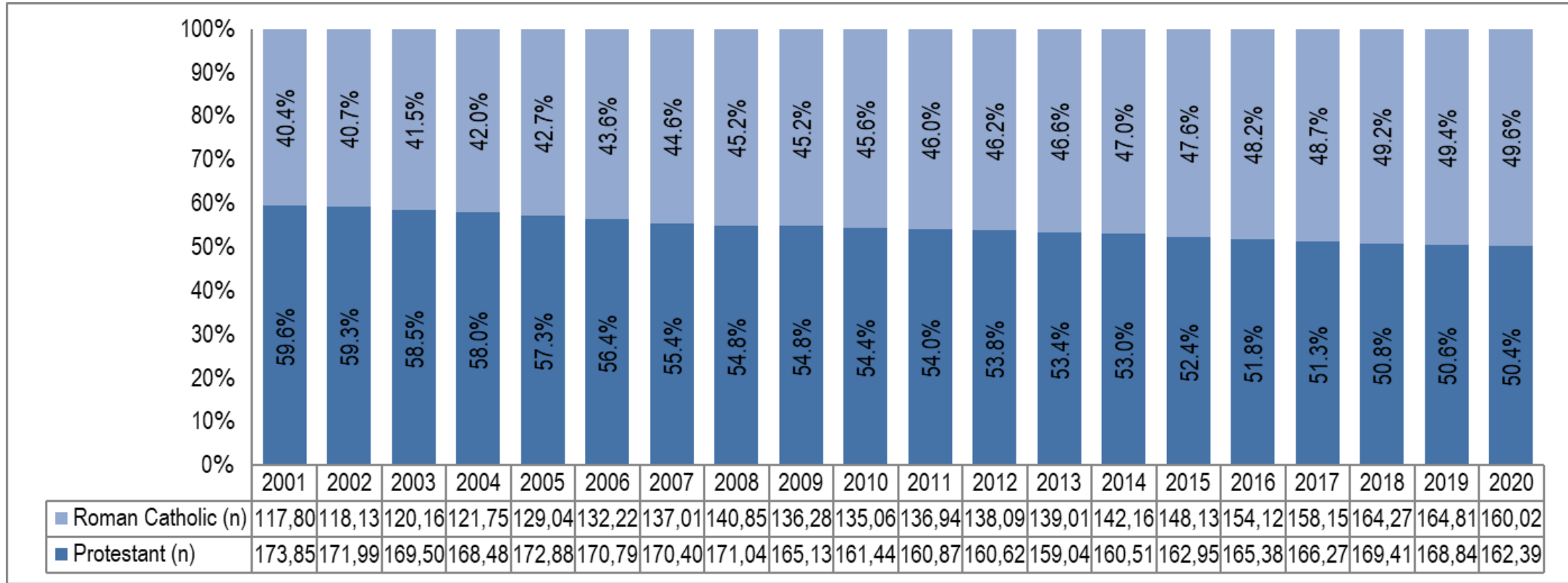
The Protestant community [50.4%] continued to comprise the majority of the private sector workforce. The Roman Catholic share of the private sector workforce increased in 2020 by [0.2 pp] from [49.4%] in 2019 and by [9.2 pp] from [40.4%] in 2001 to [49.6%] (Chart 5).

This continues a long established trend of increased Roman Catholic community representation in the private sector; an increase, on average, of [0.5 pp] per annum has been observed during the period 2001-2020. However, over the last two years, the annual increase has been lower at [0.2 pp] (Web Chart 3.1).

In 2020, the female share of private sector employment increased for the second consecutive year, at a slightly higher rate of 0.6 pp to 46.3%, the highest level observed since 2010 (Chart 4).

The female share of private sector employment has fluctuated above 45.0%, and remained relatively unchanged between 2017 and 2018 (Web Chart 3.2).

Chart 5: Private Sector Workforce All Employees [%] by Community Background, 2001-2020



Full-time Employees

In 2020, the composition of the full-time private sector workforce was [50.7%] from members of the Protestant community and [49.3%] members of the Roman Catholic community (Web Table 3.2). The share of the full-time private sector workforce from members of the Roman Catholic community gradually increased during the period 2001-2020, by [10.0 pp] from [39.3%] in 2001 (Web Chart 3.6).

In 2020, the female share of full-time private sector employment increased by 0.5 pp to 42.9%. During the period 2001-2020, the overall female share gradually increased from 41.0%, but has broadly remained at around 42.0% over recent years (Web Chart 3.7).

Part-time Employees

In 2020, for the sixth consecutive year, members of the Roman Catholic community [51.7%] comprised a greater share of the part-time private sector workforce than members from the Protestant community (Web Table 3.3). Overall, the Roman Catholic community share has increased by [4.9 pp] from [46.8%] in 2001 (Web Chart 3.10).

Women continued to account for the majority (66.8%) of the part-time private sector workforce (Web Table 3.3). In 2020, the male share decreased by 1.2 pp from 34.4% in 2019 to 33.2%.

Employment Flows

Applicants

Since 2007, the share of applicants from the Roman Catholic community [53.4%] has exceeded that of their Protestant counterparts [46.6%] (Web Table 3.4). Overall, the share of applicants from the Roman Catholic community increased by [9.6 pp] from [43.8%] in 2001 (Web Chart 3.14).

In 2020, women represented 45.5% of applicants to the private sector; a decrease of 1.1 pp from 46.6% in the previous year (Web Table 3.4). During the period 2001-2020, men have consistently comprised a larger share of applicants to the private sector (Web Chart 3.15).

Appointees

Since 2006, annually, the share of appointees from the Roman Catholic community has exceeded the share of members from the Protestant community (Web Table 3.5). In 2020, this trend continued with [53.4%] of appointees from the Roman Catholic community; a slight decrease of [0.1 pp] from [53.5%] in 2019 and [9.4 pp] from [44.0%] in 2001 (Web Chart 3.17).

In 2020, men (51.9%) continued to represent more than half of private sector appointees, a trend observed since 2005 (Web Chart 3.18).

Promotees

In 2020, for the fifth consecutive year, the share of promotees from the Roman Catholic community exceeded [53.1%] that of their Protestant counterparts [46.9%] (Web Table 3.6). Over the period 2001-2020, the Roman Catholic community share increased by [15.6 pp] from [37.5%] in 2001 (Web Chart 3.20).

In 2020, the male share of private sector promotees increased slightly by 0.2 pp from 57.0% the previous year to 57.2% (Web Table 3.5). During the period 2001- 2020, the female share increased overall by 4.2 pp from 38.6% to 42.8% (Web Chart 3.21).

Leavers

In 2020, the share of private sector leavers from the Roman Catholic community [53.0%], decreased by [0.5 pp] from the previous year (Web Table 3.7). Since 2001, the broad trend has been an increasing share of private sector leavers from the Roman Catholic community, increasing by [8.8 pp] from [44.2%] in 2001 (Web Chart 3.23).

For the seventh consecutive year, men (52.4%) comprised more than half of leavers from the private sector (Web Table 3.6).

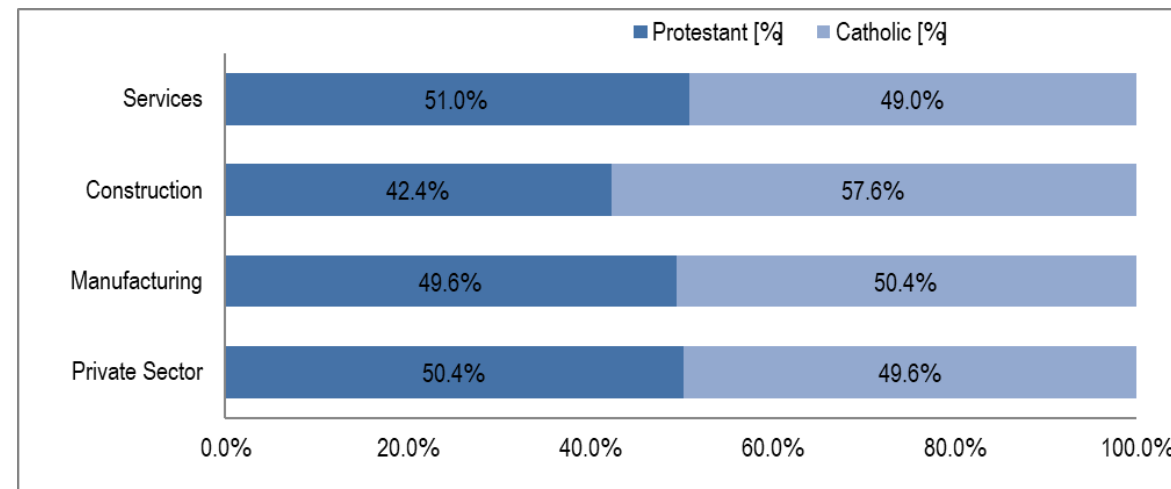
Private Sector Components

The private sector is comprised of three main components, namely manufacturing, construction and services⁶.

Employment Stocks

In 2020, members from the Protestant community accounted for a greater share of employees in the services [51.0%] component (Chart 6). The community background shares within the manufacturing and service components are broadly representative of the community background shares for all employees in the private sector [50.4%] (Web Tables 3.9 and 3.10). Members of the Roman Catholic community accounted for a larger proportion of employees in the construction component [57.6%] (Web Table 3.8).

Chart 6: Sectoral Components of the Private Sector, 2020



During the period 2001-2020, the Protestant community background share has decreased across each of the component sectors, most notably within manufacturing by [12.6 pp] from [62.5%] in 2001 and construction by [10.9 pp] from [53.7%] in 2001.

The Public Sector

IN SUMMARY: For the first time since monitoring began, the share of the total public sector workforce represented by members of the Roman Catholic community [50.1%] was more than the share of the those with a Protestant community background. Of the six sub-sectors within the public sector, members of the Roman Catholic community represented the majority of those monitored in the Health and Education sub-sectors.

Those from the Roman Catholic community comprised more than half of all applicants and appointees. Since 2012, the share of applicants from the Roman Catholic community has exceeded that of those from the Protestant community. Members of the Protestant community continued to comprise the majority of leavers from the public sector, a trend observed annually since 2001.

Employment Stocks

All Employees

In 2020, for the first time, the share of the total public sector workforce represented by members of the Roman Catholic community [50.1%] was more than the Protestant share (Web Table 4.1). During the period 2001-2019, members of the Protestant community held a larger share of the public sector workforce (Web Chart 4.1). However, this has been gradually decreasing; overall, by [9.9 pp] from [59.8%] in 2001 to [49.9%] in 2020 (Chart 7).

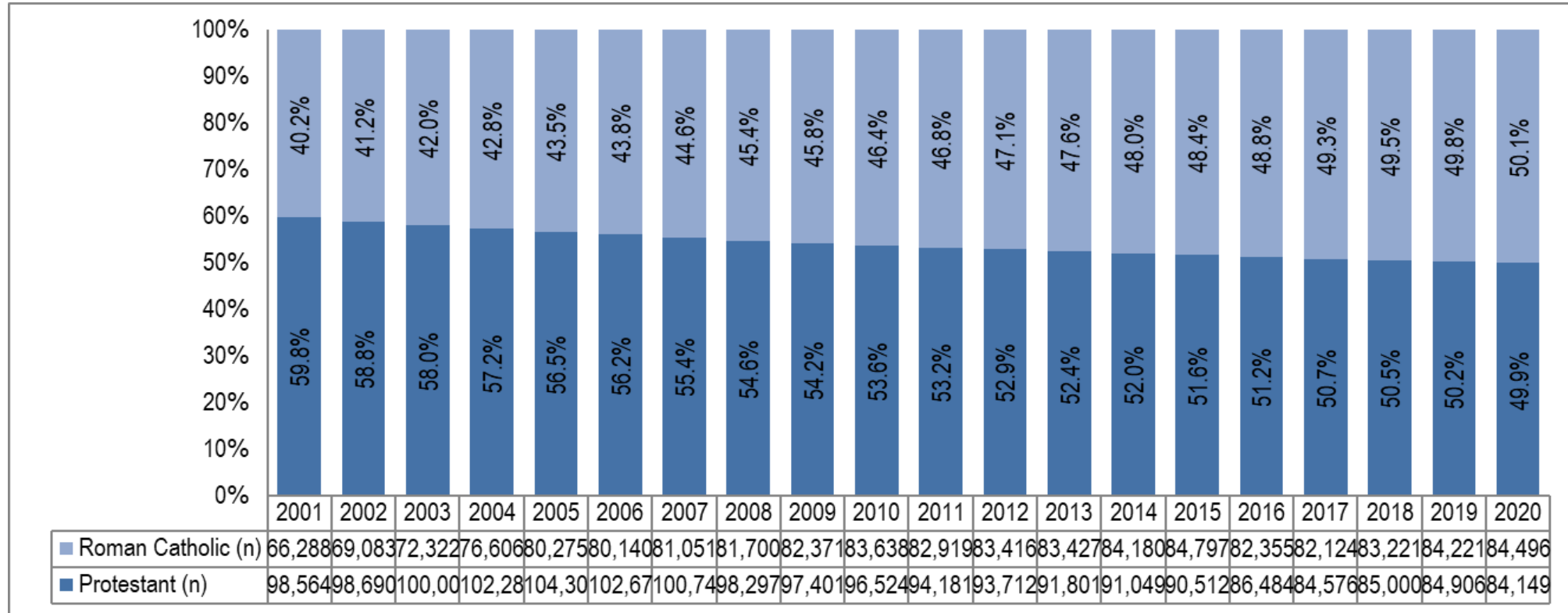
In 2020, the female share (65.9%) of employees in the public sector remained relatively unchanged (≤ 0.1 pp) from the previous year. Although, overall increased 6.8 pp from 59.1% in 2001 (Web Chart 4.2).

Full-time Employees

In 2020, [49.9%] of full-time public sector employees were from the Protestant community, whilst [50.1%] were from the Roman Catholic community (Web Table 4.2). Between 2019 and 2020, the share of the full-time public sector workforce from members of the Roman Catholic community increased by [0.3 pp] from [49.8%]. This represents a continued, year-on-year, gradual increase in the share of the Roman Catholic community during the period 2001-2020, by [10.2 pp] from [39.9%] (Web Chart 4.6).

The majority (64.3%) of full-time public sector employees in 2020 were women, a trend observed every year since 2001. The female share increased by 0.2 pp from 64.1% in 2019 and increased overall by 9.1 pp from 55.2% in 2001 (Web Chart 4.7).

Chart 7: Public Sector Workforce All Employees [%] by Community Background, 2001-2020



Part-time Employees

In 2020, for the first time, the Roman Catholic community [50.1%] accounted for the majority of the part-time public sector workforce (Web Table 4.3). The share of members from the Roman Catholic community increased by [0.4 pp] from [49.7%] in 2019. Overall, during the period 2001-2020, the Roman Catholic community share increased by [8.6 pp] from [41.5%] (Web Chart 4.10).

The female share (75.8%) of part-time public sector employment decreased by 0.2 pp from the previous year. Overall, the female share of part time public sector employees has decreased by 2.0 pp from 77.8% in 2001 (Web Chart 4.11).

Employment Flows

Applicants

For the ninth consecutive year, members of the Roman Catholic community [53.6%] comprised a greater share of public sector applicants than did those from the Protestant community [46.4%] (Web Table 4.4). Over the period 2001-2020, the shares of private sector applicants from the Roman Catholic and Protestant communities have fluctuated (Web Chart 4.17).

In 2020, 56.9% of applicants to the public sector were female (Web Table 4.4), continuing the broad⁷ trend observed during the period 2001-2020 of women comprising a larger share of public sector applicants (Web Chart 4.15). However, overall during this period the female share has decreased by 6.4 pp from 63.3% in 2001.

Appointees

In each year since 2010, the Roman Catholic community comprised a greater share of public sector appointees than members of the Protestant community (Web Table 4.5). In 2020, the share of members from the Roman Catholic community [53.5%] increased by [0.7 pp] from [52.8%] in 2019. During the period 2001-2020, the Roman Catholic community share increased by [5.6 pp] from [47.9%] in 2001.

In 2020, for the second consecutive year, the female share of public sector appointees decreased, by 0.3 pp to 67.9%, suggesting that the increase observed in 2018 was temporary (Web Table 4.5).

During the period 2001-2020, women have year-on-year, consistently comprised the majority of public sector appointees. However, overall, during this period the female share has decreased by 1.6 pp from 69.5% in 2001 (Web Chart 4.18).

Promotees

In 2020, the shares of those from the Roman Catholic community increased by [1.6 pp] to [50.8%] from [49.2%] in 2019 (Web Chart 4.20).

The female share of public sector promotees in 2020 was 56.9%, an increase of 3.1 pp from 53.8% in 2019 (Web Table 4.6). There has been an overall increase in the female share during the period 2001-2020 of 3.5 pp from 53.4% in 2001 (Web Chart 4.21), although, there has been a high degree of fluctuation since 2009.

Leavers

In 2020, the composition of public sector leavers was [50.1%] from the Protestant community and [49.9%] from the Roman Catholic community (Web Table 4.7). During the period 2001-2020, members of the Protestant community comprised a greater proportion of public sector leavers than did the Roman Catholic community (Web Chart 4.23).

Women continued to comprise the majority (67.5%) of leavers from the public sector, a trend observed since 2001 (Web Table 4.7). The female share increased by 0.8 pp from the previous year, and increased overall by 4.1 pp from 63.4% in 2001 (Web Chart 4.24).

The Component Sectors

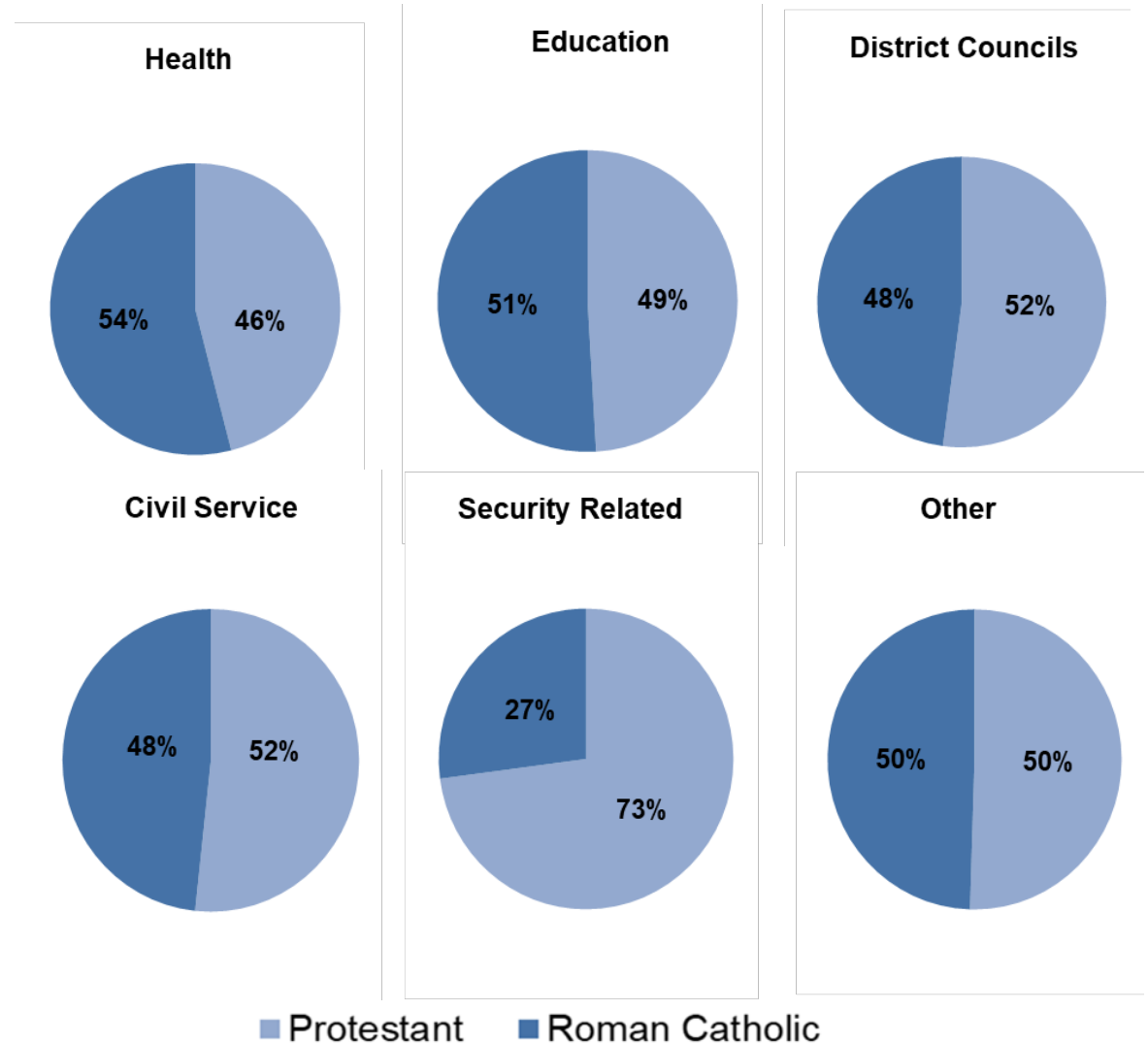
Employment Stocks

In 2020, those from the Protestant community represented the greatest shares of employees in each of the six component sectors that comprise the Public sector, with the exceptions of the Health and Education sectors (Chart 8). Between 2019 and 2020, the shares of employees from the Roman Catholic community increased or remained relatively unchanged [≤ 0.1 pp] in all component sectors.

The most notable community background changes were observed within the Health and District Council component sectors, where the shares of the Roman Catholic community both increased by [05 pp] (Web Charts 6.1, and 8.1).

The Roman Catholic community compositions of the components of the public sector in 2020 were: Health [54.0%]; Education [50.9%]; District Councils [47.9%]; Civil Service [48.3%]; Security-related [27.1%]; and 'Other Public Authorities' [49.5%] (Chart 8).

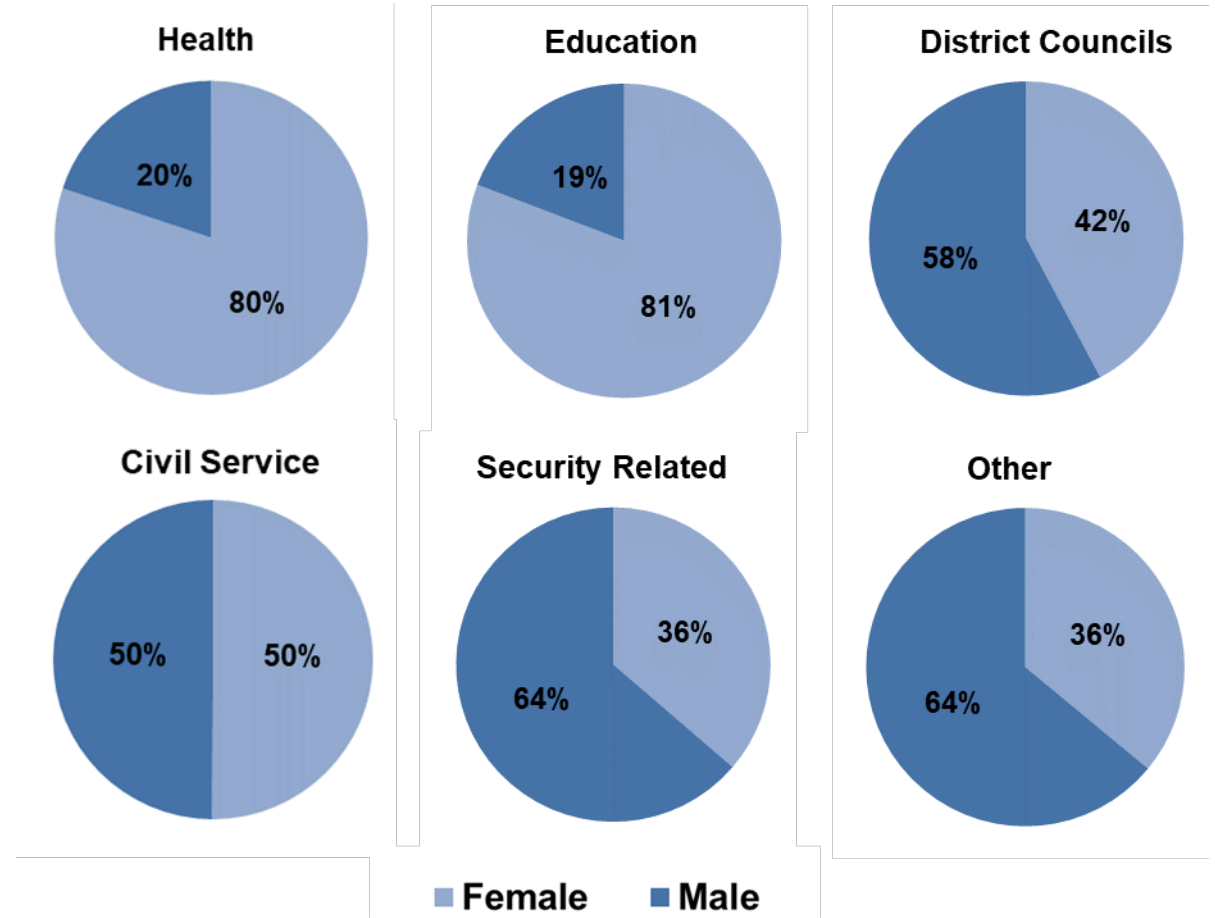
Chart 8: Composition of the Public Sector, component sectors [%] by Community Background 2020



The female compositions of the components of the public sector in 2020 were: Health 80.1%; Education 80.8%; District Councils 42.2%; Civil Service 50.1%; Security-related 36.3%; and 'Other Public Authorities' 36.0% (Chart 9).

The most notable gender composition change to occur within a public sector component in 2020 was observed within the Security-related component. In the Security-related component, the female share increased by 0.4 pp from 35.9% in 2019 to 36.3%, suggesting the decline observed last year was temporary. Overall, women have increased their share of the Security-related component by 15.1 pp from 21.2% in 2001 (Web Chart 9.2).

Chart 9: Composition of the Public Sector, Component Sectors [%] by Sex, 2020



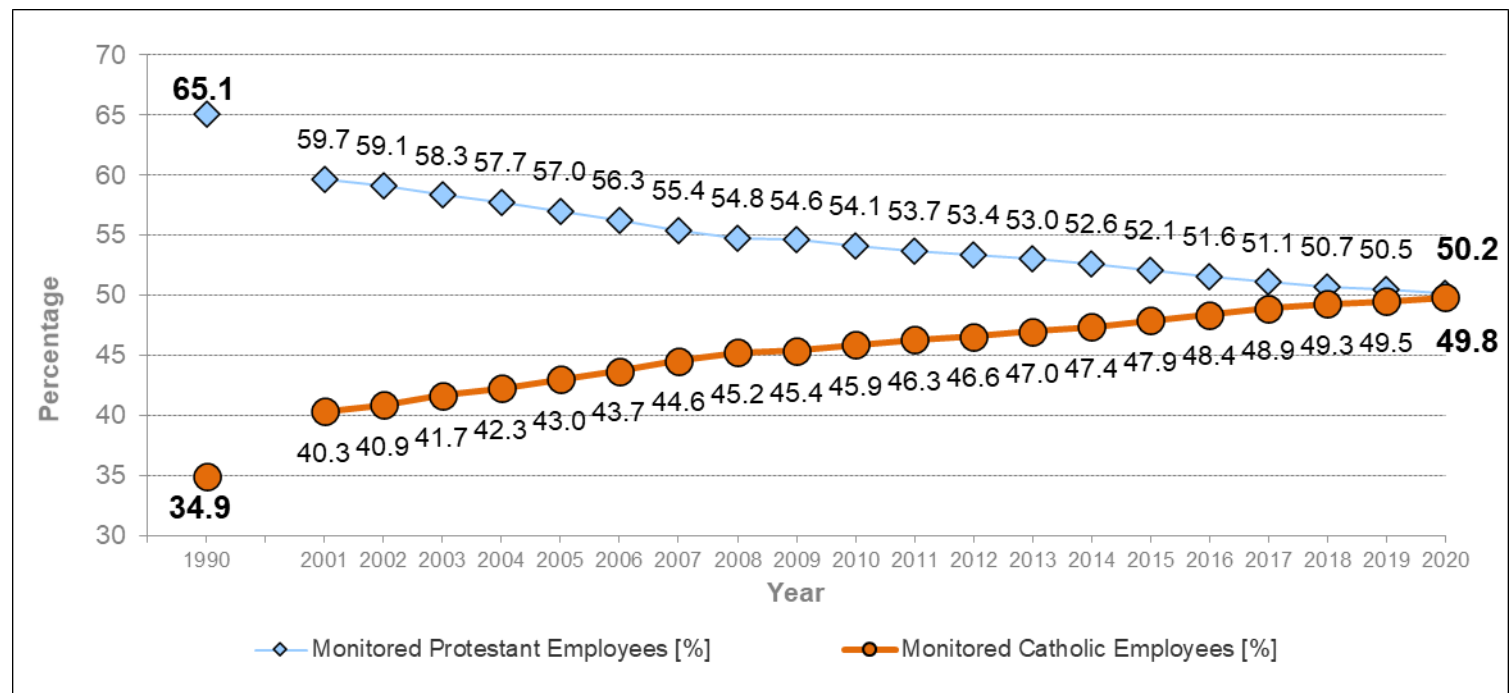
High Level Trends

IN SUMMARY: Members of the Protestant community comprised the majority of the monitored workforce. The share of those from the Roman Catholic community increased to [49.8%] in 2020; an increase of [0.3 pp] from 2019, and an increase of [9.5 pp] from 2001. In 2016, a long observed trend of the composition of all monitored employments, when aggregated together, closely mirroring estimates of the composition of all those available for work, as taken from the LFS, came to an end. The Roman Catholic composition of the monitored workforce was 4.9 percentage points lower than the broad approximation of Roman Catholics available for work. In 2017 and 2018, the gaps were 2.8 pp and 3.1 pp respectively. By 2020, the gap had fallen to 2.3 pp, 0.3 pp lower than in 2019.

In 2020, the larger share of the overall monitored workforce in Northern Ireland was represented by members of the Protestant community. However, representation by the Roman Catholic community has increased over time. The difference between the Protestant and Roman Catholic shares of the overall monitored workforce was [0.4 pp] in 2020, compared to [19.4 pp] in 2001.

A gradual upward trend (averaging around [0.5] percentage points per annum) in the share of those from the Roman Catholic community to the monitored workforce has been evident since 2001. This increase⁹ continued in 2020 albeit at a slower rate (around [0.4 pp]), to that previously observed, as illustrated in Chart 10.

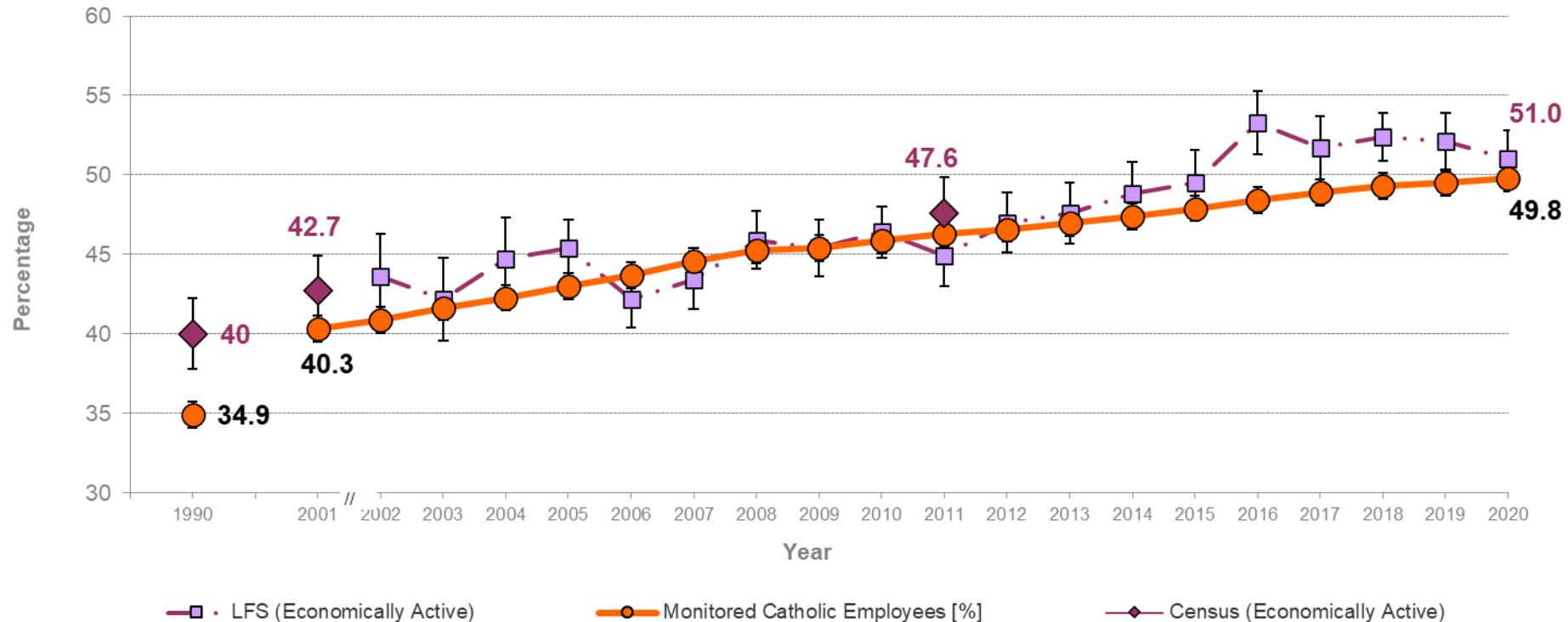
Chart 10: Composition of the monitored workforce over time, (since 20001, with 1990 data for illustrative purposes)



Comparisons with Estimates of Available Labour

Although the focus of employer monitoring is on assessing fair participation in individual employments, a broad comparison of aggregate figures at the Northern Ireland level is also possible. Chart 11 considers this by overlaying the Roman Catholic community composition of the monitored workforce as a whole (as noted in the graph above) onto Census/Labour Force Survey (LFS) estimates of the Roman Catholic community composition of the economically active (i.e. those in or actively seeking work)¹⁰.

Chart 11: Roman Catholic composition of the monitored workforce overtime, compared to the estimated Roman Catholic composition of the Economically Active since 2001 (1990 data for illustrative purposes).



Comparisons with Estimates of Available Labour continued

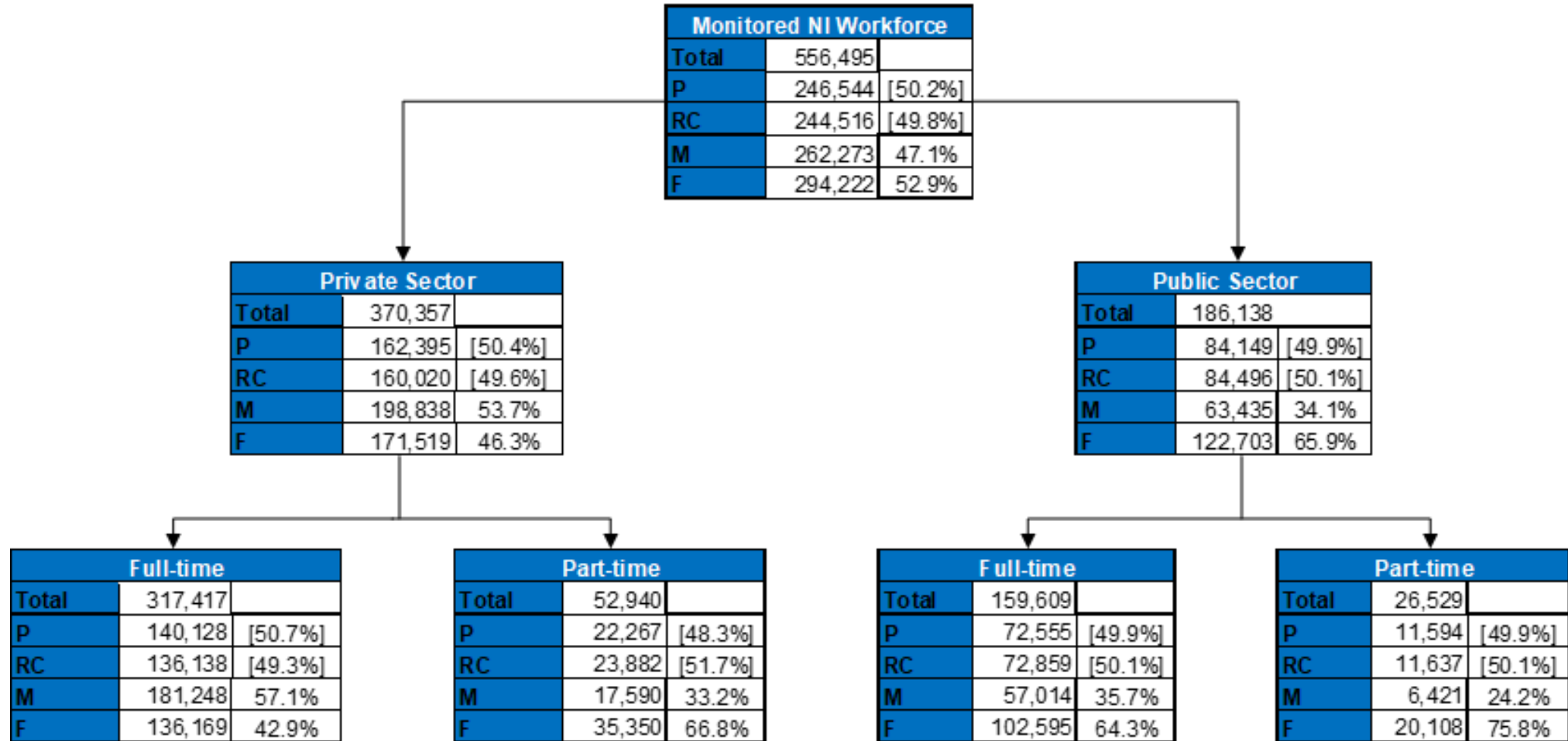
It is observable from Chart 11 that:

- both the Roman Catholic community composition of monitored employment and the estimated Roman Catholic community composition of those available for work have increased over time;
- in 1990/91, the gap between the Roman Catholic community composition of those in monitored employment and those available for work was around 5.1 pp;
- by 2001, the gap had fallen to around 2.4 pp;
- by 2011, the gap had fallen to around 1.3 pp;
- during the period 2001 - 2015, the Roman Catholic community composition of the monitored workforce approximated estimates of those available for work;
- In 2016, the Roman Catholic community composition of those in monitored employment ceased to approximate estimates of Roman Catholics available for work (when the sampling error of the Labour Force Survey (LFS) is taken into account). The Roman Catholic composition of the monitored workforce was 4.9 pp lower than the broad approximation of Roman Catholics available for work as taken from the LFS¹¹, which shows a notable change between 2015 and 2016 in availability.
- In 2017 and 2018, the gaps were 2.8 pp and 3.1 pp

respectively.

- In 2020, the Roman Catholic community composition of the monitored workforce was 1.2 pp lower than the broad approximation of Roman Catholics available for work. This represents a decrease of 1.4 pp from 2019 when it was 2.6 pp lower.

Profile of the Monitored Workforce 2020



Notes: P = Protestant; RC = Roman Catholic; M = Male; F = Female.

The 'Total' is always greater than the sum of Protestant and Roman Catholic employees as it includes the Non-Determined.

Gender data includes Protestant, Roman Catholic and the Non-Determined.

End Notes

1. Percentages shown in square brackets [] are based on Protestants and Roman Catholics only, with the Non-Determined excluded.
2. The fair employment legislation requires certain employers to register with the Equality Commission and to complete an annual monitoring return detailing the community background, employment status, occupation and sex of their workforce. All public sector employers are deemed to be automatically registered with the Commission. All private sector concerns with 11 or more employees are required to register.
3. The Fair Employment and Treatment Order (Northern Ireland) requires registered employers to collect monitoring data each year on the community composition and gender of their workforce. In addition to monitoring the composition (or 'stock') of those currently in employment, employers are also required to monitor the composition of those joining, progressing through, or leaving employment (termed 'flows').
4. Estimated derived by comparison with figures from the Northern Ireland Labour Market Report ([Oct - Dec 2020, NISRA](#)). The following are not monitored: the self-employed, those on government training schemes, school teachers and those working in private sector concerns with 10 or less employees.
5. This report presents an aggregated summary analysis of the monitoring returns submitted to the Commission by 105 public bodies and 3,702 private sector concerns during 2020. As the aggregate data is extracted from a live database this report provides a snapshot of the information held at the specific time the data is extracted and is subject to change. It is noted, due to the COVID-19 pandemic, 165 private sector employers did not submit monitoring returns by the cut-off date. In 2019, these same employers employed 10,857 employees.
6. Agriculture, Forestry and Fishery and Water Supply Industries are not included in the report due to low numbers.
7. With the exception of the Review of Public Administration (RPA) affected returns in 2008 when the female share was [49.4%].
8. Security-related public sector employees include the Police Service of Northern Ireland; the Royal Irish Regiment; the Territorial Army, the Royal Navy Reserve; the Northern Ireland Prison Service; the Northern Ireland Policing Board and civilian secondees from the Northern Ireland Civil Service.
9. Data is presented from 2001 onwards due to changes in the coverage of Fair Employment monitoring data. Prior to 2001 (full-time employees only) a gradual upward trend in the Roman Catholic share was also evident (averaging around [0.5 pp] per annum across the period 1992-2000). For further information see 'Definitions, Technical Considerations and Wider Concepts in Fair Employment' available from www.equalityni.org/femonrep30.
10. Census Data is provided for 1991, 2001 and 2011. For 2001 onwards the Labour Force Survey Northern Ireland Religion Report is used to provide an estimate of the Roman Catholic composition of the economically active. The Labour Force Survey Religion Report, is an estimate, as it is a sample survey and when a sample is used to predict the characteristics of a population, the result is an estimate, not a precise quantity. We can thus be 95% certain that the true population value lies within an approx. +/- 1.8% 'confidence interval' around the estimate. These 'confidence intervals' are shown by the vertical error bars on the graph.
11. The reader should note that LFS is a sample survey and results are subject to sampling error. As the confidence intervals for the estimates between 2014 and 2015 overlap, we cannot be certain that the differences between the two years reflect a 'real' difference.