

Equality Commission

FOR NORTHERN IRELAND

# Fair Employment Monitoring Report No.32

Annual summary of monitoring returns 2021

# Key findings

## NI Monitored Workforce

- The total monitored workforce in 2021 was 564,296. Please note, the overall picture for 2021 is subject to the circumstances of the Covid-19 pandemic. There is an estimated under-reporting of approximately 1,700 employees.
- Overall, 245,419 (43.5%) were Protestant, 245,070 (43.4%) Roman Catholic, and 73,807 (13.1%) were Non-Determined (Chart 1).
- In 2021, for the first time since monitoring began the share of the total monitored workforce from members of the Protestant community was [50.0%]<sup>1</sup> and members of the Roman Catholic community [50.0%]. This marks an end to the long established trend of members of the Protestant community accounting for a greater share of the total monitored workforce and continues the trend of an increasing share [0.2 pp] from members of the Roman Catholic community, albeit at a slower rate than observed as a whole over the period 2001- 2021 (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%.
- In 2021, the female share decreased by 0.5 pp from the previous year (52.4%).
- In 2021, Roman Catholics represented [52.8%] and Protestants [47.2%] 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. Since 2015, the share of applicants from members of the Roman Catholic community has remained around 53.0%. Overall, the Roman Catholic community share of applicants increased by [8.0 pp] from [44.8%] in 2001.
- In 2021, Roman Catholics represented [52.7%] and Protestants [47.3%] 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. Since 2017, the Roman Catholic share remained around 53.0%. Overall, their share has increased by [7.9 pp] from [44.8%] in 2001.
- The Roman Catholic community comprised [51.3%] of **leavers** from the monitored workforce. Overall, the share of leavers from the Protestant community has decreased by [7.1 pp] from [55.8%] in 2001 to [48.7%] in 2021.

# Key findings

## Private Sector

- In 2021, members of the Protestant community [50.2%] represented a greater share of the private sector workforce. The Roman Catholic community share of the private sector workforce was [49.8%], an increase of [0.2 pp] from [49.6%] in 2020, and [9.4 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 2021.
- In 2021, at 45.6% the female share of private sector decreased by 0.7 pp from 46.3% 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 2021, the Protestant community share of the public sector was [49.7%]. 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 [50.3%] share of the public sector workforce continued to increase in 2021 (by [0.2pp]), at a similar rate to that observed in more recent years.
- In 2021, the female share (65.8%) of employees in the public sector remained relatively unchanged ( $\leq 0.1$  pp) from the previous year. Although, increased overall by 6.7 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.
- In 2021, the Roman Catholic community composition of the monitored workforce was 1.1 pp lower than the broad approximation of Roman Catholics available for work. This represents a decrease of 0.1 pp from 2020 when it was 1.0 pp lower. The Roman Catholic community composition of the monitored workforce once again approximates estimates of those available for work as taken from the LFS.

# Fair Employment Monitoring & Review

[The Fair Employment and Treatment \(Northern Ireland\) Order 1998](#) (FETO) requires registered and specified employers<sup>2</sup> 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 practices<sup>3</sup> 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 65% - 67%<sup>4</sup> 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, see [Fair Employment Monitoring Report No.32 \(www.equalityni.org/femonrep32\)](http://www.equalityni.org/femonrep32). 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: [Fair Employment Monitoring Report – What is Fair Employment Monitoring \(www.equalityni.org/femonrep32\)](http://www.equalityni.org/femonrep32).

# Fair Employment Monitoring Returns 2021

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.

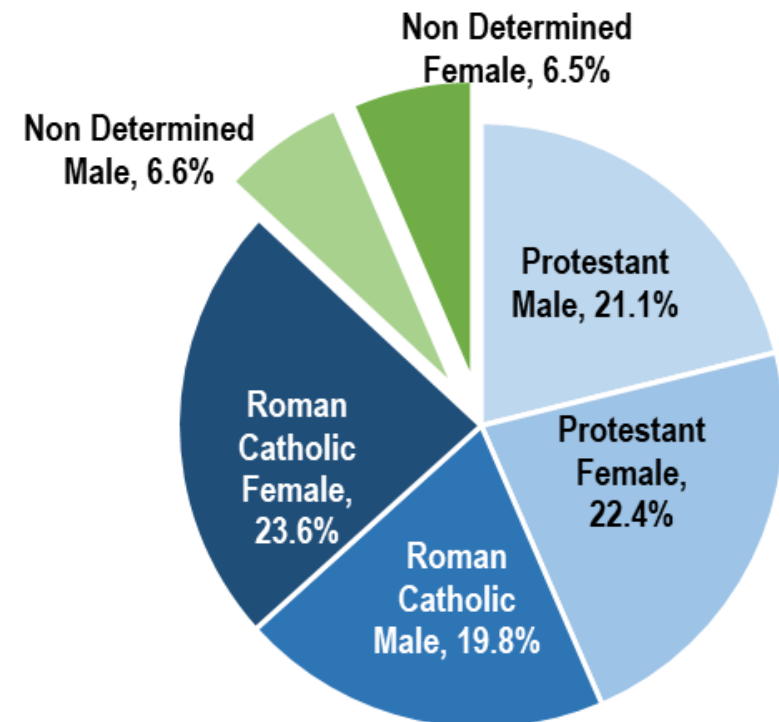
The total monitored workforce in 2021 was 564,296<sup>5</sup>. Please note, the overall picture for 2021 is subject to the circumstances of the Covid-19 pandemic. There is a likely under-reporting of approximately 1,700 employees.

Overall, 245,419 (43.5%) were Protestant, 245,070 (43.4%) Roman Catholic, and 73,807 (13.1%) 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, 2021**



# Fair Employment Monitoring Returns 2021

**IN SUMMARY:** In 2021, for the first time since monitoring began the share of the total monitored workforce in Northern Ireland from members of the Protestant community was [50.0%] and members of the Roman Catholic community [50.0%], 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 Protestant share within it.

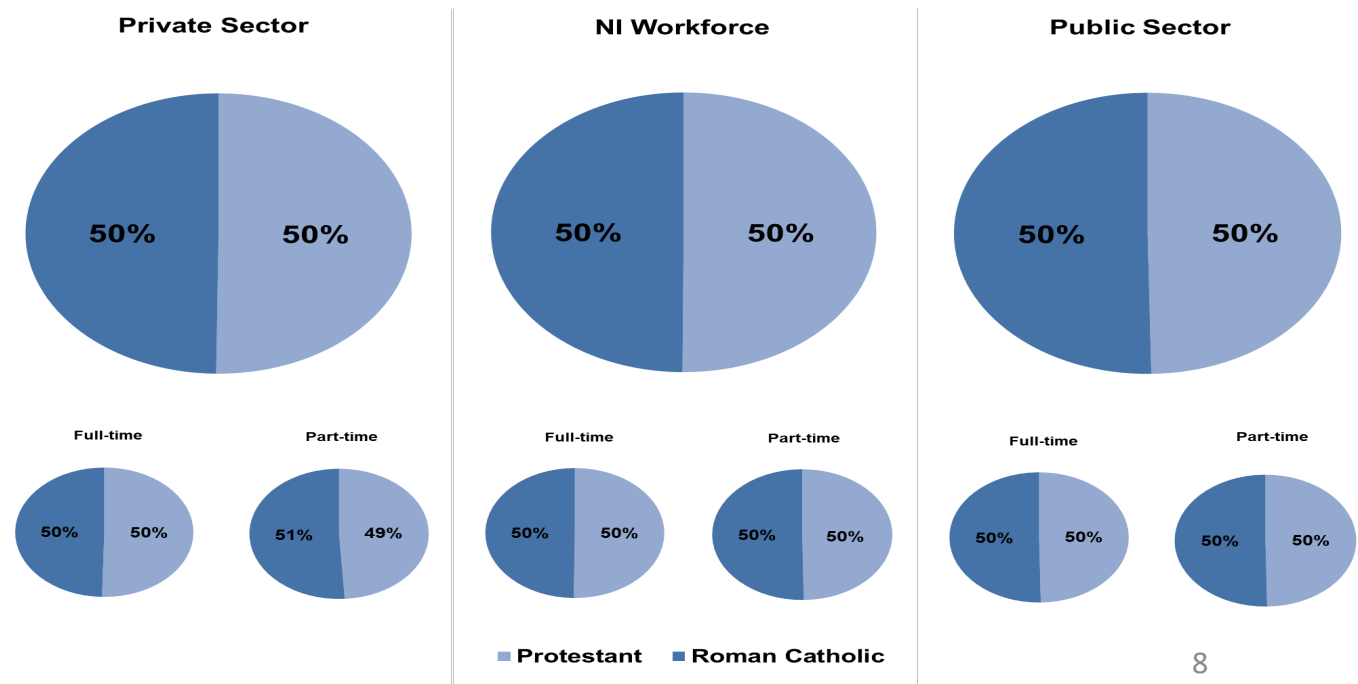
Those from the Roman Catholic community continued to comprise more than half of applicants and appointees in 2021. Over the period 2001-2021, there has been a trend of an increasing share of those from the Roman Catholic community as applicants and appointees to the monitored workforce. In 2021, members of the Roman Catholic community comprised the larger share of leavers from the monitored workforce.

## Employment Stocks

In 2021, for the first time since monitoring began the shares of the total monitored workforce from members of the Protestant community was [50.0%] and members of the Roman Catholic community [50.0%]. The share of monitored employment from members of the Roman Catholic community increased from [49.8%] in 2020 to [50.0%] in 2021. This increase of [0.2 pp], continued the trend of increased representation from the Roman Catholic community observed since 2001 [40.3%] and marks an end to the long established trend of members of the Protestant community accounting for a greater share of the total monitored workforce (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 2021.

**Chart 2: Monitored Northern Ireland Workforce All Employees [%] by Community Background, 2021**





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 (52.4%) of all monitored employees in Northern Ireland. Between 2015 and 2018, the female share remained relatively unchanged ( $\leq 0.1$  pp). In 2021, the female share decreased by 0.5 pp.

Chart 3 shows that women, both Roman Catholic [27.2%] and Protestant [25.7%], have the greater shares of the monitored workforce. The share for Protestant women decreased by [0.3pp] from the previous year.

**Chart 3: Monitored Northern Ireland Workforce All Employees [%] by Sex & Community Background, 2021**

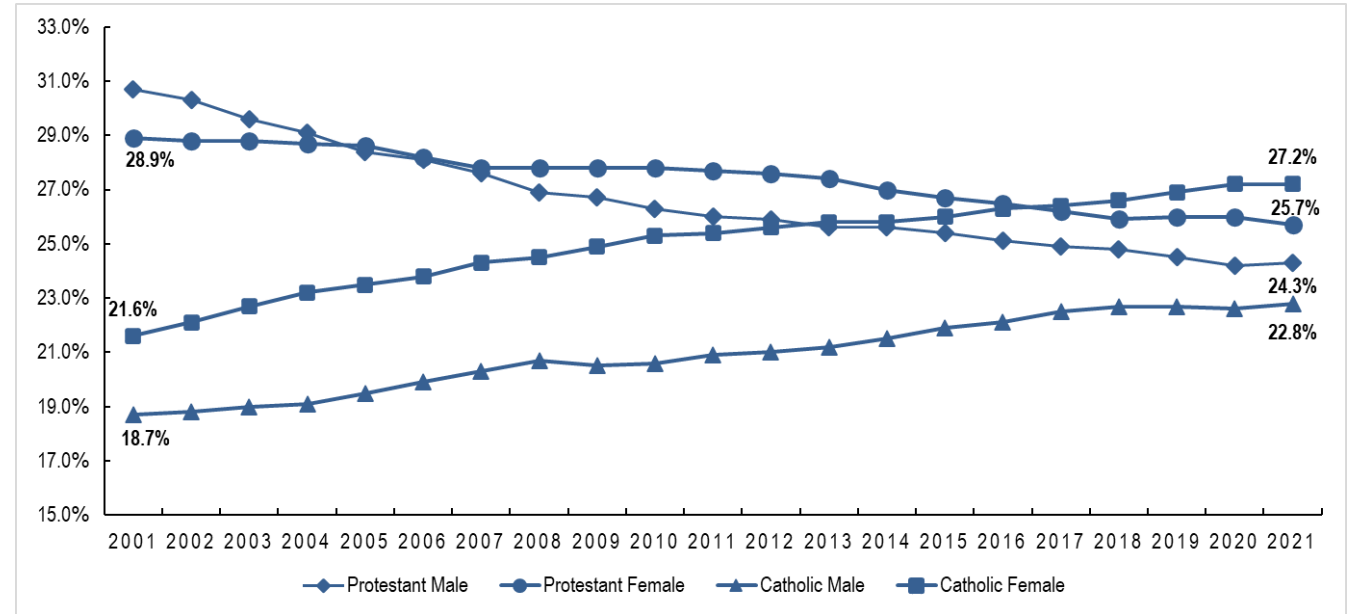
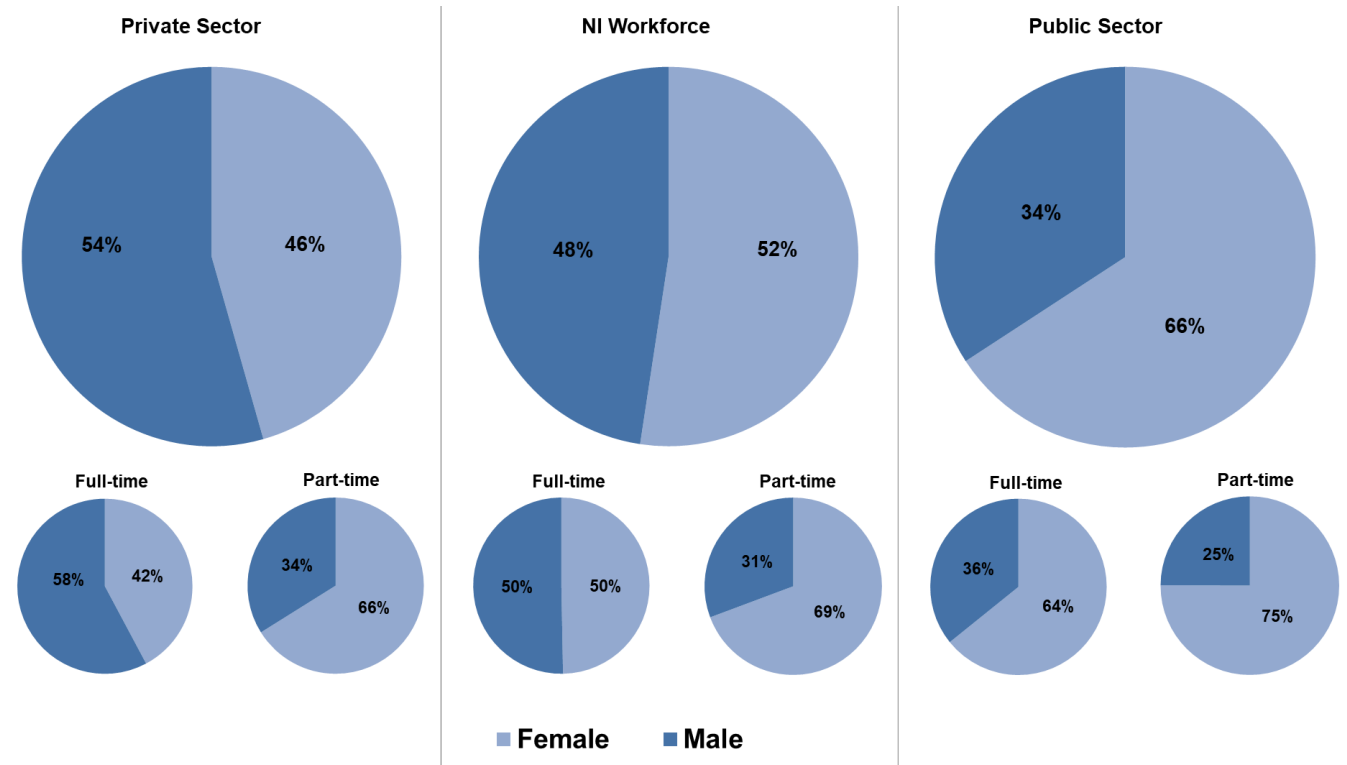


Chart 4 presents the composition by sex of the monitored workforce by sectors and by employment type.

In 2021, women represented 45.9% of the private sector workforce, whereas, women in the public sector represented 65.9% of the workforce, which was 13.5 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 (66.1% of the private sector and 75.1% of the public sector) and females more likely to be working in the public sector (both full-time and part-time) (Chart 4).

**Chart 4: Monitored Northern Ireland Workforce All Employees [%] by Sex, 2021**



## Employment Flows

### Applicants

In 2021, for the thirteenth consecutive year there were more members from the Roman Catholic community [52.8%] than the Protestant community [47.2%] as applicants to the monitored workforce (Web Table 2.4). Since 2009, members of the Roman Catholic community have annually comprised a greater proportion of **applicants** than those from the Protestant community. Since 2015, the share of applicants from members of the Roman Catholic community has remained around 53.0%. Overall, the Roman Catholic community share of applicants increased by [7.9 pp] from [44.8%] in 2001 (Web Chart 2.14).

In 2021, women represented a 46.5% share of applicants to the monitored workforce. This was a 0.6 pp decrease from the previous year (47.1%). For the period 2001-2021, the female share decreased by 4.0 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 2021, the Roman Catholic community share decreased by [0.7 pp] to [52.7%] (Web Table 2.5). Since 2001, the Roman Catholic share of appointees has increased by [7.9 pp] from [44.8%] (Web Chart 2.17).

In 2021, 52.0% of appointees to the monitored workforce were women, a decrease of 0.5 pp from 52.5% in 2020 (Web Table 2.5). During the period 2001-2021, the male and female shares of appointees fluctuated, however, the female share decreased by 2.3 pp from 54.3% in 2001 (Web Chart 2.18).

## Promotees

In 2021, the Roman Catholic community share of promotees in the monitored workforce increased by [1.1 pp] from [52.0%] in 2020 to [53.1%] (Web Table 2.6). Overall, the share of promotees to the monitored workforce from members of the Roman Catholic community increased by [13.3 pp] from [39.8%] in 2001 (Web Chart 2.20).

In 2021, the female share of promotees in the monitored workforce increased by 2.9 pp from 49.3% in 2020 to 52.2% (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 seventh consecutive year members of the Roman Catholic community [51.3%] have comprised the greater share of leavers from the monitored workforce. Members of the Protestant community comprised [48.7%] of leavers (Web Table 2.7). Overall, the share of leavers from the Protestant community has decreased by [7.1 pp] from [55.8%] in 2001 (Web Chart 2.23).

Women continued to account for more than half (52.4%) 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 2021, 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 2021, 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

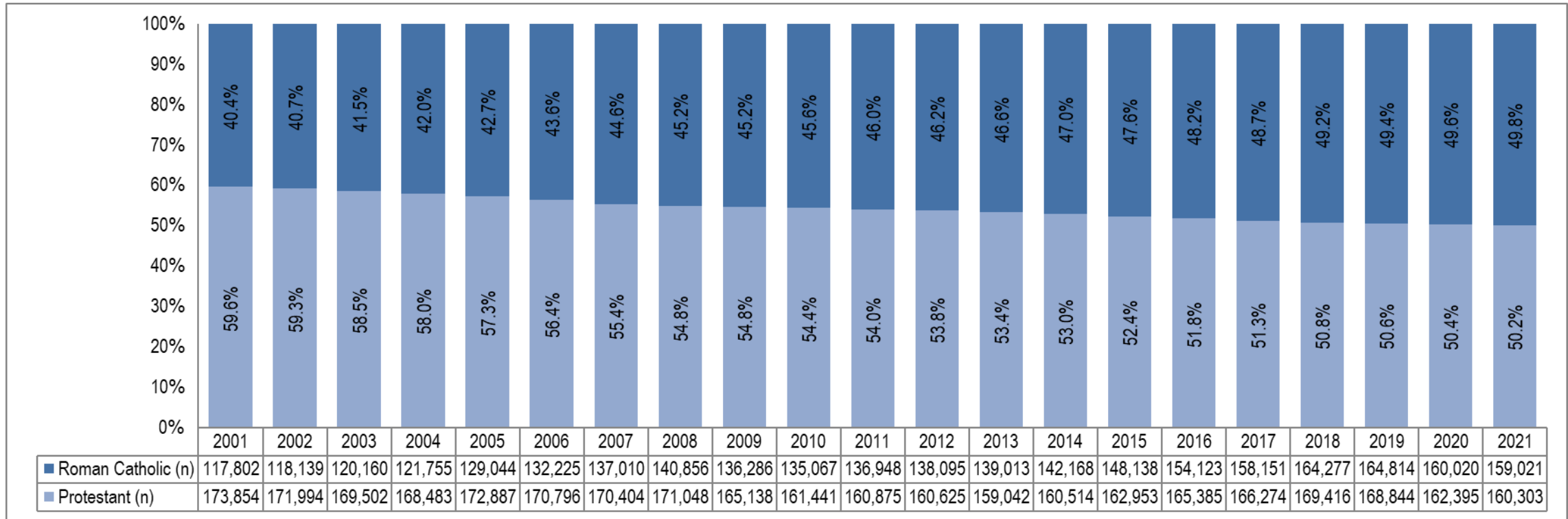
The Protestant community [50.2%] continued to comprise the majority of the private sector workforce. The Roman Catholic share of the private sector workforce increased in 2021 by [0.2 pp] from [49.6%] in 2020 and by [9.4 pp] from [40.4%] in 2001 to [49.8%] (Chart 5).

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 2001-2021. However, over the last three years, the annual increase has been lower at around [0.2 pp] (Web Chart 3.1).

In 2021, the female share of private sector employment decreased by 0.7pp to 45.6% (Chart 4).

During the period 2014-2021, the female share of private sector employment has fluctuated around 45.0%, with the exception of 2020 when it peaked at 46.3%, the highest level observed since 2010 (Web Chart 3.2).

**Chart 5: Private Sector Workforce All Employees [%] by Community Background, 2001-2021**



**Full-time Employees**

In 2021, the composition of the full-time private sector workforce was [50.4%] from members of the Protestant community and [49.6%] 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 2001-2021, by [10.3 pp] from [39.3%] in 2001 (Web Chart 3.6).

In 2021, the female share of full-time private sector employment decreased by 0.7 pp to 42.2%. During the period 2001-2021, 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 2021, for the seventh consecutive year, members of the Roman Catholic community [51.0%] 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 [4.2 pp] from [46.8%] in 2001 (Web Chart 3.10).

Women continued to account for the majority (66.1%) of the part-time private sector workforce (Web Table 3.3). In 2021, the male share increased by 0.7 pp from 33.2% in 2020 to 33.9%.

## Employment Flows

### Applicants

Since 2007, the share of applicants from the Roman Catholic community [53.0%] has exceeded that of their Protestant counterparts [47.0%] (Web Table 3.4). Overall, the share of applicants from the Roman Catholic community increased by [9.2 pp] from [43.8%] in 2001 (Web Chart 3.14).

In 2021, women represented 45.6% of applicants to the private sector; remaining relatively unchanged ( $\leq 0.1$  pp) from the previous year (Web Table 3.4). During the period 2001-2021, 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 2021, this trend continued with [52.3%] of appointees from the Roman Catholic community; a decrease of [1.1 pp] from [53.4%] in 2020 and [8.3 pp] from [44.0%] in 2001 (Web Chart 3.17).

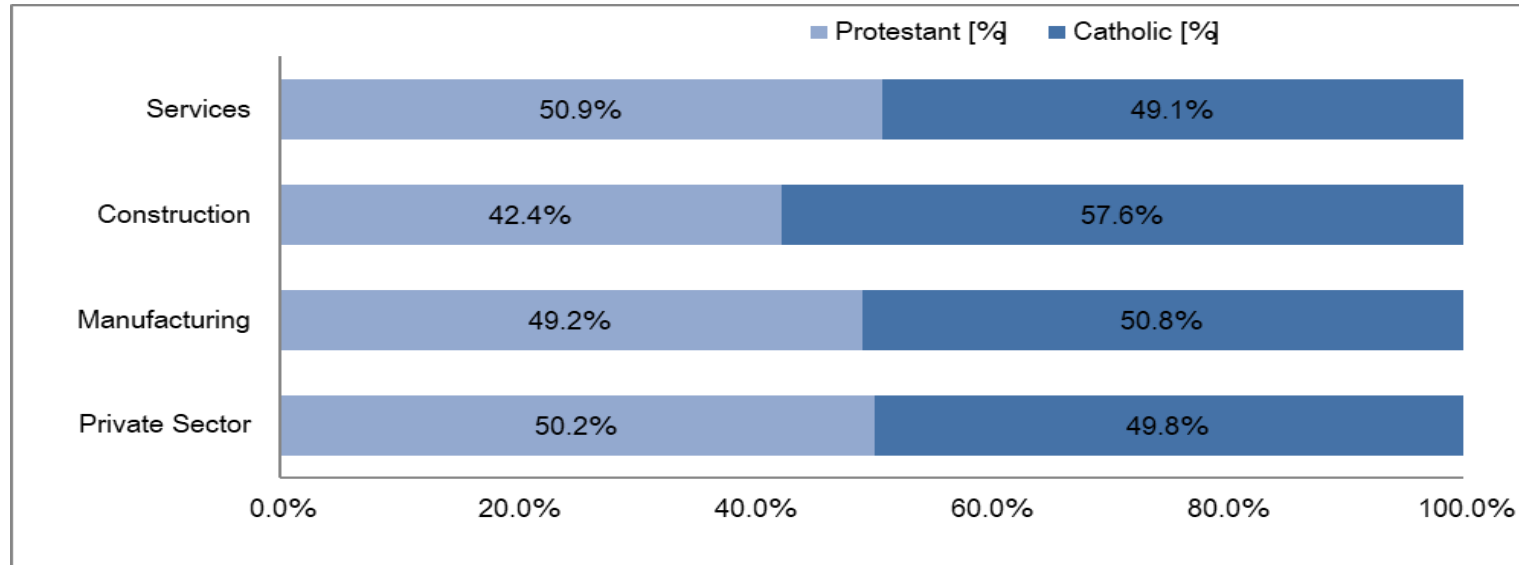
In 2021, men (52.7%) continued to represent more than half of private sector appointees, a trend observed since 2005 (Web Chart 3.18).

## Promotees

In 2021, for the sixth consecutive year, the share of promotees from the Roman Catholic community exceeded [53.7%] that of their Protestant counterparts [46.3%] (Web Table 3.6). Over the period 2001-2021, the Roman Catholic community share increased by [16.2 pp] from [37.5%] in 2001 (Web Chart 3.20).

In 2021, the female share of private sector promotees increased by 3.4 pp from 42.8% the previous year to 46.2%, the highest observed since 2006 (Web Table 3.5). During the period 2001- 2021, the female share increased overall by 7.6 pp from 38.6% in 2001 (Web Chart 3.21).

**Chart 6: Sectoral Components of the Private Sector, 2021**



## Leavers

In 2021, the share of private sector leavers from the Roman Catholic community [51.6%], decreased by [1.4 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 [7.4 pp] from [44.2%] in 2001 (Web Chart 3.23).

For the eighth consecutive year, men (52.0%) comprised more than half of leavers from the private sector (Web Table 3.6).

## Private Sector Component

The private sector is comprised of three main components, namely manufacturing, construction and services<sup>6</sup>.

## Employment Stocks

In 2021, members from the Protestant community accounted for a greater share of employees in the services [50.9%] component (Chart 6). Members of the Roman Catholic community accounted for a larger proportion of employees in the construction component [57.6%] and the manufacturing component [50.8%] (Web Tables 3.8, 3.9 and 3.10).

During the period 2001-2021, the Protestant community background share has decreased across each of the component sectors, most notably within manufacturing by [13.3 pp] from [62.5%] in 2001 and construction by [11.3 pp] from [53.7%] in 2001.

# The Public Sector

**IN SUMMARY:** For the second consecutive year, the share of the total public sector workforce represented by members of the Roman Catholic community [50.3%] 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, Education and Other Public Authorities 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. For the first time since monitoring began members of the Roman Catholic community [50.3%] comprised the majority of leavers from the public sector.

## Employment Stocks

### All Employees

In 2021, for the second consecutive year, the share of the total public sector workforce represented by members of the Roman Catholic community [50.3%] 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 [10.1 pp] from [59.8%] in 2001 to [49.7%] in 2021 (Chart 7).

In 2021, the female share (65.8%) of employees in the public sector remained relatively unchanged ( $\leq 0.1$  pp) from the previous year. Although, overall increased 6.8 pp from 59.1% in 2001 (Web Chart 4.2).

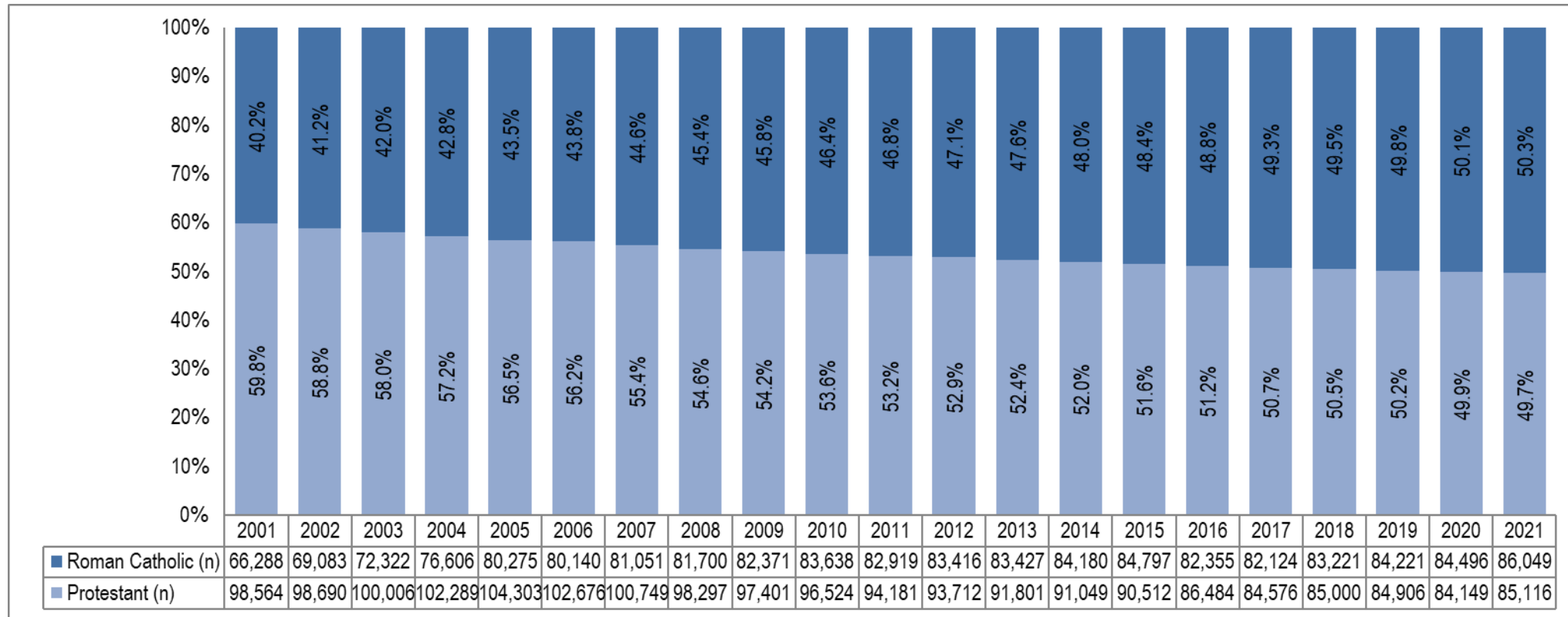
### Full-time Employees

In 2021, [49.7%] of full-time public sector employees were from the Protestant community, whilst [50.3%] were from the Roman Catholic community (Web Table 4.2). Between 2020 and 2021, the share of the full-time public sector workforce from members of the Roman Catholic community increased by [0.2 pp] from [50.1%]. This represents a continued, year-on-year, gradual increase in the share of the Roman Catholic community during the period 2001-2021, by [10.4 pp] from [39.9%] (Web Chart 4.6).

The majority (64.2%) of full-time public sector employees in 2021 were women, a trend observed every year since 2001. The female share remained unchanged ( $\leq 0.1$  pp) from the previous year and increased overall by 9 pp from 55.2% in 2001 (Web Chart 4.7).



**Chart 7: Public Sector Workforce All Employees [%] by Community Background, 2001-2021**



**Part-time Employees**

In 2021, for the second consecutive year, the Roman Catholic community [50.3%] 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 [0.2 pp] from [50.1%] in 2020. Overall, during the period 2001-2021, the Roman Catholic community share increased by [8.8 pp] from [41.5%] (Web Chart 4.10).

The female share (76.2%) of part-time public sector employment increased by 0.4 pp from the previous year. Overall, the female share of part time public sector employees has decreased by 1.6 pp from 77.8% in 2001 (Web Chart 4.11).

## Employment Flows

### Applicants

For the tenth consecutive year, members of the Roman Catholic community [51.9%] comprised a greater share of public sector applicants than did those from the Protestant community [48.1%] (Web Table 4.4). Over the period 2001-2021, the shares of public sector applicants from the Roman Catholic and Protestant communities have fluctuated (Web Chart 4.17).

In 2021, 51.5% of applicants to the public sector were female (Web Table 4.4), continuing the broad<sup>7</sup> trend observed during the period 2001-2021 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 11.8 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 2021, the share of members from the Roman Catholic community [54.3%] increased by [0.8 pp] from [53.5%] in 2020. During the period 2001-2021, the Roman Catholic community share increased by [6.4 pp] from [47.9%] in 2001.

In 2021, for the second consecutive year, the female share of public sector appointees increased, by 1.3 pp from 67.9% to 69.2%, suggesting that the decrease observed in recent years was temporary (Web Table 4.5).

During the period 2001-2021, women have year-on-year, consistently comprised the majority of public sector appointees. Overall, during this period the female share has increased by 1.7 pp from 69.5% in 2001 to (Web Chart 4.18).

### Promotees

In 2021, the shares of those from the Roman Catholic community increased by [1.6 pp] to [52.4%] from [50.8%] in 2020 (Web Chart 4.20).

The female share of public sector promotees in 2021 was 60.3%, an increase of 3.4 pp from 56.9% in 2020 (Web Table 4.6). There has been an overall increase in the female share during the period 2001-2021 of 6.9 pp from 53.4% in 2001 (Web Chart 4.21), although, there has been a high degree of fluctuation since 2009.

### Leavers

In 2021, for the first time since monitoring commenced, members from the Roman Catholic community [50.3%] comprised the majority of public sector leavers (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 (69.4%) of leavers from the public sector, a trend observed since 2001 (Web Table 4.7). The female share increased by 1.4 pp from the previous year, and increased overall by 6.0 pp from 63.4% in 2001 (Web Chart 4.24).

## The Component Sectors

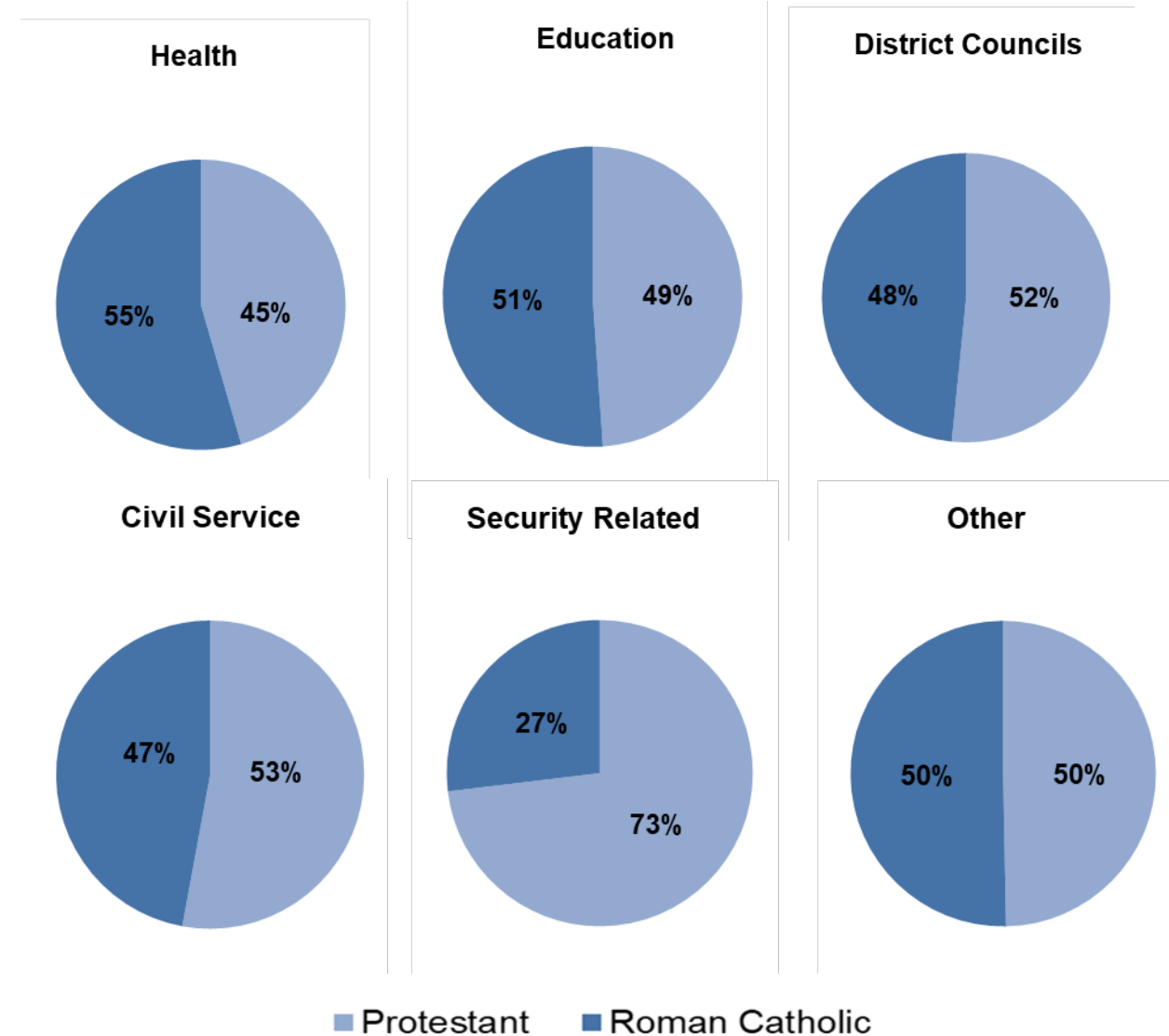
### Employment Stocks

In 2021, those from the Roman Catholic community represented the greatest shares of employees in three of the six component sectors that comprise the Public sector, Health, Education and Other Public Authorities (Chart 8). Between 2020 and 2021, the shares of employees from the Roman Catholic community increased in all component sectors, with the exception of the Civil Service and Security-related component sectors.

The most notable community background changes were observed within the Civil Service and Security-related component sectors, where the shares of the Protestant community both increased by [1.2 pp] from the previous year (Web Charts 8.1, and 9.1).

The Roman Catholic community compositions of the components of the public sector in 2021 were: Health [54.5%]; Education [51.1%]; District Councils [48.4%]; Civil Service [47.1%]; Security-related [26.9%]; and 'Other Public Authorities' [50.3%] (Chart 8).

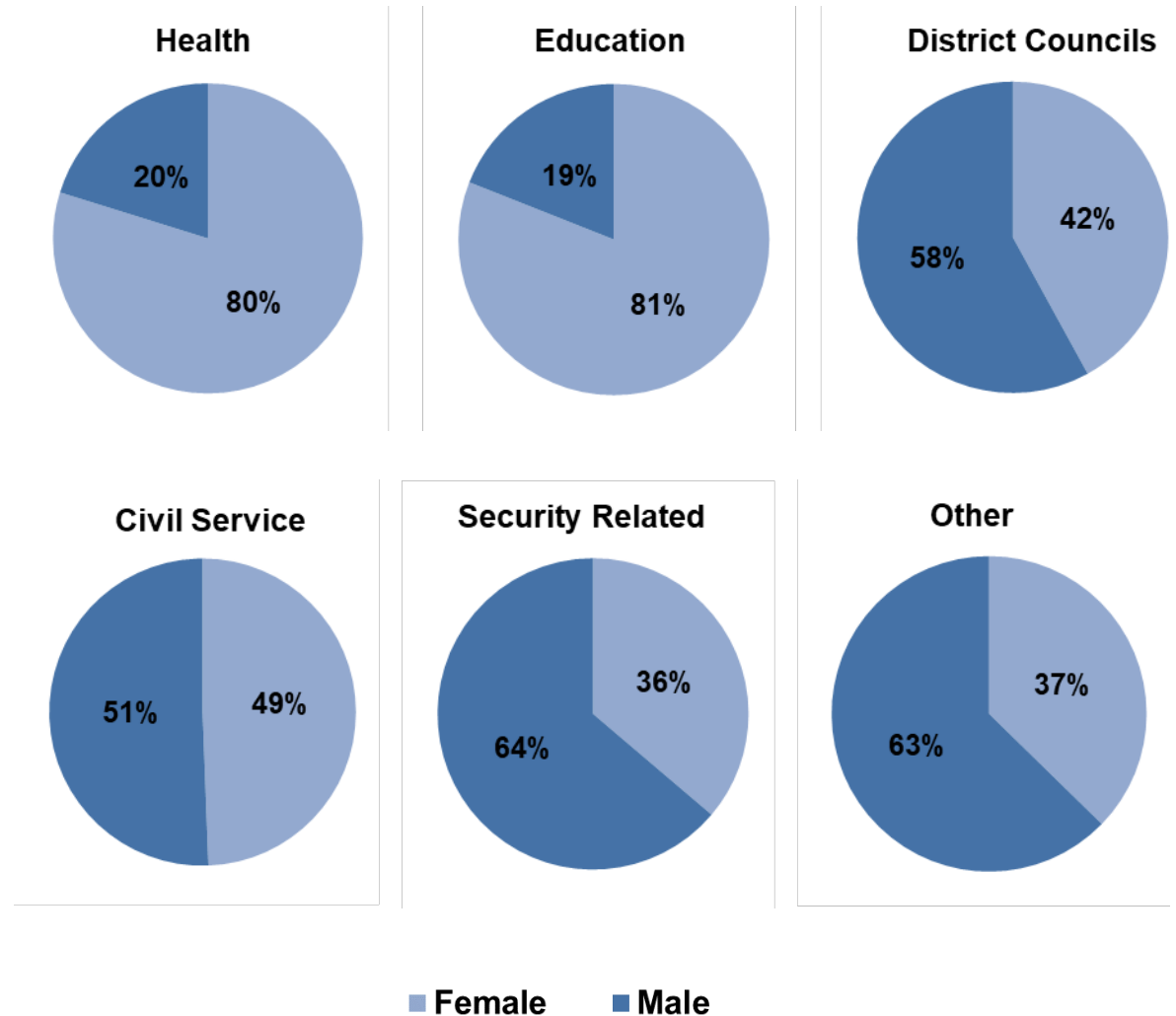
**Chart 8: Composition of the Public Sector, component sectors [%] by Community Background 2021**



The female compositions of the components of the public sector in 2021 were: Health 97.8%; Education 81.0%; District Councils 47.0%; Civil Service 49.4%; Security-related 36.2%; and 'Other Public Authorities' 37.3% (Chart 9).

The most notable change to composition by sex to occur within a public sector component in 2021 was observed within the 'Other Public Authorities' component. In the 'Other Public Authorities' component, the female share increased by 1.3 pp from 36.0% in 2020 to 37.3%. Overall, women have increased their share of the 'Other Public Authorities' component by 6.9 pp from 30.4% in 2008 (Web Chart 9.2).

**Chart 9: Composition of the Public Sector, Component Sectors [%] by Sex, 2021**



# High Level Trends

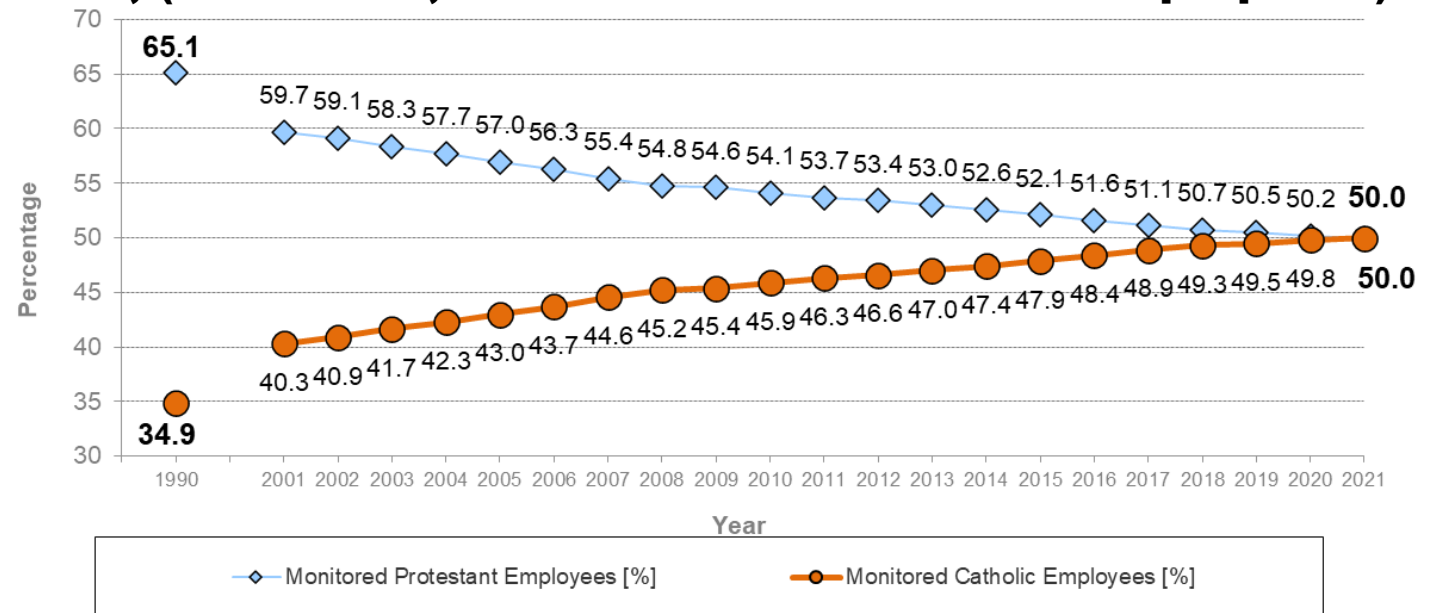
**IN SUMMARY:** In 2021, for the first time since monitoring began the shares of the total monitored workforce from members of the Protestant community was [50.0%] and members of the Roman Catholic community was [50.0%]. The share of monitored employment from members of the Roman Catholic community continued to increase from [49.8%] in 2020 to [50.0%] in 2021 and by [9.7 pp] from 2001.

In 2021, the Roman Catholic community composition of the monitored workforce was 1.1 pp lower than the broad approximation of Roman Catholics available for work. This represents a decrease of 0.1 pp from 2020 when it was 1.0 pp lower. The Roman Catholic community composition of the monitored workforce once again approximates estimates of those available for work as taken from the LFS.

In 2021, for the first time since monitoring began the shares of the total monitored workforce from members of the Protestant community was [50.0%] and members of the Roman Catholic community [50.0%]. The difference between the Protestant and Roman Catholic shares in 2001 was [19.4 pp].

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 increase<sup>9</sup> continued in 2021 albeit at a slower rate (around [0.2 pp]), to that previously observed, as illustrated in Chart 10.

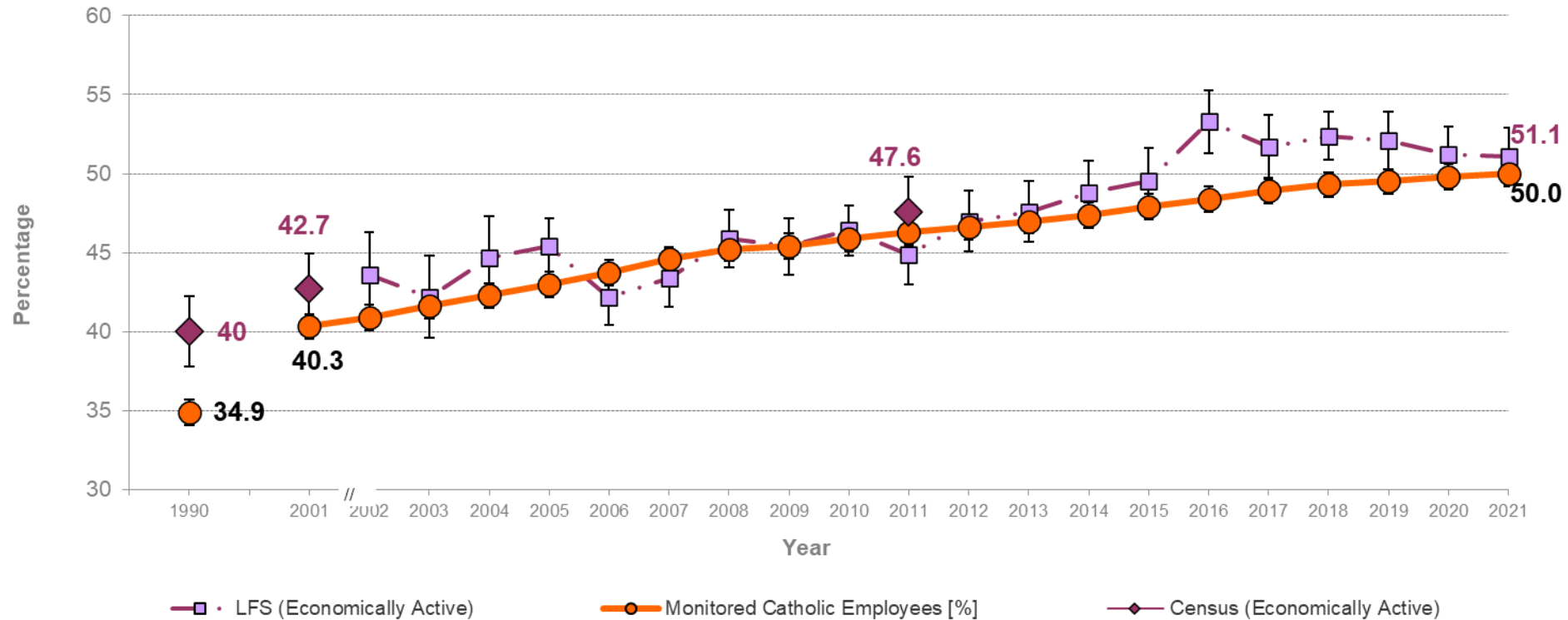
**Chart 10: Composition of the monitored workforce over time, (since 2001, with 1990 data for illustrative purposes)**



## 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)<sup>10</sup>.

**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

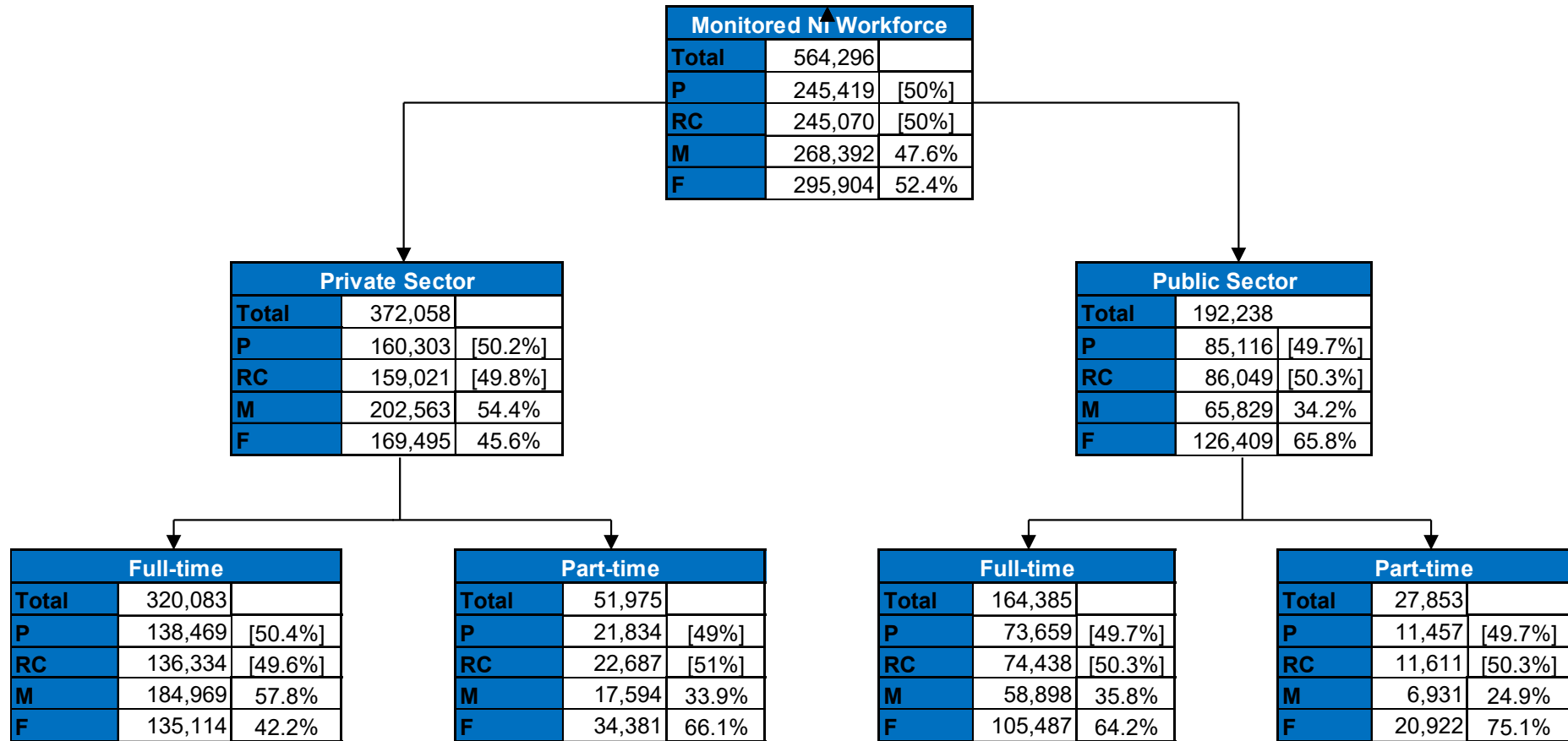
It is observable from Chart 11 that:

- 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 LFS<sup>11</sup>, 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 2021, the Roman Catholic community composition of the monitored workforce was 1.1 pp lower than the broad approximation of Roman Catholics available for work. This represents a decrease of 0.1 pp from 2020 when it was 1.0 pp lower<sup>12</sup>. The Roman Catholic community composition of the monitored workforce once again approximates estimates of those available for work as taken from the LFS.

# Profile of the Monitored Workforce 2021



**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 2021, 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. New [legislation](#) to monitor school teachers will not come into effect until May 2024.
5. This report presents an aggregated summary analysis of the monitoring returns submitted to the Commission by 105 public bodies and 3,474 private sector concerns during 2021. 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, 10 private sector employers did not submit monitoring returns by the cut-off date. In 2020, these same employers employed 1,700 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 (Census Data is provided for 1991, 2001 and 2011, the 2021 Census Data for community composition 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 more information see [Fair Employment Monitoring Report – Definitions, Technical Considerations and Wider Concepts in Fair Employment \(www.equalityni.org/femonrep32\)](#)
10. Census Data is provided for 1991, 2001 and 2011, the 2021 data has not been released yet. For 2001 onwards the Labour Force Survey Northern Ireland Religion Report and from 2019 onwards data requests to NISRA are used to provide an estimate of the Roman Catholic composition of the economically active. The Labour Force Survey Religion data, 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.
12. Please note that the figure provided by NISRA in 2020 for the Roman Catholic composition of the economically active was revised after a data request for 2021 from [50.2%] to [51.2%]. Thus the difference in the figures presented in the published Monitoring Report No.31 which noted a 1.1pp difference.