

Trends in Community Proportions of Applications and Appointments to the Private and Public Sectors

Analysis of Fair Employment Monitoring Report
Data 1991-2010.

March 2012.



Contents

- EXECUTIVE SUMMARY 1**
- BACKGROUND 1
- HIGH LEVEL FINDINGS 1
- Key Details* 2
- OVERVIEW 5**
- METHODOLOGY 6**
- APPROACH 6
- LIMITATIONS 8
- TRENDS ACROSS THE PRIVATE AND PUBLIC SECTORS 10**
- THE PRIVATE SECTOR 10
- Total Applications and Appointments (1991-2000 and 2001-2010)*..... 10
- Year-on-year Trends* 11
- THE PUBLIC SECTOR..... 13
- Total Applications and Appointments (1991-2000 and 2001-2010)*..... 13
- Year-on-year Trends* 13
- Summary: Private and Public Sectors* 15
- TRENDS ACROSS PUBLIC SUB-SECTORS 16**
- TOTAL APPLICATIONS AND APPOINTMENTS (1991-2000 AND 2001-2010) 16
- HEALTH: YEAR-ON-YEAR TRENDS 17
- EDUCATION: YEAR-ON-YEAR TRENDS 19
- DISTRICT COUNCILS: YEAR-ON-YEAR TRENDS 21
- CIVIL SERVICE: YEAR-ON-YEAR TRENDS..... 23
- SECURITY: YEAR-ON-YEAR TRENDS 25
- ‘OTHER’ PUBLIC AUTHORITIES: YEAR-ON-YEAR TRENDS 27
- SUMMARY: KEY SUB-SECTORS 29
- CONCLUDING REMARKS 31**
- APPENDICES 32**
- APPENDIX 1: LIMITATIONS ON THE USE OF DATA FROM ANNUAL FAIR EMPLOYMENT RETURNS..... 32
- APPENDIX 2: PRIVATE SECTOR DATA..... 34
- APPENDIX 3: PUBLIC SECTOR DATA 35

Executive Summary

Background

1. The annual Fair Employment Monitoring Reports produced by the Equality Commission combine the workforce monitoring data supplied by registered employers in Northern Ireland and use sum-totals to calculate aggregate proportions by Community background for the Monitored Workforce as a whole.
2. This paper considers aggregated proportions of a sub-set of that data - applications and appointments (across all monitored employers in Northern Ireland) by community background.
3. Data is summed and presented to consider trends across the public and private sectors, and in key sub-areas of the public sector (for two discrete periods 1991-2000 and 2001-2010 in total; and also individual *year-on-year* data). The main body of the paper presents an analysis of key trends, while the appendices provide the reader with a summary of underlying private / public sector data.

High Level Findings

4. Overall, the broad pattern has been a decline in the Protestant proportion¹ of applications and appointments over each period 1991-2000 and 2001-2010, though this is not true in all sub-sectors (e.g. the Civil Service since 2001).

¹ For reasons of brevity the analysis refers to proportions of applicants and appointees who are Protestant. As both the Roman Catholic and Protestant shares sum to 100 percent (referred to as the "square bracket [] approach"), the shares for Roman Catholics can be calculated using '100 minus the Protestant figure'. A decline in the Protestant proportion will thus also mean a commensurate rise in the Roman Catholic share, and vice versa

5. In broad terms the analysis indicates that, when data for all employers is aggregated and considered as a sum total for each period 1991-2000 and 2001-2010, community proportions of appointments approximate the community proportions of applications, though with the total Protestant proportion of appointments over time below the Protestant proportion of applications. There are however some differences overall and in year-on-year trends. These are summarised below and set out in further detail in the main body of the report.
6. Readers should be aware however that this analysis, using aggregate data summed across all employers in Northern Ireland (i.e. all applications and all appointments, compared to each other as composite groups) does not allow inferences to be drawn with regards to the prevalence or otherwise of 'fair participation' in appointments (recruitment competitions) across Northern Ireland. In lay terms, the analysis does not allow us to consider if the proportion of Northern Ireland workplaces offering 'fair participation' in appointments is increasing or decreasing. Further details are provided in the main body of the report and in the appendices.

Key Details

7. **In the private sector:**
 - Over both periods (1991-2000; 2001-2010), the total Protestant proportion of appointments has been broadly similar (less than 0.1 percentage point (pp) lower and 0.5pp lower, respectively) to the Protestant proportion of applications.
 - Year-on-year figures for the private sector show that the Protestant proportion of appointments has been slightly lower (approximating 1pp lower) relative to applications over most years since 2004.
8. **In the public sector:**
 - Over both periods (1991-2000; 2001-2010), the total Protestant proportion of appointments has been slightly lower (0.8pp and 1.6pp respectively) than their proportion of applications.
 - With the exception of 2008 and 2009, year-on-year data for the public sector has since 1997, indicated that the Protestant proportion of annual appointments is around 2-3pp lower than the Protestant proportion of applications.
9. **In key sub-groupings of public sector:**
 - **Over the period 2001-2010 as a whole** the total Protestant proportion of appointments was slightly lower than the total

Protestant proportion of applications in Security (-0.8pp), Civil Service (-0.9pp), and 'Other' public authorities (-1.6pp). In converse, the total Protestant proportion of appointments was similar or slightly higher than the total Protestant proportion of applications in Health (0.2pp), Education (1.1pp) and District Councils (1.3pp).

- **An analysis of the Year-on-year** data reveals that:
 - In the **Health Sector**, application and appointment proportions have generally closely tracked each other, alternating between positive and negative differences. Most recent data (2009 and 2010) shows a higher Protestant proportion of annual appointments (relative to the Protestant proportion of applications).
 - In the **Education Sector** the early 2000's saw similar Protestant proportions of applications and appointments, before experiencing a widening between 2007 and 2009. Since 2008, there has been a higher Protestant proportion of annual appointments (relative to the annual Protestant proportion of applications).
 - In **District Councils**, the general year-on year trend over time had been for a higher Protestant proportion of annual appointments (relative to the Protestant proportion of annual applications). This trend has however not persisted in recent years (2007, 2009 and 2010) where the Protestant proportion of annual appointments has been slightly lower than the Protestant proportion of annual applications.
 - In the **Civil Service** the tendency in the early 2000s was generally for the proportion of Protestant appointments to be lower than the Protestant proportion of applications. This has however not persisted and in each of the most recent three years (2008, 2009 and 2010) a higher Protestant proportion of annual appointments, relative to the Protestant proportion of annual applications has been observed.
 - In the **Security Sector**, since 2003 more often than not the pattern has been for the Protestant proportion of annual appointments to be lower than the Protestant proportion of annual applications, though this was not the case in 2009;

and also in 2001 and 2002 there were marked reversals. The impact of the Patten reforms and specifically the 50:50 recruitment policy to the PSNI must be borne in mind when considering these data.

- Regarding '**Other** Public Authorities, during the ten year period to 2010 the general year-on-year trend over time has been for a lower or similar proportion of Protestant appointments (relative to the proportion of Protestant applications). The figures for 2009 revealed the first and only of recent years where the Protestant proportion of annual appointments was higher, albeit slightly, relative to the Protestant proportion of annual applications.

Overview

10. Each year, employers who are registered with the Equality Commission under the Fair Employment and Treatment (Northern Ireland) Order 1998 - hereafter 'FETO' - are required to submit to the Commission a summary of data regarding their workforce composition (by community background and gender).
11. The summarised data describes the composition of not only those working for a registered employer, but also those applying, leaving or being promoted within that registered employment. At least once every three years the employer must also use that information to review their workforce composition and employment practices "for the purposes of determining whether members of each community are enjoying... fair participation" in their employment.
12. This paper seeks to use that summary data to consider high level aggregate patterns and trends in a sub-set of the employer monitoring data – specifically the community proportion of applications and appointments to the private and public sectors, and in key sub-areas of the public sector

Methodology

Approach

13. The annual Fair Employment Monitoring Reports produced by the Equality Commission combine the workforce monitoring data supplied by registered employers in Northern Ireland and use sum-total figures to calculate aggregate proportions by Community background for the Monitored Workforce as a whole.
14. This paper considers aggregated proportions of applications and appointments (across all monitored employers in Northern Ireland) by community background.
15. Data is summed and presented (for two discrete periods 1991-2000 and 2001-2010 in total; and also individual *year-on-year* data) to consider community trends across the public and private sectors, and in key sub-areas of the public sector.
16. In theory² it would generally be expected that, all things being equal, the proportion of appointments from one community background would broadly mirror the proportion of applications from that same community background.
 - The composition of applications will be impacted by demographic factors and the composition of those with appropriate skills in the local labour market.
 - The composition of appointments will not only be effected by the composition of applicants, but also factors associated with the relative suitability of individuals – for example qualifications, skills and relevant experience etc. Discrimination could potentially also be a factor impacting on community appointment rates, but this could not be directly inferred from a simple difference in rates

² In practice, there are also some limitations (including with the available dataset) which must be taken into account. Data limitations are set out in the next section and in the appendices.

(be they aggregate rates or individual competition success rates), further consideration and analysis would be required.

17. Although technically different, this approach has similarities with the concept of 'success rate analysis'³ that is recommended to individual employers as part of their triennial Article 55 reviews⁴.
18. For reasons of brevity the analysis set out in this paper refers to proportions of applications and appointments who are Protestant. As both the Roman Catholic and Protestant figure sum to 100 (the square bracket [] approach), the percentages for Roman Catholics can be calculating using '100 minus the Protestant figure'.

In summary,

- The paper seeks to outline the broad trends in the proportions of applications and appointments by Community Background.
- In theory it would generally be expected that, all things being equal, the proportion of appointments from one community background would mirror the proportion of applications from that same community background.
- While there are important limitations (as set out below), the approach uses published aggregate fair employment monitoring data relating to applications and appointments over a 20 year period. This data is considered both in total for two discrete time periods (1991-2000 and 2001-2010), and in a year-on-year analysis.

³ The term 'success rate analysis' is used to refer to the consideration of the relative difference in shares of appointments (the 'appointee' pool) and applications (the 'applicant' pool).

⁴ Under Article 55 of FETO, all registered employers are required to complete a review of their employment practices and workforce composition for the purpose of determining fair participation and, where appropriate, any affirmative action measures that might be required.

Limitations

19. Readers should be aware that this particular analysis, using aggregate data summed across all employers in Northern Ireland (i.e. all applications and all appointments analysed as composite groups for each of the private and public sectors) does not allow inferences to be drawn with regards to the prevalence or otherwise of 'fair participation' in appointments (recruitment competitions) across Northern Ireland. This aspect is more appropriately considered by undertaking analyses at the level of individual employers, and recruitment competitions therein.
20. Findings from the analysis presented in this report, relating to aggregated sum-total figures across all employers for each of the private and public sectors, may therefore not be mirrored in the patterns observed for individual employers, workplaces or occupations⁵. Before exploring the data further the reader should be aware of this limitation.
21. In addition, there are some technical limitations associated with the data contained in the 'Annual Fair Employment Monitoring Report (summary of monitoring returns)' with regards to this type of analysis. In broad terms, the data held or published by the Commission (supplied under monitoring regulations) does not include all those individuals who apply for, or take work, with an employer. Further details on these limitations⁶ are set out in Appendix 1.
22. Further, the type of employers submitting returns changed fundamentally in 2001.
 - Between 1991 and 2000, all specified public authorities and those private concerns with 251 or more employees were required to provide community background information to the Commission for all applications and appointments.

⁵ For example, the difference between application and appointee rates in the public sector, that had been relatively persistent since 2002, was not present in the 2009 data (see graph on p13). While there was broad balance in the aggregate figure, it cannot however be inferred from this finding that in 2009 'fair participation' was therefore found in appointments to all or most public sector recruitment competitions / employers in Northern Ireland (a different form of analysis would be required to draw this conclusion).

⁶ Readers should however be aware that these data limitations do not impact on the underlying data collected and held by employers themselves, only on the summary data supplied to the Commission via the annual monitoring returns. Comprehensive success rate analyses (on a competition by competition basis) are thus possible using the raw data held by employers.

- Since 2001, all registered employers (i.e. all public authorities and all private sector employers with more than 10 employees), must provide community background information to the Commission for all applications and appointments.
 - Caution should thus be exercised when comparing recent data (2001 onwards) with earlier data (1991-2000). It is for this reason that the two time periods are considered separately in the report. We have also included a break in the line-graphs to reinforce this point.
23. Finally, factors associated with the Review of Public Administration (RPA) impacted on 2008 application and appointment data and so caution should be exercised when considering this year. Eleven newly constituted public authorities in the Health and Education sectors were specified by the Commission on 01 January 2008. In line with Monitoring Regulations these bodies were not required to submit any data on applications, appointments, promotions or leavers in 2008, their first year of establishment. By way of illustration of this impact - compared with 2007, a fall of 50,733 applications was observed in 2008 aggregated monitoring data. In 2009, a commensurate rise (relative to 2008) of 38,355 was observed.

Trends across the Private and Public Sectors

24. Using figures from monitoring reports pre- and post-2001 (when the current monitoring regulations took effect) the following can be observed for each of the two time periods (1991-2000; 2001-2010), and for year-on year trends.

The Private Sector

Total Applications and Appointments (1991-2000 and 2001-2010)

25. **In the private sector**, over both periods (1991-2000⁷; 2001-2010⁸), the total Protestant proportion of appointments (table 2) has been broadly similar (less than 0.1 percentage point (pp) lower and 0.5pp lower respectively) to the Protestant proportion of applications (table 1).

⁷ Comprising full-time applicants/appointees within monitored employers with 251+ employees only

⁸ Comprising all applicants/appointees within all monitored employers (those with 10 or more employees)

Private Sector Applications and Appointments, 1991 – 2010

Applications - Numbers and Proportions	251+ Only	All
	1991-2000	2001-2010
No. of Protestant Applications	814302	2092636
No. of Roman Catholic Applications	661221	1939197
No. of Non-Determined Applications	189194	642367
% Protestant Applications []	55.2%	51.9%

Appointments - Numbers and Proportions	251+ Only	All
	1991-2000	2001-2010
No. of Protestant Appointments	128137	332343
No. of Roman Catholic Appointments	104239	313913
No. of Non-Determined Appointments	14211	81380
% Protestant Appointments []	55.1%	51.4%

pp Difference (Appt-App)	-0.1%	-0.5%
--------------------------	-------	-------

Year-on-year Trends

26. Figure 1 overleaf compares application and appointment data (percentage Protestant []) in the private sector for individual years 1991-2010. Appendix 2 provides the associated data in tabular format.
27. Year-on-year figures for the private sector show that the Protestant proportion of appointments has been slightly lower (approximating 1pp lower) relative to applications over most years since 2004. There have been some variations - in 1991 and 1996, where the Protestant proportion of appointments was around one percentage point higher than the Protestant proportion of applications. In the late 1990's and early 2000's the figures were similar while in 1994, 1995, 2004 and 2010 the Protestant proportion of appointments was one percentage point or more lower than Protestant proportion of applications.

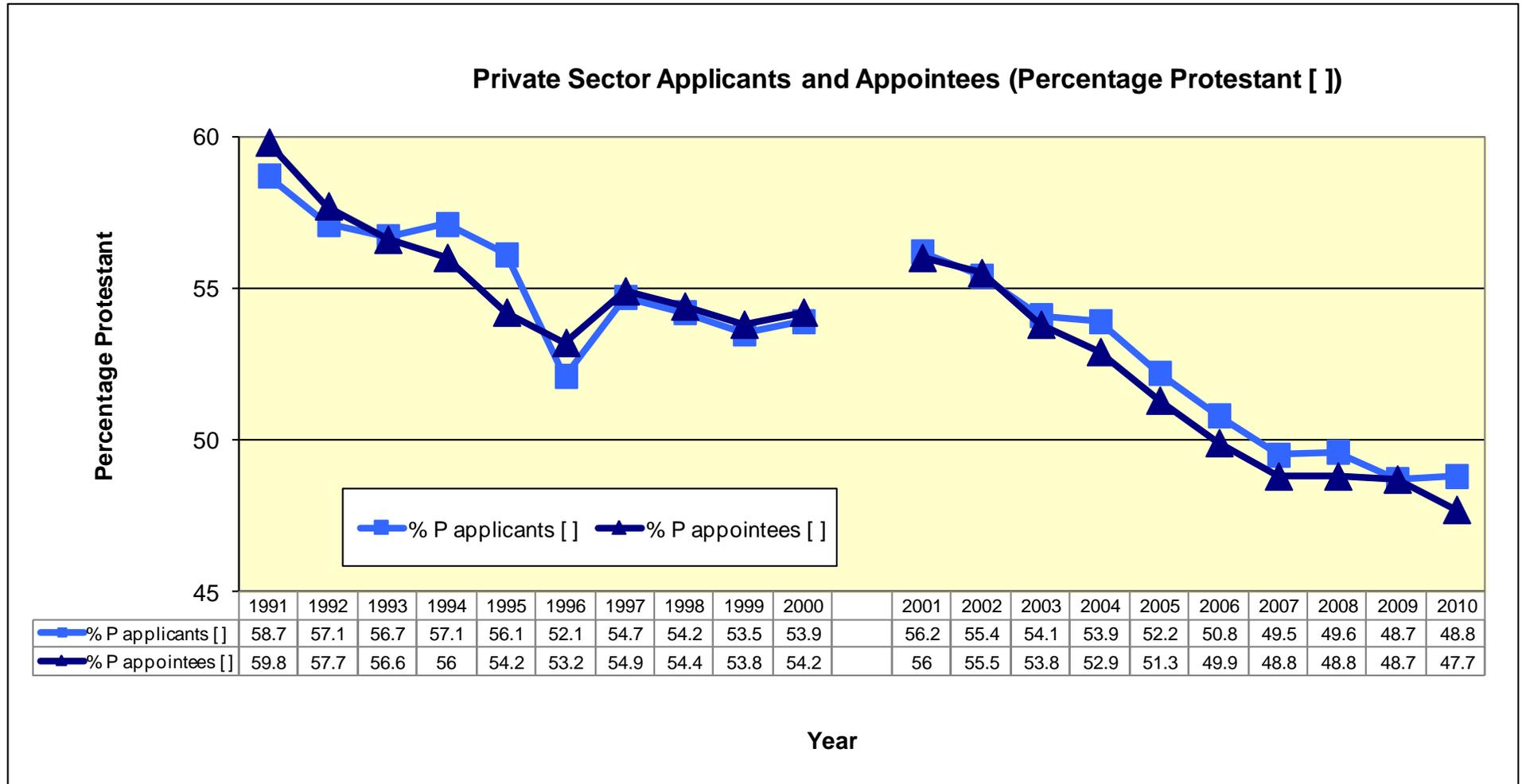


Figure 1: Private Sector Applications and Appointments (Percentage Protestant [])

The Public Sector

Total Applications and Appointments (1991-2000 and 2001-2010)

28. **In the public sector** the total Protestant proportion of appointments (table 4) has been slightly lower than the aggregate proportion of applications who are Protestant (table 3) over each period 1991-2000⁹ (0.8 percentage points lower) and 2001-2010¹⁰ (1.6 percentage points lower).

Public Sector Applications and Appointments, 1991 - 2010

Applications - Numbers and Proportions	1991-2000	2001-2010
No. of Protestant Applications	790381	710803
No. of Roman Catholic Applications	585964	660792
No. of Non-Determined Applications	127526	137811
% Protestant Applications []	57.4%	51.8%

Appointments - Numbers and Proportions	1991-2000	2001-2010
No. of Protestant Appointments	83288	91716
No. of Roman Catholic Appointments	63832	91039
No. of Non-Determined Appointments	12861	15312
% Protestant Appointments []	56.6%	50.2%

pp Difference (Appt-AppI)	-0.8%	-1.6%
---------------------------	-------	-------

Year-on-year Trends

29. Figure 2 below compares applications and appointments data (percentage Protestant []) in the public sector for individual years. Appendix 3 provides the associated data in tabular format.

⁹ Comprising full-time applicants/appointees only

¹⁰ Comprising all applicants/appointees

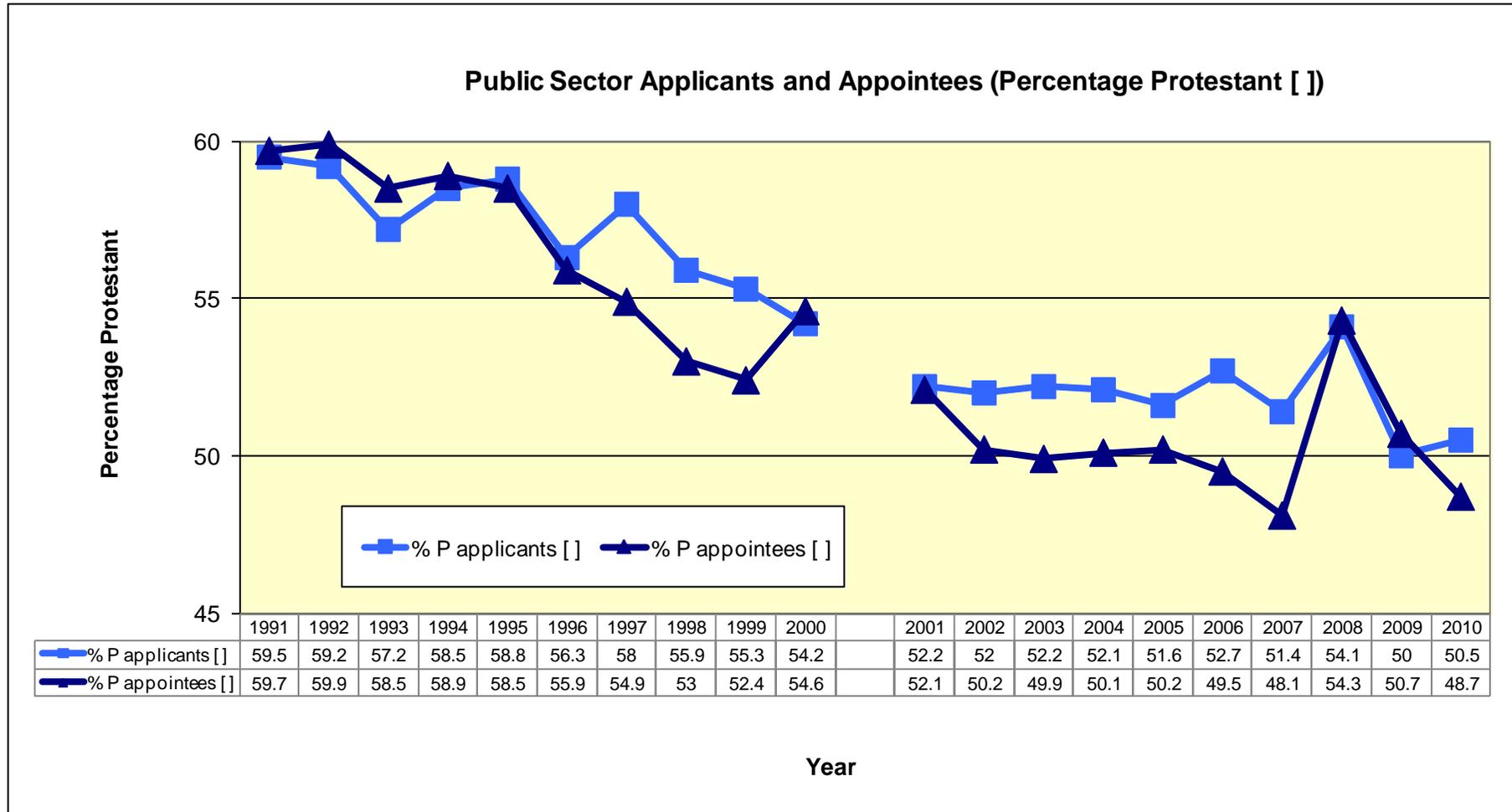


Figure 2: Public Sector Applications and Appointments (Percentage Protestant [])

30. The relative proportion of applications and appointments who are Protestant has varied over time. In the early 1990s and in 2000 and 2001 the Protestant proportion of appointments was similar or slightly higher than the Protestant proportion of applications.
31. In the late 1990s and during much of the 2000s the Protestant proportion of appointments has been generally lower¹¹ than the Protestant proportion of applications. This trend was reversed, albeit slightly, in both 2008¹² and 2009.
32. In 2010, the Protestant proportion of appointments was again lower than the Protestant proportion of applications.

Summary: Private and Public Sectors

In summary, on the basis of a preliminary examination of aggregated monitoring data across the entire period of monitoring:

- **In the private sector:** Over both periods (1991-2000; 2001-2010), the total Protestant proportion of appointments has been broadly similar (less than 0.1 percentage point (pp) lower and 0.5pp lower respectively) to the Protestant proportion of applications.
- Year-on-year figures for the private sector show that the Protestant proportion of appointments has been slightly lower (approximating 1pp lower, relative to applications) over most years since 2004.
- **In the public sector:** Over both periods (1991-2000; 2001-2010), the total Protestant proportion of appointments has been slightly lower (0.8pp and 1.6pp respectively) than their proportion of applications.
- With the exception of 2008 and 2009, year-on-year data for the public sector had since 1997, indicated that the Protestant proportion of annual appointments is around 2-3pp lower than the Protestant proportion of applications.

¹¹ The Patten reforms to Policing and specifically the 50:50 recruitment policy may exert an influence on the composition of aggregate appointments for the public sector as a whole – potentially increasing the proportion of Roman Catholic appointees / decreasing the proportion of Protestant appointees than might otherwise have been the case and thereby potentially widening the gap between Protestant application and appointment rates.

¹² The Review of Public Administration impacted on the number of applicant and appointee data returned from the Health and Education sectors in 2008 (see paragraph 23 of this paper) – comparisons with this year should thus be treated with some caution.

Trends across Public sub-Sectors¹³

Total Applications and Appointments (1991-2000 and 2001-2010)

33. The annual monitoring reports present data by key sub-areas within the public sector. These are Health, Education, District Councils, Civil Service, Security-related¹⁴ and 'Other' Public Authorities.

Applications and Appointments by sub-sector, Percentage Protestant, 1992 – 2010

Table 5: Applications (% Protestant)	1992-2000	2001-2010
Health	52.0%	47.8%
Education	52.5%	47.7%
District Councils	58.7%	55.3%
Civil Service	60.0%	51.6%
Security	-	65.8%
'Other' Public Authorities	-	52.7%

Table 6: Appointments ((% Protestant)	1992-2000	2001-2010
Health	52.2%	48.0%
Education	51.2%	48.9%
District Councils	59.6%	56.4%
Civil Service	58.2%	51.1%
Security	-	65.0%
'Other'	-	51.1%

¹³ The introduction of the Patten reforms and specifically the 50:50 recruitment policy to the PSNI will impact on a meaningful comparative analysis of Security sector data across this time period. The Review of Public Administration impacted on the number of applicant and appointee data returned from the Health and Education sectors in 2008 (see paragraph 23 of this paper).

¹⁴ Security-related data includes Northern Ireland Prison Service employees who are included within the Civil Service monitoring return. For illustrative purposes they are also presented in the security-related sector data, to provide an accurate picture of security-related employment. However, data regarding Northern Ireland Prison Service employees is only included in this paper for the time periods from 2004 onwards, due to issues regarding the availability of data.

34. Tables 5 and 6 illustrate that over the period 1992¹⁵-2000 the total Protestant proportion of appointments was lower (relative to the Protestant proportion of applications) in Education (-1.3pp) and in the Civil Service (-1.8pp). In this same period the Protestant proportion of appointments was similar in Health (0.2pp) and slightly higher in District Councils (0.9pp). Data disaggregated by Security and 'Other' public authorities is not available from this time period.
35. Over the period 2001-2010 as a whole the total Protestant proportion of appointments was slightly lower than the total Protestant proportion of applications in Security (-0.8pp), Civil Service (-0.9pp), and 'Other' public authorities (-1.6pp). In converse, the total Protestant proportion of appointments was similar or slightly higher than the total Protestant proportion of applications in Health (0.2pp), Education (1.1pp) and District Councils (1.3pp) (See Tables 5 and 6).

Health: Year-on-year Trends

36. In the Health Sector, application and appointment rates have generally closely tracked each other. In the 1990s the Protestant proportion of appointments was generally similar or slightly higher than the Protestant proportion of applications.
37. A degree of fluctuation between higher and lower Protestant shares of appointments (relative to proportion of applications) is evident over recent years, with largest differences¹⁶ noted in 2003 (-2.1pp lower) and 2009 (2.1pp higher). Most recent data (2009, 2010) shows a higher Protestant proportion of appointments (relative to the Protestant proportion of applications).

¹⁵ Monitoring data in relation to applicants and appointees was not disaggregated by sub-sector prior to 1992.

¹⁶ Data for 2008 is atypical, due to the impact of the Review of Public Administration (RPA) on the reporting of monitoring information, as noted earlier.

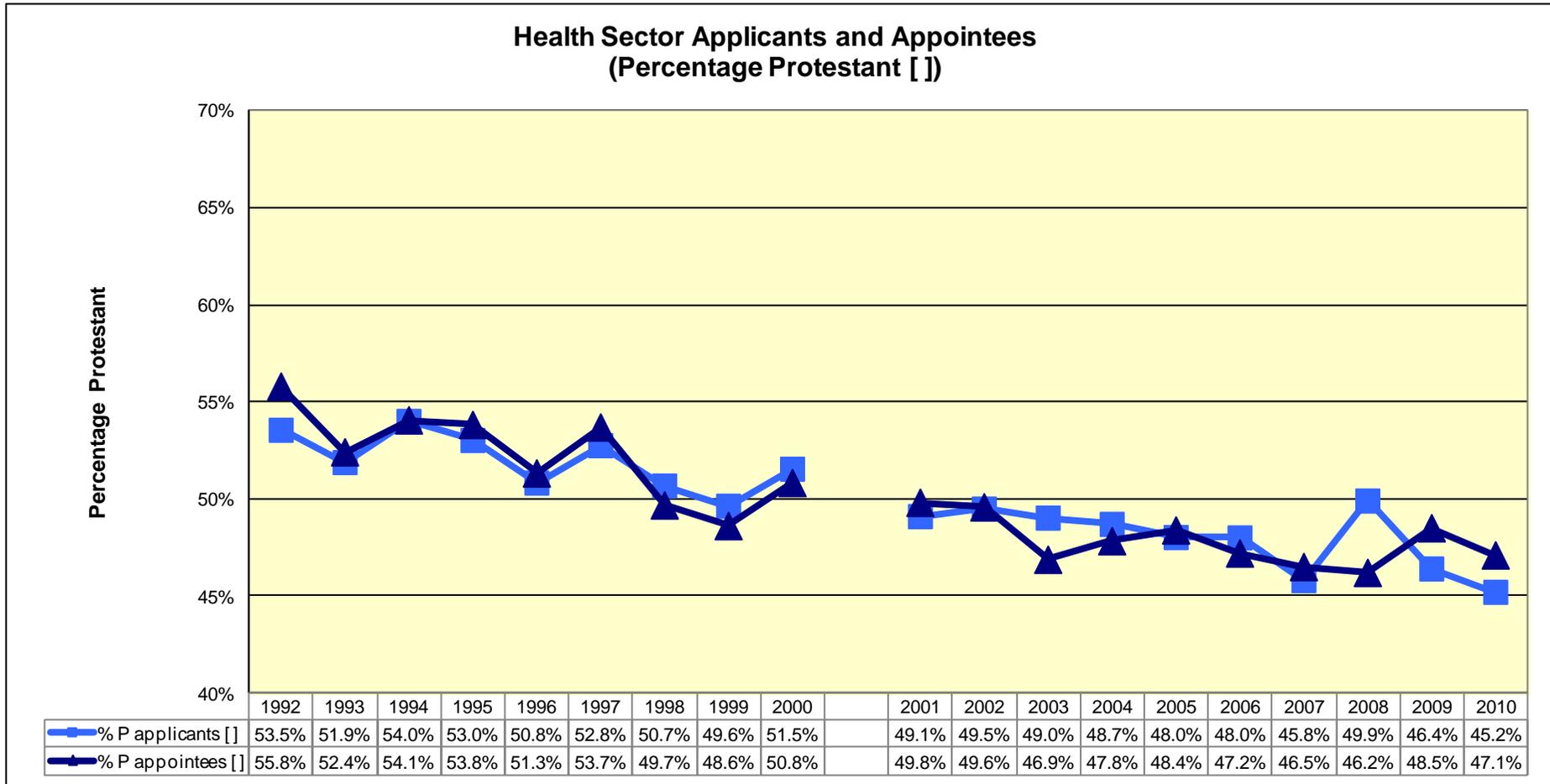


Figure 3: Health Sector Applications and Appointments (Percentage Protestant [])

Education: Year-on-year Trends

38. In the Education Sector, the proportion of Protestant appointments has generally been higher than the proportion of Protestant applications, except for a period in the late 1990's where there was a marked reversal in the trend.
39. In the early 2000's the gaps were narrower, before experiencing a widening between 2007 and 2009. Since 2008¹⁷, there has been a higher Protestant proportion of annual appointments (relative to the annual Protestant proportion of applications).

¹⁷ Data for 2008 is atypical, due to the impact of the Review of Public Administration (RPA) on the reporting of monitoring information, as noted earlier.

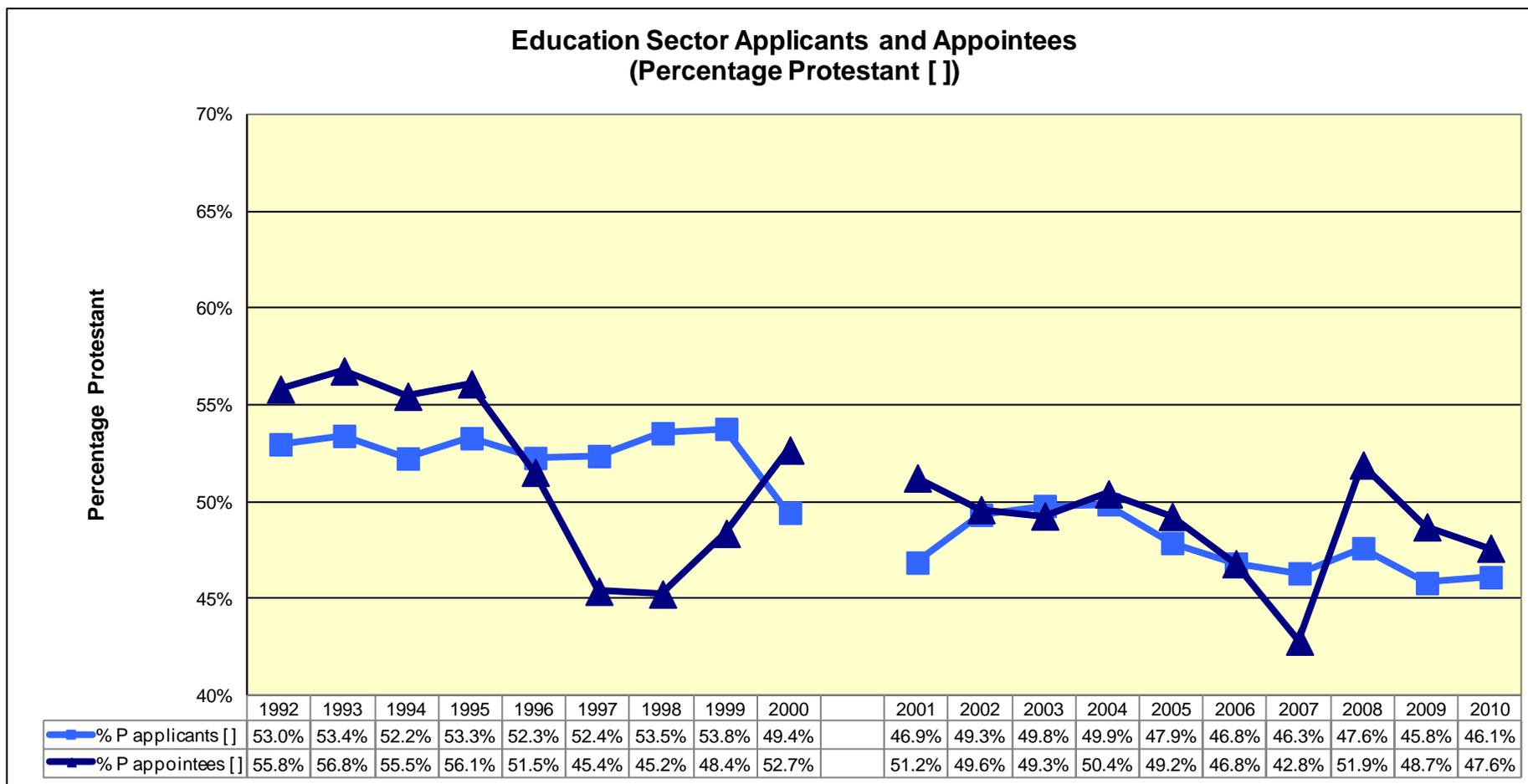


Figure 4: Education Sector Applications and Appointments (Percentage Protestant [])

District Councils: Year-on-year Trends

40. In District Councils, the general year-on year trend over time had been for a higher Protestant proportion of annual appointments (relative to the Protestant proportion of annual applications).
41. This trend has however not persisted in recent years (2007, 2009 and 2010) where the Protestant proportion of annual appointments has been slightly lower than the Protestant proportion of annual applications (-1.1pp; -0.6pp and -2.2pp, respectively).

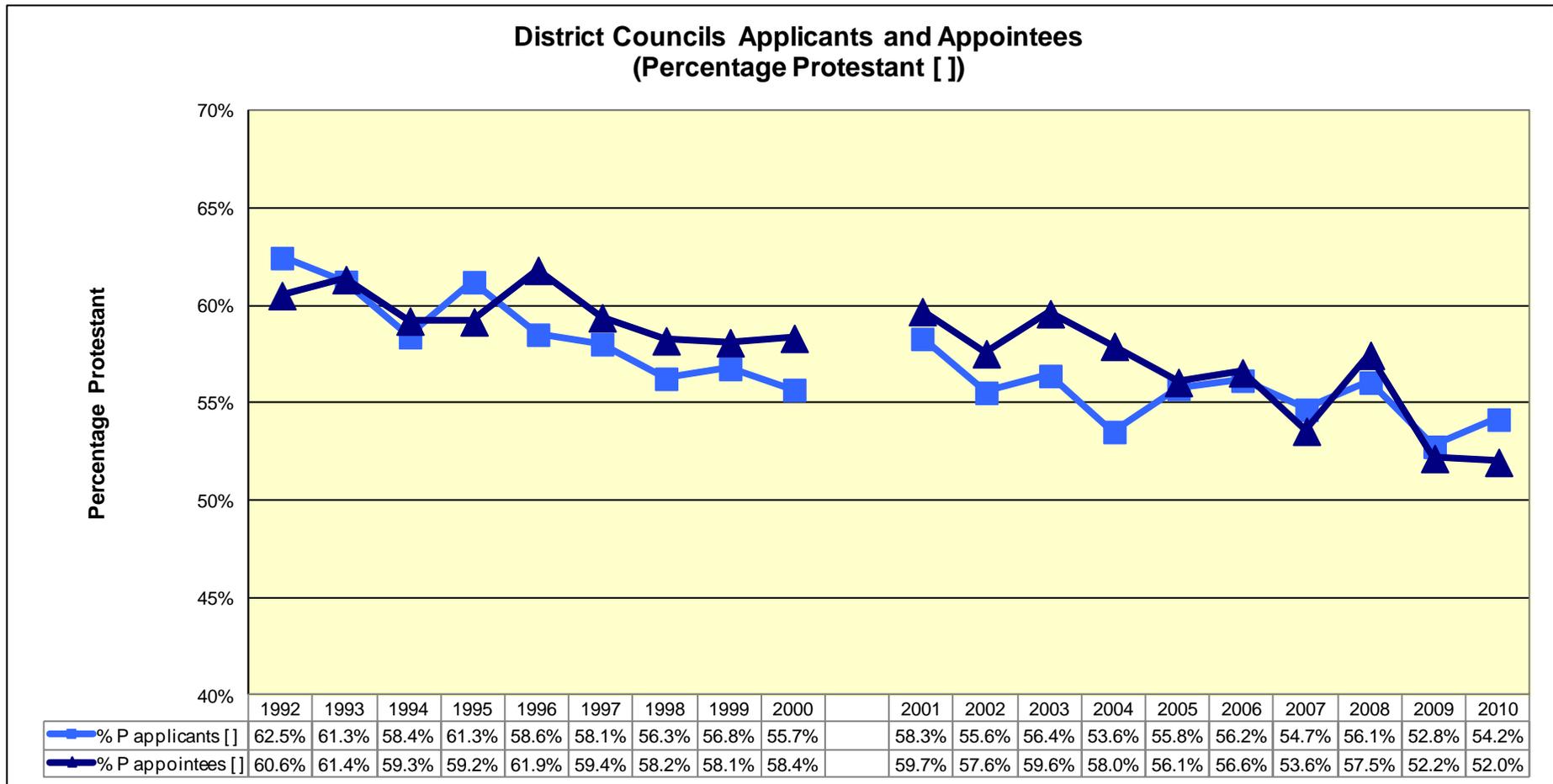


Figure 5: District Council Applications and Appointments (Percentage Protestant [])

Civil Service: Year-on-year Trends

42. In the Civil Service a trend in the mid 1990s, has been for the Protestant proportion of annual appointments to be lower than the Protestant proportion of annual applications. This has not however persisted (e.g. 1991, 1998, 2000, 2004) and again not in the most recent years of 2008, 2009 and 2010.
43. In more recent years, application and appointment rates have more closely tracked each other, with the tendency in the early 2000s generally being for the proportion of Protestant appointments to be lower than the Protestant proportion of applications. This has however not persisted and in each of the most recent three years (2008, 2009 and 2010) a higher Protestant proportion of annual appointments, relative to the Protestant proportion of annual applications has been observed - 0.6pp, 2.2pp and 3.3pp, respectively.

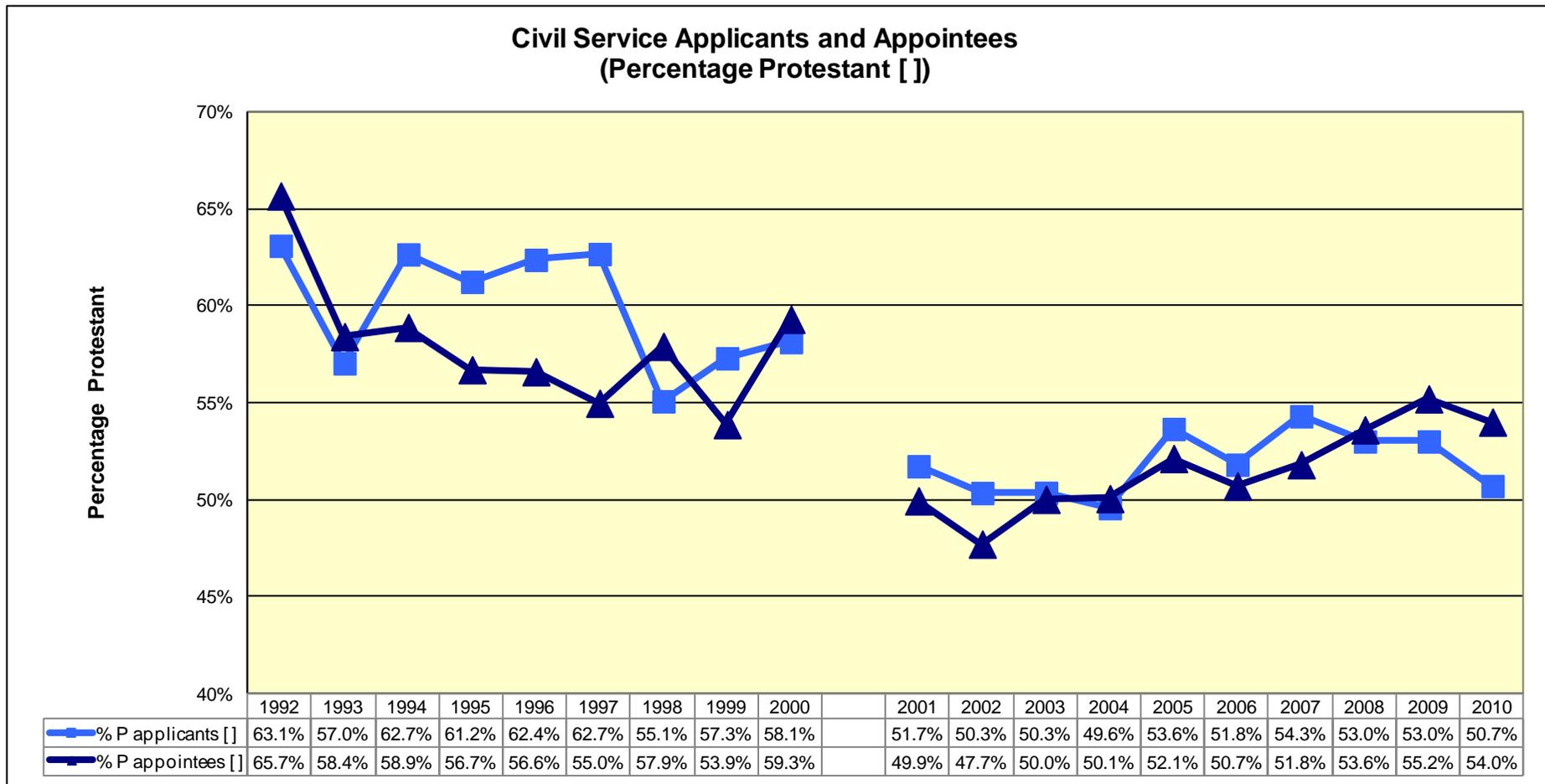


Figure 6: Civil Service Applications and Appointments (Percentage Protestant [])

Security: Year-on-year Trends

44. Data for the security sector is only available for the period 2001 to 2010¹⁸. From 2003 onward, the general trend has been for the Protestant proportion of annual appointments to be lower than the Protestant proportion of annual applications. The year 2009 represented a brief reversal in the general trend, with Protestant proportions of appointments being slightly higher than the Protestant proportion of applications.
45. The gap in Protestant application and appointment rates has fluctuated considerably over this ten year period, with a range that is marked by Protestant appointment rates being 15.7pp higher than Protestant application rates in 2002 and 8.5pp lower in 2007. The introduction of the Patten reforms and specifically the policy on 50:50 recruitment to the PSNI will have influenced these data and thus impacts on a meaningful comparative analysis of Security sector data across this time period.

¹⁸ Further, security-related data includes Northern Ireland Prison Service employees who are included within the Civil Service monitoring return. For illustrative purposes they are also represented in the security-related sector data, to provide an accurate picture of security-related employment. However, data regarding Northern Ireland Prison Service employees is only included in this paper for the time periods from 2004 onwards, due to issues regarding the availability of data.

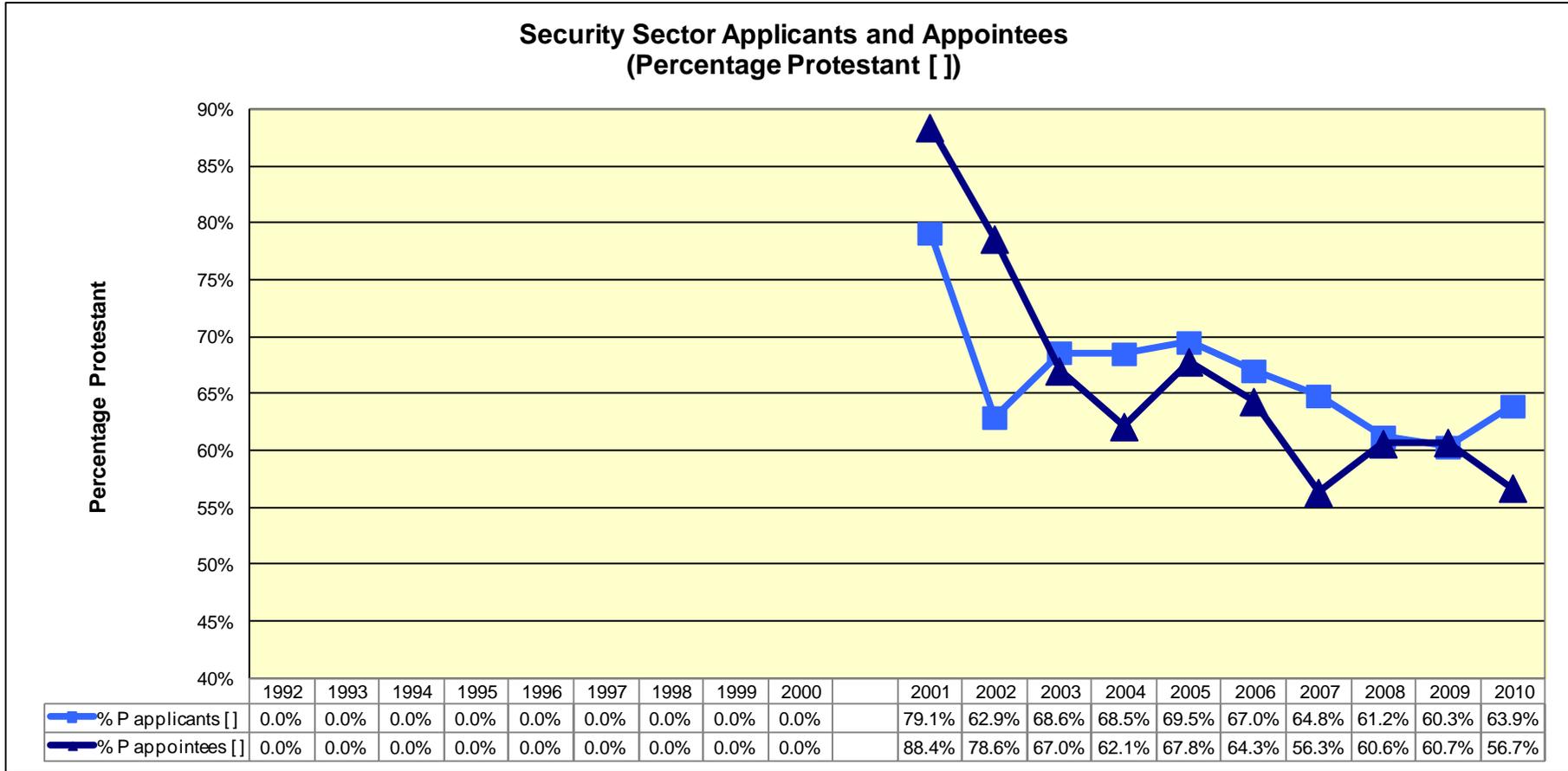


Figure 7: Security Sector Applications and Appointments (Percentage Protestant [])

'Other' Public Authorities¹⁹: Year-on-year Trends

46. Data regarding 'Other' Public Authorities is only available from 2001. During the ten year period to 2010, the general year-on-year trend over time has been for a lower or similar proportion of Protestant appointments (relative to the proportion of Protestant applications).
47. The figures for 2009 revealed the first and only of recent years where the Protestant proportion of annual appointments was slightly higher (+1.2pp) relative to the Protestant proportion of annual applications. Equal proportions (i.e. no difference in rates) were observed in 2003 and again in 2007.

¹⁹ There are 70 specified public authorities that do not fit into any of the five public authority sub-sections (e.g. health, education, etc.). The list includes non-departmental public bodies such as Ulsterbus, Invest NI and the General Consumer Council. For the purposes of this report they have been classified as 'Other' Public Authorities.

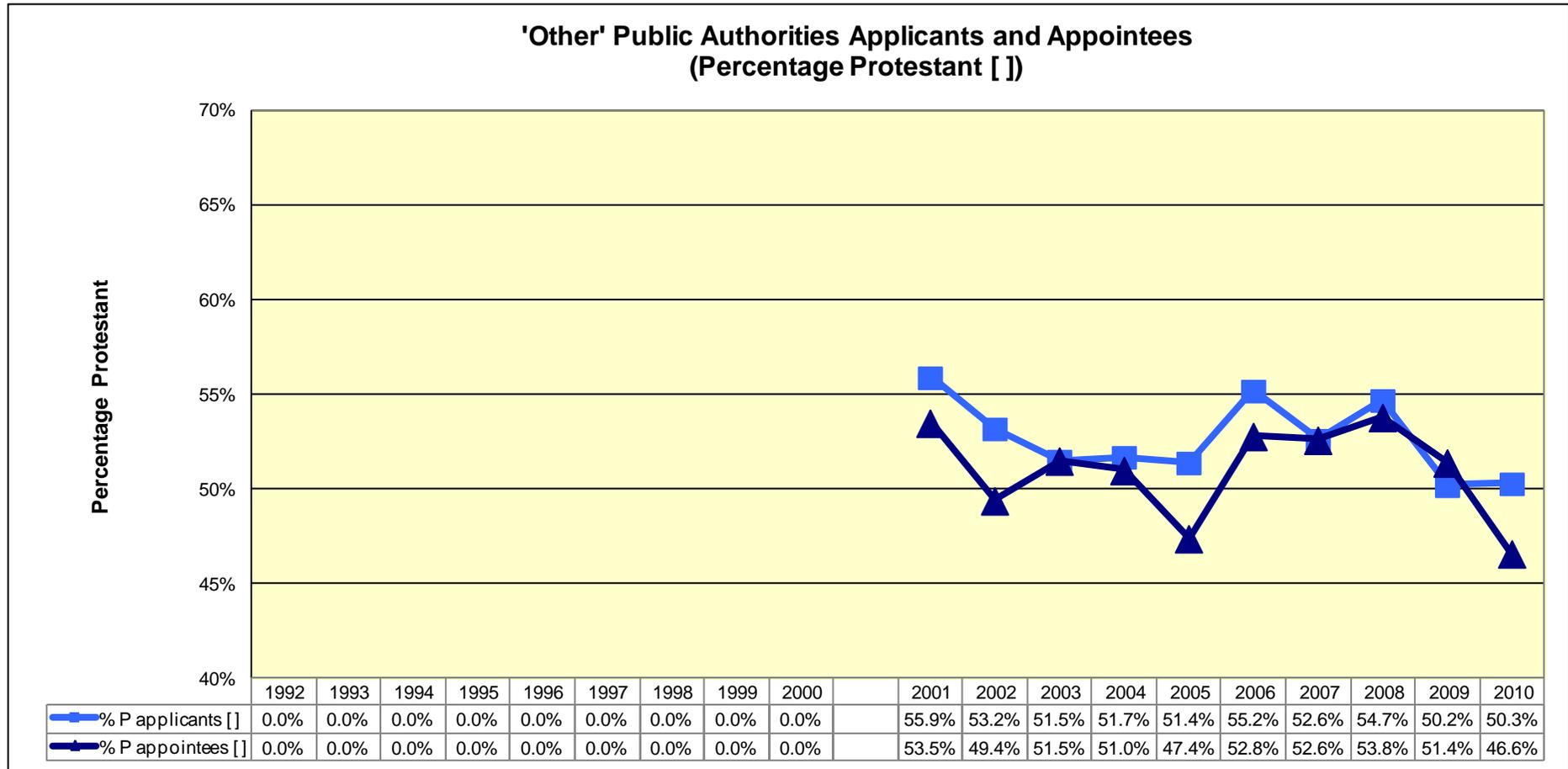


Figure 8: 'Other' Public Authorities Applications and Appointments (Percentage Protestant [])

Summary: Key Sub-Sectors

In summary,

- **When the data from sub-sectors are considered over the period 2001-2010 as a whole** the total Protestant proportion of appointments was slightly lower than the total Protestant proportion of applications in Security (-0.8pp), Civil Service (-0.9pp), and 'Other' public authorities (-1.6pp). In converse, the total Protestant proportion of appointments was similar or slightly higher than the total Protestant proportion of applications in Health (0.2pp), Education (1.1pp) and District Councils (1.3pp).

An analysis of the Year-on-year data reveals that:

- In the **Health Sector**, application and appointment proportions have generally closely tracked each other, alternating between positive and negative differences. Most recent data (2009 and 2010) shows a higher Protestant proportion of annual appointments (relative to the Protestant proportion of applications).
- In the **Education Sector** the early 2000's saw similar Protestant proportions of applications and appointments, before experiencing a widening between 2007 and 2009. Since 2008, there has been a higher Protestant proportion of annual appointments (relative to the annual Protestant proportion of applications).
- In **District Councils**, the general year-on-year trend over time had been for a higher Protestant proportion of annual appointments (relative to the Protestant proportion of annual applications). This trend has however not persisted in recent years (2007, 2009 and 2010) where the Protestant proportion of annual appointments has been slightly lower than the Protestant proportion of annual applications.
- In the **Civil Service** the tendency in the early 2000s was generally for the proportion of Protestant appointments to be lower than the Protestant proportion of applications. This has however not persisted and in each of the most recent three years (2008, 2009 and 2010) a higher Protestant proportion of annual appointments, relative to the Protestant proportion of annual applications has been observed.
- In the **Security Sector**, since 2003 more often than not the pattern has been for the Protestant proportion of annual appointments to be lower than the Protestant proportion of annual applications, though this was not the case in 2009; and also in 2001 and 2002 where there were marked reversals. The impact of the Patten reforms and specifically the 50:50 recruitment policy to the PSNI must be borne in mind when considering these data.

- Regarding '**Other** Public Authorities, during the ten year period to 2010 the general year-on-year trend over time has been for a lower or similar proportion of Protestant appointments (relative to the proportion of Protestant applications). The figures for 2009 revealed the first and only of recent years where the Protestant proportion of annual appointments was higher, albeit slightly, relative to the Protestant proportion of annual applications.

Concluding remarks

48. This paper has set out an analysis of aggregated proportions of applications and appointments (across all monitored employers in Northern Ireland) by community background.
49. In broad terms the analysis indicates that overall, the broad pattern has been a decline in the Protestant proportion of applications and appointments over each period 1991-2000 and 2001-2010, though this is not true in all sub-sectors (e.g. the Civil Service since 2001). Also, in total, the community proportions of appointments broadly approximate the community proportions of applications, though with the Protestant proportion of appointments more often below the Protestant proportion of applications. There are however some differences overall and in year-on-year trends.
50. While it is hoped that this analysis will be of interest, readers are reminded that it does not offer any insights into the prevalence or otherwise of 'fair participation' in appointments across employers in Northern Ireland and thus the analysis does not allow us to consider if the proportion of Northern Ireland workplaces offering 'fair participation' in appointments is increasing or decreasing (this aspect is more appropriately considered by undertaking analyses at the level of individual employers, and recruitment competitions therein).
51. While the Commission does not hold (via Monitoring regulations) or have immediate access (via article 55 provisions) to data which would allow such analyses to be conducted across all individual employers, under Article 55 of FETO all registered employers are required to complete a review of their employment practices and workforce composition for the purpose of determining fair participation and, where appropriate, any affirmative action measures that might be required. In considering the existence or otherwise of fair participation, the Commission advises all employers to analyse success rates by community background as part of their review process.

Appendices

Appendix 1: Limitations on the Use of Data from Annual Fair Employment Returns

52. This Appendix summarises some of the limitations of the data contained in the annual 'summary of monitoring returns' with regards to this type of analysis. In broad terms, the data held or published by the Commission (supplied under monitoring regulations) does not include all those individuals who apply for, or take work, with an employer. For example:
53. **Applications** who apply for more than one vacancy with an employer are included only once on the annual monitoring form on the basis of the first vacancy they applied for. Thus, those who submit multiple applications to an employer are recorded only in relation to their first application in a monitoring year. Employees who apply internally for vacancies are not included.
54. **Appointments** are only included on monitoring forms if they are appointed to a vacancy during the monitoring year and are still in post at the end of the monitoring period. Employers with high turnover or those who recruit additional staff to cover 'peak' business periods may thus be in a position where successful individuals are recorded as applications but not as appointments because although appointed, they left or completed their contract within the monitoring year. Appointment data does also not take into account those who were offered employment but who declined to accept.
55. **By way of an example** of the outworking of the some of the above technicalities, a public authority advised that of the 1,585 applications to vacancies in a monitoring period, approximately 500 were appointed to casual vacancies. While all *applications* would have been included in the monitoring return, a number of the 500 casual *appointments* would not have been included in the 285

appointments recorded in the annual monitoring return as the people appointed were not employed at the end of the 12 month monitoring period.

56. Finally, where a specific recruitment exercise spans the date of registration, it is possible that application data for a specific recruitment exercise may be recorded in one monitoring return with appointments from the same exercise recorded in a subsequent year's return. Unlike the data held by employers, the summary data supplied to the Commission in the annual fair employment monitoring returns is not thus based on 'matched' data and thus is not amenable to the formal success rate analyses of recruitment competitions that individual employers are recommended to conduct as part of their triennial Article 55 reviews.

Appendix 2: Private Sector Data

Private Sector Applications and Appointments, 1991 - 2010

Applications

Appointments

Period	No of Protestant Applications	No of RC Applications	% Protestant Applications []
91-00	814302	661221	55.2%
01-10	2092636	1939197	51.9%

No of Protestant Appointments	No of RC Appointments	% Protestant Appointments []
128137	104239	55.1%
332343	313913	51.4%

pp Difference (Appt- Appl)
-0.1%
-0.5%

Year	No of Protestant Applications	No of RC Applications	% P Applications []
1991	70651	49799	58.7%
1992	68899	51660	57.1%
1993	77678	59288	56.7%
1994	77058	57831	57.1%
1995	79779	62378	56.1%
1996	88562	81383	52.1%
1997	83643	69331	54.7%
1998	97669	82493	54.2%
1999	90041	78290	53.5%
2000	80322	68768	53.9%
2001	230536	179658	56.2%
2002	221878	178467	55.4%
2003	207090	175627	54.1%
2004	216351	184787	53.9%
2005	207265	190089	52.2%
2006	206583	200366	50.8%
2007	200770	204756	49.5%
2008	207109	210623	49.6%
2009	200652	211062	48.7%
2010	194402	203762	48.8%

No of Protestant Appointments	No of RC Appointments	% Protestant Appointments []
11046	7414	59.8%
9681	7110	57.7%
8854	6799	56.6%
11108	8742	56.0%
12872	10863	54.2%
14480	12746	53.2%
14466	11862	54.9%
15416	12935	54.4%
15281	13142	53.8%
14933	12626	54.2%
38766	30421	56.0%
35935	28832	55.5%
33165	28490	53.8%
34655	30850	52.9%
34442	32653	51.3%
34431	34583	49.9%
34407	36070	48.8%
35124	36902	48.8%
28655	30193	48.7%
22763	24919	47.7%

pp Difference (Appt- Appl)
1.2%
0.5%
-0.1%
-1.2%
-1.9%
1.1%
0.3%
0.2%
0.3%
0.3%
-0.2%
0.1%
-0.3%
-1.0%
-0.8%
-0.9%
-0.7%
-0.8%
0.0%
-1.1%

NB:

91-00 Applications in those Private concerns with 251+ employees only

01-10 All Private Sector Applications

Appendix 3: Public Sector Data

Public Sector Applications and Appointments, 1991 - 2010

Applications

Period	No of Protestant Applications	No of RC Applications	% P Applications []
91-00	790381	585964	57.4%
01-10	710803	660792	51.8%

Appointments

No of Protestant Appointments	No of RC Appointments	% Protestant Appointments []	pp Difference (Appt- Appl)
83288	63832	56.6%	-0.8%
91716	91039	50.2%	-1.6%

Year	No of Protestant Applications	No of RC Applications	% P Applications []
1991	93536	63769	59.5%
1992	99168	68440	59.2%
1993	92420	69225	57.2%
1994	87552	62232	58.5%
1995	76731	53763	58.8%
1996	81885	63577	56.3%
1997	64664	46857	58.0%
1998	70333	55595	55.9%
1999	63123	51033	55.3%
2000	60969	51473	54.2%
2001	74865	68585	52.2%
2002	73085	67357	52.0%
2003	73968	67664	52.2%
2004	79411	72937	52.1%
2005	72813	68192	51.6%
2006	79364	71107	52.7%
2007	69965	66165	51.4%
2008	47665	40486	54.1%
2009	64894	64949	50.0%
2010	74773	73350	50.5%

No of Protestant Appointments	No of RC Appointments	% Protestant Appointments []	pp Difference (Appt- Appl)
8979	6066	59.7%	0.2%
10814	7245	59.9%	0.7%
8105	5747	58.5%	1.3%
7409	5176	58.9%	0.4%
7465	5288	58.5%	-0.3%
8547	6755	55.9%	-0.4%
7369	6053	54.9%	-3.1%
8285	7354	53.0%	-2.9%
7800	7073	52.4%	-2.9%
8515	7075	54.6%	0.4%
10137	9305	52.1%	0.0%
10271	10193	50.2%	-1.8%
11506	11537	49.9%	-2.3%
12180	12153	50.1%	-2.1%
11447	11336	50.2%	-1.4%
9300	9499	49.5%	-3.3%
8533	9211	48.1%	-3.3%
4186	3527	54.3%	0.2%
7489	7269	50.7%	0.8%
6667	7009	48.7%	-1.7%