

Composition Technical Notes



Composition of Individual Public Authorities and Private Sector Concerns, 2016

Introduction

The companies' data includes information on those 86 Specified Authorities (public sector bodies) and 2,338 private sector concerns which had 26 or more employees in 2016. There were 22 public authorities and 1,242 private sector concerns which had 25 or less employees, and these are not detailed here.

Section 1 deals with employees of the 86 public authorities. The community background of the total workforce in each concern, including part-time staff, is listed here.

There were 4 concerns in Section 1 which had less than 10 Protestant employees and 3 concerns which had less than 10 Roman Catholic employees. For these 7 concerns no information on the community background of any of the employees is provided. This is to ensure that the religion of any individual cannot be inferred from the data published in this Appendix. Such concerns are identified as follows

indicates those in which there were less than 10 Protestant or Roman Catholic employees.

For concerns that had 10 or more Protestants and 10 or more Roman Catholics, information on the religion of employees is provided. This includes the total number of Protestant, Roman Catholic and Non-Determined employees. The percentage of Protestants and Roman Catholics is also shown (excluding the Non-Determined).

Section 2 deals with employees in those 2,338 private sector concerns with 26 or more employees. The same information is provided as was given for public sector employees in Section 1. In the private sector there were 367 concerns which had less than 10 Roman Catholic employees (marked with a *). There were also 347 concerns with less than 10 Protestant employees (marked with a #). A profile of these concerns by size is shown in Table A1.

Table A1: Private Sector Concerns with less than 10 Employees of one Community by Size Band

SIZE BAND (Number of Employees)	Concerns with less than 10 Protestant Employees	Concerns with less than 10 Roman Catholic Employees	Totals
26 - 50	239	303	542
51 - 100	90	61	151
101 - 250	17	3	20
251 +	1	0	1
Total	347	367	714

Section 3 lists the composition of appointees to those 86 public bodies with 26 or more employees. The total number of appointees to each body is given. If there were less than two Protestant appointees or less than two Roman Catholic appointees, only the total number of appointees is shown. For the remaining public bodies, the number of Protestant, Roman Catholic and Non-Determined appointees is listed.

Section 4 provides information on appointees to the private sector in the same format that was used for the public sector in Section 3. Although all private sector concerns, irrespective of size, now provide information on the composition of appointees on their monitoring return, in order to limit the size of the publication, only those concerns with

251 or more employees who had appointees are listed here. There were 234 such concerns in 2016.

Interpretation of information

The Commission recommends that care should be exercised in the interpretation of this information for the following reasons:

- (i) The composition of each concern or authority is a snapshot of the employment pattern at the time of completion of the monitoring return. This employment pattern is a product of employment practices, and the availability of those with the requirements to be employed in these concerns, over a considerable period of time.
- (ii) Since the employment pattern is a snapshot in time, it does not indicate any change which may have taken place. For a number of concerns, the potential for change may have been limited due to reductions in their workforces and “chill factors” associated with their locations.
- (iii) A number of the concerns and authorities included have more than one location. The compositional figures are the overall figures for all locations.
- (iv) For those concerns and authorities in which there are less than 10 employees of one community, only the total number of employees is included. The proportion of the overall workforce represented by a small number of employees is greater for smaller concerns, e.g. in a concern with 30 employees, 9 represents 30% of the total workforce whereas in a concern with 300 employees, 9 represents 3% of the total.
- (v) The composition of every concern does not have to reflect the overall proportions of both communities in Northern Ireland. For each concern, the representation of each community which might reasonably be expected will be influenced by the concern’s location, the nature of the jobs which it provides, and the composition of available labour within the catchment area.

An assessment of whether or not both communities are enjoying fair participation in a particular concern requires more than a simple examination of the composition of the overall workforce in the concern - it will also require an examination of the composition of each of the major job groups within the concern. This will include:

- (a) making a determination of the reasonable recruitment area. It is rarely the case that this corresponds exactly to the area in the immediate vicinity of the concern’s premises. It may be influenced by a wide range of factors, including location, the nature of the job, qualifications and experience required, travelling conditions and rates of pay; and
- (b) making comparisons between the availability and utilisation of both communities. The availability of members of both communities within the reasonable recruitment area will require consideration of the community compositions of:
 - the population
 - the unemployed
 - school leavers, and
 - those with the requisite skills in the community, training institutions and/or with the concern.