# **Measuring Equality in Northern Ireland – A Monitoring Draft Framework**

# **Example Statement framework**

This monitoring framework for Measuring Equality in Northern Ireland will provide the Commision with a mechanism to identify emerging inequalities and track improvements over time, in relation to persistent and deep-rooted inequalities on the lives of people in Northern Ireland.

The Commission plans to periodically produce a succinct Statement from the framework, covering particular outcome areas. This document provides an example of the Statement, to illustrate how these areas will be measured for the ongoing monitoring of equality in Northern Ireland.

# **EMPLOYMENT**

## **Outcome Area:** There is equality of opportunity in employment.

**What is most important to achieve this?**

* **Access to Employment:** People have equality of opportunity to fulfil their full potential in employment through access to lifelong learning, training, and career development. No one is underemployed, and no one is prevented from working in a particular occupation without good reason due to their equality characteristics.
* **More & Better Jobs:** More people have better jobs that enable them to achieve financial independence and security in good quality, sustainable employment with fair pay, job security and flexibility.
* **Access to Support:** There is equality of opportunity in the support people obtain, sustain and progress in employment, and to maintain a good work/life balance irrespective of their equality characteristics. For example, this includes supporting people through the removal of barriers to employment including access to good quality, affordable childcare, access to reasonable adjustments and flexible working.

## **Measures**

1. Access to Employment

* Proportion of people aged 16 + years in employment. Source: [Labour Force Survey | Northern Ireland Statistics and Research Agency (nisra.gov.uk)](https://www.nisra.gov.uk/statistics/labour-market-and-social-welfare/labour-force-survey)
* Representative workplaces, noting FETO and fair participation.

2. More and better jobs

More Jobs

* Percentage of people aged 16+ years who are employed, unemployed or economically inactive. Source: [Labour Force Survey | Northern Ireland Statistics and Research Agency (nisra.gov.uk)](https://www.nisra.gov.uk/statistics/labour-market-and-social-welfare/labour-force-survey).
* Percentage of people aged 16+ years who work full-time and part-time. Source: [Labour Force Survey | Northern Ireland Statistics and Research Agency (nisra.gov.uk)](https://www.nisra.gov.uk/statistics/labour-market-and-social-welfare/labour-force-survey).
* Reasons for economic inactivity. Source: [Labour Force Survey | Northern Ireland Statistics and Research Agency (nisra.gov.uk)](https://www.nisra.gov.uk/statistics/labour-market-and-social-welfare/labour-force-survey).

Better Jobs

* Proportion of people aged 16 + years in secure employment. Source: [Labour Force Survey | Northern Ireland Statistics and Research Agency (nisra.gov.uk)](https://www.nisra.gov.uk/statistics/labour-market-and-social-welfare/labour-force-survey)
* Median gross hourly earnings (excluding overtime) for full-time, part-time and all workers. Source: [Annual Survey of Hours and Earnings | Northern Ireland Statistics and Research Agency (nisra.gov.uk)](https://www.nisra.gov.uk/statistics/labour-market-and-social-welfare/annual-survey-hours-and-earnings)
* Percentage of people aged 16+ years in employment who are underemployed/overemployed. Source: [Labour Force Survey | Northern Ireland Statistics and Research Agency (nisra.gov.uk)](https://www.nisra.gov.uk/statistics/labour-market-and-social-welfare/labour-force-survey)
* Percentage of people aged 16+years in employment who report that their job offers opportunities for career progression.
* Percentage of people in high paid occupations (SOC 1 and 2) or low paid occupations (SOC 6,8,9). Source: [Labour Force Survey | Northern Ireland Statistics and Research Agency (nisra.gov.uk)](https://www.nisra.gov.uk/statistics/labour-market-and-social-welfare/labour-force-survey)

3. Access to Support

* Proportion of people aged 16 + years in employment who feel their employer is flexible and supportive. No specific data. Potential to include with ECNI Public Opinion Survey.
* Proportion of working parents who feel there is insufficient childcare in the area in which they live. Source: [Northern Ireland Childcare Survey 2020 - Employers For Childcare](https://www.employersforchildcare.org/report/northern-ireland-childcare-survey-2020/)