

Equality Commission

FOR NORTHERN IRELAND

# Community composition of the Northern Ireland workforce as a whole (including the non-monitored workforce):

An analysis of Labour Force Survey data.



**SUMMARY REPORT**





## Overview

The Fair Employment and Treatment (Northern Ireland) Order 1998 (hereafter 'FETO') requires registered and specified employers, amongst other duties, to monitor the community composition of their workforce and submit an annual monitoring return to the Equality Commission. The annual Monitoring Report collates this information and presents a summary picture of the composition of employment in registered and specified concerns.

However, not all employers are required to register with the Equality Commission. Articles 48, 70 and 71 of the FETO (NI) 1998 set out a number of exceptions to monitoring, including:

- **clergymen, ministers of religion and school-teachers** are excepted under Articles 70 and 71 respectively;
- **small private sector concerns** (those with 10 or less employees) and the **self-employed** are not monitored because, under Article 48, only those concerns with 11 or more employees satisfy the conditions for registration, and only registered employers are required to monitor;
- those on **government training schemes** are not monitored, as they are not deemed to be employees.

As a result monitoring covers an estimated 70-72% of those in employment in Northern Ireland.

**The Commission wished to improve knowledge and understanding of the community composition of the Northern Ireland workforce as a whole, including those sections of the workforce not covered by the FETO monitoring regulations.** Accordingly, the Labour Force Survey (LFS) was used to provide the latest estimates regarding the Northern Ireland workforce as a whole, including those sections of the workforce monitored and not monitored under the fair employment legislation.

This paper sets out a short summary of a report which analysed LFS data covering the period 2001 to 2008, chosen to reflect both key changes to fair employment monitoring (which commenced in 2001) and the latest LFS data available at the time of writing (2008).



## Summary

The composition of the **total workforce** in 2008 was estimated, using LFS data<sup>1</sup>, to be [55.0%] Protestant and [45.0%] Roman Catholic. During the period 2001 – 2008, the estimated Catholic share increased by 3.7 percentage points.

The composition of the **monitored workforce** in 2008 was estimated to be [55.7%] Protestant and [44.3%] Roman Catholic. Overall, the estimated Catholic proportion rose by 4.0 percentage points between 2001 and 2008.

The composition of the **non-monitored workforce** in 2008 was estimated to be [53.3%] Protestant and [46.7%] Roman Catholic. Overall, the Community composition was broadly similar in both 2001 and 2008, though there was an apparent fluctuation in estimates in the intervening period.

Overall, the LFS estimates suggest **a gradual decline in the Protestant proportion of the total workforce** over the eight year period, and inversely **a gradual increase in the Roman Catholic share**.

The analysis also reveals that for each year of the eight year period, with the exception of 2001, the estimated Protestant and Roman Catholic **shares of the monitored workforce were similar** (allowing for sampling error) **to their respective shares of the non-monitored workforce**.

A consideration of the **sub-groups comprising the non-monitored workforce** reveals that the estimated community compositions of the two largest groupings – ‘the self-employed’ and ‘employers with 10 or less employees’ (over 100,000 workers each) broadly mirror the pattern observed in the non-monitored as a whole. The available data suggests that the two smaller groupings (the Clergy and Teachers) have estimated community compositions further from the figure for the non-monitored workforce as a whole<sup>2</sup>.

<sup>1</sup>Readers should be aware that figures from the LFS are sample estimates and thus have a sampling error of around +/- 2 percentage points

<sup>2</sup>Readers should be aware that small achieved sample sizes for some groups in the LFS (for example: Teachers, those on Government Training Schemes and Ministers of Religion) means that relevant estimates should be interpreted with appropriate caution.

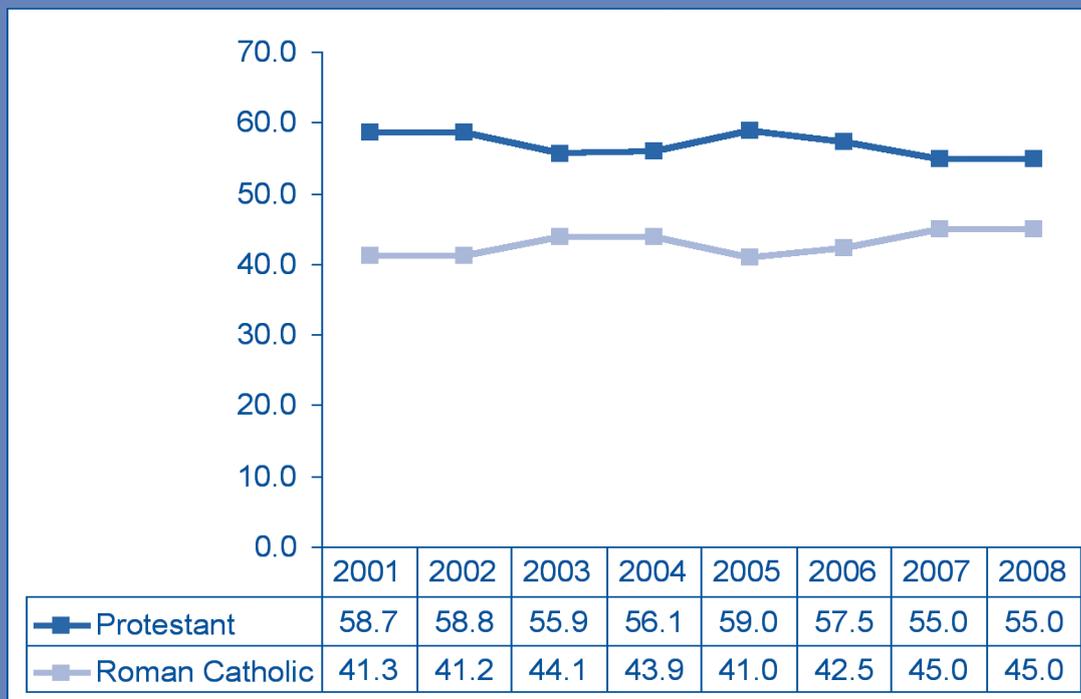
## Key Details

### Total Northern Ireland Workforce

In 2008, the LFS estimated the total Northern Ireland workforce to contain 761,000 employees.

- The community composition of the total Northern Ireland workforce in 2008 was estimated to be 384,000 (50.5%) Protestants, 316,000 (41.5%) Roman Catholics and 61,000 (8.0%) Non-determined.
- **In 2008, the community composition of those for whom a community was determined was estimated as [55.0%] Protestant and [45.0%]<sup>3</sup> Roman Catholic in 2008.**
- During the period 2001 – 2008, the total Northern Ireland workforce grew by an estimated 72,000 employees, from 689,000 to 761,000.
- The Roman Catholic share of the total Northern Ireland workforce rose by an estimated 3.7 percentage points during 2001 - 2008, from [41.3%] in 2001 to [45.0%] in 2008.

**Chart 1: Community Composition of the Total Northern Ireland Workforce, 2001 - 2008.**



**Source: Labour Force Survey, DETINI.**

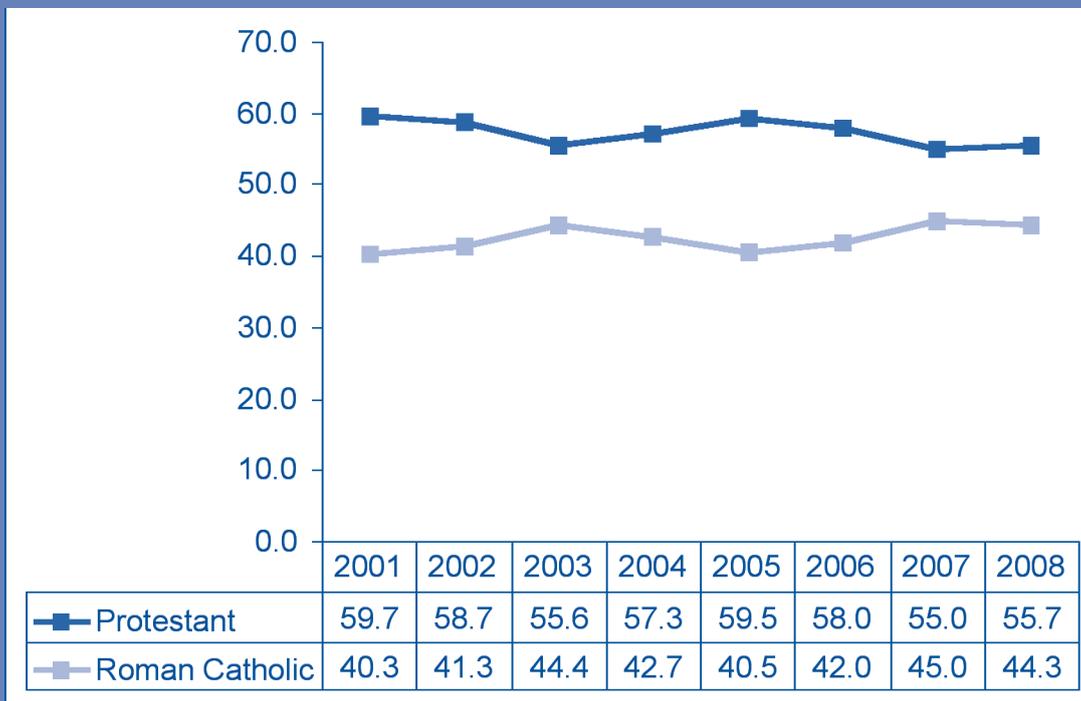
<sup>3</sup>Aligned to the focus of the legislation, percentages shown in square brackets [ ] are based on Protestants and Roman Catholics only, with those of other religions and the Non-determined excluded. Percentages in round brackets ( ) are based on all employees, including the Non-determined.



## Monitored Northern Ireland Workforce

- Using LFS data, in 2008 the monitored workforce was estimated to consist of 492,000 employees, accounting for 64.7% of the total Northern Ireland workforce.
- In 2008, the community composition of the monitored workforce was estimated to be 253,000 (51.5%) Protestants, 202,000 (41.0%) Roman Catholics and 37,000 (7.6%) Non-determined.
- **In 2008, the community composition of those for whom a community was determined was estimated as [55.7%] Protestant and [44.3%] Roman Catholic.**
- During the period 2001 – 2008, the monitored workforce grew by an estimated 41,000 employees, from 451,000 to 492,000.
- The Roman Catholic share of the monitored workforce rose by an estimated 4.0 percentage points during 2001 - 2008, from [40.3%] in 2001 to [44.3%] in 2008.

**Chart 2: Community Composition of the Monitored Northern Ireland Workforce, 2001 - 2008.**

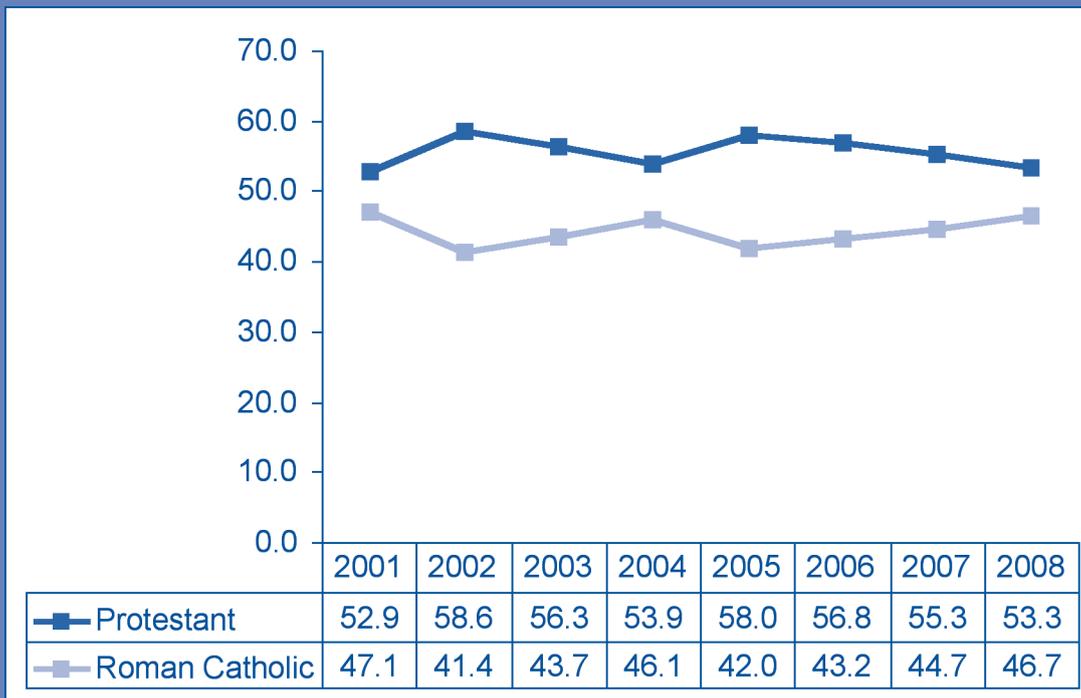


**Source: Labour Force Survey, DETINI.**

## Non-monitored Northern Ireland Workforce

- In 2008, the non-monitored workforce consisted of an estimated 269,000 employees, accounting for 35.3% of the total Northern Ireland workforce.
- The community composition of the non-monitored workforce in 2008 was estimated to be 131,000 (48.6%) Protestants, 115,000 (42.6%) Roman Catholics and 24,000 (8.8%) Non-determined.
- **In 2008, the community composition of those for whom a community was determined was estimated as [53.3%] Protestant and [46.7%] Roman Catholic.**
- During the period 2001 – 2008, the Non-monitored workforce grew by an estimated 31,000 employees, from 238,000 to 269,000.
- The Roman Catholic Share of the non-monitored workforce was estimated to be [47.1%] in 2001 and [46.7%] in 2008.

**Chart 3: Community Composition of the Non-monitored Northern Ireland Workforce, 2001 - 2008.**



Source: Labour Force Survey, DETINI.



## Key Sub-Groups comprising the Non-monitored Northern Ireland Workforce

### Self-employed

- In 2008, the total number of self-employed was estimated to be 112,000.
- The community composition of the self-employed in 2008 was 56,000 (50.4%) Protestants, 46,000 (41.1%) Roman Catholics and 10,000 (8.5%) Non-determined.
- **The community composition of those for whom a community was determined was estimated as [55.1%] Protestant and [44.9%] Roman Catholic in 2008.**
- During the period 2001 – 2008, the number of self-employed increased by an estimated 13,000, from 99,000 to 112,000.
- The Protestant share of those in self-employment was [51.6%] in 2001 and [55.1%] in 2008.

### Private Concerns with Ten or Less Employees

- In 2008, 108,000 employees were estimated to work in private concerns with ten or less employees.
- The community composition of those working in small private concerns in 2008 was estimated to be 52,000 (48.4%) Protestants, 45,000 (41.6%) Roman Catholics and 11,000 (10.0%) Non-determined.
- **The community composition of those for whom a community was determined was estimated as [53.8%] Protestant and [46.2%] Roman Catholic in 2008.**
- During the period 2001 – 2008, the number of employees who worked in small private concerns increased by an estimated 14,000, from 94,000 to 108,000.
- The Roman Catholic proportion of those in small private concerns was [44.2%] in 2001 and [46.2%] in 2008.

### School Teachers

- In 2008, there were an estimated 35,000 school teachers in Northern Ireland.
- **The community composition of those for whom a community was determined was estimated as [48.9%] Protestant and [51.1%] Roman Catholic in 2008.**
- During the period 2001 – 2008, the number of school teachers grew by an estimated 3,000, from 32,000 to 35,000.
- The Roman Catholic proportion of school teachers was [46.4%] in 2001 and [51.1%] in 2008.



## Government Training Schemes

- In 2008, the total number attending government training schemes was estimated to be 11,000. **The small achieved sample meant it was not possible to reliably estimate community composition.** Comparable data was also unavailable from the 2001 census.

## Ministers of Religion and Clergymen<sup>4</sup>

- In 2008, the total number of Ministers of Religion and Clergymen was too small to be reliably estimated from the Labour Force Survey.
- The 2001 Census however indicates that, in 2001, there were 2,261 ministers of religion and clergymen within Northern Ireland.
- The community composition of ministers of religion and clergymen in 2001 was 1,642 (72.6%) Protestants, 613 (27.1%) Roman Catholics and 6 (0.3%) Non-determined.
- **The community composition of those for whom a community was determined was [72.8%] Protestant and [27.2%] Roman Catholic in 2001.**

## Key Findings

Overall, the LFS estimates suggest a gradual decline in the Protestant proportion of the total workforce over the eight year period, and inversely a gradual increase in the Roman Catholic share.

The analysis also reveals that for each year of the eight year period, with the exception of 2001, the estimated Protestant and Roman Catholic shares of the monitored workforce were similar (allowing for sampling error) to their respective shares of the non-monitored workforce.

<sup>4</sup>Although ministers of religion and clergymen are included in the overall non-monitored workforce totals drawn from the LFS, sample sizes were too small to allow for a separate analysis. Therefore, Census data was used for illustrative purposes, to provide an estimate of the community composition of these groups



## Methodology (Summary)

The Labour Force Survey (LFS) is the only available, annually updated source of data on the Northern Ireland workforce as a whole, including those sections of the workforce not covered by monitoring. The data was sourced from the Department of Enterprise, Trade and Investment (DETI) and prepared for the Commission by the Office of the First and Deputy First Minister (OFMDFM).

To consider the composition of the workforce as a whole and sub-components (the monitored and non-monitored workforces) data on the community composition of the total Northern Ireland workforce was compiled by aggregating those components in the LFS which equate to the monitored and non-monitored workforces, i.e.

1. those sections of the workforce that are **covered by the monitoring regulations** (i.e. the public sector and those private concerns with 11 or more employees) and;
2. those **not required to submit monitoring returns** (i.e. ministers of religion and clergymen, school teachers, private concerns with ten or less employees, the self employed and those attending government training schemes)<sup>5</sup>.

### Working with Sample Data

Although the LFS is an invaluable source of annually updated information, it is important to be aware of a limitation of sample data, namely sampling error. When a sample is used to predict the characteristics of a population, the result is an estimate, not a precise quantity.

All LFS estimates in this report have an associated confidence interval or range, typically around +/- 2 percentage points. For example, the LFS estimate of the Protestant proportion of the total workforce in 2008 was [54.9%], with a confidence interval of +/- 1.8 percentage points. Thus, we can be 95% certain that the true value of the Protestant share of the total workforce lies somewhere between [53.1%] and [56.7%].

This summary and the full report are available for download from [www.equalityni.org/research](http://www.equalityni.org/research)

<sup>5</sup>With the exception of those whose workplace size and/or sector they work in (i.e. public or private) cannot be determined or are categorised as an unpaid family worker.



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