A Welcoming and Inclusive Workplace

Employee Survey Responses

June 2019
Introduction:
Background
Headline Findings
Who Completed the Employee Survey?

Findings:
A Welcoming and Inclusive Workplace?
Experience of Unwanted Behaviours in the Workplace

Information Gathering
Methodology
Reporting
INTRODUCTION

Background

Headline Findings

Who Completed the Employee Survey?
Background

• The Commission’s **Statement on Key Inequalities in Employment in Northern Ireland** highlighted that:

  ‘Prejudicial attitudes both within and outside the workplace are experienced by people with disabilities, women, Trans people, lesbian, gay and bisexual people, people from minority ethnic groups, migrant workers and those of different religious beliefs’.

• The Commission identified the need to enhance the evidence base. This evidence will support the development of further advice and guidance for employers to improve practices.

• Between 29 November 2018 and 1 March 2019, **two information gathering exercises** were undertaken asking employers and employees to complete online surveys. The information gathering exercises allowed respondents to self-select and refer onwards the surveys to other respondents; snowball or referral sampling methodologies. Therefore, the findings are not representative for either all employers or all employees in Northern Ireland.

• This report on **Employee Survey Responses** provides findings for frequency analyses, and cross-tabulations by workplace size, business sector, and whether they have union representation from the closed questions within the Employee survey. This report will be followed by further findings on the equality issues and situations raised by respondents.
Headline Findings

- The **majority (69%)** of employees felt their workplace as welcoming and inclusive with typically more than half of employees agreeing with positively framed statements about their workplaces. However:
  - **Just under half of employees** agreed with the statements, ‘My workplace seeks to accommodate employees from different cultures’ (49%) and ‘My workplace supports employees with mental ill health’ (48%);
  - **Over 1 in 4 employees** disagreed on some statements within the survey – for example, ‘Staff are treated in consistent way in line with workplace policies’ (29%) and ‘Staff [are] able to challenge unwanted behaviour’ (29%).

- Employees in the private sector (62%) and in workplaces with no unions (67%) were less likely to feel that their workplace was welcoming and inclusive.
  - Employees from workplaces with no unions, when compared to all respondents, were also less likely to agree with the statements such as ‘I believe the actions of my organisation are consistent with an inclusive workplace’ (53% v 61%), ‘Staff are treated in consistent way in line with workplace policies’ (49% v 54%) and ‘Staff [are] able to challenge unwanted behaviour’ (46% v 52%).
Headline Findings

- Over one in five employees (21%) personally experienced unwanted behaviour during the past 12 months
  - These were experienced on the grounds of sex (27% of responses), religion (24%), political opinion (20%), caring (20%) and age (20%);
  - Just over half (52%) of these employees did not report the unwanted behaviour.
  - Of those employees that experienced unwanted behaviour, only 15% stated that the issue was now resolved.

- One in four (25%) employees stated that they had witnessed unwanted behaviours towards others during the past 12 months.

- Employees from organisations in the private sector (28%) and those with no unions (32%) were more likely to have experienced unwanted behaviour during the past 12 months, when compared to all the employees who responded to this survey (21%).

- One third (33%) of employees from the private sector witnessed unwanted behaviours during the past 12 months, compared to a quarter (25%) of all employees who responded to this survey.
Who Completed the Survey?

3,583 Employees

- Persons with a disability (n=3206) [Disability Icon]
  - 41% Men
  - 56% Women
  - 26% (other / prefer not to say)

- Trans (n=3207) [Trans Icon]
  - 11% LGBQ+ (n=3169)
  - 0.4% Other

Percentages may not round to 100% due to other / prefer not to say categories.
Including...

Parents with dependent children (n=2777)

- 42%

Carers (n=3191)

- 21%

People in these age groups (n=3166)

- 0%
- 1%
- 1%
- 3%
- 1%
- 3%
- 10%
- 20%
- 30%
- 40%
- 21%
- 10%
- 26%
- 35%
- 24%

Percentages may not round to 100% due to other / prefer not to say categories
People born in.. (n=3204)

- Northern Ireland 89%
- Great Britain 5%
- Ireland 2%
- Europe 1%
- Other 1%

People from these ethnic groups.. (n=3211)

- White 96%
- Other 1%

And from this community background.. (n=3194)

- Protestant 38%
- Catholic 42%
- No Religion 11%
- Other Religion 1%

Including.. Percentages may not round to 100% due to other / prefer not to say categories
Employees came from these:

### Business Sectors (n=3194)

- **Public sector**: 96%
- **Private sector**: 3%
- **Third sector**: 2%

### Employees with and without access to a union (n=3198)

- **Yes**: 93%
- **No**: 5%
- **Don't know**: 2%

*A charity or voluntary sector organisation or social enterprise
Percentages may not add to 100% due to rounding*
Employees from this size of organisation (n=3199)

Large employers have 250+ employees: Medium employers have 50-250 employees: Small employers have less than 50 employees

59% Large
24% Medium
17% Small

Icon courtesy of: https://upload.wikimedia.org/wikipedia/commons/thumb/2/2a/Industry5.svg/1024px-Industry5.svg.png
A Welcoming and Inclusive Workplace?
Experience of Unwanted Behaviours in the Workplace
A Welcoming and Inclusive Workplace?
Which values diversity?

<table>
<thead>
<tr>
<th>Statement</th>
<th>Agree</th>
<th>Tend to Agree</th>
<th>Neither Agree or Disagree</th>
<th>Tend to Disagree</th>
<th>Disagree</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>I work in a diverse workplace (n=3515)</td>
<td>32%</td>
<td>32%</td>
<td>17%</td>
<td>11%</td>
<td>8%</td>
<td>0%</td>
</tr>
<tr>
<td>My workplace is 'family friendly' (n=3534)</td>
<td>29%</td>
<td>31%</td>
<td>20%</td>
<td>9%</td>
<td>9%</td>
<td>2%</td>
</tr>
<tr>
<td>My workplace seeks to support employees with disabilities (n=3562)</td>
<td>29%</td>
<td>31%</td>
<td>21%</td>
<td>7%</td>
<td>6%</td>
<td>5%</td>
</tr>
<tr>
<td>My workplace seeks to accommodate employees from different cultures (n=3558)</td>
<td>22%</td>
<td>27%</td>
<td>31%</td>
<td>7%</td>
<td>4%</td>
<td>8%</td>
</tr>
<tr>
<td>My workplace supports employees with mental ill health (n=3555)</td>
<td>21%</td>
<td>27%</td>
<td>24%</td>
<td>11%</td>
<td>10%</td>
<td>7%</td>
</tr>
</tbody>
</table>

Percentages may not add to 100% due to rounding
A Welcoming and Inclusive Workplace?
Which values diversity?

I work in a diverse workplace

<table>
<thead>
<tr>
<th></th>
<th>All Respondents</th>
<th>*Third Sector</th>
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</thead>
<tbody>
<tr>
<td>Agree</td>
<td>64%</td>
<td>71%</td>
</tr>
<tr>
<td>Neither Agree or Disagree</td>
<td>17%</td>
<td></td>
</tr>
<tr>
<td>Disagree</td>
<td>18%</td>
<td></td>
</tr>
</tbody>
</table>

My workplace is 'family friendly'

<table>
<thead>
<tr>
<th></th>
<th>All Respondents</th>
<th>*Third Sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>60%</td>
<td>73%</td>
</tr>
<tr>
<td>Neither Agree or Disagree</td>
<td>20%</td>
<td></td>
</tr>
<tr>
<td>Disagree</td>
<td>18%</td>
<td></td>
</tr>
</tbody>
</table>

My workplace seeks to accommodate employees from different cultures..

<table>
<thead>
<tr>
<th></th>
<th>All Respondents</th>
<th>*Third Sector</th>
<th>Private Sector</th>
<th>No Union</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>49%</td>
<td>69%</td>
<td>65%</td>
<td>55%</td>
</tr>
<tr>
<td>Neither Agree or Disagree</td>
<td>31%</td>
<td>31%</td>
<td>35%</td>
<td>45%</td>
</tr>
<tr>
<td>Disagree</td>
<td>11%</td>
<td>8%</td>
<td>10%</td>
<td>0%</td>
</tr>
<tr>
<td>Don't Know</td>
<td>8%</td>
<td>8%</td>
<td>10%</td>
<td>0%</td>
</tr>
</tbody>
</table>

*A charity or voluntary sector organisation or social enterprise
Percentages may not add to 100% due to rounding
A Welcoming and Inclusive Workplace? Which values diversity?

My workplace actively seeks to support employees with disabilities

- **All Respondents**: 60% agree, 21% neither agree nor disagree, 13% disagree, 5% don't know.
- **Small Organisations**: 56% agree.
- **Private Sector**: 44% agree.

My workplace supports employees with mental ill health

- **All Respondents**: 48% agree, 24% neither agree nor disagree, 21% disagree, 7% don't know.
- ***Third Sector***: 67% agree.
- **Private Sector**: 55% agree.
- **Small Organisations**: 53% agree.

* A charity or voluntary sector organisation or social enterprise
Percentages may not add to 100% due to rounding
A Welcoming and Inclusive Workplace? Which is respectful and supportive?

I feel welcomed and supported by my line manager regardless of my individual identity (n=3555)

- Agree: 43%
- Tend to Agree: 32%
- Neither Agree or Disagree: 13%
- Tend to Disagree: 5%
- Disagree: 5%
- Don't Know: 1%

I feel welcomed and supported by my work colleagues regardless of my individual identity (n=3541)

- Agree: 36%
- Tend to Agree: 38%
- Neither Agree or Disagree: 16%
- Tend to Disagree: 5%
- Disagree: 5%
- Don't Know: 1%

My workplace is welcoming and inclusive (n=3552)

- Agree: 32%
- Tend to Agree: 37%
- Neither Agree or Disagree: 16%
- Tend to Disagree: 8%
- Disagree: 6%
- Don't Know: 0%

I think that my workplace respects individual identity (n=3543)

- Agree: 25%
- Tend to Agree: 32%
- Neither Agree or Disagree: 23%
- Tend to Disagree: 10%
- Disagree: 8%
- Don't Know: 2%

The atmosphere in my workplace sometimes makes me feel uncomfortable due to my identity or that of another work colleagues or friend (n=3556)

- Agree: 8%
- Tend to Agree: 15%
- Neither Agree or Disagree: 16%
- Tend to Disagree: 18%
- Disagree: 40%
- Don't Know: 4%

Percentages may not add to 100% due to rounding.
A Welcoming and Inclusive Workplace?
Which is respectful and supportive?

I feel welcomed and supported by my line manager regardless of my individual identity

- All Respondents: 75% Agree, 13% Neither Agree or Disagree, 11% Disagree
- Private Sector: 64% Agree
- No Union: 66% Agree

I feel welcomed and supported by my work colleagues regardless of my individual identity

- All Respondents: 74% Agree, 16% Neither Agree or Disagree, 10% Disagree
- Public Sector: 71% Agree
- Small Organisations: 71% Agree

I think that my workplace respects individual identity

- All Respondents: 56% Agree, 23% Neither Agree or Disagree, 18% Disagree, 2% Don't Know
- *Third Sector: 78% Agree

*A charity or voluntary sector organisation or social enterprise
Percentages may not add to 100% due to rounding
A Welcoming and Inclusive Workplace? Which is respectful and supportive?

My Workplace is Welcoming and Inclusive

- **All respondents**: 70% agree, 16% neither agree or disagree, 14% disagree.
- ***Third Sector***: 81% agree.
- **Private Sector**: 62% agree, 16% neither agree or disagree, 14% disagree.
- **No Union**: 64% agree, 16% neither agree or disagree, 14% disagree.

The atmosphere in my workplace sometimes makes me feel uncomfortable due to my identity or that of another work colleagues or friend

- **All Respondents**: 58% disagree, 15% neither agree or disagree, 22% agree.
- **Small Organisation**: 56% disagree.
- **Private Sector**: 54% disagree.

*A charity or voluntary sector organisation or social enterprise
Percentages may not add to 100% due to rounding
A Welcoming and Inclusive Workplace?
Which is consistent in it treatment and actions

I believe the actions of my organisation are consistent with an inclusive workplace (n=3551)

- 28% Agree
- 32% Tend to Agree
- 21% Neither Agree nor Disagree
- 8% Tend to Disagree
- 8% Disagree
- 2% Don't Know

Staff in my workplace are treated in a consistent way in line with workplace policies (n=3553)

- 26% Agree
- 29% Tend to Agree
- 15% Neither Agree nor Disagree
- 14% Tend to Disagree
- 15% Disagree
- 2% Don't Know

I feel able to challenge unwanted behaviour in the workplace (n=3550)

- 22% Agree
- 30% Tend to Agree
- 17% Neither Agree nor Disagree
- 15% Tend to Disagree
- 14% Disagree
- 2% Don't Know

Percentages may not add to 100% due to rounding.
A Welcoming and Inclusive Workplace?
Which is consistent in its treatment and actions

I believe the actions of my organisation are consistent with an inclusive workplace

- All Respondents: 61% Agree, 21% Neither Agree or Disagree, 17% Disagree
- No Union: 53% Agree

Staff in my workplace are treated in a consistent way in line with workplace policies

- All Respondents: 54% Agree, 15% Neither Agree or Disagree, 29% Disagree
- Public Sector: 55% Agree
- Private Sector: 51% Agree
- No Union: 49% Agree

I feel able to challenge unwanted behaviour in the workplace

- All Respondents: 52% Agree, 17% Neither Agree or Disagree, 28% Disagree
- No Union: 46% Agree

Percentages may not add to 100% due to rounding
The majority of employees felt their workplace was welcoming and inclusive, however...

Staff are treated in a consistent way in line with workplace policies

I feel able to challenge unwanted behaviour

1 in 4

DISAGREE
The majority of employees felt their workplace was welcoming and inclusive, however...

- My workplace is “family friendly”
- My workplace supports people with mental ill health
- My workplace is diverse
- My workplace respects individual identity
- The atmosphere in my workplace is comfortable

1 in 5

DISAGREE
Experience of Unwanted Behaviours in the Workplace:
Over 1 in 5 employees personally experienced unwanted behaviours, during the past 12 months^.

^because of your sex, age, race, religious belief, political opinion, disability, gender identity, sexual orientation, marital status or status as a parent or carer

Percentages may not add to 100% due to rounding
Experience of Unwanted Behaviours in the Workplace:
These were on the grounds of... (n=753)

Multiple response question: Percentages do not add to 100%
What did these employees do about it?... (n=753)

- Not raise the issue at all: 52%
- Raise the matter informally: 26%
- Deal with the matter yourself: 18%
- Raise the matter formally with external support*: 12%
- Raise the matter through workplace formal procedures: 11%

Multiple response question: Percentages do not add to 100%

Is the issue resolved for these employees?... (n=730)

- Yes, resolved: 18%
- No, not resolved: 15%
- Don't know: 67%

Multiple response question: Percentages do not add to 100%
Experience of Unwanted Behaviours in the Workplace: 1 in 4 employees have witnessed unwanted behaviours, during the past 12 months^^

^because of sex, age, race, religious belief, political opinion, disability, gender identity, sexual orientation, marital status or status as a parent or carer

Percentages may not add to 100% due to rounding
INFORMATION GATHERING

Methodology
Reporting
Methodology & Reporting

Methodology

• The Commission undertook two information gathering exercises, asking employers and employees to complete either an employer-focused or an employee-focused online survey.
• The information gathering exercises used snowball or referral sampling methodologies, whereby respondents self-selected whether to respond to the exercise.
• The information gathering exercises took place between 29 November 2018 and 1 March 2019.

• The findings are not representative for either all employers or employees, or any disaggregation of employers and employees, in Northern Ireland and no inferences can be made from the findings

Reporting

• All findings presented within this report are based on simple noteworthy differences from the responses made by all respondents; no statistical methodologies or significance testing was used for this report.
• Where practical, counts are presented. These will vary due to non-response by respondents to certain questions.
• The findings are based on a self-selecting group of respondents who offered their experiences of the workplace to help the Commission gather evidence to support the development of further advice and guidance for employers to improve practices across a range of equality grounds