Equality Commission
FOR NORTHERN IRELAND

Fair Employment Monitoring Report No.34

Annual summary of monitoring returns 2023

Key findings

NI Monitored Workforce

- The total monitored workforce in 2023 was 598,854. There is an estimated under-reporting of 1,141 employees .
- Overall, 248,607 (41.5%) were Protestant, 253,464 (42.3%) Roman Catholic, and 96,783 (16.2%) were Non-Determined (Chart 1).
- In 2023, for the second consecutive year the share of the total monitored workforce from members of the Roman Catholic community [50.5%][1] was greater than that of members of the Protestant community [49.5%]. This continues the trend of an increasing share [0.4 pp] from members of the Roman Catholic community, over the period 2001- 2023 (averaging around [0.5 pp] per annum).
- Women increased their share of the monitored workforce almost every year between 2001 (50.4%) and 2010 (52.7%). Thereafter, the female share remained around 52.0%.
- In 2023, the female share increased by 0.3 pp from the previous year (52.8%).
- In 2023, Roman Catholics represented [53.2%] and Protestants [46.8%] of all applicants. Since 2009, members of the Roman Catholic community have annually comprised a greater proportion of **applicants** than those from the Protestant community. Since 2015, the share of applicants from members of the Roman Catholic community has remained around [53.0%]. Overall, the Roman Catholic community share of applicants increased by [8.4 pp] from [44.8%] in 2001.
- In 2023, Roman Catholics represented [52.9%] and Protestants [47.1%] of all appointees. Since 2006, members of the Roman Catholic community have annually comprised a greater proportion of **appointees** than members of the Protestant community. During the period 2001-2016, the share of members of the Roman Catholic community has steadily increased. Since 2017, the Roman Catholic share remained around 53.0%. Overall, their share has increased by [8.1 pp] from [44.8%] in 2001.
- The Roman Catholic community comprised [52.4%] of **leavers** from the monitored workforce. Overall, the share of leavers from the Protestant community [47.6%] has decreased by [8.2 pp] from [55.8%].

Key findings continued

Private Sector

- In 2023, for the first time since monitoring began, members of the Roman Catholic community [50.1%] represented a greater share of the private sector workforce. Overall, there has been an increase in the Roman Catholic community share of [9.7 pp] from [40.4%] in 2001. There has been an average increase, of [0.5 pp] per annum in the Roman Catholic community share of the private sector workforce between 2001 and 2023.
- In 2023, at 45.8% the female share of private sector increased by 0.2pp from from the previous year. The female share of private sector employment has fluctuated above 45.0% since a peak of 46.3% in 2010.

Public Sector

- In 2023, the Protestant community share of the public sector was [48.9%]. During the period 2001-2019, the Protestant community held a larger share of the public sector workforce, although this has been gradually decreasing since 2001 when it stood at [59.8%].
- The Roman Catholic community [51.1%] share of the public sector workforce continued to increase in 2023 (by [0.3pp]), at a similar rate to that observed in more recent years.
- In 2023, the female share (66.5%) of employees in the public sector increased by 0.6 pp from the previous year. Although, increased overall by 7.4 pp from 59.1% in 2001.

Fair Employment Monitoring & Review

The Fair Employment and Treatment (Northern Ireland) Order 1998 (FETO) requires registered and specified employers[2] amongst other duties, to:

• monitor the composition of their workforce and of those applying, appointed, leaving or being promoted;

• submit an annual monitoring return to the Commission (both Article 52); and

• review their workforce composition and employment practices[3] at least once every three years, "for the purposes of determining whether members of each community are enjoying… fair participation" and the "affirmative action (if any) which would be reasonable and appropriate". (Article 55)

The Fair Employment Code of Practice sets out the role of monitoring, within a wider context of considering equality of opportunity and fair participation, as follows:

"Monitoring – ... means establishing the community background of your existing workforce (that is, how many belong to the Protestant community and how many belong to the Roman Catholic community)…"

Fair employment legislation requires employers to not only monitor the composition of their workforces, but to also determine whether members of each community are enjoying fair participation. While 'fair participation' is not defined in the legislation, in practice this involves a comparison between an employer's workforce composition figures, and the community composition of those available for work.

The Commission works with employers to ensure that they are aware of, and comply with, their responsibilities under the legislation and to this end provides a range of guidance and support to employers. The Unified Guide to Promoting Equal Opportunities in Employment notes that:

"The [employer] duties are primarily concerned with promoting and securing equality of opportunity and fair participation in employment for members of the Protestant community in Northern Ireland and members of the Roman Catholic community in Northern Ireland."

Fair Employment Monitoring & Review

Focus on Community Composition

The scope of Fair Employment monitoring, and of this report, focuses on the ‘community composition’ of those applying, appointed, leaving or being promoted in registered or specified employers in Northern Ireland. Monitoring thus covers an estimated 65% - 67%[4] of all of those in employment.

As set out under the FETO, “community” means the Protestant community, or the Roman Catholic community in Northern Ireland.

In this specific context, the terms 'Protestant' and 'Roman Catholic' in fair employment monitoring are thus NOT used to convey religion, religious belief, or non-belief.

Specifically, the terms are used to convey the community to which an individual has stated that they belong, or which they might reasonably be perceived to belong, based on evidence of a connection with that community. The term 'non-determined' is used where a community background is neither stated nor can reasonably be determined. Further detail can be obtained from the Fair Employment (Monitoring) Regulations (Northern Ireland) 1999.

Fair Employment Monitoring Report

Although the central purpose of employer monitoring information is to allow employers (through their Article 55 reviews) to determine whether members of each community are afforded fair participation in those individual employments, there is also value in considering monitoring figures at the Northern Ireland level .

On an annual basis, each registered employer must provide a summary of monitoring data it holds to the Equality Commission via an ‘annual monitoring return’. The Commission, although not required by statute, aggregates and publishes this information in an annual summary of monitoring returns (this report).

Fair Employment Monitoring & Review

Accessing Detailed Information

Aligned to the focus of FETO, this short summary report briefly describes the community composition of employment for members of the Protestant community and members of the Roman Catholic community. This document presents high level information. Further information on each sector is available from the Commission website, see ECNI Fair Employment Monitoring Report No.34 (equalityni.org/femonrep34). This includes:

- detailed information including charts and tables (for example information on those 'non-determined' as either members of either the Protestant or Catholic communities, cross-tabulations by 'community background and sex' or information by SOC for each of the sectors);
- for each monitored employer a list of employment compositions (stocks and flows) are available:
  - Composition of Individual Specified Authorities (26+ employees)
  - Composition of Private Sector Concerns (26+ employees)
  - Composition of Appointees to Individual Specified Authorities (26+ employees)
  - Composition of Appointees to Private Sector Concerns (251+ employees);
- technical information on:
  - Employer Monitoring Duties and the Annual Report
  - Definitions, Technical Considerations and Wider Concepts in Fair Employment
  - Companies Data – Technical Considerations

References in this report to 'web table' or 'web chart' refer to materials available via our website. Further information relating to Fair Employment legislation; employer duties to monitor and review; and Commission duties is available on the Commissions website: ECNI Fair Employment Monitoring Report – What is Fair Employment Monitoring (equalityni.org/femonrep34).

Fair Employment Monitoring Returns 2023

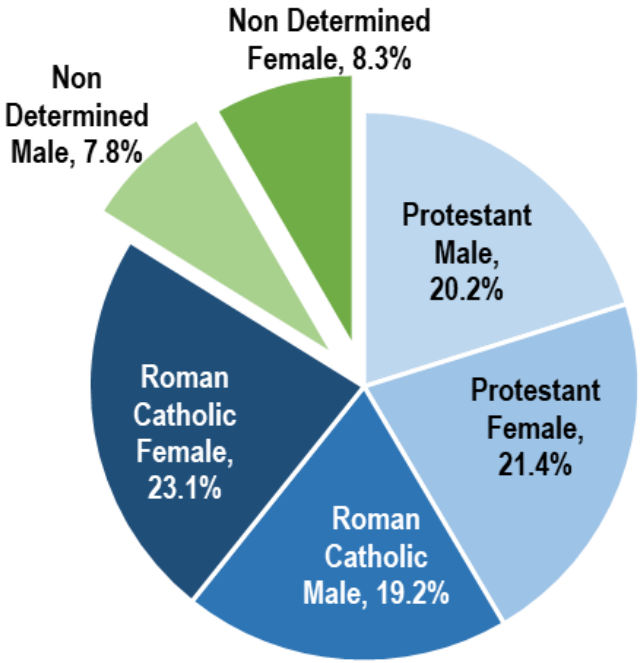
The ‘Monitoring Report’ combines the returns from all employers to describe the composition of those applying to, or employed within, all monitored employment in Northern Ireland.

The total monitored workforce in 2023 was 598,854[5]. Overall, 248,607 (41.5%) were Protestant, 253,464 (42.3%) Roman Catholic, and 96,783 (16.2%) were Non-Determined (Chart 1).

Hereafter, percentages for the community background compositions of the workforce are shown in square brackets [ ] and are based on the Protestant and Roman Catholic community backgrounds only; the Non-Determined are excluded.

This report presents a broad picture of the community composition across the monitored Northern Ireland workforce as a whole, and of the private and public sectors. Furthermore, consideration is also given to the six components of the public sector and the composition of applicants, appointees, promotees and leavers within them.

Chart 1: Monitored Workforce Composition, Including the Non-Determined, 2023



Fair Employment Monitoring Returns 2023

IN SUMMARY: In 2023, members of the Roman Catholic community [50.5%] represented a greater share of the Monitored Northern Ireland Workforce than did members from the Protestant community [49.5%]. The smaller public sector now has a marginally larger share of those from a Roman Catholic community background within it, whereas the larger private sector has a marginally smaller Protestant share within it.

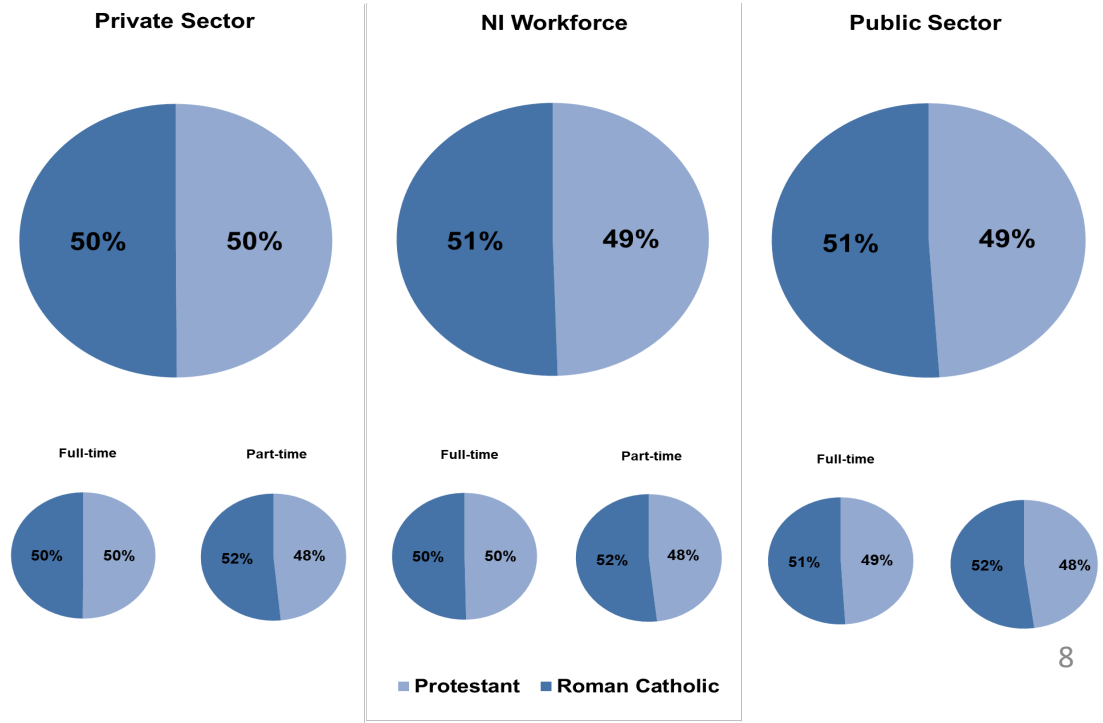
Those from the Roman Catholic community continued to comprise more than half of applicants and appointees in 2023. Over the period 2001-2023, there has been a trend of an increasing share of those from the Roman Catholic community as applicants and appointees to the monitored workforce. In 2023, members of the Roman Catholic community comprised the larger share of leavers from the monitored workforce.

Employment Stocks

In 2023, for the second consecutive year, the share of the total monitored workforce from members of the Roman Catholic community [50.5%] was more than members from the Protestant community [49.5%]. The share of monitored employment from members of the Roman Catholic community increased from [50.1%] in 2022 to [50.5%] in 2023. This increase of [0.4 pp], continued the trend of increased representation from the Roman Catholic community observed since 2001 [40.3%] and continues an end to the long established trend of members of the Protestant community accounting for a greater share of the total monitored workforce (Web Chart 2.1).

Chart 2 illustrates the community background composition of the monitored workforce including variations by sector and by employment type i.e. full-time/part-time status in 2023.

Chart 2: Monitored Northern Ireland Workforce All Employees [%] by Community Background, 2023



The community background compositions in the public and private sectors, and in the full-time workforces, are broadly reflective of the overall Northern Ireland workforce position. However, in respect to the part-time workforce overall and within the public sector, the compositions have a greater share of employees from those of the Roman Catholic community than the overall workforce figures.

Women account for more than half (52.8%) of all monitored employees in Northern Ireland. Between 2015 and 2018, the female share remained relatively unchanged (≤0.1 pp). In 2023, the female share increased by 0.3 pp.

Chart 3 shows that women, both Roman Catholic [27.5%] and Protestant [25.5%], have the greater shares of the monitored workforce. The share for Protestant women decreased by [0.1pp] from the previous year.

Chart 3: Monitored Northern Ireland Workforce All Employees [%] by Sex & Community Background, 2023

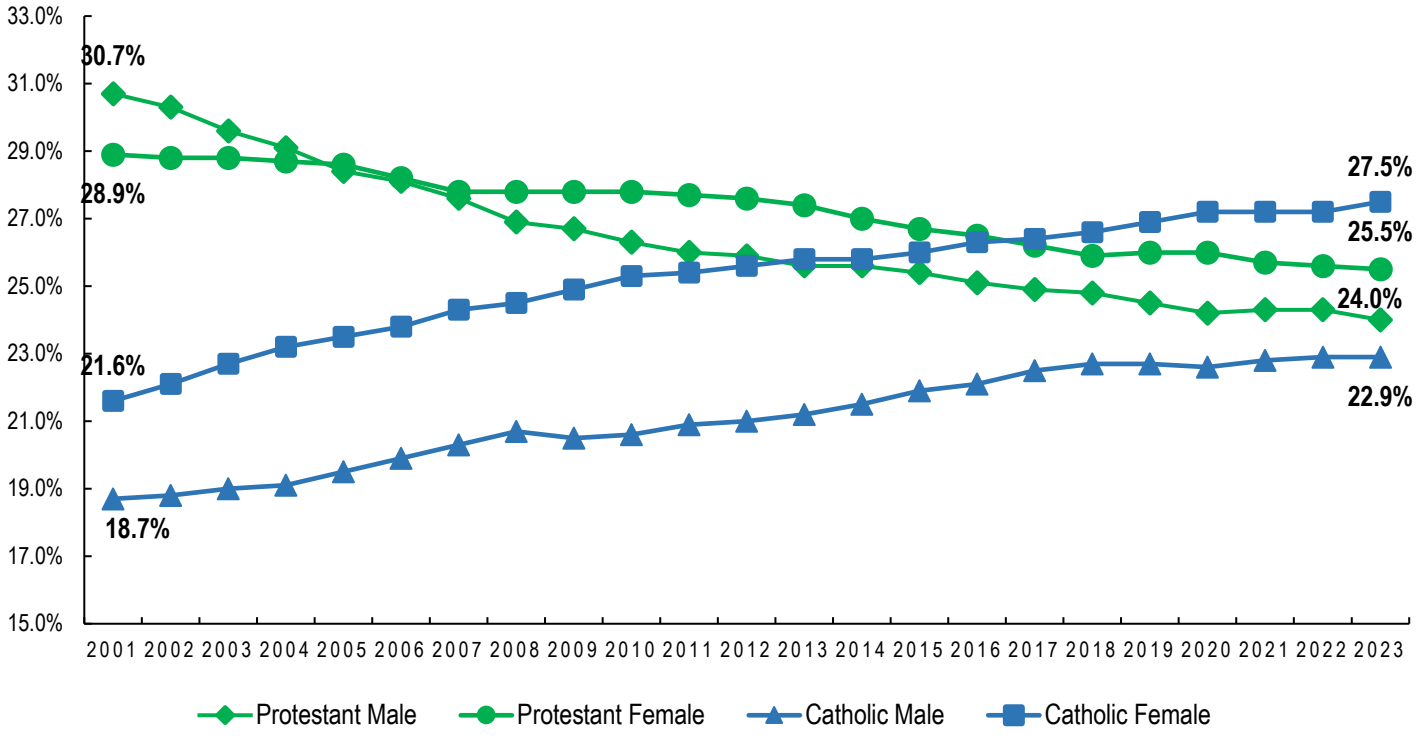
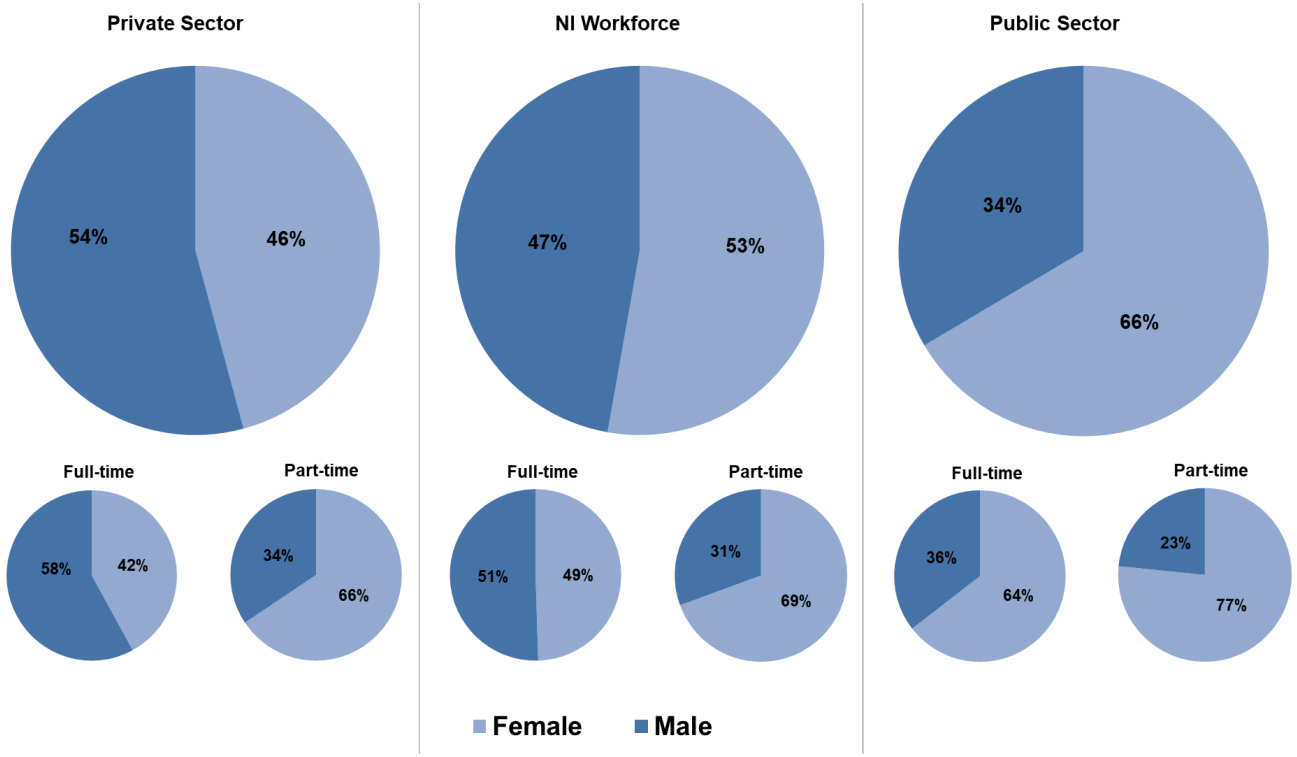


Chart 4 presents the composition by sex of the monitored workforce by sectors and by employment type.

In 2023, women represented 52.8% of the Northern Ireland workforce. Women represented 45.8% of the private sector workforce, whereas women in the public sector represented 66.5% of the workforce, which was 13.7 pp higher than their share of the overall workforce.

Notable differences in female representation in the full-time and part-time workforces continue to be observed, with part-time workforces more likely to be female (65.6% of the private sector and 76.6% of the public sector). Female employees are more likely to be working in the public sector (both full-time and part-time) (Chart 4).

Chart 4: Monitored Northern Ireland Workforce All Employees [%] by Sex, 2023



Employment Flows

Applicants

Since 2008, there were more members from the Roman Catholic community [53.2%] than the Protestant community [46.8%] as applicants to the monitored workforce (Web Table 2.4). Since 2009, members of the Roman Catholic community have annually comprised a greater proportion of **applicants** than those from the Protestant community. Since 2015, the share of applicants from members of the Roman Catholic community has remained around 53.0%. Overall, the Roman Catholic community share of applicants increased by [8.4 pp] from [44.8%] in 2001 (Web Chart 2.14).

In 2023, women represented a 45.5% share of applicants to the monitored workforce. This was a 1.9 pp decrease from the previous year (47.4%). For the period 2001-2023, the female share decreased by 5.0 pp from 50.5% in 2001 (Web Chart 2.15).

Appointees

Since 2006, those of the Roman Catholic community have annually comprised a greater proportion of appointees than those of the Protestant community. In 2023, the Roman Catholic community share increased by [0.4 pp] to [52.9%] (Web Table 2.5). Since 2001, the Roman Catholic share of appointees has increased by [8.1 pp] from [44.8%] (Web Chart 2.17).

In 2023, 51.5% of appointees to the monitored workforce were women, a decrease of 0.4 pp from 51.9% in 2022 (Web Table 2.5). During the period 2001-2023, the male and female shares of appointees fluctuated, however, the female share decreased by 2.8 pp from 54.3% in 2001 (Web Chart 2.18).

Promotees

In 2023, the Roman Catholic community share of promotees in the monitored workforce decreased by [0.3 pp] from [52.7%] in 2022 to [52.4%] (Web Table 2.6). Overall, the share of promotees to the monitored workforce from members of the Roman Catholic community increased by [12.6 pp] from [39.8%] in 2001 (Web Chart 2.20).

In 2023, the female share of promotees in the monitored workforce decreased by 2.8 pp from 51.7% in 2022 to 48.9% (Web Table 2.6). Overall, between 2001 and 2010, the female share of promotees to the monitored workforce fluctuated between 47.0% (2001) and 54.2% (2010). In more recent years, this has reduced to between 47.0% (2016) and 49.0% (2017) (Web Chart 2.21).

Leavers

Members of the Roman Catholic community [52.4%] comprised the greater share of leavers from the monitored workforce. Members of the Protestant community comprised [47.6%] of leavers (Web Table 2.7). Overall, the share of leavers from the Protestant community has decreased by [8.2 pp] from [55.8%] in 2001 (Web Chart 2.23).

Women continued to account for more than half (51.6%) of leavers from the monitored workforce, a trend observed since 2001 (Web Table 2.7). Since 2001, the female share of leavers from the monitored workforce has decreased by 3.6 pp from 55.2% (Web Chart 2.24).

The Private Sector

IN SUMMARY: In 2023, for the first time since monitoring began, the share of members from the Roman Catholic community [50.1%] was more that the share of members from the Protestant community [49.9%].

Since 2007, the share of private sector applicants from the Roman Catholic community has exceeded that of their Protestant counterparts. Similarly, those from the Roman Catholic community continue to comprise the majority of private sector appointees, a trend observed since 2006.

In 2023, the Roman Catholic community share of private sector leavers increased from the previous year.

Employment Stocks

All Employees

For the first time since monitoring began, the share of members from the Roman Catholic community [50.1%] was more that the share of members from the Protestant community [49.9%]. The Roman Catholic share of the private sector workforce in 2023 increased from the previous year by [0.3 pp] and overall by [9.7 pp] from [40.4%] in 2001 (Chart 5).

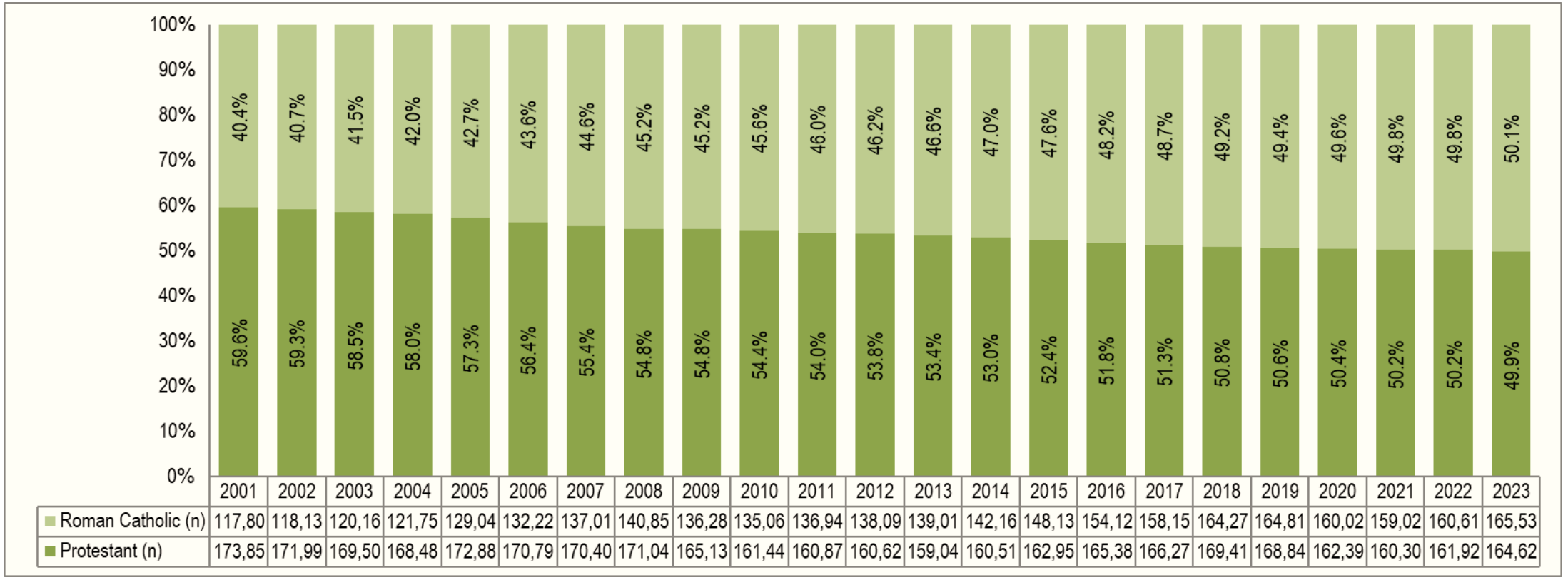
This continues a long established trend of increased Roman Catholic community representation in the private sector; an increase, on average, of [0.5 pp] per annum has been observed during the period 2001-2023.

Over the last five years, the annual increase has been lower at around [0.2 pp] (Web Chart 3.1).

In 2023, the female share of private sector employment increased slightly from the previous year by 0.2 pp to 45.8% (Chart 4).

During the period 2014-2023, the female share of private sector employment has fluctuated around 45.0%, with the exception of 2020 when it peaked at 46.3%, the highest level observed since 2010 (Web Chart 3.2).

Chart 5: Private Sector Workforce All Employees [%] by Community Background, 2001-2023



	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Roman Catholic (n)	117,80	118,13	120,16	121,75	129,04	132,22	137,01	140,85	136,28	135,06	136,94	138,09	139,01	142,16	148,13	154,12	158,15	164,27	164,81	160,02	159,02	160,61	165,53
Protestant (n)	173,85	171,99	169,50	168,48	172,88	170,79	170,40	171,04	165,13	161,44	160,87	160,62	159,04	160,51	162,95	165,38	166,27	169,41	168,84	162,39	160,30	161,92	164,62

Full-time Employees

In 2023, the composition of the full-time private sector workforce was [50.1%] from members of the Protestant community and [49.9%] members of the Roman Catholic community (Web Table 3.2). The share of the full-time private sector workforce from members of the Roman Catholic community gradually increased during the period 2001-2023, by [10.6 pp] from [39.3%] in 2001 (Web Chart 3.6).

In 2023, the female share of full-time private sector employment remained unchanged from the previous year at 42.0%. During the period 2001-2023, the overall female share gradually increased from 41.0%, but has broadly remained at around 42.0% over recent years (Web Chart 3.7).

Part-time Employees

In 2023, for the ninth consecutive year, members of the Roman Catholic community [51.6%] comprised a greater share of the part-time private sector workforce than members from the Protestant community (Web Table 3.3). Overall, the Roman Catholic community share has increased by [4.8 pp] from [46.8%] in 2001 (Web Chart 3.10).

Women continued to account for the majority (65.6%) of the part-time private sector workforce (Web Table 3.3). In 2023, the male share decreased by 0.9 pp from 35.2% in 2022 to 34.4%.

Employment Flows

Applicants

Since 2007, the share of applicants from the Roman Catholic community [53.0%] has exceeded that of their Protestant counterparts [47.0%] (Web Table 3.4). Overall, the share of applicants from the Roman Catholic community increased by [9.2 pp] from [43.8%] in 2001 (Web Chart 3.14).

In 2023, women represented 44.0% of applicants to the private sector; a decrease of 1.6 pp from the previous year (Web Table 3.4). During the period 2001-2023, men have consistently comprised a larger share of applicants to the private sector (Web Chart 3.15).

Appointees

Since 2006, annually, the shares of appointees from the Roman Catholic community has exceeded the shares of members from the Protestant community (Web Table 3.5). In 2023, this trend continued with [52.8%] of appointees from the Roman Catholic community; an increase of [0.8 p] from [52.0%] in 2022 and [8.8 pp] from [44.0%] in 2001 (Web Chart 3.17).

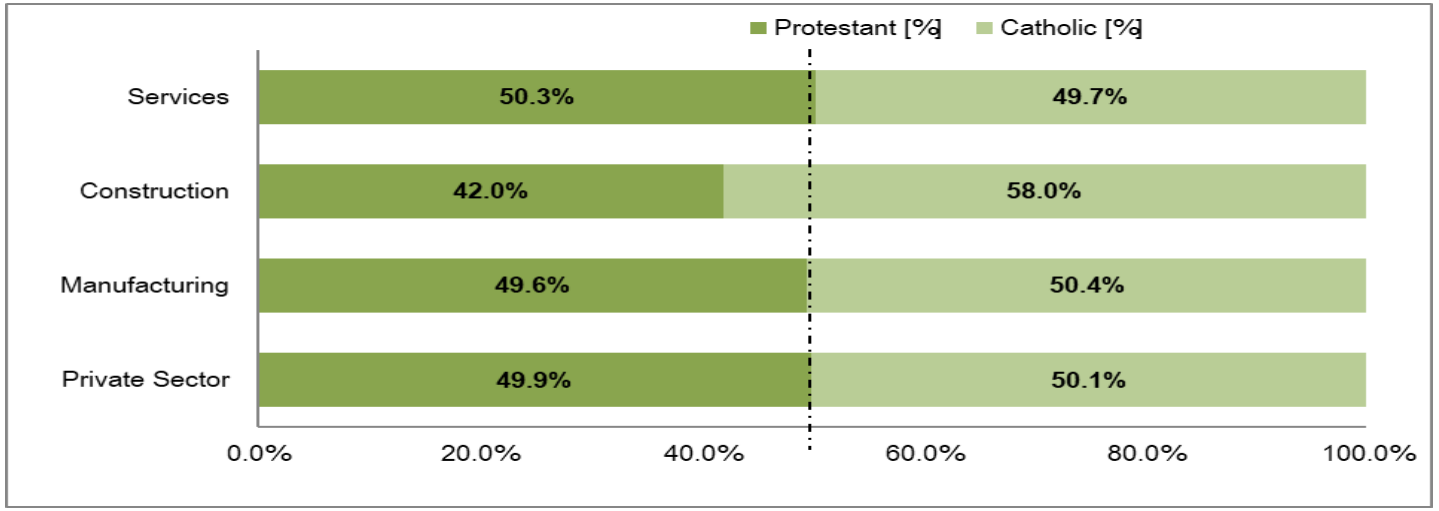
In 2023, men (53.3%) continued to represent more than half of private sector appointees, a trend observed since 2005 (Web Chart 3.18).

Promotees

In 2023, for the eighth consecutive year, the share of promotees from the Roman Catholic community [53.3%] exceeded that of their Protestant counterparts [46.7%] (Web Table 3.6). Over the period 2001-2023, the Roman Catholic community share increased by [15.8 pp] from [37.5%] in 2001 (Web Chart 3.20).

In 2023, the female share of private sector promotees decreased by 0.8 pp from 45.8% the previous year to 45.0% (Web Table 3.5). During the period 2001- 2023, the female share increased overall by 6.4 pp from 38.6% in 2001 (Web Chart 3.21).

Chart 6: Sectoral Components of the Private Sector, 2023



Leavers

In 2023, the share of private sector leavers from the Roman Catholic community [52.7%], increased by [0.5 pp] from the previous year (Web Table 3.7). Since 2001, the broad trend has been an increasing share of private sector leavers from the Roman Catholic community, increasing by [8.5 pp] from [44.2%] in 2001 (Web Chart 3.23).

For the tenth consecutive year, men (53.0%) comprised more than half of leavers from the private sector (Web Table 3.6).

Private Sector Component

The private sector is comprised of three main components, namely manufacturing, construction and services[6].

Employment Stocks

In 2023, members from the Protestant community accounted for a greater share of employees in the services [50.3%] component (Chart 6). Members of the Roman Catholic community accounted for a larger proportion of employees in the construction component [58.0%] and the manufacturing component [50.4%] (Web Tables 3.8, 3.9 and 3.10).

During the period 2001-2023, the Protestant community background share has decreased across each of the component sectors, most notably within manufacturing by [12.9 pp] from [62.5%] in 2001 and construction by [11.6 pp] from [53.7%] in 2001.

The Public Sector

IN SUMMARY: For the fourth consecutive year, the share of the total public sector workforce represented by members of the Roman Catholic community [51.1%] was more than the share of the those with a Protestant community background. Of the six sub-sectors within the public sector, members of the Roman Catholic community represented the majority of those monitored in the Health, Education and Other Public Authorities sub-sectors.

Those from the Roman Catholic community comprised more than half of all applicants and appointees. Since 2012, the share of applicants from the Roman Catholic community has exceeded that of those from the Protestant community. For the fourth consecutive year members of the Roman Catholic community [51.6%] comprised the majority of leavers from the public sector.

Employment Stocks

All Employees

In 2023, for the fourth consecutive year, the share of the total public sector workforce represented by members of the Roman Catholic community [51.1%] was more than the Protestant share (Web Table 4.1). During the period 2001-2019, members of the Protestant community held a larger share of the public sector workforce (Web Chart 4.1). However, this has been gradually decreasing; overall, by [10.9 pp] from [59.8%] in 2001 to [48.9%] in 2023 (Chart 7).

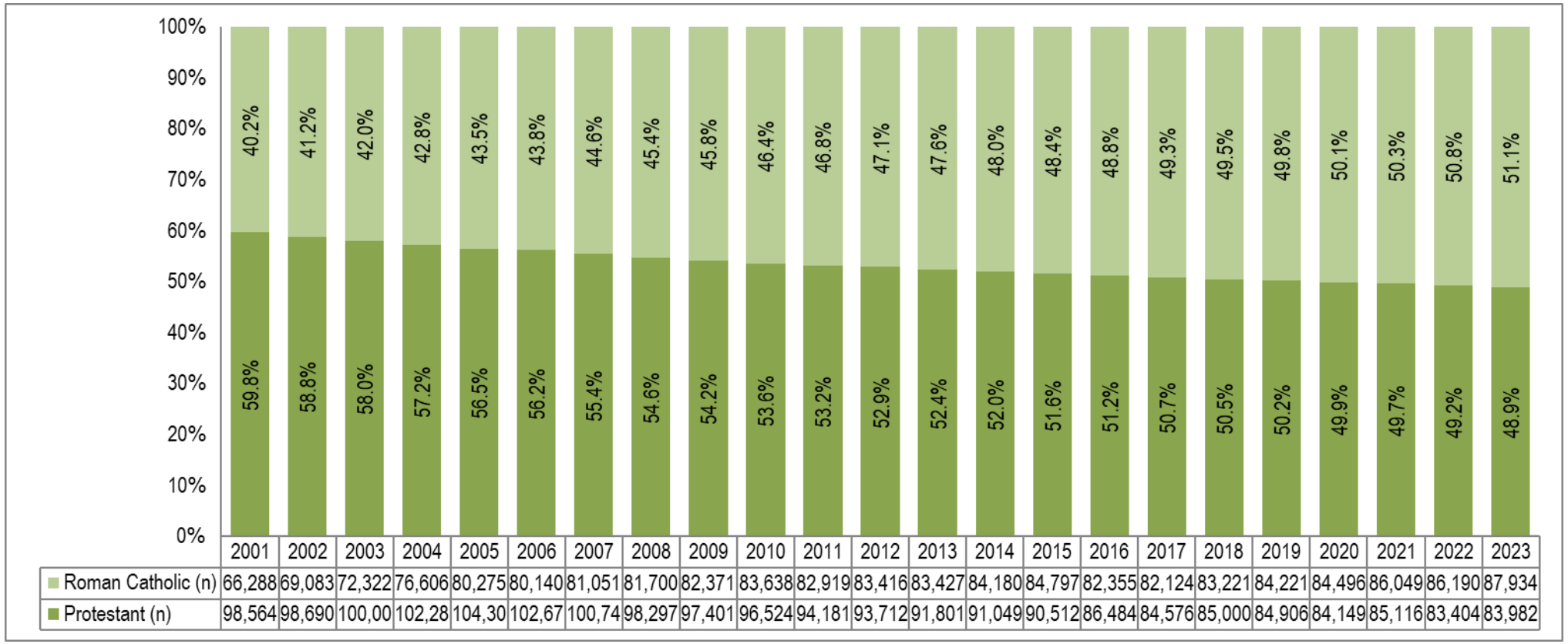
In 2023, the female share (66.5%) of employees in the public sector increased by 0.6 pp from the previous year. Although, overall increased 7.4 pp from 59.1% in 2001 (Web Chart 4.2).

Full-time Employees

In 2023, [49.0%] of full-time public sector employees were from the Protestant community, whilst [51.0%] were from the Roman Catholic community (Web Table 4.2). Between 2022 and 2023, the share of the full-time public sector workforce from members of the Roman Catholic community increased by [0.2 pp] from [50.8%]. This represents a continued, year-on-year, gradual increase in the full-time share of the Roman Catholic community during the period 2001-2023, by [11.1 pp] from [39.9%] (Web Chart 4.6).

The majority (64.5%) of full-time public sector employees in 2023 were women; a trend observed every year since 2001. The female share increased by 0.2 pp from the previous year and increased overall by 9.3 pp from 55.2% in 2001 (Web Chart 4.7).

Chart 7: Public Sector Workforce All Employees [%] by Community Background, 2001-2023



	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Roman Catholic (n)	66,288	69,083	72,322	76,606	80,275	80,140	81,051	81,700	82,371	83,638	82,919	83,416	83,427	84,180	84,797	82,355	82,124	83,221	84,221	84,496	86,049	86,190	87,934
Protestant (n)	98,564	98,690	100,00	102,28	104,30	102,67	100,74	98,297	97,401	96,524	94,181	93,712	91,801	91,049	90,512	86,484	84,576	85,000	84,906	84,149	85,116	83,404	83,982

Part-time Employees

In 2023, for the third consecutive year, the Roman Catholic community [52.2%] accounted for the majority of the part-time public sector workforce (Web Table 4.3). The share of members from the Roman Catholic community increased by [1.1 pp] from [51.1%] in 2022. Overall, during the period 2001-2023, the Roman Catholic community share increased by [10.7 pp] from [41.5%] (Web Chart 4.10).

The female share (76.6%) of part-time public sector employment increased by 1.6 pp from the previous year. Overall, the female share of part time public sector employees has decreased by 1.2 pp from 77.8% in 2001 (Web Chart 4.11).

Employment Flows

Applicants

Since 2011, members of the Roman Catholic community [54.6%] comprised a greater share of public sector applicants than did those from the Protestant community [45.4%] (Web Table 4.4). Over the period 2001-2023, the shares of public sector applicants from the Roman Catholic and Protestant communities have fluctuated (Web Chart 4.17).

In 2023, 58.3% of applicants to the public sector were female (Web Table 4.4), continuing the broad[7] trend observed during the period 2001-2023 of women comprising a larger share of public sector applicants (Web Chart 4.15). However, overall, during this period the female share has decreased by 5.0 pp from 63.3% in 2001.

Appointees

In each year since 2010, the Roman Catholic community comprised a greater share of public sector appointees than members of the Protestant community (Web Table 4.5). In 2023, the share of members from the Roman Catholic community [53.5%] decreased by [1.1 pp] from [54.6%] in 2022. During the period 2001-2023, the Roman Catholic community share increased by [5.6 pp] from [47.9%] in 2001.

In 2023, the female share of public sector appointees increased, by 1.4 pp from 68.4% to 69.8%, suggesting that the decrease observed the previous year was temporary (Web Table 4.5).

During the period 2001-2023, women have year-on-year, consistently comprised the majority of public sector appointees. Overall, during this period the female share has increased by 0.3 pp from 69.5% in 2001 to (Web Chart 4.18).

Promotees

In 2023, the shares of those from the Roman Catholic community decreased by [0.7 pp] to [50.8%] from [51.5%] in 2022 (Web Chart 4.20).

The female share of public sector promotees in 2023 was 56.5%, a decrease of 4.1 pp from 60.6% in 2022 (Web Table 4.6). There has been an overall increase in the female share during the period 2001-2023 of 3.1 pp from 53.4% in 2001 (Web Chart 4.21), although, there has been a high degree of fluctuation since 2009.

Leavers

In 2023, for the third consecutive year, members from the Roman Catholic community [51.6%] comprised the majority of public sector leavers (Web Table 4.7). During the period 2001-2020, members of the Protestant community comprised a greater proportion of public sector leavers than did the Roman Catholic community (Web Chart 4.23).

Women continued to comprise the majority (65.6%) of leavers from the public sector, a trend observed since 2001 (Web Table 4.7). The female share decreased by 0.7 pp from the previous year and increased overall by 2.2 pp from 63.4% in 2001 (Web Chart 4.24).

The Component Sectors

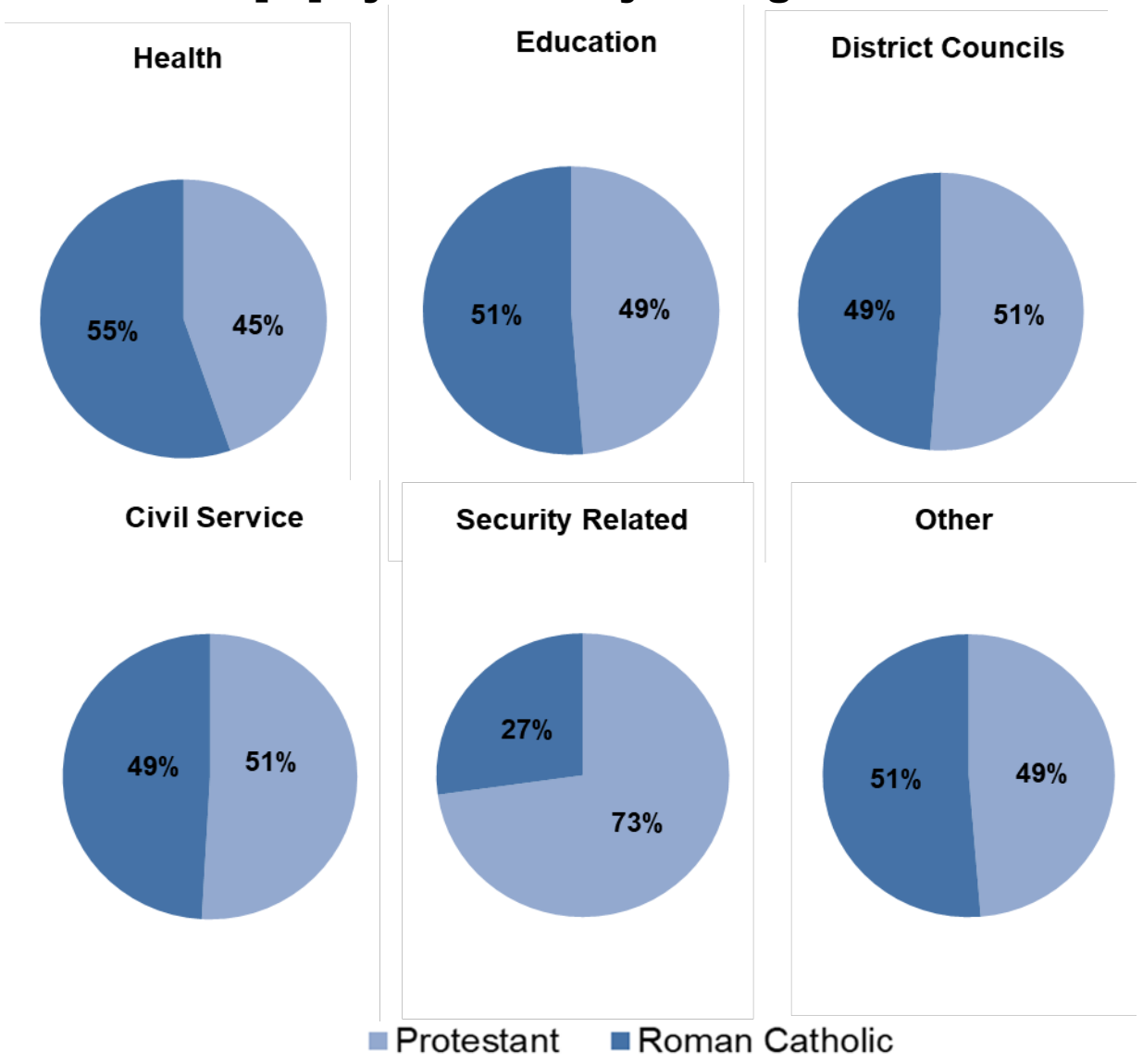
Employment Stocks

In 2023, those from the Roman Catholic community represented the greatest shares of employees in three of the six component sectors that comprise the public sector, Health, Education and Other Public Authorities (Chart 8). Between 2021 and 2023, the shares of employees from the Roman Catholic community increased in all component sectors, with the exception of the Education sector.

The most notable community background change was observed within the Health component sector, where the share of the Roman Catholic community increased by [0.4 pp] from the previous year (Web Charts 8.1, and 9.1).

The Roman Catholic community compositions of the components of the public sector in 2023 were: Health [55.3%]; Education [51.3%]; District Councils [48.8%]; Civil Service [49.1%]; Security-related[8] [27.2%]; and 'Other Public Authorities' [51.3%] (Chart 8).

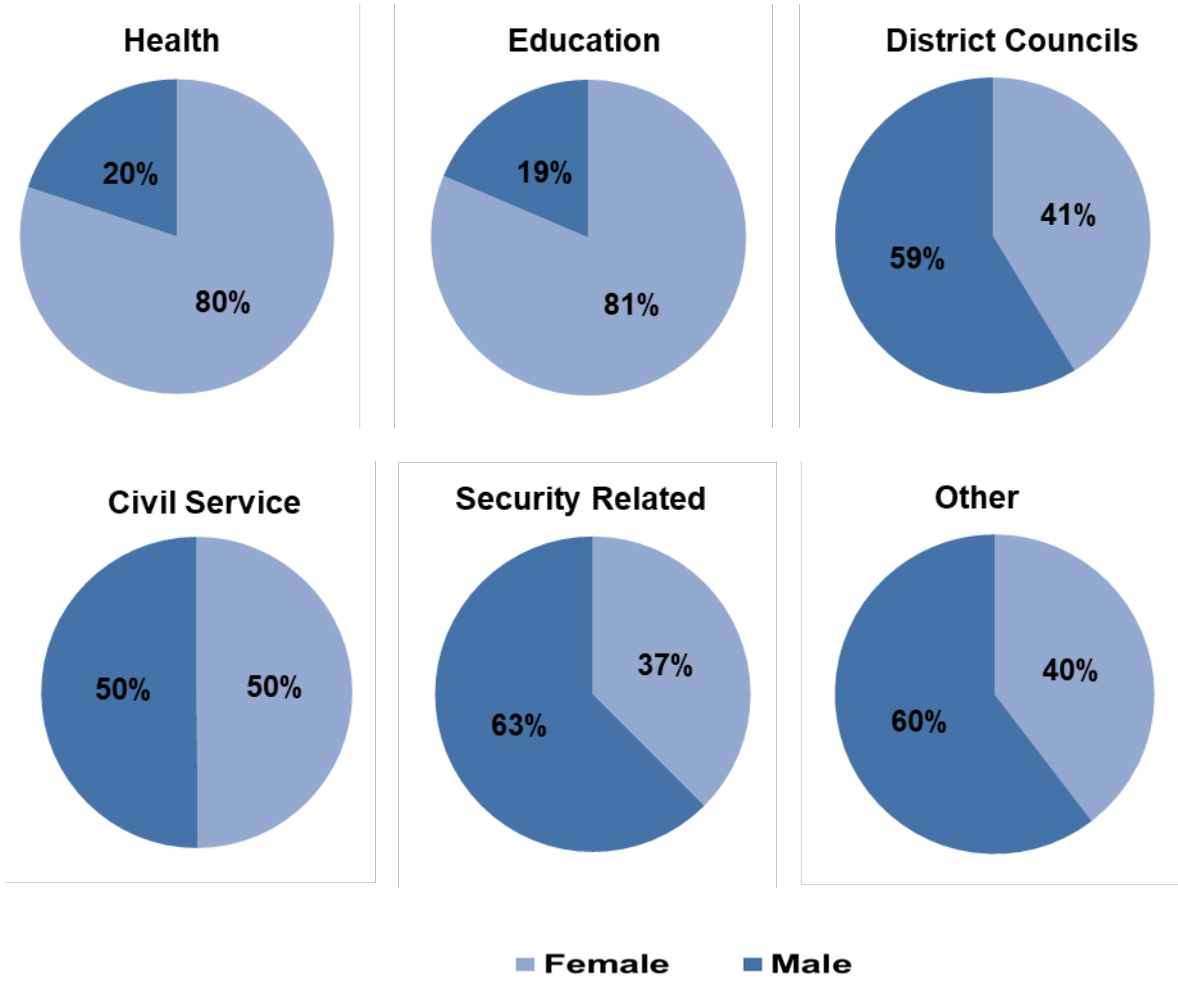
Chart 8: Composition of the Public Sector, component sectors [%] by Community Background 2023



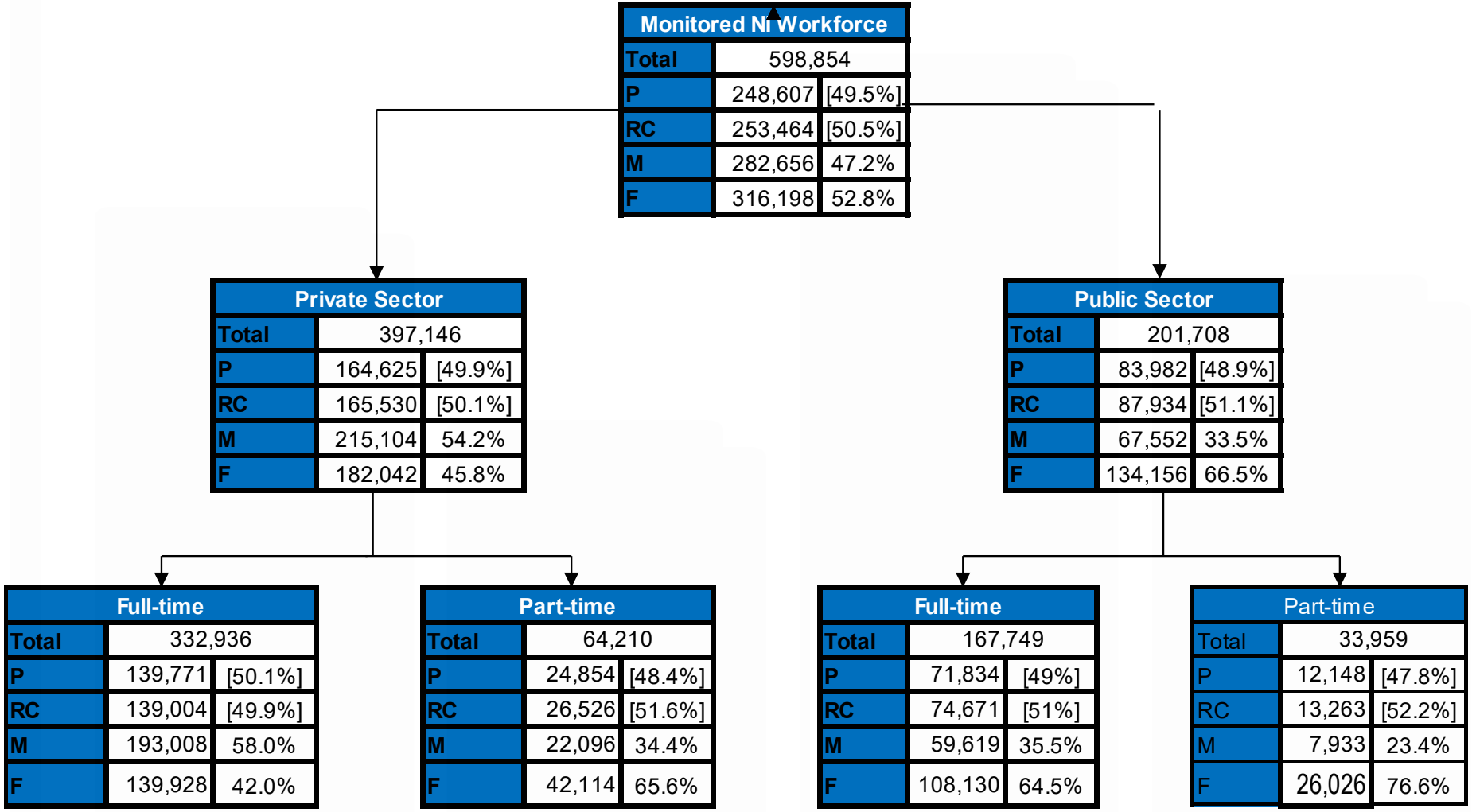
The female compositions of the components of the public sector in 2023 were: Health 80.1%; Education 81.4%; District Councils 41.3%; Civil Service 49.9%; Security-related 37.5%; and 'Other Public Authorities' 39.6% (Chart 9).

The most notable change to composition by sex to occur within the public sector components in 2023 were observed within the Security-related and Education components, with the female share increasing by 0.7 pp and 0.5 pp respectively from the previous year (Web Chart 9.2).

Chart 9: Composition of the Public Sector, Component Sectors [%] by Sex, 2023



Profile of the Monitored Workforce 2023



Notes: **P** = Protestant; **RC** = Roman Catholic; **M** = Male; **F** = Female.
The 'Total' is always greater than the sum of Protestant and Roman Catholic employees as it includes the Non-Determined.
Gender data includes Protestant, Roman Catholic and the Non-Determined.

End Notes

1. Percentages shown in square brackets [ ] are based on Protestants and Roman Catholics only, with the Non-Determined excluded.
2. The fair employment legislation requires certain employers to register with the Equality Commission and to complete an annual monitoring return detailing the community background, employment status, occupation and sex of their workforce. All public sector employers are deemed to be automatically registered with the Commission. All private sector concerns with 11 or more employees are required to register.
3. The Fair Employment and Treatment Order (Northern Ireland) requires registered employers to collect monitoring data each year on the community composition and gender of their workforce. In addition to monitoring the composition (or 'stock') of those currently in employment, employers are also required to monitor the composition of those joining, progressing through, or leaving employment (termed 'flows').
4. Estimated derived by comparison with figures from the Northern Ireland Labour Market Report (Oct - Dec 2022, NISRA).
   The following are not monitored: the self-employed, those on government training schemes, school teachers and those working in private sector concerns with 10 or less employees. New legislation to monitor school teachers will not come into effect until May 2024.
5. This report presents an aggregated summary analysis of the monitoring returns submitted to the Commission by 104 public bodies and 3,670 private sector concerns during 2023. As the aggregate data is extracted from a live database this report provides a snapshot of the information held at the specific time the data is extracted and is subject to change. It is noted 5 private sector employers did not submit monitoring returns by the cut-off date. These employers are estimated to have 1,141 employees.
6. Agriculture, Forestry and Fishery and Water Supply Industries are not included in the report due to low numbers.
7. With the exception of the Review of Public Administration (RPA) affected returns in 2008 when the female share was [49.4%].
8. Security-related public sector employees include the Police Service of Northern Ireland; the Royal Irish Regiment; the Territorial Army, the Royal Navy Reserve; the Northern Ireland Prison Service; the Northern Ireland Policing Board and civilian secondees from the Northern Ireland Civil Service.