



Northern Ireland
Assembly

Research and Information Service Briefing Note

Paper 000/00

31 October 2019

NIAR 131-18

Barbara Love

Gender balance of staff presenting at Secretariat Management Group and Assembly Commission meetings 2018/19

1 Introduction

This Briefing Note presents statistics on the gender balance of staff presenting at Secretariat Management Group and Northern Ireland Assembly Commission meetings for the 2018/19 reporting year. This information will inform the work of the Northern Ireland Assembly Secretariat's Gender Action Implementation Group. When drawing conclusions from the data, it is important to bear in mind that individual members of staff may have presented more than once over the time period in question. It is also important to note that in many, if not all, instances presenters will have been selected due to their role.

2 Gender balance at Secretariat Management Group

SMG was gender balanced throughout 2018/19, comprising of the Clerk/Chief Executive (female) and three Directors (one female and two males). One male Director was seconded in 2018/19.

For the period 2018/19, a member of staff deputised at SMG meetings on 10 occasions and two members of staff deputised on one occasion. In all cases, the person deputising was a grade 3 male although this may not always have been the same

person. This was primarily as one of the Directors was on secondment and those deputising were selected due to their role rather than on the basis of gender.

Over the same period, presenters attended SMG on 78 occasions. Please note that this does not represent 78 individuals as some individuals have presented more than once due to their role e.g. HR or Finance. Of these, 65.4% were female and 34.6% were male.

The highest proportion of presentations by females were at grade 4 (42.3%) whilst the highest proportion of presentations by males were at grade 3 (51.9%). It is likely that much of this variation is due to the role of the presenter. 11.8% of female presenters were at grade 3 whilst 29.6% of male presenters were at grade 4.

Just over a third (35.3%) of female presenters were at grade 5 compared with one male presenter. 9.8% of female presenters were at grade 6 compared with 11.1% of male presenters. There were no female presenters at grades 7 or 8 and one male presenter at grade 7 (none at grade 8).

Overall, a higher proportion of presentations to the Secretariat during 2018/19 were by females compared with males. This was due to the nature of their role.

Table 1: Gender balance of Secretariat staff presenting at SMG meetings, 2018/19

Assembly grade	Female		Male	
	No.	% within female presenters	No.	% within male presenters
3	6	11.8	14	51.9
4	22	43.1	8	29.6
5	18	35.3	1	3.7
6	5	9.8	3	11.1
7	0	-	1	3.7
All grades	51		27	

**Figures may not sum due to rounding*

Caution - percentages based on small numbers

3 Gender balance at Northern Ireland Assembly Commission meetings

For the period 2018/19, of the 18 occasions staff presented to the Assembly Commission during six Commission meetings, the presenters were female on 11 occasions. Please note that this does not represent the number of staff as the same member of staff may have presented on more than one occasion.

The majority of presenters to the Assembly Commission were at grade 3. This was true for both males and females. No one below grade 5 presented to the Assembly Commission during 2018/19.

A higher proportion of presentations to the Assembly Commission during 2018/19 were by females compared with males. This was due to the nature of their role.

Table 2: Gender balance of Secretariat staff presenting at Assembly Commission meetings, 2018/19

Assembly grade	Female		Male	
	No.	% within female presenters	No.	% within male presenters
3	6	54.5	5	71.4
4	2	18.2	2	28.6
5	3	27.3		
All grades	11		7	

**Figures may not sum due to rounding*

Caution - percentages based on small numbers