



Northern Ireland  
Assembly

## Research and Information Service Briefing Note

---

Paper 000/00

31 October 2019

NIAR 155-19

**Barbara Love**

# Gender balance of staff presenting at Secretariat Management Group and Northern Ireland Assembly Commission meetings 2016/17-2018/19

## 1 Introduction

This Briefing Note presents statistics on the gender balance of staff presenting at Secretariat Management Group (SMG) and Northern Ireland Assembly Commission meetings for the three-year period 2016/17- 2018/19. 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 have been selected due to their role.

## 2 Gender balance of Secretariat Management Group

Before we look at the gender balance of staff presenting at Secretariat Management Group (SMG) and the Northern Ireland Assembly Commission, it is worth noting the gender balance of SMG itself. At the beginning of the 2016/17 financial year, SMG consisted of the Clerk/Chief Executive and four Directors. The Clerk/Chief Executive

was male as were three of the four Directors, the other being female. In 2016/17, a female Clerk/Chief Executive was appointed meaning that SMG comprised of two females and three males. In 2017/18, there was a change in complement meaning that SMG comprised of two females and two males, as remained the case in 2018/19. At present, SMG is gender balanced.

For the period 2016/17-2018/19, one member of staff who deputised at SMG was female. On the remaining 18 occurrences, the deputy/deputies were male (although it is worth noting that this was carried out by a much smaller number of individuals). The majority of deputising was due to the fact that one male Director was on secondment.

### 3 Gender balance of staff presenting at Secretariat Management Group meetings

SMG held 33 meetings over the period 2016/17-2018/19, attended by 211 presenters. Please note that this does not represent 211 individuals as some individuals have presented at more than one SMG meeting due to their role e.g. HR or Finance who regularly attend SMG. Of these, presenters were female on 118 occasions (55.9%) and male on 93 occasions (44.1%). Whilst a higher proportion of presenters to SMG were female, a number of gender differences were evident at Assembly Grade level. For example, 64.3% of presenters at Assembly Grade 3 were male compared with 35.7% of presenters at Assembly Grade 3 being female. A higher proportion of presenters at Assembly Grades 4 (66.7% female, 33.3% male) and Assembly Grade 5 (85.1% female, 14.9% male) were female. The majority of presenters at Assembly Grades 6 and 7 were male. There were no presenters at Assembly Grade 8 during the period.

**Table 1: Gender balance of Secretariat staff presenting at SMG meetings, 2016/17-2018/19**

Assembly Grade	Female			Male		
	No.	% within females	% of males and females	No.	% within males	% of males and females
AG3	25	21.2	35.7	45	48.4	64.3
AG4	48	40.7	66.7	24	25.8	33.3
AG5	40	33.9	85.1	7	7.5	14.9
AG6	5	4.2	27.8	13	14.0	72.2
AG7	0	0.0	0.0	4	4.3	100.0
<i>All Assembly Grades</i>	<i>118</i>	<i>100.0</i>	<i>55.9</i>	<i>93</i>	<i>100.0</i>	<i>44.1</i>

#### 4 Gender balance of staff presenting at Northern Ireland Assembly Commission meetings

The Assembly Commission held 17 meetings over the period 2016/19-2018/19, attended by 30 presenters. Of these, 14 presenters were female (46.7%) and 16 were male (53.3%). Please note that, as with SMG meetings, this does not represent 30 individuals as some individuals have presented at more than one Northern Ireland Assembly Commission meeting due to their role.

Over the three-year period, presenters to Northern Ireland Assembly Commission meetings were gender balanced. When Assembly Grade is considered, all staff presenting to the Northern Ireland Assembly Commission were at Assembly Grades 3-5. A higher proportion of Assembly Grade 3 males presented to the Northern Ireland Assembly Commission when compared with Assembly Grade 3 females. The same was true for Assembly Grade 4 presenters. However, given the small numbers involved, Assembly Grade 3 and Assembly Grade 4 presenters could be considered gender balanced. A higher proportion of females at Assembly Grade 5 presented to the Northern Ireland Assembly Commission when compared with males. This is due to the nature of the role. Again, caution should be exercised in making any inferences due to the small numbers involved.

**Table 2: Gender balance of Secretariat staff presenting at Northern Ireland Assembly Commission meetings, 2016/17-2018/19**

Assembly Grade	Female			Male		
	No.	% within females	% of males and females	No.	% within males	% of males and females
AG3	6	42.9	40.0	9	56.3	60.0
AG4	4	28.6	40.0	6	37.5	60.0
AG5	4	28.6	80.0	1	6.3	20.0
<i>All Assembly Grades</i>	14	100.0		16	100.0	

#### 5 Conclusion

Between 2016/17 and 2018/19, the gender composition of SMG moved from being predominantly male to being gender balanced. Overall, a higher proportion of females than males presented to SMG, although this was largely due to the nature of the role e.g. HR, Finance etc. A higher proportion of males at Assembly Grades 3, 6 and 7 presented to SMG. Presenters to SMG were gender balanced overall, although a

higher proportion of females at Assembly Grade 5 presented to the Northern Ireland Assembly Commission when compared with males. This is due to the nature of the role. Again, caution should be exercised in making any inferences due to the small numbers involved.

## ANNEX A

**Gender balance of Secretariat staff presenting at SMG meetings****Gender balance of Secretariat staff presenting at SMG meetings, 2016/17**

Assembly grade	Female		Male	
	No.	% within females	No.	% within males
3	10	31	15	52
4	8	25	6	21
5	14	44	2	7
6	0	0	4	14
7	0	0	2	7
All grades	32	100	29	100*

\*Figures may not sum due to rounding

Caution - percentages based on small numbers

**Gender balance of Secretariat staff presenting at SMG meetings, 2017/18**

Assembly grade	Female		Male	
	No.	% within female presenters	No.	% within male presenters
3	9	25.7	16	43.2
4	18	51.4	10	27.0
5	8	22.9	4	10.8
6	-		6	16.2
7	-		1	2.7
All grades	35	100	37	100

\*Figures may not sum due to rounding

Caution - percentages based on small numbers

**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	-	-	1	3.7
All grades	51	100	27	100

\*Figures may not sum due to rounding

Caution - percentages based on small numbers

## ANNEX B

**Gender balance of Secretariat staff presenting at Northern Ireland Assembly  
Commission meetings**

**Gender balance of Secretariat staff presenting at Northern Ireland Assembly  
Commission meetings, 2016/17**

Assembly grade	Female		Male	
	No.	% within females	No.	% within males
4	0		3	75.0
5	1	100	1	25.0
All grades	1	100	4	100

*\*Figures may not sum due to rounding*

*Caution - percentages based on small numbers*

**Gender balance of Secretariat staff presenting at Northern Ireland Assembly  
Commission meetings, 2017/18**

Assembly grade	Female		Male	
	No.	% within female presenters	No.	% within male presenters
3	0	-	4	80.0
4	2	100	1	20.0
All grades	2	100	5	100

*\*Figures may not sum due to rounding*

*Caution - percentages based on small numbers*

**Gender balance of Secretariat staff presenting at Northern Ireland 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	0	-
All grades	11	100	7	100

*\*Figures may not sum due to rounding*

*Caution - percentages based on small numbers*