

FINAL VERSION POST CONSULTATION

**Section 75 and Schedule 9
The Northern Ireland Act 1998**

**Corporate
Plan
2011 - 2015**

**Equality Impact Assessment
Invest Northern Ireland
2012**

INVEST NI
Corporate Plan 2011 - 2015
Equality Impact Assessment
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PREFACE

Further to the statutory duties contained within Section 75 of the Northern Ireland Act 1998, Invest NI is committed to carrying out an Equality Impact Assessment (EQIA) on each policy where screening has indicated that there may be significant implications in relation to one or more of the nine Section 75 grounds.

This final version of Invest NI's Corporate Plan 2011 – 2015 EQIA follows the draft version, which has now undergone Formal Consultation. This work consolidates earlier EQIAs in relation to all programmes and schemes operating under the Accelerating Entrepreneurship Strategy (AES) and Business Development Solutions (BDS) together with the Recruitment and Selection EQIA, Corporate Plan 2008 –2011 EQIA and Communications and Access EQIA.

No comments regarding this EQIA were received from our consultees. Further copies of this EQIA report are available on Invest NI's website at www.investni.com/equality

If you have any queries about this document, and its availability in alternative formats (including Braille, disk, large print and audio cassette, and in minority languages to meet the needs of those whose first language is not English) then please contact:

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INTRODUCING INVEST NORTHERN IRELAND

Invest Northern Ireland (Invest NI) was established as a corporate body under the Industrial Development Act (Northern Ireland) 2002, to work in partnership with the Department of Enterprise, Trade and Investment (DETI) in order to stimulate and encourage economic development in Northern Ireland¹.

Invest NI's business is to encourage economic development within the economic policy context determined by the Minister for Enterprise Trade and Investment and the framework of the Northern Ireland Executive's Programme for Government and Economic Strategy.

Our Northern Ireland headquarters is located at:

- Bedford Square, Bedford Street, Belfast BT2 7ES

We also operate through five regional offices:

- *North Eastern:* Clarence House, 86 Mill Street, Ballymena BT43 5AF.
- *North Western:* 5th Floor, Timber Quay, 100-114 Strand Road, Derry BT48 7NR; The Science Innovation Centre, Cromore Road, Coleraine BT52 1ST
- *Southern:* Drumalane Mill, The Quays, Newry BT35 8QF; Oracle Conference Centre, Upper Bann Institute, 36 Lurgan Road, Portadown BT63 5BL
- *Western:* Kevlin Buildings, 47 Kevlin Avenue, Omagh BT78 1ER; INTEC Centre, 36 East Bridge Street, Enniskillen BT74 7BT
- *Eastern:* Bedford Square, Bedford Street, Belfast BT2 7ES

And a number of international offices which are based around three international centres:

- *Europe* – London, Dublin, Brussels, Dusseldorf
- *North America* – Boston, New York, San Jose, Chicago, Toronto
- *Asia/Pacific* – Seoul, Tokyo, Taipei, Shanghai, Mumbai, Dubai, Jeddah

¹ Further details of founding legislation, roles, powers and responsibilities can be found in Invest NI's Management Statement and Financial Memorandum, issued by DETI (April, 2002, currently under review) and available on request from the Equality Unit.

INVEST NI and SECTION 75

Section 75 (1) of the Northern Ireland Act 1998 requires that Invest NI shall, “in carrying out its function relating to Northern Ireland, have due regard to the need to promote equality of opportunity” between the following nine Section 75 grounds:

- Persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- Men and women generally;
- Persons with a disability and persons without; and
- Persons with dependents and persons without.

In addition, and without prejudice to these obligations, in carrying out its functions relating to Northern Ireland we are also committed to having due regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

Invest NI’s Revised Equality Scheme was approved by the Equality Commission for Northern Ireland on 25th July 2012. This scheme sets out arrangements as to how Invest NI proposes to fulfil its obligatory duties determined through Section 75 legislation and its implementation.

The Revised Equality Scheme also acknowledges the commitment to carrying out Equality Impact Assessments (EQIAs) and policy reviews on existing policies and to screen all new policies as required.

Invest NI has conducted screening of all policies, written and unwritten, to assess which policies may potentially impact on equality of opportunity and/or good relations obligations.

Following this screening process, it was determined that the Corporate Plan 2011 - 2015 should be subjected to an Equality Impact Assessment. This report presents the draft findings of that assessment.

INVEST NI CORPORATE PLAN (2011 – 2015)

Summary

The Corporate Plan 2011 – 2015 aspires to build on the successful delivery of the earlier 2008-2011 Plan. During this earlier timeframe:

- 20,000 jobs and 8,000 new business starts were supported.
- Every £1 of support resulted in over £6 of investment.
- Over £2 million was invested every day in the local economy and over half a billion pounds extra is paid every year in wages and salaries.
- Over 130 inward investment projects were won, supporting almost 9,000 jobs, with a growing strength in technology and financial services.
- The overall average salary level of jobs supported increased by 17%, with those from inward investment increasing by 29%.
- Over 75% of new jobs from inward investors paid salaries above the Northern Ireland private sector average.
- Over 700 more local companies exported to markets outside Northern Ireland.
- Business expenditure in Research and Development was at a record high.

The aim of the new Corporate Plan is to build on this success by improving the Northern Ireland economy through continued business development. Our Vision is to be a world leading business development agency which builds a local economy that has the capability to compete internationally. Over the period of this new Corporate Plan, business development will be promoted through the key drivers of economic growth, as recognised in the Northern Ireland Executive's Programme for Government to support the rebuilding and rebalancing of our economy.

Employment opportunities will be promoted across a wide range of sectors and will support both local businesses and inward investors to create these jobs.

Through a clear focus on these drivers, specific targets attaching to the Plan include:

- supporting the promotion of over 25,000 jobs.
- securing £1bn investment in the private sector economy, leading to £265m per year in new wages and salaries.
- promoting the value of manufacturing exports by 20% and the value of exports to the emerging economies by 60%.

The six key drivers for economic growth included in the Plan are as shown below:

Key drivers of economic growth

Economic Driver	Budget Allocation	Solutions	Outputs	Influenced Outcomes
Stimulating innovation and creativity	£166.6m	R&D, Competence Centres, Tech Transfer, Design, Capability Dev, Efficiency, Intellectual Property	£300m Investment 500 companies engaged in R&D for the first time	<p>Support the promotion of over 25,000 jobs</p> <p>£1bn investment in the local economy, leading to £265m per year in new wages and salaries</p> <p>Increase the value of manufacturing exports by 20% and the value of exports to emerging economies by 60%</p>
Improving employability and the relevance and use of skills	£36m	Management and Leadership, SME Support, Assured Skills, BITP	£110m Investment 180 participants on Management and Leadership	
Competing in the global economy	£42.1m	Inward investment, Global Starts, Trade, SME Exports	£375m Investment £145m pa additional wages and salaries 5,900 Jobs	
Encouraging business growth	£79m	Local Co Growth, Scaling, Business Start, Social Economy	£400m Investment £120m pa in additional wages and salaries 12,800 jobs	
Developing our economic infrastructure	£44.4m	Land and Property	100 acres of serviced land available for business growth	
Promoting employment and employability	£19m	The Jobs Fund	£225m Investment 6,300 Jobs	

Furthermore, the Corporate Plan establishes specific targets attaching to the six themes. These are summarised in table form below.

THEME	INDICATOR	TARGET
Stimulating innovation, R&D and creativity	<ul style="list-style-type: none"> Investment in R&D First time R&D Commercialise outcomes from knowledge transfer Develop capability through technology & process development 	<ul style="list-style-type: none"> Secure £300m investment in R&D (with at least 20% from SME's) Support 500 businesses to undertake R&D for the first time and secure 120 Collaborative Projects in R&D 1,200 businesses to complete design Programme and a further 200 to undertake strategic design interventions Support 40 Proof of Concept projects (University based) deliver 800 Innovation Vouchers Support 600 e-business projects to assist SME's to increase innovation and productivity through the implementation of appropriate ICT Support businesses identify £60m of resource and waste prevention savings
Improving employability and the relevance and use of skills	<ul style="list-style-type: none"> Encourage investment in key skills 	<ul style="list-style-type: none"> Secure £110m investment in skills, particularly management and leadership development to drive productivity and growth Launch and deliver a Leadership and Management support framework to 180 participants Further develop Assured Skills programme and other business improvement programmes with DEL
Competing in the global economy	<ul style="list-style-type: none"> Secure inward investment from key sectors Encourage first time exporters Encourage existing exporters to diversify 	<ul style="list-style-type: none"> Promote 5,900 jobs from inward investors, with 75% (4,425) will pay salaries above NI PSM 2,000 of the 5,900 jobs from foreign investors will be from companies new to Northern Ireland Secure total investment commitments of £375m and £145m p.a. of wages and salaries, from the establishment and growth of externally owned businesses Increase the value of manufacturing exports by 20% and the value of exports to the emerging economies by 60% and encourage first time exporters by promoting 60 new start-ups selling outside UK markets and a further 440 selling to GB Provide 7,200 trade interventions, of which 1,440 (20%) will be from exporters with less than 25% of their current sales outside the UK and 1,800 (25%) will assist businesses to diversify into new markets
Encouraging business growth	<ul style="list-style-type: none"> Support wages, salaries and job creation in locally owned businesses Encourage entrepreneurship and new business development and growth Encourage the growth of social economy enterprises 	<ul style="list-style-type: none"> Promote £400m of investment and 6,300 jobs in locally owned businesses, with 50% paying salaries above the NI PSM £120m in additional wages and salaries p.a. Promote 6,500 new jobs in new start-up businesses Support 160 Social Economy Start-Ups, with 25% having the capability to move to mainstream Invest NI support Enable 300 small and medium sized enterprises to access the funding required to drive growth through our Access to Finance Strategy
Developing our economic infrastructure		<ul style="list-style-type: none"> Make 100 acres of serviced sites available to qualifying businesses by 2015 drive 1.8m visits and 10,000 new registrations to nibusinessinfo.co.uk
Promoting employment and employability	<ul style="list-style-type: none"> Encourage new job creation and employment opportunities in response to the economic downturn 	<p>Promote £225m investment and 6,300 jobs (with 4,000 to be created by March 2014) including:</p> <ul style="list-style-type: none"> 1,500 business start-ups by residents of Neighbourhood renewal Areas (NrA) 280 business start-ups by young people Not in Education, Employment or Training (NEET) 340 new jobs in Social Enterprises 150 new jobs through a new Business Growth programme 4,030 new jobs across a range of sectors

Equality and Good Relations Considerations: Corporate Plan 2011 – 2015 and Action Plan 2011 - 2015

Invest NI is keen to genuinely mainstream Section 75 through its core business. This is reflected in various documents and strategies that are used to define our corporate business and governance over coming years. For example, through our new Corporate Plan, Invest NI will continue to integrate Section 75 obligations within our corporate planning process. Indeed, the Corporate Plan 2011 – 2015 includes specific reference to Equality Considerations (p.5), thereby highlighting the significance that is attached to this aspect of our work:

'Invest NI is committed to promoting equality of opportunity and good relations. The policies and programmes outlined in this Corporate Plan are subject to equality screening and, if appropriate, full equality impact assessment (EQIA), as required under Section 75 of the Northern Ireland Act 1998. This Corporate Plan will be subject to an EQIA, which will be available for public consultation in due course. During the lifetime of this Corporate Plan, we will implement the commitments made in our new Equality Scheme and address the issues contained within our Equality Action Plan.

In seeking to ensure that Invest NI activities help to address the needs of those who are most disadvantaged in society, we will also implement our disability Action Plan and contribute towards the department of Enterprise, Trade and Investment's responsibilities, including delivery of a number of key inter-departmental strategies, comprising:

- **The Gender Equality Strategy;**
- **The Child Poverty Strategy;**
- **The Racial Equality Strategy;**
- **Ageing in an Inclusive Society: the Older People's Strategy; and**
- **Lifetime Opportunities: the Anti Poverty and Social Inclusion Strategy.**

(Invest NI Corporate Plan 2012 – 2015, p.5)

Section 75 Action Plan

In conjunction with our Revised Equality Scheme 2012, we have produced a comprehensive Section 75 Action Plan for the period covered by the new Corporate Plan (see Appendix 2). The measures outlined in the Action Plan demonstrate our overarching equality goals going forward and give an indication

of our intended timescales. These overarching goals, indicators, measures and timescales will be reflected in all core business of Invest NI.

This Action Plan was predicated on previous research following the numerous EQIA's conducted by Invest NI, most recently the Business Development Solutions EQIA, Corporate Plan 2008 – 2011 EQIA, and Communications and Access EQIA. Each of these EQIA's is available to view on our website page: <http://www.investni.com/equality>.

We believe that these documents demonstrate Invest NI's ongoing commitment to the promotion of equality of opportunity, and provide a firm foundation for future work. Data contained within these EQIAs was used to inform the Action Plan 2011–2015, which in turn have been used to frame the preliminary recommendations attaching to this EQIA.

Good Relations Plan

Invest NI has outlined its key actions with regards to the second statutory Section 75 duty, the promotion of good relations, through its Good Relations Plan, which can be access via the following link: www.investni.com/goodrelations.

CONSIDERATION OF AVAILABLE DATA AND RESEARCH

The Northern Ireland economy continues to present a unique profile within both the UK and across the island of Ireland. In particular the dominance of the public sector is still noteworthy. The following data summarises key issues relating to the Northern Ireland labour market with reference to Section 75 considerations.

External Data Sources

Alongside various sources of in-house data relating to the Corporate Plan, the EQIA has also been informed by relevant statistics relating to the Northern Ireland economy as derived from numerous sources and including:

- Monitoring Report No. 21: A Profile of the Northern Ireland Workforce. Equality Commission for Northern Ireland 2010.
- Labour Market Bulletins. Department of Employment and Learning.
<http://www.delni.gov.uk/index/publications/pubs-stats/labour-market-bulletin.htm>
- National Statistics Local Area Labour Force Surveys.
<http://www.statistics.gov.uk/lfs/>

Internal Data Sources

The following tables profile Invest NI assistance by area between 2007 and 2012.

The six areas are identified by the following District Council Areas:

North Eastern: Antrim, Ballymena, Ballymoney, Carrickfergus, Larne, Moyle

North Western: Coleraine, Derry, Limavady, Magherafelt, Strabane

Eastern: Ards, Castlereagh, Lisburn, Newtownabbey, North Down

Western: Cookstown, Dungannon, Fermanagh, Omagh

Southern: Armagh, Banbridge, Craigavon, Down, Newry & Mourne

Belfast: Belfast City Council

TABLE 1: INVEST NI ASSISTANCE OFFERED BY AREA (2007-08 TO 2011-12)

	Adult Population	No of Offers	Total Assistance £m	Total Planned Investment £m	Assistance Per Head	Investment Per Head
BELFAST	216,772	2,973	227.03	1,444.08	1,047	6,662
EASTERN	340,537	2,765	72.82	317.33	214	932
NORTH EASTERN	187,622	1,845	57.63	286.06	307	1,525
NORTH WESTERN	221,065	2,409	78.92	328.63	357	1,487
SOUTHERN	287,607	3,004	103.33	604.54	359	2,102
WESTERN	163,767	2,752	59.41	375.39	363	2,292
UNKNOWN		38	17.76	53.56		
Total	1,417,370	15,786	616.90	3,409.59	435	2,406

Notes

1. Planned investment includes assistance offered.
2. 08/09 Figures include the Bombardier C Series project - 836 jobs promoted, £21m assistance, £520m planned investment.
3. The Unknown category represents data for which this level of detail is not available.
4. Invest NI revises performance data on a regular basis to ensure that it reflects implemented projects; therefore, the data above may differ to previously published information.
6. Population figures are based on 2010 mid-year estimates.
7. Figures include first-time inward investments, reinvestments and innovation support by externally-owned clients.
8. Assistance per head is calculated by dividing the total assistance offered by adult population in each PCA
9. Investment per head is calculated by dividing the total investment offered by adult population in each PCA.

TABLE 2: INVEST NI ASSISTANCE OFFERED BY AREA (2007-08)

Area	2007-08		
	No of Offers	Total Assistance £m	Total Planned Investment £m
BELFAST	311	35.66	188.08
EASTERN	360	11.11	45.73
NORTH EASTERN	280	10.67	53.73
NORTH WESTERN	361	19.58	79.08
SOUTHERN	447	12.13	148.79
WESTERN	394	16.16	139.01
UNKNOWN	0	4.71	4.71
Total	2,153	110.01	659.12

TABLE 3: INVEST NI ASSISTANCE OFFERED BY AREA (2008-09)

Area	2008-09		
	No of Offers	Total Assistance £m	Total Planned Investment £m
BELFAST	427	52.82	639.47
EASTERN	445	11.06	56.50
NORTH EASTERN	270	10.04	39.39
NORTH WESTERN	427	9.11	60.71
SOUTHERN	470	34.54	195.58
WESTERN	459	12.82	67.15
UNKNOWN	0	6.03	6.03
Total	2,498	136.41	1,064.82

TABLE 4: INVEST NI ASSISTANCE OFFERED BY AREA (2009-10)

Area	2009-10		
	No of Offers	Total Assistance £m	Total Planned Investment £m
BELFAST	667	57.68	195.64
EASTERN	628	27.43	103.26
NORTH EASTERN	404	11.23	38.57
NORTH WESTERN	576	35.24	113.96
SOUTHERN	663	29.33	123.59
WESTERN	672	16.14	81.50
UNKNOWN	19	0.27	1.19
Total	3,629	177.31	657.72

TABLE 5: INVEST NI ASSISTANCE OFFERED BY AREA (2010-11)

Area	2010-11		
	No of Offers	Total Assistance £m	Total Planned Investment £m
BELFAST	672	44.80	224.14
EASTERN	556	8.46	49.47
NORTH EASTERN	383	18.94	123.88
NORTH WESTERN	389	5.44	23.72
SOUTHERN	587	14.41	79.97
WESTERN	569	5.78	40.34
UNKNOWN	6	6.01	34.74
Total	3,162	103.85	576.25

TABLE 6: INVEST NI ASSISTANCE OFFERED BY AREA (2011-12)

Area	2011-12		
	No of Offers	Total Assistance £m	Total Planned Investment £m
BELFAST	896	36.07	196.75
EASTERN	776	14.76	62.38
NORTH EASTERN	508	6.75	30.49
NORTH WESTERN	656	9.57	51.17
SOUTHERN	837	12.92	56.62
WESTERN	658	8.52	47.38
UNKNOWN	13	0.73	6.88
Total	4,344	89.32	451.67

A further breakdown by parliamentary constituency is also shown below (2007 – 2012).

TABLE 7: INVEST NI ASSISTANCE OFFERED BY PARLIAMENTARY CONSTITUENCY (2007-2012)

PCA	Adult Population	No of Offers	Total Assistance £m	Total Planned Investment £m	Assistance Per Head	Investment Per Head
BELFAST EAST	73,337	1,018	117.91	944.49	1,608	12,879
BELFAST NORTH	79,871	626	20.63	112.22	258	1,405
BELFAST SOUTH	86,456	1,464	99.36	426.45	1,149	4,933
BELFAST WEST	69,252	428	13.78	70.36	199	1,016
EAST ANTRIM	71,240	600	15.77	63.39	221	890
EAST LONDONDERRY	76,835	651	22.46	50.67	292	660
FERMANAGH AND SOUTH TYRONE	80,776	1,186	28.42	179.40	352	2,221
FOYLE	78,813	872	40.33	177.17	512	2,248
LAGAN VALLEY	77,959	892	21.79	99.80	280	1,280
MID ULSTER	74,074	1,748	35.84	226.53	484	3,058
NEWRY AND ARMAGH	85,102	1,102	31.17	297.59	366	3,497
NORTH ANTRIM	84,274	716	21.47	104.55	255	1,241
NORTH DOWN	73,359	463	8.51	39.76	116	542
SOUTH ANTRIM	76,832	1,039	32.40	151.33	422	1,970
SOUTH DOWN	83,904	793	19.09	75.36	227	898
STRANGFORD	72,147	515	7.78	45.03	108	624
UPPER BANN	91,285	931	51.14	221.68	560	2,428
WEST TYRONE	71,253	704	11.30	70.24	159	986
Unknown		38	17.76	53.56		
Total	1,406,769	15,786	616.90	3,409.59	439	2,424

Note: Data for Adult Population by Regional Area and that for Parliamentary Constituency vary due to the time lag of one year between the release of each respective data set.

Monitoring Data

At the present time, Invest NI has in place a comprehensive Section 75 monitoring system to profile both individuals and companies that are offered support. A summary of key statistics is presented below.

Individual Monitoring

Summary data are presented for all those individuals (n = 2884) who had been in receipt of support through the Start a Business programme during April 2011 – April 2012, by gender, disability, marital status, religion and race.

Full details are available at Appendix 3A.

Company Monitoring

Summary data are also presented for the composition of workforces of businesses who had been in receipt of Invest NI support during the period 2008 - 2010 by gender, community background, race and disability. Of those companies in receipt of support, around one half returned annual monitoring forms (2008/9: 57%; 2009/10: 51%). Forms were sent to 1169 companies in 2008 – 09 and 1161 in 2009 – 10.

Full details are available at Appendix 3B.

Profiling Invest NI Staff

Looking within Invest NI itself by Section 75 grounds, breakdowns of Invest NI's 615 staff (as of April 2012), by grade (SOC: Standard Occupational Classification) and gender, religion and age are presented below.

Table 8: Gender by Soc Code

Soc Code	Male	Female	Total
9 (Other) & 8 (Manual)	1	1	2
4 - Administrative and Clerical	72	151	223
1 - Managers and Directors	215	175	390
Total	47%	53%	615

Table 9: Religion by Soc Code

SOC Code	P	RC	ND	Total
9 (Other) & 8 (Manual)	2	0	0	2
4 - Administrative and Clerical	114	108	1	223
1 - Managers and Directors	205	180	5	390
Total	52.2%	46.8%	1%	615

Table 10: Age by Soc Code

Soc Code	20 - 30	31-40	41-50	51-60	61-65	Total
9 (Other) & 8 (Manual)	0	0	0	1	1	1
4 - Administrative and Clerical	51	96	48	27	1	223
1 - Managers and Directors	8	125	149	91	17	390
Total	9.6%	36%	32%	19.4%	3%	615

CONSIDERATION OF ADVERSE IMPACT

The labour market continues to be segregated in many ways, and including those associated with Section 75 grounds. At the same time, many of these economic inequalities lie outside the scope of Invest NI's work. Nevertheless, and further to our existing Corporate Plan, we are confident that our new Plan will continue to help to further equality of opportunity across the Northern Ireland labour market. Indeed, the Corporate Plan explicitly acknowledges our duties to promote equality of opportunity and good relations, and details various steps that have been taken to advance these duties. A brief commentary on key inequalities attaching to the Northern Ireland labour market by Section 75 grounds is presented below.

Religious Belief / Political Opinion

It is generally acknowledged that the fair employment legislation has been effective in helping to reduce religious discrimination within the labour market (Osborne, R. & Shuttleworth, I. [2004]. *Fair Employment in NI: A Generation On*. Belfast: Blackstaff Press). For example, according to recent statistics from the Equality Commission, by 2010 the composition of the monitored workforce had moved to 54% Protestant, 46% Catholic (excluding others; from 65% / 35% in 1990) (*ECNI Monitoring Report No. 21*).

This is not to deny that there are still community differentials in specific sectors, locations and occupations' that require closer examination (*ECNI Statement on Key Inequalities in Northern Ireland, October 2007*). Furthermore, broader indices of deprivation do vary considerably across Northern Ireland.

According to the latest Labour Market Bulletin (No. 23, 2011), 'The majority of the most deprived areas in NI can be found in Belfast and Derry Local Government Districts (LGDs) with some notable pockets of deprivation in Lisburn, Craigavon and Strabane LGDs. A small cluster is also evident in Coleraine. The most employment deprived areas in NI are within the Whiterock and Upper Springfield wards in the west of Belfast LGD.' (p.138)

In terms of Jobseeker Claimants in June 2012, the highest claimant count rates were in Derry (8.3%), Strabane (7.2%) and Belfast (7.2%), in comparison with around 6.9% for Northern Ireland as a whole. This claimant count rate was higher than the UK average rate (4.9%) and was the second highest rate among the twelve UK regions.

In the past, some commentators have raised concerns that inward investment may exaggerate existing inequalities across Northern Ireland. These claims would be contested by Invest NI which has produced two EQIAs on their programmes and schemes operating under the Accelerating Entrepreneurship Strategy (AES) and Business Development Solutions (BDS). These EQIA would indicate that the distribution of resources across Northern Ireland is fair and is proportionate. To quote from the BDS EQIA (July 2007, p.25),

‘While there have been considerable shifts in support by region over time, no single demographic index such as population size or community background can explain these findings. In the absence of contrary indicators it can be assumed that the levels of support that are applied (through offers) and gained (through assistance) must reflect a complex interplay between numerous social, economic and demographic factors, but that Section 75 considerations, including community background, do not appear to play a significant role.’

Gender

The labour market continues to be segregated by gender in Northern Ireland as elsewhere. For example, according to the ECNI 2011 Monitoring Report, while women now make up 52.7% of the monitored NI workforce, 70.2% of all part-time employees are women, and only 6% of men are employed part-time - but 34% of women. According to the Equality Commission, ‘While labour market outcomes by gender have shown improvement over time, scope still remains both in terms of improving the accessibility of employment and of ensuring progression within employment, into a wider range of occupations and grades.’ (*Statement on Key Inequalities in Northern Ireland*, October 2007).

Vertically, there are notable differences in the distribution of male and female employees across broad sectors of the economy. According to DEL’s most recent Labour Market Bulletin (2011), ‘There are notable differences in the distribution of

male and female employees across the broad sectors. Whilst some 68.2% of male employee jobs are in the Service Sector, males are still well represented in Manufacturing (17.6%) and Construction (9.1%). Female employee jobs however are more concentrated in the Service sector (93.7%), with only 4.4% involved in Manufacturing and 1.1% in Construction.' (*Labour Market Bulletin 23*, March 2011),

Horizontally, the labour market also continues to be stratified by gender.

Marital Status / Dependency

Affordable, quality childcare remains problematic in Northern Ireland, with formal provision still very low in comparison with the rest of the UK. For example, in 2006 there were 92.5 day nursery places per 1000 children in Northern Ireland compared with 195.5 for England.

Furthermore, as the population continues to age so there is a growing need to recognise caring responsibilities for elderly relatives among employees.

Race / Ethnic Origin

The ethnic breakdown of Northern Ireland has changed dramatically over recent years, including a large rise in the numbers of migrant workers from other EC countries and beyond. According to the most recent Labour Force Survey, during the period April to June 2010 the central estimate of the number of non UK/Irish nationals in the working age population was 49,007, whilst the number in employment was 41,000 – or around 5% of the workforce.

Broad estimates of the number of migrant workers entering Northern Ireland can be drawn from several sources and including the Workers Registration Scheme (WRS). WRS data show that there has been a sustained fall in the inflow of new workers from A8 countries – in the year to the end of March 2010, just over 3,000 (3,090) people were registered with NI employers. This was a marked fall from the peak in 2005-2007. Taken together, the migration data from NISRA and the WRS data suggest that there have been substantial falls in the numbers of migrants and migrant workers entering Northern Ireland over the past two years.

Housing and welfare provision among migrant workers is widely recognised as poor, with multi-occupancy dwellings often associated with poor living conditions. The Housing Executive HMO ('house in multiple occupation') database shows that as of August 2006 there were 11,028 houses in Northern Ireland formally identified as HMO's. A total of 219 HMO's have been identified as housing migrant workers.

Age

In 2001 the proportion of the population aged 50 or over was 29%; it is predicted that the figure will rise to 35% by 2021 and 44% by 2041. According to the Equality Commission, 'negative assumptions about capacity' continue to create barriers at work for older workers.

Disability

According to successive surveys, the employment rate among those with a disability remains low, at around one third, in comparison with 79% for those without. Employment among those with mental ill-health or learning difficulties is especially low (estimated at around 1 in 5 or 20%), and the Bamford Review of Mental Health and Learning Disability (2007) has set a Northern Ireland target of 50% to be in full-time employment. Attitudes among employers, lack of qualifications and transport remain three key barriers to wider participation in the labour market among people with disabilities.

Sexual Orientation

Of various attitudinal and structural issues faced by those from the lesbian, gay and bisexual community in Northern Ireland, homophobic harassment at work features significantly, as revealed by a number of high profile tribunal cases along with recent research findings (Jarman, N. & Tennant, A. (2003). *An Unacceptable Prejudice: Homophobic Violence and Harassment in Northern Ireland*. Belfast: Institute of Conflict research).

Summary

In line with the Equality Commission's own 'Key Inequalities' (2007) document and the EQIAs we have conducted to date, we acknowledge the relative inequalities experienced by the following groups within the labour market:

- Ethnic Minorities
- Women
- People with Disabilities
- People with Dependants

Reflecting on the available data relating to Invest NI's activities to date, and projecting from these figures forwards to the period 2011 - 2015, there are no data to suggest significant adverse impacts attached to any of the targets, strategies and principles that are enshrined in the new Corporate Plan. Instead, when considered in conjunction with Invest NI's existing measures to promote equality of opportunity and good relations, and working in partnership with our clients and other government agencies and departments, the Corporate Plan has considerable potential to further promote equality of opportunity and good relations within the Northern Ireland labour market.

MEASURES TO MITIGATE / ALTERNATIVE POLICIES (Preliminary Recommendations)

Invest NI remains committed to ensuring that through all aspects of its business, equality of opportunity and good relations will be promoted, and sees this new Corporate Plan as advancing and consolidating many of the initiatives already put in place.

Previous EQIAs of the Accelerating Entrepreneurship Strategy (2005), Business Development Solutions (2007) and Corporate Plan 2008 – 2011 (2008) have demonstrated the steps already taken, and the positive action measures put in place to promote equality of opportunity.

In line with previous commitments and including the Corporate Plan 2008 – 2011, through our new Corporate Plan, Invest NI will continue to remain fully committed to making a contribution to stimulate economic growth in all parts of Northern Ireland, and including areas of relative deprivation, so as to help narrow the gap on key indicators including economic inactivity. This work will continue with due acknowledgment that there are many deep-rooted social and economic issues that continue to conspire to create and sustain inequalities. To remedy these inequalities will require the co-ordinated efforts from all parts of government with support from the private sector, and Invest NI will continue to play a key role in this partnership.

As part of our role and working with the Department of Enterprise, Trade and Investment (DETI), Invest NI will continue to monitor labour market and employment trends closely. This commitment is reflected in the considerable investment that Invest NI continues to make in Section 75 monitoring, and the EQIA's conducted by Invest NI, most recently the Business Development Solutions EQIA, Corporate Plan 2008 – 2011 EQIA, and Communications and Access EQIA. Each of these EQIA's is available to view on our website page at <http://www.investni.com/equality>.

We believe that these documents demonstrate Invest NI's commitment to the promotion of equality of opportunity to date and provide a firm foundation for our work going forward.

We will also work with DETI, other departments and the private, voluntary and community sectors, to contribute towards addressing any existing and emerging inequalities in the Northern Ireland labour market. Recent evidence of this can be found in various initiatives including the Jobs Fund.

The Jobs Fund (formerly the Short Term Employment Scheme)

Enterprise can enable more individuals and communities to move from economic inactivity to activity through the development of commercial, community and social enterprises. Individuals who are disadvantaged can be encouraged to explore business opportunities and deliver local services and contribute to regeneration strategies in both urban and rural areas.

With this in mind, Invest NI has now developed a range of assistance under the Jobs Fund which aims to meet these needs, including the provision of:

- Employment grants for projects where salaries are below the NI private sector median.
- Grants for Business Start in Neighbourhood Renewal Areas (NRAs), where it is recognised that individuals from disadvantaged backgrounds and others currently under-represented in the business population face additional barriers in trying to start a business. This specific support is proposed to address this issue by providing a £1000 grant incentive for individuals from NRAs who complete the Go For It programme, submit an approved business plan and establish a business bank account for the new business.
- Grants for Business start to Disadvantaged Young People (NEET – Not in Employment, Education or Training), where it is recognised that young people from disadvantaged backgrounds face additional barriers in raising finance to start a business. This specific support is proposed to address this issue by providing up to a £2000 grant incentive for disadvantaged young people who complete the Go For It programme, submit an approved business plan and establish a business bank account for the new business.

- Employment Incentive Grants, which aim to incentivise employers to recruit particular individuals who are disadvantaged either because they have been unemployed for more than six months or are aged over 50. Employers will receive an employment incentive grant of up to £2000 for each new employee who meets either criterion.
- Increased support for Social Enterprise, which aims to increase employment opportunities in social enterprises, with a key target being Long Term Unemployed. This initiative will complement the existing Social Entrepreneurship Programme.
- The Boosting Business measures focus on helping businesses to create and protect jobs, to build the skills of their workforce, to use new technology to improve their competitiveness and to create new products and take them to new markets.

Internal Initiatives

Within Invest NI we have recognised the needs of our employees with dependants and also those with disabilities and consequently have introduced a wide range of HR policies which encourage a flexible approach to work and promote a healthy work-life balance. This includes:

- The provision to apply to work personalised hours.
- A partial retirement scheme
- Remote working capability to enable staff to work from home or remote locations.
- Phased return work patterns for staff returning to work following long term sick
- Career Breaks
- The introduction of a Child Care Voucher Scheme, which offers tax concessions for employees with children in childcare.

Invest NI also promotes the benefits of flexible working and the availability of the Child Care Voucher Scheme amongst the companies with whom we work.

PROPOSED ACTIONS

While a number of initiatives are already in place to address longstanding inequalities, having considered all available data and research, it is proposed that Invest NI will build on our existing EQIAs and Section 75 Action Plan by taking the following specific actions in respect of our Corporate Plan 2011 - 2015:

1. Invest NI will continue to work in partnership with other government agencies and departments, including DETI and DEL, and the private sector in a responsive manner to contribute towards addressing existing and emerging inequalities in the Northern Ireland labour market.
2. Working in conjunction with the Equality Commission for Northern Ireland, Invest NI will put in place its Section 75 Action Plan 2011 - 2016 (see Appendix), and including the action measures contained therein.
3. Having established an appropriate methodology for monitoring its clients and support services, Invest will continue to monitor its services by appropriate Section 75 grounds and will keep its methodology under review.
4. Invest NI will remain responsive to emerging equality of opportunity issues associated with the labour market and in particular among its private sector clients.
5. Invest NI will implement its Good Relations Plan in full.
6. Ongoing training of all staff in relation to equality of opportunity and Section 75 responsibilities will remain a corporate priority. Where external agents or consultants work alongside Invest NI then their contractual responsibilities to meet our obligations under Section 75 will also be made clear.
7. The selection criteria that will continue to apply to any support, scheme or programme operated by Invest NI will continue to encourage equality of opportunity. Where additional criteria are introduced, for example to target an industrial sector or geographical area, then these will be clearly defined and set out, and any potential adverse impacts associated with these criteria will be considered.
8. Each programme will make explicit, in all documentation, that materials can be made available in alternative formats where necessary and on request for those who are not able to access written English.
9. Building on our 2007 Disability Action Plan and subsequent consultations / feedback, we will continue to take forward the Plan through informed interventions.

These measures, when implemented, should further the promotion of equality of opportunity and good relations generally, in compliance with Invest NI's obligations under Section 75 of the Northern Ireland Act 1998.

FORMAL CONSULTATION

Invest NI wishes to consult as widely as possible on the findings included in this EQIA, together with the preliminary recommendations offered above, The following actions are proposed:

- This report will be issued to all consultees listed in our Equality Scheme and to any members of the public on request.
- Prominent advertisement will be placed in local and regional newspapers inviting the public to comment on this matter in accordance with normal practice.
- A copy of the EQIA will be posted on Invest NI's website and on the intranet.
- Individual consultation meetings will be arranged with staff on request and with representatives of particular interest groups if requested.
- Publicity material will be made available at all Invest NI's operational locations.
- The report will be made available on request in alternative formats.

The arrangements for consultation are being co-ordinated by the Equality Unit to whom all enquiries should be made.

The closing date for responses is Friday 23rd November 2012.

DECISION BY THE PUBLIC AUTHORITY

Following the formal consultation period and consideration of the findings from the consultation, Invest NI will reach a decision in terms of the EQIA process and will ensure that such decisions are implemented through the new Corporate Plan.

PUBLICATION OF RESULTS OF EQUALITY IMPACT ASSESSMENT

The outcomes of this EQIA will be published in the press and will also be posted on Invest NI's website. It will be made available in different formats on request where appropriate.

MONITORING FOR ADVERSE IMPACT IN THE FUTURE AND PUBLICATION OF THE RESULTS OF SUCH MONITORING

Invest NI will establish a system to annually monitor the impact of the policy in the future on relevant groups. This will be reviewed on an annual basis. The results of the monitoring will be widely and openly reviewed. If this monitoring / evaluation shows that the revised policy results in greater adverse impact than predicted, or if opportunities arise which would allow for greater equality of opportunity to be promoted, Invest NI will ensure the policy is revised.

APPENDIX 1: Examples of Section 75 Groups

'Age'

For most purposes, the main categories are: those under 18; people aged between 18 and 65; and people over 65. However, the definition of age groups will need to be sensitive to the policy under consideration.

For example, (i) in relation to employment policies the middle aged are often a vulnerable group, pensionable age is different for men and women and legal ages for working and voting vary; (ii) in relation to policies concerning young people then narrower age bands are likely to be more appropriate.

'Marital status'

Married people; unmarried people; divorced or separated people; widowed people.

'Men and women generally'

Men (including boys); women (including girls); transgender people; transsexual people.

'Persons with a disability'

Persons with a disability as defined in Sections 1 and 2 and Schedules 1 and 2 of the Disability Discrimination Act 1995.

'Persons with dependants'

Persons with primary responsibility for the care of a child; persons with personal responsibility for the care of a person with a disability; persons with primary responsibility for the care of a dependant elderly person.

'Political opinion'

Unionists generally; Nationalists generally; members/supporters of any political party; other.

'Racial group'

Chinese; Irish Traveller; Indian; Pakistani; Bangladeshi; Black African; Black Caribbean; White; mixed ethnic group; any other ethnic group; nationality.

'Religious belief'

Protestant; Catholic; Hindu; Jewish; Islam / Muslim; Sikh; Buddhist; other religion; people of no religious belief.

'Sexual orientation'

Gay; lesbian; bisexual; heterosexual.

(This list is not exclusive but may be amended or added to as appropriate.)

APPENDIX 2: Invest NI Action Plan 2011 - 2016

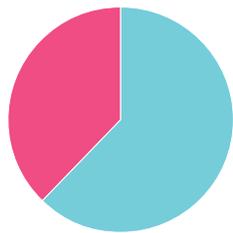
Overarching Goals	Key Indicators	Measures	Timescales
<p>Mainstream equality and diversity within Invest NI Core Business</p>	<p>Awareness of equality within organisation as indicated by annual staff survey.</p> <p>Integration of Section 75 within Corporate Planning process</p> <p>Procurement</p>	<p>100% of Invest NI staff trained in Equality and Diversity, Attendance and Evaluation compulsory.</p> <p>Ongoing engagement with staff regarding Section 75 through internal communication channel.</p> <p>Percentage of emerging and adopted policies which have been equality screened.</p> <p>Completion of screening process.</p> <p>Ongoing engagement of equality coordinators.</p> <p>We will circulate guidance on procurement throughout the organisation, and bring it to the attention of staff and their requirement to comply with it.</p>	<p>Operating Plan/ Annual and as required.</p> <p>Engagement and attitudinal scores indicated by Annual Staff Questionnaire.</p> <p>Annual Training Review</p> <p>Refresher Training every three years for existing staff</p> <p>Induction training for all new staff when they join the organisation.</p> <p>Quarterly screening reports.</p>

Overarching Goals	Key Indicators	Measures	Timescales
<p>Address inequalities within NI labour market, within Invest NI remit.</p>	<p>Invest NI is supporting networks of women who can share their experience of business with prospective female entrepreneurs and who understand their needs.</p> <p>The Women into Business and Women's Enterprise networks have, through the development of pathways into enterprise, improved the accessibility of business support to women.</p> <p>This support includes mentoring, creating female business networks, master classes, seminars and workshops.</p> <p>In addition to the support offered to all within the Go For It programme, Invest NI works also with and supports a range of key stakeholders to maximise participation –</p> <p>Advantage NI (through a Youth Enterprise Programme) and DARD in respect of its Rural Development Programme</p>	<p>Positive action towards addressing inequalities attached to Section 75 categories and referenced by the Equality Commission's research on Economic Inequalities in an Economic Recession.' To include:</p> <p>Increased female participation in enterprise (including business start up and growth) through sponsorship support of the Women into Business Network.</p> <p>Specific intervention through schools and youth programmes reflecting the following programme principles:</p> <p><i>To enable young people to be exposed to enterprise throughout their educational career</i></p> <p><i>Segmenting the target market reflecting HE, FE, Schools and NEETs</i></p> <p><i>The focus is on promoting enterprise as a life skill with knowledge and direction around business start up.</i></p> <p>Support will be a mix of programme support, sponsorship and partnership with key stakeholders.</p> <p>Specific social enterprise programme support provided by the Social Entrepreneurship Programme (SEP) to encourage the creation of new social enterprises and job creation across Northern Ireland and in particular the most disadvantaged Super Outputs Areas.</p>	<p>1,500 women to participate in Network events and initiatives.</p> <p>Youth targets will be set on completion of the economic appraisal.</p> <p>Support provided to 55 social enterprises at the start up stage on the SEP.</p> <p>165 new jobs to be created by the new social enterprises start up businesses supported by the SEP.</p> <p>75% of the social enterprises supported on the SEP to come from a Super Outputs Area.</p>

Overarching Goals	Key Indicators	Measures	Timescales
<p>Address inequalities within NI labour market, within Invest NI remit.</p>	<p>Positive action in relation to social inclusion of marginalised groups and communities.</p> <p>We will also continue to carry out those actions contained within our Good Relations Strategy, working with a wide range of representative bodies including Employers for Disability, Disability Action, NICEM, the Princes Trust and Women in Business.</p> <p>This strategy and that of our Disability Action Plan, will include our commitment to encourage participation in public life and will honour our obligations under the United Nations Convention on the Rights of People with Disabilities.</p>	<p>As part of the response to the economic downturn, Invest NI considered a range of short to medium term rebuilding priorities aimed specifically at increasing employment.</p> <p>The package of measures, under Jobs Fund, were specifically selected to reflect the 'length and breadth' of the Northern Ireland economy, while also taking into consideration the priorities of a large number of strategies across various Executive Departments which have implications for the economy.</p> <p>The importance of creating any jobs, and not just high value jobs, is recognised in the measures selected and these reflect the Executive's priorities with regards to ensuring a <i>sustainable economy that benefits all</i>.</p> <p>The eight measures have been developed on the assumption that the need for short-term special employment measures should decline once labour market conditions have improved.</p> <p>Given the timeframe for delivery, measures were based mainly on skewing the emphasis of existing Invest NI programmes and policies towards job creation, and in particular those sectors with greatest scope to maximise the number of jobs created per pound spent on economic development support. Support is available in the form of :</p> <ul style="list-style-type: none"> • Business Start Grants for Disadvantaged Young People (NEET – Not in Employment, Education or Training), recognising that young people from disadvantaged backgrounds face additional barriers in raising finance to start a business. • Business Start Grants for people living in a Neighbourhood Renewal Area (NRAs), where it is recognised that individuals from disadvantaged backgrounds and others currently under-represented in the business population, face additional barriers in trying to start a business. • Employment grants for projects where salaries are below the NI private sector median. • Social Enterprise Employment Grants to encourage the development of important wealth and job creation imperatives in the social economy sector, helping to align social enterprises more closely to the mainstream business landscape. • The Social Enterprise Franchising Programme (SEFP) will provide intensive business support for social economy franchisors and franchisees to enable them to both accelerate their business growth and start up new social economy businesses. • Social Enterprise Area Based Approach which will focus specifically on areas where there is limited Social Enterprise (SE) activity to date. Links with OFMDFM's Social Investment Fund will be important in the delivery of this element of support. 	<p>100 NEET people supported to start a business.</p> <p>250 people living in a NRA supported to start a business.</p> <p>1,313 jobs promoted by way of employment grants where salaries are below the NI private sector median.</p> <p>610 jobs created with employment grant support where salaries are below the NI private sector median.</p> <p>10 social enterprise franchisors to be supported by the SEFP.</p> <p>20 social enterprise franchisees to be supported by the SEFP.</p> <p>285 jobs to be created by the social enterprises supported by the SEFP.</p>

Equality Monitoring for the Start a Business Programme

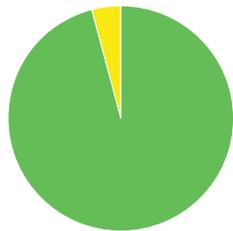
This information has been received from individuals who participated in the Start a Business Programme during April 2011 – April 2012. Information was requested relating to Gender, Disability, Marital Status, Religion and Race.



Gender

- Male - 62.3%
- Female - 37.7%

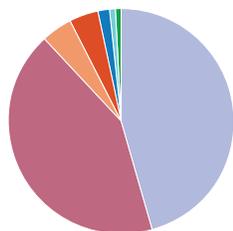
Gender	Number
Male	1,797
Female	1,087



Disability

- No - 95.8%
- Yes - 4.2%

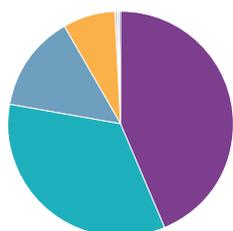
Disability	Number
No	2,168
Yes	94



Marital Status

- Single - 45.8%
- Married/Co-Habiting - 42.5%
- Separated - 4.4%
- Divorced - 4.2%
- Undisclosed - 1.6%
- Civil Partnership - 0.9%
- Widowed - 0.6%

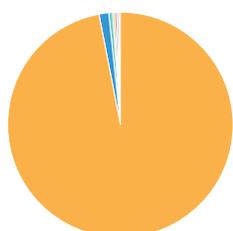
Marital Status	Number
Single	1,036
Married/co-habiting	961
Separated	100
Divorced	95
Undisclosed	36
Civil Partnership	20
Widowed	14



Religion

- Catholic - 43.7%
- Protestant - 34.3%
- Undisclosed - 13.7%
- Other - 7.5%
- Buddhist - 0.3%
- Hindu - 0.2%
- Muslim - 0.2%
- Jewish - 0.1%
- Sikh - 0.0%

Religion	Number
Catholic	988
Protestant	776
Undisclosed	311
Other	170
Buddhist	6
Hindu	4
Muslim	4
Jewish	2
Sikh	1



Race

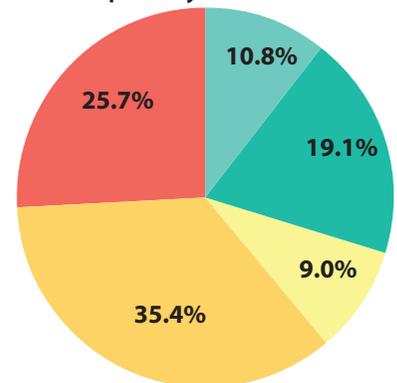
- White - 97.0%
- Undisclosed - 1.4%
- Black African - 0.6%
- Mixed ethnic Group - 0.4%
- Indian - 0.3%
- Chinese - 0.2%
- Bangladeshi - 0.2%
- Black Carribean - 0.0%

Race	Number
White	2,194
Undisclosed	31
Black African	14
Mixed Ethnic Group	8
Indian	6
Chinese	4
Bangladeshi	4
Black Carribean	1

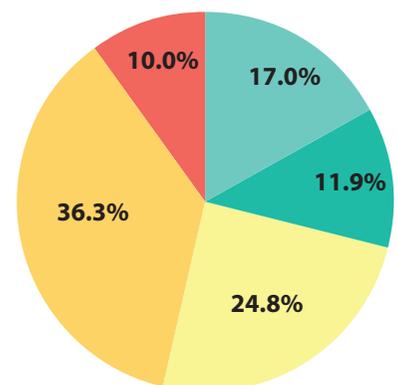
Company Equality Monitoring Data 2008-09 to 2009-10

The following information relates to the staffing breakdown of those companies who participated in an intervention with Invest NI during 08-09 and 09-10. Return rates for 08-09 were 57% and in 09-10 were 51%. Information was requested relating to Gender, Community Background, Race and Disability.

Total Interventions Made split by Theme



2008-09

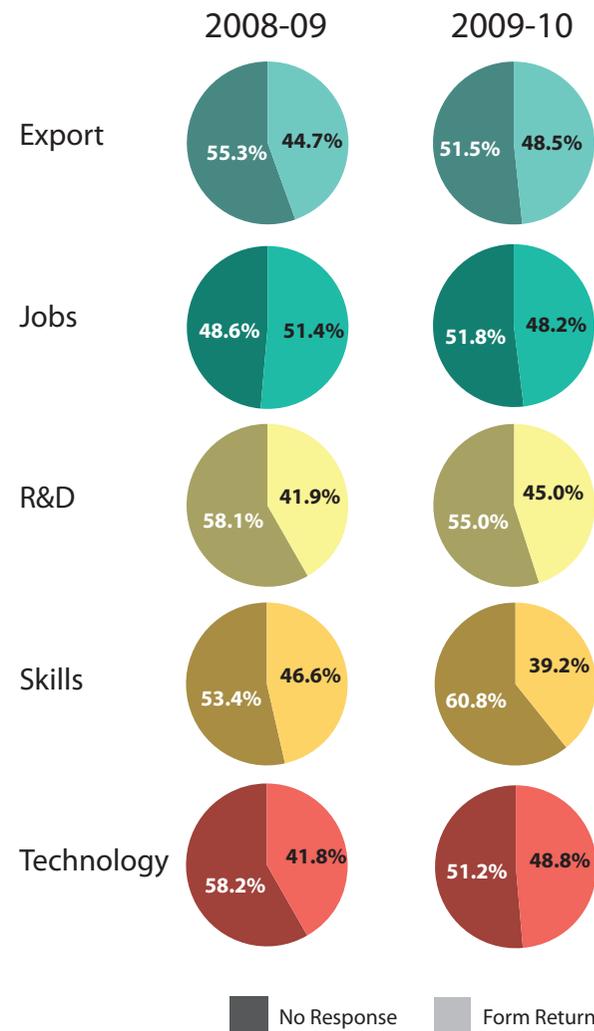


2009-10

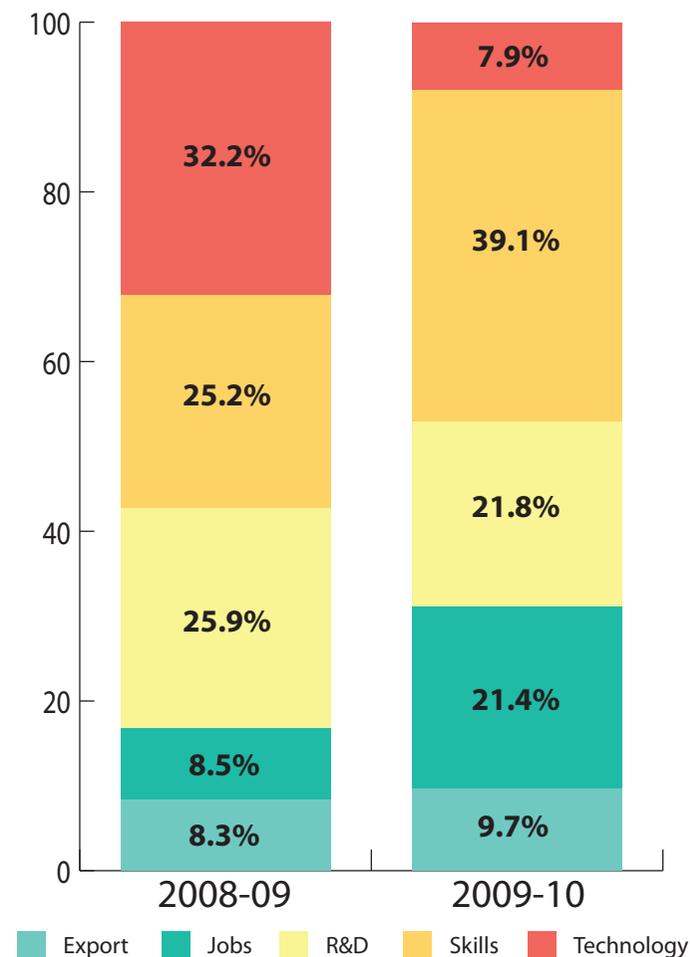


NB: May differ from previous corporate reports due to reporting methodology

Percentage of Clients Returning a Monitoring Form



Percentage of Employees from Companies Returning a Monitoring form split by Theme



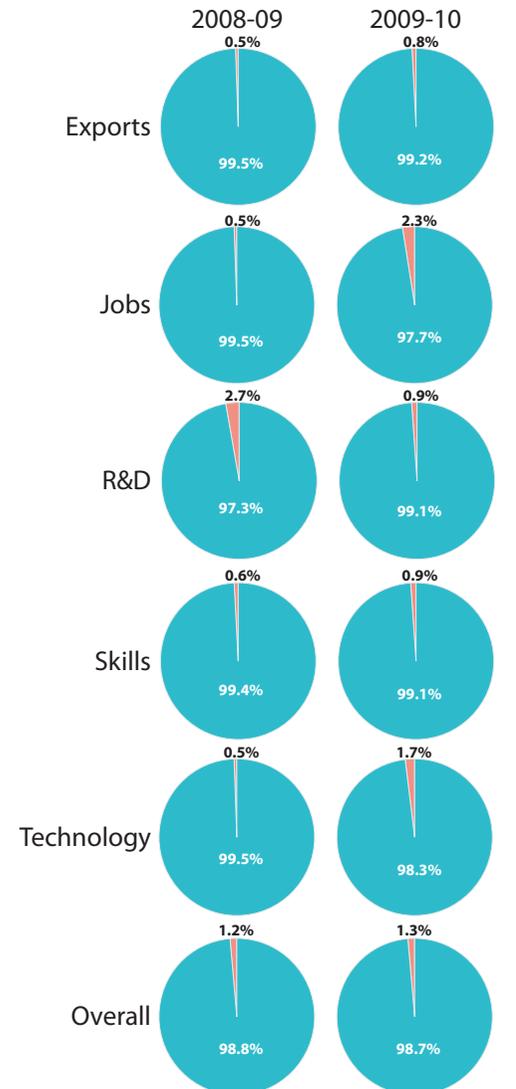
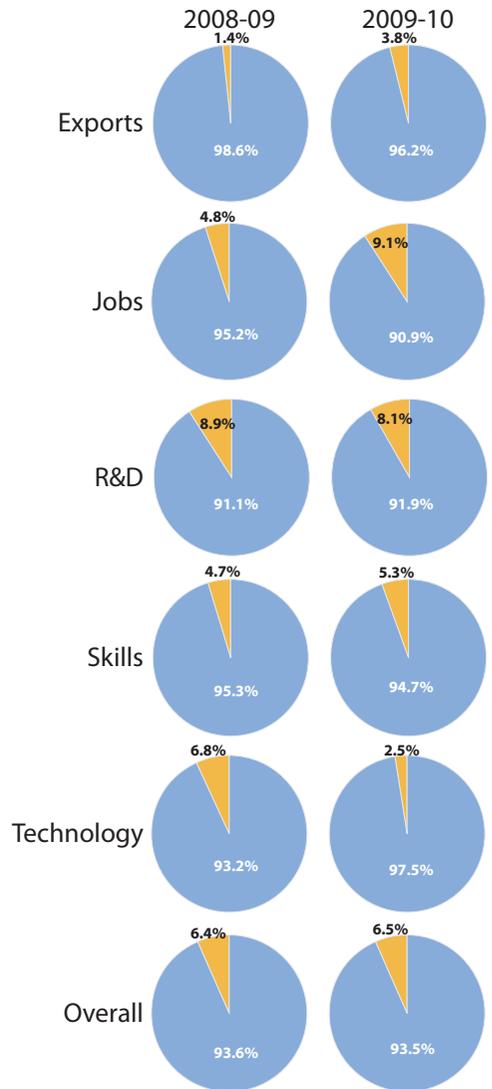
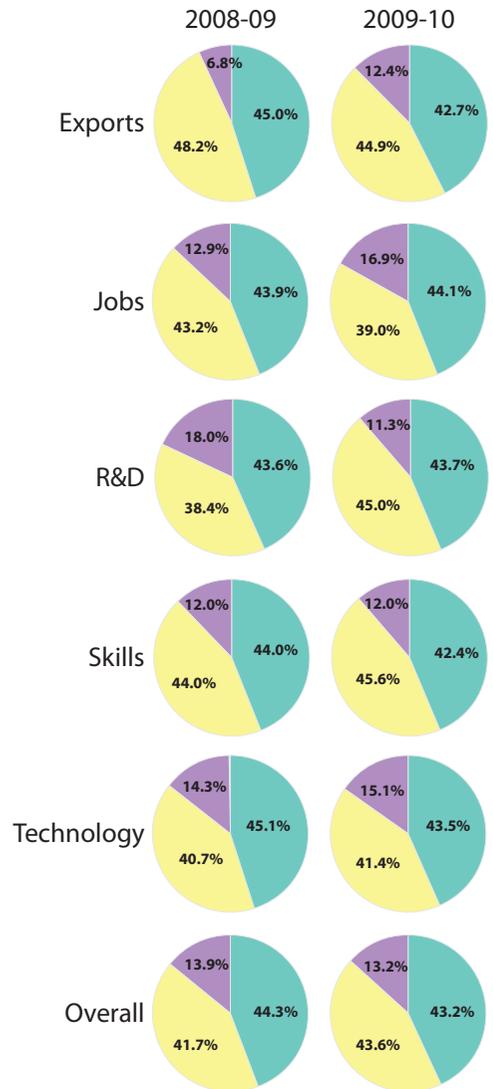
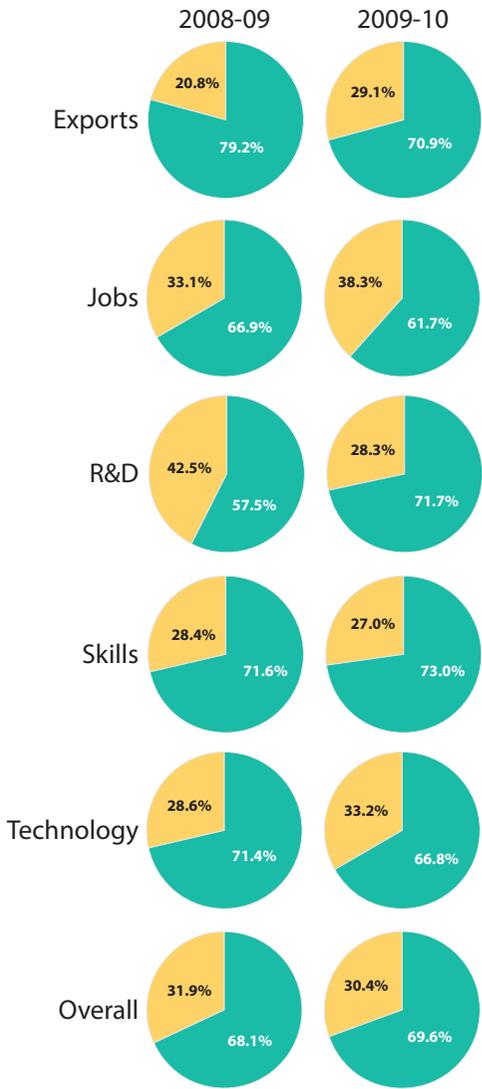
Company Equality Monitoring Data 2008-09 to 2009-10

Gender Breakdown

Community Background Breakdown

Race Breakdown

Disability Breakdown



Male Female

Roman Catholic Protestant Non-Determined

White Other

Non-Disabled Disabled