

## Executive Summary

### Non-U.S. and U.S. Firms and Fair Employment in Northern Ireland: RiskMetrics Synopsis of 2008 Survey and Findings.

**Companies Surveyed:** Starting in August 2008, the Northern Ireland Service sent its annual *Survey on Operations in Northern Ireland* to corporate officials at 132 non-U.S. parent companies, which owned 141 separate subsidiaries or affiliates. The companies surveyed were held in the CalPERS portfolio in 2008 and previously identified by the Northern Ireland Service as having operations in Northern Ireland. In all, this report covers 95 parent companies and 126 Northern Ireland employers owned by them.

**Response:** The Northern Ireland Service received complete or partial replies for 32 parent companies with Northern Ireland firms, obtaining a response rate of 34 percent of the companies surveyed that have current operations in Northern Ireland. A listing of companies that responded this year appears below.

**U.S. companies:** The Northern Ireland Service also collects data on 155 operations owned by 69 U.S.-based companies.

#### 2008 Survey Findings

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- At CalPERS non-U.S. portfolio companies whose work force composition is available, the Catholic representation of 39.4 percent is less than the current overall religious breakdown for Northern Ireland employers (nearly 44 percent) monitored by the Equality Commission.
- The Catholic representation at all U.S. firms tracked by the Northern Ireland Service is 48.5 percent, well above that for Northern Ireland employers as a whole and far beyond that of non-U.S. companies in the CalPERS portfolio.
- As has been the case for the last four years, more non-U.S. firms in CalPERS portfolio appear to have problems with Catholic underrepresentation than with Protestant underrepresentation. In contrast, the U.S. firms tracked by the Northern Ireland Service were slightly more likely to have Protestant underrepresentation during the most recent monitoring period.
- Companies that responded to the survey reported using—for the most part—a full range of affirmative action measures prescribed by Northern Ireland's fair employment law, including the use of goals and timetables.
- Approximately one-quarter of CalPERS non-U.S. portfolio with operations in Northern Ireland is in compliance with the MacBride principles.