

MONITORING REPORT NO. 22

# A Profile of the Monitored Northern Ireland Workforce

SUMMARY OF MONITORING RETURNS 2011

# 2011

Equality Commission

FOR NORTHERN IRELAND

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# FOREWORD

This is the first time that, as Chief Commissioner, I have presented the Annual Fair Employment Monitoring Report, which this time paints a picture of the monitored workforce in Northern Ireland in 2011.

I do this with a high degree of satisfaction, as the report has proved to be a mine of valuable information on our workforce composition over the last two decades.

This summary of monitoring returns across all registered employers helps us understand the overall balance in the composition of employment. This year the collation of returns from just over 3,800 employers shows that, amidst a further overall contraction in the monitored workforce, the aggregated Roman Catholic share of all monitored employment now stands at [46.3%] ([57.3%] Protestant). This reflects a consistent and gradual change, year-on-year, contributing to a rise of six percentage points in the Catholic share over the last decade.

Using other data sources we can see that the composition of the monitored workforce is, as in recent years, broadly in line with the latest estimate for the community shares of those available for work – for example, the 2010 LFS Religion Report indicates that the Catholic share of the economically active (working age) likely falls somewhere in the range [43.3%] to [46.5%].

The aggregated information presented in this report also allows us to consider broad trends in the public and private sectors, as well as in different types of employment - including full and part-time work. The overviews presented in this annual summary of monitoring returns are therefore not just of interest to us in the Commission in our statutory role, but rather are intended to help inform employers and other interested parties about wider compositional patterns that, alongside information on labour availability, may provide additional insights to better inform endeavours to achieve and maintain fair participation in individual workforces.

To further enhance understanding and knowledge generally, the Commission undertook four additional discrete exercises in the last calendar year. These publications included a summary of the monitoring reports to consider longer-term trends over time; a review of the proportions of applicants and appointees to the public and private sectors since 1991 and 2001; a review of employers' Article 55 Reviews submitted to us over a 3 year period; and a summary analysis of the occupational compositions and employment practices within the five Health Trusts. These support the view that the composition of the monitored workforce at a Northern Ireland level has shifted over the last 22 years to more closely mirror labour availability, but also indicate the importance of ongoing monitoring; triennial employer reviews and affirmative action in specific areas.

The Commission continues to work with employers, to ensure that they are provided with the necessary guidance to enable them to comply with their responsibilities under fair employment legislation. We also look forward to the publication of the 2011 Census findings which will provide both us and employers with updated information on the community shares of the population and those available for work in various occupations and geographical areas. I would like to take this opportunity to express thanks to those employers who have carefully compiled and submitted their returns, not just in this year but over the last 22 years. I acknowledge that the continuing process of monitoring and reviewing their workforce composition and employment practices is a considerable but very important commitment by employers and I commend their diligence and dedication.



**Michael Wardlow**  
Chief Commissioner  
December 2012



# EXECUTIVE SUMMARY

## 1. Introduction

The 22<sup>nd</sup> Annual Monitoring Report (2011) presents an aggregate summary of the 3,808 valid monitoring returns received by the Commission between 1 January and 31 December 2011. Monitoring covers an estimated 64%–67% of those in employment<sup>i</sup>.

Although not required by statute, the Commission publishes these returns in aggregate to inform employers and other interested parties about wider patterns that, alongside information on labour availability, might better inform considerations of fair participation within specific employments.

## 2. Overall Summary

The 2011 Monitoring Report reveals the following broad trends from the aggregated data:

- In 2011, the total number of monitored employees contracted for the third consecutive year (by 0.6%, -2,884), although at a lesser rate than that for 2010 (0.9%, -4,546).
- Between 2010 and 2011, Roman Catholic representation in the monitored workforce increased by [0.4] percentage points<sup>ii</sup> to [46.3%]. This represents a continuation of the trend<sup>iii</sup> of gradually increasing Roman Catholic representation observed since 2001.
- Females continue to account for more than half (52.7%) of all monitored employees in Northern Ireland, mirroring the share observed in 2010.
- In 2011, the number of applicants to the monitored workforce increased from 2010 by 2.5% (16,119) to 652,696, which marks the highest recorded number of applicants since 2006. For a third consecutive year there were more Roman Catholic [51.6%] than Protestant [48.4%] applicants overall, with the Roman Catholic share increasing from 2010 by [0.9 pp].
- In 2011, the number of appointees declined for the fourth consecutive year (by 6%, -4,235) to 66,184, marking the lowest number recorded for the period 2001-2011. The Roman Catholic share [52.1%] was broadly similar to the 2010 figure and continued for the sixth consecutive year to exceed that of their Protestant counterparts [47.9%].
- In 2011, the number of **leavers** from the monitored workforce contracted for the second consecutive year (10.4%, -6,861) to 58,859, the lowest number recorded for the period 2001-2011. In 2011, as with every year across the period from 2001, Protestants comprised a greater proportion of leavers [50.5%] than did Roman Catholics [49.5%].

i Estimate derived by comparison with the Northern Ireland Labour Force Survey (July - Sep 2011, DETINI). 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.

ii Hereafter 'pp' will be used as an abbreviation for 'percentage point'. Please see appendix 1 for further details.

iii Fair Employment monitoring began in 1990, however due to changes to the scope of monitoring introduced in 2001, the default year for all long term comparisons in this report is 2001.

### 3. The Monitored Northern Ireland Workforce

For the third consecutive year, the total number of monitored employees fell. Monitored employment peaked in 2008, but since then has decreased year-on-year. In 2011, **total employment stood at 509,842**, representing a drop of 0.6% (-2,884) from 2010.

- When examined **by sector**, this decline has been driven by a decrease of 1.8% (-3,506) in public sector employment. This indicates a continuation of the broad trend<sup>iv</sup> of decreasing public sector employment, first observed in 2005.
- In terms of **types of employment**, the drop in employment can be attributed to a decrease of 1.9% (-3,000) in full-time employees in the public sector, coupled with a decrease in part-time employees in both the private (0.6%, -334) and public (1.7%, -506) sectors. In 2011, the number of full-time employees in the private sector increased for the first time since 2008 (0.4%, 956).
- The **Roman Catholic share** of the monitored workforce was [46.3%] in 2011<sup>v</sup>, an increase of [0.4 pp] from [45.9%] in 2010, and [6.0 pp] from [40.3%] in 2001. This indicates a continuation of the trend of increased Roman Catholic representation observed during the last eleven years. Furthermore, the upward trend in female Roman Catholics share of employment continued in 2011.
- For the first time in the period 2001-2011, the decrease in the number of **female monitored employees** was greater than that for **male employees**. However, proportionally male/female employees' shares of the monitored workforce remained unchanged from 2010. Consequently, in 2011 women still accounted for more than half (52.7%) of monitored employees in Northern Ireland.
- Overall, in 2011 the number of **applicants** to the monitored workforce increased by 2.5% (16,119) to 652,696, the highest recorded number since 2006. Within the monitored components, this growth was limited to the private sector, which increased in applicant numbers by 9.2% (43,848). In comparison, the number of applicants to the public sector decreased by 17.1% (-27,729) to 133,976, its lowest level in the period 2001-2011<sup>vi</sup>. Within the monitored workforce, male Protestants and female Protestants were the only groups to decrease in numbers of applicants, by 853 and 2,643 respectively.
- For a third consecutive year, Roman Catholics comprised a greater proportion of applicants [51.6%] than did Protestants [48.4%], with the Roman Catholic share increasing from 2010 by [0.9 pp]. Over the period 2001-2011, the Roman Catholic share of monitored applicants has gradually increased.
- Overall, in 2011 the number of **appointees** to the monitored workforce decreased by 6%, (-4,235) to 66,184, the lowest number recorded for the period 2001-2011. Within the monitored components, this decline was limited to the public sector, which decreased in appointee numbers. In contrast the number of appointees to the private sector increased. Within the monitored workforce, a decline in appointees was recorded for all groups. However, the observed drop in appointee numbers was steepest for female Protestants (-1,306) and female Roman Catholics (-1,383).
- For a sixth consecutive year, Roman Catholics comprised a greater proportion of appointees [52.1%] than did Protestants [47.9%], with the Roman Catholic share increasing from 2010 by [0.1 pp]. Over the period 2001-2011, the Roman Catholic share of appointees has gradually increased.

<sup>iv</sup> In 2010, a slight increase (0.3%, n=649) was observed in public sector employment, attributed to an overall increase in part-time employment within the sector.

<sup>v</sup> The latest estimate (2010) for the Roman Catholic share of the economically active (working age) is that it lies somewhere in the range [43.3%] to [46.5%]. In the 2010 LFS Religion Report, the variable 'religious composition of the economically active (working age)' has a confidence interval of +/-1.6 around the estimated value of [44.9%] for Roman Catholics and [55.1%] for Protestants. Thus, for example, this means there is a 95% certainty that the true figure for the Roman Catholic share of the economically active population (of working age) lies somewhere between 43.3% and 46.5%.

<sup>vi</sup> This statement excludes 2008 public sector applicant data, as the outworking of the RPA-related changes in 2008 preclude meaningful comparison with that year at the overall and public sector level. In 2008, the number of applicants to the public sector stood at 94,130.

- For a second consecutive year, the number of **leavers** from the monitored workforce contracted (10.4%, -6,861) to 58,859, the lowest number recorded for the period 2001-2011. A decrease in leaver numbers was observed within both the private (-4,796) and public (-2,065) sectors and across each group. Overall, the observed drop in leaver numbers was steepest for male Protestants (-1,971) and female Protestants (-1,943).
- In 2011, Protestants comprised a greater proportion of leavers [50.5%] than did Roman Catholics [49.5%], a continuation of the trend observed over the period since 2001.

#### 4. The Private Sector

The **total private sector workforce now stands at 323,576** employees, an increase of 622 employees (0.2%) compared with 2010. 2011 marks the first period of growth in the sector, which had been declining since 2008. This increase has been driven by an overall rise in full-time employment of 0.4% (956). Between 2010 and 2011, the greatest increase in numbers in private sector employment occurred among full-time Roman Catholic male employees (1,204), followed by full-time Roman Catholic female employees (732). Amongst the part-time workforce Protestant females saw the largest increase in numbers employed (170).

- Total **Roman Catholic employment levels** increased by 1.4% during the year, while Protestant employment levels fell by 0.4%. Overall, during the period 2001-2011, the Roman Catholic private sector count rose by 16.3% (19,146), while the total number of Protestant employees fell by 7.5% (-12,979).
- Due to the decline in **Protestant employment levels**, the Roman Catholic share of the total private sector workforce increased from 2010 by [0.4 pp] to [46.0%], and [5.6 pp] from [40.4%] in 2001.
- The number of **male employees** in the private sector increased for the first time since 2008, whilst the number of **female employees** has decreased every year since it peaked in 2008. In terms of gender, females accounted for 46.2% of the private sector workforce in 2011, a decrease of 0.1% (-161) from 2010 levels. The female share of private sector employees was 45.5% in 2001 and has fluctuated over the period 2001-2011.
- Services account for the vast majority of private sector employment (72.9%), followed by Manufacturing (22.0%) and Construction (4.7%)<sup>vii</sup>.
- In 2011, as in previous years, the religious composition of the private sector components varied. Protestants accounted for a greater proportion of employees in Manufacturing (56.1%, 36,405) and Services (53.8%, 116,820), while Roman Catholics accounted for a larger proportion of employees in Construction (52.5%, 7,519).
- Between 2010 and 2011, the total number of private sector **applicants** increased by 9.2% (43,848) to 518,720, the highest recorded number in the period 2001-2011. An increase in applicant numbers was recorded for all groups, with female Roman Catholic applicants seeing the largest increase (11,241).
- For a fifth consecutive year, Roman Catholics comprised a greater proportion of private sector applicants [52.2%] than did Protestants [47.8%], with the Roman Catholic share increasing by [1.0 pp] since 2010. Over the period 2001-2011, the Roman Catholic share of private sector applicants has gradually increased.

vii SIC0 (Agriculture, Forestry & Fishing) and SIC1 (Energy and Water Supply Industries) are not included in these sub-groupings of the Private Sector, but are considered in total figures. They account for 0.4% of the total private sector workforce.



- Between 2010 and 2011, the numbers of male and female applicants increased for the first time since 2008. During the period 2001-2011, males have consistently comprised a larger share of applicants to the private sector.
- The number of private sector **appointees** grew by 0.8% (455) during the year to 55,731. After 2010, this was second lowest number of appointees recorded in the period 2001-2010. The increase in applicants was confined to male Protestants (635) and male Roman Catholics (515), with decreases recorded for every other group.
- For a sixth consecutive year, Roman Catholics comprised a greater proportion of private sector appointees [52.2%] than did Protestants [47.8%], with the Protestant share increasing from 2010 by [0.1 pp]. Over the period 2001-2011, the Roman Catholic share of private sector applicants has gradually increased. However, 2011 is the first year in which the proportion of appointees accounted for by Roman Catholics decreased.
- Between 2010 and 2011, the numbers of male appointees increased for the first time since 2008, whilst the number of female appointees continued to decrease. Since 2005, males have consistently comprised a larger share of appointees to the private sector.
- The number of private sector **leavers** decreased by 11.6% (-4,796) during the year to 36,697. The greatest decrease in private sector leavers occurred amongst male Protestants (-1,804), followed by male Roman Catholics (-1,491). In 2011, the composition of private sector leavers was [47.4%] Protestant and [52.6%] Roman Catholic. Since 2008, Roman Catholics have comprised a greater proportion of private sector leavers than Protestants.

## 5. The Public Sector

The **total public sector workforce now stands at 186,266** employees, a decrease of 1.8% (-3,506) compared with 2010. Each group in the public sector workforce decreased in 2011, with the greatest decrease in employment among full-time Protestant male employees (-1,259), followed by full-time Protestant female employees (-830). Among the part-time workforce, Roman Catholic females saw the greatest decrease in numbers employed (-189).

- Total **Protestant employment** decreased by 2.4% (-2,343), the largest since 2007, while the **Roman Catholic** count decreased by 0.9% (-719), the largest during the period 2001-2011. During the period 2001-2011, the number of Roman Catholic public sector employees rose by 25.1% (16,631) overall, whilst the number of Protestant employees fell by 4.4% (-4,383).
- Due to the steeper decline in Protestant employment levels, the Roman Catholic share of the total public sector workforce was [46.8%] in 2011, an increase of [0.4 pp] from [46.4%] in 2010, and [6.6 pp] from [40.2%] in 2001.
- Total **male employment** decreased by 2.9% (-2,011) in 2011, a continuation of the trend observed every year since 2005. The total number of female employees also decreased in 2011, by 1.2% (-1,495), a smaller rate than that for male employees. Thus, in 2011, the trend of an increasing proportion of **female employees** in the public sector continued, with an increase from 2010 of (0.4 pp) in their share of the workforce, to 64.1%.
- The number of **applicants** to the public sector decreased by 17.1% (-27,729) to 133,976, the lowest number recorded during the period 2001-2011<sup>viii</sup>. A decrease in applicant numbers was recorded for all groups, with female Roman Catholic applicants seeing the largest decrease (-8,798).

- In 2011, Protestants comprised a greater proportion of public sector applicants [50.6%] than did Roman Catholics [49.4%], with the Protestant share increasing from 2010 by [0.1 pp]. Over the period 2001-2011, with the exception of 2009, year-on-year, Protestants have accounted for a greater proportion of applicants than have Roman Catholics.
- Between 2010 and 2011, the decrease in the number of female applicants to the public sector was greater than that for male applicants. During the period 2001-2011, females consistently comprised a larger proportion of applicants to the public sector<sup>ix</sup>.
- The total number of public sector **appointees** decreased by 31.0% (-4,690) to 10,453 during the year, the lowest number recorded in the period 2001-2011<sup>x</sup>. A decrease in appointees numbers was recorded for all groups, with female Protestants (-1,194) and female Roman Catholics (-1,372) seeing the largest decreases.
- In 2011, Roman Catholics comprised a greater proportion of public sector appointees [51.3%] than did Protestants [48.7%]. Between 2010 and 2011, the number of Protestant and Roman Catholic appointees decreased by similar amounts, thus their shares remained unchanged from 2010 figures. Over the period 2001-2011, the Roman Catholic and Protestant shares of private sector applicants have fluctuated.
- In 2011, the majority of appointees to the public sector were female (64.8%), while 35.2% were male. Between 2010 and 2011, the numbers of both male and female appointees decreased. 2011 represents the lowest numbers of both male and female appointees to the public sector.<sup>x</sup> However during the period 2001-2011, overall male public sector appointments have increased by (4.7 pp), from 30.5% in 2001.
- The number of public sector **leavers** decreased by 8.5% (-2,065) during the year to 22,162. The greatest decline in public sector leavers occurred amongst female Protestants (-1,439), followed by female Roman Catholics (-341). In 2011, the composition of public sector leavers was [55.5%] Protestant and [44.5%] Roman Catholic. During the period 2001-2011, Protestants have comprised a greater proportion of public sector leavers than Roman Catholics.
- The **six components** that comprise the public sector each contracted during the year. Between 2010 and 2011, the numbers of Protestant employees decreased in all six components, whilst the security-related sector was the only component in which Roman Catholic employees increased.
- The Roman Catholic composition of each sector is: Health [50.4%]; Education [49.2%]; District Councils [41.6%]; Civil Service [45.7%]; Security-related [23.6%]; and 'Other Public Authorities' [47.1%].

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ix Excluding the RPA affected returns in 2008.

x For females, excluding RPA affected returns in 2008.

## 6. The Public Sector: Sub-sectoral Analysis

- **The Health Sector** accounts for more than a third (36.9%, n=68,740) of all public sector employment. Overall, the health sector decreased by 1.1% (-783), mostly accounted for by full-time Protestant females (-445) and full-time Protestant male employees (-112). Among the part-time workforce, Roman Catholic females saw the greatest decrease (-96). Overall, the number of Protestant employees decreased by a greater amount than their Roman Catholic counterparts, resulting in the Roman Catholic share of the health sector workforce increasing from 2010 by [0.4 pp] to [50.4%]. Females continue to dominate the health sector, accounting for four-fifths (81.3%, n=55,879) of all employees.
- **The Education Sector** accounts for a fifth (20.1%, n=37,474) of all public sector employment. In 2011, the sector decreased in size (1.3%, -503) for the first time since 2006. This decrease was mainly as a result of the declines in full-time and part-time male Protestant employment (-115 and -82 respectively) and in part-time female Protestant employment (-128). In contrast, full-time female Protestant and female Roman Catholic employment increased slightly (by 10 and 27 respectively). Overall, Protestant employment fell by a greater amount than did Roman Catholic employment. Thus, the Roman Catholic share increased from 2010 by [0.3 pp] to [49.2%]. Between 2010 and 2011, male representation in the sector decreased by (0.5 pp) to 20.8%, the lowest recorded for the period 2001-2011.
- **The District Councils** account for 6.3% (n=11,650) of all public sector employment. In 2011, the sector decreased in size (2.2%, -267) for the first time since 2007. This decline was mostly driven by a fall in full-time male Protestant (-71) and part-time female Protestant (-60) employees. Overall, the changes in Protestant/Roman Catholic district council employment were very similar, and as a result there was no change from 2010 in the proportions of the workforce accounted for by either group. In 2011, the composition of the district council workforce was [58.4%] Protestant and [41.6%] Roman Catholic. In 2011, the majority of district council employees were male (58.4%, n=6,798). Total female representation in the sector increased by (0.2 pp) to 41.6%. During the period 2001-2011 female representation in district council full-time employment has gradually increased, by (2.6 pp) overall. However, the decline in female representation in the part-time workforce, first observed in 2006, continued in 2011, with a decrease of (0.3 pp) to 55.3%.
- **The Civil Service** accounts for 18.2% (n=33,975) of all public sector employment. In 2011, the sector decreased by 3.2% (-1,126). This decline was driven solely by the full-time workforce, where male and female Protestant employment levels decreased by the greatest amounts (by -475 and -413 respectively). In comparison, the part-time workforce expanded, with male and female Protestant employees increasing by the greatest amounts (by 96 and 125 respectively). Overall, Protestant employment fell by a greater amount than did Roman Catholic employment. Thus, the Roman Catholic share increased from 2010 by [0.3 pp] to [45.7%]. In 2011, males accounted for slightly more civil service employees (50.5%) than did females (49.5%).
- **The Security-related Sector** accounts for 6.8% (n=12,674) of all public sector employment. In 2011, the sector decreased by 3.2% (-418). Between 2010 and 2011, Roman Catholic employment in the security-related sector increased by 3.6% (99), whilst Protestant employment decreased by 4.9% (-481). During the period 2001-2011 the sector has gradually contracted, by (40.6%) from 21,329 employees in 2001 to 12,674 employees in 2011. In terms of composition, the Protestant share of the security-related sector was [76.4%] in 2011, a decrease of [1.5 pp] from [77.9%] in 2010, and [15.2 pp] from [91.6%] in 2001.

- **‘Other Public Authorities’** account for 12.6% (n=23,554) of all public sector employment. Between 2010 and 2011 ‘Other Public Authority’ employees decreased by 2.1% (-509), mainly driven by a decline in full-time male Protestant (-140) and male Roman Catholic (-72) employment.
- Due to the greater overall decline in Protestant employment, the Roman Catholic share increased from 2010 by [0.2 pp] to [47.1%]. Males continue to account for the majority of ‘Other Public Authority’ employees (64.7%), while the female share has gradually been increasing year-on-year.

# Chapter 1

# INTRODUCTION

# 1. Introduction

## 1.1 Employer Monitoring Duties and the Annual Monitoring Report

The Fair Employment and Treatment (Northern Ireland) Order 1998 (hereafter 'FETO') requires registered and specified employers, amongst other duties<sup>1</sup>, to:

- **monitor the composition of their workforce** and of those applying, appointed, leaving or being promoted (Article 52);
- **submit an annual monitoring return** to the Commission (Article 52); and
- **review their workforce composition and employment practices 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).

With regard to the six duties, the 'Unified Guide to Promoting Equal Opportunities In Employment' (hereafter the “Unified Guide”) 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 and members of the Roman Catholic community in.”*

Employer monitoring refers to collecting information and establishing workforce composition. The collected data is ultimately used to inform the employer’s own periodic reviews and consideration of fair participation in their workforce. The information is also used to compile and submit an annual monitoring return to the Commission.

The following paragraphs set out some relevant details to assist the reader in understanding the scope of these duties - including the specific focus of annual monitoring returns and how they differ from the separate considerations of *fair participation*.

## 1.2 Employee Monitoring

The Fair Employment code of practice sets out the rationale for monitoring as follows:

*“Monitoring – the provision and analysis of information on community background – is not merely a statistical exercise, nor is it an end in itself. It is the beginning of a process, the starting point for further action. It 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)...”*

Although the specific scope and coverage of monitoring has changed over time (see Appendix 2), all registered and specified employers are currently required to monitor:

- employees and apprentices;
- job applicants;
- appointees;

<sup>1</sup> Further details regarding the range of Fair Employment provisions and duties are available via the Commissions website, which also includes links to the following publications: Equality Commission (2009); A Unified Guide To Promoting Equal Opportunities In Employment; Equality Commission for Northern Ireland (1989) Fair Employment in Northern Ireland Code of Practice, as amended; Equality Commission for Northern Ireland (1989) A Step by Step Guide to Monitoring: Monitoring your workforce and applicants in line with Fair Employment regulations; Fair Employment (Monitoring) Regulations (Northern Ireland) 1999, as amended.



In addition, registered employers with more than 250 employees, and all specified public authorities, are required to monitor:

- promotees;
- leavers.

The following are not monitored: those working in private concerns with 10 or less employees; school teachers; the self-employed; the non-employed; those on government training schemes.

### 1.3 The Annual Monitoring Return

All registered employers (including public authority employers) are required to not only monitor their workforce but are also under a duty to prepare and provide a return each year to the Commission containing prescribed information. A failure to submit a return is a criminal offence, as is a failure to submit a return within the prescribed period.

In practice, the requirement to submit *prescribed information* means that employers submit *summary data* in key areas rather than all information, for example, relating to specific recruitment competitions. The *raw data* is however available to employers for use in their own triennial (Article 55) reviews.

### 1.4 Triennial (Article 55) Reviews and the Consideration of Fair Participation

The primary purpose of an Article 55 review is to enable the employer to determine whether they are providing, or are likely to continue to provide, fair participation<sup>2</sup> in employment to members of the Protestant and Roman Catholic communities.

Unlike the annual monitoring returns there is no requirement on employers to submit their Article 55 review report to the Commission by a specific date. The Equality Commission has a duty to ensure that employers comply with their legal obligation to carry out Article 55 reviews and therefore requests employers to periodically submit their reviews to the Commission.

In summary, **Employee Monitoring** is thus about recording the **composition** of employment (stocks) or of applicants, appointees, promotees or leavers (flows).

**Annual Monitoring Returns**, present an annual summary of the collated data in a prescribed format. It is these returns that form the basis for this report.

**Triennial (Article 55) reviews** are about **considering ‘fair participation’** and any **affirmative action** that might be required. An employer will use the raw information collected by rolling fair employment monitoring as the basis for their triennial reviews.

<sup>2</sup> While ‘fair participation’ is not defined in the legislation, it is important to note that in broad terms fair participation is NOT about equalising the numbers of Protestants and Roman Catholics in any given employment, but rather it is about seeking to ensure that the community composition (the proportion of Protestants and/or Roman Catholics) in any given employment is broadly in line with what might reasonably be expected based on available labour supply. See Appendix 2: ‘Wider Concepts in Fair Employment’ for further information on the meaning of fair participation and how it differs from a simple assessment of the composition of a workplace.

## 1.5 The Annual Monitoring Report (Summary of Monitoring Returns)

Although not required by statute, the annual monitoring returns received by the Commission are used to compile the Monitoring Report. Thus, the Report presents an aggregate summary of the composition of employment in registered employers or specified public bodies.

Given the legislative focus of monitoring returns on recording composition, this report by necessity mirrors that approach – describing *aggregate* composition in employment stocks and flows.

For monitored employers, the report presents information on the community composition of:

- total employees,
- full-time and part-time<sup>3</sup> employees,
- applicants and appointees within the monitored workforce,
- promotees and leavers within the public sector, and within those private sector concerns with 251+ employees

**The Monitoring Report** presents a summary picture with regard to the **composition** of employment in registered concerns. It does not seek to consider ‘**fair participation**’ which instead is the focus of employer’s own triennial reviews and related work by the Commission. Rather, its purpose is to help inform employers and other interested parties about wider patterns that, alongside information on labour availability, may suggest a dynamic or pattern that might better inform a consideration of fair participation within specific employments.

## 1.6 The 2011 (22<sup>nd</sup>) Annual Monitoring Report

This, the 22<sup>nd</sup> Annual Monitoring Report, presents an aggregated summary of the 3,808 valid monitoring returns received during 2011 from 122 public authorities and 3,686 private sector concerns. These returns were received<sup>4</sup> between 1st January and 31st December 2011. Monitoring covers an estimated 64%–67% of those in employment.<sup>5</sup>

Readers should note that there are a number of key points which may impact on the interpretation of data in the 2011 report. Details are contained in “*Appendix 1: Definitions, Technical Considerations and Wider Concepts in Fair Employment*”.

We would however draw the reader’s attention to one particular point. Any comparisons with 2008 data relating to **applicants, appointees, promotees and leavers** within the monitored workforce, the public sector, and the health and education sub-sectors, should be interpreted with some caution. This is because twelve public sector bodies in the Health and Education sectors were reconstituted as part of the Review of Public Administration. The Review impacted on 2008 figures as, under the Monitoring Regulations, a newly registered employer is not required to submit ‘flow’ data (on applicants etc) during their first year of operations. There was thus a sharp fall in the 2008 figures, with a commensurate rise again in the 2009 figures as the reconstituted public authorities ‘resumed’ reporting.

<sup>3</sup> Part-time employment is defined as less than 16 hours per week.

<sup>4</sup> Please note that the reference period for the compilation of *stock* information (employee counts) is the anniversary **date** of registration. For *flow* data (applicants, appointee, promotees and leavers), it is the **twelve month period preceding** the anniversary date of registration. Public authorities are deemed to be registered on 1st January, while private sector concerns are registered on a monthly basis (6th of each month) throughout the year. To take 2011 as an example, stock information for public authorities is compiled on 1st January 2011, while flow data covers the period 2nd January 2010 – 1st January 2011. As private concerns, however, are registered throughout the year, different monitoring periods will apply to individual concerns. For example, for a concern which was originally registered in March, stock information relates to 6th March 2011, while flow data will cover the period 7th March 2010 – 6th March 2011. In brief, while stock data relates to a specific date in 2011, flow data may range between 2010 and 2011.

<sup>5</sup> Estimate derived by comparison with the Northern Ireland Labour Force Survey (July - Sep 2011, DETINI). 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.

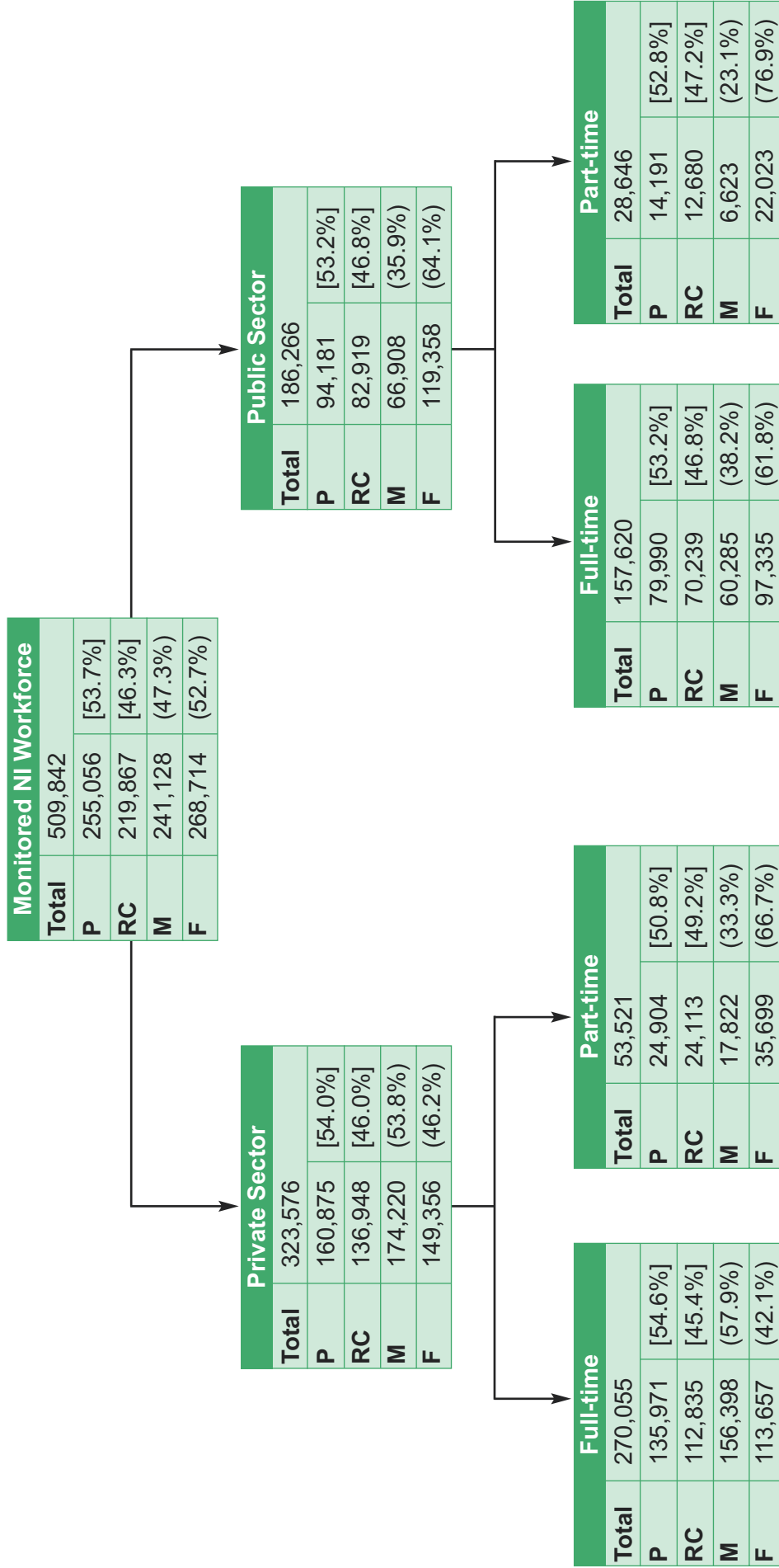
## 1.7 Additional Tables

A number of additional tables have been produced including tables on the composition of stocks and flows by Standard Occupational Classification () and sex, and tables on the compositional trends within employment over the 2011-2011 period. The additional tables, which are available for each chapter of the report, can be accessed on the Commission's website at [www.equalityni.org/research](http://www.equalityni.org/research).

Of note, for tables in the report:

- \* indicates where a number has been removed to disguise a number less than 10, and,
- # indicates where a number has been removed to disguise a number less than 10.

**Chart 1: Profile of the Monitored Northern Ireland Workforce, 2011**



**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.

## Chapter 2

# NORTHERN IRELAND MONITORED WORKFORCE

## 2. Northern Ireland Monitored Workforce

### Key Details

#### ALL EMPLOYEES

- The composition of the total monitored workforce was 255,056 [53.7%] Protestant and 219,867 [46.3%] Roman Catholic.
- Between 2010 and 2011, total Protestant employment decreased by 1.1% (-2,909), while total Roman Catholic employment increased by 0.5% (1,162). Thus, overall the Roman Catholic share increased by [0.4 pp] from [45.9%] to [46.3%].
- In 2011, more than half (52.7%, n=268,714) of monitored employees were female.

#### FULL-TIME WORKFORCE

- The composition of the total monitored workforce was 215,961 [54.1%] Protestant and 183,074 [45.9%] Roman Catholic.
- Between 2010 and 2011, full-time Protestant employment decreased by 1.3% (-2,840), while full-time Roman Catholic employment increased by 0.8% (1,432). Overall, the Roman Catholic share of the full-time total monitored workforce increased by [0.5 pp] from [45.4%] to [45.9%].
- The full-time workforce accounted for 83.9% of the total monitored workforce, and comprised 427,675 employees. This represents a decrease of 0.5% (-2,044) from 2010.

#### PART-TIME WORKFORCE

- The composition of the part-time workforce was 39,095 [51.5%] Protestant and 36,793 [48.5%] Roman Catholic.
- Between 2010 and 2011, part-time Roman Catholic employment decreased by 0.7% (-270), while part-time Protestant employment decreased by 0.2% (-69). Overall, the Protestant share of part-time employment increased by [0.1 pp] from [51.4%] to [51.5%].
- In 2011, 70.2% (57,722) of the part-time workforce were female.

#### FLOWS IN EMPLOYMENT

- The number of applicants to the total monitored workforce (652,696) was at its highest since 2006. The composition was [48.4%] Protestant and [51.6%] Roman Catholic.
- In 2011, the number of appointees to the monitored workforce (66,184) was the lowest recorded during the period 2001-2011. The composition was [47.9%] Protestant and [52.1%] Roman Catholic.
- In 2011, the number of leavers from the monitored workforce (58,859) was the lowest recorded during the period 2001-2011. The composition was [50.5%] Protestant and [49.5%] Roman Catholic.



## 2.1 The Monitored Northern Ireland Workforce: Introduction

The purpose of this chapter is to help inform employers and other interested parties about wider compositional trends within the monitored Northern Ireland workforce that, alongside information on labour availability, may better inform their own considerations of fair participation in specific employment(s).

The monitored workforce is comprised of full-time and part-time employees in the specified public authorities (“the public sector”) and registered private sector concerns (“the private sector”). Thus, the monitored workforce contains data from the combined public and private sectors in Northern Ireland. In 2011, a total of 122 public bodies and 3,686 private concerns submitted valid monitoring returns to the Commission.

In 2011, there were 509,842 employees in the monitored workforce, of which the private sector comprised 63.5%, (n=323,576), while the public sector comprised 36.5% (n=186,266). For the third consecutive year, the monitored workforce contracted (by 0.6%, n=2,884), although at a lesser rate than that for 2010 (0.9%, n=4,546). When broken down by sector, the overall drop in monitored employment can be attributed to the public sector, as total private sector employment increased between 2010 and 2011. However, when examined by types of employment within the sectors, the drop can be mainly attributed to decreases in both full-time (-3,000) and part-time (-506) employees in the public sector, with a small decrease in private sector part-time employees (-334) also evident.

### 2.1.1 Dynamic of Change: Monitored Northern Ireland Workforce 2010-2011

Between 2010 and 2011, the numbers of male Protestant and female Protestant full-time employees decreased, by 1601 and 1,239 respectively. Conversely, the numbers of their male Roman Catholic and female Roman Catholic counterparts increased, by 858 and 574 respectively. There was no change in the numbers of female Protestant employed part-time in the monitored workforce, whilst the numbers of part-time employees in each of the other three groups decreased. Consequently, overall Roman Catholic representation in the monitored workforce increased by [0.4] percentage points from [45.9%] in 2010.

## 2.2 The Monitored Northern Ireland Workforce: All Employees

In 2011, there were 509,842 employees in the monitored Northern Ireland workforce (Table 2.1), a decrease of 0.6% (-2,884) from 2010.

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>123,673</b>	51.3% [26.0%]	<b>99,037</b>	41.1% [20.9%]	<b>18,418</b>	7.6%	<b>241,128</b>	47.3%
<b>Female</b>	<b>131,383</b>	48.9% [27.7%]	<b>120,830</b>	45.0% [25.4%]	<b>16,501</b>	6.1%	<b>268,714</b>	52.7%
<b>Total</b>	<b>255,056</b>	50.0% [53.7%]	<b>219,867</b>	43.1% [46.3%]	<b>34,919</b>	6.8%	<b>509,842</b>	100%

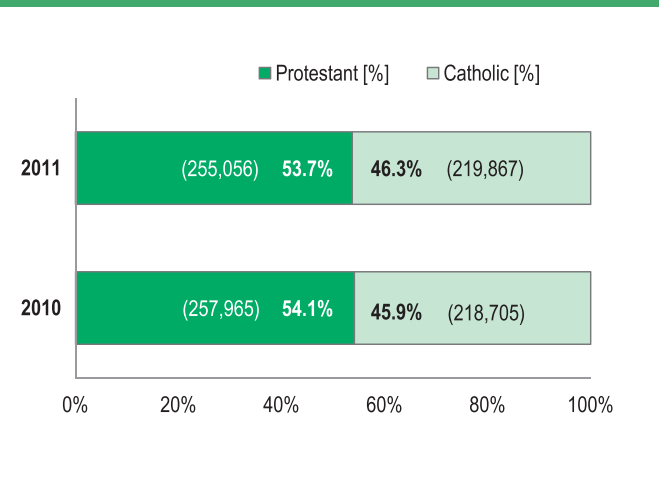
**2.2.1 Community Background**

In 2011, [53.7%] of the total monitored workforce were Protestant; while [46.3%] were Roman Catholic (Chart 2.1).

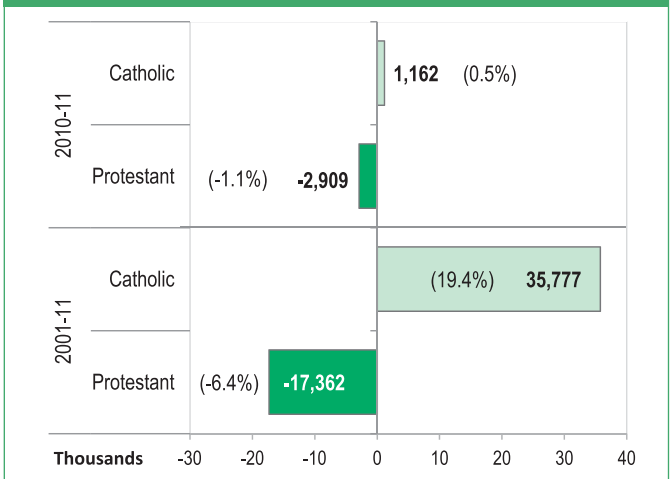
Between 2010 and 2011, the number of Protestant employees decreased, whilst the number of Roman Catholic employees increased (Chart 2.2). Thus, the Roman Catholic share of the total monitored workforce increased by [0.4 pp] from [45.9%].

During the period 2001-2011, the number of Roman Catholic employees in the total monitored workforce increased overall, whilst the number of Protestant employees decreased (Chart 2.2). Thus, the Roman Catholic share of the total monitored workforce increased by [6 pp] overall from [40.3%] to [46.3%]. The Roman Catholic share of employees has increased year-on-year during this period (Chart 2.3).

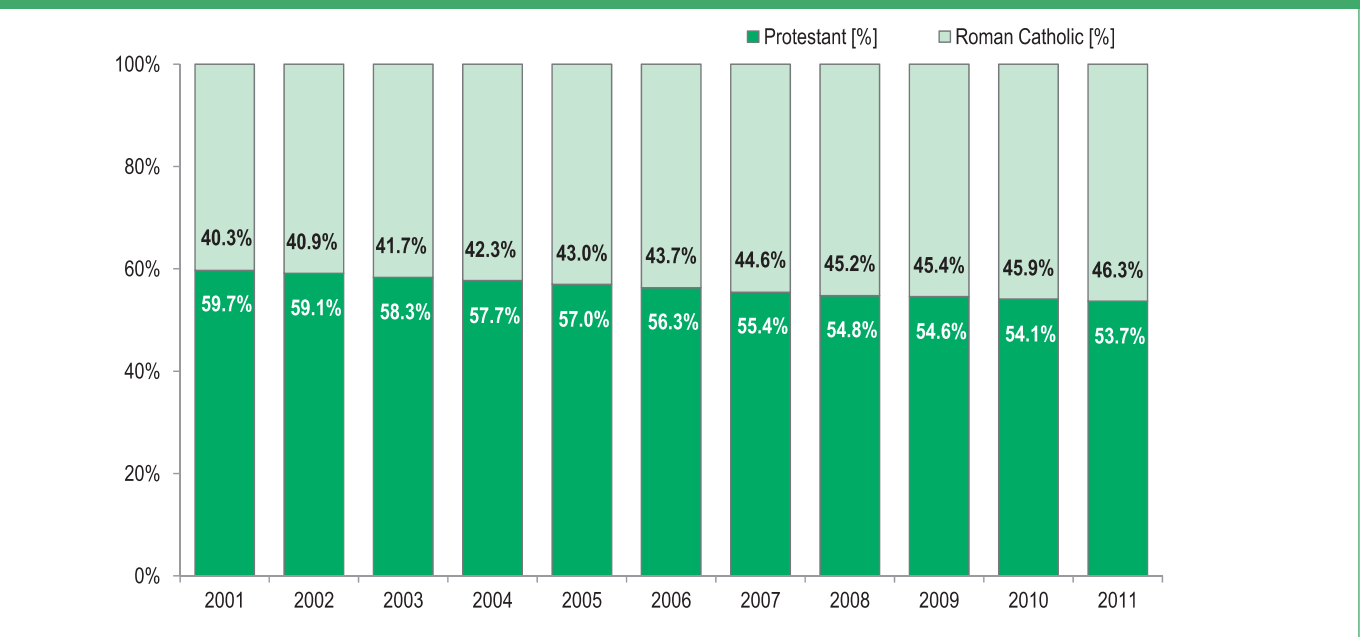
**Chart 2.1: Monitored Northern Ireland (All) Employees [%] by Community Background, 2010-2011**



**Chart 2.2: Changes in Monitored Northern Ireland (All) Employees (n) by Community Background, 2010-2011 and 2001-2011**



**Chart 2.3: Monitored Northern Ireland (All) Employees [%] by Community Background, 2001-2011**



### 2.2.2 Sex

In 2011, more than half of the total monitored workforce were female, while 47.3% were male (Chart 2.4).

Between 2010 and 2011, the number of male and female employees in the total monitored workforce decreased by similar amounts (Chart 2.5). Thus, the male/female share of the total monitored workforce remained relatively unchanged (<0.1 pp) from 2010 figures.

During the period 2001-2011, the number of female employees in the total monitored workforce increased by a greater amount than did male employees (Chart 2.5). Thus, the female share of the total monitored workforce increased by (2.3 pp) from 50.4% to 52.7%.

Chart 2.4: Monitored Northern Ireland (All) Employees % by Sex, 2010-2011

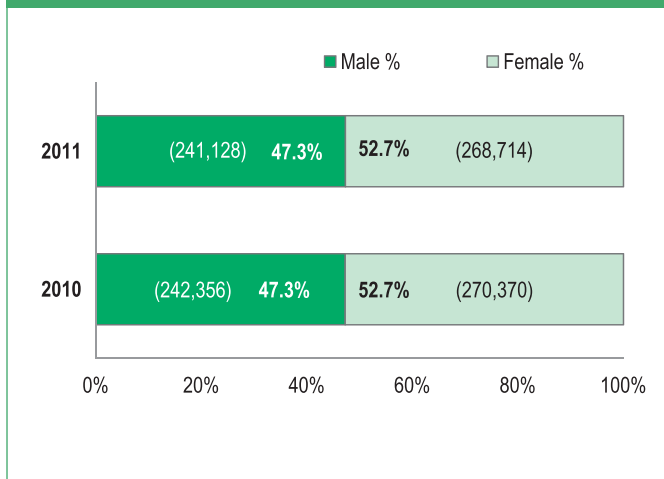
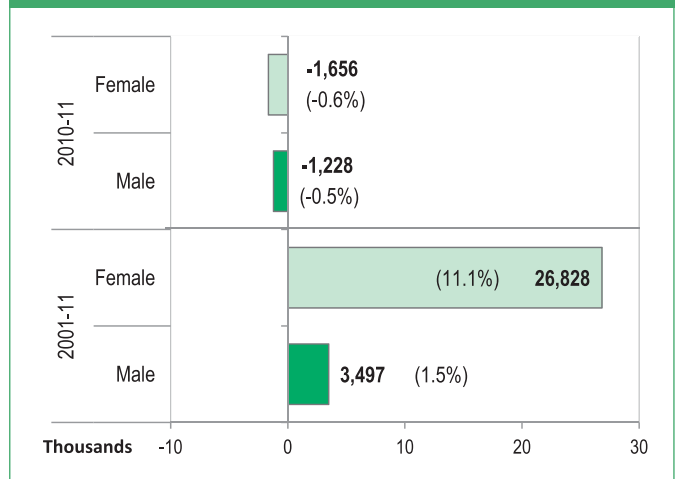


Chart 2.5: Changes in Monitored Northern Ireland (All) Employees (n) by Sex, 2010-2011 and 2001-2011



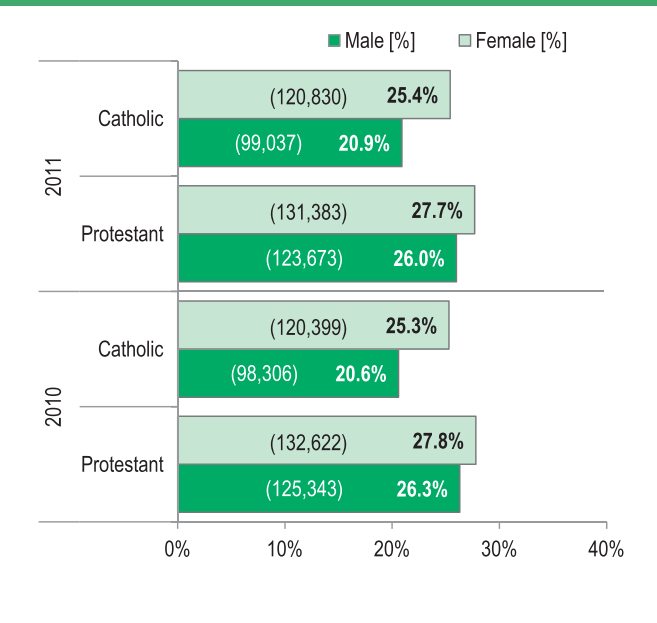
### 2.2.3 Community Background and Sex

In 2011, female Protestants and female Roman Catholics comprised more than half of the monitored workforce (Chart 2.6). One-quarter of employees were male Protestants, while one-fifth were male Roman Catholic employees.

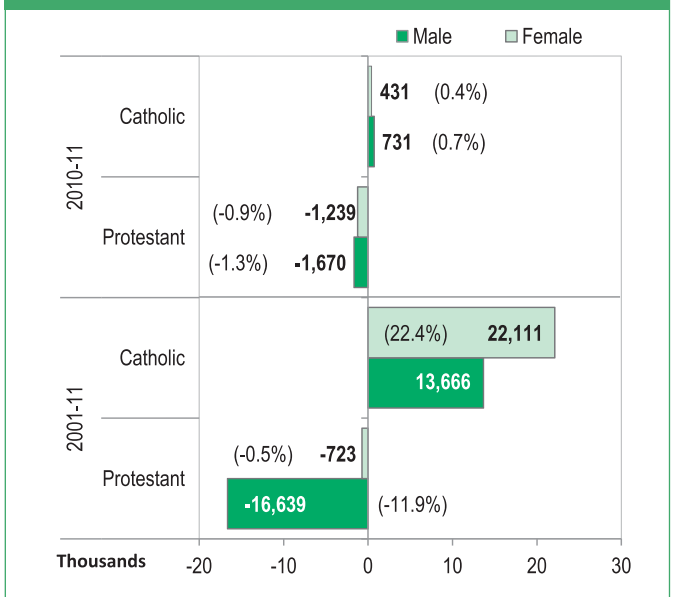
Between 2010 and 2011, the numbers of male Protestant and female Protestant employees decreased. Conversely, the numbers of male Roman Catholic and female Roman Catholic employees increased (Chart 2.7). Consequently, male Roman Catholics' share of the total monitored workforce increased by [0.3 pp] from [20.6%] in 2010, whilst female Roman Catholics' share increased by [0.1 pp] from [25.3%].

During the period 2001-2011, the numbers of male Protestant and female Protestant employees decreased overall. In contrast, the numbers of male Roman Catholic and female Roman Catholic employees increased overall (Chart 2.7). Consequently, the male Roman Catholic share of the total monitored workforce increased by [2.2 pp] from [18.7%] to [20.9%], while the female Roman Catholic share increased by [3.8 pp] from [21.6%] to [25.4%].

**Chart 2.6: Monitored Northern Ireland (All) Employees [%] by Community Background and Sex, 2010-2011**



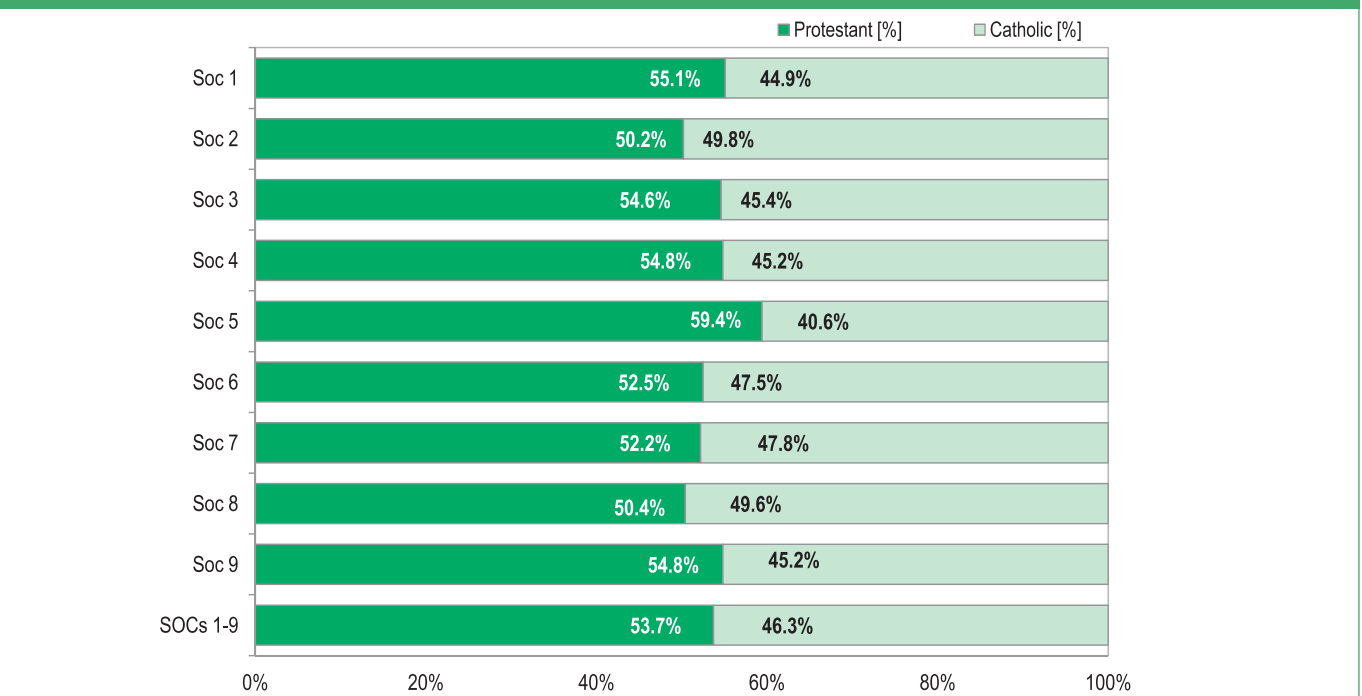
**Chart 2.7: Changes in Monitored Northern Ireland (All) Employees (n) by Community Background and Sex, 2010-2011 and 2001-2011**



**2.2.4 Community Background and SOC**

In 2011, as in previous years, the religious composition of employees in SOC categories 1-9 varied (Chart 2.8). In each SOC category, Protestants accounted for a greater proportion of employees than did Roman Catholics. However, with reference to the average composition of SOCs 1-9 [53.7% v. 46.3%], Protestants representation in Skilled Trade Occupations (SOC 5) was (5.7 pp) above average. Conversely, Roman Catholic representation in Professional Occupations (SOC 2) was [3.5 pp] above average, whilst in Process, Plant and Machine Operative Occupations (SOC 8) it was [3.3 pp] above average.

**Chart 2.8: Religious Composition of SOC Categories 1-9 in the Monitored Northern Ireland Workforce, 2011**



In 2011, the greatest proportion<sup>6</sup> of Protestant monitored workers were employed in Secretarial and Administration Occupations (SOC 4), while the greatest proportion of Roman Catholic employees were employed in Sales and Customer Service Occupations (SOC 7). The smallest proportions of both groups were employed in Skilled Trade Occupations (SOC 5) (Charts 2.9 & 2.10). Despite differences in the religious composition of the SOC categories, Protestant and Roman Catholic full-time employees were fairly evenly and similarly distributed across the SOC categories. Hence, no notable differences<sup>7</sup> in distribution are evident between the two groups (Charts 2.9 & 2.10). For further details on the composition of the total monitored workforce by SOC, see Table 2.9 at the end of the chapter.

Chart 2.9: Distribution of Monitored Northern Ireland Protestant Employees across SOCs 1-9, 2011

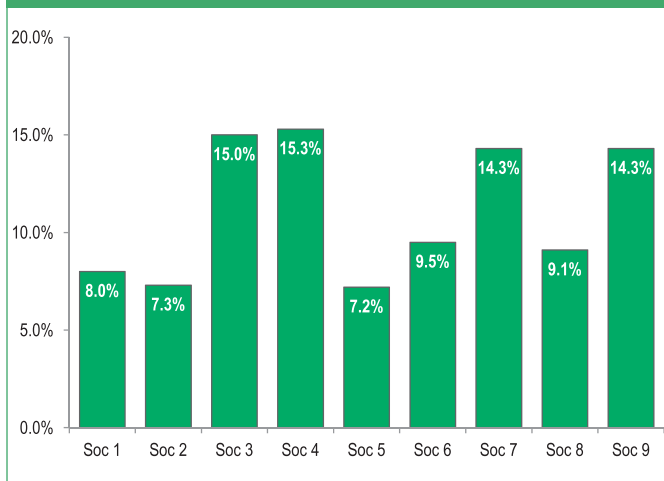
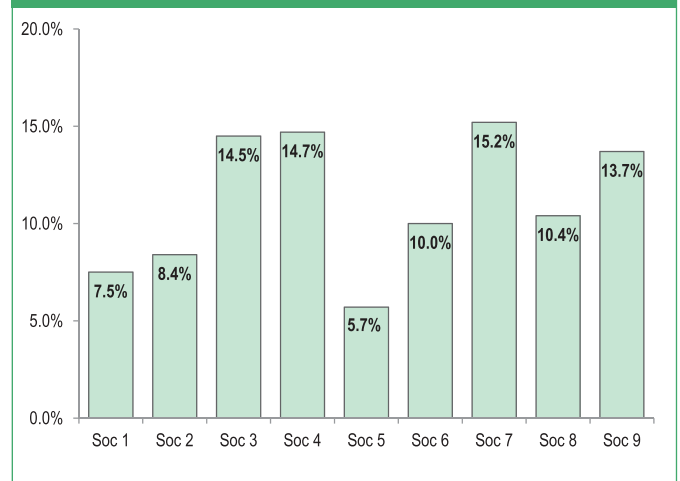


Chart 2.10: Distribution of Monitored Northern Ireland Catholic Employees across SOCs 1-9, 2011



### 2.2.5 Sectoral Components of the Monitored Northern Ireland Workforce

The monitored Northern Ireland workforce is comprised of the private and public sectors, and their subcomponents:

- The Public Sector is composed of 122 public bodies.
- The Private Sector is composed of 3,686 concerns with more than 10 employees.

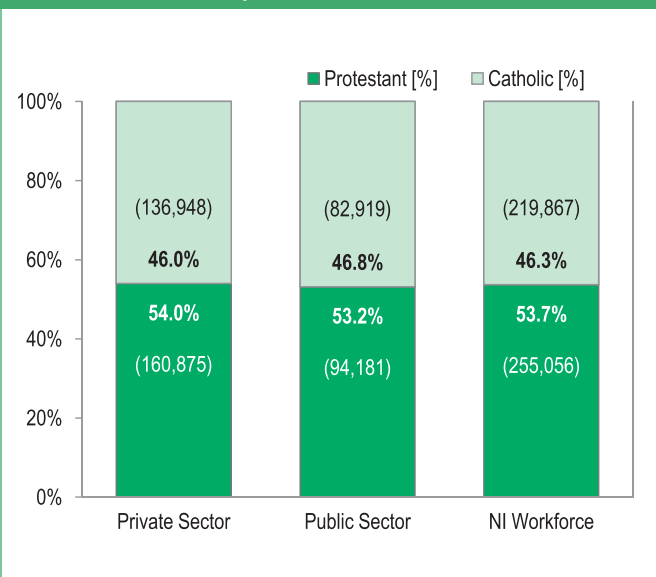
#### 2.2.5.1 Community Composition of the Monitored Northern Ireland Workforce Components

In 2011, as in previous years, the religious composition of the monitored workforce components was very similar (Chart 2.11). In both the private and public sector, Protestants accounted for a greater proportion of employees than did Roman Catholics (Chart 2.11). However, the difference in community composition in the private sector [8.0 pp] was slightly greater than the difference in the public sector [6.4 pp]. Please refer to chapters 3 and 4 for a more detailed examination of the community composition of the monitored workforce components.

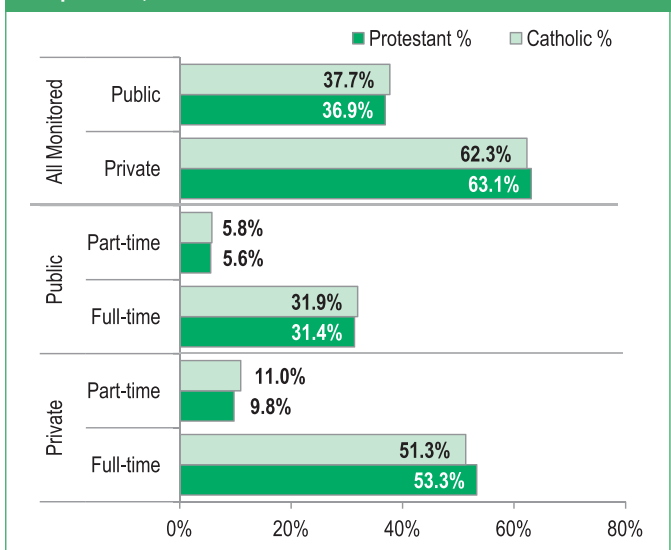
<sup>6</sup> Proportions decided at 2 decimal places.

<sup>7</sup> Differences greater than 1.5 percentage points.

**Chart 2.11: Religious Composition of the Monitored Northern Ireland Workforce Components, 2011**



**Chart 2.12: Distribution of Protestant and Roman Catholic Employees across the Monitored Northern Ireland Workforce Components, 2011**



### 2.2.5.2 Distribution of Employees in the Monitored Northern Ireland Workforce Components

In 2011, the private sector accounted for the majority of both Protestant (63.1%, n=160,875) and Roman Catholic (62.3%, n=136,948) monitored employees (Chart 2.12). The public sector accounted for less than two-fifths of both Protestant (36.9%, n=94,181) and Roman Catholic (37.7%, n=82,919) employees. When the monitored workforce is examined by type of employment, it is evident that the majority of both Protestant (53.3%, n=135,971) and Roman Catholic (51.3%, n=112,835) workers were employed full-time in the private sector, while the smallest proportion of both Protestants (5.6%, n=14,191) and Roman Catholic (5.8%, n=12,680) workers were employed part-time in the public sector.

Between 2010 and 2011, overall public sector employment contracted, while overall private sector employment expanded (Table 2.2). Within the private sector, Protestant employment contracted (0.4%) while Roman Catholic employment expanded (1.4%). Additionally, within the public sector, Protestant employment contracted (2.4%) by a greater amount than Roman Catholic employment (0.9%). When the changes in the monitored workforce are examined by type of employment, it is apparent that the overall increase in private sector employment was mainly driven by an increase in Roman Catholic full-time employment, whilst the overall decrease in public sector employment was mainly driven by a decrease in Protestant full-time employment (Table 2.2).

**Table 2.2: Changes in Monitored Workforce Components by Community Background, 2010-2011**

2011	Protestant		Roman Catholic		Total	
<b>Total NI Workforce</b>	<b>-2,909</b>	<b>(-1.1%)</b>	<b>1,162</b>	<b>(0.5%)</b>	<b>-2,884</b>	<b>(-0.6%)</b>
Full-time	-2,840	(-1.3%)	1,432	(0.8%)	-2,044	(-0.5%)
Part-time	-69	(-0.2%)	-270	(-0.7%)	-840	(-1.0%)
<b>Private</b>	<b>-566</b>	<b>(-0.4%)</b>	<b>1,881</b>	<b>(1.4%)</b>	<b>622</b>	<b>(0.2%)</b>
Full-time	-751	(-0.5%)	1,936	(1.7%)	956	(0.4%)
Part-time	185	(0.7%)	-55	(-0.2%)	-334	(-0.6%)
<b>Public</b>	<b>-2,343</b>	<b>(-2.4%)</b>	<b>-719</b>	<b>(-0.9%)</b>	<b>-3,506</b>	<b>(-1.8%)</b>
Full-time	-2,089	(-2.5%)	-504	(-0.7%)	-3,000	(-1.9%)
Part-time	-254	(-1.8%)	-215	(-1.7%)	-506	(-1.7%)



## 2.3 The Monitored Northern Ireland Workforce: Full-time Employees

There were 427,675 full-time employees in the total monitored workforce in 2011 (Table 2.3), a decrease of 0.5% (-2,044) from 2010.

Table 2.3 Monitored Northern Ireland Full-time Employees by Community Background and Sex 2011								
	Protestant		Roman Catholic		Non-Determined		Total	
Male	112,340	51.8% [28.2%]	88,128	40.7% [22.1%]	16,215	7.5%	216,683	50.7%
Female	103,621	49.1% [26.0%]	94,946	45.0% [23.8%]	12,425	5.9%	210,992	49.3%
Total	215,961	50.5% [54.1%]	183,074	42.8% [45.9%]	28,640	6.7%	427,675	100%

### 2.3.1 Community Background

In 2011, [54.1%] of full-time monitored employees were Protestant; while [45.9%] were Roman Catholic (Chart 2.13).

Between 2010 and 2011, the number of Protestant full-time monitored employees decreased, while the number of Roman Catholic employees increased (Chart 2.14). Thus, the Roman Catholic share of the full-time total monitored workforce increased by [0.5 pp] from [45.4%] in 2010.

During the period 2001–2011, the number of Roman Catholic full-time monitored employees increased. In contrast, the number of Protestant full-time employees decreased (Chart 2.14). Consequently, the Roman Catholic share of the full-time monitored workforce increased by [6.4 pp] overall, from [39.5%] to [45.9%]. The Roman Catholic share of full-time employees has increased year-on-year during this period (Chart 2.15).

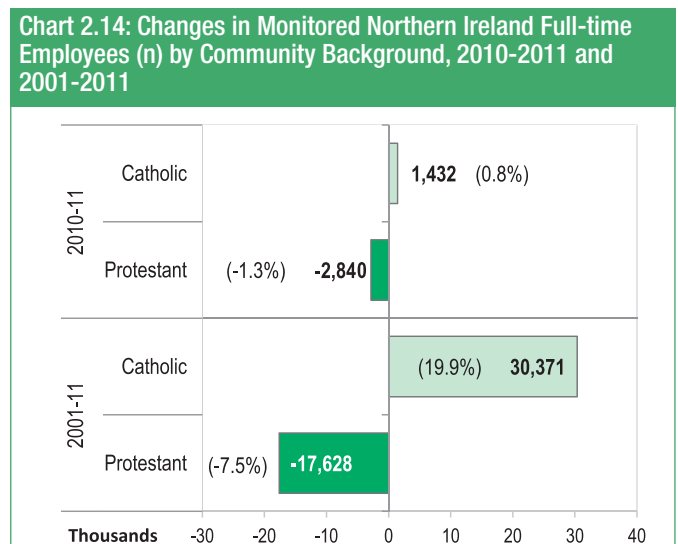
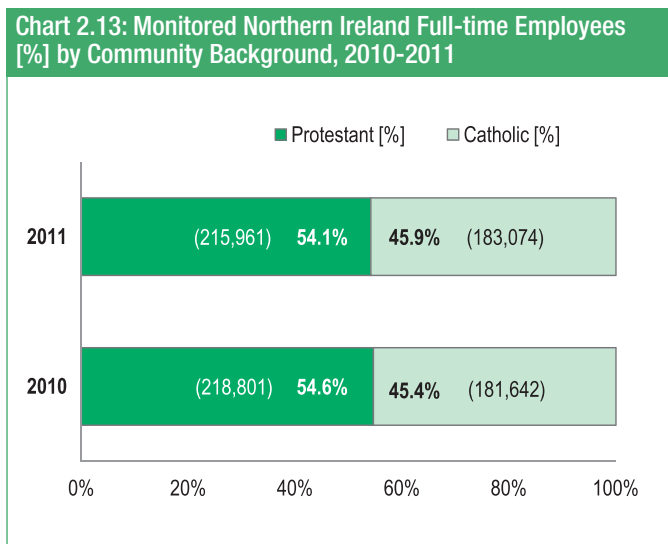
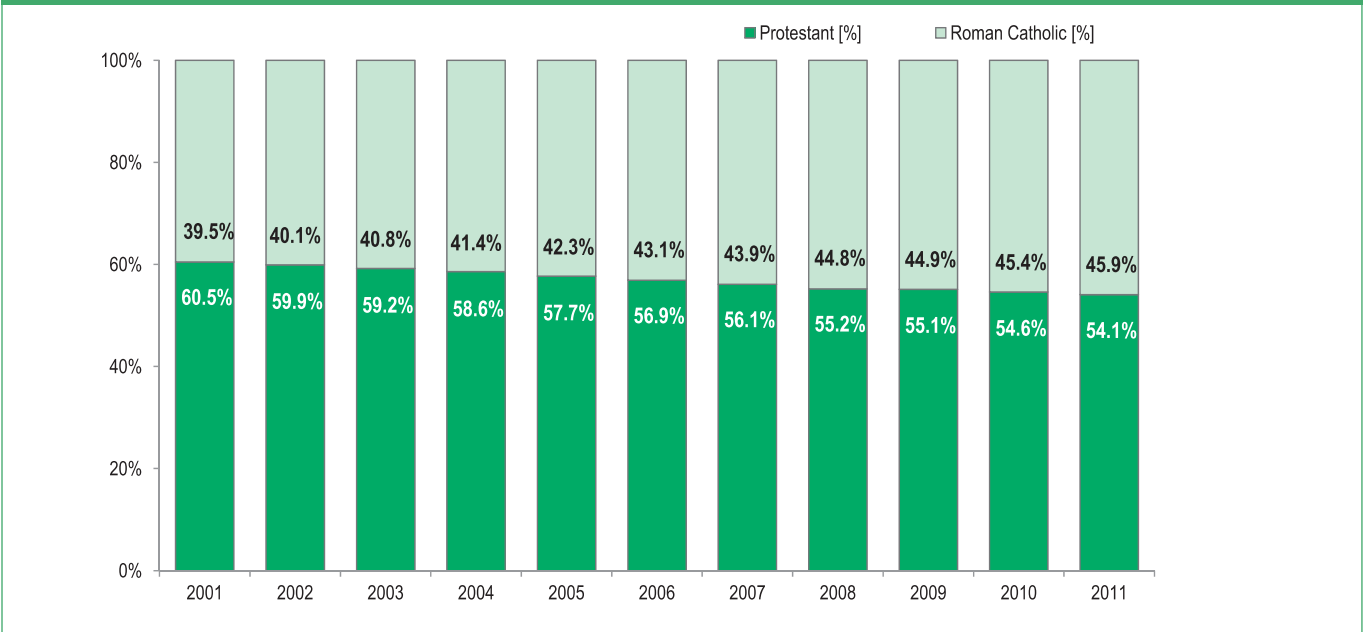


Chart 2.15: Monitored Northern Ireland Full-time Employees [%] by Community Background, 2001-2011



2.3.2 Sex

In 2011, males and females accounted for similar proportions of the full-time monitored workforce (Chart 2.16).

Between 2010 and 2011, the decrease in the number of female full-time monitored employees was greater than that for male employees (Chart 2.17). Consequently, the male share of the full-time monitored workforce increased by (0.1 pp) from 50.6% in 2010.

During the period 2001–2011, the number of female full-time monitored employees increased overall, while the number of male employees decreased slightly (Chart 2.17). Thus, the female share of the full-time monitored workforce increased overall by (3.2 pp) from 46.1% to 49.3%.

Chart 2.16: Monitored Northern Ireland Full-time Employees % by Sex, 2010-2011

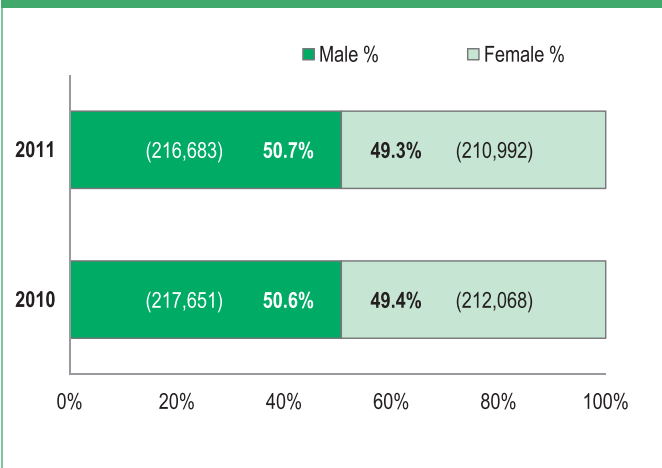
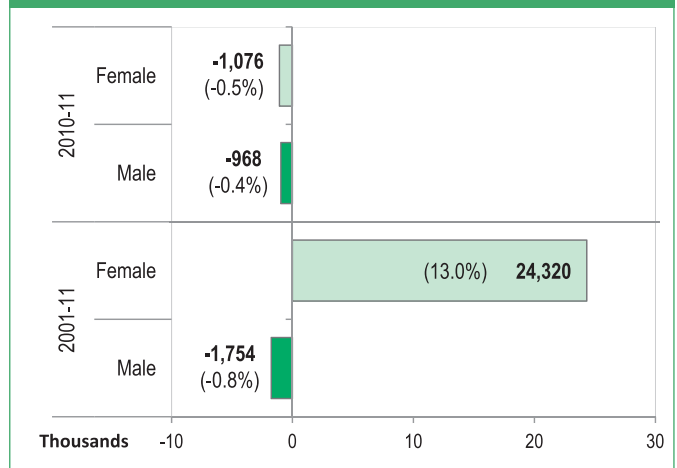


Chart 2.17: Changes in Monitored Northern Ireland Full-time Employees (n) by Sex, 2010-2011 and 2001-2011



### 2.3.3 Community Background and Sex

In 2011, male Protestants [28.2%] and female Protestants [26.0%] accounted for similar proportions of the full-time monitored workforce, as did male Roman Catholic [22.1%] and female Roman Catholic [23.8%] employees (Chart 2.18).

Between 2010 and 2011, the numbers of male Protestant and female Protestant full-time monitored employees decreased, while the numbers of male Roman Catholic and female Roman Catholic employees increased (Chart 2.19). Consequently, the male Roman Catholic share of the full-time monitored workforce increased by [0.3 pp] from [21.8%] in 2010, while the female Roman Catholic share increased by [0.2 pp] from [23.6%].

During the period 2001-2011, male Protestants were the only group to see an overall decrease in full-time monitored employment, while female Protestants saw the smallest overall increase (Chart 2.19). Consequently, male Roman Catholics share of the full-time workforce increased by [2.1 pp] overall from [20.0%] in 2001 to [22.1%] in 2011, whilst female Roman Catholics' share increased by [4.3 pp] overall, from [19.5%] to [23.8%].

Chart 2.18: Monitored Northern Ireland Full-time Employees [%] by Community Background and Sex, 2010-2011

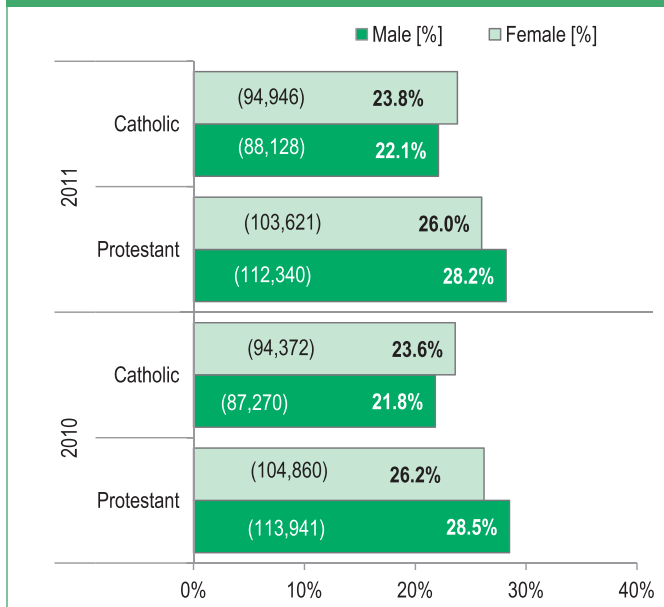
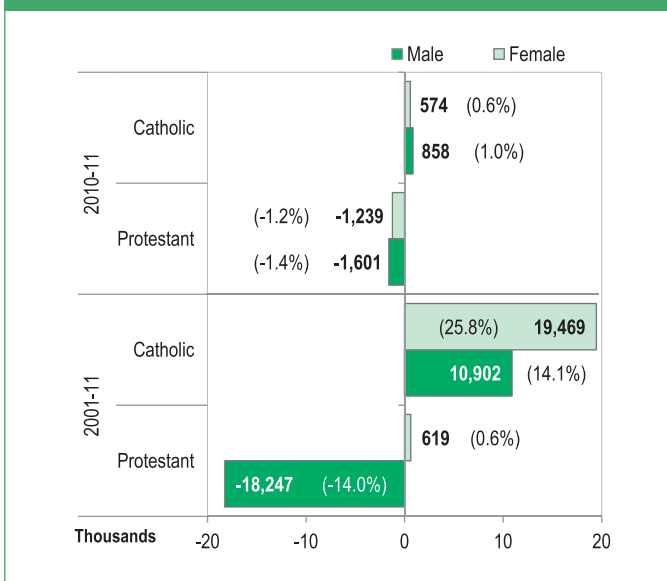


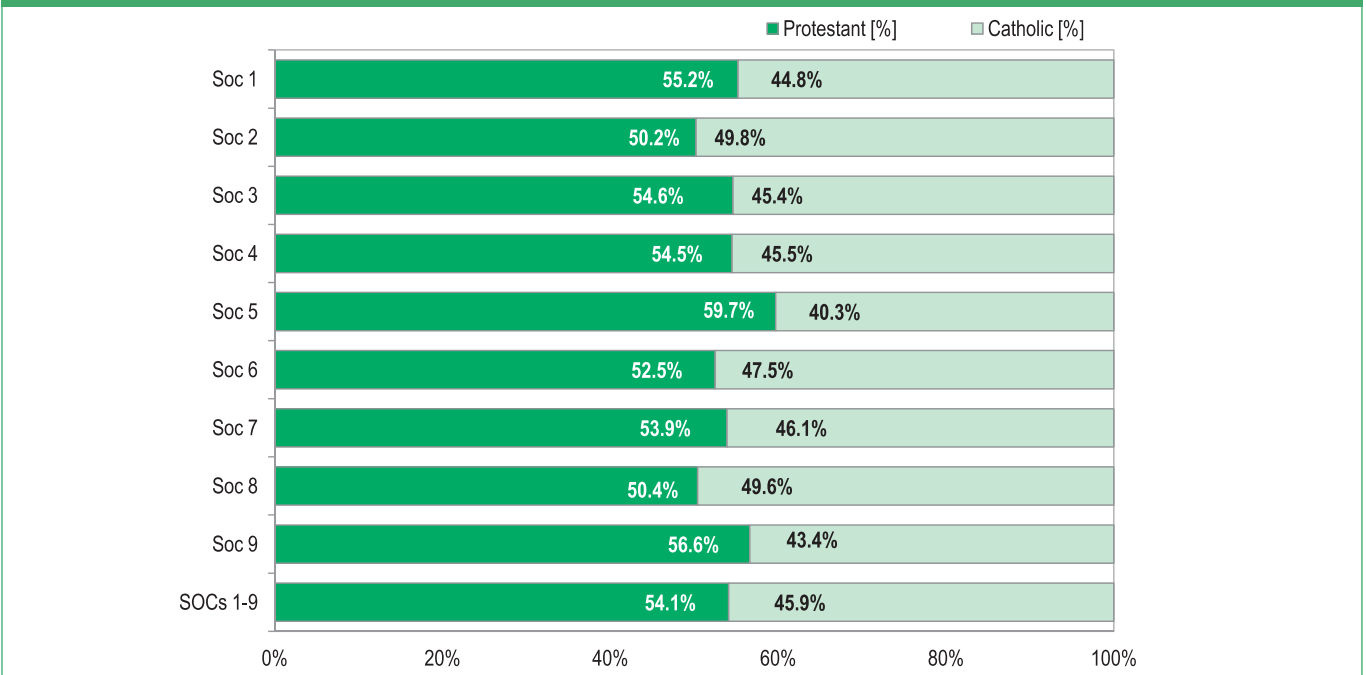
Chart 2.19: Changes in Monitored Northern Ireland Full-time Employees (n) by Community Background and Sex, 2010-2011 and 2001-2011



### 2.3.4 Community Background and SOC

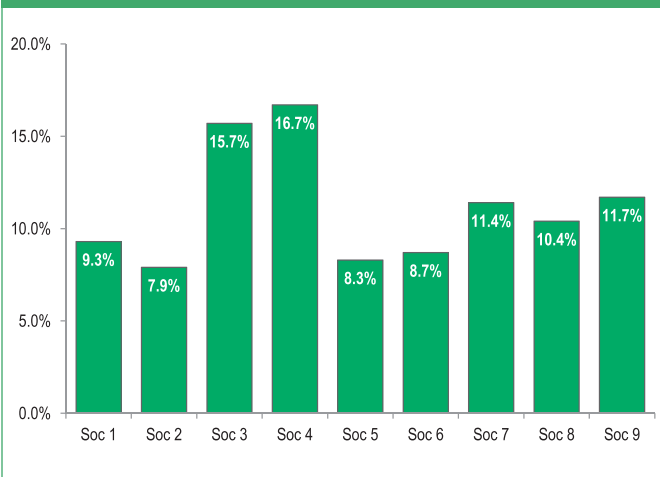
In 2011, as in previous years, the religious composition of full-time monitored employees in SOC categories 1-9 varied (Chart 2.20). In each SOC category, Protestants accounted for a greater proportion of full-time employees than did Roman Catholics. However, with reference to the average composition of SOCs 1-9 [54.1% v. 45.9%], Protestants representation in Skilled Trades Occupations (SOC 5) was (5.6 pp) above average, whilst in Elementary Occupations (SOC 9) it was (2.5 pp) above average. Conversely, Roman Catholic representation in Professional Occupations (SOC 2) was [3.9 pp] above average, whilst in Process, Plant and Machine Operative Occupations (SOC 8) it was [3.7 pp] above average.

**Chart 2.20: Religious Composition of SOC Categories 1-9 in the Monitored Northern Ireland Full-time Workforce, 2011**

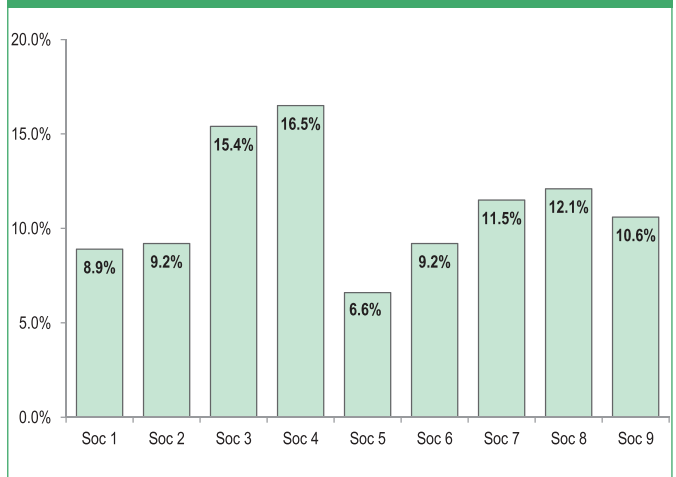


In 2011, the greatest proportions of both Protestant and Roman Catholic full-time monitored workers were employed in Administrative and Secretarial Occupations (SOC 4). The smallest proportion of Protestants were employed in Professional Occupations (SOC 2), while the smallest proportion of Roman Catholics were employed in Skilled Trade Occupations (SOC 5) (Charts 2.21 & 2.22). Despite some differences in the religious composition of the SOC categories (Chart 2.20), Protestant and Roman Catholic full-time employees were fairly evenly and similarly distributed across the SOC categories. However, some small differences in distribution are evident (Charts 2.21 & 2.22). For example, a greater proportion of Protestant workers than Roman Catholic workers were employed in SOC 5 (8.3% v. 6.6%). For further details on the composition of the full-time monitored workforce by SOC, see Table 2.10 at the end of the chapter.

**Chart 2.21: Distribution of Monitored Northern Ireland Protestant Full-time Employees across SOC 1-9, 2011**



**Chart 2.22: Distribution of Monitored Northern Ireland Catholic Full-time Employees across SOC 1-9, 2011**



## 2.4 The Monitored Northern Ireland Workforce: Part-time Employees

There were 82,167 employees in the part-time monitored workforce in 2011 (Table 2.4), a decrease of 1.0% (-840) from 2010.

Table 2.4 Monitored Northern Ireland Part-time Employees by Community Background and Sex, 2011								
	Protestant		Roman Catholic		Non-Determined		Total	
Male	11,333	46.4% [14.9%]	10,909	44.6% [14.4%]	2,203	9.0%	24,445	29.8%
Female	27,762	48.1% [36.6%]	25,884	44.8% [34.1%]	4,076	7.1%	57,722	70.2%
Total	39,095	47.6% [51.5%]	36,793	44.8% [48.5%]	6,279	7.6%	82,167	100%

### 2.4.1 Community Background

In 2011, there were [51.5%] Protestant and [48.5%] Roman Catholic employees in the part-time monitored workforce (Chart 2.23).

Between 2010 and 2011, the number of Roman Catholic part-time employees decreased by a greater amount than did Protestant part-time employees (Chart 2.24). Thus, the Protestant share of the part-time monitored workforce increased by [0.1 pp] from [51.4%] in 2010.

During the period 2001-2011, the number of Roman Catholic part-time monitored employees increased by a greater amount than did Protestant employees (Chart 2.24). Consequently, the Roman Catholic share of the part-time monitored workforce increased by [3.8 pp] overall, from [44.7%] to [48.5%]. Over this period, the proportions of the part-time workforce accounted for by Protestants and Roman Catholics have fluctuated. However, an upward trend in Roman Catholic representation is evident (Chart 2.25).

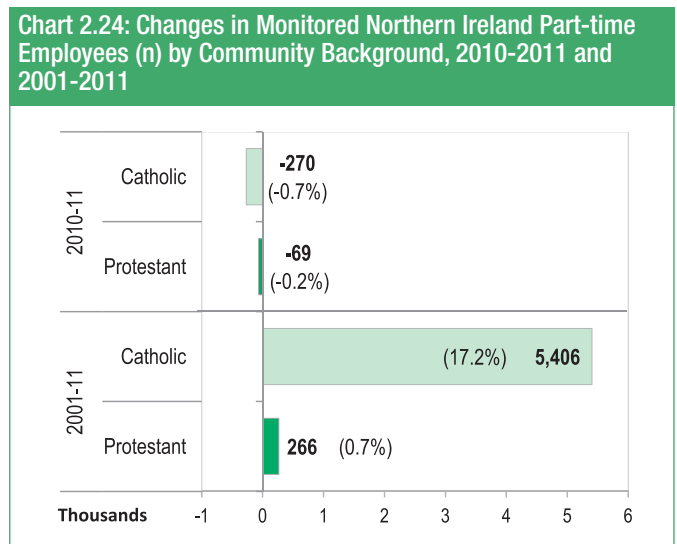
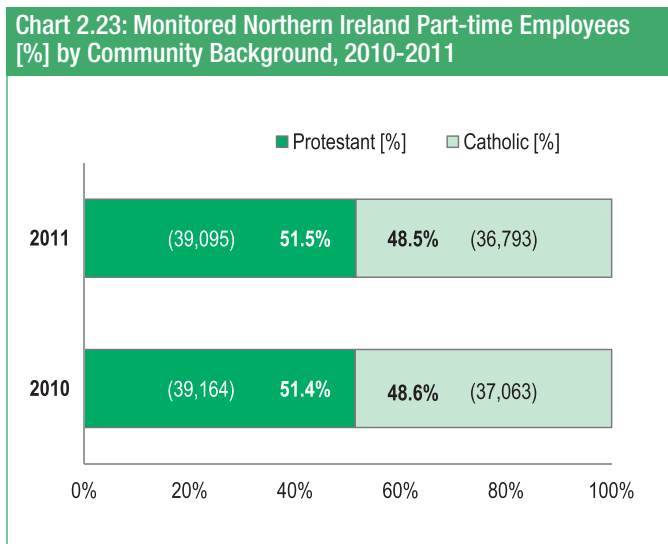
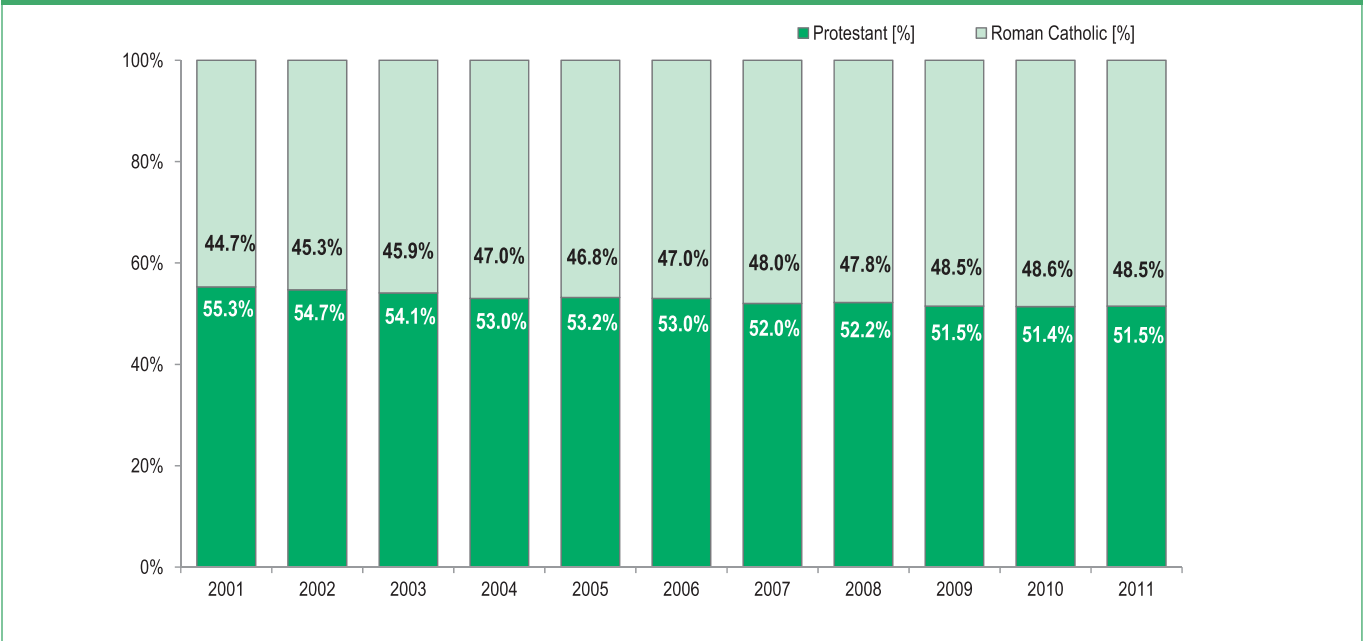


Chart 2.25: Monitored Northern Ireland Part-time Employees [%] by Community Background, 2001-2011



2.4.2 Sex

In 2011, more than two-thirds of the part-time monitored workforce were female, whilst less than one-third were male (Chart 2.26).

Between 2010 and 2011, the decrease in the number of female part-time monitored employees was greater than that for male part-time employees (Chart 2.27). However, proportionally, the decreases in both groups were similar. Thus, the male / female share of the part-time monitored workforce remained relatively unchanged (<0.1 pp) from 2010 figures.

During the period 2001-2011, the increase in male monitored part-time employment was greater than that for female part-time employment (Chart 2.27). Thus, the male share of part-time monitored employment increased by (4 pp) from 25.8% to 29.8%.

Chart 2.26: Monitored Northern Ireland Part-time Employees % by Sex, 2010-2011

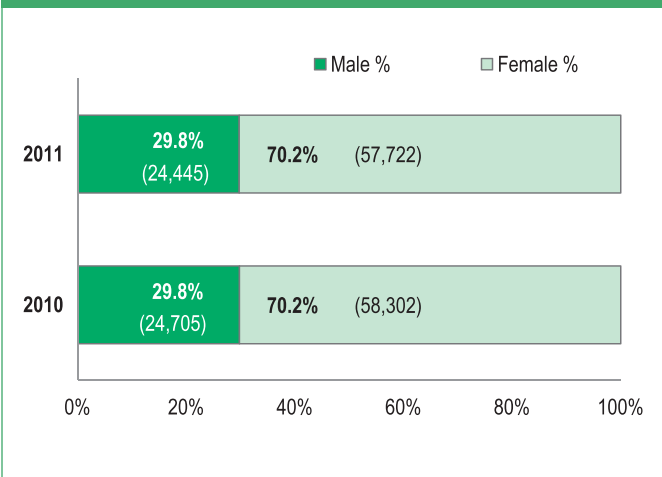
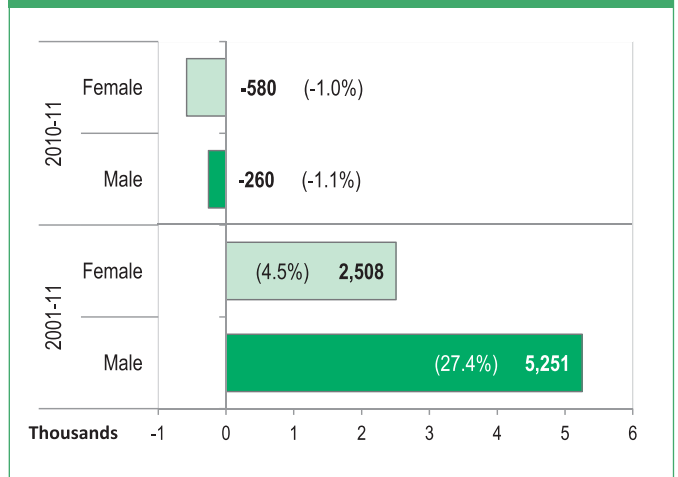


Chart 2.27: Changes in Monitored Northern Ireland Part-time Employees (n) by Sex, 2010-2011 and 2001-2011



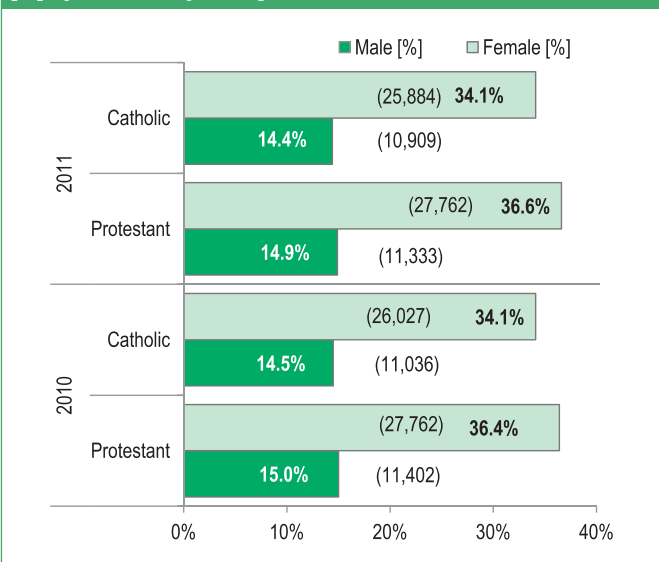
### 2.4.3 Community Background and Sex

In 2011, part-time monitored employment was notably divided among gender lines, with female Protestants [36.6%] and female Roman Catholics [34.1%] comprising the majority of employees (Chart 2.28). Male Protestant [14.9%] and male Roman Catholic [14.4%] employees comprised similarly small proportions of the part-time monitored workforce.

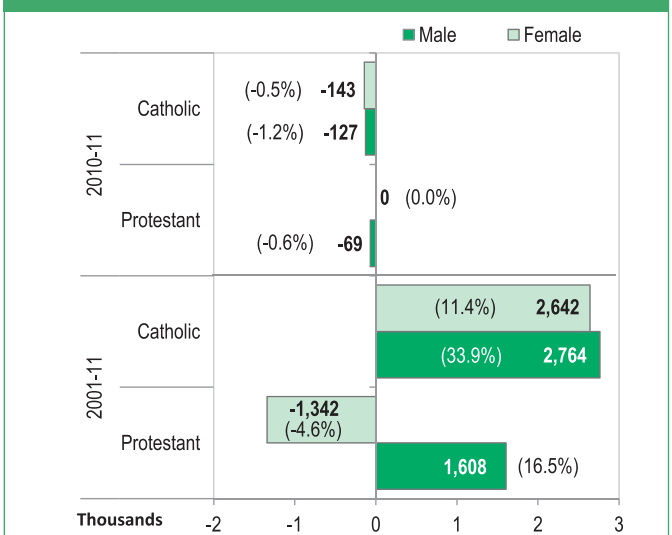
Between 2010 and 2011, the numbers of female Protestant part-time employees remained unchanged, whilst the numbers of each of the other groups decreased (Chart 2.29). Consequently, female Protestants were the only group to increase their share of the part-time workforce, by [0.2 pp] from [36.4%].

During the period 2001–2011, female Protestants were the only group to see an overall decrease in part-time employment, whilst male Roman Catholics saw the greatest overall increase (Chart 2.29). Thus, female Protestants were the only group to decrease their share of the part-time workforce, by [4.8 pp] overall from [41.4%] to [36.6%].

**Chart 2.28: Monitored Northern Ireland Part-time Employees [%] by Community Background and Sex, 2010-2011**



**Chart 2.29: Changes in Monitored Northern Ireland Part-time Employees (n) by Community Background and Sex, 2010-2011 and 2001-2011**



### 2.4.4 Community Background and SOC

In 2011, as in previous years, the religious composition of part-time monitored employees in SOC categories 1-9 varied (Chart 2.30). With the exception of SOCs 5 and 7<sup>8</sup>, Protestants accounted for a greater proportion of each of the part-time SOC categories than did Roman Catholics. However, with reference to the average composition of SOCs 1-9 [51.5% v. 48.5%], Protestant representation in Administrative and Secretarial Occupations (SOC 4) was [7.4 pp] above average, while in Associate Professional and Technical Occupations (SOC 3) it was (3.1 pp) above average. Conversely, Roman Catholic representation in Skilled Trades Occupations (SOC 5) was (3.2 pp) above average, whilst in Sales and Customer Service Occupations (SOC 7) it was [2.4 pp] above average.

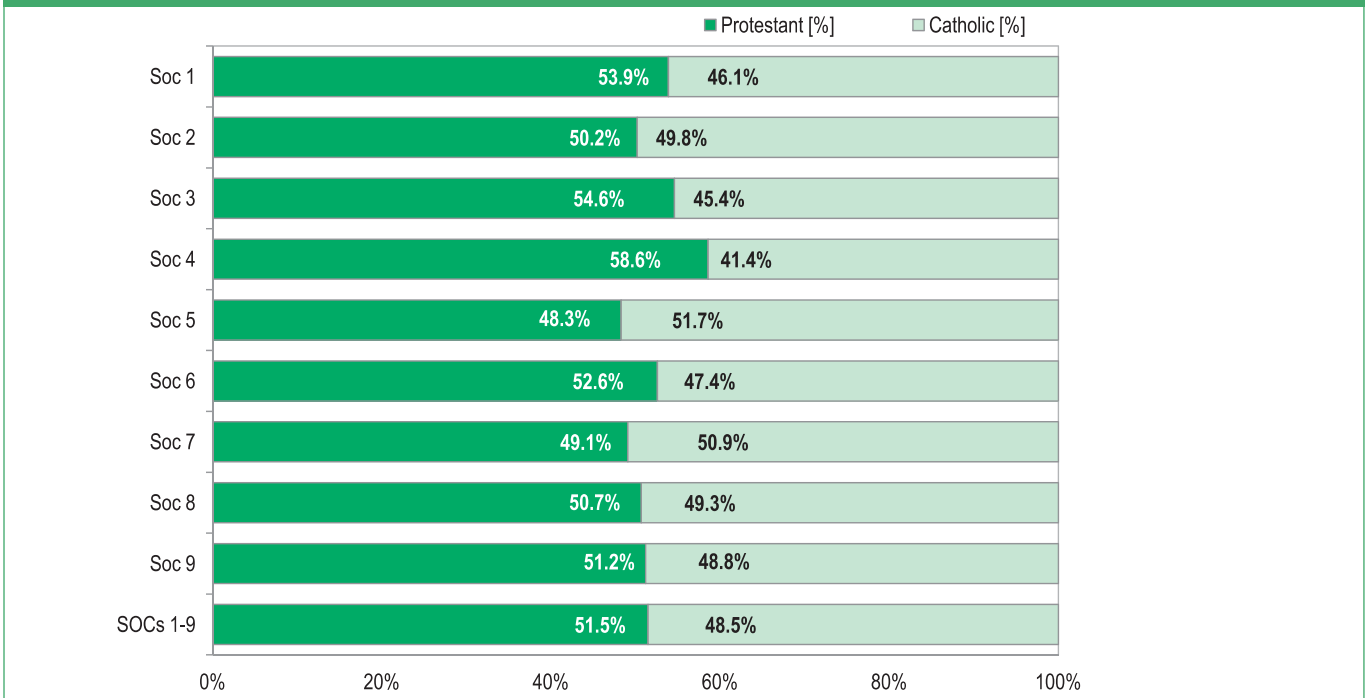
In 2011, the greatest proportions of both Protestant and Roman Catholic part-time monitored workers were employed in Sales and Customer Service Occupations (SOC 7) (Charts 2.31 & Chart 2.32). The smallest proportions of both groups were employed in Manager and Senior Official Occupations (SOC 1)

8 SOC 5 = Skilled Trades Occupations, SOC 7 = Sales and Customer Service Occupations.

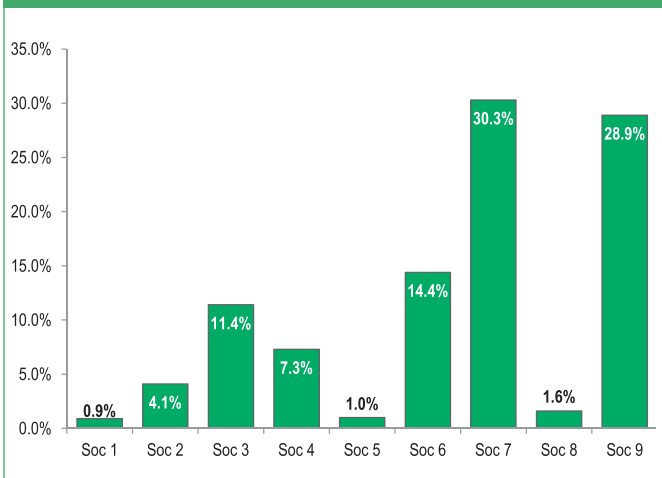


(Charts 2.31 & Chart 2.32). In 2011, the distribution of Protestant and Roman Catholic part-time employees was relatively similar across the SOC categories, although notably, both were quite concentrated in SOC 7 and in Elementary Occupations (SOC 9). However, some differences in distribution are evident (Charts 2.31 & Chart 2.32). For example, greater proportions of Protestant workers than Roman Catholic workers were employed in SOC 4 (7.3% v. 5.5%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 7 (33.4% v. 30.3%). For further details on the composition of the part-time monitored workforce by SOC, see Table 2.11 at the end of the chapter.

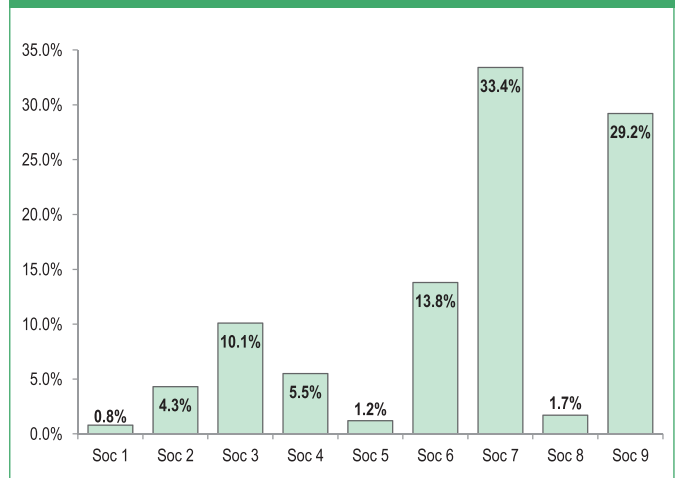
**Chart 2.30: Religious Composition of SOC Categories 1-9 in the Monitored Northern Ireland Part-time Workforce, 2011**



**Chart 2.31: Distribution of Monitored Northern Ireland Protestant Part-time Employees across SOC categories 1-9, 2011**



**Chart 2.32: Distribution of Monitored Northern Ireland Catholic Part-time Employees across SOC categories 1-9, 2011**



## 2.5 The Monitored Northern Ireland Workforce: Applicants, Appointees, Promotees & Leavers.

### 2.5.1 The Monitored Northern Ireland Workforce: Applicants

In 2011, there were 652,696 applicants to the monitored workforce (Table 2.5), an increase of 2.5% (16,119) from 2010.

Table 2.5 Monitored Northern Ireland Applicants by Community Background and Sex, 2011								
	Protestant		Roman Catholic		Non-Determined		Total	
Male	142,215	41.1% [25.9%]	145,208	42.0% [26.5%]	58,260	16.9%	345,683	53.0%
Female	123,464	40.2% [22.5%]	137,885	44.9% [25.1%]	45,664	14.9%	307,013	47.0%
Total	265,679	40.7% [48.4%]	283,093	43.4% [51.6%]	103,924	15.9%	652,696	100.0%

#### 2.5.1.1 Community Background

In 2011, there were [48.4%] Protestant and [51.6%] Roman Catholic applicants to the monitored workforce (Chart 2.33).

Between 2010 and 2011, the number of Protestant applicants decreased, while the number of Roman Catholic applicants increased (Chart 2.34). Thus, the Roman Catholic share of applicants to the monitored workforce increased by [0.9 pp] from [50.7%].

During the period 2001-2011, the number of Protestant applicants decreased overall, whilst the number of Roman Catholic applicants increased (Chart 2.34). Consequently, the Roman Catholic share of applicants to the monitored workforce increased by [6.8 pp] overall, from [44.8%] to [51.6%]. Over this period, year-on-year the proportions of applicants accounted for by Roman Catholics has fluctuated, but gradually increased (Chart 2.35).

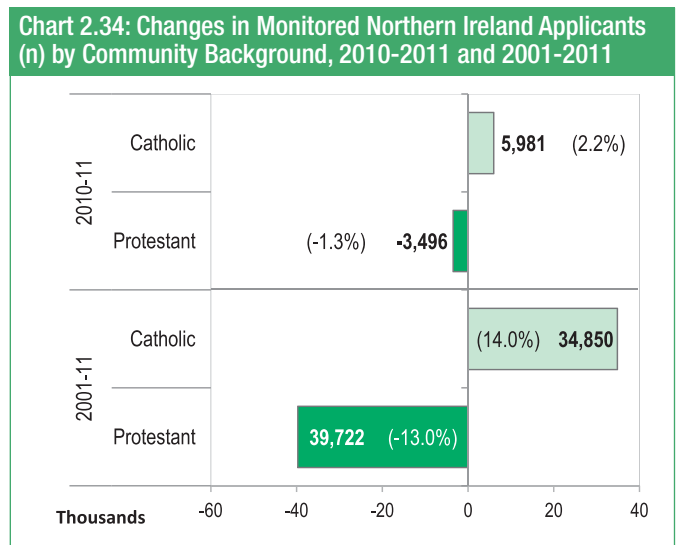
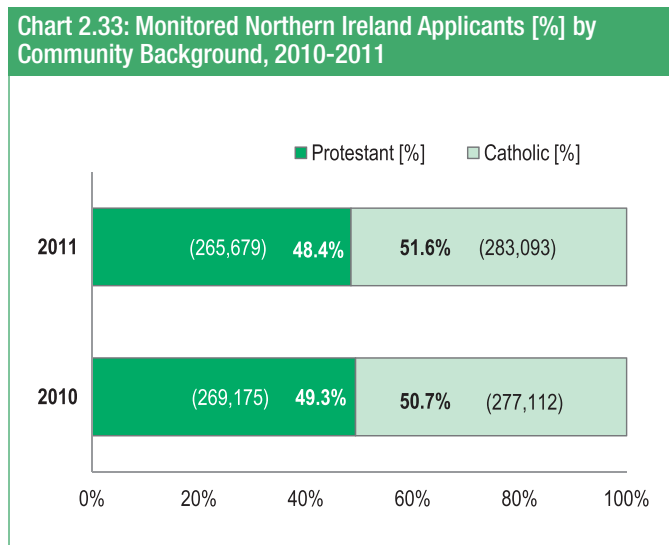
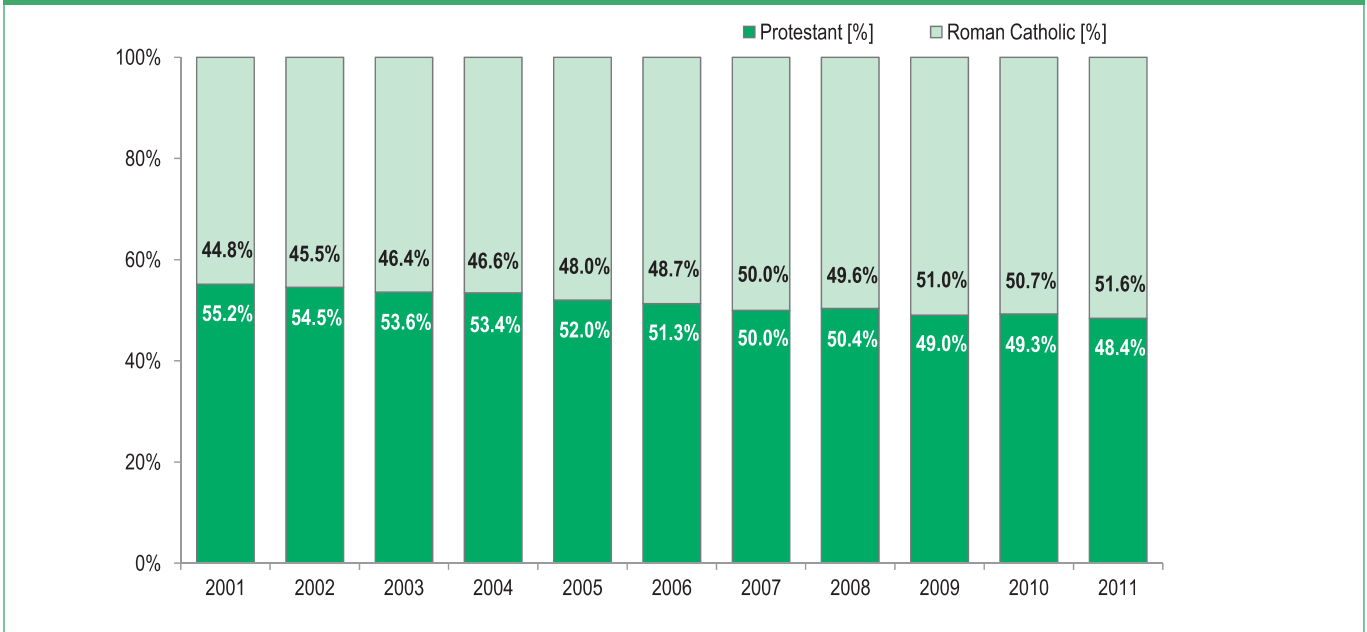


Chart 2.35: Monitored Northern Ireland Applicants [%] by Community Background, 2001-2011



2.5.1.2 Sex

In 2011, 53.0% of applicants to the monitored workforce were male, whilst 47.0% were female (Chart 2.36).

Between 2010 and 2011, the number of male applicants increased by a greater amount than did female applicants (Chart 2.37). Thus, the male share of applicants to the monitored workforce increased by (0.3 pp) from 52.7%.

During the period 2001-2011, the increase in the number of male applicants was far greater than that for female applicants (Chart 2.37). Thus, the male share of applicants to the monitored workforce increased by (3.5 pp) from 49.5% to 53.0%.

Chart 2.36: Monitored Northern Ireland Applicants % by Sex, 2010-2011

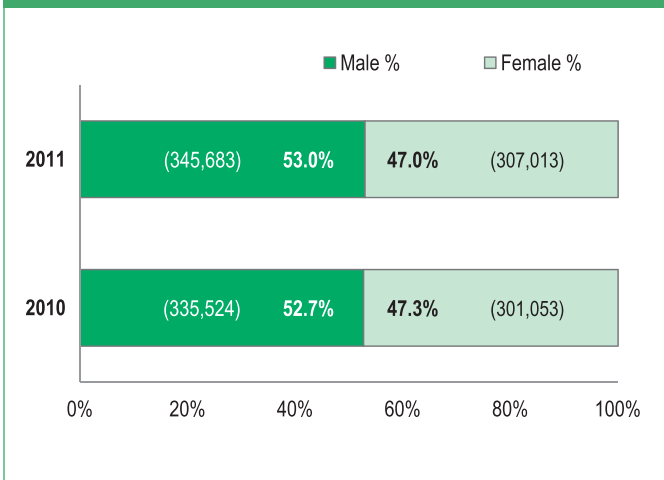
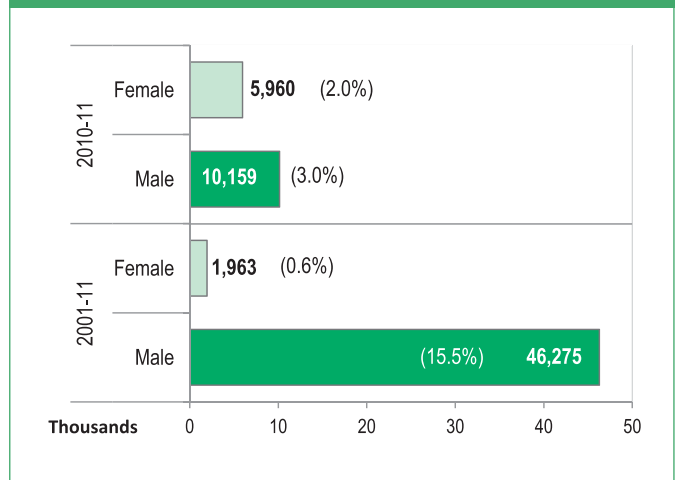


Chart 2.37: Changes in Monitored Northern Ireland Applicants (n) by Sex, 2010-2011 and 2001-2011

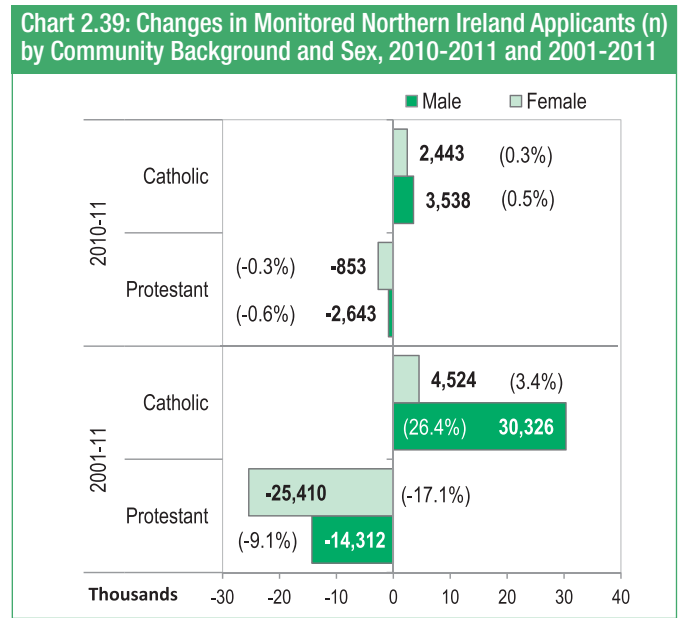
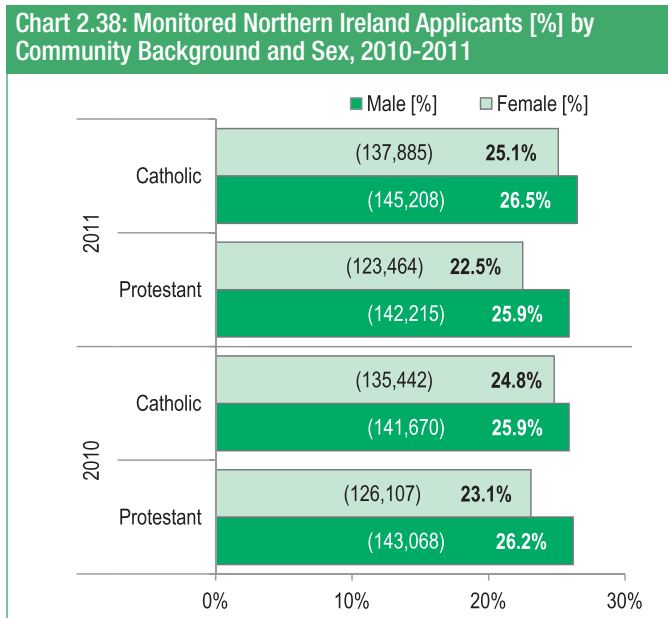


**2.5.1.3 Community Background and Sex**

**In 2011 male Protestants, female Protestants, male Roman Catholics and female Roman Catholics each accounted for around one-quarter of applicants to the monitored workforce (Chart 2.38).**

Between 2010 and 2011, the numbers of male Protestant and female Protestant applicants decreased. In contrast, the numbers of male Roman Catholic and female Roman Catholic applicants increased (Chart 2.39). Consequently, the male Roman Catholic share of applicants increased by [0.6 pp] from [25.9%] in 2010, while the female Roman Catholic share increased by [0.3pp] from [24.8%].

During the period 2001-2011, the numbers of male Protestant and female Protestant applicants to the monitored workforce decreased overall (Chart 2.39). In contrast, the numbers of male Roman Catholic and female Roman Catholic applicants increased overall. Thus, the male Roman Catholic share of applicants to the monitored workforce increased by [5.7 pp] from [20.8%] to [26.5%], while the female Roman Catholic share increased by [1.0 pp] from [24.1%] to [25.1%].



**2.5.2 The Monitored Northern Ireland Workforce: Appointees**

There were 66,184 appointees to the monitored Northern Ireland workforce in 2011, a decrease of 6.0% (-4,235) from 2010.

**Table 2.6 Monitored Northern Ireland Appointees by Community Background and Sex, 2011**

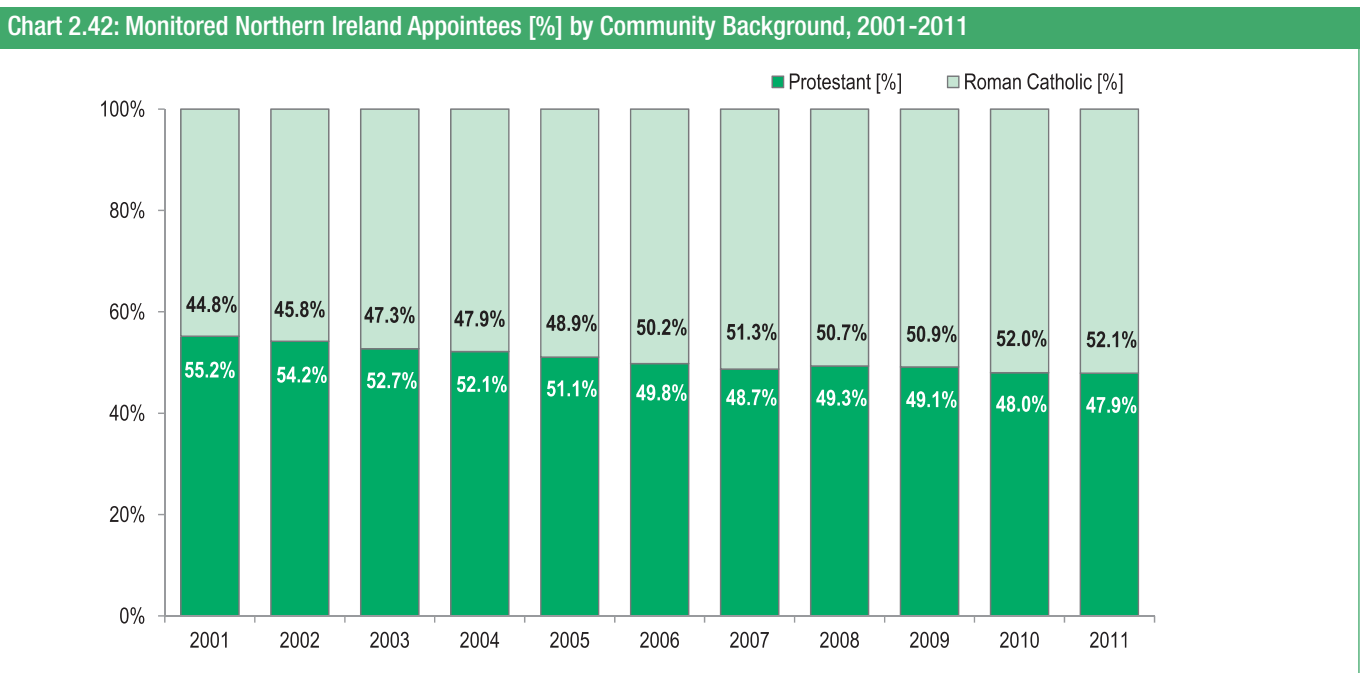
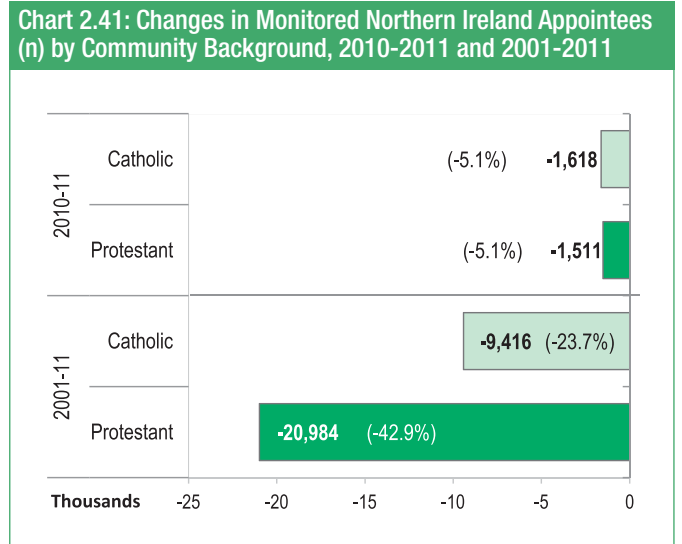
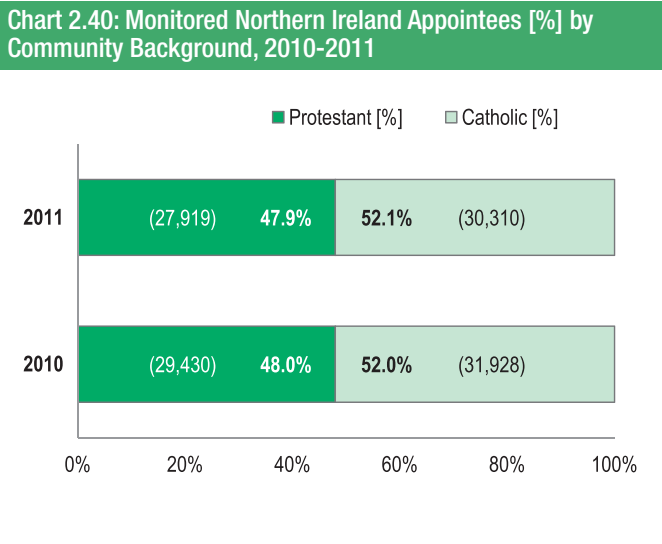
	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>14,177</b>	42.4% [24.3%]	<b>15,052</b>	45.0% [25.8%]	<b>4,242</b>	12.7%	<b>33,471</b>	50.6%
<b>Female</b>	<b>13,742</b>	42.0% [23.6%]	<b>15,258</b>	46.6% [26.2%]	<b>3,713</b>	11.4%	<b>32,713</b>	49.4%
<b>Total</b>	<b>27,919</b>	42.2% [47.9%]	<b>30,310</b>	45.8% [52.1%]	<b>7,955</b>	12.0%	<b>66,184</b>	100.0%

**2.5.2.1 Community Background**

In 2011, [47.9%] of appointees to the monitored Northern Ireland workforce were Protestant; whilst [52.1%] were Roman Catholic (Chart 2.40).

Between 2010 and 2011, there were similar decreases in the numbers of Protestant and Roman Catholic appointees to the monitored workforce (Chart 2.41). Nevertheless, the Roman Catholic share of appointees increased by [0.1 pp] from [52.0%] in 2010.

During the period 2001-2011, the overall decrease in the number of Protestant appointees was greater than that for Roman Catholic appointees (Chart 2.41). Thus, the Roman Catholic share of appointees to the monitored workforce increased by [7.3 pp] overall from [44.8%] to [52.1%]. Over this period, year-on-year, the proportions of appointees accounted for by Roman Catholics has fluctuated, but gradually increased (Chart 2.42).

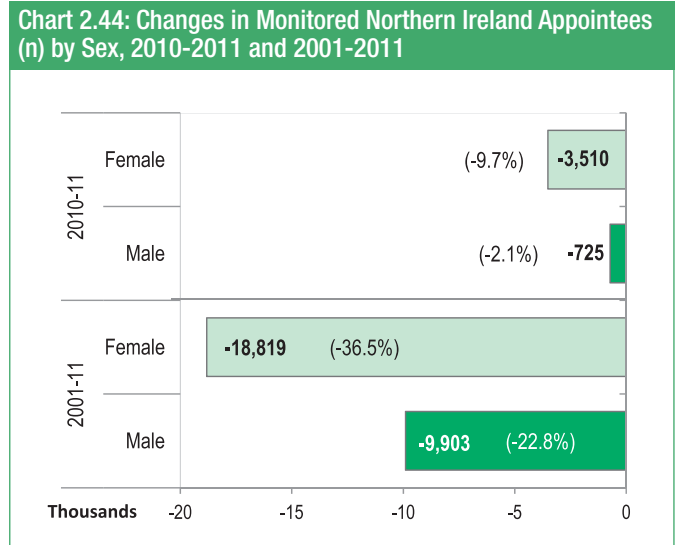
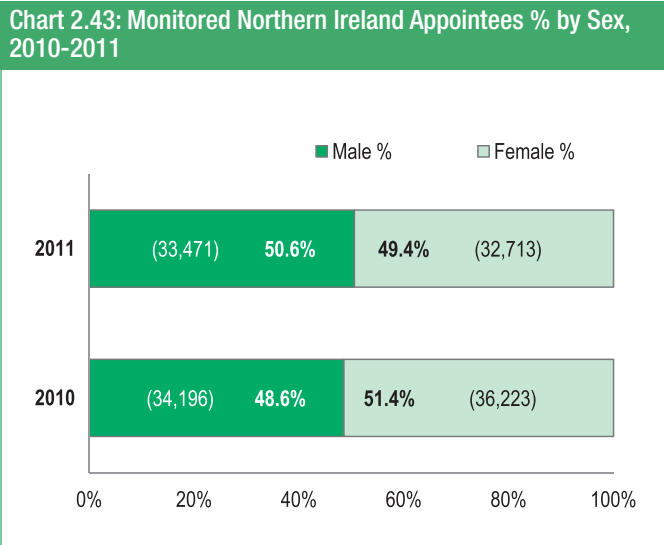


**2.5.2.2 Sex**

**In 2011, males and females accounted for similar proportions of appointees to the monitored workforce (Chart 2.43).**

Between 2010 and 2011, the decrease in female appointees was greater than that for male appointees (Chart 2.44). Thus, the male share of appointees increased by (2.0 pp) from 48.6%.

During the period 2001-2011, the overall decrease in the number of female appointees was greater than that for male appointees (Chart 2.44). Consequently, the male share of appointees to monitored workforce increased by (4.9 pp) from 45.7% to 50.6%.



**2.5.2.3 Community Background and Sex**

**In 2011, male Protestants, female Protestants, male Roman Catholics and female Roman Catholics each accounted for around one-quarter of appointees to the monitored workforce (Chart 2.45).**

Between 2010 and 2011, the decreases in the numbers of female Protestant and female Roman Catholic appointees were greater than those for male Protestant and male Roman Catholic appointees (Chart 2.46). Consequently, the male Protestant and male Roman Catholic shares both increased by [0.9pp], from [23.4%] and [24.9%] respectively in 2010.

During the period 2001-2011, the overall decreases in the numbers of male Protestant and female Protestant appointees were greater than those for male Roman Catholic and female Roman Catholic appointees (Chart 2.46). Consequently, male Roman Catholics' share of appointees increased by [6.3 pp] overall from [19.5%] to [25.8%], whilst the female Roman Catholic share of appointees increased by [0.9 pp] overall from [25.3] to [26.2%].

Chart 2.45: Monitored Northern Ireland Appointees [%] by Community Background and Sex, 2010-2011

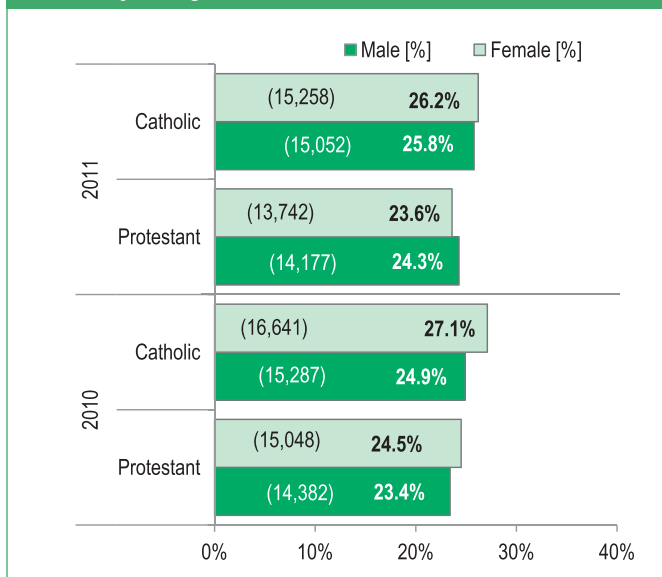
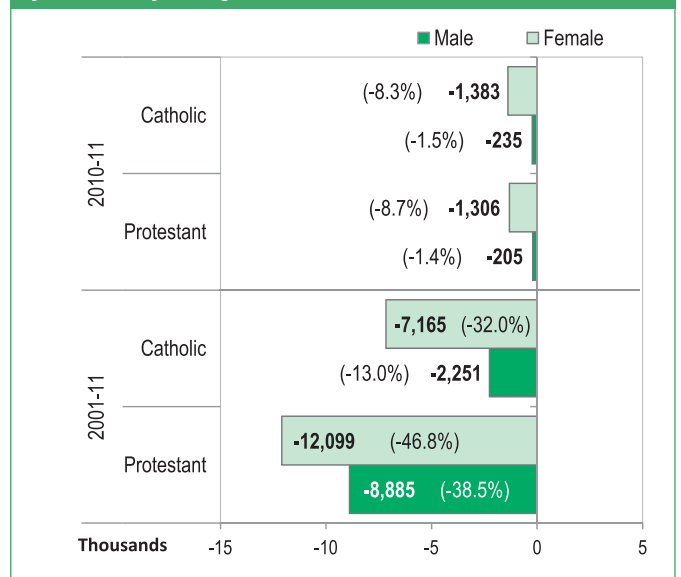


Chart 2.46: Changes in Monitored Northern Ireland Appointees (n) by Community Background and Sex, 2010-2011 and 2001-2011



### 2.5.3 The Monitored Northern Ireland Workforce: Promotees

There were 6,121 promotees in the monitored Northern Ireland workforce in 2011 (Table 2.7), a decrease of 16.4% (-1,198) from 2010.

Table 2.7 Monitored Northern Ireland Promotees by Community Background and Sex, 2011

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>1,614</b>	51.4% [28.8%]	<b>1,239</b>	39.4% [22.1%]	<b>288</b>	9.2%	<b>3,141</b>	51.3%
<b>Female</b>	<b>1,392</b>	46.7% [24.8%]	<b>1,359</b>	45.6% [24.3%]	<b>229</b>	7.7%	<b>2,980</b>	48.7%
<b>Total</b>	<b>3,006</b>	49.1% [53.6%]	<b>2,598</b>	42.4% [46.4%]	<b>517</b>	8.4%	<b>6,121</b>	100.0%

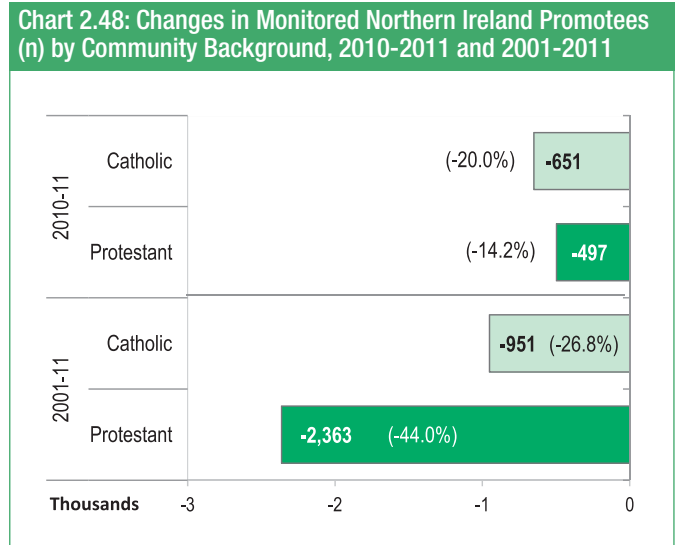
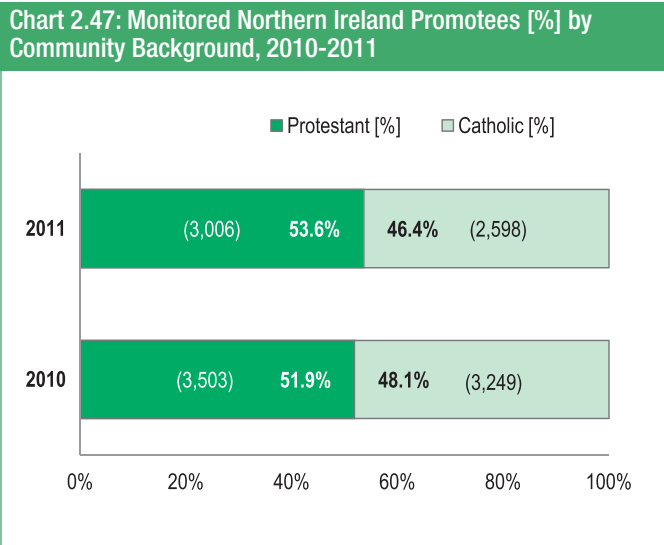
#### 2.5.3.1 Community Background

In 2011, [53.6%] of promotees in the monitored workforce were Protestant, while [46.4%] were Roman Catholic (Chart 2.47).

Between 2010 and 2011, the decrease in the number of Roman Catholic promotees was greater than that for Protestant promotees (Chart 2.48). Thus, the Protestant share of promotees in the monitored workforce increased by [1.7 pp] from [51.9%].



During the period 2001-2011, the overall decrease in the number of Protestant promotees in the monitored workforce was greater than that for Roman Catholic promotees (Chart 2.48). Consequently, the Roman Catholic share of promotees in the monitored workforce increase by [6.6 pp] overall, from [39.8%] to [46.4%].

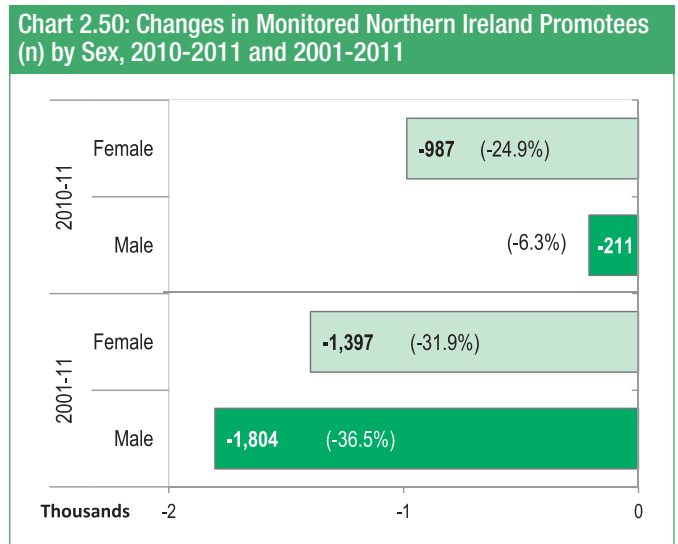
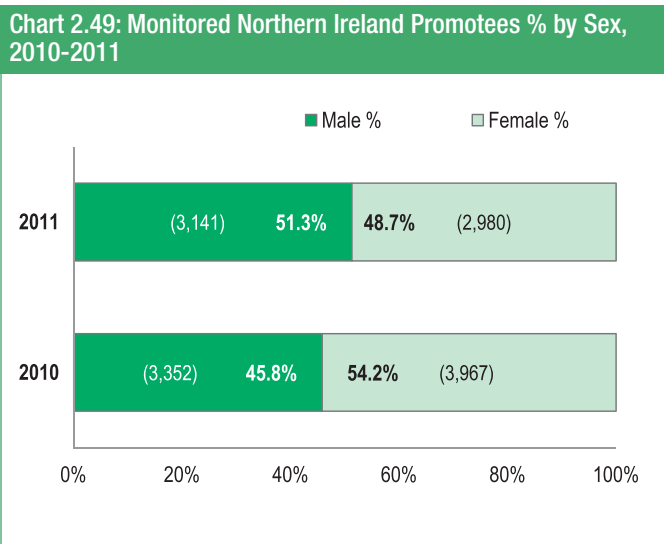


**2.5.3.2 Sex**

**In 2011, males and females accounted for similar proportions of promotees in the monitored workforce** (Chart 2.49).

Between 2010 and 2011, the number of female promotees decreased by a greater amount than male promotees (Chart 2.50). Thus, the male share of promotees in the monitored workforce increased by (5.5 pp) from 45.8%.

During the period 2001-2011, the number of male promotees decreased by a greater overall amount than female promotees (Chart 2.50). Thus, the female share of promotees in the monitored workforce increased by (1.7 pp) overall from 47.0% to 48.7%.

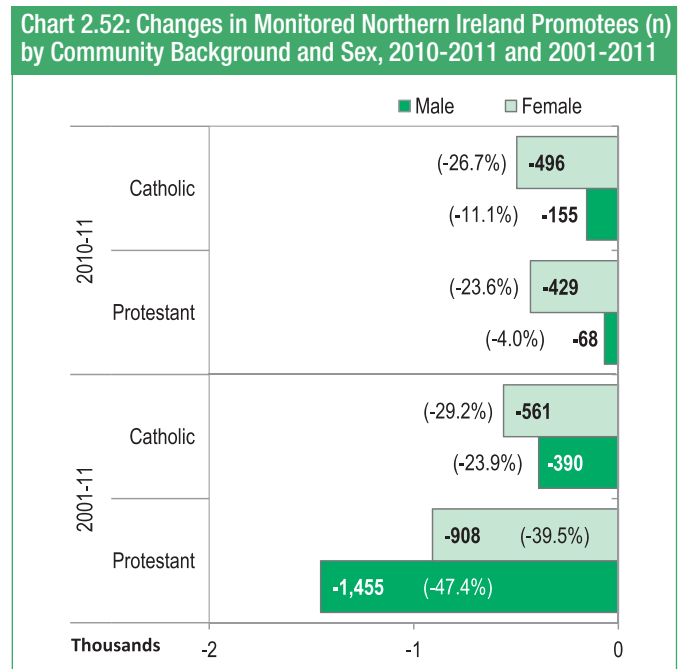
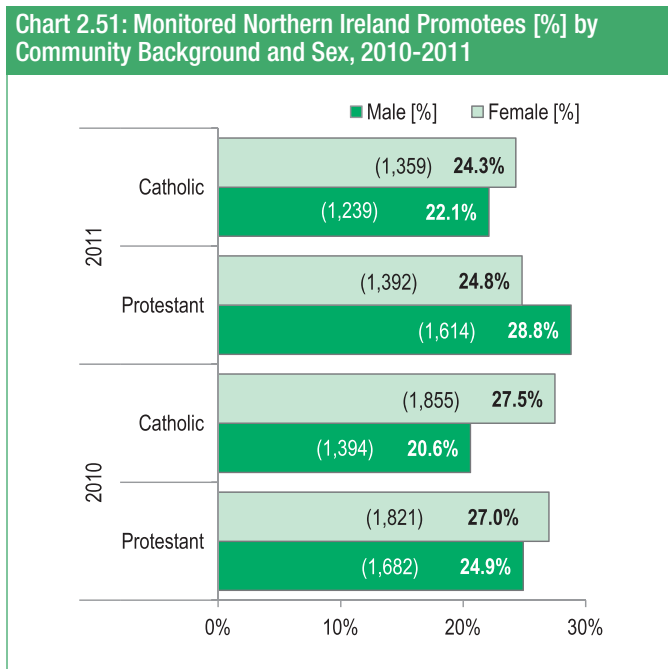


**2.5.3.3 Community Background and Sex**

In 2011, male Protestants comprised the greatest proportion of promotees [28.8%] in the monitored workforce, whilst female Protestants, female Roman Catholics and male Roman Catholics each comprised similar proportions of promotees (Chart 2.51).

Between 2010 and 2011, the numbers of female Protestant and female Roman Catholic promotees in the monitored workforce decreased by greater amounts than did male Protestant and male Roman Catholic promotees (Chart 2.52). Consequently, male Protestants' share of promotees increased by [3.9 pp] from [24.9%], whilst male Roman Catholics' share increased by [1.5 pp] from [20.6%].

During the period 2001-2011, the numbers of male Protestant and female Protestant promotees in the monitored workforce decreased by greater amounts than did male Roman Catholic and female Roman Catholic promotees (Chart 2.52). Consequently, the male Roman Catholic share of promotees increased by [3.8 pp], from [18.3%] to [22.1%], whilst female Roman Catholic promotees increased by [2.8 pp], from [21.5%] to [24.3%].



**2.5.4 The Monitored Northern Ireland Workforce: Leavers**

There were 58,859 leavers from the monitored workforce in 2011 (Table 2.8), a decrease of 10.4% (-6,861) from 2010.

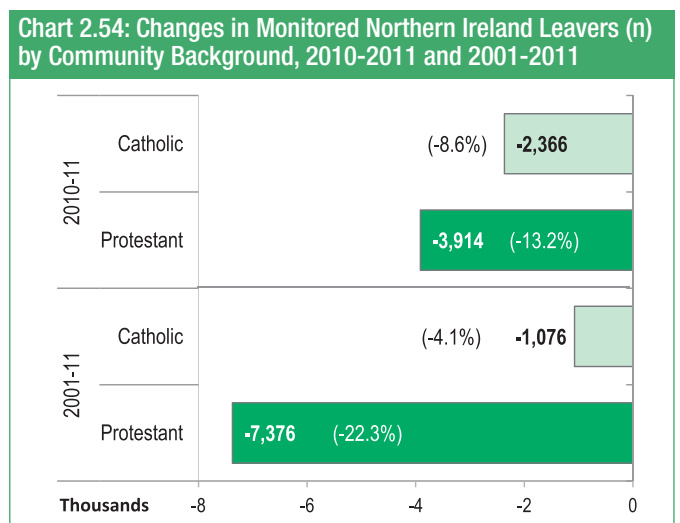
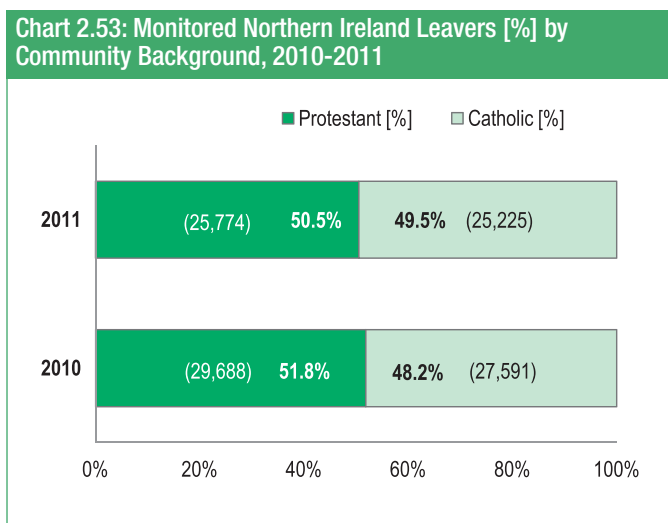
Table 2.8 Monitored Northern Ireland Leavers by Community Background and Sex 2011								
	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>11,441</b>	43.3% [22.4%]	<b>11,111</b>	42.1% [21.8%]	<b>3,866</b>	14.6%	<b>26,418</b>	44.9%
<b>Female</b>	<b>14,333</b>	44.2% [28.1%]	<b>14,114</b>	43.5% [27.7%]	<b>3,994</b>	12.3%	<b>32,441</b>	55.1%
<b>Total</b>	<b>25,774</b>	43.8% [50.5%]	<b>25,225</b>	42.9% [49.5%]	<b>7,860</b>	13.4%	<b>58,859</b>	100.0%

**2.5.4.1 Community Background**

**In 2011, Protestants and Roman Catholics accounted for similar proportions of leavers from the monitored workforce (Chart 2.53).**

Between 2010 and 2011, the number of Protestant leavers decreased by a greater amount than did Roman Catholic leavers (Chart 2.54). Thus, the Roman Catholic share of leavers from the monitored workforce increased by [1.3 pp] from [48.2%].

During the period 2001-2011, the overall decrease in the number of Protestant leavers was greater than that for Roman Catholic leavers (Chart 2.54). Thus, the Roman Catholic share of leavers from the monitored workforce increased by [5.3 pp] from [44.2%] to [49.5%].

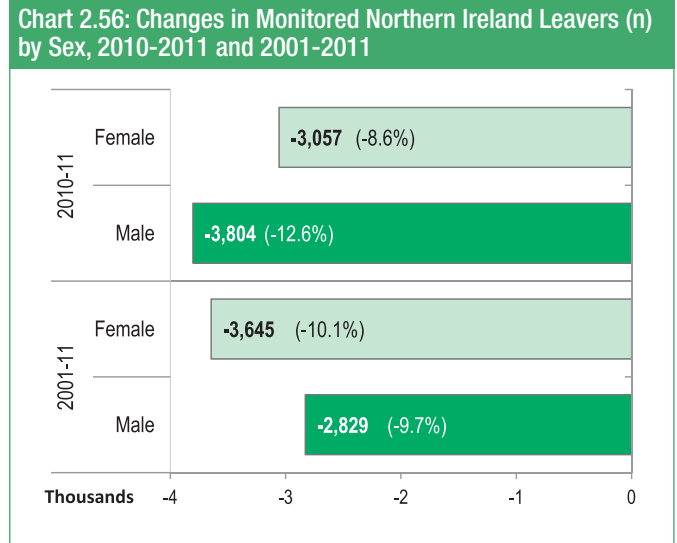
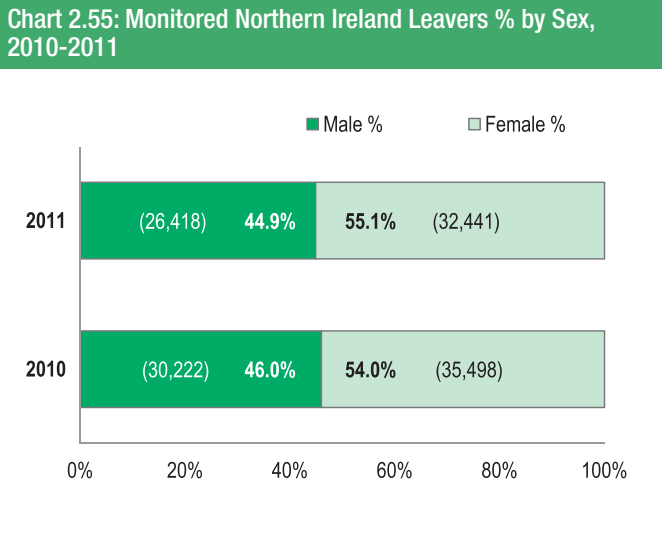


**2.5.4.2 Sex**

**In 2011, 44.9% of leavers from the monitored workforce were male, whilst 55.1% were female (Chart 2.55).**

Between 2010 and 2011, the numbers of male and female leavers decreased by similar amounts (Chart 2.56). However, proportionally, the decrease in male leavers was greater than that for female leavers. Thus, the female share of leavers from the monitored workforce increased by (1.1 pp) from 54.0% in 2010.

During the period 2001-2011, the overall decrease in the number of female leavers was greater than that for male leavers (Chart 2.56). Thus, the male share of leavers from the monitored workforce increased by (0.1 pp) overall from 44.8% in 2001.

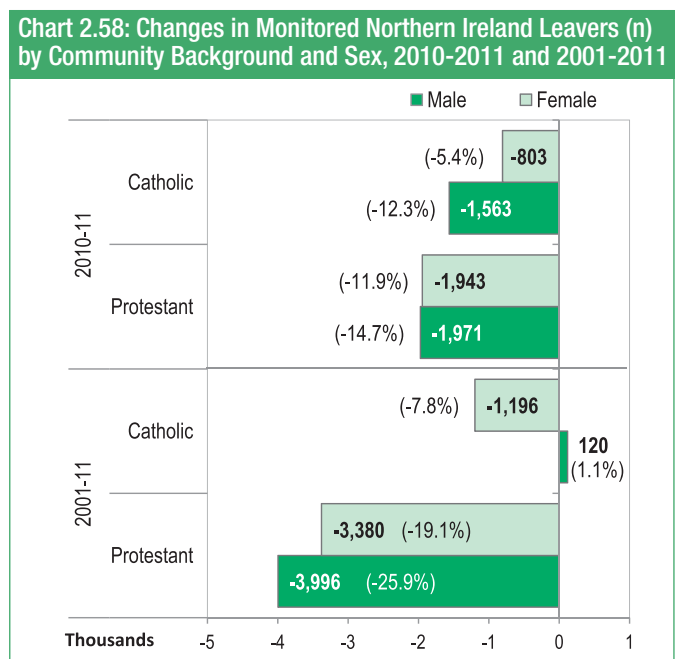
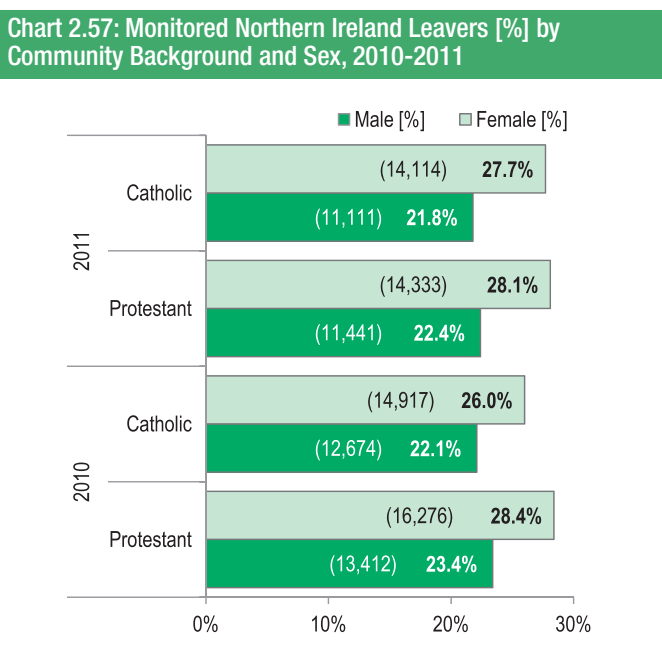


**2.5.4.3 Community Background and Sex**

In 2011, female Protestants and female Roman Catholics each comprised more than one-quarter of leavers from the monitored workforce, whilst male Protestants and male Roman Catholics each comprised more than one-fifth of leavers (Chart 2.57).

Between 2010 and 2011, each of the four groups decreased in numbers leaving the monitored workforce (Chart 2.58). The decrease in the number of female Roman Catholic leavers was much smaller than that for any other group. Consequently, female Roman Catholics' were the only group to increase their share of leavers from the monitored workforce, by [1.7 pp] from [26.0%] in 2010.

During the period 2001-2011, male Roman Catholics were the only group to increase overall in numbers of leavers from the monitored workforce, whilst female Roman Catholics decreased by the smallest overall amount (Chart 2.58). Thus, male Roman Catholics' share of leavers increased by [3.3 pp] overall from [18.5%] in 2001 to [21.8%] in 2011, while the female Roman Catholic share of leavers increased by [1.9 pp] from [25.8%] to [27.7%].



## 2.6 Additional Tables for Chapter 2

**Table 2.9: Monitored Northern Ireland (All) Employees by Community Background and SOC in 2011**

SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	20,350	8.0	55.1	16,564	7.5	44.9	36,914	7.8
SOC 2	18,616	7.3	50.2	18,492	8.4	49.8	37,108	7.8
SOC 3	38,322	15.0	54.6	31,864	14.5	45.4	70,186	14.8
SOC 4	39,016	15.3	54.8	32,213	14.7	45.2	71,229	15.0
SOC 5	18,423	7.2	59.4	12,577	5.7	40.6	31,000	6.5
SOC 6	24,326	9.5	52.5	21,991	10.0	47.5	46,317	9.8
SOC 7	36,430	14.3	52.2	33,316	15.2	47.8	69,746	14.7
SOC 8	23,104	9.1	50.4	22,765	10.4	49.6	45,869	9.7
SOC 9	36,469	14.3	54.8	30,085	13.7	45.2	66,554	14.0
<b>Total</b>	<b>255,056</b>	<b>100.0</b>	<b>53.7</b>	<b>219,867</b>	<b>100.0</b>	<b>46.3</b>	<b>474,923</b>	<b>100.0</b>

**Table 2.10: Monitored Northern Ireland Full-time Employees by Community Background and SOC in 2011**

SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	20,009	9.3	55.2	16,272	8.9	44.8	36,281	9.1
SOC 2	17,006	7.9	50.2	16,892	9.2	49.8	33,898	8.5
SOC 3	33,846	15.7	54.6	28,140	15.4	45.4	61,986	15.5
SOC 4	36,159	16.7	54.5	30,191	16.5	45.5	66,350	16.6
SOC 5	18,019	8.3	59.7	12,145	6.6	40.3	30,164	7.6
SOC 6	18,694	8.7	52.5	16,923	9.2	47.5	35,617	8.9
SOC 7	24,602	11.4	53.9	21,045	11.5	46.1	45,647	11.4
SOC 8	22,462	10.4	50.4	22,140	12.1	49.6	44,602	11.2
SOC 9	25,164	11.7	56.6	19,326	10.6	43.4	44,490	11.1
<b>Total</b>	<b>215,961</b>	<b>100.0</b>	<b>54.1</b>	<b>183,074</b>	<b>100.0</b>	<b>45.9</b>	<b>399,035</b>	<b>100.0</b>

**Table 2.11: Monitored Northern Ireland Part-time Employees by Community Background and SOC in 2011**

SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	341	0.9	53.9	292	0.8	46.1	633	0.8
SOC 2	1,610	4.1	50.2	1,600	4.3	49.8	3,210	4.2
SOC 3	4,476	11.4	54.6	3,724	10.1	45.4	8,200	10.8
SOC 4	2,857	7.3	58.6	2,022	5.5	41.4	4,879	6.4
SOC 5	404	1.0	48.3	432	1.2	51.7	836	1.1
SOC 6	5,632	14.4	52.6	5,068	13.8	47.4	10,700	14.1
SOC 7	11,828	30.3	49.1	12,271	33.4	50.9	24,099	31.8
SOC 8	642	1.6	50.7	625	1.7	49.3	1,267	1.7
SOC 9	11,305	28.9	51.2	10,759	29.2	48.8	22,064	29.1
<b>Total</b>	<b>39,095</b>	<b>100.0</b>	<b>51.5</b>	<b>36,793</b>	<b>100.0</b>	<b>48.5</b>	<b>75,888</b>	<b>100.0</b>



## Chapter 3

# THE PRIVATE SECTOR



## 3. The Private Sector

### Key Details

#### ALL EMPLOYEES

- The composition of the private sector was 160,875 [54.0%] Protestant and 136,948 [46.0%] Roman Catholic.
- Between 2010 and 2011, total Protestant employment decreased by 0.4% (-566) whilst total Roman Catholic employment increased by 1.4% (1,881). Overall, the Roman Catholic share increased by [0.4 pp] from [45.6%] to [46.0%].
- The private sector accounted for 63.5% of the total monitored Northern Ireland workforce, and comprised 323,576 employees. This represents an increase in employees of 0.2% (622) from 2010, the first in private sector employment since 2008.
- More than half (53.8%, n=174,220) of private sector employees were male.

#### FULL-TIME WORKFORCE

- The composition of the full-time workforce was 135,971 [54.6%] Protestant and 112,835 [45.4%] Roman Catholic.
- Between 2010 and 2011, full-time Protestant employment decreased by 0.5% (-751), whilst full-time Roman Catholic employment increased by 1.7% (1,936).
- Overall, the Roman Catholic share increased by [0.6 pp] from [44.8%] to [45.4%].
- The full-time workforce accounted for 83.5% of the private sector workforce, and comprised 270,055 employees. This represents an increase of 0.4% (956) from 2010, the first increase in private sector full-time employment since 2008.

#### PART-TIME WORKFORCE

- The composition of the part-time private sector workforce was 24,904 [50.8%] Protestant and 24,113 [49.2%] Roman Catholic.
- Between 2010 and 2011, part-time Protestant employment increased by 0.7% (185), whilst part-time Roman Catholic employment decreased by 0.2% (-55). Overall, the Protestant share increased by [0.2 pp] from [50.6%] to [50.8%].
- The part-time workforce accounted for 16.5% of the private sector workforce, and comprised 53,521 employees. This represents a decrease of 0.6% (-334) from 2010.
- More than two-thirds (66.7%, n=35,699) of part-time employees were female.

#### FLOWS IN EMPLOYMENT

- 2011 saw the first increase in numbers of applicants to the private sector (by 9.2%, 43,848) since 2008. The composition was [47.8%] Protestant and [52.2%] Roman Catholic.
- 2011 saw the first increase in numbers of appointees to the private sector (by 0.8%, 455) since 2008. The composition was [47.8%] Protestant and [52.2%] Roman Catholic.
- In 2011, the number of leavers from the monitored workforce (36,697) was the lowest recorded during the period 2001-2011. The composition was [47.4%] Protestant and [52.6%] Roman Catholic.

### 3.1 The Private Sector Workforce: Introduction

The purpose of this chapter is to help inform employers and other interested parties about wider compositional trends within the private sector that, alongside information on labour availability, may better inform their own considerations of fair participation in specific employment(s).

In 2011, a total of 3,686 private sector concerns submitted monitoring returns to the Commission, accounting for more than 323,000 employees and 63.5% of the total monitored workforce. The private sector enjoyed steady growth between 2002 (n=304,034) and 2008 (n=339,904), but decreased between 2009 and 2010. In 2011, the sector increased for the first time since 2008, and now stands at 323,576 employees.

#### 3.1.1 Dynamic of Change: Private Sector Workforce 2010-2011

Between 2010 and 2011, the private sector workforce increased in size, as a result of the larger overall increase in full-time employment when compared to the overall decrease in part-time employment. Overall, the sector grew by 622 employees. During this period, the greatest increase in numbers in employment occurred among full-time Roman Catholic male employees (1,204), followed by full-time Roman Catholic female employees (732). Among the part-time workforce Protestant female employment saw the largest increase in numbers in employment (170). Thus, overall, the number of Roman Catholic employees increased by more than their Protestant counterparts, and as a result, the Roman Catholic share of the total private sector workforce increased by [0.4 pp] from [45.6%] in 2010.

### 3.2 The Private Sector Workforce: All Employees

In 2011, there were 323,576 employees in the private sector (Table 3.1), an increase of 0.2% (622) from 2010.

Table 3.1 Private Sector (All) Employees by Community Background and Sex in 2011								
	Protestant		Roman Catholic		Non-Determined		Total	
Male	88,322	50.7% [29.7%]	71,316	40.9% [23.9%]	14,582	8.4%	174,220	53.8%
Female	72,553	48.6% [24.4%]	65,632	43.9% [22.0%]	11,171	7.5%	149,356	46.2%
Total	160,875	49.7% [54.0%]	136,948	42.3% [46.0%]	25,753	8.0%	323,576	100%

#### 3.2.1 Community Background

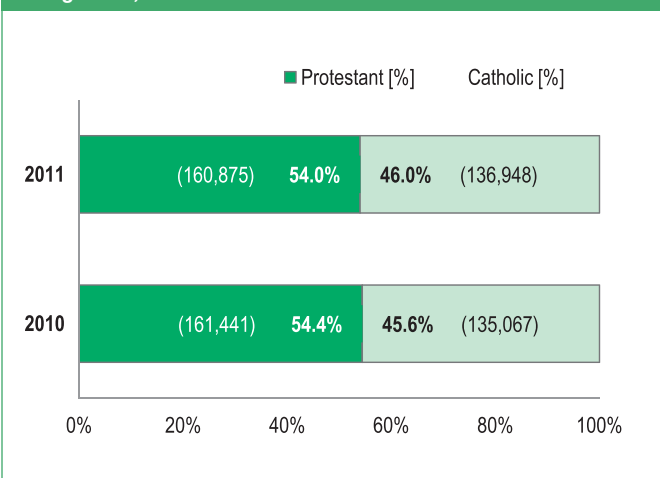
In 2011, [54.0%] of private sector employees were Protestant; while [46.0%] were Roman Catholic (Chart 3.1).

Between 2010 and 2011, the number of Protestant employees decreased, whilst the number of Roman Catholic employees increased (Chart 3.2). Thus, the Roman Catholic share of the public sector workforce increased slightly by [0.4 pp] from [45.6%].

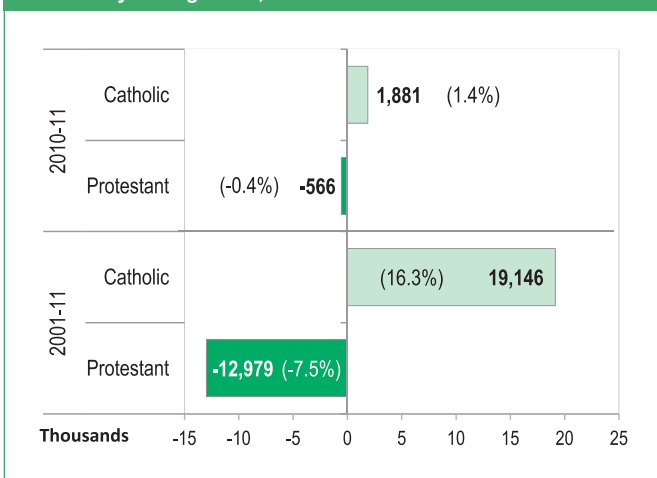
During the period 2001-2011, the number of Roman Catholic private sector employees increased overall, whilst the number of Protestant employees decreased (Chart 3.2).

Thus, the Roman Catholic share of the private sector workforce increased by [5.6 pp] overall from [40.4%] to [46.0%]. The Roman Catholic share of employees has gradually increased during this period (Chart 3.3).

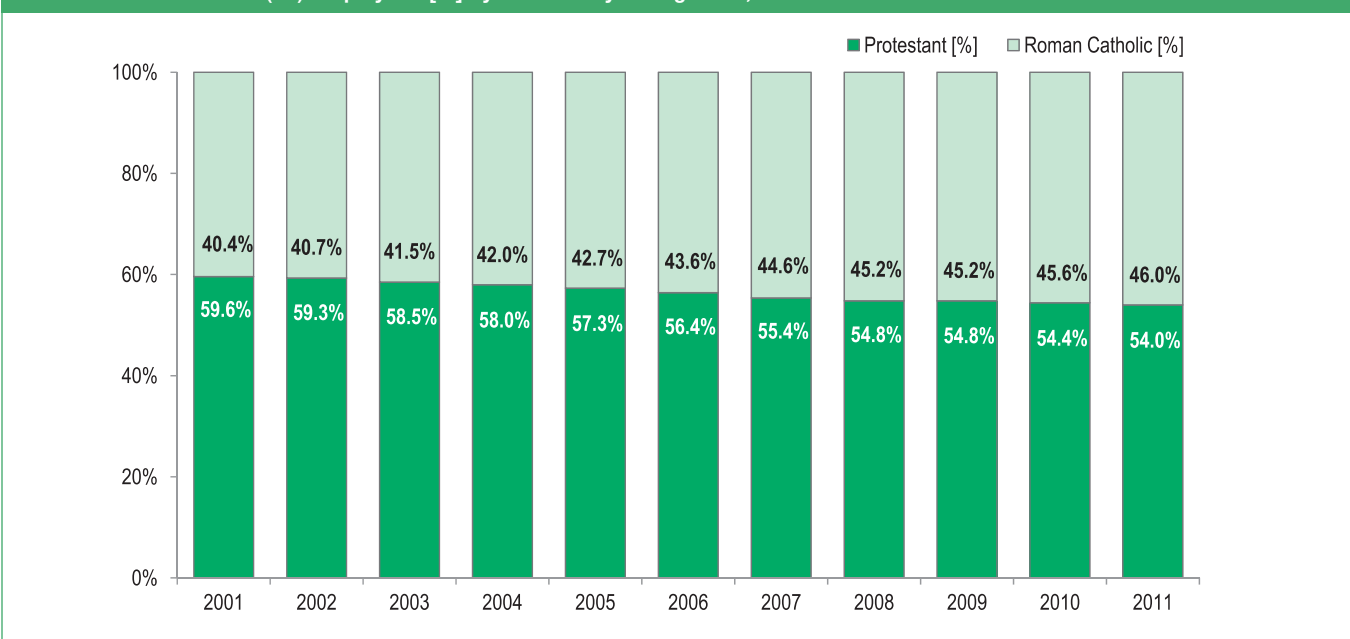
**Chart 3.1: Private Sector (All) Employees [%] by Community Background, 2010-2011**



**Chart 3.2: Changes in Private Sector (All) Employees (n) by Community Background, 2010-2011 and 2001-2011**



**Chart 3.3: Private Sector (All) Employees [%] by Community Background, 2001-2011**



### 3.2.2 Sex

**In 2011, more than half of private sector employees were male, whilst less than half were female (Chart 3.4).**

Between 2010 and 2011, the number of male private sector employees increased, whilst the number of female employees decreased (Chart 3.5). Thus, the male share of the private sector workforce increased slightly by (0.1 pp) from 53.7%.

During the period 2001-2011, the number of female employees increased by a greater overall amount than male employees (Chart 3.5). Thus, the female share of the private sector workforce increased by (0.7 pp) overall from 45.5% to 46.2%.

Chart 3.4: Private Sector (All) Employees % by Sex, 2010-2011

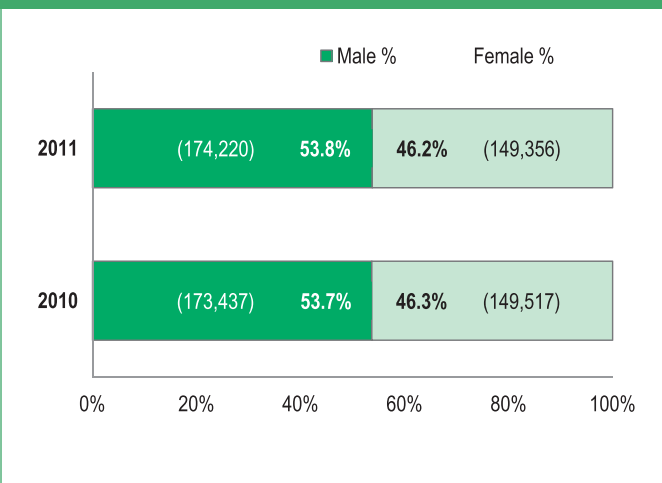
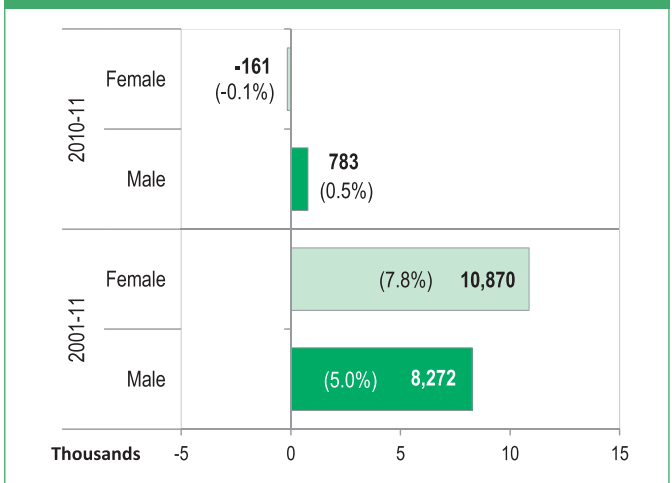


Chart 3.5: Changes in Private Sector (All) Employees (n) by Sex, 2010-2011 and 2001-2011



### 3.2.3 Community Background and Sex

In 2011, male Protestants and male Roman Catholics comprised more than half of the private sector workforce (Chart 3.6). Nearly a quarter of employees were female Protestants, while more than a fifth were female Roman Catholic employees.

Between 2010 and 2011, male Protestant and female Protestant employment decreased, while male and female Roman Catholic employment increased (Chart 3.7). Consequently, male Roman Catholic employees' share of the private sector workforce increased by [0.2 pp] from [23.7%], while female Roman Catholic employees' share increased by [0.1 pp] from [21.9%].

During the period 2001-2011, the numbers of male Protestant and female Protestant employees in the private sector decreased overall (Chart 3.7). In contrast, the numbers of male Roman Catholic and female Roman Catholic employees increased overall. Consequently, male Roman Catholics' share of the private sector workforce increased by [2.7 pp] from [21.2%] in 2001 to [23.9%] in 2011, whilst female Roman Catholics' share increased by [2.8pp] from [19.2%] to [22.0%].

Chart 3.6: Private Sector (All) Employees [%] by Community Background and Sex, 2010-2011

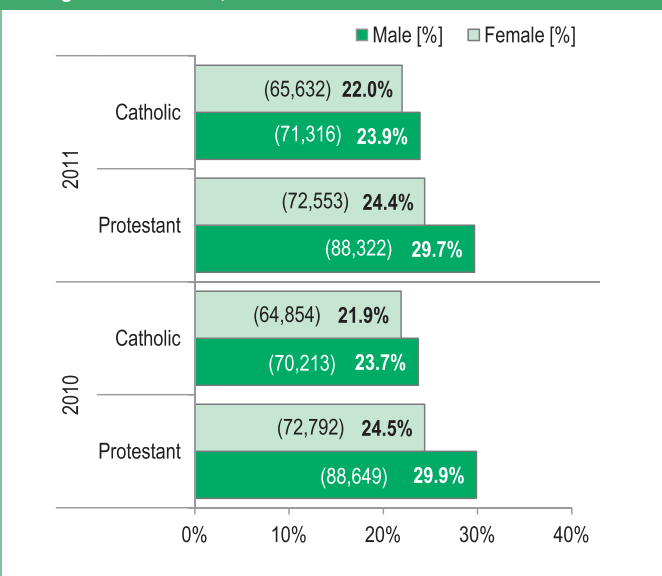
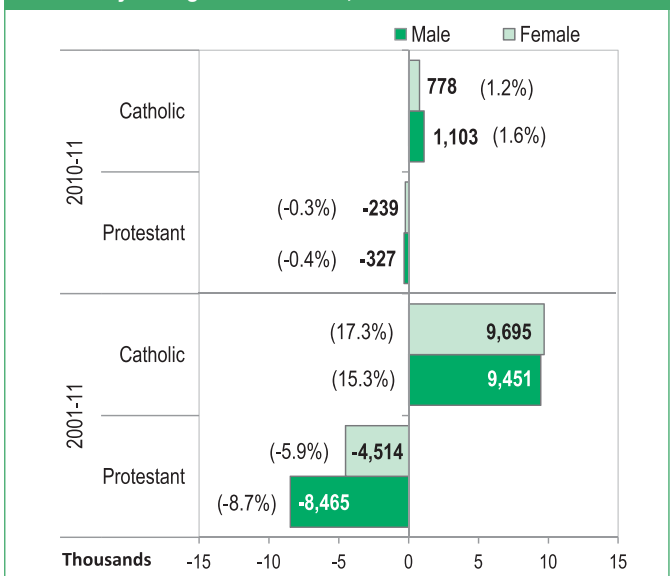


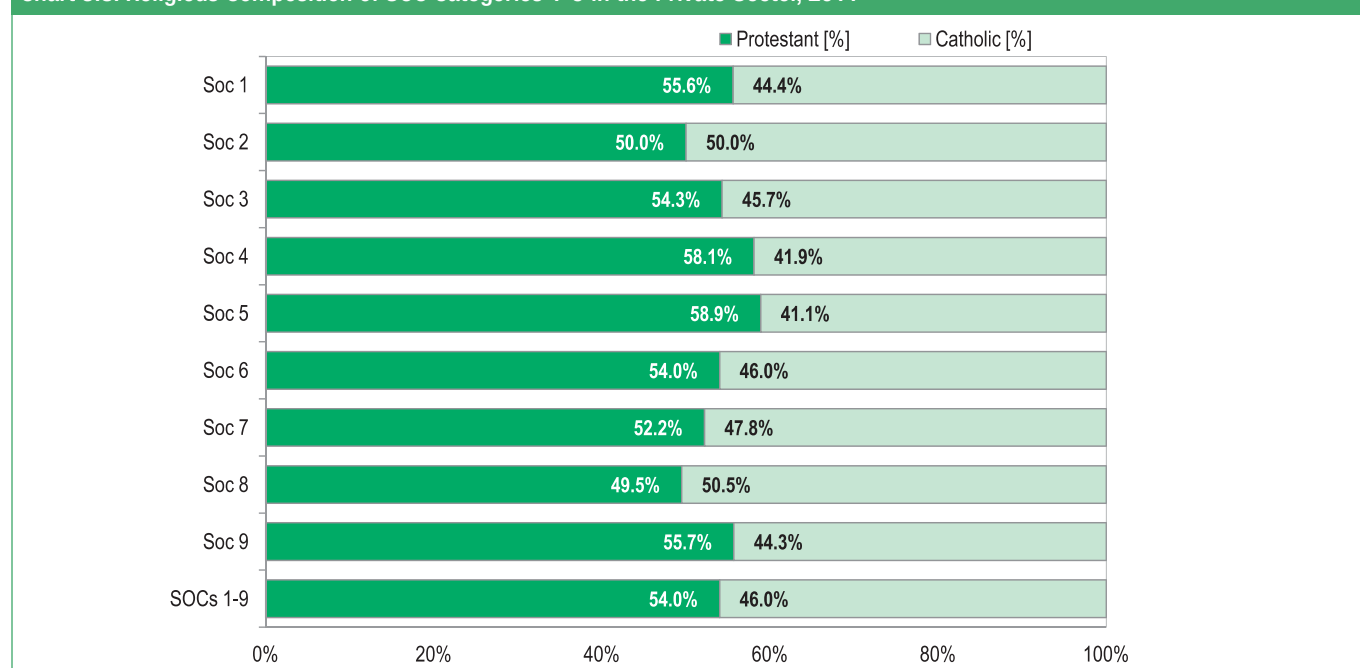
Chart 3.7: Changes in Private Sector (All) Employees (n) by Community Background and Sex, 2010-2011 and 2001-2011



### 3.2.4 Community Background and SOC

In 2011, as in previous years, the religious composition of SOC categories 1-9 varied (Chart 3.8). In all SOC categories aside from SOCs 2 and 8<sup>9</sup>, Protestants accounted for a greater proportion of employees than did Roman Catholic employees. However, with reference to the average composition of SOCs 1-9 [54.0% v. 46.0%], Protestants representation in Skilled Trade Occupations (SOC 5) was [4.9 pp] above average, whilst in Administrative and Secretarial Occupations (SOC 4) it was [4.1 pp] above average. Conversely, Roman Catholic representation in Plant and Machine Operative Occupations (SOC 8) was [4.5 pp] above average, whilst in Professional Occupations (SOC 2) it was [4.0 pp] above average.

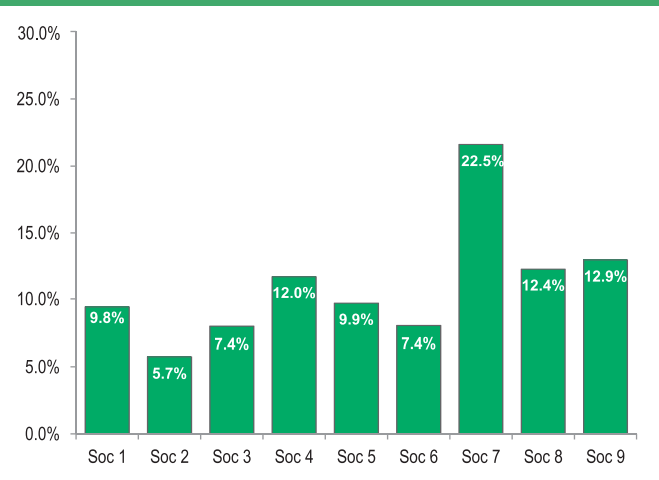
Chart 3.8: Religious Composition of SOC Categories 1-9 in the Private Sector, 2011



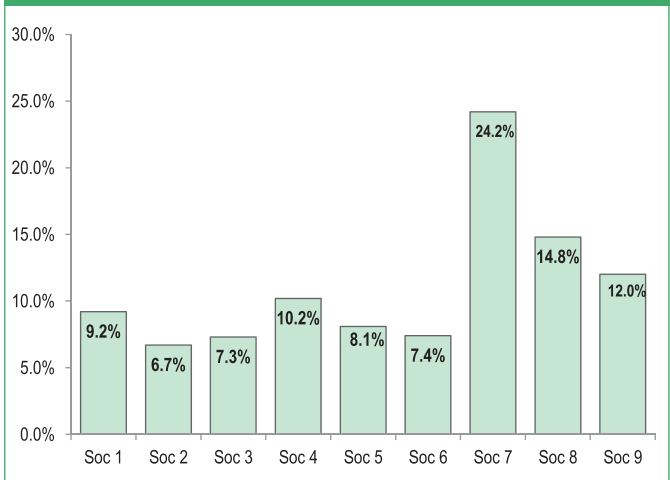
In 2011, the greatest proportions of both Protestant and Roman Catholic private sector workers were employed in Sales and Customer Service Occupations (SOC 7). The smallest proportions of both groups were employed in Professional Occupations (SOC 2) (Charts 3.9 & 3.10). Despite differences in the religious composition of the SOC categories, the distribution of Protestant and Roman Catholic employees across the SOC categories were broadly similar. However, some small differences in distribution are evident (Charts 3.9 & 3.10). For example, a greater proportion of Protestant workers than Roman Catholic workers were employed in SOC 4 (12.0% v. 10.2%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 8 (14.8% v. 12.4%). For further details on the composition of the private sector workforce by SOC, see Table 3.9 at the end of the chapter.

9 SOC 2 = Professional Occupations, SOC 8 = Plant and Machine Operative Occupations.

**Chart 3.9: Distribution of Private Sector Protestant Employees across SOCs 1-9, 2011**



**Chart 3.10: Distribution of Private Sector Catholic Employees across SOCs 1-9, 2011**



### 3.2.5 Sectoral Components of Private Sector

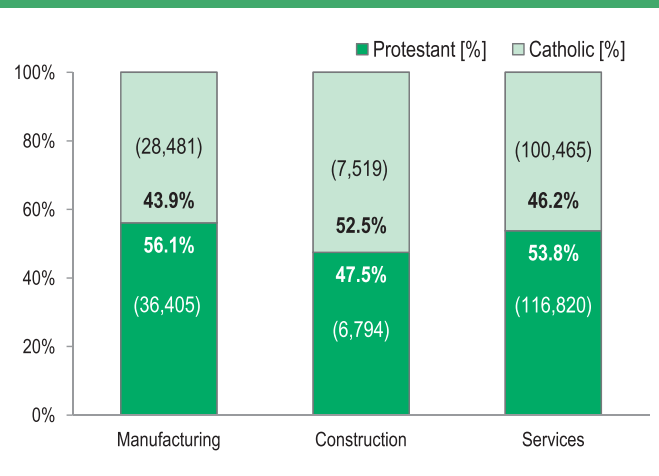
The private sector is comprised of three main sectors<sup>10</sup>, namely:

- Manufacturing
- Construction
- Services

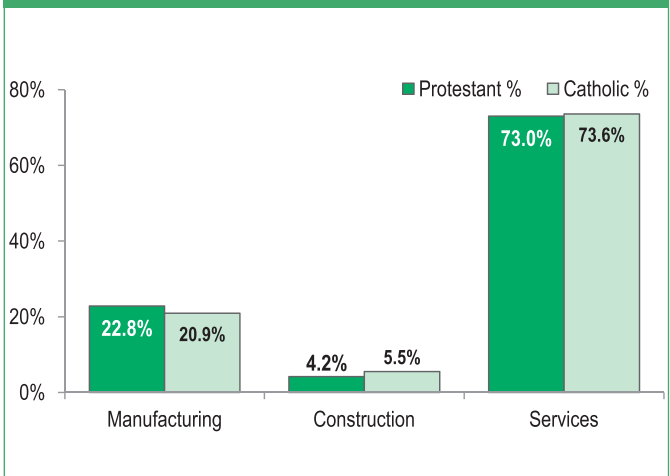
#### 3.2.5.1 Community Composition of the Main Private Sector Components

In 2011, as in previous years, the religious composition of the main private sector components varied (Chart 3.11). Protestants accounted for a greater proportion of employees in Manufacturing and Services, whilst Roman Catholics accounted for a larger proportion of employees in Construction. However, with reference to the overall composition of the private sector [54.0% v. 46.0%], Protestants representation in the Manufacturing component was (2.1 pp) greater than the private sector composition. Conversely, Roman Catholic representation in the Construction sector was (6.5 pp) greater than the private sector composition.

**Chart 3.11: Religious Composition of the Main Private Sector Components, 2011**



**Chart 3.12: Distribution of Protestant and Roman Catholic Employees across the Main Private Sector Components, 2011**



<sup>10</sup> Excludes SIC 0 (Agriculture, Forestry & Fishing) and SIC 1 (Energy & Water Supply Industries).

### 3.2.5.2 Distribution of Employees in the Main Private Sector Components

In 2011, the services sector accounted for the majority of both Protestant and Roman Catholic private sector employees (Charts 3.12). Within the main components, construction accounted for the smallest proportion of both Protestant and Roman Catholic employees. With regards to differences in the distribution of employees, a greater proportion of Protestant workers than Roman Catholic workers were employed in the Manufacturing sector (22.8% v. 20.9%), while a greater proportion of Roman Catholic workers than Protestant workers were employed in the Construction sector (5.5% v. 4.2%).

Between 2010 and 2011, both the Manufacturing and Construction sectors saw a decrease in Protestant employment, while Construction was the only sector in which Roman Catholics employment decreased (Table 3.2). The greatest proportional decreases for both Protestants and Roman Catholic employees were in the Construction sector (10.4% and 8.9% respectively).

2011-2010	Protestant		Roman Catholic		Total	
	N	%	N	%	N	%
Manufacturing	-245	-0.7	558	2.0	650	0.9
Construction	-788	-10.4	-735	-8.9	-1,549	-9.3
Services	597	0.5	2,050	2.1	1,633	0.7
<b>All Main Components</b>	<b>-436</b>	<b>-0.3</b>	<b>1,873</b>	<b>1.4</b>	<b>734</b>	<b>0.2</b>

## 3.3 The Private Sector Workforce: Full-time Employees

There were 270,055 full-time employees in the private sector in 2011 (Table 3.3), an increase of 0.4% (956) from 2010.

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>80,257</b>	51.3% [32.3%]	<b>63,213</b>	40.4% [25.4%]	<b>12,928</b>	8.3%	<b>156,398</b>	57.9%
<b>Female</b>	<b>55,714</b>	49.0% [22.4%]	<b>49,622</b>	43.7% [19.9%]	<b>8,321</b>	7.3%	<b>113,657</b>	42.1%
<b>Total</b>	<b>135,971</b>	50.3% [54.6%]	<b>112,835</b>	41.8% [45.4%]	<b>21,249</b>	7.9%	<b>270,055</b>	100%

### 3.3.1 Community Background

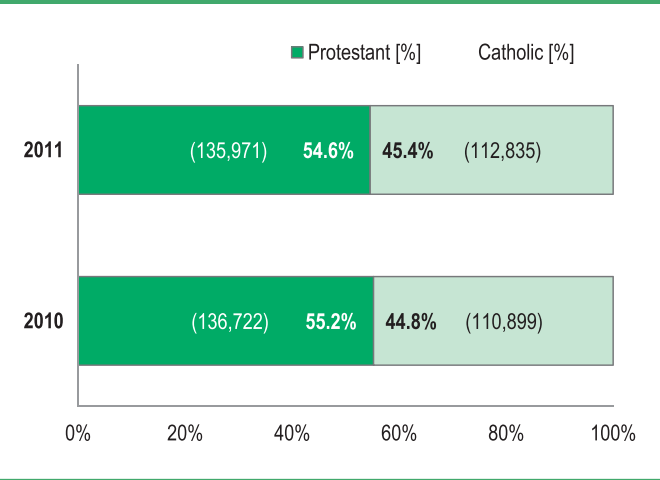
In 2011, [54.6%] of full-time private sector employees were Protestant; whilst [45.4%] were Roman Catholic (Chart 3.13).

Between 2010 and 2011, the number of Protestant full-time employees decreased, whilst the number of Roman Catholic employees increased (Chart 3.14). Thus, the Roman Catholic share of the full-time private sector workforce increased by [0.6 pp] from [44.8%] in 2010.

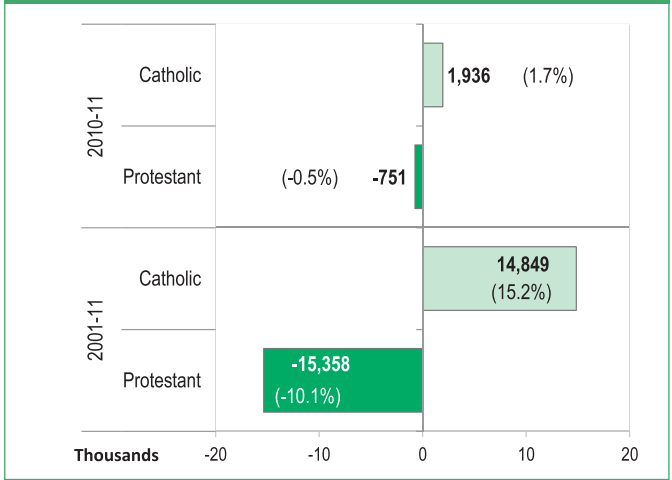
During the period 2001-2011, the number of Roman Catholic full-time employees increased overall, whilst the number of Protestant employees decreased (Chart 3.14). Consequently, the Roman Catholic share of the full-time private sector workforce increased by [6.1 pp] overall, from [39.3%] to [45.4%]. The Roman Catholic share of full-time employees has gradually increased during this period (Chart 3.15).



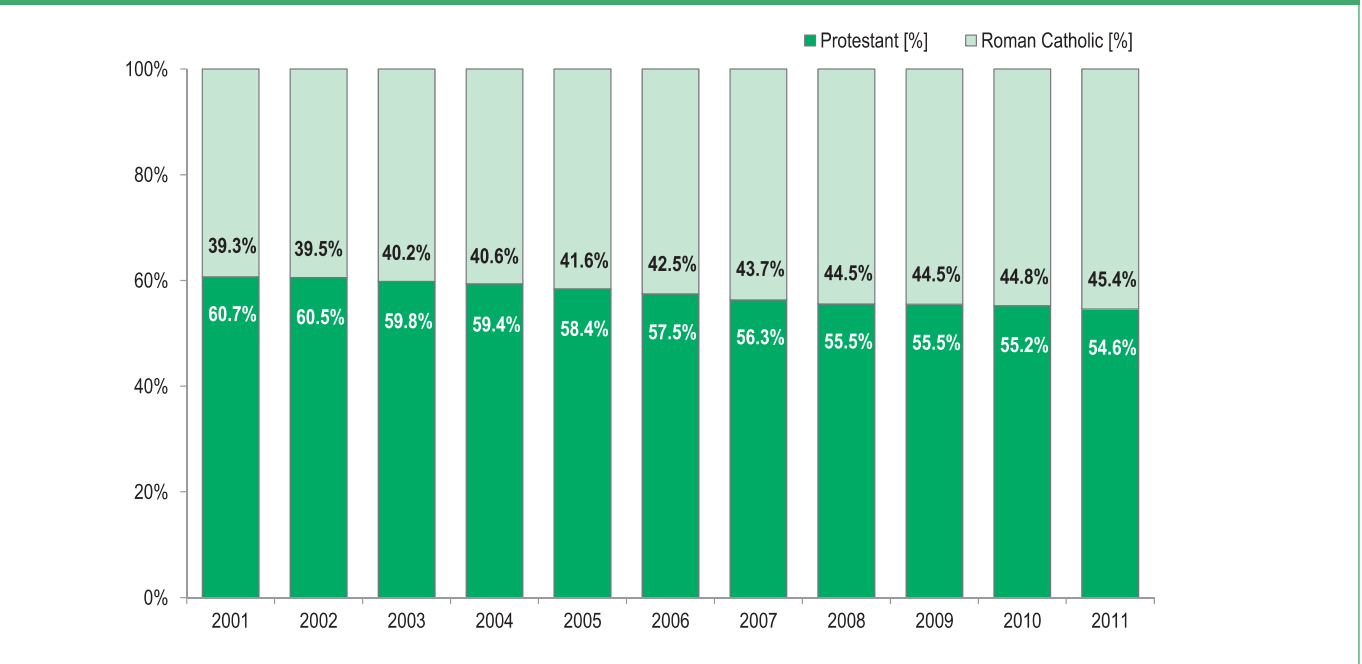
**Chart 3.13: Private Sector Full-time Employees [%] by Community Background, 2010-2011**



**Chart 3.14: Changes in Private Sector Full-time Employees (n) by Community Background, 2010-2011 and 2001-2011**



**Chart 3.15: Private Sector Full-time Employees [%] by Community Background, 2001-2011**

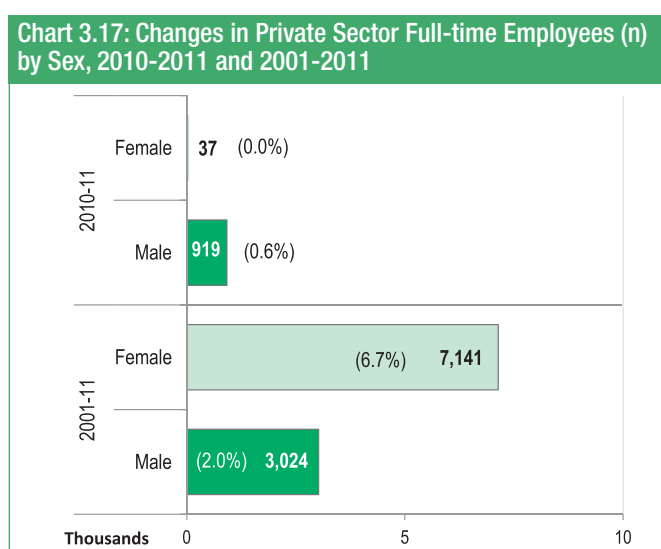
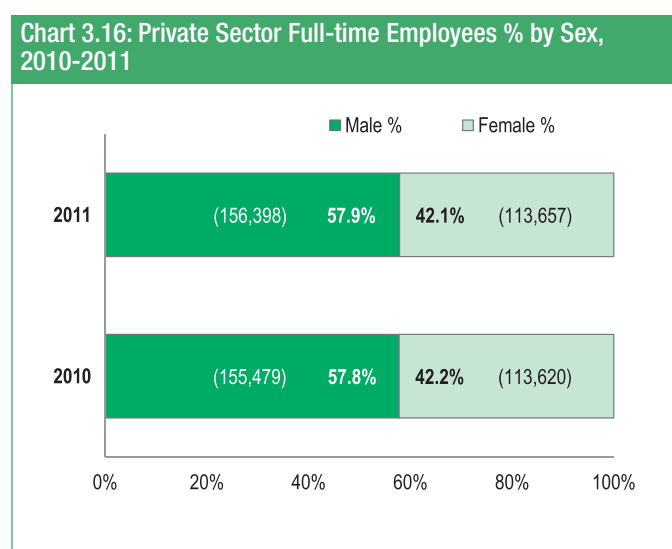


### 3.3.2 Sex

In 2011, nearly three-fifths of full-time private sector employees were male, whilst more than two-fifths were female (Chart 3.16).

Between 2010 and 2011, the increase in the number of male full-time employees was greater than that for female full-time employees (Chart 3.17). Thus, the male share of the full-time private sector workforce increased by (0.1pp) from 57.8% in 2010.

During the period 2001-2011, the number of female full-time employees increased by a greater overall amount than did male employees (Chart 3.17). Consequently, the female share of the full-time private sector workforce increased by (1.1 pp) overall, from 41.0% to 42.1%.



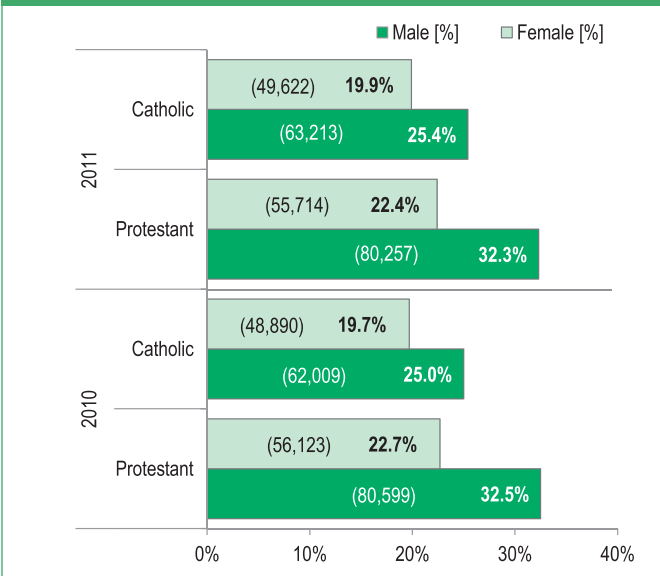
### 3.3.3 Community Background and Sex

In 2011, nearly one-third of full-time employees were male Protestants, whilst more than one-quarter were male Roman Catholics (Chart 3.18). Female Protestants and female Roman Catholics each comprised around one-fifth of the full-time private sector workforce.

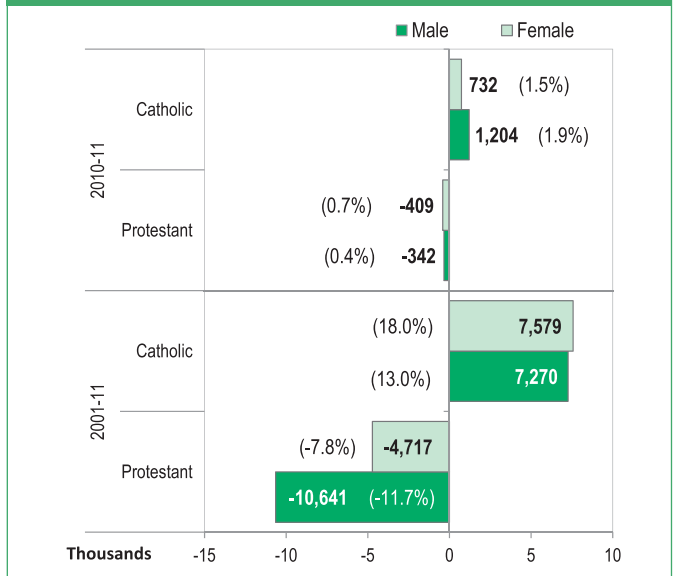
Between 2010 and 2011, the numbers of male Protestant and female Protestant full-time private sector employees decreased. In contrast, the numbers of male Roman Catholic and female Roman Catholic employees increased (Chart 3.19). Consequently, the male Roman Catholic share of the full-time private sector workforce increased by [0.4 pp] from [25.0%], whilst the female Roman Catholic share increased by [0.2 pp] from [19.7%].

During the period 2001-2011, the numbers of male Protestant and female Protestant full-time employees decreased overall. Conversely, the numbers of male Roman Catholic and female Roman Catholic full-time employees increased overall (Chart 3.19). Thus, male Roman Catholic' share of the full-time private sector workforce increased by [3 pp] from [22.4%] to [25.4%], while female Roman Catholics' share increased by [3 pp] from [16.9%] to [19.9%].

**Chart 3.18: Private Sector Full-time Employees [%] by Community Background and Sex, 2010-2011**



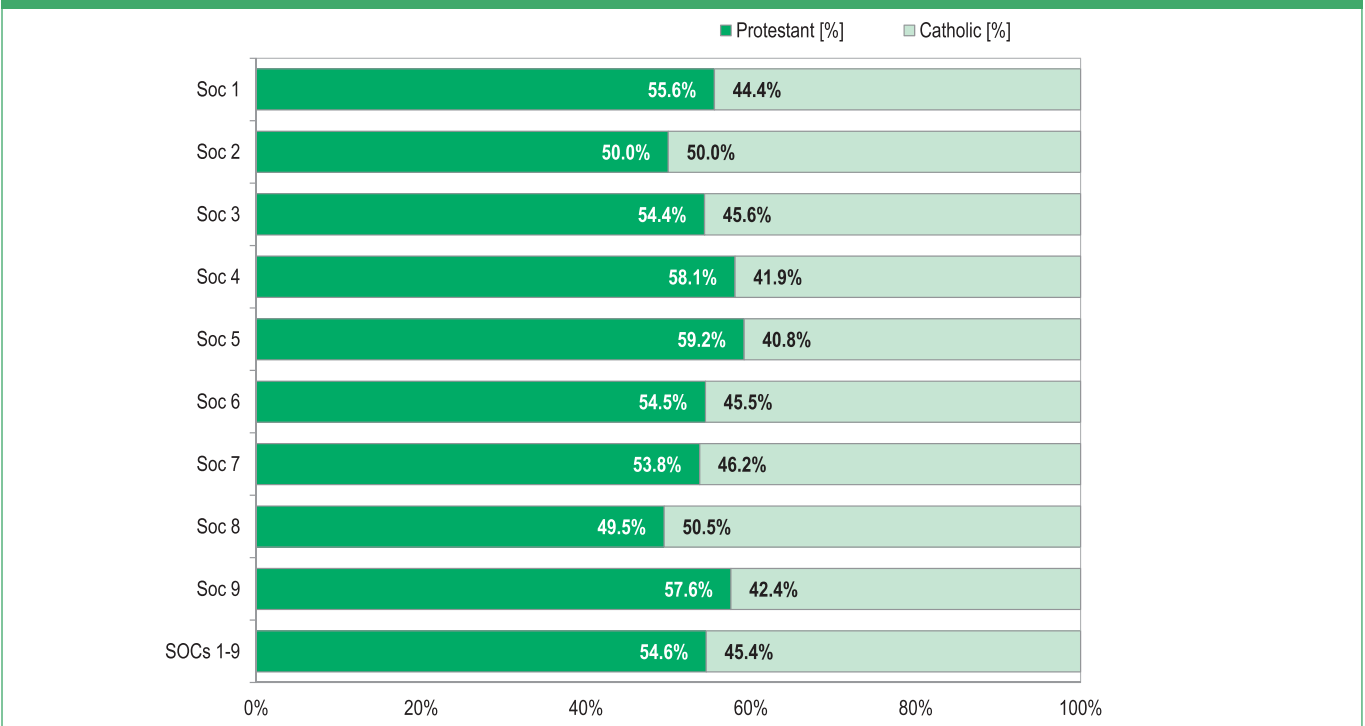
**Chart 3.19: Changes in Private Sector Full-time Employees (n) by Community Background and Sex, 2010-2011 and 2001-2011**



### 3.3.4 Community Background and SOC

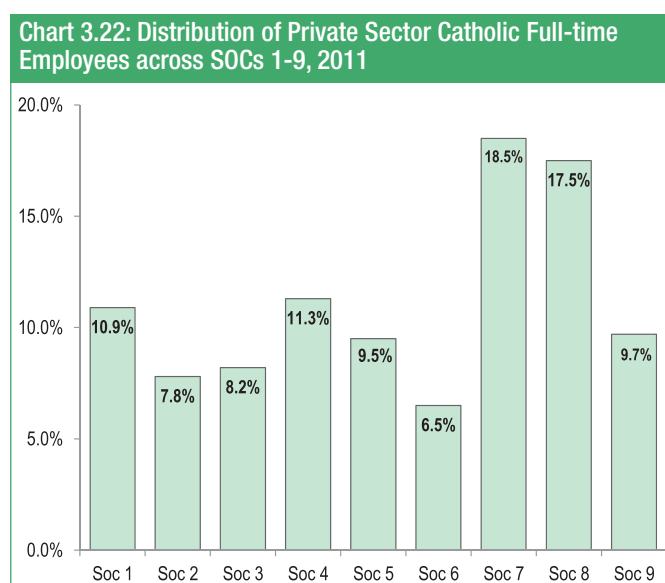
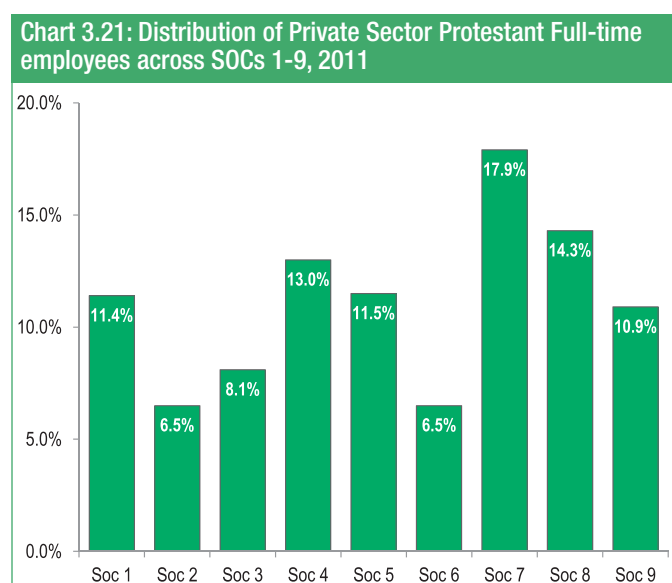
In 2011, as in previous years, the religious composition of full-time employees in SOC categories 1-9 varied (Chart 3.20). In all of the SOC categories aside from SOCs 2 and 8<sup>11</sup>, Protestants accounted for a greater proportion of full-time employees than did Roman Catholics. However, with reference to the average composition of SOCs 1-9 [54.6% v. 45.4%], Protestants representation in Skilled Trades Occupations (SOC 5) was [4.6 pp] above average, whilst in Administrative and Secretarial Occupations (SOC 4) it was [3.5 pp] above average. Conversely, Roman Catholic representation in Plant and Machine Operative Occupations (SOC 8) was [5.1 pp] above average, whilst in Professional Occupations (SOC 2) it was [4.6 pp] above average.

**Chart 3.20: Religious Composition of SOC Categories 1-9 in the Full-time Private Sector, 2011**



11 SOC 2 = Professional Occupations, SOC 8 = Plant and Machine Operative Occupations.

In 2011, the greatest proportions of both Protestant and Roman Catholic private sector workers were employed in Sales and Customer Service Occupations (SOC 7). The smallest proportions of both groups were employed in Personal and Protective Service Occupations (SOC 6) (Charts 3.21 & 3.22). Despite difference in the religious composition of the SOC categories, the distribution of Protestant and Roman Catholic employees across the SOC categories were broadly similar. However, some small differences in distribution are evident (Charts 3.21 & 3.22). For example, a greater proportion of Protestant workers than Roman Catholic workers were employed in SOC 4 (13.0% v. 11.3%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 8 (17.5% v. 14.3%). For further details on the composition of the private sector full-time workforce by SOC, see Table 3.10 at the end of the chapter.



### 3.4 The Private Sector Workforce: Part-time Employees

There were 53,521 part-time employees in the private sector in 2011 (Table 3.3), a decrease of 0.6% (-334) from 2010.

**Table 3.4: Private Sector Full-time Employees by Community Background and Sex in 2011**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>8,065</b>	45.3% [16.5%]	<b>8,103</b>	45.5% [16.5%]	<b>1,654</b>	9.3%	<b>17,822</b>	33.3%
<b>Female</b>	<b>16,839</b>	47.2% [34.4%]	<b>16,010</b>	44.8% [32.7%]	<b>2,850</b>	8.0%	<b>35,699</b>	66.7%
<b>Total</b>	<b>24,904</b>	46.5% [50.8%]	<b>24,113</b>	45.1% [49.2%]	<b>4,504</b>	8.4%	<b>53,521</b>	100%

### 3.4.1 Community Background

In 2011, there were similar proportions of Protestants and Roman Catholics employed part-time in the private sector (Chart 3.25).

Between 2010 and 2011, the number of Protestant part-time employees increased, whilst the number of Roman Catholic part-time employees decreased (Chart 3.24). Consequently, the Protestant share of the part-time private sector workforce increased by [0.2 pp] from [50.6%] in 2010.

During the period 2001-2011, the overall increase in the number of Roman Catholic part-time employees was greater than that for Protestant part-time employees (Chart 3.24). Consequently, the Roman Catholic share of the private sector part-time workforce increased by [2.4 pp] overall from [46.8%] to [49.2%]. Over this period, year-on-year, the proportions of the part-time workforce accounted for by Protestant and Roman Catholic employees has fluctuated. However, an upward trend in the proportion of the part-time workforce accounted for by Roman Catholics is evident (Chart 3.25).

Chart 3.23: Private Sector Part-time Employees [%] by Community Background, 2010-2011

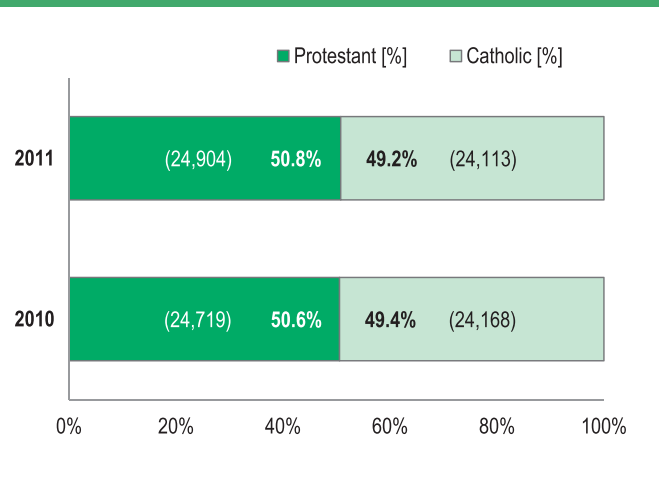


Chart 3.24: Changes in Private Sector Part-time Employees (n) by Community Background, 2010-2011 and 2001-2011

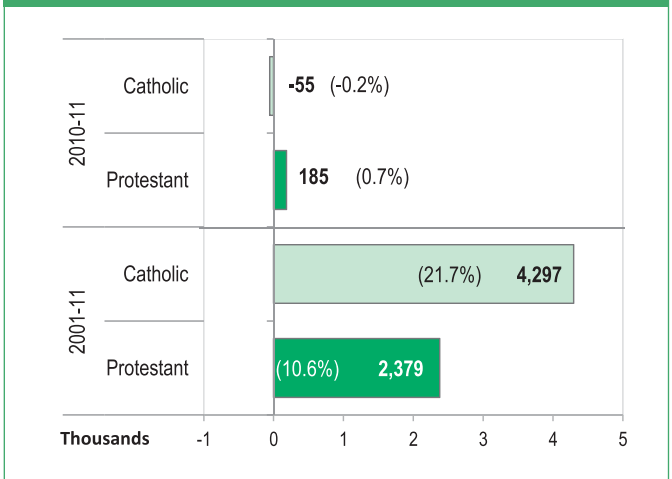
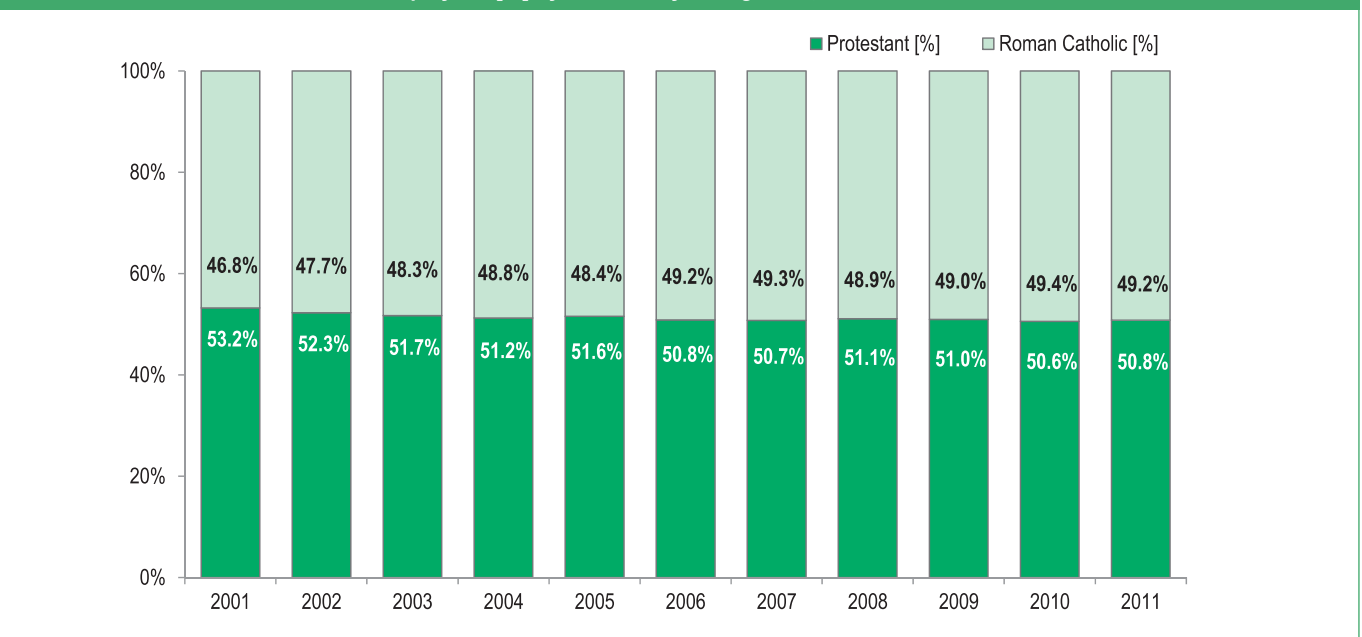
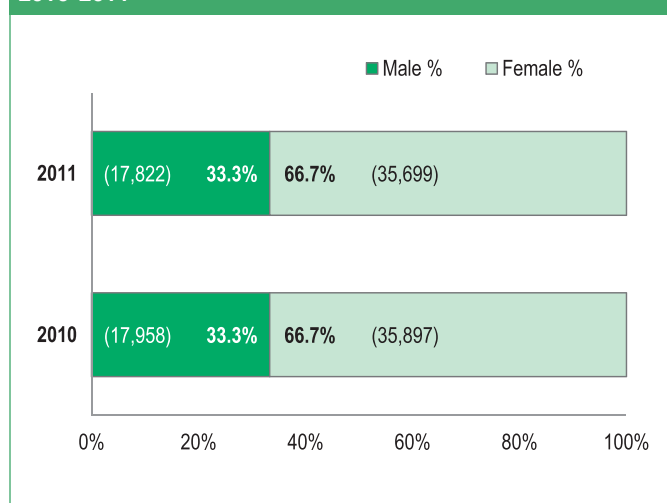


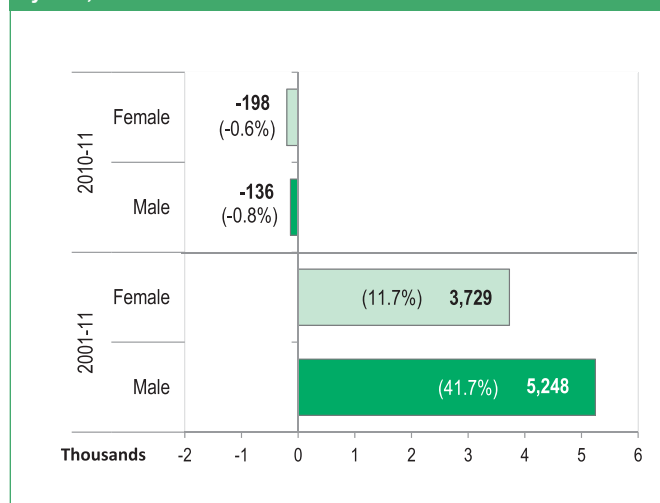
Chart 3.25: Private Sector Part-time Employees [%] by Community Background, 2001-2011



**Chart 3.26: Private Sector Part-time Employees % by Sex, 2010-2011**



**Chart 3.27: Changes in Private Sector Part-time Employees (n) by Sex, 2010-2011 and 2001-2011**



### 3.4.2 Sex

**In 2011, two-thirds of part-time private sector employees were female, whilst one-third were male (Chart 3.26).**

Between 2010 and 2011, the decrease in the number of female part-time employees was greater than that for male part-time employees. However, proportionally, the decreases in both groups were similar (Chart 3.27). Thus, the male/female shares of the part-time private sector workforce remained relatively unchanged (<0.1 pp) from 2010 figures.

During the period 2001-2011, the overall increase in the number of male part-time employees was far greater than that for female part-time employees (Chart 3.27). Consequently, the male share of the part-time private sector workforce increased by [5.1%] overall from 28.2% to 33.3%.

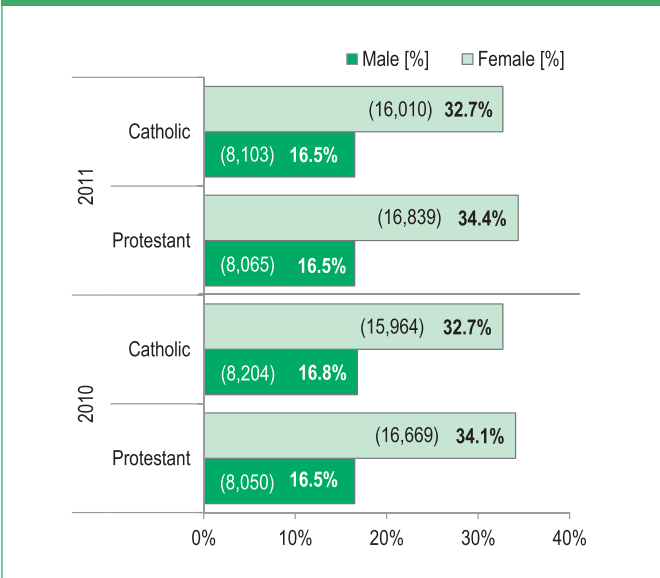
### 3.4.3 Community Background and Sex

**In 2011, part-time private sector employment was noticeably divided along gender lines, with female Protestants [34.4%] and female Roman Catholics [32.7%] comprising more than two-thirds of part-time employees (Chart 3.28).** Male Protestant and male Roman Catholic employees each comprised one-sixth of the part-time workforce.

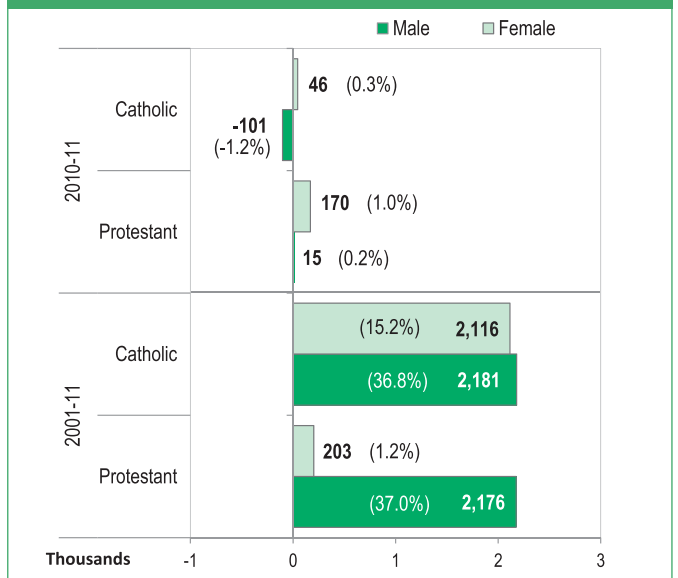
Between 2010 and 2011, male Roman Catholics were the only group to decrease in numbers of part-time employees, while female Protestant part-time employees increased by the greatest amount (Chart 3.29). Consequently, male Roman Catholics were the only group to decrease their share of the part-time private sector workforce, by [0.3 pp] from [16.8%]. Conversely, female Protestants were the only group to increase their share of the workforce, by [0.3 pp] from [34.1%]. Male Protestant and female Roman Catholic shares remained relatively unchanged [<0.1 pp] from their 2010 figures.

During the period 2001-2011, each of the four groups increased overall in numbers in part-time employment (Chart 3.29). Female Protestants experienced the smallest overall increase in numbers in part-time private employment, whilst male Protestants, male Roman Catholics and female Roman Catholics witnessed similar increases in numbers. However, proportionally, the increase in female Roman Catholic part-time employment was much smaller than for either male Protestant or male Roman Catholic employment. Consequently, male Protestants' share of the part-time workforce increased by [2.6 pp] from [13.9%] in 2001 to [16.5%] in 2011, whilst male Roman Catholics' share increased by [2.5 pp] from [14.0%] to [16.5%].

**Chart 3.28: Private Sector Part-time Employees [%] by Community Background and Sex, 2010-2011**



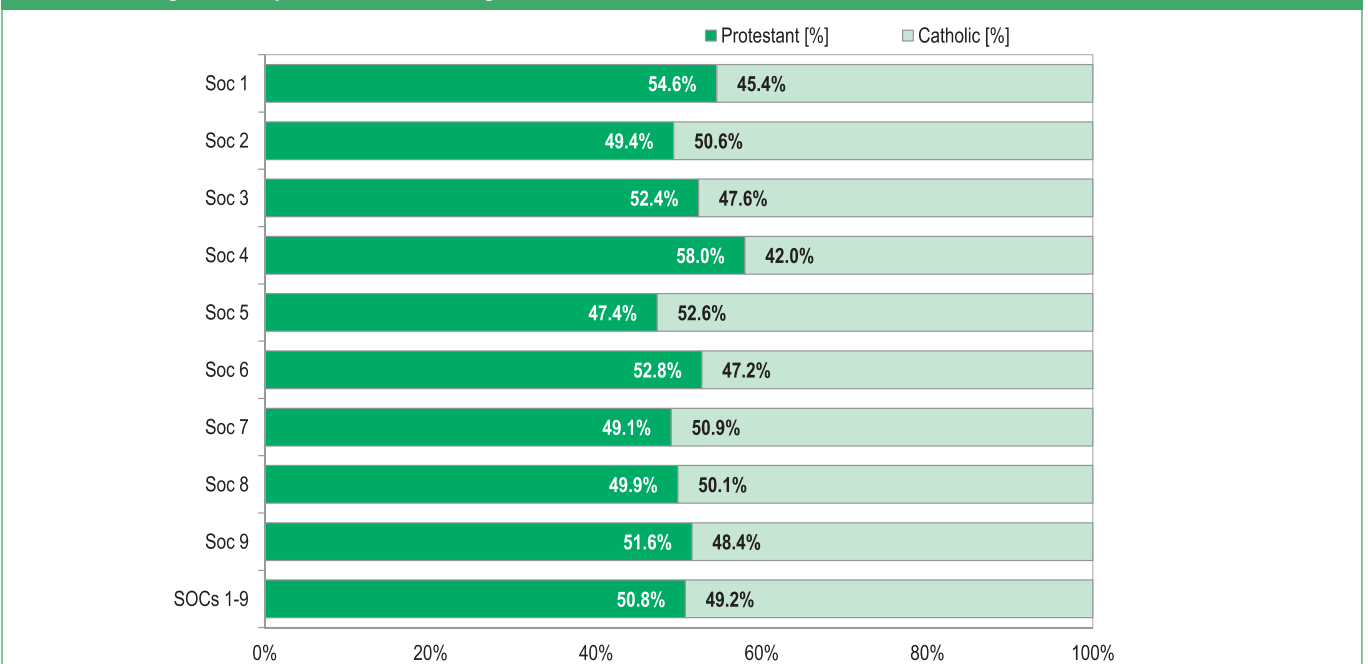
**Chart 3.29: Changes in Private Sector Part-time Employees (n) by Community Background and Sex, 2010-2011 and 2001-2011**



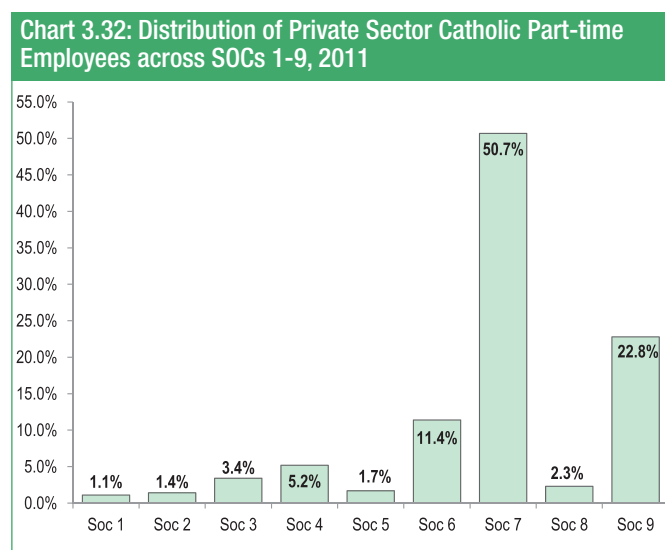
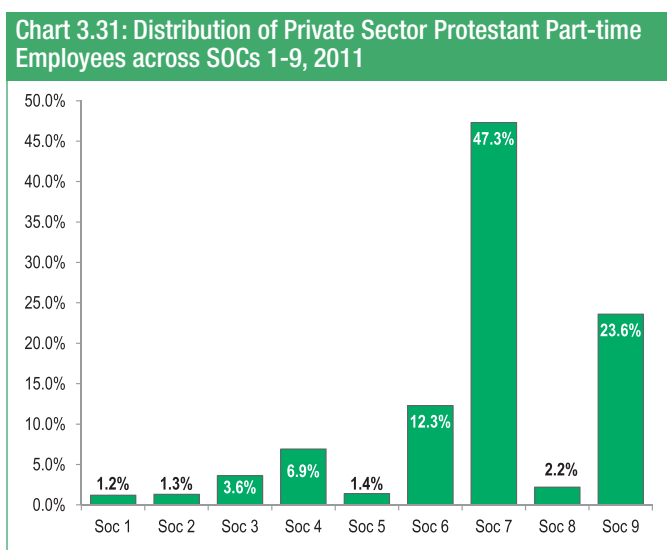
**3.4.4 Community Background and SOC**

In 2011, as in previous years, the religious composition of part-time employees in SOC categories 1-9 varied (Chart 3.30). With reference to the average composition of SOCs 1-9 [50.8% v. 49.2%], Protestants' representation in Administrative and Secretarial Occupations (SOC 4) was [7.2 pp] above average, whilst in Manager and Senior Official Occupations (SOC 1) it was [3.8 pp] above average. Conversely, Roman Catholic representation in Skilled Trades Occupations (SOC 5) was [3.4 pp] above average.

**Chart 3.30: Religious Composition of SOC Categories 1-9 in the Part-time Private Sector, 2011**



In 2011, the greatest proportions of both Protestant and Roman Catholic part-time private sector workers were employed in Sales and Customer Service Occupations (SOC 7). The smallest proportions of both groups were employed in SOC 1 (Charts 3.31 & 3.32). Despite differences in the religious composition of the SOC categories, the distribution of Protestant and Roman Catholic employees across the SOC categories were broadly similar. Notably, both groups were concentrated in SOCs 7 and 9<sup>12</sup>. With regards to differences in sectoral distribution, a greater proportion of Protestant workers than Roman Catholic workers were employed in Administrative and Secretarial Occupations (SOC 4) (6.9% v.5.2%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 7 (50.7% v. 47.3%). For further details on the composition of the private sector part-time workforce by SOC, see Table 3.11 at the end of the chapter.



### 3.5 The Private Sector Workforce: Applicants, Appointees Promotees & Leavers

#### 3.5.1 The Private Sector Workforce: Applicants

There were 518,720 applicants to the private sector in 2011 (Table 3.5), an increase of 9.2% (43,848) from 2010.

**Table 3.5: Private Sector Applicants by Community Background and Sex in 2011**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>111,835</b>	39.7% [26.2%]	<b>117,508</b>	41.7% [27.6%]	<b>52,618</b>	18.7%	<b>281,961</b>	54.4%
<b>Female</b>	<b>91,768</b>	38.8% [21.5%]	<b>105,007</b>	44.4% [24.6%]	<b>39,984</b>	16.9%	<b>236,759</b>	45.6%
<b>Total</b>	<b>203,603</b>	39.3% [47.8%]	<b>222,515</b>	42.9% [52.2%]	<b>92,602</b>	17.9%	<b>518,720</b>	100.0%

12 SOC 9 = Elementary Occupations



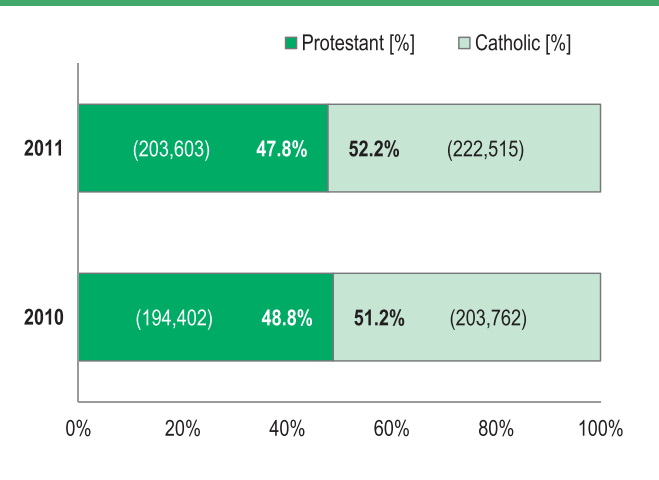
### 3.5.1.1 Community Background

In 2011, [47.8%] of private sector applicants were Protestant; whilst [52.2%] were Roman Catholic (Chart 3.33).

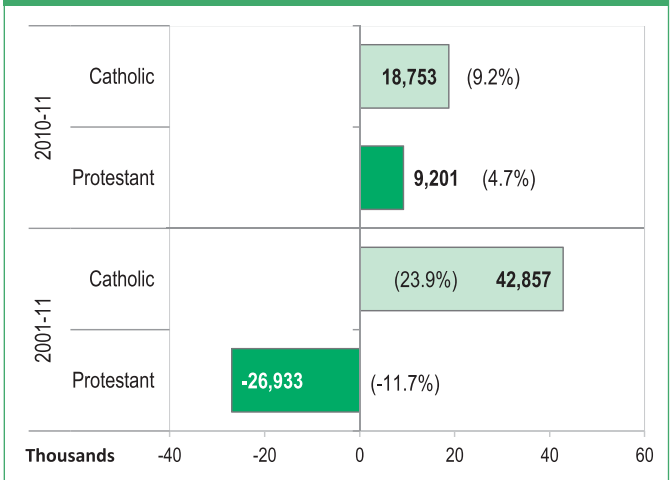
Between 2010 and 2011, the increase in the number of Roman Catholic applicants was greater than that for Protestant applicants (Chart 3.34). Consequently, the Roman Catholic share of private sector applicants increased by [1.0 pp] from [51.2%].

During the period 2001-2011, the number of Protestant private sector applicants decreased overall, whilst the number of Roman Catholic applicants increased (Chart 3.34). Consequently, the Roman Catholic share of private sector applicants increased by [8.4 pp] overall from [43.8%] to [52.2%]. The Roman Catholic share of applicants has gradually increased during this period (Chart 3.35).

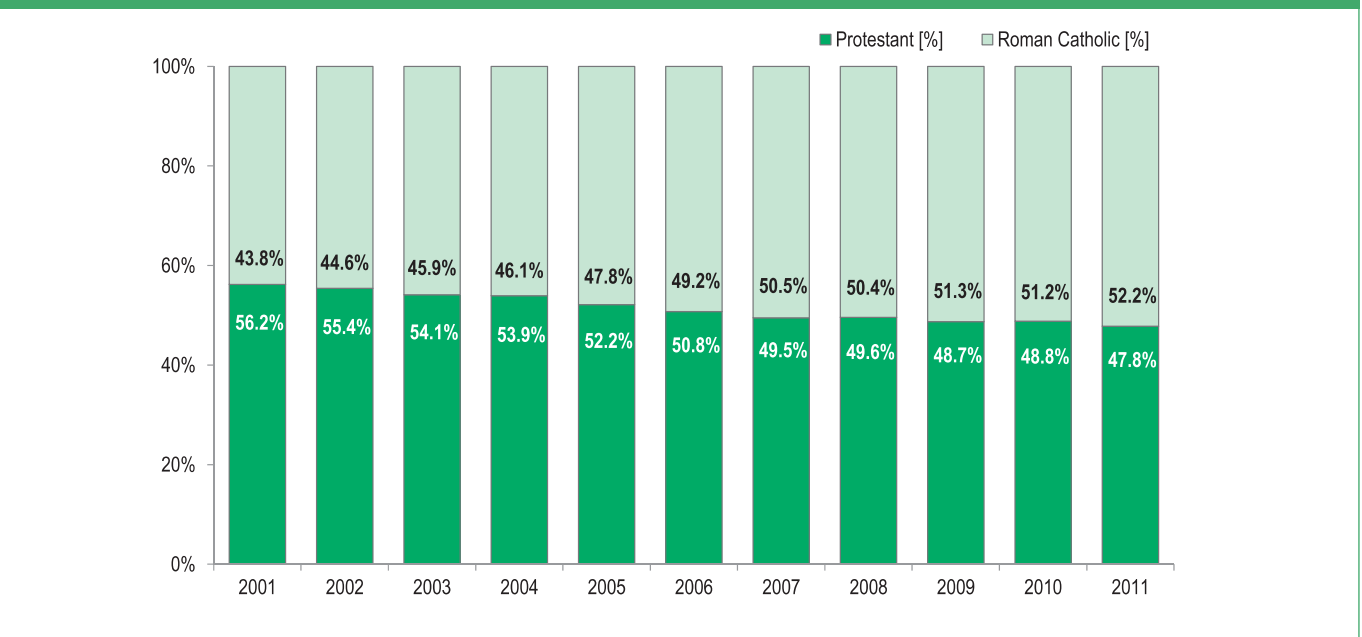
**Chart 3.33: Private Sector Applicants [%] by Community Background, 2010-2011**



**Chart 3.34: Changes in Private Sector Applicants (n) by Community Background, 2010-2011 and 2001-2011**



**Chart 3.35: Private Sector Applicants [%] by Community Background, 2001-2011**

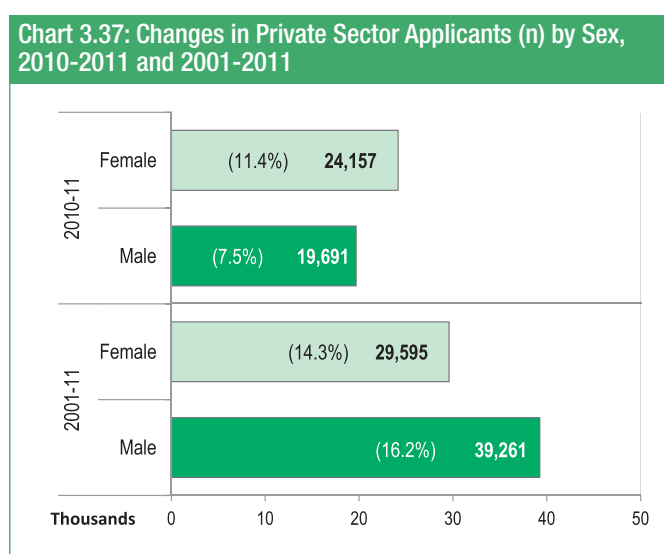
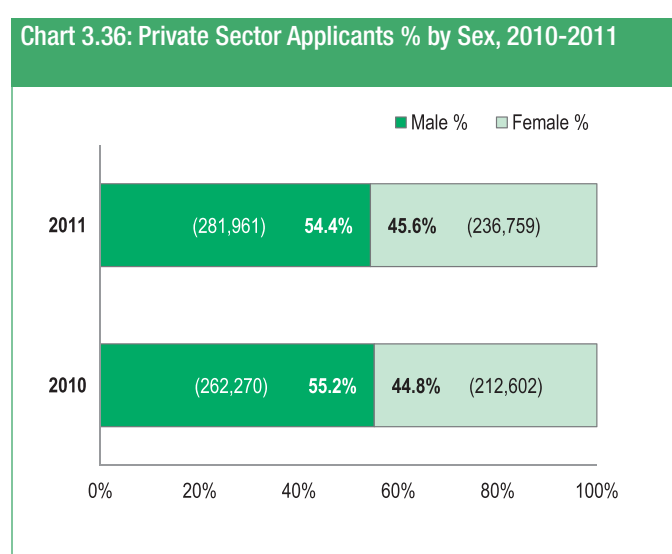


### 3.5.1.2 Sex

In 2011, 54.4% of applicants to the private sector were male, whilst 45.6% were female (Chart 3.36).

Between 2010 and 2011, the number of female private sector applicants increased by a greater amount than did male applicants (Chart 3.37). Thus, the female share of private sector applicants increased by (0.9 pp) from 44.8% in 2010.

During the period 2001-2011, the number of male applicants to the private sector increased by a greater overall amount than did female applicants (Chart 3.37). Thus, the male share of private sector applicants increased by (0.5 pp) overall from 53.9% to 54.4%.



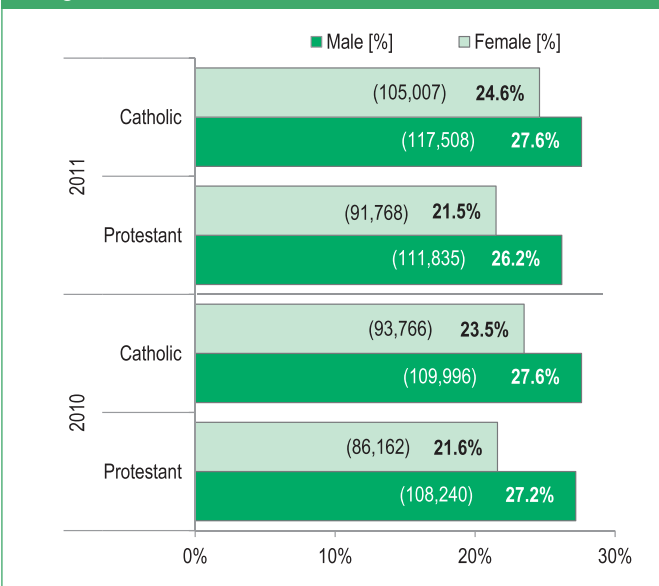
### 3.5.1.3 Community Background and Sex

In 2011, male Protestants and male Roman Catholics each comprised more than one-quarter of applicants to the private sector (Chart 3.38). Female Roman Catholics comprised less than one-quarter of applicants, whilst female Protestants comprised more than one-fifth of applicants.

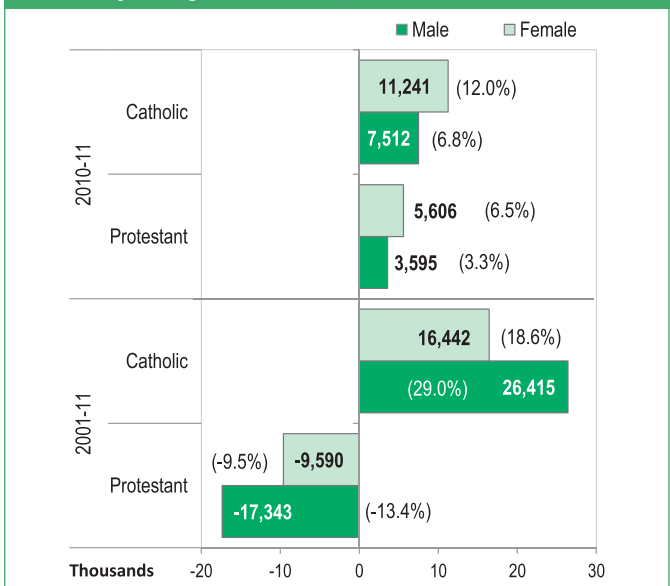
Between 2010 and 2011, each of the four groups increased in numbers of applicants to the private sector. However, the increase in the number of female Roman Catholic applicants was far greater than that for any other group. (Chart 3.39). Consequently, female Roman Catholics' were the only group to see an increase in their share of applicants to the private sector, by [1.1 pp] from [23.5%] in 2010.

During the period 2001-2011, the numbers of male Protestant and female Protestant applicants decreased overall. Conversely, the numbers of male Roman Catholic and female Roman Catholic applicants increased overall (Chart 3.39). Consequently, male Roman Catholics' share of private sector applicants increased by [5.4 pp] overall, from [22.2%] to [27.6%], whilst female Roman Catholics' share of applicants increased by [3.0 pp] overall, from [21.6%] to [24.6%].

**Chart 3.38: Private Sector Applicants [%] by Community Background and Sex, 2010-2011**



**Chart 3.39: Changes in Private Sector Applicants (n) by Community Background and Sex, 2010-2011 and 2001-2011**



### 3.5.2 The Private Sector Workforce: Appointees

There were 55,731 appointees to the private sector in 2011 (Table 3.6), an increase of 0.8% (455) from 2010.

**Table 3.6: Private Sector Appointees by Community Background and Sex in 2011**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>12,570</b>	42.2% [25.8%]	<b>13,369</b>	44.9% [27.4%]	<b>3,849</b>	12.9%	<b>29,788</b>	53.4%
<b>Female</b>	<b>10,716</b>	41.3% [22.0%]	<b>12,054</b>	46.5% [24.7%]	<b>3,173</b>	12.2%	<b>25,943</b>	46.6%
<b>Total</b>	<b>23,286</b>	41.8% [47.8%]	<b>25,423</b>	45.6% [52.2%]	<b>7,022</b>	12.6%	<b>55,731</b>	100.0%

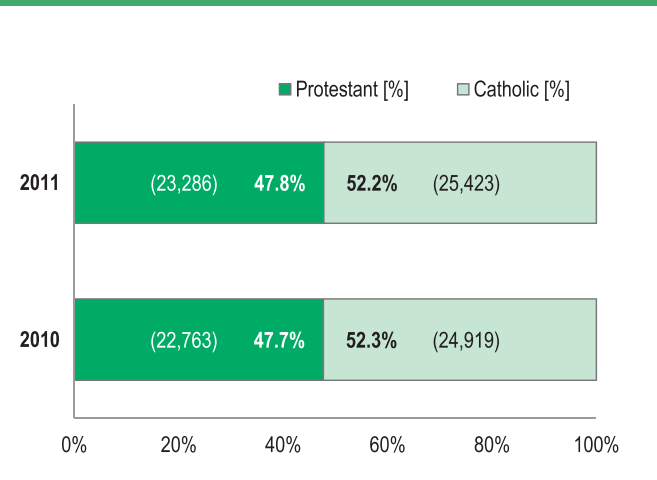
#### 3.5.2.1 Community Background

In 2011, [47.8%] of private sector appointees were Protestant; while [52.2%] were Roman Catholic (Chart 3.40).

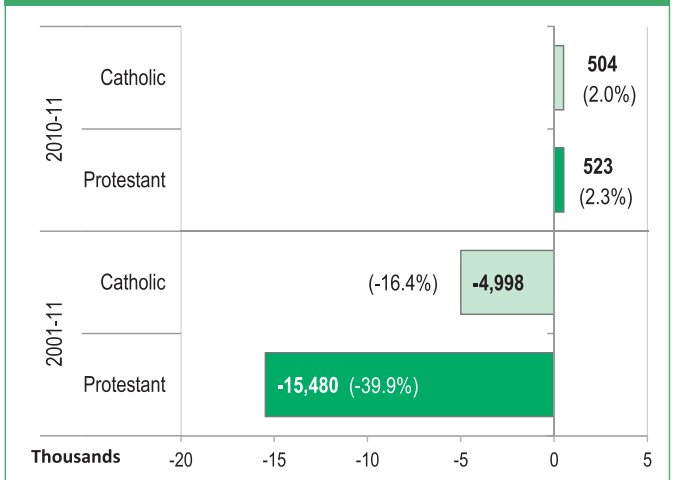
Between 2010 and 2011, the increase in the number of Protestant appointees to the private sector was slightly greater than that for Roman Catholic appointees (Chart 3.41). Thus, the Protestant shares of private sector appointees increased slightly by [0.1 pp] from [47.7%] in 2010.

During the period 2001-2011, the overall decrease in the number of Protestant appointees was greater than that for Roman Catholic appointees (Chart 3.41). Consequently, the Roman Catholic share of private sector appointees increased by [8.2 pp] overall from [44.0%] to [52.2%]. Over this period, the proportion of appointees accounted for by Roman Catholics has gradually increased. However, 2011 is the first year in which the proportion of appointees accounted for by Roman Catholic decreased (Chart 3.42).

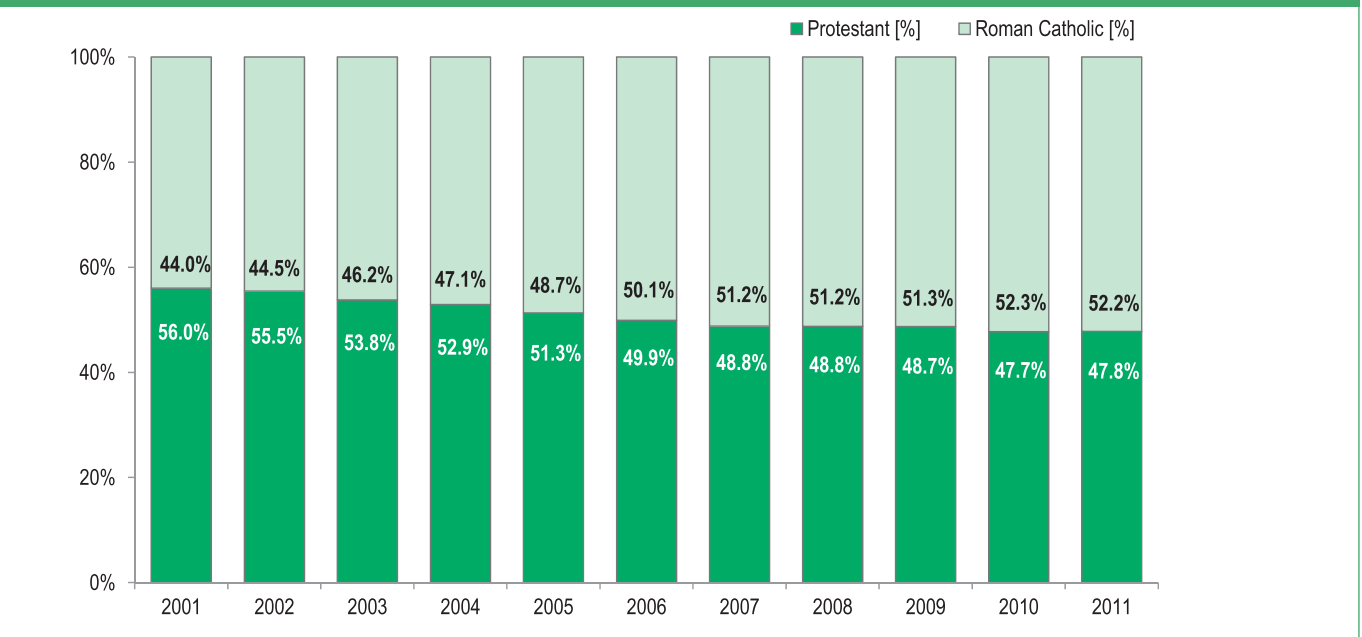
**Chart 3.40: Private Sector Appointees [%] by Community Background, 2010-2011**



**Chart 3.41: Changes in Private Sector Appointees (n) by Community Background, 2010-2011 and 2001-2011**



**Chart 3.42: Private Sector Appointees [%] by Community Background, 2001-2011**



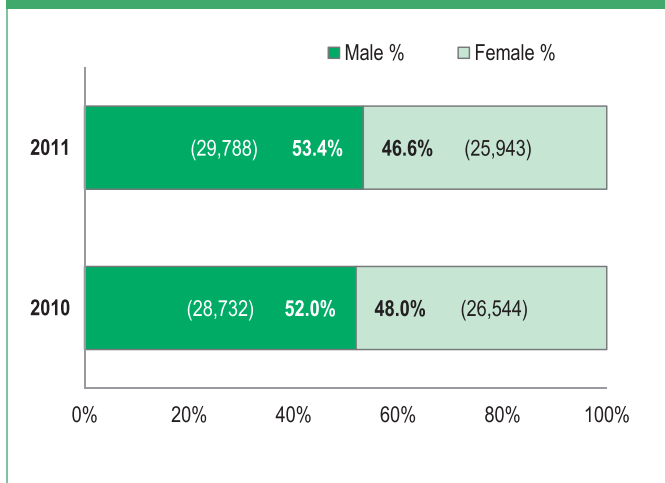
### 3.5.2.2 Sex

**In 2011, 53.4% of appointees to the private sector were male, whilst 46.6% were female** (Chart 3.43).

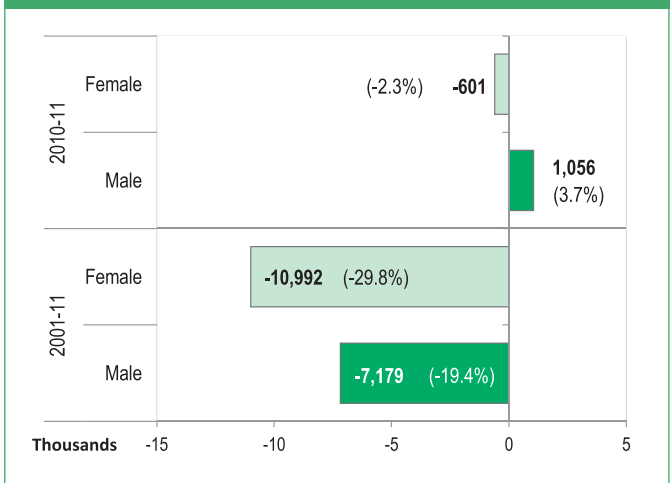
Between 2010 and 2011, the number of male private sector appointees increased, whilst the number of female appointees decreased (Chart 3.44). Consequently, the male share of private sector appointees increased by (1.4 pp) from 52.0%.

During the period 2001-2011, the decrease in the number of female appointees to the private sector was greater than that for male appointees (Chart 3.44). Consequently, the male share of private sector appointees increased by (3.4 pp) overall from 50.0% to 53.4%.

**Chart 3.43: Private Sector Appointees % by Sex, 2010-2011**



**Chart 3.44: Changes in Private Sector Appointees (n) by Sex, 2010-2011 and 2001-2011**

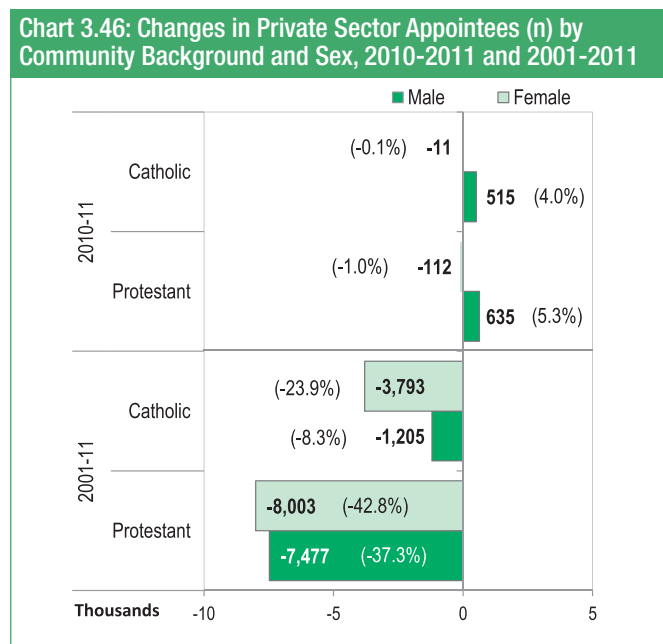
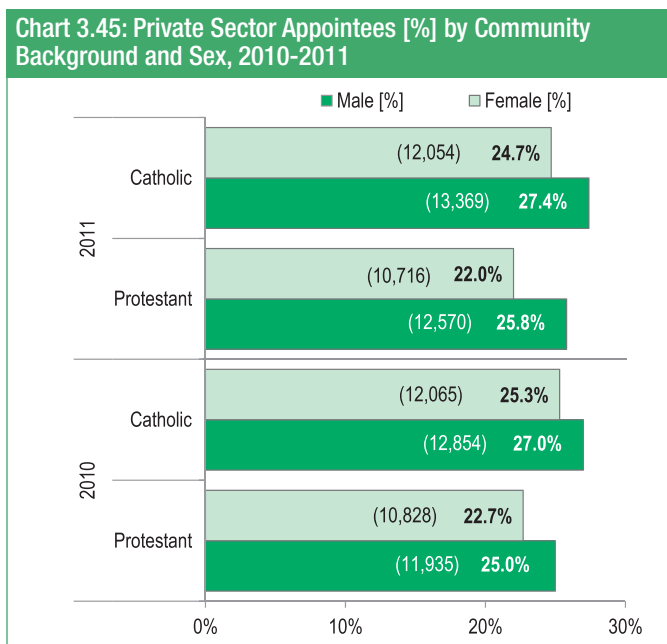


### 3.5.2.3 Community Background and Sex

**In 2011, male Protestants and male Roman Catholics each comprised more than one-quarter of appointees to the private sector** (Chart 3.45). Female Roman Catholics comprised less than one-quarter of appointees, whilst female Protestants comprised more than one-fifth of appointees.

Between 2010 and 2011, the numbers of male Protestant and male Roman Catholic appointees increased, whilst the numbers of female Protestant and female Roman Catholic appointees decreased (Chart 3.46). Consequently, male Protestants' share of private sector appointees increased by [0.8 pp] from [25.0%], while male Roman Catholic appointees share increased by [0.4 pp] from [27.0%].

During the period 2001-2011, each of the four groups decreased overall in numbers of appointees to the public sector. The overall decreases in the numbers of male Protestant and female Protestant appointees were greater than those for male Roman Catholic and female Roman Catholic appointees (Chart 3.46). Thus, the male Roman Catholic share of appointees increased by [6.4 pp] overall, from [21.1%] to [27.4%], while the female Roman Catholic share of appointees increased by [1.8 pp] overall, from [22.9%] to [24.7%].



### 3.5.3 The Private Sector Workforce: Promotees

There were 3,667 promotees in the private sector in 2011 (Table 3.7), an increase of 15.3% (486) from 2010.

**Table 3.7: Private Sector Promotees by Community Background and Sex in 2011**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>1,083</b>	50.9% [33.3%]	<b>803</b>	37.7% [24.7%]	<b>242</b>	11.4%	<b>2,128</b>	58.0%
<b>Female</b>	<b>715</b>	46.5% [22.0%]	<b>652</b>	42.4% [20.0%]	<b>172</b>	11.2%	<b>1,539</b>	42.0%
<b>Total</b>	<b>1,798</b>	49.0% [55.3%]	<b>1,455</b>	39.7% [44.7%]	<b>414</b>	11.3%	<b>3,667</b>	100.0%

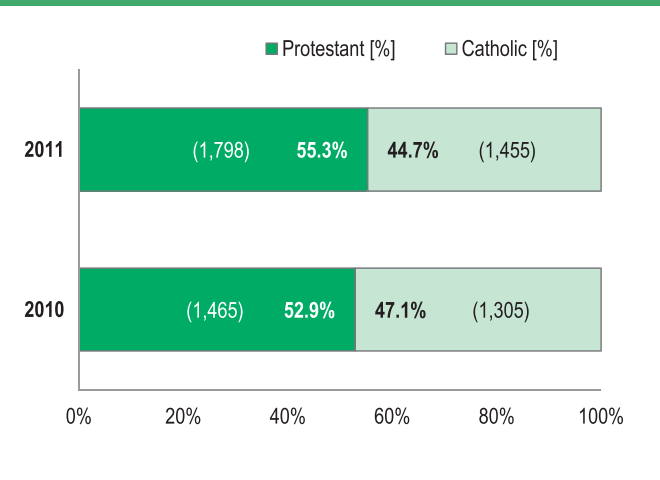
#### 3.5.3.1 Community Background

In 2011, [55.3%] of private sector promotees were Protestant; whilst [44.7%] were Roman Catholic (Chart 3.47).

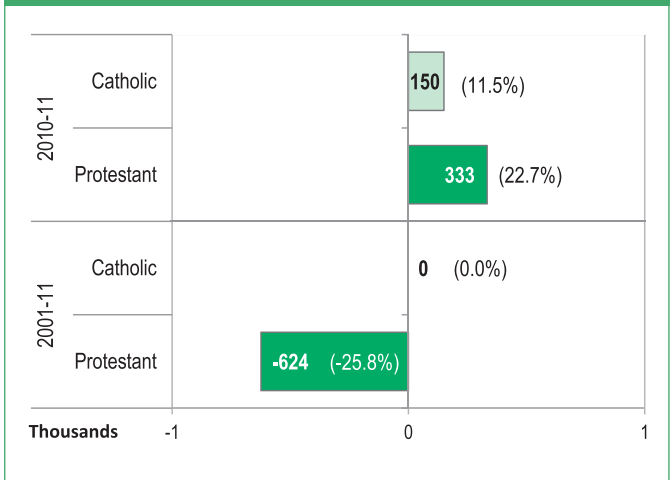
Between 2010 and 2011, the increase in the number of Protestant promotees in the private sector was greater than that for Roman Catholic promotees (Chart 3.48). Thus, the Protestant shares of private sector promotees increased by [2.4 pp] from [52.9%] in 2010.

During the period 2001-2011, the number of Protestant promotees in the private sector decreased overall, whilst the overall number of Roman Catholic promotees remained unchanged (Chart 3.48). Thus, the Roman Catholic share of private sector promotees increased by [7.2 pp] overall from [37.5%] to [44.7%].

**Chart 3.47: Private Sector Promotees [%] by Community Background, 2010-2011**



**Chart 3.48: Changes in Private Sector Promotees (n) by Community Background, 2010-2011 and 2001-2011**



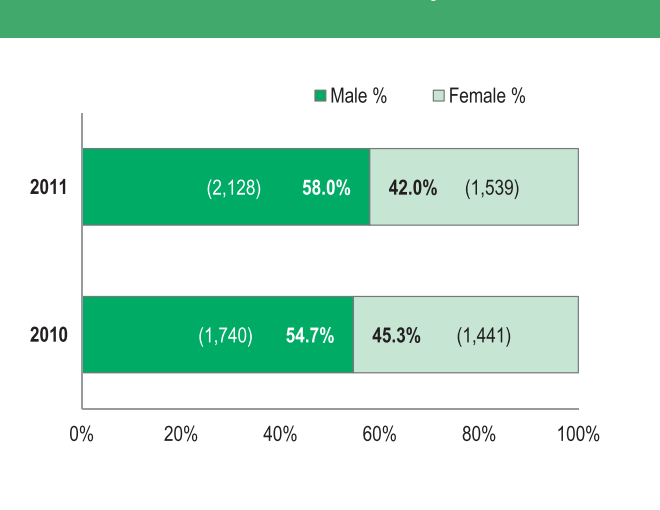
**3.5.3.2 Sex**

In 2011, the majority (58.0%) of promotees in the private sector were male, whilst more than two-fifths were female (Chart 3.49).

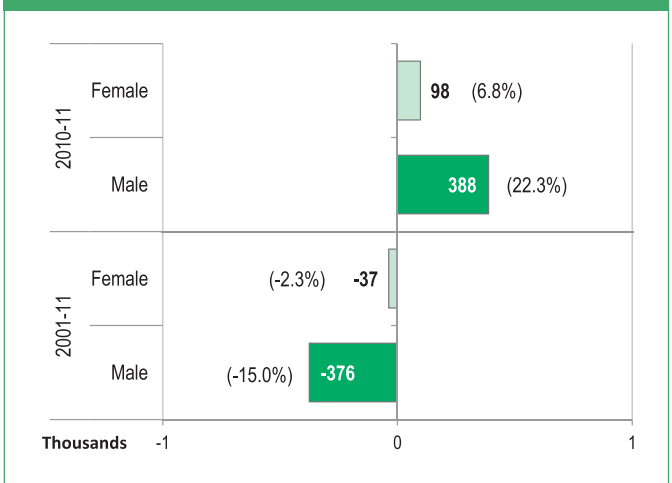
Between 2010 and 2011, the number of male private sector promotees increased by a greater amount than did female promotees (Chart 3.50). Thus, the male share of private sector promotees increased by (3.3 pp) from (54.7%).

During the period 2001-2011, the decrease in the number of male promotees in the private sector was greater than that for female promotees (Chart 3.50). Consequently, the female share of private sector promotees increased by (3.4 pp) overall from 38.6% to 42.0%.

**Chart 3.49: Private Sector Promotees % by Sex, 2010-2011**



**Chart 3.50: Changes in Private Sector Promotees (n) by Sex, 2010-2011 and 2001-2011**

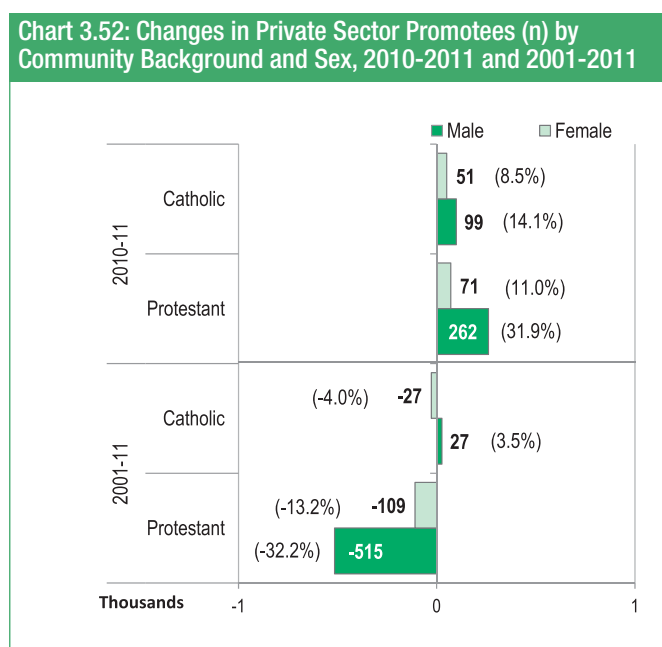
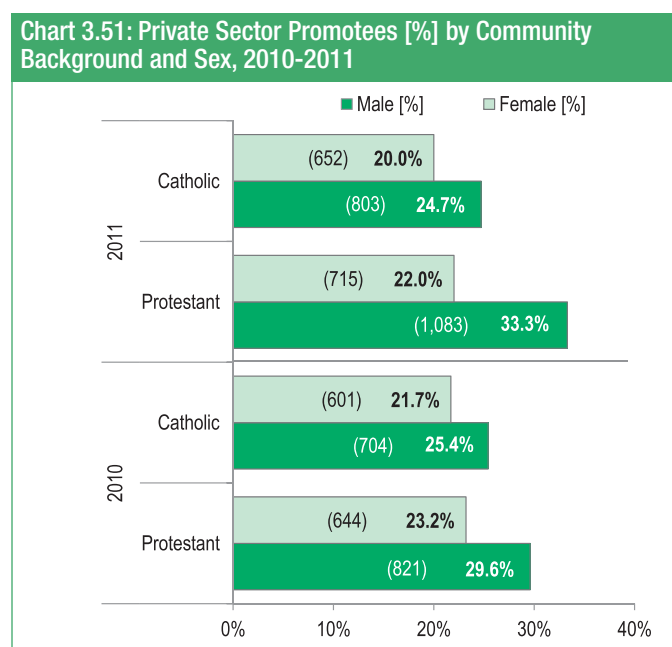


### 3.5.3.3 Community Background and Sex

In 2011, one-third of promotees in the private sector were male Protestants, whilst one-quarter were male Roman Catholics (Chart 3.51). Female Protestants and female Roman Catholics each comprised around one-fifth of promotees.

Between 2010 and 2011, each of the four groups increased in numbers of promotees in the private sector. However, the increase in the number of male Protestant promotees was far greater than that for any other group (Chart 3.52). Consequently, male Protestants' were the only group to see an increase in their share of promotees in the private sector, by [3.7 pp] from [29.6%] in 2010.

During the period 2001-2011, male Roman Catholics were the only group to see an overall increase in number of promotees in the private sector, while female Roman Catholic promotees decreased by the smallest overall amount (Chart 3.52). Thus, male Roman Catholics' share of promotees increased by [4.7 pp] overall from [20.0%] to [24.7%], while female Roman Catholics' share increased by [2.5 pp] overall from [17.5%] to [20.0%].



### 3.5.4 The Private Sector Workforce: Leavers

There were 36,697 leavers from the private sector in 2011 (Table 3.8), a decrease of 11.6% (-4,796) from 2010.

**Table 3.8: Private Sector Leavers by Community Background and Sex in 2011**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>7,309</b>	40.0% [23.4%]	<b>8,133</b>	44.5% [26.0%]	<b>2,845</b>	15.6%	<b>18,287</b>	49.8%
<b>Female</b>	<b>7,512</b>	40.8% [24.0%]	<b>8,298</b>	45.1% [26.6%]	<b>2,600</b>	14.1%	<b>18,410</b>	50.2%
<b>Total</b>	<b>14,821</b>	40.4% [47.4%]	<b>16,431</b>	44.8% [52.6%]	<b>5,445</b>	14.8%	<b>36,697</b>	100.0%

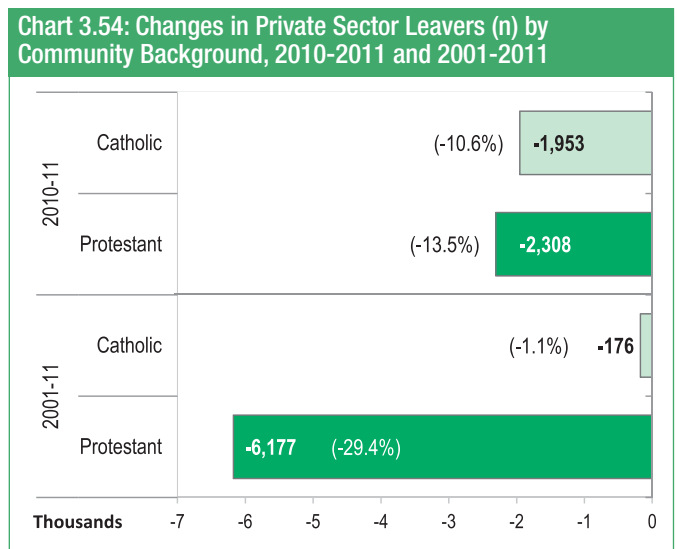
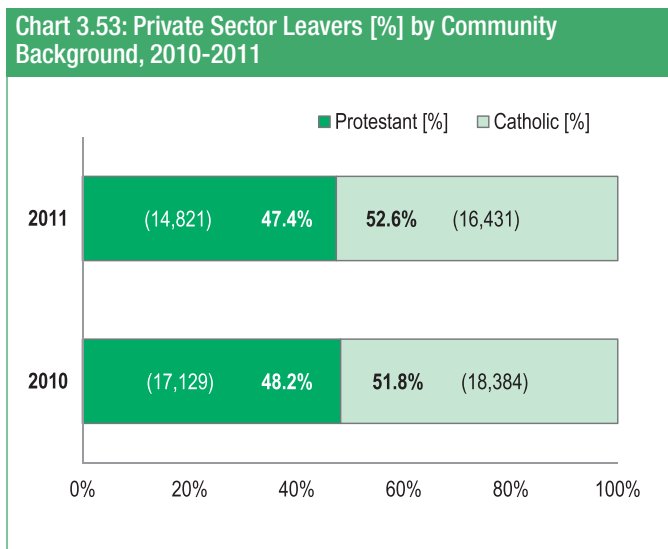


### 3.5.4.1 Community Background

In 2011, [47.4%] of private sector leavers were Protestant; while [52.6%] were Roman Catholic (Chart 3.53).

Between 2010 and 2011, the number of Protestant leavers from the private sector decreased by a greater amount than did Roman Catholic leavers (Chart 3.54). Thus, the Roman Catholic share of private sector leavers increased by [0.8 pp] from [51.8%].

During the period 2001-2011, the overall decrease in the number of Protestant leavers from the private sector was greater than that for Roman Catholic leavers (Chart 3.54). Thus, the Roman Catholic share of private sector leavers increased by [8.4 pp] overall from [44.2%] to [52.6%].



### 3.5.4.2 Sex

In 2011, males and females accounted for similar proportions of leavers from the private sector (Chart 3.55).

Between 2010 and 2011, the number of male private sector leavers decreased by a greater amount than did female leavers (Chart 3.56). Thus, the female share of private sector leavers increased by (2.8 pp) from (47.4%).

During the period 2001-2011, the overall decrease in the number of female private sector leavers was greater than that for male leavers (Chart 3.56). Thus, the male share of private sector leavers increased by (0.1 pp) overall from 49.7% to 49.8%.

Chart 3.55: Private Sector Leavers % by Sex, 2010-2011

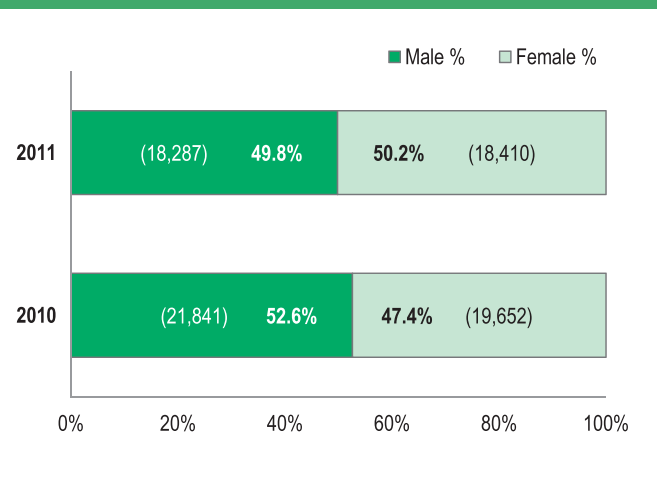
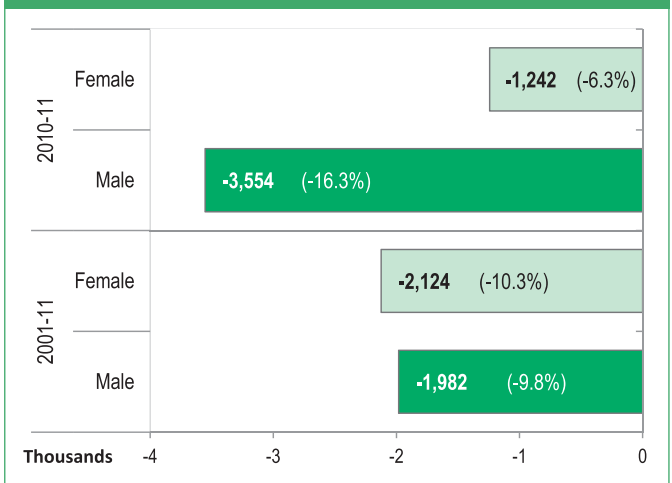


Chart 3.56: Changes in Private Sector Leavers (n) by Sex, 2010-2011 and 2001-2011



3.5.4.3 Community Background and Sex

In 2011, male Roman Catholics and female Roman Catholics each comprised more than one-quarter of leavers from the private sector (Chart 3.57). Male Protestants and female Protestants each comprised less than one-quarter of leavers.

Between 2010 and 2011, the numbers of male Protestant and male Roman Catholic leavers decreased by greater amounts than did female Protestant or female Roman Catholic leavers (Chart 3.58). Thus, the female Protestant share of leavers increased by [1.4 pp] from [22.6%], while the female Roman Catholic share increased by [1.9 pp] from [24.7%].

During the period 2001-2011, male Roman Catholics were the only group to increase overall in numbers of leavers from the private sector. Female Roman Catholic leavers decreased by the smallest overall amount (Chart 3.58). Consequently, male Roman Catholics' share of leavers increased by [4.7 pp] overall, from [21.3%] to [26.0%], while female Roman Catholics' share increased by [3.7 pp] overall, from [22.9%] to [26.6%].

Chart 3.57: Private Sector Leavers [%] by Community Background and Sex, 2010-2011

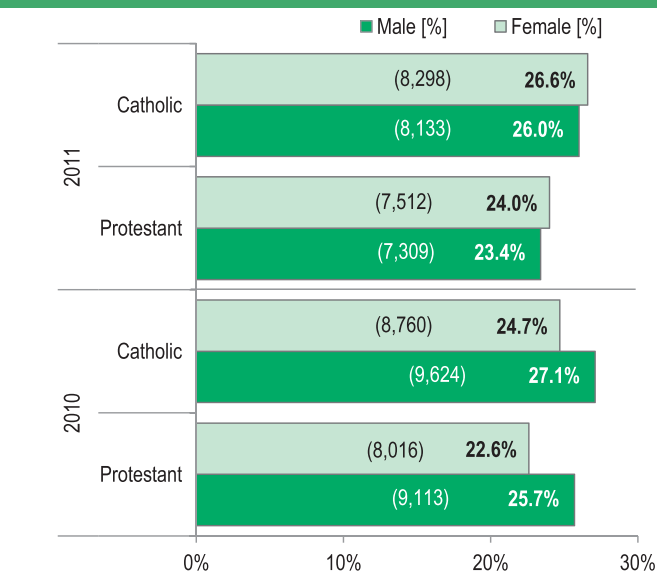
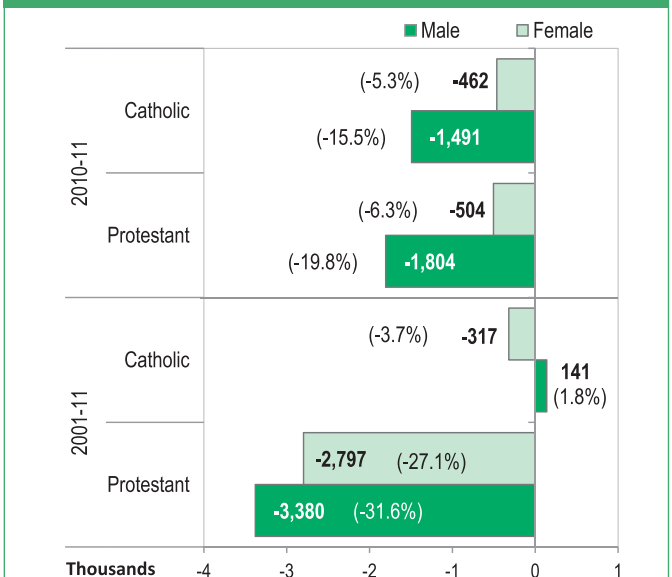


Chart 3.58: Changes in Private Sector Leavers (n) by Community Background and Sex, 2010-2011 and 2001-2011



### 3.6 Additional Tables for Chapter 3

Table 3.9: Private Sector (All) Employees by Community Background and SOC in 2011								
SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	15,749	9.8	55.6	12,587	9.2	44.4	28,336	9.5
SOC 2	9,136	5.7	50.0	9,142	6.7	50.0	18,278	6.1
SOC 3	11,915	7.4	54.3	10,048	7.3	45.7	21,963	7.4
SOC 4	19,366	12.0	58.1	13,958	10.2	41.9	33,324	11.2
SOC 5	15,959	9.9	58.9	11,144	8.1	41.1	27,103	9.1
SOC 6	11,869	7.4	54.0	10,098	7.4	46.0	21,967	7.4
SOC 7	36,185	22.5	52.2	33,160	24.2	47.8	69,345	23.3
SOC 8	19,944	12.4	49.5	20,331	14.8	50.5	40,275	13.5
SOC 9	20,752	12.9	55.7	16,480	12.0	44.3	37,232	12.5
<b>Total</b>	<b>160,875</b>	<b>100.0</b>	<b>54.0</b>	<b>136,948</b>	<b>100.0</b>	<b>46.0</b>	<b>297,823</b>	<b>100.0</b>

Table 3.10: Private Sector Full-time Employees by Community Background and SOC in 2011								
SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	15,438	11.4	55.6	12,328	10.9	44.4	27,766	11.2
SOC 2	8,801	6.5	50.0	8,799	7.8	50.0	17,600	7.1
SOC 3	11,013	8.1	54.4	9,229	8.2	45.6	20,242	8.1
SOC 4	17,646	13.0	58.1	12,714	11.3	41.9	30,360	12.2
SOC 5	15,599	11.5	59.2	10,744	9.5	40.8	26,343	10.6
SOC 6	8,798	6.5	54.5	7,349	6.5	45.5	16,147	6.5
SOC 7	24,403	17.9	53.8	20,923	18.5	46.2	45,326	18.2
SOC 8	19,394	14.3	49.5	19,778	17.5	50.5	39,172	15.7
SOC 9	14,879	10.9	57.6	10,971	9.7	42.4	25,850	10.4
<b>Total</b>	<b>135,971</b>	<b>100.0</b>	<b>54.6</b>	<b>112,835</b>	<b>100.0</b>	<b>45.4</b>	<b>248,806</b>	<b>100.0</b>

Table 3.11: Private Sector Part-time Employees by Community Background and SOC in 2011								
SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	311	1.2	54.6	259	1.1	45.4	570	1.2
SOC 2	335	1.3	49.4	343	1.4	50.6	678	1.4
SOC 3	902	3.6	52.4	819	3.4	47.6	1,721	3.5
SOC 4	1,720	6.9	58.0	1,244	5.2	42.0	2,964	6.0
SOC 5	360	1.4	47.4	400	1.7	52.6	760	1.6
SOC 6	3,071	12.3	52.8	2,749	11.4	47.2	5,820	11.9
SOC 7	11,782	47.3	49.1	12,237	50.7	50.9	24,019	49.0
SOC 8	550	2.2	49.9	553	2.3	50.1	1,103	2.3
SOC 9	5,873	23.6	51.6	5,509	22.8	48.4	11,382	23.2
<b>Total</b>	<b>24,904</b>	<b>100.0</b>	<b>50.8</b>	<b>24,113</b>	<b>100.0</b>	<b>49.2</b>	<b>49,017</b>	<b>100.0</b>



## Chapter 4

# THE PUBLIC SECTOR

## 4. The Public Sector

### Key Details

#### ALL EMPLOYEES

- The composition of the public sector workforce was 94,181 [53.2%] Protestant and 82,919 [46.8%] Roman Catholic.
- Between 2010 and 2011, total Protestant employment decreased by 2.4% (-2,343), the largest since 2007, while total Roman Catholic employment decreased by 0.9% (-719), the largest during the period 2001-2010. Thus, overall, the Roman Catholic share increased by [0.4 pp] from [46.4%] to [46.8%].
- The public sector accounted for 36.5% of the total, monitored Northern Ireland workforce, and comprised 186,266 employees. This represents a decrease in employees of 1.8% (-3,506) from 2010, the largest during the period 2001-2010.
- Nearly two-thirds (64.1%, n=119,358) of public sector employees were female.

#### FULL-TIME WORKFORCE

- The composition of the full-time workforce was 79,990 [53.2%] Protestant and 70,239 [46.8%] Roman Catholic.
- Between 2010 and 2011, full-time Protestant employment decreased by 2.5% (-2,089), the largest since 2008, while full-time Roman Catholic employment decreased by 0.7% (-504), the largest year-on-year decline for the period 2001-2011. Overall, the Roman Catholic share of the full-time public sector workforce increased by [0.5 pp] from [46.3%] to [46.8%].
- The full-time workforce accounted for 84.6% of the public sector workforce, and comprised 157,620 employees. This represents a decrease of 1.9% (-3,000) from 2010, the largest year-on-year decline during the period 2001-2011.

#### PART-TIME WORKFORCE

- The composition of the part-time workforce was 14,191 [52.8%] Protestant and 12,680 [47.2%] Roman Catholic.
- Between 2010 and 2011, part-time Protestant employment decreased by 1.8% (-254), while part-time Roman Catholic employment decreased by 1.7% (-215). As the Protestant and Roman Catholic changes in employment were similar, their shares of the part-time workforce remained the same as in 2010.
- The part-time workforce accounted for 15.4% of the public sector workforce, and comprised 28,646 employees. This represents a decrease of 1.7% (-506) in employees from 2010, the majority of whom were either female Roman Catholic (-189) or female Protestant (-170) employees.

#### FLOWS IN EMPLOYMENT

- The number of applicants to the public sector (133,976) was at its lowest for the period 2001-2011 (excluding RPA-affected returns in 2008). The composition was [50.6%] Protestant and [49.4%] Roman Catholic.
- The number of appointees to the public sector (10,453) was at its lowest for the period 2001-2011 (excluding RPA-affected returns in 2008). The composition was [48.7%] Protestant and [51.3%] Roman Catholic.
- The number of leavers from the public sector (22,162) was at its lowest for the period 2001-2011 (excluding RPA-affected returns in 2008). The composition was [55.5%] Protestant and [44.5%] Roman Catholic.

## 4.1 The Public Sector Workforce: Introduction

The purpose of this chapter is to help inform employers and other interested parties about wider compositional trends within the public sector that, alongside information on labour availability, may better inform their own considerations of fair participation in specific employment(s).

In 2011, a total of 122 public bodies submitted monitoring returns to the Commission, accounting for more than 186,000 employees and 36.5% of the total monitored workforce. The public sector enjoyed steady growth between 2001 (n=175,083) and 2005 (n=194,077), but in 2011 the public sector workforce was at its lowest level since 2003, when it comprised 181,499 employees.

### 4.1.1 Dynamic of Change: Public Sector Workforce 2010-2011

Between 2010 and 2011, a decrease in employee numbers was recorded for all groups in the public sector workforce. Overall, the sector contracted by 3,506 employees. During this period, the greatest decrease in numbers in employment occurred among full-time Protestant male employees (-1,259), followed by full-time Protestant female employees (-830). Among the part-time workforce, Roman Catholic females saw the greatest decrease in numbers in employment (-189). Thus, overall the number of Protestant employees decreased by more than their Roman Catholic counterparts, and as a result, the Roman Catholic share of the total public sector workforce increased by [0.4 pp] from [46.4%] in 2010.

## 4.2 The Public Sector Workforce: All Employees

There were 186,266 employees in the public sector in 2011 (Table 4.1), a decrease of 1.8% (-3,506) from 2010.

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>35,351</b>	52.8% [20.0%]	<b>27,721</b>	41.4% [15.7%]	<b>3,836</b>	5.7%	<b>66,908</b>	35.9%
<b>Female</b>	<b>58,830</b>	49.3% [33.2%]	<b>55,198</b>	46.2% [31.2%]	<b>5,330</b>	4.5%	<b>119,358</b>	64.1%
<b>Total</b>	<b>94,181</b>	50.6% [53.2%]	<b>82,919</b>	44.5% [46.8%]	<b>9,166</b>	4.9%	<b>186,266</b>	100.0%

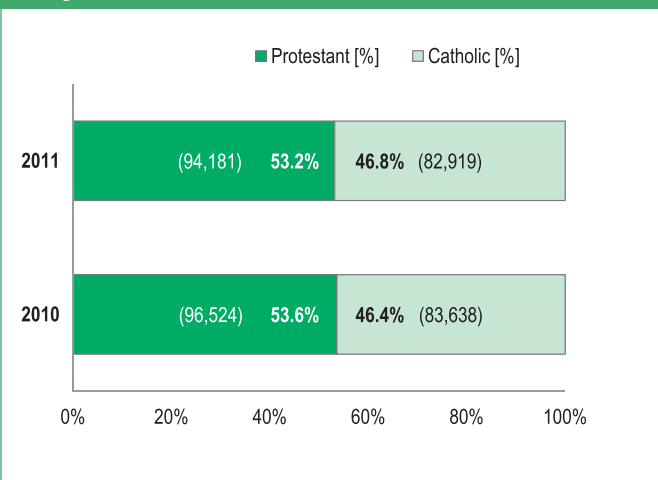
### 4.2.1 Community Background

**In 2011, [53.2%] of public sector employees were Protestant; while [46.8%] were Roman Catholic (Chart 4.1).**

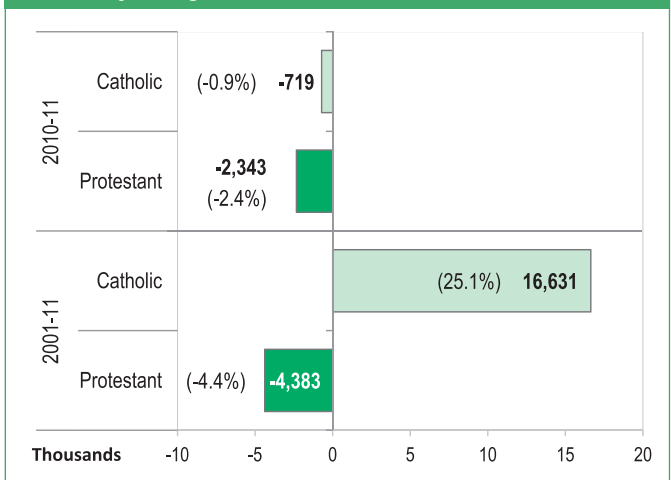
Between 2010 and 2011, the number of Protestant employees decreased by a greater amount than Roman Catholic employees (Chart 4.2). Thus, the Roman Catholic share of the public sector workforce increased by [0.4 pp] from [46.4%].

During the period 2001-2011, the number of Roman Catholic public sector employees increased overall, whilst the number of Protestant employees decreased (Chart 4.2). Thus, the Roman Catholic share of the public sector workforce increased by [6.6 pp] overall from [40.2%] to [46.8%]. The Roman Catholic share of employees has gradually increased year-on-year during this period (Chart 4.3).

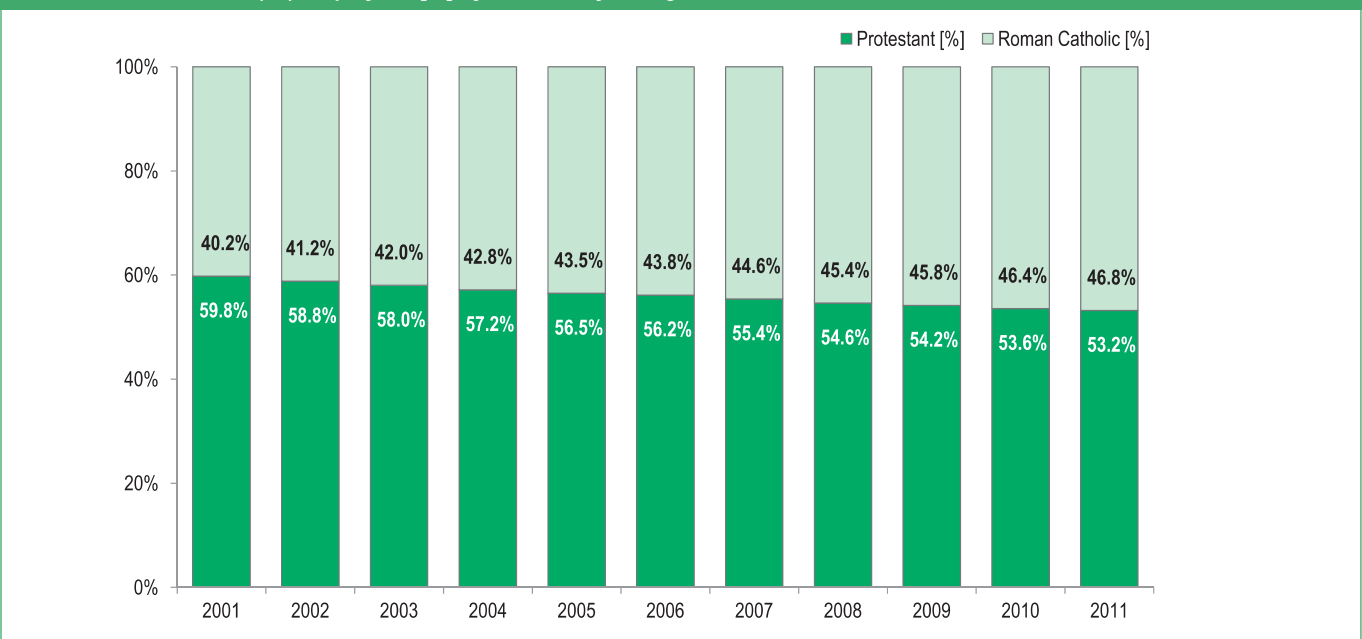
**Chart 4.1: Public Sector (All) Employees [%] by Community Background, 2010-2011**



**Chart 4.2: Changes in Public Sector (All) Employees (n) by Community Background, 2010-2011 and 2001-2011**



**Chart 4.3: Public Sector (All) Employees [%] by Community Background, 2001-2011**



### 4.2.2 Sex

In 2011, nearly two-thirds of public sector employees were female, while more than one-third were male (Chart 4.4).

Between 2010 and 2011, the number of male public sector employees decreased by a greater amount than female employees (Chart 4.5). Thus, the female share of the public sector workforce increased slightly by (0.4 pp) from 63.7%.

During the period 2001-2011, the number of male employees decreased overall, whilst the number of female employees increased (Chart 4.5). Thus, the female share of the public sector workforce increased by (5 pp) overall from 59.1% to 64.1%.



Chart 4.4: Public Sector (All) Employees % by Sex, 2010-2011

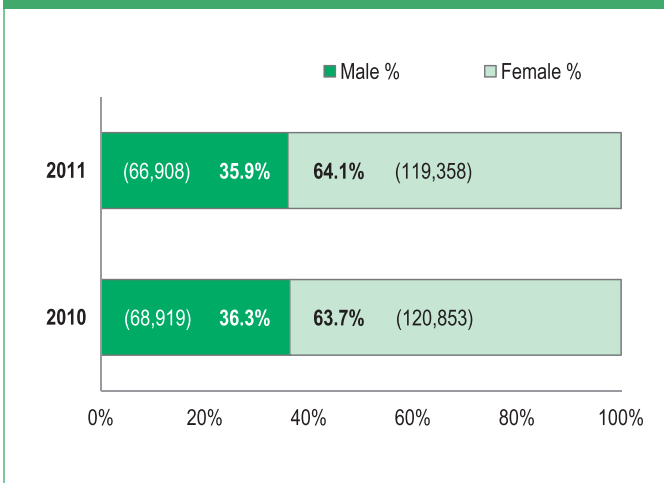
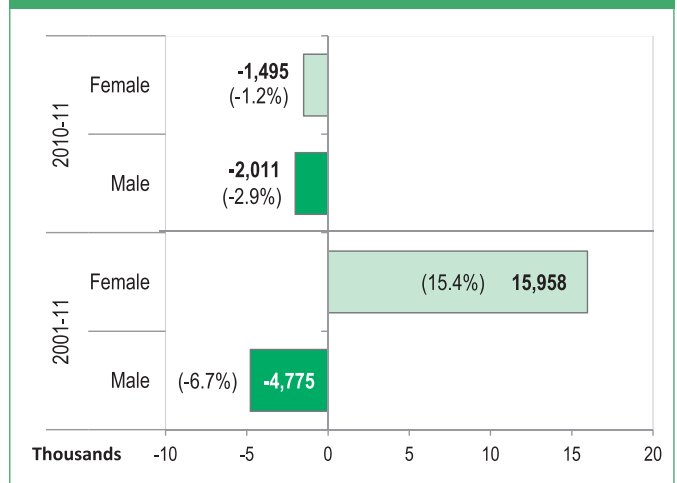


Chart 4.5: Changes in Public Sector (All) Employees (n) by Sex, 2010-2011 and 2001-2011



### 4.2.3 Community Background and Sex

In 2011, female Protestants and female Roman Catholics comprised nearly two-thirds of the public sector workforce (Chart 4.6). One-fifth of employees were Male Protestants, while less than one-sixth were male Roman Catholic employees.

Between 2010 and 2011, male Protestant and female Protestant employment decreased by greater amounts than did male Roman Catholic and female Roman Catholic employment (Chart 4.7). Consequently, male Roman Catholic employees' share of the public sector workforce increased by [0.1 pp] from [15.6%], while female Roman Catholic employees' share increased by [0.4 pp] from [30.8%].

During the period 2001-2011, male Protestants were the only group to decrease overall in employment, while female Protestant employees increased by the smallest overall amount (Chart 4.7). Consequently, the male Roman Catholic share of the public sector workforce increased by [1.4 pp] overall from [14.3%] to [15.7%], while the female Roman Catholic share increased by [5.2 pp] overall from [26.0%] to [31.2%].

Chart 4.6: Public Sector (All) Employees [%] by Community Background and Sex, 2010-2011

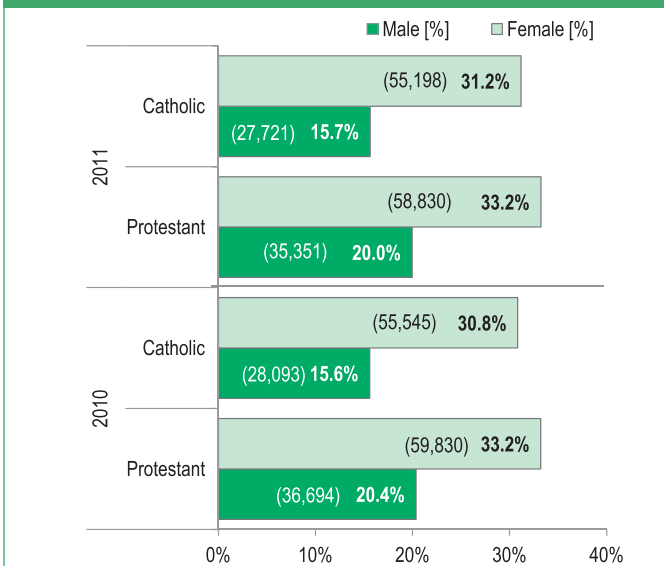
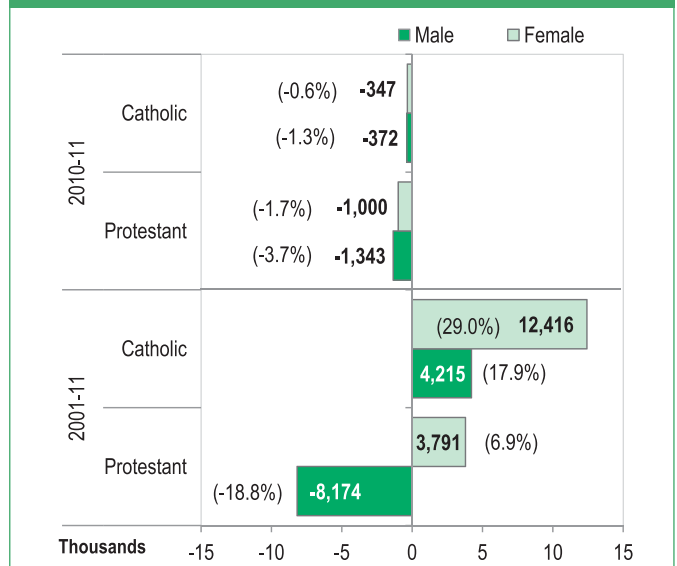


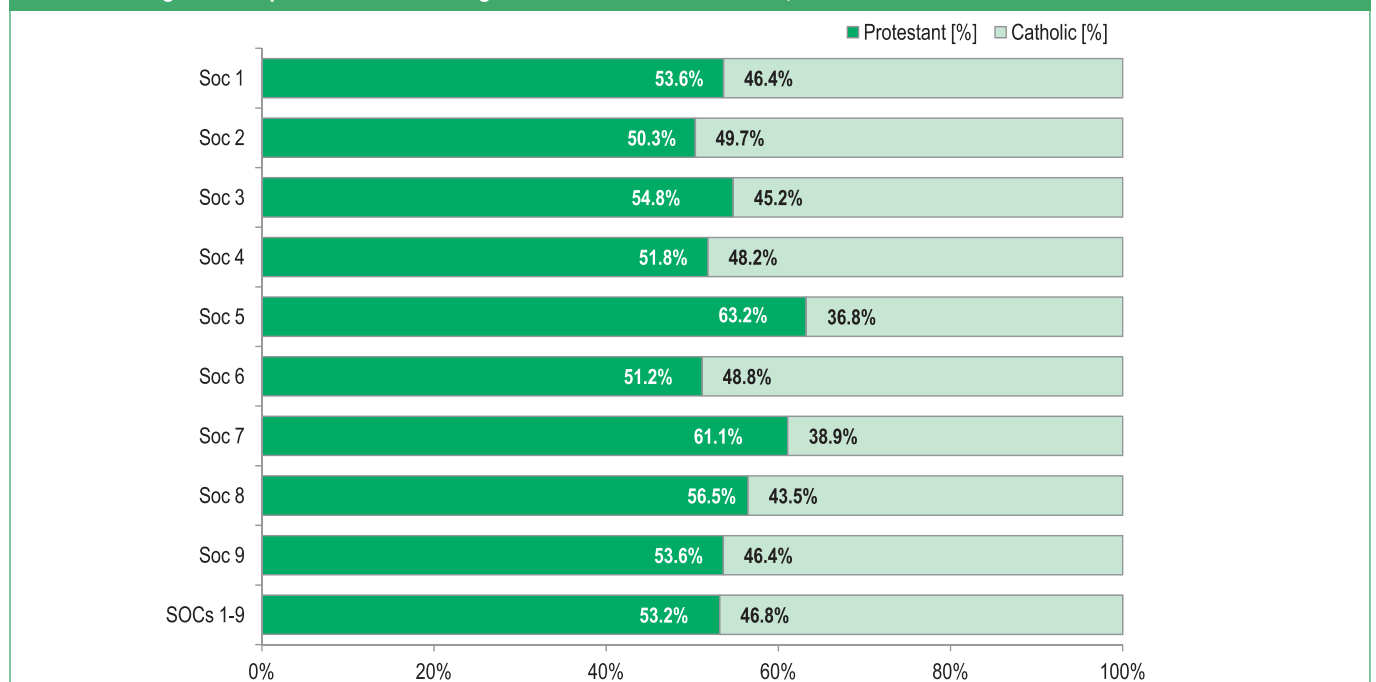
Chart 4.7: Changes in Public Sector (All) Employees (n) by Community Background and Sex, 2010-2011 and 2001-2011



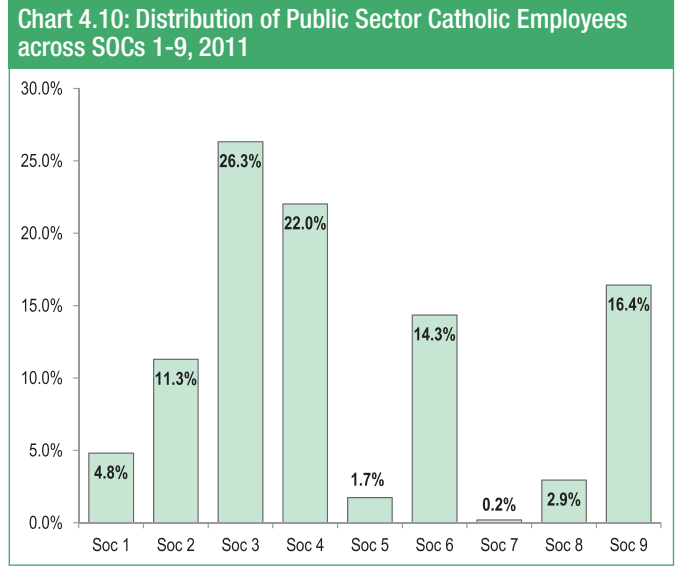
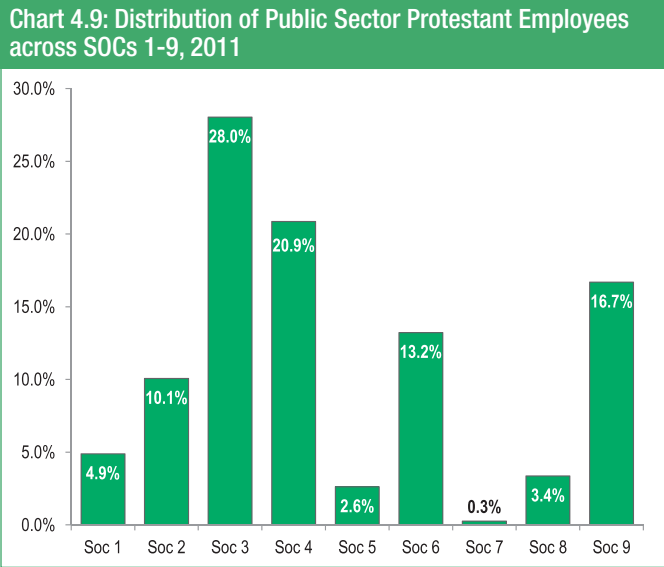
#### 4.2.4 Community Background and SOC

In 2011, as in previous years, the religious composition of SOC categories 1-9 varied (Chart 4.8). In each SOC category, Protestants accounted for a greater proportion of employees than did Roman Catholics. However, with reference to the average composition of SOCs 1-9 [53.2% v. 46.8%], Protestants representation in Skilled Trades Occupations (SOC 5) was [10 pp] above average, while Protestant representation in Sales and Customer Services Occupations (SOC 7) was [7.9 pp] above average. Conversely, Roman Catholic representation in Professional Occupations (SOC 2) was [2.9 pp] above average.

Chart 4.8: Religious Composition of SOC Categories 1-9 in the Public Sector, 2011



In 2011, the greatest proportions of both Protestant and Roman public sector workers were employed in Associate Professional and Technical Occupations (SOC 3). The smallest proportions of both groups were employed in Sales and Customer Service Occupations (SOC 7) (Charts 4.9 & 4.10). Despite differences in the religious composition of the SOC categories, the distribution of Protestant and Roman Catholic employees across the SOC categories were broadly similar. However, some small differences in distribution are evident (Charts 4.9 & 4.10). For example, a greater proportion of Protestant workers than Roman Catholic workers were employed in 3 (28.0% v. 26.3%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 4 (22.0% v. 20.9%). For further details on the composition of the public sector workforce by SOC, see Table 4.9 at the end of the chapter.

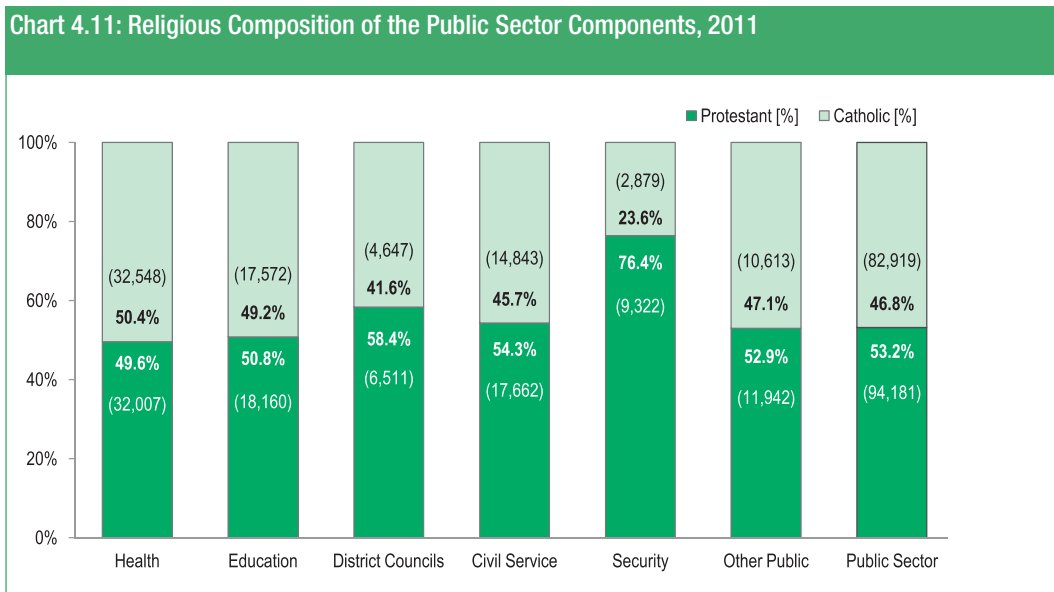


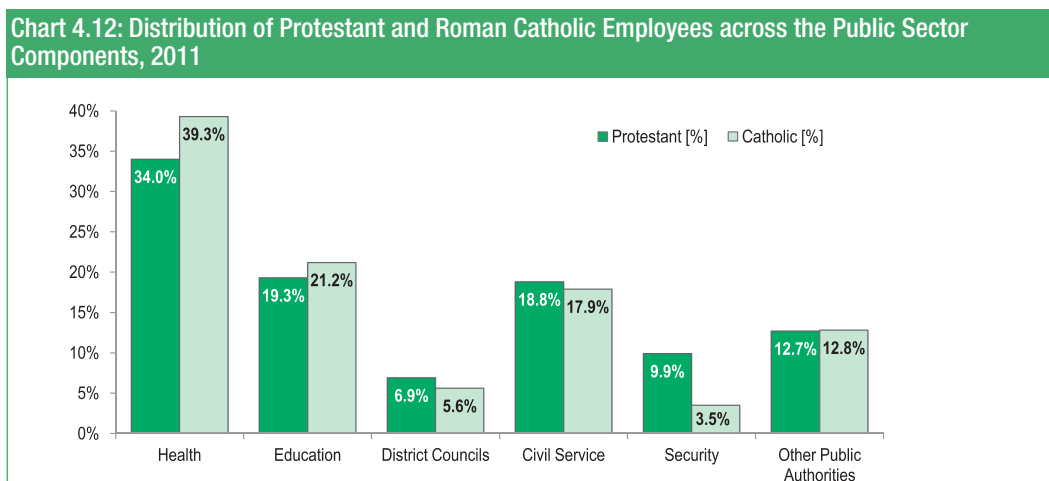
It is notable that the SOC categories with the greatest divergence in community representation (Chart 4.8 - SOCs 5 & 7) are also those in which the smallest proportions of workers were employed (Charts 4.9 & 4.10 and Table 4.9).

**4.2.5 Sectoral Components of Public Sector**

The public sector is categorised into six components/sectors, namely:

- Health
- Education
- District councils
- Civil service
- Security-related
- ‘Other’ public authorities





#### 4.2.5.1 Community Composition of the Public Sector Components

In 2011, as in previous years, the religious composition of the public sector components varied (Chart 4.11). In each component aside from Health, Protestants accounted for a greater proportion of employees than did Roman Catholics. However, with reference to the overall composition of the public sector [53.2% v. 46.8%], Protestants representation in the Security-related sub-sector was [23.2 pp] greater than the public sector composition, while Protestant representation in District Councils was [5.2 pp] above average. Conversely, Roman Catholic representation in the Health sub-sector was [3.6 pp] greater than the public sector composition. Please refer to chapters 5, 6, 7, 8, 9 and 10 for a more detailed examination of the community composition of the public sector components.

#### 4.2.5.2 Distribution of Employees in the Public Sector Components

In 2011, the health sector accounted for the majority of both Protestant and Roman Catholic public sector employees (Chart 4.12). The District Councils accounted for the smallest proportion of Protestant employees while the Security-related sub-sector accounted for the smallest proportion of Roman Catholic employees. With regards to differences in the distribution of employees, a greater proportion of Protestant workers than Roman Catholic workers were employed in the Security-related sub-sector (9.9% v. 3.5%), while a greater proportion of Roman Catholic workers than Protestant workers were employed in the Health sub-sector (39.3% v. 34.0%).

Between 2010 and 2011, each of the sub-sectors saw a decrease in Protestant employment, while the Security-related sub-sector was the only component in which Roman Catholic employment increased (Table 4.2). Among those sub-sectors showing a decrease, the proportional decreases in the numbers of Protestant employees were either greater than, or equal to those for Roman Catholic employees. The greatest proportional decrease in Protestant employment was in the Security-related sub-sector (-4.9%), while the greatest proportional decrease in Roman Catholic employment was in the Civil Service (-2.6%).

**Table 4.2: Changes in Public Sector Components by Community Background, 2010-2011**

Public Sector Components	Protestant		Roman Catholic		Total	
	N	%	N	%	N	%
Health	-652	-2.0	-116	-0.4	-783	-1.1
Education	-315	-1.7	-124	-0.7	-503	-1.3
District Councils	-151	-2.3	-107	-2.3	-267	-2.2
Civil Service	-667	-3.6	-390	-2.6	-1,126	-3.2
Security	-481	-4.9	99	3.6	-418	-3.2
Other Public Authorities	-155	-1.3	-91	-0.9	-509	-2.1
Public Sector	-2,343	-2.4	-719	-0.9	-2,857	-1.5

### 4.3 The Public Sector Workforce: Full-time Employees

There were 157,620 full-time employees in the public sector in 2011 (Table 4.3), a decrease of 1.9% (-3,000) from 2010.

Table 4.3: Public Sector Full-time Employees by Community Background and Sex in 2011								
	Protestant		Roman Catholic		Non-Determined		Total	
Male	32,083	53.2% [21.4%]	24,915	41.3% [16.6%]	3,287	5.5%	60,285	38.2%
Female	47,907	49.2% [31.9%]	45,324	46.6% [30.2%]	4,104	4.2%	97,335	61.8%
Total	79,990	50.7% [53.2%]	70,239	44.6% [46.8%]	7,391	4.7%	157,620	100.0%

#### 4.3.1 Community Background

In 2011, [53.2%] of full-time public sector employees were Protestant; whilst [46.8%] were Roman Catholic (Chart 4.13). Between 2010 and 2011, the number of Protestant full-time employees decreased by a greater amount than Roman Catholic employees (Chart 4.14). Thus, the Roman Catholic share of the full-time public sector workforce increased by [0.5 pp] from [46.3%] in 2010.

During the period 2001 - 2011, the number of Roman Catholic full-time employees increased overall, whilst the number of Protestant employees decreased slightly (Chart 4.14). Consequently, the Roman Catholic share of the full-time public sector workforce increased by [6.9 pp] overall, from [39.9%] to [46.8%]. The Roman Catholic share of employees has gradually increased year-on-year during this period (Chart 4.15).

Chart 4.13: Public Sector Full-time Employees [%] by Community Background, 2010-2011

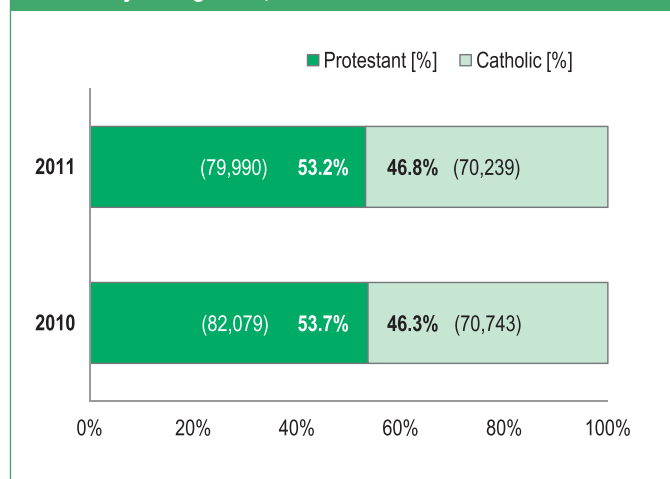


Chart 4.14: Changes in Public Sector Full-time Employees (n) by Community Background, 2010-2011 and 2001-2011

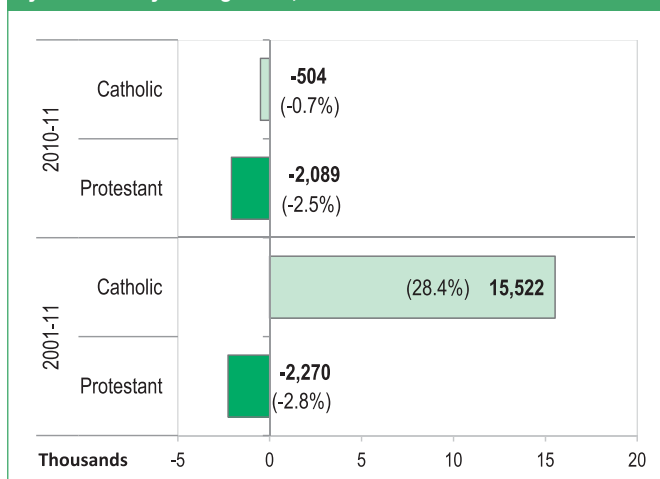
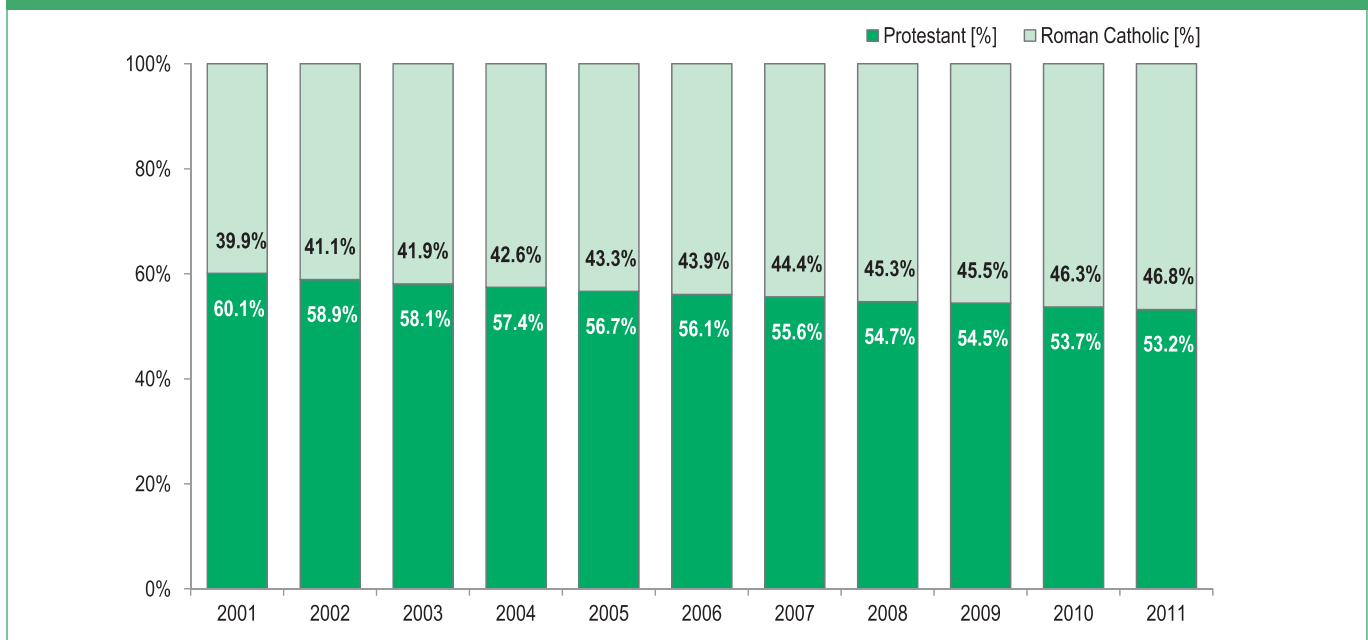


Chart 4.15: Public Sector Full-time Employees [%] by Community Background, 2001-2011



### 4.3.2 Sex

In 2011, the majority of full-time public sector employees were female, whilst almost two-fifths were male (Chart 4.16).

Between 2010 and 2011, the decrease in the number of male full-time employees was greater than that for their female counterparts (Chart 4.17). Consequently, the female share of the full-time public sector workforce increased by (0.5 pp) from 61.3% in 2010.

During the period 2001-2011, the number of male full-time employees decreased overall, whilst the number of female employees increased (Chart 4.17). Thus, the female share of the full-time public sector workforce increased by (6.6 pp) from 55.2% to 61.8%.

Chart 4.16: Public Sector Full-time Employees % by Sex, 2010-2011

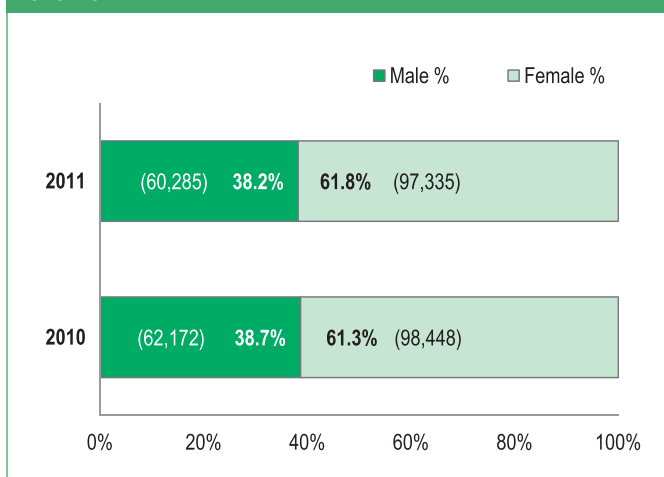
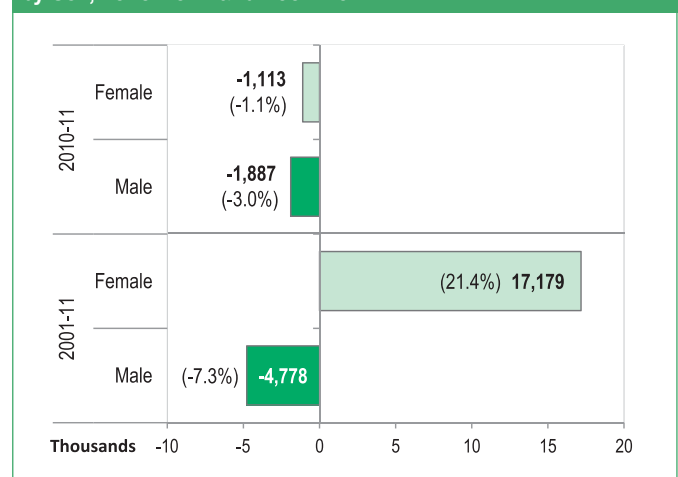


Chart 4.17: Changes in Public Sector Full-time Employees (n) by Sex, 2010-2011 and 2001-2011



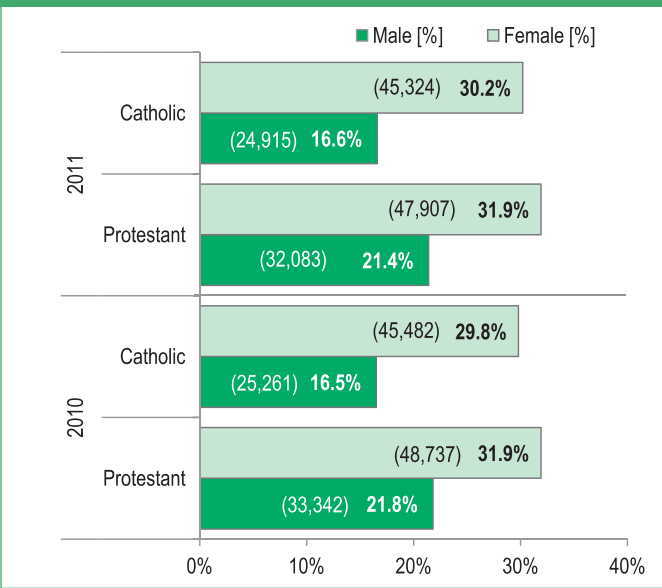
### 4.3.3 Community Background and Sex

In 2011, female Protestants and female Roman Catholics comprised nearly two-thirds of the full-time public sector workforce (Chart 4.18). More than one-fifth of employees were Male Protestants, while less than one-sixth were male Roman Catholic employees.

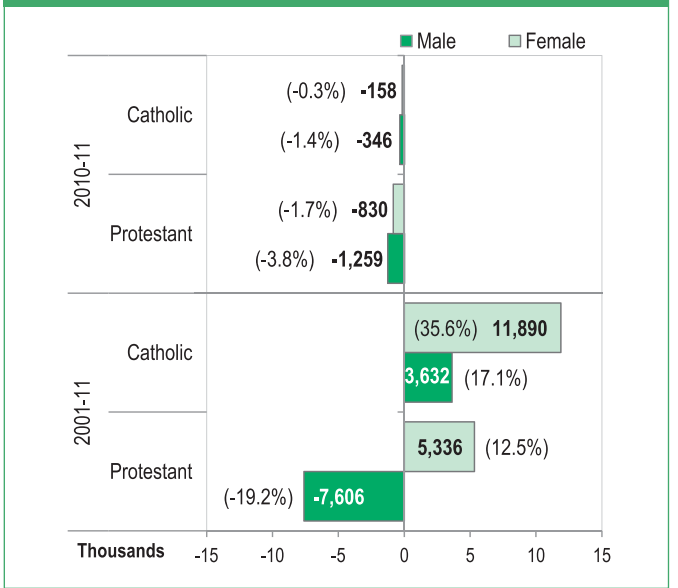
Between 2010 and 2011, the numbers of male Protestant and female Protestant full-time public sector employees decreased by greater amounts than did male Roman Catholic and female Roman Catholic employees (Chart 4.19). Consequently, the male Roman Catholic share of the full-time public sector workforce increased by [0.1 pp] from [16.5%], whilst the female Roman Catholic share increased by [0.4 pp] from [29.8%].

During the period 2001-2011, male Protestants were the only group to show an overall decrease in full-time employment, while female Roman Catholics showed the greatest overall increase (Chart 4.19). Consequently, male Protestant employees were the only group to decrease their share of the full-time public sector workforce, by [7.6 pp] overall from [29.0%] to [21.4%], whilst female Roman Catholics' share increased by the greatest amount overall [5.8 pp], from [24.4%] to [30.2%].

**Chart 4.18: Public Sector Full-time Employees [%] by Community Background and Sex, 2010-2011**

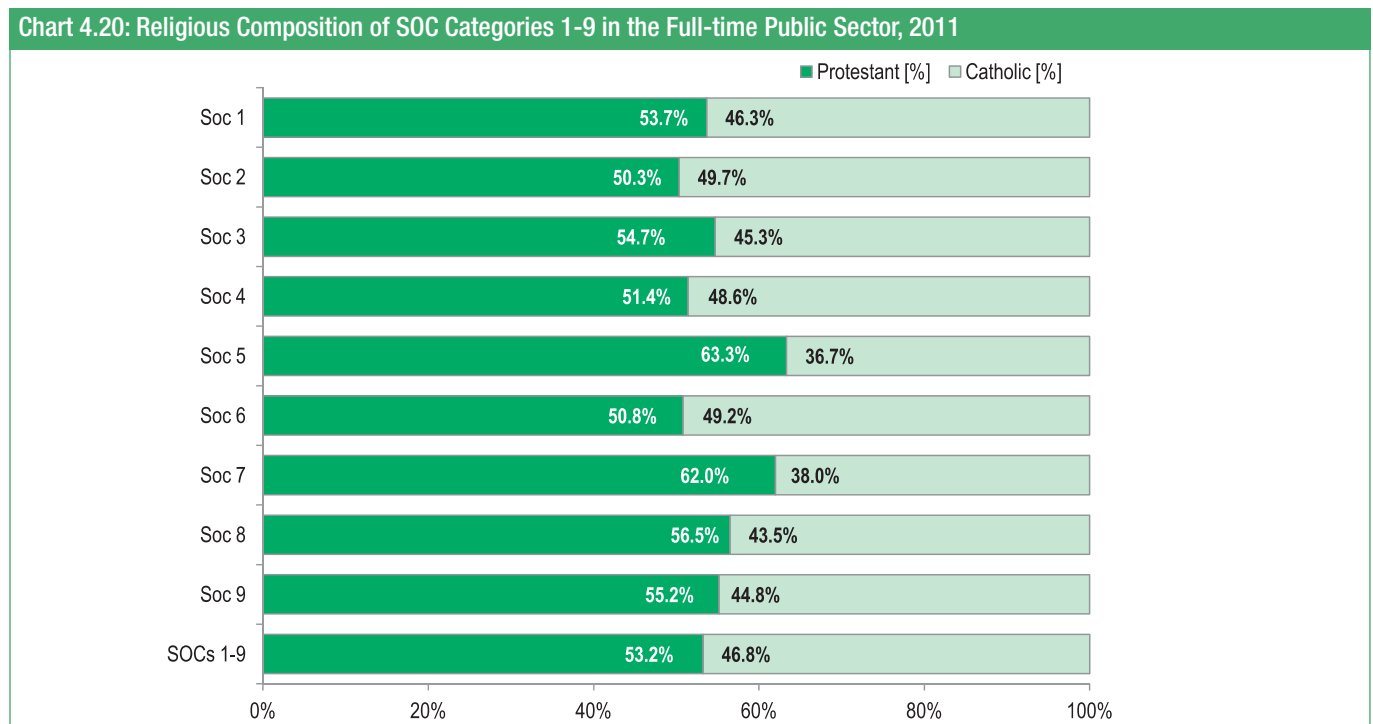


**Chart 4.19: Changes in Public Sector Full-time Employees (n) by Community Background and Sex, 2010-2011 and 2001-2011**



### 4.3.4 Community Background and SOC

In 2011, as in previous years, the religious composition of full-time employees in SOC categories 1-9 varied (Chart 4.20). In each SOC category, Protestants accounted for a greater proportion of full-time employees than did Roman Catholics. However, with reference to the average composition of SOCs 1-9 [53.2% v. 46.8%], Protestants representation in Skilled Trades Occupations (SOC 5) was [10.1 pp] above average, while Protestant representation in Sales and Customer Service Occupations (SOC 7) was [8.8 pp] above average. Conversely, Roman Catholic representation in Professional Occupations (SOC 2) was [2.9 pp] above average.

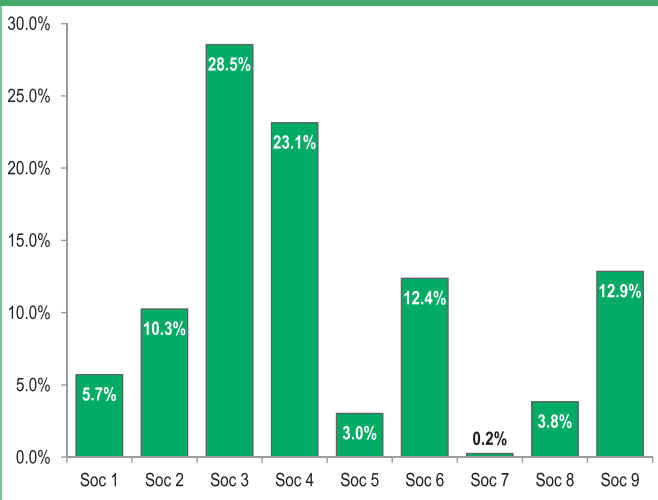


In 2011, the greatest proportions of both Protestant and Roman public sector workers were employed in Associate Professional and Technical Occupations (SOC 3). The smallest proportions of both groups were employed in Sales and Customer Service Occupations (SOC 7) (Charts 4.21 & 4.22). Despite differences in the religious composition of the SOC categories, the distribution of Protestant and Roman Catholic employees across the SOC categories were broadly similar. However, some small differences in distribution are evident (Charts 4.21 & 4.22). For example, a greater proportion of Protestant workers than Roman Catholic workers were employed in 3 (28.5% v. 26.9%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 4 (24.9% v. 23.1%). For further details on the composition of the full-time workforce by SOC, see Table 4.10 at the end of the chapter.

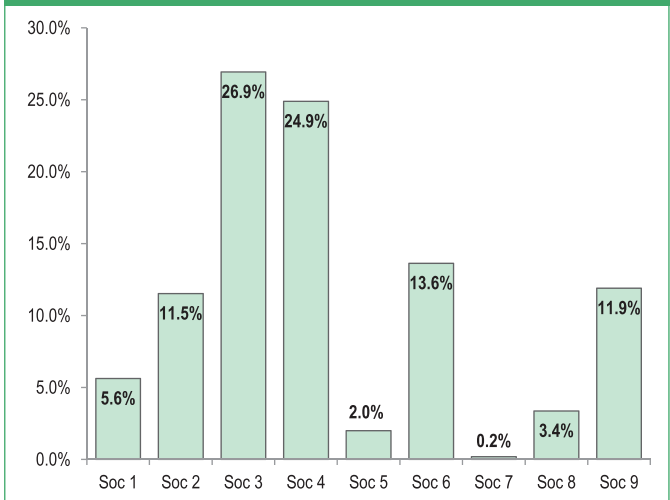
It is notable that the SOC categories with the greatest divergence in community representation (Chart 4.20 - SOCs 5 & 7) are also those in which the smallest proportions of workers were employed (Charts 4.21 & 4.22 and Table 4.10).



**Chart 4.21: Distribution of Public Sector Protestant Full-time Employees across SOC 1-9, 2011**



**Chart 4.22: Distribution of Public Sector Catholic Full-time Employees across SOC 1-9, 2011**



## 4.4 The Public Sector Workforce: Part-time Employees

There were 28,646 part-time employees in the public sector in 2011 (Table 4.4), a decrease of 1.7% (-506) from 2010.

**Table 4.4: Public Sector Part-time Employees by Community Background and Sex in 2011**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>3,268</b>	49.3% [12.2%]	<b>2,806</b>	42.4% [10.4%]	<b>549</b>	8.3%	<b>6,623</b>	23.1%
<b>Female</b>	<b>10,923</b>	49.6% [40.6%]	<b>9,874</b>	44.8% [36.7%]	<b>1,226</b>	5.6%	<b>22,023</b>	76.9%
<b>Total</b>	<b>14,191</b>	49.5% [52.8%]	<b>12,680</b>	44.3% [47.2%]	<b>1,775</b>	6.2%	<b>28,646</b>	100.0%

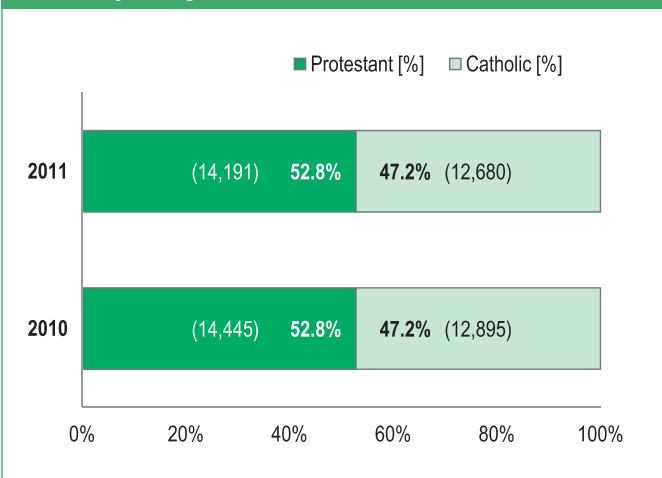
### 4.4.1 Community Background

**In 2011, there were [52.8%] Protestant and [47.2%] Roman Catholic employees in the part-time public sector workforce (Chart 4.23).**

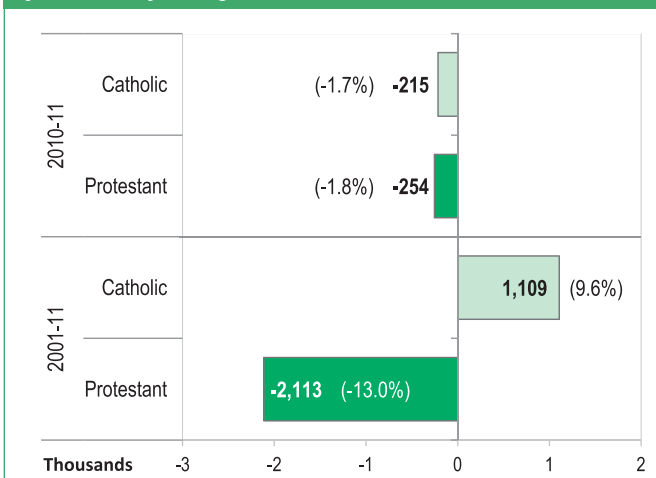
Between 2010 and 2011, there were similar decreases in the number of Protestant and Roman Catholic part-time employees (Chart 4.24). Thus, the Protestant / Roman Catholic shares of the part-time public sector workforce remained relatively unchanged [ $<0.1$  pp] from 2010 figures.

During the period 2001-2011, the number of Protestant part-time employees decreased overall, whilst the number of Roman Catholic employees increased (Chart 4.24). Consequently, the Roman Catholic share of the public sector workforce increased by [5.7 pp] overall from [41.5%] to [47.2%]. The Roman Catholic share of part-time employment has gradually increased over this period (Chart 4.25).

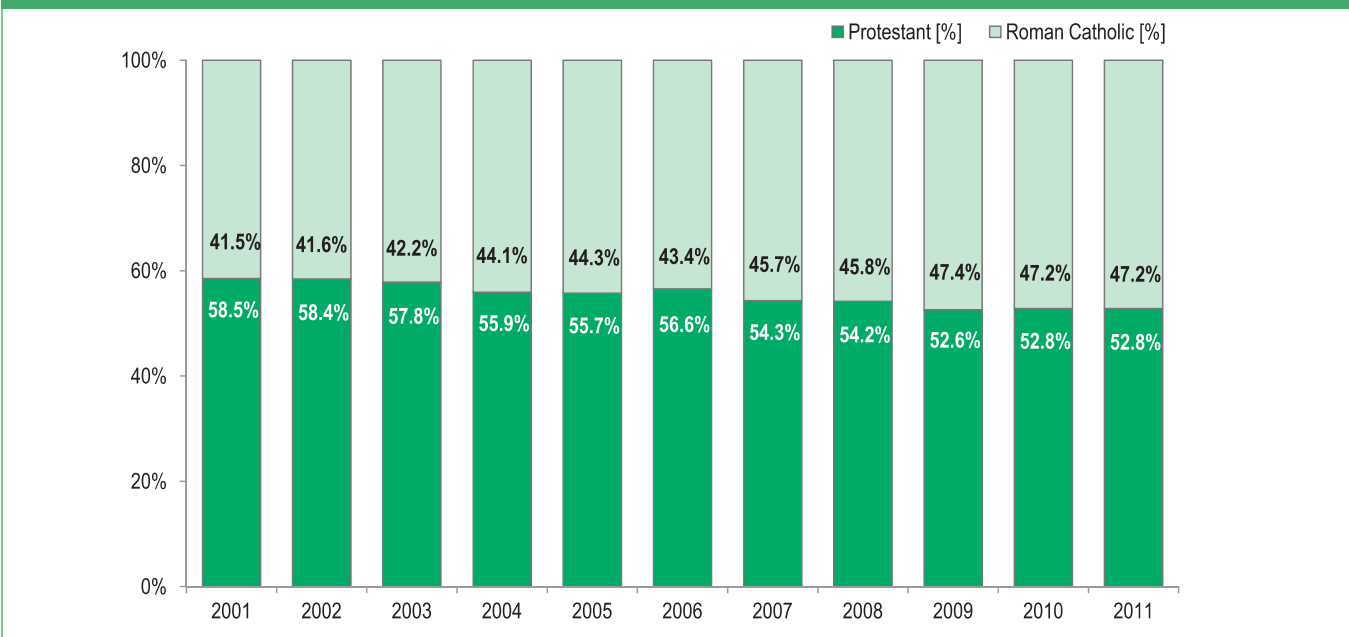
**Chart 4.23: Public Sector Part-time Employees [%] by Community Background, 2010-2011**



**Chart 4.24: Changes in Public Sector Part-time Employees (n) by Community Background, 2010-2011 and 2001-2011**



**Chart 4.25: Public Sector Part-time Employees [%] by Community Background, 2001-2011**

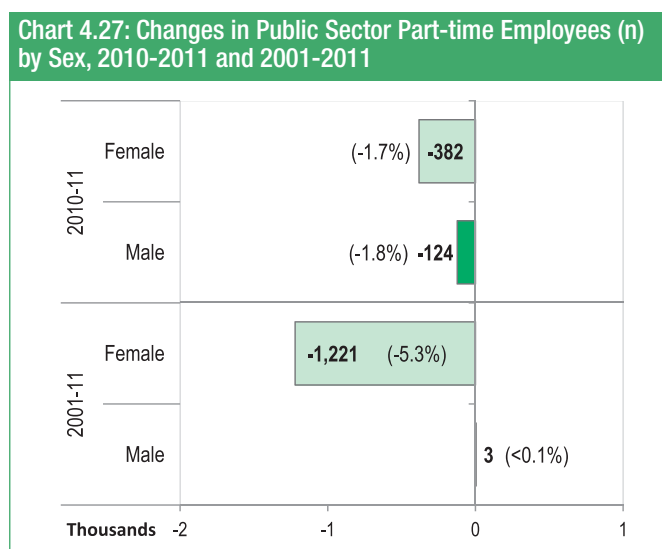
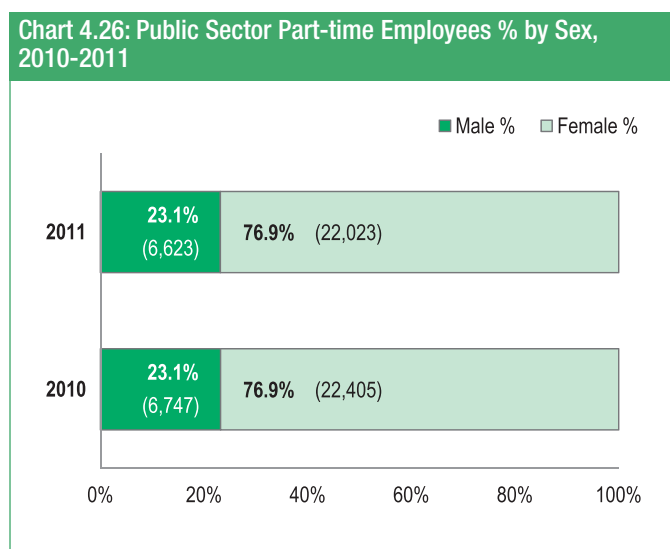


### 4.4.2 Sex

In 2011, more than three-quarters of part-time public sector employees were female, while less than one-quarter were male (Chart 4.26).

Between 2010 and 2011, the decrease in the number of male part-time employees was similar to that for female employees (Chart 4.27). Thus, the male / female shares of the part-time public sector workforce remained relatively unchanged (<0.1 pp) from 2010 figures.

During the period 2001-2011, the number of female part-time employees decreased, whilst the number of male part-time employees increased slightly (Chart 4.27). Thus, the male share of the part-time public sector workforce increased by (0.9 pp) overall from 22.2% to 23.1%.



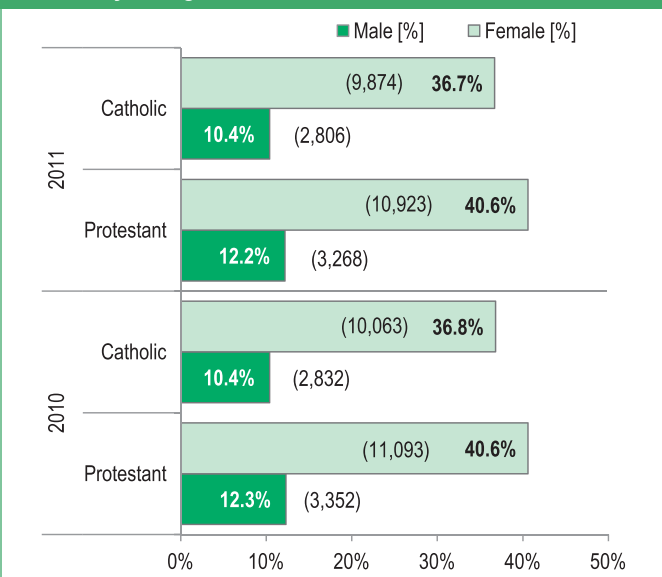
### 4.4.3 Community Background and Sex

In 2011, part-time public sector employment was noticeably divided along gender lines, with female Protestants and female Roman Catholics comprising the majority of employees (Chart 4.28). Male Protestant and male Roman Catholic employees comprised similarly small proportions of the part-time workforce.

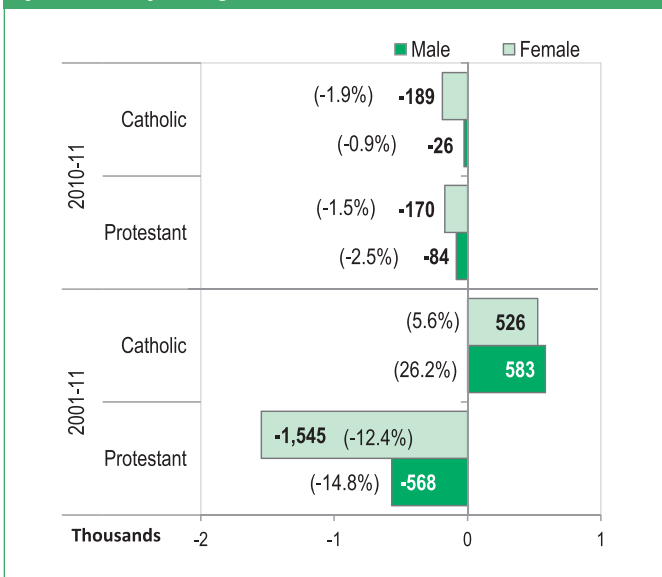
Between 2010 and 2011, female Roman Catholic part-time employees saw the greatest numerical decrease in employment, while male Protestant part-time employees saw the greatest proportional decrease in employment (Chart 4.29). Consequently, male Protestant and female Roman Catholic employees' shares of the part-time workforce both decreased by [0.1 pp], from [12.3%] and [36.8%] respectively to [12.2%] and [36.7%]. Male Roman Catholic and female Protestant employees' shares remained relatively unchanged [<0.1 pp] from their 2010 figures.

During the period 2001-2011, the numbers of male Protestant and female Protestant part-time public sector employees decreased overall (Chart 4.29). In contrast, the numbers of male Roman Catholic and female Roman Catholic employees increased overall. Thus, the male Roman Catholic share of the part-time public sector workforce increased by [2.4 pp] from [8.0%] to [10.4%], while the female Roman Catholic share increased by [3.2 pp] from [33.5%] to [36.7%].

**Chart 4.28: Public Sector Part-time Employees [%] by Community Background and Sex, 2010-2011**



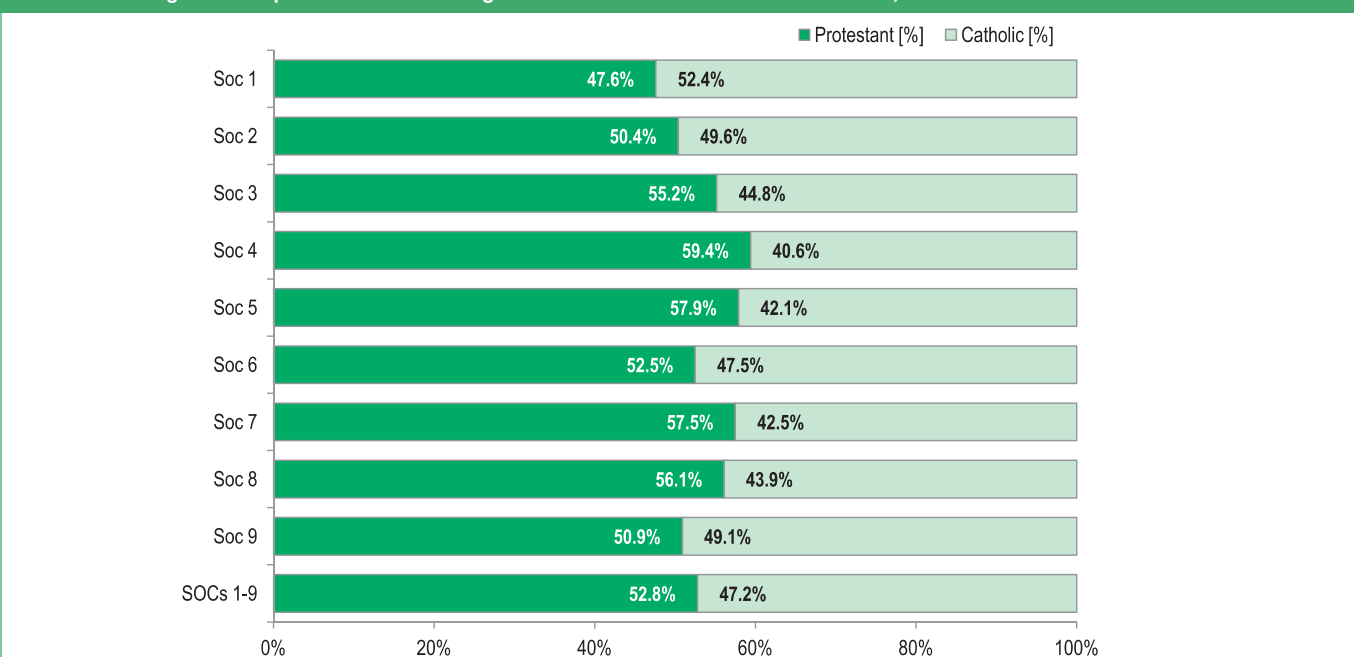
**Chart 4.29: Changes in Public Sector Part-time Employees (n) by Community Background and Sex, 2010-2011 and 2001-2011**



#### 4.4.4 Community Background and SOC

In 2011, as in previous years, the religious composition of part-time employees in SOC categories 1-9 varied (Chart 4.30). In each SOC category aside from SOC 1<sup>13</sup>, Protestants accounted for a greater proportion of part-time employees than did Roman Catholics. However, with reference to the average composition of SOCs 1-9 [52.8% v. 47.2%], Protestants representation in Administrative and Secretarial Occupations (SOC 4) was [6.6 pp] above average, while in Skilled Trades Occupations (SOC 5) it was [5.1 pp] above average. Conversely, Roman Catholic representation in Manager and Senior Official Occupations (SOC 1) was [5.2 pp] above average, while in Professional Occupations (SOC 2) it was [2.4 pp] above average.

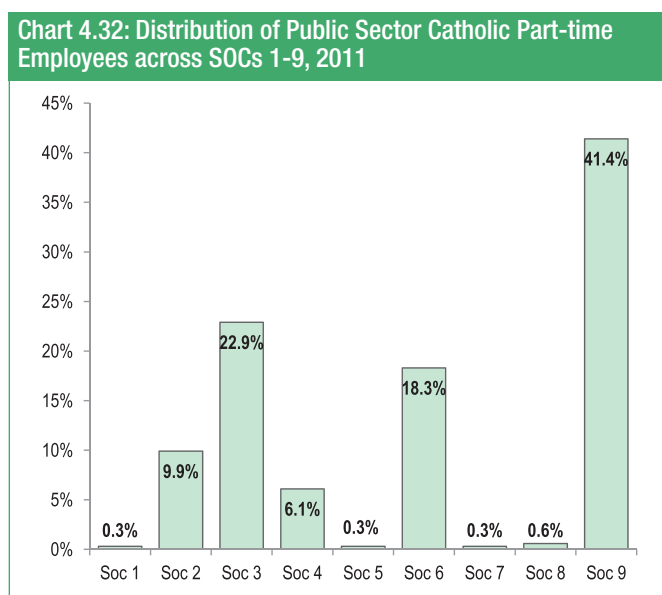
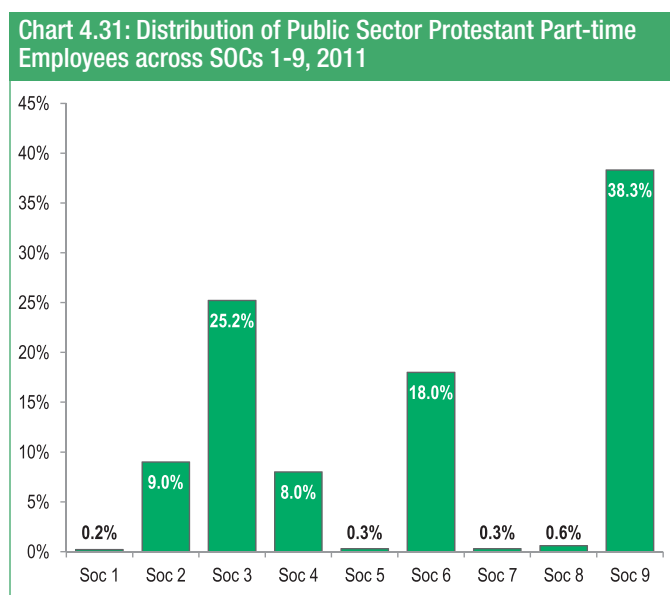
**Chart 4.30: Religious Composition of SOC Categories 1-9 in the Part-time Public Sector, 2011**



13 SOC 1 = Manager and Senior Official Occupations

In 2011, the greatest proportions of both Protestant and Roman Catholic public sector part-time workers were employed in Elementary Occupations (SOC 9) (Charts 4.31 & 4.32). The smallest proportion of Protestant part-time workers were employed in (SOC 1), while the smallest proportion of Roman Catholic workers were employed in Sales and Customer Service Occupations (SOC 5). Despite differences in the religious composition of the SOC categories (Chart 4.30), the distribution of Protestant and Roman Catholic employees across the SOC categories were broadly similar. However, some small differences in distribution are evident (Charts 4.31 & 4.32). For example, a greater proportion of Protestant workers than Roman Catholic workers were employed in SOC 3 (25.2% v. 22.9%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in 9 (41.4% v. 38.3%). For further details on the composition of the part-time workforce by SOC, see Table 4.11 at the end of the chapter.

It is notable that the SOC categories with the greatest divergence in community representation (Chart 4.30 - SOC 4, 5 & 7) are also those in which the smallest proportions of workers were employed (Charts 4.31 & 4.32 and Table 4.11).



## 4.5 Public Sector Workforce: Applicants, Appointees, Promotees & Leavers

### 4.5.1 The Public Sector Workforce: Applicants

There were 133,976 applicants to the public sector in 2011 (Table 4.5), a decrease of 17.1% (-27,729) from 2010.

Table 4.5: Public Sector Applicants by Community Background and Sex in 2011								
	Protestant		Roman Catholic		Non-Determined		Total	
Male	30,380	47.7% [24.8%]	27,700	43.5% [22.6%]	5,642	8.9%	63,722	47.6%
Female	31,696	45.1% [25.8%]	32,878	46.8% [26.8%]	5,680	8.1%	70,254	52.4%
Total	62,076	46.3% [50.6%]	60,578	45.2% [49.4%]	11,322	8.5%	133,976	100.0%

#### 4.5.1.1 Community Background

In 2011, [50.6%] of public sector applicants were Protestant; while [49.4%] were Roman Catholic (Chart 4.33). Between 2010 and 2011, the decrease in the number of Roman Catholic applicants to the public sector was greater than that for Protestant applicants. Consequently, the Protestant share of public sector applicants increased by [0.1 pp] from [50.5%] in 2010.

During the period 2001-2011, the number of Protestant public sector applicants decreased by a greater amount than Roman Catholic applicants (Chart 4.34). Thus, the Roman Catholic share of public sector applicants increased by [1.6 pp] overall from [47.8%] to [49.4%]. The proportions of applications accounted for by Protestants and Roman Catholics have fluctuated over this period (Chart 4.35).

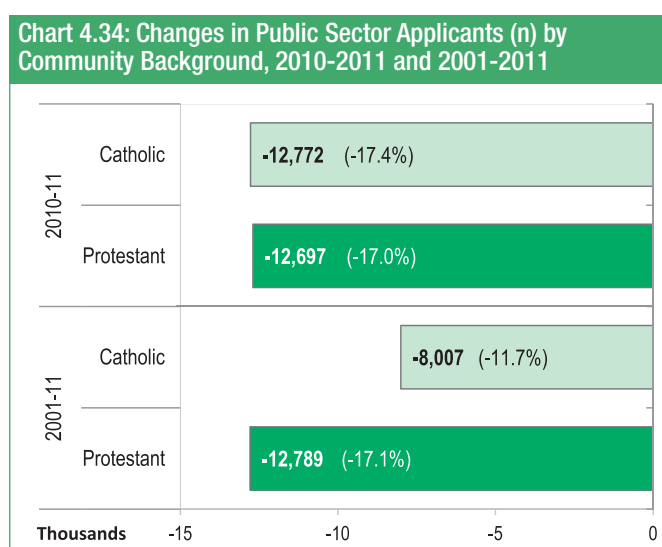
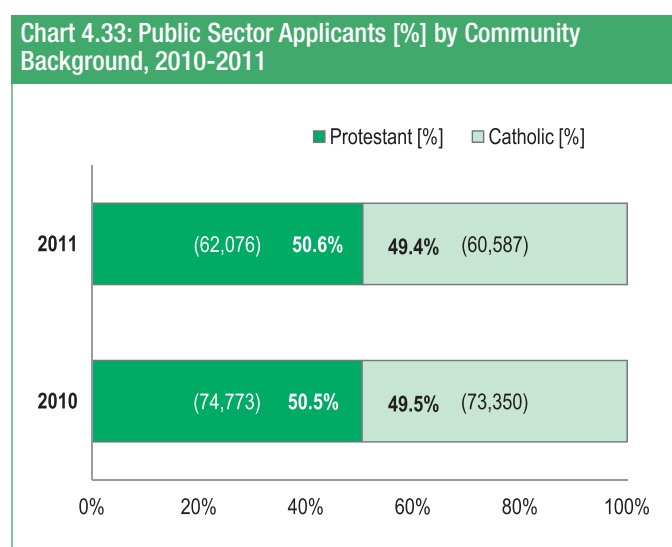
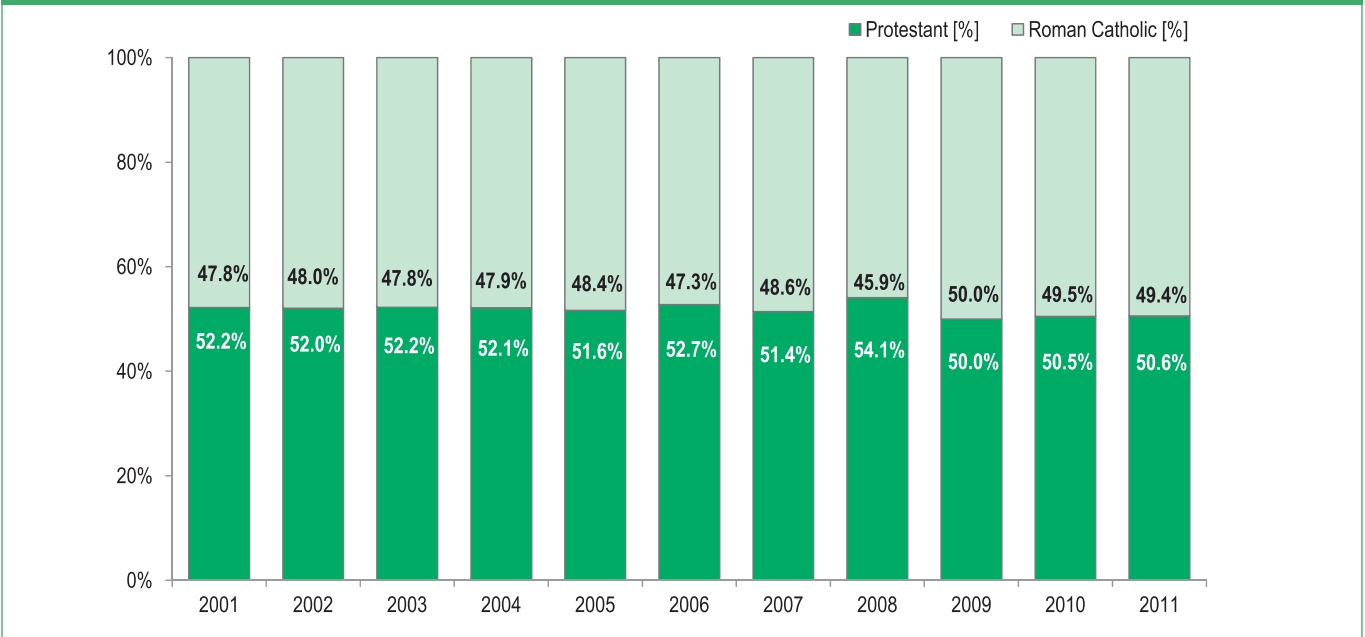


Chart 4.35: Public Sector Applicants [%] by Community Background, 2001-2011



4.5.1.2 Sex

In 2011, 52.4% of applicants to the private sector were female, while 47.6% were male (Chart 4.36). Between 2010 and 2011, the number of female private sector applicants decreased by a greater amount than male applicants (Chart 4.37). Thus, the male share of private sector applicants increased by (2.3 pp) from (45.3%).

During the period 2001-2011, the number of male applicants to the public sector increased, while the number female applicants decreased (Chart 4.37). Thus, the male share of public sector applicants increased by (10.9 pp) overall from 36.7% to 47.6%.

Chart 4.36: Public Sector Applicants % by Sex, 2010-2011

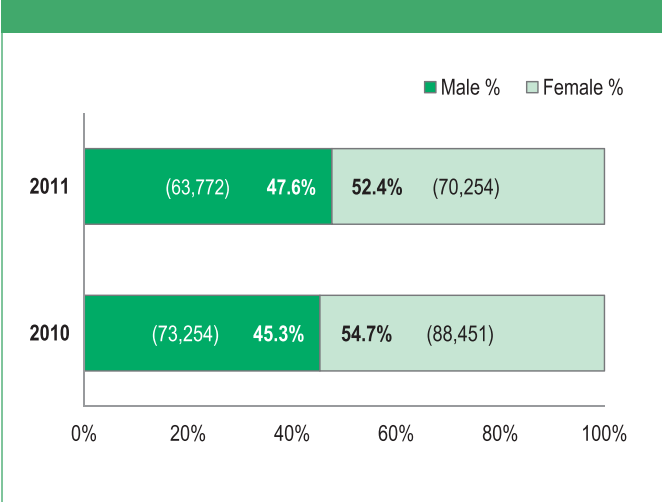
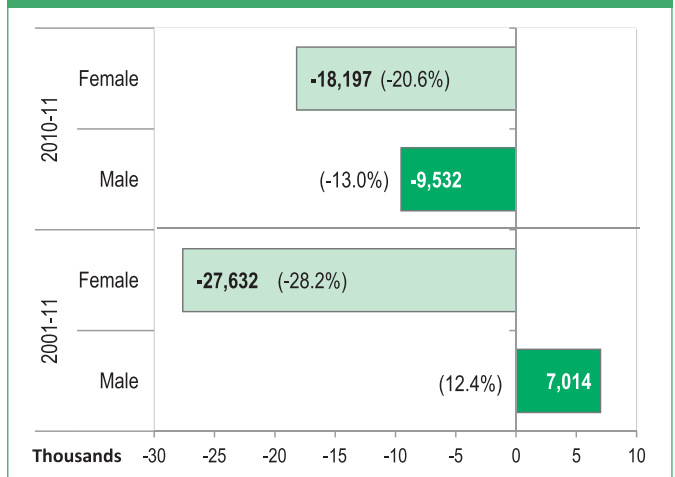


Chart 4.37: Changes in Public Sector Applicants (n) by Sex, 2010-2011 and 2001-2011

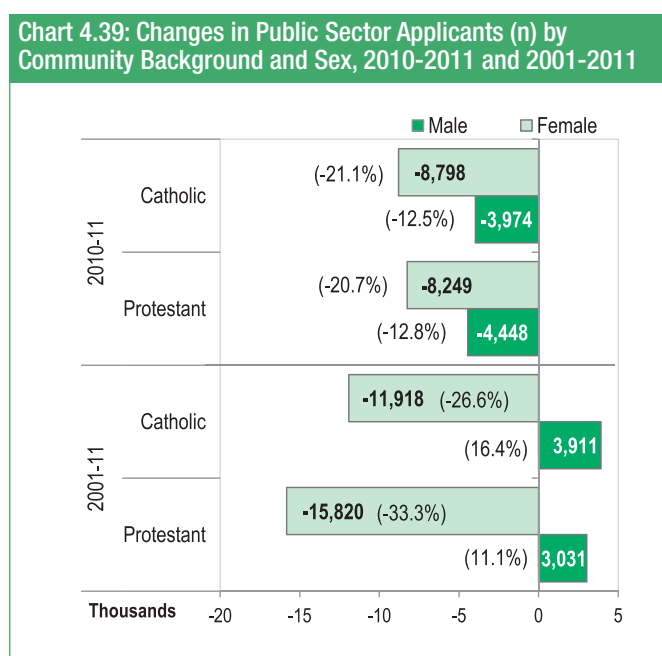
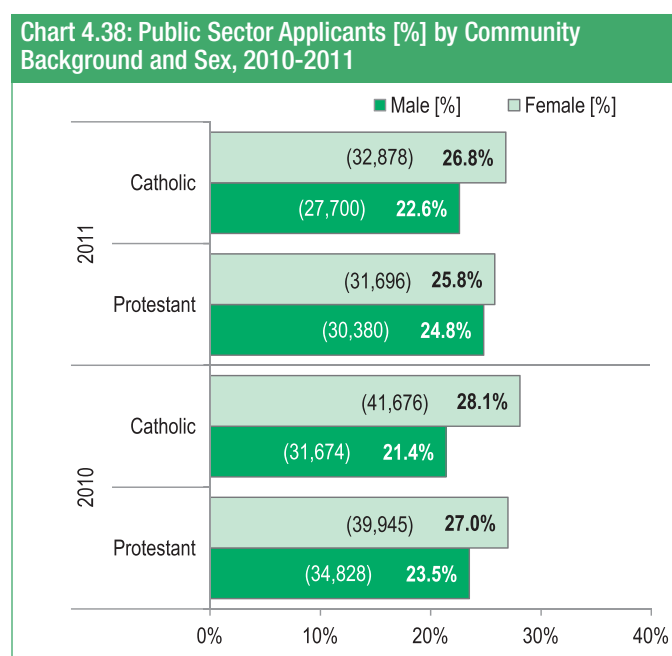


### 4.5.1.3 Community Background and Sex

In 2011, female Protestants and female Roman Catholics comprised more than half of applicants to the public sector workforce (Chart 4.38). One-quarter of applicants were male Protestants, while more than one-fifth were male Roman Catholics.

Between 2010 and 2011, female Protestant and female Roman Catholic applicants decreased by greater amounts than did male Protestant and male Roman Catholic applicants (Chart 4.39). Consequently, male Protestants' share of applicants increased by [1.3 pp] from [23.5%], while male Roman Catholics' share increased by [1.2 pp] from [21.4%].

During the period 2001-2011, the number of male Protestant and male Roman Catholic applicants increased overall, while female Protestant and female Roman Catholic applicants decreased overall (Chart 4.39). Thus, the male Protestant share of applicants to the public sector workforce increased by [5.7 pp] from [19.1%] to [24.8%], while the male Roman Catholic share of applicants increased by [6.0 pp] from [16.6%] to [22.6%].



### 4.5.2 The Public Sector Workforce: Appointees

There were 10,453 appointees to the public sector in 2011 (Table 4.6), a decrease of 31.0% (-4,690) from 2010.

**Table 4.6: Public Sector Appointees by Community Background and Sex in 2011**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	1,607	43.6% [16.9%]	1,683	45.7% [17.7%]	393	10.7%	3,683	35.2%
<b>Female</b>	3,026	44.7% [31.8%]	3,204	47.3% [33.7%]	540	8.0%	6,770	64.8%
<b>Total</b>	4,633	44.3% [48.7%]	4,887	46.8% [51.3%]	933	8.9%	10,453	100.0%



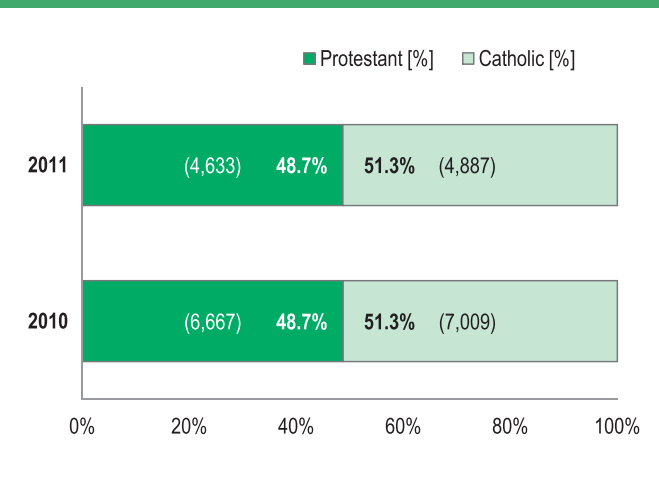
### 4.5.2.1 Community Background

In 2011, [48.7%] of public sector appointees were Protestant; while [51.3%] were Roman Catholic (Chart 4.40).

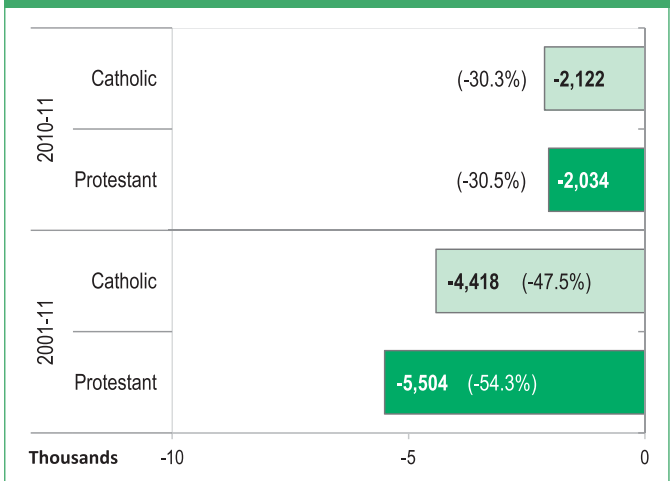
Between 2010 and 2011, Protestant and Roman Catholic appointees to the public sector decreased by similar amounts (Chart 4.41). Thus, the Protestant/Roman Catholic shares of public sector appointees remained relatively unchanged [ $<0.1$  pp] from 2010 figures.

During the period 2001-2011, the number of Protestant public sector appointees decreased by a greater amount than did Roman Catholic appointees (Chart 4.41). Thus, the Roman Catholic share of public sector appointees increased by [3.4 pp] overall from [47.9%] to [51.3%]. The proportions of appointees accounted for by Protestants and Roman Catholics fluctuated over this period (Chart 4.42).

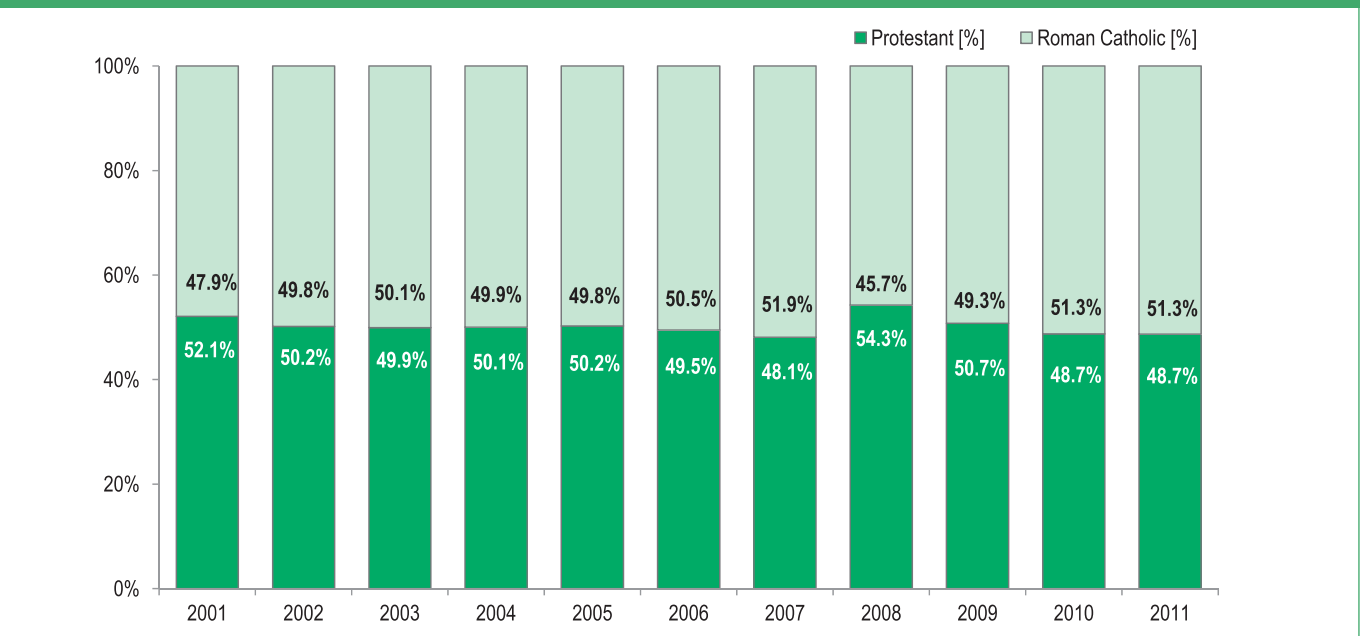
**Chart 4.40: Public Sector Appointees [%] by Community Background, 2010-2011**



**Chart 4.41: Changes in Public Sector Appointees (n) by Community Background, 2010-2011 and 2001-2011**



**Chart 4.42: Public Sector Appointees [%] by Community Background, 2001-2011**

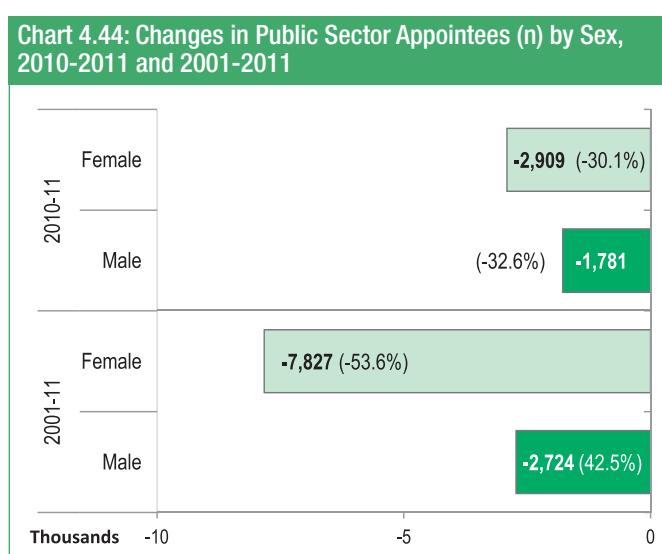
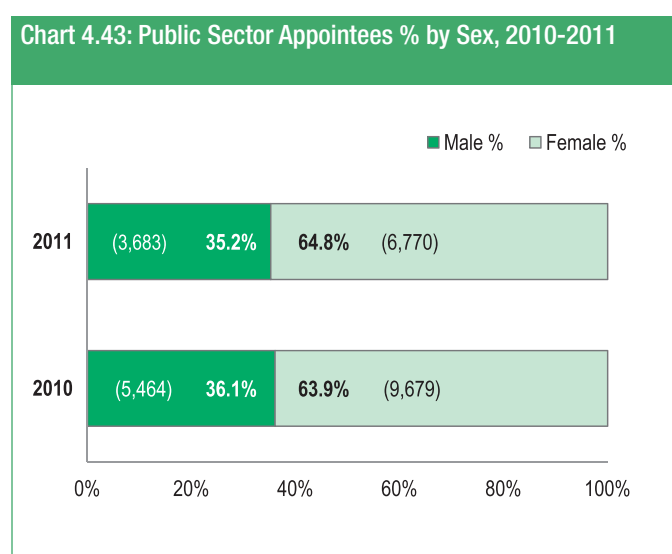


### 4.5.2.2 Sex

In 2011, nearly two-thirds of appointees to the public sector were female, while more than one-third were male (Chart 4.43).

Between 2010 and 2011, the number of female public sector appointees decreased by a greater amount than male appointees (Chart 4.44). However, proportionally male appointees decreased by more than females. Thus, the female share of public sector appointees increased by (0.9 pp) from (63.9%).

During the period 2001-2011, the number of female appointees to the public sector decreased by a greater amount than male appointees (Chart 4.44). Thus, the male share of public sector appointees increased by (4.7 pp) overall from 30.5% to 35.2%.



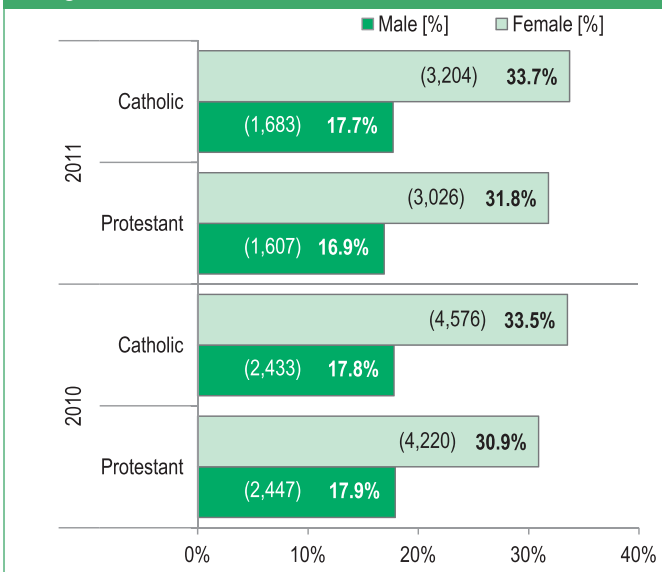
### 4.5.2.3 Community Background and Sex

In 2011, female Protestants and female Roman Catholics comprised nearly two-thirds of appointees to the public sector workforce (Chart 4.45). Male Protestants and male Roman Catholics each comprised more than one-sixth of appointees.

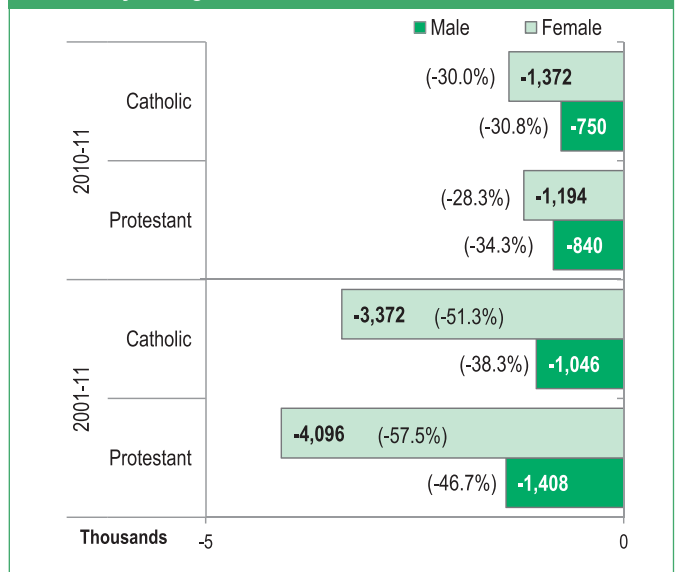
Between 2010 and 2011, the decreases in the numbers of female Protestant and female Roman Catholic appointees were greater than those for male Protestant and male Roman Catholic appointees (Chart 4.46). However, in proportional terms, the opposite is true. Thus, the female Protestant share of appointees increased by [0.9 pp] from [30.9%], while the female Roman Catholic share increased by [0.2 pp] from [33.5%].

During the period 2001-2011, the numbers of female Protestant and female Roman Catholic appointees to the public sector workforce decreased by greater overall amounts than did male Protestant and male Roman Catholic appointees (Chart 4.46). Consequently, male Protestant appointees' share increased by [1.4 pp] from [15.5%] to [16.9%], while male Roman Catholic appointees share increased by [3.7 pp] from [14.0%] to [17.7%].

**Chart 4.45: Public Sector Appointees [%] by Community Background and Sex, 2010-2011**



**Chart 4.46: Changes in Public Sector Appointees (n) by Community Background and Sex, 2010-2011 and 2001-2011**



**4.5.3 The Public Sector Workforce: Promotees**

There were 2,454 promotees in the public sector in 2011 (Table 4.7), a decrease of 40.7% (-1,684) from 2010.

**Table 4.7: Public Sector Promotees by Community Background and Sex in 2011**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>531</b>	52.4% [22.6%]	<b>436</b>	43.0% [18.5%]	<b>46</b>	4.5%	<b>1,013</b>	41.3%
<b>Female</b>	<b>677</b>	47.0% [28.8%]	<b>707</b>	49.1% [30.1%]	<b>57</b>	4.0%	<b>1,441</b>	58.7%
<b>Total</b>	<b>1,208</b>	49.2% [51.4%]	<b>1,143</b>	46.6% [48.6%]	<b>103</b>	4.2%	<b>2,454</b>	100.0%

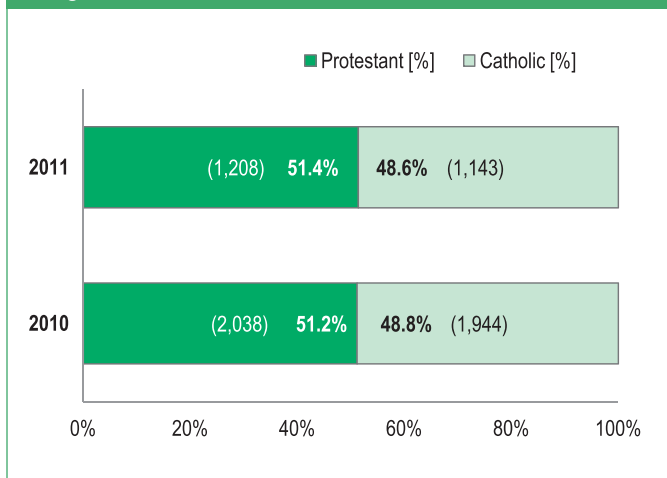
**4.5.3.1 Community Background**

In 2011, [51.4%] of public sector promotees were Protestant, while [48.6%] were Roman Catholic (Chart 4.47).

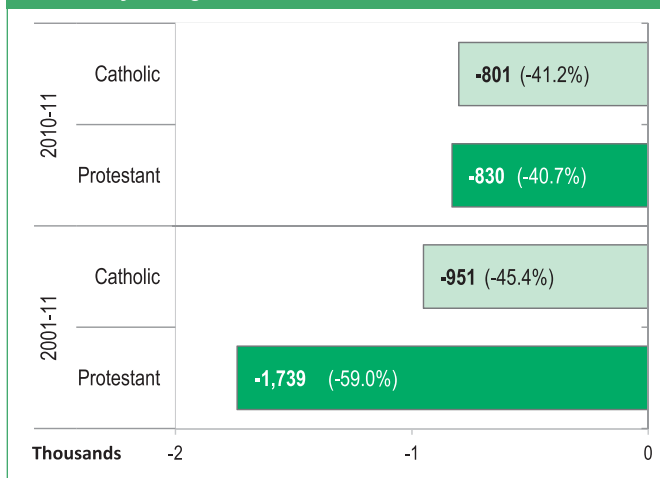
Between 2010 and 2011, the number of Protestant promotees in the public sector decreased by a greater amount than Roman Catholic promotees (Chart 4.48). However, proportionally the opposite is true. Thus, the Protestant share of public sector promotees increased by [0.2 pp] from [51.2%].

During the period 2001-2011, the number of Protestant promotees in the public sector decreased by a greater overall amount than Roman Catholic promotees (Chart 4.48). Thus, the Roman Catholic share of public sector promotees increased by [7.1 pp] overall from [41.5%] to [48.6%].

**Chart 4.47: Public Sector Promotees [%] by Community Background, 2010-2011**



**Chart 4.48: Changes in Public Sector Promotees (n) by Community Background, 2010-2011 and 2001-2011**



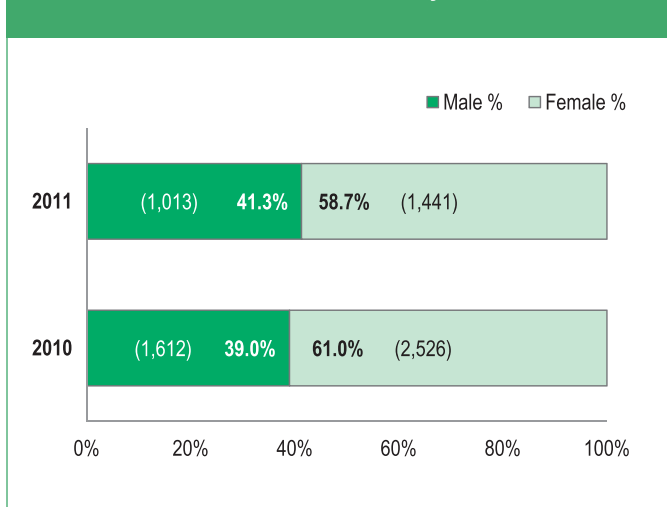
**4.5.3.2 Sex**

In 2011, the majority of promotees in the public sector were female, while slightly more than two-fifths were male (Chart 4.49).

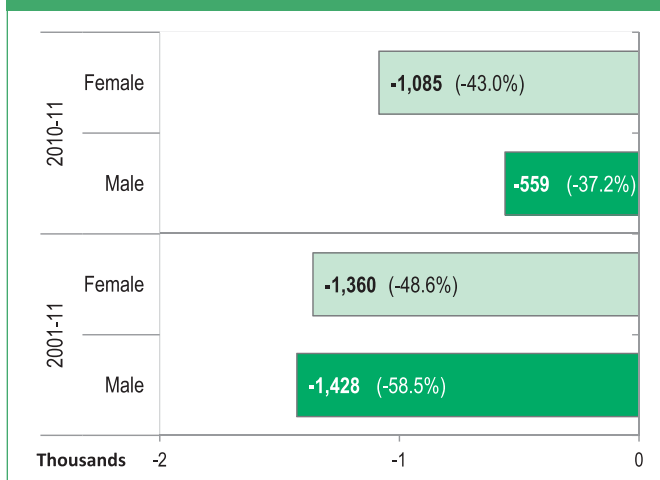
Between 2010 and 2011, the number of female public sector promotees decreased by a greater amount than male promotees (Chart 4.50). Thus, the male share of public sector promotees increased by (2.3 pp) from 39.0%.

During the period 2001-2011, the number of male promotees in the public sector decreased by a greater amount than female promotees (Chart 4.50). Thus, the female share of private sector promotees increased by (5.3 pp) overall from 53.4% to 58.7%.

**Chart 4.49: Public Sector Promotees % by Sex, 2010-2011**



**Chart 4.50: Changes in Public Sector Promotees (n) by Sex, 2010-2011 and 2001-2011**

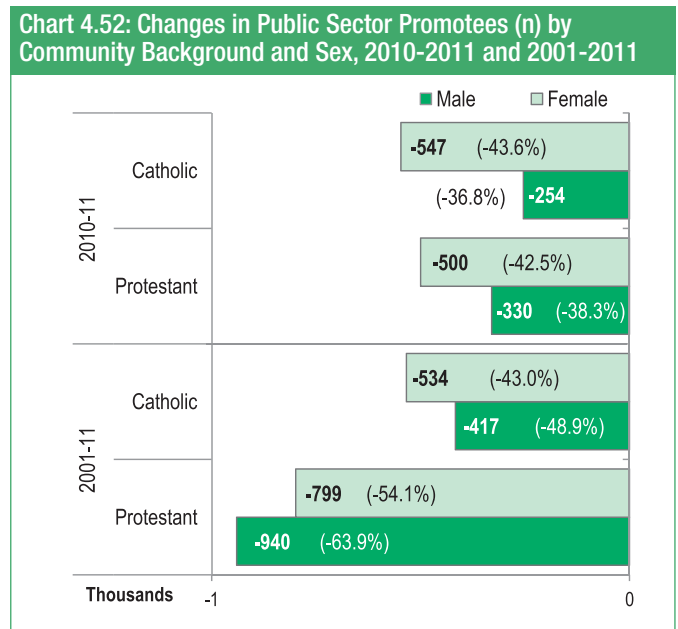
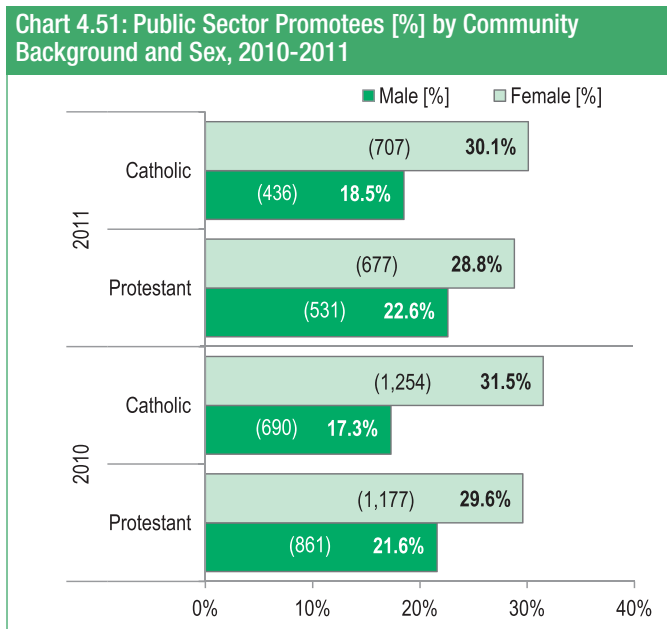


### 4.5.3.3 Community Background and Sex

In 2011, female Protestants and female Roman Catholics comprised nearly three-fifths of promotees in the public sector workforce (Chart 4.51). Male Protestants and male Roman Catholics comprised more than two-fifths of promotees.

Between 2010 and 2011, the numbers of female Protestant and female Roman Catholic promotees decreased by greater amounts than did male Protestant and male Roman Catholic promotees (Chart 4.52). Thus, the male Protestant share of promotees increased by [1.0 pp] from [21.6%], while the male Roman Catholic share increased by [1.2 pp] from [17.3%].

During the period 2001-2011, male Protestant promotees and female Protestant promotees decreased by greater amounts than did male Roman Catholic and female Roman Catholic promotees (Chart 4.52). Consequently, male Roman Catholics' share of promotees in the public sector workforce increased by [1.6 pp] from [16.9%] to [18.5%], while female Roman Catholics' share increased by [5.5 pp] from [24.6%] to [30.1%].



### 4.5.4 The Public Sector Workforce: Leavers

There were 22,162 leavers from the public sector in 2011 (Table 4.8), a decrease of 8.5% (-2,065) from 2010.

**Table 4.8: Public Sector Leavers by Community Background and Sex in 2011**

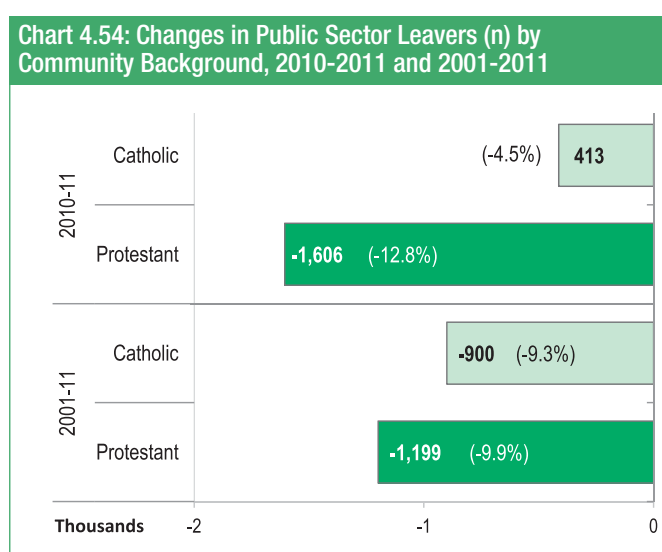
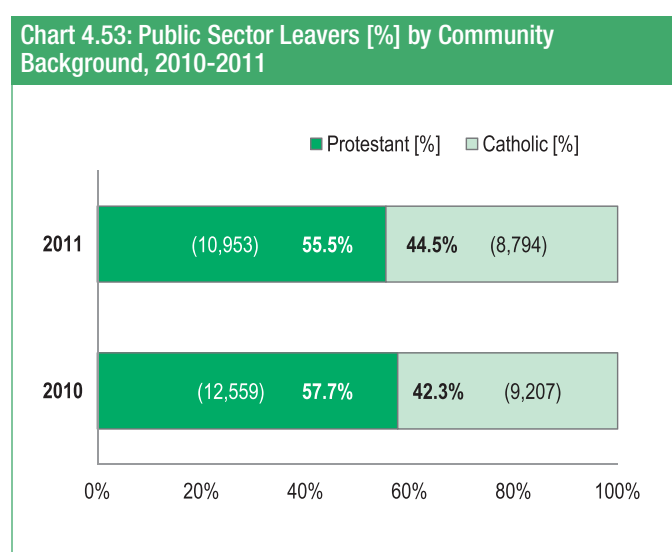
	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>4,132</b>	50.8% [20.9%]	<b>2,978</b>	36.6% [15.1%]	<b>1,021</b>	12.6%	<b>8,131</b>	36.7%
<b>Female</b>	<b>6,821</b>	48.6% [34.5%]	<b>5,816</b>	41.5% [29.5%]	<b>1,394</b>	9.9%	<b>14,031</b>	63.3%
<b>Total</b>	<b>10,953</b>	49.4% [55.5%]	<b>8,794</b>	39.7% [44.5%]	<b>2,415</b>	10.9%	<b>22,162</b>	100.0%

#### 4.5.4.1 Community Background

In 2011, [55.5%] of public sector leavers were Protestant; while [44.5%] were Roman Catholic (Chart 4.53).

Between 2010 and 2011, the decrease in the number of Protestant leavers from the public sector was greater than that for Roman Catholic leavers (Chart 4.54). Thus, the Roman Catholic share of private sector leavers increased by [2.2 pp] from [42.3%].

During the period 2001-2011, the overall decrease in the number of Protestant leavers from the public sector was greater than that for Roman Catholic leavers (Chart 4.54). Thus, the Roman Catholic share of private sector leavers increased by [0.1 pp] overall from [44.4%] to [44.5%].



#### 4.5.4.2 Sex

In 2011, nearly two-thirds of leavers from the public sector were female, while slightly more than one-third were male (Chart 4.55).

Between 2010 and 2011, the number of female public sector leavers decreased by a greater amount than male leavers (Chart 4.56). Thus, the male share of private sector leavers increased by (2.1 pp) from 34.6%.

During the period 2001-2011, the number of female public sector leavers decreased by a greater amount than male leavers (Chart 4.56). Thus, the male share of private sector leavers increased by (0.1 pp) overall from 36.6% in 2001 to 36.7% in 2011.

Chart 4.55: Public Sector Leavers % by Sex, 2010-2011

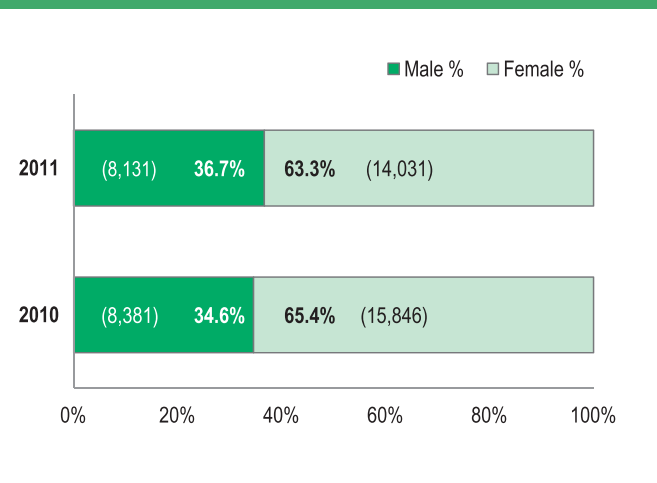
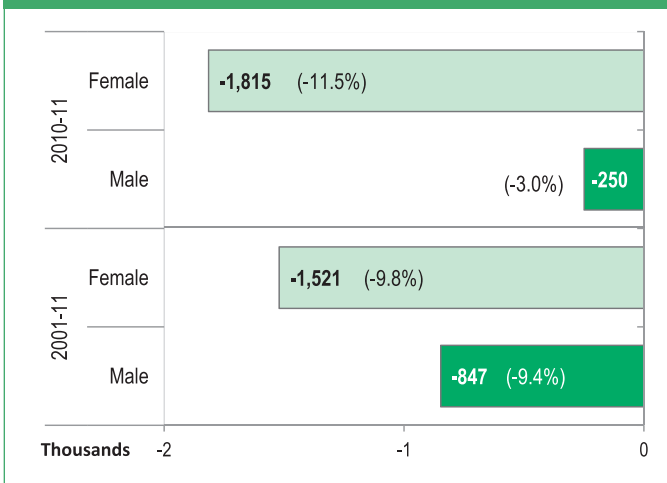


Chart 4.56: Changes in Public Sector Leavers (n) by Sex, 2010-2011 and 2001-2011



#### 4.5.4.3 Community Background and Sex

In 2011, female Protestants and female Roman Catholics comprised almost two-thirds of leavers from the public sector workforce, whilst male Protestants and male Roman Catholics comprised more than one-third of leavers (Chart 4.57).

Between 2010 and 2011, the number of female Protestant leavers decreased by the greatest amount, while the number of male Roman Catholic leavers decreased by the smallest amount (Chart 4.58). Thus, female Protestants were the only group to decrease their share of leavers, by [3.4 pp] from [37.9%] in 2010.

During the period 2001-2011, each of the four groups decreased overall in numbers of leavers from the public sector. The overall decreases in male Protestant and female Roman leavers were greater than those for female Protestant and male Roman Catholic leavers (Chart 4.58). Consequently, female Protestants' share of public sector leavers share increased by [0.6 pp] overall from [33.9%] to [34.5%], whilst male Roman Catholics' share increased by [1.4 pp] from [13.7%] to [15.1%].

Chart 4.57: Public Sector Leavers [%] by Community Background and Sex, 2010-2011

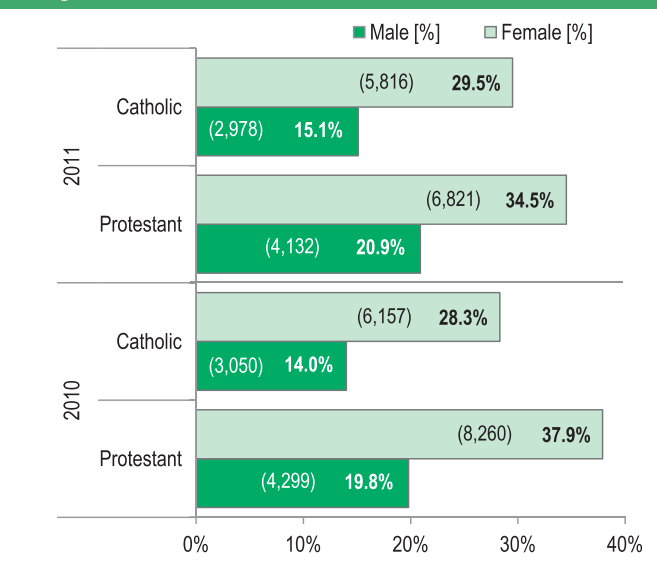
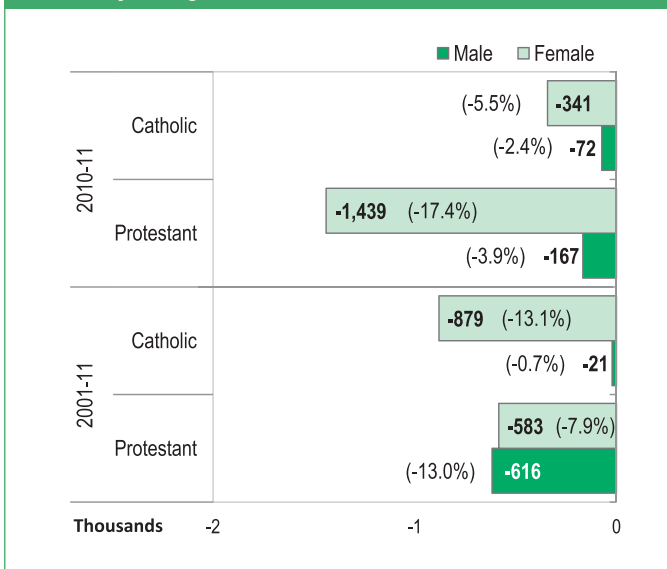


Chart 4.58: Changes in Public Sector Leavers (n) by Community Background and Sex, 2010-2011 and 2001-2011



## 4.6 Additional Tables for Chapter 4

Table 4.9: Public Sector (All) Employees by Community Background and SOC in 2011								
SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	4,601	4.9	53.6	3,977	4.8	46.4	8,578	4.8
SOC 2	9,480	10.1	50.3	9,350	11.3	49.7	18,830	10.6
SOC 3	26,407	28.0	54.8	21,816	26.3	45.2	48,223	27.2
SOC 4	19,650	20.9	51.8	18,255	22.0	48.2	37,905	21.4
SOC 5	2,464	2.6	63.2	1,433	1.7	36.8	3,897	2.2
SOC 6	12,457	13.2	51.2	11,893	14.3	48.8	24,350	13.7
SOC 7	245	0.3	61.1	156	0.2	38.9	401	0.2
SOC 8	3,160	3.4	56.5	2,434	2.9	43.5	5,594	3.2
SOC 9	15,717	16.7	53.6	13,605	16.4	46.4	29,322	16.6
<b>Total</b>	<b>94,181</b>	<b>100.0</b>	<b>53.2</b>	<b>82,919</b>	<b>100.0</b>	<b>46.8</b>	<b>177,100</b>	<b>100.0</b>

Table 4.10: Public Sector Full-time Employees by Community Background and SOC in 2011								
SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	4,571	5.7	53.7	3,944	5.6	46.3	8,515	5.7
SOC 2	8,205	10.3	50.3	8,093	11.5	49.7	16,298	10.8
SOC 3	22,833	28.5	54.7	18,911	26.9	45.3	41,744	27.8
SOC 4	18,513	23.1	51.4	17,477	24.9	48.6	35,990	24.0
SOC 5	2,420	3.0	63.3	1,401	2.0	36.7	3,821	2.5
SOC 6	9,896	12.4	50.8	9,574	13.6	49.2	19,470	13.0
SOC 7	199	0.2	62.0	122	0.2	38.0	321	0.2
SOC 8	3,068	3.8	56.5	2,362	3.4	43.5	5,430	3.6
SOC 9	10,285	12.9	55.2	8,355	11.9	44.8	18,640	12.4
<b>Total</b>	<b>79,990</b>	<b>100.0</b>	<b>53.2</b>	<b>70,239</b>	<b>100.0</b>	<b>46.8</b>	<b>150,229</b>	<b>100.0</b>

Table 4.11: Public Sector Part-time Employees by Community Background and SOC in 2011								
SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	30	0.2	47.6	33	0.3	52.4	63	0.2
SOC 2	1,275	9.0	50.4	1,257	9.9	49.6	2,532	9.4
SOC 3	3,574	25.2	55.2	2,905	22.9	44.8	6,479	24.1
SOC 4	1,137	8.0	59.4	778	6.1	40.6	1,915	7.1
SOC 5	44	0.3	57.9	32	0.3	42.1	76	0.3
SOC 6	2,561	18.0	52.5	2,319	18.3	47.5	4,880	18.2
SOC 7	46	0.3	57.5	34	0.3	42.5	80	0.3
SOC 8	92	0.6	56.1	72	0.6	43.9	164	0.6
SOC 9	5,432	38.3	50.9	5,250	41.4	49.1	10,682	39.8
<b>Total</b>	<b>14,191</b>	<b>100.0</b>	<b>52.8</b>	<b>12,680</b>	<b>100.0</b>	<b>47.2</b>	<b>26,871</b>	<b>100.0</b>



## Chapter 5

# PUBLIC SECTOR – HEALTH

## 5. Public Sector – Health

### Key Details

#### ALL EMPLOYEES

- The composition of the health sector workforce was 32,007 [49.6%] Protestant and 32,548 [50.4%] Roman Catholic.
- Between 2010 and 2011, total Protestant employment decreased by 2.0% (-652), while total Roman Catholic employment decreased by 0.4% (-116). Thus, overall the Roman Catholic share increased by [0.4 pp] from [50.0%] to [50.4%].
- The health sector accounted for 36.9% of all public sector employment and comprised 68,740 employees. This represents a decrease in employees of 1.1% (-783) from 2010.
- More than four-fifths (81.3%, n=55,879) of health sector employees were female.

#### FULL-TIME WORKFORCE

- The composition of the full-time workforce was 27,334 [49.4%] Protestant and 28,023 [50.6%] Roman Catholic.
- Between 2010 and 2011, full-time Protestant employment decreased by 2.0% (-557), while full-time Roman Catholic employment decreased by 0.1% (-40). Thus, overall the Roman Catholic share of the full-time health sector workforce increased by [0.4 pp] from [50.2%] to [50.6%].
- The full-time workforce accounted for 85.6% of the health sector workforce, and comprised 58,856 employees. This represents a decrease of 1.0% (-613) compared with 2010.

#### PART-TIME WORKFORCE

- The composition of the part-time workforce was 4,673 [50.8%] Protestant and 4,525 [49.2%] Roman Catholic.
- Between 2010 and 2011, part-time Protestant employment decreased by 2.0% (-95), while part-time Roman Catholic employment decreased by 1.7% (-76). Thus, overall the Roman Catholic share of the part-time workforce increased by [0.1 pp] from [49.1%] to [49.2%].
- The part-time workforce accounted for 14.4% of the health sector workforce, and comprised 9,884 employees. This represents a decrease of 1.7% (-170) in employees from 2010, the majority of whom were either female Protestant (-69) or female Roman Catholic (-96) employees.

#### FLOWS IN EMPLOYMENT

- The number of applicants to the health sector (33,420) was at its lowest for the period 2001-2011 (excluding RPA-affected returns in 2008). The composition was [45.0%] Protestant and [55.0%] Roman Catholic.
- The number of appointees to the health sector (5,090) was at its lowest for the period 2001-2011 (excluding RPA-affected returns in 2008). The composition was [45.5%] Protestant and [54.5%] Roman Catholic.
- The number of leavers from the health sector (6,541) represents a decrease of 20.8% from 2010. The composition was [49.1%] Protestant and [50.9%] Roman Catholic.

## 5.1 The Health Sector Workforce: Introduction

The purpose of this chapter is to help inform employers and other interested parties about wider compositional trends within the health sector that, alongside information on labour availability, may better inform their own considerations of fair participation in specific employment(s).

In 2011, a total of 7 health care bodies submitted monitoring returns to the Commission, accounting for more than 68,000 health sector employees and 36.9% of all public sector employment. The health sector enjoyed steady growth between 2001 (n= 58,857) and 2009 (n= 72,122), but in 2011 the health sector workforce was at its lowest level since 2006, when it comprised 68,593 employees.

### 5.1.1 Dynamic of Change: Health Sector Workforce 2010-2011

Between 2010 and 2011, a decrease in employee numbers was recorded for Protestant, Roman Catholic, male and female health sector employees. Overall, the sector contracted by 783 employees. During this period, male Roman Catholics were the only main group to increase in numbers in full-time employment and part-time employment (by 9 and 20 respectively). The greatest decrease in numbers in employment occurred among full-time female Protestant employees (-445), followed by full-time male Protestant employees (-112). Among the part-time workforce, female Roman Catholics saw the greatest decrease in numbers in employment (-96). Overall the number of Protestant employees decreased by more than their Roman Catholic counterparts, and as a result, the Roman Catholic share of the total health sector workforce increased by [0.4 pp] from [50.0%] in 2010.

## 5.2 The Health Sector Workforce: All Employees

There were 68,740 employees in the health sector in 2011 (Table 5.1), a decrease of 1.1% (-783) from 2010.

	Protestant		Roman Catholic		Non-Determined		Total	
Male	5,378	41.8% [8.3%]	6,164	47.9% [9.5%]	1,319	10.3%	12,861	18.7%
Female	26,629	47.7% [41.3%]	26,384	47.2% [40.9%]	2,866	5.1%	55,879	81.3%
Total	32,007	46.6% [49.6%]	32,548	47.3% [50.4%]	4,185	6.1%	68,740	100.0%

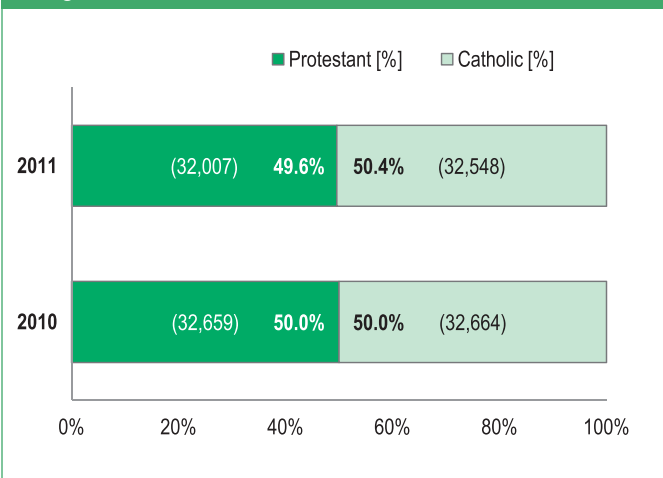
### 5.2.1 Community Background

In 2011, [49.6%] of health sector employees were Protestant; while [50.4%] were Roman Catholic (Chart 5.1).

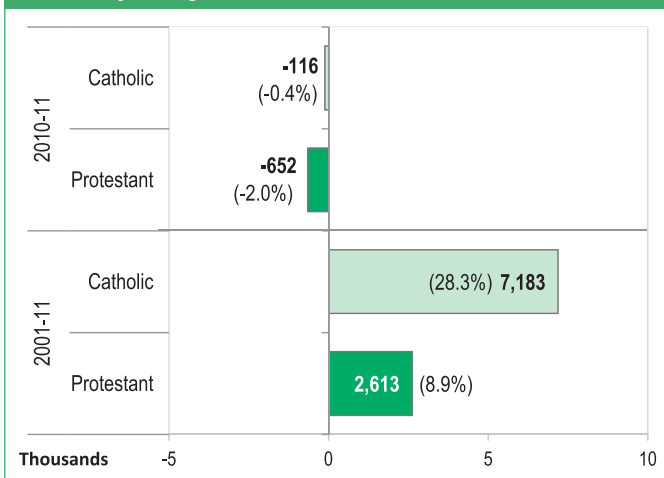
Between 2010 and 2011, the number of Protestant employees decreased by a greater amount than Roman Catholic employees (Chart 5.2). Thus, the Roman Catholic share of the health sector workforce increased slightly by [0.4 pp] from [50.0%].

During the period 2001-2011, the overall increase in the number of Roman Catholic health sector employees was greater than the increase in Protestant employees (Chart 5.2). Thus, the Roman Catholic share of the health sector workforce increased by [4.1 pp] overall from [46.3%] to [50.4%]. The Roman Catholic share of employees has gradually increased during this period (Chart 5.3).

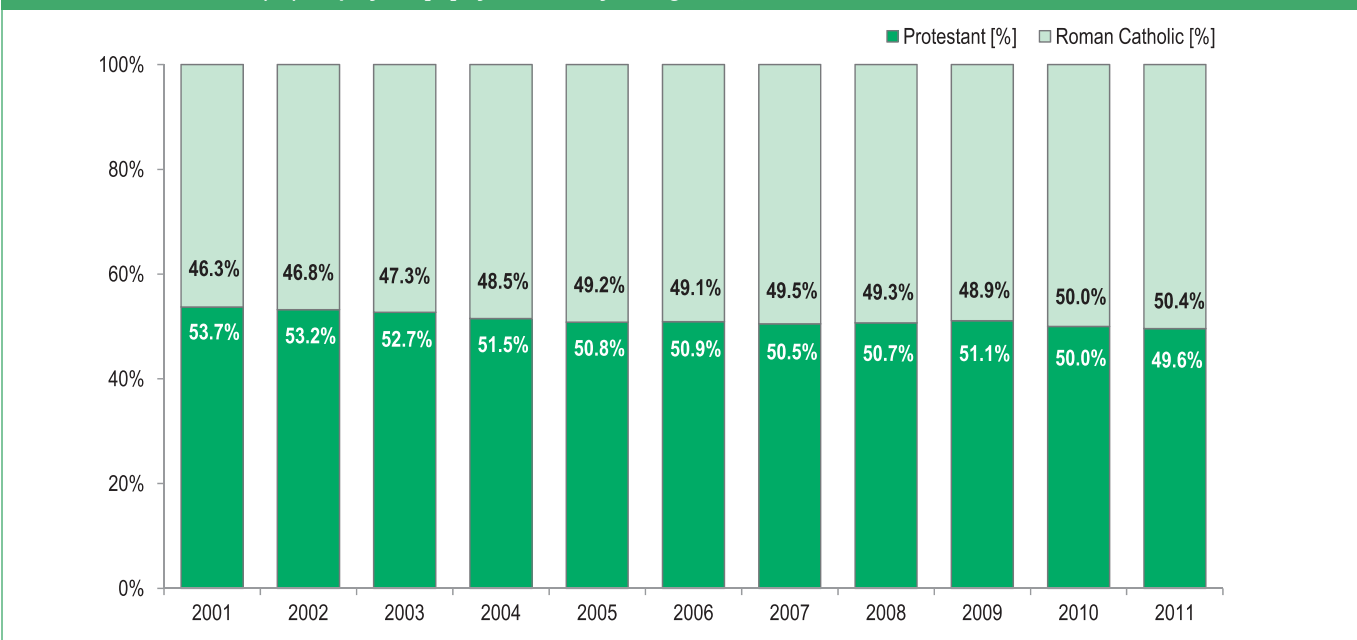
**Chart 5.1: Health Sector (All) Employees [%] by Community Background, 2010-2011**



**Chart 5.2: Changes in Health Sector (All) Employees (n) by Community Background, 2010-2011 and 2001-2011**



**Chart 5.3: Health Sector (All) Employees [%] by Community Background, 2001-2011**



**5.2.2 Sex**

**In 2011, more than four-fifths of health sector employees were female while less than one-fifth were male (Chart 5.4).**

Between 2010 and 2011, the number of female health sector employees decreased by a greater amount than did male employees. However, proportionally, the decrease in male employees was slightly greater than that for female employees (Chart 5.5). As a result of the similarities in the proportional changes in male and female employment, the proportions of the workforce accounted for by male/female employees remained at 2010 levels.

During the period 2001-2011, the overall increase in the number of female health sector employees was greater than the increase in male employees. However, proportionally, the overall increase in male employees was greater than that for female employees (Chart 5.5). Thus, the male share of the health sector workforce increased by (0.8 pp) from 17.9% in 2001 to 18.7% in 2011.

Chart 5.4: Health Sector (All) Employees % by Sex, 2010-2011

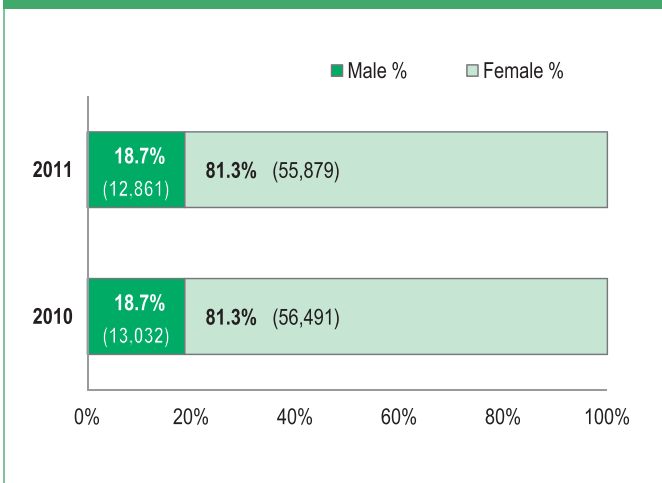
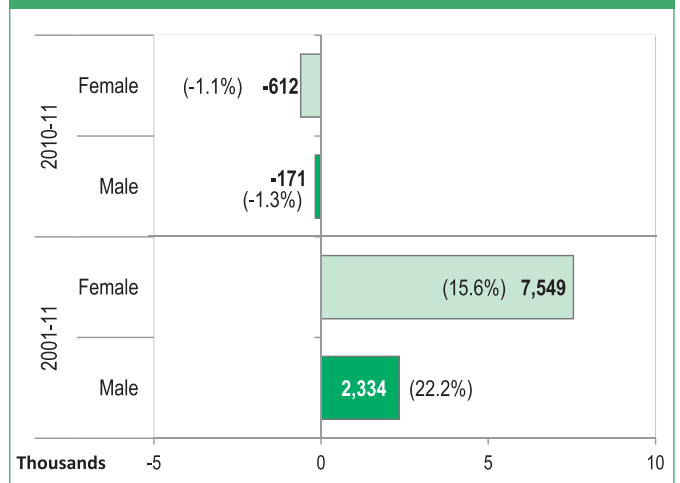


Chart 5.5: Changes in Health Sector (All) Employees (n) by Sex, 2010-2011 and 2001-2011



### 5.2.3 Community Background and Sex

In 2011, health sector employment was noticeably divided along gender lines, with female Protestants [41.3%] and female Roman Catholics [40.9%] comprising the majority of employees (Chart 5.6). Male Protestant [8.3%] and male Roman Catholic [9.5%] employees comprised similarly small proportions of the health sector workforce.

Between 2010 and 2011, male Roman Catholics were the only group to show an increase in employment. The greatest decrease in numbers in employment occurred among female Protestant employees. However, proportionally, the greatest decrease in employment occurred among male Protestant employees (Chart 5.7). Consequently, male Roman Catholic employees' share of the health sector workforce increased by [0.1 pp] from [9.4%], while female Roman Catholic employees' share increased by [0.3 pp] from [40.6%].

During the period 2001-2011, the increases in the numbers of male Roman Catholic and female Roman Catholic employees were, proportionally, greater than those for male Protestant and female Protestant employees (Chart 5.7). Consequently, the male Roman Catholic share of the health sector workforce increased by [1.0 pp] overall from [8.5%] to [9.5%], while the female Roman Catholic share increased by [3.1 pp] overall from [37.8%] to [40.9%].

Chart 5.6: Health Sector (All) Employees [%] by Community Background and Sex, 2010-2011

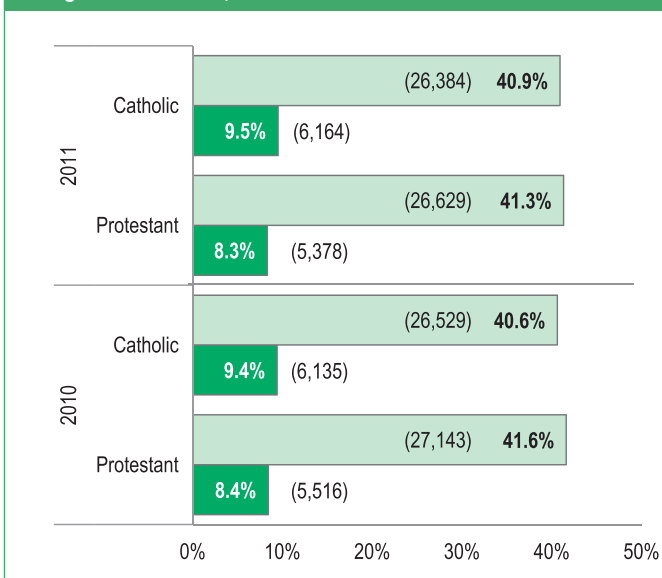
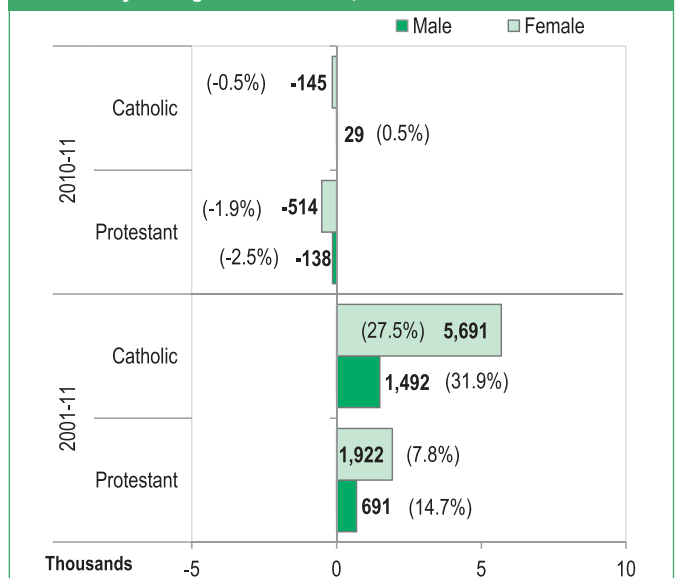


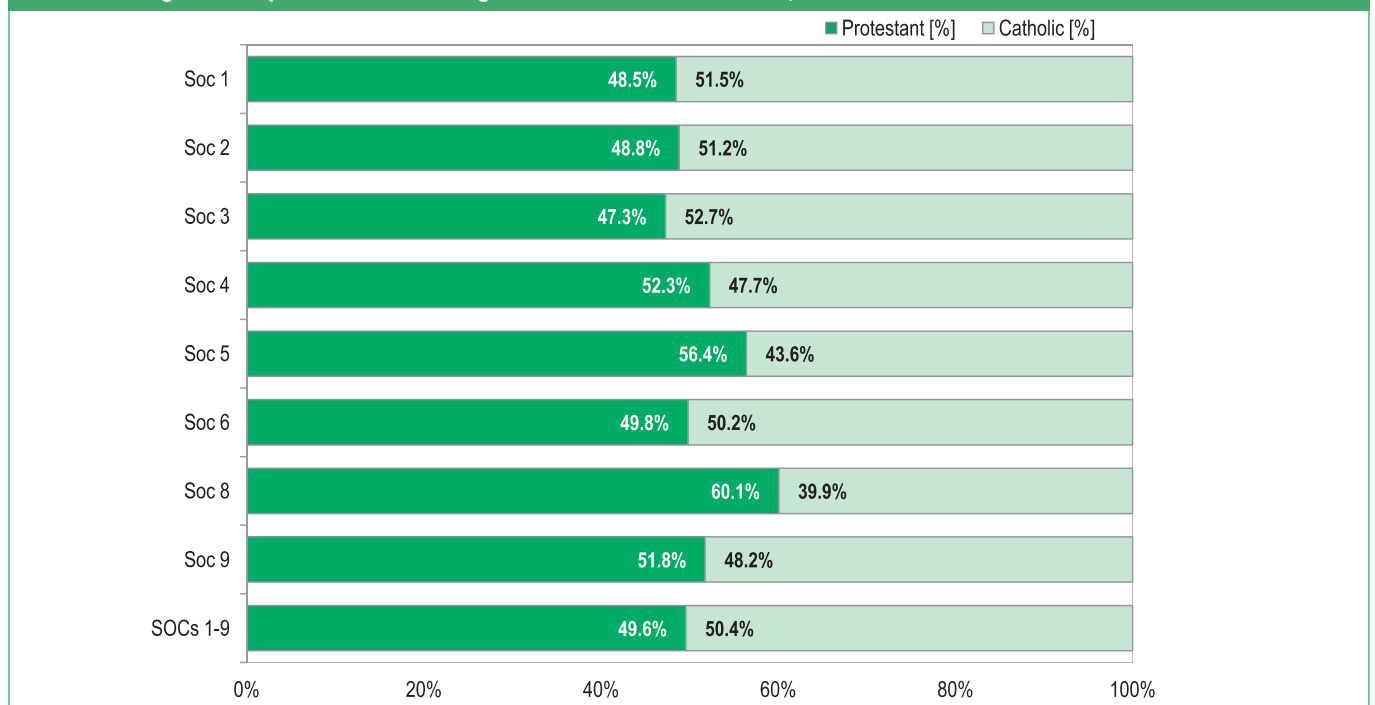
Chart 5.7: Changes in Health Sector (All) Employees (n) by Community Background and Sex, 2010-2011 and 2001-2011



### 5.2.4 Community Background and SOC

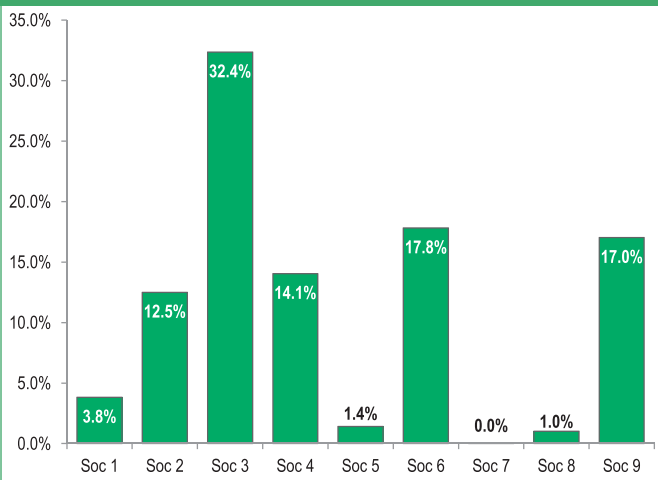
In 2011, as in previous years, the religious composition of SOC categories 1-9 varied (Chart 5.8). In SOC categories 1 -3 and SOC 6, Roman Catholics accounted for a greater proportion of employees than did Protestant, while in SOCs 4-5 and 8-9 the opposite was true. However, with reference to the average composition of SOCs 1-9 [49.6% v. 50.4%], Protestants representation in Plant and Machine Operative Occupations (SOC 8) was (10.5 pp) above average, while Protestant representation in Skilled Trades Occupations (SOC 5) was [6.8 pp] above average. Conversely, Roman Catholic representation in Associate Professional and Technical Occupations (SOC 3) was [2.3 pp] above average.

Chart 5.8: Religious Composition of SOC Categories 1-9 in the Health Sector, 2011

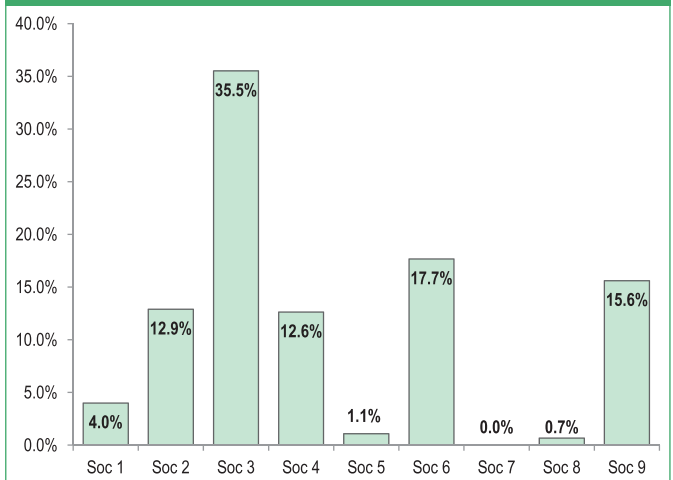


In 2011, the greatest proportions of both Protestant and Roman Catholic health sector workers were employed in Associate Professional and Technical Occupations (SOC 3). The smallest proportions of both groups were employed in Sales and Customer Service Occupations (SOC 7) (Charts 5.9 & 5.10). Despite difference in the religious composition of the SOC categories (Chart 5.8), the distribution of Protestant and Roman Catholic employees across the SOC categories were broadly similar. However, some small differences in distribution are evident (Charts 5.9 & 5.10). For example, a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 3 (35.5% v. 32.4). For further details on the composition of the health sector workforce by SOC, see Table 5.8 at the end of the chapter.

**Chart 5.9: Distribution of Protestant Health Sector Employees across SOCs 1-9, 2011**



**Chart 5.10: Distribution of Catholic Health Sector Employees across SOCs 1-9, 2011**



### 5.3 The Health Sector Workforce: Full-time Employees

There were 58,856 full-time employees in the health sector in 2011 (Table 5.2), a decrease of 1.0% (-613) from 2010.

**Table 5.2 Health Sector Full-time Employees by Community Background and Sex in 2011**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>4,747</b>	41.7% [8.6%]	<b>5,511</b>	48.4% [10.0%]	<b>1,130</b>	9.9%	<b>11,388</b>	19.3%
<b>Female</b>	<b>22,587</b>	47.6% [40.8%]	<b>22,512</b>	47.4% [40.7%]	<b>2,369</b>	5.0%	<b>47,468</b>	80.7%
<b>Total</b>	<b>27,334</b>	46.4% [49.4%]	<b>28,023</b>	47.6% [50.6%]	<b>3,499</b>	5.9%	<b>58,856</b>	100.0%

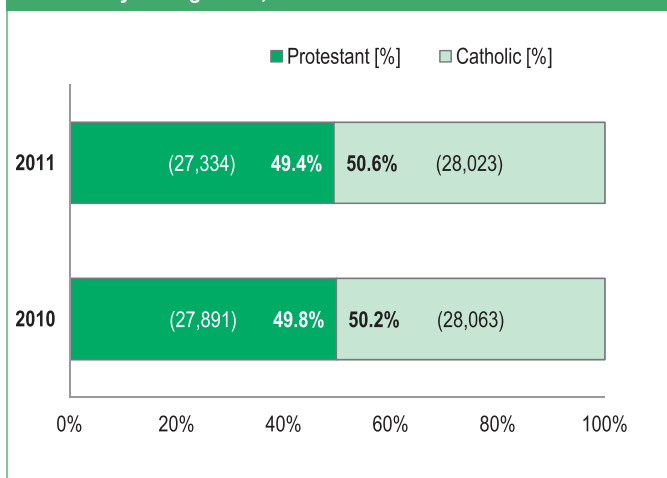
#### 5.3.1 Community Background

**In 2011, there were [49.4%] Protestant and [50.6%] Roman Catholic full-time employees in the health sector (Chart 5.11).**

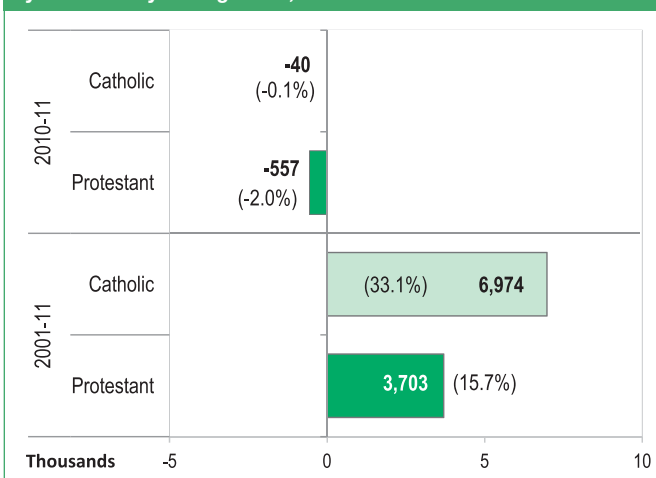
Between 2010 and 2011 the decrease in the number of Protestant full-time employees was greater than that for their Roman Catholic counterparts (Chart 5.12). Consequently, the Roman Catholic share of the full-time health sector workforce increased by [0.4 pp] from [50.2%] in 2010.

During the period 2001-2011, the overall increase in the number of Roman Catholic full-time health sector employees was greater than that for Protestant employees (Chart 5.12). Thus, the Roman Catholics share of the health sector workforce increased by [3.5 pp] from [47.1%] in 2001 to [50.6%] in 2011. Over this period, the proportion of the full-time workforce accounted for by Roman Catholics increased (Chart 5.13).

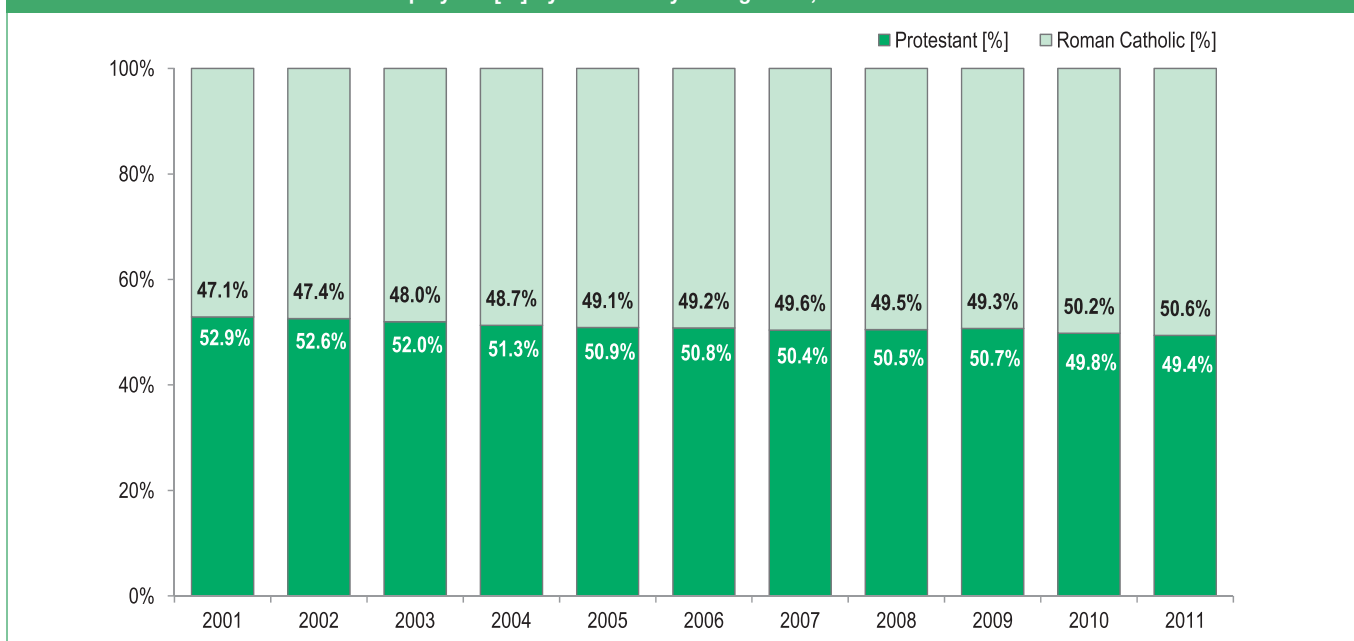
**Chart 5.11: Health Sector Full-time Employees [%] by Community Background, 2010-2011**



**Chart 5.12: Changes in Health Sector Full-time Employees (n) by Community Background, 2010-2011 and 2001-2011**



**Chart 5.13: Health Sector Full-time Employees [%] by Community Background, 2001-2011**



### 5.3.2 Sex

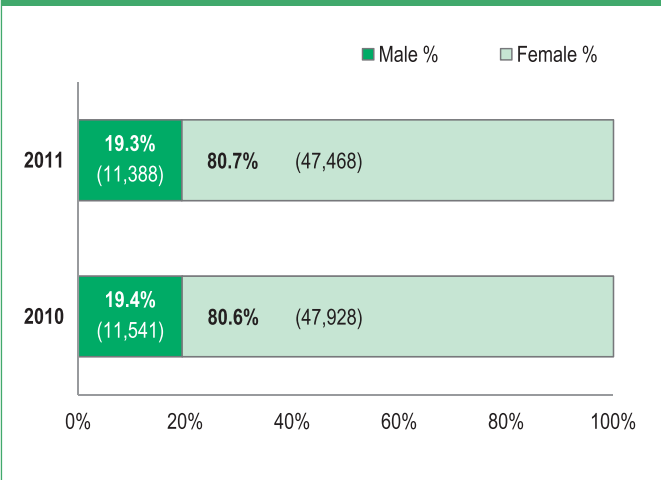
In 2011, more than four-fifths of full-time health sector employees were female, while less than one-fifth were male (Chart 5.14).

Between 2010 and 2011, the number of female full-time employees decreased by a greater amount than male employees (Chart 5.15). However, proportionally, the decrease in the number of male full-time employees was greater than that for female employees. Thus, the female share of the full-time health sector workforce increased by (0.1 pp) from 80.6% in 2010.

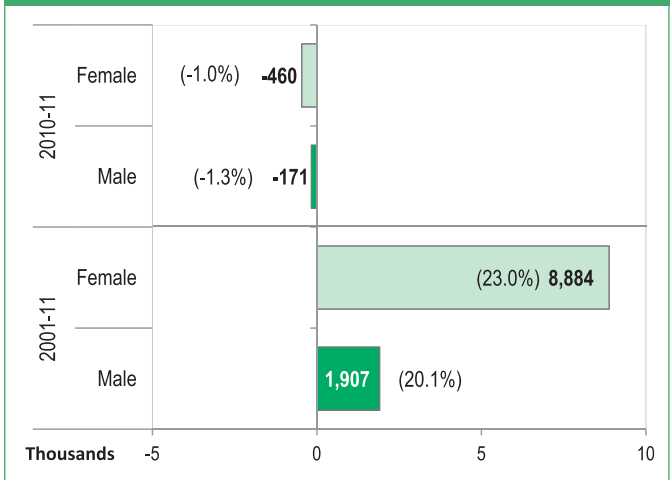
During the period 2001-2011, the overall increase in the number of female full-time employees was greater than that for male employees (Chart 5.15). Consequently, the female share of the full-time health sector workforce increased by (0.4 pp) from 80.3% in 2001.



**Chart 5.14: Health Sector Full-time Employees % by Sex, 2010-2011**



**Chart 5.15: Changes in Health Sector Full-time Employees (n) by Sex, 2010-2011 and 2001-2011**



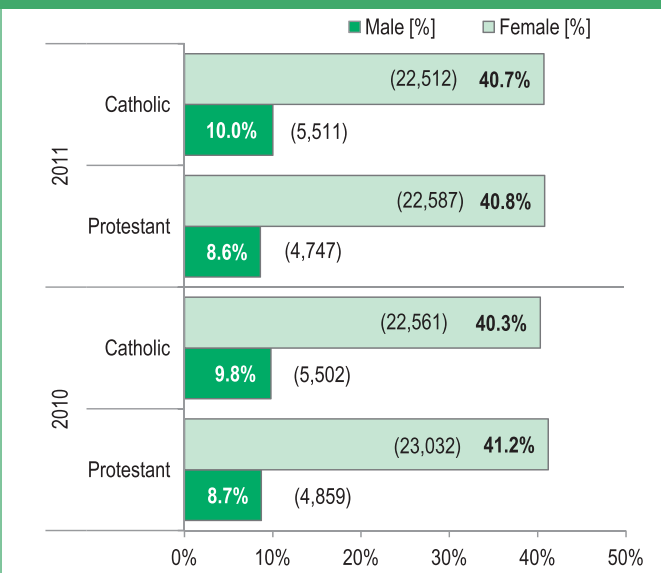
**5.3.3 Community Background and Sex**

In 2011, female Protestants [40.8%] and female Roman Catholics [40.7%] comprised more than 80 percent of full-time health sector employees (Chart 5.16). Male Protestant [8.6%] and male Roman Catholic [10.0%] employees comprised similarly small proportions of the workforce.

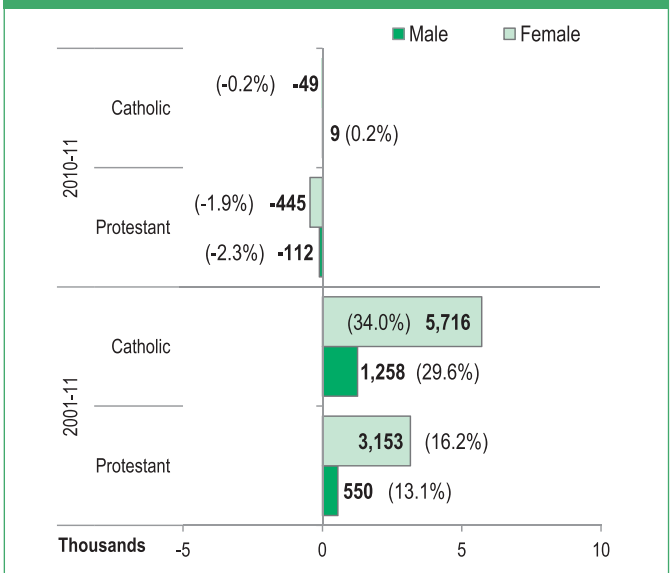
Between 2010 and 2011, male Roman Catholics were the only group to increase in full-time employment (Chart 5.17). The greatest decrease in numbers in full-time employment occurred among female Protestant employees. However, proportionally, the greatest decrease in full-time employment occurred among male Protestant employees (Chart 5.17). Consequently, the male Roman Catholic share of the full-time workforce increased by [0.2 pp] from [9.8%] in 2010, while the female Roman Catholic share increased by [0.4 pp] from [40.3%] in 2010.

During the period 2001-2011, the overall increases in the numbers of male Roman Catholic and female Roman Catholic full-time employees were, proportionally, greater than those for either male Protestant or female Protestant employees (Chart 5.17). Thus, male Roman Catholics' share of the full-time workforce increased by [0.5 pp] from [9.5%] in 2001 to [10.0%] in 2011, whilst female Roman Catholics' share increased by [3.1 pp] from [37.6%] to [40.7%].

**Chart 5.16: Health Sector Full-time Employees [%] by Community Background and Sex, 2010-2011**



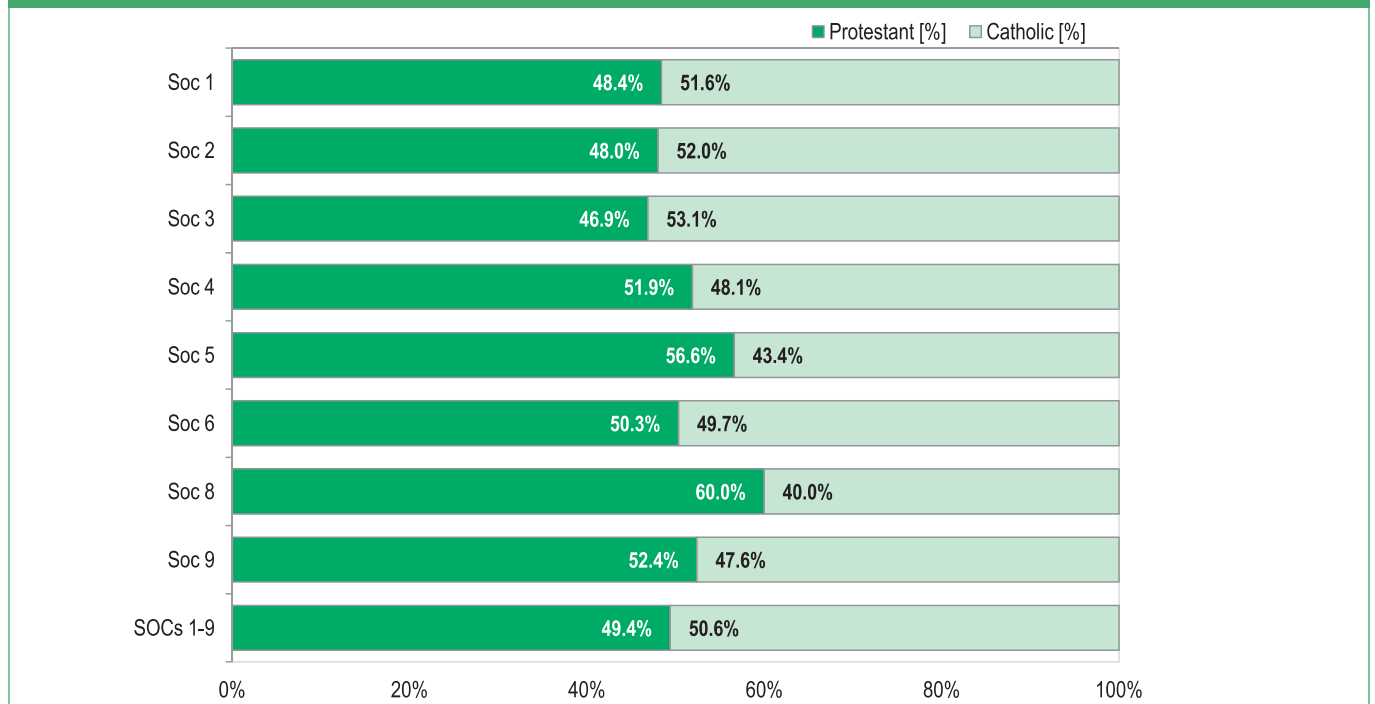
**Chart 5.17: Changes in Health Sector Full-time Employees (n) by Community Background and Sex, 2010-2011 and 2001-2011**



### 5.3.4 Community Background and SOC

In 2011, as in previous years, the religious composition of SOC categories 1-9 varied (Chart 5.18). In SOC categories 1-3 Roman Catholics accounted for a greater proportion of employees than did Protestant, while in SOCs 4-6 and 8-9 the opposite was true. However, with reference to the average composition of SOCs 1-9 [49.4% v. 50.6%], Protestant representation in Plant and Machine Operative Occupations (SOC 8) was [10.6 pp] above average, while Protestant representation in Skilled Trades Occupations (SOC 5) was [7.2 pp] above average. Conversely, Roman Catholic representation in Associate Professional and Technical Occupations (SOC 3) was [2.5 pp] above average.

Chart 5.18: Religious Composition of SOC Categories 1-9 in the Full-time Health Sector, 2011



In 2011, the greatest proportions of both Protestant and Roman Catholic full-time health sector workers were employed in Associate Professional and Technical Occupations (SOC 3). The smallest proportions of both groups were employed in Sales and Customer Service Occupations (SOC 7) (Charts 5.19 & 5.20). Despite difference in the religious composition of the SOC categories (Chart 5.18), the distribution of Protestant and Roman Catholic employees across the SOC categories were broadly similar. However, some small differences in distribution are evident (Charts 5.19 & 5.20). For example, a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 3 (36.5% v. 33.0%). For further details on the composition of the full-time health sector workforce by SOC, see Table 5.9 at the end of the chapter.

Chart 5.19: Distribution of Protestant Full-time Health Sector Employees across SOCs 1-9, 2011

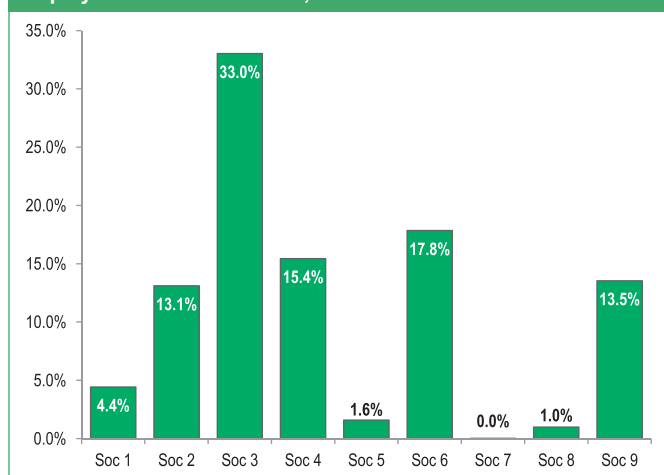
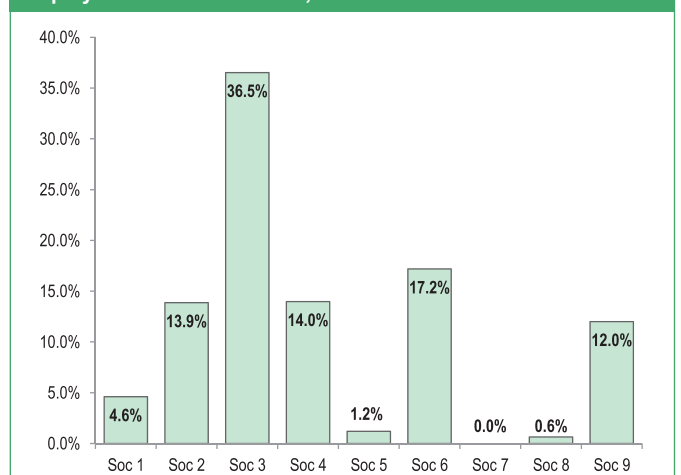


Chart 5.20: Distribution of Catholic Full-time Health Sector Employees across SOCs 1-9, 2011



## 5.4 The Health Sector Workforce: Part-time Employees

There were 9,884 part-time employees in the health sector in 2011 (Table 5.3), a decrease of 1.7% (-170) from 2010.

Table 5.3: Health Sector Part-time Employees by Community Background and Sex in 2011								
	Protestant		Roman Catholic		Non-Determined		Total	
Male	631	42.8% [6.9%]	653	44.3% [7.1%]	189	12.8%	1,473	14.9%
Female	4,042	48.1% [43.9%]	3,872	46.0% [42.1%]	497	5.9%	8,411	85.1%
Total	4,673	47.3% [50.8%]	4,525	45.8% [49.2%]	686	6.9%	9,884	100.0%

### 5.4.1 Community Background

In 2011, Protestant and Roman Catholics employees comprised similar proportions of the part-time health sector workforce [50.8% v. 49.2%] (Chart 5.21).

Between 2010 and 2011, the decrease in the number of part-time Protestant employees was greater than that for Roman Catholic employees (Chart 5.22). Thus, the Roman Catholic share of the part-time health sector workforce increased by [0.1 pp] from [49.1%] in 2010.

During the period 2001-2011, the number of part-time Protestant employees decreased overall (Chart 5.22). In contrast, the number of part-time Roman Catholic employees increased overall. Consequently, the Roman Catholics' share of the part-time health sector workforce increased by [6.4 pp] from [42.8%] in 2001 to [49.2%] in 2011. Year-on year, the proportions of the part-time workforce accounted for by Protestant and Roman Catholic employees have fluctuated (Chart 5.23).

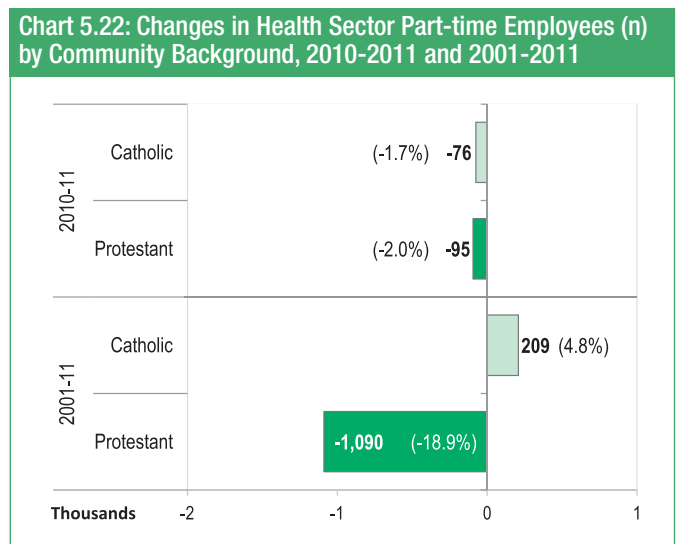
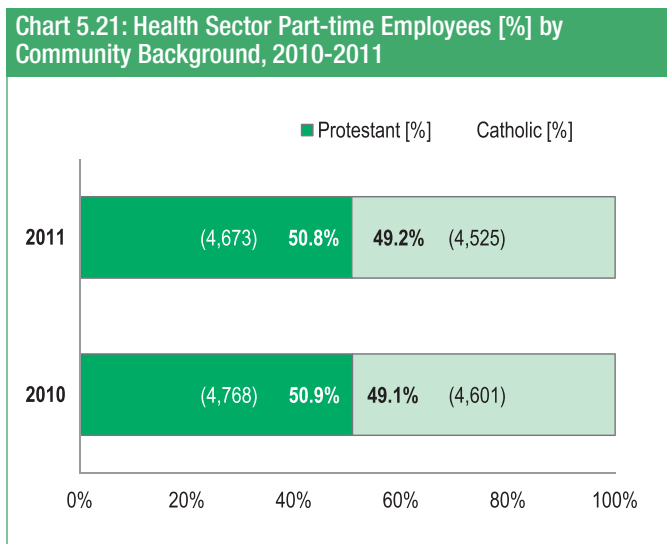
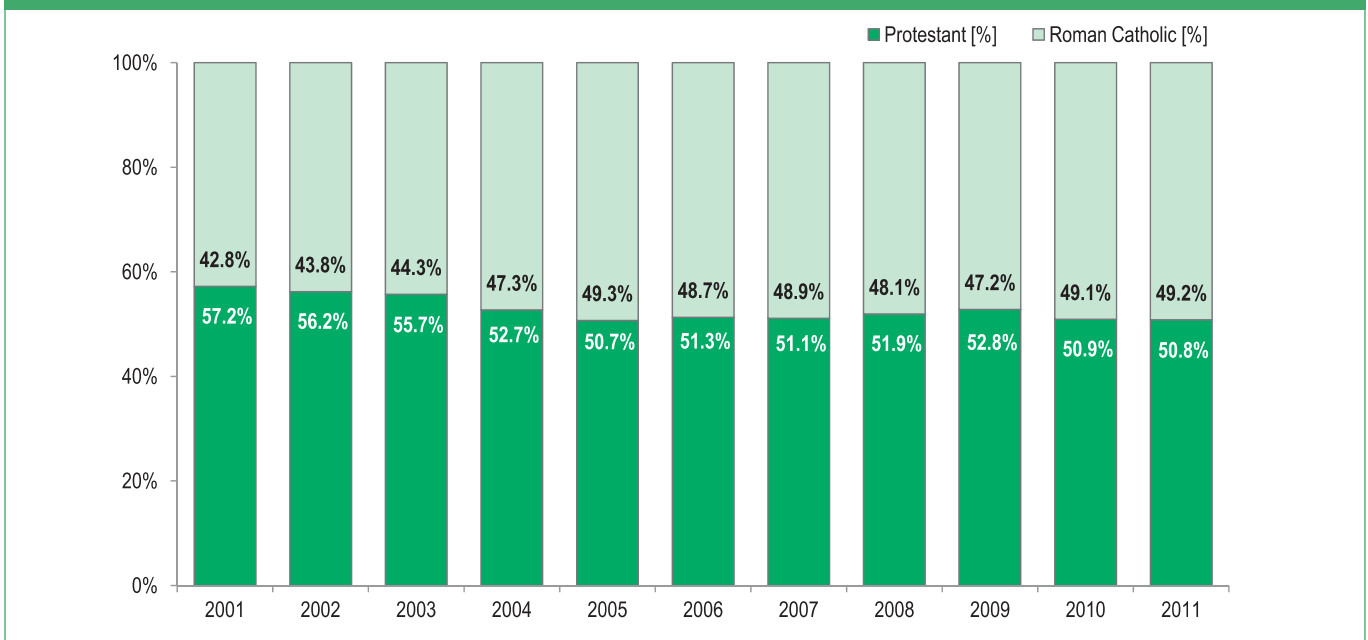


Chart 5.23: Health Sector Part-time Employees [%] by Community Background, 2001-2011



#### 5.4.2 Sex

In 2011, more than 85 percent of part-time health sector employees were female, while 14.9% were male (Chart 5.24).

Between 2010 and 2011, the decrease in the number of female part-time employees was greater than that for their male counterparts (Chart 5.25). Thus, the male share of the part-time health sector workforce increased slightly by (0.1pp) from 14.8% in 2010.

During the period 2001-2011, the number of male part-time employees increased overall, whilst the number of female part-time employees decreased overall (Chart 5.25). Consequently, the male share of the part-time health sector workforce increased by (5.2 pp) overall, from 9.7% in 2001 to 14.9% in 2011.

Chart 5.24: Health Sector Part-time Employees % by Sex, 2010-2011

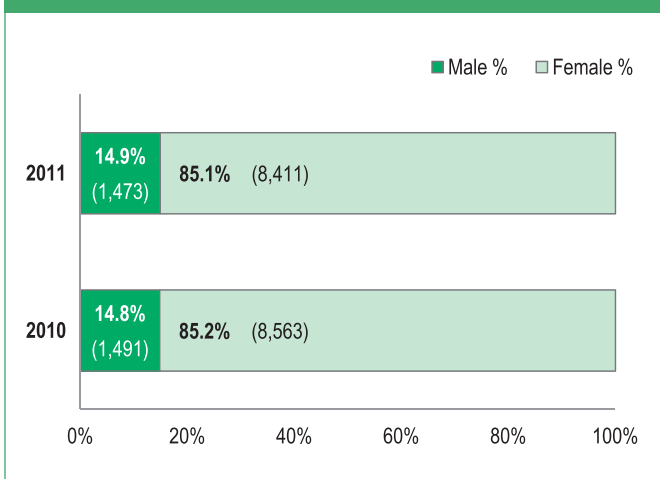
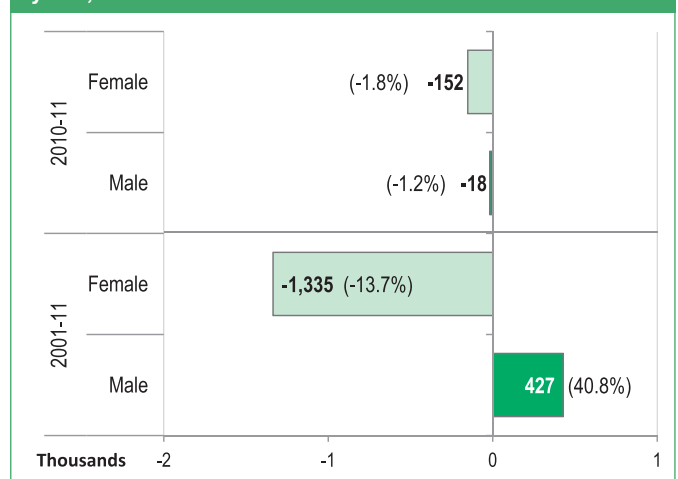


Chart 5.25: Changes in Health Sector Part-time Employees (n) by Sex, 2010-2011 and 2001-2011

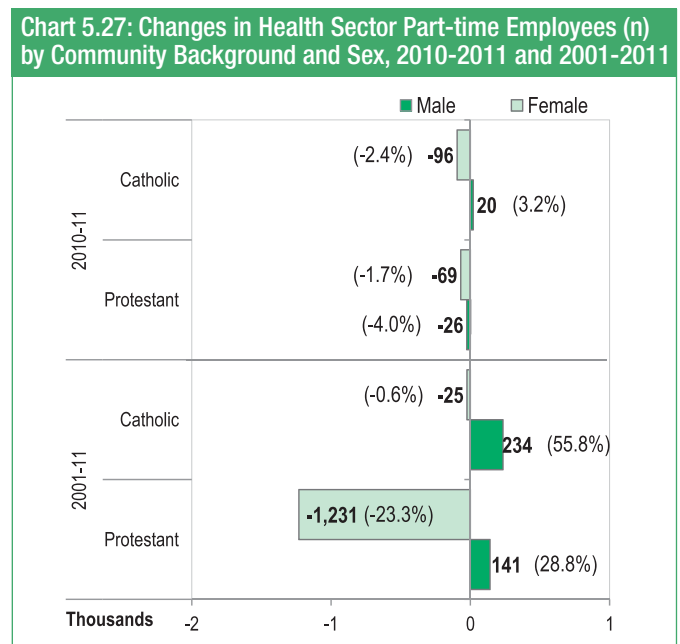
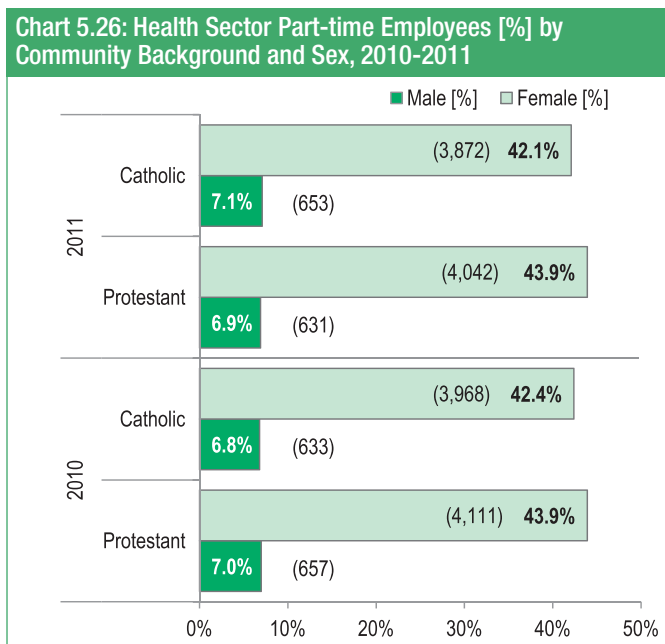


### 5.4.3 Community Background and Sex

In 2011, female Protestants [43.9%] and female Roman Catholics [42.1%] comprised 86 percent of part-time health sector employees (Chart 5.26). Male Protestant [6.9%] and male Roman Catholic [7.1%] employees comprised similarly small proportions of the workforce.

Between 2010 and 2011, male Roman Catholics were the only group to see an increase in part-time employment. The greatest decrease in numbers in part-time employment occurred among female Roman Catholic employees. However, proportionally, the greatest decrease in part-time employment occurred among male Protestant employees (Chart 5.27). Consequently, male Roman Catholic employees' were the only group to increase their share of the part-time workforce, by [0.3 pp] from [6.8%] in 2010.

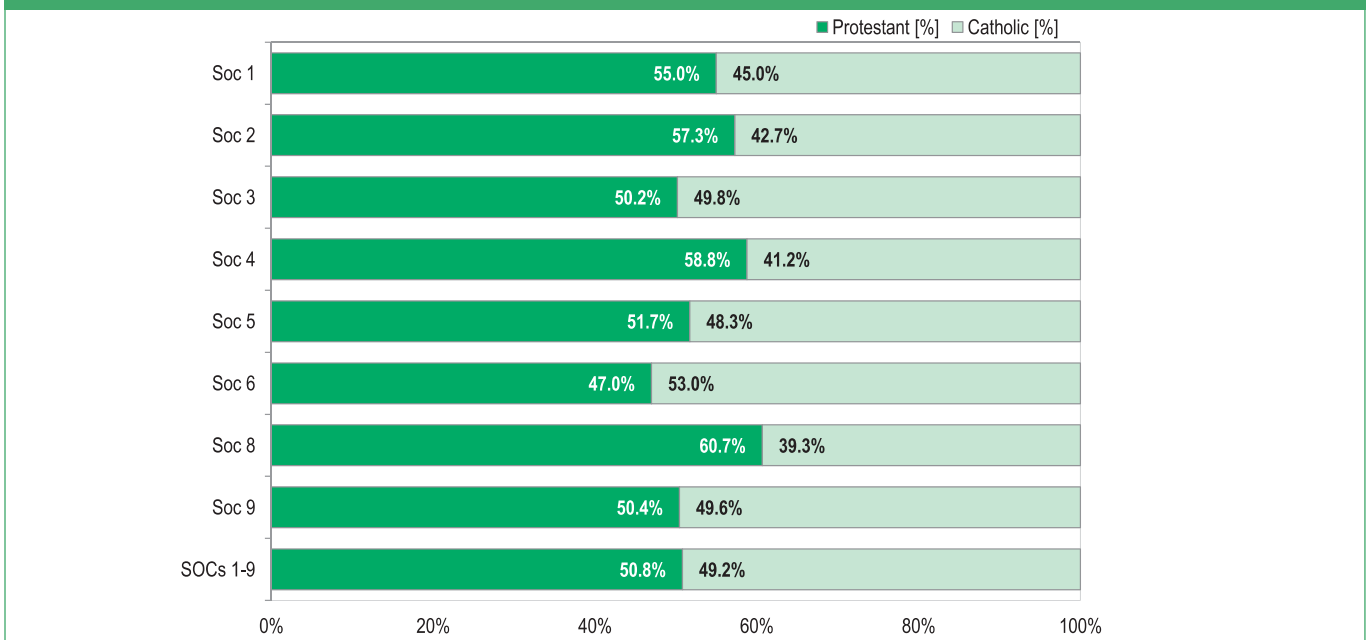
During the period 2001-2011, the overall numbers of male Protestant and male Roman Catholic part-time employees increased, whilst the numbers of female Protestant and female Roman Catholic employees decreased (Chart 5.27). Consequently, male Protestant employees' share of the part-time workforce increased by [2.0 pp] from [4.9%] in 2001 to [6.9%] in 2011, whilst male Roman Catholic employees' share increased by [2.9 pp] from [4.2%] to [7.1%] in 2011.



### 5.4.4 Community Background and Sex

In 2011, as in previous years, the religious composition of SOC categories 1-9 varied (Chart 5.28). In the majority of SOC categories, Protestants accounted for a greater proportion of employees than did Roman Catholics. However, with reference to the average composition of SOCs 1-9 [50.8% v. 49.2%], Protestants representation in Plant and Machine Operative Occupations (SOC 8) was [9.9 pp] above average, while Protestant representation in Administrative and Secretarial Occupations (SOC 4) was [8 pp] above average. Conversely, Roman Catholic representation in Personal Service Occupations (SOC 6) was [3.8 pp] above average.

Chart 5.28: Religious Composition of SOC Categories 1-9 in the Part-time Health Sector, 2011



In 2011, the greatest proportions of both Protestant and Roman Catholic part-time health sector workers were employed in Elementary Occupations (SOC 9). The smallest proportions of both groups were employed in Sales and Customer Service Occupations (SOC 7) (Charts 5.29 & 5.30). Despite difference in the religious composition of the SOC categories (Chart 5.28), the distribution of Protestant and Roman Catholic part-time employees across the SOC categories were broadly similar, although notably, both were very concentrated in SOC 3 and 9. However, some small differences in distribution are evident (Charts 5.29 & 5.30). For example, a greater proportion of Protestant workers than Roman Catholic workers were employed in Professional Occupations (SOC 2) (8.9% v. 6.9%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 6 (20.6% v. 17.6%). For further details on the composition of the full-time health sector workforce by SOC, see Table 5.10 at the end of the chapter.

Chart 5.29: Distribution of Protestant Part-time Health Sector Employees across SOC 1-9, 2011

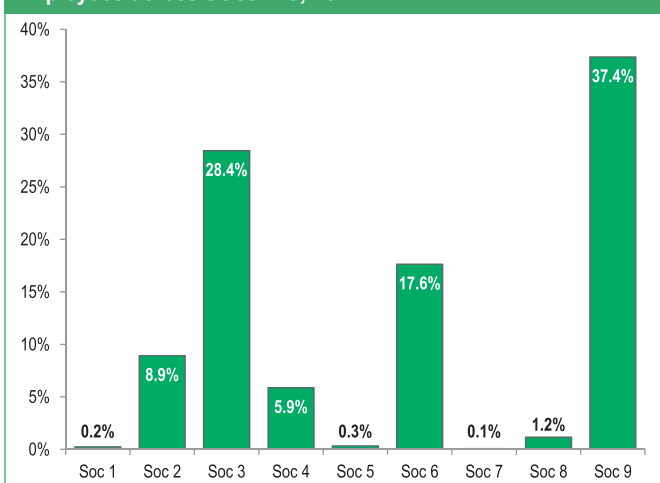
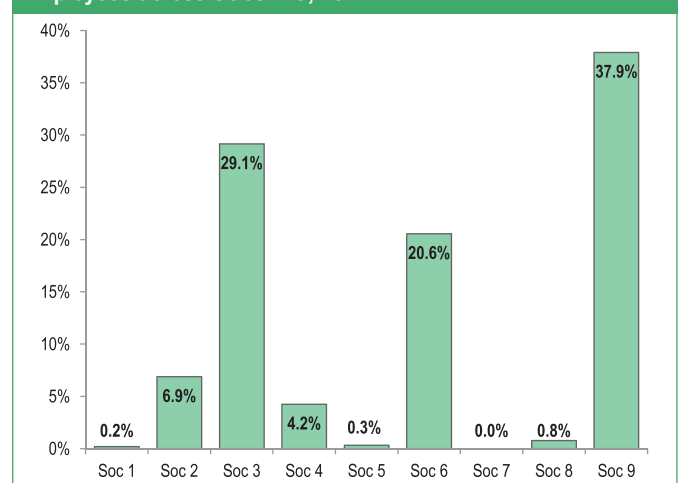


Chart 5.30: Distribution of Catholic Part-time Health Sector Employees across SOC 1-9, 2011



## 5.5 The Health Sector Workforce: Applicants, Appointees, Promotees & Leavers

### 5.5.1 The Health Sector Workforce: Applicants

There were 33,420 applicants to the health sector in 2011 (Table 5.4), a decrease of 25.5% (-11,415) from 2010.

Table 5.4: Health Sector Applicants by Community Background and Sex in 2011								
	Protestant		Roman Catholic		Non-Determined		Total	
Male	3,635	36.7% [12.2%]	4,707	47.5% [15.8%]	1,564	15.8%	9,906	29.6%
Female	9,724	41.4% [32.7%]	11,640	49.5% [39.2%]	2,150	9.1%	23,514	70.4%
Total	13,359	40.0% [45.0%]	16,347	48.9% [55.0%]	3,714	11.1%	33,420	100.0%

#### 5.5.1.1 Community Background

In 2011, there were [45.0%] Protestant and [55.0%] Roman Catholic applicants to the health sector (Chart 5.31).

Between 2010 and 2011, the number of Roman Catholic applicants to the health sector decreased by a greater amount than did Protestant applicants (Chart 5.32). However, proportionally, the decrease in Protestant applicants was slightly greater than that for Roman Catholic applicants. Consequently, the Roman Catholic share of health sector applicants increased by [0.2 pp] from [54.8%] in 2010.

Between 2001 and 2011, the overall decrease in the number of Protestant health sector applicants was greater than that for Roman Catholic applicants (Chart 5.32). Consequently, the Roman Catholic share of health sector applicants increased by [4.1 pp] from [50.9%] in 2001 to [55.0%] in 2011. Over this period, Roman Catholics have, in general, comprised a greater proportion of health sector applicants when compared to Protestants, with an overall upwards trend in the proportion of Roman Catholic applicants evident (Chart 5.33).

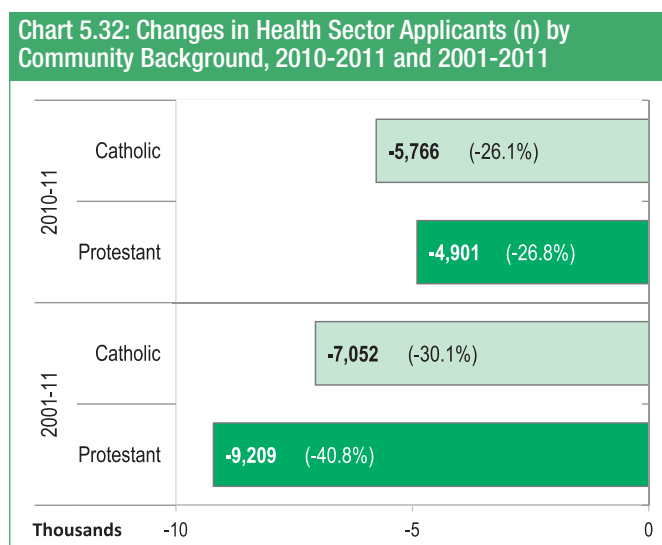
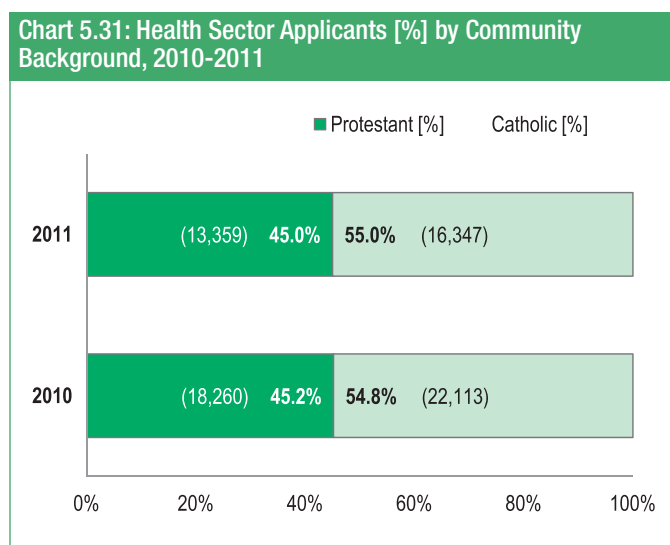
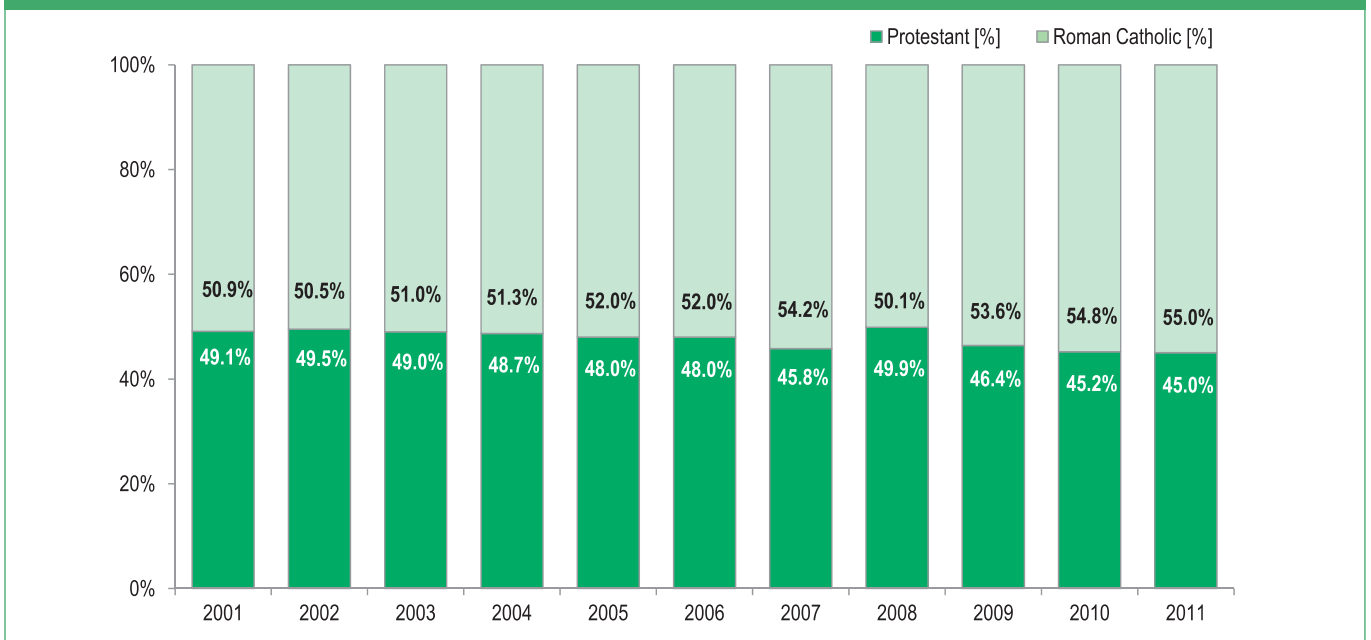


Chart 5.33: Health Sector Applicants [%] by Community Background, 2001-2011



### 5.5.1.2 Sex

In 2011, 70.4% of applicants to the health sector were female, while 29.6% were male (Chart 5.34).

Between 2010 and 2011, the number of female applicants to the health sector decreased by a greater amount than did male applicants (Chart 5.35). However, proportionally, the decrease in male applicants was greater than that for female applicants. Consequently, the female share of health sector applicants increased by (1.2 pp) from 69.2% in 2010.

During the period 2001-2011, the overall decrease in the number of female health sector applicants was greater than that for male applicants (Chart 5.35). Consequently, the male share of health sector applicants increased by (4.9 pp) from 24.7% in 2001 to 29.6% in 2011.

Chart 5.34: Health Sector Applicants % by Sex, 2010-2011

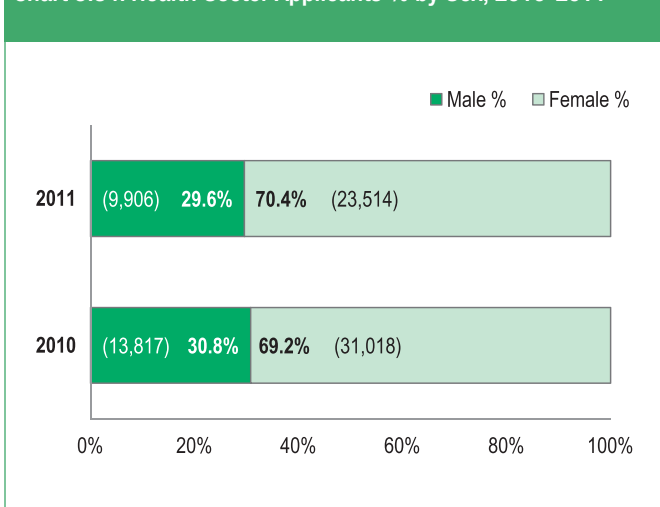
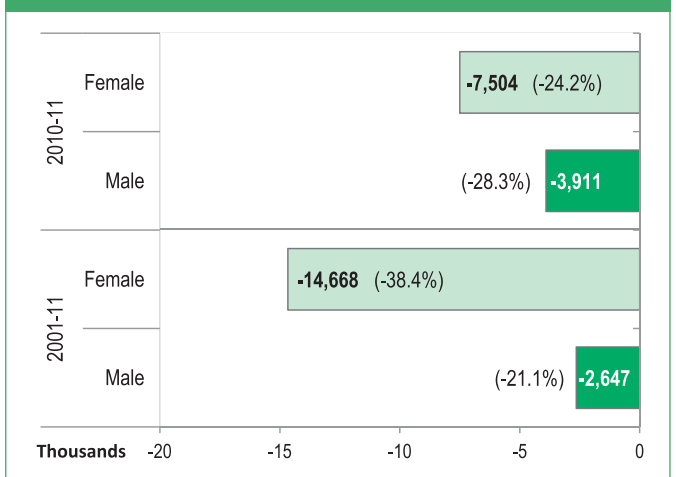


Chart 5.35: Changes in Health Sector Applicants (n) by Sex, 2010-2011 and 2001-2011



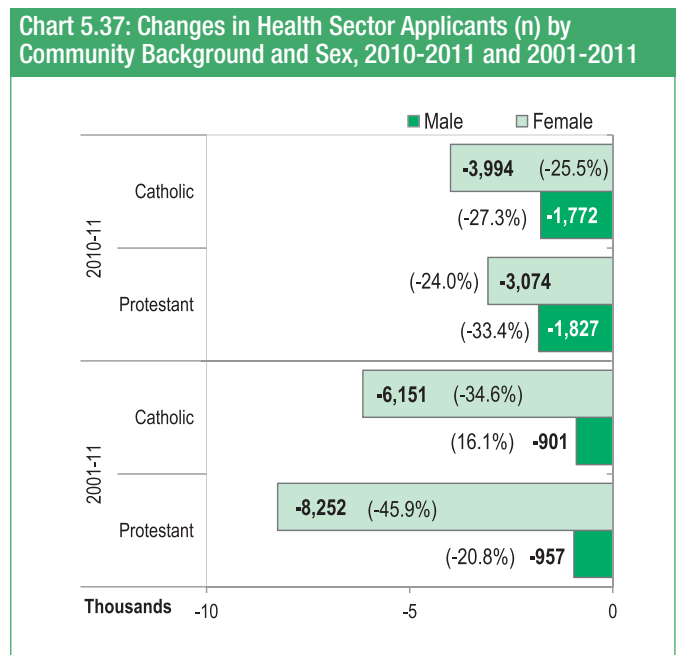
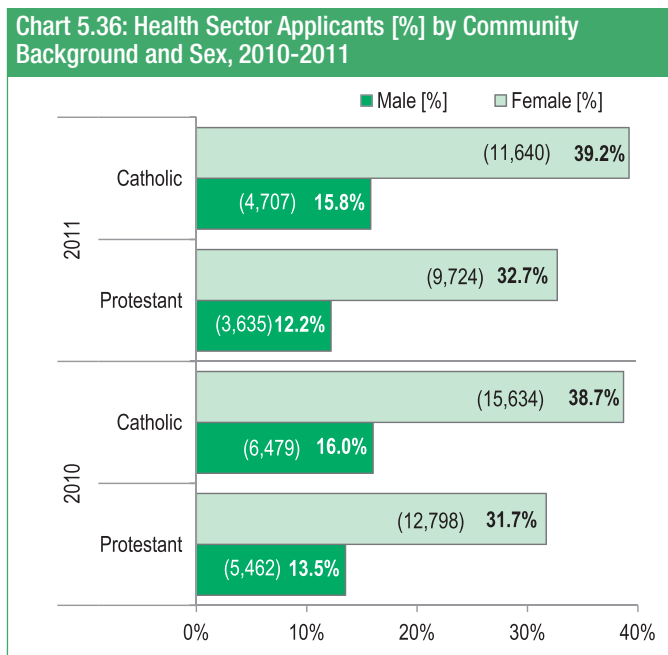


### 5.5.1.3 Community Background and Sex

In 2011, more than 70 percent of health sector applicants were either female Protestants [32.7%] or female Roman Catholics [39.2%] (Chart 5.36). Male Protestants [12.2%] and male Roman Catholics [15.8%] comprised similarly small proportions of applicants.

Between 2010 and 2011, the numbers of female Protestant and female Roman Catholic applicants decreased by greater amounts than did male Protestant or male Roman Catholic applicants (Chart 5.37). However, proportionally, the decreases in male Protestant and male Roman Catholic applicants were greater than those for female Protestant and female Roman Catholic applicants. Consequently, female Protestants' share of health sector applicants increased by [1.0 pp] from [31.7%], while female Roman Catholics' share increased by [0.5 pp] from [38.7%].

During the period 2001-2011, the overall decreases in the numbers of female Protestant and female Roman Catholic applicants were greater than those for male Protestant and male Roman Catholic applicants (Chart 5.37). However, due to the much larger decrease in female Protestant applicants when compared to the other groups, they were the only group to decrease their overall share of health sector applicants, by [6.4 pp] from [39.1%] to [32.7%].



### 5.5.2 The Health Sector Workforce: Appointees

There were 5,090 appointees to the health sector in 2011 (Table 5.5), a decrease of 34.0% (-2,627) from 2010.

**Table 5.5: Health Sector Appointees by Community Background and Sex in 2011**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>459</b>	35.7% [10.0%]	<b>621</b>	48.3% [13.6%]	<b>207</b>	16.1%	<b>1,287</b>	25.3%
<b>Female</b>	<b>1,625</b>	42.7% [35.5%]	<b>1,874</b>	49.3% [40.9%]	<b>304</b>	8.0%	<b>3,803</b>	74.7%
<b>Total</b>	<b>2,084</b>	40.9% [45.5%]	<b>2,495</b>	49.0% [54.5%]	<b>511</b>	10.0%	<b>5,090</b>	100.0%

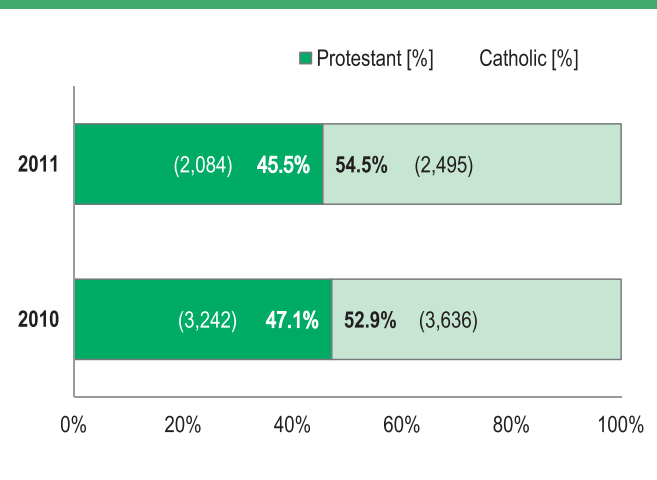
### 5.5.2.1 Community Background

In 2011, there were [45.5%] Protestant and [54.5%] Roman Catholic health sector appointees (Chart 5.38).

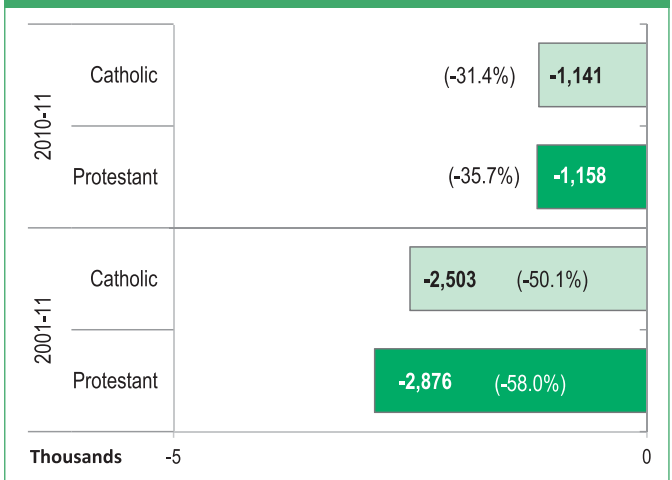
Between 2010 and 2011, the decrease in the number of Protestant appointees was slightly greater than that for Roman Catholic appointees (Chart 5.39). Consequently, the Roman Catholic share of health sector appointees increased by [1.6 pp] from [52.9%] in 2010.

Between 2001 and 2011, the overall decrease in the number of Protestant health sector appointees was greater than that for Roman Catholic appointees (Chart 5.39). Consequently, the Roman Catholic share of health sector appointees increased by [4.3 pp] from [50.2%] in 2001 to [54.5%] in 2011. Over this period, Roman Catholics have consistently comprised a greater proportion of health sector appointees when compared to Protestants, with an overall upward trend in the proportion of Roman Catholic appointees evident (Chart 5.40).

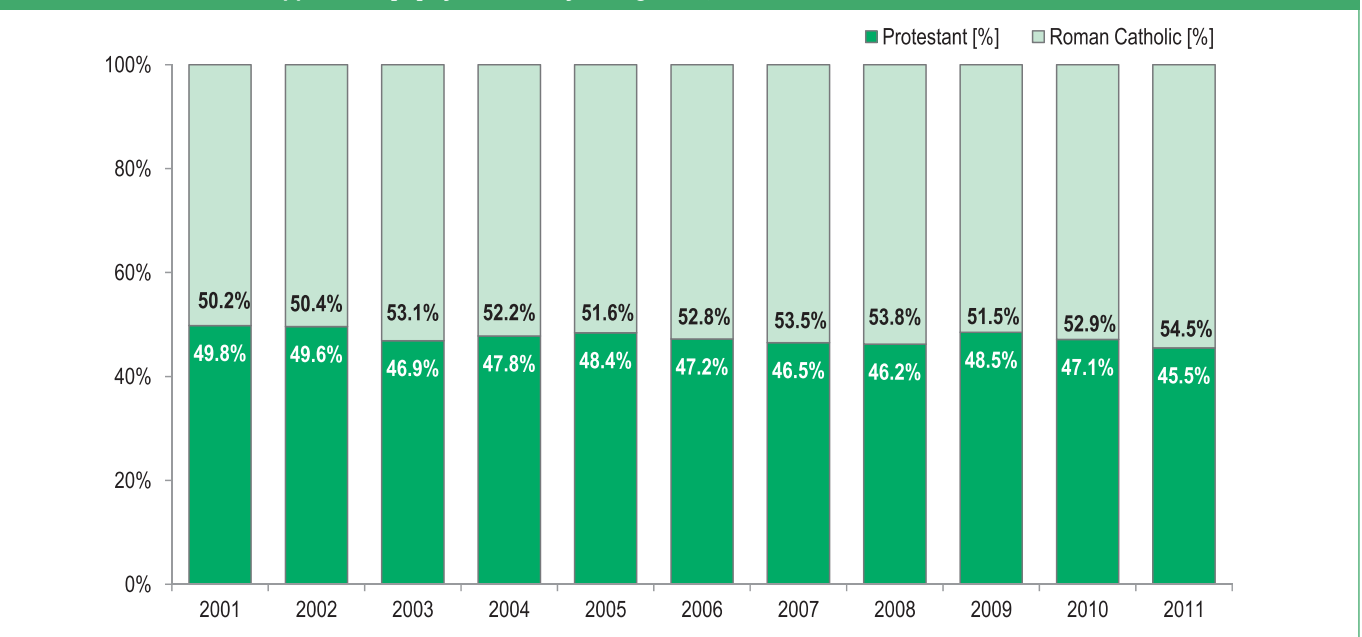
**Chart 5.38: Health Sector Appointees [%] by Community Background, 2010-2011**



**Chart 5.39: Changes in Health Sector Appointees (n) by Community Background, 2010-2011 and 2001-2011**



**Chart 5.40: Health Sector Appointees [%] by Community Background, 2001-2011**



### 5.5.2.2 Sex

In 2011, nearly three-quarters of appointees to the health sector were female while more than one-quarter were male (Chart 5.41).

Between 2010 and 2011, the number of female appointees to the health sector decreased by a greater amount than did male appointees (Chart 5.42). However, proportionally, the decrease in male appointees was greater than that for female appointees. Consequently, the female share of health sector appointees increased by (0.7 pp) from 74.0% in 2010.

During the period 2001-2011, the overall decrease in the number of female health sector appointees was greater than that for male appointees (Chart 5.42). Consequently, the male share of health sector appointees increased by (6.2 pp) from 19.1% in 2001 to 25.3% in 2011.

Chart 5.41: Health Sector Appointees % by Sex, 2010-2011

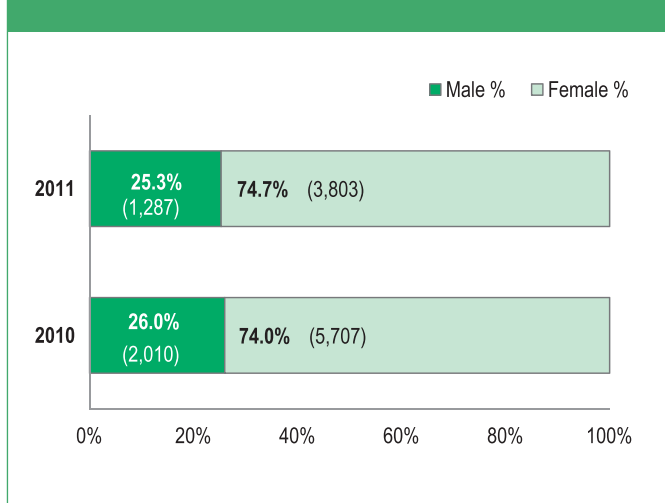
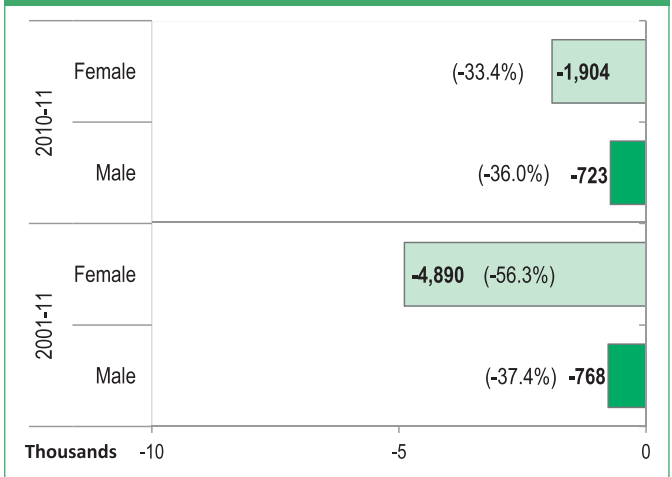


Chart 5.42: Changes in Health Sector Appointees (n) by Sex, 2010-2011 and 2001-2011

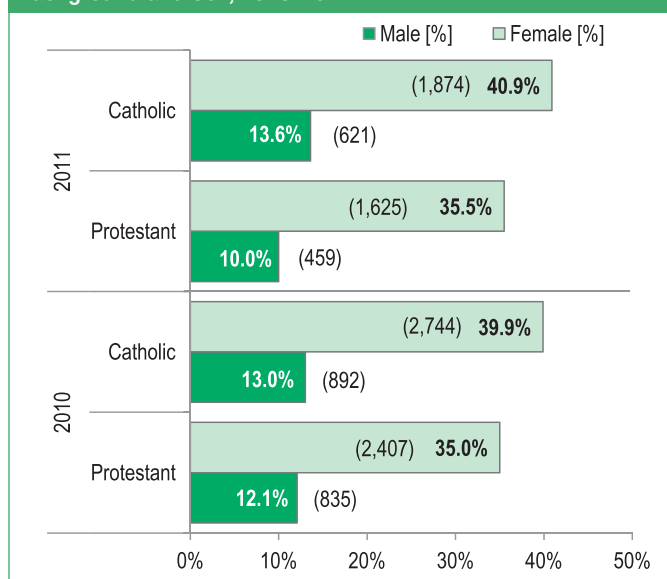
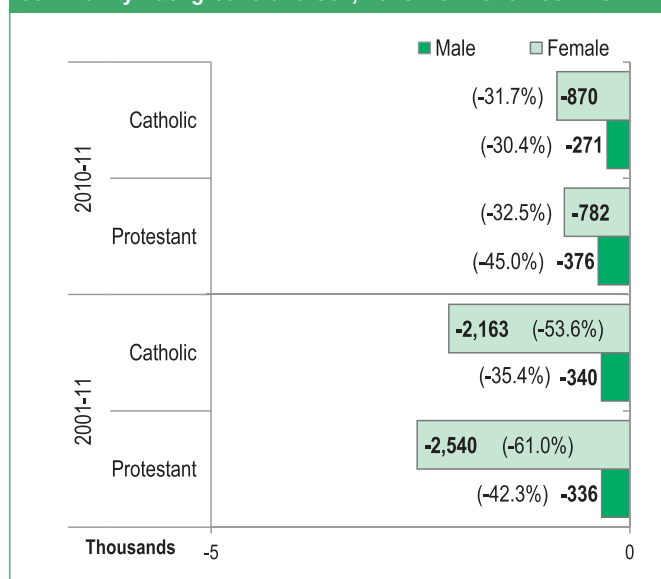


### 5.5.2.3 Community Background and Sex

In 2011, female Protestants [35.5%] and female Roman Catholics [40.9%] comprised more than 75 percent of health sector appointees (Chart 5.43). Male Protestants [10.0%] and male Roman Catholics [13.6%] comprised similarly small proportions of appointees.

Between 2010 and 2011, the numbers of female Protestant and female Roman Catholic appointees decreased by greater amounts than did male Protestant or male Roman Catholic appointees. However, proportionally, male Protestants saw the greatest decrease in appointees (Chart 5.44). Consequently, male Protestants' were the only group to decrease their share of health sector appointees, by [2.1 pp] from [12.1%].

During the period 2001-2011, the overall decrease in the number of female Protestant appointees was greater than that for any of group (Chart 5.44). Consequently, female Protestants were the only group to decrease their overall share of health sector appointees, by [6.3 pp] from [41.8%] to [35.5%].

**Chart 5.43: Health Sector Appointees [%] by Community Background and Sex, 2010-2011**

**Chart 5.44: Changes in Health Sector Appointees (n) by Community Background and Sex, 2010-2011 and 2001-2011**


### 5.5.3 The Health Sector Workforce: Promotees

There were 611 promotees in the health sector in 2011 (Table 5.6), a decrease of 30.3% (-266) from 2010.

**Table 5.6: Health Sector Promotees by Community Background and Sex in 2011**

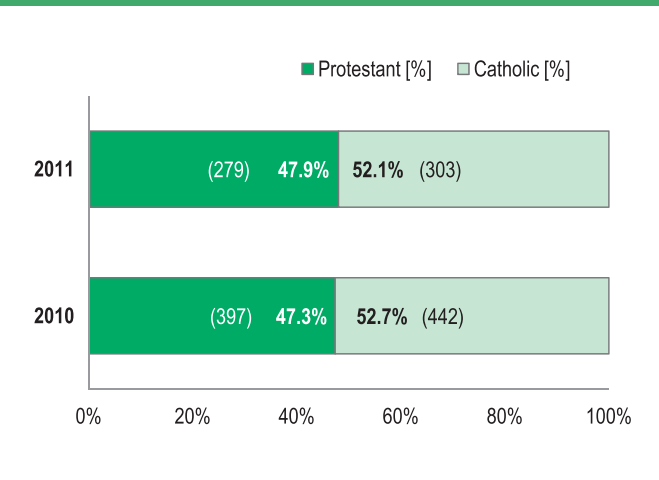
	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>35</b>	39.8% [6.0%]	<b>43</b>	48.9% [7.4%]	<b>10</b>	11.4%	<b>88</b>	14.4%
<b>Female</b>	<b>244</b>	46.7% [41.9%]	<b>260</b>	49.7% [44.7%]	<b>19</b>	3.6%	<b>523</b>	85.6%
<b>Total</b>	<b>279</b>	45.7% [47.9%]	<b>303</b>	49.6% [52.1%]	<b>29</b>	4.7%	<b>611</b>	100.0%

#### 5.5.3.1 Community Background

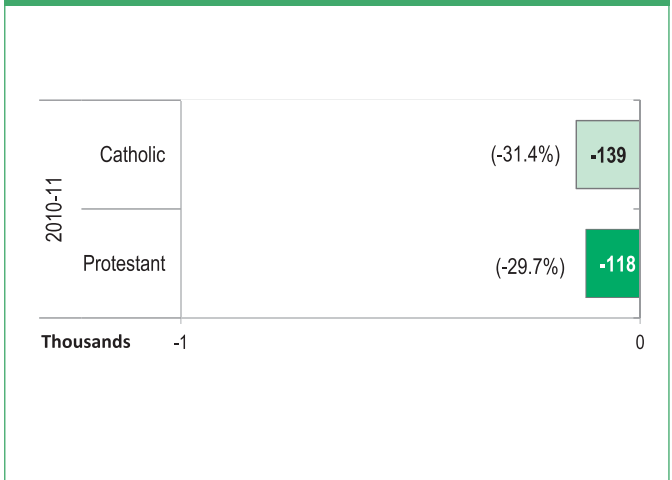
In 2011, there were [47.9%] Protestant and [52.1%] Roman Catholic health sector promotees (Chart 5.45).

Between 2010 and 2011, the decrease in the number of Roman Catholic promotees was greater than that for their Protestant counterparts (Chart 5.46). Consequently, the Protestant share of health sector promotees increased by [0.6 pp] from [47.3%] in 2010.

**Chart 5.45: Health Sector Promotees [%] by Community Background, 2010-2011**



**Chart 5.46: Changes in Health Sector Promotees (n) by Community Background, 2010-2011**

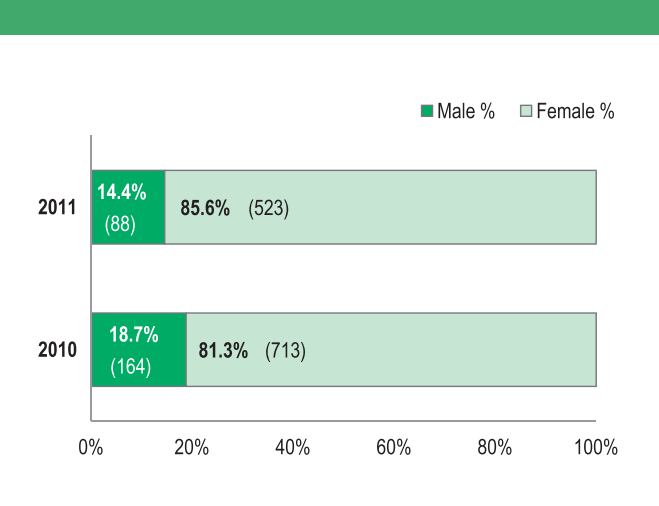


**5.5.3.2 Sex**

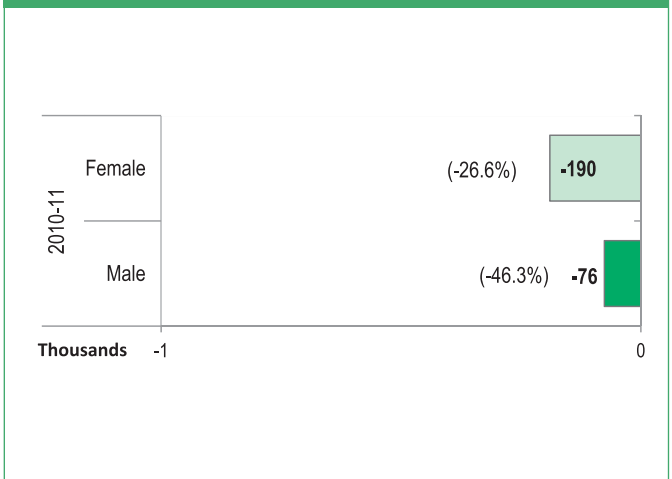
In 2011, 85 percent of promotees in the health sector were female, while less than one-sixth were male (Chart 5.47).

Between 2010 and 2011, the number of female promotees in the health sector decreased by a greater amount than male promotees (Chart 5.48). However, proportionally, the decrease in male promotees was greater than that for female promotees. Consequently, the female share of health sector promotees increased by (4.3 pp) from 81.3% in 2010.

**Chart 5.47: Health Sector Promotees % by Sex, 2010-2011**



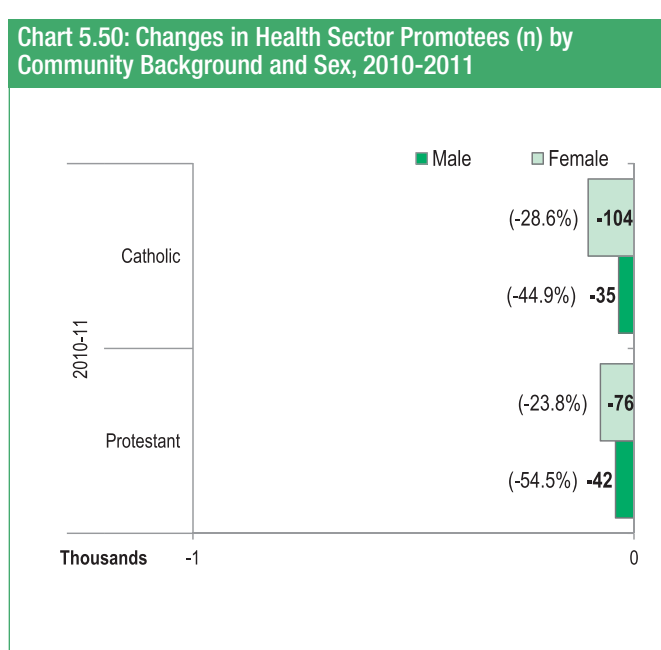
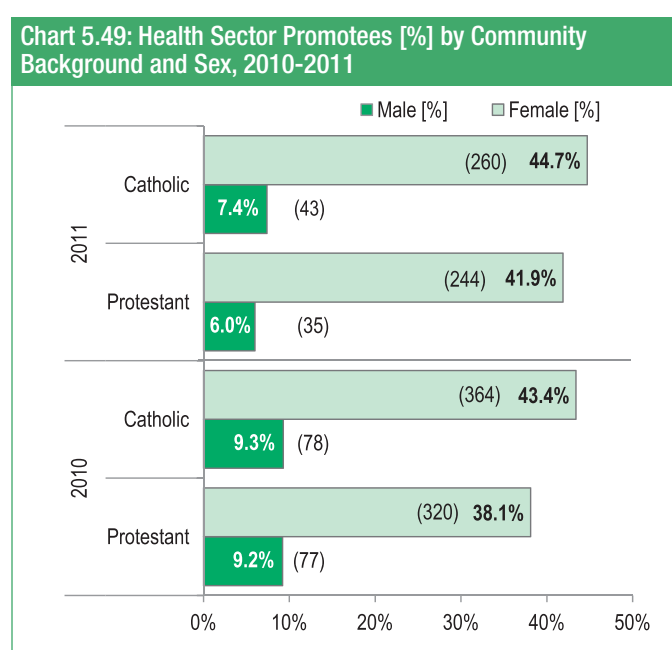
**Chart 5.48: Changes in Health Sector Promotees (n) by Sex, 2010-2011**



### 5.5.3.3. Community Background and Sex

In 2011, female Protestants and female Roman Catholics comprised more than 85 percent of health sector promotees. Male Protestant and male Roman Catholic employees comprised similarly small proportions of promotees (Chart 5.49).

Between 2010 and 2011, the numbers of female Protestant and female Roman Catholic promotees decreased by greater amounts than did male Protestant or male Roman Catholic promotees. However, proportionally, male Protestant and male Roman Catholic promotees decreased by more than their female counterparts (Chart 5.50). Consequently, female Protestants' share of health sector promotees increased by [3.8 pp] from [38.1%], while female Roman Catholics' share increased by [1.3 pp] from [43.4%].



### 5.5.4 The Health Sector Workforce: Leavers

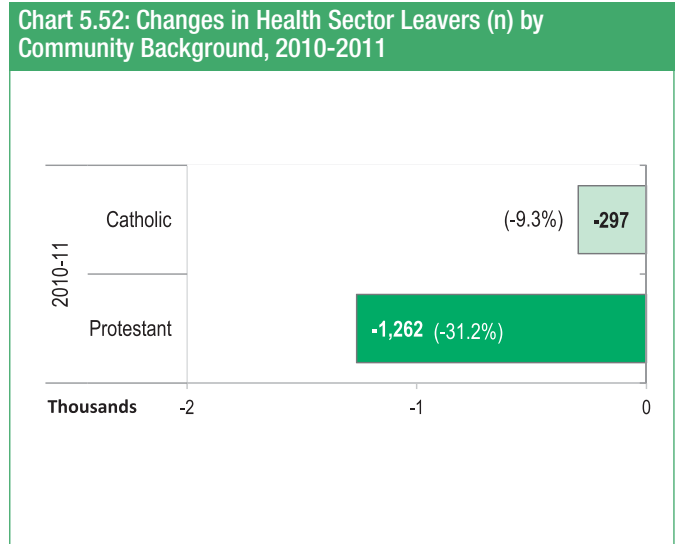
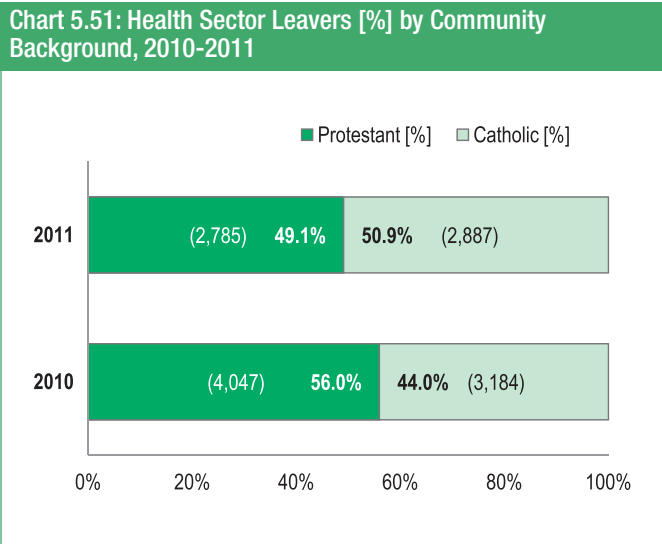
There were 6,541 leavers from the health sector in 2011 (Table 5.7), a decrease of 20.8% (-1,715) from 2010.

Table 5.7: Health Sector Leavers by Community Background and Sex in 2011								
	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>692</b>	37.2% [12.2%]	<b>751</b>	40.4% [13.2%]	<b>417</b>	22.4%	<b>1,860</b>	28.4%
<b>Female</b>	<b>2,093</b>	44.7% [36.9%]	<b>2,136</b>	45.6% [37.7%]	<b>452</b>	9.7%	<b>4,681</b>	71.6%
<b>Total</b>	<b>2,785</b>	42.6% [49.1%]	<b>2,887</b>	44.1% [50.9%]	<b>869</b>	13.3%	<b>6,541</b>	100.0%

### 5.5.4.1 Community Background

In 2011, Protestant and Roman Catholics comprised similar proportions of leavers from the health sector (Chart 5.51).

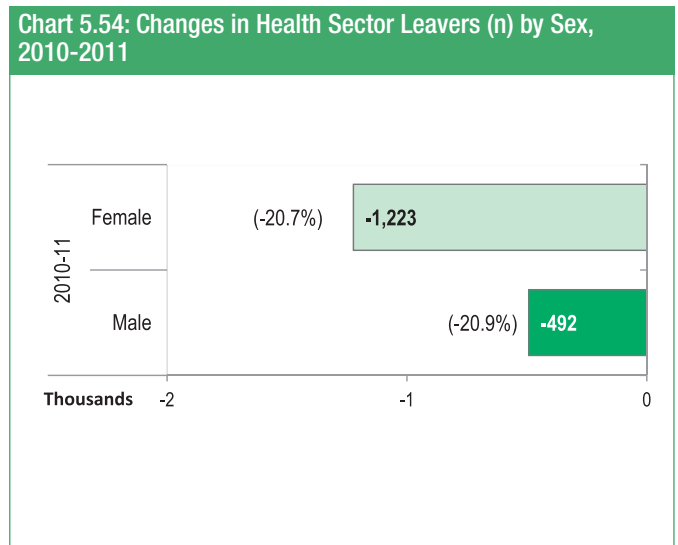
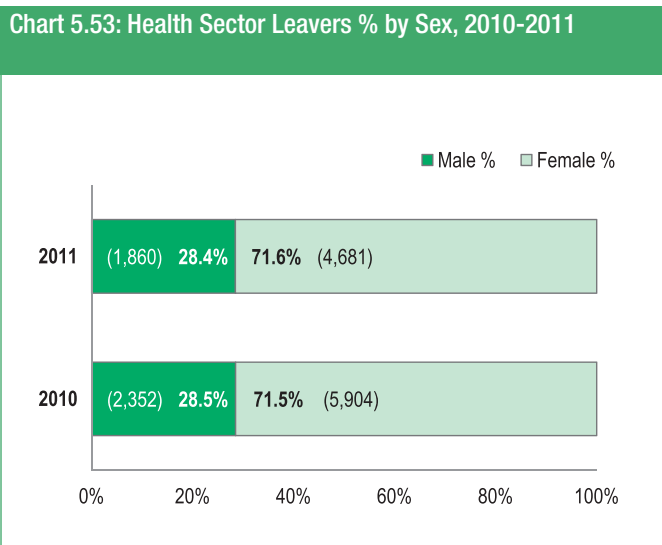
Between 2010 and 2011, the decrease in the number of Protestant health sector leavers was greater than that for Roman Catholic leavers (Chart 5.52). Consequently, the Roman Catholic share of health sector leavers increased by [6.9 pp] from [44.0%] in 2010.



### 5.5.4.2 Sex

In 2010, 71.6% of leavers from the health sector were female, whilst 28.4% were male (Chart 5.53).

Between 2010 and 2011, the number of female leavers decreased by a greater amount than male leavers (Chart 5.54). However, proportionally, the decrease in male leavers was slightly greater than that for female leavers. Consequently, the female share of health leavers increased by (0.1 pp) from 71.5% in 2010.

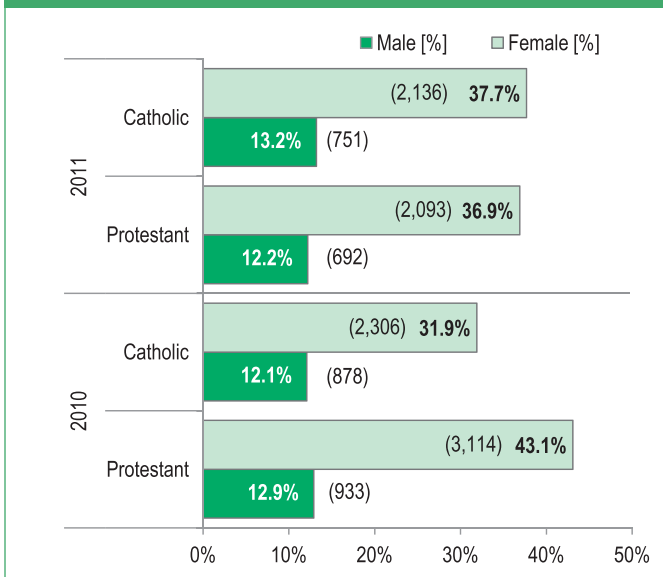


### 5.5.4.3 Community Background and Sex

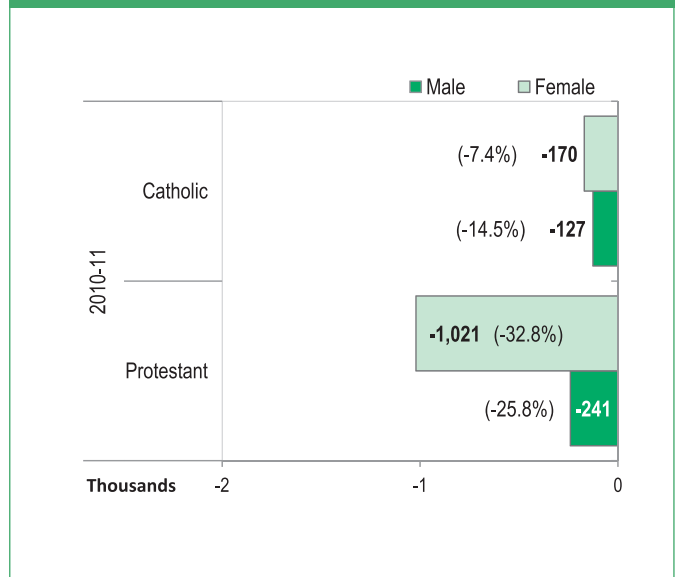
In 2011, nearly 75 percent of health sector leavers were either female Protestants [36.9%] or female Roman Catholics [37.7%]. Male Protestant [12.2%] and male Roman Catholic [13.2%] employees comprised similarly small proportions of leavers from the health sector (Chart 5.55).

Between 2010 and 2011, the greatest decrease in numbers of leavers occurred among female Protestants, followed by male Protestants (Chart 5.56). Consequently, male Roman Catholics' share of health sector leavers increased by [1.1 pp] from [12.1%], while female Roman Catholics' share increased by [5.8 pp] from [31.9%].

**Chart 5.55: Health Sector Leavers [%] by Community Background and Sex, 2010-2011**



**Chart 5.56: Changes in Health Sector Leavers (n) by Community Background and Sex, 2010-2011**





## 5.6 Additional Table for Chapter 5

Table 5.8: Health Sector (All) Employees by Community Background and SOC in 2011								
SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	1,222	3.8	48.5	1,300	4.0	51.5	2,522	3.9
SOC 2	4,002	12.5	48.8	4,195	12.9	51.2	8,197	12.7
SOC 3	10,356	32.4	47.3	11,556	35.5	52.7	21,912	33.9
SOC 4	4,497	14.1	52.3	4,109	12.6	47.7	8,606	13.3
SOC 5	449	1.4	56.4	347	1.1	43.6	796	1.2
SOC 6	5,701	17.8	49.8	5,746	17.7	50.2	11,447	17.7
SOC 7	*	0.0	-	*	0.0	-	*	0.0
SOC 8	325	1.0	60.1	216	0.7	39.9	541	0.8
SOC 9	5,448	17.0	51.8	5,079	15.6	48.2	10,527	16.3
<b>Total</b>	<b>32,007</b>	<b>100.0</b>	<b>49.6</b>	<b>32,548</b>	<b>100.0</b>	<b>50.4</b>	<b>64,555</b>	<b>100.0</b>

Table 5.9: Health Sector Full-time Employees by Community Background and SOC in 2011								
SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	1,211	4.4	48.4	1,291	4.6	51.6	2,502	4.5
SOC 2	3,585	13.1	48.0	3,884	13.9	52.0	7,469	13.5
SOC 3	9,027	33.0	46.9	10,237	36.5	53.1	19,264	34.8
SOC 4	4,223	15.4	51.9	3,917	14.0	48.1	8,140	14.7
SOC 5	434	1.6	56.6	333	1.2	43.4	767	1.4
SOC 6	4,877	17.8	50.3	4,816	17.2	49.7	9,693	17.5
SOC 7	*	0.0	-	*	0.0	-	*	0.0
SOC 8	271	1.0	60.0	181	0.6	40.0	452	0.8
SOC 9	3,702	13.5	52.4	3,364	12.0	47.6	7,066	12.8
<b>Total</b>	<b>27,334</b>	<b>100.0</b>	<b>49.4</b>	<b>28,023</b>	<b>100.0</b>	<b>50.6</b>	<b>55,357</b>	<b>100.0</b>

Table 5.10: Health Sector Part-time Employees by Community Background and SOC in 2011								
SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	#	0.2	-	*	0.2	-	20	0.2
SOC 2	417	8.9	57.3	311	6.9	42.7	728	7.9
SOC 3	1,329	28.4	50.2	1,319	29.1	49.8	2,648	28.8
SOC 4	274	5.9	58.8	192	4.2	41.2	466	5.1
SOC 5	15	0.3	51.7	14	0.3	48.3	29	0.3
SOC 6	824	17.6	47.0	930	20.6	53.0	1,754	19.1
SOC 7	*	0.1	-	*	0.0	-	*	0.0
SOC 8	54	1.2	60.7	35	0.8	39.3	89	1.0
SOC 9	1,746	37.4	50.4	1,715	37.9	49.6	3,461	37.6
<b>Total</b>	<b>4,673</b>	<b>100.0</b>	<b>50.8</b>	<b>4,525</b>	<b>100.0</b>	<b>49.2</b>	<b>9,198</b>	<b>100.0</b>



## Chapter 6

# PUBLIC SECTOR – EDUCATION

## 6. Public Sector – Education

### Key Details

#### ALL EMPLOYEES

- The composition of the education sector workforce was 18,160 [50.8%] Protestant and 17,572 [49.2%] Roman Catholic.
- Between 2010 and 2011, total Protestant employment decreased by 1.7% (-315), while total Roman Catholic employment decreased by 0.7% (-124). Thus, overall the Roman Catholic share increased by [0.3 pp] from [48.9%] to [49.2%].
- The education sector accounted for 20.1% of all public sector employment and comprised 37,474 employees. This represents a decrease in employees of 1.3% (-503) from 2010.
- Close to four-fifths (79.2%, n=29,681) of education sector employees were female.

#### FULL-TIME WORKFORCE

- The composition of the full-time workforce was 11,395 [50.7%] Protestant and 11,068 [49.3%] Roman Catholic.
- Between 2010 and 2011, full-time Protestant employment decreased by 0.9% (-105), while full-time Roman Catholic employment decreased by 0.2% (-17). Thus, overall the Roman Catholic share of the full-time education sector workforce increased by [0.2 pp] from [49.1%] to [49.3%].
- The full-time workforce accounted for 62.3% of the education sector workforce, and comprised 23,336 employees. This represents a decrease of 0.7% (-160) compared with 2010, the majority of whom were male Protestant employees (-115)

#### PART-TIME WORKFORCE

- The composition of the part-time workforce was 6,765 [51.0%] Protestant and 6,504 [49.0%] Roman Catholic.
- Between 2010 and 2011, part-time Protestant employment decreased by 3.0% (-210), while part-time Roman Catholic employment decreased by 1.6% (-107). Thus, overall the Roman Catholic share of the part-time workforce increased by [0.3 pp] from [48.7%] to [49.0%].
- The part-time workforce accounted for 37.7% of the education sector workforce, and comprised 14,138 employees. This represents a decrease of 2.4% (-343) in employees from 2010.

#### FLOWS IN EMPLOYMENT

- The number of applicants to the education sector (17,286) was at its lowest for the period 2001-2011 (excluding RPA-affected returns in 2008). The composition was [47.4%] Protestant and [52.6%] Roman Catholic.
- The number of appointees to the education sector (1,909) was at its lowest for the period 2001-2011 (excluding RPA-affected returns in 2008). The composition was [51.5%] Protestant and [48.5%] Roman Catholic.
- The number of leavers from the education sector (5,027) represents a decrease of 23.4% from 2010. The composition was [48.6%] Protestant and [51.4%] Roman Catholic.

## 6.1 The Education Sector Workforce: Introduction

The purpose of this chapter is to help inform employers and other interested parties about wider compositional trends within the education sector that, alongside information on labour availability, may better inform their own considerations of fair participation in specific employment(s).

In 2011, a total of 13 education bodies submitted monitoring returns to the Commission, accounting for more than 37,000 education sector employees and 20.1% of all public sector employment. The education sector enjoyed steady growth between 2001 (n= 33,011) and 2005 (n= 38,787), and subsequent to a decline between 2005 and 2007, showed a steady increase in employees between 2007 and 2010. However, in 2011, the sector witnessed its first decline in employee numbers (-503) since 2007.

### 6.1.1 Dynamic of Change: Education Sector Workforce 2010-2011

Between 2010 and 2011, a decrease in employee numbers was recorded for full-time and part-time male Protestant and male Roman Catholic employees. The numbers of full-time female Protestant and female Roman Catholic employees increased (by 10 and 27 respectively), while the numbers of their part-time counterparts decreased (by 128 and 90 respectively). During this period, the greatest decrease in numbers in employment occurred among part-time Protestant female employees (-128), followed by full-time Protestant male employees (-115). Among the part-time workforce, Roman Catholic males saw the smallest decrease in numbers in employment (-17). Overall the number of Protestant employees decreased by more than their Roman Catholic counterparts, and as a result, the Roman Catholic share of the total education sector workforce increased by [0.3 pp] from [48.9%] in 2010.

## 6.2 The Education Sector Workforce: All Employees

There were 37,474 employees in the education sector in 2011 (Table 6.1), a decrease of 1.3% (-503) from 2010.

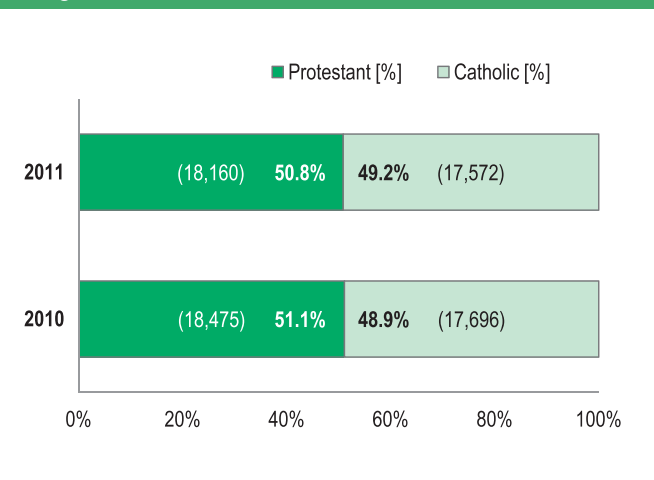
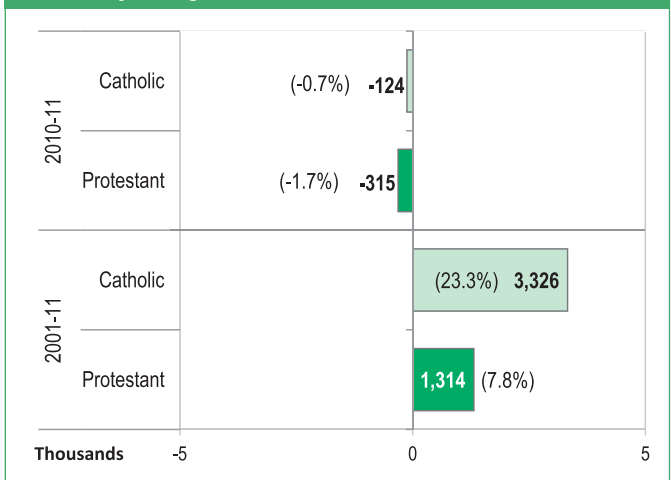
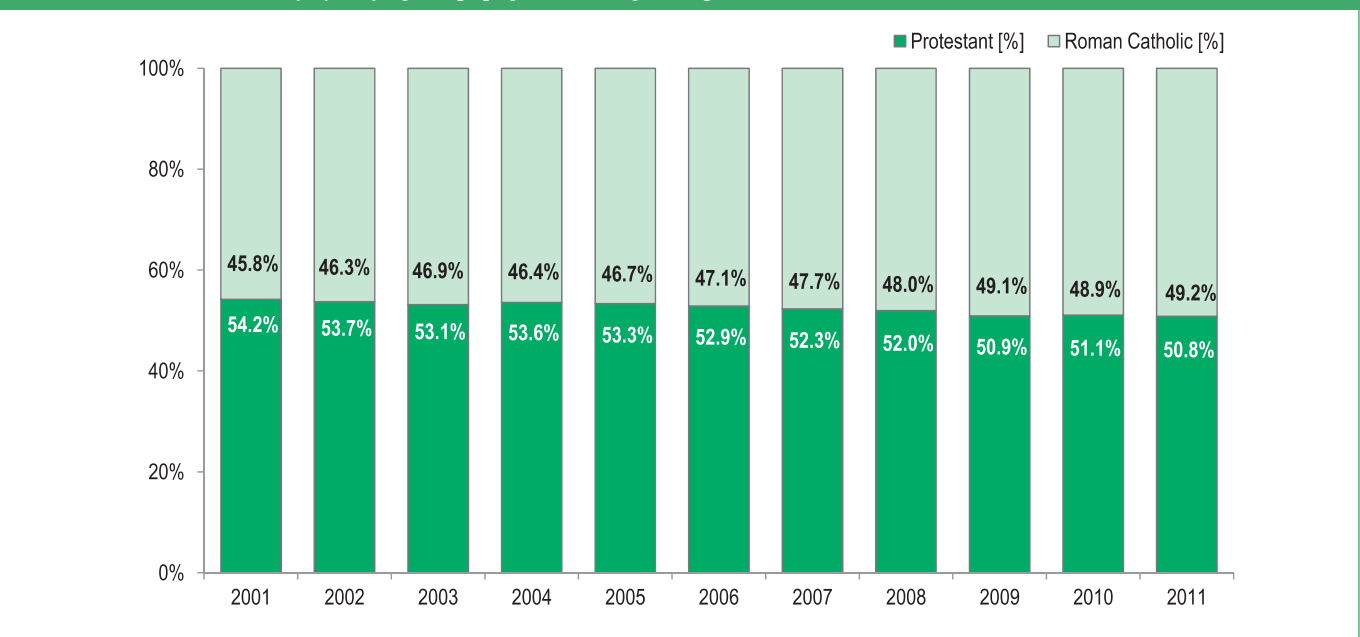
	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>3,697</b>	47.4% [10.3%]	<b>3,597</b>	46.2% [10.1%]	<b>499</b>	6.4%	<b>7,793</b>	20.8%
<b>Female</b>	<b>14,463</b>	48.7% [40.5%]	<b>13,975</b>	47.1% [39.1%]	<b>1,243</b>	4.2%	<b>29,681</b>	79.2%
<b>Total</b>	<b>18,160</b>	48.5% [50.8%]	<b>17,572</b>	46.9% [49.2%]	<b>1,742</b>	4.6%	<b>37,474</b>	100.0%

### 6.2.1 Community Background

**In 2011, Protestant and Roman Catholics employees comprised similar proportions of the education sector workforce (Chart 6.1).**

Between 2010 and 2011, the number of Protestant employees decreased by a greater amount than Roman Catholic employees (Chart 6.2). Thus, the Roman Catholic share of the education sector workforce increased slightly by [0.3 pp] from [48.9%].

During the period 2001-2011, the overall increase in the number of Roman Catholic education sector employees was greater than the increase in Protestant employees (Chart 6.2). Thus, the Roman Catholic share of the education sector workforce increased by [3.4 pp] overall from [45.8%] to [49.2%]. The Roman Catholic share of employees has gradually increased during this period (Chart 6.3).

**Chart 6.1: Education Sector (All) Employees [%] by Community Background, 2010-2011****Chart 6.2: Changes in Education Sector (All) Employees (n) by Community Background, 2010-2011 and 2001-2011****Chart 6.3: Education Sector (All) Employees [%] by Community Background, 2001-2011**

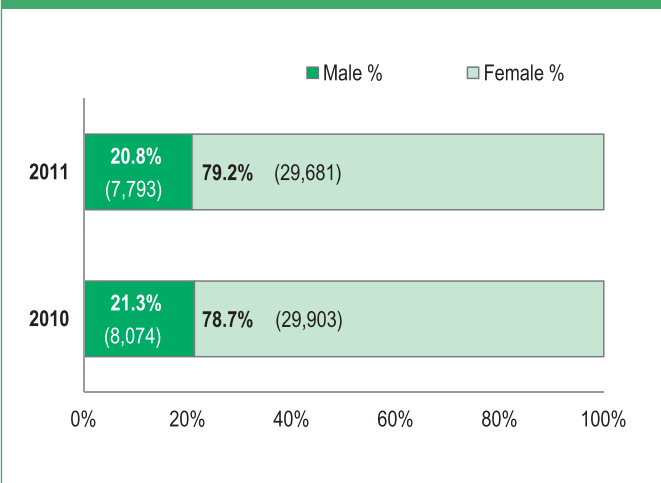
### 6.2.2 Sex

In 2011, nearly four-fifths of education sector employees were female, while more than one-fifth were male (Chart 6.4).

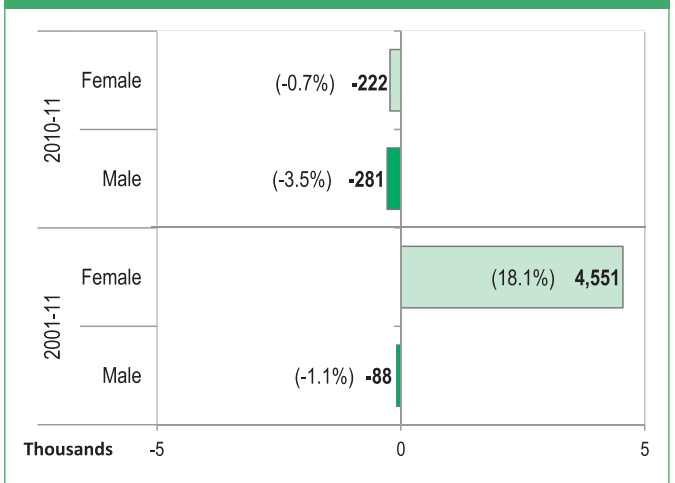
Between 2010 and 2011, the decrease in the number of male education sector employees was greater than that for female employees (Chart 6.5). Consequently, the female share of the education sector workforce increased by (0.5 pp) from 78.7% in 2010.

During the period 2001-2011, the number of female education sector employees increased overall, while the number of male employees decreased slightly (Chart 6.5). Thus, the female share of the education sector workforce increased by (3.1 pp) from 76.1% in 2001 to 79.2% in 2011.

**Chart 6.4: Education Sector (All) Employees % by Sex, 2010-2011**



**Chart 6.5: Changes in Education Sector (All) Employees (n) by Sex, 2010-2011 and 2001-2011**



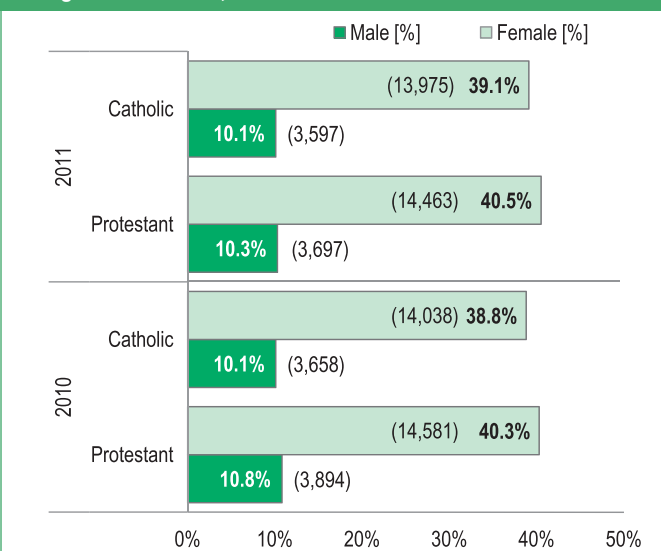
**6.2.3 Community Background and Sex**

In 2011, education sector employment was noticeably divided along gender lines, with female Protestants [40.5%] and female Roman Catholics [39.1%] comprising the majority of employees (Chart 6.6). Male Protestant [10.3%] and male Roman Catholic [10.1%] employees comprised similarly small proportions of the education sector workforce.

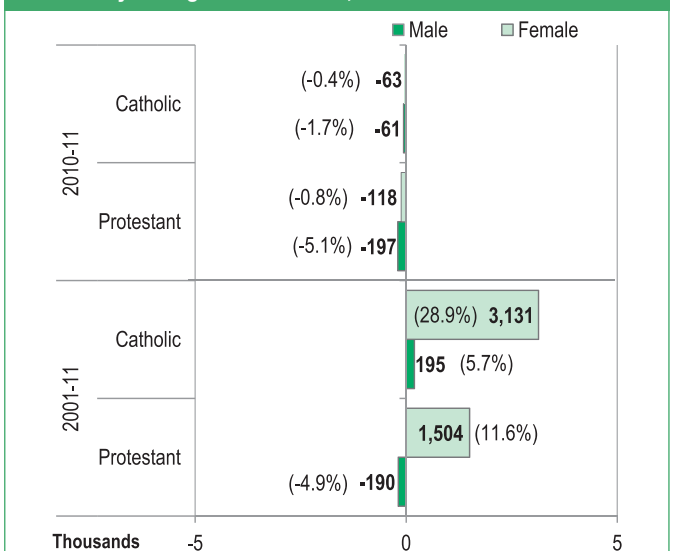
Between 2010 and 2011, each of the four groups decreased in numbers in employment, with male Protestant employees witnessing the greatest decrease (Chart 6.7). Consequently, male Protestant employees' were the only group to see a decrease in their share of the education sector workforce, by [0.5 pp] from [10.8%].

During the period 2001-2011, male Protestant employees were the only group to decrease in numbers in employment, while male Roman Catholic employees saw the smallest increase (Chart 6.7). Additionally, the overall increase in female Roman Catholic employees was far greater than that for female Protestant employees. Consequently, female Roman Catholic employees were the only group to increase their share of the education sector workforce, by [4.2 pp] overall from [34.9%] to [39.1%].

**Chart 6.6: Education Sector (All) Employees [%] by Community Background and Sex, 2010-2011**



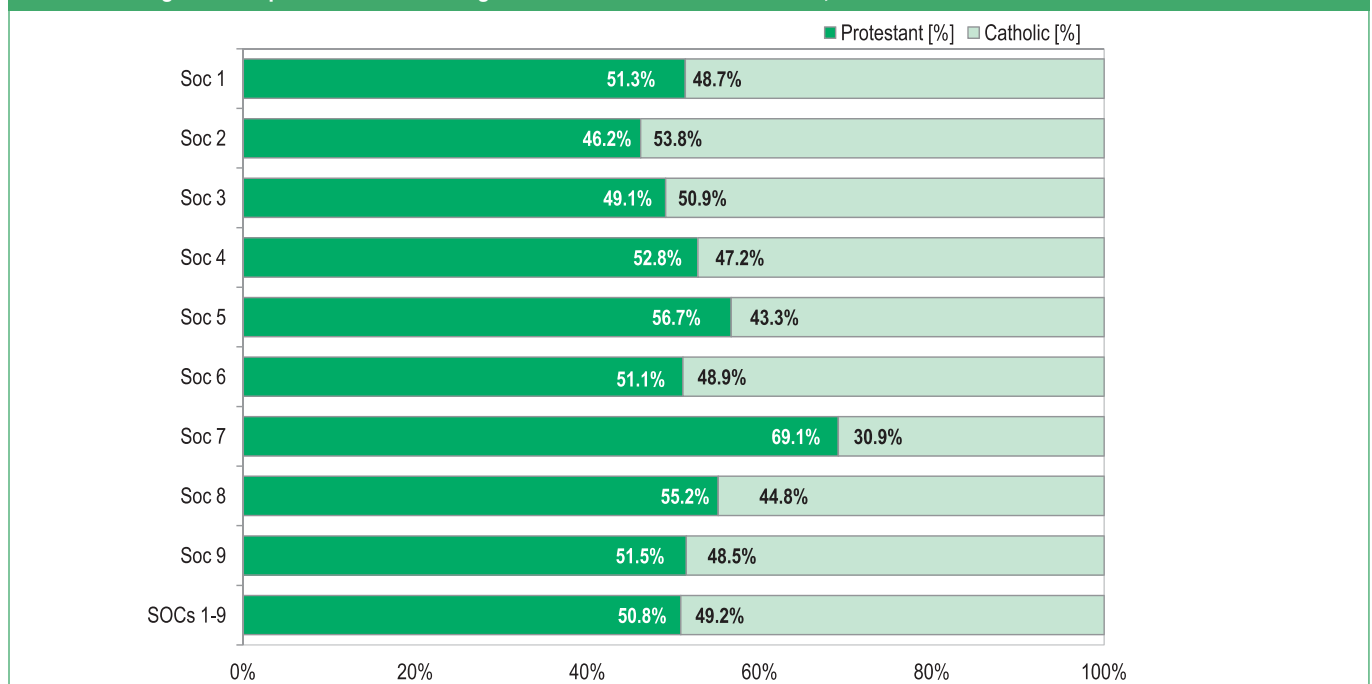
**Chart 6.7: Changes in Education Sector (All) Employees (n) by Community Background and Sex, 2010-2011 and 2001-2011**



### 6.2.4 Community Background and SOC

In 2011, as in previous years, the religious composition of SOC categories 1-9 varied (Chart 6.8). In all SOC categories aside from SOCs 2 and 3<sup>14</sup>, Protestants accounted for a greater proportion of employees than did Roman Catholics. However, with reference to the average composition of SOCs 1-9 [50.8% v. 49.2%], Protestant representation in Sales and Customer Service Occupations (SOC 7) was [18.3 pp] above average, while Protestant representation in Skilled Trades Occupations (SOC 5) was [5.9 pp] above average. Conversely, Roman Catholic representation in Professional Occupations (SOC 2) was [4.6 pp] above average.

Chart 6.8: Religious Composition of SOC Categories 1-9 in the Education Sector, 2011



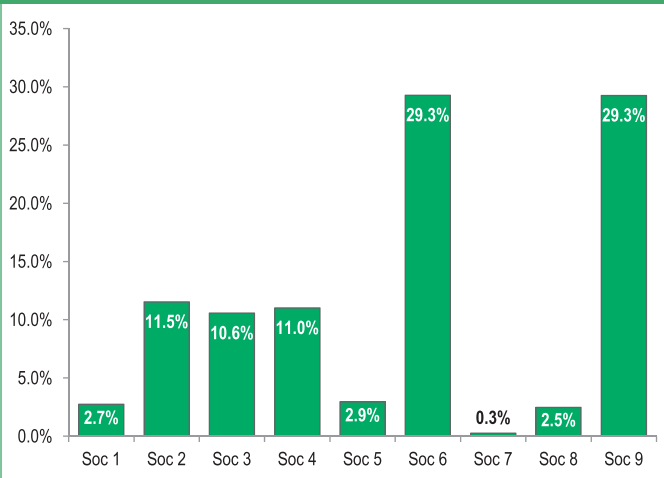
In 2011, the greatest proportions of both Protestant and Roman Catholic education sector workers were employed in Personal Service Occupations (SOC 6). The smallest proportions of both groups were employed in Sales and Customer Service Occupations (SOC 7) (Charts 6.9 & 6.10). Despite difference in the religious composition of the SOC categories (Chart 6.8), the distribution of Protestant and Roman Catholic employees across the SOC categories were broadly similar. However, some small differences in distribution are evident (Charts 6.9 & 6.10). For example, a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 2 (13.9% v. 11.5). For further details on the composition of the education sector workforce by SOC, see Table 6.8 at the end of the chapter.

It is notable that, aside from SOC 2, the SOC categories with the greatest divergence in community representation (Chart 6.8 - SOCs 7, 5 & 8) are also those in which the smallest proportions of workers were employed (Charts 6.9 & 6.10 and Table 6.8).

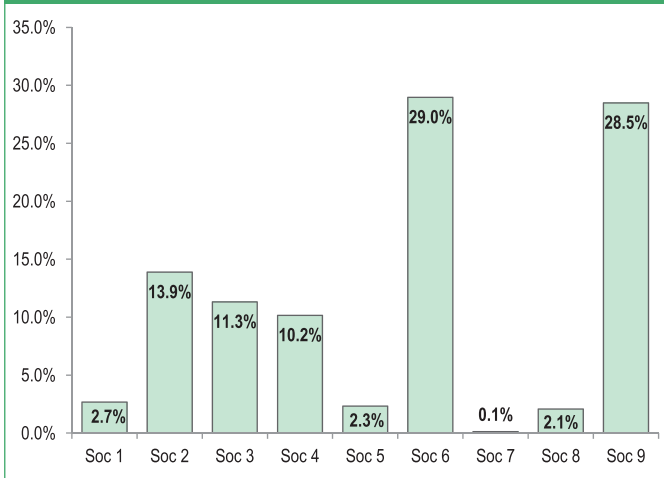
14 SOC2 = Professional Occupations, SOC 3 = Associate Professional and Technical Occupations



**Chart 6.9: Distribution of Protestant Education Sector Employees across SOC 1-9, 2011**



**Chart 6.10: Distribution of Catholic Education Sector Employees across SOC 1-9, 2011**



### 6.3 The Education Sector Workforce: Full-time Employees

There were 23,336 full-time employees in the education sector in 2011 (Table 6.2), a decrease of 0.7% (-160) from 2010.

**Table 6.2: Education Sector Full-time Employees by Community Background and Sex in 2011**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>2,534</b>	49.3% [11.3%]	<b>2,354</b>	45.8% [10.5%]	<b>247</b>	4.8%	<b>5,135</b>	22.0%
<b>Female</b>	<b>8,861</b>	48.7% [39.4%]	<b>8,714</b>	47.9% [38.8%]	<b>626</b>	3.4%	<b>18,201</b>	78.0%
<b>Total</b>	<b>11,395</b>	48.8% [50.7%]	<b>11,068</b>	47.4% [49.3%]	<b>873</b>	3.7%	<b>23,336</b>	100.0%

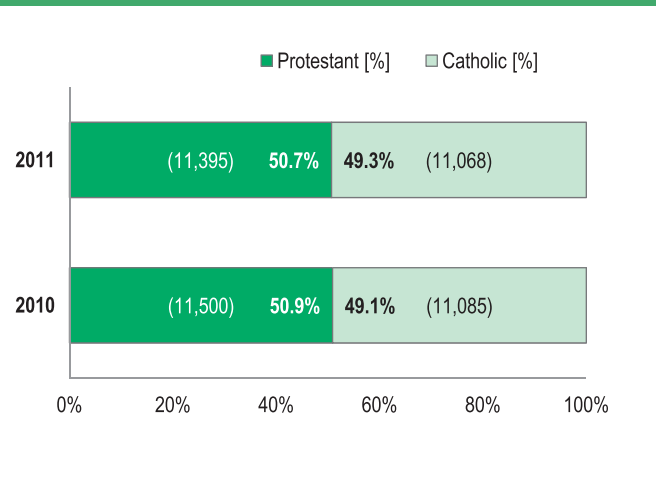
#### 6.3.1 Community Background

**In 2011, Protestant and Roman Catholics employees comprised similar proportions of the full-time education sector workforce (Chart 6.11).**

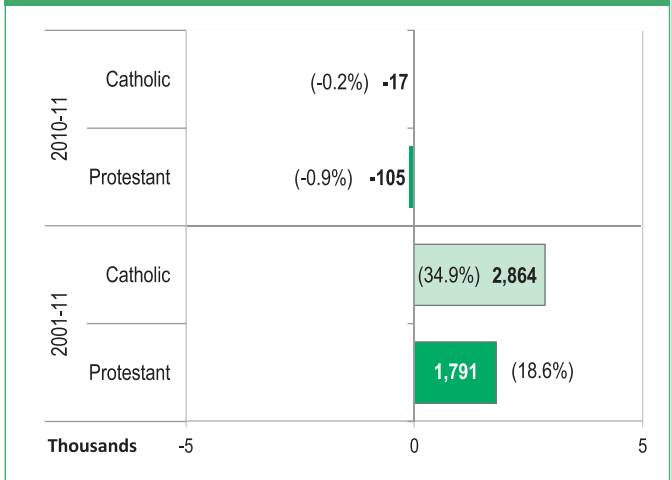
Between 2010 and 2011, the decrease in the number of Protestant full-time employees was greater than that for Roman Catholic employees (Chart 6.12). Consequently, the Roman Catholic share of the full-time education sector workforce increased by [0.2 pp] from [49.1%] in 2010.

During the period 2001-2011, the overall increase in the number of Roman Catholic full-time education sector employees was greater than that for Protestant employees (Chart 6.12). Thus, the Roman Catholics' share of the education sector workforce increased by [3.2 pp] from [46.1%] in 2001 to [49.3%] in 2011. Over this period, the proportion of the full-time workforce accounted for by Roman Catholics has fluctuated, but increased overall (Chart 6.13).

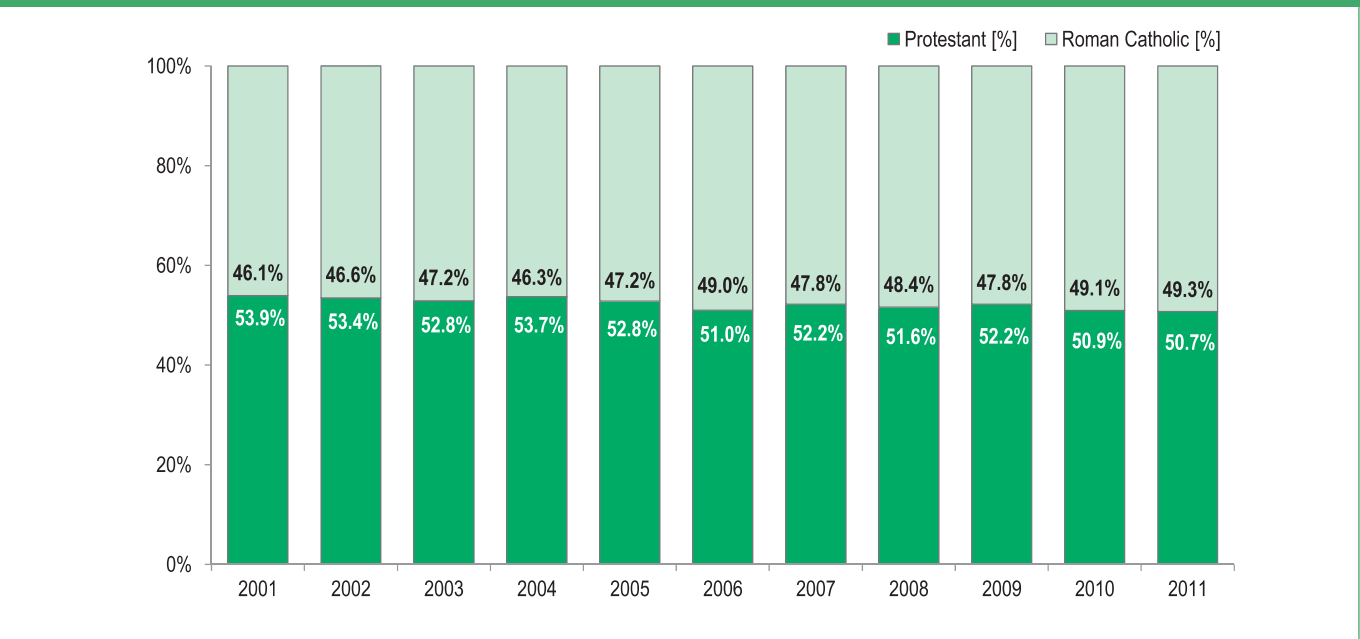
**Chart 6.11: Education Sector Full-time Employees [%] by Community Background, 2010-2011**



**Chart 6.12: Changes in Education Sector Full-time Employees (n) by Community Background, 2010-2011 and 2001-2011**



**Chart 6.13: Education Sector Full-time Employees [%] by Community Background, 2001-2011**



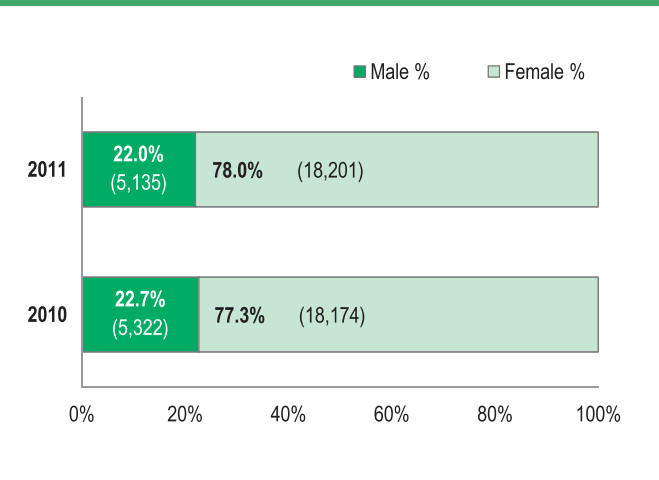
**6.3.2 Sex**

In 2011, more than three-quarters of full-time education sector employees were female, while less than one-quarter were male (Chart 6.14).

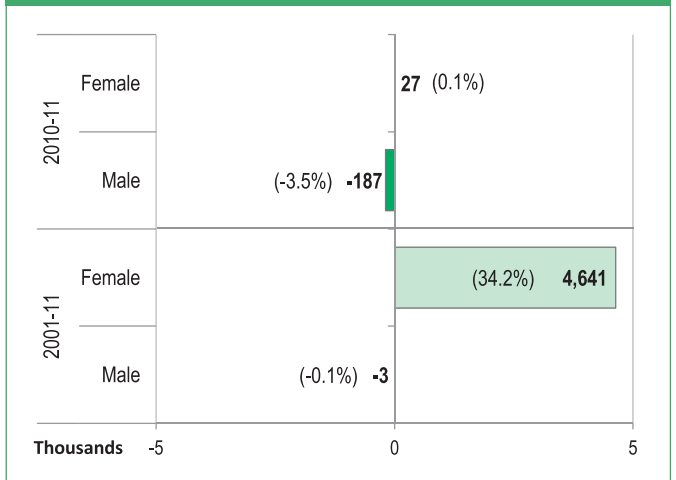
Between 2010 and 2011, the number of male employees decreased, while the number of female employees increased (Chart 6.15). Thus, the female share of the full-time education sector workforce increased by (0.7 pp) from 77.3% in 2011.

During the period 2001-2011, the number of female full-time employees increased, while the number of male full-time employees decreased slightly (Chart 6.15). Consequently, the female share of the full-time education sector workforce increased by (5.5 pp) from 72.5% in 2001.

**Chart 6.14: Education Sector Full-time Employees % by Sex, 2010-2011**



**Chart 6.15: Changes in Education Sector Full-time Employees (n) by Sex, 2010-2011 and 2001-2011**



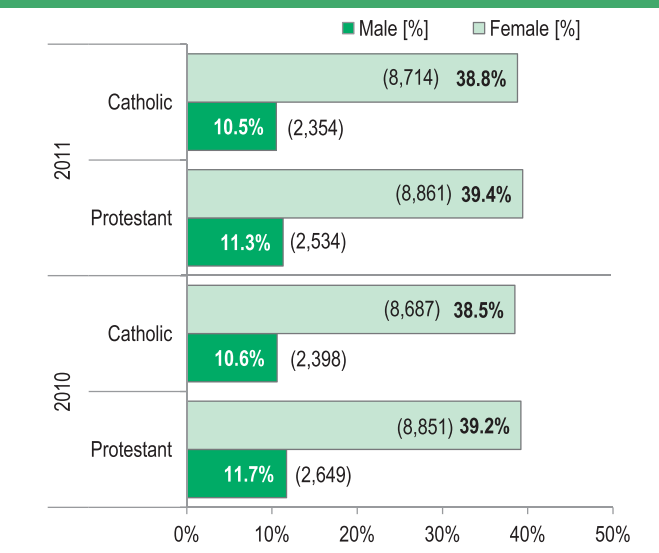
**6.3.3 Community Background and Sex**

In 2011, female Protestants [39.4%] and female Roman Catholics [38.8%] comprised the majority of full-time education sector employees (Chart 6.16). Male Protestant [11.3%] and male Roman Catholic [10.5%] employees comprised similarly small proportions of the workforce.

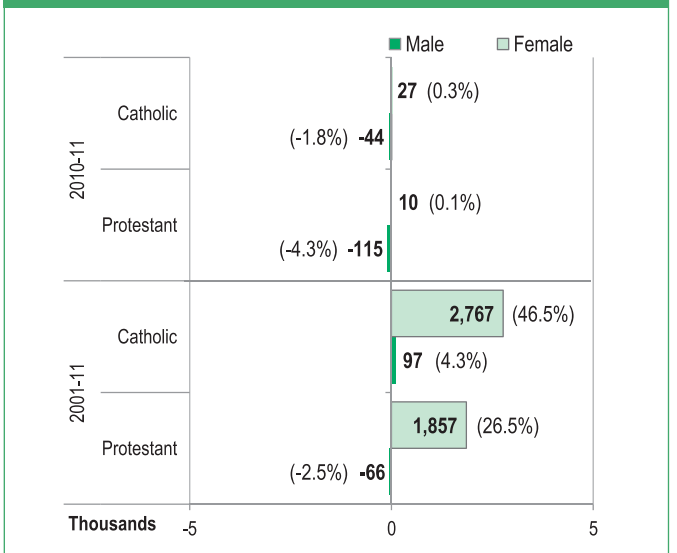
Between 2010 and 2011, the numbers of male Protestant and male Roman Catholics full-time employees decreased, while the numbers of their female counterparts increased (Chart 6.17). Consequently, the female Protestant share of the full-time workforce increased by [0.2 pp] from [39.2%] in 2010, while the female Roman Catholic share increased by [0.3 pp] from [38.5%] in 2010.

During the period 2001-2011, male Protestants were the only group to decrease overall in numbers in full-time employment, while male Roman Catholics saw the smallest overall increase (Chart 6.17). Consequently, female Protestant employees' share of the full-time workforce increased by [0.1 pp] from [39.3%] in 2001 to [39.4%] in 2011, whilst female Roman Catholics' share increased by [5.4 pp] from [33.4%] in 2001 to [38.8%] in 2011.

**Chart 6.16: Education Sector Full-time Employees [%] by Community Background and Sex, 2010-2011**



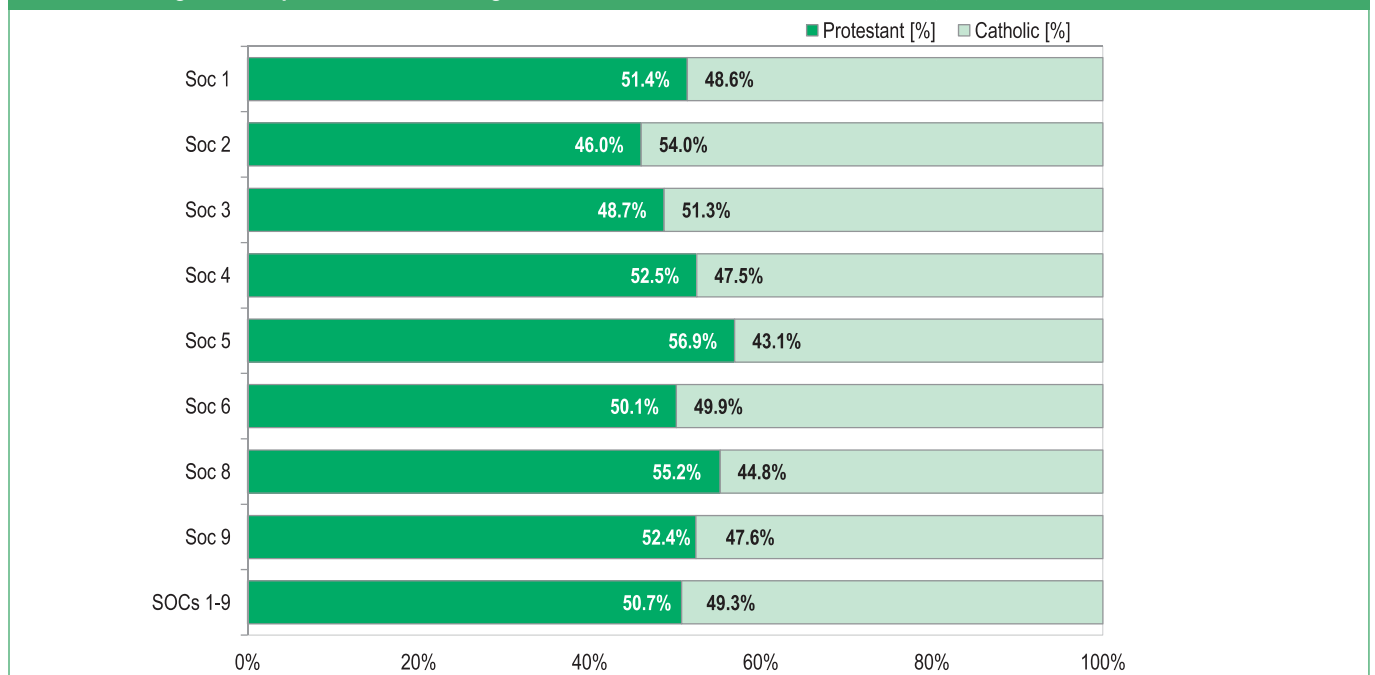
**Chart 6.17: Changes in Education Sector Full-time Employees (n) by Community Background and Sex, 2010-2011 and 2001-2011**



### 6.3.4 Community Background and SOC

In 2011, as in previous years, the religious composition of full-time SOC categories 1-9 varied (Chart 6.18). In all SOC categories aside from SOC 2 and SOC 3<sup>15</sup>, Protestants accounted for a greater proportion of full-time employees than did Roman Catholics. However, with reference to the average composition of SOCs 1-9 [50.7% v. 49.3%], Protestant representation in Skilled Trades Occupations (SOC 5) was [6.2 pp] above average, while in Plant and Machine Operative Occupations (SOC 8) it was [4.5 pp] above average. Conversely, Roman Catholic representation in Professional Occupations (SOC 2) was [4.7 pp] above average.

Chart 6.18: Religious Composition of SOC Categories 1-9 in the Full-time Education Sector, 2011

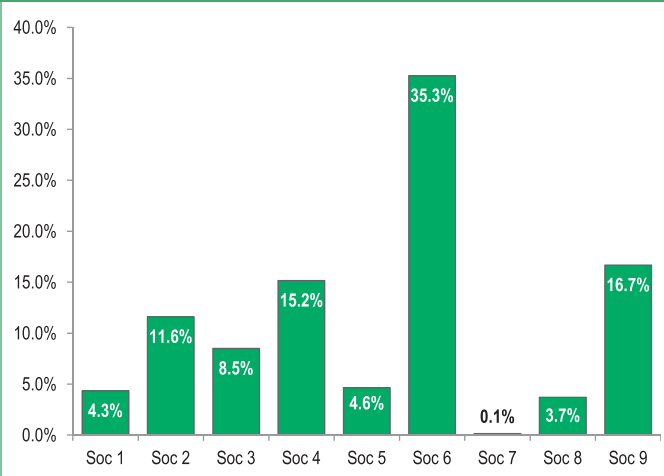


In 2011, the greatest proportions of both Protestant and Roman Catholic education sector full-time workers were employed in Personal Service Occupations (SOC 6). The smallest proportions of both groups were employed in Sales and Customer Service Occupations (SOC 7) (Charts 6.19 & 6.20). Despite difference in the religious composition of the SOC categories (Chart 6.18), the distribution of Protestant and Roman Catholic full-time employees across the SOC categories were broadly similar. However, some small differences in distribution are evident (Charts 6.19 & 6.20, Table 6.9). For example, a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 2 (14.0% v. 11.6%). For further details on the composition of the education sector workforce by SOC, see Table 6.9 at the end of the chapter.

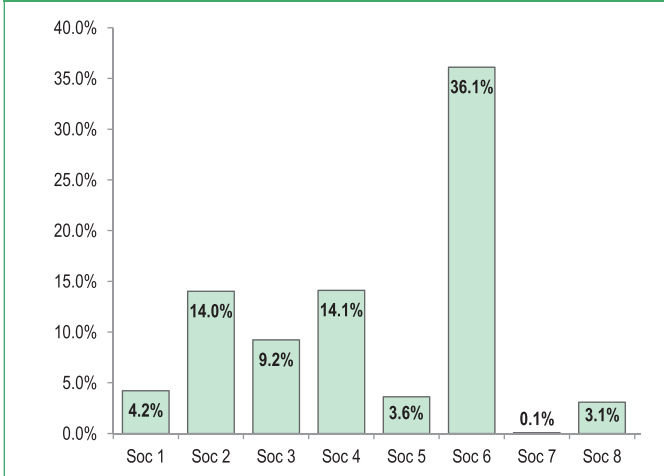
It is notable that, aside from SOC 2, the SOC categories with the greatest divergence in community representation (Chart 6.18 - SOCs 5 & 8) are also those in which the smallest proportions of workers were employed (Charts 6.19 & 6.20 and Table 6.9).

15 SOC2 = Professional Occupations, SOC 3 = Associate Professional and Technical Occupations

**Chart 6.19: Distribution of Protestant Full-time Education Sector Employees across SOCs 1-9, 2011**



**Chart 6.20: Distribution of Catholic Full-time Education Sector Employees across SOCs 1-9, 2011**



## 6.4 The Education Sector Workforce: Part-time Employees

There were 14,138 part-time employees in the education sector in 2011 (Table 6.3), a decrease of 2.4% (-343) from 2010.

**Table 6.3: Education Sector Part-time Employees by Community Background and Sex in 2011**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>1,163</b>	43.8% [8.8%]	<b>1,243</b>	46.8% [9.4%]	<b>252</b>	9.5%	<b>2,658</b>	18.8%
<b>Female</b>	<b>5,602</b>	48.8% [42.2%]	<b>5,261</b>	45.8% [39.6%]	<b>617</b>	5.4%	<b>11,480</b>	81.2%
<b>Total</b>	<b>6,765</b>	47.8% [51.0%]	<b>6,504</b>	46.0% [49.0%]	<b>869</b>	6.1%	<b>14,138</b>	100.0%

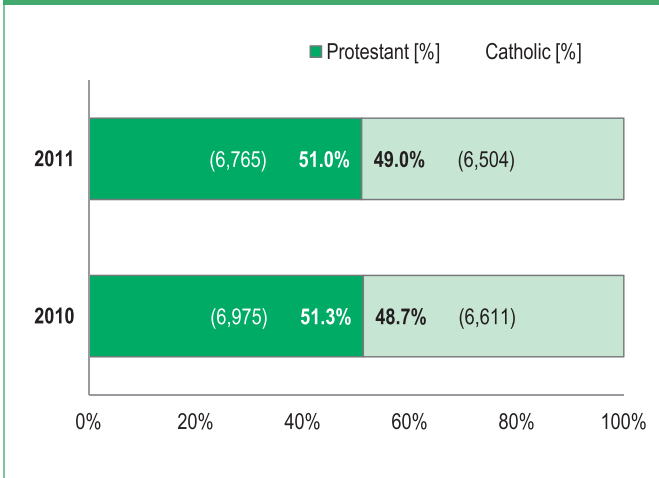
### 6.4.1 Community Background

**In 2011, [51.0%] of part-time education sector employees were Protestant; while [49.0%] were Roman Catholic (Chart 6.21).**

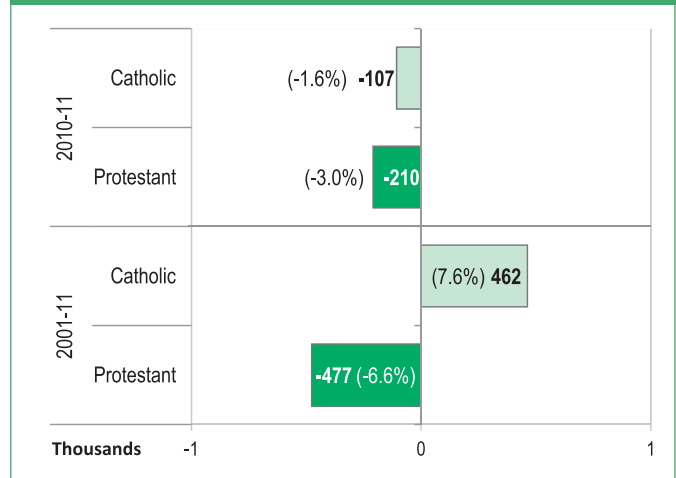
Between 2010 and 2011, the decrease in the number of part-time Protestant employees was greater than that for Roman Catholic employees (Chart 6.22). Thus, the Roman Catholic share of the part-time education sector workforce increased by [0.3 pp] from [48.7%] in 2010.

During the period 2001-2011, the number of part-time Protestant employees decreased, while the number of Roman Catholic employees increased (Chart 6.22). Consequently, the Roman Catholics' share of the part-time education sector workforce increased by [3.5 pp] from [45.5%] in 2001 to [49.0%] in 2011. Year-on-year, the proportions of the part-time workforce accounted for by Protestant and Roman Catholic employees have fluctuated, with an overall upward trend in the proportion of Roman Catholic employees evident (Chart 6.23).

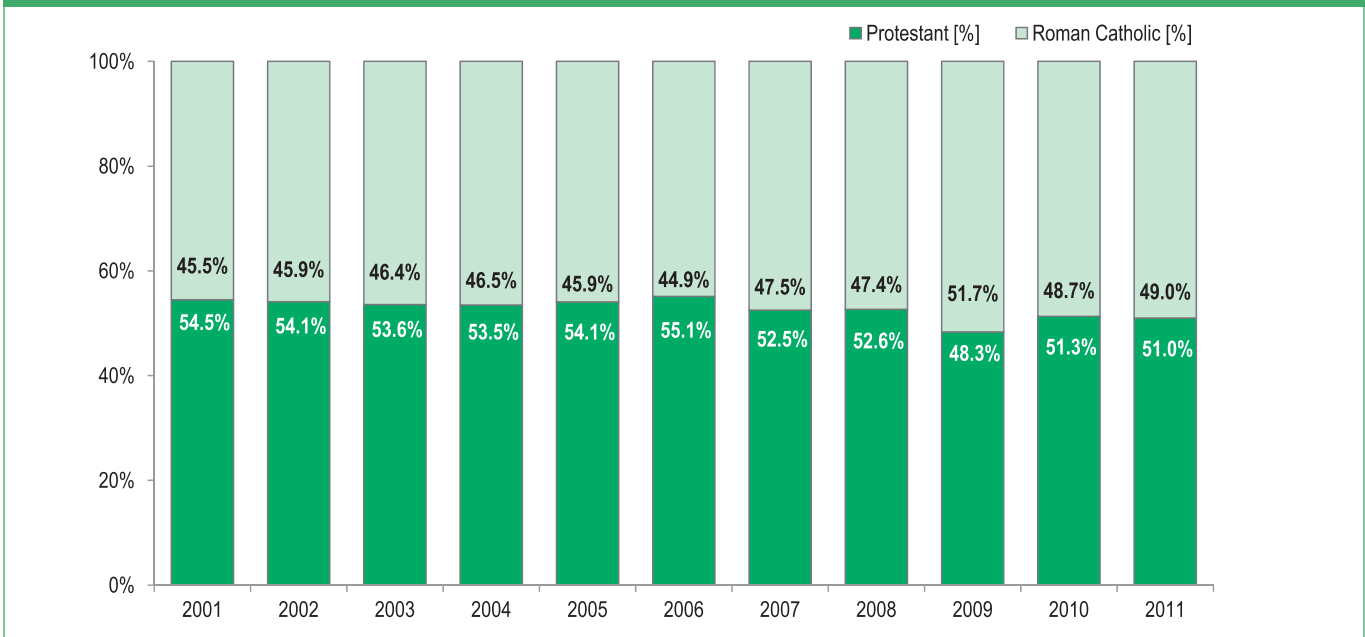
**Chart 6.21: Education Sector Part-time Employees [%] by Community Background, 2010-2011**



**Chart 6.22: Changes in Education Sector Part-time Employees (n) by Community Background, 2010-2011 and 2001-2011**



**Chart 6.23: Education Sector Part-time Employees [%] by Community Background, 2001-2011**



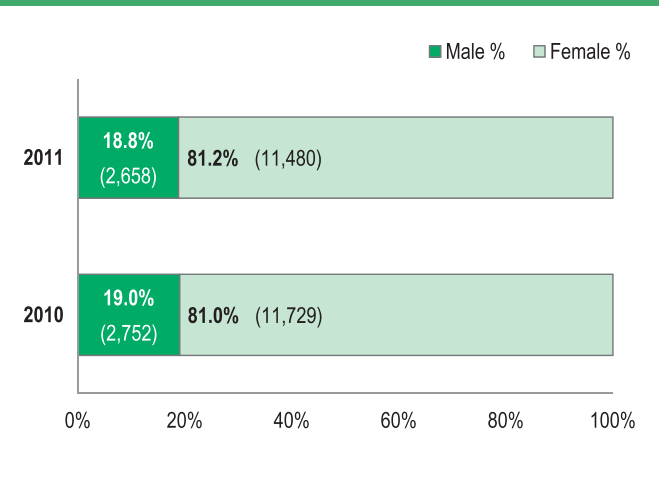
#### 6.4.2 Sex

In 2011, more than four-fifths of part-time education sector employees were female while less than one-fifth were male (Chart 6.24).

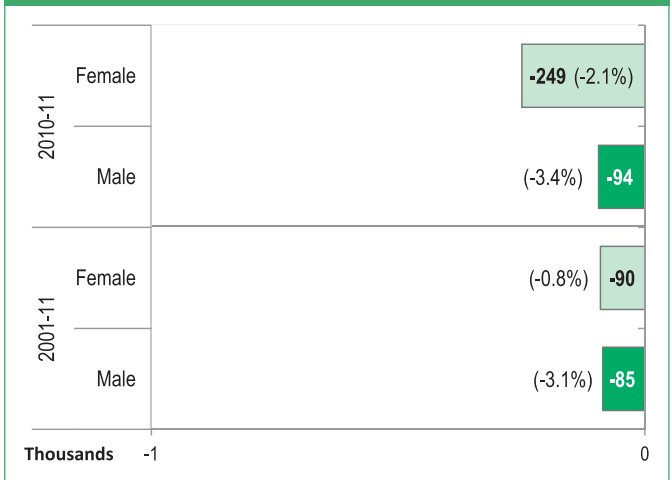
Between 2010 and 2011, the decrease in the number of female part-time employees was greater than that for their male counterparts (Chart 6.25). However, proportionally, the decrease in male part-time employees was greater than that for female employees. Thus, the female share of the part-time education sector workforce increased slightly by (0.2 pp) from 81.0% in 2010.

During the period 2001-2011, the decrease in the number of female part-time employees was slightly greater than that for their male counterparts (Chart 6.25). However, proportionally, the decrease in male part-time employees was greater than that for female employees. Thus, the female share of the part-time education sector workforce increased slightly by (0.4 pp) from 80.8% in 2001 to 81.2% in 2011.

**Chart 6.24: Education Sector Part-time Employees % by Sex, 2010-2011**



**Chart 6.25: Changes in Education Sector Part-time Employees (n) by Sex, 2010-2011 and 2001-2011**



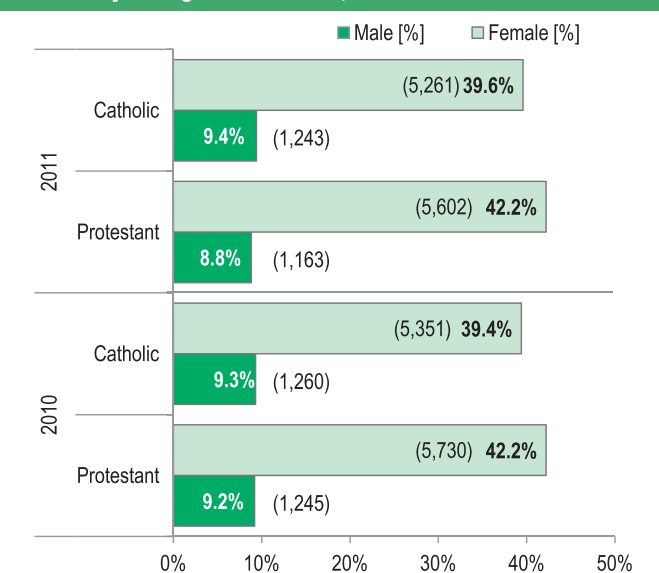
**6.4.3 Community Background and Sex**

In 2011, female Protestants [42.2%] and female Roman Catholics [39.6%] comprised more than 80 percent of part-time education sector employees (Chart 6.26). Male Protestant [8.8%] and male Roman Catholic [9.4%] employees comprised similarly small proportions of the workforce.

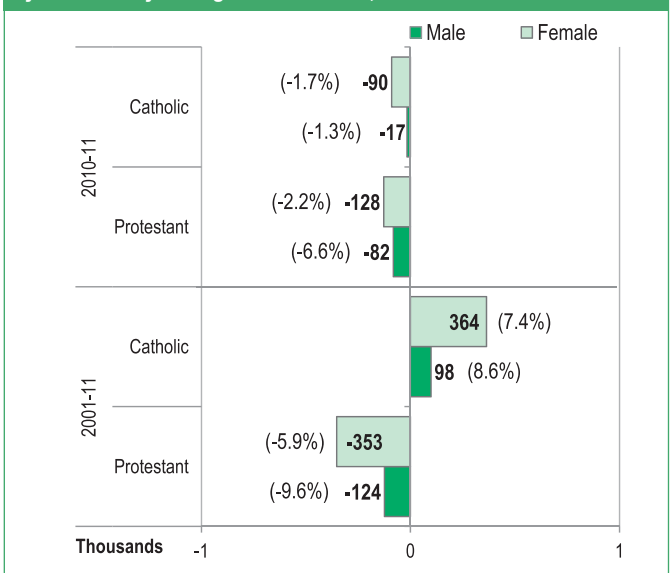
Between 2010 and 2011 each of the four groups decreased in numbers in part-time employment, with female Protestant employees witnessing the greatest numerical decrease, and male Protestant employees the greatest proportional decrease (Chart 6.27). Consequently, male Roman Catholic employees' share of the part-time workforce increased by [0.1 pp] from [9.3%] in 2010, whilst female Roman Catholic employees' share increased by [0.2 pp] from [39.4%].

During the period 2001-2011, the numbers of male Protestant and female Protestant employees decreased overall, whilst the numbers of male Roman Catholic and female Roman Catholic employees increased overall (Chart 6.27). Consequently, the male Roman Catholic share of the part-time workforce increased by [0.8 pp] overall from [8.6%] in 2001 to [9.4%] in 2011, whilst the female Roman Catholic employee share increased by [2.7 pp] overall from [36.9%] to [39.6%] in 2011.

**Chart 6.26: Education Sector Part-time Employees [%] by Community Background and Sex, 2010-2011**



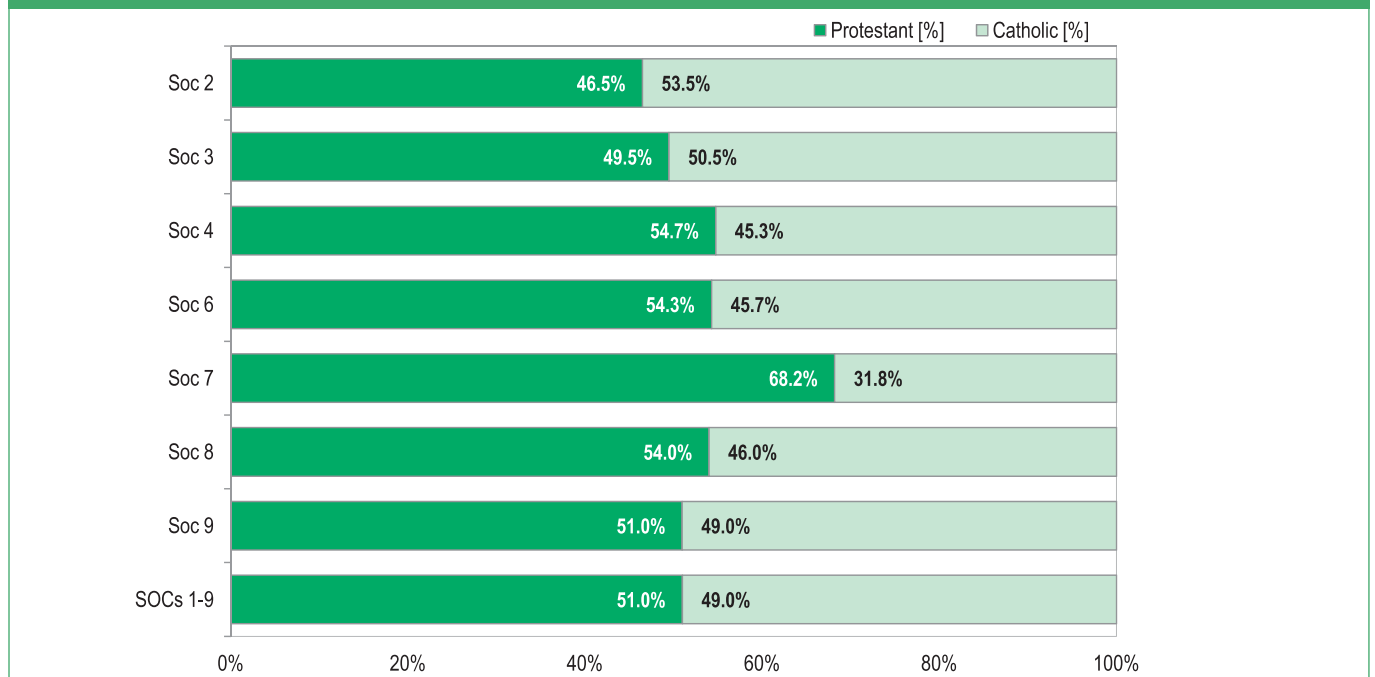
**Chart 6.27: Changes in Education Sector Part-time Employees (n) by Community Background and Sex, 2010-2011 and 2001-2011**



#### 6.4.4 Community Background and SOC<sup>16</sup>

In 2011, as in previous years, the religious composition of SOC categories 1-9 varied (Chart 6.28). In the majority of SOC categories, Protestants accounted for a greater proportion of employees than did Roman Catholics. However, with reference to the average composition of SOCs 1-9 [51.0% v. 49.0%], Protestant representation in Sales and Customer Service Occupations (SOC 7) was [17.2 pp] above average, while in Administrative and Secretarial Occupations (SOC 4) it was [3.7 pp] above average. Conversely, Roman Catholic representation in Professional Occupations (SOC 2) was [4.5 pp] above average, while in Personal Service Occupations (SOC 6) it was [3.3 pp] above average.

Chart 6.28: Religious Composition of SOC Categories 1-9 in the Part-time Education Sector, 2011



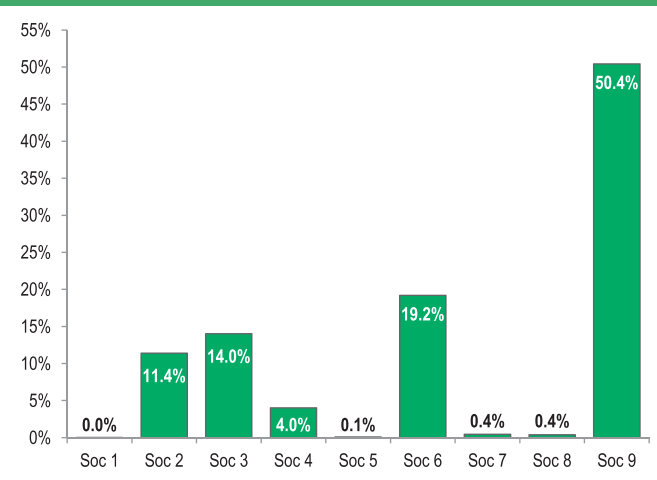
In 2011, the greatest proportions of both Protestant and Roman Catholic part-time education sector workers were employed in Elementary Occupations (SOC 9). The smallest proportions of both groups were employed in Manager and Senior Official Occupations (SOC 1) (Charts 6.29 & 6.30). Despite differences in the religious composition of the SOC categories (Chart 6.29), the distribution of Protestant and Roman Catholic part-time employees across the SOC categories were broadly similar, although notably, both were very concentrated in SOC 9. However, some small differences in distribution are evident (Charts 6.29 & 6.30, Table 6.10). For example, a greater proportion of Protestant workers than Roman Catholic workers were employed in SOC 6 (19.2% v. 16.8%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 2 (13.7% v. 11.4%).

It is notable that the SOC category with the greatest divergence in community representation (Chart 6.28 - SOC 7) is also one in which a very small proportion of workers were employed (Charts 6.29 & 6.30 and Table 6.10).

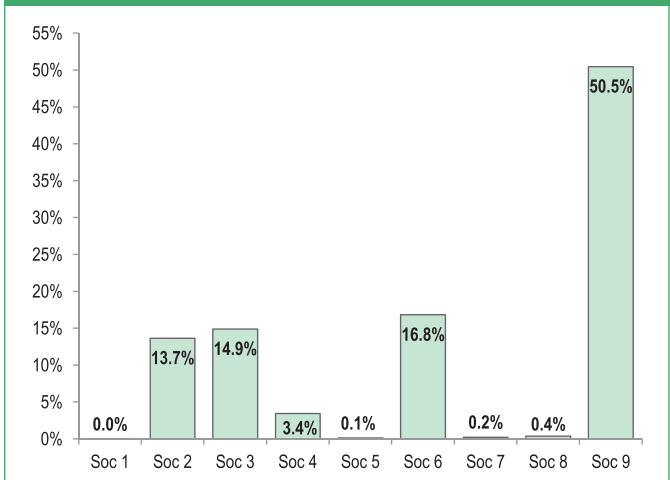
<sup>16</sup> For anonymity purposes, SOC categories with numbers < 10 are excluded from any religious composition analysis.



**Chart 6.29: Distribution of Protestant Part-time Education Sector Employees across SOCs 1-9, 2011**



**Chart 6.30: Distribution of Catholic Part-time Education Sector Employees across SOCs 1-9, 2011**



## 6.5 The Education Sector Workforce: Applicants, Appointees, Promotees & Leavers

### 6.5.1 The Education Sector Workforce: Applicants

There were 17,286 applicants to the education sector in 2011 (Table 6.4), a decrease of 6.6% (-1,229) from 2010.

**Table 6.4: Education Sector Applicants by Community Background and Sex in 2011**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>2,229</b>	43.3% [14.0%]	<b>2,437</b>	47.4% [15.3%]	<b>480</b>	9.3%	<b>5,146</b>	29.8%
<b>Female</b>	<b>5,316</b>	43.8% [33.4%]	<b>5,930</b>	48.8% [37.3%]	<b>894</b>	7.4%	<b>12,140</b>	70.2%
<b>Total</b>	<b>7,545</b>	43.6% [47.4%]	<b>8,367</b>	48.4% [52.6%]	<b>1,374</b>	7.9%	<b>17,286</b>	100.0%

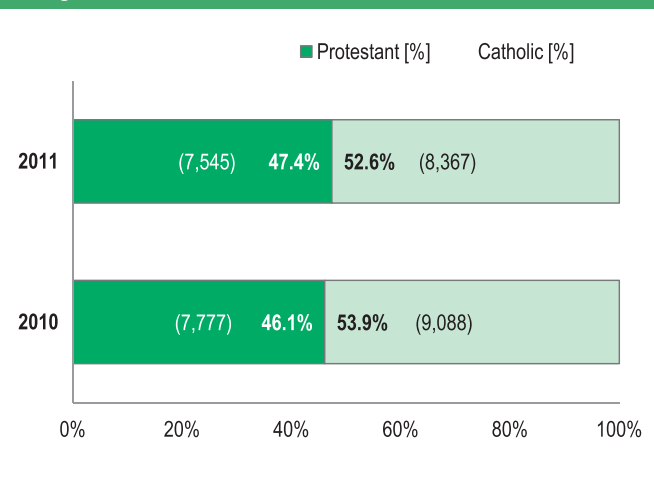
#### 6.5.1.1 Community Background

In 2011, there were [47.4%] Protestant and [52.6%] Roman Catholic applicants to the education sector (Chart 6.31).

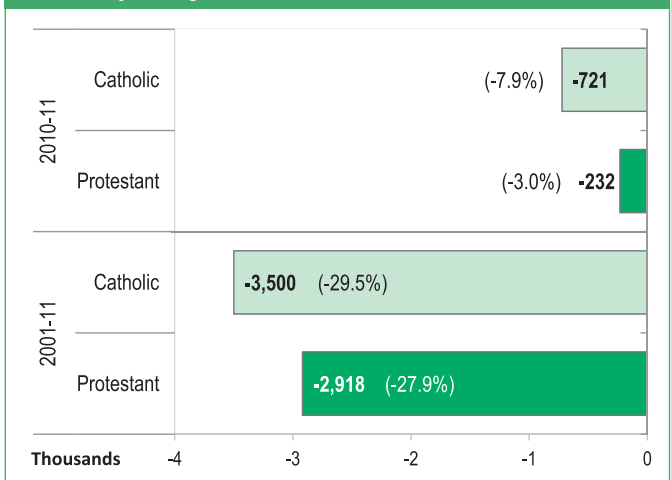
Between 2010 and 2011, the decrease in the number of Roman Catholic education sector applicants was greater than that for Protestant applicants (Chart 6.32). Consequently, the Protestant share of education sector applicants increased by [1.3 pp] from [46.1%] in 2010.

Between 2001 and 2011, the overall decrease in the number of Roman Catholic education sector applicants was greater than that for their Protestant counterparts (Chart 6.32). Consequently, the Protestant share of education sector applicants increased by [0.5 pp] from [46.9%] in 2001 to [47.4%] in 2011. Over this period, Roman Catholics have consistently comprised a greater proportion of education sector applicants when compared to Protestants (Chart 6.33).

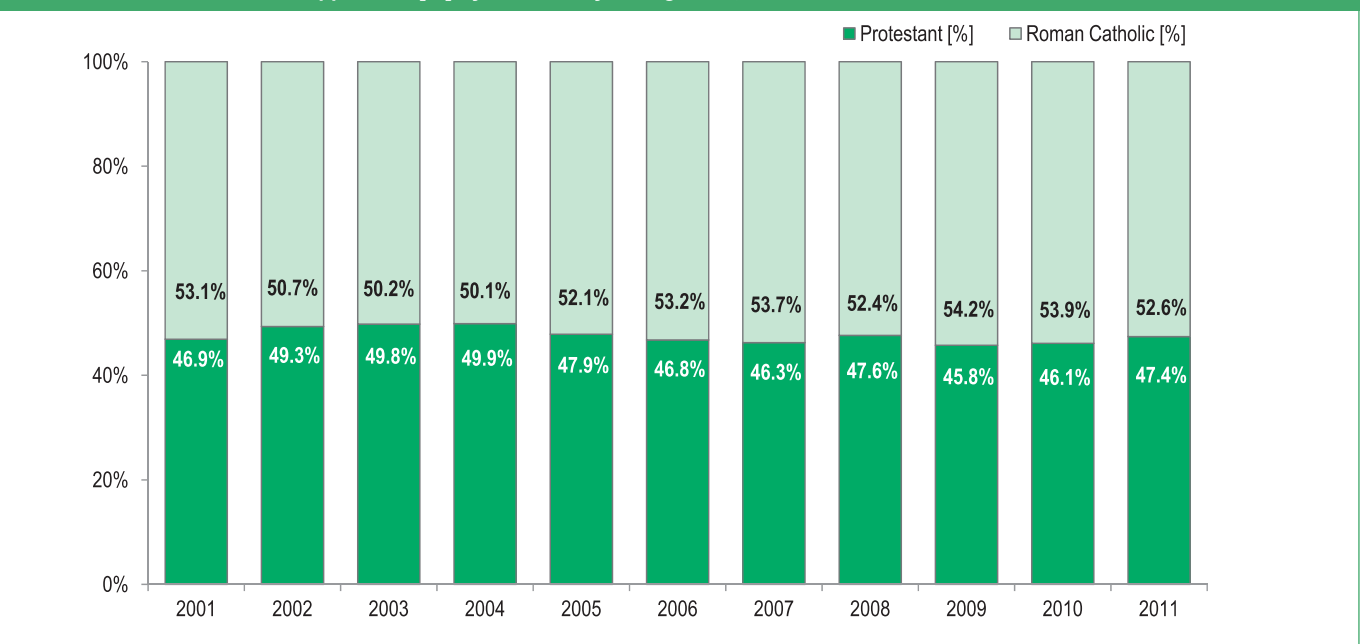
**Chart 6.31: Education Sector Applicants [%] by Community Background, 2010-2011**



**Chart 6.32: Changes in Education Sector Applicants (n) by Community Background, 2010-2011 and 2001-2011**



**Chart 6.33: Education Sector Applicants [%] by Community Background, 2001-2011**



### 6.5.1.2 Sex

**In 2011, 70.2% of applicants to the education sector were female, while 29.8% were male (Chart 6.34).**

Between 2010 and 2011, the decrease in the number of male applicants to the education sector was greater than that for female applicants (Chart 6.35). Consequently, the female share of education sector applicants increased by (2.2 pp) from 68.0% in 2010.

During the period 2001-2011, the overall decrease in the number of female education sector applicants was greater than that for than male applicants (Chart 6.35). Consequently, the male share of education sector applicants increased by (4.4 pp) overall from 25.4% in 2001 to 29.8% in 2011.

Chart 6.34: Education Sector Applicants % by Sex, 2010-2011

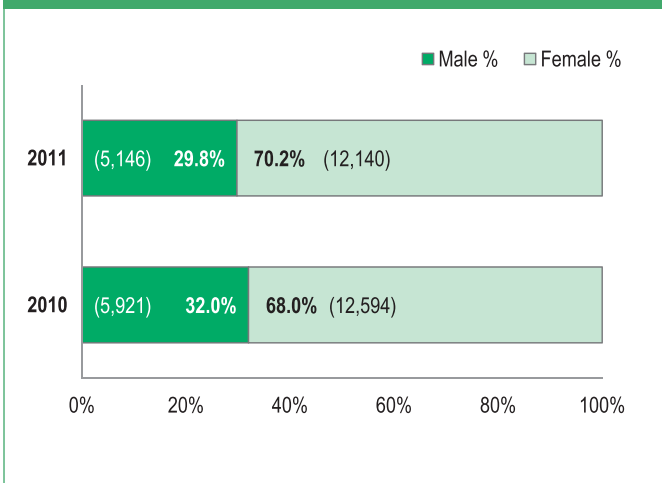
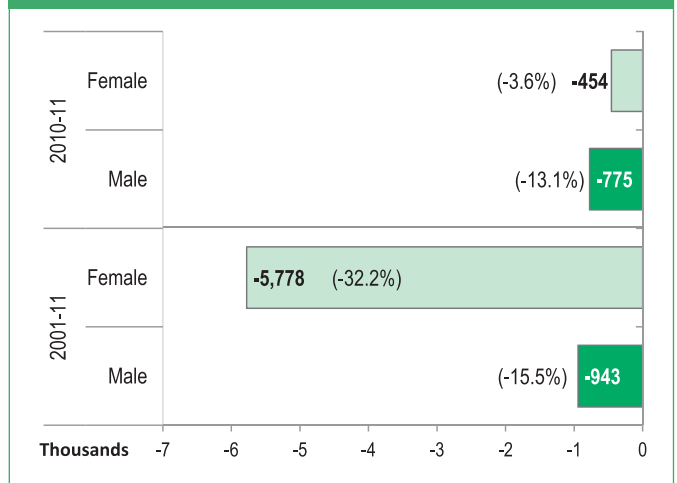


Chart 6.35: Changes in Education Sector Applicants (n) by Sex, 2010-2011 and 2001-2011



### 6.5.1.3 Community Background and Sex

In 2011, more than 70 percent of applicants to the education sector either female Protestants [33.4%] or female Roman Catholics [37.3%], whilst male Protestant and male Roman Catholics each comprised around one-seventh of applicants (Chart 6.36).

Between 2010 and 2011, female Protestants were the only group to increase in numbers of applicants to the education sector (Chart 6.37). Consequently, female Protestants were the only group to increase their share of education sector applicants, by (2.2 pp) from 31.2% in 2010.

During the period 2001-2011, each of the four groups decreased in numbers of applicants to the education sector. The decreases in the number of female Protestant and female Roman Catholic applicants were greater than those for male Protestant and male Roman Catholic applicants (Chart 6.37). Consequently, male Protestants' share of education sector applicants increased by [2.2 pp] from [11.8%] in 2001 to [14.0%] in 2011, whilst male Roman Catholics' share increased by [2.4 pp] from [12.9%] to [15.3%].

Chart 6.36: Education Sector Applicants [%] by Community Background and Sex, 2010-2011

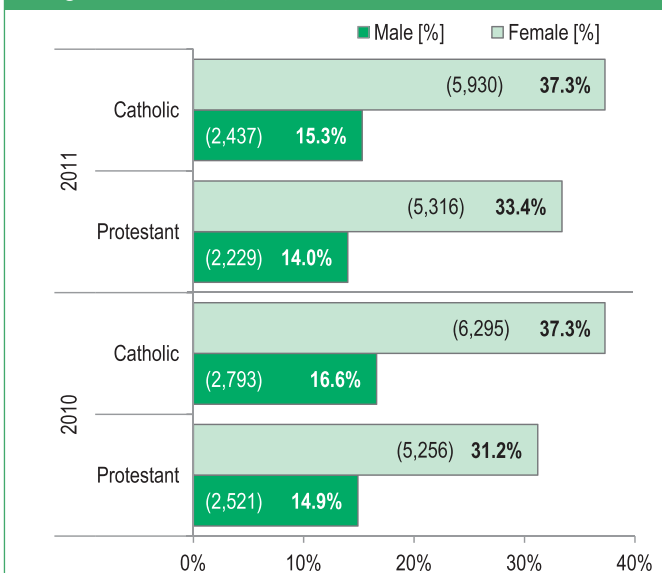
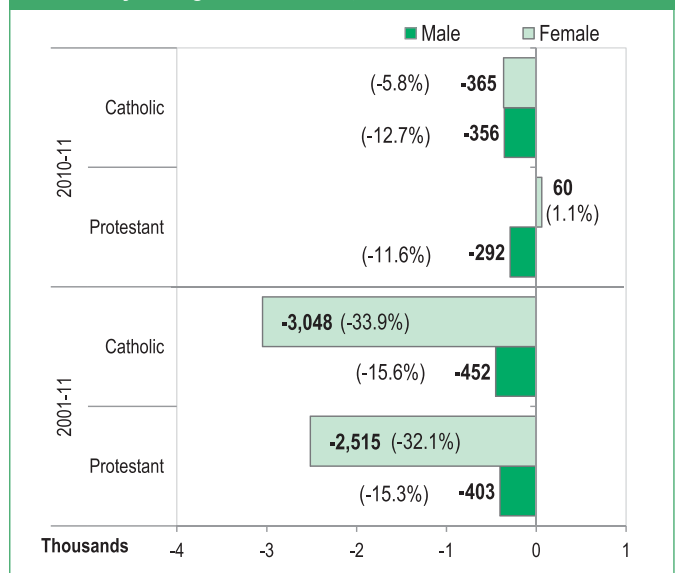


Chart 6.37: Changes in Education Sector Applicants (n) by Community Background and Sex, 2010-2011 and 2001-2011



### 6.5.2 The Education Sector Workforce: Appointees

There were 1,909 appointees to the education sector in 2011 (Table 6.5), a decrease of 7.6% (-156) from 2010.

Table 6.5: Education Sector Appointees by Community Background and Sex in 2011								
	Protestant		Roman Catholic		Non-Determined		Total	
Male	198	44.1% [11.4%]	209	46.5% [12.0%]	42	9.4%	449	23.5%
Female	699	47.9% [40.1%]	637	43.6% [36.5%]	124	8.5%	1,460	76.5%
Total	897	47.0% [51.5%]	846	44.3% [48.5%]	166	8.7%	1,909	100.0%

#### 6.5.2.1 Community Background

In 2011, there were [51.5%] Protestant and [48.5%] Roman Catholic education sector appointees (Chart 6.38).

Between 2010 and 2011, the decrease in the number of Roman Catholic appointees was far greater than that for Protestant appointees (Chart 6.39). Consequently, the Protestant share of education sector appointees increased by [3.9 pp] from [47.6%] in 2010.

During the period 2001-2011, the overall decrease in the number of Protestant appointees was slightly greater than that for Roman Catholic appointees (Chart 6.39). However, proportionally, the decrease in Roman Catholic appointees was slightly greater than that for Protestant appointees. Consequently, the Protestant share of education sector appointees increased by [0.3 pp] overall from [51.2%] in 2001 to [51.5%] in 2011. Over this period, year-on-year, the proportions of appointees accounted for by Protestant and Roman Catholics have fluctuated (Chart 6.40).

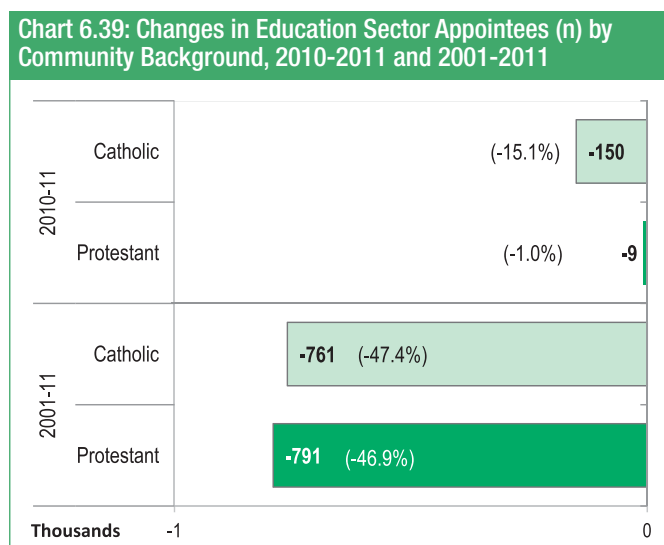
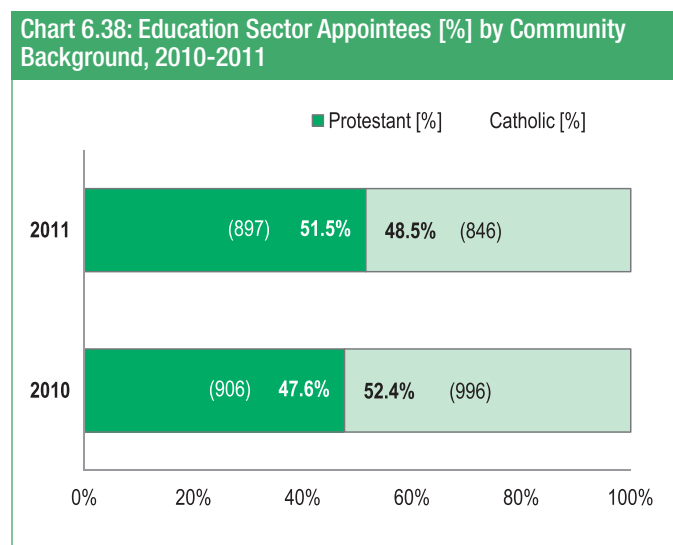
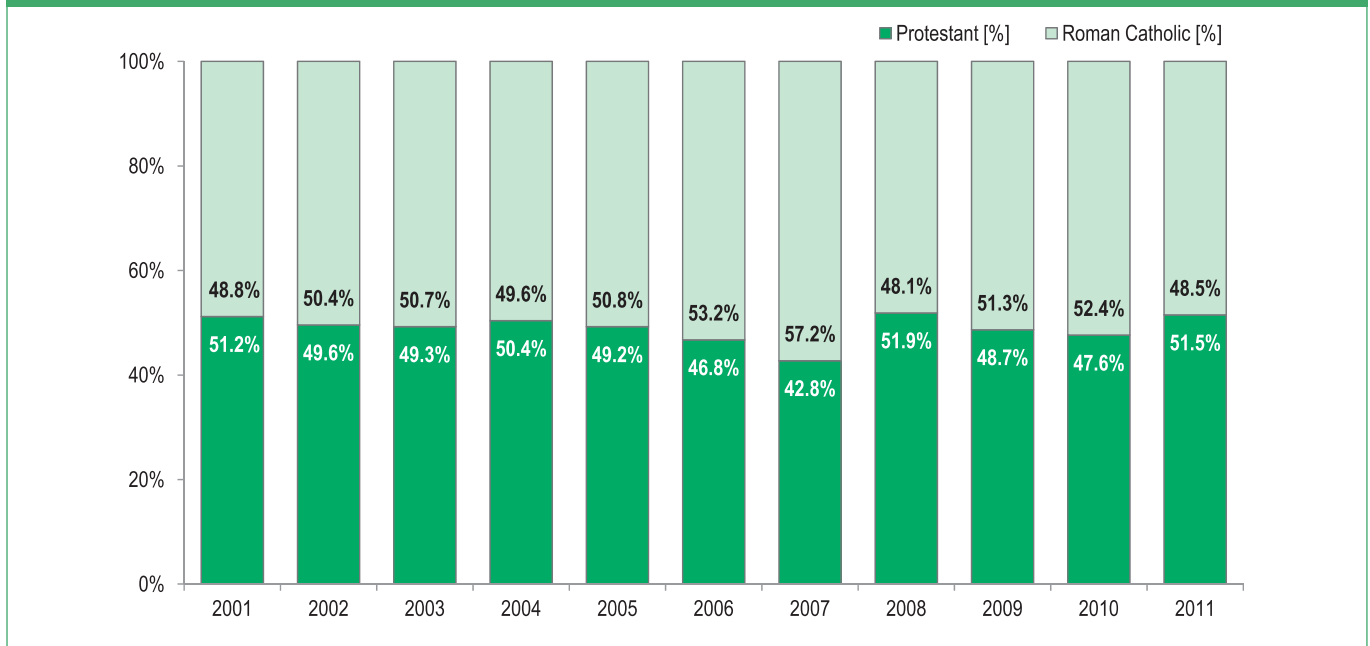


Chart 6.40: Education Sector Appointees [%] by Community Background, 2001-2011



### 6.5.2.2 Sex

In 2011, more than three-quarters of appointees to the education sector were female while less than one-quarter were male (Chart 6.41).

Between 2010 and 2011, the number of male appointees to the education sector decreased by a slightly greater amount than female appointees (Chart 6.42). Proportionally, the decrease in male appointees was far greater than that for female appointees. Consequently, the female share of education sector appointees increased by (2.1 pp) from 74.4% in 2010.

During the period 2001-2011, the overall decrease in the number of female education sector appointees was far greater than that for male appointees (Chart 6.42). However, proportionally, the decrease in male appointees was greater than that for female appointees. Consequently, the female share of education sector appointees increased by (2.3 pp) from 74.2% in 2001 to 76.5% in 2011.

Chart 6.41: Education Sector Appointees % by Sex, 2010-2011

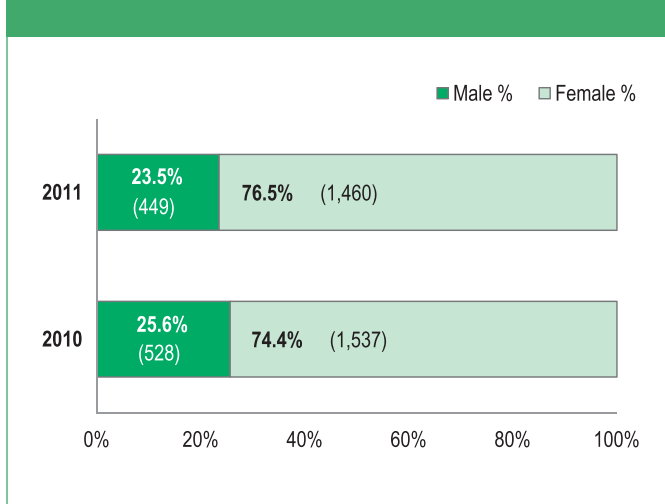
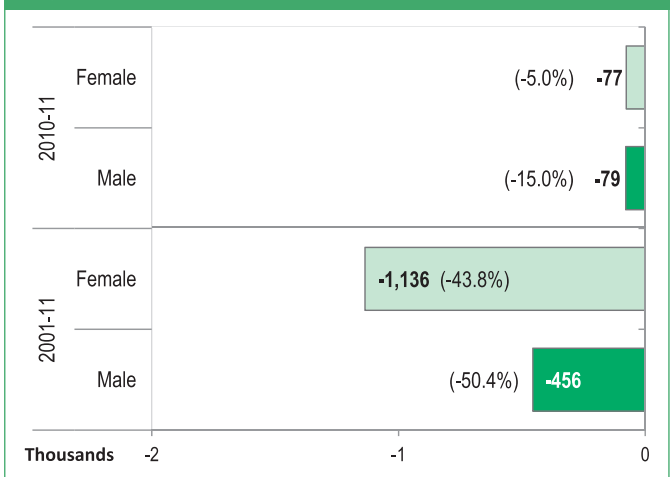


Chart 6.42: Changes in Education Sector Appointees (n) by Sex, 2010-2011 and 2001-2011

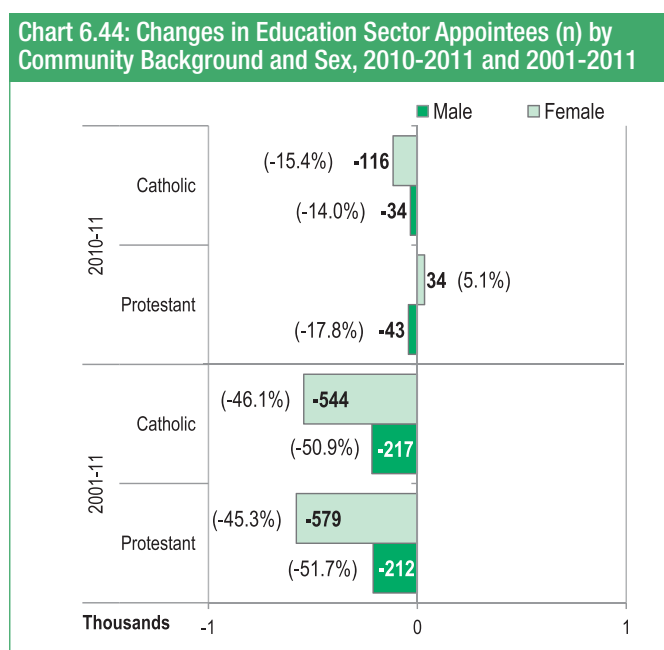
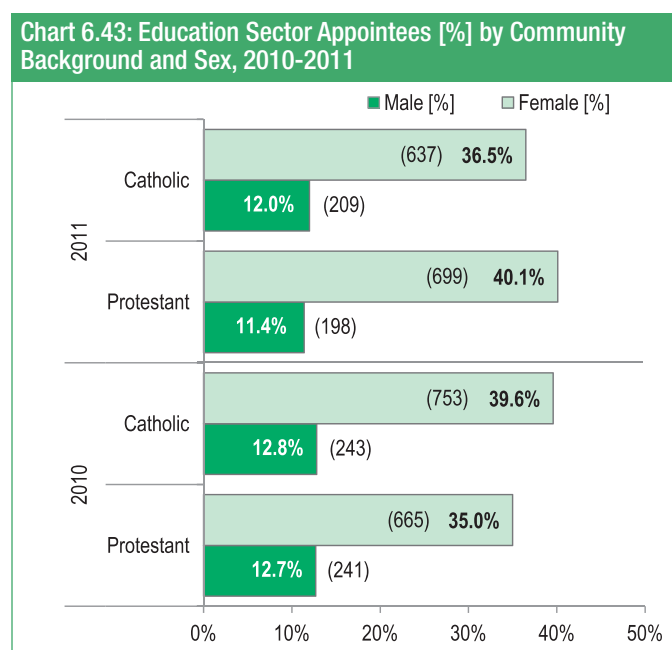


### 6.5.2.3 Community Background and Sex

In 2011, more than 75 percent of appointees to the education sector either female Protestants [40.1%] or female Roman Catholics [36.5%], whilst male Protestant and male Roman Catholics each comprised around one-ninth of appointees (Chart 6.43).

Between 2010 and 2011, female Protestants were the only group to increase in numbers of appointees to the education sector (Chart 6.44). Consequently, female Protestants were the only group to increase their share of education sector appointees, by (5.1 pp) from 35.0% in 2010.

During the period 2001-2011, each of the four groups decreased in numbers of appointees to the education sector. The decreases in the numbers of female Protestant and female Roman Catholic appointees were greater than those for male Protestant and male Roman Catholic appointees (Chart 6.44). However, in proportional terms the opposite was true. Consequently, female Protestants' share of education sector appointees increased by [1.3 pp] from [38.8%] in 2001 to [40.1%] in 2011, whilst female Roman Catholics' share increased by [0.7 pp] from [35.8%] to [36.5%].



### 6.5.3 The Education Sector Workforce: Promotees

There were 305 promotees in the education sector in 2011 (Table 6.6), a decrease of 39.5% (-199) from 2010.

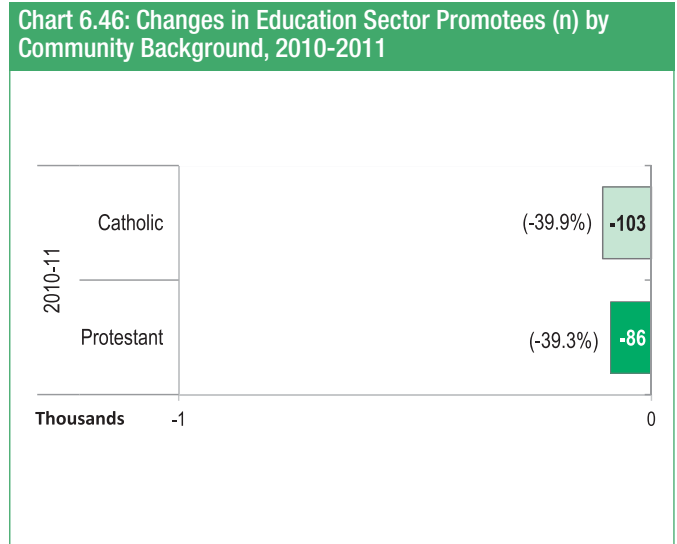
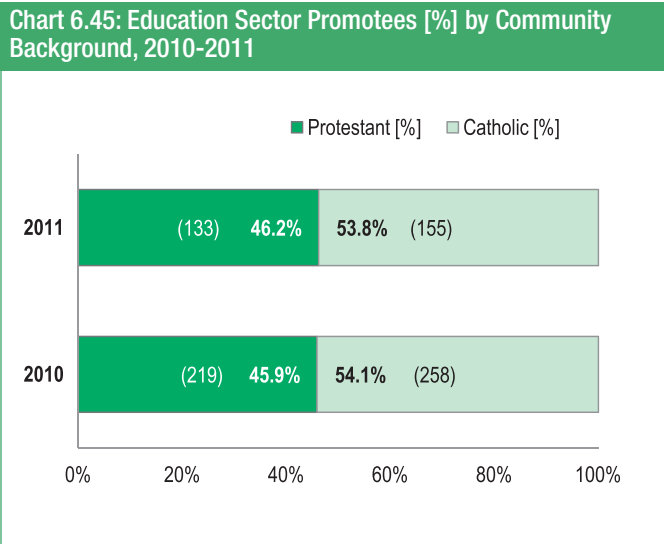
**Table 6.6: Education Sector Promotees by Community Background and Sex in 2011**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>40</b>	51.9% [13.9%]	<b>31</b>	40.3% [10.8%]	*	7.8%	<b>77</b>	25.2%
<b>Female</b>	<b>93</b>	40.8% [32.3%]	<b>124</b>	54.4% [43.1%]	#	4.8%	<b>228</b>	74.8%
<b>Total</b>	<b>133</b>	43.6% [46.2%]	<b>155</b>	50.8% [53.8%]	<b>17</b>	5.6%	<b>305</b>	100.0%

### 6.5.3.1 Community Background

In 2011, there were [46.2%] Protestant and [53.8%] Roman Catholic education sector promotees (Chart 6.45).

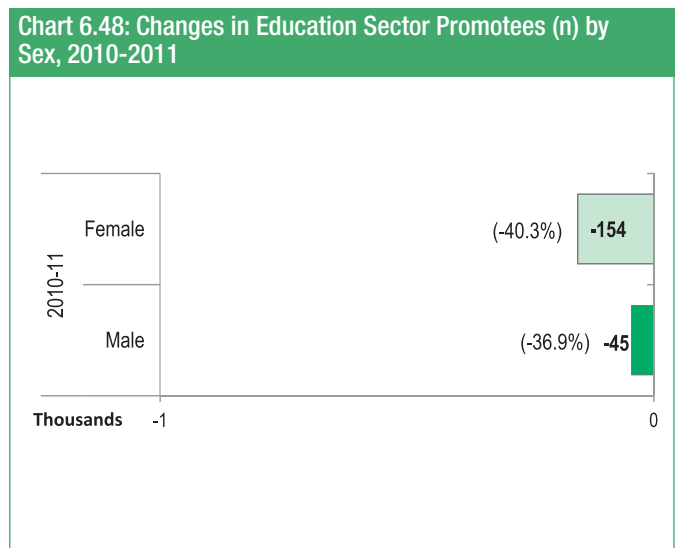
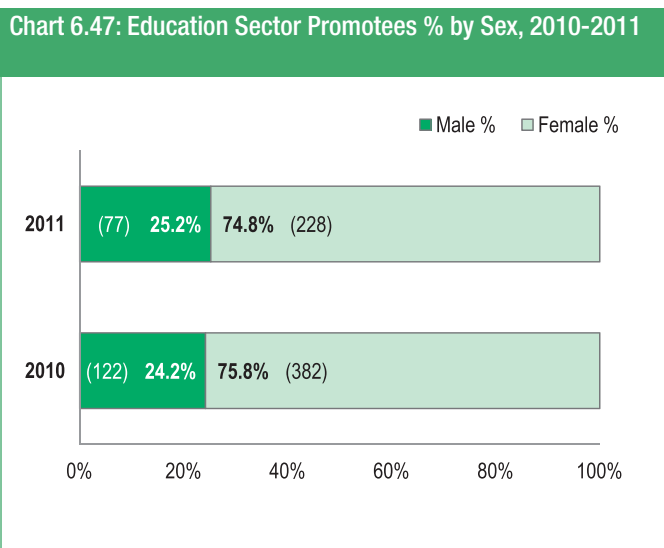
Between 2010 and 2011, the decrease in the number of Roman Catholic education sector promotees was greater than for their Protestant counterparts (Chart 6.46). Consequently, the Protestant share of education sector promotees increased by [0.3 pp] from [45.9%] in 2010.



### 6.5.3.2 Sex

In 2011, close to three-quarters of promotees in the education sector were female, while more than one-quarter were male (Chart 6.47).

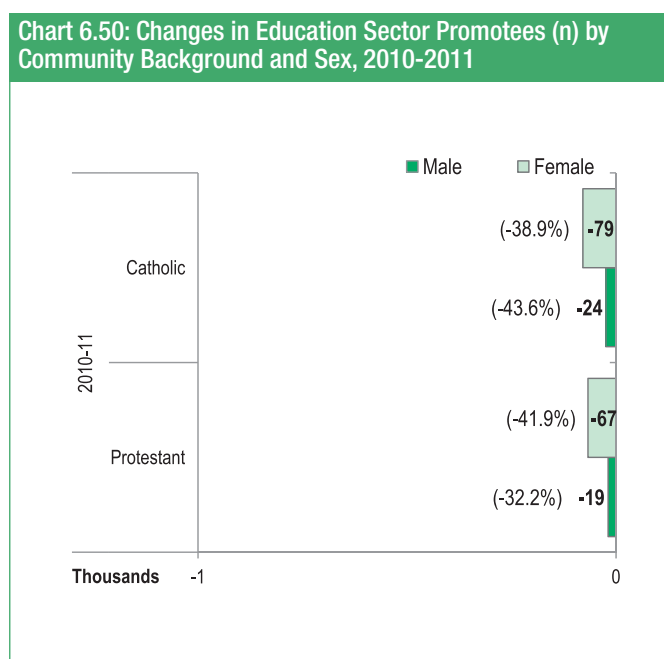
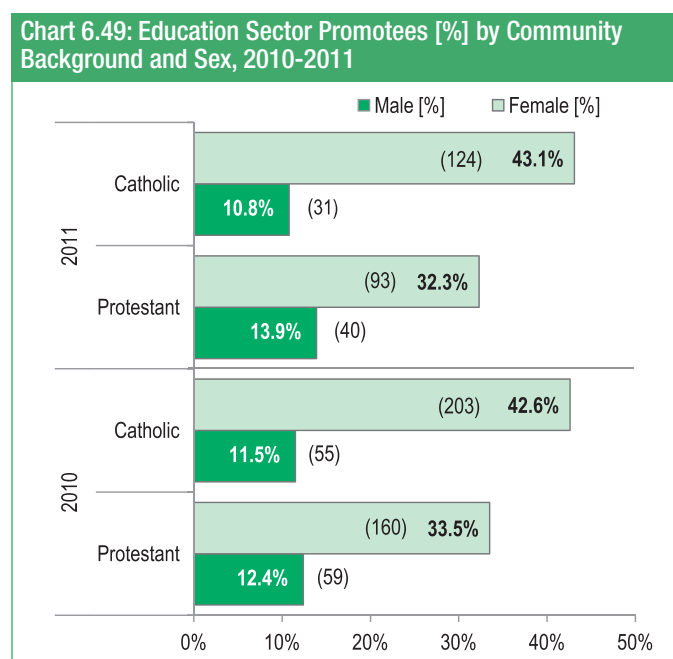
Between 2010 and 2011, the number of female promotees in the education sector decreased by a greater amount than male promotees (Chart 6.48). Consequently, the male share of education sector promotees increased by (1.0 pp) from 24.2% in 2010.



### 6.5.3.3 Community Background and Sex

In 2011, more than 75% of promotees in the education sector were either female Protestants [32.3%] or female Roman Catholics [43.1%]. Male Protestants comprised around one-seventh of promotees, while and male Roman Catholics comprised around one-tenth of promotees (Chart 6.49).

Between 2010 and 2011, the number of education sector promotees in each of the four groups decreased (Chart 6.50). The decrease in the number of male Protestant promotees was smaller than that for any other group. However, proportionally the decrease in female Roman Catholic promotees was similar to that for male Protestant promotees. Consequently, the male Protestants' share of education sector promotees increased by [1.5 pp] from [12.4%] to [13.9%], whilst the female Roman Catholics share increased by [0.5 pp] from [42.6%] to [43.1%].



### 6.5.4 The Education Sector Workforce: Leavers

There were 5,027 leavers from the education sector in 2011 (Table 6.7), a decrease of 23.4% (-1,532) from 2010.

**Table 6.7: Education Sector Leavers by Community Background and Sex in 2011**

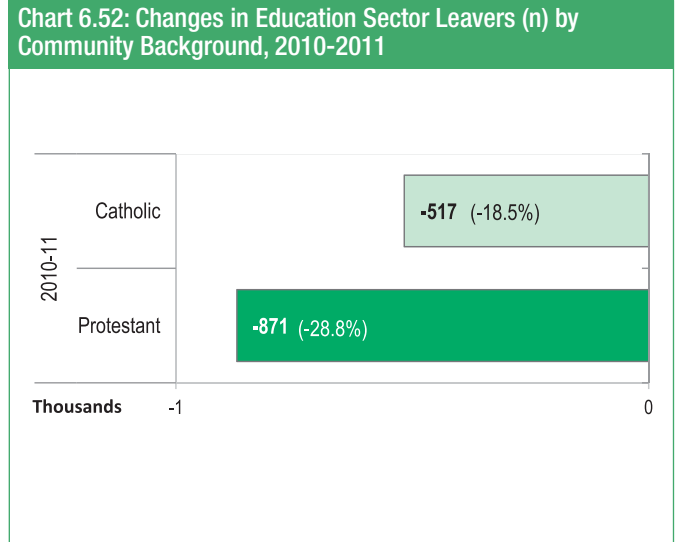
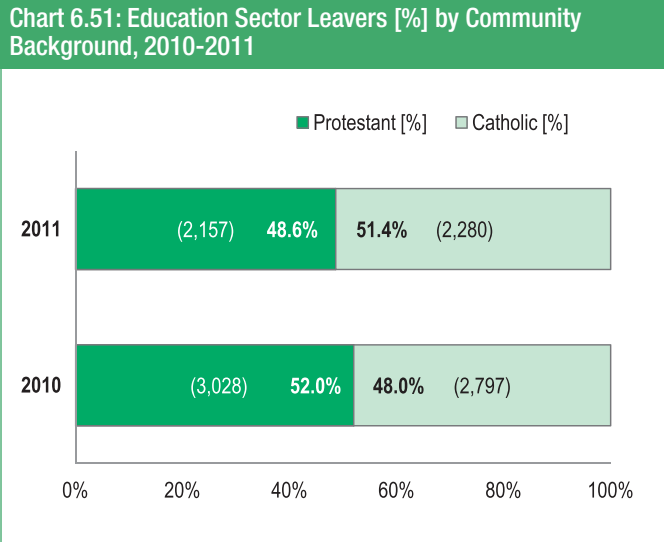
	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>464</b>	43.4% [10.5%]	<b>462</b>	43.2% [10.4%]	<b>143</b>	13.4%	<b>1,069</b>	21.3%
<b>Female</b>	<b>1,693</b>	42.8% [38.2%]	<b>1,818</b>	45.9% [41.0%]	<b>447</b>	11.3%	<b>3,958</b>	78.7%
<b>Total</b>	<b>2,157</b>	42.9% [48.6%]	<b>2,280</b>	45.4% [51.4%]	<b>590</b>	11.7%	<b>5,027</b>	100.0%



### 6.5.4.1 Community Background

In 2011, there were [48.6%] Protestant and [51.4%] Roman Catholic education sector leavers (Chart 6.51).

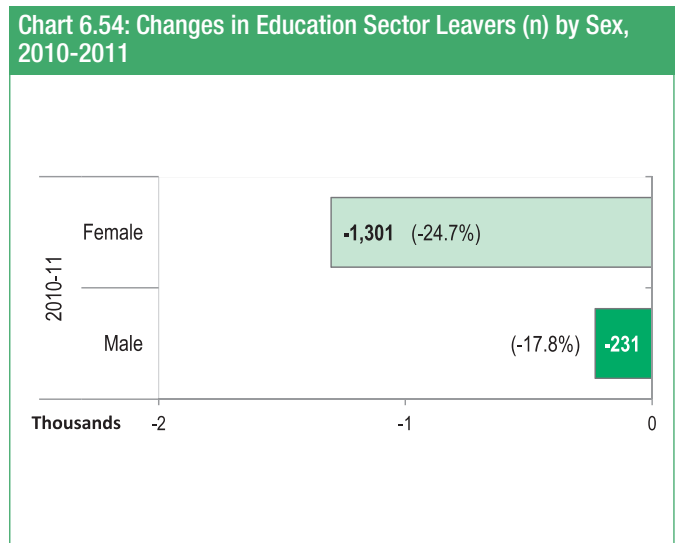
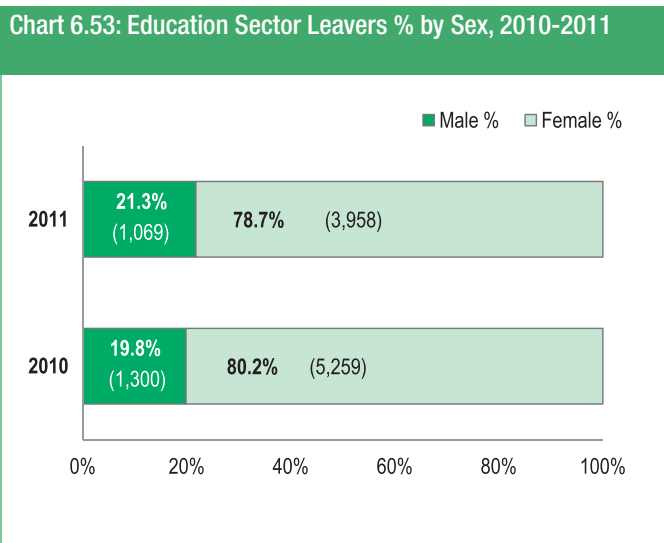
Between 2010 and 2011, the decrease in the number of Protestant education sector leavers was greater than that for their Roman Catholic counterparts (Chart 6.52). Consequently, the Roman Catholic share of education sector leavers increased by [3.4 pp] from [48.0%] in 2010.



### 6.5.4.2 Sex

In 2011, close to four-fifths of leavers from the education sector were female, while more than one-fifth were male (Chart 6.53).

Between 2010 and 2011, the number of female leavers from the education sector decreased by a greater amount than male leavers (Chart 6.54). Consequently, the male share of education sector leavers increased by (1.4 pp) from 19.8% in 2010.



### 6.5.4.3 Community Background and Sex

In 2011, female Protestants [38.2%] and female Roman Catholics [41.0%] comprised nearly 80 percent of leavers from the education sector. Male Protestants and male Roman Catholics each comprised around one-tenth of leavers (Chart 6.55).

Between 2010 and 2011, each of the four groups decreased in numbers of leavers from the education sector (Chart 6.56). The decrease in the number of female Protestant leavers was far greater than that for any other group. Consequently, female Protestants' were the only group to decrease their share of education sector leavers, by [3.7 pp] from [41.9%] to [38.2%].

Chart 6.55: Education Sector Leavers [%] by Community Background and Sex, 2010-2011

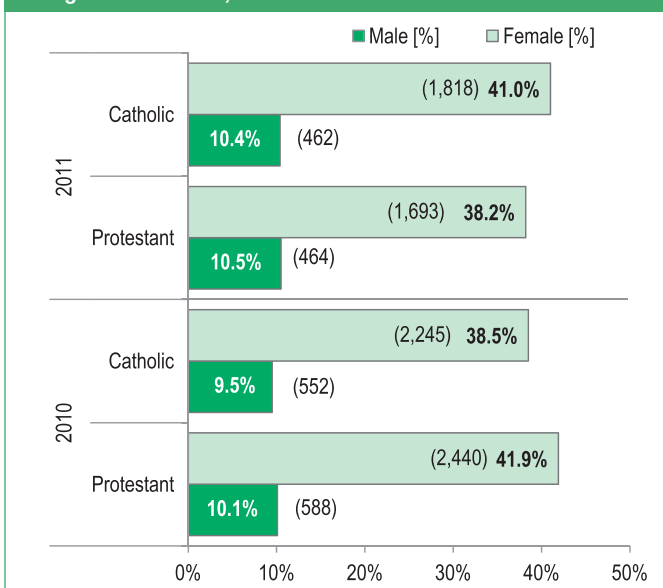
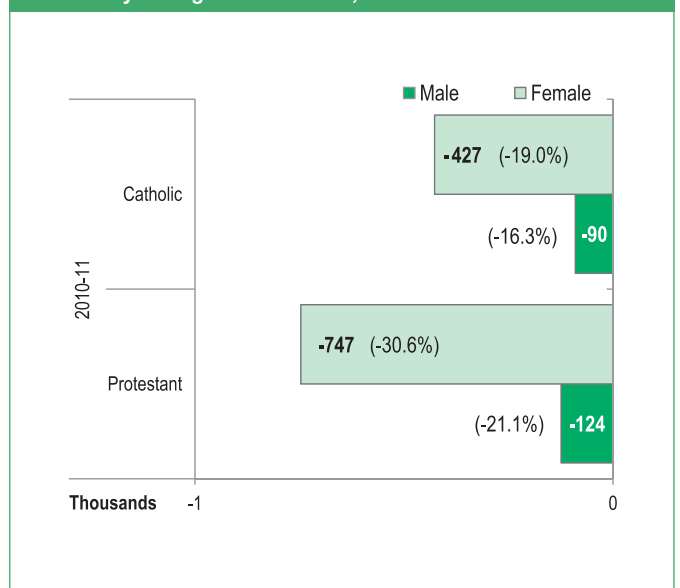


Chart 6.56: Changes in Education Sector Leavers (n) by Community Background and Sex, 2010-2011



## 6.6 Additional Tables for Chapter 6

Table 6.8: Education Sector (All) Employees by Community Background and SOC in 2011								
SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	495	2.7	51.3	469	2.7	48.7	964	2.7
SOC 2	2,093	11.5	46.2	2,439	13.9	53.8	4,532	12.7
SOC 3	1,917	10.6	49.1	1,989	11.3	50.9	3,906	10.9
SOC 4	1,998	11.0	52.8	1,786	10.2	47.2	3,784	10.6
SOC 5	534	2.9	56.7	408	2.3	43.3	942	2.6
SOC 6	5,316	29.3	51.1	5,090	29.0	48.9	10,406	29.1
SOC 7	47	0.3	69.1	21	0.1	30.9	68	0.2
SOC 8	448	2.5	55.2	364	2.1	44.8	812	2.3
SOC 9	5,312	29.3	51.5	5,006	28.5	48.5	10,318	28.9
<b>Total</b>	<b>18,160</b>	<b>100.0</b>	<b>50.8</b>	<b>17,572</b>	<b>100.0</b>	<b>49.2</b>	<b>35,732</b>	<b>100.0</b>

Table 6.9: Education Sector Full-time Employees by Community Background and SOC in 2011								
SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	494	4.3	51.4	467	4.2	48.6	961	4.3
SOC 2	1,322	11.6	46.0	1,551	14.0	54.0	2,873	12.8
SOC 3	968	8.5	48.7	1,020	9.2	51.3	1,988	8.9
SOC 4	1,727	15.2	52.5	1,562	14.1	47.5	3,289	14.6
SOC 5	529	4.6	56.9	400	3.6	43.1	929	4.1
SOC 6	4,017	35.3	50.1	3,996	36.1	49.9	8,013	35.7
SOC 7	#	0.1	-	*	0.1	-	24	0.1
SOC 8	421	3.7	55.2	341	3.1	44.8	762	3.4
SOC 9	1,900	16.7	52.4	1,724	15.6	47.6	3,624	16.1
<b>Total</b>	<b>11,395</b>	<b>100.0</b>	<b>50.7</b>	<b>11,068</b>	<b>100.0</b>	<b>49.3</b>	<b>22,463</b>	<b>100.0</b>

Table 6.10: Education Sector Part-time Employees by Community Background and SOC in 2011								
SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	*	0.0	-	*	0.0	-	*	0.0
SOC 2	771	11.4	46.5	888	13.7	53.5	1,659	12.5
SOC 3	949	14.0	49.5	969	14.9	50.5	1,918	14.5
SOC 4	271	4.0	54.7	224	3.4	45.3	495	3.7
SOC 5	*	0.1	-	*	0.1	-	13	0.1
SOC 6	1,299	19.2	54.3	1,094	16.8	45.7	2,393	18.0
SOC 7	30	0.4	68.2	14	0.2	31.8	44	0.3
SOC 8	27	0.4	54.0	23	0.4	46.0	50	0.4
SOC 9	3,412	50.4	51.0	3,282	50.5	49.0	6,694	50.4
<b>Total</b>	<b>6,765</b>	<b>100.0</b>	<b>51.0</b>	<b>6,504</b>	<b>100.0</b>	<b>49.0</b>	<b>13,269</b>	<b>100.0</b>



## Chapter 7

# PUBLIC SECTOR – DISTRICT COUNCILS

## 7. Public Sector – District Councils

### Key Details

#### ALL EMPLOYEES

- The composition of the district council workforce was 6,511 [58.4%] Protestant and 4,647 [41.6%] Roman Catholic.
- Between 2010 and 2011, total Protestant employment decreased by 2.3% (-151), while total Roman Catholic employment also decreased by 2.3% (-107). Thus, overall there was no change to the Protestant / Roman Catholic share of the workforce.
- The district councils accounted for 6.3% of all public sector employment and comprised of 11,650 employees. This represents a decrease in employees of 2.2% (-267) from 2010.
- When compared to other public sector components, males comprised a greater than average proportion of district council employees (58.4%).

#### FULL-TIME WORKFORCE

- The composition of the full-time workforce was 5,660 [58.1%] Protestant and 4,083 [41.9%] Roman Catholic.
- Between 2010 and 2011, full-time Protestant employment decreased by 1.2% (-70), while full-time Roman Catholic employment decreased by 0.7% (-30). Thus, overall the Roman Catholic share of the full-time district council workforce increased by [0.1 pp] from [41.8%] to [41.9%].
- The full-time workforce accounted for 87.1% of the district council workforce, and comprised 10,152 employees. This represents a decrease of 0.9% (-95) compared with 2010, the greatest proportion of whom were male Protestant employees (-71).

#### PART-TIME WORKFORCE

- The composition of the part-time workforce was 851 [60.1%] Protestant and 564 [39.9%] Roman Catholic.
- Between 2010 and 2011, part-time Protestant employment decreased by 8.7% (-81), while part-time Roman Catholic employment decreased by 12.0% (-77). Thus, overall the Protestant share of the part-time workforce increased by [0.9 pp] from [59.2%] to [60.1%].
- The part-time workforce accounted for 12.9% of the district council workforce, and comprised 1,498 employees. This represents a decrease of 10.3% (-172) in employees from 2010.

#### FLOWS IN EMPLOYMENT

- The number of applicants to the district councils (22,459) was the second highest recorded for the period 2001-2011. The composition was [53.6%] Protestant and [46.4%] Roman Catholic.
- The number of appointees to the district councils (913) was the lowest recorded for the period 2001-2011. The composition was [55.1%] Protestant and [44.9%] Roman Catholic.
- The number of leavers from the district councils (1,560) represents an increase of 14.2% from 2010. The composition was [58.7%] Protestant and [41.3%] Roman Catholic.

## 7.1 The District Council Workforce: Introduction

The purpose of this chapter is to help inform employers and other interested parties about wider compositional trends within the district councils that, alongside information on labour availability, may better inform their own considerations of fair participation in specific employment(s).

In 2011, a total of 26 district councils submitted monitoring returns to the Commission, accounting for more than 11,500 district council employees and 6.3% of all public sector employment. The district council workforce enjoyed steady growth between 2001 (n=9,622) and 2006 (n=10,914), and subsequent to a small decline in 2007 (-6), showed a steady increase between 2008 and 2010. However, in 2011, the sector witnessed its first decline in employee numbers (-267) since 2007.

### 7.1.1 Dynamic of Change: District Council Workforce 2010-2011

Between 2010 and 2011, a decrease in employee numbers was recorded for full-time and part-time male Protestant and male Roman Catholic employees. The numbers of full-time female Protestant and female Roman Catholic employees increased (by 1 and 12 respectively), while the numbers of their part-time counterparts decreased (by 60 and 36 respectively). During this period, the greatest decrease in numbers in employment occurred among full-time male Protestant employees (-71), followed by part-time Protestant female employees. Overall, the changes in Protestant / Roman Catholic district council employment were very similar, and as a result there was no change in the proportions of the workforce accounted for by either group.

## 7.2 The District Council Workforce: All Employees

There were 11,650 employees in the district council in 2011 (Table 7.1), a decrease of 2.2% (-267) from 2010.

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>3,905</b>	57.4% [35.0%]	<b>2,603</b>	38.3% [23.3%]	<b>290</b>	4.3%	<b>6,798</b>	58.4%
<b>Female</b>	<b>2,606</b>	53.7% [23.4%]	<b>2,044</b>	42.1% [18.3%]	<b>202</b>	4.2%	<b>4,852</b>	41.6%
<b>Total</b>	<b>6,511</b>	55.9% [58.4%]	<b>4,647</b>	39.9% [41.6%]	<b>492</b>	4.2%	<b>11,650</b>	100.0%

### 7.2.1 Community Background

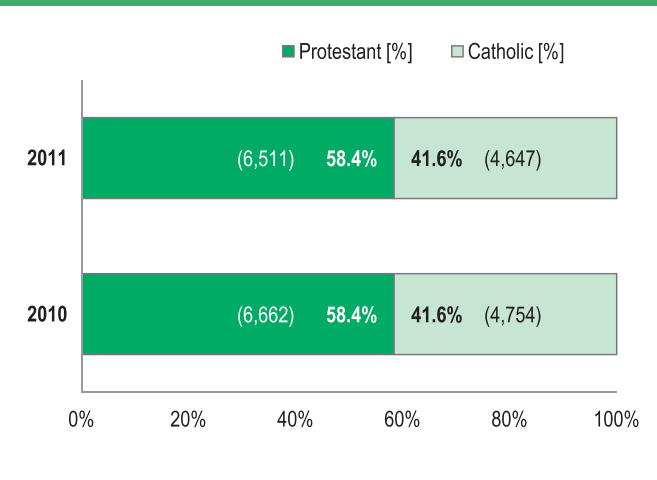
**In 2011, [58.4%] of district council employees were Protestant, while [41.6%] were Roman Catholic (Chart 7.1).**

Between 2010 and 2011, the number of Protestant employees decreased by a greater amount than Roman Catholic employees (Chart 7.2). However, proportionally, the decrease in Protestant employment was identical<sup>17</sup> to that for Roman Catholic employment. Thus, there was little change [ $<0.1$  pp] in the proportions of the workforce accounted for by either group.

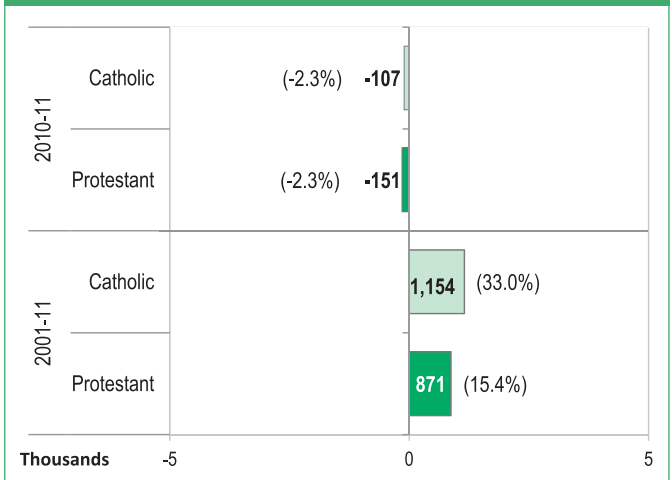
During the period 2001-2011, the overall increase in the number of Roman Catholic district council employees was greater than the increase in Protestant employees (Chart 7.2). Thus, the Roman Catholic share of the district council workforce increased by [3.4 pp] overall from [38.2%] to [41.6%]. The Roman Catholic share of employees has gradually increased during this period (Chart 7.3).

17 At one decimal place.

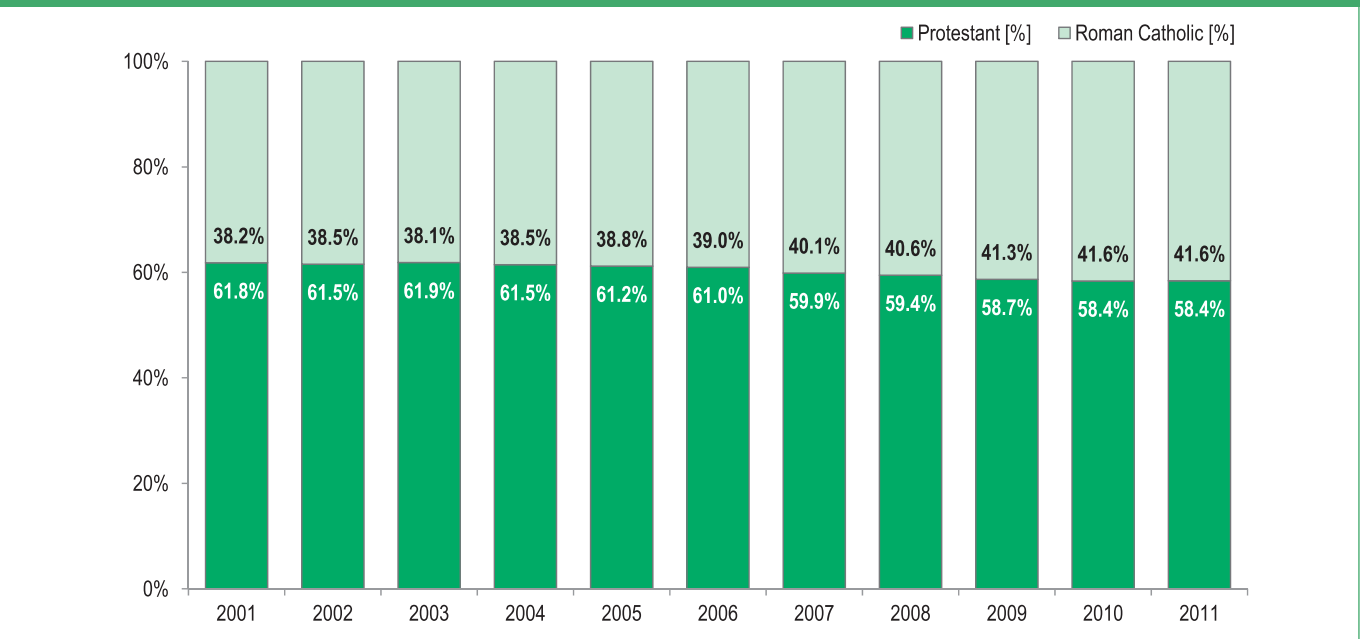
**Chart 7.1: District Council (All) Employees [%] by Community Background, 2010-2011**



**Chart 7.2: Changes in District Council (All) Employees (n) by Community Background, 2010-2011 and 2001-2011**



**Chart 7.3: District Council (All) Employees [%] by Community Background, 2001-2011**



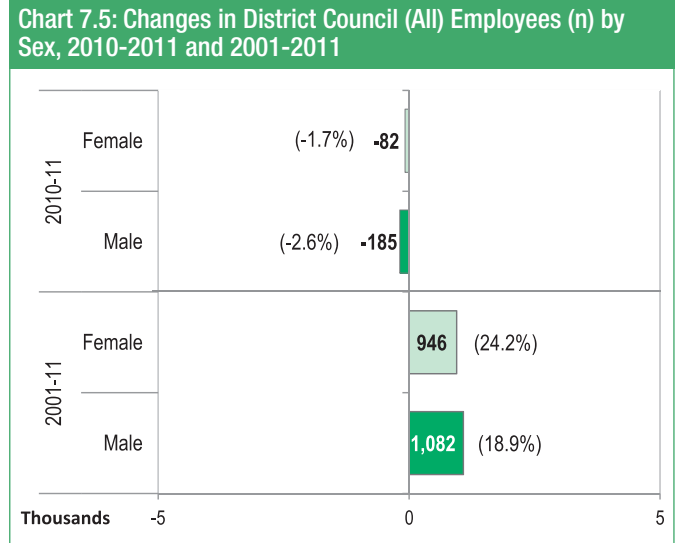
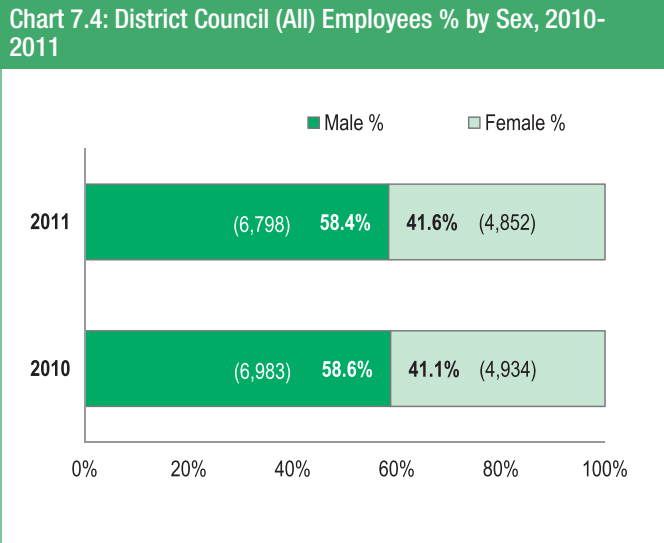
**7.2.2 Sex**

**In 2011, the majority (58.4%) of district council employees were male, while 41.6% were female (Chart 7.4).**

Between 2010 and 2011, the decrease in the number of male district council employees was greater than that for female employees (Chart 7.5). Consequently, the female share of the district council workforce increased by (0.2 pp) from 41.4% in 2010.

During the period 2001-2011, the overall increase in the number of male district council employees was greater than that for female employees. However, proportionally, the overall increase in female employment was greater than that for male employment (Chart 7.5). Thus, the female share of the district council workforce increased by (1.0 pp) overall from 40.6% in 2001 to 41.6% in 2011.



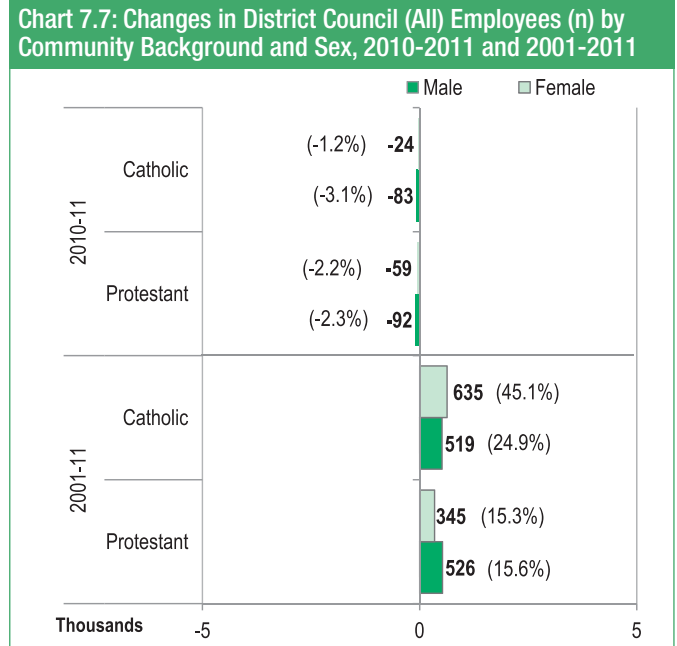
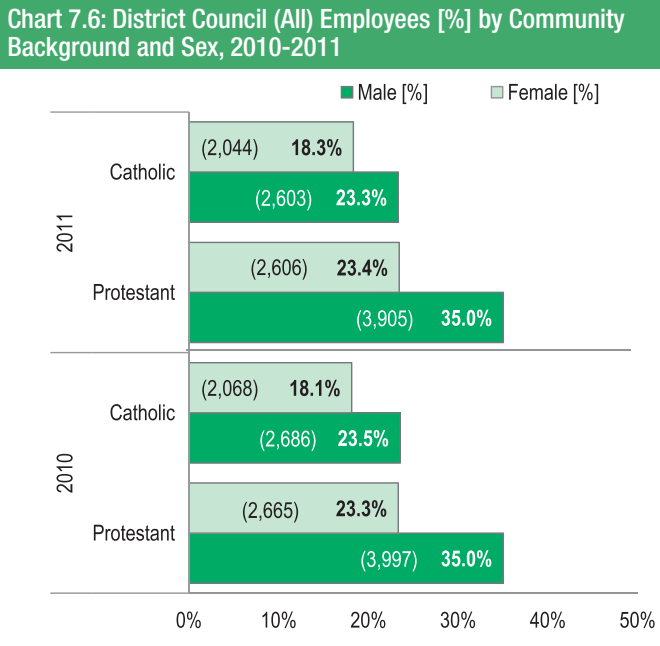


**7.2.3 Community Background and Sex**

**In 2011, male Protestants comprised the greatest proportion of the district council workforce [35.0%]** (Chart 7.6). Female Protestants [23.4%] and male Roman Catholics [23.3%] each comprised around one-quarter of the workforce, while male Roman Catholic representation was [18.3%].

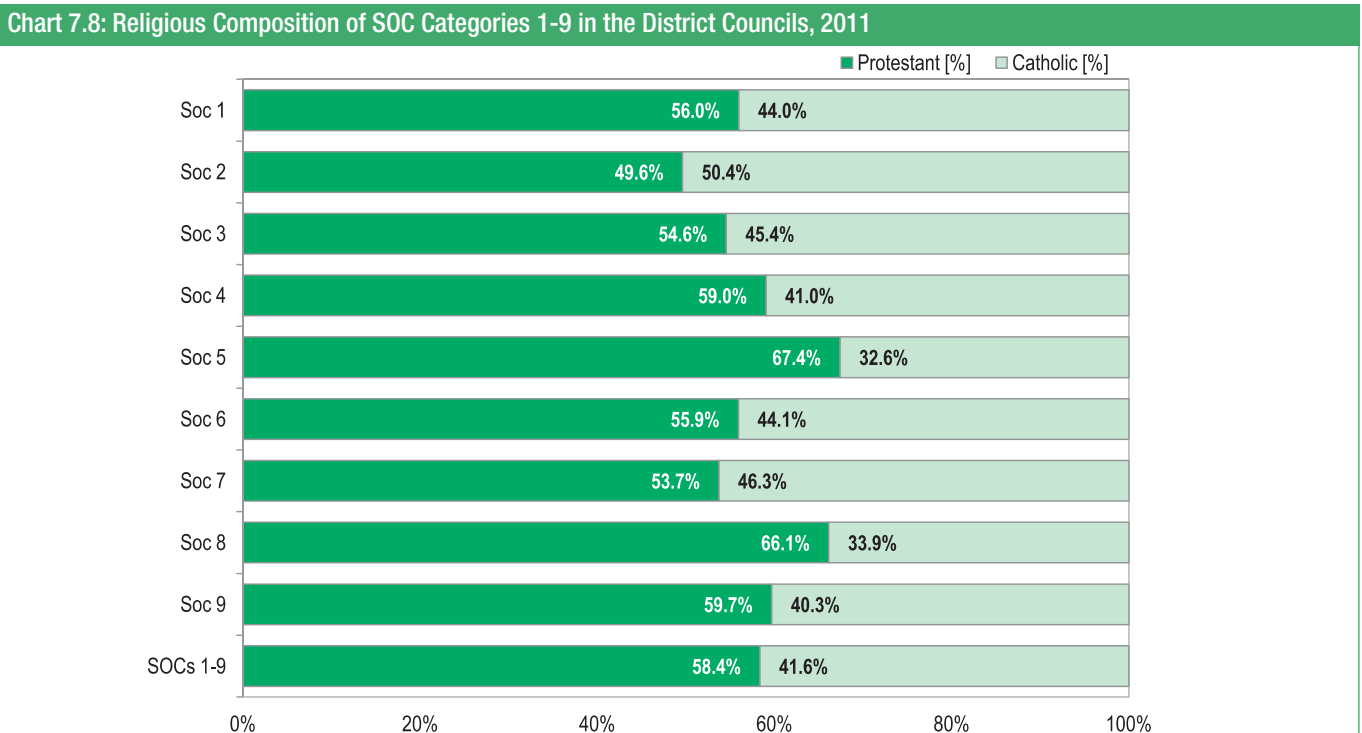
Between 2010 and 2011, each of the four groups showed a decrease in numbers in employment (Chart 7.7). Male Protestant employees witnessed the greatest numerical decrease in employment, while female Roman Catholics witnessed the smallest decrease. Proportionally, the decrease in male Roman Catholic employment was greater than that for male Protestants. Consequently, male Roman Catholic employees were the only group to decrease their share of the district council workforce, by [0.2 pp] from [23.5%] in 2010. Conversely, female Roman Catholic employees were the only group to increase their share of workforce, by [0.2 pp] from [41.4%].

During the period 2001-2011, female Roman Catholic employees increased by the greatest amount overall, while female Protestant increased by the smallest amount (Chart 7.7). Male Protestant and male Roman Catholic employees increased by similar amounts. However, proportionally, the increase in male Roman Catholic employees was greater than that for male Protestant employees. Consequently, male Roman Catholic employees share of the district councils workforce increased by [0.5 pp] from [22.8%] in 2001 to [23.3%] in 2011, while female Roman Catholic employees' share increased by [2.9 pp] from [15.4%] to [18.3%].



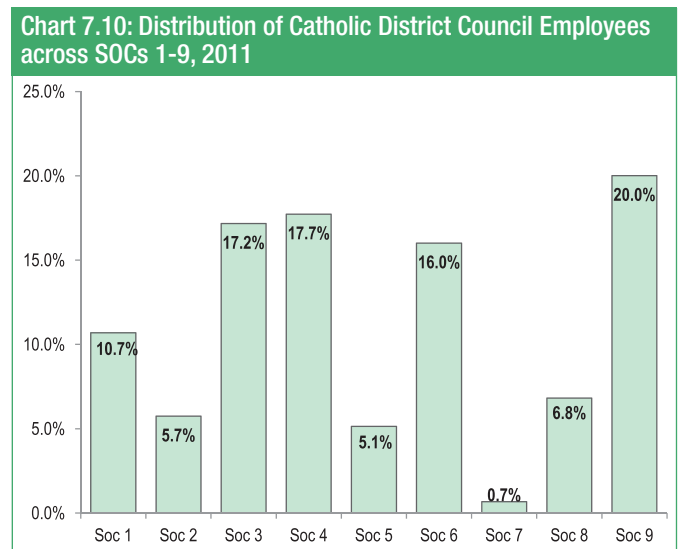
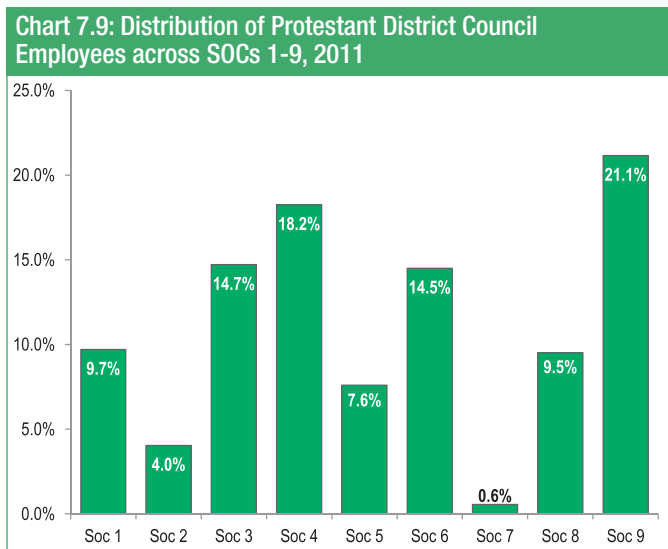
**7.2.4 Community Background and SOC**

In 2011, as in previous years, the religious composition of SOC categories 1-9 varied (Chart 7.8). In all SOC categories aside from SOC 2<sup>18</sup>, Protestants accounted for a greater proportion of employees than did Roman Catholics. However, with reference to the average composition of SOCs 1-9 [58.4% v. 41.6%], Protestant representation in Skilled Trades Occupations (SOC 5) was [9 pp] above average, while in Process, Plant and Machine Operative Occupations (SOC 8) it was [7.7 pp] above average. Conversely, Roman Catholic representation in Professional Occupations (SOC 2) was [8.8 pp] above average, while in Sales and Customer Service Occupations (SOC 7), it was [4.6 pp] above average.



18 SOC2 = Professional Occupations

In 2011, the greatest proportions of both Protestant and Roman Catholic district council workers were employed in Elementary Occupations (SOC 9). The smallest proportions of both groups were employed in Sales and Customer Service Occupations (SOC 7) (Charts 7.9 & 7.10). Despite difference in the religious composition of the SOC categories (Chart 7.8), the distribution of Protestant and Roman Catholic employees across the SOC categories were broadly similar. However, some differences in distribution are evident (Charts 7.9 & 7.10). For example, a greater proportion of Protestant workers than Roman Catholic workers were employed in SOC 5 (7.6% v. 5.1%), and in SOC 8 (9.5% v. 6.8%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in Associate Professional and Technical Occupations (SOC 3) (17.2% v. 14.7%). For further details on the composition of the district council workforce by SOC, see Table 7.8 at the end of the chapter.



### 7.3 The District Council Workforce: Full-time Employees

There were 10,152 full-time employees in the district council in 2011 (Table 7.2), a decrease of 0.9% (-95) from 2010.

**Table 7.2: District Council Full-time Employees by Community Background and Sex in 2011**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>3,520</b>	57.4% [36.1%]	<b>2,354</b>	38.4% [24.2%]	<b>255</b>	4.2%	<b>6,129</b>	60.4%
<b>Female</b>	<b>2,140</b>	53.2% [22.0%]	<b>1,729</b>	43.0% [17.7%]	<b>154</b>	3.8%	<b>4,023</b>	39.6%
<b>Total</b>	<b>5,660</b>	55.8% [58.1%]	<b>4,083</b>	40.2% [41.9%]	<b>409</b>	4.0%	<b>10,152</b>	100.0%

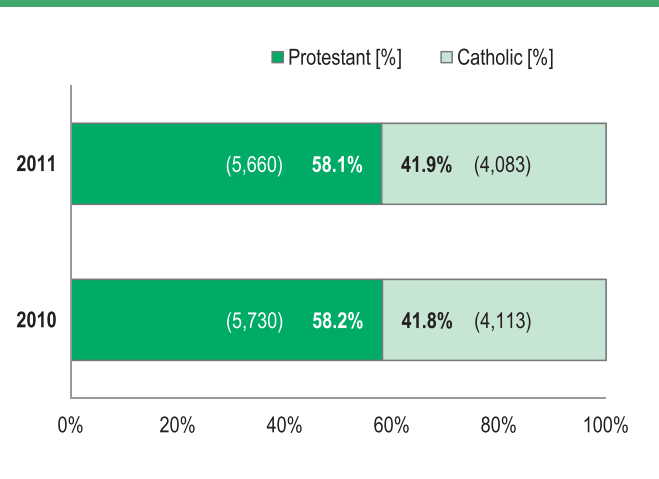
### 7.3.1 Community Background

In 2011, [58.1%] of full-time district council employees were Protestant, while [41.9%] were Roman Catholics (Chart 7.11).

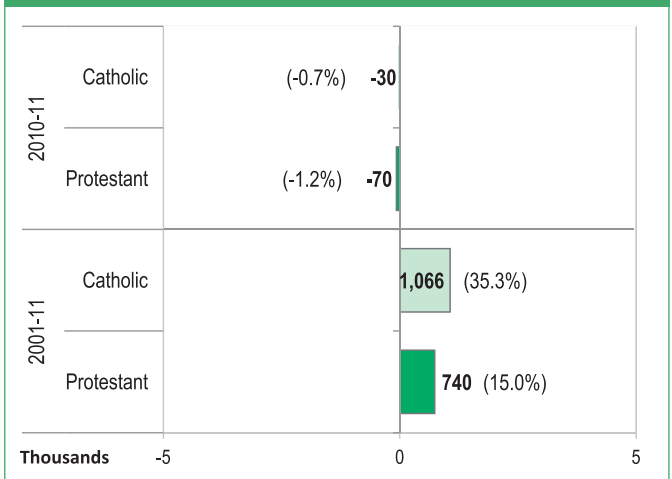
Between 2010 and 2011, the decrease in the number of Protestant full-time district council employees was greater than that for their Roman Catholic counterparts (Chart 7.12). Consequently, the Roman Catholic share of the full-time workforce increased by [0.1 pp] from [41.8%] in 2010.

During the period 2001-2011, the overall increase in the number of Roman Catholic full-time district council employees was greater than that for Protestant employees (Chart 7.12). Thus, the Roman Catholic share of the district council workforce increased by [3.9 pp] from [38.0%] in 2001 to [41.9%] in 2011. Over this period, the proportion of the full-time workforce accounted for by Roman Catholics has gradually increased (Chart 7.13).

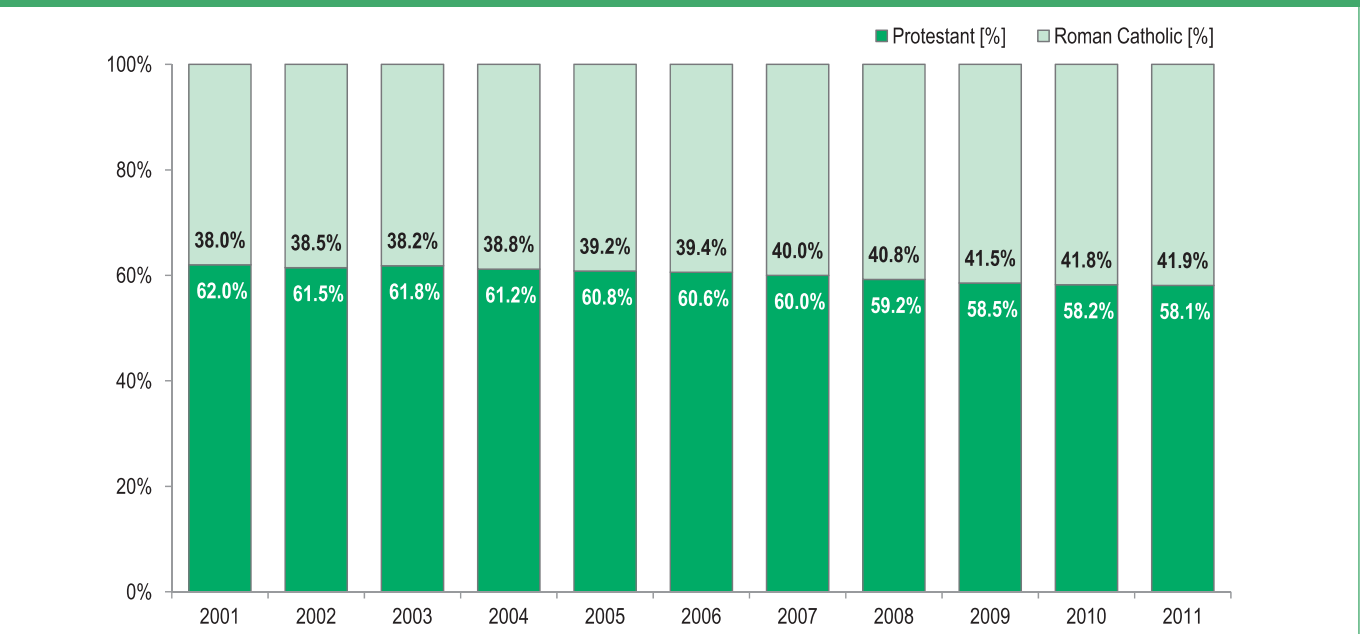
**Chart 7.11: District Council Full-time Employees [%] by Community Background, 2010-2011**



**Chart 7.12: Changes in District Council Full-time Employees (n) by Community Background, 2010-2011 and 2001-2011**



**Chart 7.13: District Council Full-time Employees [%] by Community Background, 2001-2011**

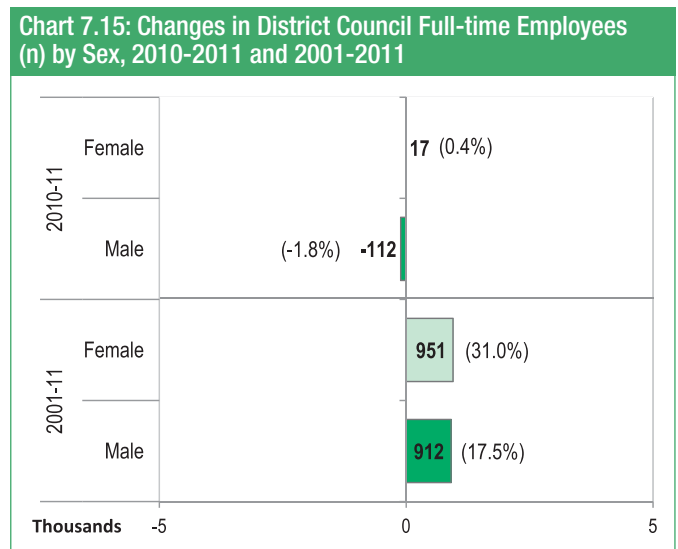
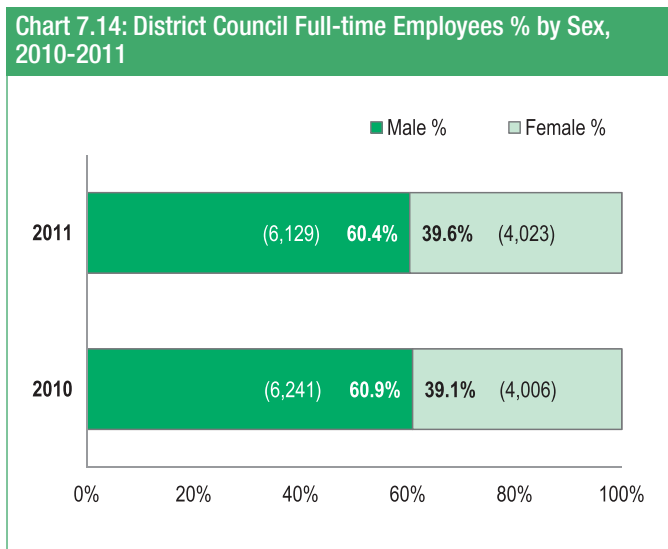


### 7.3.2 Sex

In 2011, the majority of full-time district council employees were male, while less than two-fifths were female (Chart 7.14).

Between 2010 and 2011, the number of male employees decreased, while the number of female employees increased (Chart 7.15). Thus, the female share of the full-time district council workforce increased by (0.5 pp) from 39.1% in 2010.

During the period 2001-2011, the increase in the number of female employees was greater than that for male employees (Chart 7.15). Thus, the female share of the full-time district council workforce increased by (2.5 pp) from 37.1% in 2001 to 39.6% in 2011.

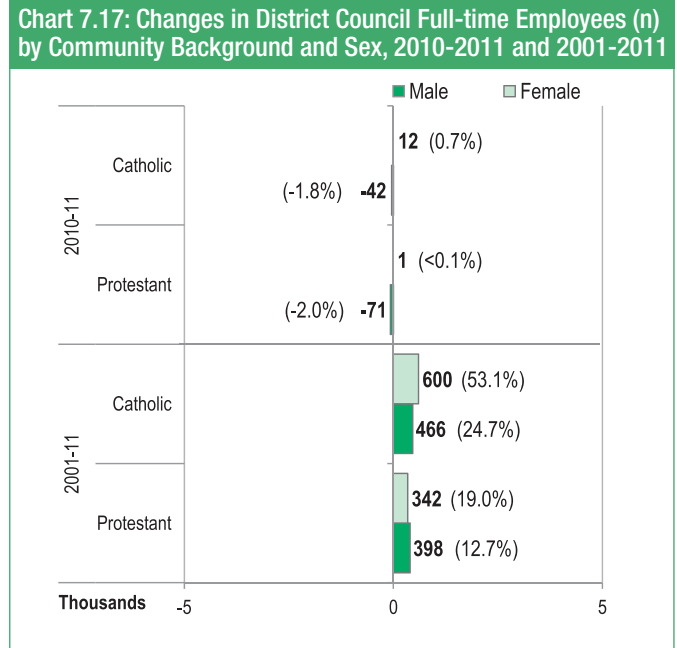
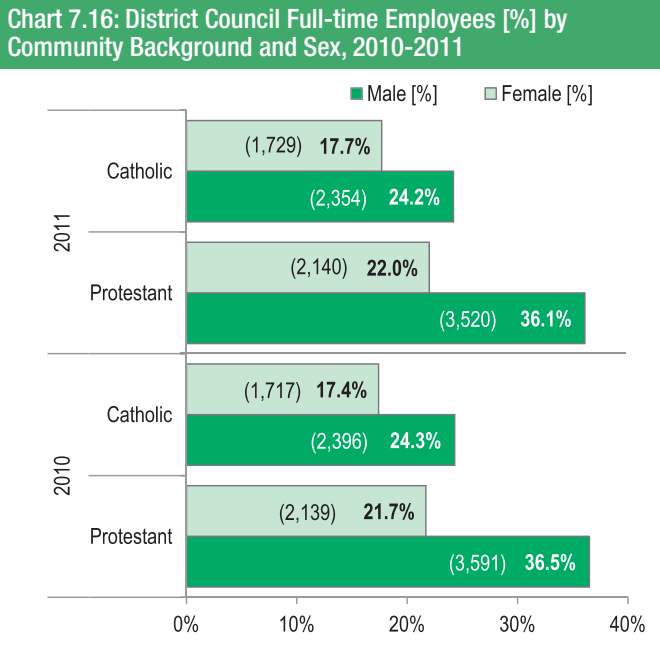


### 7.3.3 Community Background and Sex

In 2011, male Protestants comprised the greatest proportion of the full-time district council workforce [36.1%] (Chart 7.16). Male Roman Catholics [24.2%] and female Protestants [22.0%] each comprised around one-quarter of the workforce, while female Roman Catholic representation was [17.7%].

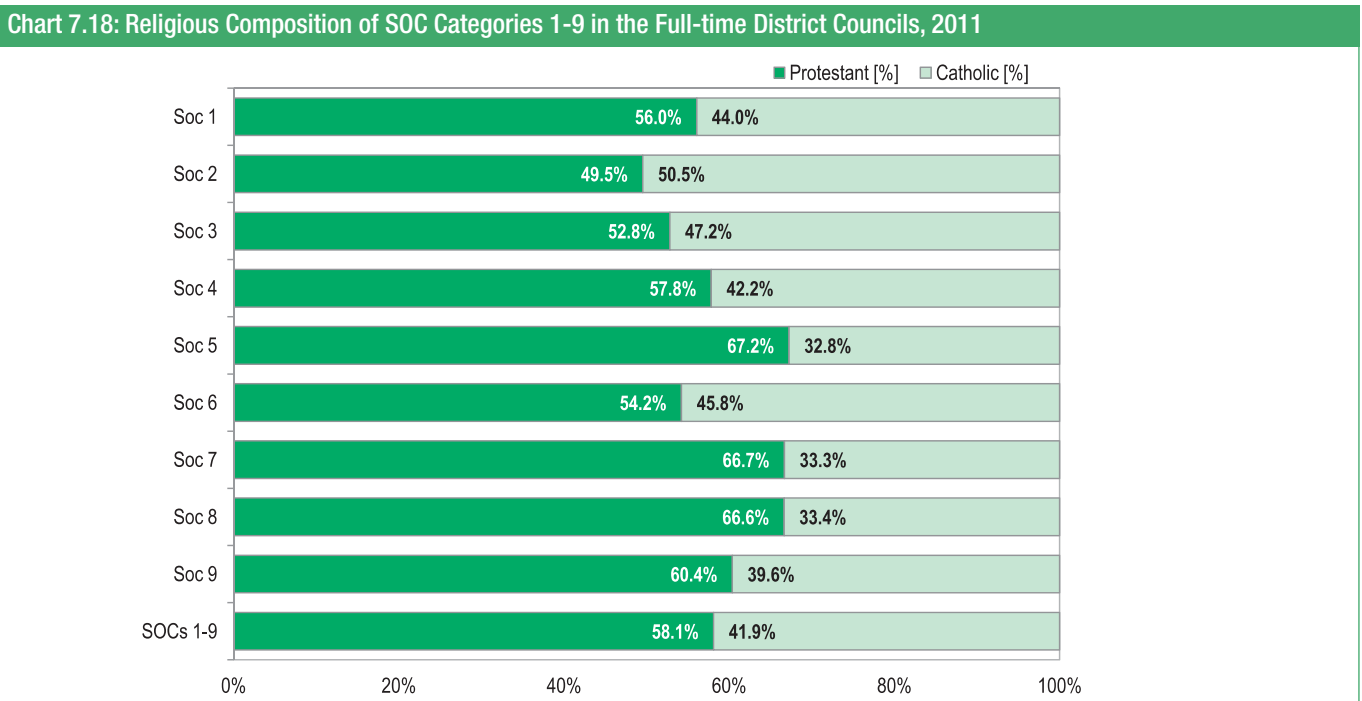
Between 2010 and 2011, the numbers of male Protestant and male Roman Catholic full-time employees decreased, while the numbers of their female counterparts increased (Chart 7.17). Consequently, the female Protestant share of the full-time workforce increased by [0.3 pp] from [21.7%] in 2010, while the female Roman Catholic share increased by [0.3 pp] from [17.4%].

During the period 2001-2011, the greatest overall increase in full-time employment occurred among female Roman Catholics, followed by male Roman Catholics (Chart 7.17). Consequently, they were the only groups to see overall increases in their shares of the full-time workforce. Over this period, male Roman Catholic employees' share increased by [0.4 pp] from [23.8%] in 2001 to [24.2%] in 2011, while female Roman Catholic employees' share increased by [3.5 pp] from [14.2%] to [17.7%].



**7.3.4 Community Background and SOC**

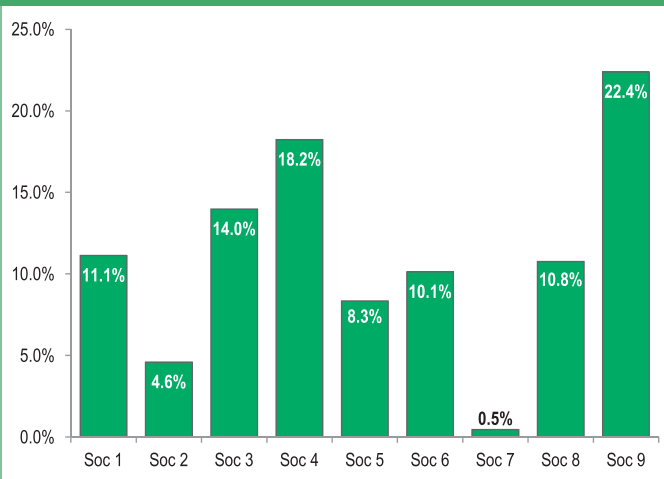
In 2011, as in previous years, the religious composition of full-time SOC categories 1-9 varied (Chart 7.18). In all SOC categories aside from SOC 2<sup>19</sup>, Protestants accounted for a greater proportion of full-time employees than did Roman Catholics. However, with reference to the average composition of SOCs 1-9 [58.1% v. 41.9%], Protestant representation in Skilled Trades Occupations (SOC 5) was [9.1 pp] above average, while in Plant and Machine Operative Occupations (SOC 8) it was [8.5 pp] above average. Conversely, Roman Catholic representation in Professional Occupations (SOC 2) was [8.6 pp] above average, while in Associate Professional and Technical Occupations (SOC 3), it was [5.3 pp] above average.



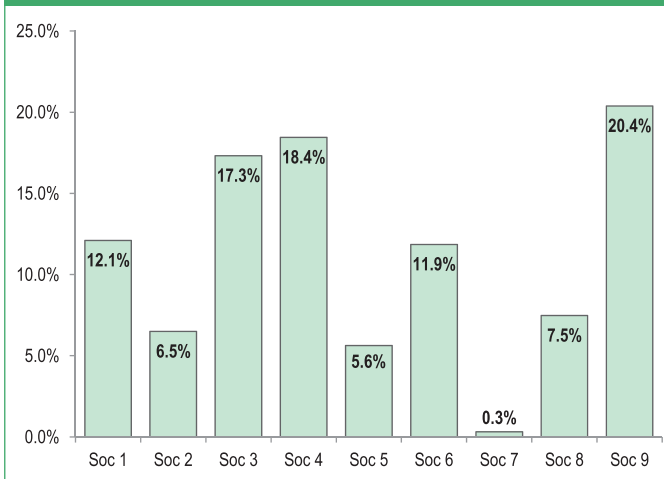
19 SOC 2 = Professional Occupations

In 2011, the greatest proportions of both Protestant and Roman district council full-time workers were employed in Elementary Occupations (SOC 9). The smallest proportions of both groups were employed in Sales and Customer Service Occupations (SOC 7) (Charts 7.19 & 7.20). Despite differences in the religious composition of the SOC categories (Chart 7.18), the distribution of Protestant and Roman Catholic full-time employees across the SOC categories were broadly similar. However, some differences in distribution are evident (Charts 7.19 & 7.20, Table 7.9). For example, greater proportions of Protestant workers than Roman Catholic workers were employed in SOC 5 (8.3% v. 5.6%) and in SOC 8 (10.8% v. 7.5%). Conversely, greater proportions of Roman Catholic workers than Protestant workers were employed in Associate Professional and Technical Occupations (SOC 3) (17.3% v. 14.0%). For further details on the composition of the district council full-time workforce by SOC, see Table 7.9 at the end of the chapter.

**Chart 7.19: Distribution of Protestant Full-time District Council Employees across SOC 1-9, 2011**



**Chart 7.20: Distribution of Catholic Full-time District Council Employees across SOC 1-9, 2011**



## 7.4 The District Council Workforce: Part-time Employees

There were 1,498 part-time employees in the district council in 2011 (Table 7.3), a decrease of 10.3% (-172) from 2010.

**Table 7.3: District Council Part-time Employees by Community Background and Sex in 2011**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>385</b>	57.5% [27.2%]	<b>249</b>	37.2% [17.6%]	<b>35</b>	5.2%	<b>669</b>	44.7%
<b>Female</b>	<b>466</b>	56.2% [32.9%]	<b>315</b>	38.0% [22.3%]	<b>48</b>	5.8%	<b>829</b>	55.3%
<b>Total</b>	<b>851</b>	56.8% [60.1%]	<b>564</b>	37.7% [39.9%]	<b>83</b>	5.5%	<b>1,498</b>	100.0%

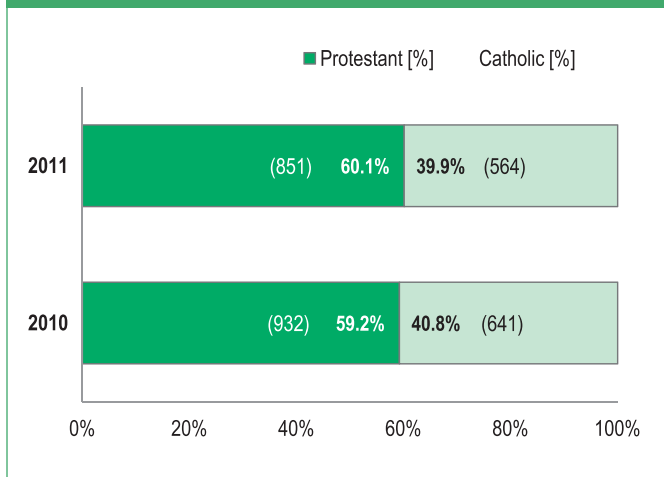
### 7.4.1 Community Background

In 2011, more than three-fifths of part-time district council employees were Protestant, while less than two-fifths were Roman Catholic (Chart 7.21).

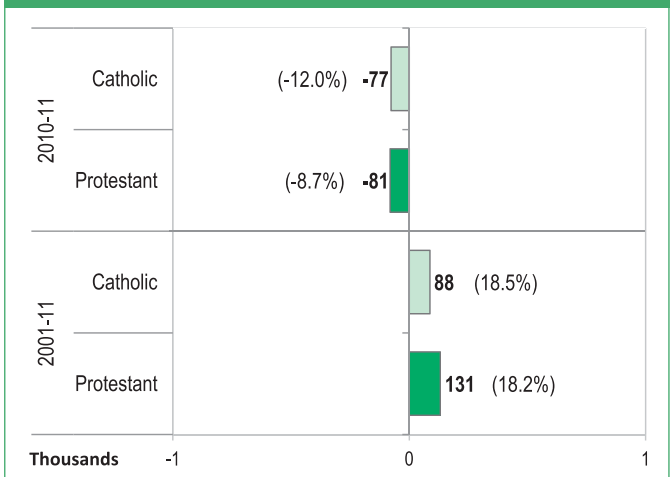
Between 2010 and 2011, the decrease in the number of part-time Protestant employees was greater than that for Roman Catholic employees (Chart 7.22). However, proportionally the opposite was true. Thus, the Protestant share of the part-time district council workforce increased by [0.9 pp] from [59.2%] in 2010.

During the period 2001-2011, the overall decrease in the number of part-time Protestant employees was greater than that for Roman Catholic employees (Chart 7.22). Thus, the Roman Catholic share of the part-time district council workforce increased by [0.1 pp] overall, from [39.8%] in 2001 to [39.9%] in 2011. Year-on-year, the proportions of the part-time workforce accounted for by Protestant and Roman Catholics employees have fluctuated (Chart 7.23).

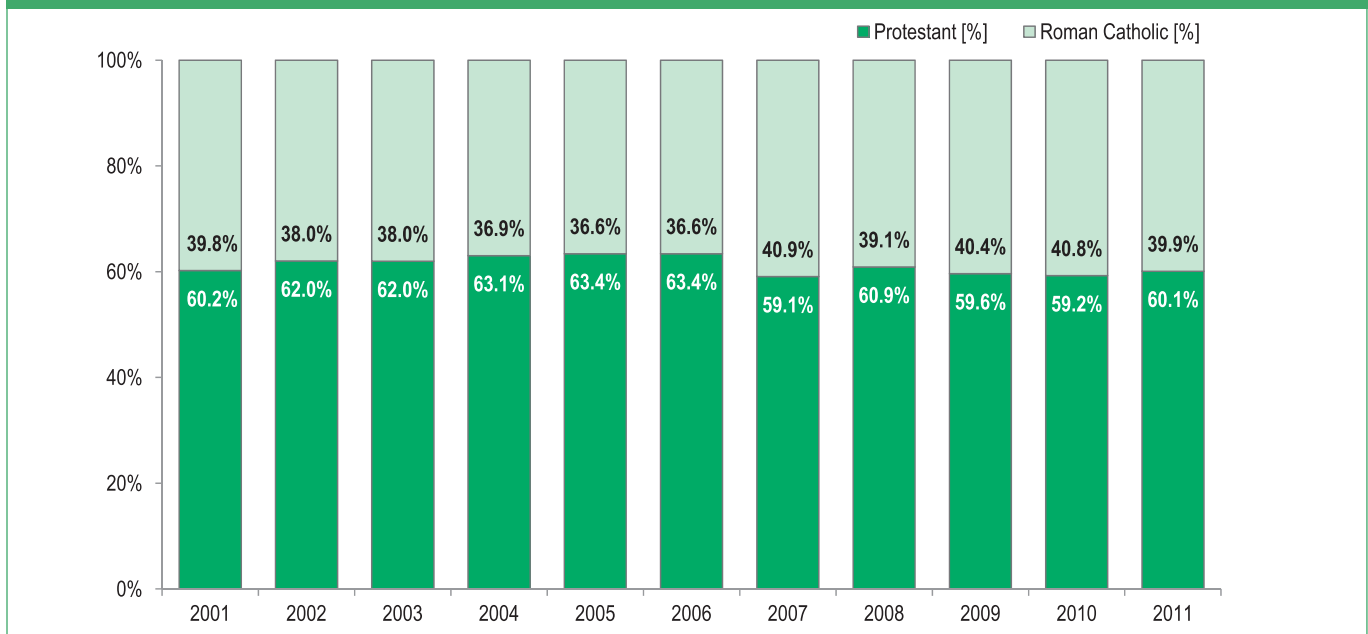
**Chart 7.21: District Council Part-time Employees [%] by Community Background, 2010-2011**



**Chart 7.22: Changes in District Council Part-time Employees (n) by Community Background, 2010-2011 and 2001-2011**



**Chart 7.23: District Council Part-time Employees [%] by Community Background, 2001-2011**



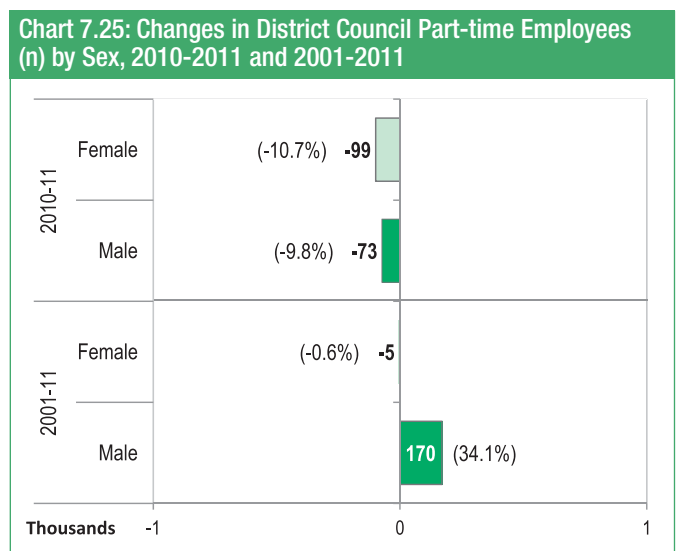
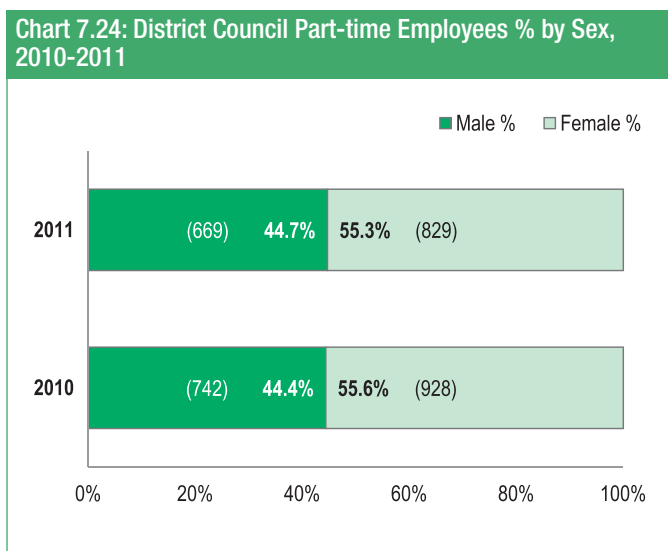


### 7.4.2 Sex

In 2011, [55.3%] of part-time district council employees were female, whilst [44.7%] were male (Chart 7.24).

Between 2010 and 2011, the decrease in the number of female part-time employees was greater than that for their male counterparts (Chart 7.25). Consequently, the male share of the part-time district council workforce increased slightly by (0.3 pp) from 44.4% in 2010.

During the period 2001-2011, the number of female part-time employees decreased; whilst the number of male part-time employees increased (Chart 7.25). Consequently, the male share of the part-time district council workforce increased by (7.3 pp) from 37.4% in 2001 to 44.7% in 2011.



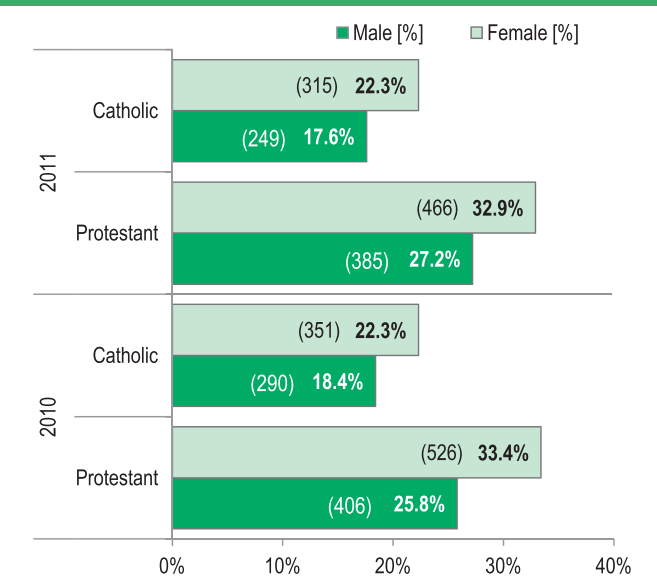
### 7.4.3 Community Background and Sex

In 2011, male Protestants [27.2%] and female Protestants [32.9%] comprised 60 percent of the part-time district council workforce (Chart 7.26). Female Roman Catholics comprised [22.3%] of employees, whilst male Roman Catholic representation was [17.6%].

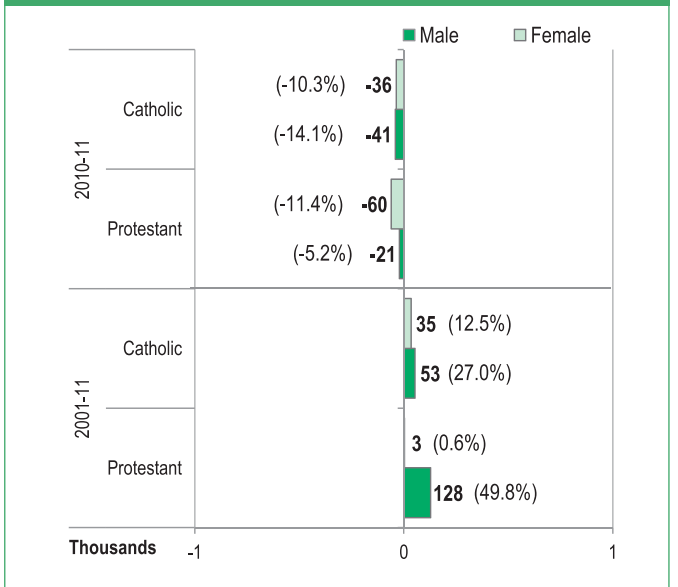
Between 2010 and 2011, each of the four groups saw a decrease in numbers in part-time employment (Chart 7.27). Male Protestant employees witnessed the smallest decrease in part-time employment, and as such, were the only group to see their share of the part-time workforce increase, by [1.4 pp] from [25.8%] in 2010.

During the period 2001-2011, each of the four groups increased overall in numbers in part-time employment (Chart 7.27). However, the overall increases in the numbers of male Protestant and male Roman Catholic employees were greater than those for their female counterparts. Consequently, male Protestant and male Roman Catholic employees were the only groups to increase their overall shares of the part-time workforce. The male Protestant share increased by [5.7 pp] from [21.5%] in 2001 to [27.2%] in 2011, while the male Roman Catholic share increased by [1.2 pp] from [16.4%] in 2001 to [17.6%] in 2011.

**Chart 7.26: District Council Part-time Employees [%] by Community Background and Sex, 2010-2011**



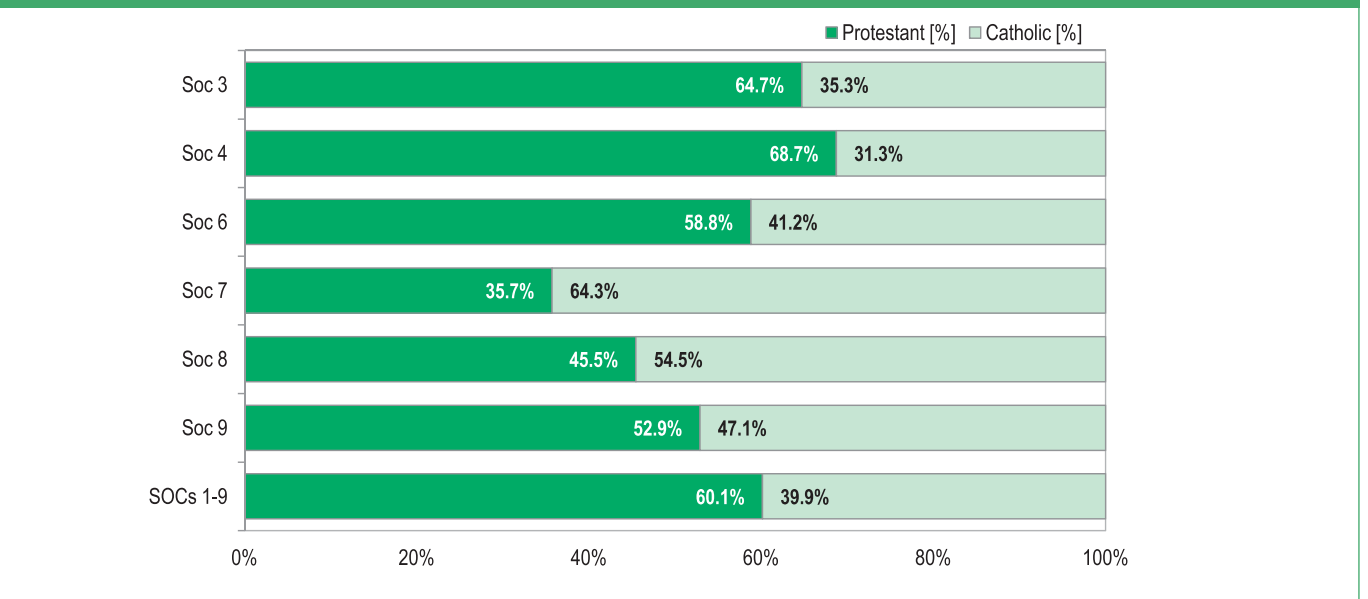
**Chart 7.27: Changes in District Council Part-time Employees (n) by Community Background and Sex, 2010-2011 and 2001-2011**



**7.4.4. Community Background and SOC<sup>20</sup>**

In 2011, as in previous years, the religious composition of SOC categories 1-9 varied (Chart 7.28). In the majority of SOC categories, Protestants accounted for a greater proportion of part-time employees than did Roman Catholics. However, with reference to the average composition of SOCs 1-9 [60.1% v. 39.9%], Protestant representation in Administrative and Secretarial Occupations (SOC 4) was [8.6 pp] above average, whilst in Associate Professional and Technical Occupations (SOC 3), it was [4.6 pp] above average. Conversely, Roman Catholic representation in Sales and Customer Service Occupations (SOC 7) was [24.4 pp] above average, and in Process, Plant and Machine Operative Occupations (SOC 8), it was [14.6 pp] above average.

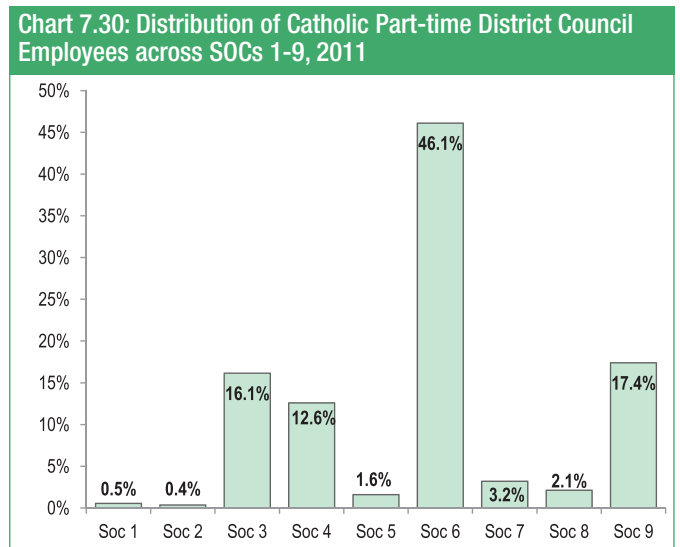
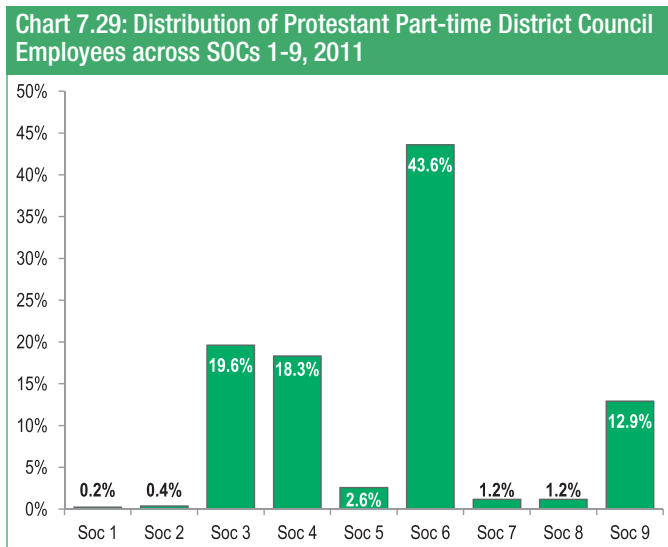
**Chart 7.28: Religious Composition of SOC Categories 1-9 in the Part-time District Councils, 2011**



20 For anonymity purposes, SOC categories with numbers < 10 are excluded from any religious composition analysis.

In 2011, the greatest proportions of both Protestant and Roman Catholic part-time district council workers were employed in Personal Service Occupations (SOC 6). The smallest proportion of Protestant part-time district workers were employed in Manager and Senior Official Occupations (SOC 1), whilst the smallest proportions of Roman Catholic part-time district workers were employed in Professional Occupations (SOC2) (Charts 7.29 & 7.30). Despite difference in the religious composition of the SOC categories (Chart 7.28), the distribution of Protestant and Roman Catholic part-time employees across the SOC categories were broadly similar, although notably, both were very concentrated in SOC 6. However, some differences in distribution are evident (Charts 7.29 & 7.30, Table 7.10). For example, greater proportions of Protestant workers than Roman Catholic workers were employed in SOC 4 (18.3% v. 12.6%) and in Associate Professional and Technical Occupations (SOC 3) (19.6% v. 16.1%). Conversely, greater proportions of Roman Catholic workers than Protestant workers were employed in SOC 9 (17.4% v. 12.9%) and in SOC 6 (46.1% v. 43.6%).

It is notable that the SOC categories with the greatest divergence in community representation (Chart 7.28 – SOC 7 and 8) are also the ones in which very small proportions of workers were employed (Charts 7.29 & 7.30 and Table 7.10).



## 7.5 The District Council Workforce: Applicants, Appointees, Promotees & Leavers

### 7.5.1 The District Council Workforce: Applicants

There were 22,459 applicants to the district council in 2011 (Table 7.4), a decrease of 6.0% (-1,444) from 2010.

**Table 7.4: District Council Applicants by Community Background and Sex in 2011**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>7,389</b>	51.6% [35.8%]	<b>5,772</b>	40.3% [27.9%]	<b>1,153</b>	8.1%	<b>14,314</b>	63.7%
<b>Female</b>	<b>3,678</b>	45.2% [17.8%]	<b>3,818</b>	46.9% [18.5%]	<b>649</b>	8.0%	<b>8,145</b>	36.3%
<b>Total</b>	<b>11,067</b>	49.3% [53.6%]	<b>9,590</b>	42.7% [46.4%]	<b>1,802</b>	8.0%	<b>22,459</b>	100.0%

### 7.5.1.1 Community Background

In 2011, there were [53.6%] Protestant and [46.4%] Roman Catholic applicants to the district councils (Chart 7.31).

Between 2010 and 2011, the decrease in the number of Protestant district council applicants was greater than that for Roman Catholic applicants (Chart 7.32). Consequently, the Roman Catholic share of district council applicants increased by [0.6 pp] from [45.8%] in 2010.

Between 2001 and 2011, the overall increase in the number of Roman Catholic district council applicants was greater than that for Protestant applicants (Chart 7.32). Consequently, the Roman Catholic share of district council applicants increased by [4.7 pp] from [41.7%] in 2001 to [46.4%] in 2011. Over this period, year-on-year, Protestants have consistently comprised a greater proportion of district council applicants when compared to Roman Catholics (Chart 7.33).

Chart 7.31: District Council Applicants [%] by Community Background, 2010-2011

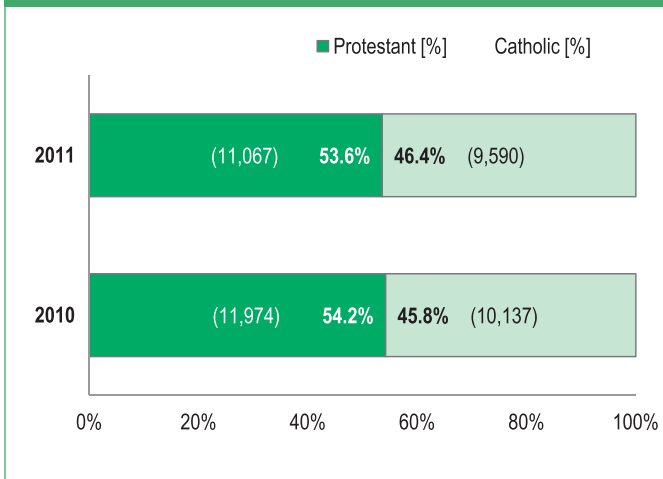


Chart 7.32: Changes in District Council Applicants (n) by Community Background, 2010-2011 and 2001-2011

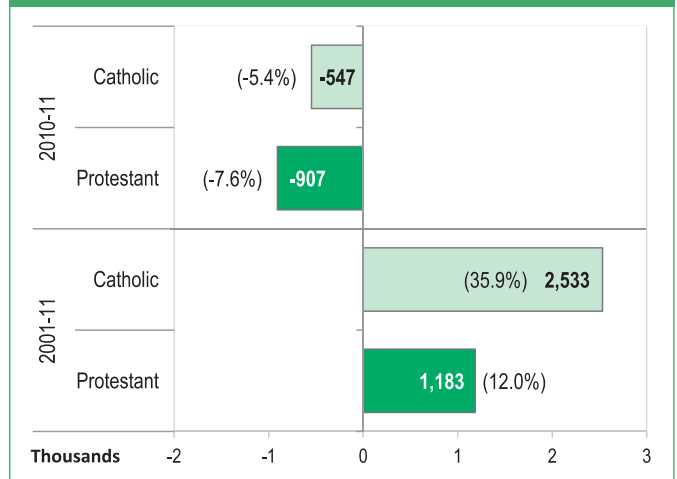
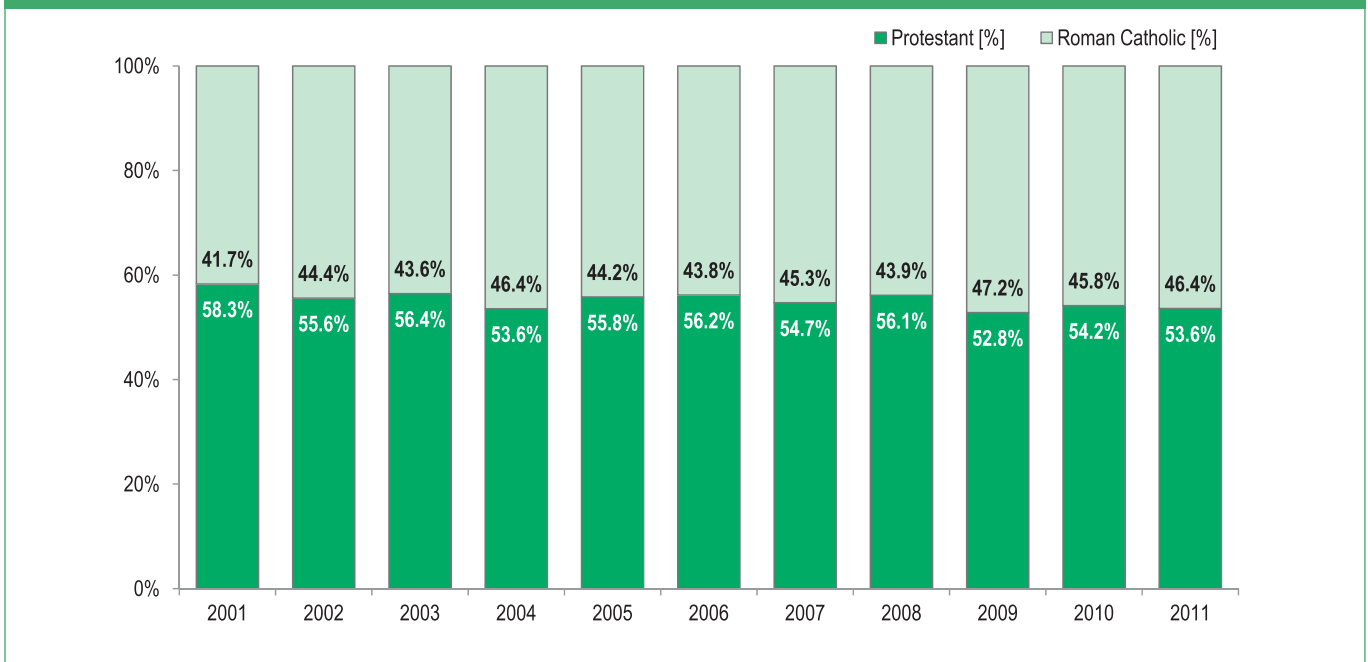


Chart 7.33: District Council Applicants [%] by Community Background, 2001-2011



### 7.5.1.2 Sex

In 2011, nearly two-thirds of applicants to the district councils were male, while more than one-third were female (Chart 7.34).

Between 2010 and 2011, the decrease in the number of female applicants to the district councils was greater than that for male applicants (Chart 7.35). Consequently, the male share of district council applicants increased by (3.3 pp) from 60.4% in 2010.

During the period 2001-2011, the number of male applicants to the district councils increased overall; whilst the number of female applicants decreased (Chart 7.35). Consequently, the male share of district council applicants increased overall by (15.8 pp) from 47.9% in 2001 to 63.7% in 2011.

Chart 7.34: District Council Applicants % by Sex, 2010-2011

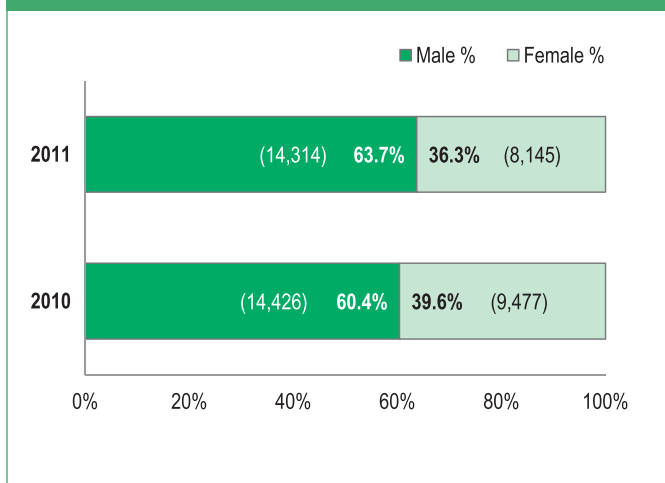
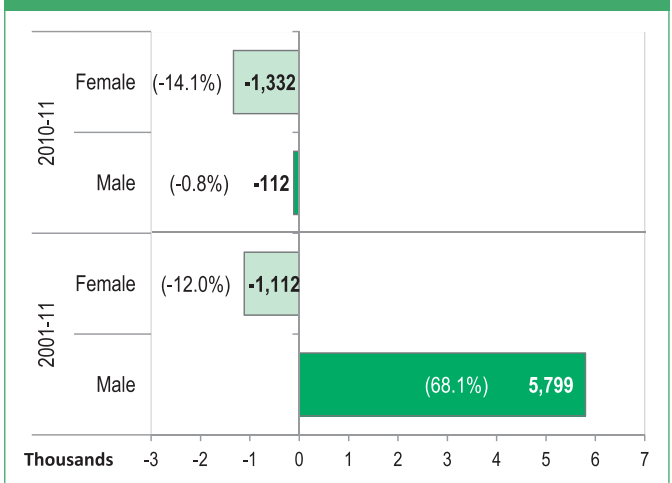


Chart 7.35: Changes in District Council Applicants (n) by Sex, 2010-2011 and 2001-2011

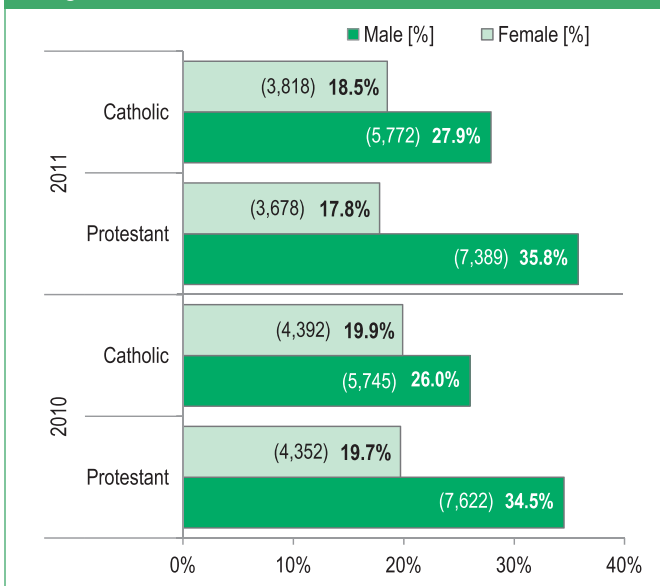
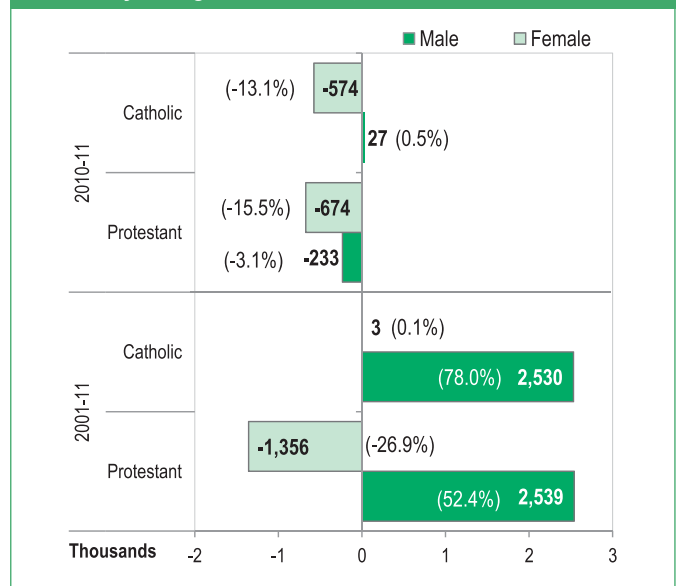


### 7.5.1.3 Community Background and Sex

In 2011, male Protestants comprised more than one-third of applicants to the district councils, whilst male Roman Catholics comprised more than one-quarter of applicants (Chart 7.36). Female Protestants and female Roman Catholics each comprised less than one-fifth of applicants to the district councils.

Between 2010 and 2011, the decreases in the numbers of female Protestant and female Roman Catholic district council applicants were greater than that for male Protestant applicants. Furthermore, the number of male Roman Catholic applicants increased (Chart 7.37). Consequently, male Protestants' share of district council applicants increased by [1.3 pp] from [34.5%] in 2010, whilst male Roman Catholics' share increased by [1.9 pp] from [26.0%].

During the period 2001-2011, female Protestants were the only group to see an overall decrease in numbers of applicants to the district councils, whilst female Roman Catholics' saw the smallest overall increase (Chart 7.37). Consequently, male Protestants' share of applicants to the district councils increased by [7.2 pp] overall, from [28.6%] to [35.8%], whilst male Roman Catholics' share increased by [8.8 pp] from [19.1%] to [27.9%].

**Chart 7.36: District Council Applicants [%] by Community Background and Sex, 2010-2011****Chart 7.37: Changes in District Council Applicants (n) by Community Background and Sex, 2010-2011 and 2001-2011**

## 7.5.2 The District Council Workforce: Appointees

There were 913 appointees to the district councils in 2011 (Table 7.5), a decrease of 29.7% (-386) from 2010.

**Table 7.5: District Council Appointees by Community Background and Sex in 2011**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>255</b>	53.5% [29.7%]	<b>192</b>	40.3% [22.4%]	<b>30</b>	6.3%	<b>477</b>	52.2%
<b>Female</b>	<b>218</b>	50.0% [25.4%]	<b>194</b>	44.5% [22.6%]	<b>24</b>	5.5%	<b>436</b>	47.8%
<b>Total</b>	<b>473</b>	51.8% [55.1%]	<b>386</b>	42.3% [44.9%]	<b>54</b>	5.9%	<b>913</b>	100.0%

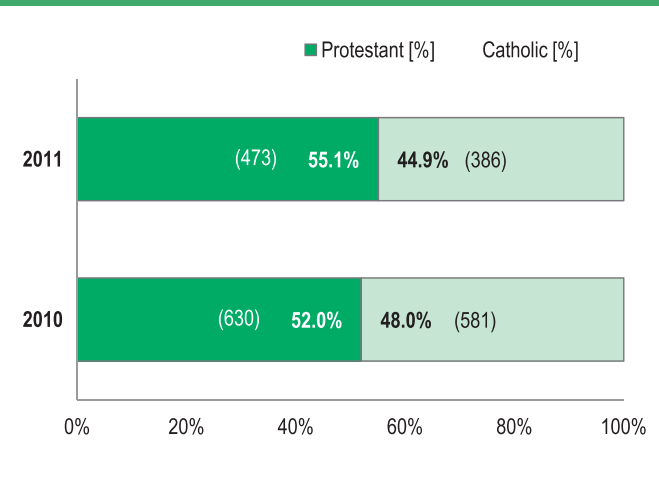
### 7.5.2.1 Community Background

In 2011, there were [55.1%] Protestant and [44.9%] Roman Catholic district council appointees (Chart 7.38).

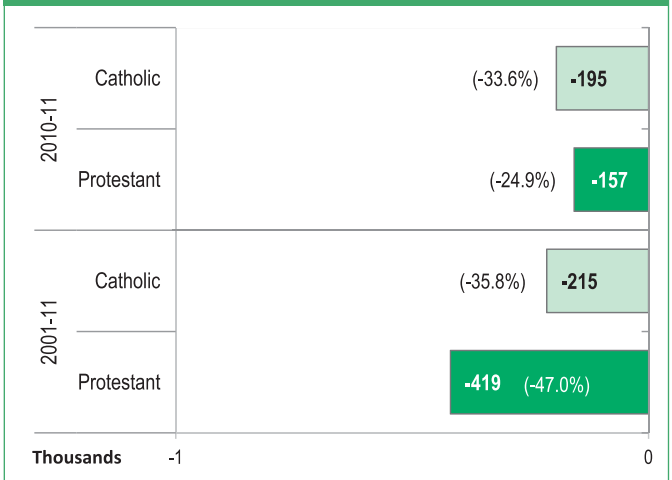
Between 2010 and 2011, the decrease in the number of Roman Catholic appointees was greater than that for Protestant appointees (Chart 7.39). Consequently, the Protestant share of district council appointees increased by [3.1 pp] from [52.0%] in 2010.

During the period 2001-2011, the overall decrease in the number of Protestant appointees was greater than that for Roman Catholic appointees (Chart 7.39). Consequently, the Roman Catholic share of district council appointees increased overall by [4.6 pp] from [40.3%] in 2001 to [44.9%] in 2011. Over this period, year-on-year, the proportions of appointees accounted for by Protestants and Roman Catholics have fluctuated, with Protestants consistently accounting for a greater proportion of appointees when compared to Roman Catholics (Chart 7.40).

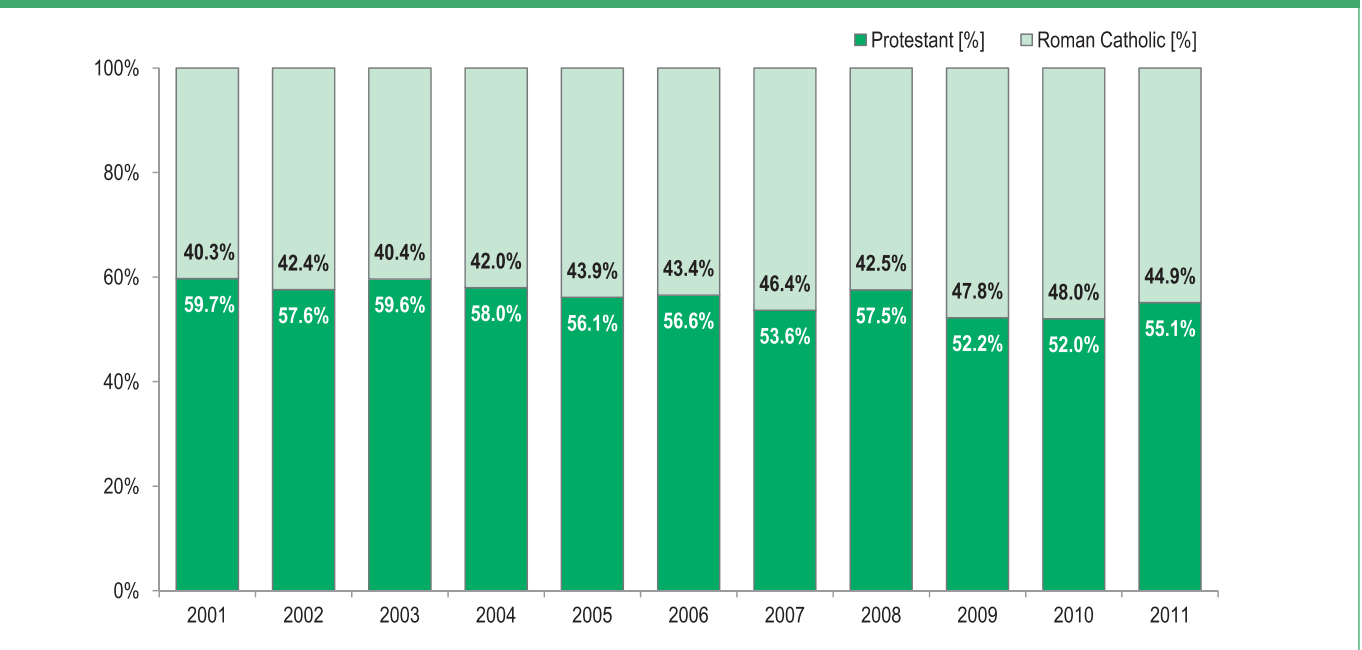
**Chart 7.38: District Council Appointees [%] by Community Background, 2010-2011**



**Chart 7.39: Changes in District Council Appointees (n) by Community Background, 2010-2011 and 2001-2011**



**Chart 7.40: District Council Appointees [%] by Community Background, 2001-2011**



**7.5.2.2 Sex**

In 2011, 52.2% of appointees to the district council were male, whilst 47.8% were female (Chart 7.41).

Between 2010 and 2011, the number of male appointees to the district councils decreased by a greater amount than female appointees (Chart 7.42). Consequently, the female share of district council appointees increased by (2.8 pp) from 45.0% in 2010.

During the period 2001-2011, the overall decrease in the number of female district council appointees was greater than that for male appointees (Chart 7.42). Consequently, the male share of district council appointees increased overall by (3.4 pp) from 48.8% in 2001 to 52.2% in 2011.

Chart 7.41: District Council Appointees % by Sex, 2010-2011

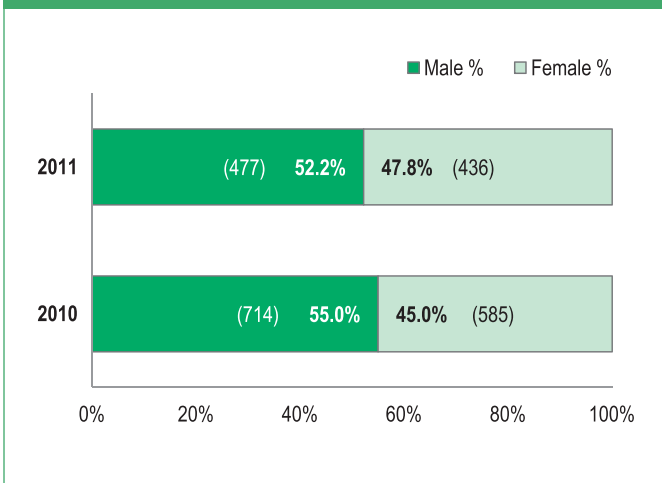
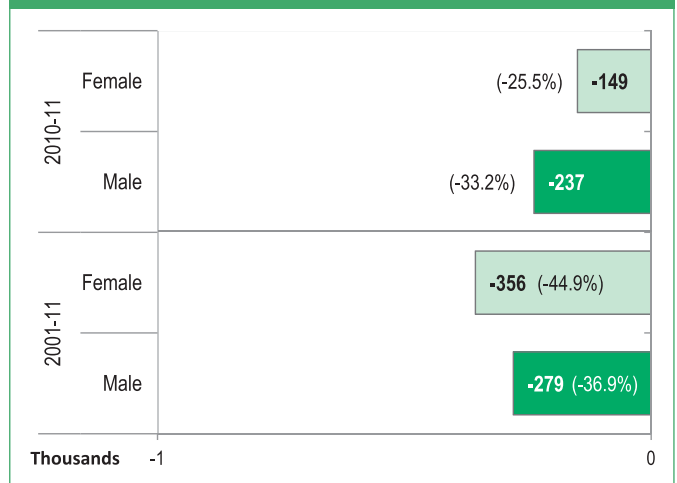


Chart 7.42: Changes in District Council Appointees (n) by Sex, 2010-2011 and 2001-2011



7.5.2.3 Community Background and Sex

In 2011, male Protestants comprised nearly 30 percent of appointees to the district councils, whilst female Protestants comprised more than one-quarter of appointees (Chart 7.43). Male Roman Catholics [22.4%] and female Roman Catholics [22.6%] comprised similar proportions of appointees to the district councils.

Between 2010 and 2011, each of the four groups decreased in numbers of appointees to the district councils (Chart 7.44). However, the decrease in the number of female Protestants was less than that for any other group. Furthermore, proportionally, it was much less than that for any other group (Chart 7.44). Consequently, female Protestants were the only group to increase their share of district council appointees, by [3.1 pp] from [22.3%] in 2010.

During the period 2001-2011, each of the four groups decreased overall in numbers of appointees to the district council. Female Protestants saw the largest overall decrease in numbers of appointees (Chart 7.44). Consequently, female Protestants were the only group to decrease their share of appointees to the district councils, by [4.8 pp] overall, from [30.2%] to [25.4%].

Chart 7.43: District Council Appointees [%] by Community Background and Sex, 2010-2011

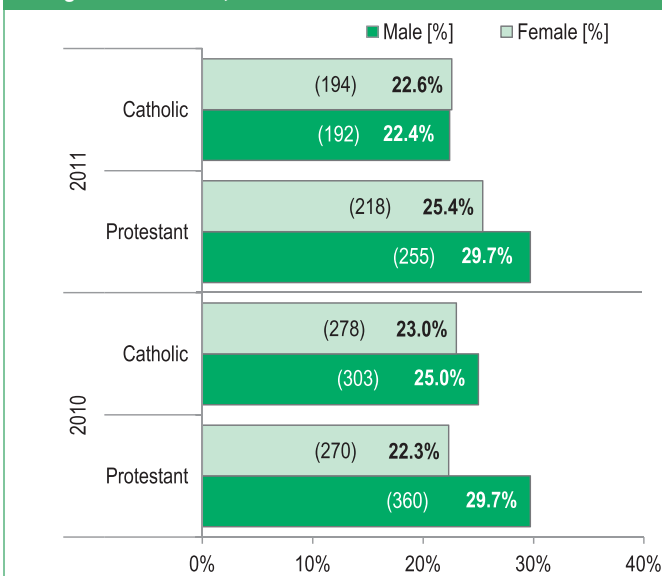
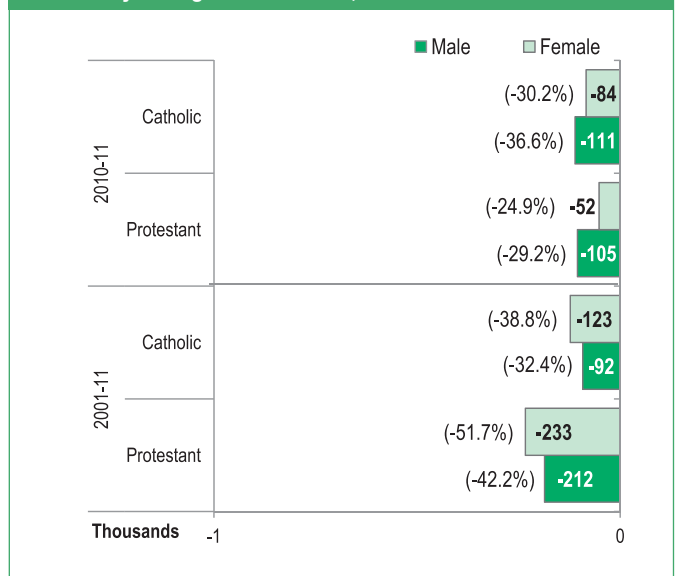


Chart 7.44: Changes in District Council Appointees (n) by Community Background and Sex, 2010-2011 and 2001-2011





### 7.5.3 The District Council Workforce: Promotees

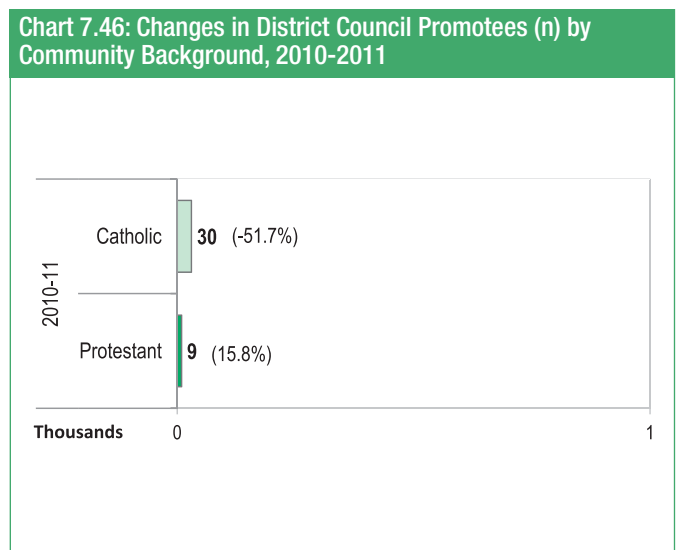
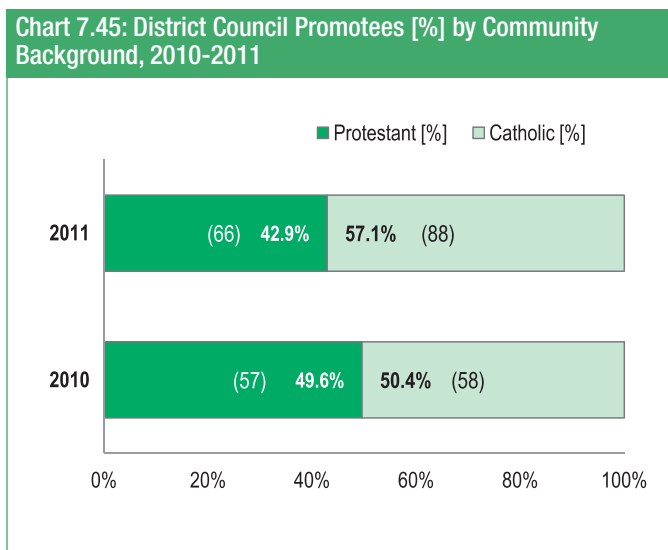
There were 160 promotees in the district councils in 2011 (Table 7.6), an increase of 35.6% (42) from 2010.

Table 7.6: District Council Promotees by Community Background and Sex in 2011								
	Protestant		Roman Catholic		Non-Determined		Total	
Male	23	31.9% [14.9%]	46	63.9% [29.9%]	*	4.2%	72	45.0%
Female	43	48.9% [27.9%]	42	47.7% [27.3%]	*	3.4%	88	55.0%
Total	66	41.3% [42.9%]	88	55.0% [57.1%]	*	3.8%	160	100.0%

#### 7.5.3.1 Community Background

In 2011, there were [42.9%] Protestant and [57.1%] Roman Catholic district council promotees (Chart 7.45).

Between 2010 and 2011, the increase in the number of Roman Catholic district council promotees was greater than for Protestant promotees (Chart 7.46). Consequently, the Roman Catholic share of district council promotees increased by [6.7 pp] from [50.4%] in 2010.



#### 7.5.3.2 Sex

In 2011, 45.0% of promotees in the district councils were male; whilst 55.0% were female (Chart 7.47).

Between 2010 and 2011, the number of female promotees in the district council increased by a slightly greater amount than did male promotees (Chart 7.48). However, proportionally the increase in male promotees was greater than that for female promotees. Consequently, the male share of promotees increased by (0.1 pp) from 44.9% in 2010.

Chart 7.47: District Council Promotees % by Sex, 2010-2011

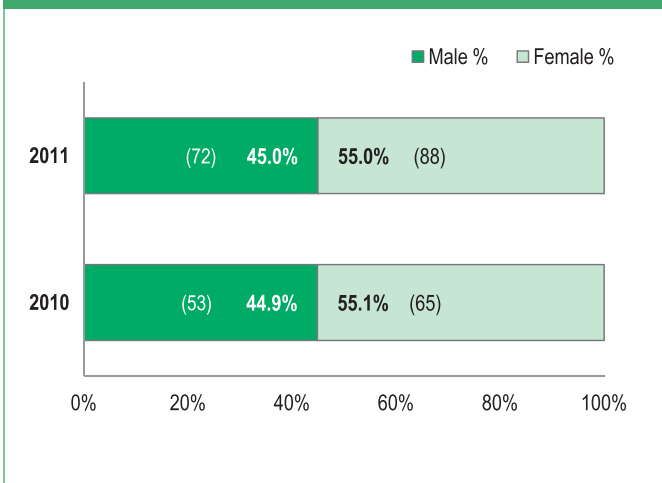
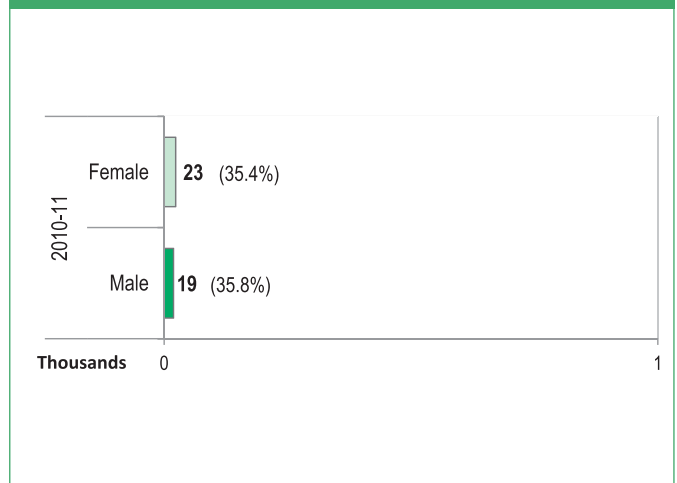


Chart 7.48: Changes in District Council Promotees (n) by Sex, 2010-2011



### 7.5.3.3 Community Background and Sex

In 2011, female Protestants, male Roman Catholics and female Roman Catholics comprised similar proportions of promotees in the district councils (Chart 7.49). Male Protestants comprised less than one-sixth of promotees.

Between 2010 and 2011, male Protestants were the only group to decrease in numbers of promotees in the district councils, whilst female Roman Catholics saw the smallest increase (Chart 7.50). Consequently, female Protestants' share of district council promotees increased by [4.4 pp] from [23.5%] in 2010, whilst male Roman Catholics' share increased by [11.6 pp] from [18.3%].

Chart 7.49: District Council Promotees [%] by Community Background and Sex, 2010-2011

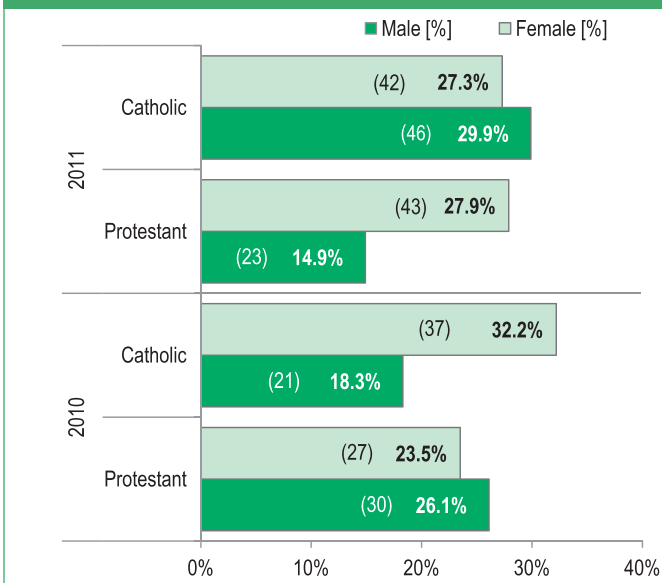
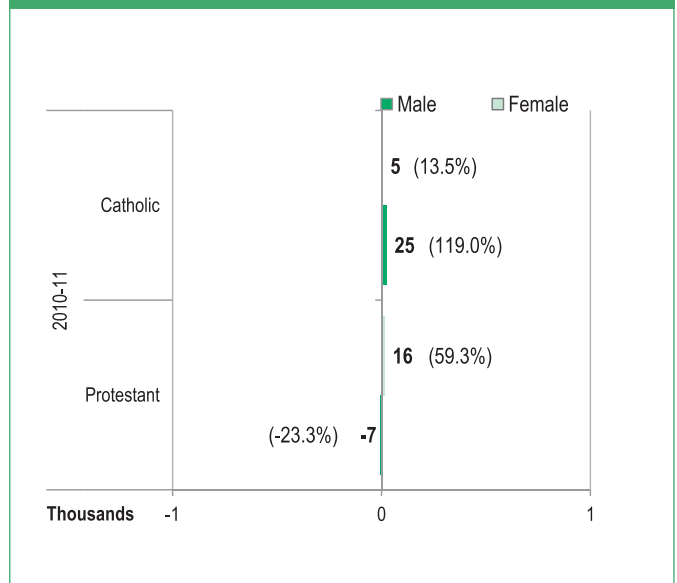


Chart 7.50: Changes in District Council Promotees (n) by Community Background and Sex, 2010-2011



### 7.5.4 The District Council Workforce: Leavers

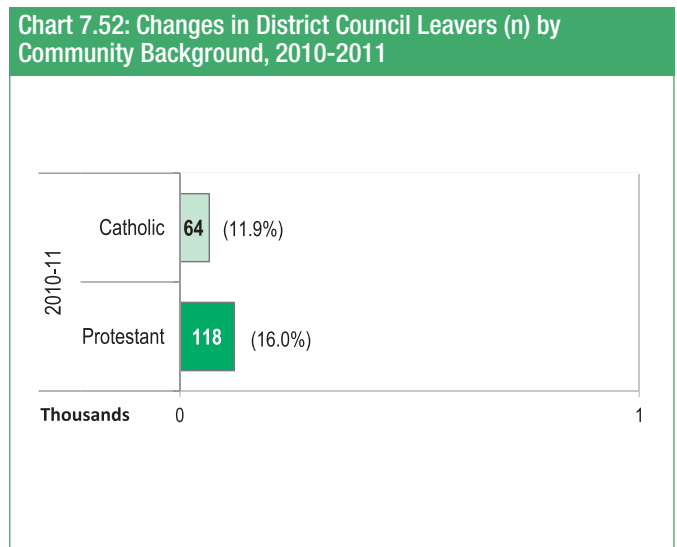
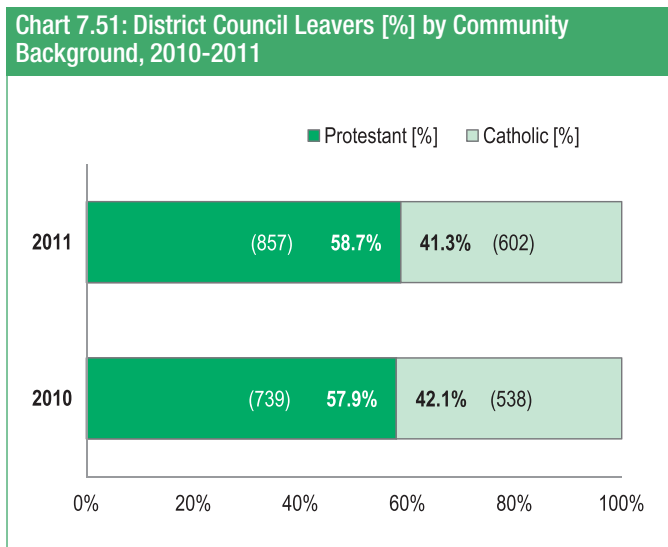
There were 1,560 leavers from the district councils in 2011 (Table 7.7), an increase of 14.2% (194) from 2010.

	Protestant		Roman Catholic		Non-Determined		Total	
Male	477	55.2% [32.7%]	330	38.2% [22.6%]	57	6.6%	864	55.4%
Female	380	54.6% [26.0%]	272	39.1% [18.6%]	44	6.3%	696	44.6%
Total	857	54.9% [58.7%]	602	38.6% [41.3%]	101	6.5%	1,560	100.0%

#### 7.5.4.1 Community Background

In 2011, there were [58.7%] Protestant and [41.3%] Roman Catholic district council leavers (Chart 7.51).

Between 2010 and 2011, the increase in the number of Protestant district council leavers was greater than for their Roman Catholic counterparts (Chart 7.52). Consequently, the Protestant share of district council leavers increased by [0.8 pp] from [57.9%] in 2010.



#### 7.5.4.2 Sex

In 2011, 55.4% of leavers from the district councils were male, 44.6% were female (Chart 7.53).

Between 2010 and 2011, the increase in the number of male leavers from the district council was greater than that for female leavers (Chart 7.54). Consequently, the male share of district council leavers increased by (0.6 pp) from 54.8% in 2010.

Chart 7.53: District Council Leavers % by Sex, 2010-2011

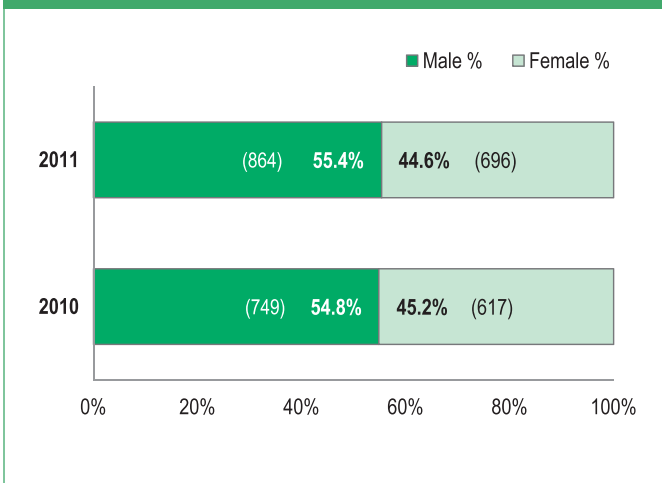
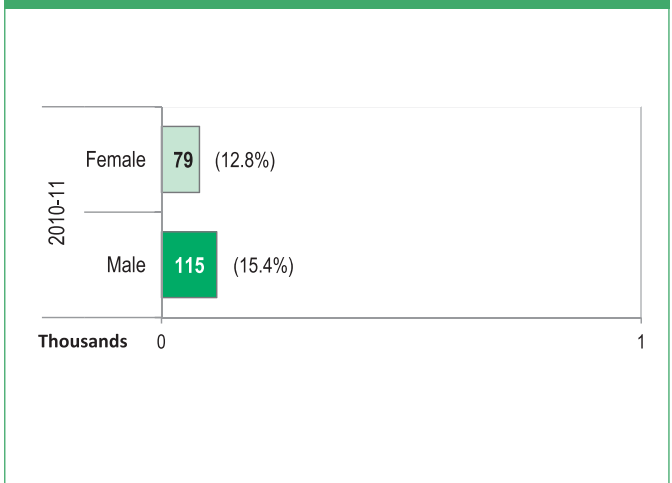


Chart 7.54: Changes in District Council Leavers (n) by Sex, 2010-2011



7.5.4.3 Community Background and Sex

In 2011, male Protestants comprised nearly one-third of leavers from the district councils, whilst female Protestants comprised more than one-quarter of leavers (Chart 7.55). Male Roman Catholics comprised less than one-quarter of district council leavers, whilst female Roman Catholics comprised less than one-fifth of leavers.

Between 2010 and 2011, each of the four groups increased in numbers of leavers from the district councils (Chart 7.56). Female Roman Catholics saw the smallest increase in number of leavers. Furthermore, proportionally, the increase in numbers of male Protestant leavers was smaller than the increases in female Protestant or male Roman Catholic leavers. Consequently, female Protestants' share of district council leavers increased by [1 pp] from [25.0%] in 2010, whilst male Roman Catholics' share increased by [0.8 pp] from [21.8%].

Chart 7.55: District Council Leavers [%] by Community Background and Sex, 2010-2011

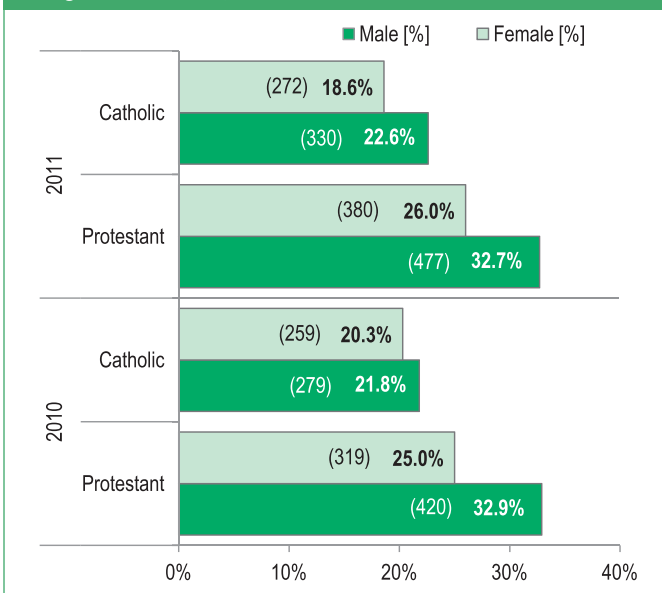
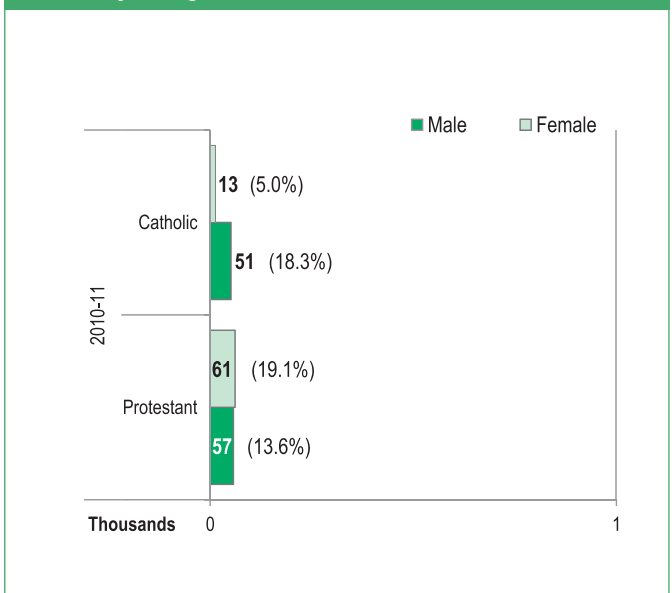


Chart 7.56: Changes in District Council Leavers (n) by Community Background and Sex, 2010-2011



## 7.6 Additional Tables for Chapter 7

Table 7.8: District Councils (All) Employees by Community Background and SOC in 2011								
SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	632	9.7	56.0	497	10.7	44.0	1,129	10.1
SOC 2	263	4.0	49.6	267	5.7	50.4	530	4.7
SOC 3	958	14.7	54.6	798	17.2	45.4	1,756	15.7
SOC 4	1,188	18.2	59.0	824	17.7	41.0	2,012	18.0
SOC 5	494	7.6	67.4	239	5.1	32.6	733	6.6
SOC 6	944	14.5	55.9	744	16.0	44.1	1,688	15.1
SOC 7	36	0.6	53.7	31	0.7	46.3	67	0.6
SOC 8	619	9.5	66.1	317	6.8	33.9	936	8.4
SOC 9	1,377	21.1	59.7	930	20.0	40.3	2,307	20.7
<b>Total</b>	<b>6,511</b>	<b>100.0</b>	<b>58.4</b>	<b>4,647</b>	<b>100.0</b>	<b>41.6</b>	<b>11,158</b>	<b>100.0</b>

Table 7.9: District Councils Full-time Employees by Community Background and SOC in 2011								
SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	630	11.1	56.0	494	12.1	44.0	1,124	11.5
SOC 2	260	4.6	49.5	265	6.5	50.5	525	5.4
SOC 3	791	14.0	52.8	707	17.3	47.2	1,498	15.4
SOC 4	1,032	18.2	57.8	753	18.4	42.2	1,785	18.3
SOC 5	472	8.3	67.2	230	5.6	32.8	702	7.2
SOC 6	573	10.1	54.2	484	11.9	45.8	1,057	10.8
SOC 7	26	0.5	66.7	13	0.3	33.3	39	0.4
SOC 8	609	10.8	66.6	305	7.5	33.4	914	9.4
SOC 9	1,267	22.4	60.4	832	20.4	39.6	2,099	21.5
<b>Total</b>	<b>5,660</b>	<b>100.0</b>	<b>58.1</b>	<b>4,083</b>	<b>100.0</b>	<b>41.9</b>	<b>9,743</b>	<b>100.0</b>

Table 7.10: District Councils Part-time Employees by Community Background and SOC in 2011								
SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	*	0.2	-	*	0.5	-	*	0.4
SOC 2	*	0.4	-	*	0.4	-	*	0.4
SOC 3	167	19.6	64.7	91	16.1	35.3	258	18.2
SOC 4	156	18.3	68.7	71	12.6	31.3	227	16.0
SOC 5	#	2.6	-	*	1.6	-	31	2.2
SOC 6	371	43.6	58.8	260	46.1	41.2	631	44.6
SOC 7	10	1.2	35.7	18	3.2	64.3	28	2.0
SOC 8	10	1.2	45.5	12	2.1	54.5	22	1.6
SOC 9	110	12.9	52.9	98	17.4	47.1	208	14.7
<b>Total</b>	<b>851</b>	<b>100.0</b>	<b>60.1</b>	<b>564</b>	<b>100.0</b>	<b>39.9</b>	<b>1,415</b>	<b>100.0</b>



## Chapter 8

# PUBLIC SECTOR – CIVIL SERVICE

## 8. Public Sector – Civil Service

### Key Details

#### ALL EMPLOYEES

- The composition of the civil service workforce was 17,662 [54.3%] Protestant and 14,843 [45.7%] Roman Catholic.
- Between 2010 and 2011, total Protestant employment decreased by 3.6% (-667), while total Roman Catholic employment also decreased by 2.6% (-390). Thus, overall the Roman Catholic share increased by [0.3 pp] from [45.4%] to [45.7%].
- The civil service accounted for 18.2% of all public sector employment. This represents a decrease in employees of 3.2% (-1,126) from 2010.
- In 2011, male (50.5%) and female (49.5%) employees comprised similar proportions of the civil service.

#### FULL-TIME WORKFORCE

- The composition of the full-time workforce was 17,208 [54.1%] Protestant and 14,578 [45.9%] Roman Catholic.
- Between 2010 and 2011, full-time Protestant employment decreased by 4.9% (-888), while full-time Roman Catholic employment decreased by 3.3% (-504). Thus, overall the Roman Catholic share of the full-time civil service workforce increased by [0.4 pp] from [45.5%] to [45.9%].
- The full-time workforce accounted for 97.8% of the civil service workforce, and comprised 33,216 employees. This represents a decrease of 4.3% (-1,482) compared with 2010, the greatest proportion of whom were male Protestant employees (-475).

#### PART-TIME WORKFORCE

- The composition of the part-time workforce was 454 [63.1%] Protestant and 265 [36.9%] Roman Catholic.
- Between 2010 and 2011, part-time Protestant employment increased by 94.8% (221), while part-time Roman Catholic employment increased by 75.5% (144). Thus, overall the Protestant share of the part-time workforce increased by [2.5 pp] from [60.7%] to [63.1%].
- The part-time workforce accounted for 2.2% of the civil service workforce, and comprised 759 employees. This represents an increase of 88.3% (356) in employees from 2010.

#### FLOWS IN EMPLOYMENT

- There were 18,105 applicants to the civil service in 2011. The composition was [52.5%] Protestant and [47.5%] Roman Catholic.
- The number of appointees to the civil service (966) was at its lowest for the period 2001-2011. The composition was [54.6%] Protestant and [45.4%] Roman Catholic.
- The number of leavers from the civil service (2,090) represents a decrease of 5.7% from 2010. The composition was [58.5%] Protestant and [41.5%] Roman Catholic.



## 8.1 The Civil Service Workforce: Introduction

The purpose of this chapter is to help inform employers and other interested parties about wider compositional trends within the civil service that, alongside information on labour availability, may better inform their own considerations of fair participation in specific employment(s).

In 2011, a total of 3 civil service bodies submitted monitoring returns to the Commission, accounting for more than 33,900 civil service employees and 18.2% of all public sector employment. The civil service enjoyed steady growth between 2001 and 2005, however employee numbers have gradually declined year-on-year since 2006.

### 8.1.1 Dynamic of Change: Civil Service Workforce 2010-2011

Between 2010 and 2011, each group in part-time employment increased in numbers between 2010 and 2011, whilst each group in full-time employment decreased in numbers. The greatest increase in employment occurred amongst female Protestant part-time employees (125), followed by male Protestant part-time employees (96). The biggest decrease in employment occurred amongst male Protestant full-time employees (-475), followed by female Protestant full-time employees (-413). As a result of the lesser overall decrease in Roman Catholic employment when compared to Protestant employment, the Roman Catholic share of the civil service workforce increased by [0.3 pp] from [45.4%] in 2010 to [45.7%] in 2011.

## 8.2 The Civil Service Workforce: All Employees

There were 33,975 employees in the civil service in 2011 (Table 8.1), a decrease of 3.2% (-1,126) from 2010.

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>9,309</b>	54.3% [28.6%]	<b>6,901</b>	40.2% [21.2%]	<b>937</b>	5.5%	<b>17,147</b>	50.5%
<b>Female</b>	<b>8,353</b>	49.6% [25.7%]	<b>7,942</b>	47.2% [24.4%]	<b>533</b>	3.2%	<b>16,828</b>	49.5%
<b>Total</b>	<b>17,662</b>	52.0% [54.3%]	<b>14,843</b>	43.7% [45.7%]	<b>1,470</b>	4.3%	<b>33,975</b>	100.0%

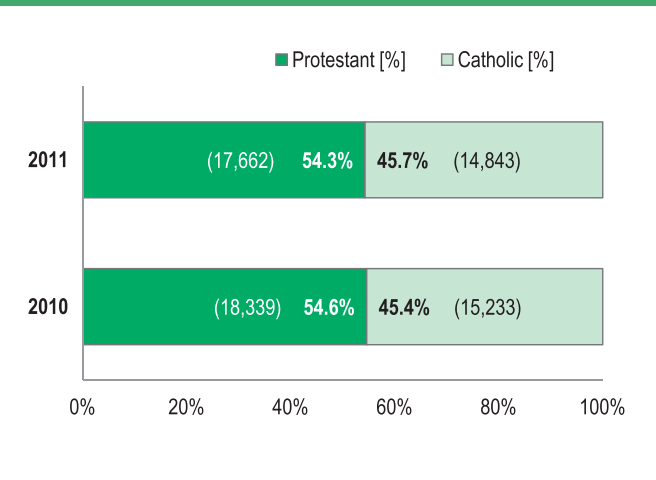
### 8.2.1 Community Background

**In 2011, [54.3%] of civil service employees were Protestant, while [45.7%] were Roman Catholics (Chart 8.1).**

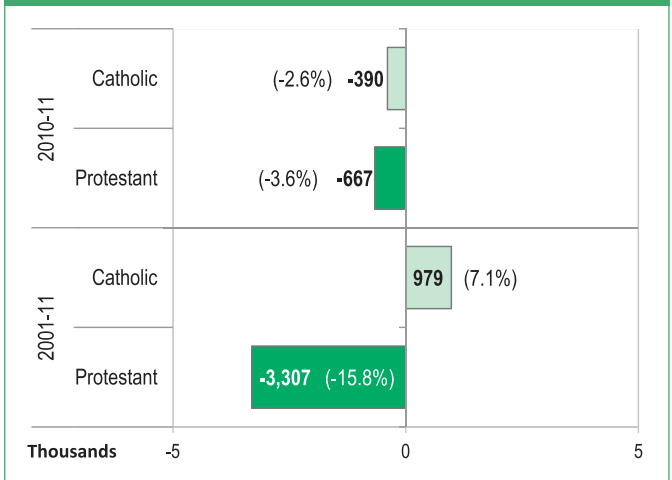
Between 2010 and 2011, the number of Protestant employees decreased by a greater amount than did Roman Catholic employees (Chart 8.2). Thus, the Roman Catholic share of the civil service workforce increased by [0.3 pp] overall from [45.4%] to [45.7%].

During the period 2001-2011, the number of Protestant civil service employees decreased overall, whilst the number of Roman Catholic employees increased (Chart 8.2). Consequently, the Roman Catholic share of the civil service workforce increased by [5.9 pp] overall from [39.8%] to [45.7%]. The Roman Catholic share of employees has gradually increased during this period (Chart 8.3).

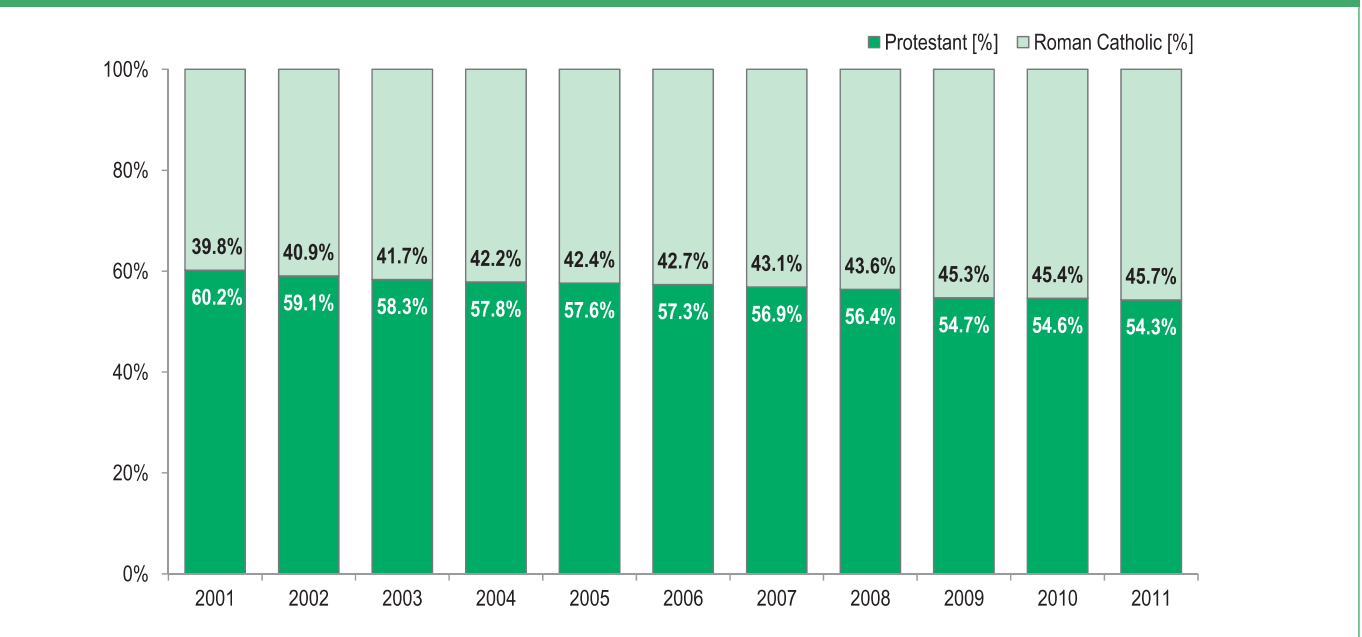
**Chart 8.1: Civil Service (All) Employees [%] by Community Background, 2010-2011**



**Chart 8.2: Changes in Civil Service (All) Employees (n) by Community Background, 2010-2011 and 2001-2011**



**Chart 8.3: Civil Service (All) Employees [%] by Community Background, 2001-2011**



**8.2.2 Sex**

**In 2011, males and females comprised similar proportions of the civil service workforce (Chart 8.4).**

Between 2010 and 2011, the decrease in the number of male civil service employees was greater than that for female employees (Chart 8.5). Consequently, the female share of the civil service workforce increased by (0.1 pp) from 49.4% in 2010.

During the period 2001-2011, the number of male civil service employees decreased by a greater overall amount than did female employees (Chart 8.5). Thus, the female share of the civil service workforce increased by (2.4 pp) overall from 47.1% in 2001 to 49.5% in 2011.

Chart 8.4: Civil Service (All) Employees % by Sex, 2010-2011

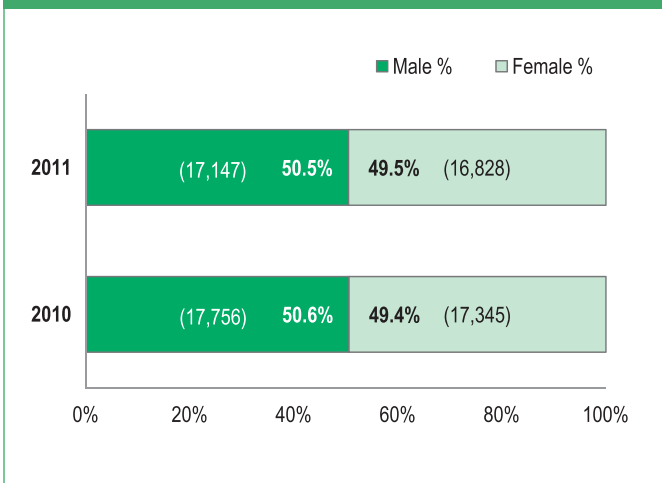
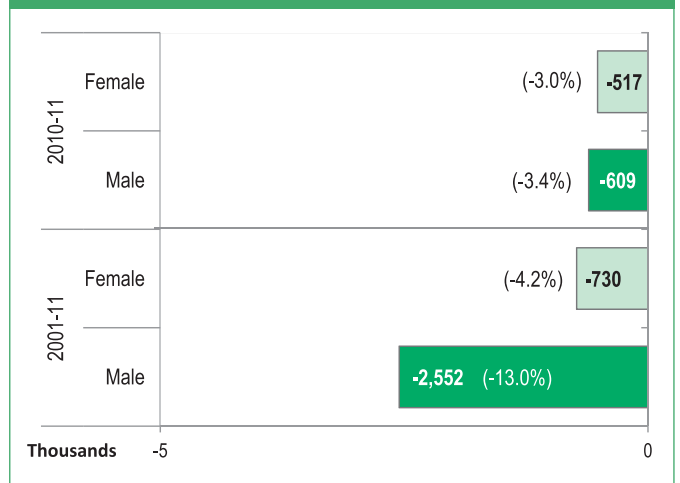


Chart 8.5: Changes in Civil Service (All) Employees (n) by Sex, 2010-2011 and 2001-2011



### 8.2.3 Community Background and Sex

In 2011, male Protestants comprised the greatest proportion of the civil service workforce [28.6%] (Chart 8.6). Female Protestants [25.7%] and female Roman Catholics [24.4%] each comprised around one-quarter of the workforce, while male Roman Catholic representation was [21.2%].

Between 2010 and 2011, each of the four groups showed a decrease in numbers in employment (Chart 8.7). Male Protestant employees witnessed the greatest decrease in employment, followed by female Protestant employees. However, male Protestant employees were the only group to decrease their share of the civil service workforce, by [0.3 pp] from [28.9%] in 2010, whilst female Protestant employees' share remained unchanged from 2010.

During the period 2001-2011, the numbers of male Protestant and female Protestant employees decreased overall. Conversely, the numbers of male Roman Catholic and female Roman Catholic employees increased overall (Chart 8.7). Consequently, male Roman Catholic employees' share of the civil service workforce increased by [2.0 pp] from [19.2%] in 2001 to [21.2%] in 2011, whilst female Roman Catholic employees' share increased by [3.8 pp] from [20.6%] to [24.4%].

Chart 8.6: Civil Service (All) Employees [%] by Community Background and Sex, 2010-2011

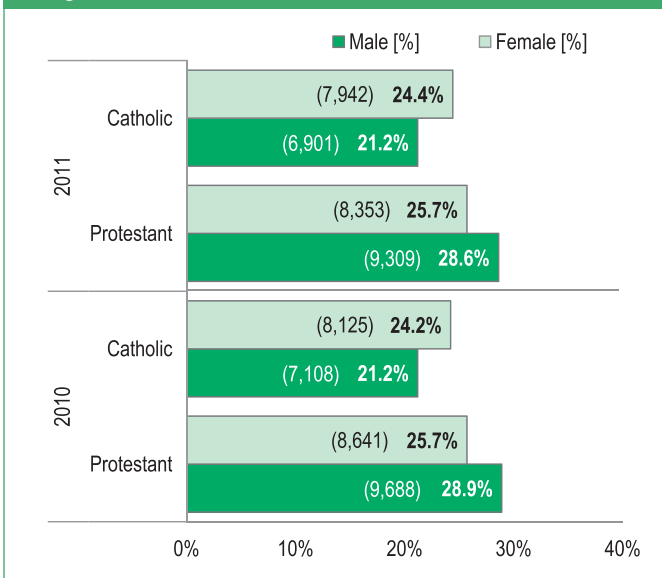
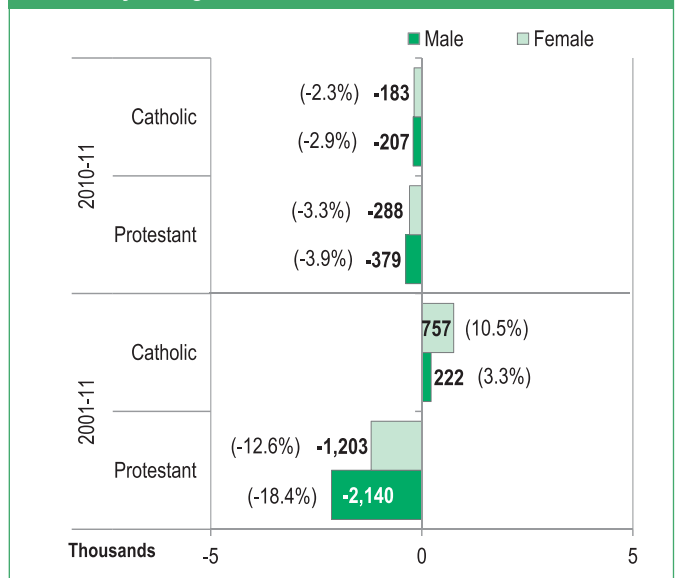


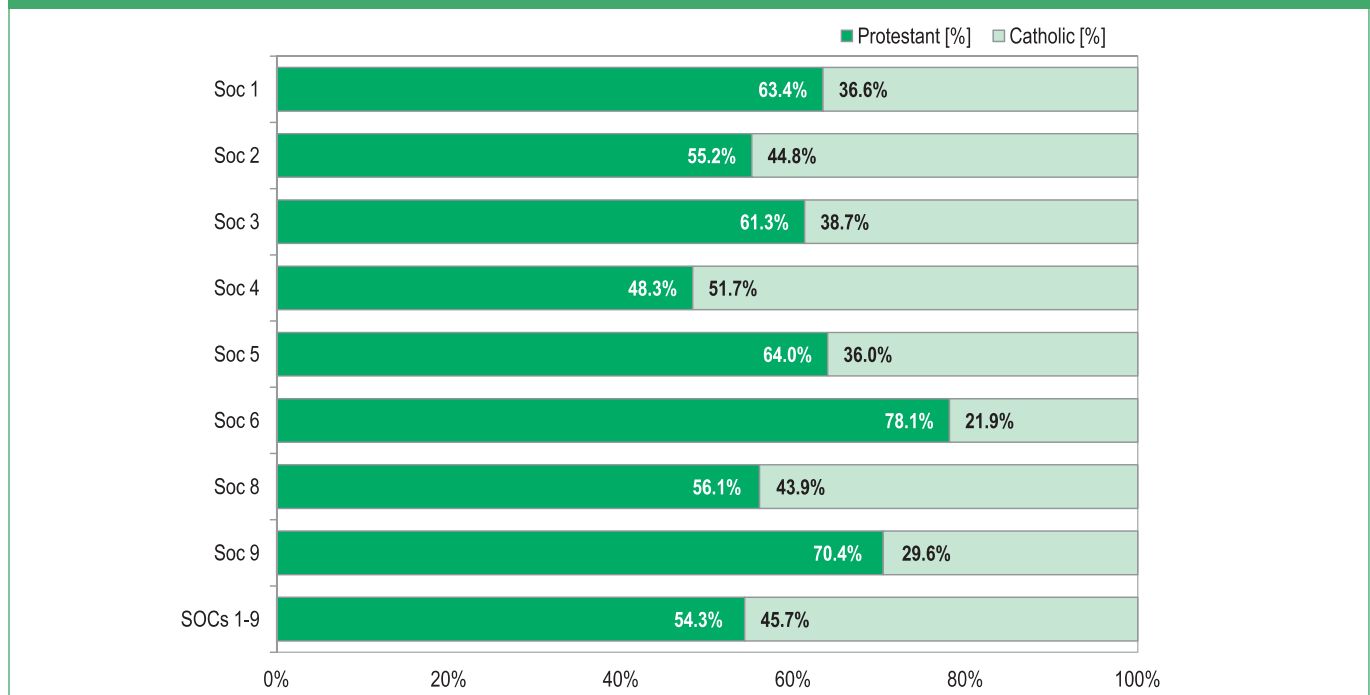
Chart 8.7: Changes in Civil Service (All) Employees (n) by Community Background and Sex, 2010-2011 and 2001-2011



### 8.2.4 Community Background and SOC

In 2011, as in previous years, the religious composition of SOC categories 1-9 varied (Chart 8.8). In all SOC categories aside from SOC 4<sup>21</sup>, Protestants accounted for a greater proportion of employees than did Roman Catholics. However, with reference to the average composition of SOCs 1-9 [54.3% v. 45.7%], Protestant representation in Personal Service Occupations (SOC 6) was [23.8 pp] above average, while in Elementary Occupations (SOC 9) it was [16.1 pp] above average. Conversely, Roman Catholic representation in Administrative and Secretarial Occupations (SOC 4) was [6.0 pp] above average.

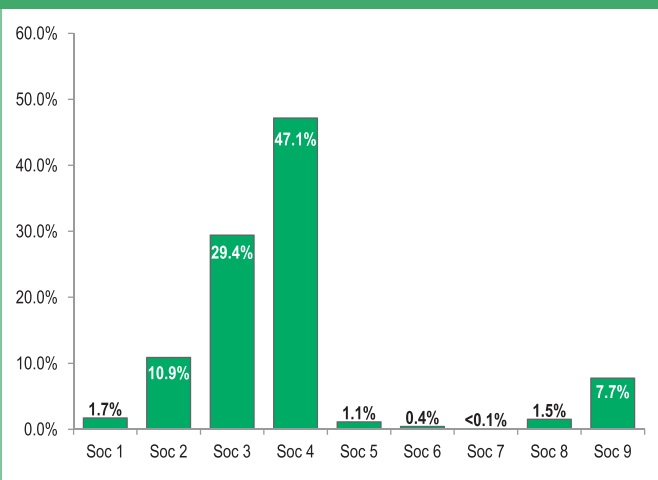
Chart 8.8: Religious Composition of SOC Categories 1-9 in the Civil Service, 2011



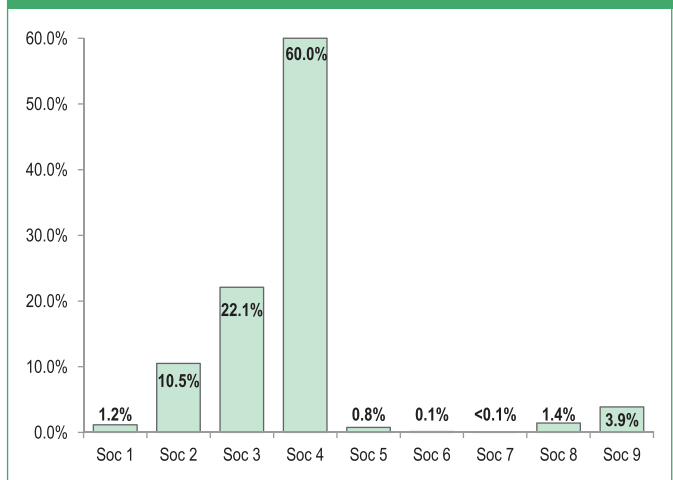
In 2011, the greatest proportions of both Protestant and Roman Catholic civil service workers were employed in SOC 4. The smallest proportions of both groups were employed in Sales and Customer Service Occupations (SOC 7) (Charts 8.9 & 8.10). Despite differences in the religious composition of the SOC categories (Chart 7.8), the distribution of Protestant and Roman Catholic employees across the SOC categories were broadly similar. However, some differences in distribution are evident (Charts 8.9 & 8.10). For example, a greater proportion of Protestant workers than Roman Catholic workers were employed in Associate Professional and Technical Occupations (SOC 3) (29.4% v. 22.1%), and in SOC 9 (7.7% v. 3.9%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in Administrative and Secretarial Occupations (SOC 4) (60.0% v. 47.1%). For further details on the composition of the civil service workforce by SOC, see Table 8.8 at the end of the chapter.

21 SOC 4 = Administrative and Secretarial Occupations.

**Chart 8.9: Distribution of Protestant Civil Service Employees across SOCs 1-9, 2011**



**Chart 8.10: Distribution of Catholic Civil Service Employees across SOCs 1-9, 2011**



### 8.3 The Civil Service Workforce: Full-time Employees

There were 33,216 full-time employees in the civil service in 2011 (Table 8.2), a decrease of 4.3% (-1,482) from 2010.

**Table 8.2: Civil Service Full-time Employees by Community Background and Sex in 2011**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>9,185</b>	54.2% [28.9%]	<b>6,833</b>	40.3% [21.5%]	<b>922</b>	5.4%	<b>16,940</b>	51.0%
<b>Female</b>	<b>8,023</b>	49.3% [25.2%]	<b>7,745</b>	47.6% [24.4%]	<b>508</b>	3.1%	<b>16,276</b>	49.0%
<b>Total</b>	<b>17,208</b>	51.8% [54.1%]	<b>14,578</b>	43.9% [45.9%]	<b>1,430</b>	4.3%	<b>33,216</b>	100.0%

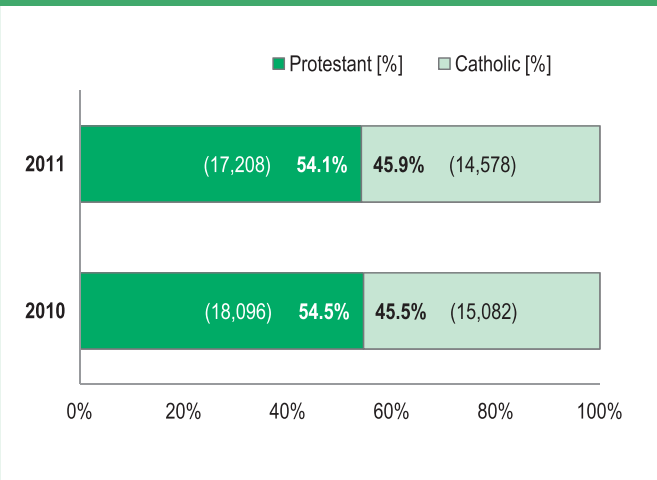
#### 8.3.1 Community Background

In 2011, [54.1%] of full-time civil service employees were Protestant, while [45.9%] were Roman Catholics (Chart 8.11).

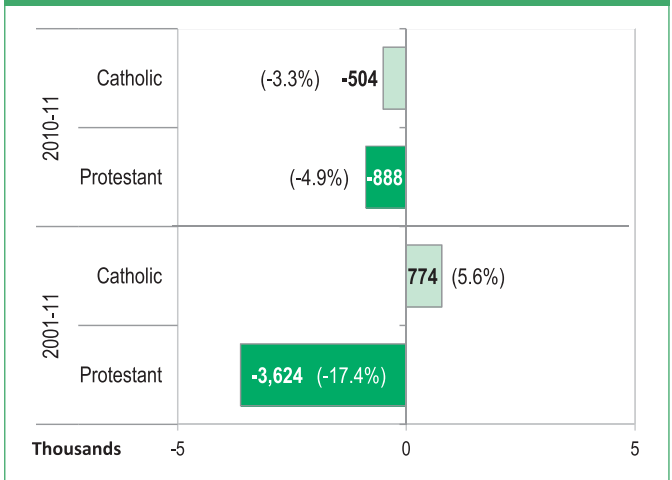
Between 2010 and 2011, the decrease in the number of Protestant full-time civil service employees was greater than that for Roman Catholic employees (Chart 8.12). Consequently, the Roman Catholic share of the full-time workforce increased by [0.4 pp] from [45.5%] in 2010.

During the period 2001-2011, the number of Protestant full-time employees decreased overall, whilst the number of Roman Catholic full-time employees increased overall (Chart 8.12). Thus, the Roman Catholic share of the civil service workforce increased by [6.0 pp] from [39.9%] in 2001 to [45.9%] in 2011. Over this period, the proportion of the full-time workforce accounted for by Roman Catholics increased year-on-year (Chart 8.13).

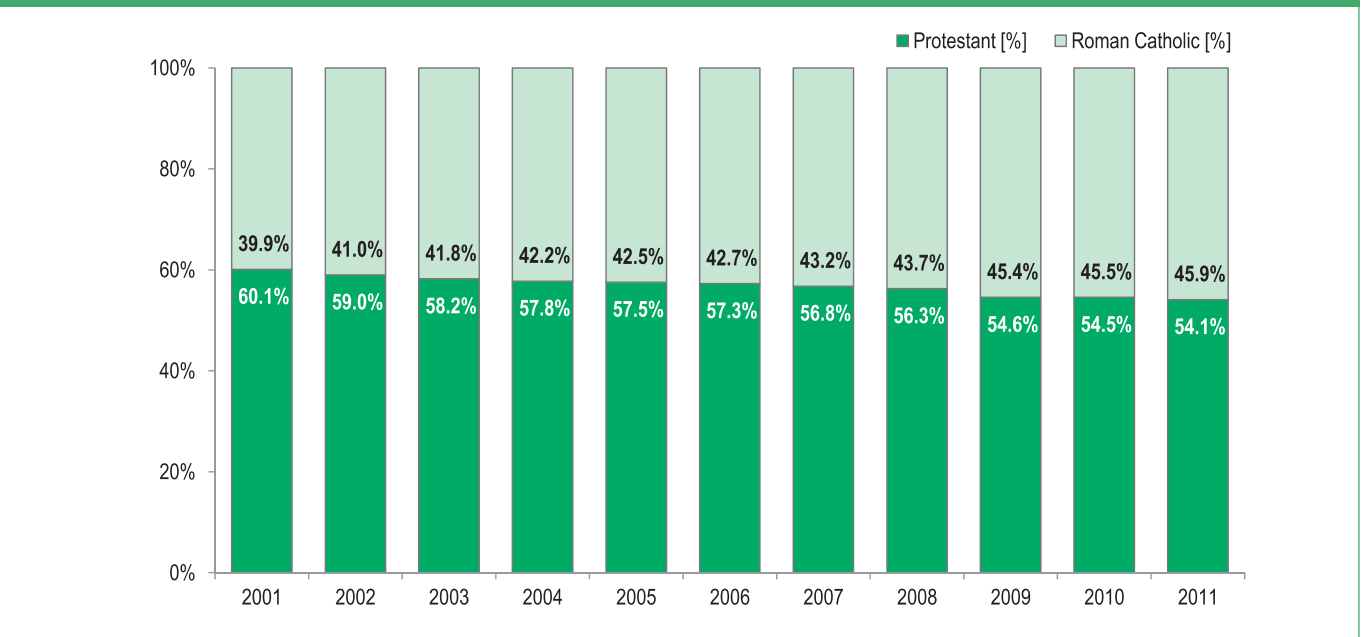
**Chart 8.11: Civil Service Full-time Employees [%] by Community Background, 2010-2011**



**Chart 8.12: Changes in Civil Service Full-time Employees (n) by Community Background, 2010-2011 and 2001-2011**



**Chart 8.13: Civil Service Full-time Employees [%] by Community Background, 2001-2011**

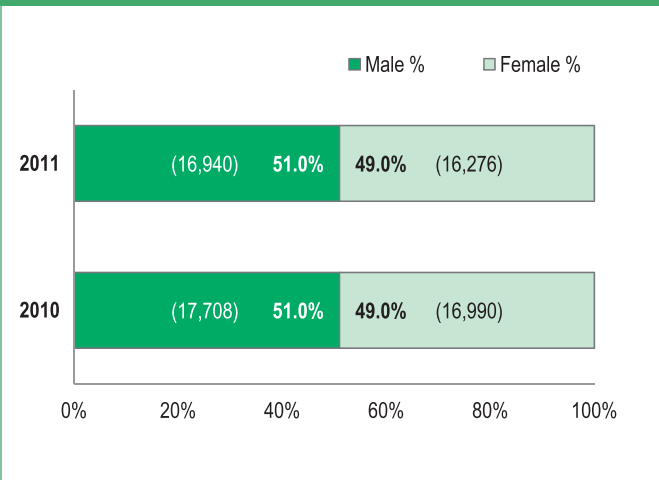


**8.3.2 Sex**

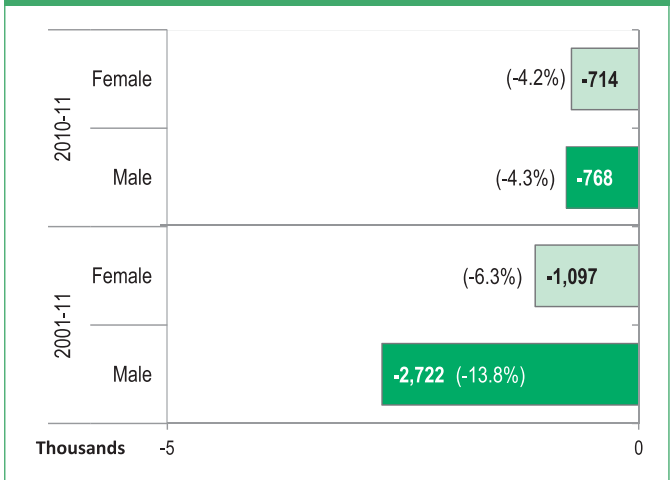
**In 2011, males and females accounted for similar proportions of the full-time civil service workforce (Chart 8.14).**

Between 2010 and 2011, the number of male employees decreased by a greater amount than did female employees (Chart 8.15). However, proportionally these decreases were similar. Thus, the male/female shares of the full-time civil service workforce remained relatively unchanged (<0.1 pp) from 2010. During the period 2001-2011, the number of male full-time employees decreased by a greater amount overall than did female employees (Chart 8.15). Thus, the female share of the full-time civil service workforce increased by (2.1 pp) overall, from 46.9% in 2001 to 49.0% in 2011.

**Chart 8.14: Civil Service Full-time Employees % by Sex, 2010-2011**



**Chart 8.15: Changes in Civil Service Full-time Employees (n) by Sex, 2010-2011 and 2001-2011**



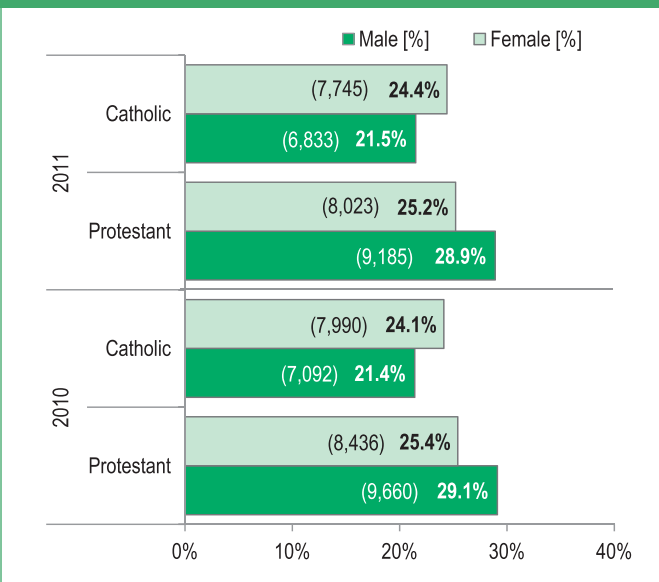
**8.3.3 Community Background and Sex**

**In 2011, male Protestants comprised the greatest proportion of the full-time civil service workforce [28.9%]** (Chart 8.16). Female Roman Catholics [24.4%] and female Protestants [25.2%] each comprised around one-quarter of the workforce, while male Roman Catholic representation was [21.5%].

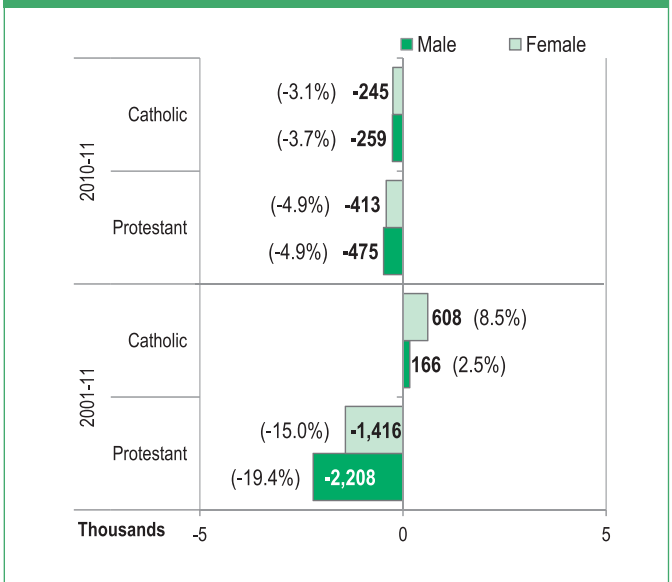
Between 2010 and 2011, the decreases in the numbers of male Protestant and female Protestant full-time employees were greater than those for male Roman Catholic and female Roman Catholic employees (Chart 8.17). Consequently, the female Roman Catholic share of the full-time workforce increased by [0.3 pp] from [24.1%] in 2010, while the male Roman Catholic share increased by [0.1 pp] from [21.4%].

During the period 2001-2011, the numbers of male Roman Catholic and female Roman Catholic full-time employees increased, whilst the numbers of male Protestant and female Protestant full-time employees decreased (Chart 8.17). Consequently, they were the only groups to see overall increases in their shares of the full-time workforce. Over this period, male Roman Catholic employees' share increased by [2.0 pp] from [19.2%] in 2001 to [21.2%] in 2011, while female Roman Catholic employees' share increased by [3.8 pp] from [20.6%] to [24.4%].

**Chart 8.16: Civil Service Full-time Employees [%] by Community Background and Sex, 2010-2011**



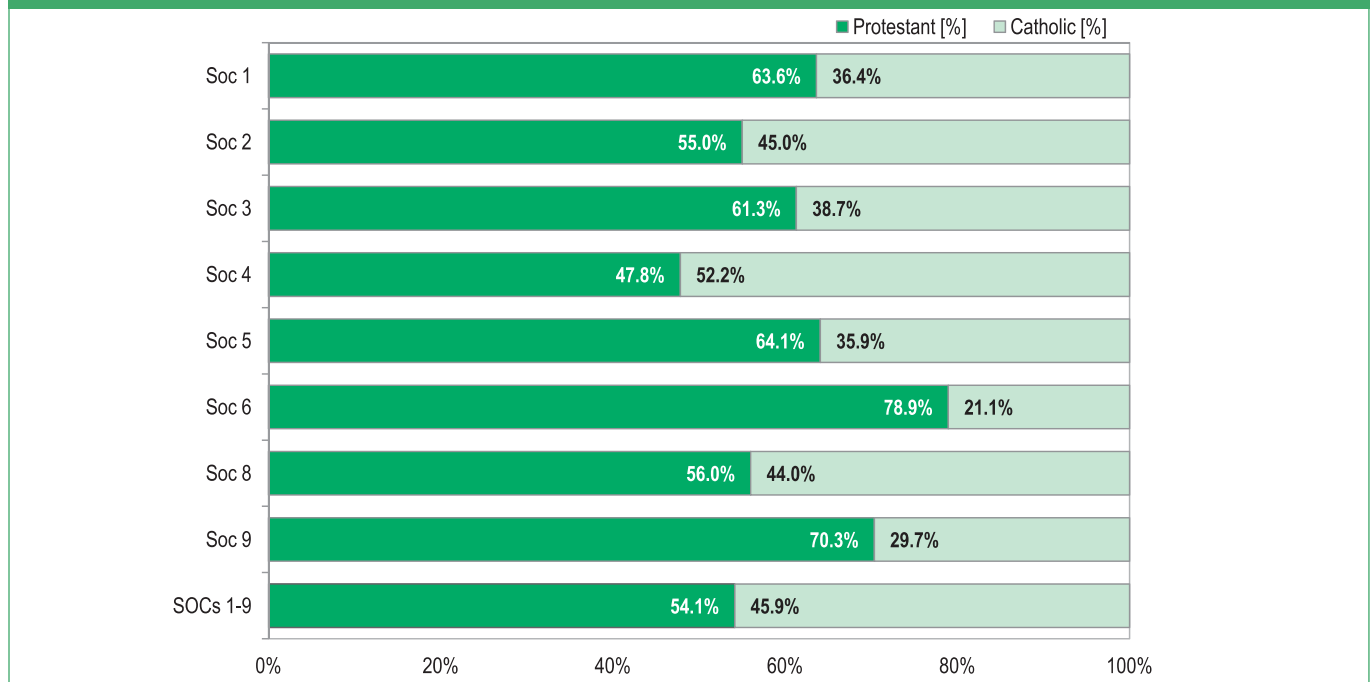
**Chart 8.17: Changes in Civil Service Full-time Employees (n) by Community Background and Sex, 2010-2011 and 2001-2011**



### 8.3.4 Community Background and SOC

In 2011, as in previous years, the religious composition of full-time SOC categories 1-9 varied (Chart 8.18). In all SOC categories aside from SOC 4<sup>22</sup>, Protestants accounted for a greater proportion of full-time employees than did Roman Catholics. However, with reference to the average composition of SOCs 1-9 [54.1% v. 45.9%], Protestant representation in Personal Service Occupations (SOC 6) was [24.8 pp] above average, while in Elementary Occupations (SOC 9) it was [16.2 pp] above average. Conversely, Roman Catholic representation in Administrative and Secretarial Occupations (SOC 4) was [6.3 pp] above average.

Chart 8.18: Religious Composition of SOC Categories 1-9 in the Full-time Civil Service, 2011

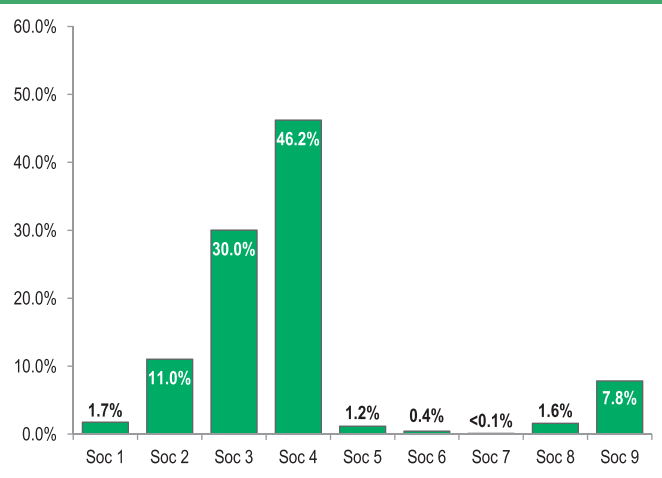


In 2011, the greatest proportions of both Protestant and Roman Catholic civil service full-time workers were employed in SOC 4. The smallest proportions of both groups were employed in Sales and Customer Service Occupations (SOC 7) (Charts 8.19 & 8.20). Despite difference in the religious composition of the SOC categories (Chart 8.18), the distribution of Protestant and Roman Catholic employees across the SOC categories were broadly similar. However, some differences in distribution are evident (Charts 8.19 & 8.20). For example, a greater proportion of Protestant workers than Roman Catholic workers were employed in SOC 3 (30.0% v. 22.4%), and in SOC 9 (7.8% v. 3.9%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 4 (59.6% v. 46.2%). For further details on the composition of the civil service full-time workforce by SOC, see Table 8.9 at the end of the chapter.

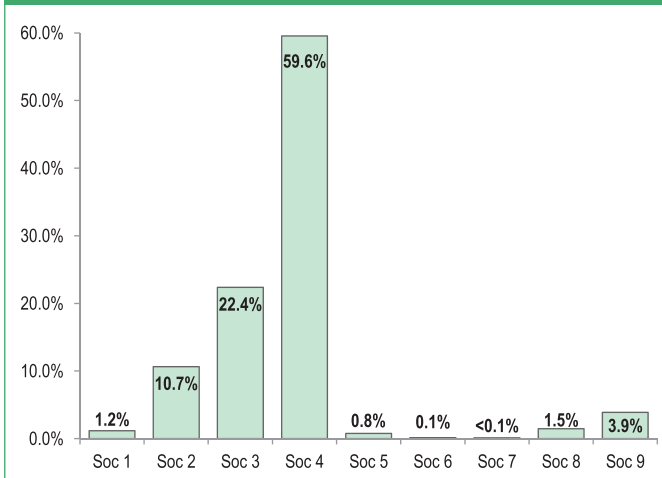
<sup>22</sup> SOC 4 = Administrative and Secretarial Occupations.



**Chart 8.19: Distribution of Protestant Full-time Civil Service Employees across SOC 1-9, 2011**



**Chart 8.20: Distribution of Catholic Full-time Civil Service Employees across SOC 1-9, 2011**



## 8.4 The Civil Service Workforce: Part-time Employees

There were 759 part-time employees in the civil service in 2011 (Table 8.3), an increase of 88.3% (356) from 2010.

**Table 8.3: Civil Service Part-time Employees by Community Background and Sex in 2011**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>124</b>	59.9% [17.2%]	<b>68</b>	32.9% [9.5%]	<b>15</b>	7.2%	<b>207</b>	27.3%
<b>Female</b>	<b>330</b>	59.8% [45.9%]	<b>197</b>	35.7% [27.4%]	<b>25</b>	4.5%	<b>552</b>	72.7%
<b>Total</b>	<b>454</b>	59.8% [63.1%]	<b>265</b>	34.9% [36.9%]	<b>40</b>	5.3%	<b>759</b>	100.0%

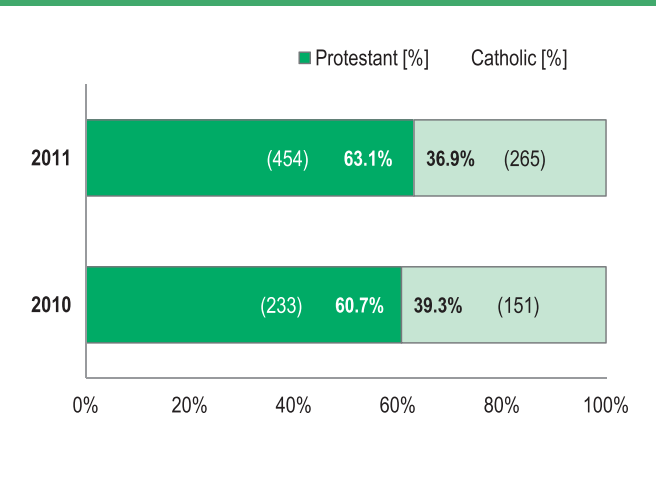
### 8.4.1 Community Background

In 2011, nearly two-thirds of part-time civil service employees were Protestant; whilst more than one-third were Roman Catholic (Chart 8.21).

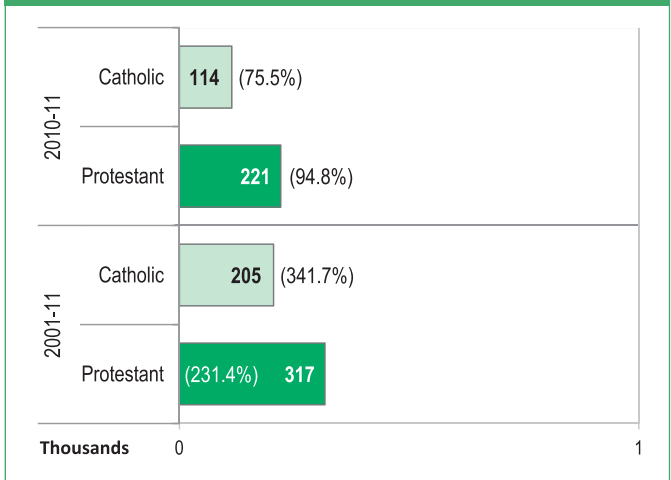
Between 2010 and 2011, the increase in the number of part-time Protestant employees was greater than that for Roman Catholic employees (Chart 8.22). Thus, the Protestant share of the part-time civil service workforce increased by [2.4 pp] from [60.7%] in 2010.

During the period 2001-2011, the overall increase in the number of part-time Protestant employees was greater than that for Roman Catholic employees (Chart 8.22). However, proportionally the opposite was true. Thus, the Roman Catholic share of the part-time civil service workforce increased by [6.4 pp] from [30.5%] in 2001 to [36.9%] in 2011. Over this period, year-on-year, the proportions of the part-time workforce accounted for by Protestant and Roman Catholic employees have fluctuated (Chart 8.23).

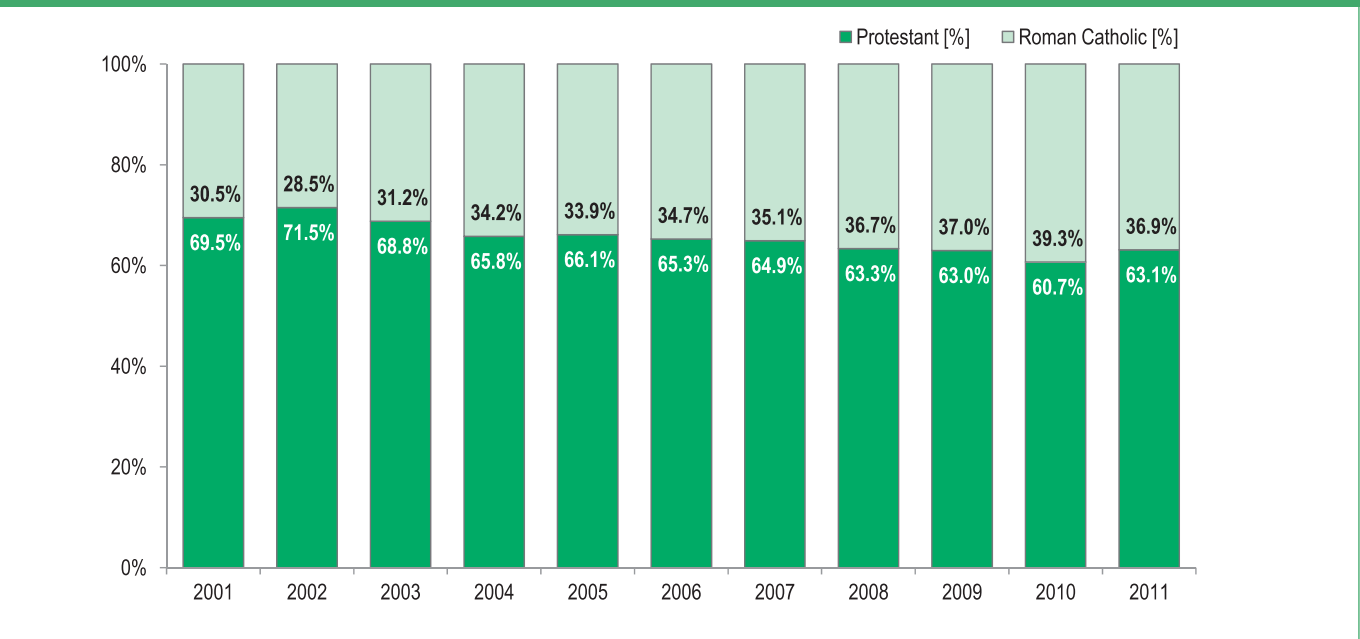
**Chart 8.21: Civil Service Part-time Employees [%] by Community Background, 2010-2011**



**Chart 8.22: Changes in Civil Service Part-time Employees (n) by Community Background, 2010-2011 and 2001-2011**



**Chart 8.23: Civil Service Part-time Employees [%] by Community Background, 2001-2011**



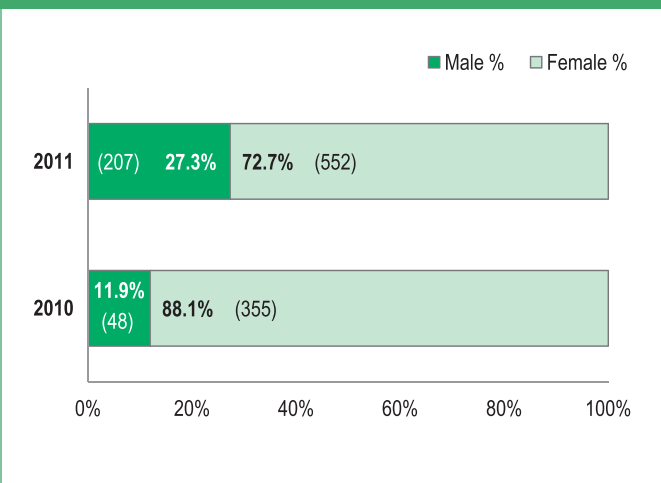
**8.4.2 Sex**

**In 2011, nearly three quarters of part-time civil service employees were female; whilst 27.3% were male (Chart 8.24).**

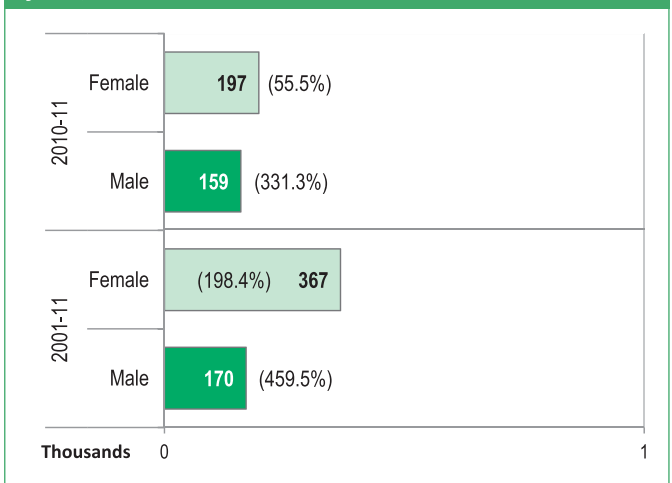
Between 2010 and 2011, the increase in the number of female part-time employees was greater than that for their male counterparts (Chart 8.25). However, proportionally the opposite was true. Consequently, the male share of the part-time civil service workforce increased by (15.4 pp) from 11.9% in 2010.

During the period 2001-2011, the number of female part-time employees increased by a greater overall amount than did male part-time employees (Chart 8.25). However, proportionally, the opposite was true. Consequently, the male share of the part-time civil service workforce increased by (10.6 pp) from 16.7% in 2001 to 27.3% in 2011.

**Chart 8.24: Civil Service Part-time Employees % by Sex, 2010-2011**



**Chart 8.25: Changes in Civil Service Part-time Employees (n) by Sex, 2010-2011 and 2001-2011**



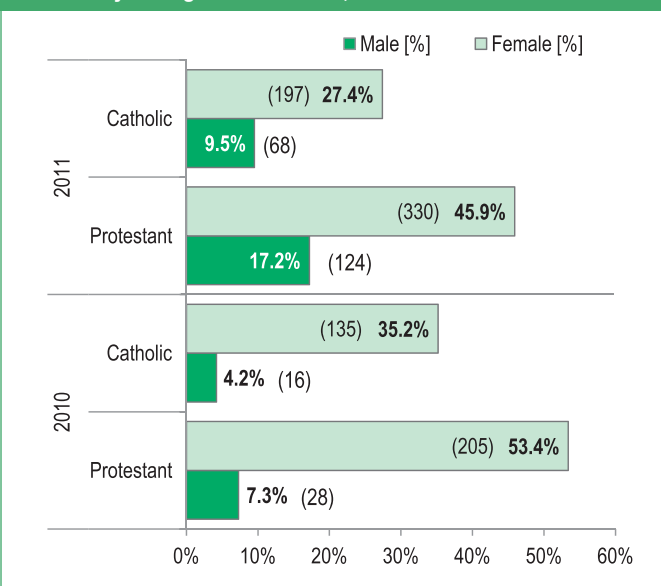
**8.4.3 Community Background and Sex**

In 2011, female Protestants comprised close to half [45.9%] of part-time civil service employees, whilst female Roman Catholics comprised more than one-quarter [27.4%] of the workforce (Chart 8.26). Male Protestants comprised [17.2%] of employees, whilst male Roman Catholics representation was [9.5%].

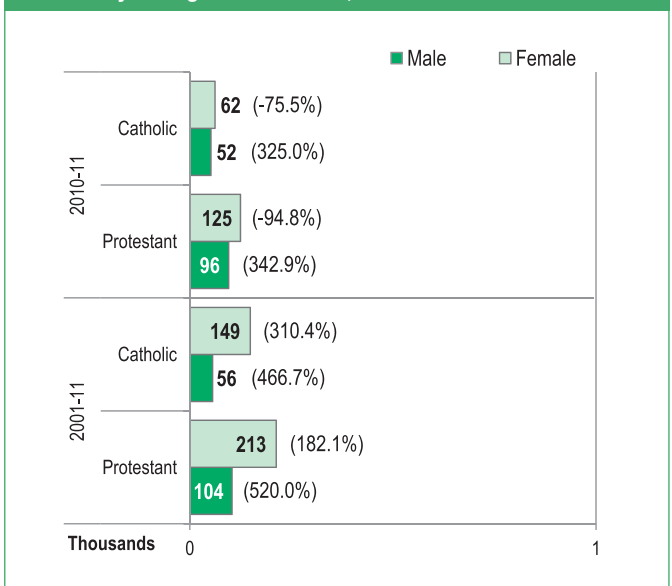
Between 2010 and 2011, each of the four groups increased in numbers in part-time employment (Chart 8.27). Female Protestant employees witnessed the greatest increase in numbers in part-time employment. However, proportionally, male Protestants and male Roman Catholics saw the greatest increases in part-time employment. Thus, male Protestants' share of the part-time workforce increased by [9.9 pp] from [7.3%] in 2010, whilst male Roman Catholics' share increased by [5.3 pp] from [4.2%] in 2010.

During the period 2001-2011, each of the four groups increased overall in numbers in part-time employment (Chart 8.27). The overall increase in the numbers of female Protestant part-time employees was greater than that for any other group. However, proportionally, female Protestants saw the smallest overall increase in part-time employment. Consequently, female Protestants were the only group to decrease their overall share of the part-time workforce, by [13.5 pp] overall from [59.4%] in 2001 to [45.9%] in 2011.

**Chart 8.26: Civil Service Part-time Employees [%] by Community Background and Sex, 2010-2011**



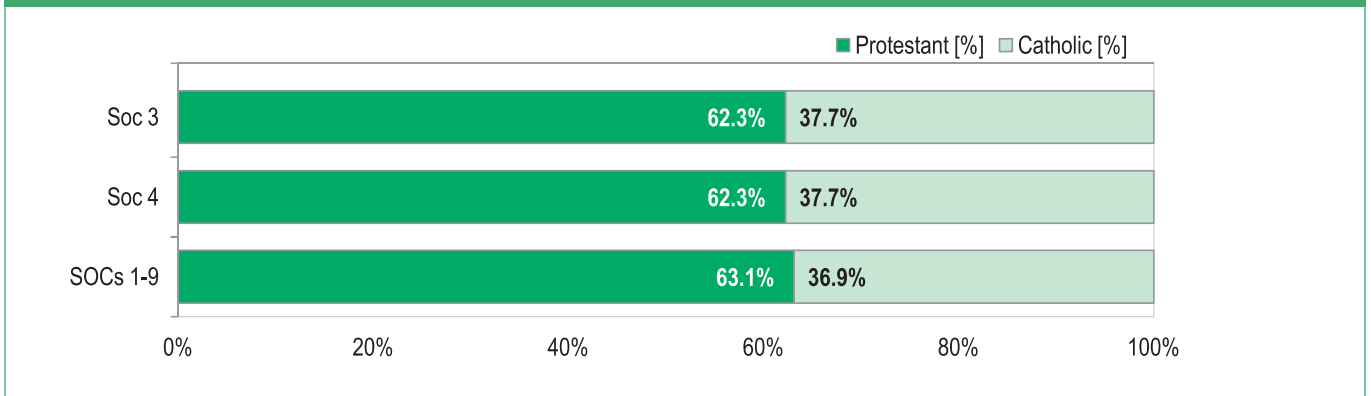
**Chart 8.27: Changes in Civil Service Part-time Employees (n) by Community Background and Sex, 2010-2011 and 2001-2011**



#### 8.4.4 Community Background and SOC<sup>23</sup>

In 2011, as in previous years, the majority of both Protestant and Roman Catholic workers were employed in Administrative and Secretarial Occupations (SOC 4). (Chart 8.28). As the distribution of Protestant and Roman Catholic part-time employees was mostly concentrated into Associate Professional and Technical Occupations (SOC 3), very little trends or compositional analyses can be undertaken. However, Protestants accounted for a greater proportion of part-time employees in both SOC 3 and SOC 4.

Chart 8.28: Religious Composition of SOC Categories 1-9 in the Part-time Civil Service, 2011



In 2011, the greatest proportion of both Protestant and Roman Catholic part-time workers were employed in Administrative and Secretarial Occupations (SOC 4). No Protestant or Roman Catholic part-time employees were employed in Sales and Customer Service Occupations (SOC 7) (Charts 8.29 & 8.30). Despite the difference in the religious composition of the SOC categories (Chart 8.28), the distribution of Protestant and Roman Catholic employees across the SOC categories were broadly similar. However, some differences in distribution are evident (Charts 8.29 & 8.30). For example, a greater proportion of Protestant workers than Roman Catholic workers were employed in SOC 9 (4.8% v. 2.6%), and in SOC 2 (5.1% v. 3.0%). Conversely, there was a greater proportion of Roman Catholic part-time workers than Protestant part-time workers in SOC 4 (85.3% v. 82.2%). For further details on the composition of the civil service part-time workforce by SOC, see Table 8.10 at the end of the chapter.

It is notable that the SOC categories with the greatest divergence in community representation (Chart 8.28 – SOCs 2 and 9) are also the ones in which very small proportions of workers were employed (Charts 8.29 & 8.30 and Table 8.10).

Chart 8.29: Distribution of Protestant Part-time Civil Service Employees across SOCs 1-9, 2011

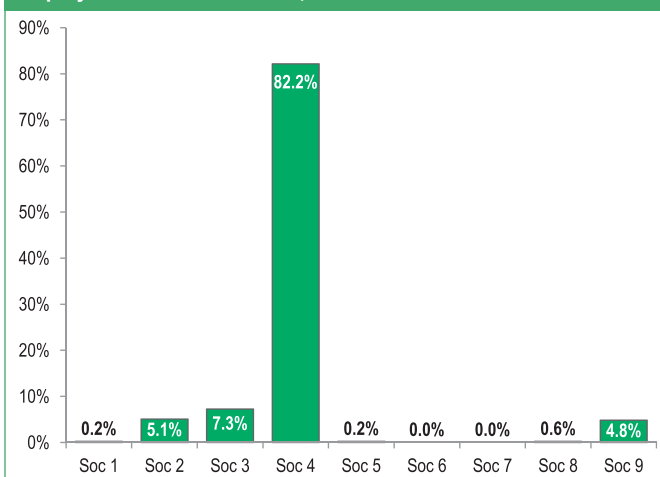
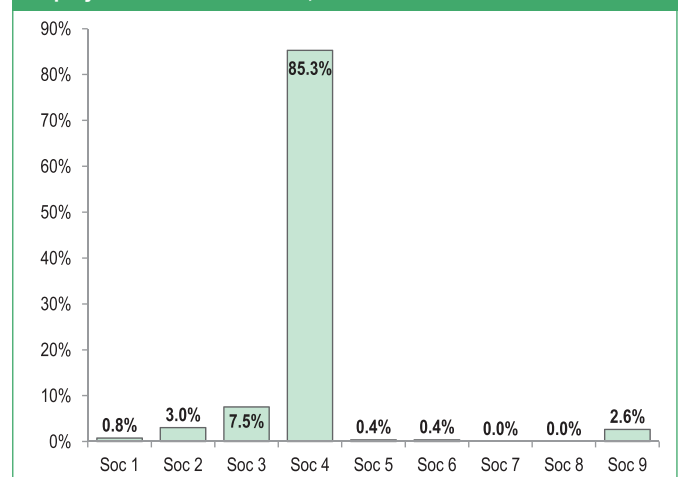


Chart 8.30: Distribution of Catholic Part-time Civil Service Employees across SOCs 1-9, 2011



23 For anonymity purposes, SOC categories with numbers <10 are excluded from any religious composition analysis.

## 8.5 The Civil Service Workforce: Applicants, Appointees, Promotees & Leavers

### 8.5.1 The Civil Service Workforce: Applicants

There were 18,105 applicants to the civil service in 2011 (Table 8.4), a decrease of 36.5% (-10,429) from 2010.

Table 8.4: Civil Service Applicants by Community Background and Sex in 2011								
	Protestant		Roman Catholic		Non-Determined		Total	
Male	4,967	50.2% [28.9%]	4,380	44.3% [25.5%]	545	5.5%	9,892	54.6%
Female	4,042	49.2% [23.5%]	3,778	46.0% [22.0%]	393	4.8%	8,213	45.4%
Total	9,009	49.8% [52.5%]	8,158	45.1% [47.5%]	938	5.2%	18,105	100.0%

#### 8.5.1.1 Community Background

In 2011, there were [52.5%] Protestant and [47.5%] Roman Catholic applicants to the civil service (Chart 8.31).

Between 2010 and 2011, the decrease in the numbers of Roman Catholic civil service applicants was greater than that for Protestant applicants (Chart 8.32). Consequently, the Protestant share of civil service applicants increased by [1.8 pp] from [50.7%] in 2010.

Between 2001 and 2011, the overall decrease in the number of Protestant civil service applicants was greater than that for Roman Catholic applicants (Chart 8.32). However, proportionally, Roman Catholic applicants decreased by more than Protestant applicants. Consequently, the Protestant share of civil service applicants increased by [0.8 pp] overall from [51.7%] in 2001 to [52.5%] in 2011. Over this period, year-on-year, Protestants have generally comprised a greater proportion of civil service applicants when compared to Roman Catholics (Chart 8.33).

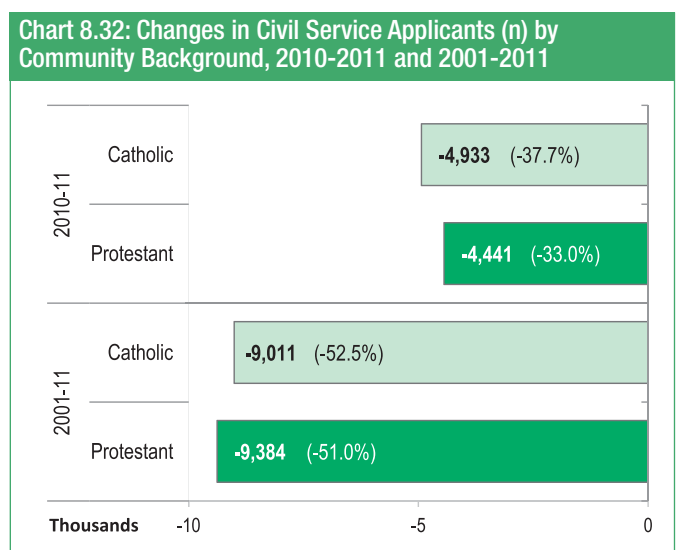
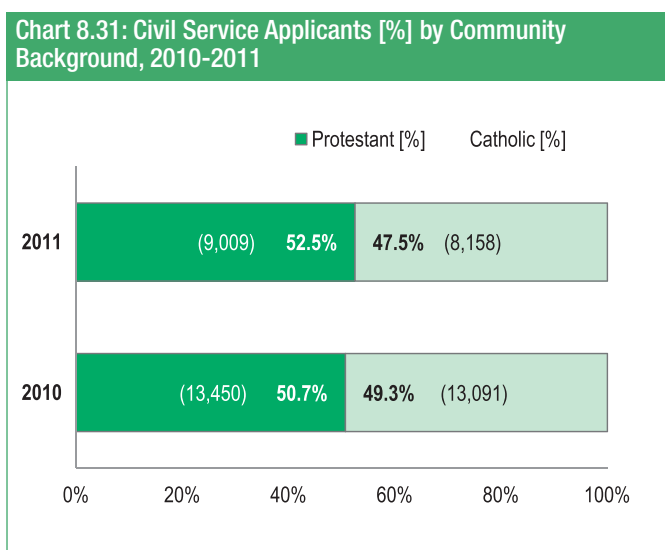
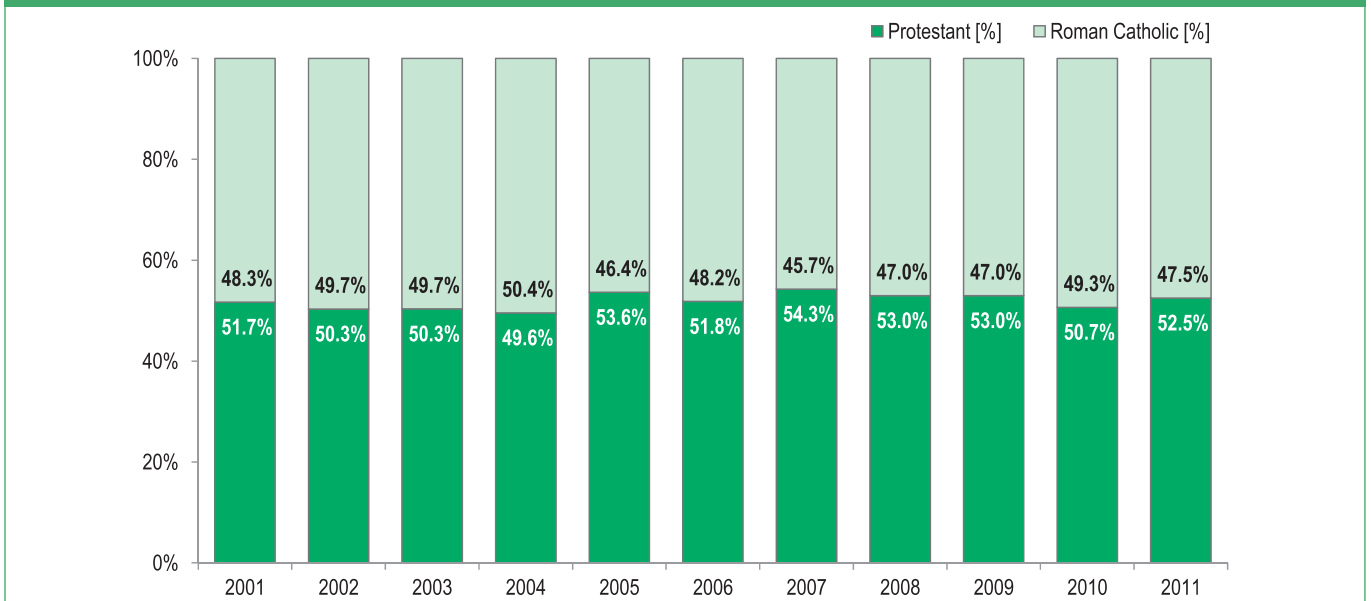


Chart 8.33: Civil Service Applicants [%] by Community Background, 2001-2011



8.5.1.2 Sex

In 2011, [54.6%] of applicants to the civil service were male, while [45.4%] were female (Chart 8.34).

Between 2010 and 2011, the decrease in the number of female applicants to the civil service was greater than that for male applicants (Chart 8.35). Consequently, the male share of civil service applicants increased by (3.1 pp) from 51.5% in 2010.

During the period 2001-2011, the number of female applicants to the civil service decreased by a greater amount than the number of male applicants (Chart 8.35). Consequently, the male share of civil service applicants increased by (9.6 pp) overall from 45.1% in 2001 to 54.6% in 2011.

Chart 8.34: Civil Service Applicants % by Sex, 2010-2011

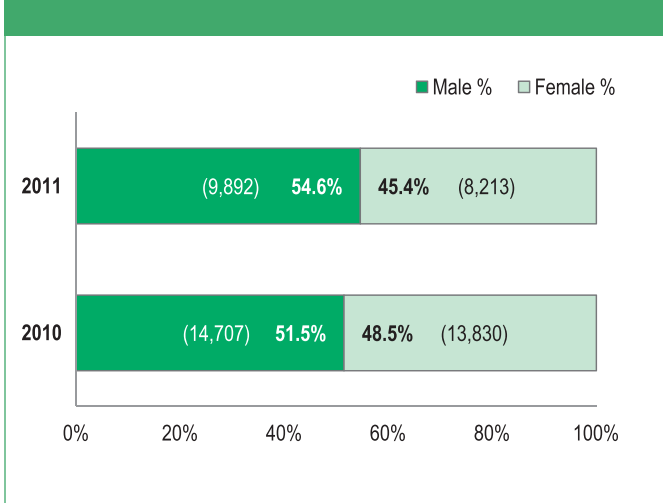
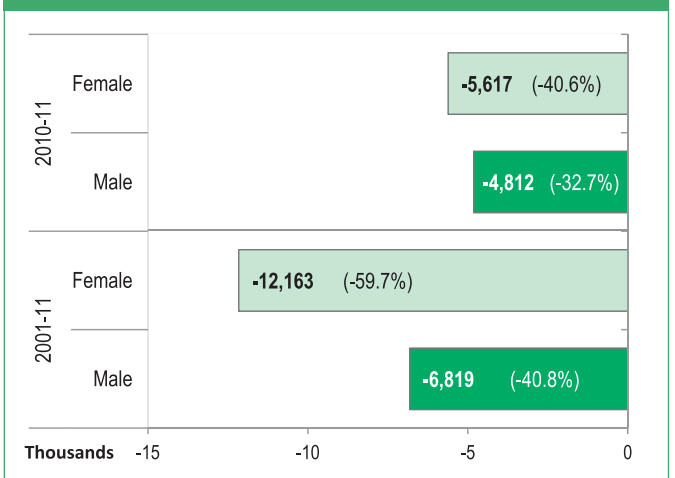


Chart 8.35: Changes in Civil Service Applicants (n) by Sex, 2010-2011 and 2001-2011

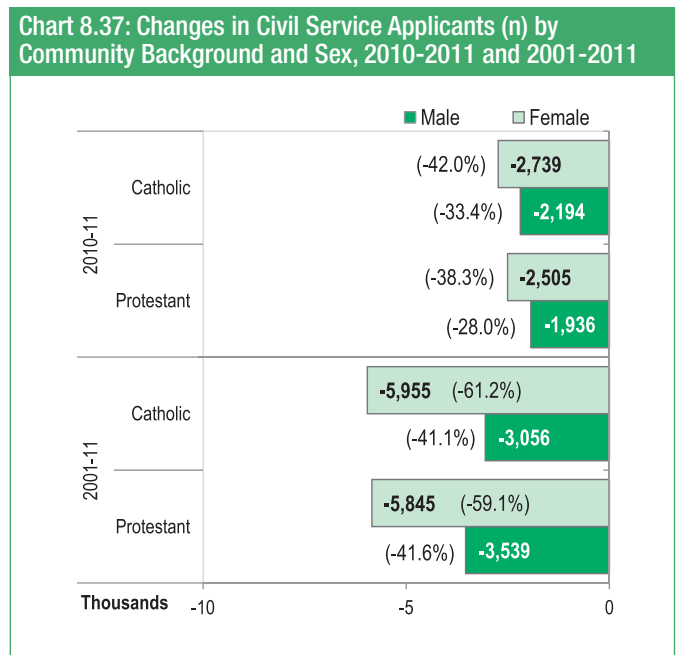
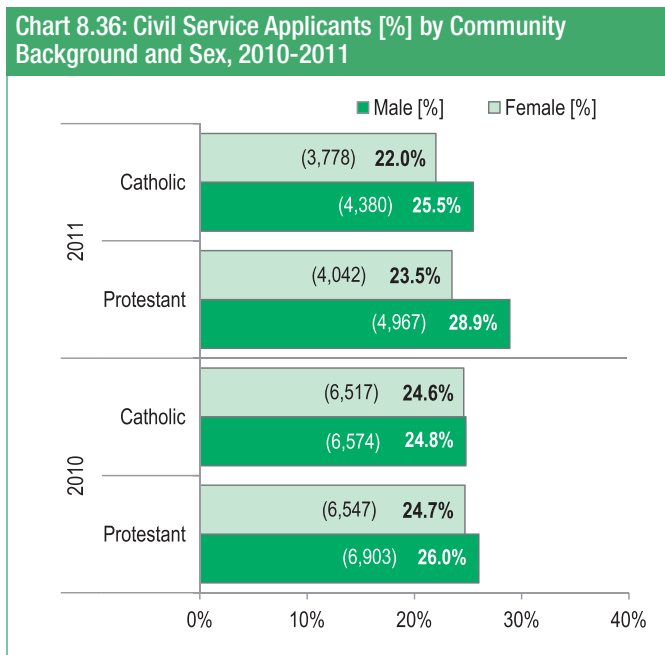


### 8.5.1.3 Community Background and Sex

In 2011, male Protestants comprised nearly 30 percent of applicants to the civil service, whilst male Roman Catholics comprised more than one-quarter of applicants (Chart 8.36). Female Protestants and female Roman Catholics each comprised less than one-quarter of applicants to the civil service.

Between 2010 and 2011, the decreases in the numbers of female Protestant and female Roman Catholic civil service applicants were greater than those for male Protestant and male Roman Catholic applicants (Chart 8.37). Consequently, male Protestants' share of civil service applicants increased by [2.9 pp] overall from [26.0%] in 2010, whilst male Roman Catholics' share increased by [0.7 pp] from [24.8%].

During the period 2001-2011, the overall decreases in the numbers of female Protestant and female Roman Catholic civil service applicants were greater than those for male Protestant and male Roman Catholic applicants (Chart 8.37). Consequently, male Protestants' share of civil service applicants increased by [5 pp] overall from [23.9%] in 2001 to [28.9%] in 2011, whilst male Roman Catholics' share increased by [4.6 pp] overall from [20.9%] to [25.5%].



### 8.5.2 The Civil Service Workforce: Appointees

There were 966 appointees to the civil service in 2011 (Table 8.5), a decrease of 53.9% (-1,130) from 2010.

**Table 8.5: Civil Service Appointees by Community Background and Sex in 2011**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>288</b>	49.8% [33.1%]	<b>228</b>	39.4% [26.2%]	<b>62</b>	10.7%	<b>578</b>	59.8%
<b>Female</b>	<b>187</b>	48.2% [21.5%]	<b>167</b>	43.0% [19.2%]	<b>34</b>	8.8%	<b>388</b>	40.2%
<b>Total</b>	<b>475</b>	49.2% [54.6%]	<b>395</b>	40.9% [45.4%]	<b>96</b>	9.9%	<b>966</b>	100.0%

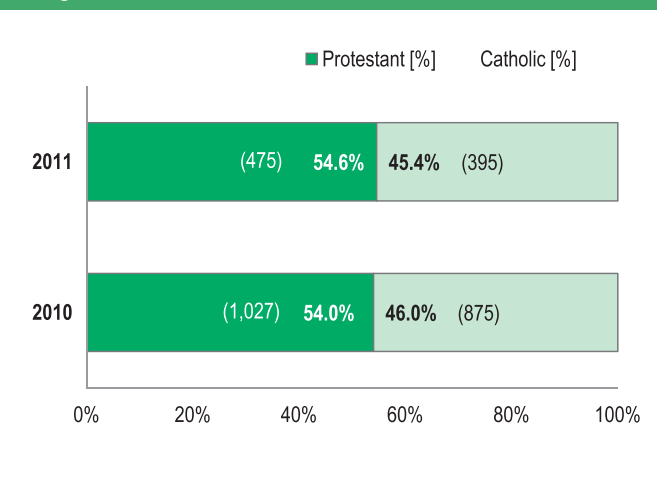
### 8.5.2.1 Community Background

In 2011, there were [54.6%] Protestant and [45.4%] Roman Catholic civil service appointees (Chart 8.38).

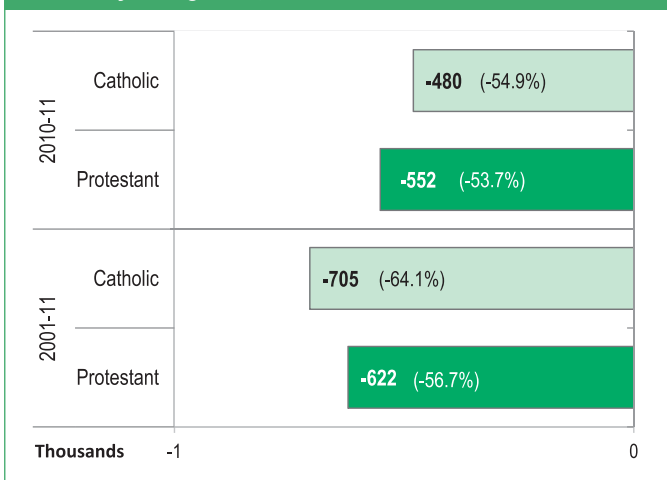
Between 2010 and 2011, the decrease in the number of Protestant appointees was greater than that for Roman Catholic appointees (Chart 8.39). However, proportionally Roman Catholic appointees decreased by more than Protestant appointees. Consequently, the Protestant share of civil service appointees increased by [0.6 pp] from [54.0%] in 2010.

During the period 2001-2011, the overall decrease in the numbers of Roman Catholic appointees was greater than that for Protestant appointees (Chart 8.39). Consequently, the Protestant share of civil service appointees increased overall by [4.7 pp] from [49.9%] in 2001 to [54.6%] in 2011. Over this period, year-on-year, the proportions of appointees accounted for by Protestant and Roman Catholics have fluctuated. However, since 2004, Protestants have consistently accounted for a greater proportion of appointees when compared to Roman Catholic appointees (Chart 8.40).

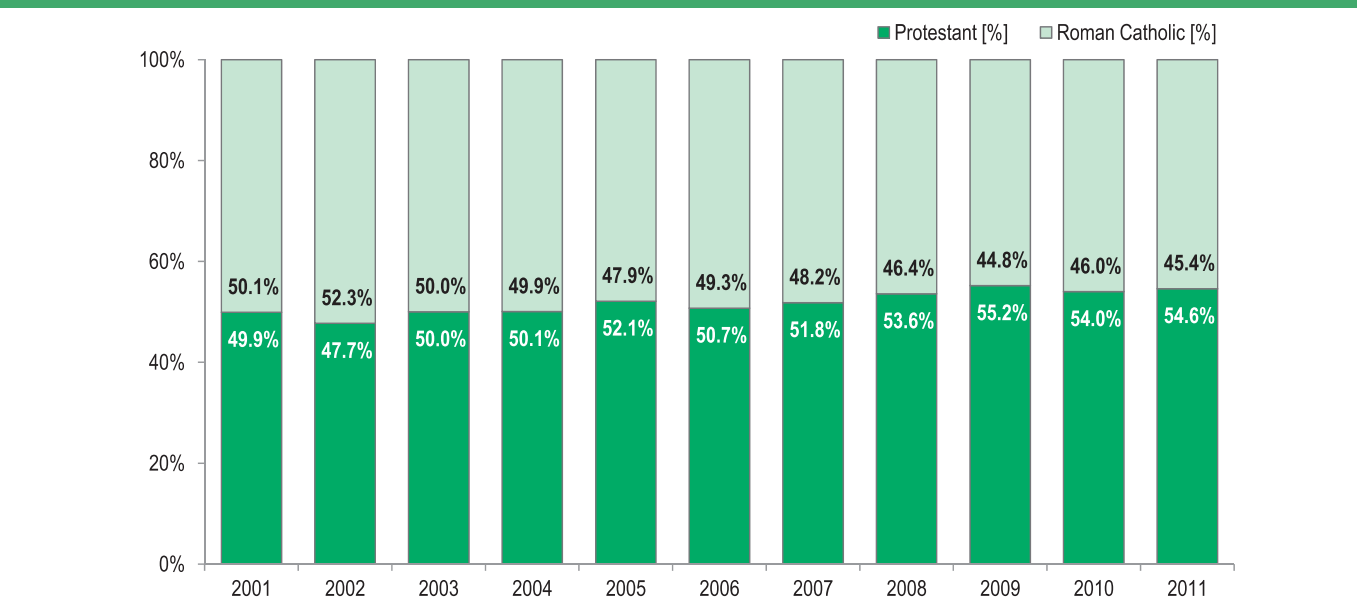
**Chart 8.38: Civil Service Appointees [%] by Community Background, 2010-2011**



**Chart 8.39: Changes in Civil Service Appointees (n) by Community Background, 2010-2011 and 2001-2011**



**Chart 8.40: Civil Service Appointees [%] by Community Background, 2001-2011**



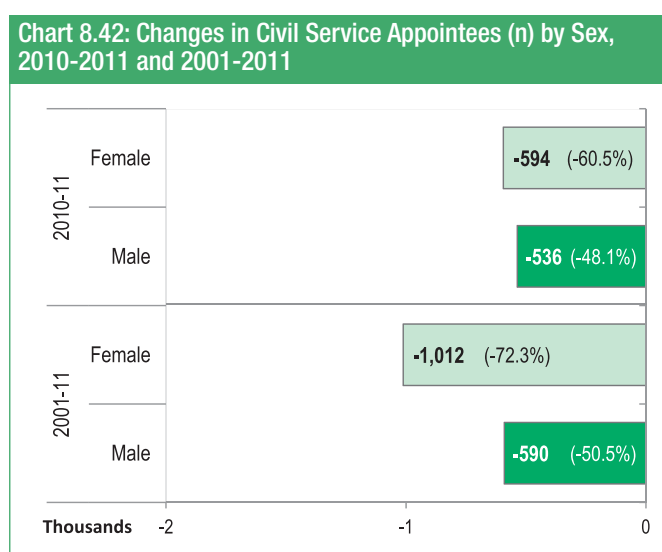
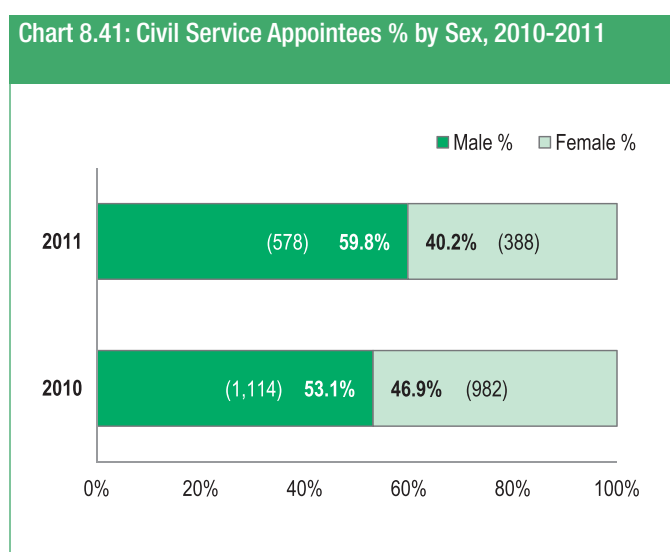


### 8.5.2.2 Sex

In 2011, the majority (59.8%) of appointees to the civil service were male; whilst two-fifths were female (Chart 8.41).

Between 2010 and 2011, the number of female appointees to the civil service decreased by a slightly greater amount than did male appointees. Furthermore, proportionally, the decrease in female appointees was much greater than that for male appointees (Chart 8.42). Consequently, the male share of civil service appointees increased by (6.7 pp) from 53.1% in 2010.

During the period 2001-2011, the overall decrease in the number of female civil service appointees was greater than that for male appointees (Chart 8.42). Consequently, the male share of civil service appointees increased by (14.3 pp) overall from 45.5% in 2001 to 59.8% in 2011.

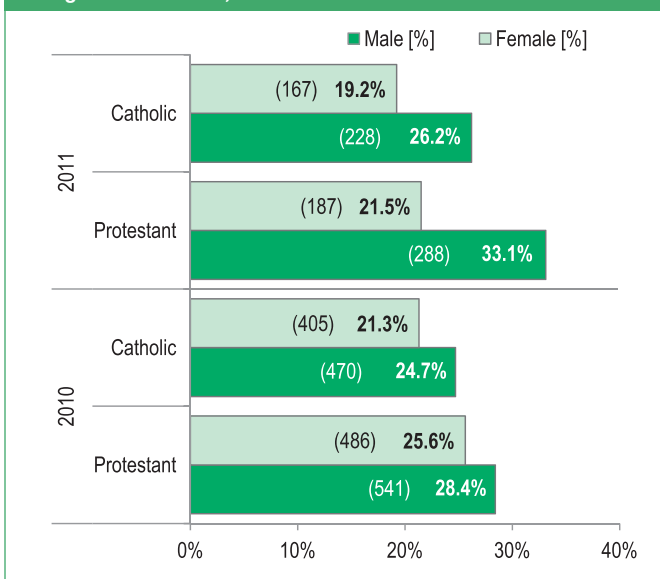
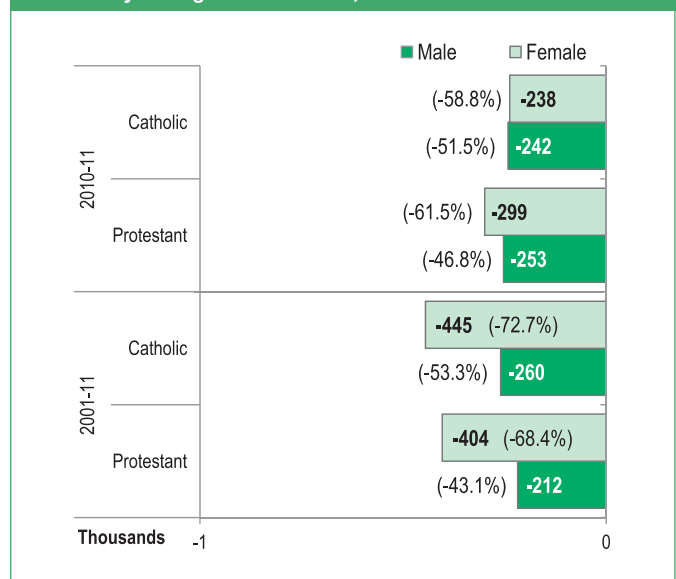


### 8.5.2.3 Community Background and Sex

In 2011, male Protestants comprised one-third of appointees to the civil service, whilst male Roman Catholics comprised more than one-quarter of appointees (Chart 8.43). Female Protestants and female Roman Catholics each comprised around one-fifth of appointees to the civil service.

Between 2010 and 2011, female Protestant appointees decreased by the greatest amount, whilst female Roman Catholic appointees decreased by the smallest amount (Chart 8.44). However, proportionally, the decrease in female Roman Catholic appointees was similar to that for female Protestant appointees. Consequently, male Protestants' share of civil service appointees increased by [4.7 pp] from [28.4%] in 2010, whilst male Roman Catholics' share increased by [1.5 pp] from [24.7%].

During the period 2001-2011, the overall decreases in the numbers of female Protestant and female Roman Catholic civil service appointees were greater than those for male Protestant and male Roman Catholic appointees (Chart 8.44). Consequently, male Protestants' share of civil service appointees increased by [10.1 pp] overall from [23.0%] in 2001 to [33.1%] in 2011, whilst male Roman Catholics' share increased by [4.0 pp] overall from [22.2%] to [26.2%].

**Chart 8.43: Civil Service Appointees [%] by Community Background and Sex, 2010-2011**

**Chart 8.44: Changes in Civil Service Appointees (n) by Community Background and Sex, 2010-2011 and 2001-2011**


### 8.5.3 The Civil Service Workforce: Promotees

There were 702 promotees in the civil service in 2011 (Table 8.6), a decrease of 63.1% (-1,199) from 2010.

**Table 8.6: Civil Service Promotees by Community Background and Sex in 2011**

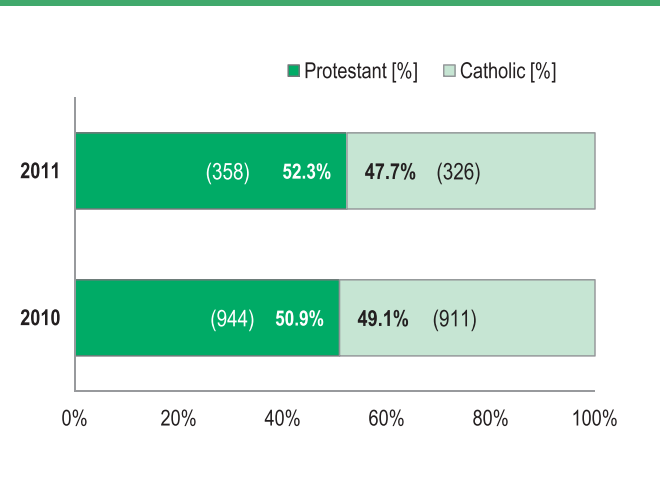
	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>202</b>	54.2% [29.5%]	<b>164</b>	44.0% [24.0%]	*	1.9%	<b>373</b>	53.1%
<b>Female</b>	<b>156</b>	47.4% [22.8%]	<b>162</b>	49.2% [23.7%]	#	3.3%	<b>329</b>	46.9%
<b>Total</b>	<b>358</b>	51.0% [52.3%]	<b>326</b>	46.4% [47.7%]	<b>18</b>	2.6%	<b>702</b>	100.0%

#### 8.5.3.1 Community Background

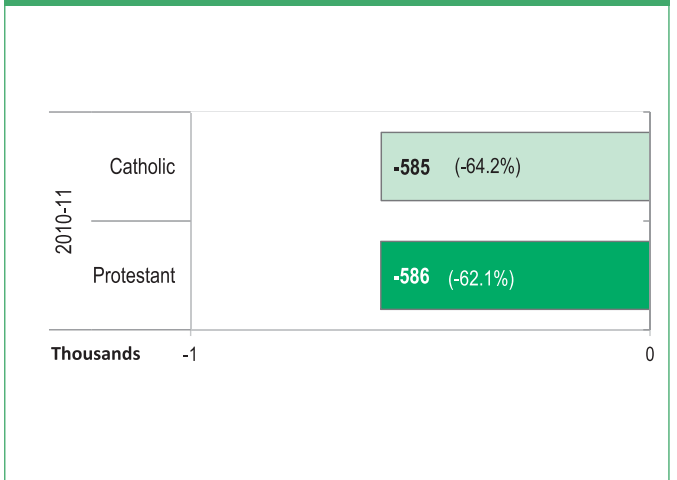
In 2011, there were [52.3%] Protestant and [47.7%] Roman Catholic civil service promotees (Chart 8.45).

Between 2010 and 2011, the numbers of Protestant and Roman Catholic civil service promotees decreased by similar amounts (Chart 8.46). However, proportionally the decrease in Roman Catholic promotees was greater than that for Protestant promotees. Consequently, the Protestant share of civil service promotees increased by [1.4 pp] from [50.9%] in 2010.

**Chart 8.45: Civil Service Promotees [%] by Community Background, 2010-2011**



**Chart 8.46: Changes in Civil Service Promotees (n) by Community Background, 2010-2011**

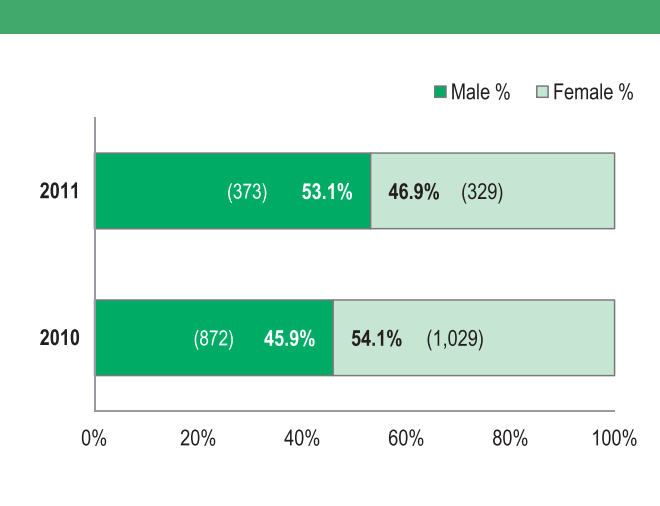


**8.5.3.2 Sex**

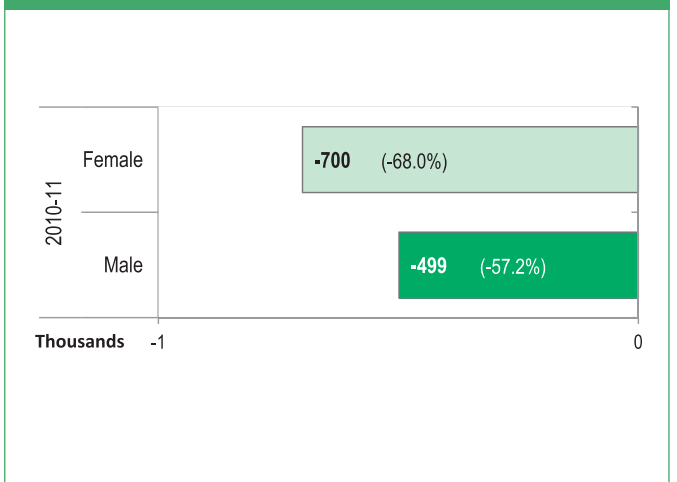
In 2011, 53.1% of promotees in the civil service were male; whilst 46.9% were female (Chart 8.47).

Between 2010 and 2011, the decrease in the number of female promotees in the civil service was greater than that for male promotees (Chart 8.48). Consequently, the male share of promotees increased by (7.3 pp) from 45.9% in 2010.

**Chart 8.47: Civil Service Promotees % by Sex, 2010-2011**



**Chart 8.48: Changes in Civil Service Promotees (n) by Sex, 2010-2011**



### 8.5.3.3 Community Background and Sex

In 2011, male Protestants comprised nearly 30 percent of promotees in the civil service (Chart 8.49). Female Protestants, male Roman Catholics and female Roman Catholics each comprised around one-quarter of promotees in the civil service.

Between 2010 and 2011, the decreases in the numbers of female Protestant and female Roman Catholic promotees were greater than those for male Protestant and male Roman Catholic promotees (Chart 8.50). Consequently, male Protestants' share of civil service promotees increased by [5.1 pp] overall from [24.4%] in 2010, whilst male Roman Catholics' share increased by [2.8 pp] from [21.2%].

Chart 8.49: Civil Service Promotees [%] by Community Background and Sex, 2010-2011

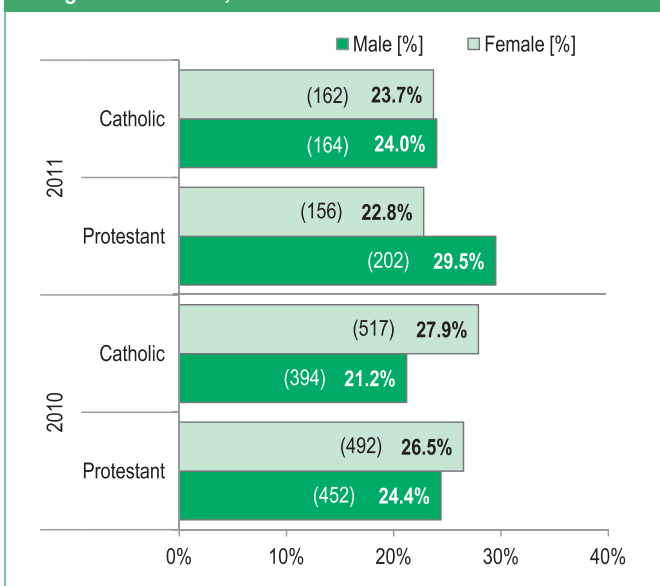
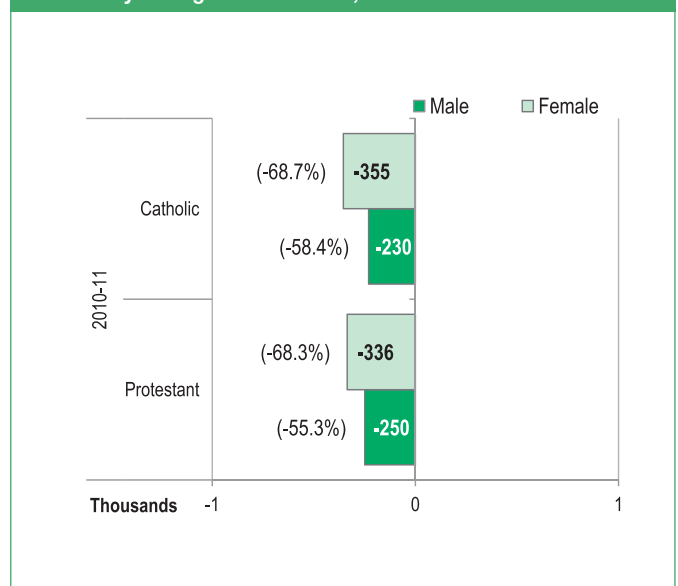


Chart 8.50: Changes in Civil Service Promotees (n) by Community Background and Sex, 2010-2011



### 8.5.4 The Civil Service Workforce: Leavers

There were 2,090 leavers from the civil service in 2011 (Table 8.7), a decrease of 5.7% (-126) from 2010.

Table 8.7: Civil Service Leavers by Community Background and Sex in 2011

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>654</b>	55.1% [33.9%]	<b>444</b>	37.4% [23.0%]	<b>89</b>	7.5%	<b>1,187</b>	56.8%
<b>Female</b>	<b>476</b>	52.7% [24.6%]	<b>358</b>	39.6% [18.5%]	<b>69</b>	7.6%	<b>903</b>	43.2%
<b>Total</b>	<b>1,130</b>	54.1% [58.5%]	<b>802</b>	38.4% [41.5%]	<b>158</b>	7.6%	<b>2,090</b>	100.0%

### 8.5.4.1 Community Background

In 2011, there were [58.5%] Protestant and [41.5%] Roman Catholic civil service leavers (Chart 8.51).

Between 2010 and 2011, the decrease in the number of Roman Catholic civil service leavers was greater than that for Protestant leavers (Chart 8.52). Consequently, the Protestant share of civil service leavers increased by [3.1 pp] from [55.4%] in 2010.

Chart 8.51: Civil Service Leavers [%] by Community Background, 2010-2011

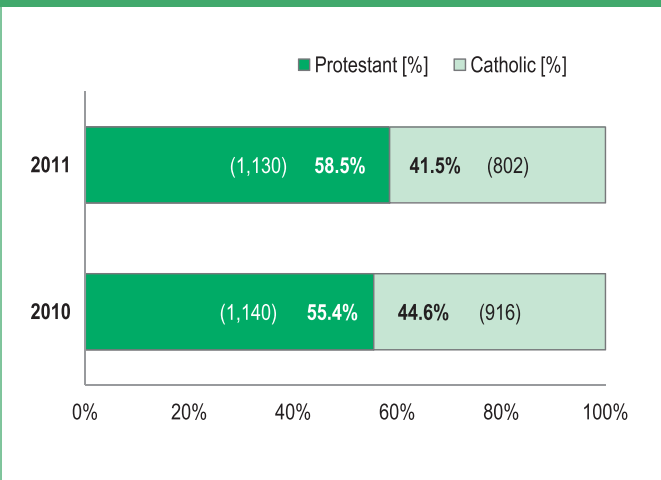
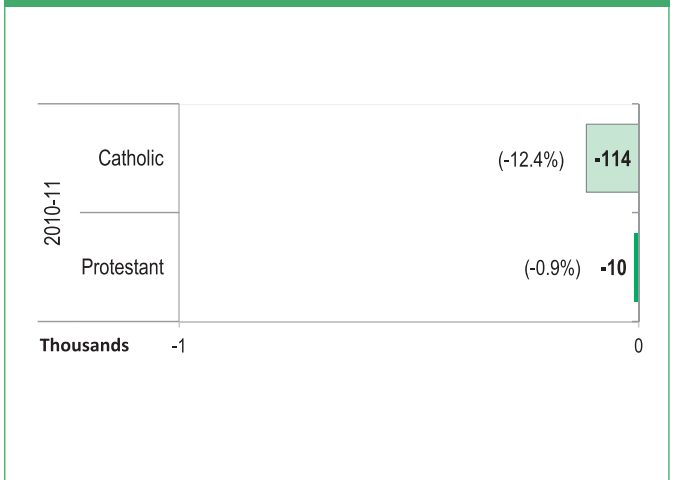


Chart 8.52: Changes in Civil Service Leavers (n) by Community Background, 2010-2011



### 8.5.4.2 Sex

In 2011, 56.8% of leavers from the civil service were male, whilst 43.2% were female (Chart 8.53).

Between 2010 and 2011, the number of male leavers from the civil service increased, whilst the number of female leavers decreased (Chart 8.54). Consequently, the male share of civil service leavers increased by (5.1 pp) from 51.7% in 2010.

Chart 8.53: Civil Service Leavers % by Sex, 2010-2011

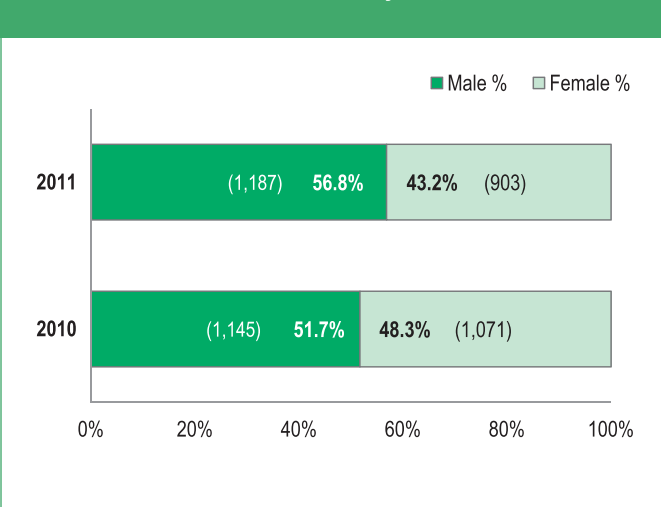
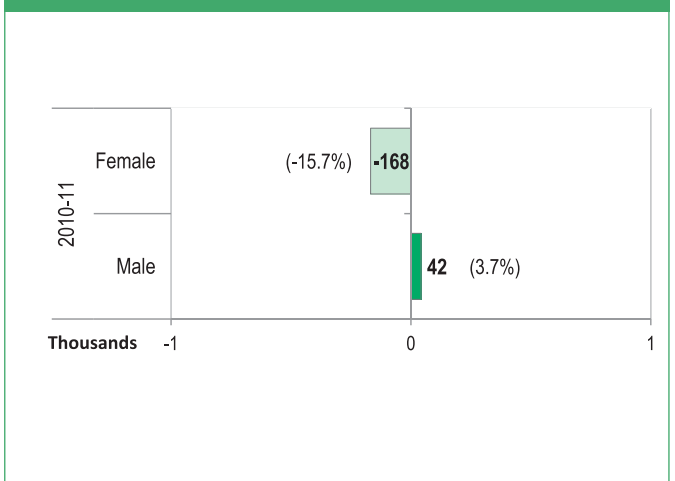


Chart 8.54: Changes in Civil Service Leavers (n) by Sex, 2010-2011



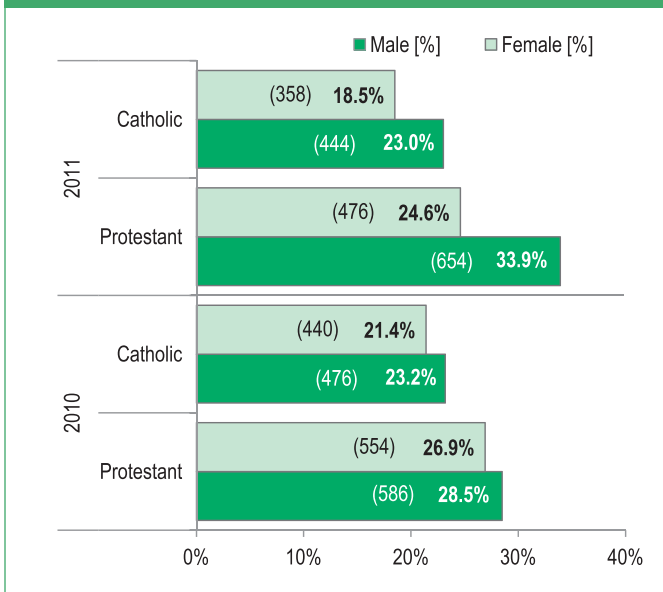
### 8.5.4.3 Community Background and Sex

In 2011, male Protestants comprised one-third of leavers from the civil service (Chart 8.55).

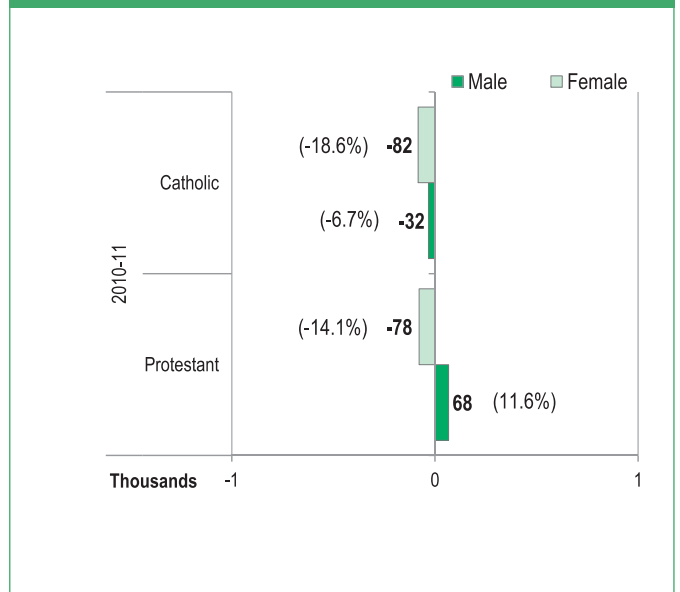
Female Protestants and male Roman Catholics each comprised around one-quarter of leavers in the civil service, whilst female Roman Catholics comprised less than one-fifth of leavers.

Between 2010 and 2011, male Protestants were the only group to increase in numbers of leavers from the civil service (Chart 8.56). Consequently, male Protestants' were the only group to see an increase in their share of civil service leavers, by [5.4 pp] from [28.5%] in 2010.

**Chart 8.55: Civil Service Leavers [%] by Community Background and Sex, 2010-2011**



**Chart 8.56: Changes in Civil Service Leavers (n) by Community Background and Sex, 2010-2011**



## 8.6 Additional Tables for Chapter 8

Table 8.8: Civil Service (All) Employees by Community Background and SOC in 2011								
SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	302	1.7	63.4	174	1.2	36.6	476	1.5
SOC 2	1,922	10.9	55.2	1,561	10.5	44.8	3,483	10.7
SOC 3	5,197	29.4	61.3	3,280	22.1	38.7	8,477	26.1
SOC 4	8,327	47.1	48.3	8,908	60.0	51.7	17,235	53.0
SOC 5	199	1.1	64.0	112	0.8	36.0	311	1.0
SOC 6	75	0.4	78.1	21	0.1	21.9	96	0.3
SOC 7	*	0.0	-	*	0.0	-	*	0.0
SOC 8	272	1.5	56.1	213	1.4	43.9	485	1.5
SOC 9	1,367	7.7	70.4	574	3.9	29.6	1,941	6.0
<b>Total</b>	<b>17,662</b>	<b>100.0</b>	<b>54.3</b>	<b>14,843</b>	<b>100.0</b>	<b>45.7</b>	<b>32,505</b>	<b>100.0</b>

Table 8.9: Civil Service Full-time Employees by Community Background and SOC in 2011								
SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	301	1.7	63.6	172	1.2	36.4	473	1.5
SOC 2	1,899	11.0	55.0	1,553	10.7	45.0	3,452	10.9
SOC 3	5,164	30.0	61.3	3,260	22.4	38.7	8,424	26.5
SOC 4	7,954	46.2	47.8	8,682	59.6	52.2	16,636	52.3
SOC 5	198	1.2	64.1	111	0.8	35.9	309	1.0
SOC 6	75	0.4	78.9	20	0.1	21.1	95	0.3
SOC 7	*	0.0	-	*	0.0	-	*	0.0
SOC 8	271	1.6	56.0	213	1.5	44.0	484	1.5
SOC 9	1,345	7.8	70.3	567	3.9	29.7	1,912	6.0
<b>Total</b>	<b>17,208</b>	<b>100.0</b>	<b>54.1</b>	<b>14,578</b>	<b>100.0</b>	<b>45.9</b>	<b>31,786</b>	<b>100.0</b>

Table 8.10: Civil Service Part-time Employees by Community Background and SOC in 2011								
SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	*	0.2	-	*	0.8	-	*	-
SOC 2	#	5.1	-	*	3.0	-	31	4.3
SOC 3	33	7.3	62.3	20	7.5	37.7	53	7.4
SOC 4	373	82.2	62.3	226	85.3	37.7	599	83.3
SOC 5	*	0.2	-	*	0.4	-	*	0.3
SOC 6	*	0.0	-	*	0.0	-	*	0.0
SOC 7	0	0.0	0	0	0.0	0	0	0.0
SOC 8	*	0.2	-	*	0.0	-	*	0.1
SOC 9	#	4.8	-	*	2.6	-	29	4.0
<b>Total</b>	<b>454</b>	<b>100.0</b>	<b>63.1</b>	<b>265</b>	<b>100.0</b>	<b>36.9</b>	<b>719</b>	<b>100.0</b>





## Chapter 9

# PUBLIC SECTOR – SECURITY RELATED

# 9. Public Sector – Security-related

## Key Details

### ALL EMPLOYEES

- The composition of the security-related sector workforce was 9,322 [76.4%] Protestant and 2,879 [23.6%] Roman Catholic.
- Between 2010 and 2011, total Protestant employment decreased by 4.9% (-481), while total Roman Catholic employment increased by 3.6% (99). Thus, overall the Roman Catholic share of the workforce increased by [1.5 pp] from [22.1%] to [23.6%].
- The security-related sector accounted for 6.8% of all public sector employment. This represents a decrease in employees of 3.2% (-418) from 2010.
- When compared to other public sector components, males comprised a greater than average proportion of security-related employees (66.9%).

### FULL-TIME WORKFORCE

- The composition of the full-time workforce was 8,717 [75.5%] Protestant and 2,823 [24.5%] Roman Catholic.
- Between 2010 and 2011, full-time Protestant employment decreased by 4.8% (-442), while full-time Roman Catholic employment increased by 3.7% (102). Thus, overall the Roman Catholic share of the full-time security-related workforce increased by [1.6 pp] from [22.9%] to [24.5%].
- The full-time workforce accounted for 94.7% of the security-related workforce, and comprised 12,005 employees. This represents a decrease of 3.0% (-375) compared with 2010, the majority of whom were male Protestant employees (-417).

### PART-TIME WORKFORCE

- The composition of the part-time workforce was 605 [91.5%] Protestant and 56 [8.5%] Roman Catholic.
- Between 2010 and 2011, part-time Protestant employment decreased by 6.1% (-39), while part-time Roman Catholic employment decreased by 5.1% (-3). Thus, overall the Roman Catholic share of the part-time workforce increased by [0.1 pp] from [8.4%] to [8.5%].
- The part-time workforce accounted for 5.3% of the security-related workforce, and comprised 669 employees. This represents a decrease of 6.0% (-43) in employees from 2010.

### FLOWS IN EMPLOYMENT

- The number of applicants to the security-related sector (10,146) was at its lowest for the period 2008-2011. The composition was [61.4%] Protestant and [38.6%] Roman Catholic.
- The number of appointees to the security-related sector (367) was at its lowest for the period 2008-2011. The composition was [49.6%] Protestant and [50.4%] Roman Catholic.
- The number of leavers from the security-related sector (812) was at its lowest for the period 2008-2011. The composition was [86.6%] Protestant and [13.4%] Roman Catholic.

## 9.1 The Security-related Workforce: Introduction

The purpose of this chapter is to help inform employers and other interested parties about wider compositional trends within the security-related sector that, alongside information on labour availability, may better inform their own considerations of fair participation in specific employment(s).

In 2011, a total of 4 security-related public authorities submitted monitoring returns to the Commission, accounting for 6.8% of all public sector employment.<sup>24</sup> The security-related sector has contracted every year since 2001 (n= 21,329), and now contains 12,674 employees.

### 9.1.1 Dynamic of Change: Security-related Workforce 2010-2011

Between 2010 and 2011, the greatest decreases in employee numbers were among full-time and part-time male Protestant employees (-417 and -29 respectively). There were smaller decreases in the numbers of full-time and part-time female Protestant employees (-25 and -10 respectively). The numbers of full-time male Roman Catholic and female Roman Catholic employees increased, by 56 and 46 respectively. In contrast, the number of part-time male Roman Catholic employees decreased slightly (-3), whilst the numbers of part-time female Roman Catholic employees remained unchanged. As a result of the net overall increase in Roman Catholic employment, the Catholic share of the security-related workforce increased by [1.5 pp] from [22.1%] in 2010 to [23.6%] in 2011.

## 9.2 The Security-related Workforce: All Employees

There were 12,674 employees in the security-related sector in 2011 (Table 9.1), a decrease of 3.2% (-418) from 2010.

	Protestant		Roman Catholic		Non-Determined		Total	
Male	6,251	73.7% [51.2%]	1,835	21.6% [15.0%]	390	4.6%	8,476	66.9%
Female	3,071	73.2% [25.2%]	1,044	24.9% [8.6%]	83	2.0%	4,198	33.1%
Total	9,322	73.6% [76.4%]	2,879	22.7% [23.6%]	473	3.7%	12,674	100.0%

### 9.2.1 Community Background

In 2011, [76.4%] of security-related sector employees were Protestant, while [23.6%] were Roman Catholics (Chart 9.1).

Between 2010 and 2011, the number of Protestant employees decreased, whilst the number of Roman Catholic employees increased (Chart 9.2). Thus, the Roman Catholic share of the security-related workforce increased by [1.5 pp] from [22.1%] in 2010.

During the period 2001-2011, the number of Protestant employees decreased, whilst the number of Roman Catholic employees increased (Chart 9.2). Thus, the Roman Catholic share of the security-related sector workforce increased by [15.2 pp] overall from [8.4%] to [23.6%]. The Roman Catholic share of employees has increased year-on-year during this period (Chart 9.3).

<sup>24</sup> This figure includes 1,801 Northern Ireland Prison Service employees who are included within the Civil Service monitoring return. They are also counted as a public authority and included in the Security-related returns for illustrative purposes, to provide an accurate picture of security-related employment.

Chart 9.1: Security-related (All) Employees [%] by Community Background, 2010-2011

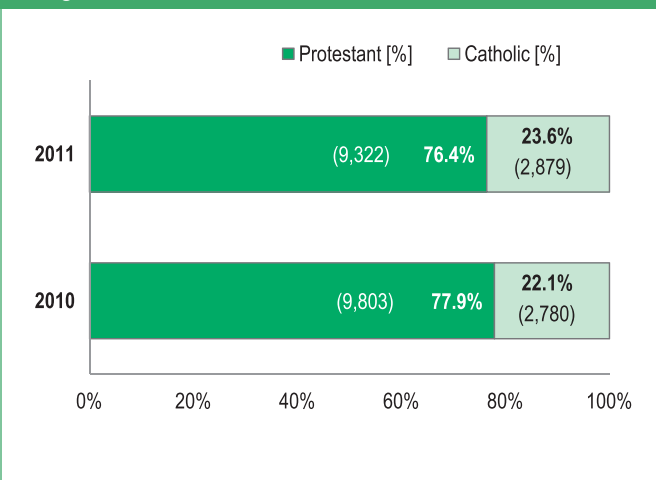


Chart 9.2: Changes in Security-related (All) Employees (n) by Community Background, 2010-2011 and 2001-2011

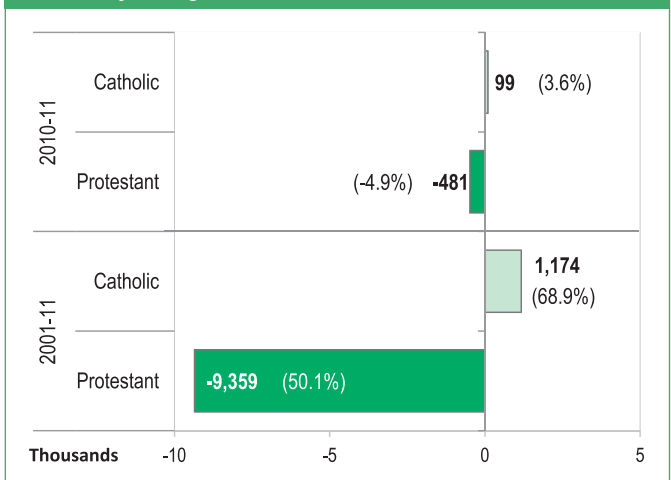
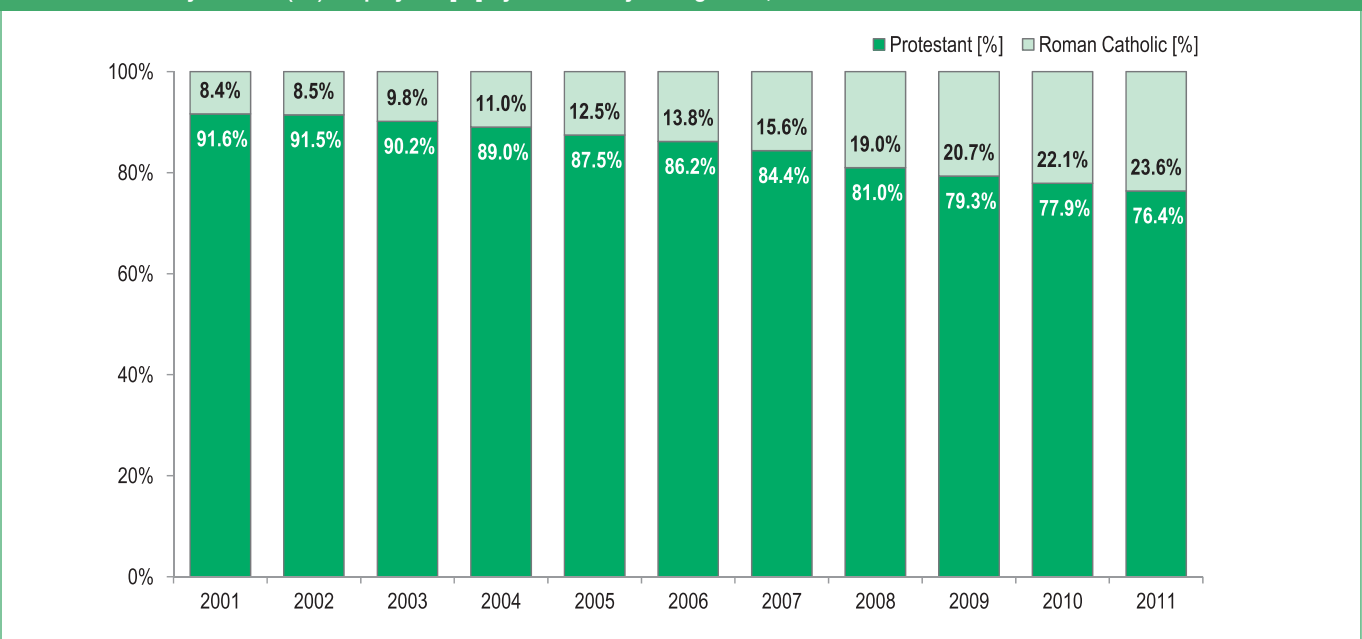


Chart 9.3: Security-related (All) Employees [%] by Community Background, 2001-2011



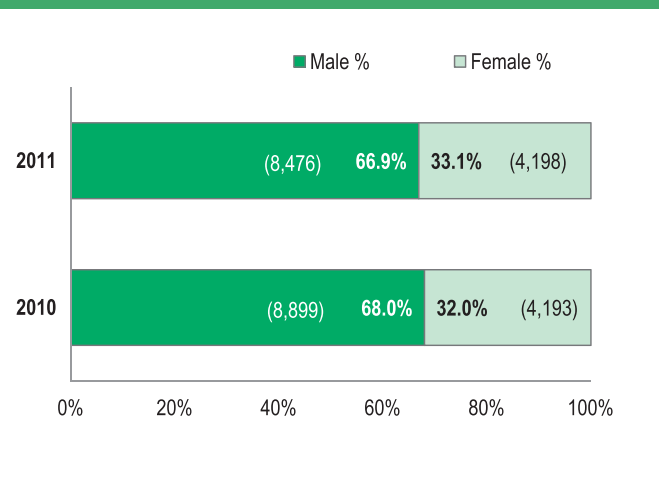
### 9.2.2 Sex

In 2011, two-thirds of security-related sector employees were male, whilst one-third were female (Chart 9.4).

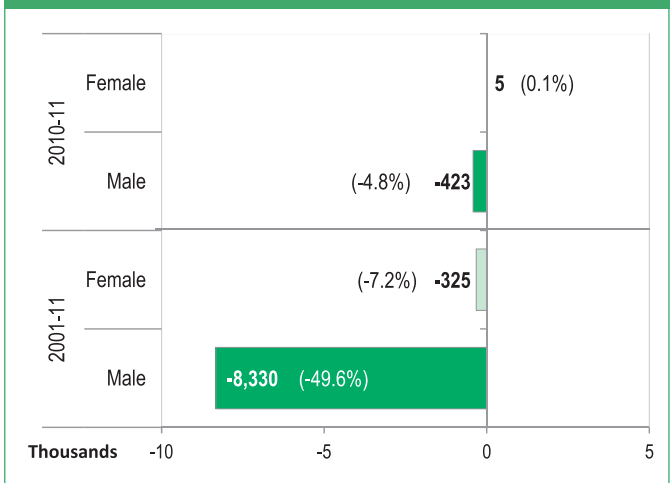
Between 2010 and 2011, the number of male security-related sector employees decreased, whilst the number of female employees increased slightly (Chart 9.5). Consequently, the female share of the security-related workforce increased by (1.1 pp) from 32.0% in 2010.

During the period 2001-2011, the decrease in the number of male security-related sector employees was greater than that for female employees (Chart 9.5). Thus, the female share of the security-related workforce increased by (11.9 pp) overall from 21.2% in 2001 to 33.1% in 2011.

**Chart 9.4: Security-related (All) Employees % by Sex, 2010-2011**



**Chart 9.5: Changes in Security-related (All) Employees (n) by Sex, 2010-2011 and 2001-2011**



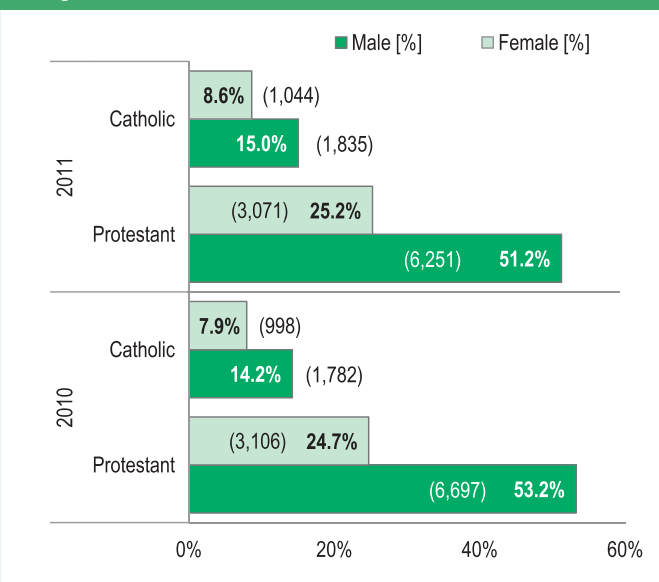
### 9.2.3 Community Background and Sex

In 2011, male Protestant employees comprised the majority of the security-related workforce [51.2%] (Chart 9.6). Female Protestants comprised one-quarter of the workforce, whilst male Roman Catholics comprised less than one-sixth of the workforce. Female Roman Catholic representation was [8.6%].

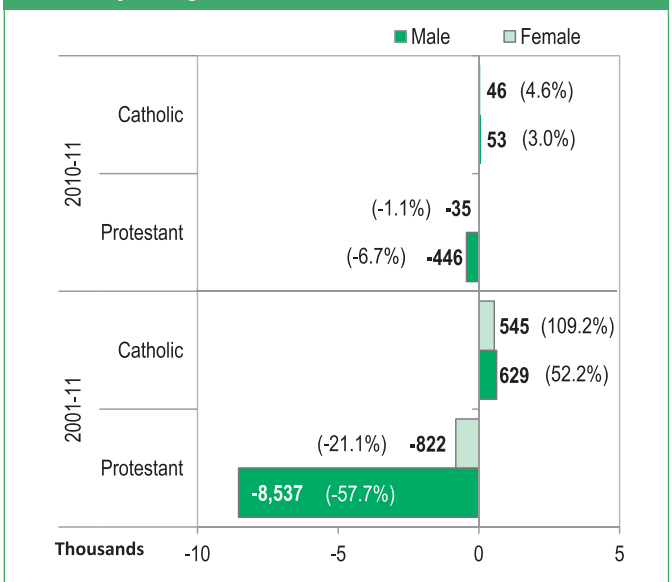
Between 2010 and 2011, the numbers of male Roman Catholic and female Roman Catholic employees increased, whilst the numbers of male Protestant and female Protestant employees decreased (Chart 9.7). The decrease in male Protestant employment was far greater than that for female Protestant employees. Consequently, male Protestant employees were the only group to see a decrease in their share of the security-related workforce, by [2.0 pp] from [53.2%] in 2010.

During the period 2001-2011, the numbers of male Roman Catholic and female Roman Catholic employees increased overall, whilst the numbers of male Protestant and female Protestant employees decreased (Chart 9.7). The decrease in male Protestant employment was far greater than that for female Protestant employees. Consequently, male Protestant employees were the only group to see an overall decrease in their share of the security-related workforce, by [21.3 pp] from [72.5%] in 2001.

**Chart 9.6: Security-related (All) Employees [%] by Community Background and Sex, 2010-2011**



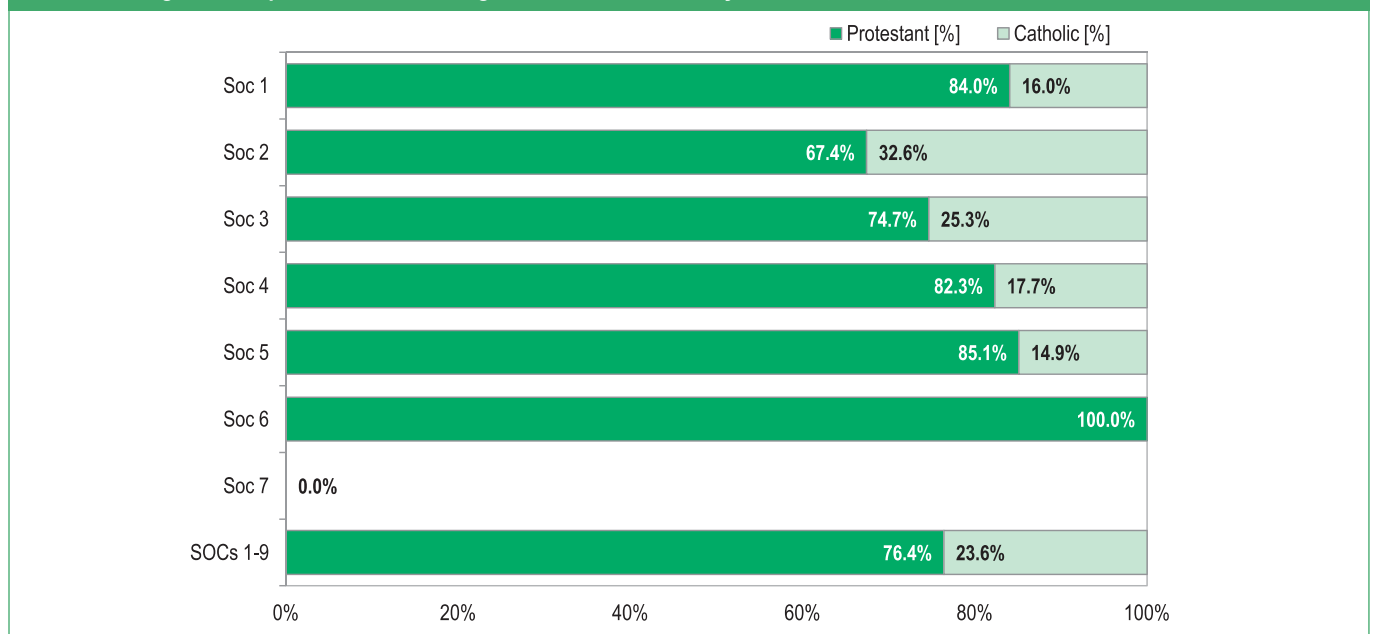
**Chart 9.7: Changes in Security-related (All) Employees (n) by Community Background and Sex, 2010-2011 and 2001-2011**



### 9.2.4 Community Background and SOC<sup>25</sup>

In 2011, as in previous years, the religious composition of SOC categories 1-9 varied (Chart 9.8). In all SOC categories, Protestants accounted for a greater proportion of employees than did Roman Catholics. However, with reference to the average composition of SOCs 1-9 [76.4% v. 23.6%], Protestant representation in Personal Service Occupations (SOC 6) was [23.6 pp] above average, while in Skilled Trades Occupations (SOC 5) it was [8.7 pp] above average. Conversely, Roman Catholic representation in Professional Occupations (SOC 2) was [9 pp] above average.

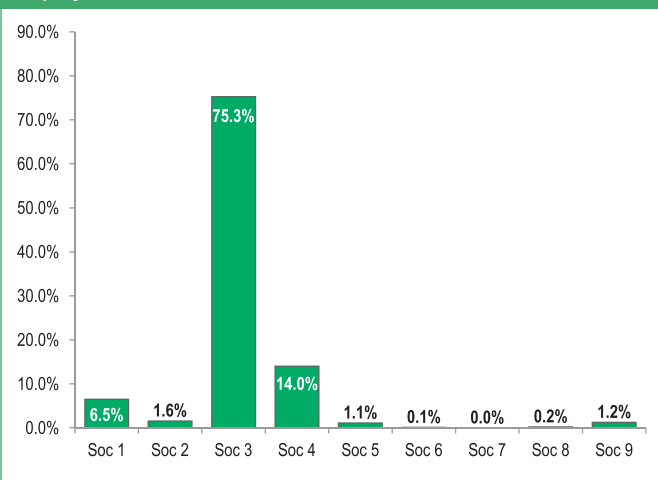
Chart 9.8: Religious Composition of SOC Categories 1-9 in the Security-related Sector, 2011



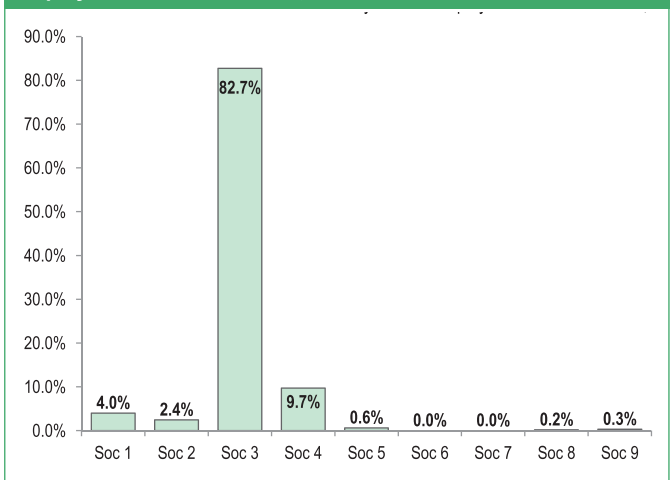
In 2011, the majority of both Protestant and Roman Catholic security-related sector workers were employed in Associate Professional and Technical Occupations (SOC 3). There were no Protestant or Roman Catholic workers employed in Sales and Customer Services Occupations (SOC 7) (Charts 9.9 & 9.10). The distribution of Protestant and Roman Catholic employees was broadly similar across the SOC categories, although notably, both were very concentrated in SOC 3. However, differences in distribution are evident across the SOC categories (Charts 9.9 & 9.10). For example, a greater proportion of Protestant workers than Roman Catholic workers were employed in Administrative and Secretarial Occupations (SOC 4) (14.0% v. 9.7%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in Associate Professional and Technical Occupations (SOC 3) (82.7% v. 74.7%). For further details on the composition of the security-related sector workforce by SOC, see Table 9.8 at the end of the chapter.

<sup>25</sup> For anonymity purposes, SOC categories with numbers < 10 are excluded from any religious composition analysis.

**Chart 9.9: Distribution of Protestant Security-related Employees across SOC 1-9, 2011**



**Chart 9.10: Distribution of Catholic Security-related Employees across SOC 1-9, 2011**



### 9.3 The Security-related Workforce: Full-time Employees

There were 12,005 full-time employees in the security-related sector in 2011 (Table 9.2), a decrease of 3.0% (-375) from 2010.

**Table 9.2: Security-related Sector Full-time Employees by Community Background and Sex in 2011**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>5,898</b>	72.9% [51.1%]	<b>1,807</b>	22.3% [15.7%]	<b>385</b>	4.8%	<b>8,090</b>	67.4%
<b>Female</b>	<b>2,819</b>	72.0% [24.4%]	<b>1,016</b>	26.0% [8.8%]	<b>80</b>	2.0%	<b>3,915</b>	32.6%
<b>Total</b>	<b>8,717</b>	72.6% [75.5%]	<b>2,823</b>	23.5% [24.5%]	<b>465</b>	3.9%	<b>12,005</b>	100.0%

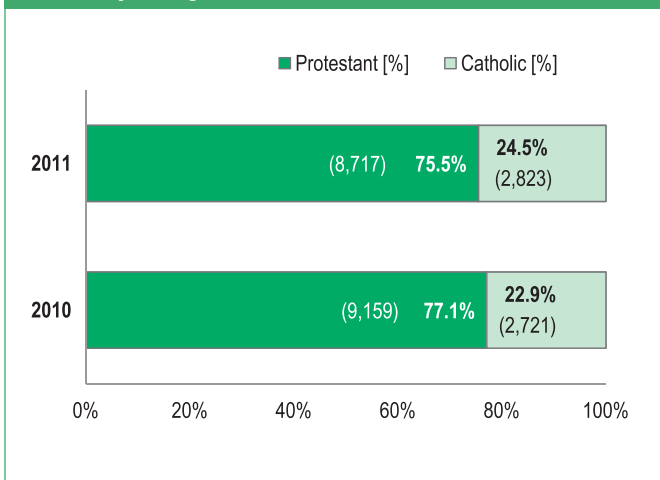
#### 9.3.1 Community Background

**In 2011, more than three-quarters of full-time security-related sector employees were Protestant, while less than one-quarter were Roman Catholic (Chart 9.11).**

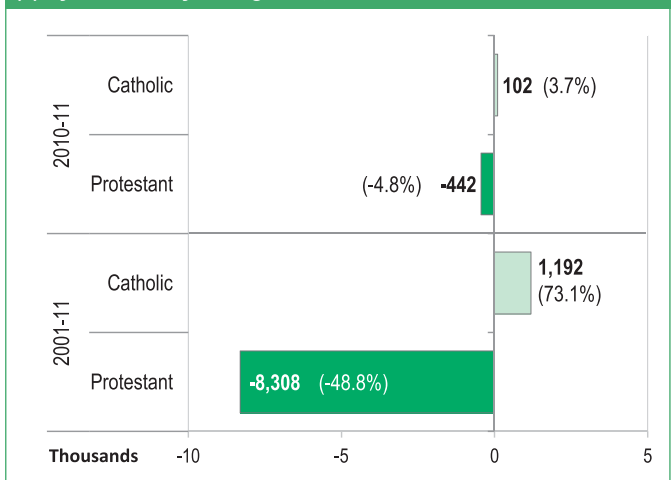
Between 2010 and 2011, the number of Protestant full-time employees decreased, whilst the number of Roman Catholic employees increased (Chart 9.12). Thus, the Roman Catholic share of the full-time security-related workforce increased by [1.6 pp] from [22.9%] in 2010.

During the period 2001-2011, the number of Protestant full-time employees decreased overall, whilst the number of Roman Catholic employees increased (Chart 9.12). Thus, the Roman Catholic share of the full-time security-related sector workforce increased by [15.8 pp] overall from [8.7%] to [24.5%]. The Roman Catholic share of full-time employees has increased year-on-year during this period (Chart 9.13).

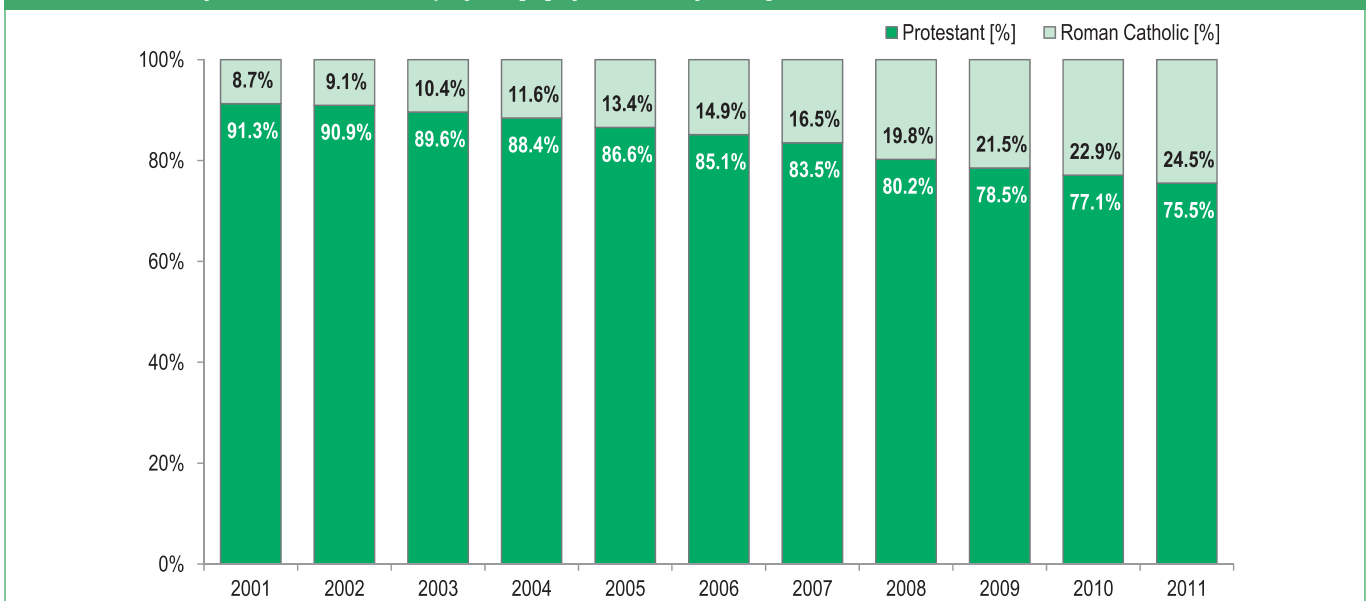
**Chart 9.11: Security-related Full-time Employees [%] by Community Background, 2010-2011**



**Chart 9.12: Changes in Security-related Full-time Employees (n) by Community Background, 2010-2011 and 2001-2011**



**Chart 9.13: Security-related Full-time Employees [%] by Community Background, 2001-2011**



### 9.3.2 Sex

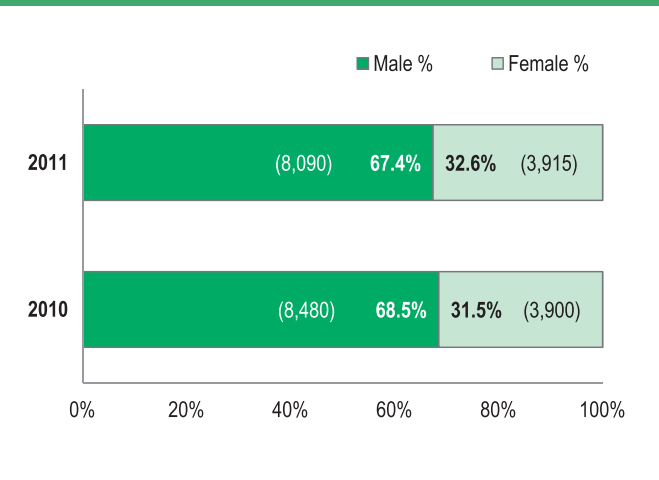
In 2011, more than two-thirds of full-time security-related sector employees were male, whilst less than one-third were female (Chart 9.14).

Between 2010 and 2011, the number of full-time male security-related sector employees decreased, whilst the number of female employees increased slightly (Chart 9.15). Consequently, the female share of the security-related workforce increased by (1.1 pp) from 31.5% in 2010.

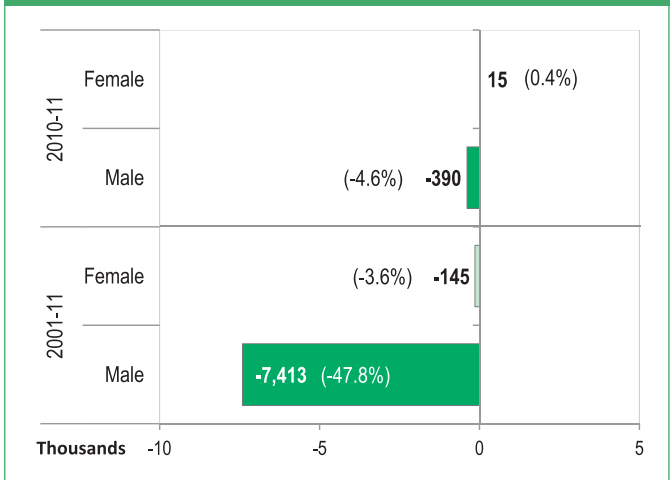
During the period 2001-2011, the overall decrease in the number of male full-time employees was greater than that for female employees (Chart 9.15). Thus, the female share of the full-time security-related sector workforce increased by (11.8 pp) from 20.8% in 2001 to 32.6% in 2011.



**Chart 9.14: Security-related Full-time Employees % by Sex, 2010-2011**



**Chart 9.15: Changes in Security-related Full-time Employees (n) by Sex, 2010-2011 and 2001-2011**



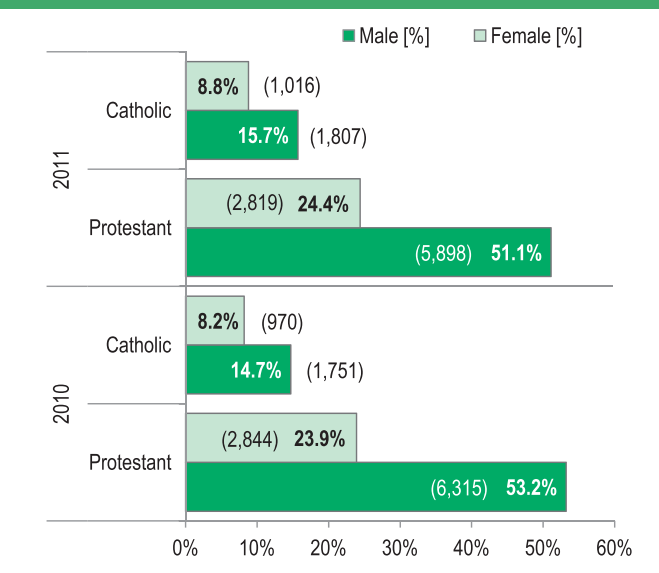
**9.3.3 Community Background and Sex**

In 2011, male Protestant employees comprised the majority of the security-related workforce [51.1%] (Chart 9.16). Female Protestants comprised one-quarter of the workforce, whilst male Roman Catholics comprised less than one-sixth of the workforce. Female Roman Catholic representation was [8.8%].

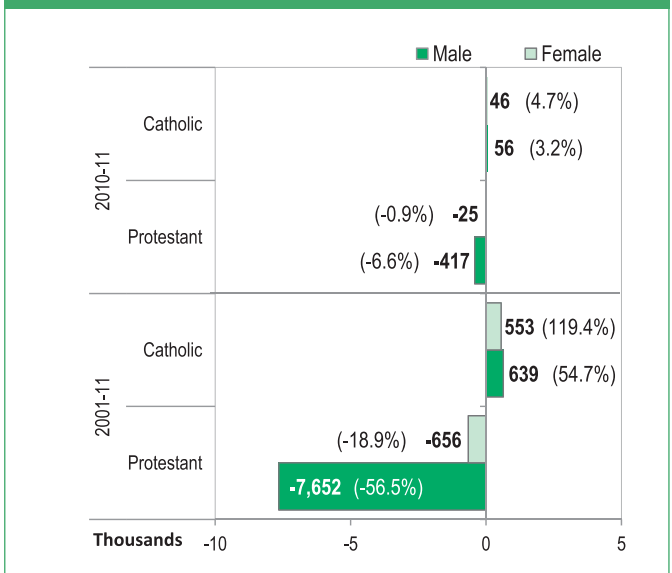
Between 2010 and 2011, the numbers of male Roman Catholic and female Roman Catholic full-time employees increased, whilst the numbers of male Protestant and female Protestant full-time employees decreased (Chart 9.17). The decrease in male Protestant employment was far greater than that for female Protestant employees. Consequently, male Protestant employees were the only group to see a decrease in their share of the full-time security-related workforce, by [2.1 pp] from [53.2%] in 2010.

During the period 2001-2011, the numbers of male Roman Catholic and female Roman Catholic employees increased overall, whilst the numbers of male Protestant and female Protestant employees decreased (Chart 9.17). The decrease in male Protestant employment was far greater than that for female Protestant employees. Consequently, male Protestant employees were the only group to see an overall decrease in their share of the security-related workforce, by [21.5 pp] from [72.6%] in 2001 to [51.5%] in 2011.

**Chart 9.16: Security-related Full-time Employees [%] by Community Background and Sex, 2010-2011**



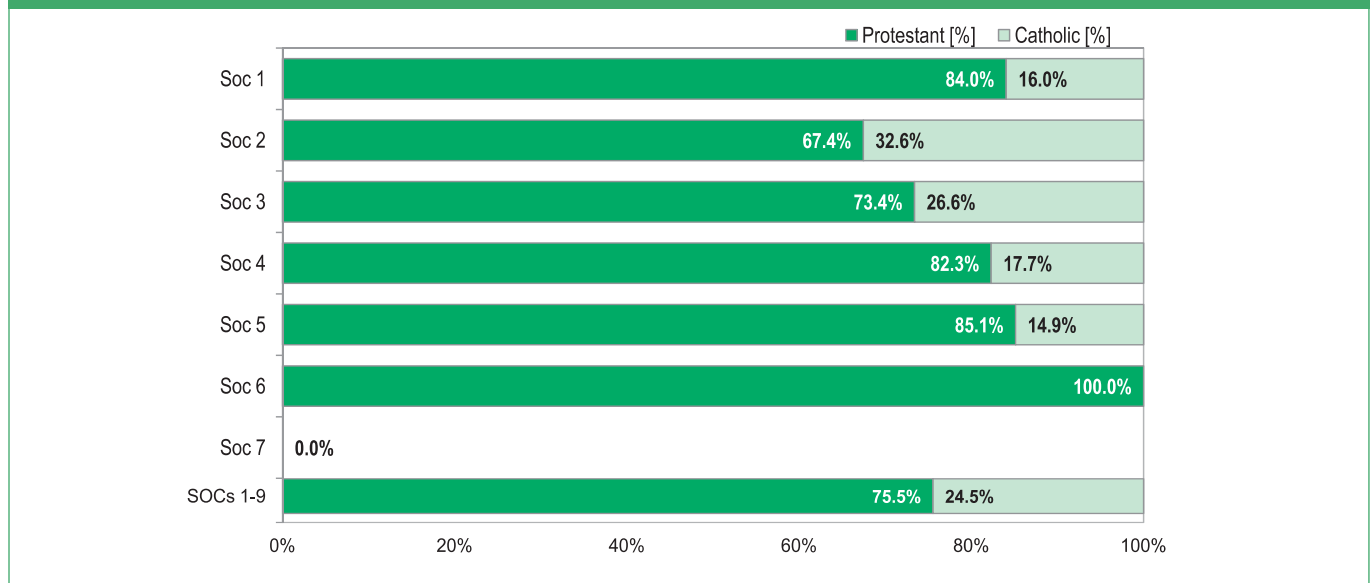
**Chart 9.17: Changes in Security-related Full-time Employees (n) by Community Background and Sex, 2010-2011 and 2001-2011**



### 9.3.4 Community Background and SOC<sup>26</sup>

In 2011, as in previous years, the religious composition of the full-time SOC categories 1-9 varied (Chart 9.18). In all SOC categories, Protestants accounted for a greater proportion of full-time employees than did Roman Catholics. However, with reference to the average composition of SOCs 1-9 [75.5% v. 24.5%], Protestant representation in Personal Service Occupations (SOC 6) was [24.5 pp] above average, whilst in Skilled Trades Occupations (SOC 5) it was [9.6 pp] above average. Conversely, Roman Catholic representation in Professional Occupations (SOC 2) was [8.1 pp] above average, whilst in Associate Professional and Technical Occupations (SOC 3) it was [2.1 pp] above average.

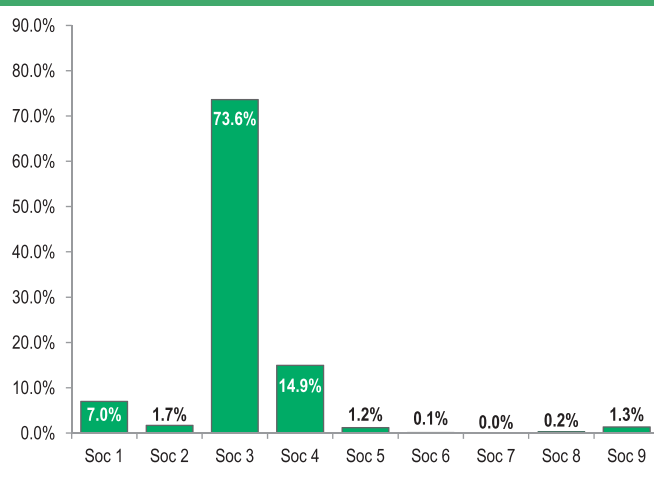
Chart 9.18: Religious Composition of SOC Categories 1-9 in the Full-time Security-related Sector, 2011



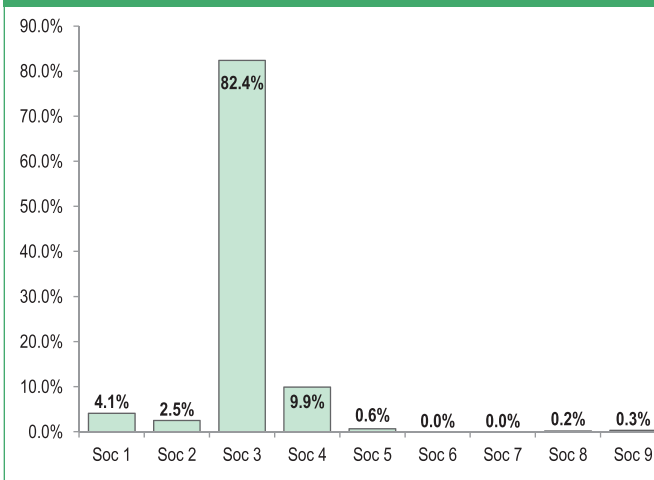
In 2011, the majority of both Protestant and Roman Catholic full-time security-related workers were employed in 3. There were no Protestant or Roman Catholic full-time workers employed in Sales and Customer Service Occupations (SOC 7) (Charts 9.19 & 9.20). The distribution of Protestant and Roman Catholic full-time employees was broadly similar across the SOC categories, although notably, both were very concentrated in SOC 3. However, differences in distribution are evident across the SOC categories (Charts 9.19 & 9.20). For example, greater proportions of Protestant workers than Roman Catholic workers were employed in Administrative and Secretarial Occupations (SOC 4) (14.9% v. 9.9%) and in Managerial and Senior Official Occupations (SOC 1) (7.0% v. 4.1%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in Associate Professional and Technical Occupations (SOC 3) (82.4% v. 73.6%). For further details on the composition of the full-time security-related sector workforce by SOC, see Table 9.9 at the end of the chapter.

<sup>26</sup> For anonymity purposes, SOC categories with numbers < 10 are excluded from any religious composition analysis.

**Chart 9.19: Distribution of Protestant Full-time Security-related Employees across SOC 1-9, 2011**



**Chart 9.20: Distribution of Catholic Full-time Security-related Employees across SOC 1-9, 2011**



## 9.4 The Security-related Workforce: Part-time Employees

There were 669 part-time employees in the security-related sector in 2011 (Table 9.3), a decrease of 6.0% (-43) from 2010.

**Table 9.3: Security-related Sector Part-time Employees by Community Background and Sex in 2011**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>353</b>	91.5% [53.4%]	<b>28</b>	7.3% [4.2%]	*	1.3%	<b>386</b>	57.7%
<b>Female</b>	<b>252</b>	89.0% [38.1%]	<b>28</b>	9.9% [4.2%]	*	1.1%	<b>283</b>	42.3%
<b>Total</b>	<b>605</b>	90.4% [91.5%]	<b>56</b>	8.4% [8.5%]	*	1.2%	<b>669</b>	100.0%

### 9.4.1 Community Background

**In 2011, more than 90 percent [91.5%] of part-time security-related sector employees were Protestant; whilst [8.5%] were Roman Catholic (Chart 9.21).**

Between 2010 and 2011, the decrease in the number of part-time Protestant employees was greater than that for Roman Catholic employees (Chart 9.22). Thus, the Roman Catholic share of the part-time security-related sector workforce increased by [0.1 pp] from [8.4%] in 2010.

During the period 2001-2011, the overall decrease in the number of part-time Protestant employees was greater than that for Roman Catholic employees (Chart 9.22). Thus, the Roman Catholic share of the part-time security-related sector workforce increased by [4.2 pp] from [4.3%] in 2001 to [8.5%] in 2011. Year-on year, the proportions of the part-time workforce accounted for by Protestant and Roman Catholic employees have fluctuated, with an overall increase in the proportion accounted for by Roman Catholics (Chart 9.23).

Chart 9.21: Security-related Part-time Employees [%] by Community Background, 2010-2011

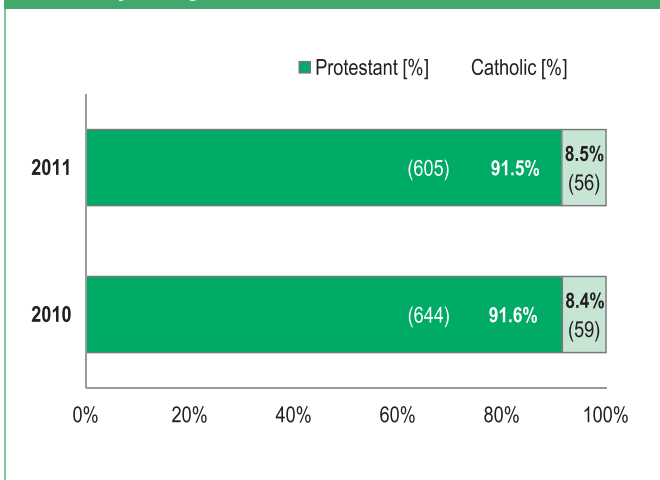


Chart 9.22: Changes in Security-related Part-time Employees (n) by Community Background, 2010-2011 and 2001-2011

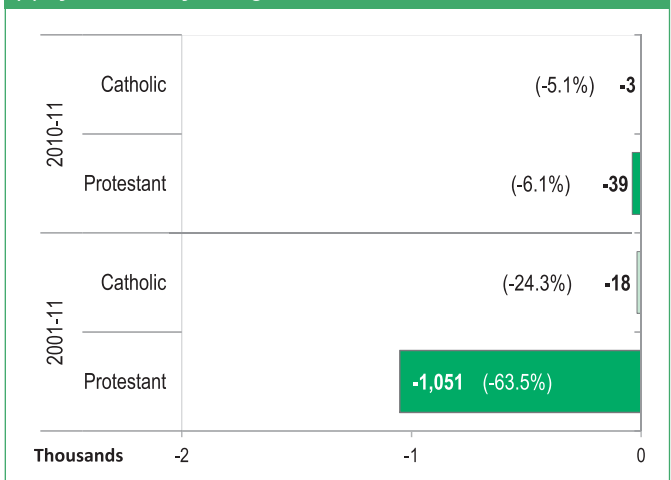
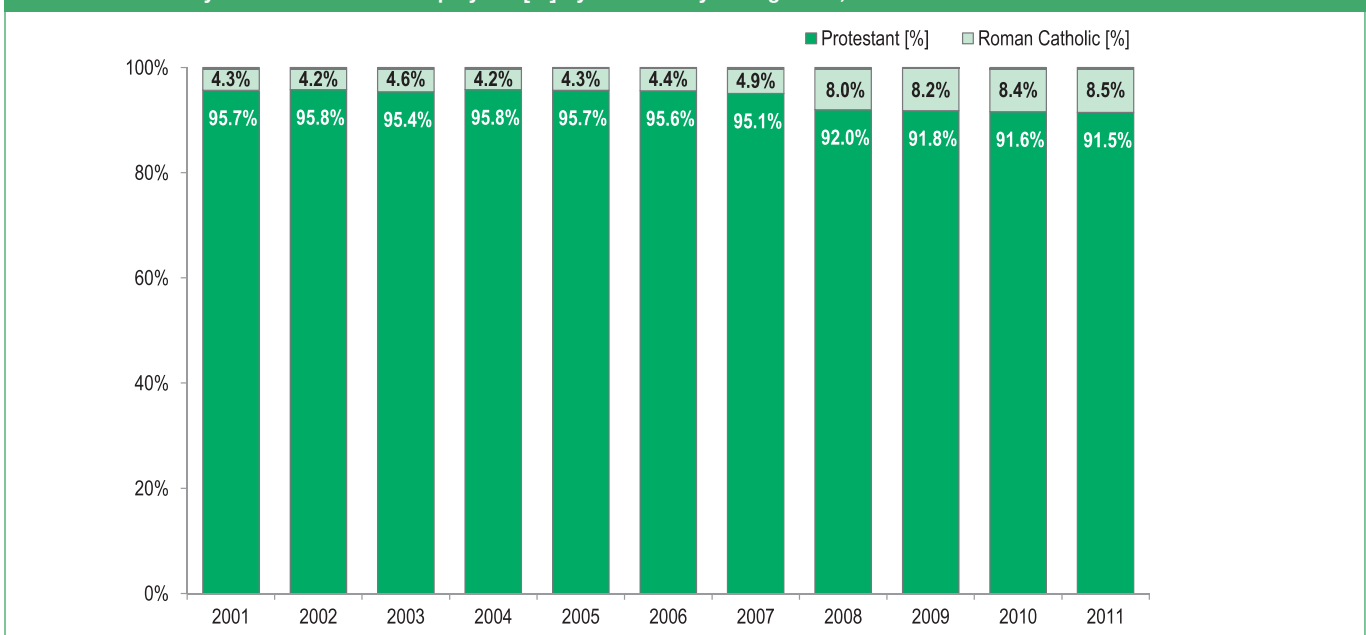


Chart 9.23: Security-related Part-time Employees [%] by Community Background, 2001-2011



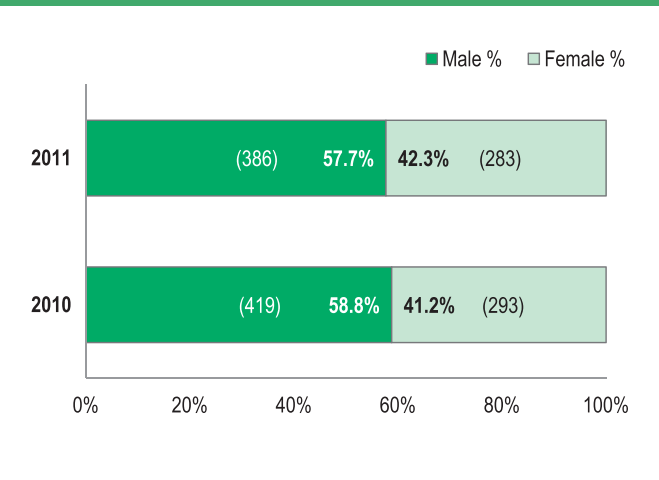
#### 9.4.2 Sex

In 2011, 57.7% of part-time security-related sector employees were male; whilst [42.3%] were female (Chart 9.24).

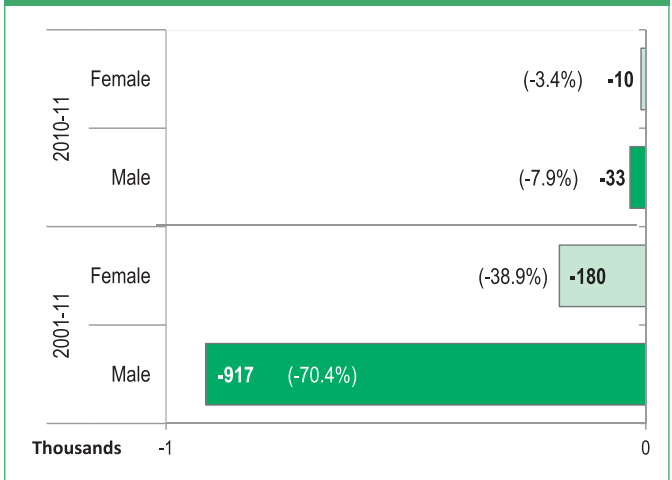
Between 2010 and 2011, the decrease in the number of male part-time employees was greater than that for their female counterparts (Chart 9.25). Consequently, the female share of the part-time security-related sector workforce increased by (1.1 pp) overall from 41.2% in 2010.

During the period 2001-2011, the overall decrease in the number of male part-time employees was greater than that for female employees (Chart 9.25). Consequently, the female share of the part-time security-related sector workforce increased by (11.9 pp) overall from 21.2% in 2001 to 33.1% in 2011.

**Chart 9.24: Security-related Part-time Employees % by Sex, 2010-2011**



**Chart 9.25: Changes in Security-related Part-time Employees (n) by Sex, 2010-2011 and 2001-2011**



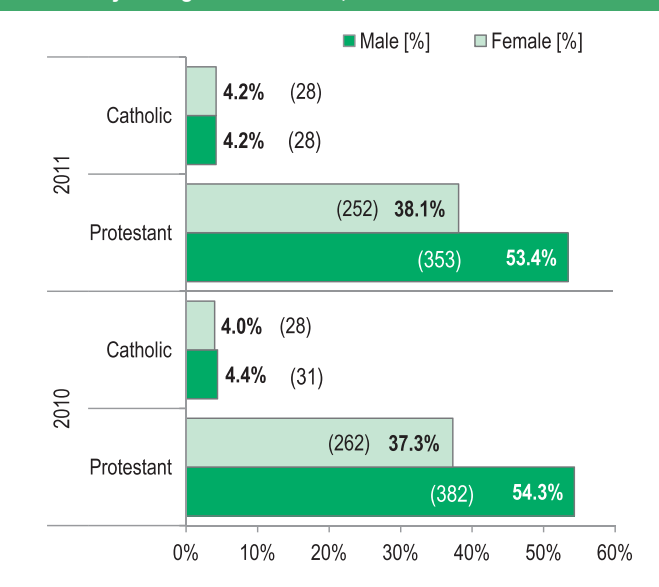
**9.4.3 Community Background and Sex**

In 2011, male Protestants comprised the majority of the part-time security-related workforce [53.4%] (Chart 9.26). Female Protestants comprised more than one-third of the workforce, whilst male Roman Catholics and female Roman Catholics each comprised less than 5% of the part-time workforce.

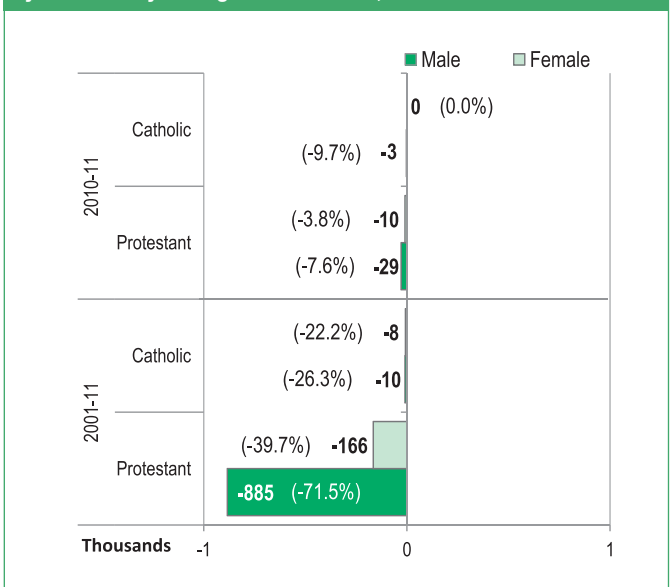
Between 2010 and 2011, the number of female Roman Catholic part-time employees remained unchanged, whilst the numbers of each of the other groups decreased (Chart 9.27). Male Protestant part-time employment decreased by the greatest amount. However, in proportional terms, male Roman Catholic employment saw the greatest decrease. Consequently, female Protestants' share of the part-time security-related workforce increased by [0.8 pp] from [37.3%] in 2010, whilst female Roman Catholics' share increased by [0.2 pp] from [4.0 pp] in 2010.

During the period 2001-2011, each of the four groups saw an overall decrease in numbers in part-time employment (Chart 9.27). However, the decrease in male Protestant part-time employment was far greater than that for any other group. Consequently, male Protestants were the only group to see their share of the part-time workforce decrease, by [18.2 pp] from [71.6%] in 2001 to [53.4 pp] in 2011.

**Chart 9.26: Security-related Part-time Employees [%] by Community Background and Sex, 2010-2011**



**Chart 9.27: Changes in Security-related Part-time Employees (n) by Community Background and Sex, 2010-2011 and 2001-2011**



#### 9.4.4 Community Background and SOC<sup>27</sup>

In 2011, as in previous years, the majority of Protestant part-time workers and all Roman Catholic part-time workers were employed in Associated Professional and Technical Occupations (SOC 3) (Table 9.10). SOCs 4 and 9<sup>28</sup> were the only other occupational categories in which Protestant part-time workers were employed (n<10 both). As the distribution of Protestant and Roman Catholic part-time employees was mostly concentrated into SOC 3, no further trends or compositional analyses can be undertaken. For further details on the composition of the part-time security-related sector workforce by SOC, see Table 9.10 at the end of the chapter.

### 9.5 The Security-related Workforce: Applicants, Appointees, Promotees & Leavers.

#### 9.5.1 The Security-related Workforce: Applicants

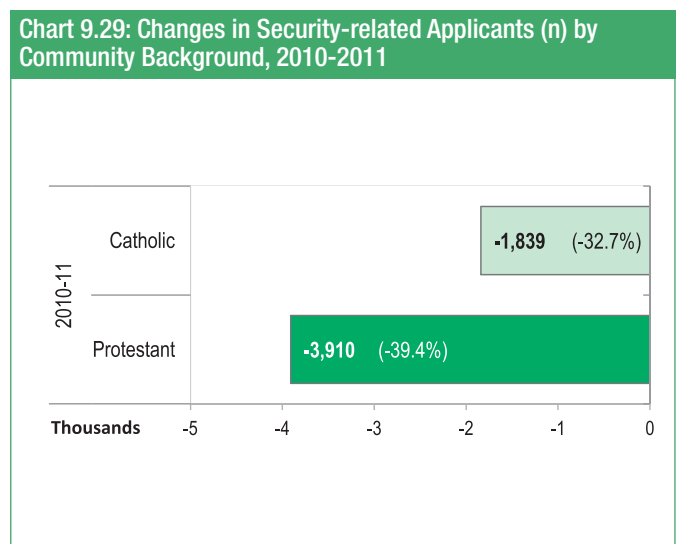
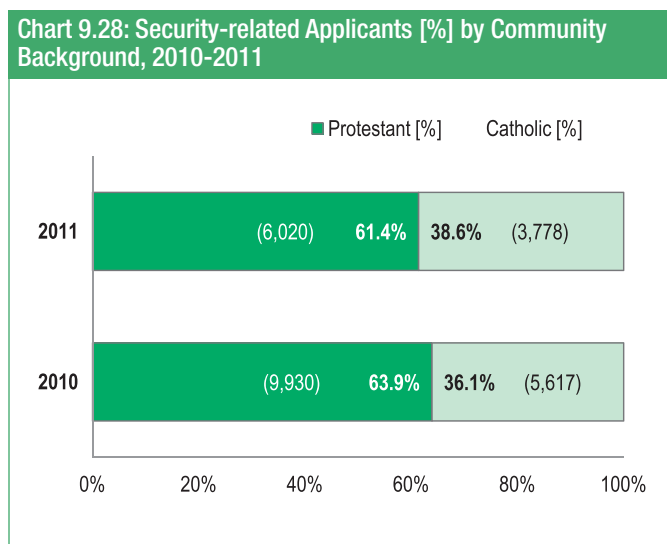
There were 10,146 applicants to the security-related sector in 2011 (Table 9.4), a decrease of 36.8% (-5,912) from 2010.

	Protestant		Roman Catholic		Non-Determined		Total	
Male	3,988	57.9% [40.7%]	2,631	38.2% [26.9%]	267	3.9%	6,886	67.9%
Female	2,032	62.3% [20.7%]	1,147	35.2% [11.7%]	81	2.5%	3,260	32.1%
Total	6,020	59.3% [61.4%]	3,778	37.2% [38.6%]	348	3.4%	10,146	100.0%

##### 9.5.1.1 Community Background

In 2011, the majority [61.4%] of applicants to the security-related workforce were Protestant, whilst [38.6%] were Roman Catholic (Chart 9.28).

Between 2010 and 2011, the decrease in the number of Protestant security-related sector applicants was greater than that for Roman Catholic applicants (Chart 9.29). Consequently, the Roman Catholic share of security-related sector applicants increased by [2.5 pp] from [36.1%] in 2010.



<sup>27</sup> For anonymity purposes, SOC categories with numbers < 10 are excluded from any religious composition analysis.

<sup>28</sup> SOC 4 = Administrative and Secretarial Occupations, SOC 9 = Elementary Occupations.

9.5.1.2 Sex

In 2011, more than two-thirds of applicants to the security-related sector were male, while less than one-third were female (Chart 9.30).

Between 2010 and 2011, the decrease in the number of female applicants to the security-related sector was greater than that for male applicants (Chart 9.31). Consequently, the male share of security-related sector applicants increased by (10.9 pp) from 57.0% in 2010.

Chart 9.30: Security-related Applicants % by Sex, 2010-2011

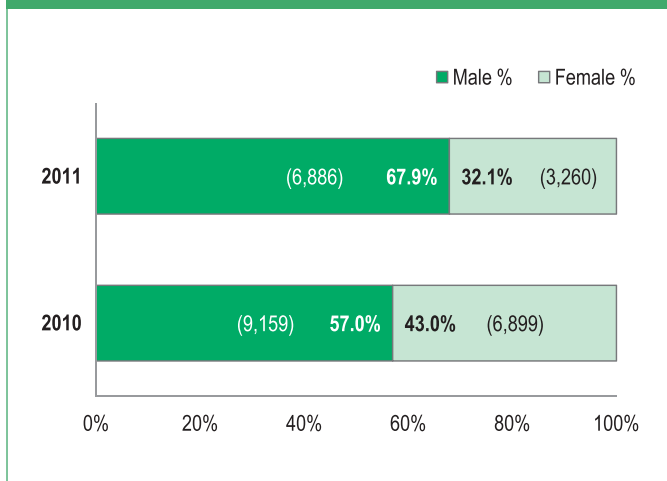
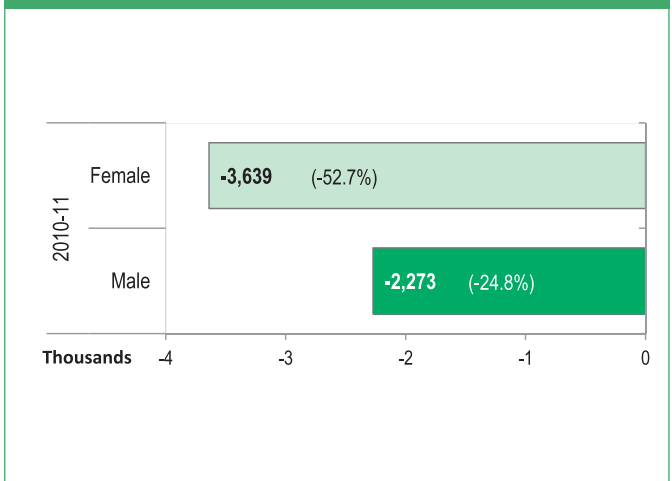


Chart 9.31: Changes in Security-related Applicants (n) by Sex, 2010-2011



9.5.1.3 Community Background and Sex

In 2011, two-fifths of applicants to the security-related sector were male Protestants, whilst more than one-quarter were male Roman Catholics (Chart 9.32). Female Protestants comprised one-fifth of applicants, whilst female Roman Catholics comprised less than one-eighth of applicants.

Between 2010 and 2011, the numbers of applicants from each of the four groups decreased, with female Protestant applicants declining by the greatest amount. However, in proportional terms, female Roman Catholic applicants decreased by a similar percentage to female Protestants (Chart 9.33). Consequently, male Protestants' share of security-related applicants increased by [5.4 pp] from 35.3% in 2010, whilst male Roman Catholics' share increased by [5.4 pp] from [21.5%] in 2010.

Chart 9.32: Security-related Applicants [%] by Community Background and Sex, 2010-2011

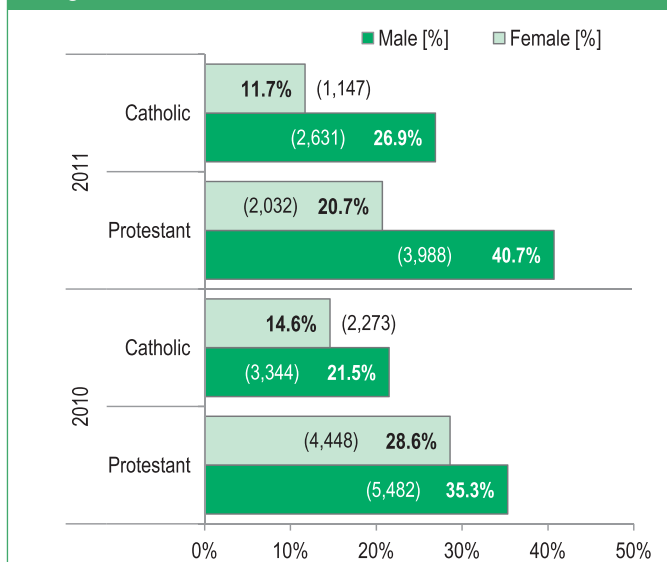
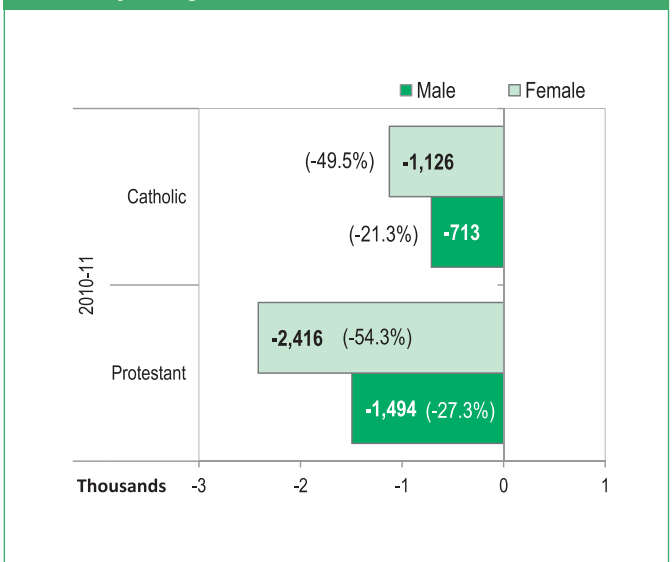


Chart 9.33: Changes in Security-related Applicants (n) by Community Background and Sex, 2010-2011



### 9.5.2 The Security-related Workforce: Appointees

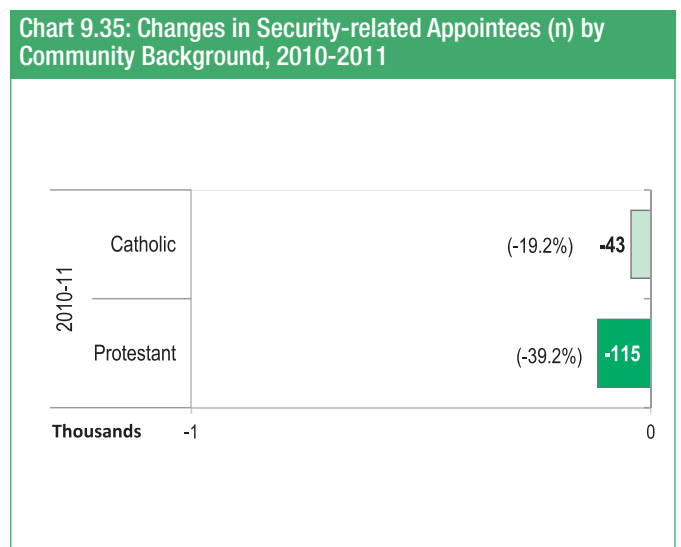
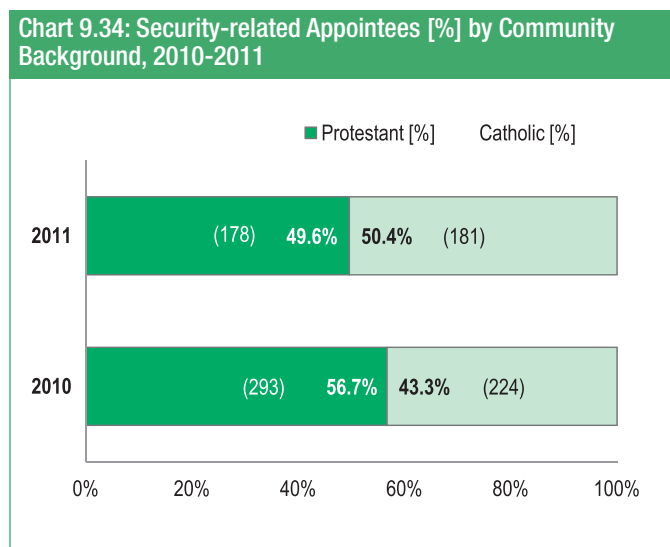
There were 367 appointees to the security-related sector in 2011 (Table 9.5), a decrease of 31.1% (-166) from 2010.

Table 9.5: Security-related Sector Appointees by Community Background and Sex in 2011								
	Protestant		Roman Catholic		Non-Determined		Total	
Male	115	46.9% [32.0%]	122	49.8% [34.0%]	*	3.3%	245	66.8%
Female	63	51.6% [17.5%]	59	48.4% [16.4%]	*	0.0%	122	33.2%
Total	178	48.5% [49.6%]	181	49.3% [50.4%]	*	2.2%	367	100.0%

#### 9.5.2.1 Community Background

In 2011, [49.6%] of appointees to the security-related sector were Protestant, whilst [50.4%] were Roman Catholic (Chart 9.34).

Between 2010 and 2011, the decrease in the number of Protestant appointees was greater than that for Roman Catholic appointees (Chart 9.35). Consequently, the Roman Catholic share of security-related sector appointees increased by [7.1 pp] from [43.3%] in 2010.



#### 9.5.2.2 Sex

In 2011, two-thirds [66.8%] of appointees to the security-related sector were male, whilst one third [33.2%] were female (Chart 9.36).

Between 2010 and 2011, the decrease in the number of female appointees was greater than that for male appointees (Chart 9.37). Consequently, the male share of security-related sector appointees increased by [8.0 pp] from [58.8%] in 2010.



Chart 9.36: Security-related Appointees % by Sex, 2010-2011

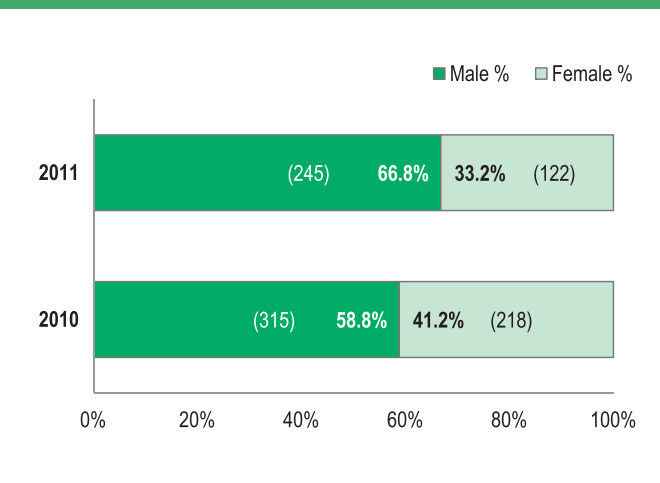
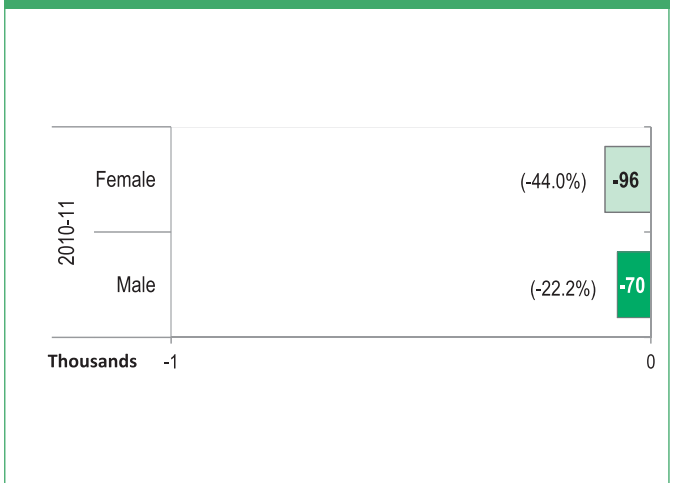


Chart 9.37: Changes in Security-related Appointees (n) by Sex, 2010-2011



9.5.2.3 Community Background and Sex

In 2011, two-thirds of appointees to the security-related sector were either male Protestants [32.0%] or male Roman Catholics [34.0%] (Chart 9.38). Female Protestants [17.5%] and female Roman Catholics [16.4%] each comprised around one-sixth of security-related appointees.

Between 2010 and 2011, the numbers of appointees from each of the four groups decreased, with female Protestant appointees declining by far more than any other group (Chart 9.39). Consequently, female Protestants were the only group to see a decrease in their share of security-related appointees, by [9.8 pp] from [27.3%] in 2010.

Chart 9.38: Security-related Appointees [%] by Community Background and Sex, 2010-2011

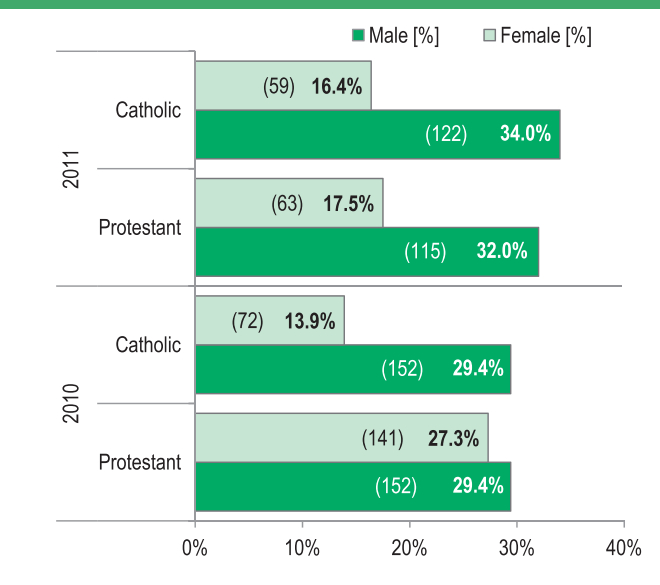
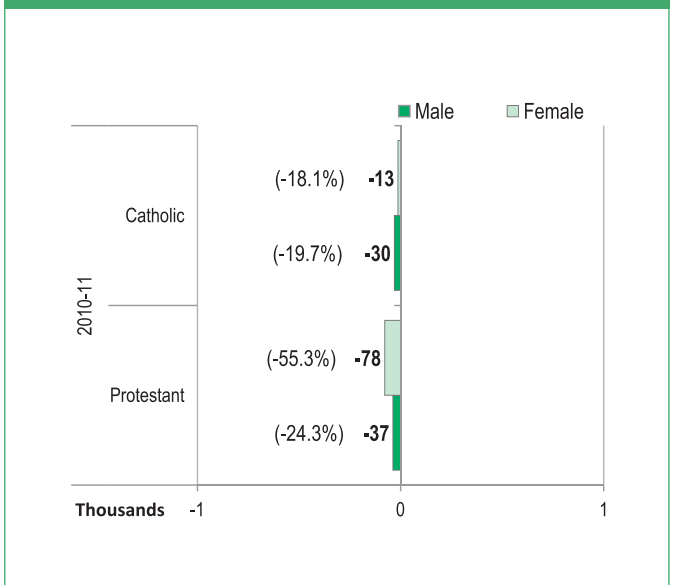


Chart 9.39: Changes in Security-related Appointees (n) by Community Background and Sex, 2010-2011



### 9.5.3 The Security-related Workforce: Promotees

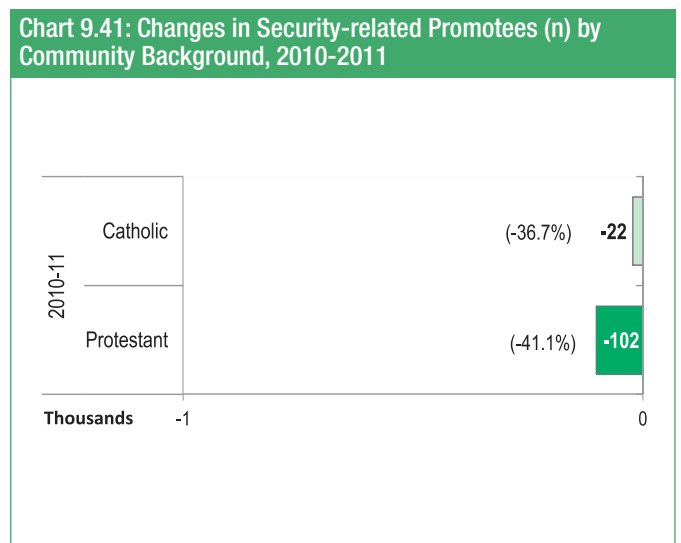
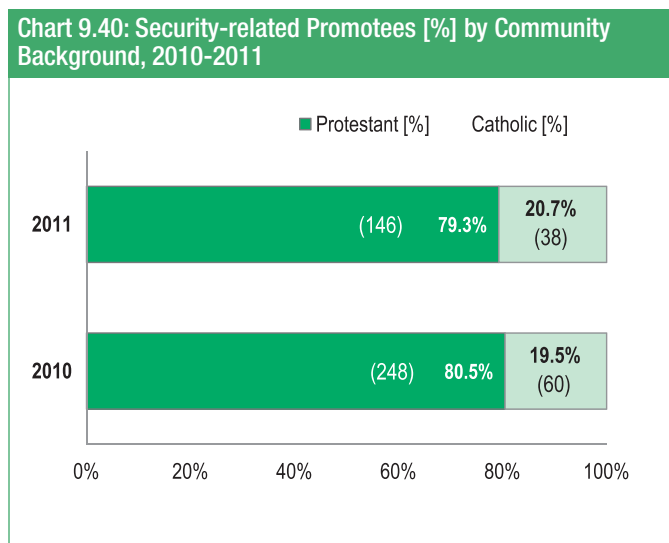
There were 194 promotees in the security-related workforce in 2011 (Table 9.6), a decrease of 39.2% (-125) from 2010.

Table 9.6: Security-related Sector Promotees by Community Background and Sex in 2011								
	Protestant		Roman Catholic		Non-Determined		Total	
Male	112	77.2% [60.9%]	24	16.6% [13.0%]	*	6.2%	145	74.7%
Female	34	69.4% [18.5%]	14	28.6% [7.6%]	*	2.0%	49	25.3%
Total	146	75.3% [79.3%]	38	19.6% [20.7%]	10	5.2%	194	100.0%

#### 9.5.3.1 Community Background

In 2011, more than three-quarters of promotees in the security-related workforce were Protestant, less than one-quarter were Roman Catholic (Chart 9.40).

Between 2010 and 2011, the decrease in the number of Protestant security-related promotees was greater than that for Roman Catholic promotees (Chart 9.41). Consequently, the Roman Catholic share of security-related promotees increased by [1.2 pp] from [19.5%] in 2010.



#### 9.5.3.2 Sex

In 2011, nearly three-quarters of promotees in the security-related workforce were male; whilst more than one-quarter were female (Chart 9.42).

Between 2010 and 2011, the decrease in the number of female promotees in the security-related workforce was greater than that for male promotees (Chart 9.43). Consequently, the male share of promotees increased by (15.9 pp) from 58.8% in 2010.

Chart 9.42: Security-related Promotees % by Sex, 2010-2011

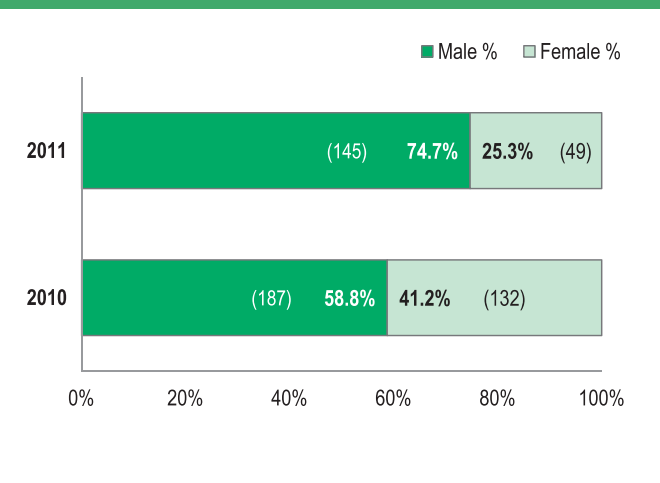
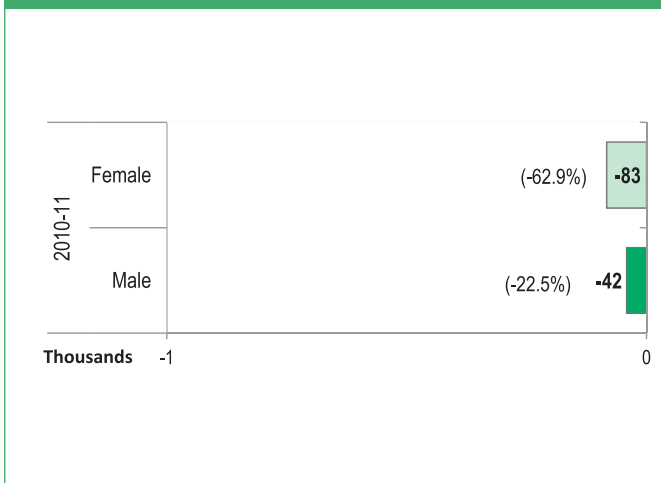


Chart 9.43: Changes in Security-related Promotees (n) by Sex, 2010-2011



9.5.3.3 Community Background and Sex

In 2011, the majority of promotees [60.9%] in the security-related workforce were male Protestants (Chart 9.44). Female Protestants comprised less than one-fifth of promotees, whilst male Roman Catholics comprised less than one-seventh of promotees. Female Roman Catholic representation was [7.6%].

Between 2010 and 2011, the numbers of promotees from each of the four groups decreased, with female Protestant promotees declining by more than any other group (Chart 9.45). However, in proportional terms, the decrease in female Roman Catholic promotees was also large. Consequently, male Protestants' share of security-related appointees increased by [11.5 pp] from [49.4%] in 2010, whilst male Roman Catholics' share increased by [3.6 pp] from [9.4%].

Chart 9.44: Security-related Promotees [%] by Community Background and Sex, 2010-2011

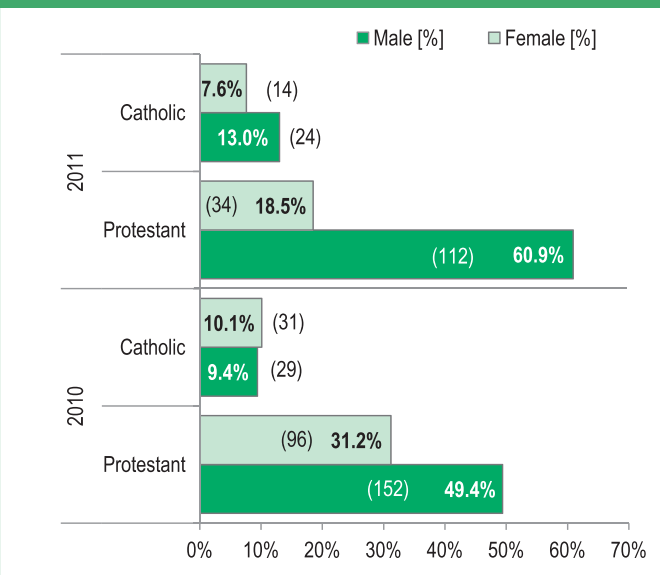
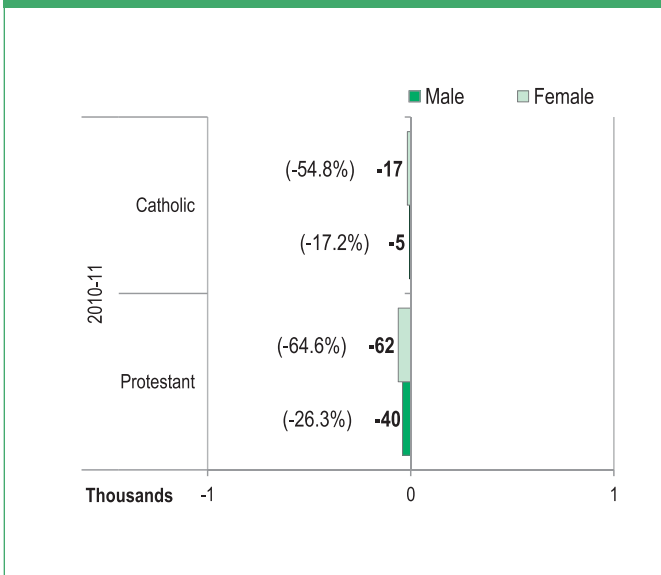


Chart 9.45: Changes in Security-related Promotees (n) by Community Background and Sex, 2010-2011



### 9.5.4 The Security-related Workforce: Leavers

There were 812 leavers from the security-related sectors in 2011 (Table 9.7), a decrease of 7.6% (-67) from 2010.

Table 9.7: Security-related Sector Leavers by Community Background and Sex in 2011

	Protestant		Roman Catholic		Non-Determined		Total	
Male	561	82.7% [73.0%]	77	11.4% [10.0%]	#	5.9%	678	83.5%
Female	104	77.6% [13.5%]	26	19.4% [3.4%]	*	3.0%	134	16.5%
Total	665	81.9% [86.6%]	103	12.7% [13.4%]	44	5.4%	812	100.0%

#### 9.5.4.1 Community Background

In 2011, more than four-fifths of leavers [86.6%] from the security-related workforce were Protestant, whilst [13.4%] were Roman Catholic (Chart 9.46).

Between 2010 and 2011, the decrease in the number of Protestant leavers from the security-related workforce was greater than that for Roman Catholic leavers (Chart 9.47). However, proportionally, the decrease in Roman Catholic leavers was greater than that for Protestant leavers. Consequently, the Protestant share of security-related sector leavers increased by [0.7 pp] from [85.9%] in 2010.

Chart 9.46: Security-related Leavers [%] by Community Background, 2010-2011

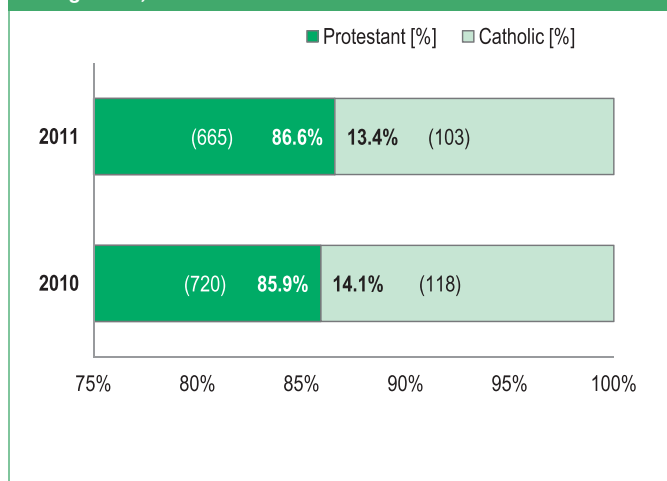
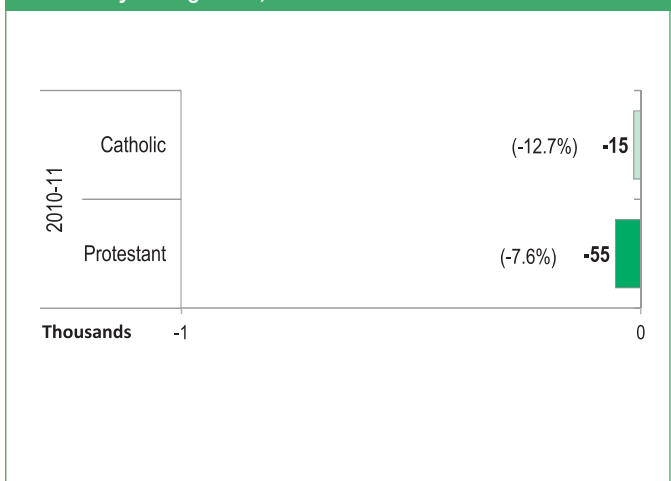


Chart 9.47: Changes in Security-related Leavers (n) by Community Background, 2010-2011



#### 9.5.4.2 Sex

In 2011, more than four-fifths of leavers from the security-related workforce were male, whilst less than one-fifth were female (Chart 9.48).

Between 2010 and 2011, the number of male and female leavers decreased by similar amounts. However, proportionally, the decrease in the numbers of female leavers was far greater than that for male leavers (Chart 9.49). Consequently, the male share of security-related sector leavers increased by (3.3 pp) from 80.2% in 2010.

Chart 9.48: Security-related Leavers % by Sex, 2010-2011

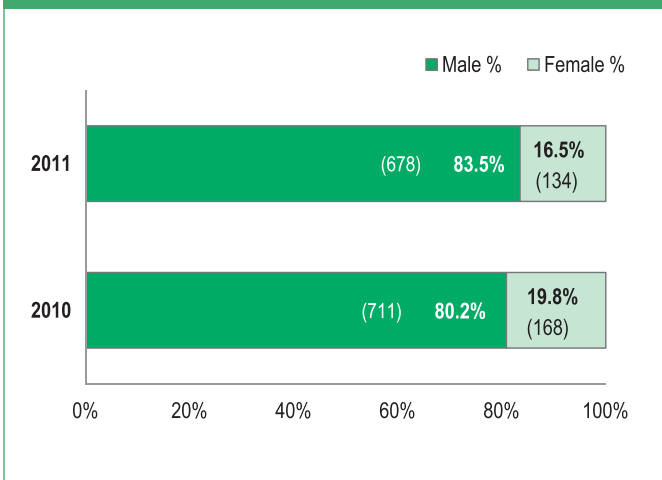
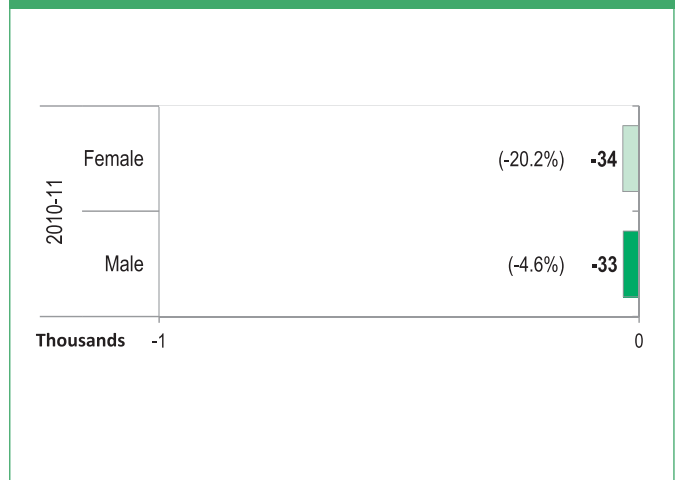


Chart 9.49: Changes in Security-related Leavers (n) by Sex, 2010-2011



### 9.5.4.3 Community Background and Sex

In 2011, male Protestants comprised nearly three-quarters of leavers from the security-related workforce, whilst female Roman Catholics comprised less than 5 percent of leavers (Chart 9.50). Female Protestants and male Roman Catholics both comprised less than one-seventh of leavers from the security-related workforce.

Between 2010 and 2011, the numbers of male Protestant and female Protestant leavers from the security-related workforce decreased by similar amounts, as did the numbers of male Roman Catholic and female Roman Catholic leavers (Chart 9.51). However, proportionally, the decreases in female Protestant and female Roman Catholic leavers were much greater than the decreases in their male counterparts. Consequently, male Protestants' share of security-related leavers increased by [2.8 pp] from [70.2%] in 2010, whilst there was no change [<0.1 pp] in male Roman Catholics' share of leavers.

Chart 9.50: Security-related Leavers [%] by Community Background and Sex, 2010-2011

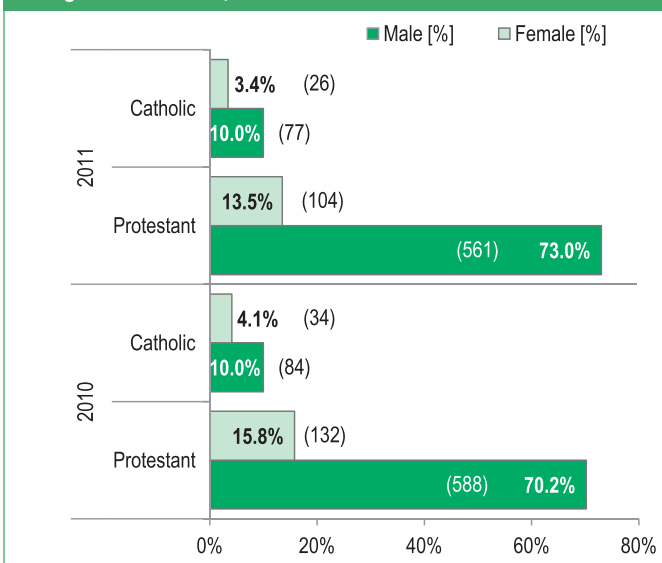
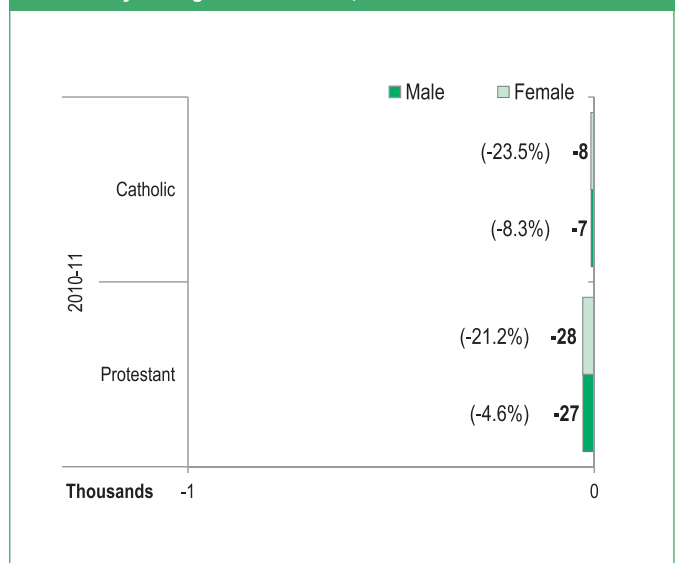


Chart 9.51: Changes in Security-related Leavers (n) by Community Background and Sex, 2010-2011



## 9.6 Additional Tables for Chapter 9

**Table 9.8: Security Related (All) Employees by Community Background and SOC in 2011**

SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	606	6.5	84.0	115	4.0	16.0	721	5.9
SOC 2	145	1.6	67.4	70	2.4	32.6	215	1.8
SOC 3	7,017	75.3	74.7	2,382	82.7	25.3	9,399	77.0
SOC 4	1,304	14.0	82.3	280	9.7	17.7	1,584	13.0
SOC 5	103	1.1	85.1	18	0.6	14.9	121	1.0
SOC 6	10	0.1	100.0	0	0.0	0.0	10	0.1
SOC 7	0	0.0	0	0	0.0	0	0	0.0
SOC 8	#	0.2	-	*	0.2	-	26	0.2
SOC 9	#	1.2	-	*	0.3	-	125	1.0
<b>Total</b>	<b>9,322</b>	<b>100.0</b>	<b>76.4</b>	<b>2,879</b>	<b>100.0</b>	<b>23.6</b>	<b>12,201</b>	<b>100.0</b>

**Table 9.9: Security Related Full-time Employees by Community Background and SOC in 2011**

SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	606	7.0	84.0	115	4.1	16.0	721	6.2
SOC 2	145	1.7	67.4	70	2.5	32.6	215	1.9
SOC 3	6,415	73.6	73.4	2,326	82.4	26.6	8,741	75.7
SOC 4	1,302	14.9	82.3	280	9.9	17.7	1,582	13.7
SOC 5	103	1.2	85.1	18	0.6	14.9	121	1.0
SOC 6	10	0.1	100.0	0	0.0	0.0	10	0.1
SOC 7	0	0.0	0	0	0.0	0	0	0.0
SOC 8	#	0.2	-	*	0.2	-	26	0.2
SOC 9	#	1.3	-	*	0.3	-	124	1.1
<b>Total</b>	<b>8,717</b>	<b>100.0</b>	<b>75.5</b>	<b>2,823</b>	<b>100.0</b>	<b>24.5</b>	<b>11,540</b>	<b>100.0</b>

**Table 9.10: Security Related Part-time Employees by Community Background and SOC in 2011**

SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	0	0.0	0	0	0.0	0	0	0.0
SOC 2	0	0.0	0	0	0.0	0	0	0.0
SOC 3	602	99.5	91.5	56	100.0	8.5	658	99.5
SOC 4	*	0.3	-	*	0.0	-	*	0.3
SOC 5	0	0.0	0	0	0.0	0	0	0.0
SOC 6	0	0.0	0	0	0.0	0	0	0.0
SOC 7	0	0.0	0	0	0.0	0	0	0.0
SOC 8	0	0.0	0	0	0.0	0	0	0.0
SOC 9	*	0.2	-	*	0.0	-	*	0.2
<b>Total</b>	<b>605</b>	<b>100.0</b>	<b>91.5</b>	<b>56</b>	<b>100.0</b>	<b>8.5</b>	<b>661</b>	<b>100.0</b>

## Chapter 10

# PUBLIC SECTOR – 'OTHER' PUBLIC AUTHORITIES

# 10. Public Sector – ‘Other’ Public Authorities

## Key Details

### ALL EMPLOYEES

- The composition of the ‘Other’ Public Authorities’ workforce was 11,942 [52.9%] Protestant and 10,613 [47.1%] Roman Catholic.
- Between 2010 and 2011, total Protestant employment decreased by 1.3% (-155), while total Roman Catholic employment decreased by 0.9% (-91). Thus, overall the Roman Catholic share of the workforce increased by [0.2 pp] from [46.9%] to [47.1%].
- The ‘Other’ Public Authorities accounted for 12.6% of all public sector employment. This represents a decrease in employees of 2.1% (-509) from 2010.
- When compared to other public sector components, males comprised a greater than average proportion of ‘Other’ Public Authorities employees (64.7%).

### FULL-TIME WORKFORCE

- The composition of the full-time workforce was 11,099 [53.0%] Protestant and 9,847 [47.0%] Roman Catholic.
- Between 2010 and 2011, full-time Protestant employment decreased by 0.9% (-105), while full-time Roman Catholic employment decreased by 0.3% (-25). Thus, overall the Roman Catholic share of the full-time ‘Other’ Public Authorities workforce increased by [0.2 pp] from [46.8%] to [47.0%].
- The full-time workforce accounted for 92.8% of the ‘Other’ Public Authorities workforce, and comprised 21,856 employees. This represents a decrease of 1.7% (-375) compared with 2010, the majority of whom were male Protestant employees (-140).

### PART-TIME WORKFORCE

- The composition of the part-time workforce was 843 [52.4%] Protestant and 766 [47.6%] Roman Catholic.
- Between 2010 and 2011, part-time Protestant employment decreased by 5.6% (-50), while part-time Roman Catholic employment decreased by 7.9% (-66). Thus, overall the Protestant share of the part-time workforce increased by [0.6 pp] from [51.8%] to [52.4%].
- The part-time workforce accounted for 7.2% of the ‘Other’ Public Authorities workforce, and comprised 1,698 employees. This represents a decrease of 7.3% (-134) in employees from 2010.

### FLOWS IN EMPLOYMENT

- The number of applicants to the ‘Other’ Public Authorities (32,562) represented an increase of 8.6% (2,592) from 2010. The composition was [51.3%] Protestant and [48.7%] Roman Catholic.
- The number of appointees to the ‘Other’ Public Authorities (1,212) represented a decrease of 20.0% (-303) from 2010. The composition was [47.4%] Protestant and [52.6%] Roman Catholic.
- The number of leavers from the ‘Other’ Public Authorities (6,237) represented an increase of 24.5% (1,226) from 2010. The composition was [61.7%] Protestant and [38.3%] Roman Catholic..



## 10.1 The ‘Other’ Public Authorities’ Workforce: Introduction

The purpose of this chapter is to help inform employers and other interested parties about wider compositional trends within the ‘Other’ Public Authorities that, alongside information on labour availability, may better inform their own considerations of fair participation in specific employment(s).

In 2011, a total of 70 ‘Other’ Public Authorities submitted monitoring returns to the Commission, accounting for 12.6% of all public sector employment. Within the ‘Other’ Public Authorities, the full-time workforce accounted for a much greater proportion of the sector (92.8%) than average amongst the public sector components.

### 10.1.1 Dynamic of change: ‘Other’ Public Authorities’ workforce 2010-2011

Between 2010 and 2011, the greatest decreases in employee numbers were among full-time male Protestant and male Roman Catholic employees (-140 and -72 respectively). Conversely the numbers of full-time female Protestant and Roman Catholics employees increased, by 35 and 47 respectively. The numbers of part-time employees decreased across all of the groups. As a result of the lesser overall increase in Roman Catholic employment, the Roman Catholic share of the ‘Other’ Public Authorities workforce increased by [0.2 pp] from [46.9%] in 2010 to [47.1%] in 2011.

## 10.2 The ‘Other’ Public Authorities’ Workforce: All Employees

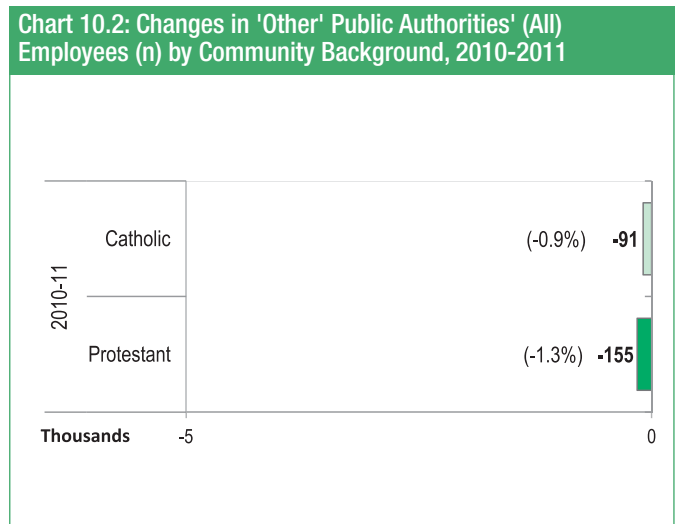
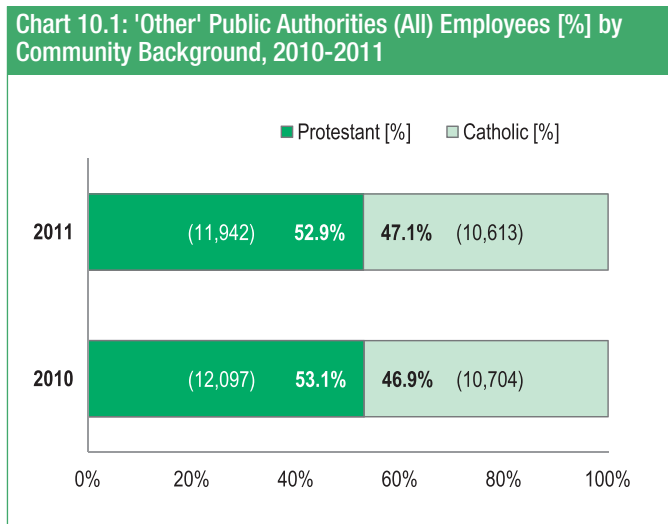
There were 23,554 employees in the ‘Other’ Public Authorities in 2011 (Table 10.1), a decrease of 2.1% (-509) from 2010.

	Protestant		Roman Catholic		Non-Determined		Total	
Male	7,919	52.0% [35.1%]	6,747	44.3% [29.9%]	566	3.7%	15,232	64.7%
Female	4,023	48.3% [17.8%]	3,866	46.5% [17.1%]	433	5.2%	8,322	35.3%
Total	11,942	50.7% [52.9%]	10,613	45.1% [47.1%]	999	4.2%	23,554	100.0%

### 10.2.1 Community Background

In 2011, [52.9%] of ‘Other’ Public Authorities employees were Protestant, while [47.1%] were Roman Catholics (Chart 10.1).

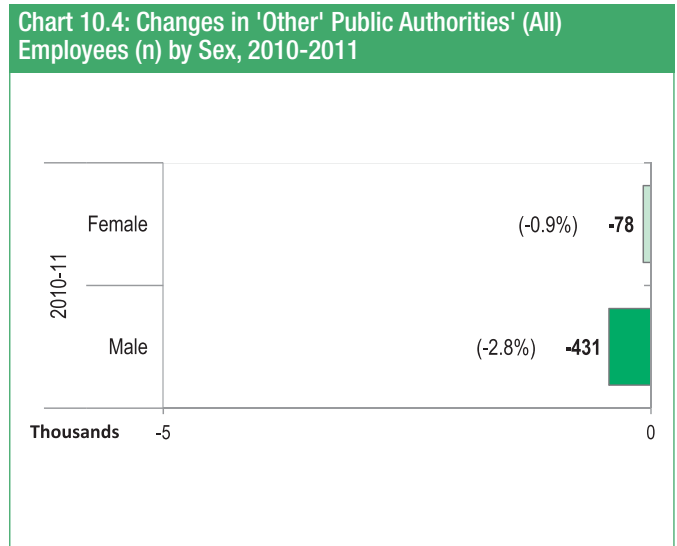
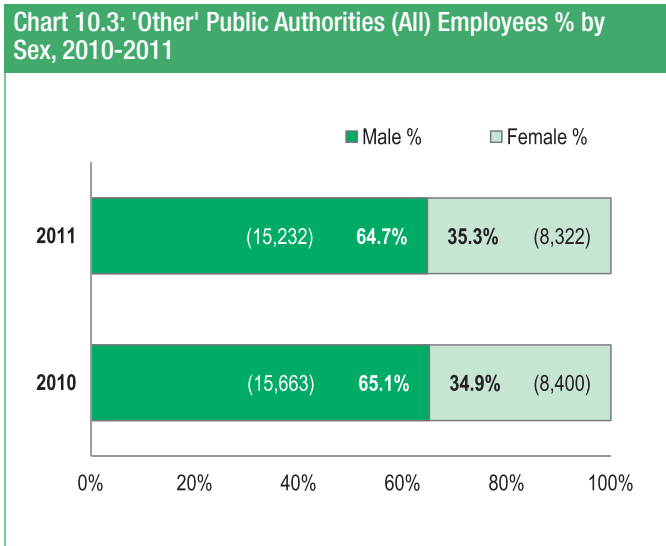
Between 2010 and 2011, the number of Protestant employees decreased by a greater amount than Roman Catholic employees (Chart 10.2). Thus, the Roman Catholic share of the ‘Other’ Public Authorities workforce increased by [0.2 pp] from [46.9%].



### 10.2.2 Sex

In 2011, nearly two-thirds of 'Other' Public Authorities employees were male, while more than one-third were female (Chart 10.3).

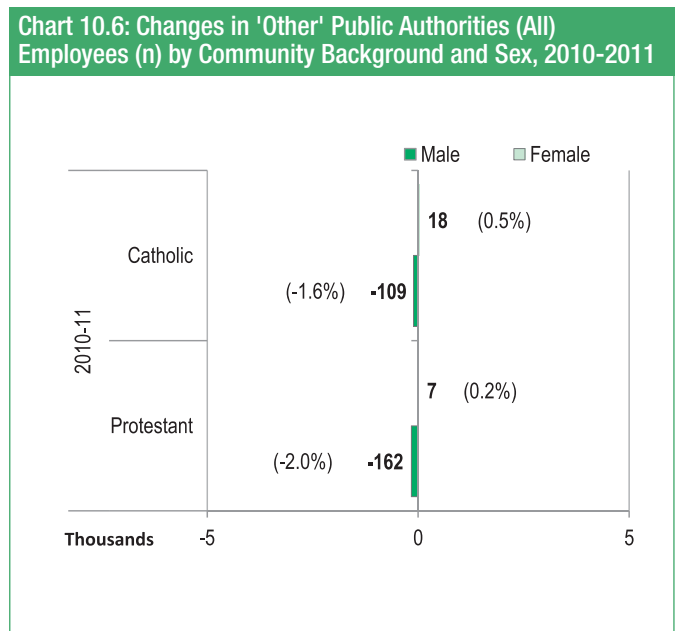
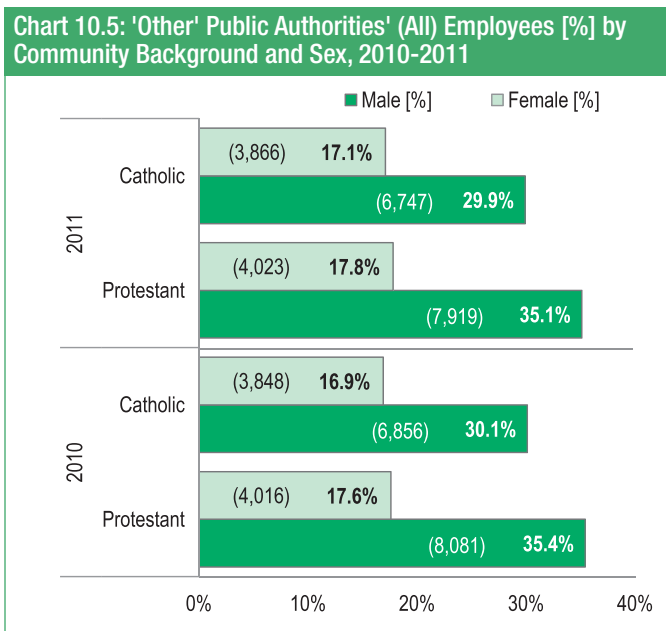
Between 2010 and 2011, the decrease in the number of male 'Other' Public Authorities' employees was greater than that for female employees (Chart 10.4). Consequently, the female share of the 'Other' Public Authorities' workforce increased by (0.4 pp) from 34.9% in 2010.



### 10.2.3 Community Background and Sex

In 2011, male Protestants comprised the greatest proportion of the 'Other' Public Authorities' workforce [35.1%], followed by male Roman Catholics [29.9%] (Chart 10.5). Female Protestants [17.8%] and male Roman Catholics [17.1%] each comprised around one-sixth of the workforce.

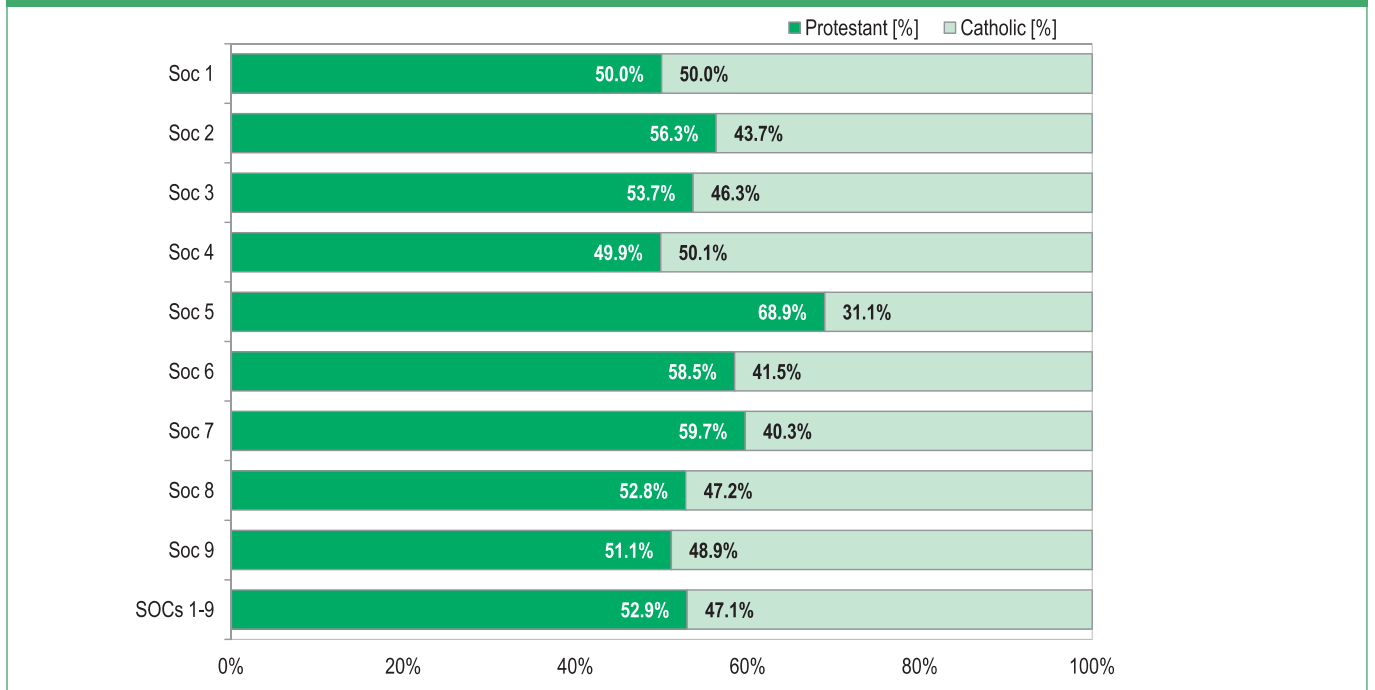
Between 2010 and 2011, the numbers of male Protestant and male Roman Catholic employees decreased, whilst the numbers of female Protestant and female Roman Catholic employees increased (Chart 10.6). Consequently, female Protestant employees' share of the workforce increased by [0.2pp] from [17.6%], whilst female Roman Catholic employees' share increased by [0.2 pp] from [16.9%].



### 10.2.4 Community Background and SOC

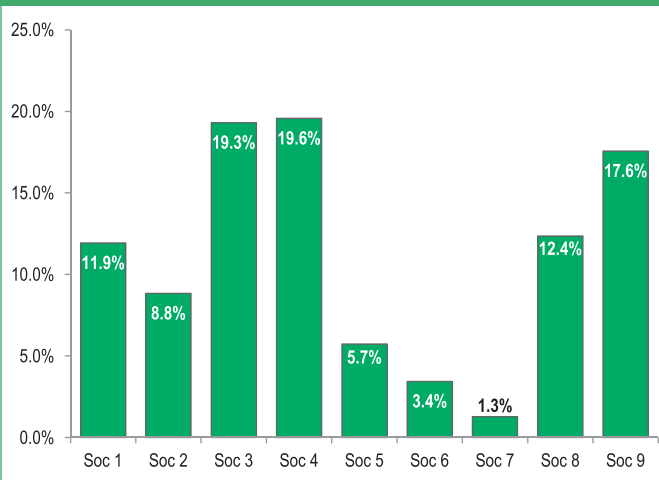
In 2011, as in previous years, the religious composition of SOC categories 1-9 varied (Chart 10.7). In most SOC categories, Protestants accounted for a greater proportion of employees than did Roman Catholics. However, with reference to the average composition of SOCs 1-9 [52.9% vs. 47.1%], Protestants representation in Skilled Trades Occupations (SOC 5) was [16 pp] above average, while in Sales and Customer Service Occupations (SOC 7) it was [6.8 pp] above average. Conversely, Roman Catholic representation in Administrative and Secretarial Occupations (SOC 4) was [3 pp] above average, while in Managerial and Senior Official Occupations (SOC 1), it was [2.9 pp] above average.

Chart 10.7: Religious Composition of SOC Categories 1-9 in the 'Other' Public Authorities, 2011

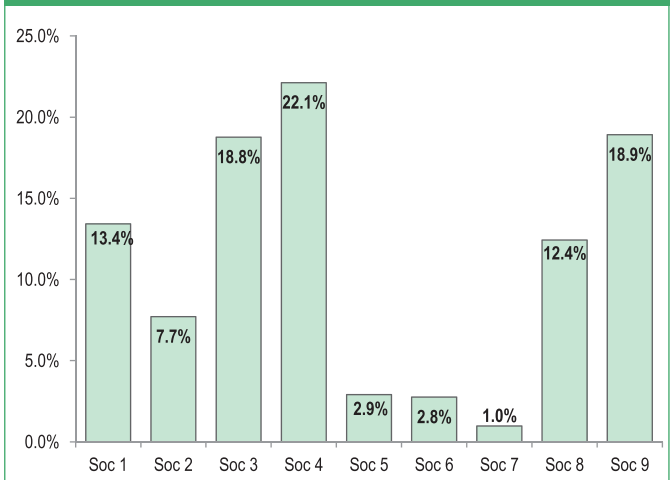


In 2011, the greatest proportions of both Protestant and Roman Catholic 'Other' Public Authorities workers were employed in SOC 4. The smallest proportions of both groups were employed in SOC 7 (Charts 10.8 & 10.9). Despite differences in the religious composition of the SOC categories (Chart 10.7), the distribution of Protestant and Roman Catholic employees across the SOC categories were broadly similar. However, some differences in distribution are evident (Charts 10.8 & 10.9). For example, a greater proportion of Protestant workers than Roman Catholic workers were employed in SOC 5 (5.7% v. 2.9%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 4 (22.1% v. 19.6%). For further details on the composition of the 'Other' Public Authorities workforce by SOC, see Table 10.8 at the end of the chapter.

**Chart 10.8: Distribution of Protestant ‘Other’ Public Authorities’ Employees across SOC 1-9, 2011**



**Chart 10.9: Distribution of Catholic ‘Other’ Public Authorities’ Employees across SOC 1-9, 2011**



### 10.3 The ‘Other’ Public Authorities’ Workforce: Full-time Employees

There were 21,856 full-time employees in the ‘Other’ Public Authorities in 2011 (Table 10.2), a decrease of 1.7% (-375) from 2010.

**Table 10.2: ‘Other’ Public Authorities Full-time Employees by Community Background and Sex in 2011**

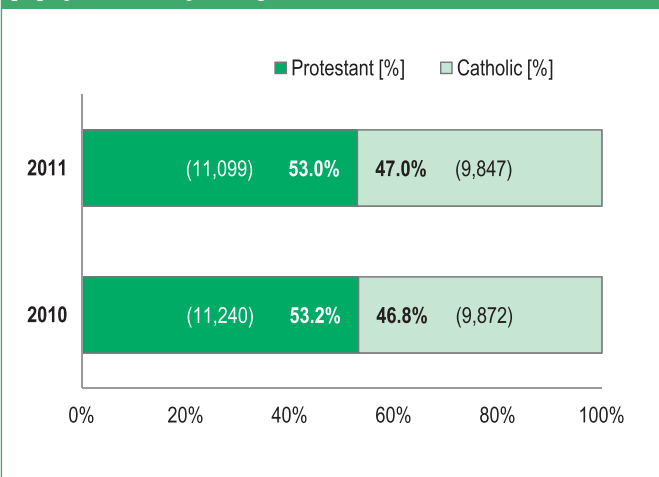
	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>7,307</b>	52.2% [34.9%]	<b>6,182</b>	44.2% [29.5%]	<b>513</b>	3.7%	<b>14,002</b>	64.1%
<b>Female</b>	<b>3,792</b>	48.3% [18.1%]	<b>3,665</b>	46.7% [17.5%]	<b>397</b>	5.1%	<b>7,854</b>	35.9%
<b>Total</b>	<b>11,099</b>	50.8% [53.0%]	<b>9,847</b>	45.1% [47.0%]	<b>910</b>	4.2%	<b>21,856</b>	100.0%

#### 10.3.1 Community Background

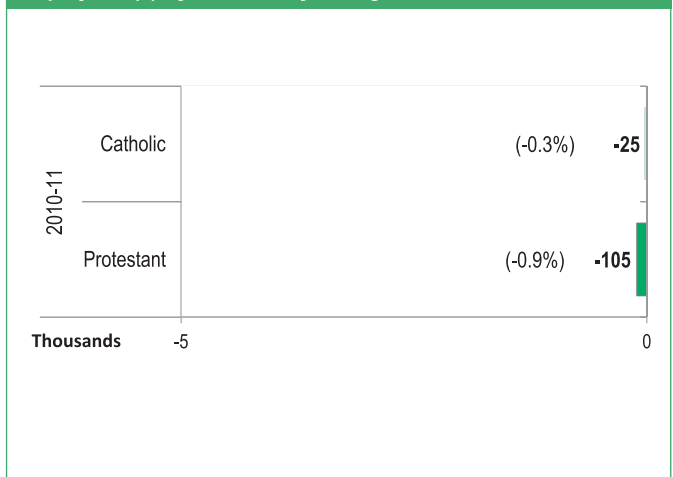
In 2011, [53.0%] of full-time ‘Other’ Public Authorities’ employees were Protestant, while [47.0%] were Roman Catholics (Chart 10.10).

Between 2010 and 2011, the decrease in the number of Protestant full-time ‘Other’ Public Authorities’ employees was greater than that for Roman Catholic employees (Chart 10.11). Consequently, the Roman Catholic share of the full-time workforce increased by [0.2 pp] from [46.8%] in 2010.

**Chart 10.10: ‘Other’ Public Authorities Full-time Employees [%] by Community Background, 2010-2011**



**Chart 10.11: Changes in ‘Other’ Public Authorities’ Full-time Employees (n) by Community Background, 2010-2011**



### 10.3.2 Sex

In 2011, nearly two-thirds of full-time 'Other' Public Authorities' employees were male, whilst more than one-third were female (Chart 10.12).

Between 2010 and 2011, the decrease in the number of full-time male employees was greater than that for female employees (Chart 10.13). Thus, the female share of the full-time 'Other' Public Authorities workforce increased by (0.5 pp) from 35.4% in 2010.

Chart 10.12: 'Other' Public Authorities Full-time Employees % by Sex, 2010-2011

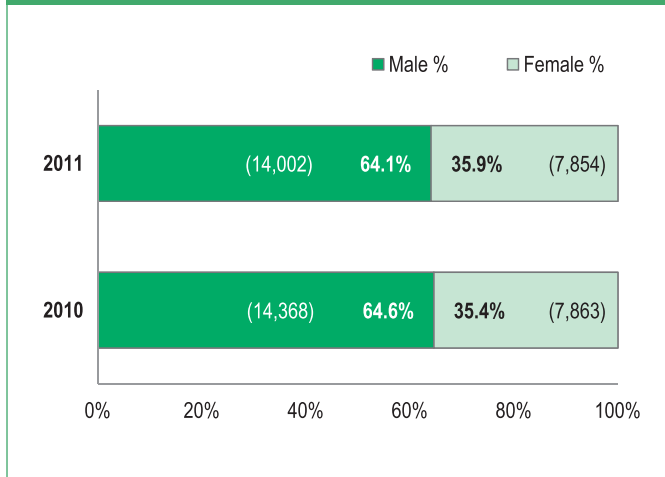
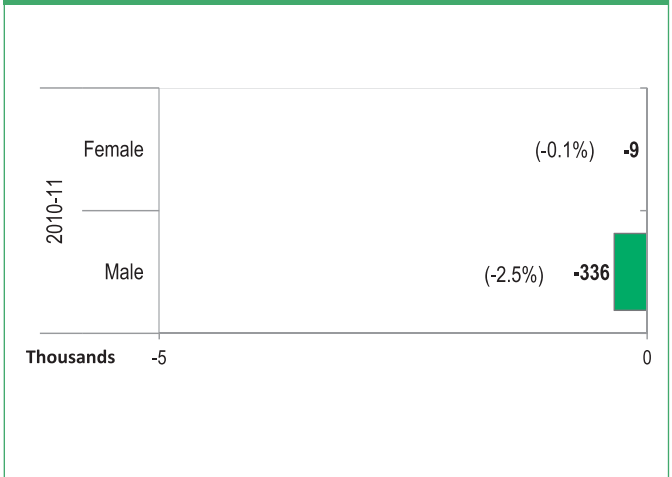


Chart 10.13: Changes in 'Other' Public Authorities' Full-time Employees (n) by Sex, 2010-2011



### 10.3.3 Community Background and Sex

In 2011, male Protestants comprised the greatest proportion of the 'Other' Public Authorities full-time workforce [34.9%], followed by male Roman Catholics [29.5%] (Chart 10.14). Female Protestants [18.1%] and male Roman Catholics [17.5%] each comprised around one-sixth of the full-time workforce.

Between 2010 and 2011, the numbers of male Protestant and male Roman Catholic full-time employees decreased, whilst the numbers of female Protestant and female Roman Catholic full-time employees increased (Chart 10.15). Consequently, female Protestant employees' share of the full-time workforce increased by [0.3 pp] from [17.8%] in 2010, whilst female Roman Catholic employees' share increased by [0.3 pp] from [17.2%].

Chart 10.14: 'Other' Public Authorities Full-time Employees [%] by Community Background and Sex, 2010-2011

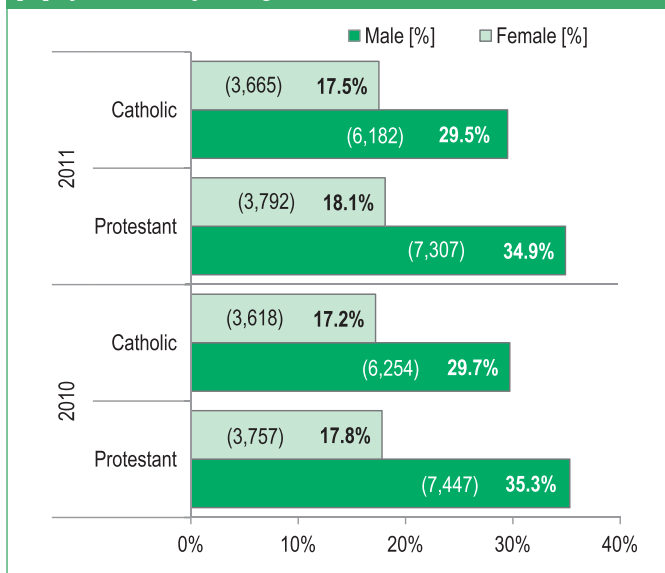
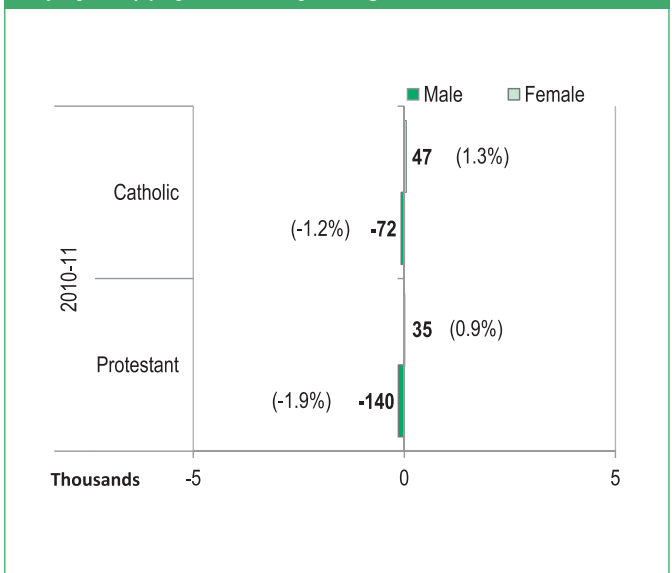


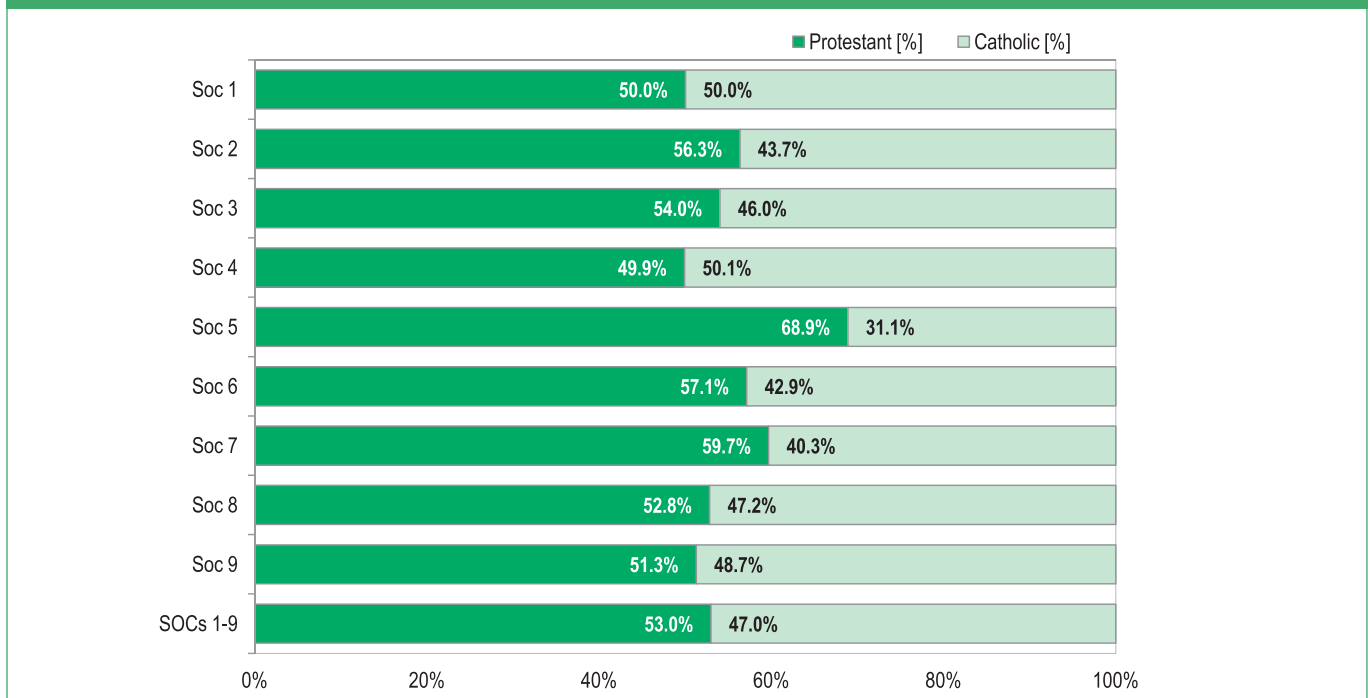
Chart 10.15: Changes in 'Other' Public Authorities' Full-time Employees (n) by Community Background and Sex, 2010-2011



### 10.3.4 Community Background and SOC

In 2011, as in previous years, the religious composition of full-time SOC categories 1-9 varied (Chart 10.16). In all SOC categories aside from SOC 1 and 4<sup>29</sup>, Protestants accounted for a greater proportion of full-time employees than did Roman Catholics. However, with reference to the average composition of SOCs 1-9 [53.0% v. 47.0%], Protestant representation in Skilled Trades Occupations (SOC 5) was [15.9 pp] above average, while in Sales and Customer Service Occupations (SOC 7) it was [6.7 pp] above average. Conversely, Roman Catholic representation in Administrative and Secretarial Occupations (SOC 4) was [3.1 pp] above average, while in Managerial and Senior Official Occupations (SOC 1), it was [3 pp] above average.

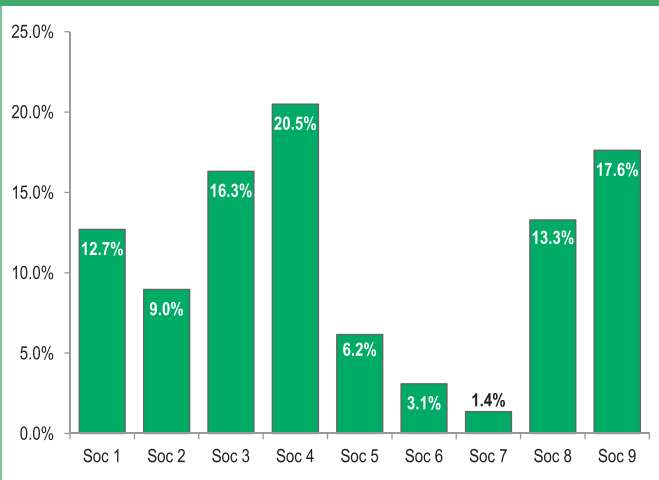
Chart 10.16: Religious Composition of SOC Categories 1-9 in the 'Other' Public Authorities, 2011



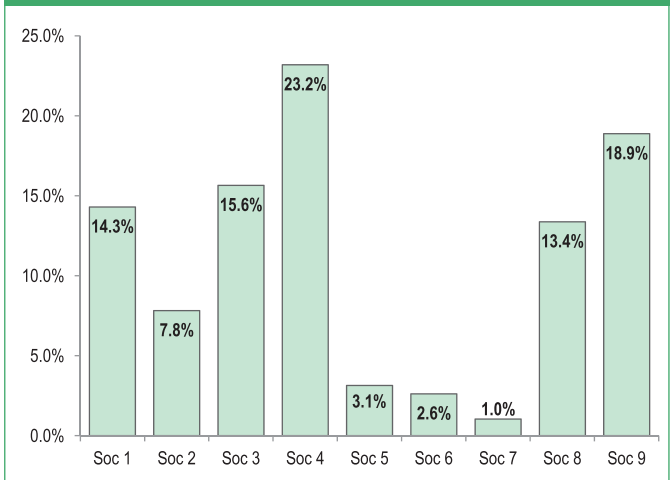
In 2011, the greatest proportions of both Protestant and Roman Catholic 'Other' Public Authorities full-time workers were employed in SOC 4. The smallest proportions of both groups were employed in SOC 7 (Charts 10.17 & 10.18). Despite differences in the religious composition of the SOC categories (Chart 10.16), the distribution of Protestant and Roman Catholic employees across the SOC categories were broadly similar. However, some differences in distribution are evident (Charts 10.17 & 10.18). For example, a greater proportion of Protestant workers than Roman Catholic workers were employed in SOC 5 (6.2% v.3.1%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 4 (23.2% v. 20.5%), and in SOC 1 (14.3 v. 12.7%). For further details on the composition of the 'Other' Public Authorities full-time workforce by SOC, see Table 10.9 at the end of the chapter.

29 SOC 1= Manager and Senior Official Occupations, SOC 4 = Administrative and Secretarial Occupations.

**Chart 10.17: Distribution of Protestant Full-time 'Other' Public Authorities' Employees across SOC1-9, 2011**



**Chart 10.18: Distribution of Catholic Full-time 'Other' Public Authorities' Employees across SOC1-9, 2011**



### 10.4 The 'Other' Public Authorities' Workforce: Part-time Employees

There were 1,698 part-time employees in the 'Other' Public Authorities in 2011 (Table 10.3), a decrease of 7.3% (-134) from 2010.

**Table 10.3: 'Other' Public Authorities Part-time Employees by Community Background and Sex in 2011**

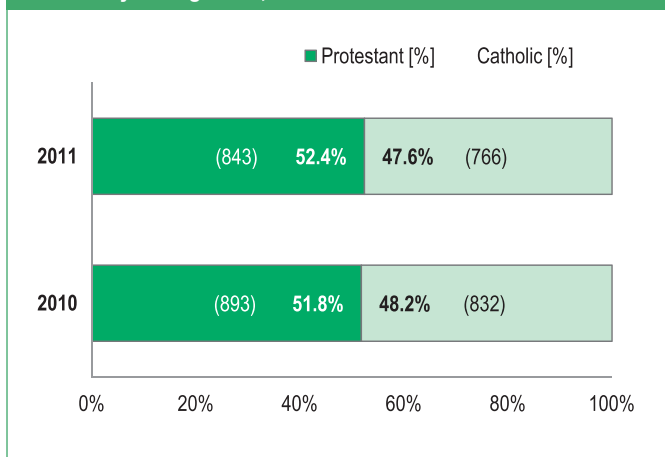
	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>612</b>	49.8% [38.0%]	<b>565</b>	45.9% [35.1%]	<b>53</b>	4.3%	<b>1,230</b>	72.4%
<b>Female</b>	<b>231</b>	49.4% [14.4%]	<b>201</b>	42.9% [12.5%]	<b>36</b>	7.7%	<b>468</b>	27.6%
<b>Total</b>	<b>843</b>	49.6% [52.4%]	<b>766</b>	45.1% [47.6%]	<b>89</b>	5.2%	<b>1,698</b>	100.0%

#### 10.4.1 Community Background

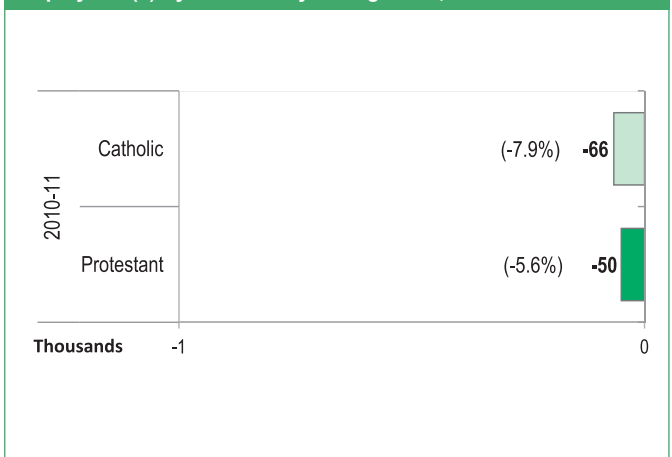
In 2011, [52.4%] of part-time 'Other' Public Authorities' employees were Protestant; while [47.6%] were Roman Catholic (Chart 10.19).

Between 2010 and 2011, the decrease in the number of part-time Roman Catholic employees was greater than that for Protestant employees (Chart 10.20). Consequently, the Protestant share of the 'Other' Public Authorities' part-time workforce increased by [0.6 pp] from [51.8%] in 2010.

**Chart 10.19: Public Authorities Part-time Employees [%] by Community Background, 2010-2011**



**Chart 10.20: Changes in Public Authorities Part-time Employees (n) by Community Background, 2010-2011**

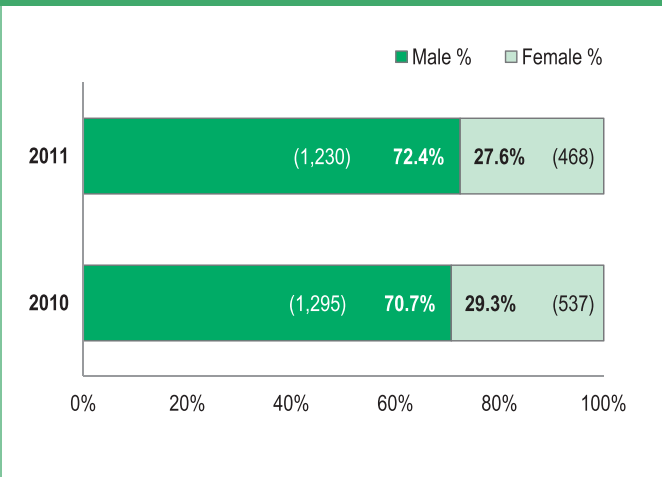


### 10.4.2 Sex

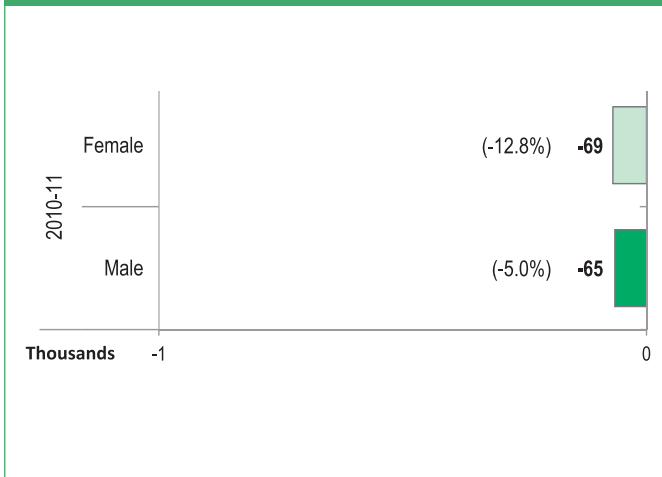
In 2011, nearly three-quarters of part-time ‘Other’ Public Authorities’ employees were male; whilst more than one-quarter were female (Chart 10.21).

Between 2010 and 2011, the decrease in the number of female part-time employees was slightly greater than that for their male counterparts (Chart 10.22). Furthermore, in proportional terms, it was much greater than that for male part-time employees. Consequently, the male share of the part-time ‘Other’ Public Authorities workforce increased by (1.7 pp) from 70.7% in 2010.

**Chart 10.21: ‘Other’ Public Authorities Part-time Employees % by Sex, 2010-2011**



**Chart 10.22: Changes in ‘Other’ Public Authorities Part-time Employees (n) by Sex, 2010-2011**

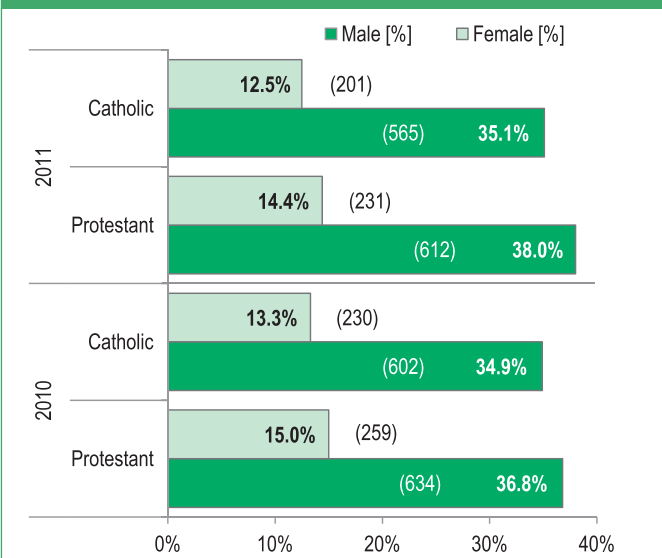


### 10.4.3 Community Background and Sex

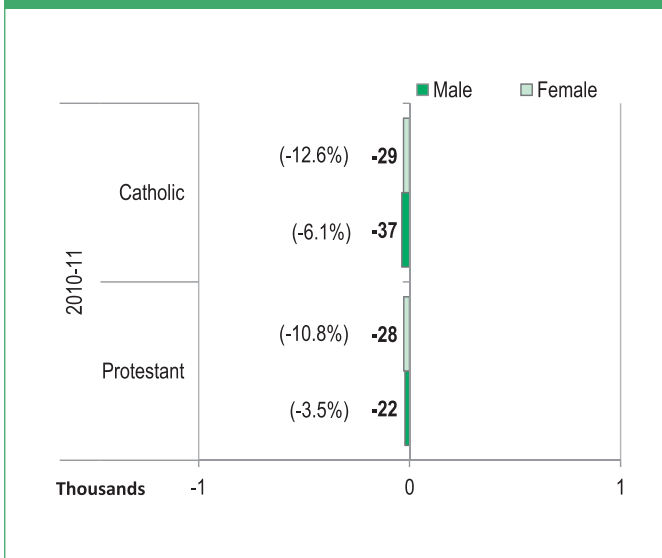
In 2011, male Protestants [38.0%] and male Roman Catholics [35.1%] comprised more than 70 percent of the part-time ‘Other’ Public Authorities workforce (Chart 10.23). Female Protestants comprised [14.4%] of part-time employees, whilst male Roman Catholic representation was [12.5%].

Between 2010 and 2011, each of the four groups saw a decrease in numbers in part-time employment (Chart 10.24). In proportional terms, the decreases in male Protestant and male Roman Catholic part-time employment were much less than those for female Protestant and female Roman Catholic employment (Chart 10.24). Consequently, male Protestant employees’ share of the part-time workforce increased by [1.2 pp] from [36.8%] in 2010, whilst male Roman Catholic employees’ share increased by [0.2 pp] from [34.9%].

**Chart 10.23: ‘Other’ Public Authorities Part-time Employees [%] by Community Background and Sex, 2010-2011**



**Chart 10.24: Changes in ‘Other’ Public Authorities Part-time Employees (n) by Community Background and Sex, 2010-2011**

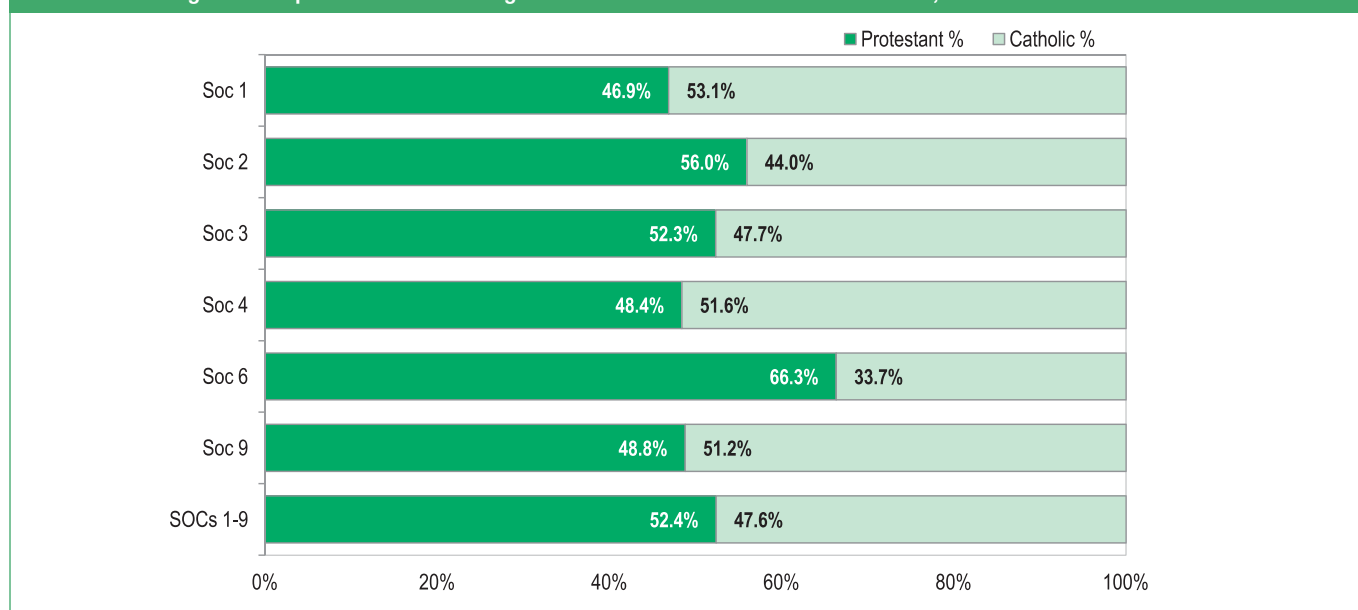




### 10.4.4 Community Background and SOC<sup>30</sup>

In 2011, as in previous years, the religious composition of SOC categories 1-9 varied (Chart 10.25). However, with reference to the average composition of SOCs 1-9 [52.4% v. 47.6%], Protestant representation in Personal Services Occupations (SOC 6) was [13.9 pp] above average, while in Professional Occupations (SOC 2) it was [3.6 pp] above average. Conversely, Roman Catholic representation in Managerial and Senior Official Occupations (SOC 1) was [5.5 pp] above average, and in Administrative and Secretarial Occupations (SOC 4), it was [4.0 pp] above average.

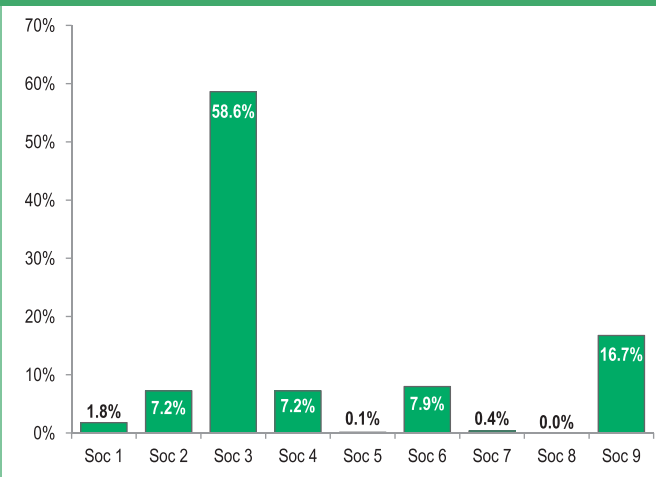
Chart 10.25: Religious Composition of SOC Categories 1-9 in the 'Other' Public Authorities, 2011



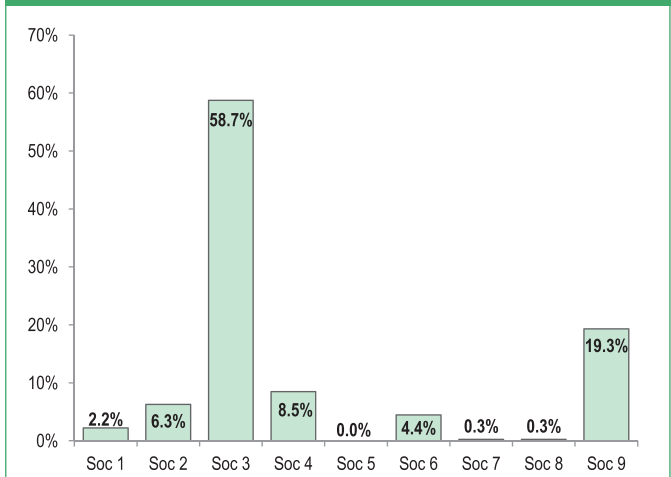
In 2011, the majority of both Protestant and Roman Catholic part-time 'Other' Public Authorities workers were employed in Associate Professional and Technical Occupations (SOC 3), while very few Protestant or Roman Catholic part-time workers were employed in Skilled Trades (SOC 5) or Process, Plant and Machine Operative (SOC 8) Occupations (Charts 10.26 & 10.27). Despite the difference in the religious composition of the SOC categories (Chart 10.26), the distribution of Protestant and Roman Catholic part-time employees across the SOC categories were broadly similar, although notably, both were very concentrated in SOC 3. However, some differences in distribution are evident (Charts 10.26 & 10.27). For example, a greater proportion of Protestant workers than Roman Catholic workers were employed in SOC 6 (7.9% v. 4.4%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in Elementary Occupations (SOC 9) (19.3% v. 16.7%). For further details on the composition of the 'Other' Public Authorities part-time workforce by SOC, see Table 10.10 at the end of the chapter.

<sup>30</sup> For anonymity purposes, SOC categories with numbers < 10 are excluded from any religious composition analysis.

**Chart 10.26: Distribution of Protestant Part-time 'Other' Public Authorities' Employees across SOC 1-9, 2011**



**Chart 10.27: Distribution of Catholic Part-time 'Other' Public Authorities' Employees across SOC 1-9, 2011**



## 10.5 The 'Other' Public Authorities' Workforce: Applicants, Appointees, Promotees & Leavers

### 10.5.1 The 'Other' Public Authorities Workforce: Applicants

There were 32,562 applicants to the 'Other' Public Authorities in 2011 (Table 10.4), an increase of 8.6% (2,592) from 2010.

**Table 10.4: 'Other' Public Authorities' Applicants by Community Background and Sex in 2011**

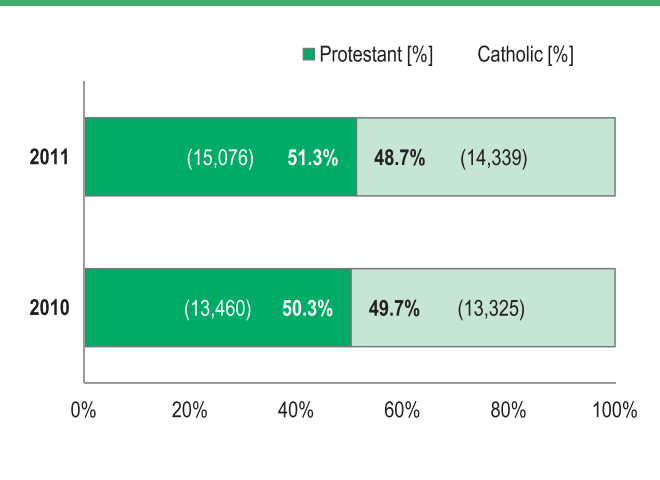
	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>8,172</b>	46.5% [27.8%]	<b>7,774</b>	44.2% [26.4%]	<b>1,634</b>	9.3%	<b>17,580</b>	54.0%
<b>Female</b>	<b>6,904</b>	46.1% [23.5%]	<b>6,565</b>	43.8% [22.3%]	<b>1,513</b>	10.1%	<b>14,982</b>	46.0%
<b>Total</b>	<b>15,076</b>	46.3% [51.3%]	<b>14,339</b>	44.0% [48.7%]	<b>3,147</b>	9.7%	<b>32,562</b>	100.0%

#### 10.5.1.1 Community Background

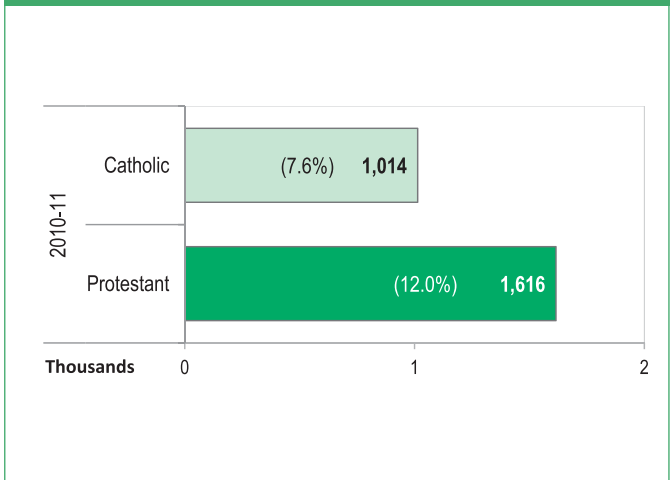
**In 2011, there were [51.3%] Protestant and [48.7%] Roman Catholic applicants to the 'Other' Public Authorities (Chart 10.28).**

Between 2010 and 2011, the increase in the number of Protestant applicants to the 'Other' Public Authorities was greater than that for Roman Catholic applicants (Chart 10.29). Consequently, the Protestant share of applicants to the 'Other' Public Authorities increased by [1.0 pp] from [50.3%] in 2010.

**Chart 10.28: 'Other' Public Authorities Applicants [%] by Community Background, 2010-2011**



**Chart 10.29: Changes in 'Other' Public Authorities' Applicants (n) by Community Background, 2010-2011**

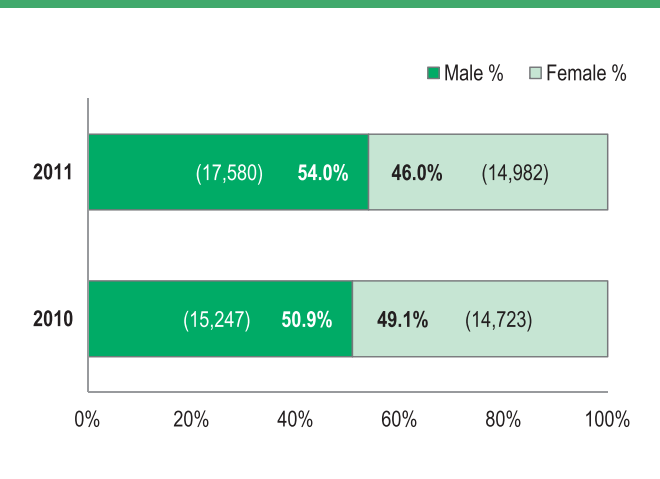


**10.5.1.2 Sex**

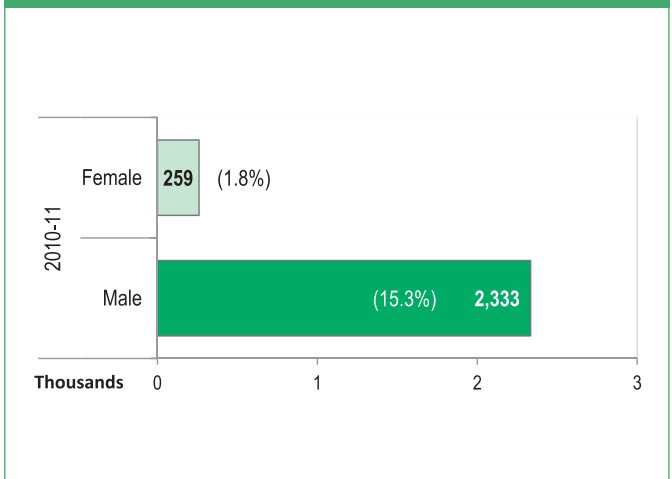
In 2011, the majority of applicants to the 'Other' Public Authorities were male (54.0%), while 46.0% were female (Chart 10.30).

Between 2010 and 2011, the increase in the number of male applicants to the 'Other' Public Authorities was greater than that for female applicants (Chart 10.31). Consequently, the male share of 'Other' Public Authorities' applicants increased by (3.1 pp) from 50.9% in 2010.

**Chart 10.30: 'Other' Public Authorities Applicants % by Sex, 2010-2011**



**Chart 10.31: Changes in 'Other' Public Authorities Applicants' (n) by Sex, 2010-2011**



### 10.5.1.3 Community Background and Sex

In 2011, male Protestants and male Roman Catholics each accounted for more than one-quarter of applicants to the 'Other' Public Authorities, whilst female Protestants and female Roman Catholics each accounted for less than one-quarter of applicants (Chart 10.32).

Between 2010 and 2011, female Roman Catholics were the only group to decrease in applicant numbers, whilst male Protestant and male Roman Catholic applicants increased by far more than female Protestant applicants (Chart 10.33). Consequently, male Protestants' share of applicants to the 'Other' Public Authorities increased by [2.2 pp] from [25.6%] in 2010, whilst male Roman Catholics' share increased by [1.2 pp] from [25.2%].

Chart 10.32: 'Other' Public Authorities Applicants [%] by Community Background and Sex, 2010-2011

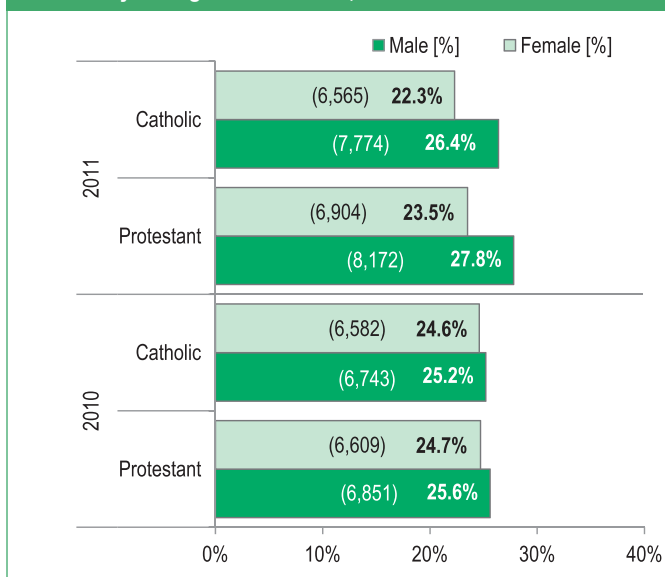
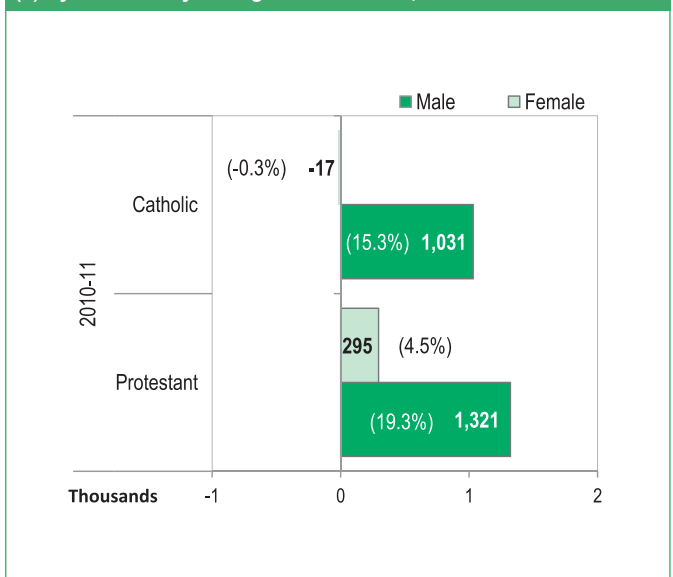


Chart 10.33: Changes in 'Other' Public Authorities' Applicants (n) by Community Background and Sex, 2010-2011



### 10.5.2 The 'Other' Public Authorities' Workforce: Appointees

There were 1,212 appointees to the 'Other' Public Authorities in 2011 (Table 10.5), a decrease of 20.0% (-303) from 2010.

Table 10.5: 'Other' Public Authorities' Appointees by Community Background and Sex in 2011

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>292</b>	45.1% [26.2%]	<b>311</b>	48.1% [27.9%]	<b>44</b>	6.8%	<b>647</b>	53.4%
<b>Female</b>	<b>236</b>	41.8% [21.2%]	<b>275</b>	48.7% [24.7%]	<b>54</b>	9.6%	<b>565</b>	46.6%
<b>Total</b>	<b>528</b>	43.6% [47.4%]	<b>586</b>	48.3% [52.6%]	<b>98</b>	8.1%	<b>1,212</b>	100.0%

### 10.5.2.1 Community Background

In 2011, there were [47.4%] Protestant and [52.6%] Roman Catholic 'Other' Public Authorities appointees (Chart 10.34).

Between 2010 and 2011, the decrease in the number of Roman Catholic appointees was greater than that for Protestant appointees (Chart 10.35). Consequently, the Protestant share of appointees to the 'Other' Public Authorities increased by [0.8 pp] from [46.6%] in 2010.

Chart 10.34: 'Other' Public Authorities Appointees [%] by Community Background, 2010-2011

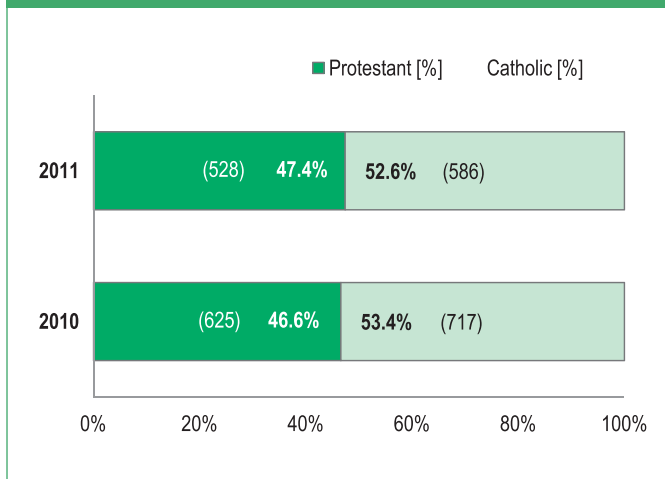
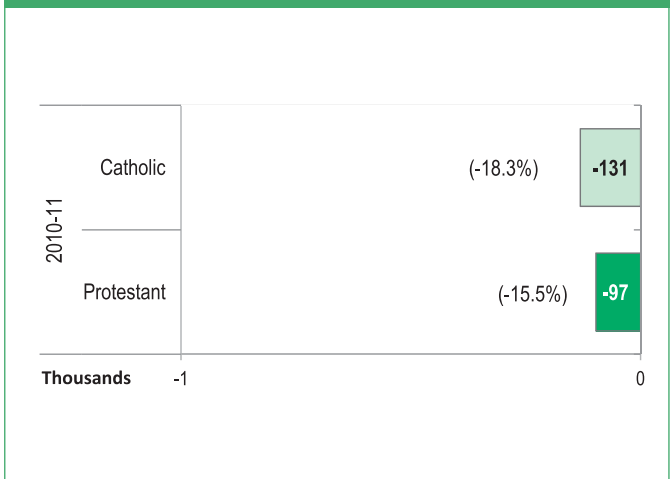


Chart 10.35: Changes in 'Other' Public Authorities' Appointees (n) by Community Background, 2010-2011



### 10.5.2.2 Sex

In 2011, 53.4% of appointees to the 'Other' Public Authorities were male; whilst 46.6% were female (Chart 10.36).

Between 2010 and 2011, the number of male appointees to the 'Other' Public Authorities decreased by a greater amount than did female appointees (Chart 10.37). Consequently, the female share of appointees to the 'Other' Public Authorities increased by (0.2 pp) from 46.4% in 2010.

Chart 10.36: 'Other' Public Authorities Appointees % by Sex, 2010-2011

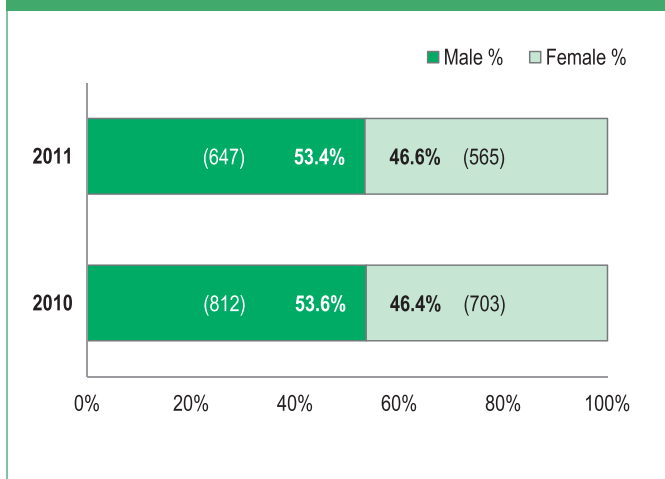
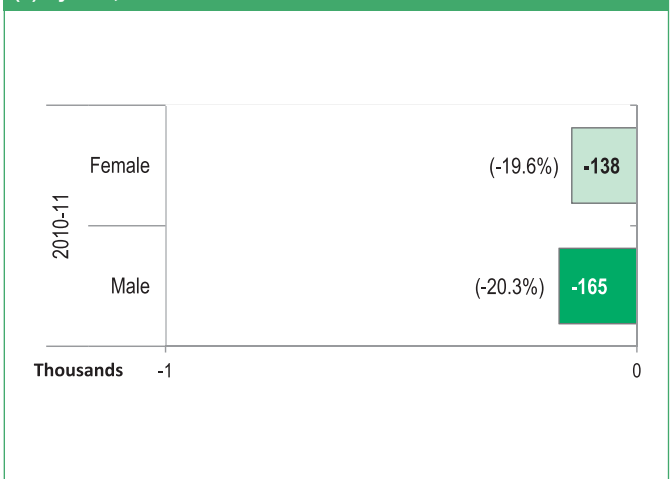


Chart 10.37: Changes in 'Other' Public Authorities' Appointees (n) by Sex, 2010-2011



### 10.5.2.3 Community Background and Sex

In 2011, male Protestants and male Roman Catholics each accounted for more than one-quarter of appointees to the 'Other' Public Authorities, whilst female Protestants and female Roman Catholics each accounted for less than one-quarter of appointees (Chart 10.38).

Between 2010 and 2011, each of the four groups decreased in appointee numbers (Chart 10.39). However, proportionally, the decreases in female Protestant and male / female Roman Catholic appointees were similar, whilst the decrease in male Protestant appointees was smaller (Chart 10.39). Consequently, male Protestants were the only group to increase their share of appointees to the 'Other' Public Authorities, by [1.2 pp] from [25.0%] in 2010.

Chart 10.38: 'Other' Public Authorities Appointees [%] by Community Background and Sex, 2010-2011

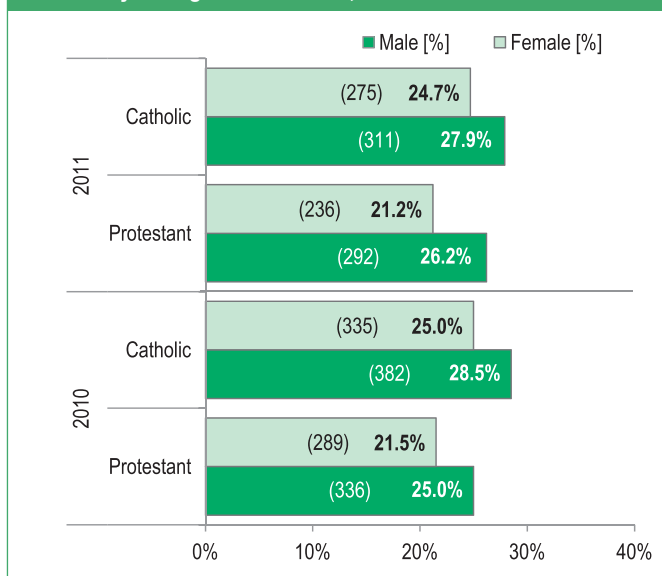
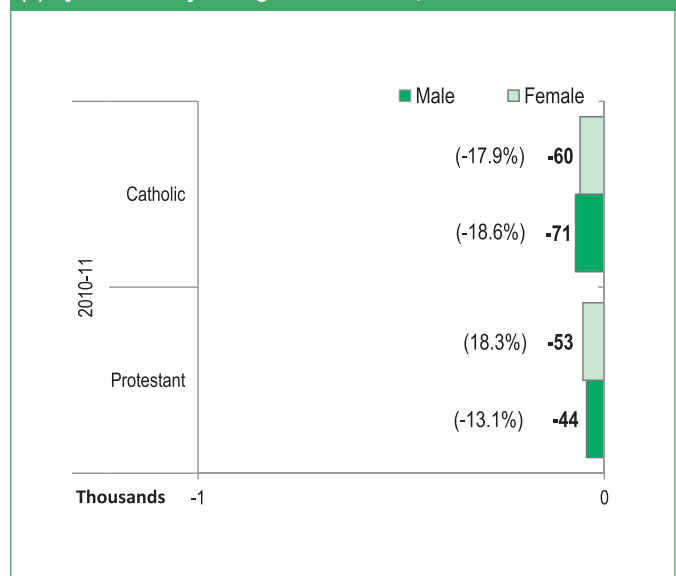


Chart 10.39: Changes in 'Other' Public Authorities' Appointees (n) by Community Background and Sex, 2010-2011



### 10.5.3 The 'Other' Public Authorities' Workforce: Promotees

There were 509 promotees in the 'Other' Public Authorities in 2011 (Table 10.6), an increase of 9.2% (43) from 2010.

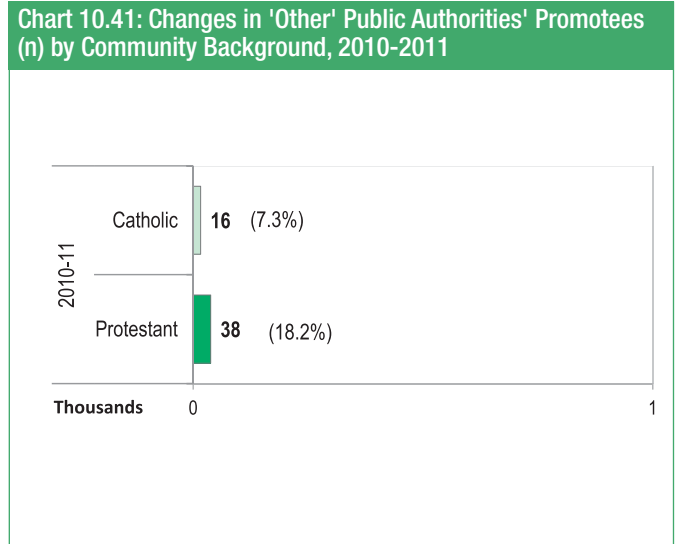
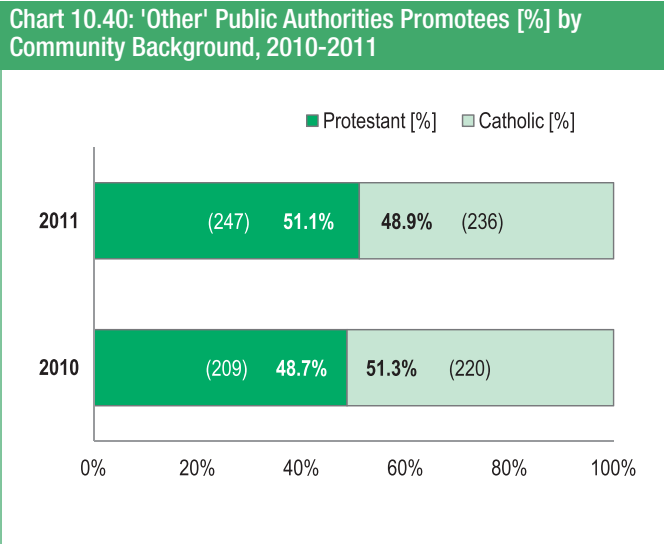
Table 10.6: 'Other' Public Authorities' Promotees by Community Background and Sex in 2011

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>138</b>	49.1% [28.6%]	<b>129</b>	45.9% [26.7%]	<b>14</b>	5.0%	<b>281</b>	55.2%
<b>Female</b>	<b>109</b>	47.8% [22.6%]	<b>107</b>	46.9% [22.2%]	<b>12</b>	5.3%	<b>228</b>	44.8%
<b>Total</b>	<b>247</b>	48.5% [51.1%]	<b>236</b>	46.4% [48.9%]	<b>26</b>	5.1%	<b>509</b>	100.0%

### 10.5.3.1 Community Background

In 2011, there were [51.1%] Protestant and [48.9%] Roman Catholic promotees in the 'Other' Public Authorities (Chart 10.40).

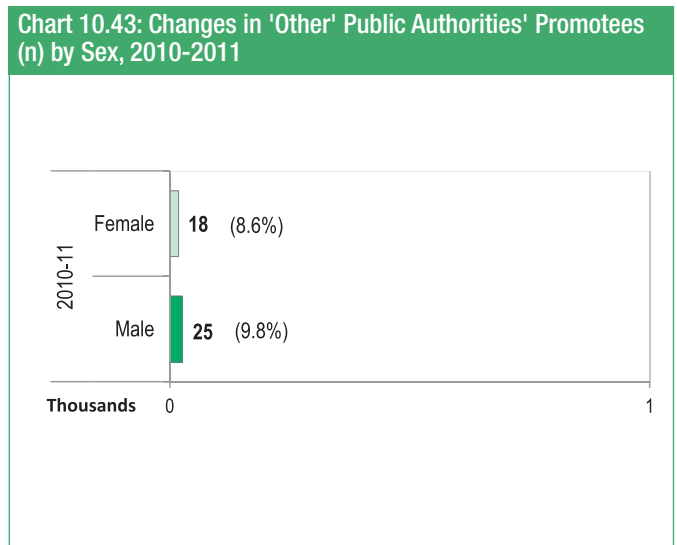
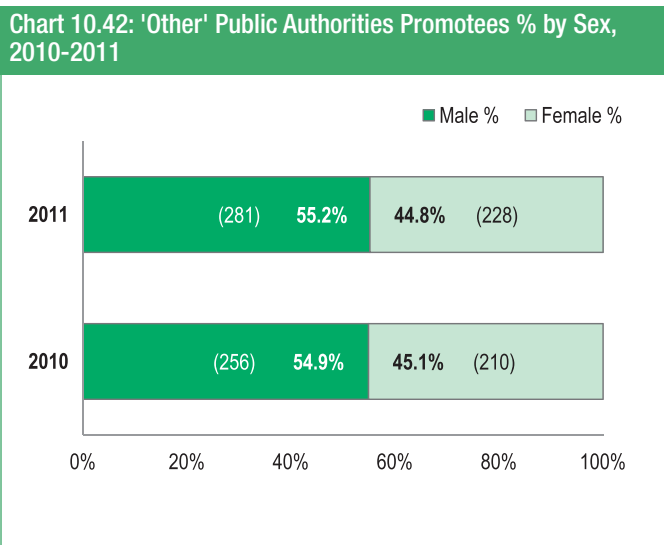
Between 2010 and 2011, the increase in the number of Protestant 'Other' Public Authorities' promotees was greater than for Roman Catholic promotees (Chart 10.41). Consequently, the Protestant share of promotees in the 'Other' Public Authorities increased by [2.4 pp] from [48.7%] in 2010.



### 10.5.3.2 Sex

In 2011, 55.2% of promotees in the 'Other' Public Authorities were male; whilst 44.8% were female (Chart 10.42).

Between 2010 and 2011, the number of male promotees in the 'Other' Public Authorities increased by a greater amount than did female promotees (Chart 10.43). Consequently, the male share of promotees increased by (0.3 pp) from 54.9% in 2010.



### 10.5.3.3 Community Background and Sex

In 2011, male Protestants and male Roman Catholics each accounted for more than one-quarter of promotees in the 'Other' Public Authorities, whilst female Protestants and female Roman Catholics each accounted for less than one-quarter of promotees (Chart 10.44).

Between 2010 and 2011, each of the four groups increased in promotee numbers (Chart 10.45). However, the increase in female Protestant promotee numbers, although small, was far greater than that for any other group. Consequently, female Protestants were the only group to increase their share of promotees, by [2.8 pp] from [19.8%] in 2010.

Chart 10.44: 'Other' Public Authorities Promotees [%] by Community Background and Sex, 2010-2011

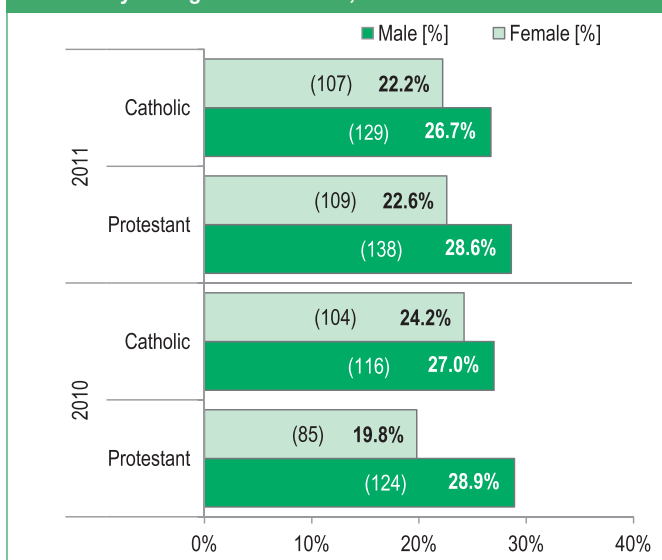
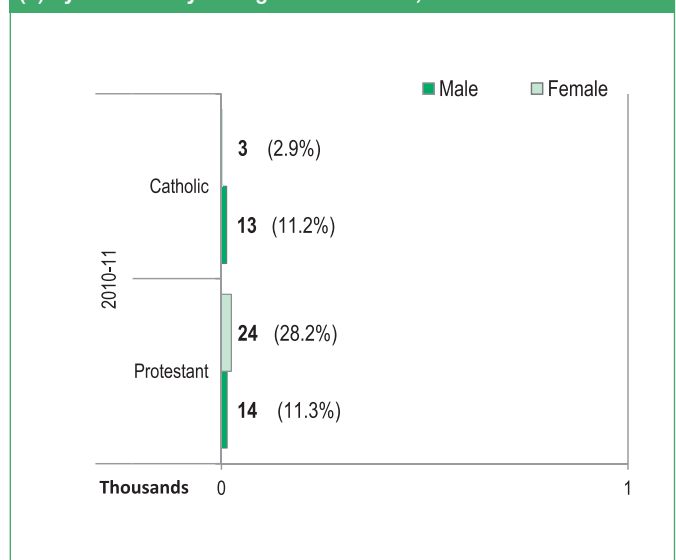


Chart 10.45: Changes in 'Other' Public Authorities Promotees' (n) by Community Background and Sex, 2010-2011



### 10.5.4 The 'Other' Public Authorities' Workforce: Leavers

There were 6,237 leavers from the 'Other' Public Authorities in 2011 (Table 10.7), an increase of 24.5% (1,226) from 2010.

Table 10.7: 'Other' Public Authorities' Leavers by Community Background and Sex in 2011

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>1,355</b>	52.9% [24.3%]	<b>921</b>	35.9% [16.5%]	<b>287</b>	11.2%	<b>2,563</b>	41.1%
<b>Female</b>	<b>2,084</b>	56.7% [37.4%]	<b>1,212</b>	33.0% [21.8%]	<b>378</b>	10.3%	<b>3,674</b>	58.9%
<b>Total</b>	<b>3,439</b>	55.1% [61.7%]	<b>2,133</b>	34.2% [38.3%]	<b>665</b>	10.7%	<b>6,237</b>	100.0%



### 10.5.4.1 Community Background

In 2011, the majority of leavers from ‘Other’ Public Authorities were Protestant [61.7%], whilst [38.3%] were Roman Catholic (Chart 10.46).

Between 2010 and 2011, the increase in the number of Protestant ‘Other’ Public Authorities’ leavers was greater than that for Roman Catholic leavers (Chart 10.47). However, proportionally, the increase in Roman Catholic leavers was greater than that for Protestant leavers (Chart 10.47). Consequently, the Roman Catholic share of ‘Other’ Public Authorities’ leavers increased by [2.1 pp] from [36.2%] in 2010.

Chart 10.46: ‘Other’ Public Authorities Leavers [%] by Community Background, 2010-2011

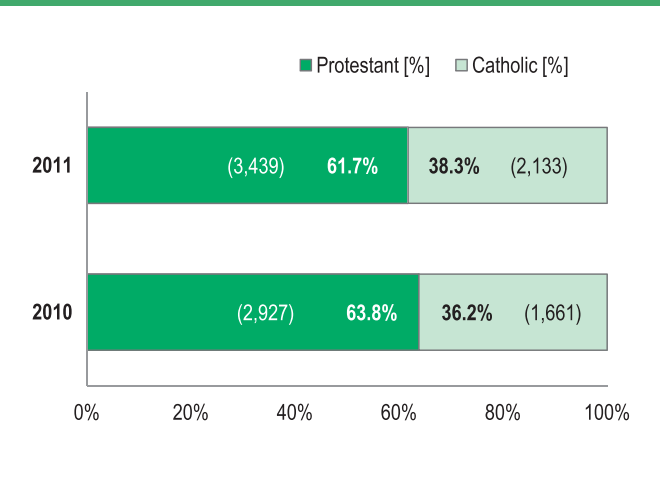
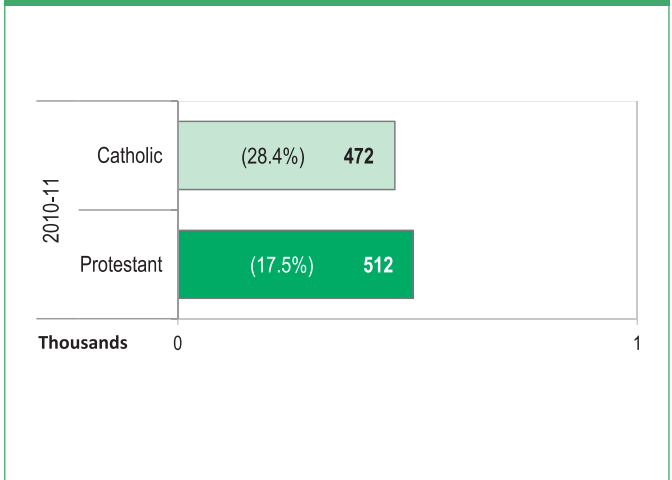


Chart 10.47: Changes in Public Authorities' Leavers (n) by Community Background, 2010-2011



### 10.5.4.2 Sex

In 2011, 41.1% of leavers from the ‘Other’ Public Authorities were male, whilst 58.9% were female (Chart 10.48).

Between 2010 and 2011, the increase in the number of female leavers from the ‘Other’ Public Authorities was greater than that for male leavers (Chart 10.49). Consequently, the female share of the ‘Other’ Public Authorities’ leavers increased by (2.2 pp) from 56.7% in 2010.

Chart 10.48: ‘Other’ Public Authorities Leavers % by Sex, 2010-2011

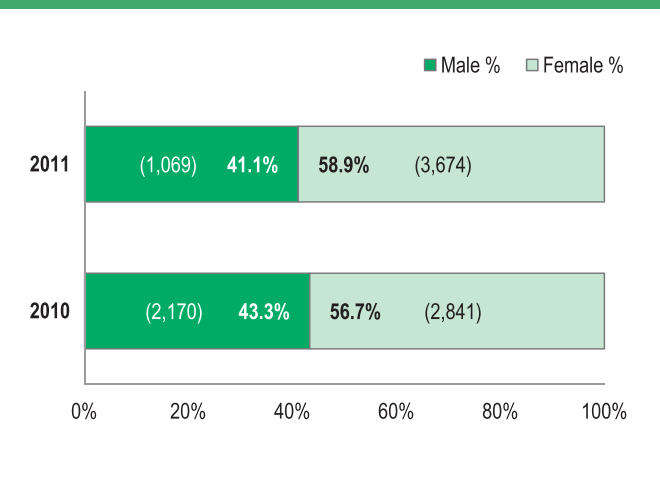
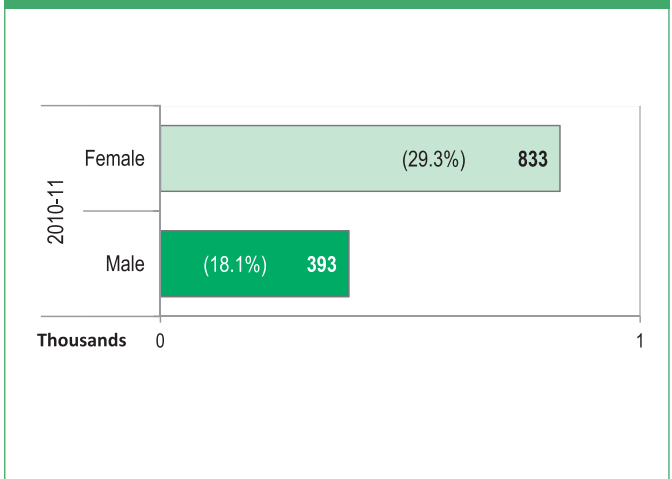


Chart 10.49: Changes in ‘Other’ Public Authorities’ Leavers (n) by Sex, 2010-2011

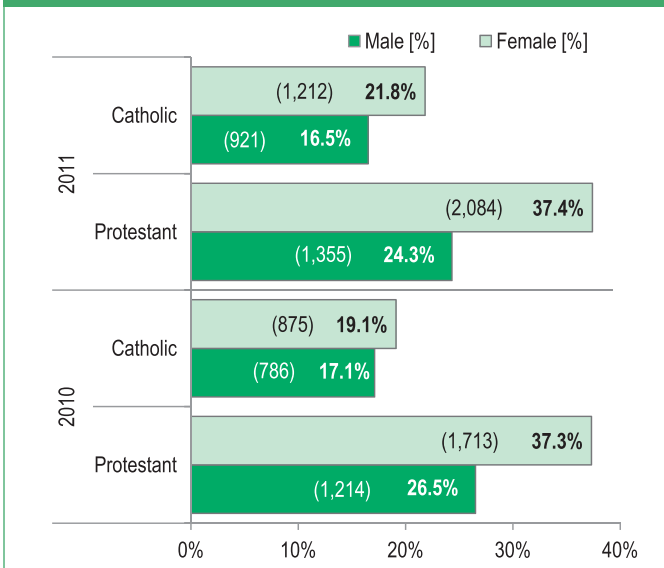


**10.5.4.3 Community Background and Sex**

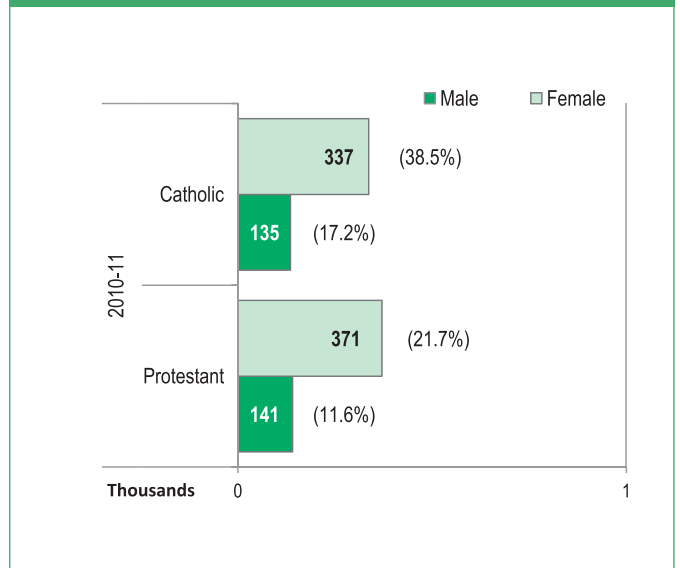
In 2011, female Protestants comprised the greatest proportion of leavers from the ‘Other’ Public Authorities [37.4%] (Chart 10.50). Male Protestants and female Roman Catholics each comprised less than one-quarter of leavers, whilst male Roman Catholics comprised less than one-sixth of leavers.

Between 2010 and 2011, each of the four groups increased in numbers leaving the ‘Other’ Public Authorities (Chart 10.51). The increases in numbers of female Protestant and female Roman Catholic leavers were greater than those for male Protestant and male Roman Catholic leavers. Consequently, female Protestants’ share of leavers increased by [0.1 pp] from [37.3%] in 2010, whilst female Roman Catholics’ share increased by [2.7 pp] from [19.1%].

**Chart 10.50: ‘Other’ Public Authorities Leavers [%] by Community Background and Sex, 2010-2011**



**Chart 10.51: Changes in ‘Other’ Public Authorities Leavers (n) by Community Background and Sex, 2010-2011**



## 10.6 Additional Tables for Chapter 10

Table 10.8: 'Other' Public Authorities (All) Employees by Community Background and SOC in 2011								
SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	1,424	11.9	50.0	1,425	13.4	50.0	2,849	12.6
SOC 2	1,055	8.8	56.3	818	7.7	43.7	1,873	8.3
SOC 3	2,305	19.3	53.7	1,991	18.8	46.3	4,296	19.0
SOC 4	2,336	19.6	49.9	2,348	22.1	50.1	4,684	20.8
SOC 5	685	5.7	68.9	309	2.9	31.1	994	4.4
SOC 6	411	3.4	58.5	292	2.8	41.5	703	3.1
SOC 7	154	1.3	59.7	104	1.0	40.3	258	1.1
SOC 8	1,475	12.4	52.8	1,319	12.4	47.2	2,794	12.4
SOC 9	2,097	17.6	51.1	2,007	18.9	48.9	4,104	18.2
Total	<b>11,942</b>	100.0	52.9	<b>10,613</b>	100.0	47.1	<b>22,555</b>	100.0

Table 10.9: 'Other' Public Authorities Full-time Employees by Community Background and SOC in 2011								
SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	1,409	12.7	50.0	1,408	14.3	50.0	2,817	13.4
SOC 2	994	9.0	56.3	770	7.8	43.7	1,764	8.4
SOC 3	1,811	16.3	54.0	1,541	15.6	46.0	3,352	16.0
SOC 4	2,275	20.5	49.9	2,283	23.2	50.1	4,558	21.8
SOC 5	684	6.2	68.9	309	3.1	31.1	993	4.7
SOC 6	344	3.1	57.1	258	2.6	42.9	602	2.9
SOC 7	151	1.4	59.7	102	1.0	40.3	253	1.2
SOC 8	1,475	13.3	52.8	1,317	13.4	47.2	2,792	13.3
SOC 9	1,956	17.6	51.3	1,859	18.9	48.7	3,815	18.2
Total	<b>11,099</b>	100.0	53.0	<b>9,847</b>	100.0	47.0	<b>20,946</b>	100.0

Table 10.10: 'Other' Public Authorities Part-time Employees by Community Background and SOC in 2011								
SOC	Protestant			Roman Catholic			All P. & R.C.	
	N	%	[%]	N	%	[%]	N	%
SOC 1	15	1.8	46.9	17	2.2	53.1	32	2.0
SOC 2	61	7.2	56.0	48	6.3	44.0	109	6.8
SOC 3	494	58.6	52.3	450	58.7	47.7	944	58.7
SOC 4	61	7.2	48.4	65	8.5	51.6	126	7.8
SOC 5	*	0.1	-	*	0.0	-	*	0.1
SOC 6	67	7.9	66.3	34	4.4	33.7	101	6.3
SOC 7	*	0.4	-	*	0.3	-	*	0.3
SOC 8	*	0.0	-	*	0.3	-	*	0.1
SOC 9	141	16.7	48.8	148	19.3	51.2	289	18.0
Total	<b>843</b>	100.0	52.4	<b>766</b>	100.0	47.6	<b>1,609</b>	100.0



# APPENDICES

# Appendix 1:

## Definitions, Technical Considerations and Wider Concepts in Fair Employment

Appendix 1 sets out a range of definitions and methodological points which may assist the reader in interpreting the data presented in the report.

### 1. Timeline: Changes to Monitoring Coverage over Time

The Fair Employment (Northern Ireland) Act 1989 (“The 1989 Act”) introduced compulsory workforce monitoring. The primary purpose was to assess the degree of fair participation within individual concerns, and thus to determine whether affirmative action measures might be necessary.

The exact scope and coverage of the monitoring provisions has however changed over time as follows:

- 1990:** Monitoring introduced, covering all specified public authorities and those private sector concerns with 26 or more employees. Only full-time employees are monitored. Public authorities and large private sector concerns (251+ employees) submit applicant and appointee data one year later (1991).
- 1992:** Monitoring extended to cover full-time employees in private sector concerns with 11-25 employees.
- 2001:** Monitoring extended to cover part-time employees, plus applicants and appointees in all registered private sector concerns. For the first time monitoring now includes promotees and leavers, but only in public bodies, and large private sector concerns (251+ employees).
- 2004:** 2000 replaces 90 for classifying jobs. Due to the nature of changes in the coding framework, comparisons with historic data are now problematic.
- Present:** The following are currently monitored by all registered concerns: all employees (full time and part time); applicants; appointees. Public Sector bodies and large (251+) private sector organisations must also monitor promotees and leavers.

As the categories covered by monitoring have changed over time, the scope of the annual Monitoring Report has also changed, as differing data sets became available.

## 2. Definitions and Technical Considerations Relevant to the Annual Summary of Monitoring Returns

The following may be of help in understanding the information presented in this report, and in the wider concepts associated with fair employment<sup>31</sup>.

The **Monitored Northern Ireland Workforce** refers to the aggregated returns from all *specified* public authorities, and *registered* private sector concerns. Figures quoted in this report relate specifically to the workforce composition of monitored (registered and specified) employments, and not to all employers / employees in Northern Ireland<sup>32</sup>.

**Specification of Public Authorities:** All public sector employers identified in the Fair Employment (Specification of Public Authorities) Order (Northern Ireland), as amended, are deemed to be automatically registered with the Commission. Specified authorities are deemed to be registered on 1st January each year.

**Registration:** All private sector concerns with 11 or more employees are required to register with the Commission<sup>33</sup>. Private concerns are registered throughout the calendar year, on the 6th day of any given month, i.e. 6th January, 6th February, 6th December.

**Applicants:** refers to those individuals who have applied to fill vacancies for employment in any monitored concern in Northern Ireland. An individual is counted as an applicant *only once* by an employer in any given year, even if that individual has made more than one application for employment. Employees who apply internally for vacancies are not included.

**Appointees:** although all appointees are monitored, the annual monitoring return includes data only on those appointees still employed at the anniversary date of registration. In practice, this rule may result in an unspecified number of temporary appointments not being recorded, particularly in those employers or occupational grades prone to rapid turnover<sup>34</sup>.

Caution is required when making direct comparisons between the community composition of applicants and appointees data *as presented in the annual monitoring report*. Firstly, applicant and appointee information is presented for the monitoring year in question, not by recruitment competition. For example, an applicant may be counted in one monitoring year, but not be appointed until the following monitoring year and thus the data would be reported in two separate monitoring returns. Secondly, an applicant who was appointed on a temporary basis may be counted as an applicant for the purposes of monitoring, but may not appear as an appointee if their contract ends before the anniversary date of registration. This problem does not impact on triennial employer reviews, as employers are able to consider the raw data on a competition by competition basis.

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31 The interested reader may wish to refer to the Commission's website which includes links to the following publications: Equality Commission (2003). *Fair Employment in Northern Ireland Code of Practice*, as amended. Equality Commission (2009). *A Unified Guide to Promoting Equal Opportunities In Employment*. Fair Employment Commission (1989). *A Step by Step Guide to Monitoring: Monitoring your Workforce and Applicants in line with Fair Employment regulations. Fair Employment (Monitoring) Regulations (Northern Ireland) 1999*, as amended.

32 On the date of first registration / specification, an employer is only required to provide information on employees. Data on applicants, appointees, promotees and leavers (as appropriate) is not provided until the first anniversary. The monitoring database may contain a small number of registered private sector concerns which have temporarily fallen below the 11 employee threshold. Their status is reviewed on a regular basis.

33 The monitoring database may contain a small number of registered private concerns which have temporarily fallen below the 11 employee threshold. Their status is reviewed on a regular basis.

34 Between 1991 and 2001, all specified public authorities, and those private sector concerns with 251 or more employees, were required to include the community composition of applicants and appointees on their Monitoring Return. Since 2001, all registered private sector employers, irrespective of size, must now provide such information to the Commission.

**A Promotee**<sup>35</sup> is defined as person who fills the following four conditions:-

- (i) the employee has moved jobs within the concern; and
- (ii) in so doing, has filled a job which was restricted to persons already employed in the concern; and
- (iii) has remained in the job for not less than six months; and
- (iv) as a direct result of the move has received an increase in remuneration (excluding expenses).

**A Leaver**<sup>36</sup> is classified as a former employee who ceased to be employed in the concern during the 12 month reference period.

**Community Composition:** The legislation specifies that “composition” refers to the numbers who are to be treated for the purposes of monitoring as belonging to each community. “*Community*” means the Protestant community, or the Roman Catholic community, in Northern Ireland.

**Community Background:** Protestant refers to those determined by monitoring methods as members of the Protestant community. Roman Catholic or ‘Catholic’ refers to those determined by monitoring methods as members of the Roman Catholic community. Individuals for whom it was not possible to determine a community background are described as ‘Non-determined’<sup>37</sup>.

**Recording Workforce Community Background:** On a monitoring return, employers are required to specify the composition of their workforce by community background, sex and occupational grouping, and whether they were employed for more or less than 16 hours per week.

Current legislation requires employers to determine the community background of their employees via the ‘**Direct Question**’. This requires the applicant or employee to state in writing whether they belong to the Protestant or Roman Catholic community or belong to neither.

The **residuary method** is to be used when the Direct Question fails to provide a determination of community background. The residuary method is based on the fact that there are a number of pieces of information about an individual which, if known, can give a reasonable indication of community background.

**Presenting Workforce Composition (Community Background) using square [ ] and round ( ) brackets:** In this report, percentages shown in square brackets [ ] are based on Protestants and Roman Catholics only, with the Non-Determined excluded. Where square brackets are used, and a percentage for one community is shown (e.g. Protestant), the corresponding percentage for the other community (e.g. Roman Catholic) can be calculated by subtracting the Protestant percentage from 100. Percentages in round brackets ( ) are derived from a total population sum, examples of their use include: between-year Protestant / Roman Catholic percentage increases and decreases; total workforce breakdowns of Protestant, Roman Catholic and Non-Determined employees and distributional analyses of Protestant / Roman Catholic employees across difference categories. Please note that [ ] and ( ) percentages may not always sum to 100 due to rounding.

35 Since 2001, all specified public authorities, and those private sector employers with 251 or more employees, have been required to include the composition of promotees on their Monitoring Return.

36 While all public sector leavers are monitored, only those leavers working in private sector concerns with 251 or more employees are monitored.

37 Since the introduction of statutory monitoring in 1990, the proportion of employees for whom it has not been possible to determine a community background has fluctuated year-on-year. However, overall the proportion of Non-determined employees has increased from (5.6%) in 1990 to (6.8%) in 2011. The Non-determined proportion is higher in some occupational groups, such as SOC2 ‘Professional Occupations’, and in some sectors, such as the Private Sector.



**Standard Occupational Classification (S):** The Standard Occupational Classification allow jobs to be classified and compared according to the kind of work performed (job), and the competent performance of the tasks and duties (skill).

During the period 1990 – 2003, the classification system in use by employers, and adopted in all previous Monitoring Reports up to and including 2003, was known as 90. However, the Fair Employment (Monitoring) (Amendment) Regulations (Northern Ireland) 2002 changed the prescribed classification system to the updated 2000. This new system was adopted by employers for monitoring purposes on 1st January 2004<sup>38</sup>.

The nine 2000 groups are:-

- SOC1 Managers and Senior Officials
- SOC2 Professional Occupations
- SOC3 Associate Professional and Technical Occupations
- SOC4 Administrative and Secretarial Occupations
- SOC5 Skilled Trades Occupations
- SOC6 Personal Service Occupations
- SOC7 Sales and Customer Service Occupations
- SOC8 Process, Plant and Machine Operatives
- SOC9 Elementary Occupations

**Move of base year for trend comparisons from 1990 to 2001.**

With the inclusion of part-time employees in 2001, and private sector applicants and appointees from smaller concerns, it became possible to analyse a more comprehensive range of employees, applicants and appointees. The default year for all longer term comparisons has thus been moved from 1990 to 2001. Historical data remains available via the previously published reports.

**Factors associated with the Review of Public Administration (RPA)** resulted in 2008 being an atypical year for monitoring. In brief, 12 newly-established public authorities, including five health trusts and six regional colleges, were specified by the Commission on 1st January 2008.

For first monitoring returns, employers are not required to submit data on applicants, appointees, promotees and leavers. As the health trusts and regional colleges account for a considerable proportion of monitored applicants and appointees, this resulted in a sharp drop in the reported number of applicants etc for 2008. In 2009, the 12 new authorities commenced their submission of applicant and appointee data. This has resulted in a substantial increase in the recorded count for applicants, appointees, promotees and leavers for 2009.

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<sup>38</sup> The move to SOC2000 has had a marked impact upon interpretations of the occupational structure of employment in Northern Ireland. Compared to the earlier SOC90, the changes to the nine major groups are of such magnitude as to make direct comparisons between 2010 and the period 1990 – 2003 problematic.

### 3. Wider Concepts in Fair Employment

The Fair Employment Code of Practice (2003), as amended, makes a number of observations regarding wider concepts:

**Fair Participation:** While fair participation is mentioned but not defined in the legislation, the Code notes:

“The determination of what is fair depends on the circumstances of each particular case i.e. each specific employment situation.”

“It does not mean that every job, occupation or position in every undertaking throughout Northern Ireland must reflect the proportionate distribution of Protestants and Roman Catholics in the province.”

“It is not possible to prescribe a rigid and predetermined level of participation which should be achieved generally by all employers. Obviously what is fair will depend very much on the circumstances of each particular and individual case. What is required is that you afford opportunities to both communities and, where a community is under-represented, you take affirmative action steps to remedy that under-representation. Accordingly you must ask yourself whether, in the light of all the factors known to you – and including advice from the [Equality] Commission – the composition of the workforce and of your recent recruits as revealed by monitoring is broadly in line with what might reasonably be expected.”

“The ideal is to identify any job category within a workforce for which there are fewer applicants or workers of a particular community background than might reasonably be expected given the relative numbers with the necessary qualifications, experience, etc. in the catchment area. Every job category does not have to reflect the overall proportion of both communities in Northern Ireland.”

With regards to **Catchment Area:** the Code notes:

“This refers to the area from within which an employer would normally expect to recruit for the particular job in question and the proportionate distribution of both communities in that area. Its determination calls for the exercise of informed judgement by the employer and consultation with the Commission.”

“Informed judgement must be exercised in deciding on the relevant catchment area for jobs and on the proportionate religious distribution which might reasonably be expected in both an existing workforce and job applicants. Much depends on the nature of the job in question. Some relevant factors in deciding on the catchment area are:

- the qualifications, skills and expertise necessary for the job in question;
- the wages on offer;
- the hours of work involved;
- travelling methods, arrangements, distances and times;
- valid knowledge based on your own expertise and personal experience.”

**Affirmative Action:** “This is a mechanism for change. The term refers to action designed to secure fair participation in employment by members of the Protestant or the Roman Catholic community by means including the adoption of practices encouraging such participation, and the modification or abandonment of practices that have or may have the effect of restricting or discouraging such participation.”

**Chill Factor:** “This term describes a problem of attitude towards, and environment within, the workplace. Members of a particular community can feel discouraged or prevented from applying for jobs in any company or undertaking perceived as being traditionally associated with the other community. The company or undertaking can feel it pointless to desist from customary and casual recruitment practices geared to a particular community on the assumption that efforts to attract the other community would be wasted. To break the circle it is necessary to change perception and habitual practice in both the community and the company or undertaking.”

**Under-Representation:** “The term is used in the context of affirmative action. It reflects the fact that a particular community, whether Protestant or Roman Catholic, is not enjoying fair participation in employment. In these circumstances the community concerned can be described as “under-represented.”

## Appendix 2: Composition of Individual Public Authorities and Private Sector Concerns, 2011

### Introduction

Appendix 2, which contains four sections, includes information on those 104 Specified Authorities (public sector bodies) and 2,240 private sector concerns which had 26 or more employees in 2011. There were 18 public authorities and 1,446 private sector concerns which had 25 or less employees, and these are not detailed here.

**Section 1** deals with employees of the 104 public authorities. The community background of the total workforce in each concern, including part-time staff, is listed here.

There were two concerns in Section 1 which had less than 10 Protestant employees and two concerns which had less than 10 Roman Catholic employees. For these two concerns no information on the community background of any of the employees is provided. This is to ensure that the religion of any individual cannot be inferred from the data published in this Appendix. Such concerns are identified as follows

- \* indicates those in which there were less than 10 Roman Catholic employees;
- # indicates those in which there were less than 10 Protestant employees.

For concerns that had 10 or more Protestants and 10 or more Roman Catholics, information on the religion of employees is provided. This includes the total number of Protestant, Roman Catholic and Non-Determined employees. The percentage of Protestants and Roman Catholics is also shown (excluding the Non-Determined).

**Section 2** deals with employees in those 2,240 private sector concerns with 26 or more employees. The same information is provided as was given for public sector employees in Section 1. In the private sector there were 406 concerns which had less than 10 Roman Catholic employees (marked with a \*). There were also 311 concerns with less than 10 Protestant employees (marked with a #). A profile of these concerns by size is shown in Table A1.

**Table A1: Private Sector Concerns with less than 10 Employees of one Community by Size Band**

SIZE BAND (Number of Employees)	Concerns with less than 10 Protestant Employees	Concerns with less than 10 Roman Catholic Employees	Totals
26 - 50	229	333	562
51 - 100	72	67	139
101 - 250	10	6	16
251 +	0	0	0
<b>Total</b>	<b>311</b>	<b>406</b>	<b>717</b>

**Section 3** lists the composition of appointees to those 104 public bodies with 26 or more employees. The total number of appointees to each body is given. If there were less than two Protestant appointees or less than two Roman Catholic appointees, only the total number of appointees is shown. For the remaining public bodies, the number of Protestant, Roman Catholic and Non-Determined appointees is listed.

**Section 4** provides information on appointees to the private sector in the same format that was used for the public sector in Section 3. Although all private sector concerns, irrespective of size, now provide information on the composition of appointees on their monitoring return, in order to limit the size of the publication, only those concerns with 251 or more employees are listed here. There were 198 such concerns in 2011. For those concerns in which there were no appointments there are zeros in all columns.

## Interpretation of information

The Commission recommends that care should be exercised in the interpretation of this information for the following reasons:

- (i) The composition of each concern or authority is a snapshot of the employment pattern at the time of completion of the monitoring return. This employment pattern is a product of employment practices, and the availability of those with the requirements to be employed in these concerns, over a considerable period of time.
- (ii) Since the employment pattern is a snapshot in time, it does not indicate any change which may have taken place. For a number of concerns, the potential for change may have been limited due to reductions in their workforces and “chill factors” associated with their locations.
- (iii) A number of the concerns and authorities included have more than one location. The compositional figures are the overall figures for all locations.
- (iv) For those concerns and authorities in which there are less than 10 employees of one community, only the total number of employees is included. The proportion of the overall workforce represented by a small number of employees is greater for smaller concerns, e.g. in a concern with 30 employees, 9 represents 30% of the total workforce whereas in a concern with 300 employees, 9 represents 3% of the total.
- (v) The composition of every concern does not have to reflect the overall proportions of both communities in Northern Ireland. For each concern, the representation of each community which might reasonably be expected will be influenced by the concern’s location, the nature of the jobs which it provides, and the composition of available labour within the catchment area.

An assessment of whether or not both communities are enjoying fair participation in a particular concern requires more than a simple examination of the composition of the overall workforce in the concern - it will also require an examination of the composition of each of the major job groups within the concern. This will include:

- (a) making a determination of the reasonable recruitment area. It is rarely the case that this corresponds exactly to the area in the immediate vicinity of the concern's premises. It may be influenced by a wide range of factors, including location, the nature of the job, qualifications and experience required, travelling conditions and rates of pay; and
- (b) making comparisons between the availability and utilisation of both communities. The availability of members of both communities within the reasonable recruitment area will require consideration of the community compositions of:
  - the population
  - the unemployed
  - school leavers, and
  - those with the requisite skills in the community, training institutions and/or with the concern.



# **Appendix 2**

## **Section 1**

**Composition of Individual Specified  
Authorities (26+ employees)**



Specified Authority	P.	R.C.	N.D	Total	[%P]	[%RC]
Agri-food & Biosciences Institute	489	218	133	840	[69.2%]	[30.8%]
Antrim Borough Council	217	75	10	302	[74.3%]	[25.7%]
Ards Borough Council	321	60	13	394	[84.3%]	[15.7%]
Armagh City & District Council	166	147	9	322	[53.0%]	[47.0%]
Armagh Observatory & Planetarium, The	10	10	10	30	[50.0%]	[50.0%]
Arts Council of Northern Ireland	24	40	4	68	[37.5%]	[62.5%]
Ballymena Borough Council	243	72	14	329	[77.1%]	[22.9%]
Ballymoney Borough Council	99	27	10	136	[78.6%]	[21.4%]
Banbridge District Council	170	64	11	245	[72.6%]	[27.4%]
Belfast City Council	1,518	1,233	115	2,866	[55.2%]	[44.8%]
Belfast Education & Library Board	2,222	2,345	175	4,742	[48.7%]	[51.3%]
Belfast Harbour Commissioners	88	33	8	129	[72.7%]	[27.3%]
Belfast Health & Social Care Trust	10,170	11,041	1,225	22,436	[47.9%]	[52.1%]
Belfast Metropolitan College, The	677	613	120	1,410	[52.5%]	[47.5%]
Big Lottery Fund, The	28	25	5	58	[52.8%]	[47.2%]
British Broadcasting Corporation	355	302	76	733	[54.0%]	[46.0%]
Carrickfergus Borough Council	212	20	14	246	[91.4%]	[8.6%]
Castlereagh Borough Council	306	39	22	367	[88.7%]	[11.3%]
Chief Electoral Officer for Northern Ireland, The	29	27	0	56	[51.8%]	[48.2%]
Citybus Ltd	346	392	17	755	[46.9%]	[53.1%]
Civil Service, The	2,351	1,381	557	4,289	[63.0%]	[37.0%]
Coleraine Borough Council	234	82	22	338	[74.1%]	[25.9%]
Commissioner for Children & Young People for Northern Ireland	12	12	5	29	[50.0%]	[50.0%]
Comptroller & Auditor General for Northern Ireland	85	63	4	152	[57.4%]	[42.6%]
Construction Industry Training Board	*	-	-	34	-	-
Cookstown District Council	161	160	7	328	[50.2%]	[49.8%]
Council for Catholic Maintained Schools	11	62	0	73	[15.1%]	[84.9%]
Craigavon Borough Council	414	348	24	786	[54.3%]	[45.7%]
Department of Finance & Personnel	15,082	13,304	889	29,275	[53.1%]	[46.9%]
Derry City Council	116	383	17	516	[23.2%]	[76.8%]
Down District Council	80	263	12	355	[23.3%]	[76.7%]
Dungannon & South Tyrone Borough Council	145	187	17	349	[43.7%]	[56.3%]
Equality Commission for Northern Ireland	50	93	4	147	[35.0%]	[65.0%]
Fermanagh District Council	121	167	14	302	[42.0%]	[58.0%]
Food Standards Agency Northern Ireland	21	14	3	38	[60.0%]	[40.0%]
Foyle Carlingford & Irish Lights Commission	22	36	0	58	[37.9%]	[62.1%]
General Consumer Council for Northern Ireland	22	21	5	48	[51.2%]	[48.8%]
Health & Social Care Regulation & Quality Improvement Authority	81	76	17	174	[51.6%]	[48.4%]
Invest Northern Ireland	328	285	7	620	[53.5%]	[46.5%]
Labour Relations Agency	33	36	2	71	[47.8%]	[52.2%]
Larne Borough Council	126	43	11	180	[74.6%]	[25.4%]
Limavady Borough Council	90	88	7	185	[50.6%]	[49.4%]
Lisburn City Council	367	123	23	513	[74.9%]	[25.1%]
Livestock & Meat Commission for Northern Ireland	27	12	2	41	[69.2%]	[30.8%]
Londonderry Port & Harbour Commissioners	10	30	5	45	[25.0%]	[75.0%]

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

Specified Authority	P.	R.C.	N.D	Total	[%P]	[%RC]
Magherafelt District Council	106	100	2	208	[51.5%]	[48.5%]
Moyle District Council	34	63	7	104	[35.1%]	[64.9%]
National Museums & Galleries of Northern Ireland	250	124	62	436	[66.8%]	[33.2%]
Newry & Mourne District Council	79	384	14	477	[17.1%]	[82.9%]
Newtownabbey Borough Council	585	88	25	698	[86.9%]	[13.1%]
North Down Borough Council	432	66	57	555	[86.7%]	[13.3%]
North Eastern Education & Library Board	4,461	2,121	281	6,863	[67.8%]	[32.2%]
North West Regional College, The	168	625	27	820	[21.2%]	[78.8%]
Northern Health & Social Care Trust	7,545	4,722	902	13,169	[61.5%]	[38.5%]
Northern Ireland Ambulance Service Health & Social Care Trust	658	454	37	1,149	[59.2%]	[40.8%]
Northern Ireland Assembly Commission	229	158	24	411	[59.2%]	[40.8%]
Northern Ireland Blood Transfusion Service Agency	107	108	8	223	[49.8%]	[50.2%]
Northern Ireland Community Relations Council	21	31	0	52	[40.4%]	[59.6%]
Northern Ireland Council for the Curriculum Examinations & Assessment	166	157	44	367	[51.4%]	[48.6%]
Northern Ireland Fire & Rescue Service Board	1,211	827	92	2,130	[59.4%]	[40.6%]
Northern Ireland Guardian Ad Litem Agency	22	40	8	70	[35.5%]	[64.5%]
Northern Ireland Housing Executive	1,423	1,710	54	3,187	[45.4%]	[54.6%]
Northern Ireland Legal Services Commission	65	83	3	151	[43.9%]	[56.1%]
Northern Ireland Library Authority	427	387	47	861	[52.5%]	[47.5%]
Northern Ireland Local Government Officers' Superannuation Committee	30	17	4	51	[63.8%]	[36.2%]
Northern Ireland Medical & Dental Training Agency	70	51	9	130	[57.9%]	[42.1%]
Northern Ireland Policing Board, The <sup>1</sup>	1,998	472	87	2,557	[80.9%]	[19.1%]
Northern Ireland Railways Company Ltd	604	269	35	908	[69.2%]	[30.8%]
Northern Ireland Screen Commission	#	-	-	36	-	-
Northern Ireland Social Care Council	24	25	11	60	[49.0%]	[51.0%]
Northern Ireland Tourist Board	70	59	5	134	[54.3%]	[45.7%]
Northern Ireland Transport Holding Company	*	-	-	30	-	-
Northern Ireland Water Ltd	784	559	24	1,367	[58.4%]	[41.6%]
Northern Regional College, The	643	283	28	954	[69.4%]	[30.6%]
Omagh District Council	105	219	10	334	[32.4%]	[67.6%]
Patient & Client Council	11	15	1	27	[42.3%]	[57.7%]
Police Ombudsman for Northern Ireland, The <sup>39</sup>	78	53	13	144	[59.5%]	[40.5%]
Police Service of Northern Ireland, The	5,769	2,209	178	8,156	[72.3%]	[27.7%]
Probation Board for Northern Ireland	196	208	26	430	[48.5%]	[51.5%]
Regional Agency for Public Health & Social Well-being	112	105	7	224	[51.6%]	[48.4%]
Regional Business Services Organisation	344	447	77	868	[43.5%]	[56.5%]
Regional Health & Social Care Board	173	200	36	409	[46.4%]	[53.6%]
Royal Mail Group PLC	2,157	2,075	13	4,245	[51.0%]	[49.0%]
Secretary of State for Defence	132	15	13	160	[89.8%]	[10.2%]
South Eastern Education & Library Board	3,595	2,114	529	6,238	[63.0%]	[37.0%]
South Eastern Health & Social Care Trust	5,616	2,825	891	9,332	[66.5%]	[33.5%]
South Eastern Regional College, The	559	311	129	999	[64.3%]	[35.7%]
South West College, The	272	503	39	814	[35.1%]	[64.9%]
Southern Education & Library Board	2,894	3,873	159	6,926	[42.8%]	[57.2%]
Southern Health & Social Care Trust	4,683	6,321	583	11,587	[42.6%]	[57.4%]

39 98% of NIPB employees are appointed and managed by the Chief Constable on behalf of the Board

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

Specified Authority	P.	R.C.	N.D	Total	[%P]	[%RC]
Southern Regional College, The	440	597	37	1,074	[42.4%]	[57.6%]
Special EU Programmes Body, The	16	33	7	56	[32.7%]	[67.3%]
Sports Council for Northern Ireland	56	59	7	122	[48.7%]	[51.3%]
Strabane District Council	64	146	5	215	[30.5%]	[69.5%]
Stranmillis University College, Belfast	125	65	15	205	[65.8%]	[34.2%]
Strategic Investment Board Ltd	21	15	5	41	[58.3%]	[41.7%]
Trade & Business Development Body, The	#	-	-	43	-	-
Tourism Ireland Ltd	12	15	0	27	[44.4%]	[55.6%]
Ulster Supported Employment Ltd	61	27	14	102	[69.3%]	[30.7%]
Ulsterbus Ltd	1,256	969	62	2,287	[56.4%]	[43.6%]
Warrenpoint Harbour Authority	12	36	2	50	[25.0%]	[75.0%]
Waterways Ireland	30	58	4	92	[34.1%]	[65.9%]
Western Education & Library Board	2,099	4,107	203	6,409	[33.8%]	[66.2%]
Western Health & Social Care Trust	3,228	7,077	539	10,844	[31.3%]	[68.7%]

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

# **Appendix 2**

## **Section 2**

**Composition of Private Sector Concerns  
(26+ employees)**

Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
3fivetwo Healthcare	25	13	1	39	[65.8%]	[34.2%]
3M (UK) PLC	128	17	5	150	[88.3%]	[11.7%]
8over8 Ltd	#	-	-	31	-	-
A/wear Ltd	22	21	1	44	[51.2%]	[48.8%]
A24 Group	*/#	-	-	33	-	-
A4E Ltd	33	31	29	93	[51.6%]	[48.4%]
AAH Pharmaceuticals Ltd	41	10	0	51	[80.4%]	[19.6%]
Abacus Legal Recruitment	16	17	0	33	[48.5%]	[51.5%]
Abbey Bond Lovis Ltd	61	22	6	89	[73.5%]	[26.5%]
Abbey Christian Brothers Grammar School	#	-	-	43	-	-
Abbey Insurance Brokers Ltd	137	60	6	203	[69.5%]	[30.5%]
Abbey Sure Start	*	-	-	34	-	-
Abbey Upholsterers Ltd	20	41	0	61	[32.8%]	[67.2%]
Abbeyfield Belfast Society Ltd	48	14	0	62	[77.4%]	[22.6%]
Abbeyfield UK (Northern Ireland) Ltd	69	20	3	92	[77.5%]	[22.5%]
Abingdon Manor Care Centre Ltd	52	30	10	92	[63.4%]	[36.6%]
ABP Lurgan	15	163	10	188	[8.4%]	[91.6%]
Ace Fixings	30	10	0	40	[75.0%]	[25.0%]
Acheson & Glover Ltd	243	162	16	421	[60.0%]	[40.0%]
Action Cancer	31	45	0	76	[40.8%]	[59.2%]
Action For Children Northern Ireland	55	70	25	150	[44.0%]	[56.0%]
Action Mental Health	64	71	11	146	[47.4%]	[52.6%]
Adair & Milliken Ltd	*	-	-	26	-	-
Adair Arms Hotel	19	16	5	40	[54.3%]	[45.7%]
Adamsez (Northern Ireland) Ltd	*	-	-	30	-	-
Adecco (UK) Ltd	48	55	16	119	[46.6%]	[53.4%]
Adelaide Insurance Services Ltd	27	32	6	65	[45.8%]	[54.2%]
ADT Fire & Security PLC	38	14	9	61	[73.1%]	[26.9%]
Aecom Ltd	48	34	5	87	[58.5%]	[41.5%]
Aelia (UK) Ltd	*	-	-	42	-	-
Aepona Ltd	29	39	3	71	[42.6%]	[57.4%]
Aer Lingus Ltd	38	43	14	95	[46.9%]	[53.1%]
Aes Ballylumford	138	23	7	168	[85.7%]	[14.3%]
Aes Kilroot Power Ltd	108	16	1	125	[87.1%]	[12.9%]
AFT (Liquor) Stores Ltd	11	25	0	36	[30.6%]	[69.4%]
Age Northern Ireland	71	106	15	192	[40.1%]	[59.9%]
Aghadowey Creamery Ltd	*	-	-	49	-	-
Agnew Autoexchange Ltd	*	-	-	49	-	-
Agnew Corporate	*	-	-	29	-	-
Agnew Isaac (Mallusk) Ltd	30	10	2	42	[75.0%]	[25.0%]
Agnew Isaac (Mercedes Benz)	115	30	8	153	[79.3%]	[20.7%]
Agnew Isaac (Porsche/Saab)	*	-	-	34	-	-
Agnew Isaac Audi	97	44	8	149	[68.8%]	[31.2%]
Agnew Isaac Holdings Ltd	*	-	-	32	-	-
Agnew Isaac Ltd Volkswagen	61	21	2	84	[74.4%]	[25.6%]
Agrihealth (Northern Ireland) Ltd	*	-	-	36	-	-
AI Services (Northern Ireland) Ltd	34	14	0	48	[70.8%]	[29.2%]
AIB Group (UK) PLC T/A First Trust Bank	704	766	60	1,530	[47.9%]	[52.1%]

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# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
AJ Plumbing Supplies Ltd	44	20	0	64	[68.8%]	[31.3%]
AJ Power Ltd	49	22	4	75	[69.0%]	[31.0%]
Alexander Bain & Murray Opticians	*	-	-	29	-	-
Alexander DE & Sons Ltd	*	-	-	39	-	-
Alexander William & Henry (Civil Engineering) Ltd	16	12	0	28	[57.1%]	[42.9%]
Alexanders of Markethill	*	-	-	46	-	-
Allen & Overy Support Services Function (SFF) Belfast	16	16	1	33	[50.0%]	[50.0%]
Allianz (Northern Ireland) PLC	46	40	9	95	[53.5%]	[46.5%]
Allied Bakeries Ireland	323	49	9	381	[86.8%]	[13.2%]
Allingham Transport	25	14	2	41	[64.1%]	[35.9%]
Allpipe Engineering Ltd	#	-	-	58	-	-
Allstate Northern Ireland	566	1,026	435	2,027	[35.6%]	[64.4%]
All-tex Recyclers Ltd	39	19	176	234	[67.2%]	[32.8%]
Almac Clinical Services Ltd	433	328	117	878	[56.9%]	[43.1%]
Almac Clinical Technologies Ltd	27	14	12	53	[65.9%]	[34.1%]
Almac Diagnostics Ltd	27	23	20	70	[54.0%]	[46.0%]
Almac Discovery Ltd	*/#	-	-	32	-	-
Almac Group Ltd	149	76	43	268	[66.2%]	[33.8%]
Almac Pharma Services Ltd	151	107	65	323	[58.5%]	[41.5%]
Almac Sciences Ltd	79	48	60	187	[62.2%]	[37.8%]
Alpha Flight Services	*	-	-	26	-	-
Alpha Housing Northern Ireland Ltd	*	-	-	65	-	-
Alpha Newspapers	*	-	-	27	-	-
Aluminium & Plastics Systems Ltd	*	-	-	30	-	-
Alzheimer's Society	27	47	3	77	[36.5%]	[63.5%]
AM/PM Services (Northern Ireland) Ltd	16	22	1	39	[42.1%]	[57.9%]
Amalgamated Environmental Services Ltd T/A Aes-marconi	*	-	-	45	-	-
Ambassador Private Nursing Home	#	-	-	33	-	-
AMC Retail Ltd	*	-	-	32	-	-
Amey Services Ltd	92	50	40	182	[64.8%]	[35.2%]
AMT Sybex (Northern Ireland) Ltd	29	28	7	64	[50.9%]	[49.1%]
Andena Residential Home Ltd	*	-	-	36	-	-
Anderson Haulage Ltd	*	-	-	28	-	-
Andor Technology PLC	97	105	14	216	[48.0%]	[52.0%]
Andras House Ltd	92	94	99	285	[49.5%]	[50.5%]
Andrews Holdings Ltd	*	-	-	39	-	-
Anfield Transport	16	10	0	26	[61.5%]	[38.5%]
Anglo Beef Processors Newry	#	-	-	247	-	-
Annadale Private Nursing Home	19	20	10	49	[48.7%]	[51.3%]
Annaghmore Agencies Ltd	20	48	7	75	[29.4%]	[70.6%]
Ann's Home Care Ltd	92	86	0	178	[51.7%]	[48.3%]
Antrim Construction Co Ltd	61	16	0	77	[79.2%]	[20.8%]
Antrim Electrical & Mechanical Engineers Ltd	35	37	2	74	[48.6%]	[51.4%]
Aon Risk Services (Northern Ireland) Ltd	*	-	-	41	-	-
Apex Housing Association	167	339	30	536	[33.0%]	[67.0%]
Apple Recruitment Services	62	63	19	144	[49.6%]	[50.4%]
Aquinas Diocesan Grammar School	#	-	-	48	-	-
Aramark	382	65	35	482	[85.5%]	[14.5%]

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Company Name		P.	R.C.	N.D	Total	[%P]	[%RC]
Aramark Workplace Solutions	*	-	-	-	29	-	-
Arcadia Group Ltd T/A Burton Retail		33	35	2	70	[48.5%]	[51.5%]
Arcadia Group Ltd T/A Dorothy Perkins		76	135	2	213	[36.0%]	[64.0%]
Arcadia Group Ltd T/A Evans		60	56	1	117	[51.7%]	[48.3%]
Arcadia Group Ltd T/A Top Shop Retail		140	166	0	306	[45.8%]	[54.2%]
Arcadia Group Ltd T/A Wallis		63	83	2	148	[43.2%]	[56.8%]
Arcadia T/A Outfit	#	-	-	-	42	-	-
Arco Ltd	*	-	-	-	29	-	-
Ardboe Manufacturing Co Ltd T/A Forbes Kitchens & Forbes Furniture	#	-	-	-	32	-	-
Ardmore Advertising		20	12	1	33	[62.5%]	[37.5%]
Argento Contemporary Jewellery Ltd		101	68	14	183	[59.8%]	[40.2%]
Argos Ltd		544	551	52	1,147	[49.7%]	[50.3%]
Arjohuntleigh (Ireland) Ltd		45	13	2	60	[77.6%]	[22.4%]
Ark Housing Association (Northern Ireland) Ltd	#	-	-	-	28	-	-
Arlington Private Nursing Home		15	13	4	32	[53.6%]	[46.4%]
Armagh Care Services		52	19	3	74	[73.2%]	[26.8%]
Armagh City Hotel		31	100	26	157	[23.7%]	[76.3%]
Armaghdown Creameries Ltd		64	20	1	85	[76.2%]	[23.8%]
Armatile Ltd	#	-	-	-	72	-	-
Armstrong Care Services Ltd		27	16	9	52	[62.8%]	[37.2%]
Armstrong Medical Ltd		51	22	9	82	[69.9%]	[30.1%]
Arnotts (Fruit) Ltd	*	-	-	-	33	-	-
Aromet Group Ltd		34	17	4	55	[66.7%]	[33.3%]
Arqiva	*	-	-	-	26	-	-
Asda Stores Ltd		2,225	2,046	45	4,316	[52.1%]	[47.9%]
Ashdale Engineering Ltd	*	-	-	-	28	-	-
Ashdon Care Ltd T/A Beverly Lodge Private Nursing Home		33	13	0	46	[71.7%]	[28.3%]
Ashers Baking Co Ltd		55	11	0	66	[83.3%]	[16.7%]
Ashton Community Trust		14	80	5	99	[14.9%]	[85.1%]
Ashton Recruitment Ltd		24	19	7	50	[55.8%]	[44.2%]
Ashwood House Nursing Home		31	24	2	57	[56.4%]	[43.6%]
Asia Supermarket	#	-	-	-	64	-	-
Asidua Ltd		41	41	10	92	[50.0%]	[50.0%]
ASM (B) Ltd		20	16	3	39	[55.6%]	[44.4%]
ASM (Def) Ltd	#	-	-	-	28	-	-
Associated Employers (Northern Ireland) Ltd		17	15	1	33	[53.1%]	[46.9%]
Assumption Grammar School		12	31	0	43	[27.9%]	[72.1%]
Astrazeneca UK Ltd		12	14	2	28	[46.2%]	[53.8%]
ATC Systems Ltd		27	18	3	48	[60.0%]	[40.0%]
Atkins Ltd		38	55	3	96	[40.9%]	[59.1%]
Atlas Communications (Northern Ireland) Ltd	*	-	-	-	33	-	-
Atos Origin ITS UK Ltd		42	43	20	105	[49.4%]	[50.6%]
Audio Processing Technology Ltd	*	-	-	-	26	-	-
Augher Co-operative Agricultural & Dairy Society Ltd	*	-	-	-	26	-	-
Aurora Fashions		64	66	13	143	[49.2%]	[50.8%]
Aurum Holdings Ltd		21	16	3	40	[56.8%]	[43.2%]
Austins Department Store		20	65	0	85	[23.5%]	[76.5%]
Autism Initiatives		91	154	25	270	[37.1%]	[62.9%]

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Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Autoline Insurance Group	46	78	5	129	[37.1%]	[62.9%]
Automobile Association Ltd	*	-	-	27	-	-
Ava Leisure Ltd	55	15	2	72	[78.6%]	[21.4%]
Aviva Employment Services	61	45	9	115	[57.5%]	[42.5%]
Avoca Handweaver Northern Ireland	25	39	0	64	[39.1%]	[60.9%]
Avondale Foods (Craigavon) Ltd	103	209	54	366	[33.0%]	[67.0%]
AVX Ltd	230	75	14	319	[75.4%]	[24.6%]
AXA Insurance	120	199	6	325	[37.6%]	[62.4%]
Axis Security Group Ltd	32	25	0	57	[56.1%]	[43.9%]
Axon Power & Control Ltd	#	-	-	29	-	-
B & M Retail Ltd	277	292	44	613	[48.7%]	[51.3%]
B & Q PLC	527	461	146	1134	[53.3%]	[46.7%]
B & T Inns Ltd	#	-	-	91	-	-
B Fast Parcels	10	21	0	31	[32.3%]	[67.7%]
BA Kitchen Components Ltd	29	65	0	94	[30.9%]	[69.1%]
Babcock International Group PLC	*	-	-	27	-	-
Baird W & G Ltd	65	29	4	98	[69.1%]	[30.9%]
Baker Tilly Mooney Moore	13	17	0	30	[43.3%]	[56.7%]
Balcas Timber Ltd	121	115	13	249	[51.3%]	[48.7%]
Balloo Hire Centres Ltd	39	22	0	61	[63.9%]	[36.1%]
Ballydown Kids Academy Ltd	22	12	0	34	[64.7%]	[35.3%]
Ballymacconnell Private Nursing Home	*	-	-	26	-	-
Ballymagroarty & Hazelbank Community Partnership	#	-	-	38	-	-
Ballymartin Homes Ltd	*	-	-	93	-	-
Ballymena Academy, The	*	-	-	53	-	-
Ballymena Meats	29	25	25	79	[53.7%]	[46.3%]
Ballymena Visionplus Ltd	*	-	-	31	-	-
Ballyrashane Co-op Agricultural & Dairy Society (1990) Ltd	109	25	4	138	[81.3%]	[18.7%]
Ballyrobert Ltd	22	11	1	34	[66.7%]	[33.3%]
Ballyrobert Service Station Ltd	*	-	-	52	-	-
Balmoral Inns LLP	#	-	-	86	-	-
Bangor Grammar School	*	-	-	77	-	-
Bank Bar & Bistro, The	#	-	-	36	-	-
Bank of Ireland	625	725	90	1,440	[46.3%]	[53.7%]
Bann Haulage Company Ltd T/A Eagle Overseas	16	12	0	28	[57.1%]	[42.9%]
Banner Business Services Ltd	*	-	-	36	-	-
Bannons Ltd	29	35	0	64	[45.3%]	[54.7%]
Bannville House Hotel	19	14	0	33	[57.6%]	[42.4%]
Barahaven Construction Ltd	#	-	-	26	-	-
Barbican Fresh Foods	43	25	0	68	[63.2%]	[36.8%]
Barbican Supervalu	16	48	0	64	[25.0%]	[75.0%]
Barclays Bank	49	25	8	82	[66.2%]	[33.8%]
Barkley R & Sons Ltd	*	-	-	35	-	-
Barnardos	282	245	46	573	[53.5%]	[46.5%]
Barnett W & R Ltd	19	23	2	44	[45.2%]	[54.8%]
Barratts Trading Ltd	184	106	22	312	[63.4%]	[36.6%]
Barrett Joseph & Sons Ltd	#	-	-	26	-	-
Bavarian	106	68	13	187	[60.9%]	[39.1%]

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Company Name		P.	R.C.	N.D	Total	[%P]	[%RC]
Bayview Contracts Ltd	#	-	-	-	47	-	-
BC Plant Ltd	*	-	-	-	30	-	-
BDG Group Ltd		36	14	3	53	[72.0%]	[28.0%]
BDO		66	59	7	132	[52.8%]	[47.2%]
BE Aerospace (UK) Ltd		262	263	17	542	[49.9%]	[50.1%]
Beam Vacuum Systems Ltd	#	-	-	-	29	-	-
Bean Machine Ltd, The T/A Clements		33	55	36	124	[37.5%]	[62.5%]
Beatty George T/A Beatty Fuels		32	12	0	44	[72.7%]	[27.3%]
Bedeck Ltd		61	31	1	93	[66.3%]	[33.7%]
Beech Hill Country House Hotel	#	-	-	-	27	-	-
Beeches Professional & Therapeutic Services Ltd, The		68	121	2	191	[36.0%]	[64.0%]
Beechlawn House Hotel		15	55	8	78	[21.4%]	[78.6%]
Beechvale Nursing Home	*	-	-	-	50	-	-
Beggs & Partners		58	17	0	75	[77.3%]	[22.7%]
Bel-air Services (Northern Ireland) Ltd	*	-	-	-	52	-	-
Belfast Bible College	*	-	-	-	34	-	-
Belfast Central Mission		89	26	12	127	[77.4%]	[22.6%]
Belfast Charitable Society		57	74	7	138	[43.5%]	[56.5%]
Belfast City Auctions Ltd	*	-	-	-	31	-	-
Belfast Contract Cleaners Ltd	*	-	-	-	33	-	-
Belfast Drains And Cleaning Services T/A Dyno-rod & Express Drains	*	-	-	-	51	-	-
Belfast High School	*	-	-	-	52	-	-
Belfast International Airport Ltd		114	49	11	174	[69.9%]	[30.1%]
Belfast Media Group	#	-	-	-	59	-	-
Belfast Royal Academy, The Governors		39	10	1	50	[79.6%]	[20.4%]
Belfast Visionplus Ltd		18	18	2	38	[50.0%]	[50.0%]
Belfast Visitor & Convention Bureau		21	22	12	55	[48.8%]	[51.2%]
Bell Charles (1963) Ltd		22	11	0	33	[66.7%]	[33.3%]
Bell William (Tractors) Ltd	*	-	-	-	26	-	-
Belleek Pottery Ltd		36	126	4	166	[22.2%]	[77.8%]
Bells Motor Works Ltd		19	16	0	35	[54.3%]	[45.7%]
Belmont Hotel (Banbridge) Ltd		40	44	0	84	[47.6%]	[52.4%]
Ben Madigan Nursing Home		26	32	15	73	[44.8%]	[55.2%]
Ben Sherman Group Ltd		15	28	0	43	[34.9%]	[65.1%]
Best Constructors Ltd		16	28	6	50	[36.4%]	[63.6%]
Best George Belfast City Airport		61	26	3	90	[70.1%]	[29.9%]
Bettercare Keys Ltd		38	23	4	65	[62.3%]	[37.7%]
Beverage Plastics Ltd		49	38	6	93	[56.3%]	[43.7%]
BHS Ltd		105	82	11	198	[56.1%]	[43.9%]
Biffa Waste Services Ltd	*	-	-	-	29	-	-
Bingo Magic T/A Top Hat Bingo		38	61	1	100	[38.4%]	[61.6%]
Bird's Groupage Services Ltd	*	-	-	-	28	-	-
Birthdays Retail Ltd		63	40	13	116	[61.2%]	[38.8%]
Bishops Footwear Ltd		43	13	6	62	[76.8%]	[23.2%]
Bite Group	#	-	-	-	84	-	-
Biznet LIS Ltd	#	-	-	-	31	-	-
BI Refrigeration & Air Conditioning Ltd	*	-	-	-	40	-	-
Blackbourne Integrated M & E		73	36	5	114	[67.0%]	[33.0%]

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Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Blackhill Enterprises	17	14	0	31	[54.8%]	[45.2%]
Blackstaff Communications Ltd	17	22	1	40	[43.6%]	[56.4%]
Blair International	67	27	3	97	[71.3%]	[28.7%]
Blair Neill Ltd	*	-	-	61	-	-
Bleeks James T/A J & A Construction (Northern Ireland) Ltd	#	-	-	29	-	-
Blondtrepreneur T/A Made In Belfast	#	-	-	38	-	-
Bloomfield Collegiate School	*	-	-	32	-	-
Bloomfield Visionplus Ltd T/A Specsavers Opticians	*	-	-	38	-	-
Bloomfields Private Nursing Home	*	-	-	35	-	-
BMI	56	40	8	104	[58.3%]	[41.7%]
BMI Trailers Ltd	#	-	-	42	-	-
BOC Gases Ltd	*	-	-	70	-	-
Bolan Investment Ltd T/A Vogue	55	31	1	87	[64.0%]	[36.0%]
Bondelivery	97	59	13	169	[62.2%]	[37.8%]
Bonmarche Ltd	65	64	14	143	[50.4%]	[49.6%]
Boomer Industries Ltd	30	11	1	42	[73.2%]	[26.8%]
Boots Opticians Professional Services	43	12	3	58	[78.2%]	[21.8%]
Boots UK Ltd	1,149	863	134	2,146	[57.1%]	[42.9%]
Boran Mopack Ltd	#	-	-	58	-	-
Botanic Inns Ltd	40	172	39	251	[18.9%]	[81.1%]
Botanic Wine Co Ltd	11	24	1	36	[31.4%]	[68.6%]
Boxpak Ltd	*	-	-	72	-	-
Boyd Alexander Displays Ltd	*	-	-	39	-	-
Boyd James & Sons (Carrmoney) Ltd	*	-	-	54	-	-
Bradbury Graphics Ltd	*	-	-	30	-	-
Bradfor Ltd	10	90	0	100	[10.0%]	[90.0%]
Bradley Liam Ltd	12	66	0	78	[15.4%]	[84.6%]
Bradley Patrick Ltd	20	38	3	61	[34.5%]	[65.5%]
Braefield Private Nursing & Residential Care Home	39	14	9	62	[73.6%]	[26.4%]
Braham Paul & Sons Ltd	#	-	-	44	-	-
Braid Electrical Services Ltd	*	-	-	34	-	-
Braidview Trading Ltd T/A Bellevue Arms, The	10	39	0	49	[20.4%]	[79.6%]
Brennans Service Station	#	-	-	44	-	-
Brett Martin Ltd	248	57	63	368	[81.3%]	[18.7%]
Brickkiln Waste Ltd	#	-	-	40	-	-
Bridgedale Outdoor Ltd	*	-	-	43	-	-
Brights Chips & Things	#	-	-	43	-	-
Brightwater Selection (Belfast) Ltd	*	-	-	31	-	-
Brinks (Ireland) Ltd	35	10	0	45	[77.8%]	[22.2%]
British Council, The	*	-	-	34	-	-
British Red Cross Society	27	18	9	54	[60.0%]	[40.0%]
British Telecom Northern Ireland	1,075	996	104	2,175	[51.9%]	[48.1%]
Britvic Northern Ireland	106	26	14	146	[80.3%]	[19.7%]
Broadways Private Nursing Home	31	16	2	49	[66.0%]	[34.0%]
Brook Design Hardware Ltd	15	15	0	30	[50.0%]	[50.0%]
Brook Street (UK) Ltd	37	51	5	93	[42.0%]	[58.0%]
Brooklands Healthcare Ltd	48	189	16	253	[20.3%]	[79.7%]
Brow, John C Ltd T/A Brow Packaging	*	-	-	54	-	-

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\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Browne AV Advertising Ltd	24	19	2	45	[55.8%]	[44.2%]
Browns Coachworks Ltd	*	-	-	52	-	-
Brunch Box Sandwich Company Ltd, The	*	-	-	55	-	-
Brunswick Superbowl Ltd	#	-	-	112	-	-
Bryson Charitable Group	252	244	67	563	[50.8%]	[49.2%]
Bryson Futureskills	28	41	2	71	[40.6%]	[59.4%]
Bsg Civil Engineering Ltd	#	-	-	38	-	-
BTCV T/A Conservation Volunteers Northern Ireland	14	11	9	34	[56.0%]	[44.0%]
BTW Cairns	*	-	-	30	-	-
BTW Shiells Ltd	46	33	4	83	[58.2%]	[41.8%]
Buchanan WG & Son Ltd	*	-	-	27	-	-
Budget Energy Ltd	#	-	-	33	-	-
Building Protection Systems (Northern Ireland) Ltd	32	16	0	48	[66.7%]	[33.3%]
Bullivant Taranto Ltd	24	28	0	52	[46.2%]	[53.8%]
Bulrush Horticulture Ltd	11	40	15	66	[21.6%]	[78.4%]
Bunzl Rafferty Hospitality Products	#	-	-	32	-	-
Burnview Properties Ltd T/A Bryansburn Nursing Home	20	18	4	42	[52.6%]	[47.4%]
Burrendale Day Nursery	15	15	0	30	[50.0%]	[50.0%]
Burrendale Hotel Ltd	11	124	15	150	[8.1%]	[91.9%]
Bushmills Hotels Ltd	53	11	0	64	[82.8%]	[17.2%]
Business & Scientific Services Ltd	14	13	0	27	[51.9%]	[48.1%]
Business in the Community Northern Ireland	21	22	7	50	[48.8%]	[51.2%]
C & J Meats Ltd	#	-	-	57	-	-
C I P Insurance Brokers Ltd	*	-	-	28	-	-
Cable & Accessories (Northern Ireland) Ltd	13	19	0	32	[40.6%]	[59.4%]
Cable & Wireless Worldwide	20	12	4	36	[62.5%]	[37.5%]
Caffe Nero	15	20	10	45	[42.9%]	[57.1%]
Cairn Hill Home Ltd	#	-	-	58	-	-
Caldwell Consulting	18	10	4	32	[64.3%]	[35.7%]
Caledon Precision Engineering	13	14	1	28	[48.1%]	[51.9%]
Calor Gas Northern Ireland Ltd	45	20	8	73	[69.2%]	[30.8%]
Calvert Office Equipment Ltd	*	-	-	44	-	-
Camden Group Ltd	122	178	108	408	[40.7%]	[59.3%]
Cameron Landscapes Ltd	30	12	0	42	[71.4%]	[28.6%]
Camerons Retail Furnishings (Northern Ireland) Ltd	53	22	0	75	[70.7%]	[29.3%]
Campbell College	*	-	-	87	-	-
Campbell Contracts Ltd	11	46	0	57	[19.3%]	[80.7%]
Campbell Fitzpatrick Solicitors	12	29	0	41	[29.3%]	[70.7%]
Campbell Gus Solicitors Ltd	#	-	-	27	-	-
Campbell J & K	23	11	1	35	[67.6%]	[32.4%]
Campbell JC (Northern Ireland) Ltd	#	-	-	41	-	-
Campbell McCleave & Co Ltd	*	-	-	43	-	-
Canavan Engineering	#	-	-	36	-	-
Cancer Research (UK)	30	11	14	55	[73.2%]	[26.8%]
Canyon Europe Ltd	56	53	9	118	[51.4%]	[48.6%]
Capita Business Services Ltd	163	174	30	367	[48.4%]	[51.6%]
Capita Business Services Ltd	*	-	-	26	-	-
Capita Life & Pensions Regulated Services	77	40	20	137	[65.8%]	[34.2%]

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Capper Trading Ltd	85	43	0	128	[66.4%]	[33.6%]
Car Park Services Ltd	29	21	12	62	[58.0%]	[42.0%]
Carabus Trading Ltd T/A Sugar Night Club/Downeys Bar	#	-	-	69	-	-
Caraher BJ (Distributors) Ltd	16	18	0	34	[47.1%]	[52.9%]
Cardona Ltd T/A Shelbourne, The	#	-	-	52	-	-
Care Circle Ltd T/A Fairfield's Care Centre	37	77	1	115	[32.5%]	[67.5%]
Care Circle Ltd T/A Kingsway Nursing Home	42	42	10	94	[50.0%]	[50.0%]
Care Plus	66	47	0	113	[58.4%]	[41.6%]
Carella Laminate Systems Ltd	15	31	0	46	[32.6%]	[67.4%]
Cargo Forwarding Ltd	*	-	-	32	-	-
Caridian BCT Northern Ireland	130	59	26	215	[68.8%]	[31.2%]
Carillion PLC	15	14	6	35	[51.7%]	[48.3%]
Carlisle D & W Ltd T/A Carlisle's Fresh Foods	101	91	0	192	[52.6%]	[47.4%]
Carmichaels (Northern Ireland) Ltd	48	13	17	78	[78.7%]	[21.3%]
Carnany Group Ltd	15	76	9	100	[16.5%]	[83.5%]
Carpetright PLC	19	17	2	38	[52.8%]	[47.2%]
Carphone Warehouse Ltd, The	94	84	25	203	[52.8%]	[47.2%]
Carryduff Forklift Ltd	*	-	-	27	-	-
Carryduff Nursing Home	*	-	-	27	-	-
Carson Mc Dowell Solicitors	47	38	4	89	[55.3%]	[44.7%]
Castle Catering Belfast Ltd	20	42	3	65	[32.3%]	[67.7%]
Castle Hume Leisure Ltd	78	137	0	215	[36.3%]	[63.7%]
Castles Geoff Boiler Services (Northern Ireland) Ltd	*	-	-	27	-	-
Castleview Private Nursing Home Ltd	*	-	-	44	-	-
Caterpillar Logistics Services (UK) Ltd	137	38	11	186	[78.3%]	[21.7%]
Cathcart FR Ltd	*	-	-	30	-	-
Caulfield J & Co T/A Caulfield Insurance Brokers	15	18	0	33	[45.5%]	[54.5%]
Cavanagh Kelly	13	44	1	58	[22.8%]	[77.2%]
CB Contracts	24	29	4	57	[45.3%]	[54.7%]
CB Packaging Ltd	*	-	-	45	-	-
CBC Distributors	#	-	-	38	-	-
CDE Ireland Ltd	11	40	1	52	[21.6%]	[78.4%]
Cedar Foundation, The	134	95	6	235	[58.5%]	[41.5%]
Celerion	43	29	5	77	[59.7%]	[40.3%]
Cemex (Northern Ireland) Ltd	81	50	2	133	[61.8%]	[38.2%]
Central Bookmakers	#	-	-	40	-	-
Central Laundries Ltd	43	39	0	82	[52.4%]	[47.6%]
Central Welding Ltd	#	-	-	30	-	-
Century Newspapers Ltd	42	17	6	65	[71.2%]	[28.8%]
Certus	18	15	5	38	[54.5%]	[45.5%]
CES Quarry Products Ltd	*	-	-	43	-	-
CFC Interiors Ltd	30	23	0	53	[56.6%]	[43.4%]
C-fish Selling Ltd	16	16	18	50	[50.0%]	[50.0%]
CFM Ltd	#	-	-	39	-	-
Chain Reaction Cycles	343	73	26	442	[82.5%]	[17.5%]
Chambers Coach Hire (ii) Ltd	19	41	5	65	[31.7%]	[68.3%]
Chambers T & Sons (Enniskillen) Ltd	10	27	1	38	[27.0%]	[73.0%]
Chambers W & J Ltd	43	12	0	55	[78.2%]	[21.8%]

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Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Charlemont Arms Hotel (Armagh) Ltd	13	22	0	35	[37.1%]	[62.9%]
Charles Hurst Ltd	545	206	60	811	[72.6%]	[27.4%]
Charline Care Homes Ltd	#	-	-	27	-	-
CHC Group Ltd	57	15	1	73	[79.2%]	[20.8%]
Cheque Centre	22	25	5	52	[46.8%]	[53.2%]
Cherry Pipes Ltd	*	-	-	27	-	-
Cherry Tree House Private Nursing & Residential Home	53	13	0	66	[80.3%]	[19.7%]
Cherrymount Health Care Ltd T/A Mc Keagney Chemists	#	-	-	39	-	-
Chesapeake Belfast Ltd	120	49	0	169	[71.0%]	[29.0%]
Cheslock Ltd Deanfield Nursing Home	30	18	1	49	[62.5%]	[37.5%]
Chester Park Inns Ltd T/A Chester Park & Maginty's Restaurant	#	-	-	37	-	-
Chester Private Nursing Home Ltd	71	38	13	122	[65.1%]	[34.9%]
Chieftain Insulation (Northern Ireland) Ltd	*	-	-	31	-	-
Christian Brothers Grammar School	#	-	-	75	-	-
Chubb (Northern Ireland) Ltd	55	10	3	68	[84.6%]	[15.4%]
Cirrus Ltd T/A Cirrus Plastics	22	20	0	42	[52.4%]	[47.6%]
Citigroup	367	406	206	979	[47.5%]	[52.5%]
City Electrical Factors Ltd Northern Ireland Division	50	20	10	80	[71.4%]	[28.6%]
City Facilities (Northern Ireland) Ltd	190	159	20	369	[54.4%]	[45.6%]
City Hotel	10	125	17	152	[7.4%]	[92.6%]
City Industrial Waste Ltd	#	-	-	60	-	-
City Link	18	21	0	39	[46.2%]	[53.8%]
City of Belfast YMCA	29	14	0	43	[67.4%]	[32.6%]
City of Derry Airport Operations Ltd	23	48	2	73	[32.4%]	[67.6%]
CK International Ltd	#	-	-	32	-	-
Claire's Accessories (UK) Ltd	48	47	20	115	[50.5%]	[49.5%]
Clandeboyne Golf Club	*	-	-	28	-	-
Clanmil Housing Association Ltd	127	67	5	199	[65.5%]	[34.5%]
Clanrye Group	#	-	-	33	-	-
Clarehill Plastics Ltd	46	25	7	78	[64.8%]	[35.2%]
Clarion Hotel Carrickfergus	62	22	4	88	[73.8%]	[26.2%]
Clark & Mc Conn	15	43	0	58	[25.9%]	[74.1%]
Clark William & Sons Ltd	*	-	-	28	-	-
Clarke Cunningham Tree Maintenance Ltd	*	-	-	45	-	-
Clarke P & Sons Ltd	10	77	0	87	[11.5%]	[88.5%]
Clarks International	82	76	51	209	[51.9%]	[48.1%]
Clear Day Nurseries	132	18	8	158	[88.0%]	[12.0%]
Clear Pharmacy	120	45	13	178	[72.7%]	[27.3%]
Clearway Disposals Ltd	27	65	1	93	[29.3%]	[70.7%]
Cleaver Fulton Rankin	32	26	6	64	[55.2%]	[44.8%]
Clinique Laboratories Ltd	32	23	3	58	[58.2%]	[41.8%]
Clinton Cards PLC	110	100	50	260	[52.4%]	[47.6%]
Clogher Care	20	10	0	30	[66.7%]	[33.3%]
Clogher Valley Care Ltd	43	66	0	109	[39.4%]	[60.6%]
Clonlee Private Nursing Home & Masserene Manor Private Nursing Home	75	51	16	142	[59.5%]	[40.5%]
Clontara Ltd (incorporating Louisville & Colinvale Court Nursing Homes)	#	-	-	107	-	-
Cloughorr Investments Ltd T/A Golf Links Hotel & Holiday Home Park	88	41	8	137	[68.2%]	[31.8%]
CMM Electrics Ltd	#	-	-	32	-	-

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Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
CMC Lift Trucks Ltd	*	-	-	32	-	-
CNC Components (UK) Ltd		41	10	2	53	[80.4%] [19.6%]
Coastal Container Line Ltd		28	19	1	48	[59.6%] [40.4%]
Cobco 834 Ltd T/A Homebuy		14	20	1	35	[41.2%] [58.8%]
Cobra Specialist Security Services Ltd		56	28	10	94	[66.7%] [33.3%]
Coca- Cola HBC Northern Ireland		417	250	70	737	[62.5%] [37.5%]
Cohannon Inn Ltd		32	49	0	81	[39.5%] [60.5%]
Coleraine Academical Institution	*	-	-	-	31	-
Coleraine Skip Hire & Recycling Ltd	#	-	-	-	37	-
College Freight Services (Northern Ireland) Ltd		27	60	0	87	[31.0%] [69.0%]
Collegelands Private Nursing Home	#	-	-	-	39	-
Colliers International Belfast Ltd		23	10	0	33	[69.7%] [30.3%]
Colorite Europe Ltd	#	-	-	-	41	-
Commedagh Ltd	#	-	-	-	27	-
Commercial Graphics (Northern Ireland) Ltd	*	-	-	-	37	-
Communis PLC		32	12	1	45	[72.7%] [27.3%]
Community Foundation For Northern Ireland		14	20	4	38	[41.2%] [58.8%]
Compass Group (UK) & Ireland Ltd		394	229	84	707	[63.2%] [36.8%]
Complete Beverage Services Ltd		25	29	1	55	[46.3%] [53.7%]
Component Distributors Ltd		60	14	0	74	[81.1%] [18.9%]
Conard Care Services Ltd		79	18	4	101	[81.4%] [18.6%]
Concentrix		187	198	323	708	[48.6%] [51.4%]
Concrete Flooring Systems Ltd	#	-	-	-	40	-
Connan Paul Ltd		71	225	51	347	[24.0%] [76.0%]
Connolly Liam Roadfreight Ltd		22	26	0	48	[45.8%] [54.2%]
Consarc Design Group Ltd		33	21	3	57	[61.1%] [38.9%]
Consilium Technologies Ltd		54	22	1	77	[71.1%] [28.9%]
Construction Employers Federation Ltd		16	13	2	31	[55.2%] [44.8%]
Contact		33	38	4	75	[46.5%] [53.5%]
Contract Ceilings Ltd	*	-	-	-	27	-
Contract Services (Northern Ireland) Ltd		53	53	5	111	[50.0%] [50.0%]
Controlled Electronic Management Systems Ltd		88	73	29	190	[54.7%] [45.3%]
Conway PJ (Contractors) Ltd	#	-	-	-	27	-
Cookery Nook, The		23	19	1	43	[54.8%] [45.2%]
Cookstown Panel Centre Ltd		14	33	0	47	[29.8%] [70.2%]
Cookstown Textile Recyclers		34	170	7	211	[16.7%] [83.3%]
Coolmar Ltd		59	17	0	76	[77.6%] [22.4%]
Cooneen Textiles Ltd		22	21	0	43	[51.2%] [48.8%]
Co-operative Group Ltd T/A Co-operative Pharmacy	*	-	-	-	56	-
Co-operative Group, The		638	279	79	996	[69.6%] [30.4%]
Co-operative Retail Logistics	*	-	-	-	35	-
Coote Engineering Ltd	*	-	-	-	26	-
Cootes (Concrete Products) Ltd	*	-	-	-	27	-
Copeland Ltd		72	110	18	200	[39.6%] [60.4%]
Cordant Group		16	14	4	34	[53.3%] [46.7%]
Core Systems (Northern Ireland) Ltd		14	11	1	26	[56.0%] [44.0%]
Corkhill Lodge Ltd		22	33	3	58	[40.0%] [60.0%]
Corlin Developments Ltd	#	-	-	-	53	-

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Company Name		P.	R.C.	N.D	Total	[%P]	[%RC]
Corn Dolly Foods Ltd	#	-	-	-	40	-	-
Cornfield Farm Care Centre Ltd T/A Cornfield Care Centre		80	57	4	141	[58.4%]	[41.6%]
Corporate Catering (Northern Ireland) Ltd		16	16	1	33	[50.0%]	[50.0%]
Corps Security		146	20	5	171	[88.0%]	[12.0%]
Corriewood Private Clinic Ltd	#	-	-	-	72	-	-
Corrs Corner Hotel Ltd		26	20	5	51	[56.5%]	[43.5%]
Corry Harry Ltd		116	92	26	234	[55.8%]	[44.2%]
Corrymeela Community		14	13	2	29	[51.9%]	[48.1%]
Costcutter		18	42	1	61	[30.0%]	[70.0%]
Cotswold Outdoor Ltd	*	-	-	-	35	-	-
Cottage Catering Ltd		16	34	6	56	[32.0%]	[68.0%]
Country Inns (Ulster) Ltd T/A The Clandeboye Lodge Hotel		47	13	13	73	[78.3%]	[21.7%]
Countrywide Freight Group Ltd		53	36	11	100	[59.6%]	[40.4%]
Courtney & Nelson Ltd	*	-	-	-	38	-	-
Cove Manor Private Nursing Home	#	-	-	-	31	-	-
Cox Arthur (Northern Ireland)		40	39	3	82	[50.6%]	[49.4%]
Cox Foodmarkets		21	82	0	103	[20.4%]	[79.6%]
CP Hire Ltd		50	10	1	61	[83.3%]	[16.7%]
CPL Northern Ireland Ltd		25	47	12	84	[34.7%]	[65.3%]
Craig John Haulage	*	-	-	-	28	-	-
Craigantlet Ltd T/A La Mon Hotel & Country Club		116	38	41	195	[75.3%]	[24.7%]
Craigpatrick Northern Ireland Limited		92	87	41	220	[51.4%]	[48.6%]
Crane Stockham Valve Ltd		65	12	10	87	[84.4%]	[15.6%]
Crawford & Co (UK) Ltd		46	23	11	80	[66.7%]	[33.3%]
Crawford M & D T/A Spar Supermarket	#	-	-	-	39	-	-
Crawford R		56	29	0	85	[65.9%]	[34.1%]
Crawford RTD Ltd	*	-	-	-	38	-	-
Creagh Concrete Products Ltd		65	255	69	389	[20.3%]	[79.7%]
Creation Consumer Finance		77	78	26	181	[49.7%]	[50.3%]
Creations Interiors Ltd	*	-	-	-	31	-	-
Creative Composites Ltd		42	11	18	71	[79.2%]	[20.8%]
Creighton Group Ltd		71	28	3	102	[71.7%]	[28.3%]
Croft Community, The		81	16	6	103	[83.5%]	[16.5%]
Cromer Enterprises Ltd T/A White Horse Hotel		16	33	2	51	[32.7%]	[67.3%]
Crossbows Optical Ltd	*	-	-	-	35	-	-
Crossgar Foodservice Ltd		43	158	35	236	[21.4%]	[78.6%]
Crossland Tankers Ltd	#	-	-	-	39	-	-
Crossroads Caring for Carers (Northern Ireland) Ltd		178	81	20	279	[68.7%]	[31.3%]
Crown Paints		21	14	0	35	[60.0%]	[40.0%]
Crozier WJ & H	*	-	-	-	42	-	-
Cuddy, R A	*	-	-	-	57	-	-
Culmore Stores Ltd	#	-	-	-	38	-	-
Cunningham Brian T/A PC Plant & Construction	#	-	-	-	27	-	-
Cunningham Covers Ltd	*	-	-	-	44	-	-
Cunningham Lindsey		23	11	0	34	[67.6%]	[32.4%]
Curleys Supermarket Dungannon Ltd		23	42	4	69	[35.4%]	[64.6%]
Curleys Wine Cellars	#	-	-	-	45	-	-
Curran Court Hotel Ltd		37	27	0	64	[57.8%]	[42.2%]

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Company Name		P.	R.C.	N.D	Total	[%P]	[%RC]
Curran D & Sons Ltd	*	-	-	-	30	-	-
Curtis Developments Ltd T/A Curtis Toyota, Curtis Peugeot & Curtis Peugeot Newtownabbey	*	-	-	-	58	-	-
Customise Training Services Ltd	#	-	-	-	30	-	-
Cybersource Northern Ireland Ltd		13	32	14	59	[28.9%]	[71.1%]
D & M Cakes Ltd T/A Graham's Home Bakery		29	16	0	45	[64.4%]	[35.6%]
Dairy Produce Packers Ltd		137	61	4	202	[69.2%]	[30.8%]
Dalriada School	*	-	-	-	52	-	-
Dalriada Urgent Care		151	70	3	224	[68.3%]	[31.7%]
Danske Bank A/S		26	11	0	37	[70.3%]	[29.7%]
Davidson & Hardy (Laboratory Supplies) Ltd	*	-	-	-	26	-	-
Davison AF Ltd	*	-	-	-	30	-	-
Davison Mel Construction		62	24	5	91	[72.1%]	[27.9%]
Dawson-wam Ltd		40	30	3	73	[57.1%]	[42.9%]
DCC Energy Ltd		129	36	0	165	[78.2%]	[21.8%]
Deane Public Works Ltd		30	11	0	41	[73.2%]	[26.8%]
Debenhams Retail		155	330	15	500	[32.0%]	[68.0%]
Decora Blind Systems Ltd		162	116	37	315	[58.3%]	[41.7%]
Delap & Waller Ltd		15	24	3	42	[38.5%]	[61.5%]
Deli Lites (Newry) Ltd	#	-	-	-	28	-	-
Deloitte LLP		63	53	28	144	[54.3%]	[45.7%]
Delta Print & Packaging Ltd		26	110	10	146	[19.1%]	[80.9%]
Deluxe Art & Theme FX Ltd	#	-	-	-	28	-	-
Delwyn Enterprises Ltd T/A Yardmaster International		19	44	0	63	[30.2%]	[69.8%]
Denman International Ltd	*	-	-	-	29	-	-
Dennison Commercials Ltd		100	21	3	124	[82.6%]	[17.4%]
Denny Henry & Sons (Northern Ireland) Ltd		42	45	3	90	[48.3%]	[51.7%]
Denroy Plastics Ltd		103	15	4	122	[87.3%]	[12.7%]
Dental World Ltd	*	-	-	-	43	-	-
Depaul Ireland		16	35	3	54	[31.4%]	[68.6%]
Derichebourg Multiservices Ltd	*	-	-	-	42	-	-
Derry Credit Union Ltd	#	-	-	-	51	-	-
Derry Journal Newspapers Ltd	#	-	-	-	45	-	-
Derry Youth & Community Workshop Ltd	#	-	-	-	35	-	-
Derry's Ltd	#	-	-	-	46	-	-
Desmond Motors Ltd	#	-	-	-	56	-	-
Dessian Products Ltd		24	44	3	71	[35.3%]	[64.7%]
Devenish Nutrition Ltd		56	40	13	109	[58.3%]	[41.7%]
DF PF Ltd T/A Dairy Farm & People 1st		14	36	1	51	[28.0%]	[72.0%]
DFDS Logistics Ltd		121	73	25	219	[62.4%]	[37.6%]
DFS Trading Ltd		21	21	0	42	[50.0%]	[50.0%]
DHL Exel Supply Chain		27	13	0	40	[67.5%]	[32.5%]
DHL Express	*	-	-	-	28	-	-
DHL Express (UK) Ltd		49	17	0	66	[74.2%]	[25.8%]
DHL Supply Chain M & S Division		201	126	19	346	[61.5%]	[38.5%]
Diageo (Northern Ireland) Ltd		52	53	6	111	[49.5%]	[50.5%]
Diageo Bailey's Global Supply (S & B Production Ltd)		28	11	3	42	[71.8%]	[28.2%]
Diageo Global Supply IBC Ltd		111	35	15	161	[76.0%]	[24.0%]

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees



Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Diamond A & Son (Timber) Ltd	34	19	1	54	[64.2%]	[35.8%]
Diamond Corrugated Cases Ltd	#	-	-	45	-	-
Diamond Recruitment Group	548	1,138	107	1,793	[32.5%]	[67.5%]
Dickey HK	*	-	-	65	-	-
Dickson & Co (Northern Ireland) Ltd T/A Dickson & Co Insurances	20	12	1	33	[62.5%]	[37.5%]
Dillon Bass Ltd	10	17	0	27	[37.0%]	[63.0%]
Dinsmore Francis Ltd	*	-	-	29	-	-
Direct Contract Packing (Ireland) Ltd	*	-	-	30	-	-
Direct Medics Ltd	*/#	-	-	74	-	-
Disability Action	35	49	1	85	[41.7%]	[58.3%]
Dittys (Castledawson) Ltd	32	20	0	52	[61.5%]	[38.5%]
Dixons & Co Ltd	37	17	0	54	[68.5%]	[31.5%]
Dixons Contractors	13	39	3	55	[25.0%]	[75.0%]
DK Leisure Ltd C/o Bushtown Hotel	17	19	0	36	[47.2%]	[52.8%]
DLRS (Northern Ireland) Ltd	15	12	2	29	[55.6%]	[44.4%]
Dobbies Garden Centres PLC	75	17	15	107	[81.5%]	[18.5%]
Doherty & Gray Ltd	18	17	52	87	[51.4%]	[48.6%]
Doherty James (Meats) Ltd	#	-	-	38	-	-
Doherty Patrick T/A Knockan Lodge	20	11	0	31	[64.5%]	[35.5%]
Doherty Peter T/A Garage Door Systems Ltd	11	15	4	30	[42.3%]	[57.7%]
Dollar Financial UK Ltd	20	25	29	74	[44.4%]	[55.6%]
Domestic Care Ltd	*	-	-	52	-	-
Domestic Care Services Domiciliary	148	17	18	183	[89.7%]	[10.3%]
Dominican College	20	31	0	51	[39.2%]	[60.8%]
Donaghadee Garden Centre	*	-	-	103	-	-
Donaghy P & E	74	35	2	111	[67.9%]	[32.1%]
Donaldson A & S (Northern Ireland) Ltd	*	-	-	27	-	-
Donnelly Group, The	281	233	27	541	[54.7%]	[45.3%]
Dontaur Engineering Ltd	*	-	-	42	-	-
Dooley S & Co Ltd	#	-	-	26	-	-
Door Store Ltd, The	*	-	-	35	-	-
Doran Consulting	39	16	3	58	[70.9%]	[29.1%]
Doris & Mac Mahon Solicitors	#	-	-	27	-	-
Douglas & Grahame Ltd	61	19	4	84	[76.3%]	[23.8%]
Dove House Community Trust	#	-	-	34	-	-
Dowds JF & H Ltd	17	38	1	56	[30.9%]	[69.1%]
Dowler F Ltd	45	11	0	56	[80.4%]	[19.6%]
Dowling William Ltd	36	14	3	53	[72.0%]	[28.0%]
Down District Accessible Transport	15	26	1	42	[36.6%]	[63.4%]
Downey Bros Good Food Shop Ltd	#	-	-	117	-	-
Downey Investments T/A Friar Tucks	#	-	-	31	-	-
Downshire Arms Hotel Ltd	*	-	-	43	-	-
Downtown Radio Ltd	35	28	3	66	[55.6%]	[44.4%]
Dr Mc Master & Partners Mountsandel Surgery	*	-	-	30	-	-
Drapersfield House Private Nursing Home	27	42	0	69	[39.1%]	[60.9%]
Draynes Farms	18	14	3	35	[56.3%]	[43.8%]
Drenagh Sawmills Ltd	12	30	4	46	[28.6%]	[71.4%]
Dresswell (Newtownards) Ltd	123	48	17	188	[71.9%]	[28.1%]

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# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Drinks Inc Ltd	20	47	3	70	[29.9%]	[70.1%]
Drombane Nursing Group T/A Templemoyle Care Home	# -	-	-	32	-	-
Dromore Community Care Ltd	10	28	0	38	[26.3%]	[73.7%]
Drumbo Park Greyhound Stadium	36	17	1	54	[67.9%]	[32.1%]
Drumkeen Holdings Ltd T/A Burger King	11	13	8	32	[45.8%]	[54.2%]
Drummaul House Ltd	42	55	5	102	[43.3%]	[56.7%]
Drumragh Integrated College	18	32	0	50	[36.0%]	[64.0%]
DSG Retail Ltd	187	130	110	427	[59.0%]	[41.0%]
DSV Road Ltd	30	16	7	53	[65.2%]	[34.8%]
Du Pont (UK) Industrial Ltd	62	111	0	173	[35.8%]	[64.2%]
Dunadry Inn Ltd	80	34	2	116	[70.2%]	[29.8%]
Dunbia (Ballymena)	95	70	22	187	[57.6%]	[42.4%]
Dunbia (Dungannon)	255	560	174	989	[31.3%]	[68.7%]
Duncan & Griffin Co Ltd T/A Silverbirch Hotel	55	57	2	114	[49.1%]	[50.9%]
Dunelm (Soft Furnishings) Ltd	78	209	4	291	[27.2%]	[72.8%]
Dungannon Window Company Ltd	13	15	0	28	[46.4%]	[53.6%]
Dunlady House Ltd	58	22	4	84	[72.5%]	[27.5%]
Dunluce Restaurants Ltd T/A Mc Donalds	58	14	16	88	[80.6%]	[19.4%]
Dunnes Stores (Bangor) Ltd	534	1,353	79	1,966	[28.3%]	[71.7%]
Durkan Patrick T/A Allclear Environmental	# -	-	-	34	-	-
DV8	162	140	0	302	[53.6%]	[46.4%]
DW Sports Fitness Bangor	50	81	0	131	[38.2%]	[61.8%]
DX Network Services	13	29	2	44	[31.0%]	[69.0%]
Eakin Brothers Ltd	31	13	0	44	[70.5%]	[29.5%]
Eakin TG Ltd	42	11	7	60	[79.2%]	[20.8%]
Early Years	49	103	13	165	[32.2%]	[67.8%]
Eason & Son (Northern Ireland) Ltd	127	126	11	264	[50.2%]	[49.8%]
East Belfast Mission	* -	-	-	49	-	-
East Eden Ltd T/A Slieve Na Mon Nursing Home	14	47	0	61	[23.0%]	[77.0%]
Eastwood Ltd	11	22	3	36	[33.3%]	[66.7%]
Echo (Northern Ireland) Ltd	61	78	24	163	[43.9%]	[56.1%]
Edenkeel Ltd T/A Café Roc / Earth Night Club	# -	-	-	26	-	-
Edenmore Golf & Country Club	27	10	1	38	[73.0%]	[27.0%]
Edgar Transport	13	19	28	60	[40.6%]	[59.4%]
Edgewater Contracts	# -	-	-	27	-	-
Edgewater Private Nursing Home	28	17	1	46	[62.2%]	[37.8%]
Edina Manufacturing Ltd	* -	-	-	41	-	-
EDM Spanwall Facades Ltd	32	15	3	50	[68.1%]	[31.9%]
Edmundson Electrical Ltd	61	11	3	75	[84.7%]	[15.3%]
Edwards & Co Solicitors	22	19	0	41	[53.7%]	[46.3%]
Edwards Enterprises (Northern Ireland) Ltd T/A Copperfields Private Nursing Home	30	25	0	55	[54.5%]	[45.5%]
Eglinton (Timber Products) Ltd	25	33	0	58	[43.1%]	[56.9%]
Eircom (UK) Ltd	21	15	0	36	[58.3%]	[41.7%]
Electronic & Security Services Ltd	28	15	1	44	[65.1%]	[34.9%]
Elior UK Ltd	66	47	0	113	[58.4%]	[41.6%]
Elite Electronic Systems Ltd	57	72	31	160	[44.2%]	[55.8%]
Elliott Duffy Garrett Solicitors	14	36	2	52	[28.0%]	[72.0%]

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Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Elmoreton Ltd T/A Benedicts Hotel Belfast	25	50	7	82	[33.3%]	[66.7%]
EM News Northern Ireland Ltd	73	70	34	177	[51.0%]	[49.0%]
Emerson HA & Son	28	51	5	84	[35.4%]	[64.6%]
Emerson Norman Group Ltd	28	21	1	50	[57.1%]	[42.9%]
Emerson Stanley & Sons Ltd	*	-	-	28	-	-
Employers For Childcare Ltd	14	12	1	27	[53.8%]	[46.2%]
Enterprise Rent-a-Car (UK) Ltd	15	17	2	34	[46.9%]	[53.1%]
Enterprise Stationery Ltd	23	63	17	103	[26.7%]	[73.3%]
ENVA (Northern Ireland) Ltd	#	-	-	36	-	-
EPS Environmental Ltd	#	-	-	52	-	-
Equiniti-ics Ltd	158	70	21	249	[69.3%]	[30.7%]
Erne Integrated College	11	17	0	28	[39.3%]	[60.7%]
Ernst & Young	47	42	39	128	[52.8%]	[47.2%]
Estee Lauder Cosmetics Ltd	32	45	9	86	[41.6%]	[58.4%]
Etain Ltd	14	11	5	30	[56.0%]	[44.0%]
Europa General Underwriters (Northern Ireland) Ltd	18	24	3	45	[42.9%]	[57.1%]
Europcar National Car Rental	37	16	0	53	[69.8%]	[30.2%]
Eventsec Ltd	295	272	0	567	[52.0%]	[48.0%]
Everything Everywhere Ltd	29	19	36	84	[60.4%]	[39.6%]
Evron Foods Ltd	48	55	123	226	[46.6%]	[53.4%]
Excel Glass Ltd	#	-	-	32	-	-
Exchange Restaurants Ltd	#	-	-	38	-	-
Executive Council of The Inn of Court of Northern Ireland, The	15	14	3	32	[51.7%]	[48.3%]
Exhibit Ltd	64	78	0	142	[45.1%]	[54.9%]
Experiences Connect Ltd	25	22	0	47	[53.2%]	[46.8%]
Express Distribution Services Ltd	*	-	-	38	-	-
Extern Organisation Ltd, The	146	148	21	315	[49.7%]	[50.3%]
Extra Care	223	249	81	553	[47.2%]	[52.8%]
Fairlawns Care Home Ltd	#	-	-	27	-	-
Fairways Residential Homes	45	15	6	66	[75.0%]	[25.0%]
Faith House	*	-	-	97	-	-
Falls Community Council	#	-	-	34	-	-
Fane Valley Co-op Society Ltd	95	17	0	112	[84.8%]	[15.2%]
Fane Valley Feeds Ltd	40	13	3	56	[75.5%]	[24.5%]
Farmview Dairies Ltd	*	-	-	28	-	-
FASA (Forum for Action on Substance Abuse & Suicide Awareness)	*	-	-	34	-	-
Fergus Investments Ltd T/A Supervalu Carrickfergus	*	-	-	44	-	-
Fermanagh Homecare Services	25	40	0	65	[38.5%]	[61.5%]
FF Food Engineering Ltd	*	-	-	30	-	-
Fidessa PLC	12	14	5	31	[46.2%]	[53.8%]
Fin Engineering Group Ltd	52	14	2	68	[78.8%]	[21.2%]
Finaghy Cleaning & Support Services Ltd	33	21	5	59	[61.1%]	[38.9%]
Fine Foods Lisburn Road Ltd T/A Shu Restaurant	#	-	-	45	-	-
Finlay Communications Ltd	71	30	9	110	[70.3%]	[29.7%]
Finlay James AS Ltd	*	-	-	55	-	-
Finning (UK) HR Department	40	11	0	51	[78.4%]	[21.6%]
Fir Trees Hotel Strabane Ltd	#	-	-	36	-	-
Fire Security Ltd T/A Gent (Northern Ireland)	*	-	-	50	-	-

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Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Firmus Energy	33	44	6	83	[42.9%]	[57.1%]
First Choice Selection Services Ltd	461	445	45	951	[50.9%]	[49.1%]
First Derivatives PLC	53	262	132	447	[16.8%]	[83.2%]
First Housing Aid & Support Services	10	118	5	133	[7.8%]	[92.2%]
First4skills	18	23	6	47	[43.9%]	[56.1%]
Firstsource Solutions Ltd	212	1,217	215	1,644	[14.8%]	[85.2%]
Fishbourne House Nursing Home	16	13	0	29	[55.2%]	[44.8%]
Fisher Engineering Ltd	189	93	2	284	[67.0%]	[33.0%]
Fitness First Clubs Ltd T/A Fitness First	35	31	10	76	[53.0%]	[47.0%]
Fitzwilliam Hotel Belfast	27	38	9	74	[41.5%]	[58.5%]
Fivemiletown & Brookborough Co-op Agricultural & Dairy Society Ltd	44	23	0	67	[65.7%]	[34.3%]
Fiveways Shop & Service Station Ltd	16	132	0	148	[10.8%]	[89.2%]
Flagship Media Group Ltd	27	20	6	53	[57.4%]	[42.6%]
Flanagan KJ & Co Ltd	23	27	1	51	[46.0%]	[54.0%]
Fleck Imet Group, The	*	-	-	38	-	-
Fleet Financial (Northern Ireland) Ltd	*	-	-	28	-	-
Fleming Agri-products Ltd	59	10	3	72	[85.5%]	[14.5%]
Flybe	168	53	33	254	[76.0%]	[24.0%]
Flynn Maurice & Sons Ltd	49	59	5	113	[45.4%]	[54.6%]
FM Environmental Ltd	#	-	-	45	-	-
FM UK Ltd	21	16	0	37	[56.8%]	[43.2%]
Fois Ltd	16	17	0	33	[48.5%]	[51.5%]
Fold Housing Association	355	288	45	688	[55.2%]	[44.8%]
Fonacab (Belfast) Ltd	37	26	6	69	[58.7%]	[41.3%]
Fonezone Telecommunications Ltd T/A Barclays Communications	59	21	7	87	[73.8%]	[26.3%]
Footprints Women's Centre	#	-	-	39	-	-
Forth CommuNorthern Irelandcation (Northern Ireland) Ltd	*	-	-	27	-	-
Fortress Doors (Northern Ireland) Ltd	*	-	-	32	-	-
Four Dee (Northern Ireland) Ltd	#	-	-	36	-	-
Four Seasons Health Care	*	-	-	29	-	-
Four Seasons Health Care Court Care Home, The	36	14	8	58	[72.0%]	[28.0%]
Four Seasons Health Care T/A Abbeylands Care Home	68	20	0	88	[77.3%]	[22.7%]
Four Seasons Health Care T/A Annahilt Care Home	36	13	0	49	[73.5%]	[26.5%]
Four Seasons Health Care T/A Antrim Care Home	31	19	1	51	[62.0%]	[38.0%]
Four Seasons Health Care T/A Arches Care Home	16	14	4	34	[53.3%]	[46.7%]
Four Seasons Health Care T/A Ardrough Care Home	28	25	0	53	[52.8%]	[47.2%]
Four Seasons Health Care T/A Ardmaine Nursing Home	#	-	-	55	-	-
Four Seasons Health Care T/A Ashgrove Care Home	#	-	-	56	-	-
Four Seasons Health Care T/A Bangor Care Home	39	39	17	95	[50.0%]	[50.0%]
Four Seasons Health Care T/A Beechill Care Home	#	-	-	26	-	-
Four Seasons Health Care T/A Belmont Nursing Home	27	20	0	47	[57.4%]	[42.6%]
Four Seasons Health Care T/A Bethany Care Home	22	20	8	50	[52.4%]	[47.6%]
Four Seasons Health Care T/A Camphill Care Home	42	25	9	76	[62.7%]	[37.3%]
Four Seasons Health Care T/A Carnalea Care Home	30	34	4	68	[46.9%]	[53.1%]
Four Seasons Health Care T/A Castle Lodge	21	15	1	37	[58.3%]	[41.7%]
Four Seasons Health Care T/A Cedarhurst Lodge Care Home	12	39	11	62	[23.5%]	[76.5%]
Four Seasons Health Care T/A Cherryvalley Care Home	20	10	5	35	[66.7%]	[33.3%]
Four Seasons Health Care T/A Chestnut Lodge Care Home	#	-	-	46	-	-

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\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Four Seasons Health Care T/A Comber Care Home	51	12	2	65	[81.0%]	[19.0%]
Four Seasons Health Care T/A Coolaness Care Home	18	25	1	44	[41.9%]	[58.1%]
Four Seasons Health Care T/A Craigdun Care Home	32	11	3	46	[74.4%]	[25.6%]
Four Seasons Health Care T/A Croaghpatrick Care Home	54	13	2	69	[80.6%]	[19.4%]
Four Seasons Health Care T/A Cromore House Care Home	23	14	1	38	[62.2%]	[37.8%]
Four Seasons Health Care T/A Donaghcloney Care Home	*	-	-	36	-	-
Four Seasons Health Care T/A Drumclay Care Home	27	43	3	73	[38.6%]	[61.4%]
Four Seasons Health Care T/A Drumragh Care Home	14	34	3	51	[29.2%]	[70.8%]
Four Seasons Health Care T/A Dungannon Care Home	17	35	3	55	[32.7%]	[67.3%]
Four Seasons Health Care T/A Edenmore Care Home	32	16	7	55	[66.7%]	[33.3%]
Four Seasons Health Care T/A Edenvale Care Centre	15	30	0	45	[33.3%]	[66.7%]
Four Seasons Health Care T/A Edgewater Lodge Care Home	50	24	3	77	[67.6%]	[32.4%]
Four Seasons Health Care T/A Galgorm Care Home	24	14	3	41	[63.2%]	[36.8%]
Four Seasons Health Care T/A Garvagh Care Home	23	40	0	63	[36.5%]	[63.5%]
Four Seasons Health Care T/A Greerville Manor Care Home	31	20	4	55	[60.8%]	[39.2%]
Four Seasons Health Care T/A Hamilton Court Care Home	34	17	10	61	[66.7%]	[33.3%]
Four Seasons Health Care T/A Hawthorn House Care Home	*	-	-	37	-	-
Four Seasons Health Care T/A Jordanstown Care Home	38	24	0	62	[61.3%]	[38.7%]
Four Seasons Health Care T/A Laganvale Care Home	47	38	1	86	[55.3%]	[44.7%]
Four Seasons Health Care T/A Landsdowne Care Home	28	48	1	77	[36.8%]	[63.2%]
Four Seasons Health Care T/A Lecale Lodge Care Home	#	-	-	74	-	-
Four Seasons Health Care T/A Lisburn Care Home	*	-	-	40	-	-
Four Seasons Health Care T/A Lisnisky Care Home	52	30	2	84	[63.4%]	[36.6%]
Four Seasons Health Care T/A Mahon Hall Care Home	54	19	3	76	[74.0%]	[26.0%]
Four Seasons Health Care T/A Manor Lodge Care Home	#	-	-	48	-	-
Four Seasons Health Care T/A Meadowbank Care Home	18	16	2	36	[52.9%]	[47.1%]
Four Seasons Health Care T/A Model Care Centre, The	31	17	0	48	[64.6%]	[35.4%]
Four Seasons Health Care T/A Moneymore Care Home	22	29	1	52	[43.1%]	[56.9%]
Four Seasons Health Care T/A Mount Lens Care Home	*	-	-	30	-	-
Four Seasons Health Care T/A Nightingale Care Centre	14	33	0	47	[29.8%]	[70.2%]
Four Seasons Health Care T/A Oakridge Care Home	16	16	2	34	[50.0%]	[50.0%]
Four Seasons Health Care T/A Parkview Care Home	*	-	-	73	-	-
Four Seasons Health Care T/A Pond Park Care Centre	28	23	11	62	[54.9%]	[45.1%]
Four Seasons Health Care T/A Rathmena Care Home	*	-	-	45	-	-
Four Seasons Health Care T/A Rosevale Lodge Care Home	28	26	7	61	[51.9%]	[48.1%]
Four Seasons Health Care T/A Saintfield Lodge Care Home	#	-	-	36	-	-
Four Seasons Health Care T/A Sandringham Care Home	44	31	5	80	[58.7%]	[41.3%]
Four Seasons Health Care T/A Seapatrick Care Home	36	34	1	71	[51.4%]	[48.6%]
Four Seasons Health Care T/A Stormont Care Home	21	16	1	38	[56.8%]	[43.2%]
Four Seasons Health Care T/A Strathearn Court Care Home	36	17	7	60	[67.9%]	[32.1%]
Four Seasons Health Care T/A Tennent Street Care Home	44	10	10	64	[81.5%]	[18.5%]
Four Seasons Health Care T/A The County Care Home	23	14	22	59	[62.2%]	[37.8%]
Four Seasons Health Care T/A Tudordale Care Home	21	32	1	54	[39.6%]	[60.4%]
Four Seasons Health Care T/A Victoria Park Care Home	*	-	-	37	-	-
Four Seasons Health Care T/A Whiteabbey Care Home	*	-	-	43	-	-
Four Seasons Health Care T/A Woodgrove Care Home	*	-	-	37	-	-
Fox Building & Engineering Ltd	#	-	-	37	-	-
Foyle & Londonderry College	31	23	3	57	[57.4%]	[42.6%]

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\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Foyle Day Care Ltd	29	34	2	65	[46.0%]	[54.0%]
Foyle Hospice	11	66	0	77	[14.3%]	[85.7%]
Foyle Meats	82	194	10	286	[29.7%]	[70.3%]
FPM Accountants LLP	#	-	-	59	-	-
Frackelton John & Son Ltd	*	-	-	28	-	-
Franklins International Ltd	19	10	4	33	[65.5%]	[34.5%]
Freeza Meats Ltd	#	-	-	29	-	-
Friends School	*	-	-	61	-	-
Friendship & Caring Trust (FACT)	12	34	2	48	[26.1%]	[73.9%]
Fruithill Private Nursing Home	#	-	-	66	-	-
Frylite Ltd	#	-	-	92	-	-
Fugro-bks Ltd	52	18	1	71	[74.3%]	[25.7%]
Fujitsu Telecommunications (Ireland)	46	39	14	99	[54.1%]	[45.9%]
Fujitsu UK & Ireland	314	312	87	713	[50.2%]	[49.8%]
Fultons Fine Furnishings	*	-	-	42	-	-
Fultons Fine Furnishings Ltd	*	-	-	28	-	-
FUM Ltd T/A Message Pad	*	-	-	33	-	-
Fundays Childcare	14	14	0	28	[50.0%]	[50.0%]
Funeral Services (Northern Ireland) Ltd	131	13	8	152	[91.0%]	[9.0%]
Fyfes Vehicles & Engineering Supplies Ltd	67	68	0	135	[49.6%]	[50.4%]
G & M Lodge Caring Ltd	12	59	2	73	[16.9%]	[83.1%]
G4S Cash Services (UK) Ltd	231	52	5	288	[81.6%]	[18.4%]
G4S Security Services (UK)	403	234	123	760	[63.3%]	[36.7%]
Galeton Ltd T/A Ailsa Lodge Nursing Home	*	-	-	56	-	-
Galfield Ltd T/A Kelly's Spar	#	-	-	29	-	-
Galgorm Resort & Spa	121	147	2	270	[45.1%]	[54.9%]
Gallagher & Mc Kinney Ltd	#	-	-	28	-	-
Gallaher Ltd	718	189	38	945	[79.2%]	[20.8%]
Gate Gourmet	#	-	-	26	-	-
GB Poultry	#	-	-	34	-	-
Geda Construction Co Ltd	#	-	-	46	-	-
Gibson Bros Ltd	35	11	0	46	[76.1%]	[23.9%]
Gilbert-ash Ltd	41	74	10	125	[35.7%]	[64.3%]
Gilfresh Produce	46	73	22	141	[38.7%]	[61.3%]
Gillaroo Lodge Nursing Home Ltd	36	13	0	49	[73.5%]	[26.5%]
Gillbrooke Private Nursing Home	22	13	0	35	[62.9%]	[37.1%]
Girvan Thomas T/A Karina Lodge Private Nursing Home	#	-	-	28	-	-
Glanbia Cheese Ltd	87	71	5	163	[55.1%]	[44.9%]
Glasgiven Contracts Ltd	#	-	-	40	-	-
Glas-seal (Northern Ireland) Ltd	41	35	1	77	[53.9%]	[46.1%]
Glen Dimplex (Northern Ireland) Ltd	*	-	-	30	-	-
Glen Electric Ltd	#	-	-	142	-	-
Glenavon House Hotel (1982) Ltd	#	-	-	53	-	-
Glenbay Ltd (Peter Mark)	63	67	8	138	[48.5%]	[51.5%]
Glencarron Nursing Home	#	-	-	62	-	-
Glendale Stores Ltd	13	26	0	39	[33.3%]	[66.7%]
Glendermott Enterprises Ltd	#	-	-	29	-	-
Glendun Nursing Home	#	-	-	70	-	-

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Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Glenkrag Ltd	*	-	-	74	-	-
Glenmachan Tower House Private Nursing Home	*	-	-	62	-	-
Glenmona Resource Centre		13	85	98	[13.3%]	[86.7%]
Glens of Antrim Potatoes Ltd	#	-	-	40	-	-
Glenview Private Nursing & Residential Home		29	36	65	[44.6%]	[55.4%]
Glenview Private Nursing Home		22	23	47	[48.9%]	[51.1%]
Global Armour (UK) Ltd	*	-	-	31	-	-
Glover Site Investigations Ltd		34	13	47	[72.3%]	[27.7%]
Goldblatt Mc Guigan		28	25	58	[52.8%]	[47.2%]
Golden Cow Dairies Ltd		33	20	53	[62.3%]	[37.7%]
Golden Glen Ltd T/A Golden Glen Catering	*	-	-	32	-	-
Golf Holdings Ltd		1,008	539	1,664	[65.2%]	[34.8%]
Goodbody A & L Solicitors (Northern Ireland)		17	19	37	[47.2%]	[52.8%]
Gordons Chemists		144	97	247	[59.8%]	[40.2%]
Gordons N & R Ltd		223	91	315	[71.0%]	[29.0%]
Gortacharn Private Nursing Home		20	48	70	[29.4%]	[70.6%]
GPS (GB) Ltd T/A The Gap		35	20	56	[63.6%]	[36.4%]
GPS Colour Graphics Ltd		37	11	52	[77.1%]	[22.9%]
Graan Abbey Private Nursing Home, The		13	59	92	[18.1%]	[81.9%]
Grafton Recruitment Ltd		1,324	729	2,203	[64.5%]	[35.5%]
Graham Engineering	*	-	-	31	-	-
Graham John (Dromore) Ltd		416	323	856	[56.3%]	[43.7%]
Graham SP Ltd		13	111	124	[10.5%]	[89.5%]
Grahams Ray Ltd		15	10	28	[60.0%]	[40.0%]
Grainger Building Services Ltd		40	14	55	[74.1%]	[25.9%]
Grand Opera House Trust		46	66	136	[41.1%]	[58.9%]
Grant Thornton (UK) LLP		93	91	201	[50.5%]	[49.5%]
Grant William & Co Ltd		18	44	62	[29.0%]	[71.0%]
Grants Electrical Services (Northern Ireland) Ltd		51	12	64	[81.0%]	[19.0%]
Granville Food Care Ltd		17	19	50	[47.2%]	[52.8%]
Gray & Adams (Ireland) Ltd		43	13	57	[76.8%]	[23.2%]
Gray Alison Recruitment		27	30	58	[47.4%]	[52.6%]
Greater Shankill Partnership (ISCYP)	*	-	-	29	-	-
Greater Shankill Partnership Shankill Sure Start	*	-	-	38	-	-
Green JT & Sons Ltd T/A Greens Food Fare	*	-	-	101	-	-
Greenpark Private Nursing Home Ltd		18	86	104	[17.3%]	[82.7%]
Gregg & Patterson (Engineers) Ltd		34	12	47	[73.9%]	[26.1%]
Greiner Packaging Ltd		150	33	189	[82.0%]	[18.0%]
Grosvenor Shirts Ltd	#	-	-	26	-	-
Ground Espresso Bars		30	20	63	[60.0%]	[40.0%]
Groundwork (Northern Ireland)		10	10	27	[50.0%]	[50.0%]
Group 4 Securicor		13	24	37	[35.1%]	[64.9%]
GSH Ireland		33	17	50	[66.0%]	[34.0%]
GT Exhausts (Northern Ireland) Ltd	#	-	-	70	-	-
Guardforce Ltd		27	16	46	[62.8%]	[37.2%]
H & A Mechanical Services Ltd		64	156	229	[29.1%]	[70.9%]
Habinteg Housing Association (Ulster) Ltd		37	39	83	[48.7%]	[51.3%]
Hagan John P		14	14	28	[50.0%]	[50.0%]

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Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Hair Traffic	25	42	5	72	[37.3%]	[62.7%]
Haldane Shiells Group	213	112	2	327	[65.5%]	[34.5%]
Halfords Ltd	100	81	53	234	[55.2%]	[44.8%]
Hamilton & Kirk Ltd	#	-	-	31	-	-
Hamilton Architects	12	14	3	29	[46.2%]	[53.8%]
Hamilton James & Co (Lurgan) Ltd	*	-	-	69	-	-
Hamilton Newsagency	*	-	-	29	-	-
Hamilton Private Nursing Home	*	-	-	41	-	-
Hamilton Shipping Holdings Ltd	13	14	2	29	[48.1%]	[51.9%]
Hamilton TJ & Co Ltd	15	12	1	28	[55.6%]	[44.4%]
Hampton Conservatories Ltd	*	-	-	37	-	-
Handling & Storage Equipment Co Ltd	*	-	-	28	-	-
Happy Days (1999) Ltd T/A Happy Days Day Nursery	*	-	-	45	-	-
Harbinson Mulholland	21	17	1	39	[55.3%]	[44.7%]
Harcourt Construction (Northern Ireland) Ltd	21	27	1	49	[43.8%]	[56.3%]
Harland & Wolff Heavy Industries Ltd	*	-	-	132	-	-
HarpScreen International Ltd	#	-	-	30	-	-
Harpurs Hill Children & Family Centre Ltd	*	-	-	28	-	-
Harte & Eakin (Contractors) (Northern Ireland) Ltd	26	13	0	39	[66.7%]	[33.3%]
Harvey Group PLC	57	24	7	88	[70.4%]	[29.6%]
Harvey Norman Trading Ltd	49	26	0	75	[65.3%]	[34.7%]
Harveys Human Resource Department	22	14	11	47	[61.1%]	[38.9%]
Hasson M & Sons Ltd	#	-	-	32	-	-
Hastings Hotels Group Ltd	248	293	109	650	[45.8%]	[54.2%]
Haulage Services Ltd	*	-	-	29	-	-
Haven Private Nursing Home, The	#	-	-	31	-	-
Hawthorne Restaurant	11	14	1	26	[44.0%]	[56.0%]
Hayburn Wood Products Ltd	*	-	-	32	-	-
Hayes Fuels	34	25	4	63	[57.6%]	[42.4%]
Hays Construction & Property	48	70	23	141	[40.7%]	[59.3%]
Hays Specialist Recruitment Ltd	218	169	31	418	[56.3%]	[43.7%]
Hazelwood Integrated College	30	33	6	69	[47.6%]	[52.4%]
Hazelwood Integrated Primary School	20	19	4	43	[51.3%]	[48.7%]
HCL BPO Services (Northern Ireland) Ltd	405	909	129	1,443	[30.8%]	[69.2%]
HC-One T/A Rockfield Care Centre	#	-	-	45	-	-
HDN (Northern Ireland) Ltd	72	27	8	107	[72.7%]	[27.3%]
Healthy Buildings (ireland) Ltd	13	18	1	32	[41.9%]	[58.1%]
Heartsine Technologies Ltd	*	-	-	53	-	-
Heat	120	117	3	240	[50.6%]	[49.4%]
Heathcotes Fine Foods Ltd	61	136	28	225	[31.0%]	[69.0%]
Heatherlea Bakery	*	-	-	58	-	-
Heatons (Northern Ireland) Ltd	171	355	45	571	[32.5%]	[67.5%]
Helm Housing	63	58	12	133	[52.1%]	[47.9%]
Hemel Ltd	14	37	5	56	[27.5%]	[72.5%]
Henderson John Holdings Ltd	1,551	557	140	2,248	[73.6%]	[26.4%]
Hennebry JJ & Sons Ltd	12	32	0	44	[27.3%]	[72.7%]
Henry Bros (Magherafelt) Ltd	170	19	3	192	[89.9%]	[10.1%]
Herbel Restaurants Ltd	209	195	293	697	[51.7%]	[48.3%]

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Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Heron Bros Ltd	28	125	27	180	[18.3%]	[81.7%]
Hewitt Meats	31	21	15	67	[59.6%]	[40.4%]
Hewlett Packard Ltd	19	26	52	97	[42.2%]	[57.8%]
Heyn Group Ltd	58	28	1	87	[67.4%]	[32.6%]
Hill Engineering Ltd	12	21	1	34	[36.4%]	[63.6%]
Hill Vellacott	15	14	0	29	[51.7%]	[48.3%]
Hillcrest Centre Ltd T/A P & G The Family Food Store	*	-	-	110	-	-
Hillen Bros T/A Ava Off Sales & Bar	*	-	-	37	-	-
Hillgrove Hotel Ltd T/A Magherabuoy House Hotel	25	24	12	61	[51.0%]	[49.0%]
Hillmount Nursery Centre	*	-	-	38	-	-
Hillside Nursery Centre	*	-	-	31	-	-
Hillview Lodge Ltd	#	-	-	37	-	-
Hilton Belfast	55	87	29	171	[38.7%]	[61.3%]
Hilton Group PLC T/A Hilton Templepatrick	118	32	14	164	[78.7%]	[21.3%]
Hilton Meat Products Ltd	31	10	0	41	[75.6%]	[24.4%]
Hilton Meats (Cookstown) Ltd	14	53	3	70	[20.9%]	[79.1%]
Hire Class Ltd	43	26	8	77	[62.3%]	[37.7%]
Hockley Private Nursing Home	91	18	0	109	[83.5%]	[16.5%]
Hogg R & Sons Ltd	13	18	0	31	[41.9%]	[58.1%]
Holiday Inn Belfast (Glandor Properties)	28	36	28	92	[43.8%]	[56.3%]
Hollygate Lodge Residential Home	22	17	2	41	[56.4%]	[43.6%]
Hollygate Nursing Home	23	11	1	35	[67.6%]	[32.4%]
Holy Trinity Centre	#	-	-	37	-	-
Homebase Ltd	244	186	25	455	[56.7%]	[43.3%]
Homecare Independent Living	191	293	193	677	[39.5%]	[60.5%]
Homecare Services (Northern Ireland) Ltd T/A Domestic Care	76	15	19	110	[83.5%]	[16.5%]
Homeloan Management Ltd	37	280	13	330	[11.7%]	[88.3%]
Homestyle Operations T/A Bensons For Beds	*	-	-	37	-	-
Hospitality Management (Northern Ireland) Ltd T/A Seagoe Hotel	25	32	8	65	[43.9%]	[56.1%]
House of Fraser	96	111	14	221	[46.4%]	[53.6%]
Housing Rights Service	14	21	4	39	[40.0%]	[60.0%]
Houston Bros Ltd	55	30	3	88	[64.7%]	[35.3%]
Howden (UK) Ltd	83	13	2	98	[86.5%]	[13.5%]
Howell House Ltd	18	10	2	30	[64.3%]	[35.7%]
HSBC Bank PLC	62	47	13	122	[56.9%]	[43.1%]
Huddleston John Engineering Ltd	56	13	3	72	[81.2%]	[18.8%]
Hughes & Company	183	45	2	230	[80.3%]	[19.7%]
Hughes Joseph Painting Contractor	22	75	1	98	[22.7%]	[77.3%]
Hughes K & Co Ltd T/A Hughes Mushrooms	#	-	-	37	-	-
Huhtamaki (Lurgan) Ltd	99	84	23	206	[54.1%]	[45.9%]
Hunter Apparel Solutions Ltd	14	23	0	37	[37.8%]	[62.2%]
Hunter Brian Ltd	26	25	2	53	[51.0%]	[49.0%]
Hunter JD & Co Ltd	118	36	19	173	[76.6%]	[23.4%]
Hunterhouse College	*	-	-	31	-	-
Hutchison 3G (UK) Ltd	38	19	9	66	[66.7%]	[33.3%]
Hutton M & E Services Ltd	*	-	-	30	-	-
Hyndman D & Son (Bakers) Ltd	30	18	0	48	[62.5%]	[37.5%]
IBM (UK) Ltd	33	23	11	67	[58.9%]	[41.1%]

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Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
IBS (Northern Ireland) Ltd	16	10	0	26	[61.5%]	[38.5%]
ICB Emulsions Ltd	15	20	0	35	[42.9%]	[57.1%]
Iceland Foods Ltd	495	485	53	1,033	[50.5%]	[49.5%]
Icemos Technology Ltd	#	-	-	53	-	-
Icon Live Ltd	22	25	2	49	[46.8%]	[53.2%]
ICTS (UK) Ltd	167	34	11	212	[83.1%]	[16.9%]
Ideal	13	11	3	27	[54.2%]	[45.8%]
IJK Timber Group Ltd	*	-	-	37	-	-
Ikea Belfast	175	52	58	285	[77.1%]	[22.9%]
Impact Training (Northern Ireland) Ltd	*	-	-	31	-	-
Impro Printing	*	-	-	26	-	-
Include Youth	#	-	-	41	-	-
Independent News & Media (Northern Ireland)	217	86	15	318	[71.6%]	[28.4%]
Indicators International Ltd	18	28	0	46	[39.1%]	[60.9%]
In-doors Manufacturing Ltd	#	-	-	59	-	-
Industrial Temps Ltd	810	1,114	7	1,931	[42.1%]	[57.9%]
Inislyn Ltd T/A Radisson Blu Hotel	18	22	7	47	[45.0%]	[55.0%]
Initial Textile Services	28	25	0	53	[52.8%]	[47.2%]
Inner City South Belfast Sure Start	22	16	9	47	[57.9%]	[42.1%]
Instore	163	170	62	395	[48.9%]	[51.1%]
Integrated College Dungannon	19	20	1	40	[48.7%]	[51.3%]
Interface Europe Ltd	33	83	1	117	[28.4%]	[71.6%]
Interfrigo Ltd	11	11	20	42	[50.0%]	[50.0%]
Internacionale Retail Ltd	58	64	0	122	[47.5%]	[52.5%]
Interserve (Facilities Management) Ltd	24	92	5	121	[20.7%]	[79.3%]
INTO, Queen's University Belfast	19	14	8	41	[57.6%]	[42.4%]
Intune Networks Belfast Ltd	19	19	7	45	[50.0%]	[50.0%]
Invision Software Ltd	#	-	-	44	-	-
Invista Textiles (UK) Ltd	153	213	3	369	[41.8%]	[58.2%]
Ireland Freight Services (UK) Ltd	70	19	4	93	[78.7%]	[21.3%]
Irisa Group	111	51	12	174	[68.5%]	[31.5%]
Irish Autotrader Ltd	26	21	0	47	[55.3%]	[44.7%]
Irish Football Association, The	69	30	0	99	[69.7%]	[30.3%]
Irish Inns Ltd	#	-	-	49	-	-
Irish News Ltd, The	29	98	2	129	[22.8%]	[77.2%]
Irish Rugby Football Union (Ulster Branch)	*	-	-	60	-	-
Irish Salt Mining & Exploration Company Ltd	37	15	2	54	[71.2%]	[28.8%]
Irish Waste Services Ltd	19	28	6	53	[40.4%]	[59.6%]
Irwin AN & Sons	*	-	-	28	-	-
Irwin Electrical Services Ltd	*	-	-	55	-	-
Irwin Ra & Co Ltd	68	11	2	81	[86.1%]	[13.9%]
Irwin Wd & Sons	241	128	20	389	[65.3%]	[34.7%]
Island Cleaning Services Ltd	115	103	0	218	[52.8%]	[47.2%]
Islandbawn Stores Ltd	*	-	-	38	-	-
ISS Facility Services	92	43	18	153	[68.1%]	[31.9%]
Ivanhoe Inn & Hotel	25	18	1	44	[58.1%]	[41.9%]
J & E Catering Ltd	22	22	0	44	[50.0%]	[50.0%]
Jacksons	*	-	-	34	-	-

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Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Jacobs Engineering (UK) Ltd	15	20	4	39	[42.9%]	[57.1%]
Jacques Vert PLC	26	12	0	38	[68.4%]	[31.6%]
Jameson David Roofing Services Ltd	*	-	-	37	-	-
Jark Healthcare	60	88	42	190	[40.5%]	[59.5%]
JB Enterprises (Derry) Ltd	25	25	1	51	[50.0%]	[50.0%]
JBE Building Services Ltd	46	45	0	91	[50.5%]	[49.5%]
JCP Consulting Ltd	*	-	-	38	-	-
JD Sports Fashion PLC	126	115	0	241	[52.3%]	[47.7%]
Jeffers Home Bakery	45	12	7	64	[78.9%]	[21.1%]
Jefferson C & H	48	12	6	66	[80.0%]	[20.0%]
Jenkins Shipping Co Ltd	16	18	2	36	[47.1%]	[52.9%]
Jesroe (Services) Ltd	14	12	2	28	[53.8%]	[46.2%]
Jet2.com Ltd	*	-	-	51	-	-
JH Industrial Cleaning Services Ltd	#	-	-	58	-	-
JHC Hardware Ltd	31	20	0	51	[60.8%]	[39.2%]
JJB Sports PLC	199	180	5	384	[52.5%]	[47.5%]
JKC Specialist Cars Ltd	38	15	0	53	[71.7%]	[28.3%]
JMC Mechanical & Construction Ltd	13	22	0	35	[37.1%]	[62.9%]
JMC Restaurants Ltd T/A Mc Donald's Sprucefield	49	34	6	89	[59.0%]	[41.0%]
JMF Metal Fabrications Ltd	77	43	14	134	[64.2%]	[35.8%]
JMG Systems Ltd	11	69	0	80	[13.8%]	[86.3%]
JMK Solicitors (Northern Ireland) Ltd	#	-	-	43	-	-
JMT Direct Ltd	11	31	3	45	[26.2%]	[73.8%]
JNK Components Ltd	#	-	-	34	-	-
Job Directions Ltd	11	68	0	79	[13.9%]	[86.1%]
Johnson Bros (Belfast) Ltd	61	18	5	84	[77.2%]	[22.8%]
Johnsons Solicitors	25	15	0	40	[62.5%]	[37.5%]
Johnston Campbell Ltd	*	-	-	31	-	-
Johnston Cyril & Co Ltd	*	-	-	42	-	-
Johnston Gilpin & Co Ltd	*	-	-	26	-	-
Johnston Kennedy Dfk Ltd	*	-	-	29	-	-
Johnston's Bakery Ltd	24	13	0	37	[64.9%]	[35.1%]
Jolly Tots	23	10	1	34	[69.7%]	[30.3%]
Jollye Leonard F (BP) Ltd T/A Jollye's Petfood Superstores	45	29	5	79	[60.8%]	[39.2%]
Jollytots (Northern Ireland) Ltd	*	-	-	31	-	-
Jones Frederick (Belfast) Ltd	*	-	-	39	-	-
Jones Peters	16	16	0	32	[50.0%]	[50.0%]
Jordan Concrete Ltd	*	-	-	30	-	-
Jordan Plastics Ltd	*	-	-	30	-	-
Joyland Amusement Centres Ltd T/A Oasis Retail Services Ltd	45	28	23	96	[61.6%]	[38.4%]
JPM Trailers Ltd	*/#	-	-	29	-	-
JSD Recruitment Services Ltd	21	96	0	117	[17.9%]	[82.1%]
Jurys Inn	#	-	-	71	-	-
Just Retirement Management Services Ltd	10	13	6	29	[43.5%]	[56.5%]
Kainos Software Ltd	87	79	16	182	[52.4%]	[47.6%]
Kane Heating Ltd	#	-	-	31	-	-
Kane Helen Nursing Services	*	-	-	58	-	-
Kane JW Precision Engineering Ltd	32	13	4	49	[71.1%]	[28.9%]

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Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Karine & Co	17	11	2	30	[60.7%]	[39.3%]
Karkraft (Northern Ireland) Ltd	13	19	5	37	[40.6%]	[59.4%]
Karuna Home, The	*	-	-	33	-	-
Kathryn Homes Ltd T/A Kintullagh House Private Nursing Home	45	23	4	72	[66.2%]	[33.8%]
Kavanagh Retailing	10	77	0	87	[11.5%]	[88.5%]
KCC Architectural Ltd	*	-	-	38	-	-
KDM Hire Ltd	37	30	0	67	[55.2%]	[44.8%]
Kedington (Northern Ireland) Ltd	15	22	0	37	[40.5%]	[59.5%]
Keenan Patrick	#	-	-	74	-	-
Kelda Water Services (Alpha) Ltd Western House	11	17	3	31	[39.3%]	[60.7%]
Keli Frecha Hospitality Ltd T/A Salty Dog, The	12	10	5	27	[54.5%]	[45.5%]
Kells SD Ltd	105	64	0	169	[62.1%]	[37.9%]
Kelly Bros	#	-	-	32	-	-
Kelly Flowers Wholesale	14	15	1	30	[48.3%]	[51.7%]
Kelly John Fuels (Ireland) T/A Kelly Fuels	68	30	2	100	[69.4%]	[30.6%]
Kelly Mc Evoy & Brown	#	-	-	37	-	-
Kelly Patricia T/A Kelly's Inn	#	-	-	39	-	-
Kelman Ltd	60	43	4	107	[58.3%]	[41.7%]
Kennedy & Morrison Ltd	*	-	-	44	-	-
Kennedy Business Systems	*	-	-	26	-	-
Kennedy R & Co (Northern Ireland) Ltd	*	-	-	36	-	-
Kennedy Recruitment Ltd	11	14	95	120	[44.0%]	[56.0%]
Kernaghan T & A (Group) Ltd	34	31	5	70	[52.3%]	[47.7%]
Kernohan Ian A (Northern Ireland) Ltd	*	-	-	32	-	-
Kerr Henderson (Consultants & Actuaries) Ltd	13	13	0	26	[50.0%]	[50.0%]
Kerr Henderson (Financial Services) Ltd	32	12	0	44	[72.7%]	[27.3%]
Kerr RJ (Ballymena) Ltd	*	-	-	30	-	-
Kerr William & Co (insurance Consultants) Ltd	35	13	2	50	[72.9%]	[27.1%]
Kestrel Foods Ltd	17	38	10	65	[30.9%]	[69.1%]
Kettyl Irish Foods	11	15	5	31	[42.3%]	[57.7%]
Keylite Roof Windows Ltd	17	16	0	33	[51.5%]	[48.5%]
Keys Robert & Co Ltd T/A Mc Mahon Group	25	36	0	61	[41.0%]	[59.0%]
Keystone Lintels Ltd	57	66	1	124	[46.3%]	[53.7%]
Kiddiwinkles Daycare	23	27	0	50	[46.0%]	[54.0%]
Killeen Hardware Inc Hillocks	*	-	-	38	-	-
Killyhevlin Hotel Ltd	60	87	5	152	[40.8%]	[59.2%]
Kilmorey Arms Hotel (Kilkeel) Ltd	22	26	0	48	[45.8%]	[54.2%]
Kilwaughter Chemical Co Ltd	59	12	9	80	[83.1%]	[16.9%]
Kingsberry James Ltd T/A Kingsberry Fuels	33	23	0	56	[58.9%]	[41.1%]
Kingsfield Enterprises	*	-	-	36	-	-
Kingspan Environmental Ltd	109	78	24	211	[58.3%]	[41.7%]
Kingspan Renewables	54	57	8	119	[48.6%]	[51.4%]
Kirk Pat Ltd	16	28	2	46	[36.4%]	[63.6%]
Kitchen Bakes Ltd	*	-	-	27	-	-
Kiverco Ltd	#	-	-	42	-	-
KMC Engineering Ltd	#	-	-	72	-	-
KMC Services Ltd	*	-	-	26	-	-
Knockmoyle Lodge Private Nursing Home	15	22	0	37	[40.5%]	[59.5%]

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Knotts of Newtownards	35	15	0	50	[70.0%]	[30.0%]
Knox James & Sons Ltd	*	-	-	44	-	-
Knoxlink Ltd T/A Deanes	11	12	9	32	[47.8%]	[52.2%]
Kofax Northern Ireland Ltd	25	66	6	97	[27.5%]	[72.5%]
Kone (Northern Ireland) Ltd	36	12	9	57	[75.0%]	[25.0%]
KPL Contracts Ltd	73	137	0	210	[34.8%]	[65.2%]
KPMG	74	87	2	163	[46.0%]	[54.0%]
Kuehne & Nagel Ltd	51	10	3	64	[83.6%]	[16.4%]
Kurkova Ltd	62	138	46	246	[31.0%]	[69.0%]
Kwik-fit (Northern Ireland) Ltd	23	25	6	54	[47.9%]	[52.1%]
LA Fitness	21	20	11	52	[51.2%]	[48.8%]
Label One Ltd	*	-	-	42	-	-
Ladbroke (Northern Ireland) Ltd (Northwest Bookmakers)	102	310	10	422	[24.8%]	[75.2%]
Ladyhill Holdings Ltd T/A Prospect Private Nursing Home	32	27	10	69	[54.2%]	[45.8%]
Lafarge Cement Ireland	63	11	0	74	[85.1%]	[14.9%]
Lagan College, The	33	13	1	47	[71.7%]	[28.3%]
Lagan Construction Ltd	64	93	11	168	[40.8%]	[59.2%]
Lagan Homes Ltd	11	23	0	34	[32.4%]	[67.6%]
Lagan Technologies Ltd	50	48	10	108	[51.0%]	[49.0%]
Lagan Tile Ltd	18	12	0	30	[60.0%]	[40.0%]
Lakeland	21	13	0	34	[61.8%]	[38.2%]
Lakeland Community Care Ltd	37	83	1	121	[30.8%]	[69.2%]
Lamont Samuel & Sons Ltd	16	18	2	36	[47.1%]	[52.9%]
Landscaping Centre Ltd	105	21	10	136	[83.3%]	[16.7%]
Large M Tree Services Ltd	13	13	0	26	[50.0%]	[50.0%]
Larne Community Enterprises	18	11	4	33	[62.1%]	[37.9%]
Larne Grammar School	34	12	1	47	[73.9%]	[26.1%]
Larne Harbour Ltd	*	-	-	32	-	-
Last Sure Start Ltd	#	-	-	38	-	-
Latens Systems Ltd	43	26	4	73	[62.3%]	[37.7%]
Lavery Ltd	61	73	0	134	[45.5%]	[54.5%]
Lavery Transport Ltd	19	24	13	56	[44.2%]	[55.8%]
Law Centre (Northern Ireland)	14	27	8	49	[34.1%]	[65.9%]
Law Society of Northern Ireland, The	11	17	0	28	[39.3%]	[60.7%]
LBM	321	488	40	849	[39.7%]	[60.3%]
LCDI Ltd	34	22	0	56	[60.7%]	[39.3%]
Leabank Private Nursing Home	12	41	11	64	[22.6%]	[77.4%]
Learning Pool Ltd	#	-	-	38	-	-
Leckey James Design Ltd	31	48	3	82	[39.2%]	[60.8%]
Leckey Trevor D T/A Stoneyford Building Supplies	*	-	-	36	-	-
Leckpatrick Foods Ltd	42	45	3	90	[48.3%]	[51.7%]
Leeway Maintain	27	14	0	41	[65.9%]	[34.1%]
Leonard Cheshire Disability	50	79	5	134	[38.8%]	[61.2%]
Liberty Information Technology Ltd	146	126	42	314	[53.7%]	[46.3%]
Liberty Insurance Ltd	99	346	16	461	[22.2%]	[77.8%]
Lidl (Northern Ireland) GMBH	152	205	102	459	[42.6%]	[57.4%]
Life Style Sports (Ireland) Ltd	15	15	1	31	[50.0%]	[50.0%]
Lilley's Life Settlement T/A Lilley's Centra & Texaco Service Station	10	20	0	30	[33.3%]	[66.7%]

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Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Lilliput (Dunmurry) Ltd	52	113	25	190	[31.5%]	[68.5%]
Limavady Printing Co Ltd	38	29	1	68	[56.7%]	[43.3%]
Limestone Youth Training Project Ltd	13	28	6	47	[31.7%]	[68.3%]
Linden Foods Ltd	113	380	23	516	[22.9%]	[77.1%]
Lindsay Cars Ltd	322	90	5	417	[78.2%]	[21.8%]
Linton & Robinson Ltd	21	10	0	31	[67.7%]	[32.3%]
Lisadian House Private Nursing Home	49	12	7	68	[80.3%]	[19.7%]
Lisburn Glass Group Ltd	*	-	-	33	-	-
Lisnasure Interiors	*	-	-	36	-	-
Lisney LLP	12	17	0	29	[41.4%]	[58.6%]
Lissan Coal Co Ltd	31	53	0	84	[36.9%]	[63.1%]
Little Alan Ltd	*	-	-	40	-	-
Little Rays	66	12	0	78	[84.6%]	[15.4%]
Little Wing Pizzeria	*	-	-	53	-	-
Lloyd David Leisure Ltd	66	12	7	85	[84.6%]	[15.4%]
Lloyds Banking Group	1,352	1,014	16	2,382	[57.1%]	[42.9%]
Lloyds Pharmacy	47	70	1	118	[40.2%]	[59.8%]
LMI Foods Ltd	28	18	0	46	[60.9%]	[39.1%]
Loane Transport Ltd	14	12	0	26	[53.8%]	[46.2%]
Lockton International Ltd	33	12	3	48	[73.3%]	[26.7%]
Lodge Hotel, The	50	20	0	70	[71.4%]	[28.6%]
Logan's Executive Travel	14	15	1	30	[48.3%]	[51.7%]
Logue Julie T/A Julie's Kitchen	16	18	0	34	[47.1%]	[52.9%]
Lomac Tiles Ltd	22	40	1	63	[35.5%]	[64.5%]
Londonderry Arms Hotel, The	#	-	-	31	-	-
Long's Supermarket Ltd	126	109	1	236	[53.6%]	[46.4%]
Lord Wardens Consultancy Ltd	12	17	4	33	[41.4%]	[58.6%]
Loreto College, The	16	20	0	36	[44.4%]	[55.6%]
Loreto Grammar School	#	-	-	53	-	-
Louerne Construction Ltd	15	16	0	31	[48.4%]	[51.6%]
Lough Neagh Private Nursing Home	16	16	3	35	[50.0%]	[50.0%]
Loughran JJ	#	-	-	26	-	-
Loughran Rock Industries	10	18	7	35	[35.7%]	[64.3%]
Loughview Homes Ltd	17	19	8	44	[47.2%]	[52.8%]
Lowry Bros Ltd	*	-	-	39	-	-
LSRS Ltd T/A Old Moat Inn, The	*	-	-	28	-	-
Lumen Christi College	#	-	-	49	-	-
Lunn John H (Jewellers) Ltd	61	27	3	91	[69.3%]	[30.7%]
Lurgan Conference of St Vincent De Paul (Sponsors)	#	-	-	39	-	-
Lurgan Credit Union	#	-	-	26	-	-
Lynas Foodservice Ltd	165	40	6	211	[80.5%]	[19.5%]
Lynas RFA Dr & Mrs T/A Victoria Private Nursing Home	23	17	0	40	[57.5%]	[42.5%]
Lynn Maureen Recruitment Ltd	272	266	156	694	[50.6%]	[49.4%]
Lynn's Country Foods Ltd T/A Finnebrogue Venison Co	24	33	34	91	[42.1%]	[57.9%]
M & S Supermarkets Ltd T/A Centra Supermarket	13	25	0	38	[34.2%]	[65.8%]
M Care Ltd	215	41	35	291	[84.0%]	[16.0%]
Mac Clean	105	58	0	163	[64.4%]	[35.6%]
Mac Mahon JJ (Building Contractor) Ltd	#	-	-	26	-	-

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Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Mac Naughton Blair Ltd	225	126	27	378	[64.1%]	[35.9%]
Mackey Eyecare	31	18	0	49	[63.3%]	[36.7%]
Mackle James Ltd	#	-	-	29	-	-
Mackle John (Moy) Ltd	15	54	10	79	[21.7%]	[78.3%]
Macklin Care Homes Ltd T/A Park Manor Private Nursing Home	27	26	20	73	[50.9%]	[49.1%]
Macrete Ireland Ltd	41	67	0	108	[38.0%]	[62.0%]
Mad Projects Ltd T/A Speranza	#	-	-	27	-	-
Madden & Finucane	#	-	-	34	-	-
Maghera Joinery Works Ltd	13	33	18	64	[28.3%]	[71.7%]
Magir Ltd T/A Medicare Pharmacy Group	327	323	41	691	[50.3%]	[49.7%]
Magowan Tyres (Northern Ireland) Ltd	49	19	1	69	[72.1%]	[27.9%]
Maine Soft Drinks Ltd	68	27	2	97	[71.6%]	[28.4%]
Mainstay DRP	18	95	1	114	[15.9%]	[84.1%]
Makro Self Service Wholesalers	30	105	8	143	[22.2%]	[77.8%]
Mallaghan Engineering Ltd	23	70	11	104	[24.7%]	[75.3%]
Malmaison Hotels (Belfast)	12	30	7	49	[28.6%]	[71.4%]
Malone College	18	36	3	57	[33.3%]	[66.7%]
Malone Golf Club	23	12	5	40	[65.7%]	[34.3%]
Malone Lodge Hotel, The	#	-	-	52	-	-
Mango Direct Marketing Ltd	53	20	0	73	[72.6%]	[27.4%]
Manor Healthcare Ltd	91	57	6	154	[61.5%]	[38.5%]
Manor House Resort Hotel Ltd	72	58	17	147	[55.4%]	[44.6%]
Manpower (UK) Ltd	70	100	15	185	[41.2%]	[58.8%]
Marie Curie Cancer Care	161	101	28	290	[61.5%]	[38.5%]
Marine Court Hotel, The	34	15	1	50	[69.4%]	[30.6%]
Marks & Spencer PLC	1,375	1,030	131	2,536	[57.2%]	[42.8%]
Marlborough Engineering Ltd	*	-	-	38	-	-
Marsh Ltd	*	-	-	32	-	-
Martin & Hamilton Ltd	30	20	4	54	[60.0%]	[40.0%]
Martin H & J Ltd	117	67	2	186	[63.6%]	[36.4%]
Martin Phillips Carpets Ltd	*	-	-	35	-	-
Martin Residential Trust, The	30	14	2	46	[68.2%]	[31.8%]
Mar-train Heavy Haulage Ltd	*	-	-	28	-	-
Marturion Ltd	15	10	4	29	[60.0%]	[40.0%]
Mascott Construction Ltd	22	60	1	83	[26.8%]	[73.2%]
Mash Direct Ltd	14	78	1	93	[15.2%]	[84.8%]
Mastercraft Construction Associates Ltd	25	52	0	77	[32.5%]	[67.5%]
Matalan Retail Ltd	213	207	11	431	[50.7%]	[49.3%]
Maxol Direct (Northern Ireland) Ltd	44	28	1	73	[61.1%]	[38.9%]
Maxwell T & Sons Ltd T/A Maxwell Freight Services	*	-	-	63	-	-
May Edwin Ltd	*	-	-	54	-	-
Maydown Precision Engineering Ltd	20	85	0	105	[19.0%]	[81.0%]
MB Freight Forwarding Ltd	49	33	5	87	[59.8%]	[40.2%]
Mc Adam Design Ltd	49	12	7	68	[80.3%]	[19.7%]
Mc Aleer & Rushe Ltd	12	52	0	64	[18.8%]	[81.3%]
Mc Aleer & Teague (Building Contractors)	#	-	-	31	-	-
Mc Aleer M	#	-	-	38	-	-
Mc Alister Bros Ltd	#	-	-	62	-	-

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Company Name		P.	R.C.	N.D	Total	[%P]	[%RC]
Mc Anerney Bros Ltd	#	-	-	-	116	-	-
Mc Atamney's Butchers	#	-	-	-	34	-	-
Mc Auley SJ Engineering Ltd		51	10	8	69	[83.6%]	[16.4%]
Mc Avoy Construction Llp		11	14	1	26	[44.0%]	[56.0%]
Mc Avoy Group Ltd, The		35	86	0	121	[28.9%]	[71.1%]
Mc Burney Transport		94	19	2	115	[83.2%]	[16.8%]
Mc Caffrey B & Sons Ltd		14	34	0	48	[29.2%]	[70.8%]
Mc Caig Collim	*	-	-	-	28	-	-
Mc Call J & W Supplies (Northern Ireland) Ltd		32	15	0	47	[68.1%]	[31.9%]
Mc Call Robert W & Sons	*	-	-	-	26	-	-
Mc Callan Bros Ltd	#	-	-	-	31	-	-
Mc Cambridge Duffy LLP		21	65	0	86	[24.4%]	[75.6%]
Mc Cann Bros IRE Ltd		12	28	6	46	[30.0%]	[70.0%]
Mc Cann FP Ltd		78	124	6	208	[38.6%]	[61.4%]
Mc Cann Patsy & Sons	#	-	-	-	34	-	-
Mc Cartan Turkington Breen		25	20	2	47	[55.6%]	[44.4%]
Mc Caughan Frank A		11	21	0	32	[34.4%]	[65.6%]
Mc Cauleys Trailers Ltd	#	-	-	-	36	-	-
Mc Causland Airport Garage Ltd		19	13	5	37	[59.4%]	[40.6%]
Mc Clelland JA & Sons Ltd	*	-	-	-	51	-	-
Mc Closkey & O'Kane Building Co Ltd	#	-	-	-	28	-	-
Mc Colgan P & Sons Ltd	#	-	-	-	27	-	-
Mc Colgans Quality Foods Ltd		22	54	86	162	[28.9%]	[71.1%]
Mc Combe Brothers (Antrim)	*	-	-	-	35	-	-
Mc Conaghy T & Sons Ltd	#	-	-	-	138	-	-
Mc Connell Chartered Surveyors	*	-	-	-	27	-	-
Mc Connell S & Sons Ltd		65	17	22	104	[79.3%]	[20.7%]
Mc Cormick WJ & Sons Ltd	*	-	-	-	46	-	-
Mc Crory Scaffolding (Northern Ireland) Ltd	#	-	-	-	52	-	-
Mc Cue James F T/A Mc Cue Interior Fit Out Solutions		68	12	3	83	[85.0%]	[15.0%]
Mc Culla (Ireland) Ltd		77	56	0	133	[57.9%]	[42.1%]
Mc Daid Mc Cullough Moore	#	-	-	-	28	-	-
Mc Dermott P & Sons (Omagh) Ltd	#	-	-	-	26	-	-
Mc Devitt VH & Son Ltd		26	11	0	37	[70.3%]	[29.7%]
Mc Donalds Restaurants Ltd		24	104	4	132	[18.8%]	[81.3%]
Mc Donnell James & Sons Ltd	#	-	-	-	36	-	-
Mc Dowell & Service Dental Laboratory Ltd	*	-	-	-	33	-	-
Mc Elderry John (Motors & Tractors) Ltd	*	-	-	-	28	-	-
Mc Elwaine Group		50	22	1	73	[69.4%]	[30.6%]
Mc Erlains Bakery (Magherafelt) Ltd		40	114	11	165	[26.0%]	[74.0%]
Mc Erlean John Ltd T/A Romas		34	11	0	45	[75.6%]	[24.4%]
Mc Geown JD Ltd		18	15	0	33	[54.5%]	[45.5%]
Mc Gimpsey Brothers (Removals) Ltd	*	-	-	-	30	-	-
Mc Ginn Kieran	#	-	-	-	26	-	-
Mc Glone H & T		27	96	6	129	[22.0%]	[78.0%]
Mc Goldrick Enterprises Ltd T/A Maine Nursing Home		22	18	1	41	[55.0%]	[45.0%]
Mc Grady MB & Co		10	19	0	29	[34.5%]	[65.5%]
Mc Granaghan D Ltd	#	-	-	-	38	-	-

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Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Mc Granaghan Noel & Michael T/A Mountvale Private Nursing Home	42	18	3	63	[70.0%]	[30.0%]
Mc Grane Nurseries Ltd	*	-	-	35	-	-
Mc Grath Engineering Ltd	55	36	12	103	[60.4%]	[39.6%]
Mc Grigors LLP	47	33	0	80	[58.8%]	[41.3%]
Mc Gurrán TJ Ltd T/A The Errigle Inn	14	55	2	71	[20.3%]	[79.7%]
Mc Intyre E & Sons Ltd	#	-	-	30	-	-
Mc Kay (Newtownards) Ltd	*	-	-	56	-	-
Mc Kee FB & Co Ltd	*	-	-	31	-	-
Mc Kee John & Son	21	18	1	40	[53.8%]	[46.2%]
Mc Keefry Bp Ltd	12	23	2	37	[34.3%]	[65.7%]
Mc Kee's	34	25	0	59	[57.6%]	[42.4%]
Mc Keevers PA Ltd T/A Mc Keevers Chemists	13	90	1	104	[12.6%]	[87.4%]
Mc Kelvey RJ Ltd	*	-	-	26	-	-
Mc Kendry Fabrications Ltd	17	38	0	55	[30.9%]	[69.1%]
Mc Kenna JF Ltd	#	-	-	52	-	-
Mc Kenna Nicholas & Co	27	37	0	64	[42.2%]	[57.8%]
Mc Kenna Precision Engineering Ltd	#	-	-	30	-	-
Mc Keown Cleaning Services Ltd	105	51	12	168	[67.3%]	[32.7%]
Mc Killens (Ballymena) Ltd	*	-	-	71	-	-
Mc Kinty & Wright	24	14	0	38	[63.2%]	[36.8%]
Mc Laughlin & Harvey Ltd	171	126	17	314	[57.6%]	[42.4%]
Mc Laughlin Thomas Ltd	26	89	1	116	[22.6%]	[77.4%]
Mc Lean Alfie	151	86	3	240	[63.7%]	[36.3%]
Mc Loughlin John & Son (Shipping) Ltd	*	-	-	31	-	-
Mc Mullen Architectural Systems Ltd	71	65	8	144	[52.2%]	[47.8%]
Mc Nicholas Construction	56	138	7	201	[28.9%]	[71.1%]
Mc Ninch JW & Son	*	-	-	33	-	-
Mc Ormond Ltd	*	-	-	41	-	-
Mc Parland Properties (Ireland) Ltd T/A Canal Court Hotel	35	171	28	234	[17.0%]	[83.0%]
Mc Quillan John (Contracts) Ltd	31	51	0	82	[37.8%]	[62.2%]
Mc Williams PT Ltd	20	112	1	133	[15.2%]	[84.8%]
McGoldrick Enterprises Ltd T/A Ladyhill Lodge Private Nursing Home	*	-	-	37	-	-
MCL Insurance Services Ltd	25	17	0	42	[59.5%]	[40.5%]
MD Healthcare Ltd	32	80	6	118	[28.6%]	[71.4%]
MDF Engineering Ltd	35	39	6	80	[47.3%]	[52.7%]
Mears Care	64	102	5	171	[38.6%]	[61.4%]
Mechanical Installation & Maintenance (Northern Ireland) Ltd	#	-	-	29	-	-
Menarys Retail Ltd	295	132	63	490	[69.1%]	[30.9%]
Mencap Northern Ireland	60	84	29	173	[41.7%]	[58.3%]
Menzies Aviation (UK) & (Ireland) Ground Handling	98	36	0	134	[73.1%]	[26.9%]
Mercedes-benz Truck & Van (Northern Ireland)	65	27	3	95	[70.7%]	[29.3%]
Mercer Ltd	47	41	8	96	[53.4%]	[46.6%]
Merchant Hotels Ltd, The	108	121	64	293	[47.2%]	[52.8%]
Mercury Security Management Ltd	61	57	1	119	[51.7%]	[48.3%]
Mercy Care Ltd	29	198	6	233	[12.8%]	[87.2%]
Meridio Ltd	19	14	4	37	[57.6%]	[42.4%]
Merit Retail Ltd T/A Cottage Care Home, The	34	15	2	51	[69.4%]	[30.6%]
Messanna Investments Ltd T/A King's Castle Private Nursing Home	#	-	-	44	-	-

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Company Name		P.	R.C.	N.D	Total	[%P]	[%RC]
Met Steel Ltd	*	-	-	-	44	-	-
Metal Technology Ltd		39	14	0	53	[73.6%]	[26.4%]
Metalcraft Engineering Ltd	*	-	-	-	26	-	-
Methodist City Mission	#	-	-	-	37	-	-
Methodist College		75	21	7	103	[78.1%]	[21.9%]
Mformation Technologies (DMS) Ltd	*	-	-	-	27	-	-
MGT Engineering	#	-	-	-	29	-	-
Michelin Tyre PLC		724	220	31	975	[76.7%]	[23.3%]
Micro Focus		12	24	43	79	[33.3%]	[66.7%]
Mid Ulster Granite & Stone Co Ltd	*	-	-	-	34	-	-
Middleton W & Son (Northern Ireland) Ltd T/A Middleton Seafoods		30	29	3	62	[50.8%]	[49.2%]
Millar Savoury Foods Ltd		10	28	1	39	[26.3%]	[73.7%]
Millbrook Lodge Hotel		12	24	0	36	[33.3%]	[66.7%]
Millcroft Private Nursing Home		24	89	5	118	[21.2%]	[78.8%]
Miller Stewart & Sons Ltd		39	13	3	55	[75.0%]	[25.0%]
Milligan Bros Ltd		17	11	0	28	[60.7%]	[39.3%]
Mills Alexander	*	-	-	-	30	-	-
Mills Selig Ltd		15	14	0	29	[51.7%]	[48.3%]
Millverne Residential Home	#	-	-	-	29	-	-
Millward Brown Ulster		69	88	7	164	[43.9%]	[56.1%]
Mind Wise New Vision T/A Mindwise		52	33	18	103	[61.2%]	[38.8%]
Minprint Ltd	*	-	-	-	43	-	-
Minster Cleaning Services		58	125	15	198	[31.7%]	[68.3%]
Mirror Group Newspapers		35	25	1	61	[58.3%]	[41.7%]
Mis Claims Ltd (Motorists Insurance Ltd)		78	15	7	100	[83.9%]	[16.1%]
Mitchell Harold (Belfast) Ltd		40	17	4	61	[70.2%]	[29.8%]
Mitie Cleaning & Environmental Services Ltd		46	39	7	92	[54.1%]	[45.9%]
Mitie Security		44	32	11	87	[57.9%]	[42.1%]
Mitten RJ & Sons		24	14	0	38	[63.2%]	[36.8%]
Mivan Ltd		153	86	24	263	[64.0%]	[36.0%]
MJM Marine Ltd		10	109	0	119	[8.4%]	[91.6%]
MMD Communications Ltd		12	34	1	47	[26.1%]	[73.9%]
Modern Tyre Service		65	77	0	142	[45.8%]	[54.2%]
Moffett & Sons Ltd		82	18	0	100	[82.0%]	[18.0%]
Monaghan Bros Ltd		11	21	0	32	[34.4%]	[65.6%]
Moneydarragh Flexicare Ltd		18	38	0	56	[32.1%]	[67.9%]
Moneymore Coaches Ltd		33	20	0	53	[62.3%]	[37.7%]
Monsoon Accessorize		85	97	15	197	[46.7%]	[53.3%]
Montgomery Distribution Ltd		58	12	0	70	[82.9%]	[17.1%]
Montgomery Refrigeration Ltd		84	27	1	112	[75.7%]	[24.3%]
Montgomery Tank Services Ltd	*	-	-	-	33	-	-
Montgomery Transport Ltd		95	13	6	114	[88.0%]	[12.0%]
Montgomerys		20	14	0	34	[58.8%]	[41.2%]
Montracon Ltd		50	89	7	146	[36.0%]	[64.0%]
Montupet (UK) Ltd		201	265	25	491	[43.1%]	[56.9%]
Moore Concrete Products Ltd		45	12	0	57	[78.9%]	[21.1%]
Moore Stephens		78	58	2	138	[57.4%]	[42.6%]
Moran John T/A Breico Retail Group		23	68	2	93	[25.3%]	[74.7%]

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

Company Name		P.	R.C.	N.D	Total	[%P]	[%RC]
Morgan Transport & Distribution Ltd		48	88	68	204	[35.3%]	[64.7%]
Morning Star, The	#	-	-	-	32	-	-
Morrow Contracts Ltd		56	15	6	77	[78.9%]	[21.1%]
Morrow CR Ltd		23	13	0	36	[63.9%]	[36.1%]
Morton Alex Contracts Ltd	*	-	-	-	27	-	-
Morton Newspapers Ltd		152	78	20	250	[66.1%]	[33.9%]
Mothercare (UK) Ltd		77	46	5	128	[62.6%]	[37.4%]
Motoglass Ltd		14	13	0	27	[51.9%]	[48.1%]
Mouchel		24	30	10	64	[44.4%]	[55.6%]
Mount Charles Catering Ltd		236	277	86	599	[46.0%]	[54.0%]
Mount Lourdes Grammar School	#	-	-	-	49	-	-
Mourne Fine Foods Ltd	#	-	-	-	55	-	-
Mourne Observer Ltd		18	14	2	34	[56.3%]	[43.8%]
Moutray WM & Sons	*	-	-	-	34	-	-
Movianto Northern Ireland		25	15	0	40	[62.5%]	[37.5%]
Movilla House Ltd	*	-	-	-	73	-	-
Moy Park Ltd		795	1,721	633	3,149	[31.6%]	[68.4%]
Moyfab Engineering Ltd		12	19	0	31	[38.7%]	[61.3%]
Moyola Precision Engineering Ltd		34	36	3	73	[48.6%]	[51.4%]
MPA Recruitment		130	286	0	416	[31.3%]	[68.8%]
MSCS (Northern Ireland) Ltd T/A Xperience		19	15	2	36	[55.9%]	[44.1%]
MSM Contracts Ltd		44	15	0	59	[74.6%]	[25.4%]
MSO Cleland Ltd		138	34	11	183	[80.2%]	[19.8%]
Muldoon Transport Systems Ltd		17	27	0	44	[38.6%]	[61.4%]
Mulgrew Haulage Ltd		65	65	0	130	[50.0%]	[50.0%]
Mulkerns Paul T/A Eurospar Supermarket	#	-	-	-	70	-	-
Mullaghboy Private Nursing Home		30	10	0	40	[75.0%]	[25.0%]
Munster Simms Engineering Ltd		111	22	1	134	[83.5%]	[16.5%]
Murdock Builders Merchants Ltd		45	122	4	171	[26.9%]	[73.1%]
Murdock Group Ltd	#	-	-	-	30	-	-
Murdock Hardwood Industries Ltd		10	31	0	41	[24.4%]	[75.6%]
Murphy & O'Rawe Solicitors		12	24	0	36	[33.3%]	[66.7%]
Murphy PK Construction Ltd		52	52	9	113	[50.0%]	[50.0%]
Murray Henry & Co Ltd	#	-	-	-	27	-	-
Musgrave Retail Partners (Northern Ireland) Ltd		299	222	54	575	[57.4%]	[42.6%]
Musgrave Wholesale Partners		152	118	21	291	[56.3%]	[43.7%]
Nacco Materials Handling Ltd		292	194	20	506	[60.1%]	[39.9%]
Nandos Chickenland		18	18	13	49	[50.0%]	[50.0%]
Nath Brothers		117	141	5	263	[45.3%]	[54.7%]
National Air Traffic Services Ltd		23	11	6	40	[67.6%]	[32.4%]
National Society for the Prevention of Cruelty to Children (NSPCC)		40	59	11	110	[40.4%]	[59.6%]
National Trust, The		93	69	124	286	[57.4%]	[42.6%]
Nationwide Building Society		95	50	45	190	[65.5%]	[34.5%]
Natural World Products Ltd		15	34	4	53	[30.6%]	[69.4%]
Naturelle Consumer Products Ltd	#	-	-	-	26	-	-
Nazareth House (Londonderry)	#	-	-	-	119	-	-
Nazareth House Care Village		30	77	4	111	[28.0%]	[72.0%]
NC Engineering (Hamiltonsbawn) Ltd		50	38	13	101	[56.8%]	[43.2%]

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Company Name		P.	R.C.	N.D	Total	[%P]	[%RC]
NCS (North) Ltd	*	-	-	-	30	-	-
Needaco Ltd T/A Paddington Lodge	*	-	-	-	33	-	-
Neill James Flour Mill		32	16	2	50	[66.7%]	[33.3%]
Nelson Hydraulics Ltd		13	13	0	26	[50.0%]	[50.0%]
Nerve Centre, The	#	-	-	-	35	-	-
Network Recruitment Ltd	#	-	-	-	82	-	-
New Life Counselling		25	46	8	79	[35.2%]	[64.8%]
New Look Retailers Ltd		318	333	14	665	[48.8%]	[51.2%]
New Quay Developments Ltd	*	-	-	-	29	-	-
New World Developments		47	57	0	104	[45.2%]	[54.8%]
Newell Stores Ltd T/A Newell Stores		17	143	5	165	[10.6%]	[89.4%]
Newry Credit Union Ltd	#	-	-	-	29	-	-
Newsread Ltd		18	30	0	48	[37.5%]	[62.5%]
Newtownards Chronicle Ltd	*	-	-	-	28	-	-
Next PLC		623	511	188	1,322	[54.9%]	[45.1%]
Nexus Institute (Northern Ireland), The		18	17	3	38	[51.4%]	[48.6%]
NFU Mutual Insurance Society Ltd		86	32	7	125	[72.9%]	[27.1%]
NIACRO		43	62	2	107	[41.0%]	[59.0%]
Niche Drinks Co Ltd		28	18	0	46	[60.9%]	[39.1%]
Nicholl Fuel Oils Ltd		37	68	5	110	[35.2%]	[64.8%]
Nicholson & Bass Ltd	*	-	-	-	39	-	-
Nicholson House Nursing Home		39	10	0	49	[79.6%]	[20.4%]
Nicks Warehouse Ltd	#	-	-	-	28	-	-
NIE Powerteam Ltd		636	354	22	1,012	[64.2%]	[35.8%]
NIIB Group Ltd		69	32	16	117	[68.3%]	[31.7%]
Nisoft (UK) Ltd		16	10	5	31	[61.5%]	[38.5%]
Nitec Solutions Ltd		17	12	0	29	[58.6%]	[41.4%]
Nitronica Ltd		39	30	17	86	[56.5%]	[43.5%]
NK Coatings Ltd		54	10	1	65	[84.4%]	[15.6%]
NK Fencing Ltd		34	13	1	48	[72.3%]	[27.7%]
Noonan Services Group Ltd		234	98	5	337	[70.5%]	[29.5%]
Norbev Ltd		57	16	3	76	[78.1%]	[21.9%]
Norbrook Laboratories Ltd		185	862	146	1,193	[17.7%]	[82.3%]
Norlect Engineering (UK) Ltd	#	-	-	-	29	-	-
Nortel		119	55	16	190	[68.4%]	[31.6%]
North Coast Hotels Ltd		13	17	11	41	[43.3%]	[56.7%]
North Down Group		31	33	2	66	[48.4%]	[51.6%]
North Down Marquees Ltd	*	-	-	-	34	-	-
North Parade Medical Centre	*	-	-	-	26	-	-
North West Care & Recruitment		45	161	1	207	[21.8%]	[78.2%]
North West of Ireland Printing & Publishing Co Ltd		16	61	0	77	[20.8%]	[79.2%]
Northern Bank Ltd		1,260	591	57	1,908	[68.1%]	[31.9%]
Northern Hydraulics Ltd	#	-	-	-	28	-	-
Northern Ireland Association for Mental Health		115	119	10	244	[49.1%]	[50.9%]
Northern Ireland Association of Citizens Advice Bureaux	#	-	-	-	28	-	-
Northern Ireland Cancer Fund for Children		27	13	3	43	[67.5%]	[32.5%]
Northern Ireland Chest Heart & Stroke Association		37	22	1	60	[62.7%]	[37.3%]
Northern Ireland Childminding Association		15	10	2	27	[60.0%]	[40.0%]

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Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Northern Ireland Co-ownership Housing Association Ltd	28	16	0	44	[63.6%]	[36.4%]
Northern Ireland Council for Voluntary Action	17	25	0	42	[40.5%]	[59.5%]
Northern Ireland Electricity PLC	193	62	6	261	[75.7%]	[24.3%]
Northern Ireland Food Chain Certification	*	-	-	28	-	-
Northern Ireland Hospice	147	99	12	258	[59.8%]	[40.2%]
Northern Ireland Institute for the Disabled	88	14	19	121	[86.3%]	[13.7%]
Northern Ireland Plastics Ltd	23	24	1	48	[48.9%]	[51.1%]
Northern Ireland Public Sector Enterprises Ltd T/A NICO	14	12	0	26	[53.8%]	[46.2%]
Northern Ireland Public Service Alliance (NIPSA)	28	32	6	66	[46.7%]	[53.3%]
Northern Ireland Rural Development Council	13	18	0	31	[41.9%]	[58.1%]
Northern Ireland Trucks Ltd	62	18	2	82	[77.5%]	[22.5%]
Northern Media Group	26	27	1	54	[49.1%]	[50.9%]
Northern Newspaper Group	68	19	5	92	[78.2%]	[21.8%]
Northern Whig Ltd	*	-	-	26	-	-
Northface Access Services Northern Ireland Ltd	#	-	-	27	-	-
Northgate Managed Services	369	181	0	550	[67.1%]	[32.9%]
Northstone (Northern Ireland) Ltd	408	306	82	796	[57.1%]	[42.9%]
Northwest Independent Hospital	62	49	12	123	[55.9%]	[44.1%]
Novosco Ltd	28	19	1	48	[59.6%]	[40.4%]
Now Project, The	16	10	0	26	[61.5%]	[38.5%]
NSL Services Group Ltd	254	93	2	349	[73.2%]	[26.8%]
Nugent & Gibney Ltd	#	-	-	28	-	-
Nursing & Caring Direct Ltd	72	20	0	92	[78.3%]	[21.7%]
Nu-track Ltd	*	-	-	59	-	-
NWR Ltd T/A Mc Donalds	71	268	12	351	[20.9%]	[79.1%]
NYSE Technologies Development Ltd	104	108	31	243	[49.1%]	[50.9%]
O & S Doors Ltd	16	185	14	215	[8.0%]	[92.0%]
Oakgrove Integrated College	25	40	2	67	[38.5%]	[61.5%]
Oakland Insurance Services Ltd	*	-	-	26	-	-
Oaklee Care & Support Services	#	-	-	36	-	-
Oaklee Homes Group	102	93	17	212	[52.3%]	[47.7%]
Oakwood Door Designs Ltd T/A Uform	12	51	0	63	[19.0%]	[81.0%]
Oasis Caring in Action Ltd	*	-	-	43	-	-
Oasis Travel (Northern Ireland) Ltd	*	-	-	39	-	-
O'Boyle Hugh J Ltd	#	-	-	42	-	-
Observer Newspapers (Northern Ireland) Ltd	#	-	-	35	-	-
O'Connell T & Sons	#	-	-	67	-	-
OCS Group Uk Ltd (Security Division)	42	26	3	71	[61.8%]	[38.2%]
OCS Group Uk Ltd Northern Ireland Division	220	182	19	421	[54.7%]	[45.3%]
O'Doherty Garvan Group	20	181	5	206	[10.0%]	[90.0%]
O'Hanlon & Farrell Contracts Ltd	17	97	19	133	[14.9%]	[85.1%]
O'Hara's Restaurants Ltd T/A Mc Donalds Restaurant	12	49	11	72	[19.7%]	[80.3%]
O'Hare & Mc Govern Ltd	24	80	4	108	[23.1%]	[76.9%]
O'Hare Felix & Co Ltd	#	-	-	131	-	-
O'Kane Food Service Ltd	98	41	32	171	[70.5%]	[29.5%]
O'Kane Plumbing & Electrics Ltd	#	-	-	33	-	-
O'Kane Poultry Group	473	472	368	1,313	[50.1%]	[49.9%]
O'Kane Supermarkets Ltd T/A Supervalu	92	214	5	311	[30.1%]	[69.9%]

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\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Old Bushmills Distillery Co Ltd, The	89	19	2	110	[82.4%]	[17.6%]
Old Inn, Crawfordsburn, The	55	26	2	83	[67.9%]	[32.1%]
Oliver W (Exorna) Ltd	*	-	-	36	-	-
Olympic Lifts Ltd	*	-	-	27	-	-
Omac Engineering Company	#	-	-	37	-	-
Omagh Early Years Centre Ltd	#	-	-	34	-	-
Omagh Meats	31	201	3	235	[13.4%]	[86.6%]
Omagh Minerals Ltd	13	29	4	46	[31.0%]	[69.0%]
Omega Mechanical Services Ltd	#	-	-	89	-	-
Omniplex Holdings (Northern Ireland) Ltd	94	124	22	240	[43.1%]	[56.9%]
O'Neill Brothers Building Contractors Ltd	#	-	-	30	-	-
O'Neill John T/A Costcutter Supermarket	12	22	0	34	[35.3%]	[64.7%]
O'Neill P Building Services Ltd	#	-	-	32	-	-
O'Neills Irish International Sports Co Ltd	53	276	8	337	[16.1%]	[83.9%]
Open Door Housing Association (Northern Ireland) Ltd	12	16	0	28	[42.9%]	[57.1%]
Open University In Ireland, The	29	19	10	58	[60.4%]	[39.6%]
Openwave Systems Ltd	49	64	11	124	[43.4%]	[56.6%]
Opportunity Youth	41	49	0	90	[45.6%]	[54.4%]
Oracle	28	34	7	69	[45.2%]	[54.8%]
Orana Family Support Centre	#	-	-	60	-	-
Orchard County Foods Ltd	19	62	3	84	[23.5%]	[76.5%]
Orchard Grove Residential Home	10	16	0	26	[38.5%]	[61.5%]
Orchard House Private Nursing Home	40	11	9	60	[78.4%]	[21.6%]
Orchard Mushrooms Ltd	#	-	-	49	-	-
Orchardville Society Ltd, The	*	-	-	35	-	-
O'Reilly Stewart Solicitors	13	17	0	30	[43.3%]	[56.7%]
O'Reillys "The Sweet People"	10	68	2	80	[12.8%]	[87.2%]
Orion Project Services Ltd	69	68	9	146	[50.4%]	[49.6%]
Osborne King	32	10	0	42	[76.2%]	[23.8%]
Ostick & Williams Ltd	15	16	1	32	[48.4%]	[51.6%]
Otis Ltd	*	-	-	26	-	-
Our Lady & St Patricks College Knock	38	15	0	53	[71.7%]	[28.3%]
Our Lady's Home	#	-	-	98	-	-
Oval Insurance Broking Ltd T/A Oval James	37	11	0	48	[77.1%]	[22.9%]
Over The Rainbow Day Nurseries	21	15	0	36	[58.3%]	[41.7%]
Ovolio T/A Park Inn Hotel	11	29	10	50	[27.5%]	[72.5%]
Oxfam Northern Ireland	32	21	8	61	[60.4%]	[39.6%]
P & L Electrics Ltd	#	-	-	28	-	-
P & O European Ferries (Irish Sea) Ltd	90	24	5	119	[78.9%]	[21.1%]
Pallet Centre Ltd, The	*	-	-	60	-	-
Palmer & Harvey Mc Lane Ltd	*	-	-	48	-	-
Paragon Training (Northern Ireland) Ltd	19	23	0	42	[45.2%]	[54.8%]
Parenting Northern Ireland	12	15	4	31	[44.4%]	[55.6%]
Parity Solutions Ltd Human Resources	21	25	4	50	[45.7%]	[54.3%]
Park Avenue Hotel Ltd	48	13	0	61	[78.7%]	[21.3%]
Parkdean Nursing Home	#	-	-	30	-	-
Parkelect Ltd	*	-	-	31	-	-
Parkgate Foods Ltd T/A Euro Shellfish & Castle Garden	23	11	0	34	[67.6%]	[32.4%]

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\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

Company Name		P.	R.C.	N.D	Total	[%P]	[%RC]
Parkside Private Care Ltd T/A Parkside Private Nursing Home	*	-	-	-	32	-	-
Patterson Family, The T/A Plough Inn, The	*	-	-	-	65	-	-
Patterson Tony Sportsgrounds Ltd		16	13	0	29	[55.2%]	[44.8%]
Patton David & Sons (Northern Ireland) Ltd		277	105	13	395	[72.5%]	[27.5%]
Pbn Wineworld Ltd		27	17	0	44	[61.4%]	[38.6%]
Peacehaven Care Services Ltd		33	44	0	77	[42.9%]	[57.1%]
Peacocks Stores Ltd		171	186	39	396	[47.9%]	[52.1%]
Peak Environmental (UK) Ltd	#	-	-	-	34	-	-
Pension & Financial Consultants Ltd	*	-	-	-	33	-	-
Penton Publications Ltd		11	15	1	27	[42.3%]	[57.7%]
People Power Contracts Ltd		104	89	10	203	[53.9%]	[46.1%]
Perfecseal Ltd		37	197	22	256	[15.8%]	[84.2%]
Perfume Shop Ltd, The		59	57	14	130	[50.9%]	[49.1%]
Petal Postforming Ltd	#	-	-	-	37	-	-
Pets At Home Ltd		46	20	5	71	[69.7%]	[30.3%]
Pfizer Ltd		19	11	4	34	[63.3%]	[36.7%]
PFS & Partners Ltd	#	-	-	-	32	-	-
Phase Eight (Fashion & Design) Ltd	#	-	-	-	28	-	-
Philips Healthcare Informatics Ltd		15	10	16	41	[60.0%]	[40.0%]
Phillips Dr & Mrs T/A Silverbirch Lodge Private Nursing Home		20	13	5	38	[60.6%]	[39.4%]
Phoenix Healthcare (Northern Ireland) Ltd	*	-	-	-	54	-	-
Phoenix Healthcare Distribution	*	-	-	-	34	-	-
Phoenix Natural Gas Ltd		126	73	12	211	[63.3%]	[36.7%]
Phoenix Nursing Agency		15	61	7	83	[19.7%]	[80.3%]
Phoenix Security Business Management Services Ltd		21	11	0	32	[65.6%]	[34.4%]
Phoenix, The (Ballymena) Ltd	*	-	-	-	36	-	-
Phones 4U Ltd		22	17	50	89	[56.4%]	[43.6%]
PHS Washrooms		14	13	1	28	[51.9%]	[48.1%]
Pier 36	*	-	-	-	35	-	-
Pinkertons Ltd	*	-	-	-	30	-	-
Planet Bingo Antrim		46	15	0	61	[75.4%]	[24.6%]
PM Engineering Ltd	#	-	-	-	28	-	-
PMD (Northern Ireland) Ltd T/A Mc Donald's Connswater		83	14	19	116	[85.6%]	[14.4%]
PMD (Northern Ireland) Ltd T/A Mc Donald's Dundonald		55	30	0	85	[64.7%]	[35.3%]
Pneutrol Ireland Ltd	*	-	-	-	26	-	-
Podium 4 Sport Ltd		23	11	0	34	[67.6%]	[32.4%]
Police Rehabilitation & Retraining Trust Ltd		45	15	7	67	[75.0%]	[25.0%]
Pollock Lifts Ltd	*	-	-	-	83	-	-
Polypipe Ltd		86	20	2	108	[81.1%]	[18.9%]
Pooles Supervalu Moira		55	21	5	81	[72.4%]	[27.6%]
Portalon Ltd T/A Wagamama Belfast	#	-	-	-	33	-	-
Porter's Bodyshop Ltd		15	12	0	27	[55.6%]	[44.4%]
Portora Royal School		22	11	1	34	[66.7%]	[33.3%]
Portstewart Golf Club	*	-	-	-	32	-	-
Portview Fit-out Ltd		19	26	1	46	[42.2%]	[57.8%]
Positive Futures for People with a Learning Disability		229	139	66	434	[62.2%]	[37.8%]
Pound World Northern Ireland	#	-	-	-	38	-	-
Poundland		201	254	28	483	[44.2%]	[55.8%]

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees



Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Poundworld Retail Ltd	129	94	5	228	[57.8%]	[42.2%]
Powerteam Electrical Services	38	16	7	61	[70.4%]	[29.6%]
PPG Architectural Coatings (UK) Ltd	62	15	4	81	[80.5%]	[19.5%]
Praxis Care Group	393	339	76	808	[53.7%]	[46.3%]
Precision Industrial Services Ltd	108	72	22	202	[60.0%]	[40.0%]
Premier Bakeries Ireland	246	89	19	354	[73.4%]	[26.6%]
Premier Electrics Ltd	#	-	-	33	-	-
Premier Employment Ltd T/A Premier People	678	550	3	1,231	[55.2%]	[44.8%]
Prentice David (Cars) Ltd	55	27	0	82	[67.1%]	[32.9%]
Presbyterian Church In Ireland	*	-	-	85	-	-
Presbyterian Church In Ireland	323	58	47	428	[84.8%]	[15.2%]
Prestige Underwriting Services Ltd	109	25	2	136	[81.3%]	[18.7%]
Pricewaterhousecoopers	373	276	86	735	[57.5%]	[42.5%]
Primacy Meats Food Village	*	-	-	28	-	-
Primark Stores Ltd	255	593	33	881	[30.1%]	[69.9%]
Primepac Ltd	*	-	-	31	-	-
Prince's Trust, The	16	22	5	43	[42.1%]	[57.9%]
Priory Surgery	*	-	-	33	-	-
Pritchitts	150	14	6	170	[91.5%]	[8.5%]
PRM Group	92	60	14	166	[60.5%]	[39.5%]
Progressive Building Society	93	36	5	134	[72.1%]	[27.9%]
Project Design Engineers Ltd	28	13	2	43	[68.3%]	[31.7%]
Property Support Services Ltd	55	43	4	102	[56.1%]	[43.9%]
Prospects for People with Learning Disabilities	*	-	-	92	-	-
Provident Personal Credit Ltd	195	115	10	320	[62.9%]	[37.1%]
Provincial Care Services Agency Ltd	69	68	3	140	[50.4%]	[49.6%]
Pumps & Fuel Installations Ltd	#	-	-	28	-	-
Punjana Ltd	*	-	-	44	-	-
Q Mac Construction Ltd	#	-	-	34	-	-
QCS Contract Cleaning Ltd	114	169	13	296	[40.3%]	[59.7%]
Q-Park (Northern Ireland) Ltd	18	15	1	34	[54.5%]	[45.5%]
Quails Fine Foods Ltd	16	12	0	28	[57.1%]	[42.9%]
Quaker Service	*	-	-	37	-	-
Qualitrol Instruments	59	68	16	143	[46.5%]	[53.5%]
Quality Care Services Ltd	*	-	-	135	-	-
Queen's University of Belfast, The	1,600	1,584	792	3,976	[50.3%]	[49.7%]
Quinn Building Products Ltd	196	637	54	887	[23.5%]	[76.5%]
Quinn Piling Ltd	#	-	-	35	-	-
Quinns Automatic Ltd	#	-	-	37	-	-
Quinns of Cookstown (1964) Ltd	#	-	-	29	-	-
R & F Mechanical Services Ltd	*	-	-	27	-	-
R & J Foods Ltd	73	25	1	99	[74.5%]	[25.5%]
R & M Greenkeeper Ltd	39	10	5	54	[79.6%]	[20.4%]
Radius Plastics Ltd	61	45	7	113	[57.5%]	[42.5%]
Rahon Enterprises Ltd T/A Mc Donalds Drive-thru	360	256	23	639	[58.4%]	[41.6%]
Rainey Endowed School The Governors	*	-	-	34	-	-
Ramada Encore Belfast	14	25	3	42	[35.9%]	[64.1%]
Ramore Restaurant Ltd	103	60	5	168	[63.2%]	[36.8%]

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Company Name		P.	R.C.	N.D	Total	[%P]	[%RC]
Ramsay JC & Son Ltd	*	-	-	-	33	-	-
Radox Laboratories Ltd		215	119	299	633	[64.4%]	[35.6%]
Randstad Care Ltd		47	50	13	110	[48.5%]	[51.5%]
Randstad Employment Bureau Ltd		56	44	10	110	[56.0%]	[44.0%]
Rankin P & J T/A Cayenne	*	-	-	-	27	-	-
Rapid International Ltd	*	-	-	-	37	-	-
Rascals (Northern Ireland) Ltd		152	56	12	220	[73.1%]	[26.9%]
Ratheane Private Nursing Home		68	41	6	115	[62.4%]	[37.6%]
Rathmore Grammar School	#	-	-	-	47	-	-
Rathowen Private Nursing Home	*	-	-	-	45	-	-
Ravenhill Private Nursing Home		35	11	3	49	[76.1%]	[23.9%]
Ready Egg Products Ltd		21	28	25	74	[42.9%]	[57.1%]
Red Sky Group Ltd		249	104	14	367	[70.5%]	[29.5%]
Redrock Machinery		26	22	4	52	[54.2%]	[45.8%]
Reed Austin Group Ltd		32	10	3	45	[76.2%]	[23.8%]
Reed Specialist Recruitment		70	89	33	192	[44.0%]	[56.0%]
Regal Processors Ltd	#	-	-	-	26	-	-
Regency Carpet Manufacturing Ltd		110	30	18	158	[78.6%]	[21.4%]
Regis UK Ltd		15	14	10	39	[51.7%]	[48.3%]
Regus Business Services		81	97	0	178	[45.5%]	[54.5%]
Reids Shoes Ltd	*	-	-	-	46	-	-
Relate Northern Ireland		32	18	0	50	[64.0%]	[36.0%]
Relay Software Ltd		24	14	0	38	[63.2%]	[36.8%]
Rentokil Initial Facility Services (UK) Ltd		59	44	3	106	[57.3%]	[42.7%]
Rentokil Pest Control		16	12	0	28	[57.1%]	[42.9%]
Republic (Retail) Ltd		22	13	8	43	[62.9%]	[37.1%]
Resource		1,726	540	310	2,576	[76.2%]	[23.8%]
Resource Centre Derry Ltd, The	#	-	-	-	69	-	-
Restaurant Group (UK) The		22	40	2	64	[35.5%]	[64.5%]
Retail Systems Technology Ltd		13	16	0	29	[44.8%]	[55.2%]
Rexel (UK) Ltd T/A Dunlop & Hamilton	*	-	-	-	40	-	-
RFD Beaufort Ltd		181	56	12	249	[76.4%]	[23.6%]
Rhyme Thyme Day Nursery	*	-	-	-	26	-	-
Riada Recruitment		305	163	16	484	[65.2%]	[34.8%]
Rias		81	171	21	273	[32.1%]	[67.9%]
Rich Sauces		38	12	0	50	[76.0%]	[24.0%]
Richardson Clive Ltd		62	27	0	89	[69.7%]	[30.3%]
Richmond Marketing (Northern Ireland) Ltd		15	15	0	30	[50.0%]	[50.0%]
Richmond Private Nursing Homes Ltd		22	16	9	47	[57.9%]	[42.1%]
Riddel John & Son Ltd	*	-	-	-	27	-	-
Ridgeway Plant Co Ltd	*	-	-	-	26	-	-
Rigney Dolphin Group	#	-	-	-	34	-	-
Risk Management Solution (RMS)	*	-	-	-	64	-	-
Ritchie H & Sons (Electrical Wholesalers) Ltd		26	25	0	51	[51.0%]	[49.0%]
Rite Price	*	-	-	-	28	-	-
River Island Clothing Co Ltd		192	243	140	575	[44.1%]	[55.9%]
RK Trucks Centre Ltd		14	16	1	31	[46.7%]	[53.3%]
RLC UK Company Ltd		144	91	18	253	[61.3%]	[38.7%]

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Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Road Safety Contracts Ltd	19	50	20	89	[27.5%]	[72.5%]
Road Trucks Ltd	33	11	0	44	[75.0%]	[25.0%]
Roadside Motors Ltd	33	19	0	52	[63.5%]	[36.5%]
Roberts Robt (Northern Ireland) Ltd	16	13	2	31	[55.2%]	[44.8%]
Robinson, Fred C Ltd	*	-	-	49	-	-
Robinson Matthew & Son	*	-	-	26	-	-
Robinson Quarry Masters Limited	*	-	-	34	-	-
Robinson Services Laundry Ltd	*	-	-	36	-	-
Robinson Services Ltd	300	223	205	728	[57.4%]	[42.6%]
Robinson's of Ballymena Ltd	*	-	-	50	-	-
Rockall Seafoods Ltd	32	26	0	58	[55.2%]	[44.8%]
Rocklyn Engineering Ltd	*	-	-	35	-	-
Rockmount Vehicle Maintenance Ltd	*	-	-	32	-	-
Roe Park Resort	88	92	18	198	[48.9%]	[51.1%]
Roll Formed Fabrications Ltd	*	-	-	64	-	-
Rolls-royce Goodrich Engine Control Systems Ltd	22	12	3	37	[64.7%]	[35.3%]
Romec Ltd	33	44	4	81	[42.9%]	[57.1%]
Rooney Fish	#	-	-	42	-	-
Rose Lodge Care Homes Ltd	55	24	12	91	[69.6%]	[30.4%]
Roskyle Ltd	18	12	0	30	[60.0%]	[40.0%]
Rotary Services Ltd	66	24	2	92	[73.3%]	[26.7%]
Royal Belfast Academical Institution, The	39	10	0	49	[79.6%]	[20.4%]
Royal College of Nursing (Northern Ireland)	10	17	2	29	[37.0%]	[63.0%]
Royal Court Hotel	25	23	2	50	[52.1%]	[47.9%]
Royal Hotel (Bangor)	18	14	1	33	[56.3%]	[43.8%]
Royal National Institute for Deaf People, The	14	17	6	37	[45.2%]	[54.8%]
Royal National Institute of the Blind	24	34	3	61	[41.4%]	[58.6%]
Royal Portrush Golf Club	*	-	-	61	-	-
Royal School Armagh, The	47	10	4	61	[82.5%]	[17.5%]
Royal School Dungannon	38	10	0	48	[79.2%]	[20.8%]
Royal Society for the Protection of Birds, The	28	24	11	63	[53.8%]	[46.2%]
RPS Ireland Ltd Northern Region	76	71	7	154	[51.7%]	[48.3%]
RPS Water Ltd	18	25	2	45	[41.9%]	[58.1%]
RSA Insurance PLC	71	27	5	103	[72.4%]	[27.6%]
RSM Mc Clure Watters	43	27	2	72	[61.4%]	[38.6%]
RT Autoparts	*	-	-	28	-	-
Rubber & Plastic Products (Northern Ireland) Ltd	*	-	-	36	-	-
RUC Athletic Association Ltd	*	-	-	42	-	-
Rural Community Network	#	-	-	29	-	-
Rutledge Joblink Recruitment & Training Ltd	178	228	43	449	[43.8%]	[56.2%]
RW Pierce Group Ltd	*	-	-	33	-	-
Rye Valley Foods Ltd	65	111	24	200	[36.9%]	[63.1%]
Rylands Private Nursing Home	45	18	2	65	[71.4%]	[28.6%]
Ryobi Aluminium Casting (UK) Ltd	158	32	21	211	[83.2%]	[16.8%]
S & R Electric Ltd	*	-	-	33	-	-
S & S Hygiene	25	43	53	121	[36.8%]	[63.2%]
Sacred Heart Grammar School	#	-	-	54	-	-
Safecare Chrysalis Ltd T/A Castlehill Nursing Home	#	-	-	40	-	-

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Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Saica Pack UK	37	99	0	136	[27.2%]	[72.8%]
Sainsbury's Supermarkets Ltd	1,313	1,225	79	2,617	[51.7%]	[48.3%]
Saint Columb's College	#	-	-	68	-	-
Saint-gobain Building Distribution Ltd	234	104	7	345	[69.2%]	[30.8%]
Saint-gobain Weber Ltd	*	-	-	34	-	-
Sales Placement Contract People Ltd	30	27	8	65	[52.6%]	[47.4%]
Saltmarine	*	-	-	33	-	-
Salvation Army, The	185	86	20	291	[68.3%]	[31.7%]
Sandcastles Day Nursery	*	-	-	26	-	-
Sandvik Mining & Construction Mobile Crushers & Screens Ltd	23	73	5	101	[24.0%]	[76.0%]
Sandwich Co, The	#	-	-	54	-	-
Sangers (Northern Ireland) Ltd	247	34	6	287	[87.9%]	[12.1%]
Sanheath Ltd T/A Park Plaza Belfast	*	-	-	56	-	-
Santander UK PLC	476	470	74	1,020	[50.3%]	[49.7%]
SAP Research CEC	12	10	15	37	[54.5%]	[45.5%]
Savage & Whitten Wholesale Ltd	26	62	6	94	[29.5%]	[70.5%]
Savile Row Co Ltd, The	14	16	0	30	[46.7%]	[53.3%]
Sawey's SP	#	-	-	39	-	-
Sawyers Transport Ltd	27	30	7	64	[47.4%]	[52.6%]
Sbh Uk & Ireland T/A Sally Salon Services	33	29	46	108	[53.2%]	[46.8%]
Scan Alarms & Security Systems (UK) Ltd	*	-	-	42	-	-
Schlumberger Oilfield UK PLC	137	49	15	201	[73.7%]	[26.3%]
Schneider Electric Buildings UK Ltd	*	-	-	28	-	-
School & Office Supplies (SOS Group)	15	10	2	27	[60.0%]	[40.0%]
Schrader Electronics Ltd	484	259	119	862	[65.1%]	[34.9%]
Schuh Ltd	18	36	18	72	[33.3%]	[66.7%]
Scott Ferguson Building Co	#	-	-	44	-	-
Scotts Bakery Ltd	36	13	33	82	[73.5%]	[26.5%]
SDC Trailers Ltd	42	218	14	274	[16.2%]	[83.8%]
Seabank Private Residential Home	*	-	-	41	-	-
Seagate Technology (Ireland)	246	990	119	1,355	[19.9%]	[80.1%]
Seagoe Technologies Ltd	142	64	1	207	[68.9%]	[31.1%]
Search Consultancy Ltd	36	44	3	83	[45.0%]	[55.0%]
Season Harvest Ltd	#	-	-	32	-	-
Seatruck Ferries Ltd	#	-	-	46	-	-
Securitas Security Service UK	*	-	-	34	-	-
Securitas Security Services (UK) Ltd	122	43	2	167	[73.9%]	[26.1%]
Security24 Guarding Ltd	30	20	2	52	[60.0%]	[40.0%]
Select Management & Security Ltd	67	70	1	138	[48.9%]	[51.1%]
Selecta (UK) Ltd	*/#	-	-	28	-	-
Selkirk Investments Ltd	*	-	-	63	-	-
Semi-chem Ltd	143	147	8	298	[49.3%]	[50.7%]
Sense Northern Ireland	54	14	11	79	[79.4%]	[20.6%]
Serco Local Government & Commercial	79	37	11	127	[68.1%]	[31.9%]
Sere Ltd	82	27	0	109	[75.2%]	[24.8%]
Servisair (UK) Ltd	61	22	0	83	[73.5%]	[26.5%]
Servisair UK Ltd	109	27	12	148	[80.1%]	[19.9%]
Shac Housing Association	11	23	3	37	[32.4%]	[67.6%]

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Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Shalom Care Ltd	13	15	1	29	[46.4%]	[53.6%]
Shandon Park Golf Club Ltd	*	-	-	28	-	-
Shankill (Lurgan) Community Projects	12	18	3	33	[40.0%]	[60.0%]
Shankill Womens Centre	*	-	-	27	-	-
Shannagh Private Nursing Home	#	-	-	46	-	-
Sharcon Ltd T/A Supervalu	59	36	1	96	[62.1%]	[37.9%]
Share Discovery Village	16	17	1	34	[48.5%]	[51.5%]
Sharpe Mechanical Services	*	-	-	29	-	-
Shelbourne Motors Ltd	67	31	0	98	[68.4%]	[31.6%]
Sheridan & Hood Ltd	*	-	-	40	-	-
Shilliday A & N & Co Ltd	*	-	-	29	-	-
Shimna Integrated College	15	26	2	43	[36.6%]	[63.4%]
Shine Productions Ltd	#	-	-	37	-	-
Shoe Zone Ltd	63	53	36	152	[54.3%]	[45.7%]
Shopacheck Financial Services Ltd	25	14	2	41	[64.1%]	[35.9%]
Short Brothers PLC	3,941	801	210	4,952	[83.1%]	[16.9%]
SHS Group Ltd	42	11	5	58	[79.2%]	[20.8%]
SHS Sales & Marketing Ltd	38	12	3	53	[76.0%]	[24.0%]
Sierra Support Services Ltd	43	36	14	93	[54.4%]	[45.6%]
SIG Ireland	40	15	11	66	[72.7%]	[27.3%]
Signet Trading Ltd	52	59	41	152	[46.8%]	[53.2%]
Silverwood Enterprise Ltd	17	27	0	44	[38.6%]	[61.4%]
Simon Community Northern Ireland	90	90	19	199	[50.0%]	[50.0%]
Simpson Mc Learnon & Ferguson Ltd	29	21	0	50	[58.0%]	[42.0%]
Simpson Russell Construction Co Ltd	27	17	0	44	[61.4%]	[38.6%]
Sisk John & Sons Ltd	#	-	-	32	-	-
Sita (Northern Ireland) Ltd	36	39	0	75	[48.0%]	[52.0%]
SJC Hutchinson Engineering Ltd	35	15	2	52	[70.0%]	[30.0%]
Skandia Restaurants Ltd	57	31	10	98	[64.8%]	[35.2%]
Skea Egg Farms Ltd	44	35	3	82	[55.7%]	[44.3%]
Skyline Direct Ltd	31	14	0	45	[68.9%]	[31.1%]
Skyline Superstore Ltd	32	20	0	52	[61.5%]	[38.5%]
Slemish College	*	-	-	46	-	-
Slemish Private Nursing Home	23	16	12	51	[59.0%]	[41.0%]
Slieve DHU Ltd	#	-	-	58	-	-
Smarts (Northern Ireland) Ltd	*	-	-	31	-	-
Smg (Northern Ireland) Ltd	43	26	18	87	[62.3%]	[37.7%]
Smiley Monroe Ltd	62	19	2	83	[76.5%]	[23.5%]
Smith & Williamson Corporate Services Ltd	*	-	-	50	-	-
Smith Herbert LLP	#	-	-	27	-	-
Smith WH Retail Holdings Ltd	27	29	0	56	[48.2%]	[51.8%]
Smurfit UK Ltd T/A Smurfit Kappa Lurgan	55	132	0	187	[29.4%]	[70.6%]
Smyth & Gibson Shirtmakers Ltd	25	22	0	47	[53.2%]	[46.8%]
Smyth Alistair T/A Maine Bakeries	*	-	-	43	-	-
Smyth David & Margaret T/A Glebeside Spar	*	-	-	62	-	-
Smyth Patterson Ltd	*	-	-	58	-	-
Smyth RJ Engineering Ltd	*	-	-	29	-	-
Smyth Steel Ltd	*	-	-	28	-	-

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Company Name		P.	R.C.	N.D	Total	[%P]	[%RC]
Smyths Toys Ltd		65	84	1	150	[43.6%]	[56.4%]
Society of St Vincent De Paul (Belfast)	#	-	-	-	49	-	-
Sodexo Ltd		300	115	50	465	[72.3%]	[27.7%]
Somerton Homes Ltd		18	16	5	39	[52.9%]	[47.1%]
Somerton Private Nursing Home		12	15	5	32	[44.4%]	[55.6%]
Somme Nursing Home, The		57	10	0	67	[85.1%]	[14.9%]
Soni Ltd		52	43	4	99	[54.7%]	[45.3%]
Sopra Group Ltd	*	-	-	-	31	-	-
South Tyrone Empowerment Programme	#	-	-	-	26	-	-
Southern Cross Healthcare T/A Bramblewood Care Centre	*	-	-	-	39	-	-
Southern Cross Healthcare T/A Culmore Manor Care Home		13	59	4	76	[18.1%]	[81.9%]
Southern Cross Healthcare T/A Dunanney Care Home		32	12	4	48	[72.7%]	[27.3%]
Southern Cross Healthcare T/A Glebe Care Home		24	22	3	49	[52.2%]	[47.8%]
Southern Cross Healthcare T/A Greenhaw Lodge Care Home	#	-	-	-	68	-	-
Southern Cross Healthcare T/A Kingsland Care Centre	*	-	-	-	46	-	-
Southern Cross Healthcare T/A Marina Care Home		13	31	0	44	[29.5%]	[70.5%]
Southern Cross Healthcare T/A Melmount Manor Care Home		19	103	2	124	[15.6%]	[84.4%]
Southern Cross Healthcare T/A The Montague Care Centre		39	19	6	64	[67.2%]	[32.8%]
Southern Cross Healthcare T/A The Retreat Care Home		24	14	10	48	[63.2%]	[36.8%]
Spa Nursing Homes Ltd		74	90	23	187	[45.1%]	[54.9%]
Sparky Pac Ltd	*	-	-	-	34	-	-
Spec-drum Engineering	#	-	-	-	72	-	-
Specialist Joinery Fittings Ltd	#	-	-	-	70	-	-
Specsavers Visionplus Ltd	#	-	-	-	32	-	-
Spence & Partners Ltd		18	13	2	33	[58.1%]	[41.9%]
Spendlove C Jebb		36	31	7	74	[53.7%]	[46.3%]
Sperrin Integrated College		16	17	0	33	[48.5%]	[51.5%]
Sperrin Metal Products Ltd		18	68	3	89	[20.9%]	[79.1%]
Sports Institute Northern Ireland		14	15	4	33	[48.3%]	[51.7%]
Sportsbowl Ltd		33	17	3	53	[66.0%]	[34.0%]
Spotless Group	#	-	-	-	30	-	-
Spratt J & Co Ltd	*	-	-	-	28	-	-
Springfarm Architectural Mouldings Ltd		54	13	7	74	[80.6%]	[19.4%]
Springisland Supermarket Ltd	#	-	-	-	64	-	-
Springlawn House Private Nursing Home Ltd		13	33	0	46	[28.3%]	[71.7%]
Springvale Eps Ltd	*	-	-	-	43	-	-
Springvale Training Ltd		15	64	7	86	[19.0%]	[81.0%]
SPS Ireland Ltd	*	-	-	-	31	-	-
SQS Group Ltd		10	19	4	33	[34.5%]	[65.5%]
SRB Care Ltd		24	32	0	56	[42.9%]	[57.1%]
SSP UK		46	56	18	120	[45.1%]	[54.9%]
St Colman's College	#	-	-	-	49	-	-
St Dominic's High School	#	-	-	-	43	-	-
St Francis Private Nursing Home		11	18	2	31	[37.9%]	[62.1%]
St John of God Association	#	-	-	-	88	-	-
St John's House		23	91	3	117	[20.2%]	[79.8%]
St Joseph's Grammar School Donaghmore	#	-	-	-	32	-	-
St Louis Grammar School		12	27	1	40	[30.8%]	[69.2%]

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

Company Name		P.	R.C.	N.D	Total	[%P]	[%RC]
St Malachy's College		21	65	1	87	[24.4%]	[75.6%]
St Mary's CBGS	#	-	-	-	66	-	-
St Mary's Grammar School		16	50	0	66	[24.2%]	[75.8%]
St Mary's University College		12	151	6	169	[7.4%]	[92.6%]
St Michael's College C/o Michael Duffy	#	-	-	-	38	-	-
St Michael's Grammar School	#	-	-	-	30	-	-
St Patrick's Academy	#	-	-	-	67	-	-
St Patricks Grammar School	#	-	-	-	27	-	-
St Patrick's Grammar School	#	-	-	-	44	-	-
Stanley Motor Works (1932) Ltd	*	-	-	-	43	-	-
Starbucks Coffee Company (UK) Ltd		99	74	51	224	[57.2%]	[42.8%]
Starplan Furniture Ltd		82	35	9	126	[70.1%]	[29.9%]
Steel Solutions (Northern Ireland) Ltd	#	-	-	-	37	-	-
Stena Line Ltd		70	25	7	102	[73.7%]	[26.3%]
Stenaline Irish Sea Ferries		89	19	0	108	[82.4%]	[17.6%]
Stephens Catering Equipment Co Ltd		60	17	2	79	[77.9%]	[22.1%]
Stephens WH	*	-	-	-	34	-	-
Steria Ltd		36	25	0	61	[59.0%]	[41.0%]
Stevenson & Reid		33	10	0	43	[76.7%]	[23.3%]
Stevenson & Wilson	*	-	-	-	30	-	-
Stevenson Darrel T/A Causeway Hotel	*	-	-	-	56	-	-
Stevenson James (Quarries) Ltd	*	-	-	-	28	-	-
Stevenson Maurice Ltd		26	11	1	38	[70.3%]	[29.7%]
Stewart JC Ltd		52	38	3	93	[57.8%]	[42.2%]
Stewart Mervyn Ltd		33	11	3	47	[75.0%]	[25.0%]
Stewarts Solicitors	*	-	-	-	40	-	-
STL Logistics		48	24	0	72	[66.7%]	[33.3%]
Stothers (M & E) Ltd		39	26	0	65	[60.0%]	[40.0%]
Strabane & District Caring Services	#	-	-	-	34	-	-
Strangford Arms Hotel	*	-	-	-	60	-	-
Strathearn School	*	-	-	-	57	-	-
Strathroy Dairy Ltd	#	-	-	-	142	-	-
Stream Global Services	#	-	-	-	51	-	-
Strong Inns Ltd T/A Chimney Corner Hotel		14	13	4	31	[51.9%]	[48.1%]
Sullivan Upper School	*	-	-	-	63	-	-
Sunnymead (Armagh) Ltd		36	17	0	53	[67.9%]	[32.1%]
Sunray Home Bakeries Ltd	#	-	-	-	30	-	-
Superdrug Stores PLC		142	225	151	518	[38.7%]	[61.3%]
Supervalu Shantallow	#	-	-	-	63	-	-
Surefreight Ltd		81	104	0	185	[43.8%]	[56.2%]
Surgery, The	*	-	-	-	28	-	-
Surplis LW & Son		38	17	0	55	[69.1%]	[30.9%]
Swinton Group Ltd T/A Open & Direct Insurance		182	103	10	295	[63.9%]	[36.1%]
Sword Security (Northern Ireland) Ltd		178	52	15	245	[77.4%]	[22.6%]
Sysco Software Solutions	*	-	-	-	26	-	-
Taggart WDR & RT		50	15	3	68	[76.9%]	[23.1%]
Tal Ltd		18	29	0	47	[38.3%]	[61.7%]
Tamlaght Private Nursing Home Ltd		46	11	2	59	[80.7%]	[19.3%]

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Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Tata Steel UK Ltd	66	25	2	93	[72.5%]	[27.5%]
Tayto Group	306	97	46	449	[75.9%]	[24.1%]
TC Contractors	87	65	180	332	[57.2%]	[42.8%]
Tech Trade Recruiting Ltd	26	73	31	130	[26.3%]	[73.7%]
Telco Trading Ltd	*	-	-	27	-	-
Telefónica (UK) Ltd	58	63	0	121	[47.9%]	[52.1%]
Teleperformance	756	821	122	1,699	[47.9%]	[52.1%]
Telestack Ltd	12	46	8	66	[20.7%]	[79.3%]
Teletech Holdings Inc	157	264	234	655	[37.3%]	[62.7%]
Templeton Hotel	63	23	13	99	[73.3%]	[26.7%]
Tennant Charles & Co (Northern Ireland) Ltd	*	-	-	36	-	-
Tennants Textile Colours Ltd	*	-	-	37	-	-
Tennent's Northern Ireland Ltd	16	33	1	50	[32.7%]	[67.3%]
Terex Finlay	92	178	9	279	[34.1%]	[65.9%]
Terex GB Ltd	73	300	44	417	[19.6%]	[80.4%]
Terex Global Business Services New Terex Holdings (UK) Ltd	#	-	-	27	-	-
Tes Northern Ireland Ltd	20	35	3	58	[36.4%]	[63.6%]
Tesab Engineering Ltd	26	13	0	39	[66.7%]	[33.3%]
Tesco PLC	6,110	3,456	108	9,674	[63.9%]	[36.1%]
Texthelp Systems Ltd	38	25	5	68	[60.3%]	[39.7%]
Thales Air Defence Ltd	427	82	54	563	[83.9%]	[16.1%]
The Signature Works Ltd	*	-	-	33	-	-
Thom S Mr T/A Royal Hotel	36	13	5	54	[73.5%]	[26.5%]
Thomas Cook Airline Services Ltd	31	15	18	64	[67.4%]	[32.6%]
Thomas Cook UK Ltd	109	93	19	221	[54.0%]	[46.0%]
Thompson John & Sons Ltd	134	21	3	158	[86.5%]	[13.5%]
Thompson R & Son (Armagh) Ltd	20	16	0	36	[55.6%]	[44.4%]
Thompson TBF (Garvagh) Ltd	112	35	5	152	[76.2%]	[23.8%]
Thornhill College	#	-	-	65	-	-
Thornton Roofing Ireland Ltd	#	-	-	50	-	-
Three Spires Ltd T/A Milesian Manor	#	-	-	39	-	-
Threshold	23	24	9	56	[48.9%]	[51.1%]
Thyssenkrupp Elevator UK Ltd	*	-	-	38	-	-
Tilery Ltd, The	24	28	0	52	[46.2%]	[53.8%]
Timoney Sean & Sons Ltd	13	42	0	55	[23.6%]	[76.4%]
Tinnelly John & Sons Ltd	#	-	-	47	-	-
TJ Hughes	25	63	15	103	[28.4%]	[71.6%]
TJ Morris Ltd	27	23	104	154	[54.0%]	[46.0%]
TK Maxx	198	214	18	430	[48.1%]	[51.9%]
TLR Resourcing Ltd T/A Tim Lewis Recruitment	88	53	55	196	[62.4%]	[37.6%]
TMC Dairies (Northern Ireland) Ltd	*	-	-	48	-	-
T-met Ltd	15	44	1	60	[25.4%]	[74.6%]
TNT (UK) Ltd	77	23	4	104	[77.0%]	[23.0%]
Toals Bookmakers	41	112	5	158	[26.8%]	[73.2%]
Tobermore Concrete Products Ltd	118	16	1	135	[88.1%]	[11.9%]
Todd Architects Ltd	21	10	5	36	[67.7%]	[32.3%]
Toddsleap.com	11	22	0	33	[33.3%]	[66.7%]
Tona Enterprises Castleview Nursing Home	#	-	-	29	-	-

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Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Tona Enterprises Ltd T/A Scrabo Isles Nursing Home	20	13	0	33	[60.6%]	[39.4%]
Toner's Supermarkets Ltd	20	110	4	134	[15.4%]	[84.6%]
Topaz Energy Ltd	20	10	0	30	[66.7%]	[33.3%]
Topping Tp Ltd	*	-	-	30	-	-
Total Produce Belfast Ltd	10	42	0	52	[19.2%]	[80.8%]
Totalis Solutions Ltd	53	15	1	69	[77.9%]	[22.1%]
Towell Building Trust Ltd	47	15	4	66	[75.8%]	[24.2%]
Tower Hotel Group T/A Tower Hotel (Derry) Ltd	#	-	-	51	-	-
Toys "r" Us Ltd	48	37	10	95	[56.5%]	[43.5%]
Tracey Brothers Ltd	#	-	-	52	-	-
Tracey Concrete Ltd	#	-	-	58	-	-
Trackars	51	38	30	119	[57.3%]	[42.7%]
Trade Mouldings Ltd	13	33	23	69	[28.3%]	[71.7%]
Tradeteam Ltd (DHL)	39	17	6	62	[69.6%]	[30.4%]
Transport Supplies (Northern Ireland) Ltd	*	-	-	27	-	-
Traynors Ltd	#	-	-	61	-	-
Triangle Housing Association Ltd	132	86	23	241	[60.6%]	[39.4%]
Trinity Housing Ltd	43	21	0	64	[67.2%]	[32.8%]
Trolan Charles T/A Trolan's Supervalu	34	37	3	74	[47.9%]	[52.1%]
Trouw Nutrition	15	16	2	33	[48.4%]	[51.6%]
TS Foods Ltd	#	-	-	51	-	-
TSI (Ireland) Ltd T/A Rainbow Telecom	28	15	1	44	[65.1%]	[34.9%]
Tughans	43	39	1	83	[52.4%]	[47.6%]
TUI UK & Ireland Ltd	118	70	18	206	[62.8%]	[37.2%]
Tullyglass House Hotel	25	43	12	80	[36.8%]	[63.2%]
Tullyraine Quarries Ltd	18	16	0	34	[52.9%]	[47.1%]
Turkington JH & Sons Ltd	87	10	4	101	[89.7%]	[10.3%]
Turtles of Rathkenny	23	10	0	33	[69.7%]	[30.3%]
Tyrone Fabrication Ltd	#	-	-	66	-	-
Ulster Anaesthetics Ltd	*	-	-	36	-	-
Ulster Bank Ltd	1,298	980	173	2,451	[57.0%]	[43.0%]
Ulster Cancer Foundation	32	28	7	67	[53.3%]	[46.7%]
Ulster Carpets Ltd	226	43	13	282	[84.0%]	[16.0%]
Ulster Council GAA	#	-	-	69	-	-
Ulster Farm By-products Ltd	28	16	0	44	[63.6%]	[36.4%]
Ulster Farmers Union	*	-	-	74	-	-
Ulster Independent Clinic Ltd, The	191	67	8	266	[74.0%]	[26.0%]
Ulster Journals Ltd	14	16	0	30	[46.7%]	[53.3%]
Ulster Orchestra Society Ltd	23	16	36	75	[59.0%]	[41.0%]
Ulster Stores Ltd	123	37	11	171	[76.9%]	[23.1%]
Ulster Weavers Ltd	*	-	-	32	-	-
Ulster Wildlife Trust	35	17	12	64	[67.3%]	[32.7%]
Ultra Building Products Ltd	15	44	0	59	[25.4%]	[74.6%]
Unibase Cabinet Systems Ltd	15	11	4	30	[57.7%]	[42.3%]
Unicorn Containers Ltd	*	-	-	31	-	-
Unicorn Mouldings Ltd	21	18	18	57	[53.8%]	[46.2%]
Unison	#	-	-	26	-	-
Unite The Union	19	15	1	35	[55.9%]	[44.1%]

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Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
United Biscuits (UK) Ltd	*	-	-	33	-	-
United Cleaning Services Ltd		31	38	21	90	[44.9%] [55.1%]
United Dairy Farmers Ltd		448	106	34	588	[80.9%] [19.1%]
United Feeds Ltd	*	-	-	49	-	-
United Optical Laboratories Ltd		18	33	1	52	[35.3%] [64.7%]
United Wine Merchants Ltd		15	35	0	50	[30.0%] [70.0%]
Uni-trunk Ltd		36	10	5	51	[78.3%] [21.7%]
University of Ulster		1,684	1,303	415	3,402	[56.4%] [43.6%]
University of Ulster Students Union		35	35	5	75	[50.0%] [50.0%]
Upper Andersonstown Community Forum	#	-	-	38	-	-
UPU Industries Ltd		37	13	6	56	[74.0%] [26.0%]
URS Scott Wilson Ltd		89	73	11	173	[54.9%] [45.1%]
UTV Media PLC		142	86	26	254	[62.3%] [37.7%]
Valley Hotel, The		21	11	3	35	[65.6%] [34.4%]
Valley Private Nursing Home, The		38	52	15	105	[42.2%] [57.8%]
Valpar Industrial Ltd	*	-	-	46	-	-
Valuecabs Ltd		37	29	11	77	[56.1%] [43.9%]
Vaughan Engineering Services Ltd		59	22	5	86	[72.8%] [27.2%]
Veolia Water Outsourcing Ltd		37	17	18	72	[68.5%] [31.5%]
Versatile Butchers LLP		18	24	0	42	[42.9%] [57.1%]
Veterinary Surgeons Supply Co Ltd	*	-	-	41	-	-
Victim Support Northern Ireland		30	24	4	58	[55.6%] [44.4%]
Victoria College Belfast		34	15	5	54	[69.4%] [30.6%]
Villa Italia		41	90	12	143	[31.3%] [68.7%]
Vine Centre Ltd, The	*	-	-	30	-	-
Vion Mc Gee (ROI) Ltd		31	40	4	75	[43.7%] [56.3%]
Vion Pork Cookstown		201	255	272	728	[44.1%] [55.9%]
Virgin Active Health Club		30	17	9	56	[63.8%] [36.2%]
Virgin Media		50	28	7	85	[64.1%] [35.9%]
Viridian Group Ltd		163	103	16	282	[61.3%] [38.7%]
VIS Security Solutions Ltd		35	10	0	45	[77.8%] [22.2%]
Vodafone (Northern Ireland) Ltd		56	40	6	102	[58.3%] [41.7%]
Voice of Young People In Care		13	22	4	39	[37.1%] [62.9%]
Volunteer Now		28	26	2	56	[51.9%] [48.1%]
VSG		71	22	7	100	[76.3%] [23.7%]
W5		60	15	2	77	[80.0%] [20.0%]
Waddell Media Ltd		14	12	4	30	[53.8%] [46.2%]
Wade Training Ltd	#	-	-	46	-	-
Walker RJ T/A The Country Garage	*	-	-	47	-	-
Walkers Snacks Ltd		22	11	0	33	[66.7%] [33.3%]
Wallace Contracts (Northern Ireland) Ltd	*	-	-	30	-	-
Wallace High School, The		48	11	2	61	[81.4%] [18.6%]
Wandsworth Pubs Ltd		20	10	14	44	[66.7%] [33.3%]
Warden Bros (Newtownards) Ltd	*	-	-	62	-	-
Warehouse Fashion Ltd		23	28	2	53	[45.1%] [54.9%]
Warmflow Engineering Co Ltd		62	23	8	93	[72.9%] [27.1%]
Warner Chilcott (UK) Ltd		97	42	20	159	[69.8%] [30.2%]
Warwick Cecil T/A Warwick Engineering	*	-	-	29	-	-

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Company Name		P.	R.C.	N.D	Total	[%P]	[%RC]
Wastebeater Recycling	#	-	-	-	40	-	-
Waterstone's		11	13	2	26	[45.8%]	[54.2%]
Watson Walter Ltd		84	101	0	185	[45.4%]	[54.6%]
Wave Trauma Centre		10	12	4	26	[45.5%]	[54.5%]
WD Meats Ltd		104	214	2	320	[32.7%]	[67.3%]
Webtech (Northern Ireland) Ltd		30	39	9	78	[43.5%]	[56.5%]
Wee Care Day Nursery		66	36	3	105	[64.7%]	[35.3%]
Welcome Hotels Ltd	#	-	-	-	37	-	-
Welcome Organisation, The		10	16	0	26	[38.5%]	[61.5%]
Wellington Computer Systems Ltd		10	20	3	33	[33.3%]	[66.7%]
Wellington Park Hotel		15	86	18	119	[14.9%]	[85.1%]
Wesley Housing Association Ltd	*	-	-	-	44	-	-
West Coast Capital (USC) Ltd		31	19	3	53	[62.0%]	[38.0%]
Western Building Systems Ltd	#	-	-	-	52	-	-
Western Urgent Care Ltd		61	132	19	212	[31.6%]	[68.4%]
Westland Horticulture Ltd		65	85	9	159	[43.3%]	[56.7%]
Wetherspoon JD PLC		75	97	61	233	[43.6%]	[56.4%]
Whistledown Inn Ltd, The	#	-	-	-	46	-	-
Whitbread PLC		109	93	47	249	[54.0%]	[46.0%]
White Philip Tyres Ltd		16	30	6	52	[34.8%]	[65.2%]
White Young Green		54	32	11	97	[62.8%]	[37.2%]
Whitehead Private Nursing Home Ltd	*	-	-	-	37	-	-
Whitehouse Retail Ltd	#	-	-	-	60	-	-
Whitemountain Quarries Ltd		65	97	8	170	[40.1%]	[59.9%]
Whiterock Children's Centre	#	-	-	-	33	-	-
Whites Speedicook Ltd	*	-	-	-	28	-	-
Wholesale Beds & Furniture Ltd		17	22	0	39	[43.6%]	[56.4%]
William Coates Ltd	*	-	-	-	54	-	-
Williams Industrial Services Ltd		116	38	0	154	[75.3%]	[24.7%]
Willis & Co (Insurance Brokers) Ltd		25	10	0	35	[71.4%]	[28.6%]
Willis Ltd		47	18	3	68	[72.3%]	[27.7%]
Willowbrook Foods	*	-	-	-	107	-	-
Willstan Ltd T/A William Hill		136	67	12	215	[67.0%]	[33.0%]
Wilson FG (Engineering) Ltd		1,446	635	138	2,219	[69.5%]	[30.5%]
Wilson Nesbitt Solicitors		39	19	1	59	[67.2%]	[32.8%]
Wilsons Auctions Ltd		40	14	0	54	[74.1%]	[25.9%]
Wilson's Country Ltd		61	20	27	108	[75.3%]	[24.7%]
Wilsons of Rathkenny Group Ltd		52	31	0	83	[62.7%]	[37.3%]
Wincanton		249	161	69	479	[60.7%]	[39.3%]
Windell Ltd	*	-	-	-	40	-	-
Windmill Restaurants Ltd		114	139	39	292	[45.1%]	[54.9%]
Windsor Home Bakery		69	37	0	106	[65.1%]	[34.9%]
Wine Company, The T/A Little Rock		28	27	0	55	[50.9%]	[49.1%]
Wineflair (Belfast) Ltd		91	111	39	241	[45.0%]	[55.0%]
WJM Building Services Ltd	*	-	-	-	58	-	-
Wolseley Centers Ltd T/A Plumb Center		48	17	3	68	[73.8%]	[26.2%]
Women's Aid (Antrim, Ballymena, Carrickfergus, Larne & Newtownabbey)		15	11	2	28	[57.7%]	[42.3%]
Women's Aid (Belfast & Lisburn)		31	28	4	63	[52.5%]	[47.5%]

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Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Women's Aid (Cookstown & Dungannon)	15	16	1	32	[48.4%]	[51.6%]
Woodburn Engineering Ltd	10	16	0	26	[38.5%]	[61.5%]
Woods John (Lisglyn) Ltd	64	192	14	270	[25.0%]	[75.0%]
Woods L & J T/A Woodmount Nursing Home	14	29	0	43	[32.6%]	[67.4%]
Woodside Haulage Holdings Ltd	230	10	2	242	[95.8%]	[4.2%]
Woodside TF & Co Ltd	82	17	4	103	[82.8%]	[17.2%]
Woodside (Ballyclare) Ltd	*	-	-	29	-	-
Woodwin Catering Ltd T/A Hungry House Fine Sandwiches	25	14	3	42	[64.1%]	[35.9%]
Workers Educational Association (Northern Ireland)	21	23	8	52	[47.7%]	[52.3%]
Workforce Training Services Ltd	#	-	-	40	-	-
Works Stores Ltd, The	34	34	13	81	[50.0%]	[50.0%]
Workspace (Draperstown) Ltd	17	90	11	118	[15.9%]	[84.1%]
Worthingtons	17	16	0	33	[51.5%]	[48.5%]
Wright Accident Repair Ltd	146	23	11	180	[86.4%]	[13.6%]
Wright Composites Ltd	75	42	8	125	[64.1%]	[35.9%]
Wright Leslie & Son	37	20	0	57	[64.9%]	[35.1%]
Wrightbus Ltd	753	76	59	888	[90.8%]	[9.2%]
Wyse Byse	81	11	1	93	[88.0%]	[12.0%]
Xerox (UK) Ltd	22	18	3	43	[55.0%]	[45.0%]
Xtra-vision	163	130	0	293	[55.6%]	[44.4%]
Yell Ltd	82	91	37	210	[47.4%]	[52.6%]
Yelo Limited	*	-	-	26	-	-
Yorkgate Bingo Co Ltd (Galaxy)	12	15	0	27	[44.4%]	[55.6%]
Yorkshire House Ltd T/A Ten Square Hotel	16	61	7	84	[20.8%]	[79.2%]
Young Enterprise Northern Ireland	24	20	3	47	[54.5%]	[45.5%]
Youth Action (Northern Ireland) Ltd	26	42	0	68	[38.2%]	[61.8%]
Youth Hostel Association of Northern Ireland	*	-	-	31	-	-
Zara (UK) Ltd	12	30	4	46	[28.6%]	[71.4%]
Zenith Hygiene Systems	16	15	17	48	[51.6%]	[48.4%]
Zeus Packaging (Northern Ireland) Ltd	*	-	-	27	-	-
Zion's Den Childcare Ltd	#	-	-	27	-	-
Zurich Insurance Company	24	14	0	38	[63.2%]	[36.8%]
Zwecker Noel International Transport Ltd	*	-	-	43	-	-

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

# **Appendix 2**

## **Section 3**

**Composition of Appointees to Individual  
Specified Authorities (26+ employees)**

Specified Authority	P.	R.C.	N.D	Total	[%P]	[%RC]
Agri-food & Biosciences Institute	8	5	6	19	[61.5%]	[38.5%]
Antrim Borough Council	28	7	2	37	[80.0%]	[20.0%]
Ards Borough Council	27	5	1	33	[84.4%]	[15.6%]
Armagh City & District Council	10	7	1	18	[58.8%]	[41.2%]
Armagh Observatory & Planetarium, The	#	-	-	4	-	-
Arts Council of Northern Ireland	4	5	0	9	[44.4%]	[55.6%]
Ballymena Borough Council	11	4	0	15	[73.3%]	[26.7%]
Ballymoney Borough Council	*/#	-	-	1	-	-
Banbridge District Council	14	13	4	31	[51.9%]	[48.1%]
Belfast City Council	51	62	7	120	[45.1%]	[54.9%]
Belfast Education & Library Board	76	64	22	162	[54.3%]	[45.7%]
Belfast Harbour Commissioners	6	6	1	13	[50.0%]	[50.0%]
Belfast Health & Social Care Trust	694	760	177	1631	[47.7%]	[52.3%]
Belfast Metropolitan College, The	15	16	5	36	[48.4%]	[51.6%]
Big Lottery Fund, The	*	-	-	5	-	-
British Broadcasting Corporation	29	36	8	73	[44.6%]	[55.4%]
Carrickfergus Borough Council	23	3	3	29	[88.5%]	[11.5%]
Castlereagh Borough Council	24	13	0	37	[64.9%]	[35.1%]
Chief Electoral Officer for Northern Ireland, The	#	-	-	3	-	-
Citybus Ltd	14	21	0	35	[40.0%]	[60.0%]
Civil Service, The	27	5	32	64	[84.4%]	[15.6%]
Coleraine Borough Council	6	6	1	13	[50.0%]	[50.0%]
Commissioner for Children & Young People for Northern Ireland	*	-	-	5	-	-
Comptroller & Auditor General for Northern Ireland	6	6	0	12	[50.0%]	[50.0%]
Construction Industry Training Board	*	-	-	4	-	-
Cookstown District Council	4	16	1	21	[20.0%]	[80.0%]
Council for Catholic Maintained Schools	*/#	-	-	0	-	-
Craigavon Borough Council	67	62	5	134	[51.9%]	[48.1%]
Department of Finance & Personnel	368	352	56	776	[51.1%]	[48.9%]
Derry City Council	6	22	4	32	[21.4%]	[78.6%]
Down District Council	9	23	0	32	[28.1%]	[71.9%]
Dungannon & South Tyrone Borough Council	10	23	2	35	[30.3%]	[69.7%]
Equality Commission for Northern Ireland	*/#	-	-	2	-	-
Fermanagh District Council	10	12	1	23	[45.5%]	[54.5%]
Food Standards Agency Northern Ireland	*/#	-	-	2	-	-
Foyle Carlingford & Irish Lights Commission	*/#	-	-	1	-	-
General Consumer Council for Northern Ireland	5	3	2	10	[62.5%]	[37.5%]
Health & Social Care Regulation & Quality Improvement Authority	9	10	3	22	[47.4%]	[52.6%]
Invest Northern Ireland	6	7	1	14	[46.2%]	[53.8%]
Labour Relations Agency	4	2	0	6	[66.7%]	[33.3%]
Larne Borough Council	6	2	1	9	[75.0%]	[25.0%]
Limavady Borough Council	7	12	0	19	[36.8%]	[63.2%]
Lisburn City Council	21	12	0	33	[63.6%]	[36.4%]
Livestock & Meat Commission for Northern Ireland	*/#	-	-	0	-	-

**Note:** The breakdown of appointees by community background is redacted where the publication of this information would make it possible to identify the community background of an individual.

Specified Authority	P.	R.C.	N.D	Total	[%P]	[%RC]
Londonderry Port & Harbour Commissioners	*/#	-	-	1	-	-
Magherafelt District Council	*/#	-	-	1	-	-
Moyle District Council	*/#	-	-	2	-	-
National Museums & Galleries of Northern Ireland	8	4	2	14	[66.7%]	[33.3%]
Newry & Mourne District Council	8	23	1	32	[25.8%]	[74.2%]
Newtownabbey Borough Council	75	19	10	104	[79.8%]	[20.2%]
North Down Borough Council	46	13	7	66	[78.0%]	[22.0%]
North Eastern Education & Library Board	149	84	21	254	[63.9%]	[36.1%]
North West Regional College, The	21	78	7	106	[21.2%]	[78.8%]
Northern Health & Social Care Trust	351	299	125	775	[54.0%]	[46.0%]
Northern Ireland Ambulance Service Health & Social Care Trust	27	15	0	42	[64.3%]	[35.7%]
Northern Ireland Assembly Commission	80	38	8	126	[67.8%]	[32.2%]
Northern Ireland Blood Transfusion Service Agency	7	12	2	21	[36.8%]	[63.2%]
Northern Ireland Community Relations Council	4	6	0	10	[40.0%]	[60.0%]
Northern Ireland Council for The Curriculum Examinations & Assessment	14	12	5	31	[53.8%]	[46.2%]
Northern Ireland Fire & Rescue Service Board	11	9	4	24	[55.0%]	[45.0%]
Northern Ireland Guardian Ad Litem Agency	*/#	-	-	2	-	-
Northern Ireland Housing Executive	45	36	3	84	[55.6%]	[44.4%]
Northern Ireland Legal Services Commission	3	2	0	5	[60.0%]	[40.0%]
Northern Ireland Library Authority	44	44	3	91	[50.0%]	[50.0%]
Northern Ireland Local Government Officers' Superannuation Committee	3	4	2	9	[42.9%]	[57.1%]
Northern Ireland Medical & Dental Training Agency	*/#	-	-	1	-	-
Northern Ireland Policing Board, The <sup>40</sup>	8	7	4	19	[53.3%]	[46.7%]
Northern Ireland Railways Company Ltd	3	2	0	5	[60.0%]	[40.0%]
Northern Ireland Screen Commission	#	-	-	14	-	-
Northern Ireland Social Care Council	4	5	0	9	[44.4%]	[55.6%]
Northern Ireland Tourist Board	4	6	3	13	[40.0%]	[60.0%]
Northern Ireland Transport Holding Company	*/#	-	-	1	-	-
Northern Ireland Water Ltd	21	33	4	58	[38.9%]	[61.1%]
Northern Regional College, The	34	16	7	57	[68.0%]	[32.0%]
Omagh District Council	3	16	1	20	[15.8%]	[84.2%]
Patient & Client Council	5	5	0	10	[50.0%]	[50.0%]
Police Ombudsman for Northern Ireland, The	4	2	1	7	[66.7%]	[33.3%]
Police Service Of Northern Ireland <sup>40</sup> , The	168	172	4	344	[49.4%]	[50.6%]
Probation Board for Northern Ireland	19	22	1	42	[46.3%]	[53.7%]
Regional Agency for Public Health & Social Well-being	14	18	2	34	[43.8%]	[56.3%]
Regional Business Services Organisation	33	50	18	101	[39.8%]	[60.2%]
Regional Health & Social Care Board	28	36	3	67	[43.8%]	[56.3%]
Royal Mail Group PLC	95	96	3	194	[49.7%]	[50.3%]
Secretary of State for Defence	*/#	-	-	0	-	-
South Eastern Education & Library Board	193	58	32	283	[76.9%]	[23.1%]
South Eastern Health & Social Care Trust	396	301	84	781	[56.8%]	[43.2%]
South Eastern Regional College, The	87	68	38	193	[56.1%]	[43.9%]
South West College, The	55	104	11	170	[34.6%]	[65.4%]

40 98% of NIPB employees are appointed and managed by the Chief Constable on behalf of the Board

**Note:** The breakdown of appointees by community background is redacted where the publication of this information would make it possible to identify the community background of an individual.

**305** Composition of Appointees to Individual Specified Authorities (26+ employees)

Specified Authority	P.	R.C.	N.D	Total	[%P]	[%RC]
Southern Education & Library Board	140	138	9	287	[50.4%]	[49.6%]
Southern Health & Social Care Trust	342	480	89	911	[41.6%]	[58.4%]
Southern Regional College, The	26	35	6	67	[42.6%]	[57.4%]
Special EU Programmes Body, The	# -	-	-	6	-	-
Sports Council for Northern Ireland	7	13	1	21	[35.0%]	[65.0%]
Strabane District Council	4	10	2	16	[28.6%]	[71.4%]
Stranmillis University College, Belfast	5	3	4	12	[62.5%]	[37.5%]
Strategic Investment Board Ltd	4	3	1	8	[57.1%]	[42.9%]
Tourism Ireland Ltd	2	7	0	9	[22.2%]	[77.8%]
Trade & Business Development Body, The	2	5	0	7	[28.6%]	[71.4%]
Ulster Supported Employment Ltd	5	6	5	16	[45.5%]	[54.5%]
Ulsterbus Ltd	27	17	2	46	[61.4%]	[38.6%]
Warrenpoint Harbour Authority	*/# -	-	-	1	-	-
Waterways Ireland	6	8	0	14	[42.9%]	[57.1%]
Western Education & Library Board	96	181	4	281	[34.7%]	[65.3%]
Western Health & Social Care Trust	267	628	34	929	[29.8%]	[70.2%]

**Note:** The breakdown of appointees by community background is redacted where the publication of this information would make it possible to identify the community background of an individual.

# **Appendix 2**

## **Section 4**

**Composition of Appointees to Private Sector  
Concerns (251+ employees)**



Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Acheson & Glover Ltd	7	9	1	17	[43.8%]	[56.3%]
AIB Group (UK) PLC T/A First Trust Bank	*/#	-	-	0	-	-
Allied Bakeries Ireland	17	4	0	21	[81.0%]	[19.0%]
Allstate Northern Ireland	93	218	123	434	[29.9%]	[70.1%]
Almac Clinical Services Ltd	105	63	13	181	[62.5%]	[37.5%]
Almac Group Ltd	29	12	11	52	[70.7%]	[29.3%]
Almac Pharma Services Ltd	2	2	4	8	[50.0%]	[50.0%]
Andras House Ltd	32	35	27	94	[47.8%]	[52.2%]
Apex Housing Association	17	45	15	77	[27.4%]	[72.6%]
Aramark	78	18	12	108	[81.3%]	[18.8%]
Arcadia Group Ltd T/A Top Shop Retail	27	35	0	62	[43.5%]	[56.5%]
Argos Ltd	72	80	11	163	[47.4%]	[52.6%]
Asda Stores Ltd	189	170	6	365	[52.6%]	[47.4%]
Autism Initiatives	30	35	6	71	[46.2%]	[53.8%]
Avondale Foods (Craigavon) Ltd	7	32	17	56	[17.9%]	[82.1%]
AVX Ltd	18	3	3	24	[85.7%]	[14.3%]
AXA Insurance	17	49	3	69	[25.8%]	[74.2%]
B & M Retail Ltd	73	37	2	112	[66.4%]	[33.6%]
B & Q PLC	57	35	10	102	[62.0%]	[38.0%]
Bank of Ireland	4	2	0	6	[66.7%]	[33.3%]
Barnardos	60	62	15	137	[49.2%]	[50.8%]
Barratts Trading Ltd	19	14	2	35	[57.6%]	[42.4%]
BE Aerospace (UK) Ltd	9	9	2	20	[50.0%]	[50.0%]
Boots UK Ltd	81	83	18	182	[49.4%]	[50.6%]
Botanic Inns Ltd	2	23	7	32	[8.0%]	[92.0%]
Brett Martin Ltd	21	11	27	59	[65.6%]	[34.4%]
British Telecom Northern Ireland	10	12	3	25	[45.5%]	[54.5%]
Brooklands Healthcare Ltd	13	52	6	71	[20.0%]	[80.0%]
Bryson Charitable Group	33	40	15	88	[45.2%]	[54.8%]
Camden Group Ltd	19	8	2	29	[70.4%]	[29.6%]
Capita Business Services Ltd	*/#	-	-	0	-	-
Chain Reaction Cycles	70	27	16	113	[72.2%]	[27.8%]
Charles Hurst Ltd	46	27	7	80	[63.0%]	[37.0%]
Citigroup	124	110	110	344	[53.0%]	[47.0%]
City Facilities (Northern Ireland) Ltd	56	53	9	118	[51.4%]	[48.6%]
Clinton Cards PLC	20	33	35	88	[37.7%]	[62.3%]
Coca-cola HBC Northern Ireland	41	28	23	92	[59.4%]	[40.6%]
Compass Group (UK) & Ireland Ltd	62	49	18	129	[55.9%]	[44.1%]
Concentrix	156	153	267	576	[50.5%]	[49.5%]
Connan Paul Ltd	16	91	21	128	[15.0%]	[85.0%]
Co-operative Group, The	70	46	11	127	[60.3%]	[39.7%]
Creagh Concrete Products Ltd	13	54	30	97	[19.4%]	[80.6%]
Crossroads Caring for Carers (Northern Ireland) Ltd	34	21	14	69	[61.8%]	[38.2%]
Debenhams Retail	24	48	9	81	[33.3%]	[66.7%]
Decora Blind Systems Ltd	36	57	18	111	[38.7%]	[61.3%]
DHL Supply Chain M & S Division	*/#	-	-	0	-	-
Diamond Recruitment Group	426	627	80	1133	[40.5%]	[59.5%]
Donnelly Group, The	61	40	8	109	[60.4%]	[39.6%]
DSG Retail Ltd	66	66	14	146	[50.0%]	[50.0%]

**Note:** The breakdown of appointees by community background is redacted where the publication of this information would make it possible to identify the community background of an individual.

Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Dunbia (Dungannon)	56	222	36	314	[20.1%]	[79.9%]
Dunelm (Soft Furnishings) Ltd	32	71	3	106	[31.1%]	[68.9%]
Dunnes Stores (Bangor) Ltd	55	130	17	202	[29.7%]	[70.3%]
DV8	123	84	0	207	[59.4%]	[40.6%]
Eason & Son (Northern Ireland) Ltd	21	19	1	41	[52.5%]	[47.5%]
Eventsec Ltd	125	114	0	239	[52.3%]	[47.7%]
Extern Organisation Ltd, The	18	22	7	47	[45.0%]	[55.0%]
Extra Care	31	31	14	76	[50.0%]	[50.0%]
First Choice Selection Services Ltd	326	337	27	690	[49.2%]	[50.8%]
First Derivatives PLC	19	107	67	193	[15.1%]	[84.9%]
Firstsource Solutions Ltd	15	265	48	328	[5.4%]	[94.6%]
Fisher Engineering Ltd	6	7	0	13	[46.2%]	[53.8%]
Flybe	17	8	4	29	[68.0%]	[32.0%]
Fold Housing Association	28	37	10	75	[43.1%]	[56.9%]
Foyle Meats	6	8	2	16	[42.9%]	[57.1%]
Fujitsu UK & Ireland	25	62	15	102	[28.7%]	[71.3%]
G4S Cash Services (UK) Ltd	*	-	-	4	-	-
G4S Security Services (UK)	28	21	9	58	[57.1%]	[42.9%]
Galgorm Resort & Spa	37	39	0	76	[48.7%]	[51.3%]
Gallaher Ltd	48	21	3	72	[69.6%]	[30.4%]
Golf Holdings Ltd	286	173	48	507	[62.3%]	[37.7%]
Gordons N & R Ltd	14	7	0	21	[66.7%]	[33.3%]
Grafton Recruitment Ltd	399	289	65	753	[58.0%]	[42.0%]
Graham John (Dromore) Ltd	59	35	6	100	[62.8%]	[37.2%]
Haldane Shiells Group	10	6	1	17	[62.5%]	[37.5%]
Hastings Hotels Group Ltd	110	120	50	280	[47.8%]	[52.2%]
Hays Specialist Recruitment Ltd	163	128	17	308	[56.0%]	[44.0%]
HCL BPO Services (Northern Ireland) Ltd	134	359	84	577	[27.2%]	[72.8%]
Heatons (Northern Ireland) Ltd	40	99	4	143	[28.8%]	[71.2%]
Henderson John Holdings Ltd	238	114	32	384	[67.6%]	[32.4%]
Herbel Restaurants Ltd	79	66	98	243	[54.5%]	[45.5%]
Homebase Ltd	65	39	8	112	[62.5%]	[37.5%]
Homecare Independent Living	62	85	46	193	[42.2%]	[57.8%]
Homeloan Management Ltd	#	-	-	11	-	-
Iceland Foods Ltd	86	61	14	161	[58.5%]	[41.5%]
Ikea Belfast	16	2	9	27	[88.9%]	[11.1%]
Independent News & Media (Northern Ireland)	7	2	2	11	[77.8%]	[22.2%]
Industrial Temps Ltd	600	757	0	1357	[44.2%]	[55.8%]
Instore	35	60	40	135	[36.8%]	[63.2%]
Invista Textiles (UK) Ltd	4	7	0	11	[36.4%]	[63.6%]
Irwin WD & Sons	14	12	2	28	[53.8%]	[46.2%]
JJB Sports PLC	41	21	1	63	[66.1%]	[33.9%]
Ladbroke (Northern Ireland) Ltd (Northwest Bookmakers)	12	34	0	46	[26.1%]	[73.9%]
LBM	202	295	18	515	[40.6%]	[59.4%]
Liberty Information Technology Ltd	25	26	13	64	[49.0%]	[51.0%]
Liberty Insurance Ltd	#	-	-	5	-	-
Lidl (Northern Ireland) GMBH	30	35	24	89	[46.2%]	[53.8%]
Linden Foods Ltd	34	93	14	141	[26.8%]	[73.2%]
Lindsay Cars Ltd	34	7	0	41	[82.9%]	[17.1%]

**Note:** The breakdown of appointees by community background is redacted where the publication of this information would make it possible to identify the community background of an individual.

Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
Lloyds Banking Group	283	182	10	475	[60.9%]	[39.1%]
Lynn Maureen Recruitment Ltd	151	123	86	360	[55.1%]	[44.9%]
M Care Ltd	83	9	19	111	[90.2%]	[9.8%]
Mac Naughton Blair Ltd	21	15	4	40	[58.3%]	[41.7%]
Magir Ltd T/A Medicare Pharmacy Group	38	55	13	106	[40.9%]	[59.1%]
Marie Curie Cancer Care	11	10	10	31	[52.4%]	[47.6%]
Marks & Spencer PLC	73	62	12	147	[54.1%]	[45.9%]
Matalan Retail Ltd	121	73	11	205	[62.4%]	[37.6%]
Mc Laughlin & Harvey Ltd	14	18	1	33	[43.8%]	[56.3%]
Menarys Retail Ltd	44	31	31	106	[58.7%]	[41.3%]
Merchant Hotels Ltd, The	19	21	6	46	[47.5%]	[52.5%]
Michelin Tyre PLC	48	15	0	63	[76.2%]	[23.8%]
Mivan Ltd	17	7	4	28	[70.8%]	[29.2%]
Montupet (UK) Ltd	13	34	10	57	[27.7%]	[72.3%]
Mount Charles Catering Ltd	35	68	18	121	[34.0%]	[66.0%]
Moy Park Ltd	89	170	70	329	[34.4%]	[65.6%]
Mpa Recruitment	82	182	0	264	[31.1%]	[68.9%]
Musgrave Retail Partners (Northern Ireland) Ltd	32	20	18	70	[61.5%]	[38.5%]
Musgrave Wholesale Partners	9	4	5	18	[69.2%]	[30.8%]
Nacco Materials Handling Ltd	5	3	2	10	[62.5%]	[37.5%]
Nath Bros	45	71	1	117	[38.8%]	[61.2%]
National Trust, The	52	31	32	115	[62.7%]	[37.3%]
New Look Retailers Ltd	68	62	2	132	[52.3%]	[47.7%]
Next PLC	128	164	29	321	[43.8%]	[56.2%]
NIE Powerteam Ltd	19	11	1	31	[63.3%]	[36.7%]
Noonan Services Group Ltd	15	11	4	30	[57.7%]	[42.3%]
Norbrook Laboratories Ltd	36	127	48	211	[22.1%]	[77.9%]
Northern Bank Ltd	43	32	3	78	[57.3%]	[42.7%]
Northern Ireland Electricity PLC	8	6	1	15	[57.1%]	[42.9%]
Northern Ireland Hospice	12	9	0	21	[57.1%]	[42.9%]
Northgate Managed Services	48	32	0	80	[60.0%]	[40.0%]
Northstone (Northern Ireland) Ltd	21	29	8	58	[42.0%]	[58.0%]
NSL Services Group Ltd	16	9	2	27	[64.0%]	[36.0%]
OCS Group UK Ltd (Northern Ireland Division)	6	8	5	19	[42.9%]	[57.1%]
O'Kane Poultry Group	48	69	39	156	[41.0%]	[59.0%]
O'Kane Supermarkets Ltd T/A Supervalu	19	25	1	45	[43.2%]	[56.8%]
O'Neills Irish International Sports Co Ltd	2	19	0	21	[9.5%]	[90.5%]
Patton David & Sons (Northern Ireland) Ltd	12	5	0	17	[70.6%]	[29.4%]
Peacocks Stores Ltd	44	51	16	111	[46.3%]	[53.7%]
Perfecseal Ltd	7	29	5	41	[19.4%]	[80.6%]
Positive Futures for People with a Learning Disability	51	23	15	89	[68.9%]	[31.1%]
Poundland	128	217	16	361	[37.1%]	[62.9%]
Praxis Care Group	38	33	8	79	[53.5%]	[46.5%]
Premier Bakeries Ireland	5	5	0	10	[50.0%]	[50.0%]
Premier Employment Ltd T/A Premier People	566	462	3	1031	[55.1%]	[44.9%]
Presbyterian Church In Ireland (Board of Social Witness)	48	23	18	89	[67.6%]	[32.4%]
Pricewaterhousecoopers	33	30	12	75	[52.4%]	[47.6%]
Primark Stores Ltd	40	148	11	199	[21.3%]	[78.7%]
Provident Personal Credit Ltd	37	28	6	71	[56.9%]	[43.1%]

**Note:** The breakdown of appointees by community background is redacted where the publication of this information would make it possible to identify the community background of an individual.

Company Name	P.	R.C.	N.D	Total	[%P]	[%RC]
QCS Contract Cleaning Ltd	37	45	3	85	[45.1%]	[54.9%]
Queen's University of Belfast, The	230	336	221	787	[40.6%]	[59.4%]
Quinn Building Products Ltd	# -	-	-	6	-	-
Rahon Enterprises Ltd T/A Mc Donalds Drive-thru	100	43	17	160	[69.9%]	[30.1%]
Radox Laboratories Ltd	64	37	85	186	[63.4%]	[36.6%]
Red Sky Group Ltd	5	7	3	15	[41.7%]	[58.3%]
Resource	347	99	86	532	[77.8%]	[22.2%]
Riada Recruitment	147	67	7	221	[68.7%]	[31.3%]
Rias	21	52	11	84	[28.8%]	[71.2%]
River Island Clothing Co Ltd	148	142	0	290	[51.0%]	[49.0%]
RLC UK Company Ltd	5	4	1	10	[55.6%]	[44.4%]
Robinson Services Ltd	149	113	103	365	[56.9%]	[43.1%]
Rutledge Joblink Recruitment & Training Ltd	116	143	33	292	[44.8%]	[55.2%]
Sainsbury's Supermarkets Ltd	261	156	42	459	[62.6%]	[37.4%]
Saint-Gobain Building Distribution Ltd	22	11	0	33	[66.7%]	[33.3%]
Salvation Army, The	19	13	5	37	[59.4%]	[40.6%]
Sangers (Northern Ireland) Ltd	* -	-	-	27	-	-
Santander UK PLC	61	81	62	204	[43.0%]	[57.0%]
Schrader Electronics Ltd	88	66	42	196	[57.1%]	[42.9%]
SDC Trailers Ltd	20	81	9	110	[19.8%]	[80.2%]
Seagate Technology (Ireland)	# -	-	-	28	-	-
Semi-chem Ltd	17	21	7	45	[44.7%]	[55.3%]
Short Brothers PLC	30	16	7	53	[65.2%]	[34.8%]
Sodexo Ltd	30	25	10	65	[54.5%]	[45.5%]
Superdrug Stores PLC	24	47	59	130	[33.8%]	[66.2%]
Swinton Group Ltd T/A Open & Direct Insurance	25	26	3	54	[49.0%]	[51.0%]
Tayto Group	8	14	8	30	[36.4%]	[63.6%]
TC Contractors	7	7	112	126	[50.0%]	[50.0%]
Teleperformance	143	369	8	520	[27.9%]	[72.1%]
Teletech Holdings Inc	95	147	106	348	[39.3%]	[60.7%]
Terex Finlay	27	60	2	89	[31.0%]	[69.0%]
Terex GB Ltd	21	75	21	117	[21.9%]	[78.1%]
Tesco PLC	476	428	10	914	[52.7%]	[47.3%]
Thales Air Defence Ltd	8	5	5	18	[61.5%]	[38.5%]
TK Maxx	36	50	5	91	[41.9%]	[58.1%]
Ulster Bank Ltd	50	72	18	140	[41.0%]	[59.0%]
Ulster Carpets Ltd	* -	-	-	8	-	-
Ulster Independent Clinic Ltd, The	# -	-	-	2	-	-
United Dairy Farmers Ltd	31	13	8	52	[70.5%]	[29.5%]
University of Ulster	219	265	106	590	[45.2%]	[54.8%]
UTV Media PLC	22	13	4	39	[62.9%]	[37.1%]
Vion Pork Cookstown	29	79	54	162	[26.9%]	[73.1%]
WD Meats Ltd	10	25	2	37	[28.6%]	[71.4%]
Wilson FG (Engineering) Ltd	81	53	9	143	[60.4%]	[39.6%]
Wincanton	9	7	5	21	[56.3%]	[43.8%]
Windmill Restaurants Ltd	37	57	16	110	[39.4%]	[60.6%]
Woods John (Lisglyn) Ltd	6	12	3	21	[33.3%]	[66.7%]
Wrightbus Ltd	57	11	7	75	[83.8%]	[16.2%]
Xtra-vision	68	52	0	120	[56.7%]	[43.3%]

**Note:** The breakdown of appointees by community background is redacted where the publication of this information would make it possible to identify the community background of an individual.

Equality Commission

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