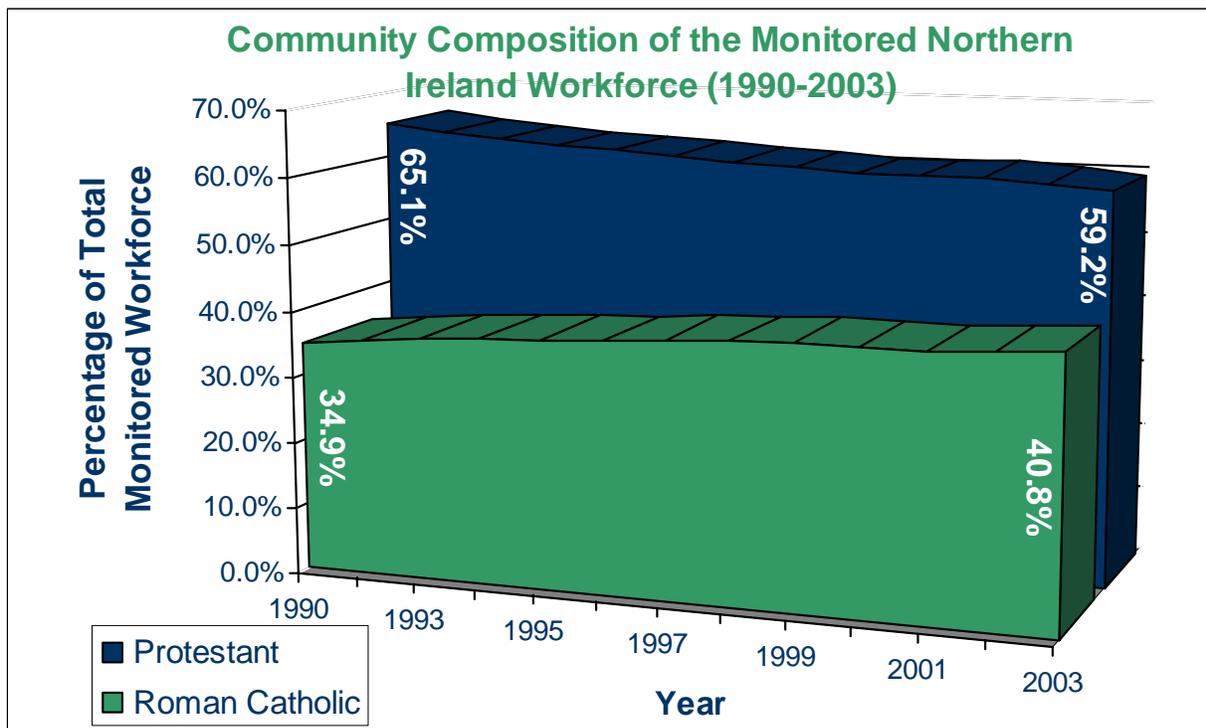


This factsheet presents a brief summary of findings from the fourteenth annual Fair Employment Monitoring Report. The full report contains an analysis of monitoring returns <sup>1</sup> submitted by 136 public bodies and 3,828 private sector employers during 2003.

The monitored Northern Ireland workforce <sup>2</sup> totalled just over 486,000 in 2003, an increase of 5,300 (1.1%) compared with 2002. The community composition was 58.3%<sup>3</sup> Protestant and 41.7% Roman Catholic, reflecting a 0.8 percentage point increase in the Roman Catholic share from 2002.

Comparing the same sections of the monitored Northern Ireland workforce as were monitored in 1990<sup>4</sup>, the Roman Catholic share has increased by 5.9 percentage points, 6.2 for males and 5.1 for females.



The complete monitored workforce (including part-time workers) is predominately female - in 2003 females accounted for 51.4% of all monitored employees.

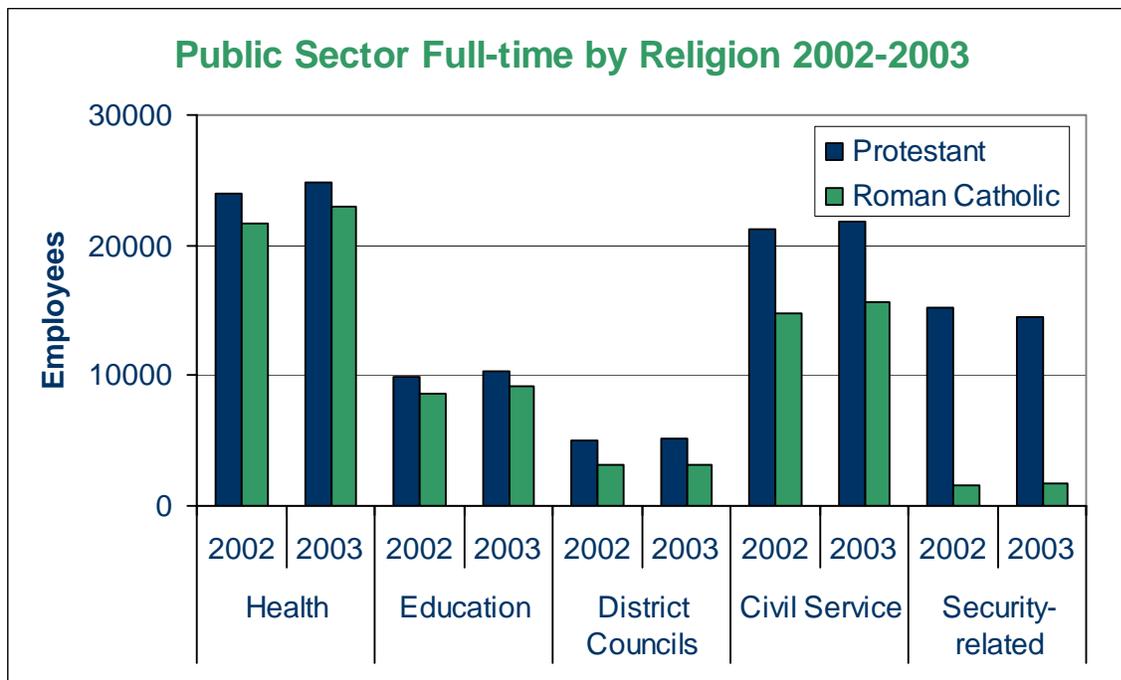
**Copies of the full report can be obtained from the Equality Commission website or via the contact details printed at the end of this factsheet.**

## The Public Sector Full-time Workforce

During 2003, there were over 151,000 monitored full-time employees in the public sector, an increase of 4,582 (3.1%) from 2002. The public sector is comprised of five main sectors, namely: Health (containing a third of public sector full-time employees and nearly half of female public sector full-time employees), followed by the Civil Service (26% of employees), Education (14%), Security-related employment (11%) and District Councils (6%).

Compared with 2002, the number of Roman Catholic employees rose in all sectors, while the Protestant count increased in all sectors except security-related employment. Overall, the increase in employment was larger for Catholics than for Protestants. As a result the Public Sector is now comprised of 58.1% Protestants and 41.9% Roman Catholics, representing an increase of 0.8 percentage points in the Roman Catholic share from 2002. In 1990 Roman Catholic full-time representation was 35.3%.

The majority (57.2%) of public sector full-time employees are female, an increase of 4.6% from 2002, further continuing the trend towards higher proportions of women employed in the public sector (rising from 48.9% in 1990).



In 2003, the number of Protestant employees in the Health sector rose by 3.4% while Roman Catholic employment increased by 5.6%. The Civil Service saw an increase of 2.5% in Protestant and 5.8% in Catholic employees. Education experienced a rise of 3.4% in Protestant and 5.9% in Catholic employees while District Councils saw a growth of 4.4% in Protestant employees and 2.8% in Roman Catholics.

In contrast, Security related employment<sup>5</sup> witnessed a decline of over 500 full-time employees which particularly affected the Protestant community (4.4% decline) – the Roman Catholic count actually rose by 11.6%. In 2003, just under a third (29.1%) of

Protestant males working full-time in the public sector were employed in security related employment, compared with one in twenty of their Roman Catholic counterparts.

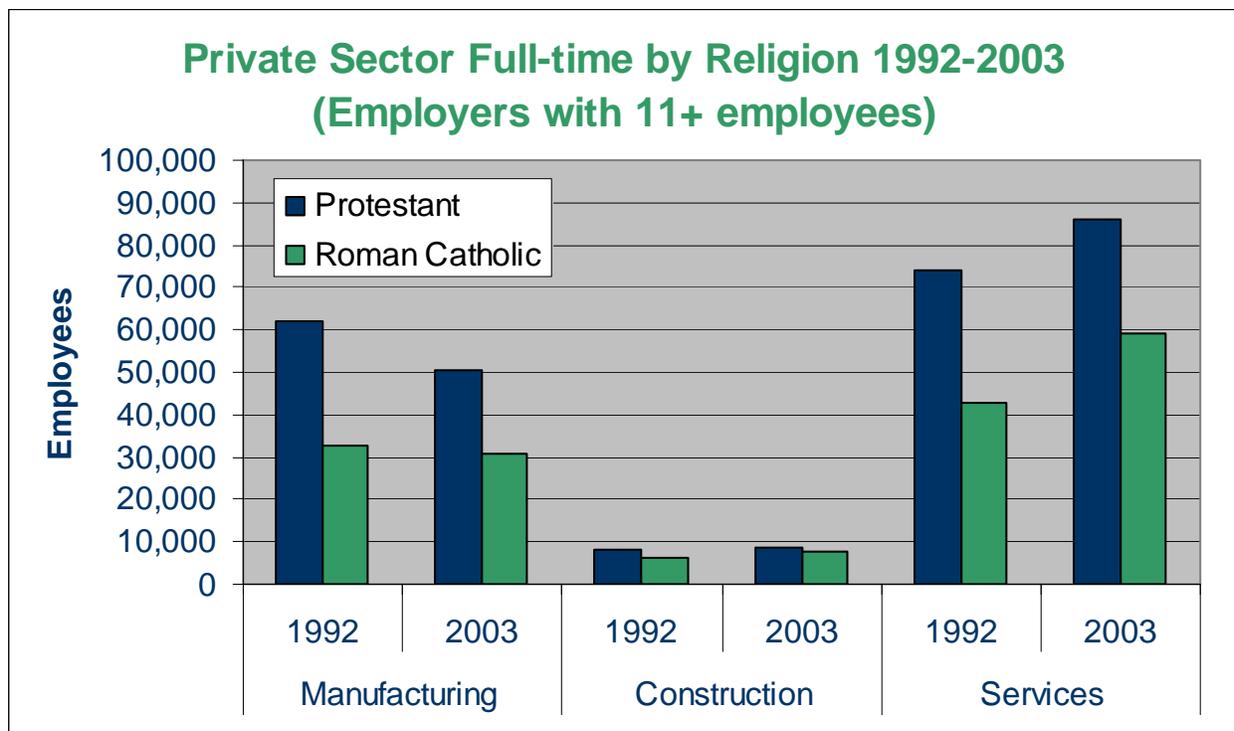
## The Private Sector Full-time Workforce

In contrast to the public sector, the number of monitored private sector full-time employees declined by over a thousand during the year to 256,289. The resulting composition was 59.8% Protestant and 40.2% Roman Catholic, representing an increase of 0.7 percentage points in the Roman Catholic share from 2002.

Looking at the same sections of the workforce as were monitored in 1990<sup>4</sup>, the Roman Catholic share has increased from 34.6% in 1990 to 40.1% in 2003. The increase was 5.6 percentage points for males and 5.3 percentage points for females.

In contrast to male employment (which declined), the number of female employees rose slightly during 2002-2003. The composition of male employees was 61.1% Protestant and 38.9% Roman Catholic. For females the composition was 57.9% Protestant and 42.1% Roman Catholic.

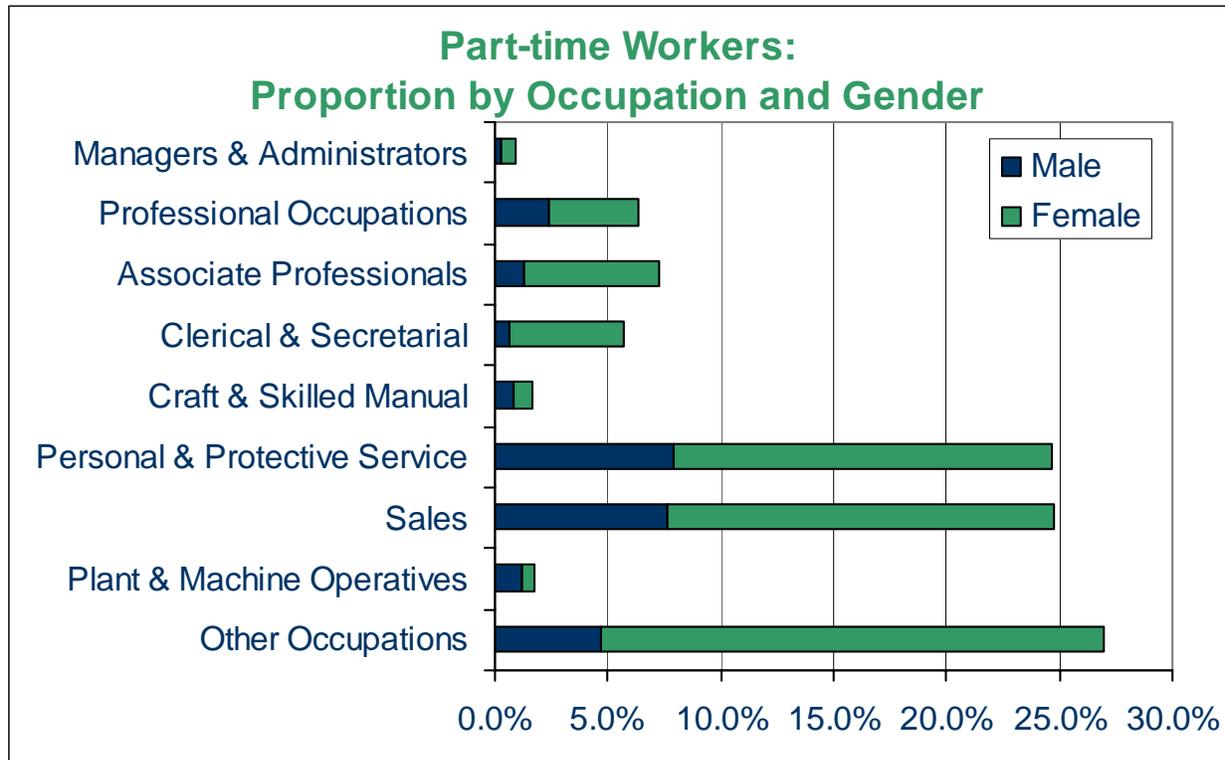
The private sector is comprised of three categories. The services sector remained the largest grouping in 2003, comprising three-fifths (60.5%) of private sector full-time employees, followed by manufacturing with a third (33%), and construction with (6.5%) of employees.



Between 2002 and 2003, employment in services increased by over 4,900, while manufacturing experienced a net loss of over 5,400 employees. Construction was largely unchanged. The growth of the service sector since 1992, and the general decline in manufacturing jobs, is illustrated by the graph above.

## The Part-time Workforce

The monitored Northern Ireland part-time workforce, which includes both public and private sectors, is predominately female, comprising nearly 58,000 females (73%) and over 21,000 males (27%) - a total of 79,065. This represents an increase of (2.3%) since 2002. Over three-quarters (76.3%) are concentrated in the lower occupational groups, namely: personal and protective services (SOC6), sales (SOC7) and other occupations (SOC9). Only one in seven are classified as either managerial, professional or associate professional



The overall composition of the Northern Ireland part-time workforce was 54.1% Protestant and 45.9% Roman Catholic, representing a 0.6 percentage point increase in the Roman Catholic share.

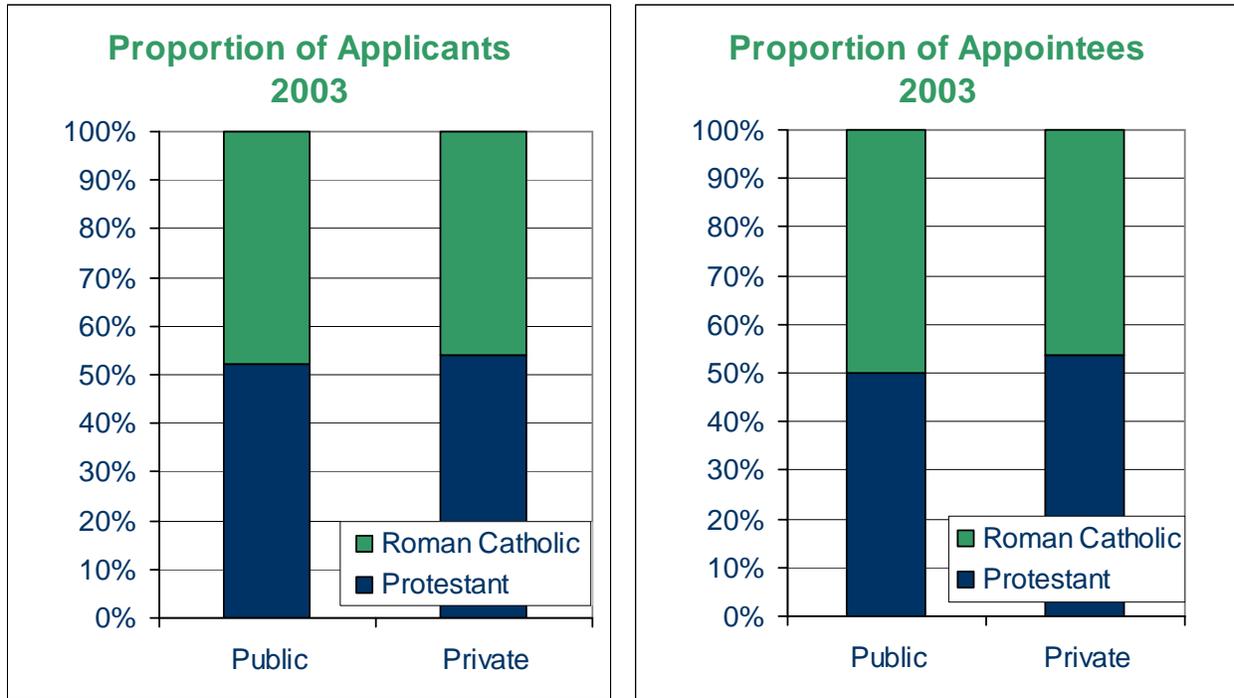
Compared with 2002, the number of male part-time employees grew by 2.8%, while female employment rose by 2.2%. As a result of a slightly larger growth in male employment, the male share of the monitored Northern Ireland part-time workforce marginally increased during the year.

## Applicants and Appointees

The Roman Catholic proportion of public sector applicants<sup>6</sup> was 47.8% in 2003, being slightly higher for females (49.4%) than for males (45.4%). In the private sector (11+ employees), the Roman Catholic share was 45.9%, again higher for females (48.1%) than for males (43.9%).

Among appointees<sup>7</sup> in the public sector, the Roman Catholic share was 50.1%, 48.6% for males and 50.8% for females. The Roman Catholic proportion of private sector appointees in 2003 was 46.2%, 44.6% for males and 47.7% for females.

Over two-thirds (67.5%) of public sector appointments were obtained by females, compared with just over half (52%) in the private sector.



Looking at trends since 1991, the Roman Catholic share of public sector appointments has increased from 40.3% to 50.1% in 2003. In the private sector (251 + employees), the Catholic proportion has risen from 40.2% in 1991 to 47.5% in 2003.

## Promotees

In the public sector, the composition of those promotees<sup>8</sup> for whom a community was determined was 56.7% Protestant and 43.3% Roman Catholic. In the private sector, the composition was 56.3% Protestant and 43.7% Roman Catholic.

## Summary

In summary, the 2003 Report shows a continuing growth in Roman Catholic participation (0.8 of a percentage point), with the overall composition of the monitored workforce recorded as 58.3% Protestant and 41.7% Roman Catholic.

In relation to full-time employment, the Public sector continued to expand and reported an 0.8 percentage point increase in the Roman Catholic share. In the Private sector, overall employment levels fell during 2003, notably in manufacturing – service employment actually rose. The Roman Catholic proportion rose by 0.7 of a percentage point.

The part-time workforce increased during the year, with the addition of nearly 1,800 employees. The Roman Catholic share grew by 0.6 of a percentage point.

Continuing the trend of recent years, analysis of appointments reveals that, in both the public and private sectors, the proportion of Roman Catholic appointees was higher than their representation among employees.

## Endnotes

1. The fair employment legislation requires certain employers to register with the Equality Commission and to complete an annual monitoring return detailing the community background, employment status, occupation and sex of their workforce. All public sector employers are deemed to be automatically registered with the Commission. In January 1990 all private sector concerns with over 25 employees were required to register. From January 1992, the requirement to register was extended to all concerns with 11 or more employees. Since January 2001 all registered employers are required to monitor the composition of those working less than 16 hours per week (part-time employees).
2. The complete monitored Northern Ireland workforce is comprised of both full-time and part-time employees in all registered public bodies and private sector concerns in Northern Ireland. Monitoring covers an estimated 72% of employee jobs and does not include those private sector concerns with less than 11 employees, school teachers, the self-employed nor the unemployed or those on government training schemes.
3. In this summary, figures and percentages relating to community composition are based on Protestants and Roman Catholics only, with the Non-Determined excluded.
4. In all comparisons with 1990, part-time employees and those private sector concerns with 25 or less employees are excluded.
5. Monitored security related employment includes: the Police Service of Northern Ireland, the Royal Irish Regiment, the Territorial Army, the Royal Naval Reserve, the Northern Ireland Prison Service and Northern Ireland Policing Board secondees from the Northern Ireland Civil Service.
6. Applicant and appointee figures are collected for both full-time and part-time employees. During the period 1991 – 2000, only those private sector concerns with more than 250 employees were required to submit applicant and appointee data to the Commission. In 2001 this requirement was extended to all registered private sector concerns.
7. Caution is required when making comparisons between the community composition of applicants and appointees. In brief, aggregated applicant and appointee data from individual employers may not necessarily refer to the same recruitment exercises; and in certain circumstances, temporary appointments may not always be recorded by employers. Thus, applicant and appointee data may be unmatched and incomplete, rendering direct comparisons problematic. These procedures are governed by the Fair Employment (Monitoring) Regulations 1999.
8. All public sector bodies submit data on promotees to the Equality Commission, but only those private sector concerns with more than 250 employees are required to do so.

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