

# 2003

## MONITORING REPORT

**Monitoring Report No. 14 A Profile of the Northern Ireland Workforce**  
*Summary of Monitoring Returns 2003*

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**Equality Commission**

**FOR NORTHERN IRELAND**



# CONTENTS

<b>FOREWORD</b> .....	<b>1</b>
<b>KEY DETAILS</b> .....	<b>3</b>
<b>CHAPTER 1 INTRODUCTION</b> .....	<b>7</b>
<b>CHAPTER 2 THE MONITORED NORTHERN IRELAND WORKFORCE</b> .....	<b>11</b>
Composition of Monitored Northern Ireland Workforce .....	11
The Public Sector Workforce .....	13
The Monitored Private Sector Workforce .....	14
Composition of Monitored Northern Ireland Full-time Workforce .....	14
Trends in Composition of Full-time Workforce .....	15
Composition of Monitored Northern Ireland Part-time Workforce .....	17
<b>CHAPTER 3 THE PUBLIC SECTOR: FULL-TIME</b> .....	<b>21</b>
Overall Composition .....	21
Composition by Sex .....	21
Composition by Standard Occupational Classification (SOC) .....	22
Security related occupations .....	27
Composition of the Major Sectors .....	29
The Health Sector .....	29
The Education Sector .....	31
The District Councils .....	34
The Civil Service .....	36
<b>CHAPTER 4 THE PUBLIC SECTOR: PART-TIME</b> .....	<b>45</b>
Overall Composition .....	45
Composition by Sex .....	46
Composition by Standard Occupational Classification .....	46
Security related Occupations .....	48
The Health Sector .....	49
The Education Sector .....	51
The District Councils .....	53
The Civil Service .....	54
<b>CHAPTER 5 THE PRIVATE SECTOR: FULL-TIME</b> .....	<b>57</b>
Overall Composition .....	57
Composition by Sex .....	57
Composition by Standard Occupational Classification (SOC) .....	58
Composition by Company Size .....	62
Composition by Standard Industrial Classification (SIC) .....	64
Composition by Sector .....	66
<b>CHAPTER 6 THE PRIVATE SECTOR: PART-TIME</b> .....	<b>71</b>
Overall Composition .....	71
Composition by Sex .....	71
Composition by Standard Occupational Classification .....	72
Composition by Company Size .....	73
Composition by Standard Industrial Classification (SIC) .....	74
Composition by Sector .....	75

<b>CHAPTER 7</b>	<b>APPLICANTS AND APPOINTEES</b>	<b>81</b>
	Public Sector Applicants	81
	Public Sector Appointees	82
	The Health Sector	85
	The Education Sector	86
	The District Councils	89
	The Civil Service	92
	Private Sector Applicants and Appointees	94
<b>CHAPTER 8</b>	<b>PROMOTEES AND LEAVERS</b>	<b>101</b>
	Public Sector Promotees	101
	Public Sector Leavers	102
	Private Sector Promotees (251+)	102
	Private Sector Leavers (251+)	102
<b>APPENDIX</b>	<b>COMPOSITION OF INDIVIDUAL CONCERNS</b>	
	Introduction	<b>105</b>
	Interpretation of information	106
	Section 1- Composition of Individual Specified Authorities	107
	Section 2- Composition of Private Sector concerns	113
	Section 3- Composition of appointees to Specified Authorities	169
	Section 4- Composition of appointees to Private Sector concerns	175

# Foreword

I am pleased to introduce the 14th annual summary of the monitoring returns submitted by employers to the Equality Commission. In addition to helping individual employers understand the composition of their workforce, this annual summary of monitoring data also provides an overview of changes in monitored employment during the year plus an examination of trends in the monitored workforce since 1990. The Commission values the work which employers put into the completion of their monitoring returns and is grateful for their co-operation.

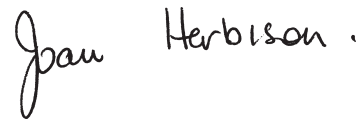
The 1989 Fair Employment (Northern Ireland) Act, as well as introducing monitoring, placed recruitment and selection on a sound professional basis. It advised against informal recruitment practices, and encouraged the use of standardised application forms, balanced short-listing and interview panels and systematic selection processes. These changes have transformed the employment landscape in Northern Ireland and have the potential to inform the development of harmonised single equality legislation.

During the year, the Commission with Blackstaff Press published a collection of papers entitled *Fair employment in Northern Ireland: a generation on*. In this book a distinguished panel of researchers, academics and policy-makers examine the changes that have resulted from the implementation of the fair employment legislation since 1976. They also chart the continuing and new challenges which face decision and policy-makers in ensuring fair participation in the workplace.

The 14th Annual Monitoring Report supports the central message of the book, that considerable change has occurred in the labour market since 1990. The age profiles of the Protestant and Catholic populations continue to be somewhat different, with the Protestant population being older, and a higher concentration of Catholics in the 16-35 age cohort. The improving educational attainment of the Catholic population is also influencing the composition of the pool of qualified applicants available to employers. This is reflected in the monitoring data for appointees in 2003, where in the public sector half of appointees were Catholic and just under that in the private sector.

These and other important themes - such as shifts in Protestant and Catholic employment patterns; the importance of educational qualifications in accessing jobs; and the effect of legal enforcement and affirmative action programmes - are discussed in detail in the book. The implications for the development of future policies are also indicated.

The annual Monitoring Reports contribute to our knowledge and understanding of the composition of our workplaces. The Commission remains committed to identifying continuing and emerging inequalities, so that they can be actively addressed in the workplace itself, and through the development of relevant policies and the implementation of appropriate practices, ensure representative workforces.

A handwritten signature in black ink that reads "Joan Harbison". The signature is written in a cursive style, with the first name "Joan" being more prominent and the last name "Harbison" following it.

**Dame Joan Harbison**  
Chief Commissioner  
November 2004

# Key Details

## Monitoring Coverage

The 14th Annual Monitoring Report presents an aggregate summary of those monitoring returns received by the Commission in 2003.

The Fair Employment and Treatment (Northern Ireland) Order 1998 requires registered employers to collate and submit information detailing 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

All specified public sector bodies and private sector concerns with more than 25 employees have been monitored since 1990. Private sector concerns with 11 or more employees have been monitored since 1992. Part-time employees (those working less than 16 hours per week) were first monitored in 2001.

Figures quoted in the Monitoring Report therefore relate specifically to workforce composition within monitored employment, and not to all employments in Northern Ireland. Monitoring covers approximately 72% of employee jobs (DETI, 2003).

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

## The Monitored Northern Ireland Workforce 2003

With the addition of the part-time workforce in 2001, the monitored Northern Ireland workforce is now comprised of the public and private sector full-time and part-time workforces combined.

- The number of monitored employees now stands at **486,420**, an increase of 5,303 (1.1%) on the corresponding figure for 2002. The public sector accounted for over four-fifths (83.3%) of the growth in employment.

- The composition of those for whom a community could be determined was **[58.3%] Protestant and [41.7%] Roman Catholic**. According to the Census of Population 2001, Roman Catholics comprise around [42.7%] of those of working age available for work (aged 16-65 for males; 16-59 for females).
- The overall number of **Protestant** employees fell during the year by 1,176 (0.4%), while **Roman Catholic** employment grew by 5,260 (2.8%). The combination of these two factors produced an [0.8] percentage point increase in the Roman Catholic share of the monitored Northern Ireland workforce.
- Over half (51.4%) of the monitored Northern Ireland workforce is **female**, a figure influenced by the substantial number of women working part-time.

## The Public Sector Workforce

- The public sector workforce, full and part-time combined, now stands at **181,499** employees, an increase of 2.5% (4,416 employees) during the year. The composition of those for whom a community was determined was [58.0%] Protestant and [42.0%] Roman Catholic.
- Overall **Protestant** public sector employment increased by 1.3% during the year (1,316 employees), while the number of **Roman Catholics** rose by 4.7% (3,239). The relatively larger growth in Roman Catholic employment led to a [0.8] percentage point increase in their share of the public sector, from [41.2%] to [42.0%].
- Three-fifths (60.6%) of the total public sector workforce is **female**. In 2003, females also accounted for the largest growth in public sector employment, with a rise of 3.8% (4,055 employees) compared with a 0.5% increase (361) for males.

## The Private Sector Workforce

- In 2003, the private sector workforce, full and part-time combined, was comprised of **304,921** employees, a slight increase on the previous year (0.3% or 887 additional employees)
- The composition of those for whom a community could be determined was **[58.5%] Protestant and [41.5%] Roman Catholic**. Compared with 2002, this represented an [0.8] percentage point rise in the Roman Catholic share.
- Private sector growth was confined to the **part-time workforce** and females in general – full-time employment levels actually declined.
- Overall **Protestant** private sector employment declined by (1.4%) during the year, a net loss of 2,492 employees. The fall in Protestant employment occurred amongst **full-time** employees – there was a net gain in part-time employment. In contrast, the **Roman Catholic** count rose in both **full** and **part-time** sectors by (1.7%) overall, a net gain of 2,021 employees.

## The Monitored Northern Ireland Full-time Workforce

- The monitored full-time workforce is comprised of the public and private sectors combined. In 2003, the full-time workforce contained a total of **407,355** employees, an increase of 0.9% (3,511) on the previous year.
- The composition of those for whom a community was determined was **[59.2%] Protestant and [40.8%] Roman Catholic**.
- Employment growth was mixed. While the number of **Protestant** full-time employees fell by 0.6% (1,453), **Roman Catholic** full-time employment rose by 2.7% (4,140 employees). As a result, the Roman Catholic share of the monitored full-time workforce increased by [0.7] of a percentage point, from [40.1%] in 2002.
- **Female** full-time employment increased by 2.3% during the year (4,344 employees). In contrast, the number of male employees

declined by 0.4% (833 employees). The female share of the monitored full-time workforce has been increasing. In 1992 females made up (45.0%) of full-time employees: by 2003 this figure had increased to (47.2%).

## Trends in the Monitored Northern Ireland Full-time Workforce since 1990

In order to examine trends in community composition over the full period of statutory monitoring (1990 – 2003), it is necessary to remove both the part-time workforce (not monitored until 2001) and small private concerns (not monitored until 1992).

- Comparing only those sections of the full-time workforce which were monitored in 1990, the overall **Roman Catholic** share has increased by [5.9] percentage points, from [34.9%] in 1990 to [40.8%] in 2003.
- Since 1990, the **Roman Catholic** share of the full-time workforce has increased in every occupational group. The largest increases were recorded in Managers and Administrators (SOC1) and Professional Occupations (SOC2). During the same period, there were corresponding falls in the **Protestant** share of each occupational group.
- Since 1990, the **Roman Catholic** male full-time share has increased by [6.2] percentage points, from [32.0%] in 1990 to [38.2%] in 2003. The Catholic share rose in every occupational group, with the largest increases in Managers and Administrators (SOC1), Professional Occupations (SOC2) and Clerical and Administrative posts (SOC4). The **Protestant** male share fell accordingly.
- Again, reviewing the entire monitoring period, the Roman Catholic **female** full-time share has risen by [5.1] percentage points, from [38.5%] to [43.6%]. The Protestant female share rose in Craft and Skilled Manual occupations (SOC5), while the Roman Catholic share increased in seven groups. In particular, Managers and Administrators, Professional Occupations, and Clerical and Administrative posts.



## Public Sector Full-time

- In 2003 there were **151,066** monitored **full-time** employees in the public sector, an increase of 3.1% (4,582) on the corresponding figure for 2002.
- Excluding those whose community could not be determined, the composition was **[58.1%] Protestant and [41.9%] Roman Catholic**, representing an [0.8] percentage point increase in the Roman Catholic share during the year.
- The public sector is comprised of five main sectors, namely: health, education, district councils, civil service, and the security-related sector. The number of Protestant full-time employees rose in four sectors, namely: Health (3.4%), Education (3.4%), District Councils (4.4%), and the Civil Service (2.5%), and fell in security-related (4.4%).
- Similarly, the number of Roman Catholic employees increased in Health (5.6%), Education (5.9%), District Councils (2.8%), the Civil Service (5.8%), and security-related (11.6%). Overall, the net increase in employment in the four sectors which experienced growth was generally larger for Catholics than for Protestants, resulting in a [0.8] percentage point increase in the Roman Catholic share of the Public Sector.
- **Females** account for over half (57.2%) of all monitored public sector full-time employees. In 2003, the number of female full-time employees increased by 3,804 (4.6%), while male employment grew by 1.2% (778 employees). As a result, the female share of public sector employment grew by (1.2) percentage points.
- Over the full period of statutory monitoring (1990 – 2003), the number of **female** public sector full-time employees has increased by 10,760 (14.2%). By contrast, male public sector full-time employment has dropped by almost a fifth (18.4%) or 14,539 employees.
- Overall, there were 18,846 monitored employees, including part-timers, in **security-related occupations** in 2003, compared with 19,578 in 2002, a fall of (3.7%). The Roman Catholic share now

stands at [10.4%], an increase of [1.3] percentage points since 1990.

## Monitored Private Sector Full-time

- There were **256,289** monitored full-time employees in the private sector in 2003, a decline of 1,071 (0.4%) compared with 2002. The fall in employment chiefly affected Protestants. While net Protestant full-time employment declined by 2,992 (2.0%) during the monitoring period, the number of Roman Catholic employees rose by 1,031 (1.1%).
- The composition of those for whom a community could be determined was **[59.8%] Protestant and [40.2%] Roman Catholic**. This represented an [0.7] percentage point increase in the Roman Catholic share, from [39.5%] in 2002.
- Three-fifths (60.5%) of the monitored private sector full-time workforce is now employed in the **Services** sector. While **Manufacturing** industry continued to decline in 2003 with a net loss of 5,405 full-time employees (a 6% drop), Services grew by 4,938 employees (3.3%). Employment in Construction, which is the smallest sector, fell by (0.9%).
- The decline in manufacturing particularly affected **Protestants**. The data reveals that Protestants accounted for over two-thirds (68.9%) of net job losses in Manufacturing, while Roman Catholics accounted for over half (56.8%) of the growth in service-type employment.

## The Monitored Northern Ireland Part-time Workforce

- Almost three-quarters of the monitored part-time workforce (public and private sectors combined) is **female**, comprising 57,799 females (73.1%) and 21,266 males (26.9%) - a total of 79,065 employees. The part-time labour force expanded by (2.3%) during the year with the addition of 1,792 employees.
- Over three-quarters (76.3%) are concentrated in the following occupational groups:- Personal and Protective Services (SOC6), Sales (SOC7) and Other occupations (SOC9).

- The composition of those for whom a community could be determined was **[54.1%] Protestant and [45.9%] Roman Catholic**.
- Compared with 2002, the number of **Protestant** part-time employees rose by (0.7%), while **Roman Catholic** employment levels increased by (3.4%). As a result of larger employment growth for Roman Catholics, their share of the Northern Ireland part-time workforce increased by [0.6] of a percentage point from [45.3%] in 2002.

### Appointees

- There were 24,559 **public sector** appointments during the monitoring period, a (12.2%) increase. The number of Protestant appointees rose by 1,235 (12.0%), while the Roman Catholic count increased by 1,344 (13.2%). This led to a [0.3] percentage point increase in the Catholic share.
- The composition of those **public sector** appointees for whom a community was determined was [49.9%] Protestant and [50.1%] Roman Catholic.
- According to the Census of Population 2001, the Roman Catholic proportion of those available for work (the 'economically active' of working age) was [42.7%] overall, [49.6%] in the 16-24 age band, and [45.1%] in the 25-34 age band.
- There were 67,208 **private sector** appointments during 2003, a decrease of (3.1%) compared with 2002. The number of Protestant appointees fell by 2,770 (7.7%), while the Roman Catholic count dropped by 342 (1.2%). This led to a [1.7] percentage point increase in the Catholic share of private sector appointments.
- The overall composition of those **private sector** appointees for whom a community was determined was [53.8%] Protestant and [46.2%] Roman Catholic.

### Promotees

- There were 6,972 promotees in the public sector during 2003, a (5.0%) rise on the previous year.
- The composition of those **public sector** promotees for whom a community was determined was [56.7%] Protestant and [43.3%] Roman Catholic.
- In the **private sector** only the largest companies are monitored for promotions. There were 2,818 promotees in 2003, compared with 3,445 the previous year, an (18.2%) drop.
- Looking only at those **private sector** promotees for whom a community was determined, their composition was [56.3%] Protestant and [43.7%] Roman Catholic.

# 1

## Introduction

- 1.1 The Fair Employment and Treatment (Northern Ireland) Order 1998 requires registered employers to collate and submit information regarding their workforces to the Equality Commission for Northern Ireland (“the Commission”).

This, the 14th Annual Monitoring Report, presents an aggregate summary of the 3,964 valid monitoring returns received during 2003.

### Background to the Annual Summary of Monitoring Returns

- 1.2 The Fair Employment (Northern Ireland) Act 1989 (“The 1989 Act”) introduced compulsory workforce monitoring. The primary purpose was to assess fair participation within individual companies, and thus to determine whether affirmative action measures might be necessary.

A secondary outcome has been the generation of a large amount of monitoring data which, when aggregated, provides a reliable, annually updated picture of participation within monitored concerns.

Although not required by the 1989 Act, the Fair Employment Commission for Northern Ireland (FEC) decided soon after the Act came into force to publish an annual summary of the aggregated results of monitoring – the Monitoring Report.

### Registration and Monitoring

- 1.3 The Fair Employment (Northern Ireland) Act 1989 required certain employers to register with the FEC. In October 2000 the Equality Commission assumed responsibility for the fair employment legislation. All public sector employers identified in the Fair Employment (Specification of Public Authorities) Order (Northern Ireland) are deemed to be automatically registered with the Commission. In January 1990 all private sector employers with 26 or more employees were required to register. From January 1992, the requirement

to register with the Commission was extended to all concerns with 11 or more employees.

All registered employers (both public and private sector) are required to monitor the composition of their workforces as follows:-

**Full-time employees** have been monitored since 1990. **Part-time employees** (those working less than 16 hours per week) were first monitored in 2001

Since 1991, **Applicants and Appointees** in the public sector and large private sector concerns (251+ employees) have been monitored. From 2001 the requirement was extended to all registered private sector concerns.

Since 2001, **Promotees and Leavers** in the public sector and large private sector concerns (251+ employees) have also been the subject of monitoring.

### The Annual Monitoring Return

- 1.4 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 employee or applicant 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.

## The Monitoring Report

- 1.5 This the fourteenth Fair Employment Monitoring Report contains a summary of returns received from 136 Specified Authorities (public sector bodies) and 3,828 private sector concerns. These returns were received between 1st January and 31st December 2003.

The analysis covers 486,420 employees: 181,499 (37.3%) in the public sector and 304,921 (62.7%) in the private sector. Data on 579,926 applicants, 91,767 appointees, 9,790 promotees and 67,035 leavers was also analysed.

In the Report, information is presented regarding the community composition of full-time and part-time employees, and applicants and appointees, within the monitored Northern Ireland workforce (public and private sector). The community background of promotees and leavers within the public sector, and those private sector concerns with more than 250 employees, is also presented.

Figures quoted in this report relate specifically to the workforce composition within monitored employment, and not to all employers/employees in Northern Ireland. **It is important to note that Monitoring covers approximately 72% of employee jobs in Northern Ireland (DETI, 2003).**

## Definitions and Classifications

- 1.6 For the purposes of this report, the **Monitored Northern Ireland Workforce** (Chapter 2) refers to the aggregated returns from all public authorities and those private sector concerns that are registered with the Commission.

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

**Community Background:** Throughout the report 'Protestant' refers to those determined by monitoring methods as members of the Protestant community and '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'. 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 decreased from (5.6%) in 1990 to (5.0%) in 2003. The Non-Determined proportion is higher in some occupational groups and sectors, such as SOC2 'Professional Occupations' in the Health Sector.

Percentages shown in square brackets [ ] are based on Protestants and Roman Catholics only, with the Non-Determined excluded. Percentages in round brackets ( ) are based on all employees, including the non-determined. Where 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 may not always sum to 100 due to rounding.

**Applicants, Appointees, Promotees and Leavers:** Applicants and Appointees are defined at the beginning of Chapter 7, while Promotees and Leavers are defined at the start of Chapter 8. Part-time employees are those working less than 16 hours per week.

**Standard Occupational Classification (SOC):** Analyses of concerns are undertaken by Standard Occupational Classification (SOC90). The nine Standard Occupational Classification groups are:-

- SOC1 Managers and Administrators
- SOC2 Professional Occupations
- SOC3 Associate Professional and Technical Occupations
- SOC4 Clerical and Secretarial Occupations
- SOC5 Craft and Skilled Manual Occupations
- SOC6 Personal and Protective Service Occupations
- SOC7 Sales Occupations
- SOC8 Plant and Machine Operatives
- SOC9 Other Occupations

**Standard Industrial Classification (SIC):** In the private sector analyses of concerns are also undertaken by Standard Industrial Classification. The ten Standard Industrial Classification (SIC80) groups are:-

- SIC0 Agriculture, Forestry and Fishing
- SIC1 Energy and Water Supply Industries
- SIC2 Extraction of Minerals and Ores other than Fuels; Manufacture of Metals, Mineral Products and Chemicals
- SIC3 Metal Goods, Engineering and Vehicle Industries
- SIC4 Other Manufacturing Industries
- SIC5 Construction
- SIC6 Distribution, Hotels and Catering; Repairs
- SIC7 Transport and Communication
- SIC8 Banking, Finance, Insurance, Business Services and Leasing
- SIC9 Other Services



# 2

## The Monitored N. Ireland Workforce

### Introduction

2.1 This chapter presents an overview of the monitored Northern Ireland workforce and its two key components, namely the public and private sectors. These two sectors can be further divided into full-time and part-time elements. In the first decade of statutory monitoring (1990 – 2000) only the full-time workforce was monitored. However, since 1st January 2001, all registered employers in Northern Ireland have been required to monitor the community composition of those working less than 16 hours per week (hereinafter referred to as “part-time employees”). This has enabled a more comprehensive picture of the monitored workforce to emerge.

In order to maintain continuity with previous Reports, this chapter will also present trends in the community composition of those sections of the full-time Northern Ireland workforce which were monitored in 1990 (i.e. the public sector and those private sector concerns with 26 or more employees).

### Composition of the Monitored Northern Ireland Workforce

2.2 In 2003 the monitored Northern Ireland workforce (full-time and part-time employees combined) stood at 486,420 employees, a rise of 5,303 (1.1%) on the previous year. The overall composition was 269,508 (55.4%) Protestants, 192,482 (39.6%) Roman Catholics and 24,430 (5.0%) Non-Determined. The composition of those for whom a

community was determined was [58.3%] Protestant and [41.7%] Roman Catholic, see Table 1.

In summary, there was a net fall of 1,176 (0.4%) in the number of monitored Protestant employees, largely accounted for by a fall in private sector employment, particularly manufacturing. In contrast, there was a net rise of 5,260 (2.8%) in the number of Roman Catholic employees, spread across both sectors. These factors combined to produce a [0.8] percentage point increase in the Roman Catholic share, from [40.9%] in 2002 to [41.7%] in 2003.

Table 1[A] overleaf summarises the net changes (2002-03) by community background which occurred in each of the four elements which constitute the monitored Northern Ireland workforce. The table shows that the Protestant count rose in the public sector full-time and private sector part-time workforces, and fell in the public sector part-time and private sector full-time workforces. The number of Roman Catholic employees increased in all four workforces. These changes are explored in more detail in Chapters 3 – 6.

### Composition of the Monitored Northern Ireland Workforce by Sex

2.3 Table 1 shows that a slight majority of the monitored Northern Ireland workforce (51.4%) is now female. In 2003, there were 249,977 female and 236,443 male employees. Since 2002, female employment has risen by 5,559

**Table 1** Composition of the Monitored Northern Ireland Workforce by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>136,550</b>	(57.8%) [60.9%]	<b>87,584</b>	(37.0%) [39.1%]	<b>12,309</b>	(5.2%)	<b>236,443</b>	(48.6%)
<b>Female</b>	<b>132,958</b>	(53.2%) [55.9%]	<b>104,898</b>	(42.0%) [44.1%]	<b>12,121</b>	(4.8%)	<b>249,977</b>	(51.4%)
<b>TOTAL</b>	<b>269,508</b>	(55.4%) [58.3%]	<b>192,482</b>	(39.6%) [41.7%]	<b>24,430</b>	(5.0%)	<b>486,420</b>	(100.0%)

**Note:** Includes the combined public and monitored private sector full-time and part-time workforces.

**Table 1 [A] A Summary of Net Changes in Employment by Community Background, 2002 – 2003**

Sector	Change in Protestant Count	Change in Roman Catholic Count	[%] Protestant 2003	[%] Roman Catholic 2003
<b>Public Sector</b>				
Full-time	+ 1539	+ 3109	[58.1%]	[41.9%]
Part-time	- 223	+ 130	[57.8%]	[42.2%]
All Employees	+ 1316	+ 3229	[58.0%]	[42.0%]
<b>Private Sector</b>				
Full-time	- 2992	+ 1031	[59.8%]	[40.2%]
Part-time	+ 500	+ 990	[51.7%]	[48.3%]
All Employees	- 2492	+ 2021	[58.5%]	[41.5%]
<b>TOTAL CHANGE 2002-03</b>	- 1176	+ 5260		

(2.3%). In contrast, the number of male employees dropped by 260 (0.1%), resulting in an (0.6) percentage point rise in the female share.

It should be noted that a substantial proportion of females work part-time. While fewer than one-in-ten males in the monitored male workforce (9.0%) work less than sixteen hours per week, the corresponding figure for females is almost a quarter (23.1%).

The number of Protestant female employees rose by 1,005 (0.8%) during the year, compared with a net increase of 3,662 (3.6%) in Roman Catholic female employment. This led to a [0.7] percentage point rise in the Roman Catholic share. In contrast, Protestant male employment levels fell by 2,181 (1.6%) while there was a net rise of 1,598 (1.9%) in the number of Roman Catholic male employees. This resulted in a [0.8] percentage point increase in the Roman Catholic male share.

**Table 2 Composition of the Monitored Northern Ireland Workforce by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>26,488</b>	(56.0%) [59.1%]	<b>18,310</b>	(38.7%) [40.9%]	<b>2,495</b>	(5.3%)	<b>47,293</b>	(9.7%)
<b>SOC2</b>	<b>15,141</b>	(48.3%) [54.1%]	<b>12,869</b>	(41.0%) [45.9%]	<b>3,349</b>	(10.7%)	<b>31,359</b>	(6.4%)
<b>SOC3</b>	<b>26,582</b>	(50.9%) [54.1%]	<b>22,562</b>	(43.2%) [45.9%]	<b>3,097</b>	(5.9%)	<b>52,241</b>	(10.7%)
<b>SOC4</b>	<b>41,216</b>	(55.7%) [58.0%]	<b>29,855</b>	(40.4%) [42.0%]	<b>2,880</b>	(3.9%)	<b>73,951</b>	(15.2%)
<b>SOC5</b>	<b>24,325</b>	(61.5%) [63.3%]	<b>14,092</b>	(35.6%) [36.7%]	<b>1,164</b>	(2.9%)	<b>39,581</b>	(8.1%)
<b>SOC6</b>	<b>42,351</b>	(59.8%) [63.1%]	<b>24,800</b>	(35.0%) [36.9%]	<b>3,683</b>	(5.2%)	<b>70,834</b>	(14.6%)
<b>SOC7</b>	<b>26,933</b>	(53.0%) [55.9%]	<b>21,274</b>	(41.9%) [44.1%]	<b>2,605</b>	(5.1%)	<b>50,812</b>	(10.4%)
<b>SOC8</b>	<b>30,517</b>	(57.2%) [59.1%]	<b>21,154</b>	(39.6%) [40.9%]	<b>1,713</b>	(3.2%)	<b>53,384</b>	(11.0%)
<b>SOC9</b>	<b>35,955</b>	(53.7%) [56.6%]	<b>27,566</b>	(41.2%) [43.4%]	<b>3,444</b>	(5.1%)	<b>66,965</b>	(13.8%)
<b>TOTAL</b>	<b>269,508</b>	(55.4%) [58.3%]	<b>192,482</b>	(39.6%) [41.7%]	<b>24,430</b>	(5.0%)	<b>486,420</b>	(100.0%)



### Composition of the Monitored NI Workforce by Standard Occupational Classification

2.4 Table 2 presents an analysis of the Northern Ireland workforce by SOC and community background. Compared with 2002, employment growth was recorded in seven occupational groups, particularly Managers and Administrators (SOC1), Associate Professional and Technical Occupations (SOC3) and Other Occupations (SOC9).

Considerable job losses occurred during the year in both Craft and Skilled Manual occupations (SOC5) and Plant and Machine Operatives (SOC8). Protestants were particularly affected. In SOC5, the net number of employees dropped by 2,482 (5.9%), representing a (6.5%) fall for Protestants and (4.6%) for Roman Catholics. In SOC8, overall employment levels fell by 1,138 (2.1%) – a decrease of 1,100 (3.5%) in the Protestant count and 151 (0.7%) in the number of Roman Catholic employees.

Overall, the Roman Catholic share rose in all nine occupational groups.

### Composition of the Monitored NI Workforce by Standard Occupational Classification and Sex

2.5 Table 2[M] (page 19) presents the composition of the monitored Northern Ireland male workforce by SOC. Craft and Skilled Manual (SOC5) and Plant and Machine Operatives (SOC8) contained the highest concentration of male employees. Substantial numbers were also employed as Managers and Administrators (SOC1) and in Other Occupations (SOC9).

Overall, the Roman Catholic male share increased in eight groups and remained

unchanged in Sales Occupations (SOC7). There was a corresponding decline in the Protestant male share of the eight occupational groups.

The occupational classification of the Northern Ireland female workforce in 2003 is shown in Table 2[F], see page 19. Two-thirds (67.4%) of all female employees were employed in four occupational groups, namely: Clerical and Secretarial (SOC4), Personal and Protective Services (SOC6), Sales Occupations (SOC7) and Other Occupations (SOC9). Substantial numbers were also employed as Managers and Administrators (SOC1) and in Associate Professional and Technical occupations (SOC3).

Overall, the Roman Catholic female share increased in all occupational groups, while the Protestant share correspondingly declined.

Having looked at the Northern Ireland workforce, the following sub-sections provide a brief overview of the various components which comprise the monitored workforce, namely: the public and private sectors, full and part-time. These elements are considered in more detail in Chapters 3 – 6.

### The Public Sector Workforce

2.6 The addition of the part-time workforce in 2001 provided the opportunity to develop a more complete picture of the public and private sector workforces. Table 3 presents the composition of the total public sector workforce in 2003 (full-time and part-time combined). The public sector now stands at 181,499 employees, an increase of 2.5% (4,416 employees) since 2002.

The overall composition in 2003 was 100,006 (55.1%) Protestants, 72,322 (39.8%) Roman Catholics and 9,171 (5.1%) Non-Determined. The composition of those for whom a

**Table 3 Composition of Public Sector (All Employees) by Sex**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>42,278</b>	(59.1%) [62.7%]	<b>25,184</b>	(35.2%) [37.3%]	<b>4,015</b>	(5.6%)	<b>71,477</b>	(39.4%)
<b>Female</b>	<b>57,728</b>	(52.5%) [55.0%]	<b>47,138</b>	(42.8%) [45.0%]	<b>5,156</b>	(4.7%)	<b>110,022</b>	(60.6%)
<b>TOTAL</b>	<b>100,006</b>	(55.1%) [58.0%]	<b>72,322</b>	(39.8%) [42.0%]	<b>9,171</b>	(5.1%)	<b>181,499</b>	(100.0%)

community was determined was [58.0%] Protestant and [42.0%] Roman Catholic.

Females comprise three-fifths (60.6%) of the total public sector workforce. In 2003, females also accounted for the largest growth in public sector employment, with a rise of 3.8% (4,055 employees) compared with a 0.5% increase (361) for males. Protestant employment increased by 1.3% during the year (1,316 employees), while the number of Roman Catholics rose by 4.7% (3,239). The relatively larger growth in Roman Catholic employment led to a [0.8] percentage point increase in their share, from [41.2%] to [42.0%].

Since 2001 (when monitoring of the part-time workforce was first introduced), total public sector employment has expanded by 3.7%. However, the net growth in employment has been largely confined to females. During this two-year period, female public sector employment rose by 6.4% (6,622 employees), compared with a net fall of 0.3% (206) in the number of male employees.

The public sector is profiled in Chapters 3 - 4.

### The Monitored Private Sector Workforce

- 2.7 Table 4 presents the composition of the total monitored private sector workforce (full-time and part-time combined). In 2003, the private sector workforce comprised 304,921 employees, a slight increase of (0.3%) or 887 employees on the previous year.

The overall composition in 2003 was 169,502 (55.6%) Protestants, 120,160 (39.4%) Roman Catholics and 15,259 (5.0%) Non-Determined. The composition of those for whom a community was determined was [58.5%] Protestant and [41.5%] Roman Catholic.

Private sector growth was confined to the part-time workforce and females in general – full-time employment levels actually declined. While total female private sector employment rose by 1.1% (1,508), the number of male employees fell by 0.4% (621).

Overall, Protestant private sector employment declined by 1.4% between 2002 and 2003, with a net loss of 2,492 employees. The fall in Protestant employment affected full-time employees – there was a net gain in part-time employment (see Table 1[A] on page 12). In contrast, the Roman Catholic count increased in both the full- and part-time workforces, by an overall 1.7% (a net gain of 2,021). The growth in Roman Catholic employment led to a [0.8] percentage point increase in their share of the total monitored private sector workforce, from [40.7%] to [41.5%].

Chapters 5 and 6 contain a detailed analysis of the private sector.

### The Monitored Northern Ireland Full-time Workforce

- 2.8 The monitored full-time workforce is comprised of the public and private sectors combined. Table 5 summarises the overall composition of the full-time workforce in 2003. There were 229,351 (56.3%) Protestants, 158,358 (38.9%) Roman Catholics and 19,646 (4.8%) Non-Determined, a total of 407,355 employees. The composition of those for whom a community was determined was [59.2%] Protestant and [40.8%] Roman Catholic.

During 2002- 2003, the full-time workforce expanded by 0.9% and gained an additional 3,511 employees. Growth, however, was uneven. The number of Protestant full-time employees fell by 0.6% (1,453), primarily due to a decline in manufacturing employment. In contrast, Roman Catholic full-time employment rose by 2.7% (4,140 employees). As a result,

**Table 4** Composition of Monitored Private Sector (All Employees) by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>94,272</b>	(57.1%) [60.2%]	<b>62,400</b>	(37.8%) [39.8%]	<b>8,294</b>	(5.0%)	<b>164,966</b>	(54.1%)
<b>Female</b>	<b>75,230</b>	(53.8%) [56.6%]	<b>57,760</b>	(41.3%) [43.4%]	<b>6,965</b>	(5.0%)	<b>139,955</b>	(45.9%)
<b>TOTAL</b>	<b>169,502</b>	(55.6%) [58.5%]	<b>120,160</b>	(39.4%) [41.5%]	<b>15,259</b>	(5.0%)	<b>304,921</b>	(100.0%)

**Table 5 Composition of the Monitored Northern Ireland Full-time Workforce by Sex**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>125,831</b>	(58.5%) [61.6%]	<b>78,524</b>	(36.5%) [38.4%]	<b>10,822</b>	(5.0%)	<b>215,177</b>	(52.8%)
<b>Female</b>	<b>103,520</b>	(53.9%) [56.5%]	<b>79,834</b>	(41.5%) [43.5%]	<b>8,824</b>	(4.6%)	<b>192,178</b>	(47.2%)
<b>TOTAL</b>	<b>229,351</b>	(56.3%) [59.2%]	<b>158,358</b>	(38.9%) [40.8%]	<b>19,646</b>	(4.8%)	<b>407,355</b>	(100.0%)

**Note:** The table includes the public and monitored private sector full-time workforces combined.

the Roman Catholic share of the monitored full-time workforce increased by [0.7] of a percentage point, from [40.1%] in 2002.

### Composition of the Monitored NI Full-time Workforce by Sex

**2.9** Table 5 presents the composition of the monitored Northern Ireland full-time workforce in 2003. It was comprised of 215,177 males (52.8%) and 192,178 females (47.2%). Female full-time employment increased by 2.3% during the year (4,344 employees). In contrast, the number of male employees declined by 0.4% (833 employees).

The female share of the monitored full-time workforce has been increasing over time. In 1992, females made up (45.0%) of full-time employees: by 2003 this figure had increased to (47.2%).

Table 5 shows that the composition of male employees for whom a community was determined was [61.6%] Protestant and [38.4%] Roman Catholic. For females the composition was [56.5%] Protestant and [43.5%] Roman Catholic.

Compared with 2002, the Protestant share of the full-time workforce declined by [0.8] and [0.6] percentage points for males and females respectively.

### Trends in Composition of the Monitored NI Full-time workforce, 1990-2003

**2.10** In order to maintain continuity with previous Reports, this section examines trends in the composition of those sections of the monitored Northern Ireland full-time workforce which were monitored in 1990, namely: the public sector and those private sector concerns with 26 or

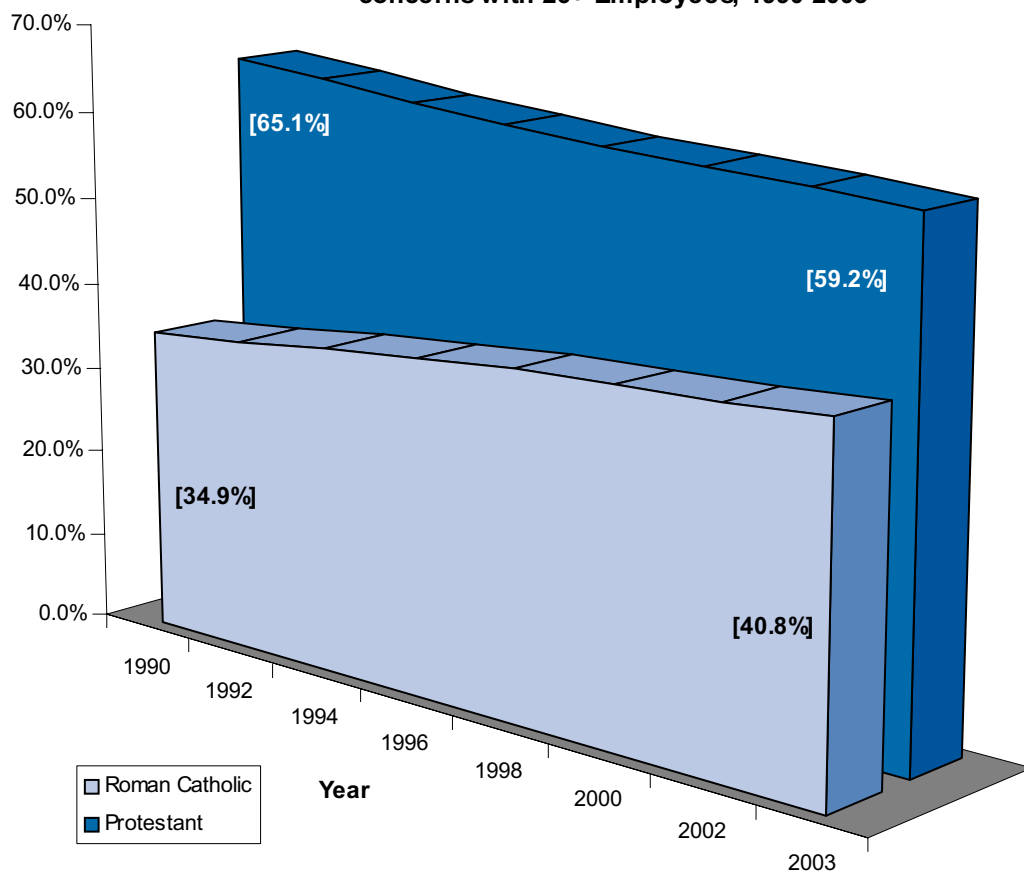
more employees. This enables comparisons to be made over the entire period of statutory monitoring. This adjustment is necessary because private sector concerns with 26+ employees were required to submit their first return in 1990, while those with 11-25 employees were not required to do so until 1992. Thus, in the following commentary the small private sector concerns (11-25 employees) are excluded from the analysis.

Looking at the same sections of the full-time workforce as were monitored in 1990, Figure 1 (overleaf) shows that overall Roman Catholic representation increased by [5.9] percentage points, from [34.9%] in 1990 to [40.8%] in 2003. During the same period, the Protestant share fell from [65.1%] in 1990 to [59.2%] in 2003. In numerical terms, this represents a net increase of 33,509 Roman Catholic full-time employees (a 29.1% rise). For Protestants, the corresponding rise was (0.4%), a net increase of 957 employees.

Table 6 (overleaf) shows that, between 1990 and 2003, the Roman Catholic share rose in every occupational group, while the Protestant share correspondingly declined. The largest increases in the Roman Catholic share were recorded in Managers and Administrators [SOC1, 10.5 percentage points]; and Professional Occupations [SOC2, 12.1 percentage points]. Substantial increases in Roman Catholic representation were also recorded in Clerical and Secretarial Occupations (SOC4) and Sales Occupations (SOC7).

Table 6[M] (page 20) illustrates change over time in the composition of the male full-time workforce by occupational group. The table shows that, during the full period of statutory monitoring, the Roman Catholic male share increased by [6.2] percentage points, from [32.0%] in 1990 to [38.2%] in 2003. The

**Fig 1: Composition of Full-time employees in Public Sector and Private Sector concerns with 26+ Employees, 1990-2003**



	1990	1992	1994	1996	1998	2000	2002	2003
□ Roman Catholic	34.9%	35.8%	37.2%	38.1%	39.1%	39.6%	40.0%	40.8%
■ Protestant	65.1%	64.2%	62.8%	61.9%	60.9%	60.4%	60.0%	59.2%

**Table 6 Change in Composition of the Monitored Northern Ireland Full-time Workforce (Public Sector & Private Sector Concerns with 26 or more Employees) by SOC, 1990-2003**

SOC Group	1990		2003		Change 1990-2003 [%]
	Protestant	RC	Protestant	RC	
SOC1	[69.5%]	[30.5%]	[59.0%]	[41.0%]	10.5
SOC2	[66.6%]	[33.4%]	[54.5%]	[45.5%]	12.1
SOC3	[59.9%]	[40.1%]	[54.1%]	[45.9%]	5.8
SOC4	[65.8%]	[34.2%]	[57.5%]	[42.5%]	8.3
SOC5	[65.7%]	[34.3%]	[64.4%]	[35.6%]	1.3
SOC6	[71.5%]	[28.5%]	[65.7%]	[34.3%]	5.8
SOC7	[66.7%]	[33.3%]	[59.4%]	[40.6%]	7.3
SOC8	[61.5%]	[38.5%]	[59.1%]	[40.9%]	2.4
SOC9	[61.2%]	[38.8%]	[57.7%]	[42.3%]	3.5
<b>TOTAL</b>	[65.1%]	[34.9%]	[59.2%]	[40.8%]	<b>5.9</b>

Catholic share rose in every occupational group, while the Protestant share correspondingly declined.

Similarly, Table 6[F] (page 20) examines change over time in the composition of the monitored female full-time workforce. Since 1990, the Roman Catholic female share has risen by [5.1] percentage points, from [38.5%] to [43.6%]. The Catholic share has grown in seven groups, while the Protestant female share increased in Craft and Skilled Manual [SOC5, 1.6 percentage points].

### Composition of the Monitored Northern Ireland Part-time Workforce

**2.11** The year 2003 marked the third annual analysis of the part-time workforce. For the purposes of this Report the monitored Northern Ireland part-time workforce refers to the public and private sectors combined.

During 2003 the part-time workforce grew by (2.3%), from 77,273 in 2002 to 79,065, a net increase of 1,792 employees.

Table 7 shows that the overall composition of the monitored Northern Ireland part-time workforce in 2003 was 40,157 (50.8%) Protestant, 34,124 (43.2%) Roman Catholic and 4,784 (6.1%) Non-Determined. The composition of those for whom a community was determined was [54.1%] Protestant and [45.9%] Roman Catholic.

Compared with 2002, the number of Protestant part-time employees rose by (0.7%), while Roman Catholic employment levels increased by (3.4%). As a result of larger employment growth for Roman Catholics, their share of the Northern Ireland part-time workforce increased by [0.6] of a percentage point from [45.3%] in 2002.

Since statutory monitoring of the part-time workforce began in 2001, the number of employees has grown overall by (6.3%), a net increase of 4,657. Protestant employment has grown by (3.4%), a net increase of 1,328 employees. During the same period the number of Roman Catholic employees rose by (8.7%), or 2,737 employees.

### Composition of the Monitored NI Part-time Workforce by Sex

**2.12** Table 7 reveals that the monitored Northern Ireland part-time workforce is predominately female, comprising 57,799 females (73.1%) and 21,266 males (26.9%).

Compared with 2002, the number of male part-time employees increased by (2.8%), while female employment rose by (2.2%). Due to a slightly larger growth in male employment, the male share of the Northern Ireland part-time workforce marginally increased - by (0.1) of a percentage point - during the year.

The composition of male employees for whom a community was determined was [54.2%] Protestant and [45.8%] Roman Catholic. For females, [54.0%] were Protestant and [46.0%] Roman Catholic.

Since the start of statutory monitoring of the part-time workforce in 2001, male employment has increased by (10.8%) or 2,072 additional employees. For females the corresponding increase was (4.7%), representing an extra 2,585 jobs.

**Table 7 Composition of the Monitored Northern Ireland Part-time Workforce by Sex**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>10,719</b>	(50.4%) [54.2%]	<b>9,060</b>	(42.6%) [45.8%]	<b>1,487</b>	(7.0%)	<b>21,266</b>	(26.9%)
<b>Female</b>	<b>29,438</b>	(50.9%) [54.0%]	<b>25,064</b>	(43.4%) [46.0%]	<b>3,297</b>	(5.7%)	<b>57,799</b>	(73.1%)
<b>TOTAL</b>	<b>40,157</b>	(50.8%) [54.1%]	<b>34,124</b>	(43.2%) [45.9%]	<b>4,784</b>	(6.1%)	<b>79,065</b>	(100.0%)

## Composition of the Monitored NI Part-time Workforce by SOC

2.13 Table 7[A] shows that just over three-quarters of the part-time workforce (76.3%) were concentrated in three occupational groups. These were Personal and Protective Services (SOC6), Sales Occupations (SOC7) and Other Occupations (SOC9). Employment levels grew during the year in SOC6 and SOC7 by (4.6%)

and (3.8%) respectively, while the number of employees fell in SOC9 by (0.7%).

Compared with 2002, the Protestant share of the part-time workforce increased in SOC7, while the Roman Catholic share rose in all other occupational groups.

The part-time workforce is discussed more fully in Chapters 4 and 6.

**Table 7[A] Composition of the Northern Ireland Part-time Workforce by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>386</b>	(51.5%) [58.0%]	<b>280</b>	(37.3%) [42.0%]	<b>84</b>	(11.2%)	<b>750</b>	(0.9%)
<b>SOC2</b>	<b>2,336</b>	(46.7%) [52.6%]	<b>2,108</b>	(42.1%) [47.4%]	<b>559</b>	(11.2%)	<b>5,003</b>	(6.3%)
<b>SOC3</b>	<b>2,877</b>	(49.9%) [53.8%]	<b>2,470</b>	(42.9%) [46.2%]	<b>413</b>	(7.2%)	<b>5,760</b>	(7.3%)
<b>SOC4</b>	<b>2,562</b>	(57.1%) [61.4%]	<b>1,611</b>	(35.9%) [38.6%]	<b>310</b>	(6.9%)	<b>4,483</b>	(5.7%)
<b>SOC5</b>	<b>630</b>	(48.6%) [50.9%]	<b>608</b>	(46.9%) [49.1%]	<b>58</b>	(4.5%)	<b>1,296</b>	(1.6%)
<b>SOC6</b>	<b>10,447</b>	(53.7%) [56.8%]	<b>7,961</b>	(40.9%) [43.2%]	<b>1,057</b>	(5.4%)	<b>19,465</b>	(24.6%)
<b>SOC7</b>	<b>9,181</b>	(47.0%) [49.7%]	<b>9,309</b>	(47.6%) [50.3%]	<b>1,060</b>	(5.4%)	<b>19,550</b>	(24.7%)
<b>SOC8</b>	<b>813</b>	(57.7%) [59.6%]	<b>552</b>	(39.1%) [40.4%]	<b>45</b>	(3.2%)	<b>1,410</b>	(1.8%)
<b>SOC9</b>	<b>10,925</b>	(51.2%) [54.2%]	<b>9,225</b>	(43.2%) [45.8%]	<b>1,198</b>	(5.6%)	<b>21,348</b>	(27.0%)
<b>TOTAL</b>	<b>40,157</b>	(50.8%) [54.1%]	<b>34,124</b>	(43.2%) [45.9%]	<b>4,784</b>	(6.1%)	<b>79,065</b>	(100.0%)

**Table 2 [M] Composition of the Monitored Northern Ireland Male Workforce by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>15,709</b>	(58.1%) [61.4%]	<b>9,868</b>	(36.5%) [38.6%]	<b>1,484</b>	(5.5%)	<b>27,061</b>	(11.4%)
<b>SOC2</b>	<b>8,490</b>	(50.8%) [57.9%]	<b>6,172</b>	(36.9%) [42.1%]	<b>2,054</b>	(12.3%)	<b>16,716</b>	(7.1%)
<b>SOC3</b>	<b>11,090</b>	(54.6%) [58.0%]	<b>8,019</b>	(39.5%) [42.0%]	<b>1,208</b>	(5.9%)	<b>20,317</b>	(8.6%)
<b>SOC4</b>	<b>8,622</b>	(52.2%) [55.0%]	<b>7,047</b>	(42.7%) [45.0%]	<b>842</b>	(5.1%)	<b>16,511</b>	(7.0%)
<b>SOC5</b>	<b>22,077</b>	(62.0%) [63.9%]	<b>12,493</b>	(35.1%) [36.1%]	<b>1,018</b>	(2.9%)	<b>35,588</b>	(15.1%)
<b>SOC6</b>	<b>20,085</b>	(67.9%) [72.2%]	<b>7,733</b>	(26.1%) [27.8%]	<b>1,763</b>	(6.0%)	<b>29,581</b>	(12.5%)
<b>SOC7</b>	<b>9,704</b>	(54.3%) [57.3%]	<b>7,224</b>	(40.4%) [42.7%]	<b>938</b>	(5.3%)	<b>17,866</b>	(7.6%)
<b>SOC8</b>	<b>24,560</b>	(57.5%) [59.5%]	<b>16,695</b>	(39.1%) [40.5%]	<b>1,424</b>	(3.3%)	<b>42,679</b>	(18.1%)
<b>SOC9</b>	<b>16,213</b>	(53.8%) [56.8%]	<b>12,333</b>	(40.9%) [43.2%]	<b>1,578</b>	(5.2%)	<b>30,124</b>	(12.7%)
<b>TOTAL</b>	<b>136,550</b>	(57.8%) [60.9%]	<b>87,584</b>	(37.0%) [39.1%]	<b>12,309</b>	(5.2%)	<b>236,443</b>	(100.0%)

**Table 2 [F] Composition of the Monitored Northern Ireland Female Workforce by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>10,779</b>	(53.3%) [56.1%]	<b>8,442</b>	(41.7%) [43.9%]	<b>1,011</b>	(5.0%)	<b>20,232</b>	(8.1%)
<b>SOC2</b>	<b>6,651</b>	(45.4%) [49.8%]	<b>6,697</b>	(45.7%) [50.2%]	<b>1,295</b>	(8.8%)	<b>14,643</b>	(5.9%)
<b>SOC3</b>	<b>15,492</b>	(48.5%) [51.6%]	<b>14,543</b>	(45.6%) [48.4%]	<b>1,889</b>	(5.9%)	<b>31,924</b>	(12.8%)
<b>SOC4</b>	<b>32,594</b>	(56.7%) [58.8%]	<b>22,808</b>	(39.7%) [41.2%]	<b>2,038</b>	(3.5%)	<b>57,440</b>	(23.0%)
<b>SOC5</b>	<b>2,248</b>	(56.3%) [58.4%]	<b>1,599</b>	(40.0%) [41.6%]	<b>146</b>	(3.7%)	<b>3,993</b>	(1.6%)
<b>SOC6</b>	<b>22,266</b>	(54.0%) [56.6%]	<b>17,067</b>	(41.4%) [43.4%]	<b>1,920</b>	(4.7%)	<b>41,253</b>	(16.5%)
<b>SOC7</b>	<b>17,229</b>	(52.3%) [55.1%]	<b>14,050</b>	(42.6%) [44.9%]	<b>1,667</b>	(5.1%)	<b>32,946</b>	(13.2%)
<b>SOC8</b>	<b>5,957</b>	(55.6%) [57.2%]	<b>4,459</b>	(41.7%) [42.8%]	<b>289</b>	(2.7%)	<b>10,705</b>	(4.3%)
<b>SOC9</b>	<b>19,742</b>	(53.6%) [56.4%]	<b>15,233</b>	(41.3%) [43.6%]	<b>1,866</b>	(5.1%)	<b>36,841</b>	(14.7%)
<b>TOTAL</b>	<b>132,958</b>	(53.2%) [55.9%]	<b>104,898</b>	(42.0%) [44.1%]	<b>12,121</b>	(4.8%)	<b>249,977</b>	(100.0%)

**Table 6 [M] Change in Composition of the Monitored Northern Ireland Male Full-time Workforce (Public Sector and Private Sector Concerns with 26 or more Employees) by SOC, 1990-2003**

SOC Group	1990		2003		Change 1990-2003 [%]
	Protestant	RC	Protestant	RC	
SOC1	[71.5%]	[28.5%]	[61.3%]	[38.7%]	10.2
SOC2	[70.4%]	[29.6%]	[58.6%]	[41.4%]	11.8
SOC3	[67.2%]	[32.8%]	[58.4%]	[41.6%]	8.8
SOC4	[65.1%]	[34.9%]	[55.0%]	[45.0%]	10.1
SOC5	[67.8%]	[32.2%]	[65.0%]	[35.0%]	2.8
SOC6	[80.0%]	[20.0%]	[75.1%]	[24.9%]	4.9
SOC7	[68.9%]	[31.1%]	[61.6%]	[38.4%]	7.3
SOC8	[63.5%]	[36.5%]	[59.7%]	[40.3%]	3.8
SOC9	[59.5%]	[40.5%]	[57.6%]	[42.4%]	1.9
<b>TOTAL</b>	68.0%	[32.0%]	[61.8%]	[38.2%]	6.2

**Table 6 [F] Change in Composition of the Monitored Northern Ireland Female Full-time Workforce (Public Sector and Private Sector Concerns with 26 or more Employees) by SOC, 1990-2003**

SOC Group	1990		2003		Change 1990-2003 [%]
	Protestant	RC	Protestant	RC	
SOC1	[64.0%]	[36.0%]	[55.9%]	[44.1%]	8.1
SOC2	[58.6%]	[41.4%]	[49.6%]	[50.4%]	9.0
SOC3	[54.7%]	[45.3%]	[51.1%]	[48.9%]	3.6
SOC4	[66.1%]	[33.9%]	[58.3%]	[41.7%]	7.8
SOC5	[57.3%]	[42.7%]	[58.9%]	[41.1%]	- 1.6
SOC6	[59.5%]	[40.5%]	[57.8%]	[42.2%]	1.7
SOC7	[65.3%]	[34.7%]	[58.2%]	[41.8%]	7.1
SOC8	[57.7%]	[42.3%]	[57.0%]	[43.0%]	0.7
SOC9	[63.2%]	[36.8%]	[58.0%]	[42.0%]	5.2
<b>TOTAL</b>	[61.5%]	[38.5%]	[56.4%]	[43.6%]	5.1



# 3

## The Public Sector: Full-time

### Overall Composition

3.1 In 2003 a total of 136 public sector bodies submitted monitoring returns to the Commission. Between 2002 and 2003, overall full-time employment rose by (3.1%) from 146,484 to 151,066, an increase of 4,582 employees. Table 8 reveals that a total of 83,408 Protestant (55.2%), 60,227 Roman Catholic (39.9%), and 7,431 (4.9%) employees of Non-Determined community background were employed in 2003.

The composition of those for whom a community could be determined was [58.1%] Protestant and [41.9%] Roman Catholic. The number of Protestant full-time employees rose by 1,539 (1.9%) during the year, while Roman Catholic employment increased by 3,109 (5.4%). As a result of a proportionately larger net increase in Roman Catholic employment, the Catholic share increased by [0.8] of a percentage point.

employment grew by (1.2%) or 778 employees. As a result, the female share of the public sector rose by (0.8) percentage points, from (56.4%) to (57.2%).

The expansion in female employment continued the trend towards higher proportions of women employed in the public sector. In 1990, females accounted for (48.9%) of employees, while the monitoring returns for 2003 show that this proportion has increased to (57.2%). In numerical terms, over the full period of statutory monitoring (1990 – 2003), the number of female public sector full-time employees has increased by 10,760 (14.2%). In contrast, male full-time employment has fallen by almost a fifth (18.4%) or 14,539 employees.

During 2003, employment counts increased by 1,605 (3.7%) for Protestant females and 2,144 (6.1%) for Roman Catholic females. This resulted in an increase of [0.5] of a percentage

**Table 8 Composition of Public Sector Full-time Employees by Sex**

	Protestant		Roman Catholic		Non Determined		Total	
<b>Male</b>	<b>38,280</b>	(59.3%) [62.7%]	<b>22,789</b>	(35.3%) [37.3%]	<b>3,518</b>	(5.4%)	<b>64,587</b>	(42.8%)
<b>Female</b>	<b>45,128</b>	(52.2%) [54.7%]	<b>37,438</b>	(43.3%) [45.3%]	<b>3,913</b>	(4.5%)	<b>86,479</b>	(57.2%)
<b>TOTAL</b>	<b>83,408</b>	(55.2%) [58.1%]	<b>60,227</b>	(39.9%) [41.9%]	<b>7,431</b>	(4.9%)	<b>151,066</b>	(100.0%)

Figure 2 overleaf shows that, since the beginning of statutory monitoring in 1990, Roman Catholic full-time representation in the public sector has increased by [6.6] percentage points, from [35.3%] to [41.9%]. During the same period, the Protestant share correspondingly fell, from [64.7%] in 1990 to [58.1%] in 2003.

### Composition by Sex

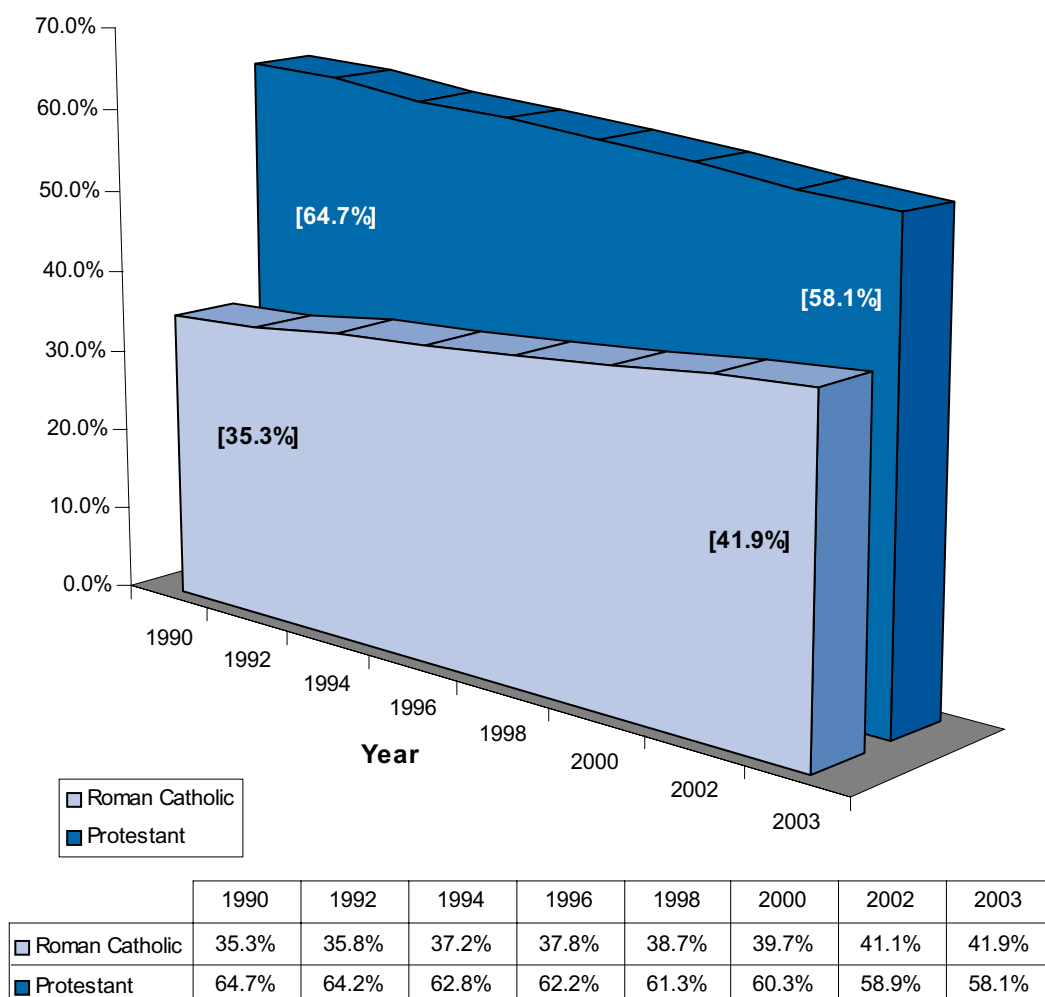
3.2 The majority (57.2%) of public sector full-time employees are female, see Table 8. During the year the number of female employees increased by 3,804 (4.6%), while male

point in the Roman Catholic female share, from [44.8%] in 2002 to [45.3%] in 2003.

The number of Protestant male employees fell by 66 (0.2%) to 38,280, while the Roman Catholic male count rose by 965 (4.4%) to 22,789. These two factors led to an increase of [1.0] percentage point in the Roman Catholic male share to [37.3%] in 2003.

Since the beginning of Statutory Monitoring in 1990, the Roman Catholic male full-time share of the public sector has increased from [30.4%] to [37.3%], while female representation has grown from [40.4%] to [45.3%].

**Fig 2: Composition of Public Sector Full-time Employees, 1990 - 2003**



### Composition by Standard Occupational Classification

3.3 Table 9 tabulates the numbers employed by SOC and community background in 2003.

Excluding the small SOC7 group, the Protestant count increased in six SOC groups and declined in Personal and Protective Services (SOC6) and Other occupations (SOC9). The number of Roman Catholic employees rose in eight groups. As a result of a generally higher rate of growth in Roman Catholic employment, the Catholic share rose in all eight SOC groups.

Three-quarters (75.2%) of public sector full-time employees were located in four groups, namely: Associate Professional and Technical occupations (SOC3); Clerical and Secretarial

occupations (SOC4); Personal and Protective Service occupations (SOC6), and Other occupations (SOC9). Details of change (2002-2003) in the said groups are as follows.

In Associated Professional and Technical occupations (SOC3) the overall number of full-time employees rose by (4.2%), from 27,310 to 28,445. Protestant employment grew by (2.8%), while the Roman Catholic count rose by (5.3%). As a result of faster growth, the Roman Catholic share rose by [0.6] percentage points to [47.4%].

A total of 33,933 persons were employed in Clerical and Secretarial occupations (SOC4) in 2003, compared with 32,708 the previous year, a rise of (3.7%). The number of Protestant employees grew by (3.1%), from 17,165 to 17,690, while the Roman Catholic count rose

**Table 9 Composition of Public Sector Full-time Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>9,051</b>	(55.8%) [58.3%]	<b>6,472</b>	(39.9%) [41.7%]	<b>691</b>	(4.3%)	<b>16,214</b>	(10.7%)
<b>SOC2</b>	<b>5,926</b>	(47.3%) [53.4%]	<b>5,178</b>	(41.4%) [46.6%]	<b>1,413</b>	(11.3%)	<b>12,517</b>	(8.3%)
<b>SOC3</b>	<b>14,141</b>	(49.7%) [52.6%]	<b>12,736</b>	(44.8%) [47.4%]	<b>1,568</b>	(5.5%)	<b>28,445</b>	(18.8%)
<b>SOC4</b>	<b>17,690</b>	(52.1%) [53.8%]	<b>15,180</b>	(44.7%) [46.2%]	<b>1,063</b>	(3.1%)	<b>33,933</b>	(22.5%)
<b>SOC5</b>	<b>2,663</b>	(65.8%) [68.5%]	<b>1,225</b>	(30.3%) [31.5%]	<b>158</b>	(3.9%)	<b>4,046</b>	(2.7%)
<b>SOC6</b>	<b>21,689</b>	(65.3%) [68.7%]	<b>9,863</b>	(29.7%) [31.3%]	<b>1,676</b>	(5.0%)	<b>33,228</b>	(22.0%)
<b>SOC7</b>	<b>89</b>	(60.5%) [64.5%]	<b>49</b>	(33.3%) [35.5%]	<b>9</b>	(6.1%)	<b>147</b>	(0.1%)
<b>SOC8</b>	<b>2,461</b>	(53.8%) [55.7%]	<b>1,961</b>	(42.9%) [44.3%]	<b>151</b>	(3.3%)	<b>4,573</b>	(3.0%)
<b>SOC9</b>	<b>9,698</b>	(54.0%) [56.2%]	<b>7,563</b>	(42.1%) [43.8%]	<b>702</b>	(3.9%)	<b>17,963</b>	(11.9%)
<b>TOTAL</b>	<b>83,408</b>	(55.2%) [58.1%]	<b>60,227</b>	(39.9%) [41.9%]	<b>7,431</b>	(4.9%)	<b>151,066</b>	(100.0%)

by (5.4%), from 14,396 to 15,180. Roman Catholic representation increased from [45.6%] to [46.2%].

In Personal and Protective Services (SOC6) the total number of employees rose by (1.5%) during the year, from 32,721 to 33,228. There was a small decline (0.6%) in the Protestant count, while the number of Roman Catholic employees rose by (7.0%). As a result, Roman Catholic full-time representation rose from [29.7%] to [31.3%]. The proportion of Roman Catholic employees in SOC6 is expected to increase gradually in future years, primarily as a result of the reforms enshrined in the Police Act 2000.

The number of full-time employees in Other Occupations (SOC9) marginally declined, from 17,985 in 2002 to 17,963 in 2003. Protestant employment fell by (0.3%) while a rise of (1.5%) for Roman Catholics led to an increase in their representation from [43.4%] to [43.8%].

Table 10 shows the changes in composition by SOC which have occurred since 1990. It reveals that the Roman Catholic share has increased in every occupational group during this period. In particular, Managers and Administrators (SOC1), by 11.4 percentage

points, and Professional Occupations (SOC2) by 13.5 percentage points.

### Composition by SOC and Sex

#### MALE FULL-TIME EMPLOYEES

**3.4** The community composition of male public sector full-time employees by SOC is shown in Table 11 overleaf. In numerical terms, the largest growth occurred in Clerical and Secretarial (SOC4), with an additional 412 employees (6% rise). The largest fall was in Personal and Protective Services (SOC6), with the loss of 553 employees (3.2% drop).

Excluding SOC7, the Protestant full-time share grew in Other Occupations (SOC9), while the Roman Catholic proportion rose in the remaining seven group. Overall, the Roman Catholic male share increased during the year by [1] percentage point, from [36.3%] to [37.3%].

Public sector male employment is concentrated in five SOC groups, namely: Managers and Administrators (SOC1), Associate Professionals (SOC3), Clerical and Secretarial (SOC4), Personal & Protective

**Table 10 Change in Composition of Public Sector Full-time Employees by SOC, 1990-2003**

SOC Group	1990		2003		Change 1990-2003 [%]
	Protestant	RC	Protestant	RC	
SOC1	[69.7%]	[30.3%]	[58.3%]	[41.7%]	11.4
SOC2	[66.9%]	[33.1%]	[53.4%]	[46.6%]	13.5
SOC3	[56.1%]	[43.9%]	[52.6%]	[47.4%]	3.5
SOC4	[60.2%]	[39.8%]	[53.8%]	[46.2%]	6.4
SOC5	[70.5%]	[29.5%]	[68.5%]	[31.5%]	2.0
SOC6	[74.6%]	[25.4%]	[68.7%]	[31.3%]	5.9
SOC7	[74.2%]	[25.8%]	[64.5%]	[35.5%]	9.7
SOC8	[63.8%]	[36.2%]	[55.7%]	[44.3%]	8.1
SOC9	[60.1%]	[39.9%]	[56.2%]	[43.8%]	3.9
<b>TOTAL</b>	[64.7%]	[35.3%]	[58.1%]	[41.9%]	<b>6.6</b>

services (SOC6) and Other occupations (SOC9). Change in the said five groups are outlined below.

One in eight (12.9%) male public sector full-time employees are employed as Managers and Administrators (SOC1). The number of Protestant employees increased by (3.6%) while Roman Catholic employment grew by

(5.7%). This led to an increase in Roman Catholic representation from [38.9%] in 2002 to [39.4%] in 2003.

In Associated Technical and Professional Occupations (SOC3), the Roman Catholic share rose by [0.9] of a percentage point, primarily as a result of a smaller increase in

**Table 11 Composition of Male Public Sector Full-time Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	4,793	(57.5%) [60.6%]	3,117	(37.4%) [39.4%]	432	(5.2%)	8,342	(12.9%)
SOC2	3,004	(50.3%) [58.1%]	2,168	(36.3%) [41.9%]	802	(13.4%)	5,974	(9.2%)
SOC3	4,549	(53.5%) [56.4%]	3,523	(41.4%) [43.6%]	436	(5.1%)	8,508	(13.2%)
SOC4	3,408	(46.8%) [48.7%]	3,594	(49.3%) [51.3%]	286	(3.9%)	7,288	(11.3%)
SOC5	2,549	(66.2%) [68.8%]	1,155	(30.0%) [31.2%]	149	(3.9%)	3,853	(6.0%)
SOC6	12,400	(75.3%) [79.7%]	3,167	(19.2%) [20.3%]	903	(5.5%)	16,470	(25.5%)
SOC7	11	(42.3%) [45.8%]	13	(50.0%) [54.2%]	2	(7.7%)	26	(0.0%)
SOC8	2,375	(53.9%) [55.8%]	1,881	(42.7%) [44.2%]	147	(3.3%)	4,403	(6.8%)
SOC9	5,191	(53.4%) [55.4%]	4,171	(42.9%) [44.6%]	361	(3.7%)	9,723	(15.1%)
<b>TOTAL</b>	<b>38,280</b>	<b>(59.3%) [62.7%]</b>	<b>22,789</b>	<b>(35.3%) [37.3%]</b>	<b>3,518</b>	<b>(5.4%)</b>	<b>64,587</b>	<b>(100.0%)</b>

Protestant (2.7%) than Roman Catholic employment (6.7%),

Personal and Protective Occupations (SOC6) accounts for approximately one-quarter (25.5%) of all male public sector full-time employees. As noted above, the overall number of employees in this group declined by (3.2%), from 17,023 in 2002 to 16,470 in 2003. The Protestant count fell by (5.1%), while the number of Roman Catholic employees grew by (5.5%). As a result, the Roman Catholic share increased from [18.7%] to [20.3%].

One in seven (15.1%) of the male public sector full-time workforce are employed in Other Occupations (SOC9). During the year the number of employees marginally increased by (1.4%) for Protestants and (0.3%) for Roman Catholics. Consequently, the Protestant share grew by [0.2] of a percentage point, from [55.2%] in 2002 to [55.4%] in 2003.

Trends in the community composition of public sector male employees (1990-2003) are shown in Table 12. The table reveals that the Roman Catholic share increased in every SOC group during this period. Notably in Managers and Administrators (SOC1), by 10.8 percentage points, and Professional Occupations (SOC2), by 13 percentage points. SOC7 contains a small number of employees.

## FEMALE FULL-TIME EMPLOYEES

**3.5** The community composition of female public sector full-time employment by SOC is shown in Table 13 (overleaf). Female counts increased in every SOC group with the exception of SOC9, which fell marginally by (0.4%). In numerical terms, the largest recorded increase was in Clerical and Administrative (SOC4), with an extra 813 employees (3.1%). Solid growth also occurred in Managers and Administrators (SOC1) and Associate Professional and Technical occupations (SOC3).

Table 13 reveals that female employment was concentrated in four SOC groups, namely: Associate Professionals (SOC3), Clerical and Secretarial (SOC4), Personal and Protective services (SOC6) and Other occupations (SOC9), see Table 13. Details of change in the said four groups are outlined below.

Associate Professional and Technical occupations (SOC3), which represents nearly a quarter (23.1%) of all female employees, grew during the year by (4%) to 19,937 employees. As a result of a smaller increase in Protestant (2.9%) than Roman Catholic employment (4.8%), the Roman Catholic share rose by [0.5] of a percentage point.

In Clerical and Administrative (SOC4), which accounts for almost a third (30.8%) of public sector female full-time employment, the number of employees expanded by (3.1%)

**Table 12 Change in Composition of Male Public Sector Full-time Employees by SOC, 1990-2003**

SOC Group	1990		2003		Change 1990-2003 [%]
	Protestant	RC	Protestant	RC	
<b>SOC1</b>	[71.4%]	[28.6%]	[60.6%]	[39.4%]	<b>10.8</b>
<b>SOC2</b>	[71.1%]	[28.9%]	[58.1%]	[41.9%]	<b>13.0</b>
<b>SOC3</b>	[61.3%]	[38.7%]	[56.4%]	[43.6%]	<b>4.9</b>
<b>SOC4</b>	[55.5%]	[44.5%]	[48.7%]	[51.3%]	<b>6.8</b>
<b>SOC5</b>	[70.6%]	[29.4%]	[68.8%]	[31.2%]	<b>1.8</b>
<b>SOC6</b>	[83.5%]	[16.5%]	[79.7%]	[20.3%]	<b>3.8</b>
<b>SOC7</b>	[75.9%]	[24.1%]	[45.8%]	[54.2%]	<b>30.1</b>
<b>SOC8</b>	[63.5%]	[36.5%]	[55.8%]	[44.2%]	<b>7.7</b>
<b>SOC9</b>	[58.5%]	[41.5%]	[55.4%]	[44.6%]	<b>3.1</b>
<b>TOTAL</b>	[69.6%]	[30.4%]	[62.7%]	[37.3%]	<b>6.9</b>

**Table 13 Composition of Female Public Sector Full-time Employees by SOC**

SOC	Protestant		Roman Catholic		Non-Determined		Total	
	Count	%	Count	%	Count	%	Count	%
SOC1	4,258	(54.1%) [55.9%]	3,355	(42.6%) [44.1%]	259	(3.3%)	7,872	(9.1%)
SOC2	2,922	(44.7%) [49.3%]	3,010	(46.0%) [50.7%]	611	(9.3%)	6,543	(7.6%)
SOC3	9,592	(48.1%) [51.0%]	9,213	(46.2%) [49.0%]	1,132	(5.7%)	19,937	(23.1%)
SOC4	14,282	(53.6%) [55.2%]	11,586	(43.5%) [44.8%]	777	(2.9%)	26,645	(30.8%)
SOC5	114	(59.1%) [62.0%]	70	(36.3%) [38.0%]	9	(4.7%)	193	(0.2%)
SOC6	9,289	(55.4%) [58.1%]	6,696	(40.0%) [41.9%]	773	(4.6%)	16,758	(19.4%)
SOC7	78	(64.5%) [68.4%]	36	(29.8%) [31.6%]	7	(5.8%)	121	(0.1%)
SOC8	86	(50.6%) [51.8%]	80	(47.1%) [48.2%]	4	(2.4%)	170	(0.2%)
SOC9	4,507	(54.7%) [57.1%]	3,392	(41.2%) [42.9%]	341	(4.1%)	8,240	(9.5%)
<b>TOTAL</b>	<b>45,128</b>	<b>(52.2%) [54.7%]</b>	<b>37,438</b>	<b>(43.3%) [45.3%]</b>	<b>3,913</b>	<b>(4.5%)</b>	<b>86,479</b>	<b>(100.0%)</b>

during 2003 to 26,645. A smaller increase in the Protestant count (2.3%), compared with a Roman Catholic employment change of (5.0%) led to an [0.7] percentage point rise in the Roman Catholic share.

Personal and Protective Services (SOC6) accounts for one-in-five (19.4%) female public sector full-time employees. The number of Protestant employees increased by (6.2%),

compared with a (7.8%) rise in the Roman Catholic count. These factors combined to produce a rise of [0.4] percentage points in the Roman Catholic share.

There was a (2.2%) fall in the number of Protestant employees working in Other Occupations (SOC9). Due to a corresponding rise (3.1%) in Roman Catholic employment, the Catholic share of this group increased

**Table 14 Change in Composition of Female Public Sector Full-time Employees by SOC, 1990-2003**

SOC Group	1990		2003		Change 1990-2003 [%]
	Protestant	RC	Protestant	RC	
SOC1	[66.1%]	[33.9%]	[55.9%]	[44.1%]	10.2
SOC2	[59.5%]	[40.5%]	[49.3%]	[50.7%]	10.2
SOC3	[53.5%]	[46.5%]	[51.0%]	[49.0%]	2.5
SOC4	[61.5%]	[38.5%]	[55.2%]	[44.8%]	6.3
SOC5	[68.3%]	[31.7%]	[62.0%]	[38.0%]	6.3
SOC6	[60.1%]	[39.9%]	[58.1%]	[41.9%]	2.0
SOC7	[73.5%]	[26.5%]	[68.4%]	[31.6%]	5.1
SOC8	[76.4%]	[23.6%]	[51.8%]	[48.2%]	24.6
SOC9	[61.7%]	[38.3%]	[57.1%]	[42.9%]	4.6
<b>TOTAL</b>	<b>[59.6%]</b>	<b>[40.4%]</b>	<b>[54.7%]</b>	<b>[45.3%]</b>	<b>4.9</b>

during the year by [1.2] percentage points, from [41.7%] to [42.9%].

Trends in the community composition of the public sector female full-time workforce since 1990 are illustrated in Table 14. The table reveals that the Roman Catholic female share has increased in every occupational group during the thirteen-year period, notably in Managers and Administrators (SOC1) and Professional occupations (SOC2), by [10.2] percentage points respectively.

### Security Related Occupations

- 3.6 Included in the Monitoring Returns are the following security-related occupations: the Police Service of Northern Ireland, the Royal Irish Regiment, the Territorial Army, the Royal Naval Reserve, the Northern Ireland Prison

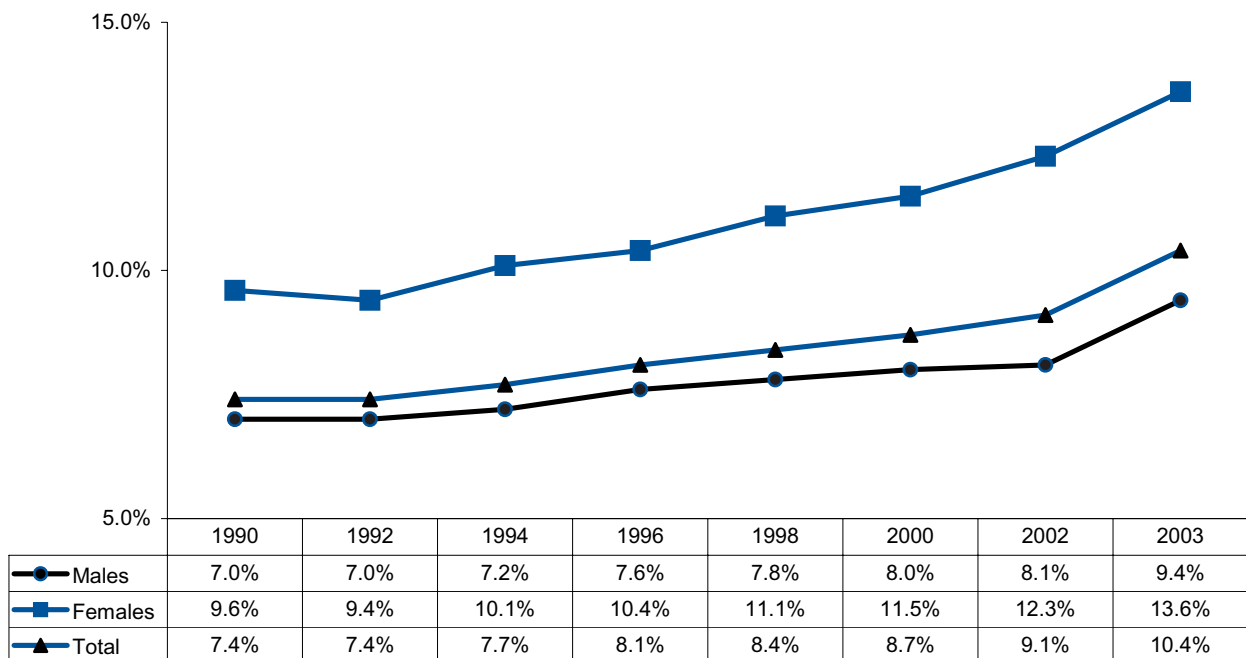
Service, civilian secondees from the Northern Ireland Civil Service, and the Northern Ireland Policing Board.

Table 15 shows there were 16,969 monitored full-time employees in these security-related occupations, compared with 17,516 in 2002 – a drop of (3.1%). The composition was (85.6%) Protestant, (9.9%) Roman Catholic and (4.5%) Non-Determined. Among those whose community background was determined, [89.6%] were Protestant and [10.4%] were Roman Catholic.

The Protestant count fell by 665 (4.4%) during the year, while the number of Roman Catholic employees rose by 176 (11.6%). As a result, the Roman Catholic share increased by [1.3] percentage points.

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	11,127	(86.0%) [90.6%]	1,153	(8.9%) [9.4%]	657	(5.1%)	12,937	(76.2%)
<b>Female</b>	3,399	(84.3%) [86.4%]	535	(13.3%) [13.6%]	98	(2.4%)	4,032	(23.8%)
<b>TOTAL</b>	14,526	(85.6%) [89.6%]	1,688	(9.9%) [10.4%]	755	(4.5%)	16,969	(100.0%)

**Fig 3: Trends in Roman Catholic Percentage [%] of Security-related Occupations, 1990-2003**



**Table 16** Composition of Public Sector Full-time Employees excluding Security Related Occupations by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>27,153</b>	(52.6%) [55.7%]	<b>21,636</b>	(41.9%) [44.3%]	<b>2,861</b>	(5.5%)	<b>51,650</b>	(38.5%)
<b>Female</b>	<b>41,729</b>	(50.6%) [53.1%]	<b>36,903</b>	(44.8%) [46.9%]	<b>3,815</b>	[4.6%]	<b>82,447</b>	(61.5%)
<b>TOTAL</b>	<b>68,882</b>	(51.4%) [54.1%]	<b>58,539</b>	(43.6%) [45.9%]	<b>6,676</b>	(5.0%)	<b>134,097</b>	(100.0%)

Figure 3 (previous page) shows that, between 1990 and 2003, there was an overall [3.0] percentage point increase in the Roman Catholic full-time share, from [7.4%] in 1990 to [10.4%] in 2003. This represents a [2.4] percentage point increase for males and a [4.0] percentage point increase for females.

The composition of the public sector is influenced by the large number of Protestants working in security-related occupations. Among males, only (5.1%) of Roman Catholic full-time public sector employees were in security-related occupations in 2003, compared with just under a third (29.1%) of Protestant males. Among females, (7.5%) of Protestant and only (1.4%) of Roman Catholic

full-time public sector employees were in security-related occupations.

Table 16 shows that, if those in security-related occupations are excluded from the analysis, then the composition of the remaining public sector full-time employees for whom a community was determined would be [54.1%] Protestant and [45.9%] Roman Catholic.

Similarly, Table 16 reveals that the exclusion of security-related occupations would increase the male Roman Catholic share of the monitored public sector full-time workforce to [44.3%] from [37.3%]. For females the corresponding figure would be [46.9%] instead of [45.3%].

**Table 17** Change in Sectoral Composition of Public Sector, 2002 – 03

Sector	Protestant Count 2003	Roman Catholic Count 2003	P (%) change 2002-2003	RC (%) change 2002-2003
Health	24,866	22,927	+ 3.4%	+ 5.6%
Education	10,286	9,178	+ 3.4%	+ 5.9%
District Councils	5,174	3,194	+ 4.4%	+ 2.8%
Civil Service	21,764	15,622	+ 2.5%	+ 5.8%
Security-related	14,526	1,688	- 4.4%	+ 11.6%
Other	6,792	7,618	+ 4.5%	+ 3.4%
<b>Total Public Sector</b>	<b>83,408</b>	<b>60,227</b>	<b>+ 1.9%</b>	<b>+ 5.4%</b>



## COMPOSITION OF THE MAJOR SECTORS

### Introduction

- 3.7 The public sector is comprised of five main sectors, namely: health, education, district councils, the civil service, and the security-related sector. Table 17 presents the main compositional changes in each sector. The number of Protestant full-time employees rose in four sectors, namely: Health (3.4%), Education (3.4%), District Councils (4.4%), and the Civil Service (2.5%); and fell in security-related (4.4%).

Similarly, the number of Roman Catholic employees increased in Health (5.6%), Education (5.9%), District Councils (2.8%), the Civil Service (5.8%), and security-related (11.6%). Employment growth was also recorded for both communities in Other Specified Bodies, (4.5%) for Protestants and (3.4%) for Roman Catholics.

Overall, the net increase in employment in the five sectors which experienced growth was larger for Catholics than for Protestants, resulting in a [0.8] percentage point increase in the Roman Catholic share of the Public Sector.

### Health Sector Overall Full-time Composition

- 3.8 Employees in the health sector were detailed in the monitoring returns of twenty five public sector bodies in 2003. There are four health boards and twenty one independent health-related organisations.

Table 18 reveals that, in the health sector as a whole, there was a total of 51,000 full-time employees in 2003, a (4.3%) increase on the 48,914 recorded the previous year. The sector

contains one-third (33.8%) of all public sector full-time workers.

The overall composition was (48.8%) Protestant, (45.0%) Roman Catholic and (6.3%) Non-determined. Protestants accounted for [52.0%] of those whose community was determined and Roman Catholics accounted for [48.0%].

The number of Protestant full-time employees increased by 825 (3.4%) during the year, while the Roman Catholic count grew by 1,225 (5.6%). As a result of a relatively larger net increase in Roman Catholic employment, the Protestant share fell by [0.6] of a percentage point.

Females accounted for four out of five full-time employees (80.5%). The female count increased by 1,696 (4.3%) in 2003, while the number of males rose by 390 (4.1%) during the same period.

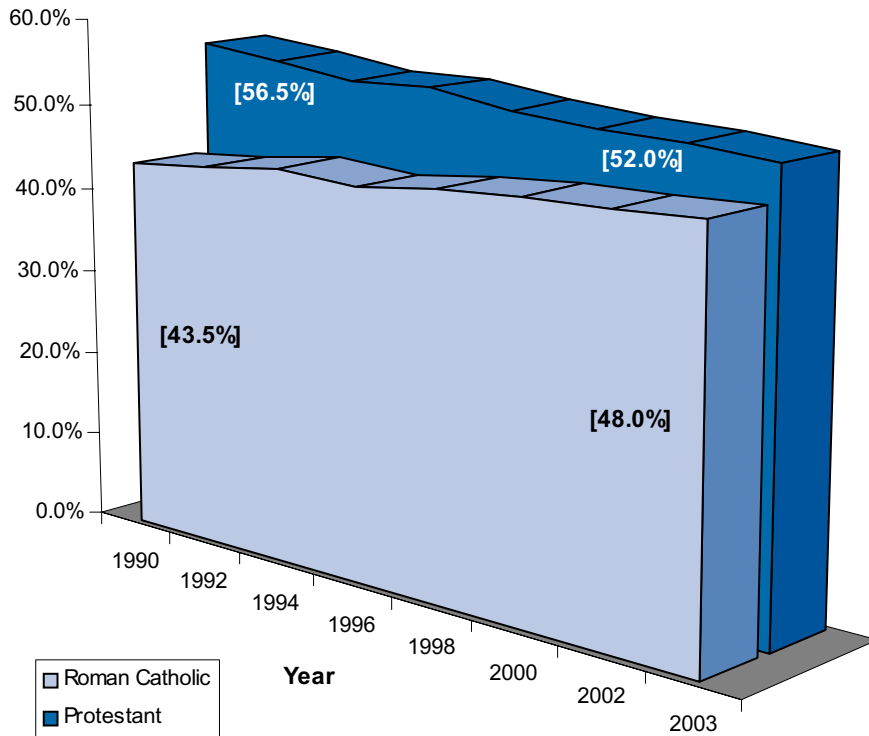
The Protestant female count rose by 685 (3.5%), compared with a 1,012 (5.8%) increase for Roman Catholics. The smaller net rise in Protestant female employment led to a [0.6] percentage point fall in their share. Similarly, a relatively smaller increase in the Protestant male count (3.3%), compared with a (4.9%) rise in Roman Catholic employment, led to an [0.4] percentage point decline in the Protestant male share.

Figure 4 (overleaf) shows the change in the community composition of the Health Sector during the full period of statutory monitoring, 1990 – 2003. In 1990 the Protestant share was [56.5%] and has declined by [4.5] percentage points during the intervening period.

**Table 18 Composition of Health Sector Full-time Employees by Sex**

	Protestant		Roman Catholic		Non Determined		Total	
<b>Male</b>	<b>4,393</b>	(44.2%) [49.0%]	<b>4,565</b>	(46.0%) [51.0%]	<b>974</b>	(9.8%)	<b>9,932</b>	(19.5%)
<b>Female</b>	<b>20,473</b>	(49.9%) [52.7%]	<b>18,362</b>	(44.7%) [47.3%]	<b>2,233</b>	(5.4%)	<b>41,068</b>	(80.5%)
<b>TOTAL</b>	<b>24,866</b>	(48.8%) [52.0%]	<b>22,927</b>	(45.0%) [48.0%]	<b>3,207</b>	(6.3%)	<b>51,000</b>	(100.0%)

**Fig 4: Composition of Health Sector Employees, 1990 - 2003**



	1990	1992	1994	1996	1998	2000	2002	2003
□ Roman Catholic	43.5%	44.5%	45.7%	45.3%	46.5%	47.2%	47.4%	48.0%
■ Protestant	56.5%	55.5%	54.3%	54.7%	53.5%	52.8%	52.6%	52.0%

**Table 19 Composition of Health Sector Full-time Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>1,182</b>	(50.1%) [52.7%]	<b>1,059</b>	(44.9%) [47.3%]	<b>117</b>	(5.0%)	<b>2,358</b>	(4.6%)
<b>SOC2</b>	<b>2,513</b>	(43.1%) [51.7%]	<b>2,350</b>	(40.3%) [48.3%]	<b>972</b>	(16.7%)	<b>5,835</b>	(11.4%)
<b>SOC3</b>	<b>8,752</b>	(46.9%) [49.9%]	<b>8,781</b>	(47.1%) [50.1%]	<b>1,127</b>	(6.0%)	<b>18,660</b>	(36.6%)
<b>SOC4</b>	<b>4,533</b>	(54.1%) [56.0%]	<b>3,557</b>	(42.5%) [44.0%]	<b>286</b>	(3.4%)	<b>8,376</b>	(16.4%)
<b>SOC5</b>	<b>358</b>	(65.3%) [67.9%]	<b>169</b>	(30.8%) [32.1%]	<b>21</b>	(3.8%)	<b>548</b>	(1.1%)
<b>SOC6</b>	<b>4,745</b>	(50.2%) [52.7%]	<b>4,265</b>	(45.1%) [47.3%]	<b>443</b>	(4.7%)	<b>9,453</b>	(18.5%)
<b>SOC7</b>	<b>5</b>	(100.0%) [100.0%]	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%)	<b>5</b>	(0.0%)
<b>SOC8</b>	<b>210</b>	(61.8%) [65.2%]	<b>112</b>	(32.9%) [34.8%]	<b>18</b>	(5.3%)	<b>340</b>	(0.7%)
<b>SOC9</b>	<b>2,568</b>	(47.3%) [49.4%]	<b>2,634</b>	(48.6%) [50.6%]	<b>223</b>	(4.1%)	<b>5,425</b>	(10.6%)
<b>TOTAL</b>	<b>24,866</b>	(48.8%) [52.0%]	<b>22,927</b>	(45.0%) [48.0%]	<b>3,207</b>	(6.3%)	<b>51,000</b>	(100.0%)

### Composition of Health Sector Full-time Employees by Standard Occupational Classification

3.9 Table 19 reveals that over one-third (36.6%) of all full-time employees in the health sector are working in Associate Professional and Technical Occupations (SOC3). This group includes nurses and the professions allied to medicine. The number of Protestant full-time employees in SOC3 rose by 234 (2.7%), while the Roman Catholic count grew by 423 (5.1%). The smaller gain in Protestant, compared with Roman Catholic employment, led to a decline of [0.6] of a percentage point in the Protestant share since 2002.

Table 19 also shows large concentrations of staff in Clerical and Secretarial (SOC4, 16.4%) and Personal & Protective services (SOC6, 18.5%). Although the number of Protestant employees in SOC4 increased by (4.4%) during the year, their share declined by [0.8] of a percentage point. This was due to a proportionately larger rise (7.6%) in Catholic employment. In SOC6 the Protestant count increased by 236 (5.2%) and their share remained virtually unchanged at [52.7%].

### Composition of Health Sector Full-time Employees by Standard Occupational Classification and Sex

#### MALE FULL-TIME EMPLOYEES

3.10 Table 19[M] (page 40) shows the community composition by SOC for male full-time health sector employees. As noted earlier, the number of male employees increased by (4.1%) during the year, from 9,542 to 9,932.

Almost two-thirds (61.8%) of male full-time health sector workers are located in three SOC groups, namely: Professional occupations

(SOC2), Associate Professional and Technical (SOC3) and Personal & Protective Services (SOC6).

Protestant counts rose in SOC2, SOC3 and SOC6 by (2.9%), (6.1%) and (4.3%) respectively. In terms of share, the Protestant proportion declined by [0.3] of a percentage point in SOC2, and remained unchanged in SOC3 and SOC6.

#### FEMALE FULL-TIME EMPLOYEES

3.11 Table 19[F] (page 40) shows the community composition by SOC for female full-time health sector employees. Between 2002 and 2003, the number of female employees increased by (4.3%), from 39,372 to 41,068. The female count rose in seven of the nine SOC groups during the year, and remained static in the remaining two.

Almost four-fifths of female health employees (77.7%) were in three SOC groups, namely: Associate Professional and Technical (SOC3), Clerical and Secretarial (SOC4) and Personal & Protective services (SOC6).

The Protestant count rose by (2.4%) in SOC3; (3.9%) in SOC4, and (5.4%) in SOC6. Due however, to a comparatively higher net rate of growth in Roman Catholic counts, the Protestant share of the three said groups declined by [0.7], [0.7] and [0.2] percentage points respectively.

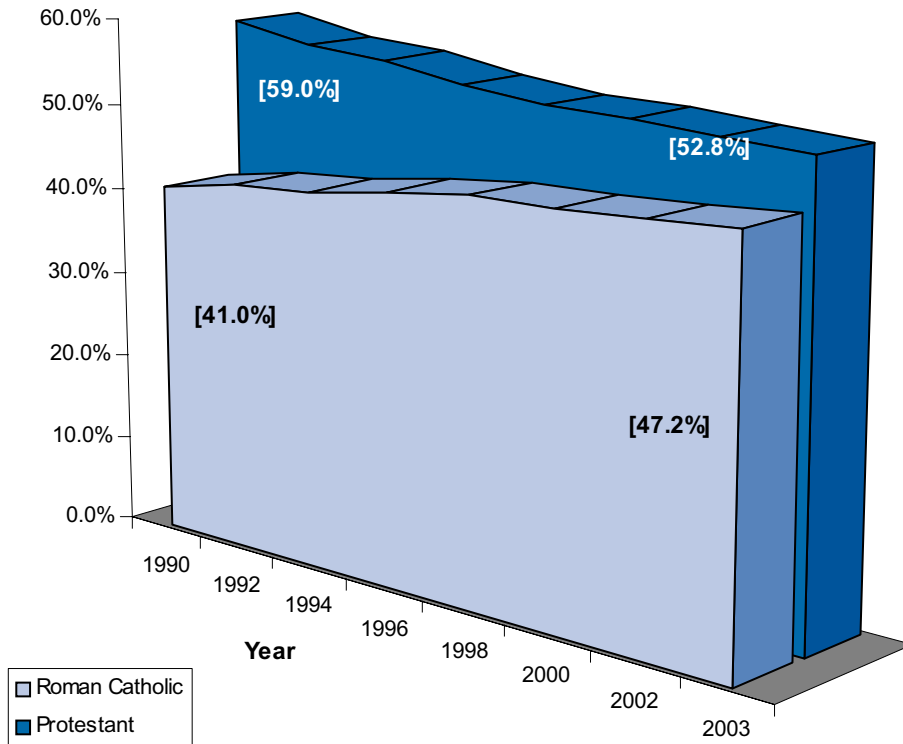
### Education Sector Overall Full-time Composition

3.12 Monitoring returns from the education sector include the five Education and Library Boards and staff employed by the 16 further education colleges, but exclude teaching staff not in further education. The sector contains (13.5%) of the monitored full-time public sector

**Table 20** Composition of Education Sector Full-time Employees (including Further Education Colleges) by Sex

	Protestant		Roman Catholic		Non Determined		Total	
<b>Male</b>	<b>2,632</b>	(50.3%) [52.7%]	<b>2,367</b>	(45.2%) [47.3%]	<b>233</b>	(4.5%)	<b>5,232</b>	(25.7%)
<b>Female</b>	<b>7,654</b>	(50.7%) [52.9%]	<b>6,811</b>	(45.1%) [47.1%]	<b>644</b>	(4.3%)	<b>15,109</b>	(74.3%)
<b>TOTAL</b>	<b>10,286</b>	(50.6%) [52.8%]	<b>9,178</b>	(45.1%) [47.2%]	<b>877</b>	(4.3%)	<b>20,341</b>	(100.0%)

**Fig 5: Composition of Education Sector Employees 1990 - 2003**



	1990	1992	1994	1996	1998	2000	2002	2003
□ Roman Catholic	41.0%	42.7%	43.3%	44.8%	45.9%	46.0%	46.6%	47.2%
■ Protestant	59.0%	57.3%	56.7%	55.2%	54.1%	54.0%	53.4%	52.8%

**Table 21 Composition of Education Sector Full-time Employees (including Further Education Colleges) by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>402</b>	(53.7%) [56.3%]	<b>312</b>	(41.7%) [43.7%]	<b>34</b>	(4.5%)	<b>748</b>	(3.7%)
<b>SOC2</b>	<b>1,468</b>	(45.5%) [47.5%]	<b>1,623</b>	(50.3%) [52.5%]	<b>138</b>	(4.3%)	<b>3,229</b>	(15.9%)
<b>SOC3</b>	<b>905</b>	(49.1%) [51.4%]	<b>855</b>	(46.4%) [48.6%]	<b>83</b>	(4.5%)	<b>1,843</b>	(9.1%)
<b>SOC4</b>	<b>1,940</b>	(53.1%) [55.0%]	<b>1,587</b>	(43.4%) [45.0%]	<b>126</b>	(3.4%)	<b>3,653</b>	(18.0%)
<b>SOC5</b>	<b>197</b>	(65.0%) [67.7%]	<b>94</b>	(31.0%) [32.3%]	<b>12</b>	(4.0%)	<b>303</b>	(1.5%)
<b>SOC6</b>	<b>4,007</b>	(51.0%) [53.5%]	<b>3,476</b>	(44.3%) [46.5%]	<b>367</b>	(4.7%)	<b>7,850</b>	(38.6%)
<b>SOC7</b>	<b>50</b>	(62.5%) [67.6%]	<b>24</b>	(30.0%) [32.4%]	<b>6</b>	(7.5%)	<b>80</b>	(0.4%)
<b>SOC8</b>	<b>312</b>	(47.6%) [49.3%]	<b>321</b>	(48.9%) [50.7%]	<b>23</b>	(3.5%)	<b>656</b>	(3.2%)
<b>SOC9</b>	<b>1,005</b>	(50.8%) [53.1%]	<b>886</b>	(44.8%) [46.9%]	<b>88</b>	(4.4%)	<b>1,979</b>	(9.7%)
<b>TOTAL</b>	<b>10,286</b>	(50.6%) [52.8%]	<b>9,178</b>	(45.1%) [47.2%]	<b>877</b>	(4.3%)	<b>20,341</b>	(100.0%)

workforce. The returns revealed that the total number of full-time staff increased by (4.9%), from 19,389 in 2002 to 20,341 in 2003.

Table 20 shows that the overall composition was (50.6%) Protestant, (45.1%) Roman Catholic and (4.3%) Non-Determined. The composition of those for whom a community was determined was [52.8%] Protestant and [47.2%] Roman Catholic.

The number of Protestant full-time employees increased by 340 (3.4%) in 2003, while the Roman Catholic count grew by 512 (5.9%). As a result of a relatively larger net increase in Roman Catholic employment, the Protestant share fell by [0.6] of a percentage point during the year.

Table 20 shows that females accounted for three-quarters (74.3%) of full-time employees. The female count increased by 886 (6.2%) in 2003, while the number of males rose by 66 (1.3%) during the same period.

The Protestant female count rose by 346 (4.7%), compared with a 446 (7.0%) increase for Roman Catholics. The smaller net rise in Protestant female employment led to a [0.5] percentage point fall in their share. Similarly, while the Protestant male count remained virtually unchanged, a (2.9%) rise in Roman Catholic male employment led to a [0.7] percentage point decline in the Protestant male share.

Figure 5 shows the change that has occurred in the community composition of the full-time Education Sector since 1990. At the beginning of statutory monitoring the Protestant share was [59.0%] and has declined by [6.2] percentage points during the intervening period.

### **Composition of Education Sector by Standard Occupational Classification**

**3.13** Table 21 reveals that almost three-quarters (72.5%) of education sector full-time employees are located in three SOC groups, namely: Professional occupations (SOC2), Clerical and Secretarial (SOC4) and Personal & Protective services (SOC6). Changes in the said groups are outlined below.

The number of Protestant full-time employees fell in SOC2 and SOC4 by (1.3%) and (0.4%) respectively, while Roman Catholic counts grew by (5.8%) and (3.3%) respectively. The small fall in Protestant employment, coupled with a rise in the number of Roman Catholic employees, led to a decline of [1.7] and [0.9] percentage points respectively in the Protestant share of SOC's 2 and 4.

In Personal and Protective Services (SOC 6), the Protestant and Roman Catholic counts increased by (8.9%) and (8.0%) respectively, resulting in a [0.2] percentage point rise in the Protestant share.

### **Composition of Education Sector by Standard Occupational Classification and Sex**

#### **MALE FULL-TIME EMPLOYEES**

**3.14** Between 2002 and 2003, the number of male education sector employees increased by (1.3%), from 5,166 to 5,232. Table 21[M] (page 41) shows the community composition by SOC for male full-time education sector employees.

Almost half (49.2%) of male full-time education sector workers are located in two SOC groups, namely: Professional occupations (SOC2) and Personal & Protective services (SOC6). Protestant male counts declined marginally in both SOC2 and SOC6, compared with a small increase in Roman Catholic employees. These factors resulted in a fall of [1.1] and [0.5] percentage points respectively in the Protestant share of both groups.

Since the start of statutory monitoring in 1990 the Protestant share of male education sector employees has fallen in all but one of the nine SOC groups. In the small SOC9 (Other Occupations) the Protestant share rose during this time to [64.0%]. In SOC1 (Managers and Administrators) the increase in Roman Catholic representation has been [12.2] percentage points.

#### **FEMALE FULL-TIME EMPLOYEES**

**3.15** Table 21[F] (page 41) reveals that nearly two-thirds (66%) of female full-time employees in the education sector were concentrated in two SOC groups, namely: Clerical and Secretarial (SOC4) and Personal & Protective services

(SOC6). The remaining groups contained a small number of employees.

The number of Protestant and Roman Catholic employees rose in both SOC4 and SOC6. Due, however, to a proportionately larger rise in Roman Catholic employment, the Protestant share of SOC4 fell by [0.7] percentage points. In contrast, a larger increase in the Protestant count in SOC6 led to an [0.3] percentage point rise in the Protestant share.

Since the start of statutory monitoring in 1990 the Protestant female full-time share of the education sector has fallen in all but one of the nine occupational groups.

### District Councils Overall Full-time Composition

**3.16** Table 22 shows that, across the 26 District Councils, a total of 8,714 persons were employed in a full-time capacity in 2003, an increase of 299 (3.6%) on the previous year.

Their composition was (59.4%) Protestant, (36.7%) Roman Catholic and (4.0%) Non-Determined. Protestants accounted for [61.8%] of those for whom a community was determined and Roman Catholics accounted for [38.2%].

Almost two-thirds of district council employees (62.1%) were male. Male employment rose by (3.1%) during the year, compared with a (4.2%) gain in female employees.

Between 2002 and 2003, the overall Protestant count rose by 216 (4.4%), while the number of Roman Catholic employees increased by 86 (2.8%). This led to a fall of [0.3] of a percentage

point in the overall Roman Catholic share to [38.2%].

The number of Protestant male employees rose by 107 (3.4%), while Roman Catholic male employment levels increased by 57 (3.0%). As a result, the Roman Catholic proportion declined by [0.1] of a percentage point to [37.9%]. Similarly, the Protestant female count grew by 109 (5.9%), compared with a rise of 57 (3.0%) for Catholics. As a consequence, the Roman Catholic female share dropped by [0.8] of a percentage point to [38.6%].

Figure 6 presents the change in the community composition of the district councils since 1990. Between 1990 and 2003 the Roman Catholic share rose by [4.4] percentage points, [3.8] for males and [5.7] for females.

### Composition of District Council Full-time employees by Standard Occupational Classification

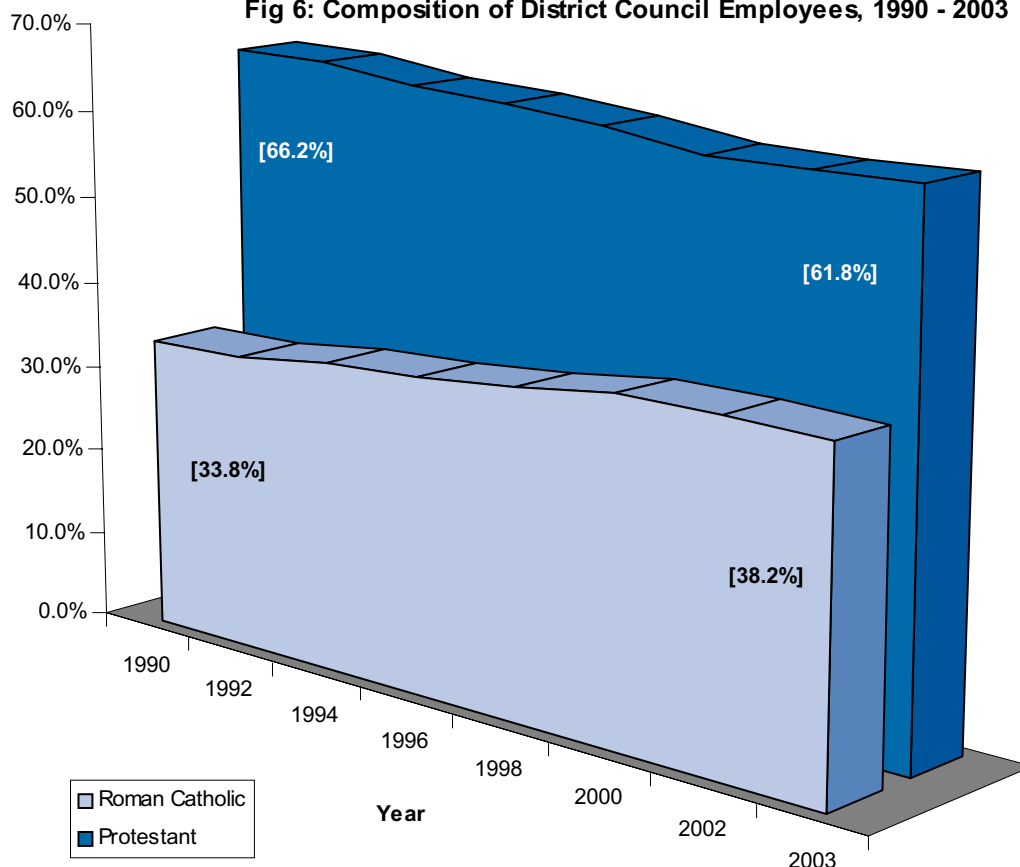
**3.17** Table 23 shows that district council employees were concentrated in four SOC groups, namely: Associate Professionals (SOC3), Clerical and Secretarial (SOC4), Personal & Protective services (SOC6) and Other occupations (SOC9).

Compared with 2002, employee counts rose in all the said four groups. However, due to a proportionately larger rise in the number of Protestant employees, the Roman Catholic share dropped in SOC3 by [1.9] percentage points, in SOC6 by [1.5] points and in SOC9 by [0.5] points. In SOC4, the Roman Catholic share increased by [0.1] of a percentage point to [39.0%].

**Table 22 Composition of District Council Full-time Employees by Sex**

	Protestant		Roman Catholic		Non Determined		Total	
<b>Male</b>	<b>3,229</b>	(59.7%) [62.1%]	<b>1,970</b>	(36.4%) [37.9%]	<b>213</b>	(3.9%)	<b>5,412</b>	(62.1%)
<b>Female</b>	<b>1,945</b>	(58.9%) [61.4%]	<b>1,224</b>	(37.1%) [38.6%]	<b>133</b>	(4.0%)	<b>3,302</b>	(37.9%)
<b>TOTAL</b>	<b>5,174</b>	(59.4%) [61.8%]	<b>3,194</b>	(36.7%) [38.2%]	<b>346</b>	(4.0%)	<b>8,714</b>	(100.0%)

**Fig 6: Composition of District Council Employees, 1990 - 2003**



	1990	1992	1994	1996	1998	2000	2002	2003
□ Roman Catholic	33.8%	34.0%	35.4%	36.0%	37.0%	38.5%	38.5%	38.2%
■ Protestant	66.2%	66.0%	64.6%	64.0%	63.0%	61.5%	61.5%	61.8%

**Table 23 Composition of Full-time District Council Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>587</b>	(59.7%) [62.6%]	<b>351</b>	(35.7%) [37.4%]	<b>45</b>	(4.6%)	<b>983</b>	(11.3%)
<b>SOC2</b>	<b>183</b>	(55.0%) [57.5%]	<b>135</b>	(40.5%) [42.5%]	<b>15</b>	(4.5%)	<b>333</b>	(3.8%)
<b>SOC3</b>	<b>568</b>	(56.5%) [59.7%]	<b>383</b>	(38.1%) [40.3%]	<b>54</b>	(5.4%)	<b>1,005</b>	(11.5%)
<b>SOC4</b>	<b>972</b>	(59.2%) [61.0%]	<b>622</b>	(37.9%) [39.0%]	<b>49</b>	(3.0%)	<b>1,643</b>	(18.9%)
<b>SOC5</b>	<b>476</b>	(63.5%) [65.8%]	<b>247</b>	(32.9%) [34.2%]	<b>27</b>	(3.6%)	<b>750</b>	(8.6%)
<b>SOC6</b>	<b>674</b>	(58.4%) [61.4%]	<b>424</b>	(36.7%) [38.6%]	<b>56</b>	(4.9%)	<b>1,154</b>	(13.2%)
<b>SOC7</b>	<b>18</b>	(51.4%) [52.9%]	<b>16</b>	(45.7%) [47.1%]	<b>1</b>	(2.9%)	<b>35</b>	(0.4%)
<b>SOC8</b>	<b>464</b>	(67.3%) [69.0%]	<b>208</b>	(30.2%) [31.0%]	<b>17</b>	(2.5%)	<b>689</b>	(7.9%)
<b>SOC9</b>	<b>1,232</b>	(58.1%) [60.4%]	<b>808</b>	(38.1%) [39.6%]	<b>82</b>	(3.9%)	<b>2,122</b>	(24.4%)
<b>TOTAL</b>	<b>5,174</b>	(59.4%) [61.8%]	<b>3,194</b>	(36.7%) [38.2%]	<b>346</b>	(4.0%)	<b>8,714</b>	(100.0%)

Table 23 reveals that the lowest Roman Catholic representation [31.0%], was recorded in the small SOC8 group. There were only a small number of persons employed in SOC2 and SOC7, and in the remaining groups Roman Catholic representation was [34.2%] or greater.

### Composition of District Council Full-time employees by Standard Occupational Classification and Sex

#### MALE FULL-TIME EMPLOYEES

**3.18** The male full-time district council workforce has declined by 869 (13.8%) since 1990.

Table 23[M] (page 42) shows that in 2003 almost a third (30.9%) of the 5,412 male workers were employed in Other occupations (SOC9). The Protestant male count in SOC9 rose by 26 (2.8%), compared with a rise of 12 (1.8%) in Roman Catholic employees. The Roman Catholic share of this group declined by [0.2] of a percentage point during the year to [41.1%]. The remaining SOC groups contain a small number of employees (less than 750 each), making percentage comparisons problematic.

Since the beginning of statutory monitoring in 1990, the male full-time Roman Catholic share has increased in six of the eight SOC groups (SOC7 has an insignificant number of employees). In Managers and Administrators (SOC1) the increase has been [9.6] percentage points.

#### FEMALE FULL-TIME EMPLOYEES

**3.19** In contrast to the male district council workforce, the female workforce has grown by over a third (37.8%) since statutory monitoring began in 1990.

Table 23[F] (page 42) reveals that nearly half (44.2%) of the 3,302 female district council employees are concentrated in Clerical and Secretarial (SOC4). The Roman Catholic share in this group was [38.5%], an increase of [0.6] of a percentage point since 2002. The rise was due to a proportionately smaller increase in Protestant employment (4.8%), compared with Catholic employment (7.3%) during the monitoring period.

Since 1990 the Roman Catholic female share of SOC4 has increased by [7.0] percentage points.

The remaining SOC groups contain a small number of employees (less than 450 each), making comparisons inappropriate.

Since the beginning of statutory monitoring in 1990, the female full-time Roman Catholic share has increased in four SOC groups. In Managers and Administrators (SOC1) the increase has been [15.7] percentage points.

### Civil Service Overall Composition

**3.20** Monitoring information relating to Civil Servants employed in Northern Ireland is contained in the monitoring return completed on behalf of the Northern Ireland Civil Service by the Head of the Department of Finance and Personnel, and that of the Minister for the Civil Service.

The Civil Service accounts for over a quarter (26%) of the monitored public sector full-time workforce. Table 24 shows that in 2003 the Civil Service employed 39,274 people in a full-time capacity, a (3%) increase on the 38,118 recorded the previous year

The overall composition was (55.4%) Protestant, (39.8%) Roman Catholic, and (4.8%) Non-determined. Protestants accounted for [58.2%] of those whose

**Table 24 Composition of Civil Service Full-time Employees by Sex**

	Protestant		Roman Catholic		Non Determined		Total	
<b>Male</b>	<b>11,793</b>	(57.5%) [61.3%]	<b>7,457</b>	(36.3%) [38.7%]	<b>1,272</b>	(6.2%)	<b>20,522</b>	(52.3%)
<b>Female</b>	<b>9,971</b>	(53.2%) [55.0%]	<b>8,165</b>	(43.5%) [45.0%]	<b>616</b>	(3.3%)	<b>18,752</b>	(47.7%)
<b>TOTAL</b>	<b>21,764</b>	(55.4%) [58.2%]	<b>15,622</b>	(39.8%) [41.8%]	<b>1,888</b>	(4.8%)	<b>39,274</b>	(100.0%)



community was determined and Roman Catholics accounted for [41.8%].

The number of Protestant full-time employees increased by 530 (2.5%) during the year, while the Roman Catholic count grew by 857 (5.8%). As a result of a relatively larger net increase in Roman Catholic employment, their share rose by [0.8] of a percentage point, from [41.0%] in 2002 to [41.8%] in 2003.

In 2003, males accounted for just over half (52.3%) of full-time employees while (47.7%) were female. The male count increased by 504 employees (2.5%) during the year, while female employment grew by 652 (3.6%) during the same period.

The Protestant male count rose by 242 (2.1%) compared with a 404 (5.7%) increase for Roman Catholics. The smaller net increase in Protestant employment resulted in a [0.8] percentage point rise in the Roman Catholic male share. Similarly, a relatively smaller increase in the Protestant female count (3.0%), compared with a (5.9%) rise for Roman Catholic females, led to an [0.7] percentage point decline in the Protestant share.

In 1990 and 1991 Northern Ireland Civil Service employees seconded to police stations in Northern Ireland were included in the Police Authority for Northern Ireland return. Since 1992 they have been monitored by the Northern Ireland Civil Service.

Excluding the NICS secondees from the 2003 Civil Service monitoring figures allows a comparison of the same section of monitored employees over the full period of statutory monitoring. Figure 7 overleaf illustrates the trend in community composition of the civil service after excluding the secondees. It shows that the Roman Catholic share of the Civil Service would have increased by [6.4] percentage points since 1990.

For males, after excluding the secondees the Roman Catholic share would have increased by [6.4] percentage points, while for females the increase would have been [4.7] percentage points.

## **Composition of Civil Service Employees by Standard Occupational Classification**

**3.21** Table 25 overleaf presents the composition of monitored Civil Service full-time employees by SOC. Of the eight SOC groups in which persons were employed in 2003, the Protestant full-time count rose in seven groups and fell in one (SOC6). No persons were employed in Sales Occupations (SOC7).

Similarly, the Roman Catholic count increased in seven groups and fell in Personal and Protective Services (SOC6). The net rise in employment, however, was generally higher for Roman Catholics. As a result, the Roman Catholic share rose in seven groups, while the Protestant share grew in SOC6.

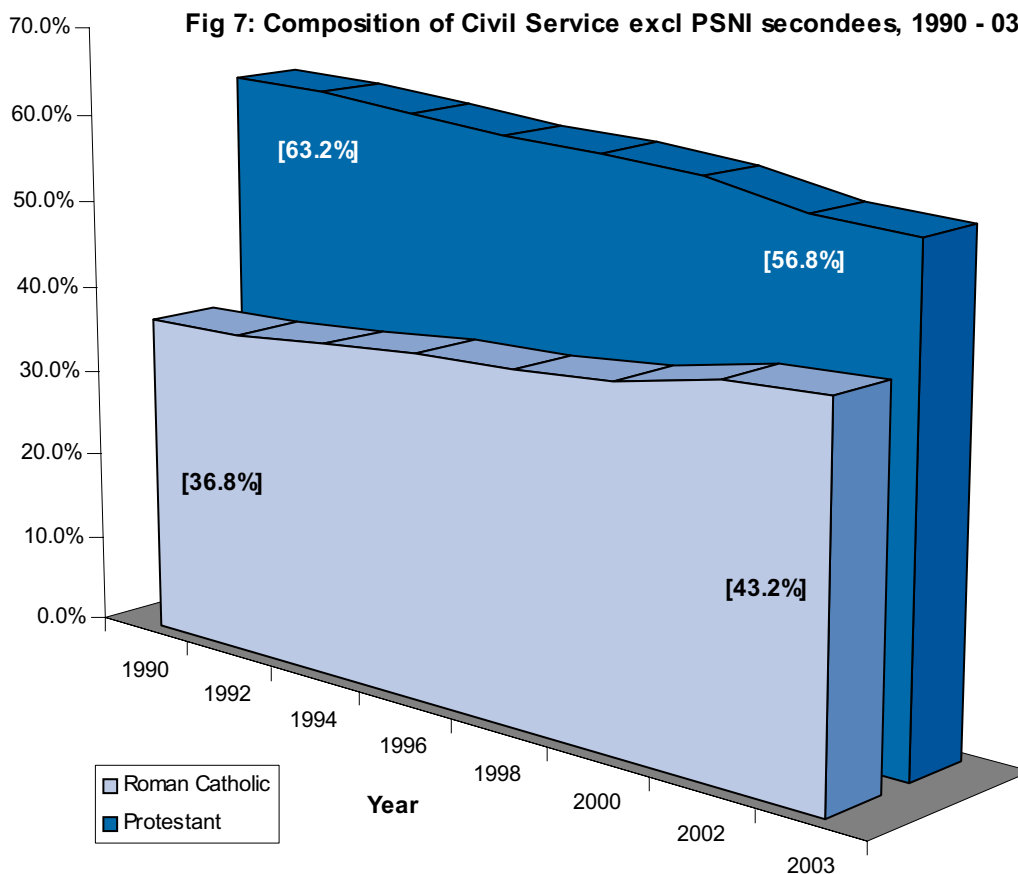
Nearly two-thirds (63.4%) of Civil Service full-time employees were concentrated in two occupational groups, namely: Managers and Administrators (SOC1) and Clerical and Secretarial (SOC4). Details of the changes in the said two groups are as follows.

In SOC1, overall employee numbers increased by 633 (7.6%). The number of Protestant employees rose by 269 (5.8%), while Roman Catholic employment grew by 347, a 10.2% rise. The proportionately larger increase in Roman Catholic employment led to a [1.0] percentage point rise in the Catholic share to [43.2%].

Clerical and Secretarial (SOC4) contains the largest concentration of civil service employees, a total of 15,918. During 2003, the Protestant count rose by 134 employees (1.7%), compared with a net increase of 312 Roman Catholic employees (4.2%). This led to a [0.6] percentage point rise in the Catholic share to [49.5%].

Excluding SOC7 and the small SOC8 groups, in the remaining classifications the Roman Catholic share ranged between [12.0%] in Personal and Protective Services (SOC6) and [38.3%] in Associate Professional and Technical Occupations (SOC3).

**Fig 7: Composition of Civil Service excl PSNI secondees, 1990 - 03**



	1990	1992	1994	1996	1998	2000	2002	2003
□ Roman Catholic	36.8%	37.0%	38.0%	39.0%	39.4%	40.3%	42.6%	43.2%
■ Protestant	63.2%	63.0%	62.0%	61.0%	60.6%	59.7%	57.4%	56.8%

**Table 25 Composition of Civil Service Full-time Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>4,888</b>	(54.5%) [56.7%]	<b>3,737</b>	(41.6%) [43.3%]	<b>352</b>	(3.9%)	<b>8,977</b>	(22.9%)
<b>SOC2</b>	<b>1,203</b>	(58.9%) [64.5%]	<b>662</b>	(32.4%) [35.5%]	<b>179</b>	(8.8%)	<b>2,044</b>	(5.2%)
<b>SOC3</b>	<b>2,700</b>	(59.0%) [61.7%]	<b>1,679</b>	(36.7%) [38.3%]	<b>194</b>	(4.2%)	<b>4,573</b>	(11.6%)
<b>SOC4</b>	<b>7,810</b>	(49.1%) [50.5%]	<b>7,658</b>	(48.1%) [49.5%]	<b>450</b>	(2.8%)	<b>15,918</b>	(40.5%)
<b>SOC5</b>	<b>916</b>	(65.6%) [68.9%]	<b>413</b>	(29.6%) [31.1%]	<b>67</b>	(4.8%)	<b>1,396</b>	(3.6%)
<b>SOC6</b>	<b>1,790</b>	(74.3%) [88.0%]	<b>245</b>	(10.2%) [12.0%]	<b>373</b>	(15.5%)	<b>2,408</b>	(6.1%)
<b>SOC7</b>	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%)	<b>0</b>	(0.0%)
<b>SOC8</b>	<b>276</b>	(61.3%) [64.9%]	<b>149</b>	(33.1%) [35.1%]	<b>25</b>	(5.6%)	<b>450</b>	(1.1%)
<b>SOC9</b>	<b>2,181</b>	(62.2%) [66.9%]	<b>1,079</b>	(30.8%) [33.1%]	<b>248</b>	(7.1%)	<b>3,508</b>	(8.9%)
<b>TOTAL</b>	<b>21,764</b>	(55.4%) [58.2%]	<b>15,622</b>	(39.8%) [41.8%]	<b>1,888</b>	(4.8%)	<b>39,274</b>	(100.0%)

## **Composition of Civil Service Employees by Standard Occupational Classification and Sex**

### **MALE FULL-TIME EMPLOYEES**

**3.22** The composition of monitored male Civil Service full-time employees is shown in Table 25[M] (page 43). Three-quarters (74.7%) were located in four occupational groups, namely: Managers and Administrators (SOC1), Associate Professional and Technical Occupations (SOC3), Clerical and Administrative posts (SOC4) and Other Occupations (SOC9). The key changes in the aforementioned groups are outlined below.

During the year there was an increase in the number of both Protestant and Roman Catholic employees in SOC's 1,3,4 and 9. However, because the increase in employee counts was proportionately larger for Roman Catholics than Protestants, the Catholic share rose in three groups, and remained unchanged in SOC4.

In SOC1, SOC3 and SOC9 the Roman Catholic share increased by [1.3], [1.0], and [0.7] percentage points respectively. In SOC4, the largest group with 4,707 employees, both the Protestant and Roman Catholic counts rose by (5.7%), leaving their relative shares unchanged from 2002.

### **FEMALE FULL-TIME EMPLOYEES**

**3.23** Table 25[F] (page 43) shows the composition of monitored female full-time Civil Service employees. More than four-fifths (84.5%) were located in two occupational groups, namely: Managers and Administrators (SOC1, 24.7%) and Clerical and Secretarial (SOC4, 59.8%). Leaving aside SOC1 and SOC4, less than one thousand females were employed in a full-time capacity in any of the remaining SOC groups.

During the monitoring period, female employment counts in SOC1 rose by 449 (10.7%), 217 (9.5%) for Protestants and 220 (12.3%) for Roman Catholics. Compared with 2002, these changes produced an increase of [0.7] of a percentage point in the Catholic share.

Three-in-five female full-time civil servants (59.8%) are in clerical and administrative posts (SOC4), a total of 11,211 employees. The Protestant count increased by 19 (0.3%) during the year, while the number of Roman Catholic employees rose by 181 (3.6%). This led to a rise of [0.8] percentage points in the Catholic share.

**Table 19 [M] Composition of Male Full-time Health Sector Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>421</b>	(47.7%) [50.6%]	<b>411</b>	(46.6%) [49.4%]	<b>50</b>	(5.7%)	<b>882</b>	(8.9%)
<b>SOC2</b>	<b>982</b>	(41.5%) [54.2%]	<b>829</b>	(35.1%) [45.8%]	<b>554</b>	(23.4%)	<b>2,365</b>	(23.8%)
<b>SOC3</b>	<b>819</b>	(42.1%) [45.3%]	<b>989</b>	(50.8%) [54.7%]	<b>139</b>	(7.1%)	<b>1,947</b>	(19.6%)
<b>SOC4</b>	<b>359</b>	(43.8%) [45.9%]	<b>423</b>	(51.6%) [54.1%]	<b>38</b>	(4.6%)	<b>820</b>	(8.3%)
<b>SOC5</b>	<b>325</b>	(67.4%) [70.2%]	<b>138</b>	(28.6%) [29.8%]	<b>19</b>	(3.9%)	<b>482</b>	(4.9%)
<b>SOC6</b>	<b>799</b>	(43.7%) [46.1%]	<b>936</b>	(51.1%) [53.9%]	<b>95</b>	(5.2%)	<b>1,830</b>	(18.4%)
<b>SOC7</b>	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%)	<b>0</b>	(0.0%)
<b>SOC8</b>	<b>201</b>	(62.0%) [65.7%]	<b>105</b>	(32.4%) [34.3%]	<b>18</b>	(5.6%)	<b>324</b>	(3.3%)
<b>SOC9</b>	<b>487</b>	(38.0%) [39.9%]	<b>734</b>	(57.3%) [60.1%]	<b>61</b>	(4.8%)	<b>1,282</b>	(12.9%)
<b>TOTAL</b>	<b>4,393</b>	(44.2%) [49.0%]	<b>4,565</b>	(46.0%) [51.0%]	<b>974</b>	(9.8%)	<b>9,932</b>	(100.0%)

**Table 19 [F] Composition of Female Full-time Health Sector Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>761</b>	(51.6%) [54.0%]	<b>648</b>	(43.9%) [46.0%]	<b>67</b>	(4.5%)	<b>1,476</b>	(3.6%)
<b>SOC2</b>	<b>1,531</b>	(44.1%) [50.2%]	<b>1,521</b>	(43.8%) [49.8%]	<b>418</b>	(12.0%)	<b>3,470</b>	(8.4%)
<b>SOC3</b>	<b>7,933</b>	(47.5%) [50.4%]	<b>7,792</b>	(46.6%) [49.6%]	<b>988</b>	(5.9%)	<b>16,713</b>	(40.7%)
<b>SOC4</b>	<b>4,174</b>	(55.2%) [57.1%]	<b>3,134</b>	(41.5%) [42.9%]	<b>248</b>	(3.3%)	<b>7,556</b>	(18.4%)
<b>SOC5</b>	<b>33</b>	(50.0%) [51.6%]	<b>31</b>	(47.0%) [48.4%]	<b>2</b>	(3.0%)	<b>66</b>	(0.2%)
<b>SOC6</b>	<b>3,946</b>	(51.8%) [54.2%]	<b>3,329</b>	(43.7%) [45.8%]	<b>348</b>	(4.6%)	<b>7,623</b>	(18.6%)
<b>SOC7</b>	<b>5</b>	(100.0%) [100.0%]	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%)	<b>5</b>	(0.0%)
<b>SOC8</b>	<b>9</b>	(56.3%) [56.3%]	<b>7</b>	(43.8%) [43.8%]	<b>0</b>	(0.0%)	<b>16</b>	(0.0%)
<b>SOC9</b>	<b>2,081</b>	(50.2%) [52.3%]	<b>1,900</b>	(45.9%) [47.7%]	<b>162</b>	(3.9%)	<b>4,143</b>	(10.1%)
<b>TOTAL</b>	<b>20,473</b>	(49.9%) [52.7%]	<b>18,362</b>	(44.7%) [47.3%]	<b>2,233</b>	(5.4%)	<b>41,068</b>	(100.0%)

**Table 21 [M] Composition of Male Full-time Education Sector Employees (including Further Education Colleges) by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>190</b>	(55.9%) [60.1%]	<b>126</b>	(37.1%) [39.9%]	<b>24</b>	(7.1%)	<b>340</b>	(6.5%)
<b>SOC2</b>	<b>687</b>	(49.3%) [51.7%]	<b>642</b>	(46.1%) [48.3%]	<b>64</b>	(4.6%)	<b>1,393</b>	(26.6%)
<b>SOC3</b>	<b>433</b>	(46.9%) [49.1%]	<b>448</b>	(48.5%) [50.9%]	<b>42</b>	(4.6%)	<b>923</b>	(17.6%)
<b>SOC4</b>	<b>170</b>	(48.4%) [51.5%]	<b>160</b>	(45.6%) [48.5%]	<b>21</b>	(6.0%)	<b>351</b>	(6.7%)
<b>SOC5</b>	<b>190</b>	(66.0%) [68.8%]	<b>86</b>	(29.9%) [31.2%]	<b>12</b>	(4.2%)	<b>288</b>	(5.5%)
<b>SOC6</b>	<b>589</b>	(49.7%) [51.4%]	<b>556</b>	(46.9%) [48.6%]	<b>40</b>	(3.4%)	<b>1,185</b>	(22.6%)
<b>SOC7</b>	<b>1</b>	(50.0%) [50.0%]	<b>1</b>	(50.0%) [50.0%]	<b>0</b>	(0.0%)	<b>2</b>	(0.0%)
<b>SOC8</b>	<b>299</b>	(47.6%) [49.3%]	<b>307</b>	(48.9%) [50.7%]	<b>22</b>	(3.5%)	<b>628</b>	(12.0%)
<b>SOC9</b>	<b>73</b>	(59.8%) [64.0%]	<b>41</b>	(33.6%) [36.0%]	<b>8</b>	(6.6%)	<b>122</b>	(2.3%)
<b>TOTAL</b>	<b>2,632</b>	(50.3%) [52.7%]	<b>2,367</b>	(45.2%) [47.3%]	<b>233</b>	(4.5%)	<b>5,232</b>	(100.0%)

**Table 21 [F] Composition of Female Full-time Education Sector Employees (including Further Education Colleges) by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>212</b>	(52.0%) [53.3%]	<b>186</b>	(45.6%) [46.7%]	<b>10</b>	(2.5%)	<b>408</b>	(2.7%)
<b>SOC2</b>	<b>781</b>	(42.5%) [44.3%]	<b>981</b>	(53.4%) [55.7%]	<b>74</b>	(4.0%)	<b>1,836</b>	(12.2%)
<b>SOC3</b>	<b>472</b>	(51.3%) [53.7%]	<b>407</b>	(44.2%) [46.3%]	<b>41</b>	(4.5%)	<b>920</b>	(6.1%)
<b>SOC4</b>	<b>1,770</b>	(53.6%) [55.4%]	<b>1,427</b>	(43.2%) [44.6%]	<b>105</b>	(3.2%)	<b>3,302</b>	(21.9%)
<b>SOC5</b>	<b>7</b>	(46.7%) [46.7%]	<b>8</b>	(53.3%) [53.3%]	<b>0</b>	(0.0%)	<b>15</b>	(0.1%)
<b>SOC6</b>	<b>3,418</b>	(51.3%) [53.9%]	<b>2,920</b>	(43.8%) [46.1%]	<b>327</b>	(4.9%)	<b>6,665</b>	(44.1%)
<b>SOC7</b>	<b>49</b>	(62.8%) [68.1%]	<b>23</b>	(29.5%) [31.9%]	<b>6</b>	(7.7%)	<b>78</b>	(0.5%)
<b>SOC8</b>	<b>13</b>	(46.4%) [48.1%]	<b>14</b>	(50.0%) [51.9%]	<b>1</b>	(3.6%)	<b>28</b>	(0.2%)
<b>SOC9</b>	<b>932</b>	(50.2%) [52.4%]	<b>845</b>	(45.5%) [47.6%]	<b>80</b>	(4.3%)	<b>1,857</b>	(12.3%)
<b>TOTAL</b>	<b>7,654</b>	(50.7%) [52.9%]	<b>6,811</b>	(45.1%) [47.1%]	<b>644</b>	(4.3%)	<b>15,109</b>	(100.0%)

**Table 23 [M] Composition of Male Full-time District Council Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>372</b>	(62.9%) [66.0%]	<b>192</b>	(32.5%) [34.0%]	<b>27</b>	(4.6%)	<b>591</b>	(10.9%)
<b>SOC2</b>	<b>115</b>	(58.1%) [61.2%]	<b>73</b>	(36.9%) [38.8%]	<b>10</b>	(5.1%)	<b>198</b>	(3.7%)
<b>SOC3</b>	<b>348</b>	(57.0%) [60.4%]	<b>228</b>	(37.4%) [39.6%]	<b>34</b>	(5.6%)	<b>610</b>	(11.3%)
<b>SOC4</b>	<b>100</b>	(54.3%) [56.5%]	<b>77</b>	(41.8%) [43.5%]	<b>7</b>	(3.8%)	<b>184</b>	(3.4%)
<b>SOC5</b>	<b>457</b>	(63.2%) [65.5%]	<b>241</b>	(33.3%) [34.5%]	<b>25</b>	(3.5%)	<b>723</b>	(13.4%)
<b>SOC6</b>	<b>421</b>	(57.0%) [60.0%]	<b>281</b>	(38.1%) [40.0%]	<b>36</b>	(4.9%)	<b>738</b>	(13.6%)
<b>SOC7</b>	<b>2</b>	(20.0%) [22.2%]	<b>7</b>	(70.0%) [77.8%]	<b>1</b>	(10.0%)	<b>10</b>	(0.2%)
<b>SOC8</b>	<b>462</b>	(67.2%) [69.0%]	<b>208</b>	(30.3%) [31.0%]	<b>17</b>	(2.5%)	<b>687</b>	(12.7%)
<b>SOC9</b>	<b>952</b>	(57.0%) [58.9%]	<b>663</b>	(39.7%) [41.1%]	<b>56</b>	(3.4%)	<b>1,671</b>	(30.9%)
<b>TOTAL</b>	<b>3,229</b>	(59.7%) [62.1%]	<b>1,970</b>	(36.4%) [37.9%]	<b>213</b>	(3.9%)	<b>5,412</b>	(100.0%)

**Table 23 [F] Composition of Female Full-time District Council Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>215</b>	(54.8%) [57.5%]	<b>159</b>	(40.6%) [42.5%]	<b>18</b>	(4.6%)	<b>392</b>	(11.9%)
<b>SOC2</b>	<b>68</b>	(50.4%) [52.3%]	<b>62</b>	(45.9%) [47.7%]	<b>5</b>	(3.7%)	<b>135</b>	(4.1%)
<b>SOC3</b>	<b>220</b>	(55.7%) [58.7%]	<b>155</b>	(39.2%) [41.3%]	<b>20</b>	(5.1%)	<b>395</b>	(12.0%)
<b>SOC4</b>	<b>872</b>	(59.8%) [61.5%]	<b>545</b>	(37.4%) [38.5%]	<b>42</b>	(2.9%)	<b>1,459</b>	(44.2%)
<b>SOC5</b>	<b>19</b>	(70.4%) [76.0%]	<b>6</b>	(22.2%) [24.0%]	<b>2</b>	(7.4%)	<b>27</b>	(0.8%)
<b>SOC6</b>	<b>253</b>	(60.8%) [63.9%]	<b>143</b>	(34.4%) [36.1%]	<b>20</b>	(4.8%)	<b>416</b>	(12.6%)
<b>SOC7</b>	<b>16</b>	(64.0%) [64.0%]	<b>9</b>	(36.0%) [36.0%]	<b>0</b>	(0.0%)	<b>25</b>	(0.8%)
<b>SOC8</b>	<b>2</b>	(100.0%) [100.0%]	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%)	<b>2</b>	(0.1%)
<b>SOC9</b>	<b>280</b>	(62.1%) [65.9%]	<b>145</b>	(32.2%) [34.1%]	<b>26</b>	(5.8%)	<b>451</b>	(13.7%)
<b>TOTAL</b>	<b>1,945</b>	(58.9%) [61.4%]	<b>1,224</b>	(37.1%) [38.6%]	<b>133</b>	(4.0%)	<b>3,302</b>	(100.0%)

**Table 25 [M] Composition of Male Full-time Civil Service Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>2,376</b>	(54.7%) [57.8%]	<b>1,735</b>	(39.9%) [42.2%]	<b>232</b>	(5.3%)	<b>4,343</b>	(21.2%)
<b>SOC2</b>	<b>891</b>	(62.9%) [68.6%]	<b>408</b>	(28.8%) [31.4%]	<b>118</b>	(8.3%)	<b>1,417</b>	(6.9%)
<b>SOC3</b>	<b>2,186</b>	(60.8%) [63.4%]	<b>1,264</b>	(35.1%) [36.6%]	<b>147</b>	(4.1%)	<b>3,597</b>	(17.5%)
<b>SOC4</b>	<b>2,125</b>	(45.1%) [46.8%]	<b>2,420</b>	(51.4%) [53.2%]	<b>162</b>	(3.4%)	<b>4,707</b>	(22.9%)
<b>SOC5</b>	<b>901</b>	(65.8%) [69.0%]	<b>405</b>	(29.6%) [31.0%]	<b>64</b>	(4.7%)	<b>1,370</b>	(6.7%)
<b>SOC6</b>	<b>1,449</b>	(74.5%) [89.4%]	<b>171</b>	(8.8%) [10.6%]	<b>324</b>	(16.7%)	<b>1,944</b>	(9.5%)
<b>SOC7</b>	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%)	<b>0</b>	(0.0%)
<b>SOC8</b>	<b>274</b>	(61.2%) [64.8%]	<b>149</b>	(33.3%) [35.2%]	<b>25</b>	(5.6%)	<b>448</b>	(2.2%)
<b>SOC9</b>	<b>1,591</b>	(59.0%) [63.7%]	<b>905</b>	(33.6%) [36.3%]	<b>200</b>	(7.4%)	<b>2,696</b>	(13.1%)
<b>TOTAL</b>	<b>11,793</b>	(57.5%) [61.3%]	<b>7,457</b>	(36.3%) [38.7%]	<b>1,272</b>	(6.2%)	<b>20,522</b>	(100.0%)

**Table 25 [F] Composition of Female Full-time Civil Service Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>2,512</b>	(54.2%) [55.6%]	<b>2,002</b>	(43.2%) [44.4%]	<b>120</b>	(2.6%)	<b>4,634</b>	(24.7%)
<b>SOC2</b>	<b>312</b>	(49.8%) [55.1%]	<b>254</b>	(40.5%) [44.9%]	<b>61</b>	(9.7%)	<b>627</b>	(3.3%)
<b>SOC3</b>	<b>514</b>	(52.7%) [55.3%]	<b>415</b>	(42.5%) [44.7%]	<b>47</b>	(4.8%)	<b>976</b>	(5.2%)
<b>SOC4</b>	<b>5,685</b>	(50.7%) [52.0%]	<b>5,238</b>	(46.7%) [48.0%]	<b>288</b>	(2.6%)	<b>11,211</b>	(59.8%)
<b>SOC5</b>	<b>15</b>	(57.7%) [65.2%]	<b>8</b>	(30.8%) [34.8%]	<b>3</b>	(11.5%)	<b>26</b>	(0.1%)
<b>SOC6</b>	<b>341</b>	(73.5%) [82.2%]	<b>74</b>	(15.9%) [17.8%]	<b>49</b>	(10.6%)	<b>464</b>	(2.5%)
<b>SOC7</b>	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(.0%)	<b>0</b>	(0.0%)
<b>SOC8</b>	<b>2</b>	(100.0%) [100.0%]	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%)	<b>2</b>	(0.0%)
<b>SOC9</b>	<b>590</b>	(72.7%) [77.2%]	<b>174</b>	(21.4%) [22.8%]	<b>48</b>	(5.9%)	<b>812</b>	(4.3%)
<b>TOTAL</b>	<b>9,971</b>	(53.2%) [55.0%]	<b>8,165</b>	(43.5%) [45.0%]	<b>616</b>	(3.3%)	<b>18,752</b>	(100.0%)





# 4

## The Public Sector: Part-time

### Introduction

4.1 Since 1st January 2001 all specified public authorities have been required to monitor the community composition of part-time employees (those working less than 16 hours per week). This chapter presents the third annual analysis of such employees.

### Overall Composition

4.2 Table 26 shows that in 2003 there were 30,433 monitored employees working in a part-time capacity in the public sector, compared with 30,599 the previous year. This represented a decline of 166 (0.5%). There were 16,598 Protestants (54.5%), 12,095 Roman Catholics (39.7%), and 1,740 (5.7%) of Non-Determined community background.

**Table 26 Composition of Public Sector Part-time Employees by Sex**

	Protestant		Roman Catholic		Non Determined		Total	
<b>Male</b>	<b>3,998</b>	(58.0%) [62.5%]	<b>2,395</b>	(34.8%) [37.5%]	<b>497</b>	(7.2%)	<b>6,890</b>	(22.6%)
<b>Female</b>	<b>12,600</b>	(53.5%) [56.5%]	<b>9,700</b>	(41.2%) [43.5%]	<b>1,243</b>	(5.3%)	<b>23,543</b>	(77.4%)
<b>TOTAL</b>	<b>16,598</b>	(54.5%) [57.8%]	<b>12,095</b>	(39.7%) [42.2%]	<b>1,740</b>	(5.7%)	<b>30,433</b>	(100.0%)

**Table 27 Composition of Public Sector Part-time Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>62</b>	(54.9%) [62.0%]	<b>38</b>	(33.6%) [38.0%]	<b>13</b>	(11.5%)	<b>113</b>	(0.4%)
<b>SOC2</b>	<b>1,808</b>	(48.3%) [54.3%]	<b>1,520</b>	(40.6%) [45.7%]	<b>417</b>	(11.1%)	<b>3,745</b>	(12.3%)
<b>SOC3</b>	<b>2,079</b>	(51.0%) [54.8%]	<b>1,717</b>	(42.1%) [45.2%]	<b>281</b>	(6.9%)	<b>4,077</b>	(13.4%)
<b>SOC4</b>	<b>981</b>	(61.7%) [65.3%]	<b>522</b>	(32.8%) [34.7%]	<b>88</b>	(5.5%)	<b>1,591</b>	(5.2%)
<b>SOC5</b>	<b>62</b>	(57.4%) [59.0%]	<b>43</b>	(39.8%) [41.0%]	<b>3</b>	(2.8%)	<b>108</b>	(0.4%)
<b>SOC6</b>	<b>6,719</b>	(58.4%) [61.2%]	<b>4,259</b>	(37.0%) [38.8%]	<b>529</b>	(4.6%)	<b>11,507</b>	(37.8%)
<b>SOC7</b>	<b>95</b>	(61.7%) [65.1%]	<b>51</b>	(33.1%) [34.9%]	<b>8</b>	(5.2%)	<b>154</b>	(0.5%)
<b>SOC8</b>	<b>26</b>	(55.3%) [63.4%]	<b>15</b>	(31.9%) [36.6%]	<b>6</b>	(12.8%)	<b>47</b>	(0.2%)
<b>SOC9</b>	<b>4,766</b>	(52.4%) [54.8%]	<b>3,930</b>	(43.2%) [45.2%]	<b>395</b>	(4.3%)	<b>9,091</b>	(29.9%)
<b>TOTAL</b>	<b>16,598</b>	(54.5%) [57.8%]	<b>12,095</b>	(39.7%) [42.2%]	<b>1,740</b>	(5.7%)	<b>30,433</b>	(100.0%)

The composition of those for whom a community could be determined was [57.8%] Protestant and [42.2%] Roman Catholic.

During 2002 – 2003, Protestant employment fell by 223 (1.3%), while the number of Roman Catholics rose by 130 (1.1%). As a result, the Roman Catholic share increased by [0.6] of a percentage point, from [41.6%] in 2002 to [42.2%] in 2003.

### Composition by Sex

**4.3** The public sector part-time workforce is predominately female. In 2003, more than three-quarters (77.4%) were women. This feature is slightly more marked in the Roman Catholic community: (80.2%) of Roman Catholic part-time employees were female, compared with (75.9%) of their Protestant counterparts.

Between 2002 and 2003, the overall number of female part-time employees rose by 251 (1.1%), from 23,292 to 23,543. The employment increase was 83 (0.7%) for Protestants and 184 (1.9%) for Roman Catholics. Consequently, the Roman Catholic female share grew by [0.3] of a percentage point during the year, from [43.2%] to [43.5%].

The overall number of male part-time employees declined by 417 (5.7%) during the year, from 7,307 to 6,890. The number of Protestant male employees decreased by (7.1%) to 3,998, while the Roman Catholic count fell by (2.2%) to 2,395. The larger decline in Protestant, compared with Roman Catholic employment, led to an increase of [1.2] percentage points in the Catholic male share to [37.5%] in 2003.

### Composition by Standard Occupational Classification

**4.4** Table 27 tabulates the number of public sector part-time employees by SOC and community background. The vast majority (93.4%) were concentrated in four occupational classifications, namely: Professional occupations (SOC2), Associate Professional and Technical occupations (SOC3), Personal and Protective Service occupations (SOC6), and Other occupations (SOC9). The remaining SOC groups contained a small number of employees. Details of the key changes in the said four groups are summarized below.

Compared with 2002, the overall employee count in SOC2 dropped by 432 employees (10.3%). The Protestant count fell by 196

**Table 28 Composition of Male Public Sector Part-time Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>14</b>	(50.0%) [70.0%]	<b>6</b>	(21.4%) [30.0%]	<b>8</b>	(28.6%)	<b>28</b>	(0.4%)
<b>SOC2</b>	<b>686</b>	(46.6%) [55.0%]	<b>561</b>	(38.1%) [45.0%]	<b>225</b>	(15.3%)	<b>1,472</b>	(21.4%)
<b>SOC3</b>	<b>338</b>	(42.9%) [47.7%]	<b>371</b>	(47.1%) [52.3%]	<b>79</b>	(10.0%)	<b>788</b>	(11.4%)
<b>SOC4</b>	<b>103</b>	(59.9%) [61.7%]	<b>64</b>	(37.2%) [38.3%]	<b>5</b>	(2.9%)	<b>172</b>	(2.5%)
<b>SOC5</b>	<b>28</b>	(50.0%) [51.9%]	<b>26</b>	(46.4%) [48.1%]	<b>2</b>	(3.6%)	<b>56</b>	(0.8%)
<b>SOC6</b>	<b>2,626</b>	(67.0%) [69.7%]	<b>1,142</b>	(29.1%) [30.3%]	<b>151</b>	(3.9%)	<b>3,919</b>	(56.9%)
<b>SOC7</b>	<b>1</b>	(100.0%) [100.0%]	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%)	<b>1</b>	(0.0%)
<b>SOC8</b>	<b>26</b>	(56.5%) [65.0%]	<b>14</b>	(30.4%) [35.0%]	<b>6</b>	(13.0%)	<b>46</b>	(0.7%)
<b>SOC9</b>	<b>176</b>	(43.1%) [45.5%]	<b>211</b>	(51.7%) [54.5%]	<b>21</b>	(5.1%)	<b>408</b>	(5.9%)
<b>TOTAL</b>	<b>3,998</b>	(58.0%) [62.5%]	<b>2,395</b>	(34.8%) [37.5%]	<b>497</b>	(7.2%)	<b>6,890</b>	(100.0%)

(9.8%), while the number of Roman Catholic employees declined by 154 (9.2%). As a result of a slightly steeper decline in Protestant employment, their share of SOC2 fell by [0.2] of a percentage point.

In SOC3, overall employee counts increased by (4.4%) during the year to 4,077. The number of Protestant employees rose by (7.1%), while the Roman Catholic count increased by (4.7%). Due to the faster rate of growth in Protestant employment, their share of SOC3 increased by [0.6] of a percentage point.

In SOC4, a substantial rise in Protestant employment during the year (16.8%), coupled with a smaller growth in the Roman Catholic count (11.5%), led to an increase of [1.1] percentage points in the Protestant share.

The number of employees in SOC6 increased from 11,130 to 11,507 (3.4%). Protestant employment increased by (0.6%), compared with a (6.5%) increase for Roman Catholics. As a result, the Roman Catholic share increased by [1.3] percentage points to [38.8%].

In SOC9 the overall employee count fell by (4.8%), from 9,545 in 2002 to 9,091 in 2003.

The number of Protestant employees dropped by (6.4%), while Roman Catholic employment decreased by (2.7%). These two factors resulted in an increase of [1.0] percentage point in the Roman Catholic share.

## Composition by Standard Occupational Classification and Sex

### MALE PART-TIME EMPLOYEES

**4.5** Table 28 presents the composition of monitored male public sector part-time employment by SOC.

Two categories, Professional occupations (SOC2) and Personal and Protective services (SOC6), accounted for over three-quarters (78.3%) of the male part-time workforce. All remaining seven groups contain insignificant elements of public sector employment.

During the year, the overall number of male employees in SOC2 decreased by (14.4%) from 1,719 to 1,472. Protestant employment declined by (13.4%), while the number of Roman Catholics fell by (15.9%). This led to a [0.7] percentage point increase in the Protestant share during 2003 to [55.0%].

**Table 29 Composition of Female Public Sector Part-time Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>48</b>	(56.5%) [60.0%]	<b>32</b>	(37.6%) [40.0%]	<b>5</b>	(5.9%)	<b>85</b>	(0.4%)
<b>SOC2</b>	<b>1,122</b>	(49.4%) [53.9%]	<b>959</b>	(42.2%) [46.1%]	<b>192</b>	(8.4%)	<b>2,273</b>	(9.7%)
<b>SOC3</b>	<b>1,741</b>	(52.9%) [56.4%]	<b>1,346</b>	(40.9%) [43.6%]	<b>202</b>	(6.1%)	<b>3,289</b>	(14.0%)
<b>SOC4</b>	<b>878</b>	(61.9%) [65.7%]	<b>458</b>	(32.3%) [34.3%]	<b>83</b>	(5.8%)	<b>1,419</b>	(6.0%)
<b>SOC5</b>	<b>34</b>	(65.4%) [66.7%]	<b>17</b>	(32.7%) [33.3%]	<b>1</b>	(1.9%)	<b>52</b>	(0.2%)
<b>SOC6</b>	<b>4,093</b>	(53.9%) [56.8%]	<b>3,117</b>	(41.1%) [43.2%]	<b>378</b>	(5.0%)	<b>7,588</b>	(32.2%)
<b>SOC7</b>	<b>94</b>	(61.4%) [64.8%]	<b>51</b>	(33.3%) [35.2%]	<b>8</b>	(5.2%)	<b>153</b>	(0.6%)
<b>SOC8</b>	<b>0</b>	(0.0%) [0.0%]	<b>1</b>	(100.0%) [100.0%]	<b>0</b>	(0.0%)	<b>1</b>	(0.0%)
<b>SOC9</b>	<b>4,590</b>	(52.9%) [55.2%]	<b>3,719</b>	(42.8%) [44.8%]	<b>374</b>	(4.3%)	<b>8,683</b>	(36.9%)
<b>TOTAL</b>	<b>12,600</b>	(53.5%) [56.5%]	<b>9,700</b>	(41.2%) [43.5%]	<b>1,243</b>	(5.3%)	<b>23,543</b>	(100.0%)

Over half (56.9%) of all male part-time public sector employees are in SOC6. Overall employee counts in SOC6 fell by (2.3%) during the year, from 4,012 to 3,919.

The Roman Catholic share of this group was [30.3%], a rise of [1.5] percentage points compared with 2002. The increase in the Roman Catholic share resulted from a decline of (4.8%) in Protestant employment, coupled with a (2.4%) increase in the Roman Catholic count.

#### FEMALE PART-TIME EMPLOYEES

**4.6** Table 29 shows the composition of female public sector part-time employment by SOC.

Monitoring data shows that patterns of female part-time employment differ markedly compared with men. While almost a quarter (21.4%) of all male part-time employees are engaged in Professional Occupations (SOC2), less than one in ten females (9.7%) are performing this work

In contrast, over a third (36.9%) of female part-timers are in Other occupations (SOC9), compared with only one in twenty (5.9%) of their male counterparts.

Over eight in ten female part-time employees (83.1%) are concentrated in three occupational groups, namely: Associate Professional and Technical occupations (SOC3), Personal and Protective Services (SOC6) and Other occupations (SOC9). Details of the key changes in these groups are as follows.

In SOC3, the overall employee count increased by (5.3%), (8.2%) for Protestants and (4.5%) for Roman Catholics. As a result, the Protestant share rose by [0.9] of a percentage point to [56.4%].

In SOC6 employee counts rose by 470 (6.6%), a (4.3%) rise for Protestants and an (8.0%) increase for Roman Catholics. These factors led to an [0.8] percentage point rise in the Roman Catholic share during 2003 to [43.2%].

In SOC9 the number of female employees fell by 376 (4.2%) during the year to 8,683. A (5.3%) decline in Protestant employment, coupled with a fall of (2.7%) in the Roman Catholic count led to a [0.7] percentage point increase in the Roman Catholic share to [44.8%].

The remaining occupational groups contained a small or negligible number of female workers.

#### Security Related Occupations

**4.7** Included in the Monitoring Returns are the following security-related occupations: the Police Service of Northern Ireland, the Royal Irish Regiment, the Territorial Army, the Royal Naval Reserve, the Northern Ireland Prison Service, civilian secondees from the Northern Ireland Civil Service, and the Northern Ireland Policing Board.

Table 30 shows that in 2003 there were 1,877 part-time employees in security-related occupations, a (9.0%) decrease on the previous year's total of 2,062 employees.

Among those whose community background was determined [95.4%] were Protestant and [4.6%] were Roman Catholic. This represented an increase of [0.4] of a percentage point in the Roman Catholic share.

During the year, the number of Protestant employees decreased by 179 (9.2%) to 1,759, while the Roman Catholic count remained unchanged at 85 employees.

**Table 30** Composition of Public Sector Part-time Employees in Security-related Occupations by Sex

	Protestant	Roman Catholic	Non-Determined	Total
<b>Male</b>	1,356 (94.7%) [96.5%]	49 (3.4%) [3.5%]	27 (1.9%)	1,432 (76.3%)
<b>Female</b>	403 (90.6%) [91.8%]	36 (8.1%) [8.2%]	6 (1.3%)	445 (23.7%)
<b>TOTAL</b>	1,759 (93.7%) [95.4%]	85 (4.5%) [4.6%]	33 (1.8%)	1,877 (100.0%)

The composition of the whole monitored part-time public sector workforce is influenced by the large number of Protestants working in security-related occupations.

Among males, only (2.0%) of Roman Catholic public sector part-time employees were in security-related occupations in 2003, compared with one-third (33.9%) of their Protestant counterparts. Among females, the Roman Catholic proportion was negligible.

Table 31 shows that, when those in security-related occupations are excluded, the composition of the remaining public sector part-time workforce for whom a community was determined was [55.3%] Protestant and [44.7%] Roman Catholic

For males, the exclusion of security-related occupations would have increased the Roman Catholic share of the entire monitored public sector part-time workforce to [47.0%] from [37.5%]. For females the corresponding increase would have been to [44.2%] from [43.5%].

## COMPOSITION OF THE MAJOR SECTORS

### Health Sector Part-time Overall Composition

4.8 Employees in the health sector were detailed in the monitoring returns of twenty five public sector bodies.

Table 32 shows a total of 11,427 part-time employees in 2003, a (1.1%) increase in the corresponding figure for 2002. The Health sector contains over one-third (37.5%) of the entire monitored public sector part-time workforce.

The composition of those for whom a community could be determined was [55.7%] Protestant and [44.3%] Roman Catholic, a rise of [0.5] of a percentage point in the Catholic share during the year. While the overall Protestant count remained unchanged from the 2002 figure, the number of Roman Catholic employees rose by (1.9%).

Females accounted for 10,375 employees in 2003, an overall increase of 216 (2.1%) on the previous year. They represent more than nine in ten (90.8%) of all employees in this sector.

**Table 31 Composition of Public Sector Part-time Employees excluding those in Security-related Occupations by Sex**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>2,642</b>	(48.4%) [53.0%]	<b>2,346</b>	(43.0%) [47.0%]	<b>470</b>	(8.6%)	<b>5,458</b>	(19.1%)
<b>Female</b>	<b>12,197</b>	(52.8%) [55.8%]	<b>9,664</b>	(41.8%) [44.2%]	<b>1,237</b>	[5.4%]	<b>23,098</b>	(80.9%)
<b>TOTAL</b>	<b>14,839</b>	(52.0%) [55.3%]	<b>12,010</b>	(42.1%) [44.7%]	<b>1,707</b>	(6.0%)	<b>28,556</b>	(100.0%)

**Table 32 Composition of Health Sector Part-time Employees by Sex**

	Protestant		Roman Catholic		Non Determined		Total	
<b>Male</b>	<b>371</b>	(35.3%) [43.4%]	<b>484</b>	(46.0%) [56.6%]	<b>197</b>	(18.7%)	<b>1,052</b>	(9.2%)
<b>Female</b>	<b>5,566</b>	(53.6%) [56.8%]	<b>4,241</b>	(40.9%) [43.2%]	<b>568</b>	(5.5%)	<b>10,375</b>	(90.8%)
<b>TOTAL</b>	<b>5,937</b>	(52.0%) [55.7%]	<b>4,725</b>	(41.3%) [44.3%]	<b>765</b>	(6.7%)	<b>11,427</b>	(100.0%)

The number of Protestant females rose by 111 (2.0%) during the year, compared with a rise of 87 (2.1%) in the Roman Catholic count. As a result, the community composition of female employees remained unchanged from 2002.

There were 1,052 males working part-time in the health sector, a decline of (8.0%) since 2002. The Protestant male count fell by 113 employees (23.3%), while the number of Roman Catholic males remained virtually unchanged. As a result, the Protestant male share fell by [6.8] percentage points during the year to [43.4%].

### Composition of Health Sector by Standard Occupational Classification

- 4.9 Table 33 reveals that, in the health sector, almost nine out of ten (88.1%) part-time employees were concentrated in three occupational groups, namely: Associate Professional occupations (SOC3); Personal and Protective services (SOC6); and Other occupations (SOC9), see Table 33.

In SOC3, which includes nurses and the professions allied to medicine, there was a (6.3%) increase in the Protestant count,

coupled with a (3.3%) growth in Roman Catholic employment. Compared with 2002, this led to a [0.8] percentage point increase in the Protestant share.

In SOC6, Roman Catholic representation was [51.5%], a [1.5] percentage point rise. The overall employee count fell in SOC9 by (5.1%), a (5.8%) drop for Protestants and a (4.2%) fall in the Roman Catholic count. As a result, the Protestant share declined by [0.4] of a percentage point.

With the exception of SOC2, all other groups contained a negligible number of employees.

### Composition of Health Sector by Standard Occupational Classification and Sex

#### MALE PART-TIME EMPLOYEES

- 4.10 Table 33[M] (page 55) shows the community composition by SOC for male part-time health sector employees. In 2003, there was a total of 1,052 males spread across seven SOC groups. More than four-fifths (82.8%) were concentrated in three categories, namely: SOC2 (42.2%), SOC6 (20.2%), and SOC9 (20.4%). The Protestant share in these groups

**Table 33 Composition of Health Sector Part-time Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>11</b>	(39.3%) [42.3%]	<b>15</b>	(53.6%) [57.7%]	<b>2</b>	(7.1%)	<b>28</b>	(.2%)
<b>SOC2</b>	<b>382</b>	(41.7%) [54.6%]	<b>318</b>	(34.8%) [45.4%]	<b>215</b>	(23.5%)	<b>915</b>	(8.0%)
<b>SOC3</b>	<b>1,413</b>	(52.2%) [55.6%]	<b>1,130</b>	(41.7%) [44.4%]	<b>164</b>	(6.1%)	<b>2,707</b>	(23.7%)
<b>SOC4</b>	<b>259</b>	(65.2%) [68.3%]	<b>120</b>	(30.2%) [31.7%]	<b>18</b>	(4.5%)	<b>397</b>	(3.5%)
<b>SOC5</b>	<b>3</b>	(50.0%) [50.0%]	<b>3</b>	(50.0%) [50.0%]	<b>0</b>	(.0%)	<b>6</b>	(0.1%)
<b>SOC6</b>	<b>802</b>	(45.7%) [48.5%]	<b>850</b>	(48.4%) [51.5%]	<b>103</b>	(5.9%)	<b>1,755</b>	(15.4%)
<b>SOC7</b>	<b>1</b>	(100.0%) [100.0%]	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%)	<b>1</b>	(0.0%)
<b>SOC8</b>	<b>10</b>	(58.8%) [71.4%]	<b>4</b>	(23.5%) [28.6%]	<b>3</b>	(17.6%)	<b>17</b>	(0.1%)
<b>SOC9</b>	<b>3,056</b>	(54.6%) [57.2%]	<b>2,285</b>	(40.8%) [42.8%]	<b>260</b>	(4.6%)	<b>5,601</b>	(49.0%)
<b>TOTAL</b>	<b>5,937</b>	(52.0%) [55.7%]	<b>4,725</b>	(41.3%) [44.3%]	<b>765</b>	(6.7%)	<b>11,427</b>	(100.0%)

was: SOC2 [57.6%], SOC6 [30.3%], and SOC9 [40.4%]. The remaining occupational groups contained a very small number of employees.

#### FEMALE PART-TIME EMPLOYEES

4.11 Table 33[F] (page 55) shows that over nine out of ten (91.6%) female part-time health sector workers were located in three occupational groups, namely: Associate Professional occupations (SOC3, 24.8%), Personal and Protective services (SOC6, 14.9%), and Other occupations (SOC9, 51.9%). The remaining groups contained a negligible number of employees.

In SOC3 the Protestant share was [56.7%], a rise of [0.4] of a percentage point on 2002. Protestant representation in SOC6 and SOC9 was unchanged at [51.0%] and [57.9%] respectively.

#### Education Sector Overall Part-time Composition

4.12 Monitoring returns from the education sector include the five Education and Library Boards and staff employed by the 16 further education colleges, but exclude teaching staff not in further education.

Table 34 shows there were 14,001 part-time staff employed in this sector in 2003, a drop of 349 (2.4%) on the previous year. The education sector represents almost half (46.0%) of the entire monitored part-time public sector workforce.

The overall composition was (50.8%) Protestant, (44.0%) Roman Catholic and (5.3%) Non-Determined, see Table 34. Those for whom a community was determined had a composition of [53.6%] Protestant and [46.4%] Roman Catholic.

Compared with 2002, the overall number of employees declined by 349 (2.4%), representing a (2.9%) fall in Protestant employment and a (0.8%) drop in the Roman Catholic count. As a result of a steeper fall in the Protestant count, their share of this sector dropped from [54.1%] in 2002 to [53.6%] in 2003.

Females represent four out of five (80.4%) of all employees in this sector. They accounted for 11,253 employees in 2003, a loss of 155 jobs (1.4%) on the previous year. The number of Protestant females fell by 118 (2.0%) during the year, while the Roman Catholic count remained virtually unchanged. This led to a fall of [0.5] of a percentage point in the Protestant female share during 2003.

There were 2,748 males working part-time in the education sector, a decline of (6.6%) since 2002. The Protestant male count fell by 93 employees (6.4%), while the number of Roman Catholic males dropped by 47 (3.8%). As a result of a larger decline in Protestant employment, the Protestant male share fell by [0.5] of a percentage point during the year to [53.6%].

#### Composition of Education Sector by Standard Occupational Classification

4.13 Table 35 overleaf shows that over two-fifths (43.8%) of part-time employees in the education sector, were in Personal and Protective services (SOC6). There were also large concentrations of employees in Professional occupations (SOC2) and Other occupations (SOC9). Key changes (2002 – 2003) in the said three groups are outlined overleaf.

**Table 34 Composition of Education Sector Part-time Employees by Sex**

	Protestant		Roman Catholic		Non Determined		Total	
<b>Male</b>	<b>1,354</b>	(49.3%) [53.0%]	<b>1,200</b>	(43.7%) [47.0%]	<b>194</b>	(7.1%)	<b>2,748</b>	(19.6%)
<b>Female</b>	<b>5,752</b>	(51.1%) [53.7%]	<b>4,956</b>	(44.0%) [46.3%]	<b>545</b>	(4.8%)	<b>11,253</b>	(80.4%)
<b>TOTAL</b>	<b>7,106</b>	(50.8%) [53.6%]	<b>6,156</b>	(44.0%) [46.4%]	<b>739</b>	(5.3%)	<b>14,001</b>	(100.0%)

In SOC6, a (3.5%) rise in the Protestant count during the year, compared with a (5.2%) rise in Roman Catholic employment, resulted in a [0.4] percentage point increase in the Catholic share to [45.3%].

In SOC2, the overall number of employees fell by 512 (15.6%), (12.4%) for Protestants and (14.1%) for Roman Catholics. This led to a [0.5] percentage rise in the Protestant share.

A (6.5%) fall in the Protestant count in SOC9 led to a [1.7] percentage point decline in their share of this group.

In the remaining occupational group which contained a significant number of employees (SOC3), the Protestant share was [50.0%], half of a percentage point less than in 2002.

### Composition of Education Sector by Standard Occupational Classification and Sex

#### MALE PART-TIME EMPLOYEES

4.14 Table 35[M] (page 56) shows that almost three-quarters (72.2%) of the 2,748 male part-time

employees in the education sector were concentrated in Professional Occupations (SOC2) and Personal and Protective Services (SOC6).

In SOC2 there was an overall decline of 261 employees (20.6%) during the year, a (15.6%) fall for Protestants and a (20.5%) decrease for Roman Catholics. As a result, the Protestant share grew by [1.5] percentage points to [53.9%].

In SOC6 an (8.8%) rise in Roman Catholic employment, compared with a smaller rise (4.6%) in the Protestant count, led to a [1.0] percentage point increase in the Roman Catholic share.

The remaining categories contained a small or negligible number of employees.

#### FEMALE PART-TIME EMPLOYEES

4.15 Table 35[F] (page 56) reveals that almost three-quarters (72.8%) of the 11,253 female part-time workers in the education sector were located in Personal and Protective Services (SOC6) and Other Occupations (SOC9). Employment

**Table 35 Composition of Education Sector Part-time Employees by SOC**

	Protestant	Roman Catholic	Non-Determined	Total
<b>SOC1</b>	2 (22.2%) [50.0%]	2 (22.2%) [50.0%]	5 (55.6%)	9 (0.1%)
<b>SOC2</b>	1,400 (50.4%) [54.2%]	1,184 (42.6%) [45.8%]	195 (7.0%)	2,779 (19.8%)
<b>SOC3</b>	544 (46.2%) [50.0%]	544 (46.2%) [50.0%]	89 (7.6%)	1,177 (8.4%)
<b>SOC4</b>	360 (60.2%) [64.5%]	198 (33.1%) [35.5%]	40 (6.7%)	598 (4.3%)
<b>SOC5</b>	2 (100.0%) [100.0%]	0 (0.0%) [0.0%]	0 (0.0%)	2 (0.0%)
<b>SOC6</b>	3,187 (52.0%) [54.7%]	2,637 (43.0%) [45.3%]	303 (4.9%)	6,127 (43.8%)
<b>SOC7</b>	90 (62.5%) [65.7%]	47 (32.6%) [34.3%]	7 (4.9%)	144 (1.0%)
<b>SOC8</b>	15 (51.7%) [57.7%]	11 (37.9%) [42.3%]	3 (10.3%)	29 (.2%)
<b>SOC9</b>	1,506 (48.0%) [49.6%]	1,533 (48.9%) [50.4%]	97 (3.1%)	3,136 (22.4%)
<b>TOTAL</b>	7,106 (50.8%) [53.6%]	6,156 (44.0%) [46.4%]	739 (5.3%)	14,001 (100.0%)



change in the said two groups are outlined below.

In SOC6 there was an overall increase of 225 employees, a (3.3%) rise for Protestants and a (4.6%) growth for Roman Catholics. The relatively larger increase in the Roman Catholic count during 2003 led to a [0.3] percentage point increase in their share.

In SOC9, a larger decline in the Protestant count (6.7%), compared with their Roman Catholic counterparts (0.5% decrease) led to a [1.6] percentage point growth in the Catholic share. In SOC2 relative shares remained virtually unchanged during the year.

Apart from SOC2, the remaining categories contained a small or negligible number of employees.

### District Councils Overall Part-time Composition

**4.16** Table 36 reveals that, in 2003 a total of 1,550 persons were employed in a part-time capacity across the 26 district councils in Northern Ireland, an increase of 4.4% (66 employees) on the previous year.

Their composition was (57.1%) Protestant, (35.0%) Roman Catholic and (7.9%) Non-Determined. Protestants accounted for [62%] of those for whom a community was determined and Roman Catholics for [38%].

**Table 36 Composition of District Council Part-time Employees by Sex**

	Protestant		Roman Catholic		Non Determined		Total	
<b>Male</b>	<b>369</b>	(56.9%) [61.4%]	<b>232</b>	(35.7%) [38.6%]	<b>48</b>	(7.4%)	<b>649</b>	(41.9%)
<b>Female</b>	<b>516</b>	(57.3%) [62.4%]	<b>311</b>	(34.5%) [37.6%]	<b>74</b>	(8.2%)	<b>901</b>	(58.1%)
<b>TOTAL</b>	<b>885</b>	(57.1%) [62.0%]	<b>543</b>	(35.0%) [38.0%]	<b>122</b>	(7.9%)	<b>1,550</b>	(100.0%)

**Table 37 Composition of District Council Part-time Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>7</b>	(70.0%) [77.8%]	<b>2</b>	(20.0%) [22.2%]	<b>1</b>	(10.0%)	<b>10</b>	(0.6%)
<b>SOC2</b>	<b>3</b>	(50.0%) [50.0%]	<b>3</b>	(50.0%) [50.0%]	<b>0</b>	(0.0%)	<b>6</b>	(0.4%)
<b>SOC3</b>	<b>99</b>	(60.4%) [71.7%]	<b>39</b>	(23.8%) [28.3%]	<b>26</b>	(15.9%)	<b>164</b>	(10.6%)
<b>SOC4</b>	<b>94</b>	(51.4%) [54.3%]	<b>79</b>	(43.2%) [45.7%]	<b>10</b>	(5.5%)	<b>183</b>	(11.8%)
<b>SOC5</b>	<b>37</b>	(55.2%) [56.1%]	<b>29</b>	(43.3%) [43.9%]	<b>1</b>	(1.5%)	<b>67</b>	(4.3%)
<b>SOC6</b>	<b>514</b>	(57.6%) [62.0%]	<b>315</b>	(35.3%) [38.0%]	<b>64</b>	(7.2%)	<b>893</b>	(57.6%)
<b>SOC7</b>	<b>4</b>	(44.4%) [50.0%]	<b>4</b>	(44.4%) [50.0%]	<b>1</b>	(11.1%)	<b>9</b>	(0.6%)
<b>SOC8</b>	<b>1</b>	(100.0%) [100.0%]	<b>0</b>	(.0%) [.0%]	<b>0</b>	(0.0%)	<b>1</b>	(0.1%)
<b>SOC9</b>	<b>126</b>	(58.1%) [63.6%]	<b>72</b>	(33.2%) [36.4%]	<b>19</b>	(8.8%)	<b>217</b>	(14.0%)
<b>TOTAL</b>	<b>885</b>	(57.1%) [62.0%]	<b>543</b>	(35.0%) [38.0%]	<b>122</b>	(7.9%)	<b>1,550</b>	(100.0%)

Compared with 2002, Protestant employment grew by (7.0%), while Roman Catholic employment rose by (7.3%). Community composition remained unchanged.

Over half (58.6%) of district council part-time employees are female. An (11.5%) increase in the number of Roman Catholic female employees, compared with a smaller (4.5%) expansion in the Protestant count, led to a [1.5] percentage point rise in the Catholic female share.

In contrast, a relatively larger rise in male Protestant employment compared with their Roman Catholic counterparts (10.8% and 2.2% respectively), resulted in a [1.9] percentage point increase in the Protestant male share.

### Composition of District Council Part-time employees by Standard Occupational Classification

4.17 Table 37 shows that only one occupational group, namely Personal and Protective services (SOC6), contained a significant number and proportion of District Council part-time employees (57.6%).

A relatively larger rise in the number of Roman Catholic employees (9.8%), compared with Protestant employment (4.9%), led to a [1.1] percentage point rise in the Catholic share of this occupational group.

### Composition of District Council Part-time Employees by Standard Occupational Classification and Sex

#### MALE PART-TIME EMPLOYEES

4.18 Two-thirds (68.3%) of the 649 male part-time district council staff were located in SOC6. Their composition was [61.4%] Protestant and

[38.6%] Roman Catholic. This represented a rise of [2.1] percentage points in the Roman Catholic share.

None of the remaining eight occupational groups contained sufficient numbers to enable valid comparisons to be made.

#### FEMALE PART-TIME EMPLOYEES

4.19 Half (49.9%) of the 901 female part-time staff employed by district councils were located in SOC6. The Roman Catholic share of SOC6 was [37.4%] compared with [34.1%] in the previous year.

None of the eight remaining occupational groups contained sufficient numbers to enable valid comparisons to be made.

### Civil Service Overall Composition

4.20 Monitoring information relating to Civil Servants was contained in the monitoring return completed on behalf of the Northern Ireland Civil Service by the Head of the Department of Finance and Personnel, and that of the Minister for the Civil Service.

Table 38 shows that in 2003 the Civil Service employed only 501 persons in a part-time capacity, an increase of 234 (87.6%) on the previous year. Over four out of five (82.2%) were female. It should be noted that job-share posts are classified as full-time, primarily because post-holders invariably work more than 16 hours per week.

The composition of monitored employees was (62.5%) Protestant, (28.3%) Roman Catholic and (9.2%) Non-Determined. Among those for whom a community was determined [68.8%] were Protestant and [31.2%] were Roman Catholic.

**Table 38 Composition of Civil Service Part-time Employees by Sex**

	Protestant	Roman Catholic	Non Determined	Total
<b>Male</b>	52 (58.4%) [62.7%]	31 (34.8%) [37.3%]	6 (6.7%)	89 (17.8%)
<b>Female</b>	261 (63.3%) [70.2%]	111 (26.9%) [29.8%]	40 (9.7%)	412 (82.2%)
<b>TOTAL</b>	313 (62.5%) [68.8%]	142 (28.3%) [31.2%]	46 (9.2%)	501 (100.0%)

SOC4, which contained almost three-quarters (71.9%) of employees, was the only occupational group with a significant number of employees. Roman Catholic representation

in this group was [32.9%]. Due to the small counts involved, further analysis by gender would not be appropriate.

**Table 33 [M] Composition of Male Health Sector Part-time Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>0</b>	(0.0%) [0.0%]	<b>4</b>	(80.0%) [100.0%]	<b>1</b>	(20.0%)	<b>5</b>	(0.5%)
<b>SOC2</b>	<b>170</b>	(38.3%) [57.6%]	<b>125</b>	(28.2%) [42.4%]	<b>149</b>	(33.6%)	<b>444</b>	(42.2%)
<b>SOC3</b>	<b>39</b>	(28.9%) [32.5%]	<b>81</b>	(60.0%) [67.5%]	<b>15</b>	(11.1%)	<b>135</b>	(12.8%)
<b>SOC4</b>	<b>11</b>	(45.8%) [45.8%]	<b>13</b>	(54.2%) [54.2%]	<b>0</b>	(0.0%)	<b>24</b>	(2.3%)
<b>SOC5</b>	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%)	<b>0</b>	(0.0%)
<b>SOC6</b>	<b>59</b>	(27.8%) [30.3%]	<b>136</b>	(64.2%) [69.7%]	<b>17</b>	(8.0%)	<b>212</b>	(20.2%)
<b>SOC7</b>	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%)	<b>0</b>	(0.0%)
<b>SOC8</b>	<b>10</b>	(58.8%) [71.4%]	<b>4</b>	(23.5%) [28.6%]	<b>3</b>	(17.6%)	<b>17</b>	(1.6%)
<b>SOC9</b>	<b>82</b>	(38.1%) [40.4%]	<b>121</b>	(56.3%) [59.6%]	<b>12</b>	(5.6%)	<b>215</b>	(20.4%)
<b>TOTAL</b>	<b>371</b>	(35.3%) [43.4%]	<b>484</b>	(46.0%) [56.6%]	<b>197</b>	(18.7%)	<b>1,052</b>	(100.0%)

**Table 33 [F] Composition of Female Health Sector Part-time Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>11</b>	(47.8%) [50.0%]	<b>11</b>	(47.8%) [50.0%]	<b>1</b>	(4.3%)	<b>23</b>	(0.2%)
<b>SOC2</b>	<b>212</b>	(45.0%) [52.3%]	<b>193</b>	(41.0%) [47.7%]	<b>66</b>	(14.0%)	<b>471</b>	(4.5%)
<b>SOC3</b>	<b>1,374</b>	(53.4%) [56.7%]	<b>1,049</b>	(40.8%) [43.3%]	<b>149</b>	(5.8%)	<b>2,572</b>	(24.8%)
<b>SOC4</b>	<b>248</b>	(66.5%) [69.9%]	<b>107</b>	(28.7%) [30.1%]	<b>18</b>	(4.8%)	<b>373</b>	(3.6%)
<b>SOC5</b>	<b>3</b>	(50.0%) [50.0%]	<b>3</b>	(50.0%) [50.0%]	<b>0</b>	(0.0%)	<b>6</b>	(0.1%)
<b>SOC6</b>	<b>743</b>	(48.2%) [51.0%]	<b>714</b>	(46.3%) [49.0%]	<b>86</b>	(5.6%)	<b>1,543</b>	(14.9%)
<b>SOC7</b>	<b>1</b>	(100.0%) [100.0%]	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%)	<b>1</b>	(0.0%)
<b>SOC8</b>	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%)	<b>0</b>	(0.0%)
<b>SOC9</b>	<b>2,974</b>	(55.2%) [57.9%]	<b>2,164</b>	(40.2%) [42.1%]	<b>248</b>	(4.6%)	<b>5,386</b>	(51.9%)
<b>TOTAL</b>	<b>5,566</b>	(53.6%) [56.8%]	<b>4,241</b>	(40.9%) [43.2%]	<b>568</b>	(5.5%)	<b>10,375</b>	(100.0%)

**Table 35 [M] Composition of Male Education Sector Part-time Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>0</b>	(0.0%) [0.0%]	<b>1</b>	(16.7%) [100.0%]	<b>5</b>	(83.3%)	<b>6</b>	(0.2%)
<b>SOC2</b>	<b>503</b>	(49.9%) [53.9%]	<b>431</b>	(42.8%) [46.1%]	<b>74</b>	(7.3%)	<b>1,008</b>	(36.7%)
<b>SOC3</b>	<b>258</b>	(44.3%) [48.7%]	<b>272</b>	(46.7%) [51.3%]	<b>53</b>	(9.1%)	<b>583</b>	(21.2%)
<b>SOC4</b>	<b>32</b>	(66.7%) [68.1%]	<b>15</b>	(31.3%) [31.9%]	<b>1</b>	(2.1%)	<b>48</b>	(1.7%)
<b>SOC5</b>	<b>1</b>	(100.0%) [100.0%]	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%)	<b>1</b>	(0.0%)
<b>SOC6</b>	<b>502</b>	(51.4%) [54.4%]	<b>420</b>	(43.0%) [45.6%]	<b>54</b>	(5.5%)	<b>976</b>	(35.5%)
<b>SOC7</b>	<b>0</b>	(.0%) [.0%]	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%)	<b>0</b>	(0.0%)
<b>SOC8</b>	<b>15</b>	(53.6%) [60.0%]	<b>10</b>	(35.7%) [40.0%]	<b>3</b>	(10.7%)	<b>28</b>	(1.0%)
<b>SOC9</b>	<b>43</b>	(43.9%) [45.7%]	<b>51</b>	(52.0%) [54.3%]	<b>4</b>	(4.1%)	<b>98</b>	(3.6%)
<b>TOTAL</b>	<b>1,354</b>	(49.3%) [53.0%]	<b>1,200</b>	(43.7%) [47.0%]	<b>194</b>	(7.1%)	<b>2,748</b>	(100.0%)

**Table 35 [F] Composition of Female Education Sector Part-time Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>2</b>	(66.7%) [66.7%]	<b>1</b>	(33.3%) [33.3%]	<b>0</b>	(0.0%)	<b>3</b>	(0.0%)
<b>SOC2</b>	<b>897</b>	(50.6%) [54.4%]	<b>753</b>	(42.5%) [45.6%]	<b>121</b>	(6.8%)	<b>1,771</b>	(15.7%)
<b>SOC3</b>	<b>286</b>	(48.1%) [51.3%]	<b>272</b>	(45.8%) [48.7%]	<b>36</b>	(6.1%)	<b>594</b>	(5.3%)
<b>SOC4</b>	<b>328</b>	(59.6%) [64.2%]	<b>183</b>	(33.3%) [35.8%]	<b>39</b>	(7.1%)	<b>550</b>	(4.9%)
<b>SOC5</b>	<b>1</b>	(100.0%) [100.0%]	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%)	<b>1</b>	(0.0%)
<b>SOC6</b>	<b>2,685</b>	(52.1%) [54.8%]	<b>2,217</b>	(43.0%) [45.2%]	<b>249</b>	(4.8%)	<b>5,151</b>	(45.8%)
<b>SOC7</b>	<b>90</b>	(62.5%) [65.7%]	<b>47</b>	(32.6%) [34.3%]	<b>7</b>	(4.9%)	<b>144</b>	(1.3%)
<b>SOC8</b>	<b>0</b>	(0.0%) [0.0%]	<b>1</b>	(100.0%) [100.0%]	<b>0</b>	(0.0%)	<b>1</b>	(0.0%)
<b>SOC9</b>	<b>1,463</b>	(48.2%) [49.7%]	<b>1,482</b>	(48.8%) [50.3%]	<b>93</b>	(3.1%)	<b>3,038</b>	(27.0%)
<b>TOTAL</b>	<b>5,752</b>	(51.1%) [53.7%]	<b>4,956</b>	(44.0%) [46.3%]	<b>545</b>	(4.8%)	<b>11,253</b>	(100.0%)

# 5

## The Private Sector: Full-time

### Background

5.1 The Commission receives monitoring returns from private sector concerns throughout the year. Between 1st January and 31st December 2003 there were 3,828 valid returns submitted. In 1990 concerns with 26 or more employees were required to register with the Fair Employment Commission (FEC) and submit their first monitoring return that year. Concerns with 11-25 employees were not required to submit their first return until 1992. Thus, in order to analyse trends in community composition over the full period of statutory monitoring, some of the tables and charts refer only to those concerns with 26 or more employees.

### Overall Composition

5.2 The number of monitored private sector full-time employees fell by 1,071 (0.4%) during the year, from 257,360 in 2002 to 256,289 in 2003.

Table 39 shows that the overall composition was 145,943 (56.9%) Protestant, 98,131 (38.3%) Roman Catholic and 12,215 (4.8%) Non-Determined. The composition of those for whom a community was determined was [59.8%] Protestant and [40.2%] Roman Catholic..

The continuing fall in private sector employment notably affected Protestants. While net Protestant full-time employment declined by 2,992 (2.0%) during the monitoring period, the number of Roman Catholic employees rose by 1,031 (1.1%). As a result, the Roman Catholic share increased by [0.7]

of a percentage point, from [39.5%] in 2002 to [40.2%] in 2003.

The decline of manufacturing industry, which has been a feature of recent monitoring reports, continued in 2003 with a net loss of 5,405 full-time employees. In contrast, service-type employment continued to grow, with a net gain of 4,938 employees (see Section 5.13).

### Composition by Sex

5.3 Unlike the public sector, the private sector is predominately male. In 2003 there were 150,590 males (58.8%) and 105,699 females, see Table 39.

The overall male full-time count fell by 1,611 (1.1%) during the year. The net decline in male employment notably affected Protestants. While the Roman Catholic male count rose by 309 (0.6%), the number of Protestant male employees dropped by 2,273 (2.5%). These two factors led to an increase of [0.7] of a percentage point in the Roman Catholic male share to [38.9%] in 2003.

In contrast to males, the overall number of female full-time employees increased by 540 (0.5%) during the year. The net growth in female employment was confined to Roman Catholics. While the number of Protestant female employees dropped by 719 (1.2%) in 2003, Roman Catholic female employment grew by 722, an increase of (1.7%). This resulted in an increase of [0.8] of a percentage point in the Roman Catholic female share, from [41.3%] in 2002 to [42.1%] in 2003.

**Table 39** Composition of Monitored Private Sector Full-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>87,551</b>	(58.1%) [61.1%]	<b>55,735</b>	(37.0%) [38.9%]	<b>7,304</b>	(4.9%)	<b>150,590</b>	(58.8%)
<b>Female</b>	<b>58,392</b>	(55.2%) [57.9%]	<b>42,396</b>	(40.1%) [42.1%]	<b>4,911</b>	(4.6%)	<b>105,699</b>	(41.2%)
<b>TOTAL</b>	<b>145,943</b>	(56.9%) [59.8%]	<b>98,131</b>	(38.3%) [40.2%]	<b>12,215</b>	(4.8%)	<b>256,289</b>	(100.0%)

Looking at the same sections of the private sector full-time workforce as were monitored in 1990 (concerns with 26 or more employees), Figure 8 shows that the overall Roman Catholic share has increased by [5.5] percentage points, 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.

During the same period, the overall Protestant share of the private sector full-time workforce correspondingly declined by [5.5] percentage points, from [65.4%] in 1990 to [59.9%] in 2003.

**Composition by Standard Occupational Classification (SOC)**

5.4 Table 40 presents a breakdown of private sector full-time employment by SOC group. The largest categories were Plant and Machine Operatives (SOC8), followed by Clerical and

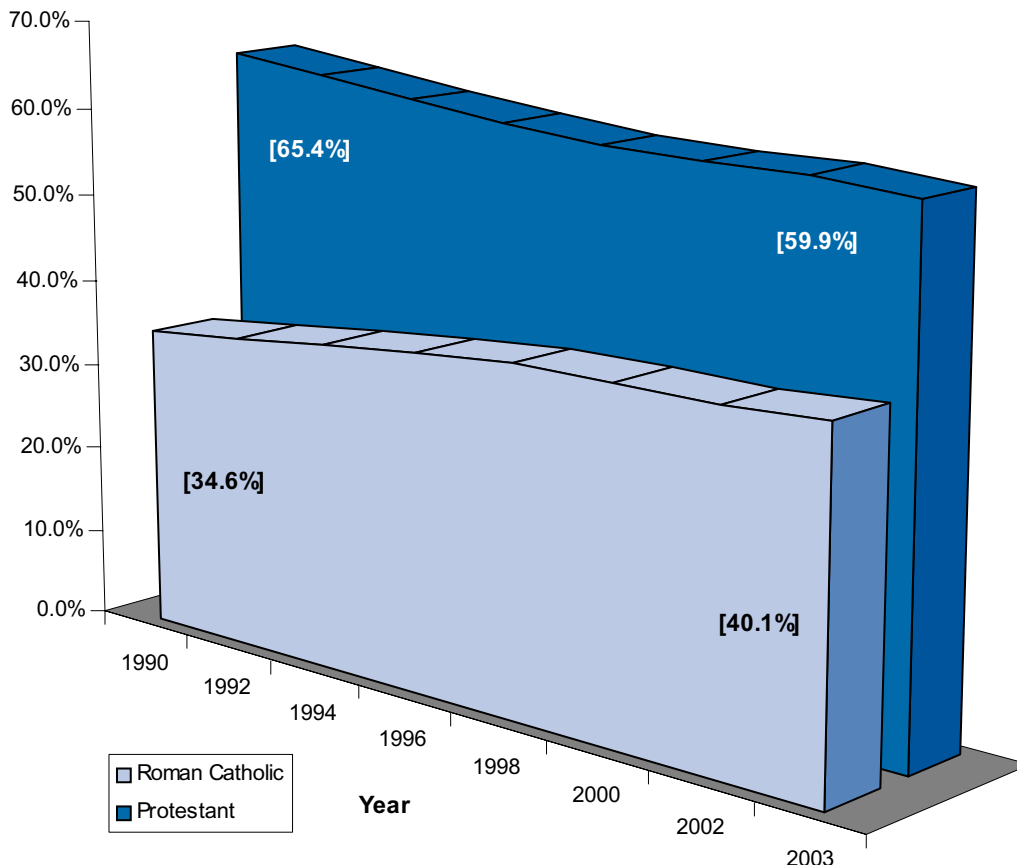
Administrative posts (SOC4), and Craft and Skilled Manual occupations (SOC5).

Compared with 2002, employment gains were recorded in the higher SOC groups, notably Managers and Administrators (SOC1), Professional Occupations (SOC2) and Associate Professional and Technical Occupations (SOC3). In contrast, substantial job losses were reported in Craft and Skilled Manual (SOC5, 2,416 employees) and Plant and Machine Operatives (SOC8, 1,379).

In terms of community composition, the Roman Catholic share rose in eight of the nine SOC groups during the year, while the Protestant share increased in Personal and Protective Services (SOC6).

Protestant full-time employment levels dropped in Clerical and Secretarial Occupations (SOC4); Craft and Skilled Manual Occupations

**Fig 8: Composition of Private Sector Concerns with 26+ Employees, 1990 - 2003**



	1990	1992	1994	1996	1998	2000	2002	2003
□ Roman Catholic	34.6%	35.8%	37.2%	38.3%	39.3%	39.5%	39.3%	40.1%
■ Protestant	65.4%	64.2%	62.8%	61.7%	60.7%	60.5%	60.7%	59.9%

**Table 40 Composition of Monitored Private Sector Full-time Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>17,051</b>	(56.2%) [59.6%]	<b>11,558</b>	(38.1%) [40.4%]	<b>1,720</b>	(5.7%)	<b>30,329</b>	(11.8%)
<b>SOC2</b>	<b>6,879</b>	(49.7%) [55.2%]	<b>5,583</b>	(40.3%) [44.8%]	<b>1,377</b>	(10.0%)	<b>13,839</b>	(5.4%)
<b>SOC3</b>	<b>9,564</b>	(53.0%) [56.5%]	<b>7,356</b>	(40.8%) [43.5%]	<b>1,116</b>	(6.2%)	<b>18,036</b>	(7.0%)
<b>SOC4</b>	<b>20,964</b>	(59.0%) [61.6%]	<b>13,064</b>	(36.8%) [38.4%]	<b>1,507</b>	(4.2%)	<b>35,535</b>	(13.9%)
<b>SOC5</b>	<b>21,032</b>	(61.4%) [63.2%]	<b>12,259</b>	(35.8%) [36.8%]	<b>948</b>	(2.8%)	<b>34,239</b>	(13.4%)
<b>SOC6</b>	<b>10,215</b>	(56.3%) [59.4%]	<b>6,976</b>	(38.5%) [40.6%]	<b>950</b>	(5.2%)	<b>18,141</b>	(7.1%)
<b>SOC7</b>	<b>17,663</b>	(56.8%) [59.7%]	<b>11,916</b>	(38.3%) [40.3%]	<b>1,536</b>	(4.9%)	<b>31,115</b>	(12.1%)
<b>SOC8</b>	<b>27,243</b>	(57.5%) [59.4%]	<b>18,641</b>	(39.3%) [40.6%]	<b>1,517</b>	(3.2%)	<b>47,401</b>	(18.5%)
<b>SOC9</b>	<b>15,332</b>	(55.4%) [58.7%]	<b>10,778</b>	(39.0%) [41.3%]	<b>1,544</b>	(5.6%)	<b>27,654</b>	(10.8%)
<b>TOTAL</b>	<b>145,943</b>	(56.9%) [59.8%]	<b>98,131</b>	(38.3%) [40.2%]	<b>12,215</b>	(4.8%)	<b>256,289</b>	(100.0%)

(SOC5, 1,643 employees); and Plant and Machine Operatives (SOC8, 1195 employees).

The number of Roman Catholic employees also declined in SOC5 and SOC8, while Catholic employment levels rose in six groups, including Managers and Administrators (SOC1) and Professional Occupations (SOC2).

Table 41 illustrates the change in composition between 1990 and 2003 of those private sector concerns with 26 or more employees. During this period the Roman Catholic share rose in every SOC group. The largest overall increase was [13.5] percentage points in Associate Professional and Technical occupations (SOC3).

**Table 41 Change in Composition of the Monitored Private Sector Full-time Workforce in Concerns with 26 or more Employees by SOC, 1990-2003**

SOC Group	1990		2003		Change 1990-2003 [%]
	Protestant	RC	Protestant	RC	
<b>SOC1</b>	[69.5%]	[30.5%]	[59.4%]	[40.6%]	<b>10.1</b>
<b>SOC2</b>	[66.1%]	[33.9%]	[55.7%]	[44.3%]	<b>10.4</b>
<b>SOC3</b>	[70.1%]	[29.9%]	[56.6%]	[43.4%]	<b>13.5</b>
<b>SOC4</b>	[71.6%]	[28.4%]	[61.5%]	[38.5%]	<b>10.1</b>
<b>SOC5</b>	[64.8%]	[35.2%]	[63.9%]	[36.1%]	<b>0.9</b>
<b>SOC6</b>	[60.3%]	[39.7%]	[59.7%]	[40.3%]	<b>0.6</b>
<b>SOC7</b>	[66.5%]	[33.5%]	[59.4%]	[40.6%]	<b>7.1</b>
<b>SOC8</b>	[61.1%]	[38.9%]	[59.5%]	[40.5%]	<b>1.6</b>
<b>SOC9</b>	[62.5%]	[37.5%]	[58.9%]	[41.1%]	<b>3.6</b>
<b>TOTAL</b>	[65.4%]	[34.6%]	[59.9%]	[40.1%]	<b>5.5</b>

Other substantial increases in Roman Catholic representation were recorded in SOC1, SOC2 and SOC4.

### Composition by Standard Occupational Classification and Sex

#### MALE EMPLOYEES

5.5 Table 42 shows the composition of male full-time private sector employment by SOC. Compared with 2002, overall employment gains were reported in three groups, namely: Professional Occupations (SOC2, 217 employees), Associate Professional and Technical Occupations (SOC3, 32) and Other Occupations (SOC9, 1216).

Net job losses occurred in six of the nine occupational groups, particularly in Craft and Skilled Manual Occupations (SOC5, 1729 employees) and Plant and Machine Operatives (SOC8, 529).

In terms of community composition, the Roman Catholic share rose in all nine occupational groups.

Table 42 reveals that nearly half of male employees (45.4%) were in two groups, namely: Craft and Skilled Manual Occupations (SOC5) and Plant and Machine Operatives (SOC8). Details of employment change in the said two groups are outlined below.

In SOC5, the number of Protestant full-time employees dropped by 1225 (6.0%), compared with a fall of 412 (3.6%) in Roman Catholic employment. The sharper fall in Protestant employment led to an increase of [1.0] percentage point in the Roman Catholic share of this group.

Similarly, in SOC8 the Protestant full-time count fell by 630 (2.8%), compared with a drop of 25 (0.2%) in the number of Roman Catholic employees. The steeper fall in Protestant employment resulted in an increase of [0.6] of a percentage point in the Roman Catholic share of this group.

Looking at the same sections of the private sector male workforce as were monitored in 1990 (concerns with 26+ employees), Table 43 reveals that, during the full period of statutory monitoring, the Roman Catholic male

**Table 42 Composition of Monitored Male Private Sector Full-time Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>10,807</b>	(58.4%) [61.8%]	<b>6,686</b>	(36.1%) [38.2%]	<b>1,017</b>	(5.5%)	<b>18,510</b>	(12.3%)
<b>SOC2</b>	<b>4,597</b>	(51.9%) [58.3%]	<b>3,283</b>	(37.1%) [41.7%]	<b>976</b>	(11.0%)	<b>8,856</b>	(5.9%)
<b>SOC3</b>	<b>6,070</b>	(56.4%) [60.1%]	<b>4,028</b>	(37.4%) [39.9%]	<b>660</b>	(6.1%)	<b>10,758</b>	(7.1%)
<b>SOC4</b>	<b>4,978</b>	(57.2%) [60.7%]	<b>3,223</b>	(37.0%) [39.3%]	<b>509</b>	(5.8%)	<b>8,710</b>	(5.8%)
<b>SOC5</b>	<b>19,229</b>	(61.9%) [63.6%]	<b>11,014</b>	(35.4%) [36.4%]	<b>829</b>	(2.7%)	<b>31,072</b>	(20.6%)
<b>SOC6</b>	<b>4,007</b>	(58.6%) [63.2%]	<b>2,333</b>	(34.1%) [36.8%]	<b>496</b>	(7.3%)	<b>6,836</b>	(4.5%)
<b>SOC7</b>	<b>6,972</b>	(59.0%) [62.2%]	<b>4,229</b>	(35.8%) [37.8%]	<b>623</b>	(5.3%)	<b>11,824</b>	(7.9%)
<b>SOC8</b>	<b>21,639</b>	(57.9%) [59.9%]	<b>14,460</b>	(38.7%) [40.1%]	<b>1,249</b>	(3.3%)	<b>37,348</b>	(24.8%)
<b>SOC9</b>	<b>9,252</b>	(55.5%) [58.8%]	<b>6,479</b>	(38.9%) [41.2%]	<b>945</b>	(5.7%)	<b>16,676</b>	(11.1%)
<b>TOTAL</b>	<b>87,551</b>	(58.1%) [61.1%]	<b>55,735</b>	(37.0%) [38.9%]	<b>7,304</b>	(4.9%)	<b>150,590</b>	(100.0%)



**Table 43** Change in Composition of the Monitored Male Private Sector Full-time Workforce in Concerns with 26 or more Employees by SOC, 1990-2003

SOC Group	1990		2003		Change 1990-2003 [%]
	Protestant	RC	Protestant	RC	
SOC1	[71.7%]	[28.3%]	[61.7%]	[38.3%]	10.0
SOC2	[69.3%]	[30.7%]	[58.9%]	[41.1%]	10.4
SOC3	[75.0%]	[25.0%]	[60.2%]	[39.8%]	14.8
SOC4	[73.1%]	[26.9%]	[60.7%]	[39.3%]	12.4
SOC5	[67.1%]	[32.9%]	[64.5%]	[35.5%]	2.6
SOC6	[63.0%]	[37.0%]	[63.6%]	[36.4%]	- 0.6
SOC7	[68.8%]	[31.2%]	[61.6%]	[38.4%]	7.2
SOC8	[63.5%]	[36.5%]	[60.2%]	[38.5%]	2.0
SOC9	[60.5%]	[39.5%]	[59.0%]	[41.0%]	1.5
<b>TOTAL</b>	[67.0%]	[33.0%]	[61.4%]	[38.6%]	<b>5.6</b>

share has risen in eight of the nine SOC groups, while the Protestant share increased slightly in Personal and Protective Services Occupations (SOC6).

The largest increase in the Catholic share occurred in Associate Professional and Technical Occupations [14.8 percentage points], followed by Clerical and Secretarial

[12.4 points]. Substantial changes in composition also occurred in Managers and Administrators (SOC1) and Professional Occupations (SOC2).

#### FEMALE EMPLOYEES

**5.6** Table 44 presents the composition of female full-time private sector employment by SOC.

**Table 44** Composition of Monitored Female Private Sector Full-time Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	<b>6,244</b>	(52.8%) [56.2%]	<b>4,872</b>	(41.2%) [43.8%]	<b>703</b>	(5.9%)	<b>11,819</b>	(11.2%)
SOC2	<b>2,282</b>	(45.8%) [49.8%]	<b>2,300</b>	(46.2%) [50.2%]	<b>401</b>	(8.0%)	<b>4,983</b>	(4.7%)
SOC3	<b>3,494</b>	(48.0%) [51.2%]	<b>3,328</b>	(45.7%) [48.8%]	<b>456</b>	(6.3%)	<b>7,278</b>	(6.9%)
SOC4	<b>15,986</b>	(59.6%) [61.9%]	<b>9,841</b>	(36.7%) [38.1%]	<b>998</b>	(3.7%)	<b>26,825</b>	(25.4%)
SOC5	<b>1,803</b>	(56.9%) [59.2%]	<b>1,245</b>	(39.3%) [40.8%]	<b>119</b>	(3.8%)	<b>3,167</b>	(3.0%)
SOC6	<b>6,208</b>	(54.9%) [57.2%]	<b>4,643</b>	(41.1%) [42.8%]	<b>454</b>	(4.0%)	<b>11,305</b>	(10.7%)
SOC7	<b>10,691</b>	(55.4%) [58.2%]	<b>7,687</b>	(39.8%) [41.8%]	<b>913</b>	(4.7%)	<b>19,291</b>	(18.3%)
SOC8	<b>5,604</b>	(55.7%) [57.3%]	<b>4,181</b>	(41.6%) [42.7%]	<b>268</b>	(2.7%)	<b>10,053</b>	(9.5%)
SOC9	<b>6,080</b>	(55.4%) [58.6%]	<b>4,299</b>	(39.2%) [41.4%]	<b>599</b>	(5.5%)	<b>10,978</b>	(10.4%)
<b>TOTAL</b>	<b>58,392</b>	(55.2%) [57.9%]	<b>42,396</b>	(40.1%) [42.1%]	<b>4,911</b>	(4.6%)	<b>105,699</b>	(100.0%)

Compared with 2002, three of the nine occupational groups experienced a net decline in employment, namely: Craft and Skilled Manual (SOC5, 687 employees), Plant and Machine Operatives (SOC8, 850) and Clerical and Secretarial (SOC4, 305).

Net employment gains were reported in the remaining groups, especially Managers and Administrators (523 employees) and Other Occupations (712).

In terms of community composition, the Protestant share rose in Personal and Protective Services (SOC6), while the Roman Catholic share rose in the remaining eight occupational groups.

Unlike their male counterparts, nearly half of female employees (43.7%) were concentrated in two occupational groups, namely: Clerical and Secretarial (SOC4) and Sales Occupations (SOC7).

In SOC4, the Protestant female full-time count fell by 331 employees (2.0%), while the number of Roman Catholic employees decreased by 14 (0.1%). These factors led to an [0.4] percentage point rise in the Roman Catholic share of SOC4.

In SOC7, a fall of 41 (0.4%) in the number of Protestant employees, coupled with a rise of 290 (3.9%) in the Roman Catholic female count, resulted in a [1.0] percentage point increase in the Catholic share of this group.

Looking at the same sections of the private sector female workforce as were monitored in 1990 (concerns with 26+ employees), Table 45 reveals that, during the full period of statutory monitoring, the Roman Catholic female share has risen in eight of the nine SOC groups, while the Protestant share increased slightly in Craft and Skilled Manual Occupations (SOC5).

The largest increase in the Catholic share occurred in Associate Professional and Technical Occupations [9.4 percentage points], followed by Clerical and Secretarial [9.3 points]. Substantial changes in composition also occurred in Managers and Administrators (SOC1), Professional Occupations (SOC2) and Sales (SOC7).

### Composition by Company Size

**5.7** Between 2002 and 2003, the Roman Catholic share of full-time employment rose in all five size bands. Table 46 shows that, In 2003 four in ten (39.4%) of all 3,828 private sector concerns had 11-25 employees. These concerns, however, employed only one-tenth (9.4%) of all full-time employees in the private sector.

There were 189 concerns with 251 or more employees, (4.9%) of the total number of concerns. In contrast, these firms employed nearly half (43.6%) of all private sector full-time workers.

**Table 45** Change in Composition of the Monitored Female Private Sector Full-time Workforce in Concerns with 26 or more Employees by SOC, 1990-2003

SOC Group	1990		2003		Change 1990-2003 [%]
	Protestant	RC	Protestant	RC	
SOC1	[62.0%]	[38.0%]	[55.9%]	[44.1%]	<b>6.1</b>
SOC2	[56.5%]	[43.5%]	[50.2%]	[49.8%]	<b>6.3</b>
SOC3	[60.8%]	[39.2%]	[51.4%]	[48.6%]	<b>9.4</b>
SOC4	[71.1%]	[28.9%]	[61.8%]	[38.2%]	<b>9.3</b>
SOC5	[57.0%]	[43.0%]	[58.7%]	[41.3%]	<b>- 1.7</b>
SOC6	[58.1%]	[41.9%]	[57.3%]	[42.7%]	<b>0.8</b>
SOC7	[65.0%]	[35.0%]	[58.1%]	[41.9%]	<b>6.9</b>
SOC8	[57.5%]	[42.5%]	[57.1%]	[42.9%]	<b>0.4</b>
SOC9	[65.2%]	[34.8%]	[58.7%]	[41.3%]	<b>6.5</b>
<b>TOTAL</b>	<b>63.2%</b>	<b>[36.8%]</b>	<b>[57.9%]</b>	<b>[42.1%]</b>	<b>5.3</b>

**Table 46 Composition of Monitored Private Sector Full-time Employees by Company Size**

No. of Employees	No. of Concerns	Protestant	Roman Catholic	Non-Determined	Totals
11-25	1,508 (39.4%)	13,703 (57.0%) [58.8%]	9,583 (39.9%) [41.2%]	740 (3.1%)	24,026 (9.4%)
26-50	1,084 (28.3%)	19,424 (57.0%) [59.1%]	13,419 (39.4%) [40.9%]	1,210 (3.6%)	34,053 (13.3%)
51-100	673 (17.6%)	22,422 (56.7%) [59.0%]	15,613 (39.5%) [41.0%]	1,505 (3.8%)	39,540 (15.4%)
101-250	374 (9.8%)	26,641 (56.6%) [59.6%]	18,069 (38.4%) [40.4%]	2,318 (4.9%)	47,028 (18.3%)
251+	189 (4.9%)	63,753 (57.1%) [60.6%]	41,447 (37.1%) [39.4%]	6,442 (5.8%)	111,642 (43.6%)
<b>TOTAL</b>	<b>3,828 (100.0%)</b>	<b>145,943 (56.9%) [59.8%]</b>	<b>98,131 (38.3%) [40.2%]</b>	<b>12,215 (4.8%)</b>	<b>256,289 (100.0%)</b>

Compared to 2002, employment growth occurred in only two size bands, namely (51-100 employees) and 251+ employees. The largest net increase (1.5%) occurred in the largest size band. The number of Protestant employees in the 251+ band declined by 588, while Roman Catholic employment rose by a net 1,400 employees.

Employment change in the largest companies (251+) broadly reflects the substantial fall in manufacturing, and the growth in services, which occurred during the year. Although the drop in manufacturing employment affected both communities – a (6.9%) drop for Protestants and a (5.0%) fall for Roman Catholics, - the rise in service-type employment was more pronounced for Catholics. As a result, the Catholic share of the 251+ size band rose by [1.0] percentage point, from [38.4%] to [39.4%].

Employment decline was observed in three size bands, namely concerns with 11-25, 26-50 and 101-250 employees. Medium size concerns (101-250 employees) were particularly affected with the net loss of 2,453 employees (a 5% drop).

## Composition by Size and Sex

### MALE FULL-TIME EMPLOYEES

- 5.8 Overall, during 2003 the Protestant male share increased in concerns with 51-100 employees, while the Roman Catholic male share rose in

the remaining four size bands. Table 46[M] (see page 68) lists the composition of monitored male private sector full-time employees by company size. It shows that three-fifths (60.3%) of all male private sector full-time employees were located in medium to large concerns (101+ employees).

Male employment growth was confined to two size bands (11-25 and 251+ employees), and was mainly accounted for by a rise in Roman Catholic employment. In the 251+ size band the number of Protestant employees fell by (2.2%), compared with a rise of (2.1%) in the Roman Catholic count. This led to a [1.0] percentage point rise in the Roman Catholic share of the largest size band.

Reductions in male employment levels were observed in three size bands, namely: concerns with 26-50, 51-100 and 101-250 employees. In the 101-250 size band, the number of Protestant employees fell by (5.5%), compared with a drop of (1.8%) in Roman Catholic employment. As a result of a sharper decline in Protestant employment, the Catholic share of this size band rose by [0.9] of a percentage point.

### FEMALE FULL-TIME EMPLOYEES

- 5.9 Between 2002 and 2003, the Roman Catholic female share of full-time employment rose in all five size bands. Table 46[F] (see page 68) lists the composition of monitored female private sector full-time employees by company

size. It shows that nearly two-thirds (64.1%) of all female private sector full-time employees were located in medium to large concerns (101+ employees).

Compared with 2002, growth in female employment was confined to two size bands (51-100 and 251+ employees). In the largest size band (251+) the number of Protestant employees rose by (0.9%), compared with a rise of (5.0%) in the Roman Catholic count. This led to a [0.9] percentage point rise in the Roman Catholic share.

Reductions in female employment levels were observed in three size bands, namely: concerns with 11-25, 26-50 and 101-250 employees. In the 101-250 size band, the number of Protestant employees fell by (6.1%), compared with a decrease of (5.5%) in Roman Catholic employees. As a result, the Roman Catholic share of this size band rose slightly by [0.2] of a percentage point.

### Composition by Standard Industrial Classification (SIC)

**5.10** Concerns in the private sector were analysed by Standard Industrial Classification (SIC), see

Table 47. The largest concentration of employees were in Distribution, Hotels and Catering (SIC6), followed by Banking and Finance etc. (SIC8) and Other Manufacturing (SIC4). Compared with 2002, and ignoring the small SIC0, the Roman Catholic share rose in all nine remaining SIC classes.

Employment growth occurred in only three classes during the year, namely: Distribution, Hotels and Catering (SIC6, 1.2%); Banking, Finance etc. (SIC8, 6.3%); and Other Services (SIC9, 4.5%).

In Banking, Finance etc. the Protestant count rose by (1.9%), while the number of Roman Catholic employees increased by (10.7%). This led to a [2.0] percentage point increase in the Roman Catholic share of the banking and financial class. Substantial change also took place in Other Services, with an additional 1,697 employees, a (3%) rise for Protestants and a (5%) increase for Roman Catholics.

Leaving aside the small SIC0 and SIC1, there was a net employment drop in five classes, namely: Extraction of Minerals and Ores etc (SIC2, 5.5% fall); Metal Goods, Engineering and Vehicle Industries (SIC3, 6.6%); Other Manufacturing Industries (SIC4, 5.8%);

**Table 47** Composition of Monitored Private Sector Full-time Employees by Standard Industrial Classification (SIC)

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SIC0</b>	<b>111</b>	(63.8%) [64.9%]	<b>60</b>	(34.5%) [35.1%]	<b>3</b>	(1.7%)	<b>174</b>	(0.1%)
<b>SIC1</b>	<b>775</b>	(73.2%) [75.0%]	<b>259</b>	(24.5%) [25.0%]	<b>25</b>	(2.4%)	<b>1,059</b>	(0.4%)
<b>SIC2</b>	<b>5,672</b>	(50.5%) [52.3%]	<b>5,171</b>	(46.0%) [47.7%]	<b>389</b>	(3.5%)	<b>11,232</b>	(4.4%)
<b>SIC3</b>	<b>20,241</b>	(64.3%) [66.7%]	<b>10,087</b>	(32.0%) [33.3%]	<b>1,168</b>	(3.7%)	<b>31,496</b>	(12.3%)
<b>SIC4</b>	<b>24,392</b>	(59.0%) [60.9%]	<b>15,648</b>	(37.8%) [39.1%]	<b>1,307</b>	(3.2%)	<b>41,347</b>	(16.1%)
<b>SIC5</b>	<b>8,580</b>	(51.7%) [53.0%]	<b>7,604</b>	(45.8%) [47.0%]	<b>419</b>	(2.5%)	<b>16,603</b>	(6.5%)
<b>SIC6</b>	<b>35,964</b>	(57.8%) [60.6%]	<b>23,410</b>	(37.6%) [39.4%]	<b>2,823</b>	(4.5%)	<b>62,197</b>	(24.3%)
<b>SIC7</b>	<b>6,380</b>	(61.4%) [64.5%]	<b>3,518</b>	(33.8%) [35.5%]	<b>500</b>	(4.8%)	<b>10,398</b>	(4.1%)
<b>SIC8</b>	<b>23,152</b>	(54.5%) [58.6%]	<b>16,371</b>	(38.5%) [41.4%]	<b>2,994</b>	(7.0%)	<b>42,517</b>	(16.6%)
<b>SIC9</b>	<b>20,676</b>	(52.7%) [56.4%]	<b>16,003</b>	(40.8%) [43.6%]	<b>2,587</b>	(6.6%)	<b>39,266</b>	(15.3%)
<b>TOTAL</b>	<b>145,943</b>	(56.9%) [59.8%]	<b>98,131</b>	(38.3%) [40.2%]	<b>12,215</b>	(4.8%)	<b>256,289</b>	(100.0%)

Construction (SIC5, 0.9%); and Transport and Communication (SIC7, 0.5%).

Manufacturing was badly affected: in SIC3 and SIC4 alone there was a combined fall of 4,753 employees (a 6.1% drop) - a (7.0%) fall for Protestants and (5.3%) for Roman Catholics.

Table 48 shows the compositional change between 1990 and 2003 for each SIC class in those concerns with 26 or more employees.

Ignoring the small SIC0, the table reveals that Roman Catholic representation increased in every class except Other Services (SIC9). The largest change occurred in Banking and Finance etc., where the Roman Catholic share increased from [27.7%] in 1990 to [41.4%] by 2003.

During this period the Catholic share also rose by over [12] percentage points in Metal Goods etc. (SIC3) and by [5.3] points in Distribution, Hotels and Catering (SIC6).

In contrast, the Protestant share grew in only one SIC class, namely Other Services (SIC1), by [0.1] of a percentage point.

## Composition by Standard Industrial Classification and Sex

### MALE FULL-TIME EMPLOYEES

5.11 Table 47[M] (page 69) presents data on the composition of male full-time employees by SIC class. The table shows that the largest concentrations of male employees were in Distribution, Hotels and Catering (SIC6), followed by Other Manufacturing (SIC4) and Metal Goods, Engineering and Vehicle Industries (SIC3).

Compared with 2002, and excluding the small SIC0 and SIC1 classes, the Roman Catholic male share rose in six SIC classes, remained unchanged in one, and fell in one. The Protestant share increased in SIC9 'Other Services' by [2.6] percentage points to [56.6%].

Male employment growth was recorded in three classes, namely SIC6, SIC8 and SIC9. The largest net increase occurred in SIC8 (Banking, Finance etc.), with an additional 1,404 employees. A decline in employment was reported in six classes, particularly in manufacturing, with SIC3 and SIC4 alone losing a combined total of 2,824 male employees.

Table 48[M] (page 70) shows the change between 1990 and 2003 in the male composition of those monitored concerns with 26 or more employees for each SIC class. The

**Table 48** Change in Composition of the Monitored Private Sector Full-time Workforce in Concerns with 26 or more Employees by SIC, 1990 – 2003

SOC Group	1990		2003		Change 1990-2003 [%]
	Protestant	RC	Protestant	RC	
SIC0	[57.3%]	[42.7%]	----	----	---- <sup>1</sup>
SIC1	75.6%	[24.4%]	[74.7%]	[25.3%]	<b>0.9</b>
SIC2	[56.2%]	[43.8%]	[51.4%]	[48.6%]	<b>4.8</b>
SIC3	[79.3%]	[20.7%]	[66.9%]	[33.1%]	<b>12.4</b>
SIC4	[63.9%]	[36.1%]	[60.6%]	[39.4%]	<b>3.3</b>
SIC5	[55.6%]	[44.4%]	[55.1%]	[44.9%]	<b>0.5</b>
SIC6	[65.4%]	[34.6%]	[60.1%]	[39.9%]	<b>5.3</b>
SIC7	[67.2%]	[32.8%]	[64.6%]	[35.4%]	<b>2.6</b>
SIC8	[72.3%]	[27.7%]	[58.6%]	[41.4%]	<b>13.7</b>
SIC9	[56.7%]	[43.3%]	[56.8%]	[43.2%]	<b>* - 0.1</b>
<b>TOTAL</b>	[65.4%]	[34.6%]	[59.9%]	[40.1%]	<b>5.5</b>

largest percentage point change occurred in Engineering and Vehicle Industries (SIC3), with a [13.2] percentage point increase in the Roman Catholic share. This class also had the lowest Roman Catholic share in 1990 at [19.0%]. Another substantial change was in Banking, Finance etc. (SIC8) where the Roman Catholic proportion rose by [13.1] percentage points.

#### FEMALE FULL-TIME EMPLOYEES

**5.12** Table 47[F] (page 69) shows that almost nine-in-ten monitored female full-time employees (88.2%) were concentrated in four SIC classes, namely: Other Manufacturing (SIC4), Distribution, Hotels and Catering (SIC6), Banking, Finance etc. (SIC8,) and Other Services (SIC9). Compared with 2002, the Roman Catholic female share rose in every SIC class.

Leaving aside the small SIC0 and SIC1, female employment growth was recorded in five classes, namely SIC5, SIC6, SIC7, SIC8 and SIC9. The largest net increases occurred in SIC8 (Banking, Finance etc.) and SIC9 (Other Services), with an additional 1,125 and 1,375 employees respectively.

A decline in employment was reported in three classes, namely SIC2, SIC3 and SIC4. All three classes are involved in manufacturing and they lost a combined net total of 2,155 female employees during the year.

Table 48[F] (page 70) shows the change between 1990 and 2003 in the female composition of those monitored concerns with 26 or more employees for each SIC class. Excluding the small SIC0, SIC1 and SIC2 classes, the Roman Catholic female share rose in all seven remaining classes. The largest

percentage point change occurred in Banking, Finance etc. (SIC8), with a [14.2] point increase.

#### Composition by Sector

**5.13** Table 49 presents the composition of monitored private sector full-time employees by sector. Following the trend of recent years, Services was the largest sector, containing three-fifths (60.5%) of employees, followed by Manufacturing with a third (33.0%) of employees. Construction was the smallest sector, about one tenth the size of the Services sector, with (6.5%) of employees.

Between 2002 and 2003, a substantial fall occurred in Manufacturing employment, with the net loss of 5,405 employees, a (6%) drop. Employment within the Construction Sector also fell, albeit by a smaller margin (0.9%), a decrease of 154 employees. In contrast, Service employment continued to grow, with an increase of 4,938 full-time employees (a 3.3% rise). Since the start of statutory monitoring in 1990, Services have expanded by nearly three-quarters (73.7%), from 88,878 to 154,378.

During 2003, Protestants accounted for over two-thirds (68.9%) of net job losses in the Manufacturing sector, while Roman Catholics accounted for over half (56.8%) of the net growth in service-type employment. These two factors largely explain, not only the rise in the Roman Catholic share of Manufacturing and Services [0.5 and 0.9 percentage points respectively], but also the increase in their overall share of the private sector full-time workforce.

**Table 49 Composition of Monitored Private Sector Full-time Employees by Sector**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Manufacturing</b>	<b>50,305</b>	(59.8%) [61.9%]	<b>30,906</b>	(36.8%) [38.1%]	<b>2,864</b>	(3.4%)	<b>84,075</b>	(33.0%)
<b>Construction</b>	<b>8,580</b>	(51.7%) [53.0%]	<b>7,604</b>	(45.8%) [47.0%]	<b>419</b>	(2.5%)	<b>16,603</b>	(6.5%)
<b>Services</b>	<b>86,172</b>	(55.8%) [59.2%]	<b>59,302</b>	(38.4%) [40.8%]	<b>8,904</b>	(5.8%)	<b>154,378</b>	(60.5%)
<b>TOTAL</b>	<b>145,057</b>	(56.9%) [59.7%]	<b>97,812</b>	(38.3%) [40.3%]	<b>12,187</b>	(4.8%)	<b>255,056</b>	(100.0%)

**Table 50**                      **Composition of Monitored Male Private Sector Full-time Employees by Sector**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Manufacturing</b>	<b>38,238</b>	(60.9%) [63.1%]	<b>22,332</b>	(35.6%) [36.9%]	<b>2,201</b>	(3.5%)	<b>62,771</b>	(42.0%)
<b>Construction</b>	<b>7,626</b>	(51.0%) [52.3%]	<b>6,956</b>	(46.5%) [47.7%]	<b>381</b>	(2.5%)	<b>14,963</b>	(10.0%)
<b>Services</b>	<b>40,977</b>	(57.0%) [61.0%]	<b>26,224</b>	(36.5%) [39.0%]	<b>4,697</b>	(6.5%)	<b>71,898</b>	(48.0%)
<b>TOTAL</b>	<b>86,841</b>	(58.0%) [61.0%]	<b>55,512</b>	(37.1%) [39.0%]	<b>7,279</b>	(4.9%)	<b>149,632</b>	(100.0%)

## Composition by Sector and Sex

### MALE FULL-TIME EMPLOYEES

**5.14** Table 50 provides details of monitored male private sector full-time employees by sector. In 2003, nearly half (48%) of the male private sector workforce was employed in Services, followed by (42%) in Manufacturing and (10%) in Construction.

During the year, there was a large fall in male Manufacturing employment, with the net loss of 3,250 jobs, a 4.9% drop. Male employment in Construction fell slightly (1.2% fall), while Service employment increased by 2,040 (2.9%).

In 2003, Protestant males accounted for almost three-quarters (73.1%) of net male job losses in the Manufacturing sector, while Roman Catholic males accounted for almost two-thirds (63.6%) of the growth in male Service employment. These two factors shed light on the rise in the male Roman Catholic share of Manufacturing and Services during the year [0.5 and 0.9 percentage points respectively].

### FEMALE FULL-TIME EMPLOYEES

**5.15** Table 51 presents details of the monitored female private sector full-time workforce by sector. In 2003, over three-quarters (78.2%) of female private sector employees were working in Services. In contrast to their male counterparts, only one-in-five females were employed in Manufacturing and less than one-in-fifty (1.6%) were in Construction.

During the year, female Manufacturing employment declined by almost ten per cent (9.2%), with the net loss of 2,155 employees. Female employment in Construction grew slightly (1.5%), while Service employment increased by 2,894 (3.6%).

In 2003, Roman Catholic females accounted for just over a third (35.5%) of net female job losses in the Manufacturing sector, and over half (52.0%) of the growth in female Service employment. These two factors help to explain the rise in the female Roman Catholic share of Manufacturing and Services during the year [0.5 and 0.7 percentage points respectively].

**Table 51**                      **Composition of Monitored Female Private Sector Full-time Employees by Sector**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Manufacturing</b>	<b>12,067</b>	(56.6%) [58.5%]	<b>8,574</b>	(40.2%) [41.5%]	<b>663</b>	(3.1%)	<b>21,304</b>	(20.2%)
<b>Construction</b>	<b>954</b>	(58.2%) [59.6%]	<b>648</b>	(39.5%) [40.4%]	<b>38</b>	(2.3%)	<b>1,640</b>	(1.6%)
<b>Services</b>	<b>45,195</b>	(54.8%) [57.7%]	<b>33,078</b>	(40.1%) [42.3%]	<b>4,207</b>	(5.1%)	<b>82,480</b>	(78.2%)
<b>TOTAL</b>	<b>58,216</b>	(55.2%) [57.9%]	<b>42,300</b>	(40.1%) [42.1%]	<b>4,908</b>	(4.7%)	<b>105,424</b>	(100.0%)

**Table 46[M] Composition of Monitored Male Private Sector Full-time Employees by Company Size**

No. of Employees	No. of Concerns		Protestant		Roman Catholic		Non-Determined		Totals	
11-25	1,508	(39.4%)	8,812	(57.1%) [58.9%]	6,137	(39.8%) [41.1%]	482	(3.1%)	15,431	(10.2%)
26-50	1,084	(28.3%)	11,627	(56.6%) [58.8%]	8,146	(39.7%) [41.2%]	757	(3.7%)	20,530	(13.6%)
51-100	673	(17.6%)	13,547	(56.9%) [59.2%]	9,334	(39.2%) [40.8%]	910	(3.8%)	23,791	(15.8%)
101-250	374	(9.8%)	15,900	(58.0%) [60.7%]	10,288	(37.5%) [39.3%]	1,245	(4.5%)	27,433	(18.2%)
251+	189	(4.9%)	37,665	(59.4%) [63.3%]	21,830	(34.4%) [36.7%]	3,910	(6.2%)	63,405	(42.1%)
<b>TOTAL</b>	<b>3,828</b>	<b>(100.0%)</b>	<b>87,551</b>	<b>(58.1%)</b> <b>[61.1%]</b>	<b>55,735</b>	<b>(37.0%)</b> <b>[38.9%]</b>	<b>7,304</b>	<b>(4.9%)</b>	<b>150,590</b>	<b>(100.0%)</b>

**Table 46[F] Composition of Monitored Female Private Sector Full-time Employees by Company Size**

No. of Employees	No. of Concerns		Protestant		Roman Catholic		Non-Determined		Totals	
11-25	1,508	(39.4%)	4,891	(56.9%) [58.7%]	3,446	(40.1%) [41.3%]	258	(3.0%)	8,595	(8.1%)
26-50	1,084	(28.3%)	7,797	(57.7%) [59.7%]	5,273	(39.0%) [40.3%]	453	(3.3%)	13,523	(12.8%)
51-100	673	(17.6%)	8,875	(56.4%) [58.6%]	6,279	(39.9%) [41.4%]	595	(3.8%)	15,749	(14.9%)
101-250	374	(9.8%)	10,741	(54.8%) [58.0%]	7,781	(39.7%) [42.0%]	1,073	(5.5%)	19,595	(18.5%)
251+	189	(4.9%)	26,088	(54.1%) [57.1%]	19,617	(40.7%) [42.9%]	2,532	(5.2%)	48,237	(45.6%)
<b>TOTAL</b>	<b>3,828</b>	<b>(100.0%)</b>	<b>58,392</b>	<b>(55.2%)</b> <b>[57.9%]</b>	<b>42,396</b>	<b>(40.1%)</b> <b>[42.1%]</b>	<b>4,911</b>	<b>(4.6%)</b>	<b>105,699</b>	<b>(100.0%)</b>



**Table 47 [M] Composition of Monitored Male Private Sector Full-time Employees by Standard Industrial Classification (SIC)**

	Protestant	Roman Catholic	Non-Determined	Total
<b>SICO</b>	<b>87</b> (65.4%) [66.9%]	<b>43</b> (32.3%) [33.1%]	<b>3</b> (2.3%)	<b>133</b> (0.1%)
<b>SIC1</b>	<b>623</b> (75.5%) [77.6%]	<b>180</b> (21.8%) [22.4%]	<b>22</b> (2.7%)	<b>825</b> (0.5%)
<b>SIC2</b>	<b>4,662</b> (51.0%) [52.6%]	<b>4,205</b> (46.0%) [47.4%]	<b>276</b> (3.0%)	<b>9,143</b> (6.1%)
<b>SIC3</b>	<b>16,950</b> (65.1%) [67.6%]	<b>8,122</b> (31.2%) [32.4%]	<b>954</b> (3.7%)	<b>26,026</b> (17.3%)
<b>SIC4</b>	<b>16,626</b> (60.2%) [62.4%]	<b>10,005</b> (36.2%) [37.6%]	<b>971</b> (3.5%)	<b>27,602</b> (18.3%)
<b>SIC5</b>	<b>7,626</b> (51.0%) [52.3%]	<b>6,956</b> (46.5%) [47.7%]	<b>381</b> (2.5%)	<b>14,963</b> (9.9%)
<b>SIC6</b>	<b>17,983</b> (58.7%) [61.7%]	<b>11,142</b> (36.3%) [38.3%]	<b>1,533</b> (5.0%)	<b>30,658</b> (20.4%)
<b>SIC7</b>	<b>4,748</b> (63.7%) [66.4%]	<b>2,404</b> (32.2%) [33.6%]	<b>307</b> (4.1%)	<b>7,459</b> (5.0%)
<b>SIC8</b>	<b>12,147</b> (55.9%) [60.5%]	<b>7,934</b> (36.5%) [39.5%]	<b>1,637</b> (7.5%)	<b>21,718</b> (14.4%)
<b>SIC9</b>	<b>6,099</b> (50.6%) [56.2%]	<b>4,744</b> (39.3%) [43.8%]	<b>1,220</b> (10.1%)	<b>12,063</b> (8.0%)
<b>TOTAL</b>	<b>87,551</b> (58.1%) [61.1%]	<b>55,735</b> (37.0%) [38.9%]	<b>7,304</b> (4.9%)	<b>150,590</b> (100.0%)

**Table 47 [F] Composition of Monitored Female Private Sector Full-time Employees by Standard Industrial Classification (SIC)**

	Protestant	Roman Catholic	Non-Determined	Total
<b>SICO</b>	<b>24</b> (58.5%) [58.5%]	<b>17</b> (41.5%) [41.5%]	<b>0</b> (0.0%)	<b>41</b> (0.0%)
<b>SIC1</b>	<b>152</b> (65.0%) [65.8%]	<b>79</b> (33.8%) [34.2%]	<b>3</b> (1.3%)	<b>234</b> (0.2%)
<b>SIC2</b>	<b>1,010</b> (48.3%) [51.1%]	<b>966</b> (46.2%) [48.9%]	<b>113</b> (5.4%)	<b>2,089</b> (2.0%)
<b>SIC3</b>	<b>3,291</b> (60.2%) [62.6%]	<b>1,965</b> (35.9%) [37.4%]	<b>214</b> (3.9%)	<b>5,470</b> (5.2%)
<b>SIC4</b>	<b>7,766</b> (56.5%) [57.9%]	<b>5,643</b> (41.1%) [42.1%]	<b>336</b> (2.4%)	<b>13,745</b> (13.0%)
<b>SIC5</b>	<b>954</b> (58.2%) [59.6%]	<b>648</b> (39.5%) [40.4%]	<b>38</b> (2.3%)	<b>1,640</b> (1.6%)
<b>SIC6</b>	<b>17,981</b> (57.0%) [59.4%]	<b>12,268</b> (38.9%) [40.6%]	<b>1,290</b> (4.1%)	<b>31,539</b> (29.8%)
<b>SIC7</b>	<b>1,632</b> (55.5%) [59.4%]	<b>1,114</b> (37.9%) [40.6%]	<b>193</b> (6.6%)	<b>2,939</b> (2.8%)
<b>SIC8</b>	<b>11,005</b> (52.9%) [56.6%]	<b>8,437</b> (40.6%) [43.4%]	<b>1,357</b> (6.5%)	<b>20,799</b> (19.7%)
<b>SIC9</b>	<b>14,577</b> (53.6%) [56.4%]	<b>11,259</b> (41.4%) [43.6%]	<b>1,367</b> (5.0%)	<b>27,203</b> (25.7%)
<b>TOTAL</b>	<b>58,392</b> 55.2% [57.9%]	<b>42,396</b> 40.1% [42.1%]	<b>4,911</b> (4.6%)	<b>105,699</b> (100.0%)

**Table 48 [M] Change in Composition of the Monitored Male Private Sector Full-time Workforce in Concerns with 26 or more Employees by SIC, 1990 – 2003**

SOC Group	1990		2003		Change 1990-2002 [%]
	Protestant	RC	Protestant	RC	
SIC0	---	---	---	---	---
SIC1	[74.6%]	[25.4%]	[77.7%]	[22.3%]	- 3.1%
SIC2	[55.0%]	[45.0%]	[51.7%]	[48.3%]	3.3%
SIC3	[81.0%]	[19.0%]	[67.8%]	[32.2%]	13.2%
SIC4	[66.4%]	[33.6%]	[62.3%]	[37.7%]	4.1%
SIC5	[54.4%]	[45.6%]	[54.4%]	[45.6%]	0.0%
SIC6	[65.7%]	[34.3%]	[61.0%]	[39.0%]	4.7%
SIC7	[69.5%]	[30.5%]	[66.8%]	[33.2%]	2.7%
SIC8	[73.7%]	[26.3%]	[60.6%]	[39.4%]	13.1%
SIC9	[54.0%]	[46.0%]	[56.6%]	[43.4%]	- 2.6%
<b>TOTAL</b>	[67.0%]	[33.0%]	[61.4%]	[38.6%]	<b>5.6%</b>

**Table 48 [F] Change in Composition of the Monitored Female Private Sector Full-time Workforce in Concerns with 26 or more Employees by SIC, 1990 – 2003**

SOC Group	1990		2003		Change 1990-2002 [%]
	Protestant	RC	Protestant	RC	
SIC0	---	---	---	---	---
SIC1	[79.7%]	[20.3%]	[64.8%]	[35.2%]	14.9%
SIC2	[63.1%]	[36.9%]	[49.9%]	[50.1%]	13.2%
SIC3	[71.1%]	[28.9%]	[62.7%]	[37.3%]	8.4%
SIC4	[60.9%]	[39.1%]	[57.1%]	[42.9%]	3.8%
SIC5	[67.5%]	[32.5%]	[61.5%]	[38.5%]	6.0%
SIC6	[65.2%]	[34.8%]	[59.2%]	[40.8%]	6.0%
SIC7	[60.3%]	[39.7%]	[59.1%]	[40.9%]	1.2%
SIC8	[70.7%]	[29.3%]	[56.5%]	[43.5%]	14.2%
SIC9	[58.5%]	[41.5%]	[56.8%]	[43.2%]	1.7%
<b>TOTAL</b>	[63.2%]	[36.8%]	[57.9%]	[42.1%]	<b>5.3%</b>

# 6

## The Private Sector: Part-time

### Introduction

**6.1** Since 1st January 2001, all registered private sector employers in Northern Ireland have been required to monitor the community composition of those working less than 16 hours per week (hereinafter referred to as “part-time employees”). This chapter presents the third annual analysis of such employees by sex, SOC group, SIC class, company size and sector.

### Overall Composition

**6.2** The number of monitored private sector part-time employees increased during the year by 1,958 (4.2%), from 46,674 in 2002 to 48,632 in 2003.

Table 52 shows that the overall composition was 23,559 (48.4%) Protestant; 22,029 (45.3%) Roman Catholic; and 3,044 (6.3%) Non-Determined. The composition of those for whom a community was determined was [51.7%] Protestant and [48.3%] Roman Catholic.

During the year, Protestant part-time employment grew by 500 (2.2%), while the number of Roman Catholic employees rose by 990 (4.7%). As a result the Roman Catholic share increased by [0.6] of a percentage point, from [47.7%] in 2002 to [48.3%] in 2003

Since 2001, when statutory monitoring of those working less than 16 hours per week began, the part-time workforce has grown by almost a tenth (9.2%) or 4,088 employees. The

increase was (4.6%) for Protestants and (11.2%) for Roman Catholics.

### Composition by Sex

**6.3** Nearly three-quarters (70.4%) of the monitored private sector part-time workforce is female, consisting of 34,256 females and 14,376 males. Compared with 2002, male employment increased by (7.4%), while female employment rose by (2.9%). As a result of faster employment growth during the year, the male share of part-time employment rose by (0.9) of a percentage point, from (28.7%) in 2002 to (29.6%) in 2003.

The continued expansion of the male part-time workforce has been a feature of recent Reports. Percentage-wise, since 2001 the male workforce has grown at twice the rate of the female workforce (14.3% compared with 7.2%).

Table 52 reveals that the composition of female employees for whom a community was determined was [52.3%] Protestant and [47.7%] Roman Catholic. Compared with 2002, this represented a rise of [0.9] of a percentage point in the Roman Catholic female share. The rise in the Roman Catholic female share resulted from a small net increase in the number of female Protestant employees (0.2%), combined with a relatively larger increase in female Roman Catholic employment (2.9%).

For males the community composition was [50.2%] Protestant and [49.8%] Roman

**Table 52** Composition of Monitored Private Sector Part-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>6,721</b>	(46.8%) [50.2%]	<b>6,665</b>	(46.4%) [49.8%]	<b>990</b>	(6.9%)	<b>14,376</b>	(29.6%)
<b>Female</b>	<b>16,838</b>	(49.2%) [52.3%]	<b>15,364</b>	(44.9%) [47.7%]	<b>2,054</b>	(6.0%)	<b>34,256</b>	(70.4%)
<b>TOTAL</b>	<b>23,559</b>	(48.4%) [51.7%]	<b>22,029</b>	(45.3%) [48.3%]	<b>3,044</b>	(6.3%)	<b>48,632</b>	(100.0%)

Catholic. Compared with 2002, this represented a rise of [0.3] of a percentage point in the Protestant male share. The increase resulted from a rise of (7.4%) in Protestant male employment, compared with a (6.0%) rise Roman Catholic male count.

### Composition by Standard Occupational Classification

6.4 Table 53 shows that, in the private sector, over eight in ten (81.5%) monitored part-time employees were concentrated in three SOC groups. These were Personal and Protective Services (SOC6); Sales Occupations (SOC7); and Other Occupations (SOC9). The remaining groups contained a small number of employees.

The Protestant share of Sales Occupations (SOC7) rose by [0.4] of a percentage point during the year, with an additional 344 employees. In Personal and Protective Services (SOC6) and Other Occupations (SOC9), the Roman Catholic share increased by [1.3] and [0.4] percentage points – an additional 352 and 108 employees respectively.

### Composition by Standard Occupational Classification and Sex

#### MALE EMPLOYEES

6.5 Table 53[M] (page 78) shows the composition of male private sector part-time employees by SOC. Over eight in ten (81.3%) were located in three SOC groups, namely: Personal and Protective Services (SOC6); Sales Occupations (SOC7) and Other Occupations (SOC9). The remaining SOC groups contained a small number of employees.

The Protestant share of Sales Occupations (SOC7) rose by [0.8] of a percentage point, with an additional 172 employees. In Personal and Protective Services (SOC6) and Other Occupations (SOC9), the Roman Catholic share increased by [1.0] and [0.2] percentage points – an additional 59 and 112 employees respectively.

#### FEMALE EMPLOYEES

6.6 Table 53[F] (page 78) presents the composition of female private sector part-time employees

**Table 53 Composition of Monitored Private Sector Part-time Employees by SOC**

	Protestant	Roman Catholic	Non-Determined	Total
<b>SOC1</b>	<b>324</b> (50.9%) [57.2%]	<b>242</b> (38.0%) [42.8%]	<b>71</b> (11.1%)	<b>637</b> (1.3%)
<b>SOC2</b>	<b>528</b> (42.0%) [47.3%]	<b>588</b> (46.7%) [52.7%]	<b>142</b> (11.3%)	<b>1,258</b> (2.6%)
<b>SOC3</b>	<b>798</b> (47.4%) [51.5%]	<b>753</b> (44.7%) [48.5%]	<b>132</b> (7.8%)	<b>1,683</b> (3.5%)
<b>SOC4</b>	<b>1,581</b> (54.7%) [59.2%]	<b>1,089</b> (37.7%) [40.8%]	<b>222</b> (7.7%)	<b>2,892</b> (5.9%)
<b>SOC5</b>	<b>568</b> (47.8%) [50.1%]	<b>565</b> (47.6%) [49.9%]	<b>55</b> (4.6%)	<b>1,188</b> (2.4%)
<b>SOC6</b>	<b>3,728</b> (46.8%) [50.2%]	<b>3,702</b> (46.5%) [49.8%]	<b>528</b> (6.6%)	<b>7,958</b> (16.4%)
<b>SOC7</b>	<b>9,086</b> (46.8%) [49.5%]	<b>9,258</b> (47.7%) [50.5%]	<b>1,052</b> (5.4%)	<b>19,396</b> (39.9%)
<b>SOC8</b>	<b>787</b> (57.7%) [59.4%]	<b>537</b> (39.4%) [40.6%]	<b>39</b> (2.9%)	<b>1,363</b> (2.8%)
<b>SOC9</b>	<b>6,159</b> (50.2%) [53.8%]	<b>5,295</b> (43.2%) [46.2%]	<b>803</b> (6.6%)	<b>12,257</b> (25.2%)
<b>TOTAL</b>	<b>23,559</b> (48.4%) [51.7%]	<b>22,029</b> (45.3%) [48.3%]	<b>3,044</b> (6.3%)	<b>48,632</b> (100.0%)

by SOC. The male and female workforces have a similar profile: like their male counterparts, over eight in ten females (81.6%) were located in three SOC groups, namely: Personal and Protective Services (SOC6); Sales Occupations (SOC7) and Other Occupations (SOC9). The remaining SOC groups contained a small number of employees.

During the year, the Protestant share of Sales Occupations rose by [0.3] of a percentage point, while the Roman Catholic share of Personal and Protective Services and Other Occupations increased by [1.5] and [0.4] percentage points respectively.

### Composition by Company Size

6.7 In 2003, nearly forty per cent (39.4%) of all 3,828 private sector concerns had 11-25 employees, see Table 54. These concerns, however, employed less than one in twenty (4.1%) of all part-time employees in the private sector. There were 189 concerns with 251 or more employees, (4.9%) of the total number of concerns. In contrast, these firms employed over half (52.2%) of all private sector part-time workers.

Compared to 2002, growth in part-time employment occurred in all five size bands. In particular, the 251+ band, where the number of employees rose by 1358 (5.7%). Growth in the largest size band mainly affected Roman Catholics, with a net rise of 967 employees (9.2%), compared with an increase of 62 (0.5% rise) in the Protestant workforce. As a result,

the Catholic share of the 251+ size band rose by [2.0] percentage points, from [46.8%] to [48.8%].

In the 101-250 size band, Protestant part-time employment increased by 6.6% (282 employees), while the number of Roman Catholics fell by 4.2% (198 employees). This led to a [2.7] percentage point increase in the Protestant share, from [47.9%] to [50.6%].

Overall, the Protestant share rose in two size bands, namely those concerns with 51-100 and 101-250 employees, while the Roman Catholic share increased in the remaining three bands.

### Composition by Size and Sex

#### MALE PART-TIME EMPLOYEES

6.8 Table 54[M] (page 79) lists the composition of monitored male private sector part-time employees by company size.

Compared with 2002, employment growth was reported in four size bands, while the number of employees fell slightly in the 26-50 size band. Again, growth was largest in the 251+ band, where the number of male employees rose by 557 (7.5%).

The number of Roman Catholic employees increased by almost a tenth (338 employees), while male Protestant employment rose by (3.7%), an additional 129 employees. As a result, the male Catholic share of the 251+ size

No. of Employees	No. of Concerns	Protestant	Roman Catholic	Non-Determined	Totals
<b>11-25</b>	<b>1,508</b> (39.4%)	<b>1,034</b> (52.2%) [54.4%]	<b>865</b> (43.7%) [45.6%]	<b>80</b> (4.0%)	<b>1,979</b> (4.1%)
<b>26-50</b>	<b>1,084</b> (28.3%)	<b>2,464</b> (51.0%) [52.9%]	<b>2,195</b> (45.5%) [47.1%]	<b>168</b> (3.5%)	<b>4,827</b> (9.9%)
<b>51-100</b>	<b>673</b> (17.6%)	<b>3,420</b> (51.2%) [53.5%]	<b>2,978</b> (44.6%) [46.5%]	<b>285</b> (4.3%)	<b>6,683</b> (13.7%)
<b>101-250</b>	<b>374</b> (9.8%)	<b>4,582</b> (46.9%) [50.6%]	<b>4,480</b> (45.9%) [49.4%]	<b>708</b> (7.2%)	<b>9,770</b> (20.1%)
<b>251+</b>	<b>189</b> (4.9%)	<b>12,059</b> (47.5%) [51.2%]	<b>11,511</b> (45.4%) [48.8%]	<b>1,803</b> (7.1%)	<b>25,373</b> (52.2%)
<b>TOTAL</b>	<b>3,828</b> (100.0%)	<b>23,559</b> (48.4%) [51.7%]	<b>22,029</b> (45.3%) [48.3%]	<b>3,044</b> (6.3%)	<b>48,632</b> (100.0%)

band increased by [1.4] percentage points to [51.2%].

In the 101-250 size band, Protestant employment increased by almost a fifth (18.1% or 215 employees), while the number of Roman Catholics declined by 1.5% (19 employees). This led to a [4.5] percentage point increase in the Protestant share, from [48.0%] to [52.5%].

In summary, the Protestant male share rose in three size bands, namely those concerns with 26-50, 51-100 and 101-250 employees, while the Roman Catholic male share increased in the remaining two bands.

## FEMALE PART-TIME EMPLOYEES

**6.9** The composition of monitored female private sector part-time employees by company size is shown in Table 54[F] (page 79).

Compared with 2002, a growth in female part-time employment was observed in all five size bands. Once again, growth was largest in the 251+ band, where the overall number of female employees rose by 801 (4.8%). The number of Roman Catholic employees increased by 8.9% (629 employees), while female Protestant employment dropped by (0.8%), a net loss of

67 employees. As a result, the female Catholic share of the 251+ size band increased by [2.3] percentage points to [47.7%].

In the 101-250 size band, female Protestant employment increased by 2.2% (67 employees), while the number of Roman Catholics fell by 5.3% (179 employees). This led to a [1.8] percentage point increase in the Protestant share, from [47.9%] to [49.7%].

Overall, the Protestant female share rose in the 101-250 size band, while the Roman Catholic female share increased in the remaining four bands.

## Composition by Standard Industrial Classification (SIC)

**6.10** Table 55 analyses private sector concerns by Standard Industrial Classification (SIC).

More than nine out of ten (93.4%) private sector part-time employees were concentrated in three classes, namely: Distribution, Hotels and Catering (SIC6); Banking and Finance etc. (SIC8) and Other Services (SIC9). Apart from SIC4 (Other Manufacturing), the remaining SIC

**Table 55** Composition of Monitored Private Sector Part-time Employees by Standard Industrial Classification (SIC)

	Protestant	Roman Catholic	Non-Determined	Total
<b>SICO</b>	<b>22</b> (68.8%) [88.0%]	<b>3</b> (9.4%) [12.0%]	<b>7</b> (21.9%)	<b>32</b> (0.1%)
<b>SIC1</b>	<b>9</b> (100.0%) [100.0%]	<b>0</b> (0.0%) [0.0%]	<b>0</b> (0.0%)	<b>9</b> (0.0%)
<b>SIC2</b>	<b>115</b> (46.2%) [50.9%]	<b>111</b> (44.6%) [49.1%]	<b>23</b> (9.2%)	<b>249</b> (0.5%)
<b>SIC3</b>	<b>126</b> (60.0%) [63.3%]	<b>73</b> (34.8%) [36.7%]	<b>11</b> (5.2%)	<b>210</b> (0.4%)
<b>SIC4</b>	<b>1,107</b> (56.4%) [57.8%]	<b>807</b> (41.1%) [42.2%]	<b>49</b> (2.5%)	<b>1,963</b> (4.0%)
<b>SIC5</b>	<b>192</b> (52.3%) [54.5%]	<b>160</b> (43.6%) [45.5%]	<b>15</b> (4.1%)	<b>367</b> (0.8%)
<b>SIC6</b>	<b>12,381</b> (46.4%) [49.4%]	<b>12,678</b> (47.5%) [50.6%]	<b>1,614</b> (6.1%)	<b>26,673</b> (54.8%)
<b>SIC7</b>	<b>228</b> (62.3%) [65.5%]	<b>120</b> (32.8%) [34.5%]	<b>18</b> (4.9%)	<b>366</b> (0.8%)
<b>SIC8</b>	<b>2,536</b> (49.3%) [53.7%]	<b>2,189</b> (42.5%) [46.3%]	<b>422</b> (8.2%)	<b>5,147</b> (10.6%)
<b>SIC9</b>	<b>6,843</b> (50.3%) [53.8%]	<b>5,888</b> (43.2%) [46.2%]	<b>885</b> (6.5%)	<b>13,616</b> (28.0%)
<b>TOTAL</b>	<b>23,559</b> (48.4%) [51.7%]	<b>22,029</b> (45.3%) [48.3%]	<b>3,044</b> (6.3%)	<b>48,632</b> (100.0%)

classes contained a negligible number of employees.

Substantial growth occurred in SIC6 and SIC8. The number of employees in Distribution, Hotels and Catering rose by 1,100 (4.3%), generating an additional 503 Protestant (4.2% rise) and 416 Roman Catholic employees (3.4%). This led to a [0.2] percentage point increase in the Protestant share. In Banking and Finance etc., Roman Catholic part-time employment rose by almost a third (32.8% or 541 employees), while the number of Protestant employees increased by 6.3%, or an additional 150 employees.

To summarize, in the four classes with a significant number of employees, the Protestant part-time share rose in Distribution, Hotels and Catering (SIC6), while the Roman Catholic share increased in Other Manufacturing (SIC4), Banking and Finance etc (SIC8) and Other Services (SIC9).

### Composition by Standard Industrial Classification and Sex

#### MALE PART-TIME EMPLOYEES

**6.11** Table 55[M] (page 80) shows that more than nine in ten (91.2%) monitored male private sector part-time employees were concentrated in three SIC classes, namely: Distribution, Hotels and Catering (SIC6) Banking and Finance etc. (SIC8) and Other Services (SIC9). All other classes contained a negligible number of employees.

Compared with 2002, the number of male part-time employees grew by 661 (7.6%) in SIC6; by 223 (16.9%) in SIC8; and by 158 (7.6%) in SIC9. The Protestant male share increased

in SIC6 and SIC8 while the Roman Catholic share rose in SIC9.

#### FEMALE PART-TIME EMPLOYEES

**6.12** Table 55[F] (page 80) shows that more than nine in ten (94.3%) monitored female private sector part-time employees were concentrated in three SIC classes, namely: Distribution, Hotels and Catering (SIC6, Banking and Finance etc. (SIC8) and Other Services (SIC9). All other classes contained a negligible number of employees.

Compared with 2002, the number of female part-time employees grew by 439 (2.6%) in SIC6; by 594 (19.7%) in SIC8; and by 62 (0.5%) in SIC9. The Protestant female share increased in SIC6 while the Roman Catholic share rose in SIC8 and SIC9.

### Composition by Sector

**6.13** Table 56 shows the composition of monitored private sector part-time employees by sector.

Services was by far the largest sector in 2003 with 45,802 employees, employing over nine in ten (94.3%) of all part-time workers. During the year Service-type employment rose by 2,130, an increase of (4.9%). Manufacturing was the next largest sector (5.0% of employees), and employment levels declined slightly with the net loss of 40 employees. Construction, which was the smallest sector with only 367 employees, remained largely unchanged from the previous year.

Compared with 2002, Protestant employment levels in Services grew by 632 (3.0%), while the number of Roman Catholic part-time employees rose by 1,007 (5.1%). As a result,

**Table 56 Composition of Monitored Private Sector Part-time Employees by Sector**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Manufacturing</b>	<b>1,348</b>	(55.7%) [57.6%]	<b>991</b>	(40.9%) [42.4%]	<b>83</b>	(3.4%)	<b>2,422</b>	(5.0%)
<b>Construction</b>	<b>192</b>	(52.3%) [54.5%]	<b>160</b>	(43.6%) [45.5%]	<b>15</b>	(4.1%)	<b>367</b>	(0.8%)
<b>Services</b>	<b>21,988</b>	(48.0%) [51.3%]	<b>20,875</b>	(45.6%) [48.7%]	<b>2,939</b>	(6.4%)	<b>45,802</b>	(94.3%)
<b>TOTAL</b>	<b>23,528</b>	(48.4%) [51.6%]	<b>22,026</b>	(45.3%) [48.4%]	<b>3,037</b>	(6.3%)	<b>48,591</b>	(100.0%)

the Roman Catholic share of Services increased by [0.5] of a percentage point to [48.7%].

Since the beginning of statutory monitoring in 2001, there has been a net increase of 4,246 part-time employees (10.2%) in Services. Employment growth was (5.8%) for Protestants and (11.8%) for Roman Catholics. In contrast, manufacturing employment declined by (6.6%) during the same period.

## Composition by Sector and Sex

### MALE PART-TIME EMPLOYEES

**6.14** Table 57 details monitored male private sector part-time employees by sector.

Again, Services accounted for the greatest number and proportion of part-time employees (13,315 or 92.7% of employees). Male employment in Services grew by (8.5%) during the year, a net increase of 1,040 employees. Less than one-in-twelve male part-time

employees (7.3%) were working in Manufacturing or Construction.

Compared with 2002, the number of male Protestant part-time employees working in Services increased by (8.2%), while the Roman Catholic male count rose by (7.3%). These two factors led to a small increase in the male Protestant share, from [49.5%] to [49.7%] in 2003.

Since monitoring began in 2001, there has been an increase of (15.2%) in male part-time service employment - an additional 1,759 employees.

### FEMALE PART-TIME EMPLOYEES

**6.15** Table 58 provides a summary of the composition of monitored female private sector part-time employees by sector. The Services sector was once again the largest employer of females (32,487) in 2003, accounting for (94.9%) of all female part-time employees. Only one out of every twenty female part-time

**Table 57** Composition of Monitored Male Private Sector Part-time Employees by Sector

	Protestant	Roman Catholic	Non-Determined	Total
<b>Manufacturing</b>	511 (55.8%) [57.4%]	380 (41.5%) [42.6%]	24 (2.6%)	915 (6.4%)
<b>Construction</b>	58 (42.6%) [46.8%]	66 (48.5%) [53.2%]	12 (8.8%)	136 (0.9%)
<b>Services</b>	6,143 (46.1%) [49.7%]	6,218 (46.7%) [50.3%]	954 (7.2%)	13,315 (92.7%)
<b>TOTAL</b>	6,712 (46.7%) [50.2%]	6,664 (46.4%) [49.8%]	990 (6.9%)	14,366 (100.0%)

**Table 58** Composition of Monitored Female Private Sector Part-time Employees by Sector

	Protestant	Roman Catholic	Non-Determined	Total
<b>Manufacturing</b>	837 (55.5%) [57.8%]	611 (40.5%) [42.2%]	59 (3.9%)	1,507 (4.4%)
<b>Construction</b>	134 (58.0%) [58.8%]	94 (40.7%) [41.2%]	3 (1.3%)	231 (0.7%)
<b>Services</b>	15,845 (48.8%) [51.9%]	14,657 (45.1%) [48.1%]	1,985 (6.1%)	32,487 (94.9%)
<b>TOTAL</b>	16,816 (49.1%) [52.3%]	15,362 (44.9%) [47.7%]	2,047 (6.0%)	34,225 (100.0%)



employees (5.1%) were working in either Manufacturing or Construction.

Compared with 2002, there was a net increase of 168 Protestant female employees (1.1%) in Services, while Roman Catholic female employment rose by 582 (4.1%). As a

consequence, the Roman Catholic female share rose by [0.4] of a percentage point to [48.1%].

Since 2001, there has been an increase of (8.3%) in female part-time service employment - an additional 2,487 employees.

**Table 53 [M] Composition of Monitored Male Private Sector Part-time Employees by SOC**

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	95 (52.5%) [61.7%]	59 (32.6%) [38.3%]	27 (14.9%)	181 (1.3%)
SOC2	203 (49.0%) [55.9%]	160 (38.6%) [44.1%]	51 (12.3%)	414 (2.9%)
SOC3	133 (50.6%) [57.8%]	97 (36.9%) [42.2%]	33 (12.5%)	263 (1.8%)
SOC4	133 (39.0%) [44.5%]	166 (48.7%) [55.5%]	42 (12.3%)	341 (2.4%)
SOC5	271 (44.6%) [47.6%]	298 (49.1%) [52.4%]	38 (6.3%)	607 (4.2%)
SOC6	1,052 (44.7%) [49.1%]	1,091 (46.3%) [50.9%]	213 (9.0%)	2,356 (16.4%)
SOC7	2,720 (45.2%) [47.7%]	2,982 (49.6%) [52.3%]	313 (5.2%)	6,015 (41.8%)
SOC8	520 (59.0%) [60.5%]	340 (38.5%) [39.5%]	22 (2.5%)	882 (6.1%)
SOC9	1,594 (48.1%) [52.0%]	1,472 (44.4%) [48.0%]	251 (7.6%)	3,317 (23.1%)
<b>TOTAL</b>	<b>6,721 (46.8%) [50.2%]</b>	<b>6,665 (46.4%) [49.8%]</b>	<b>990 (6.9%)</b>	<b>14,376 (100.0%)</b>

**Table 53 [F] Composition of Monitored Female Private Sector Part-time Employees by SOC**

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	229 (50.2%) [55.6%]	183 (40.1%) [44.4%]	44 (9.6%)	456 (1.3%)
SOC2	325 (38.5%) [43.2%]	428 (50.7%) [56.8%]	91 (10.8%)	844 (2.5%)
SOC3	665 (46.8%) [50.3%]	656 (46.2%) [49.7%]	99 (7.0%)	1,420 (4.1%)
SOC4	1,448 (56.8%) [61.1%]	923 (36.2%) [38.9%]	180 (7.1%)	2,551 (7.4%)
SOC5	297 (51.1%) [52.7%]	267 (46.0%) [47.3%]	17 (2.9%)	581 (1.7%)
SOC6	2,676 (47.8%) [50.6%]	2,611 (46.6%) [49.4%]	315 (5.6%)	5,602 (16.4%)
SOC7	6,366 (47.6%) [50.4%]	6,276 (46.9%) [49.6%]	739 (5.5%)	13,381 (39.1%)
SOC8	267 (55.5%) [57.5%]	197 (41.0%) [42.5%]	17 (3.5%)	481 (1.4%)
SOC9	4,565 (51.1%) [54.4%]	3,823 (42.8%) [45.6%]	552 (6.2%)	8,940 (26.1%)
<b>TOTAL</b>	<b>16,838 (49.2%) [52.3%]</b>	<b>15,364 (44.9%) [47.7%]</b>	<b>2,054 (6.0%)</b>	<b>34,256 (100.0%)</b>

**Table 54[M] Composition of Monitored Male Private Sector Part-time Employees by Company Size**

No. of Employees	No. of Concerns	Protestant	Roman Catholic	Non-Determined	Totals
11-25	1,508 (39.4%)	249 (49.2%) [52.5%]	225 (44.5%) [47.5%]	32 (6.3%)	506 (3.5%)
26-50	1,084 (28.3%)	565 (47.4%) [49.9%]	568 (47.7%) [50.1%]	58 (4.9%)	1,191 (8.3%)
51-100	673 (17.6%)	905 (49.8%) [52.4%]	823 (45.2%) [47.6%]	91 (5.0%)	1,819 (12.7%)
101-250	374 (9.8%)	1,404 (49.3%) [52.5%]	1,269 (44.5%) [47.5%]	177 (6.2%)	2,850 (19.8%)
251+	189 (4.9%)	3,598 (44.9%) [48.8%]	3,780 (47.2%) [51.2%]	632 (7.9%)	8,010 (55.7%)
<b>TOTAL</b>	<b>3,828 (100.0%)</b>	<b>6,721 (46.8%)</b> [50.2%]	<b>6,665 (46.4%)</b> [49.8%]	<b>990 (6.9%)</b>	<b>14,376 (100.0%)</b>

**Table 54[F] Composition of Monitored Female Private Sector Part-time Employees by Company Size**

No. of Employees	No. of Concerns	Protestant	Roman Catholic	Non-Determined	Totals
11-25	1,508 (39.4%)	785 (53.3%) [55.1%]	640 (43.4%) [44.9%]	48 (3.3%)	1,473 (4.3%)
26-50	1,084 (28.3%)	1,899 (52.2%) [53.9%]	1,627 (44.7%) [46.1%]	110 (3.0%)	3,636 (10.6%)
51-100	673 (17.6%)	2,515 (51.7%) [53.9%]	2,155 (44.3%) [46.1%]	194 (4.0%)	4,864 (14.2%)
101-250	374 (9.8%)	3,178 (45.9%) [49.7%]	3,211 (46.4%) [50.3%]	531 (7.7%)	6,920 (20.2%)
251+	189 (4.9%)	8,461 (48.7%) [52.3%]	7,731 (44.5%) [47.7%]	1,171 (6.7%)	17,363 (50.7%)
<b>TOTAL</b>	<b>3,828 (100.0%)</b>	<b>16,838 (49.2%)</b> [52.3%]	<b>15,364 (44.9%)</b> [47.7%]	<b>2,054 (6.0%)</b>	<b>34,256 (100.0%)</b>

**Table 55 [M] Composition of Monitored Male Private Sector Part-time Employees by Standard Industrial Classification (SIC)**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SICO</b>	<b>5</b>	(83.3%) [83.3%]	<b>1</b>	(16.7%) [16.7%]	<b>0</b>	(0.0%)	<b>6</b>	(0.0%)
<b>SIC1</b>	<b>4</b>	(100.0%) [100.0%]	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%)	<b>4</b>	(0.0%)
<b>SIC2</b>	<b>38</b>	(54.3%) [55.9%]	<b>30</b>	(42.9%) [44.1%]	<b>2</b>	(2.9%)	<b>70</b>	(0.5%)
<b>SIC3</b>	<b>33</b>	(50.8%) [52.4%]	<b>30</b>	(46.2%) [47.6%]	<b>2</b>	(3.1%)	<b>65</b>	(0.5%)
<b>SIC4</b>	<b>440</b>	(56.4%) [57.9%]	<b>320</b>	(41.0%) [42.1%]	<b>20</b>	(2.6%)	<b>780</b>	(5.4%)
<b>SIC5</b>	<b>58</b>	(42.6%) [46.8%]	<b>66</b>	(48.5%) [53.2%]	<b>12</b>	(8.8%)	<b>136</b>	(0.9%)
<b>SIC6</b>	<b>4,152</b>	(44.5%) [47.4%]	<b>4,601</b>	(49.3%) [52.6%]	<b>587</b>	(6.3%)	<b>9,340</b>	(65.0%)
<b>SIC7</b>	<b>132</b>	(64.1%) [66.%]	<b>68</b>	(33.0%) [34.%]	<b>6</b>	(2.9%)	<b>206</b>	(1.4%)
<b>SIC8</b>	<b>833</b>	(54.1%) [58.5%]	<b>592</b>	(38.4%) [41.5%]	<b>115</b>	(7.5%)	<b>1,540</b>	(10.7%)
<b>SIC9</b>	<b>1,026</b>	(46.0%) [51.7%]	<b>957</b>	(42.9%) [48.3%]	<b>246</b>	(11.0%)	<b>2,229</b>	(15.5%)
<b>TOTAL</b>	<b>6,721</b>	(46.8%) [50.2%]	<b>6,665</b>	(46.4%) [49.8%]	<b>990</b>	(6.9%)	<b>14,376</b>	(100.0%)

**Table 55 [F] Composition of Monitored Female Private Sector Part-time Employees by Standard Industrial Classification (SIC)**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SICO</b>	<b>17</b>	65.4% [89.5%]	<b>2</b>	7.7% [10.5%]	<b>7</b>	26.9%	<b>26</b>	0.1%
<b>SIC1</b>	<b>5</b>	100.0% [100.0%]	<b>0</b>	0.0% [0.0%]	<b>0</b>	0.0%	<b>5</b>	0.0%
<b>SIC2</b>	<b>77</b>	43.0% [48.7%]	<b>81</b>	45.3% [51.3%]	<b>21</b>	11.7%	<b>179</b>	0.5%
<b>SIC3</b>	<b>93</b>	64.1% [68.4%]	<b>43</b>	29.7% [31.6%]	<b>9</b>	6.2%	<b>145</b>	0.4%
<b>SIC4</b>	<b>667</b>	56.4% [57.8%]	<b>487</b>	41.2% [42.2%]	<b>29</b>	2.5%	<b>1,183</b>	3.5%
<b>SIC5</b>	<b>134</b>	58.0% [58.8%]	<b>94</b>	40.7% [41.2%]	<b>3</b>	1.3%	<b>231</b>	0.7%
<b>SIC6</b>	<b>8,229</b>	47.5% [50.5%]	<b>8,077</b>	46.6% [49.5%]	<b>1,027</b>	5.9%	<b>17,333</b>	50.6%
<b>SIC7</b>	<b>96</b>	60.0% [64.9%]	<b>52</b>	32.5% [35.1%]	<b>12</b>	7.5%	<b>160</b>	0.5%
<b>SIC8</b>	<b>1,703</b>	47.2% [51.6%]	<b>1,597</b>	44.3% [48.4%]	<b>307</b>	8.5%	<b>3,607</b>	10.5%
<b>SIC9</b>	<b>5,817</b>	51.1% [54.1%]	<b>4,931</b>	43.3% [45.9%]	<b>639</b>	5.6%	<b>11,387</b>	33.2%
<b>TOTAL</b>	<b>16,838</b>	49.2% [52.3%]	<b>15,364</b>	44.9% [47.7%]	<b>2,054</b>	6.0%	<b>34,256</b>	100.0%

# 7

## Applicants and Appointees

### Background

7.1 Between 1991 and 2001, all specified public authorities and those private sector employers 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.

In order to examine trends over the full period of monitoring (1991-2003), the present chapter also contains a brief analysis of those private sector employers with 251 or more employees.

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.

Although all appointees are monitored, the Monitoring Return only includes data on those

appointees still employed at the anniversary date of registration.

Caution is required when making comparisons between the community composition of applicants and appointees. This is because of the way in which applicant and appointee data is recorded by individual employers. In brief, aggregated applicant and appointee data from individual employers may not necessarily refer to the same recruitment exercise; and temporary appointments may not always be recorded by employers, particularly when the employee leaves before the anniversary date of registration. Thus, in certain circumstances the data may be unmatched and incomplete. These procedures are governed by the Fair Employment (Monitoring) Regulations 1999.

### Public Sector Applicants

7.2 Public sector Monitoring Returns for 2003 detailed 153,764 applicants, an increase of (1.8%) on the previous year, see Table 59.

**Table 59** Composition of Public Sector Applicants by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>31,449</b>	(48.9%) [54.6%]	<b>26,171</b>	(40.7%) [45.4%]	<b>6709</b>	(10.4%)	<b>64,329</b>	(41.8%)
<b>Female</b>	<b>42,519</b>	(47.5%) [50.6%]	<b>41,493</b>	(46.4%) [49.4%]	<b>5423</b>	(6.1%)	<b>89,435</b>	(58.2%)
<b>TOTAL</b>	<b>73,968</b>	(48.1%) [52.2%]	<b>67,664</b>	(44.0%) [47.8%]	<b>12,132</b>	(7.9%)	<b>153,764</b>	(100.0%)

**Table 60** Composition of Public Sector Appointees

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>3,792</b>	(47.5%) [51.4%]	<b>3,583</b>	(44.9%) [48.6%]	<b>610</b>	(7.6%)	<b>7,985</b>	(32.5%)
<b>Female</b>	<b>7,714</b>	(46.5%) [49.2%]	<b>7,954</b>	(48.0%) [50.8%]	<b>906</b>	(5.5%)	<b>16,574</b>	(67.5%)
<b>TOTAL</b>	<b>11,506</b>	(46.9%) [49.9%]	<b>11,537</b>	(47.0%) [50.1%]	<b>1,516</b>	(6.2%)	<b>24,559</b>	(100.0%)

Their composition was (48.1%) Protestant, (44.0%) Roman Catholic and (7.9%) Non-Determined. The composition of those for whom a community was determined was [52.2%] Protestant and [47.8%] Roman Catholic.

Almost three out of five public sector applicants (58.2%) were female, a total of 89,435, and their composition was [50.6%] Protestant and [49.4%] Roman Catholic. Male applicants totaled 64,329, and their composition was [54.6%] Protestant and [45.4%] Roman Catholic.

Figure 9 illustrates the change in the community composition of public sector applicants during the period 1991-2003. Since 1991 the Roman Catholic share of applicants has ranged between [40%] and [48%], has risen gradually during the last decade, and was

highest in 2002. The Protestant share has fallen steadily during the same period.

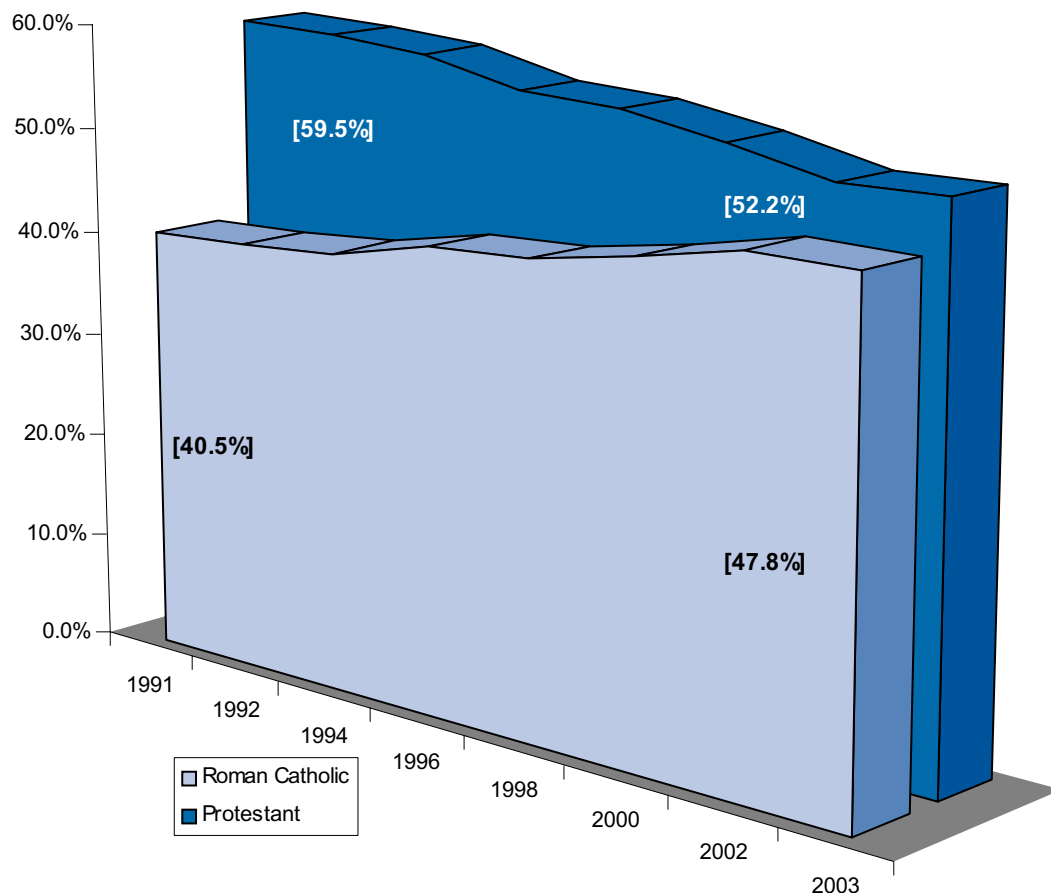
### Public Sector Appointees

**7.3** The 2003 Monitoring Returns contained details of 24,559 appointees to the public sector, compared with 21,889 in 2002, a (12.2%) increase.

Table 60 shows that their composition was (46.9%) Protestant, (47.0%) Roman Catholic and (6.2%) Non-Determined. The composition of those for whom a community was determined was [49.9%] Protestant and [50.1%] Roman Catholic.

The number of Protestant appointees rose by 1,235 (12%), while the Roman Catholic count increased by 1,344 (13.2%). This led to a [0.3]

**Fig 9: Composition of Public Sector Applicants, 1991-2003**



	1991	1992	1994	1996	1998	2000	2002	2003
□ Roman Catholic	40.5%	40.8%	41.5%	43.7%	44.1%	45.8%	48.0%	47.8%
■ Protestant	59.5%	59.2%	58.5%	56.3%	55.9%	54.2%	52.0%	52.2%

percentage point increase in the Catholic share, from [49.8%] in 2002 to [50.1%] in 2003

Over two-thirds (67.5%) of public sector appointees in 2003 were female, a total of 16,574. The Protestant female count increased by 664 (9.4%) during the year, compared with a growth of 902 (12.8%) in the number of Roman Catholic female appointees. As a result, the Roman Catholic share of female appointments rose from [50.0%] in 2002 to [50.8%] in 2003.

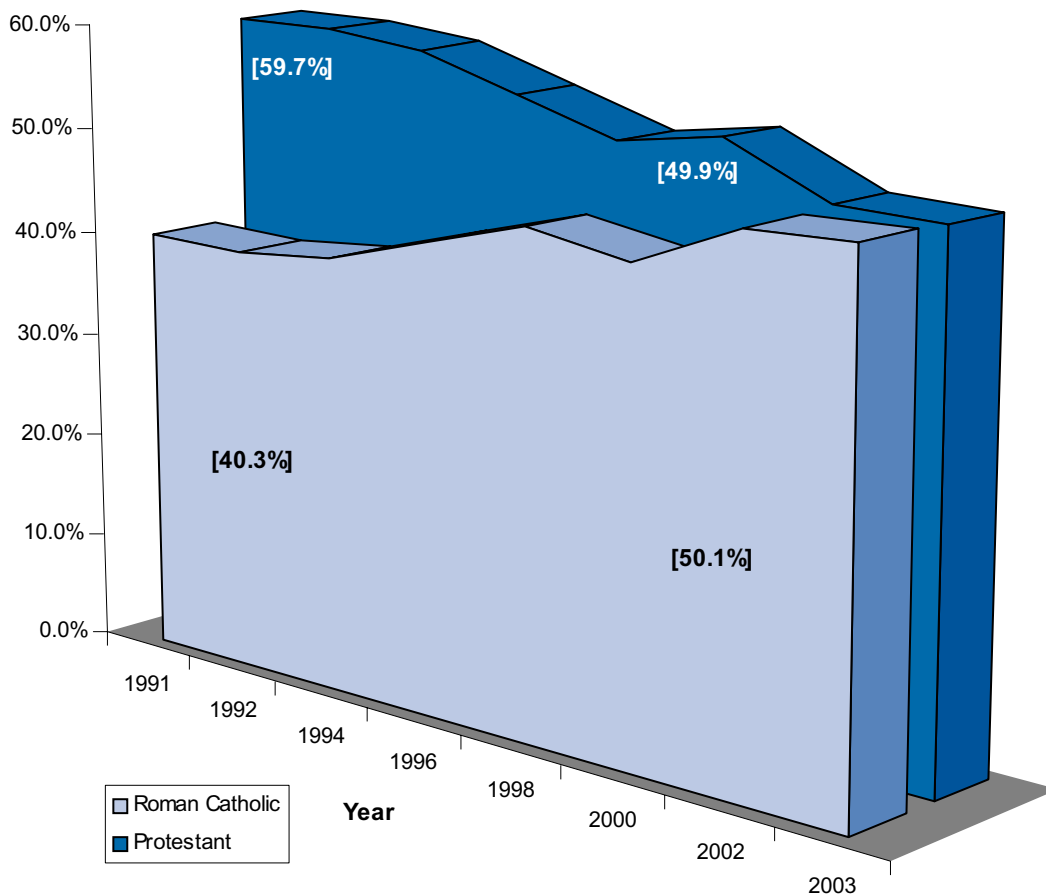
There were 7,985 male appointees in 2003, an increase of (14.7%) on the previous year. The number of Protestant male appointees rose by 571 (17.7%), compared with an increase of 442 (14.1%) in the Roman Catholic count. This led to a rise in the Protestant male share, from [50.6%] in 2002 to [51.4%] in 2003.

Figure 10 illustrates the change in the community composition of public sector appointments since 1991. The Roman Catholic share has risen from [40.3%] at the beginning of statutory monitoring to [50.1%] in 2003. The Protestant share has declined during the same period, from [59.7%] in 1991 to [49.9%] in 2003.

### Composition of Public Sector Appointees by Standard Occupational Classification

7.4 Table 61 reveals that nearly two-thirds (61.8%) of public sector appointments were concentrated in three SOC groups, namely: Associate Professional occupations (SOC3), Clerical and Secretarial (SOC4) and Other occupations (SOC9).

**Fig 10: Composition of Public Sector Appointees, 1991-2003**



	1991	1992	1994	1996	1998	2000	2002	2003
□ Roman Catholic	40.3%	40.1%	41.1%	44.1%	47.0%	45.4%	49.8%	50.1%
■ Protestant	59.7%	59.9%	58.9%	55.9%	53.0%	54.6%	50.2%	49.9%

**Table 61 Composition of Public Sector Appointees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>520</b>	(51.7%) [56.0%]	<b>409</b>	(40.7%) [44.0%]	<b>76</b>	(7.6%)	<b>1,005</b>	(4.1%)
<b>SOC2</b>	<b>1,121</b>	(39.4%) [46.8%]	<b>1,274</b>	(44.8%) [53.2%]	<b>448</b>	(15.8%)	<b>2,843</b>	(11.6%)
<b>SOC3</b>	<b>2,195</b>	(43.7%) [46.5%]	<b>2,527</b>	(50.3%) [53.5%]	<b>306</b>	(6.1%)	<b>5,028</b>	(20.5%)
<b>SOC4</b>	<b>2,820</b>	(47.9%) [49.8%]	<b>2,838</b>	(48.2%) [50.2%]	<b>227</b>	(3.9%)	<b>5,885</b>	(24.0%)
<b>SOC5</b>	<b>179</b>	(54.6%) [57.7%]	<b>131</b>	(39.9%) [42.3%]	<b>18</b>	(5.5%)	<b>328</b>	(1.3%)
<b>SOC6</b>	<b>2,418</b>	(50.6%) [53.2%]	<b>2,129</b>	(44.6%) [46.8%]	<b>230</b>	(4.8%)	<b>4,777</b>	(19.5%)
<b>SOC7</b>	<b>23</b>	(48.9%) [53.5%]	<b>20</b>	(42.6%) [46.5%]	<b>4</b>	(8.5%)	<b>47</b>	(0.2%)
<b>SOC8</b>	<b>225</b>	(56.8%) [59.2%]	<b>155</b>	(39.1%) [40.8%]	<b>16</b>	(4.0%)	<b>396</b>	(1.6%)
<b>SOC9</b>	<b>2,005</b>	(47.2%) [49.4%]	<b>2,054</b>	(48.3%) [50.6%]	<b>191</b>	(4.5%)	<b>4,250</b>	(17.3%)
<b>TOTAL</b>	<b>11,506</b>	(46.9%) [49.9%]	<b>11,537</b>	(47.0%) [50.1%]	<b>1,516</b>	(6.2%)	<b>24,559</b>	(100.0%)

In SOC3, the number of Protestant appointees rose by 248 (12.7%) during 2003, while the Roman Catholic count grew by 325 (14.8%). This led to a [0.4] percentage point increase in the Roman Catholic share to [53.5%].

The Protestant count in SOC4 increased by (8.8%), compared with a (1.9%) drop in the number of Roman Catholic appointees. This resulted in [2.6] percentage point increase in the Protestant share to [49.8%].

In SOC9 the number of Protestant appointees rose by (10.9%), compared with a (37.3%) rise in the Roman Catholic count. As a result, the Roman Catholic share of SOC9 increased by [5.3] percentage points.

In the remaining SOC groups, the Protestant share of appointments ranged from a low of [46.8%] in SOC2 to [59.2%] in SOC8. The Roman Catholic share ranged from [40.8%] in SOC8 to [53.2%] in SOC2.

**Composition of Public Sector Appointees by Standard Occupational Classification and Sex**

**MALE APPOINTEES**

**7.5** Table 61[M] (page 98) reveals that almost three in five (59.2%) of the 7,985 male appointments in the public sector were concentrated in three occupational groups, namely: Clerical and Secretarial (SOC4); Personal & Protective services (SOC6); and Other occupations (SOC9).

Compared with 2002, the number of Protestant male appointees in SOC4 increased by 140 (23.6%), while Roman Catholic appointments rose by 42 (5.4%). This resulted in a [4.0] percentage point increase in the Protestant share of SOC4.

The number of Protestant appointments in SOC6 rose by (21.2%), compared with a rise of (43.8%) in the Roman Catholic count. This led to a [4.1] percentage point growth in the Catholic share of SOC6. Likewise, a relatively larger rise in the number of Roman Catholic appointees in SOC9 (27.7% versus 17.7%), resulted in a [2.1] percentage point increase in the Roman Catholic share.



In the remaining groups, the Protestant male share ranged between [45.7%] in SOC3 and [60.3%] in the small SOC8.

Examining the male public sector workforce as a whole (full-time and part-time), the Roman Catholic share of male public sector appointments in 2003 [48.6%] was higher than its share of the male public sector workforce [42.0%].

#### FEMALE APPOINTEES

7.6 Table 61[F] (page 98) shows that more than eight out of ten of the 16,574 female appointees to the public sector (85.3%) were distributed across four groups, namely: Associate Professional and Technical Occupations (SOC3), Clerical and Secretarial (SOC4), Personal and Protective Services (SOC6) and Other Occupations (SOC9).

In SOC3, a smaller increase in the number of Protestant female appointees (12.6%), compared with their Roman Catholic counterparts (15.2%), led to a [0.6] percentage point increase in the Catholic share.

In contrast, an increase of (4.5%) in the number of Protestant appointees in SOC4, coupled with a decrease of (4.6%) in the number of Roman Catholic appointments, led to a rise of [2.3] percentage points in the Protestant share. In SOC6, the Roman

Catholic share rose by [2.6] percentage points. In SOC9, the number of Protestant appointees grew by (6.4%) during 2003, compared with a substantial rise of (43.8%) in the number of Roman Catholic appointments. This led to a [7.5] percentage point rise in the Catholic share of SOC9.

In the remaining SOC groups, the Protestant share ranged between [46.5%] in SOC2 to [56.3%] in the small SOC5.

Again, looking at the public sector workforce as a whole (full-time plus part-time), Roman Catholic females in 2003 had a higher share of appointments [50.8%] than their overall share of employment [45.0%].

### THE HEALTH SECTOR

#### Applicants

7.7 Table 62 presents the composition of health sector applicants. There were 48,806 applicants for employment in 2003, up from 46,203 in 2002. Among those for whom a community was determined [49.0%] were Protestants and [51.0%] were Roman Catholics. The composition of male applicants was [47.4%] Protestant and [52.6%] Roman Catholic. For females it was [49.5%] Protestant and [50.5%] Roman Catholic.

**Table 62 Composition of Applicants to the Health Sector**

	Protestant		Roman Catholic		Non Determined		Total	
<b>Male</b>	<b>4,788</b>	(35.8%) [47.4%]	<b>5,315</b>	(39.7%) [52.6%]	<b>3,279</b>	(24.5%)	<b>13,382</b>	(27.4%)
<b>Female</b>	<b>16,302</b>	(46.0%) [49.5%]	<b>16,616</b>	(46.9%) [50.5%]	<b>2,506</b>	(7.1%)	<b>35,424</b>	(72.6%)
<b>TOTAL</b>	<b>21,090</b>	(43.2%) [49.0%]	<b>21,931</b>	(44.9%) [51.0%]	<b>5,785</b>	(11.9%)	<b>48,806</b>	(100.0%)

**Table 63 Composition of Appointees to the Health Sector**

	Protestant		Roman Catholic		Non Determined		Total	
<b>Male</b>	<b>818</b>	(38.0%) [44.2%]	<b>1,032</b>	(47.9%) [55.8%]	<b>303</b>	(14.1%)	<b>2,153</b>	(19.3%)
<b>Female</b>	<b>4,019</b>	(44.7%) [47.5%]	<b>4,450</b>	(49.5%) [52.5%]	<b>526</b>	(5.8%)	<b>8,995</b>	(80.7%)
<b>TOTAL</b>	<b>4,837</b>	(43.4%) [46.9%]	<b>5,482</b>	(49.2%) [53.1%]	<b>829</b>	(7.4%)	<b>11,148</b>	(100.0%)

Figure 11 reveals that, during the complete period of statutory monitoring, the Protestant share of health sector applicants has fallen from [54.3%] in 1991 to [49.0%] in 2003.

### Appointees

7.8 Table 63 shows the composition of health sector appointees by gender. Compared with 2002, the number of health sector appointments increased by (12.0%), from 9,958 to 11,148. This figure represents almost half (45.4%) of all public sector appointments. The composition of those for whom a community could be determined was [46.9%] Protestant and [53.1%].

The number of Protestant appointees increased by 286 (6.3%) during the year, while Roman Catholic appointments rose by 853 (18.4%). Due to the proportionately larger increase in Roman Catholic appointments, the Protestant share declined from [49.6%] in 2002 to [46.9%] in 2003.

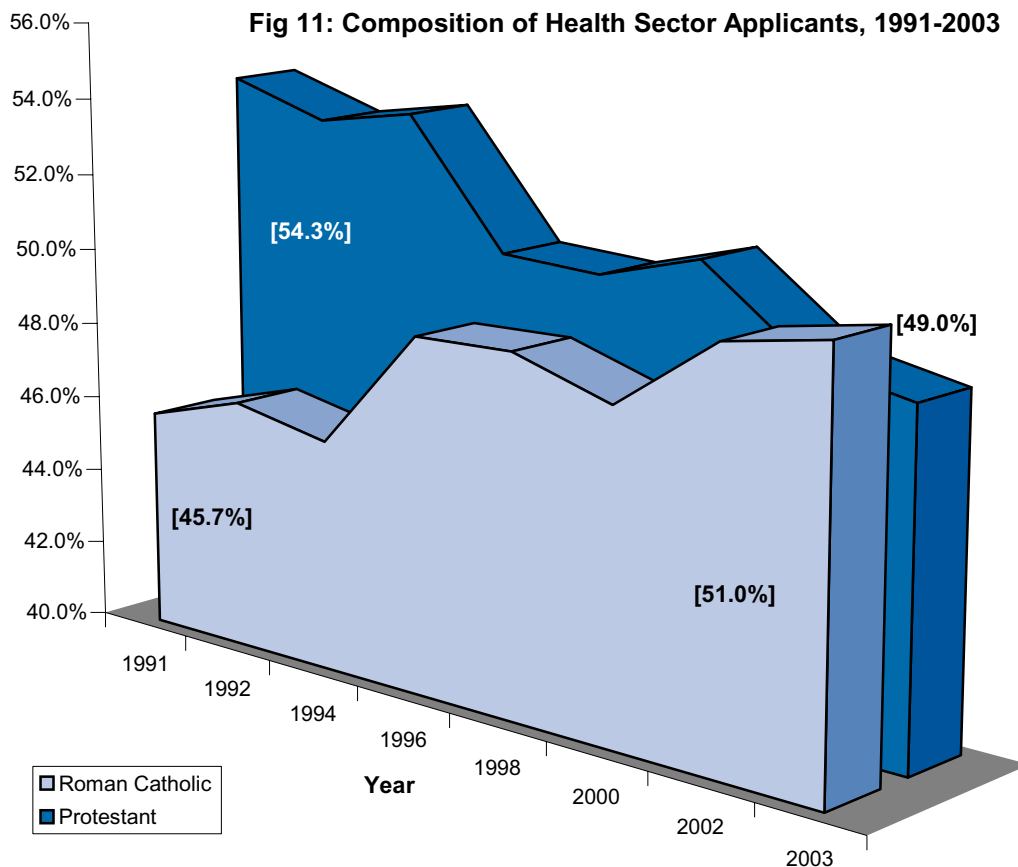
The overall number of male appointments rose by (13.5%), (10.2%) for Protestants and (18.8%) for Roman Catholics. This resulted in a decline of [1.9] percentage points in the Protestant male share. Similarly, the overall number of female appointments increased by (11.6%), (5.5%) for Protestants and (18.4%) for Roman Catholics. Again, this led to a fall of [2.8] percentage points in the Protestant female share.

Figure 12 shows that, during the full period of statutory monitoring, the Roman Catholic share of Health Sector appointments has risen from [43.4%] in 1991 to [53.1%] in 2003. There was a corresponding fall in the Protestant share during the same period.

## EDUCATION SECTOR

### Applicants

7.9 Table 64 shows there were 19,431 applicants to the Education sector, a reduction of (12.2%)



	1991	1992	1994	1996	1998	2000	2002	2003
□ Roman Catholic	45.7%	46.5%	46.0%	49.2%	49.3%	48.5%	50.5%	51.0%
■ Protestant	54.3%	53.5%	54.0%	50.8%	50.7%	51.5%	49.5%	49.0%

**Table 64 Composition of Applicants to the Education Sector**

	Protestant		Roman Catholic		Non Determined		Total	
<b>Male</b>	<b>2,667</b>	(47.1%) [50.4%]	<b>2,626</b>	(46.4%) [49.6%]	<b>371</b>	(6.6%)	<b>5,664</b>	(29.1%)
<b>Female</b>	<b>6,522</b>	(47.4%) [49.5%]	<b>6,644</b>	(48.3%) [50.5%]	<b>601</b>	(4.4%)	<b>13,767</b>	(70.9%)
<b>TOTAL</b>	<b>9,189</b>	(47.3%) [49.8%]	<b>9,270</b>	(47.7%) [50.2%]	<b>972</b>	(5.0%)	<b>19,431</b>	(100.0%)

on the corresponding figure for 2002. The overall composition of applicants was [49.8%] Protestant and [50.2%] Roman Catholics. The composition of male applicants was [50.4%] Protestant and [49.6%] Roman Catholic. For females it was [49.5%] Protestant and [50.5%] Roman Catholic.

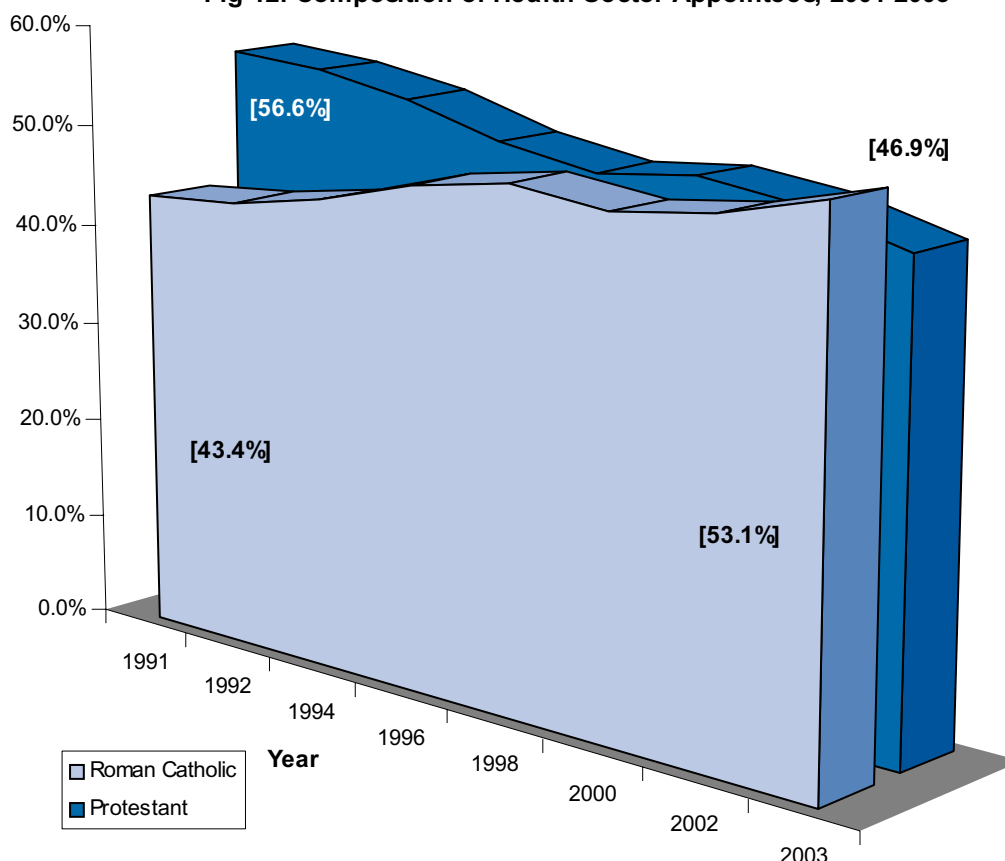
Education sector applicants has declined from [54.5%] in 1991 to [49.8%] in 2003. During the same period, the Roman Catholic proportion has risen from [45.5%] to [50.2%].

### Appointees

Figure 13 reveals that, during the full period of statutory monitoring, the Protestant share of

**7.10** In 2003 the Monitoring Returns from the Education sector detailed 4,300 appointees, an increase of (4.7%) on the previous year, see

**Fig 12: Composition of Health Sector Appointees, 2001-2003**



	1991	1992	1994	1996	1998	2000	2002	2003
□ Roman Catholic	43.4%	44.2%	45.9%	48.7%	50.3%	49.2%	50.4%	53.1%
■ Protestant	56.6%	55.8%	54.1%	51.3%	49.7%	50.8%	49.6%	46.9%

**Table 65 Composition of Appointees to the Education Sector**

	Protestant		Roman Catholic		Non Determined		Total	
<b>Male</b>	<b>440</b>	(44.5%) [48.2%]	<b>473</b>	(47.8%) [51.8%]	<b>76</b>	(7.7%)	<b>989</b>	(23.0%)
<b>Female</b>	<b>1,561</b>	(47.1%) [49.6%]	<b>1,588</b>	(48.0%) [50.4%]	<b>162</b>	(4.9%)	<b>3,311</b>	(77.0%)
<b>TOTAL</b>	<b>2,001</b>	(46.5%) [49.3%]	<b>2,061</b>	(47.9%) [50.7%]	<b>238</b>	(5.5%)	<b>4,300</b>	(100.0%)

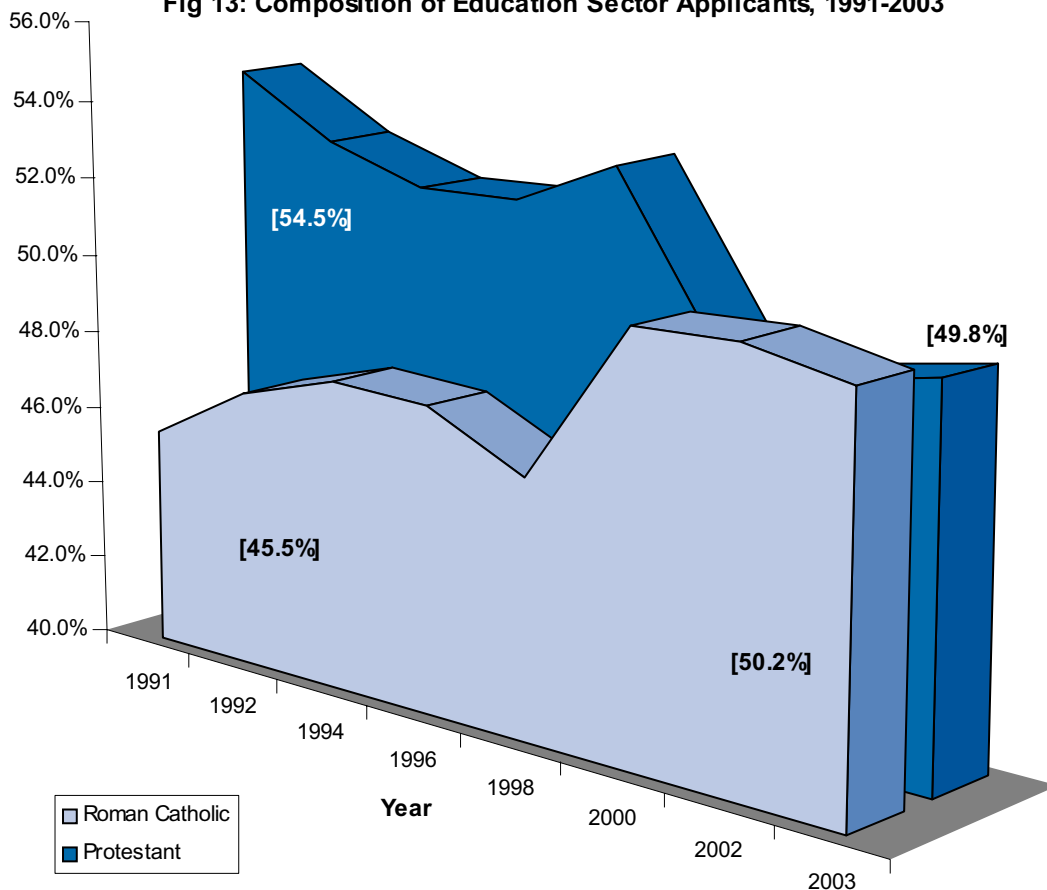
Table 65. This represented nearly one in five (17.5%) of all public sector appointments. Protestants accounted for 2,001 [49.3%] education sector appointments, while Roman Catholics accounted for 2,061 [50.7%].

The number of Protestant appointees increased by 63 (3.3%), while Roman Catholic appointments rose by 91 (4.6%). Due to the slightly larger increase in Roman Catholic

appointments, the Protestant share declined from [49.6%] in 2002 to [49.3%] in 2003.

The overall number of male appointments fell by (4.3%), (5.6%) for Protestants and (3.7%) for Roman Catholics. This resulted in a decline of [0.5] of a percentage point in the Protestant male share. In contrast, the overall number of female appointments increased by (7.7%), (6.0%) for Protestants and (7.4%) for Roman

**Fig 13: Composition of Education Sector Applicants, 1991-2003**



	1991	1992	1994	1996	1998	2000	2002	2003
□ Roman Catholic	45.5%	47.0%	47.8%	47.7%	46.5%	50.6%	50.7%	50.2%
■ Protestant	54.5%	53.0%	52.2%	52.3%	53.5%	49.4%	49.3%	49.8%

**Table 66 Composition of Applicants to the District Councils**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>5,324</b>	(56.7%) [59.8%]	<b>3,583</b>	(38.1%) [40.2%]	<b>487</b>	(5.2%)	<b>9,394</b>	(51.1%)
<b>Female</b>	<b>4,515</b>	(50.2%) [53.0%]	<b>4,011</b>	(44.6%) [47.0%]	<b>468</b>	(5.2%)	<b>8,994</b>	(48.9%)
<b>TOTAL</b>	<b>9,839</b>	(53.5%) [56.4%]	<b>7,594</b>	(41.3%) [43.6%]	<b>955</b>	(5.2%)	<b>18,388</b>	(100.0%)

Catholics. Again, this led to a slight fall [0.3 of a percentage point] in the Protestant female share.

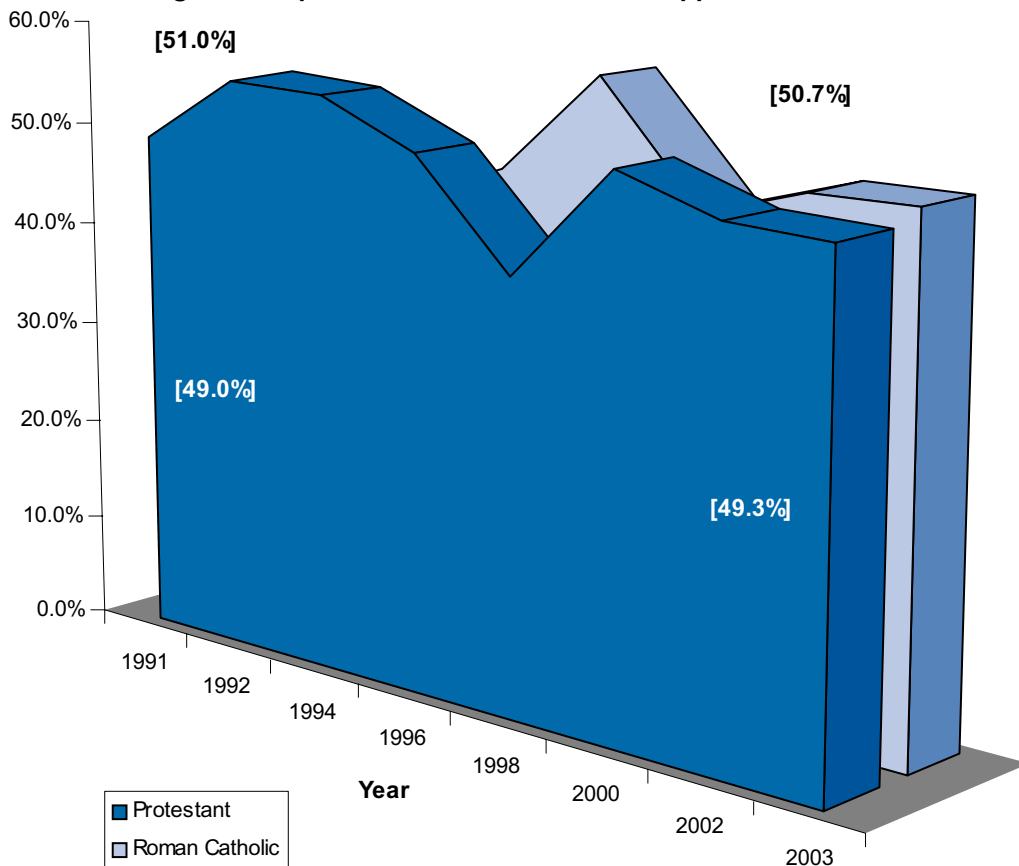
Figure 14 shows that, during the twelve-year period to 2003, the Roman Catholic share of Education sector appointees fluctuated between [44.2%] and [58.4%]. Similarly, the Protestant share ranged between [41.6%] and [55.8%].

## THE DISTRICT COUNCILS

### Applicants

**7.11** Table 66 reveals that the District Councils listed 18,388 applicants in their 2003 Monitoring Returns, a (4.4%) increase on the 17,618 detailed in the previous year. Among those for whom a community was determined [56.4%]

**Fig 14: Composition of Education Sector Appointees, 1991 - 2003**



	1991	1992	1994	1996	1998	2000	2002	2003
<b>Protestant</b>	49.0%	55.8%	55.5%	51.5%	41.6%	52.7%	49.6%	49.3%
<b>Roman Catholic</b>	51.0%	44.2%	44.5%	48.5%	58.4%	47.3%	50.4%	50.7%

**Table 67 Composition of Appointees to the District Councils**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>459</b>	(58.5%) [61.5%]	<b>287</b>	(36.6%) [38.5%]	<b>38</b>	(4.8%)	<b>784</b>	(54.0%)
<b>Female</b>	<b>367</b>	(54.9%) [57.4%]	<b>272</b>	(40.7%) [42.6%]	<b>29</b>	(4.3%)	<b>668</b>	(46.0%)
<b>TOTAL</b>	<b>826</b>	(56.9%) [59.6%]	<b>559</b>	(38.5%) [40.4%]	<b>67</b>	(4.6%)	<b>1,452</b>	(100.0%)

were Protestant and [43.6%] were Roman Catholic. The composition of male applicants was [59.8] Protestant and [40.2%] Roman Catholic. For females it was [53.0%] Protestant and [47.0%] Roman Catholic.

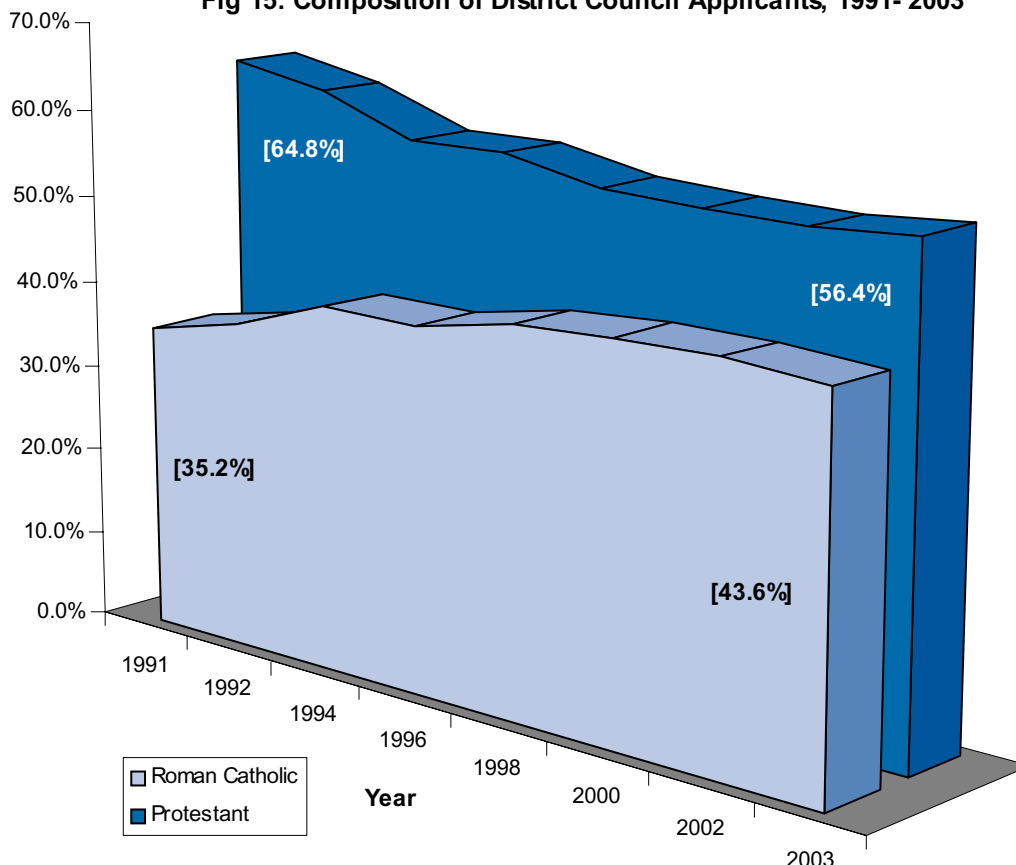
2003. During the same period, the Protestant share declined from [64.8%] to [56.4%]

### District Council Appointees

Figure 15 reveals that, during the complete period of statutory monitoring, the Roman Catholic share of District Council applicants has grown from [35.2%] in 1991 to [43.6%] in

7.12 Table 67 presents the composition of District Council appointees. Monitoring Returns from the 26 district councils in 2003 listed 1,452 appointees, an increase of (4.2%) on the previous year. Excluding the non-determined,

**Fig 15: Composition of District Council Applicants, 1991- 2003**



	1991	1992	1994	1996	1998	2000	2002	2003
□ Roman Catholic	35.2%	37.5%	41.6%	41.4%	43.7%	44.3%	44.4%	43.6%
■ Protestant	64.8%	62.5%	58.4%	58.6%	56.3%	55.7%	55.6%	56.4%

**Table 68 Composition of Applicants to the Civil Service**

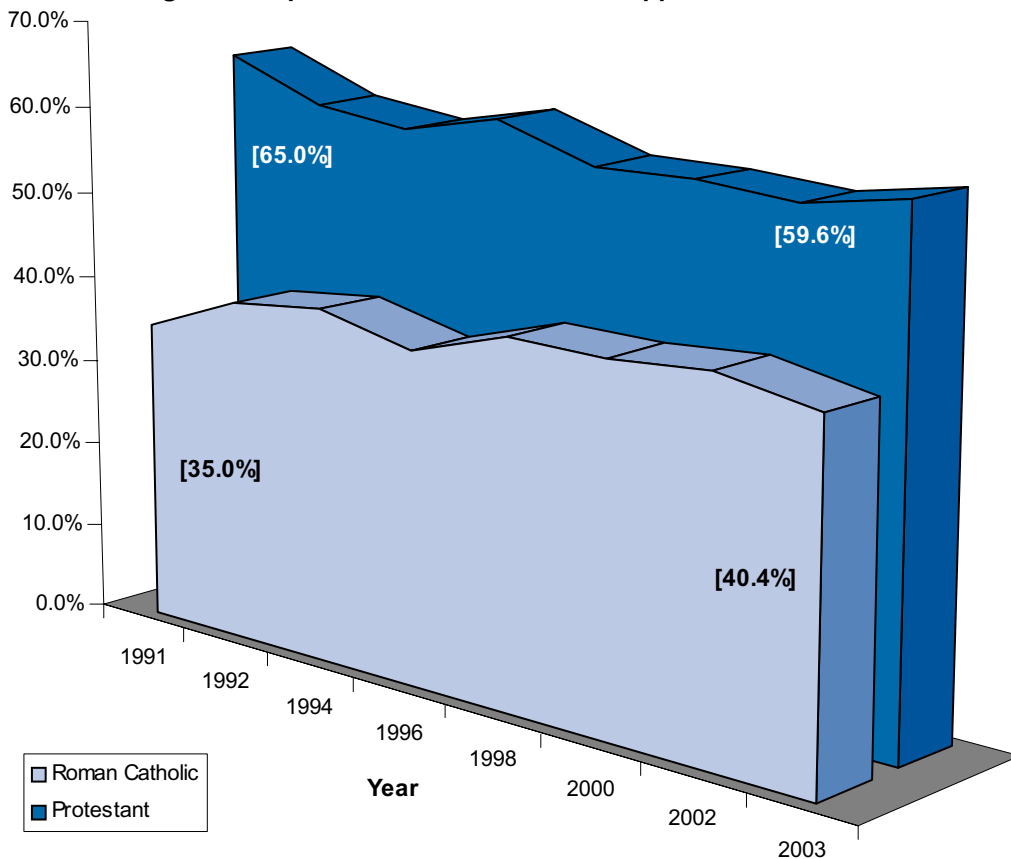
	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>7,740</b>	(49.9%) [52.8%]	<b>6,929</b>	(44.7%) [47.2%]	<b>843</b>	(5.4%)	<b>15,512</b>	(49.9%)
<b>Female</b>	<b>7,211</b>	(46.3%) [48.0%]	<b>7,815</b>	(50.2%) [52.0%]	<b>546</b>	(3.5%)	<b>15,572</b>	(50.1%)
<b>TOTAL</b>	<b>14,951</b>	(48.1%) [50.3%]	<b>14,744</b>	(47.4%) [49.7%]	<b>1,389</b>	(4.5%)	<b>31,084</b>	(100.0%)

Protestants accounted for 826 appointments [59.6%], while Roman Catholics accounted for 559 [40.4%].

Compared with 2002, the number of Protestant appointments in the district councils increased by (7.7%), while Roman Catholic appointments dropped by (1.1%). As a result, the Roman Catholic share was reduced from [42.4%] in 2002 to [40.4%] in 2003.

The overall number of male appointments rose by (11.5%) during the year, (16.2%) for Protestants and (5.5%) for Roman Catholics. This led to a decline of [2.3] percentage points in the Roman Catholic male share. In contrast, the overall number of female appointments fell by (3.3%), (1.3%) for Protestants and (7.2%) for Roman Catholics. Again, this led to a [1.5] percentage point decrease in the Roman Catholic female share.

**Fig 16: Composition of District Council Appointees, 1991 - 2003**



	1991	1992	1994	1996	1998	2000	2002	2003
□ Roman Catholic	35.0%	39.4%	40.7%	38.1%	41.8%	41.6%	42.4%	40.4%
■ Protestant	65.0%	60.6%	59.3%	61.9%	58.2%	58.4%	57.6%	59.6%

**Table 69 Composition of Appointees to the Civil Service**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>985</b>	(48.6%) [51.3%]	<b>935</b>	(46.1%) [48.7%]	<b>107</b>	(5.3%)	<b>2,027</b>	(47.6%)
<b>Female</b>	<b>1,035</b>	(46.5%) [48.8%]	<b>1,084</b>	(48.7%) [51.2%]	<b>109</b>	(4.9%)	<b>2,228</b>	(52.4%)
<b>TOTAL</b>	<b>2,020</b>	(47.5%) [50.0%]	<b>2,019</b>	(47.5%) [50.0%]	<b>216</b>	(5.1%)	<b>4,255</b>	(100.0%)

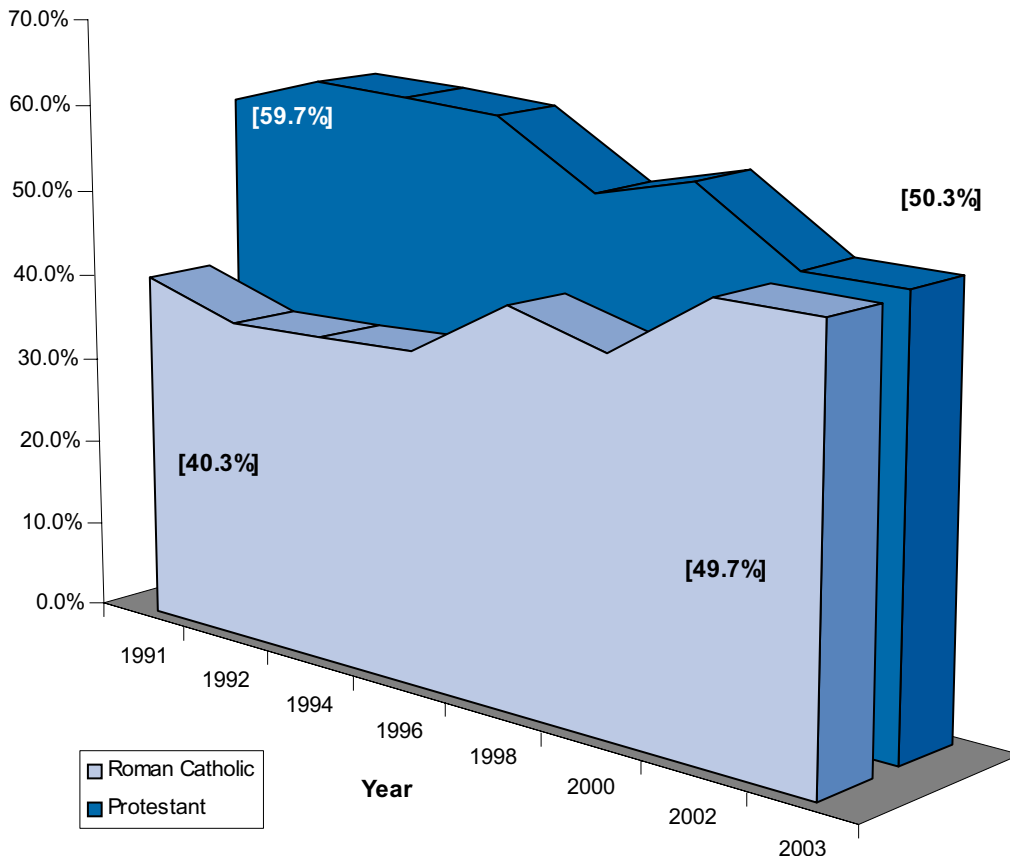
Figure 16 shows that, during the full period of statutory monitoring, the Roman Catholic share of District Council appointees has risen from [35.0%] in 1991 to [40.4%] in 2003, and was highest in 2002. In the same period, the Protestant share has fallen from [65.0%] to [59.6%] and was lowest in 2002.

## THE CIVIL SERVICE

### Applicants

7.13 Table 68 presents the composition of Civil Service applicants during 2003. The Civil Service Monitoring Returns detailed 31,084 applicants, a (6.0%) increase on the previous year's figure of 29,322. The composition of those for whom a community was determined

**Fig 17: Composition of Civil Service Applicants, 1991- 2003**



	1991	1992	1994	1996	1998	2000	2002	2003
□ Roman Catholic	40.3%	36.9%	37.3%	37.9%	44.9%	41.9%	49.7%	49.7%
■ Protestant	59.7%	63.1%	62.7%	62.1%	55.1%	58.1%	50.3%	50.3%



was [50.3%] Protestant and [49.7%] Roman Catholic. The composition of male applicants was [52.8] Protestant and [47.2%] Roman Catholic. For females it was [48.0%] Protestant and [52.0%] Roman Catholic.

Figure 17 shows that, during the full period of monitoring, the Roman Catholic share of applicants to the Civil Service rose from [40.3%] in 1991 to [49.7%] in 2003. During the same period the Protestant share declined from [59.7%] to [50.3%].

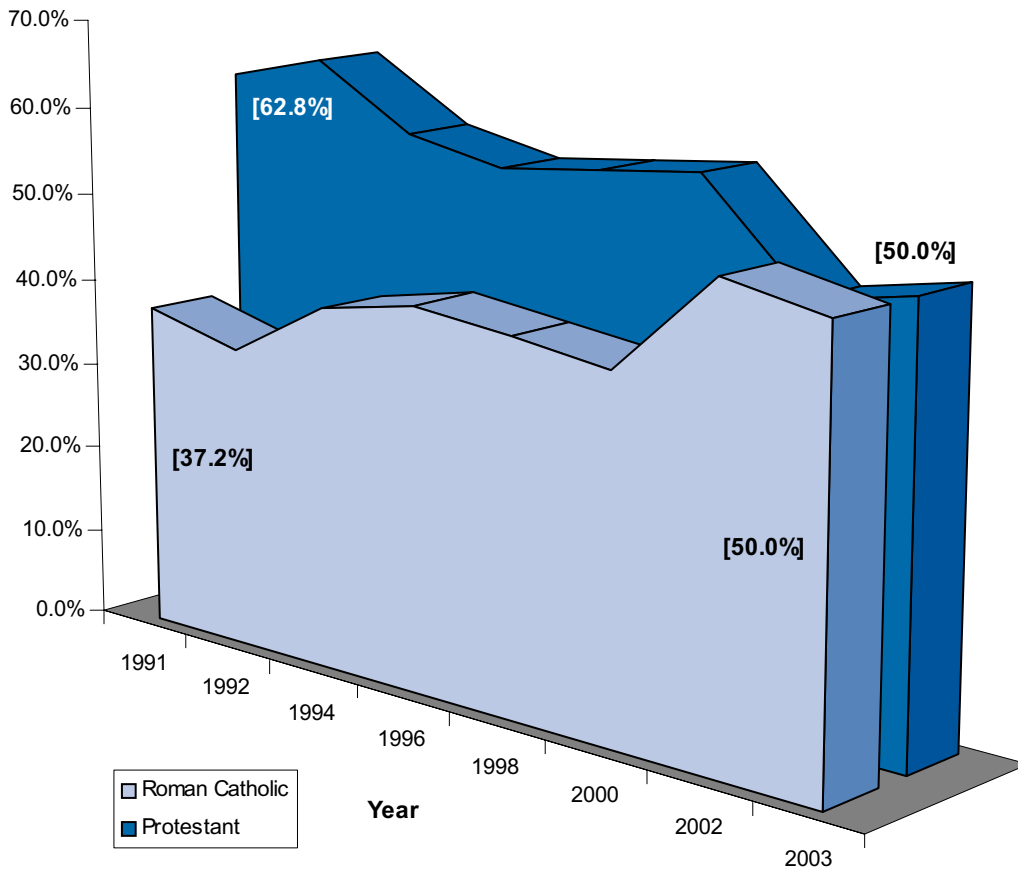
### Appointees

**7.14** Table 69 reveals there were 4,255 appointees to the Civil Service in 2003, a (6.4%) rise on the corresponding figure for 2002. Excluding the non-determined, Protestants accounted for

2,020 appointments [50.0%], while Roman Catholics accounted for 2,019 [50.0%]. The number of Protestant appointees rose by (14.4%) during the year, compared with an increase of (4.3%) for Roman Catholics. This led to an increase in the Protestant share, from [47.7%] in 2002 to [50.0%] in 2003.

Compared with 2002, male appointments increased by (14.0%) overall: a rise of nearly a quarter (24.5%) for Protestant males and (12.1%) for Roman Catholic males. This led to a [2.6] percentage point rise in the Protestant male share. Female appointments also rose overall, this time by a marginal amount (0.3%). Again compared with the previous year, there was a (6.3%) increase in Protestant female appointees, compared with a reduction of (1.5%) for Roman Catholic females. This

**Fig 18: Composition of Civil Service Appointees, 1991 - 2003**



	1991	1992	1994	1996	1998	2000	2002	2003
■ Roman Catholic	37.2%	34.3%	41.1%	43.4%	42.1%	40.7%	52.3%	50.0%
■ Protestant	62.8%	65.7%	58.9%	56.6%	57.9%	59.3%	47.7%	50.0%

**Table 70 Composition of Monitored Private Sector Applicants by Sex**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>112,975</b>	(50.0%) [56.1%]	<b>88,402</b>	(39.1%) [43.9%]	<b>24,633</b>	(10.9%)	<b>226,010</b>	(53.0%)
<b>Female</b>	<b>94,115</b>	(47.0%) [51.9%]	<b>87,225</b>	(43.6%) [48.1%]	<b>18,812</b>	(9.4%)	<b>200,152</b>	(47.0%)
<b>TOTAL</b>	<b>207,090</b>	(48.6%) [54.1%]	<b>175,627</b>	(41.2%) [45.9%]	<b>43,445</b>	(10.2%)	<b>426,162</b>	(100.0%)

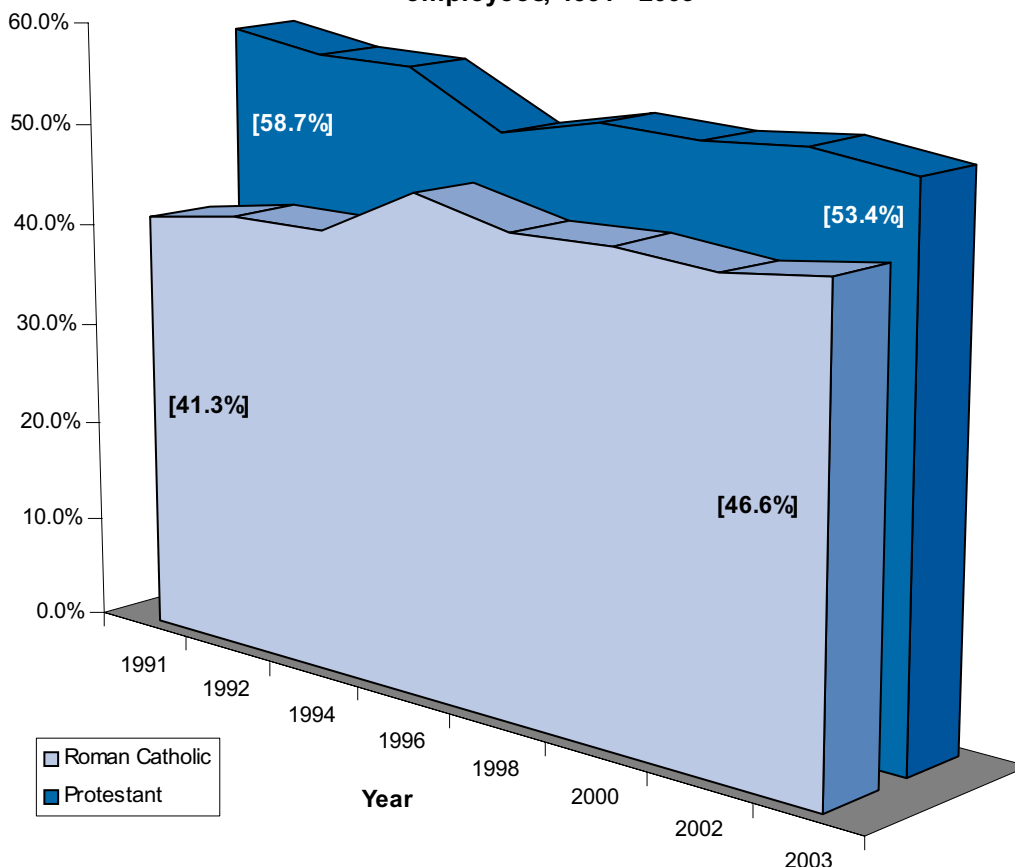
resulted in an increase in the Protestant female share, from [46.9%] in 2002 to [48.8%] in 2003.

Figure 18 shows that, during the twelve-year period to 2003, the Roman Catholic proportion of Civil Service appointments rose from [37.2%] in 1991 to [50.0%] in 2003 and was highest in 2002. During the same period, the Protestant share fell from [62.8%] to [50.0%].

### PRIVATE SECTOR APPLICANTS AND APPOINTEES

**7.15** The year 2003 was the third occasion in which all registered private sector concerns (irrespective of size) were required to submit monitoring information on applicants and appointees. In order to maintain continuity with previous years, however, this section will also

**Fig 19: Composition of Applicants in Private Sector Concerns with 251+ employees, 1991 - 2003**



	1991	1992	1994	1996	1998	2000	2002	2003
□ Roman Catholic	41.3%	42.8%	42.9%	47.9%	45.8%	46.1%	45.3%	46.6%
■ Protestant	58.7%	57.2%	57.1%	52.1%	54.2%	53.9%	54.7%	53.4%

**Table 71 Composition of Monitored Private Sector Appointees by Sex**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>16,422</b>	(50.9%) [55.4%]	<b>13,196</b>	(40.9%) [44.6%]	<b>2,671</b>	(8.3%)	<b>32,289</b>	(48.0%)
<b>Female</b>	<b>16,743</b>	(47.9%) [52.3%]	<b>15,294</b>	(43.8%) [47.7%]	<b>2,882</b>	(8.3%)	<b>34,919</b>	(52.0%)
<b>TOTAL</b>	<b>33,165</b>	(49.3%) [53.8%]	<b>28,490</b>	(42.4%) [46.2%]	<b>5,553</b>	(8.3%)	<b>67,208</b>	(100.0%)

examine the data submitted by those private sector companies with 251 or more employees.

### Applicants

**7.16** Table 70 presents the composition of private sector applicants by community background and gender. In 2003 there were 426,162 applicants detailed by the private sector, a fall of 15,955 (3.6%) on the previous year. The composition of those for whom a community was determined was [54.1%] Protestant and [45.9%] Roman Catholic.

Male applications in 2003 dropped by (3.8%) to 226,010, while female applications declined by (3.4%) to 200,152. Among males, the composition was [56.1%] Protestant and [43.9%] Roman Catholic. For females, [51.9%] were Protestant and [48.1%] were Roman Catholic.

### Applicants (251+)

**7.17** There were 189 private sector concerns with 251 or more employees who supplied details on the composition of applicants and appointees. In 2003 there were 219,428 applicants detailed by such employers, a drop of (0.8%) on the previous year. The composition of those for whom a community background was determined was [53.4%] Protestant and [46.6%] Roman Catholic.

There were 117,093 male applicants, a drop of (0.5%) compared with 2002, and their community composition was [55.3%] Protestant and [44.7%] Roman Catholic. The number of female applicants fell by (1.1%) to 102,335. The community composition was [51.3%] Protestant and [48.7%] Roman Catholic.

Figure 19 shows that, between 1991 and 2003, the Roman Catholic share of applicants to

private sector concerns with 251 or more employees ranged between [41.3%] and [47.9%]. During the same period the Protestant share fluctuated between [58.7%] and [52.1%].

### Appointees

**7.18** Table 71 presents the composition of private sector appointees. A total of 67,208 appointments were recorded during 2003, a fall of 2,143 (3.1%) on the previous year. The composition of those for whom a community was determined was [53.8%] Protestant and [46.2%] Roman Catholic.

Compared with 2002, the number of Protestant appointees fell by 2,770 (7.7%), while Roman Catholic appointments dropped by 342 (1.2%). As a result of a relatively smaller decrease in the number of Roman Catholic appointments, the overall Catholic share rose by [1.7] percentage points.

Over half (52.0%) of all monitored private sector appointees were female: a total of 34,919 females and 32,289 males. Again, comparing the previous year, the number of male appointments fell by 1,841 (5.4%) while female appointments declined by a smaller margin (302, or 0.9%). Among females, [52.3%] were Protestant and [47.7%] were Roman Catholic. The composition of male appointees was [55.4%] Protestant and [44.6%] Roman Catholic.

### Composition of Private Sector Appointees by Standard Occupational Classification

**7.19** Viewing all concerns in the private sector, Table 72 shows that four out of five appointees (79.4%) were concentrated in five SOC groups, namely: Clerical and Secretarial (SOC4), Personal and Protective Services (SOC6), Sales Occupations (SOC7), Plant and Machine

**Table 72 Composition of Monitored Private Sector Appointees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>1,490</b>	(48.9%) [55.3%]	<b>1,203</b>	(39.5%) [44.7%]	<b>352</b>	(11.6%)	<b>3,045</b>	(4.5%)
<b>SOC2</b>	<b>1,145</b>	(41.1%) [47.6%]	<b>1,259</b>	(45.2%) [52.4%]	<b>383</b>	(13.7%)	<b>2,787</b>	(4.1%)
<b>SOC3</b>	<b>1,545</b>	(43.4%) [48.5%]	<b>1,640</b>	(46.1%) [51.5%]	<b>372</b>	(10.5%)	<b>3,557</b>	(5.3%)
<b>SOC4</b>	<b>3,976</b>	(50.8%) [54.9%]	<b>3,266</b>	(41.7%) [45.1%]	<b>591</b>	(7.5%)	<b>7,833</b>	(11.7%)
<b>SOC5</b>	<b>2,410</b>	(53.1%) [55.9%]	<b>1,903</b>	(42.0%) [44.1%]	<b>223</b>	(4.9%)	<b>4,536</b>	(6.7%)
<b>SOC6</b>	<b>4,370</b>	(49.4%) [53.5%]	<b>3,797</b>	(43.0%) [46.5%]	<b>672</b>	(7.6%)	<b>8,839</b>	(13.2%)
<b>SOC7</b>	<b>6,765</b>	(47.0%) [50.8%]	<b>6,564</b>	(45.6%) [49.2%]	<b>1,072</b>	(7.4%)	<b>14,401</b>	(21.4%)
<b>SOC8</b>	<b>5,206</b>	(53.8%) [58.4%]	<b>3,716</b>	(38.4%) [41.6%]	<b>747</b>	(7.7%)	<b>9,669</b>	(14.4%)
<b>SOC9</b>	<b>6,258</b>	(49.9%) [54.9%]	<b>5,142</b>	(41.0%) [45.1%]	<b>1,141</b>	(9.1%)	<b>12,541</b>	(18.7%)
<b>TOTAL</b>	<b>33,165</b>	(49.3%) [53.8%]	<b>28,490</b>	(42.4%) [46.2%]	<b>5,553</b>	(8.3%)	<b>67,208</b>	(100.0%)

Operatives (SOC8), and Other Occupations (SOC9). The largest single category was Sales Occupations with 14,401 monitored appointments.

Compared with 2002, the Protestant share increased in SOC8 while the Roman Catholic share rose in the other eight groups.

**Composition of Private Sector Appointees by Standard Occupational Classification and Sex**

**MALE EMPLOYEES**

**7.20** Table 72[M] (page 99) shows that nearly seven out of ten male appointees were located in four SOC groups, namely: Craft and Skilled Manual (SOC5), Sales Occupations (SOC7), Plant and Machine Operatives (SOC8) and Other Occupations (SOC9). The largest category was Plant and Machine Operatives with 7,665 appointments.

Comparing the previous year, the Protestant male share of private sector appointments increased in SOC8, while the Roman Catholic male share rose in the other eight groups.

**FEMALE EMPLOYEES**

**7.21** Table 72[F] (page 99) shows that over three-quarters of female private sector appointments were contained in four SOC groups, namely: Clerical and Secretarial (SOC4), Personal and Protective Services (SOC6), Sales Occupations (SOC7) and Other Occupations (SOC9). By far the largest category was Sales Occupations with 9,387 monitored appointments.

Comparing the previous year, the Protestant female share rose in four SOC groups, namely SOCs1,4,5, and 8, while the Roman Catholic female proportion increased in the remaining five groups.

**Appointees (251+)**

**7.22** During 2003 a total of 32,358 appointments were recorded in those private concerns with 251 or more employees, a (5.2%) fall on the previous year. The composition of those for whom a community was determined was [52.5%] Protestant and [47.5%] Roman Catholic. Compared with 2002, the number of Protestant appointees decreased by 1,959 (11.4%), while Roman Catholic appointments

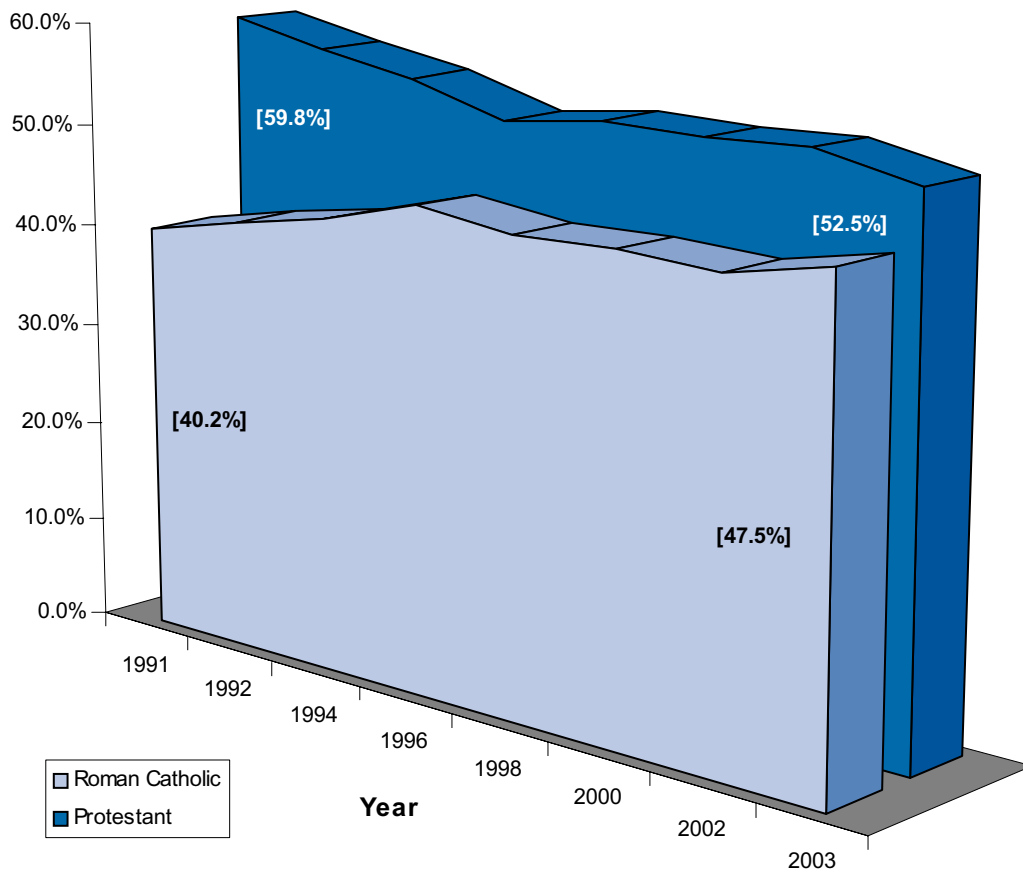
dropped by 483 (3.4%). The relatively smaller decrease in the number of Roman Catholic appointments produced a [2.1] percentage point increase in the Catholic share.

Again, females accounted for over half of all appointees (54.3%) in large companies; a total of 17,560 females and 14,798 males. The composition of female appointees was [51.0%] Protestant and [49.0%] Roman Catholic.

Among males the composition was [54.3%] Protestant and [45.7%] Roman Catholic.

Figure 20 shows that, during the full period of statutory monitoring, the Roman Catholic share of appointees in large companies (251+ employees) has increased by [7.3] percentage points, from [40.2%] in 1991 to [47.5%] in 2003. During the same period, the Protestant share has fallen from [59.8%] to [52.5%].

**Fig 20: Composition of Appointees in Private Sector Concerns with 251+ employees, 1991 - 2003**



	1991	1992	1994	1996	1998	2000	2002	2003
■ Roman Catholic	40.2%	42.3%	44.0%	46.8%	45.6%	45.8%	45.4%	47.5%
■ Protestant	59.8%	57.7%	56.0%	53.2%	54.4%	54.2%	54.6%	52.5%

**Table 61 [M] Composition of Male Public Sector Appointees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>213</b>	(53.0%) [58.7%]	<b>150</b>	(37.3%) [41.3%]	<b>39</b>	(9.7%)	<b>402</b>	(5.0%)
<b>SOC2</b>	<b>404</b>	(36.4%) [47.4%]	<b>449</b>	(40.5%) [52.6%]	<b>256</b>	(23.1%)	<b>1,109</b>	(13.9%)
<b>SOC3</b>	<b>457</b>	(42.2%) [45.7%]	<b>544</b>	(50.2%) [54.3%]	<b>83</b>	(7.7%)	<b>1,084</b>	(13.6%)
<b>SOC4</b>	<b>734</b>	(45.6%) [47.3%]	<b>819</b>	(50.9%) [52.7%]	<b>56</b>	(3.5%)	<b>1,609</b>	(20.2%)
<b>SOC5</b>	<b>161</b>	(54.6%) [57.9%]	<b>117</b>	(39.7%) [42.1%]	<b>17</b>	(5.8%)	<b>295</b>	(3.7%)
<b>SOC6</b>	<b>767</b>	(53.4%) [56.6%]	<b>588</b>	(41.0%) [43.4%]	<b>80</b>	(5.6%)	<b>1,435</b>	(18.0%)
<b>SOC7</b>	<b>2</b>	(40.0%) [40.0%]	<b>3</b>	(60.0%) [60.0%]	<b>0</b>	(0.0%)	<b>5</b>	(0.1%)
<b>SOC8</b>	<b>211</b>	(57.7%) [60.3%]	<b>139</b>	(38.0%) [39.7%]	<b>16</b>	(4.4%)	<b>366</b>	(4.6%)
<b>SOC9</b>	<b>843</b>	(50.2%) [52.1%]	<b>774</b>	(46.1%) [47.9%]	<b>63</b>	(3.8%)	<b>1,680</b>	(21.0%)
<b>TOTAL</b>	<b>3,792</b>	(47.5%) [51.4%]	<b>3,583</b>	(44.9%) [48.6%]	<b>610</b>	(7.6%)	<b>7,985</b>	(100.0%)

**Table 61 [F] Composition of Female Public Sector Appointees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>307</b>	(50.9%) [54.2%]	<b>259</b>	(43.0%) [45.8%]	<b>37</b>	(6.1%)	<b>603</b>	(3.6%)
<b>SOC2</b>	<b>717</b>	(41.3%) [46.5%]	<b>825</b>	(47.6%) [53.5%]	<b>192</b>	(11.1%)	<b>1,734</b>	(10.5%)
<b>SOC3</b>	<b>1,738</b>	(44.1%) [46.7%]	<b>1,983</b>	(50.3%) [53.3%]	<b>223</b>	(5.7%)	<b>3,944</b>	(23.8%)
<b>SOC4</b>	<b>2,086</b>	(48.8%) [50.8%]	<b>2,019</b>	(47.2%) [49.2%]	<b>171</b>	(4.0%)	<b>4,276</b>	(25.8%)
<b>SOC5</b>	<b>18</b>	(54.5%) [56.3%]	<b>14</b>	(42.4%) [43.8%]	<b>1</b>	(3.0%)	<b>33</b>	(.2%)
<b>SOC6</b>	<b>1,651</b>	(49.4%) [51.7%]	<b>1,541</b>	(46.1%) [48.3%]	<b>150</b>	(4.5%)	<b>3,342</b>	(20.2%)
<b>SOC7</b>	<b>21</b>	(50.0%) [55.3%]	<b>17</b>	(40.5%) [44.7%]	<b>4</b>	(9.5%)	<b>42</b>	(0.3%)
<b>SOC8</b>	<b>14</b>	(46.7%) [46.7%]	<b>16</b>	(53.3%) [53.3%]	<b>0</b>	(0.0%)	<b>30</b>	(0.2%)
<b>SOC9</b>	<b>1,162</b>	(45.2%) [47.6%]	<b>1,280</b>	(49.8%) [52.4%]	<b>128</b>	(5.0%)	<b>2,570</b>	(15.5%)
<b>TOTAL</b>	<b>7,714</b>	(46.5%) [49.2%]	<b>7,954</b>	(48.0%) [50.8%]	<b>906</b>	(5.5%)	<b>16,574</b>	(100.0%)

**Table 72 [M] Composition of Monitored Male Private Sector Appointees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>764</b>	(51.3%) [57.3%]	<b>570</b>	(38.3%) [42.7%]	<b>155</b>	(10.4%)	<b>1,489</b>	(4.6%)
<b>SOC2</b>	<b>618</b>	(43.6%) [51.3%]	<b>586</b>	(41.3%) [48.7%]	<b>215</b>	(15.2%)	<b>1,419</b>	(4.4%)
<b>SOC3</b>	<b>744</b>	(46.0%) [50.5%]	<b>729</b>	(45.0%) [49.5%]	<b>146</b>	(9.0%)	<b>1,619</b>	(5.0%)
<b>SOC4</b>	<b>995</b>	(47.6%) [52.1%]	<b>914</b>	(43.7%) [47.9%]	<b>182</b>	(8.7%)	<b>2,091</b>	(6.5%)
<b>SOC5</b>	<b>1,987</b>	(52.6%) [55.2%]	<b>1,613</b>	(42.7%) [44.8%]	<b>175</b>	(4.6%)	<b>3,775</b>	(11.7%)
<b>SOC6</b>	<b>1,641</b>	(50.7%) [55.8%]	<b>1,302</b>	(40.2%) [44.2%]	<b>294</b>	(9.1%)	<b>3,237</b>	(10.0%)
<b>SOC7</b>	<b>2,420</b>	(48.3%) [52.3%]	<b>2,210</b>	(44.1%) [47.7%]	<b>384</b>	(7.7%)	<b>5,014</b>	(15.5%)
<b>SOC8</b>	<b>4,209</b>	(54.9%) [59.3%]	<b>2,891</b>	(37.7%) [40.7%]	<b>565</b>	(7.4%)	<b>7,665</b>	(23.7%)
<b>SOC9</b>	<b>3,044</b>	(50.9%) [56.1%]	<b>2,381</b>	(39.8%) [43.9%]	<b>555</b>	(9.3%)	<b>5,980</b>	(18.5%)
<b>TOTAL</b>	<b>16,422</b>	(50.9%) [55.4%]	<b>13,196</b>	(40.9%) [44.6%]	<b>2,671</b>	(8.3%)	<b>32,289</b>	(100.0%)

**Table 72 [F] Composition of Monitored Female Private Sector Appointees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>726</b>	(46.7%) [53.4%]	<b>633</b>	(40.7%) [46.6%]	<b>197</b>	(12.7%)	<b>1,556</b>	(4.5%)
<b>SOC2</b>	<b>527</b>	(38.5%) [43.9%]	<b>673</b>	(49.2%) [56.1%]	<b>168</b>	(12.3%)	<b>1,368</b>	(3.9%)
<b>SOC3</b>	<b>801</b>	(41.3%) [46.8%]	<b>911</b>	(47.0%) [53.2%]	<b>226</b>	(11.7%)	<b>1,938</b>	(5.5%)
<b>SOC4</b>	<b>2,981</b>	(51.9%) [55.9%]	<b>2,352</b>	(41.0%) [44.1%]	<b>409</b>	(7.1%)	<b>5,742</b>	(16.4%)
<b>SOC5</b>	<b>423</b>	(55.6%) [59.3%]	<b>290</b>	(38.1%) [40.7%]	<b>48</b>	(6.3%)	<b>761</b>	(2.2%)
<b>SOC6</b>	<b>2,729</b>	(48.7%) [52.2%]	<b>2,495</b>	(44.5%) [47.8%]	<b>378</b>	(6.7%)	<b>5,602</b>	(16.0%)
<b>SOC7</b>	<b>4,345</b>	(46.3%) [49.9%]	<b>4,354</b>	(46.4%) [50.1%]	<b>688</b>	(7.3%)	<b>9,387</b>	(26.9%)
<b>SOC8</b>	<b>997</b>	(49.8%) [54.7%]	<b>825</b>	(41.2%) [45.3%]	<b>182</b>	(9.1%)	<b>2,004</b>	(5.7%)
<b>SOC9</b>	<b>3,214</b>	(49.0%) [53.8%]	<b>2,761</b>	(42.1%) [46.2%]	<b>586</b>	(8.9%)	<b>6,561</b>	(18.8%)
<b>TOTAL</b>	<b>16,743</b>	(47.9%) [52.3%]	<b>15,294</b>	(43.8%) [47.7%]	<b>2,882</b>	(8.3%)	<b>34,919</b>	(100.0%)





# 8

## Promotees and Leavers

### Background

8.1 The year 2003 marked the third occasion in which all Specified Public Authorities and those Private Sector employers with 251 or more employees were required to include the composition of promotees and leavers on their Monitoring Return.

For the purpose of the Monitoring Regulations, a “promotee” is defined as a person who fills the following 4 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” is classified as a former employee who ceased to be employed in the concern during the 12 month reference period.

### PUBLIC SECTOR

#### Promotees

8.2 Public Sector Monitoring Returns for 2003 detailed 6,972 promotees, a (5.0%) rise on the previous year, see Table 73. Their composition was (55.0%) Protestant, (42.1%) Roman Catholic and (3.0%) Non-determined. The composition of those for whom a community was determined was [56.7%] Protestant and [43.3%] Roman Catholic. As a result of a faster rate of growth in the number of Protestant promotees (8.1%) compared with Roman Catholic promotees (2.0%), the Protestant share rose by [1.5] percentage points during the year.

The majority (52.2%) of promotees in the public sector were female, a total of 3,636. Among those female promotees whose community was determined, [52.9%] were Protestant and [47.1%] were Roman Catholic. In total there were 3,336 male promotees and their composition was [60.7%] Protestant and [39.3%] Roman Catholic.

**Table 73 Composition of Public Sector Promotees**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>1,966</b>	(58.9%) [60.7%]	<b>1,273</b>	(38.2%) [39.3%]	<b>97</b>	(2.9%)	<b>3,336</b>	(47.8%)
<b>Female</b>	<b>1,867</b>	(51.3%) [52.9%]	<b>1,659</b>	(45.6%) [47.1%]	<b>110</b>	(3.0%)	<b>3,636</b>	(52.2%)
<b>TOTAL</b>	<b>3,833</b>	(55.0%) [56.7%]	<b>2,932</b>	(42.1%) [43.3%]	<b>207</b>	(3.0%)	<b>6,972</b>	(100.0%)

**Table 74 Composition of Public Sector Leavers**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>4,723</b>	(53.6%) [60.0%]	<b>3,149</b>	(35.7%) [40.0%]	<b>940</b>	(10.7%)	<b>8,812</b>	(37.0%)
<b>Female</b>	<b>7,297</b>	(48.6%) [52.9%]	<b>6,499</b>	(43.2%) [47.1%]	<b>1,233</b>	(8.2%)	<b>15,029</b>	(63.0%)
<b>TOTAL</b>	<b>12,020</b>	(50.4%) [55.5%]	<b>9,648</b>	(40.5%) [44.5%]	<b>2,173</b>	(9.1%)	<b>23,841</b>	(100.0%)

## Leavers

8.3 Public Sector Monitoring Returns for 2003 provided details of 23,841 leavers, a (1.6%) decrease compared with the previous year, see Table 74. Their composition was (50.4%) Protestant, (40.5%) Roman Catholic and (9.1%) Non-determined. The composition of those for whom a community was determined was [55.5%] Protestant and [44.5%] Roman Catholic. Compared with 2002, the number of Protestant leavers declined by (3.3%), while total Roman Catholic leavers rose by (2.2%). As a result, the Protestant share of leavers fell by [1.3] percentage points.

The majority (63.0%) of leavers in the public sector during 2003 were female, a total of 15,029 persons. Among those female leavers whose community was determined, [52.9%] were Protestant and [47.1%] were Roman Catholic. In total there were 8,812 male leavers and their composition was [60.0%] Protestant and [40.0%] Roman Catholic.

## PRIVATE SECTOR

### Promotees (251+ Employees)

8.4 There were 189 private sector concerns with 251 or more employees who supplied details on the composition of promotees and leavers.

Table 75 shows there were 2,818 promotees in 2003, compared with 3,445 the previous year, an (18.2%) drop. Looking only at those promotees for whom a community was determined, their composition was [56.3%] Protestant and [43.7%] Roman Catholic.

A slight majority (52.7%) of promotees in the private sector were male, a total of 1,484. Among those male promotees whose community was determined, [56.8%] were Protestant and [43.2%] were Roman Catholic. In total there were 1,334 female promotees and their composition was [55.7%] Protestant and [44.3%] Roman Catholic.

### Leavers (251+ Employees)

8.5 Private sector Monitoring Returns for 2003 provided details of 43,194 leavers, a (6.2%) fall on the previous year, see Table 76. The composition of those for whom a community could be determined was [55.4%] Protestant and [44.6%] Roman Catholic.

There were 20,942 male leavers and 22,252 female leavers. Among males whose community could be determined, [56.8%] of leavers were Protestant and [43.2%] were Roman Catholic. For females, [54.2%] were Protestant and [45.8%] were Roman Catholic.

**Table 75 Composition of Monitored Private Sector Promotees by Sex**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>779</b>	(52.5%) [56.8%]	<b>592</b>	(39.9%) [43.2%]	<b>113</b>	(7.6%)	<b>1,484</b>	(52.7%)
<b>Female</b>	<b>704</b>	(52.8%) [55.7%]	<b>559</b>	(41.9%) [44.3%]	<b>71</b>	(5.3%)	<b>1,334</b>	(47.3%)
<b>TOTAL</b>	<b>1,483</b>	(52.6%) [56.3%]	<b>1,151</b>	(40.8%) [43.7%]	<b>184</b>	(6.5%)	<b>2,818</b>	(100.0%)

**Table 76 Composition of Monitored Private Sector Leavers by Sex**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>10,624</b>	(50.7%) [56.8%]	<b>8,088</b>	(38.6%) [43.2%]	<b>2,230</b>	(10.6%)	<b>20,942</b>	(48.5%)
<b>Female</b>	<b>10,789</b>	(48.5%) [54.2%]	<b>9,118</b>	(41.0%) [45.8%]	<b>2,345</b>	(10.5%)	<b>22,252</b>	(51.5%)
<b>TOTAL</b>	<b>21,413</b>	(49.6%) [55.4%]	<b>17,206</b>	(39.8%) [44.6%]	<b>4,575</b>	(10.6%)	<b>43,194</b>	(100.0%)

# **APPENDIX**

## **COMPOSITION OF INDIVIDUAL CONCERNS**



# Appendix

## Composition of Individual Concerns

### Introduction

This Appendix, which contains four sections, includes information on those 118 Specified Authorities (public sector bodies) and 2,320 private sector concerns which had 26 or more employees. There were 18 public sector bodies and 1,508 private sector concerns which had 25 or less employees, and these are not detailed here.

Section 1 deals with employees of the 118 public sector bodies. 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 three which had less than 10 Roman Catholic employees. For these five concerns no information on the religion of any of the employees is provided. This is to ensure that the religious background 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 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 586 concerns which had less than 10 Roman Catholic employees (marked with a \*). There were also 287 concerns with less than 10 Protestant employees (marked with a #). A profile of these concerns by size is shown in the table below.

Section 3 lists the composition of appointees to those 118 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 189 such concerns in 2003. For those concerns in which there were no appointments there are zeros in all columns.

**Private Sector Concerns with less than 10 Employees of one Community by Sizeband**

SIZE BAND (Number of Employees)	Concerns with less than 10 Protestant Employees	Concerns with less than 10 Roman Catholic Employees	Totals
26 - 50	211	444	655
51 - 100	63	129	192
101 - 250	10	13	23
251 +	3	0	3
<b>Total</b>	<b>287</b>	<b>586</b>	<b>873</b>

## 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 that at a particular point 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 and the nature of the jobs which it provides.

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;
- (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 within the concern.

# **SECTION 1**

## **COMPOSITION OF INDIVIDUAL SPECIFIED AUTHORITIES**





## Composition of Individual Specified Authorities

Specified Authority	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Agricultural Research Institute of Northern Ireland *	-	-	-	<b>85</b>	-	-
Altnagelvin Hospitals Health & Social Services Trust	738	1,359	102	<b>2,199</b>	[35.2%]	[64.8%]
Antrim Borough Council	190	82	8	<b>280</b>	[69.9%]	[30.1%]
Ards Borough Council	339	63	26	<b>428</b>	[84.3%]	[15.7%]
Armagh & Dungannon Health & Social Services Trust	1,182	1,329	175	<b>2,686</b>	[47.1%]	[52.9%]
Armagh City and District Council	139	115	0	<b>254</b>	[54.7%]	[45.3%]
Armagh College of Further Education	105	103	8	<b>216</b>	[50.5%]	[49.5%]
Arts Council of Northern Ireland	15	22	4	<b>41</b>	[40.5%]	[59.5%]
Ballymena Borough Council	231	52	15	<b>298</b>	[81.6%]	[18.4%]
Ballymoney Borough Council	90	19	12	<b>121</b>	[82.6%]	[17.4%]
Banbridge District Council	155	39	4	<b>198</b>	[79.9%]	[20.1%]
Belfast City Council	1,455	868	106	<b>2,429</b>	[62.6%]	[37.4%]
Belfast City Hospital Health & Social Services Trust	2,392	1,597	275	<b>4,264</b>	[60.0%]	[40.0%]
Belfast Education & Library Board	1,778	1,725	157	<b>3,660</b>	[50.8%]	[49.2%]
Belfast Harbour Commissioners	111	29	1	<b>141</b>	[80.0%]	[20.0%]
Belfast Institute of Further & Higher Education	718	613	83	<b>1,414</b>	[53.9%]	[46.1%]
Board of Governors Stranmillis University College Belfast	149	57	3	<b>209</b>	[72.3%]	[27.7%]
Board of Trustees of the National Museum & Galleries of Northern Ireland	252	97	35	<b>384</b>	[72.2%]	[27.8%]
British Broadcasting Corporation	409	335	122	<b>866</b>	[55.0%]	[45.0%]
Carrickfergus Borough Council	172	13	21	<b>206</b>	[93.0%]	[7.0%]
Castlereagh Borough Council	464	43	51	<b>558</b>	[91.5%]	[8.5%]
Castlereagh College of Further & Higher Education	219	56	22	<b>297</b>	[79.6%]	[20.4%]
Causeway Health & Social Services Trust	1,830	937	253	<b>3,020</b>	[66.1%]	[33.9%]
Causeway Institute of Further & Higher Education	166	58	8	<b>232</b>	[74.1%]	[25.9%]
Chief Constable of the Police Service of Northern Ireland	8,611	1,012	368	<b>9,991</b>	[89.5%]	[10.5%]
Chief Electoral officer for Northern Ireland	18	13	3	<b>34</b>	[58.1%]	[41.9%]
Citybus Ltd	278	388	9	<b>675</b>	[41.7%]	[58.3%]
Coleraine Borough Council	227	74	20	<b>321</b>	[75.4%]	[24.6%]
Comptroller and Auditor General for Northern Ireland	59	44	3	<b>106</b>	[57.3%]	[42.7%]
Construction Industry Training Board	35	28	0	<b>63</b>	[55.6%]	[44.4%]
Cookstown District Council	112	92	3	<b>207</b>	[54.9%]	[45.1%]
Council for Catholic Maintained Schools #	-	-	-	<b>53</b>	-	-
Craigavon & Banbridge Community Health & Social Services Trust	1,009	608	82	<b>1,699</b>	[62.4%]	[37.6%]
Craigavon Area Hospital Group Health & Social Services Trust	1,382	1,007	144	<b>2,533</b>	[57.8%]	[42.2%]
Craigavon Borough Council	258	165	11	<b>434</b>	[61.0%]	[39.0%]
Derry City Council	137	443	12	<b>592</b>	[23.6%]	[76.4%]
Down District Council	76	219	19	<b>314</b>	[25.8%]	[74.2%]
Down Lisburn Health & Social Services Trust	1,922	1,853	441	<b>4,216</b>	[50.9%]	[49.1%]
Dungannon and South Tyrone Borough Council	150	138	18	<b>306</b>	[52.1%]	[47.9%]
East Antrim Institute of Further & Higher Education	269	94	8	<b>371</b>	[74.1%]	[25.9%]
East Down Institute of Further & Higher Education	120	238	38	<b>396</b>	[33.5%]	[66.5%]
East Tyrone College of Further & Higher Education	127	181	7	<b>315</b>	[41.2%]	[58.8%]
Eastern Health & Social Services Board	126	115	24	<b>265</b>	[52.3%]	[47.7%]
Enterprise Ulster	79	95	8	<b>182</b>	[45.4%]	[54.6%]

\* = Less than 10 Roman Catholics

# = Less than 10 Protestants

\*/# = Less than 10 Protestants and less than 10 Roman Catholics

## Composition of Individual Specified Authorities

Specified Authority	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Equality Commission for Northern Ireland	59	76	8	<b>143</b>	[43.7%]	[56.3%]
Fermanagh College of Further & Higher Education	88	95	10	<b>193</b>	[48.1%]	[51.9%]
Fermanagh District Council	101	139	4	<b>244</b>	[42.1%]	[57.9%]
Fire Authority for Northern Ireland	1,263	703	70	<b>2,036</b>	[64.2%]	[35.8%]
Fisheries Conservancy Board for Northern Ireland	*	-	-	<b>29</b>	-	-
Flexibus Ltd	26	25	2	<b>53</b>	[51.0%]	[49.0%]
Foyle Carlingford & Irish Lights Commission	17	17	0	<b>34</b>	[50.0%]	[50.0%]
Foyle Health & Social Services Trust	1,021	2,457	109	<b>3,587</b>	[29.4%]	[70.6%]
Green Park Health & Social Services Trust	735	521	98	<b>1,354</b>	[58.5%]	[41.5%]
Head of Department of Finance & Personnel	17,981	13,751	1,112	<b>32,844</b>	[56.7%]	[43.3%]
Homefirst Community Health & Social Services Trust	3,105	1,610	184	<b>4,899</b>	[65.9%]	[34.1%]
Invest Northern Ireland	140	98	17	<b>255</b>	[58.8%]	[41.2%]
Juvenile Justice Board, The	130	77	11	<b>218</b>	[62.8%]	[37.2%]
Labour Relations Agency	23	25	1	<b>49</b>	[47.9%]	[52.1%]
Larne Borough Council	110	39	5	<b>154</b>	[73.8%]	[26.2%]
Limavady Borough Council	80	53	7	<b>140</b>	[60.2%]	[39.8%]
Limavady College of Further & Higher Education	78	72	16	<b>166</b>	[52.0%]	[48.0%]
Lisburn City Council	352	85	19	<b>456</b>	[80.5%]	[19.5%]
Lisburn Institute of Further & Higher Education	194	76	36	<b>306</b>	[71.9%]	[28.1%]
Livestock & Meat Commission for Northern Ireland	82	30	3	<b>115</b>	[73.2%]	[26.8%]
Magherafelt District Council	99	96	0	<b>195</b>	[50.8%]	[49.2%]
Mater Infirmorum Hospital Health & Social Services Trust	368	638	79	<b>1,085</b>	[36.6%]	[63.4%]
Minister for The Civil Service, The	4,023	1,954	811	<b>6,788</b>	[67.3%]	[32.7%]
Moyle District Council	33	75	11	<b>119</b>	[30.6%]	[69.4%]
Newry & Kilkeel Institute of Further & Higher Education	68	321	16	<b>405</b>	[17.5%]	[82.5%]
Newry & Mourne District Council	56	343	6	<b>405</b>	[14.0%]	[86.0%]
Newry & Mourne Health & Social Services Trust	371	1,705	166	<b>2,242</b>	[17.9%]	[82.1%]
Newtownabbey Borough Council	434	57	8	<b>499</b>	[88.4%]	[11.6%]
North and West Belfast Health & Social Services Trust	1,460	1,948	215	<b>3,623</b>	[42.8%]	[57.2%]
North Down & Ards Institute of Further & Higher Educ	476	97	8	<b>581</b>	[83.1%]	[16.9%]
North Down Borough Council	404	48	45	<b>497</b>	[89.4%]	[10.6%]
North East Institute of Further & Higher Education	384	152	1	<b>537</b>	[71.6%]	[28.4%]
North Eastern Education & Library Board	4,197	1,786	418	<b>6,401</b>	[70.1%]	[29.9%]
North West Institute of Further & Higher Education	148	557	32	<b>737</b>	[21.0%]	[79.0%]
Northern Health & Social Services Board	171	53	6	<b>230</b>	[76.3%]	[23.7%]
Northern Ireland Ambulance Service Health & Social Services Trust	475	316	31	<b>822</b>	[60.1%]	[39.9%]
Northern Ireland Assembly Commission	73	59	11	<b>143</b>	[55.3%]	[44.7%]
Northern Ireland Blood Transfusion Service	107	88	16	<b>211</b>	[54.9%]	[45.1%]
Northern Ireland Central Services Agency for the Health & Social Services Trusts	308	313	56	<b>677</b>	[49.6%]	[50.4%]
Northern Ireland Council for Post-Graduate Medical & Dental Education	37	22	6	<b>65</b>	[62.7%]	[37.3%]
Northern Ireland Council for the Curriculum Examinations & Assessment	194	154	17	<b>365</b>	[55.7%]	[44.3%]
Northern Ireland Guardian Ad Litem Agency	14	33	9	<b>56</b>	[29.8%]	[70.2%]

\* = Less than 10 Roman Catholics

# = Less than 10 Protestants

\*/# = Less than 10 Protestants and less than 10 Roman Catholics

## Composition of Individual Specified Authorities

Specified Authority	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Northern Ireland Health Promotion Agency	24	14	1	<b>39</b>	[63.2%]	[36.8%]
Northern Ireland Housing Executive	1,626	1,701	59	<b>3,386</b>	[48.9%]	[51.1%]
Northern Ireland Local Government Officers Superannuation Committee	*	-	-	<b>37</b>	-	-
Northern Ireland Policing Board, The	1,324	250	74	<b>1,648</b>	[84.1%]	[15.9%]
Northern Ireland Railways Company Ltd	525	200	40	<b>765</b>	[72.4%]	[27.6%]
Northern Ireland Regional Medical Physics Agency	43	36	7	<b>86</b>	[54.4%]	[45.6%]
Northern Ireland Tourist Board	44	39	4	<b>87</b>	[53.0%]	[47.0%]
Northern Ireland Transport Holding Company	22	11	1	<b>34</b>	[66.7%]	[33.3%]
Omagh College of Further Education	52	141	4	<b>197</b>	[26.9%]	[73.1%]
Omagh District Council	136	270	34	<b>440</b>	[33.5%]	[66.5%]
Police Ombudsman for Northern Ireland, The	51	39	18	<b>108</b>	[56.7%]	[43.3%]
Probation Board for Northern Ireland	138	152	48	<b>338</b>	[47.6%]	[52.4%]
Royal Group of Hospitals & Dental Hospital Health & Social Services Trust, The	2,372	3,750	516	<b>6,638</b>	[38.7%]	[61.3%]
Royal Mail Group Plc	2,558	2,290	30	<b>4,878</b>	[52.8%]	[47.2%]
Secretary of State for Defence	3,443	160	64	<b>3,667</b>	[95.6%]	[4.4%]
South and East Belfast Health & Social Services Trust	2,380	1,157	256	<b>3,793</b>	[67.3%]	[32.7%]
South Eastern Education & Library Board	2,665	1,305	394	<b>4,364</b>	[67.1%]	[32.9%]
Southern Education & Library Board	2,942	3,489	74	<b>6,505</b>	[45.7%]	[54.3%]
Southern Health & Social Services Board	97	88	13	<b>198</b>	[52.4%]	[47.6%]
Sperrin Lakeland Health & Social Services Trust	1,234	2,406	160	<b>3,800</b>	[33.9%]	[66.1%]
Sports Council for Northern Ireland	35	28	5	<b>68</b>	[55.6%]	[44.4%]
Strabane District Council	59	107	3	<b>169</b>	[35.5%]	[64.5%]
Trade & Business Development Body, The	#	-	-	<b>30</b>	-	-
Ulster Community & Hospitals Health & Social Services Trust	3,955	623	364	<b>4,942</b>	[86.4%]	[13.6%]
Ulster Supported Employment Ltd	69	30	1	<b>100</b>	[69.7%]	[30.3%]
Ulsterbus Ltd	1,221	944	56	<b>2,221</b>	[56.4%]	[43.6%]
United Hospitals Health & Social Services Trust	2,288	1,339	252	<b>3,879</b>	[63.1%]	[36.9%]
Upper Bann Institute of Further & Higher Education	231	109	12	<b>352</b>	[67.9%]	[32.1%]
Warrenpoint Harbour Authority	15	43	0	<b>58</b>	[25.9%]	[74.1%]
Waterways Ireland	21	34	3	<b>58</b>	[38.2%]	[61.8%]
Western Education & Library Board	2,367	4,066	264	<b>6,697</b>	[36.8%]	[63.2%]
Western Health & Social Services Board	40	112	4	<b>156</b>	[26.3%]	[73.7%]

\* = Less than 10 Roman Catholics

# = Less than 10 Protestants

\*# = Less than 10 Protestants and less than 10 Roman Catholics



# **SECTION 2**

## **COMPOSITION OF PRIVATE SECTOR CONCERNS**



## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
3M UK PLC	131	17	2	<b>150</b>	[88.5%]	[11.5%]
AAH Pharmaceuticals Ltd	*	-	-	<b>74</b>	-	-
Abbey Grammar School, The	#	-	-	<b>33</b>	-	-
Abbey Insurance Brokers	123	44	13	<b>180</b>	[73.7%]	[26.3%]
Abbey National PLC	430	283	301	<b>1,014</b>	[60.3%]	[39.7%]
Abbey Upholsterers Ltd	18	27	1	<b>46</b>	[40.0%]	[60.0%]
Abbeyfield Belfast Society Ltd	31	10	0	<b>41</b>	[75.6%]	[24.4%]
Abertay Paper Sacks	*	-	-	<b>46</b>	-	-
Abingdon Manor Care Centre Ltd	49	17	2	<b>68</b>	[74.2%]	[25.8%]
ABN	*	-	-	<b>82</b>	-	-
ABP Lurgan	15	89	1	<b>105</b>	[14.4%]	[85.6%]
ACC Distribution	*	-	-	<b>52</b>	-	-
Access & Support Ltd	37	26	0	<b>63</b>	[58.7%]	[41.3%]
Ace Construction	#	-	-	<b>27</b>	-	-
Ace Fixings	38	18	1	<b>57</b>	[67.9%]	[32.1%]
Acheson & Glover Ltd	205	93	6	<b>304</b>	[68.8%]	[31.2%]
Action Cancer	27	15	0	<b>42</b>	[64.3%]	[35.7%]
Action Mental Health	53	59	7	<b>119</b>	[47.3%]	[52.7%]
Adair & Milliken Ltd	37	11	2	<b>50</b>	[77.1%]	[22.9%]
Adair Arms Hotel	27	20	0	<b>47</b>	[57.4%]	[42.6%]
Adams Childrenswear Ltd	39	30	111	<b>180</b>	[56.5%]	[43.5%]
Adamsez (NI) Ltd	*	-	-	<b>64</b>	-	-
Adecco (UK) Ltd	205	174	52	<b>431</b>	[54.1%]	[45.9%]
Adelaide Insurance Services Ltd	15	11	2	<b>28</b>	[57.7%]	[42.3%]
Adria Ltd	245	895	0	<b>1,140</b>	[21.5%]	[78.5%]
ADT Fire and Security Plc	97	61	6	<b>164</b>	[61.4%]	[38.6%]
Advanced Learning Systems Ltd	34	12	0	<b>46</b>	[73.9%]	[26.1%]
Aepona Ltd	34	55	3	<b>92</b>	[38.2%]	[61.8%]
Aes Kilroot Power Ltd	80	13	1	<b>94</b>	[86.0%]	[14.0%]
African Clothing Exports Ltd	53	13	1	<b>67</b>	[80.3%]	[19.7%]
Aft (Liquor) Stores Ltd	#	-	-	<b>28</b>	-	-
Age Concern Services	29	68	10	<b>107</b>	[29.9%]	[70.1%]
Agnew Isaac (Mallusk) Ltd	*	-	-	<b>36</b>	-	-
Agnew Isaac Holdings Ltd	*	-	-	<b>42</b>	-	-
Agnew Isaac Ltd Mercedes Benz	96	32	15	<b>143</b>	[75.0%]	[25.0%]
Agnew Isaac Ltd Volkswagen	126	59	30	<b>215</b>	[68.1%]	[31.9%]
AI Services (NI) Ltd	44	15	0	<b>59</b>	[74.6%]	[25.4%]
AIB Group Northern Ireland Plc T/A First Trust Bank	845	822	12	<b>1,679</b>	[50.7%]	[49.3%]
AJ Plumbing Supplies Ltd	31	15	0	<b>46</b>	[67.4%]	[32.6%]
AJT Trading Ltd	82	42	59	<b>183</b>	[66.1%]	[33.9%]
Akzo Nobel Decorative Coatings Ireland Ltd	25	12	1	<b>38</b>	[67.6%]	[32.4%]
Alexander DE & Sons Ltd	*	-	-	<b>41</b>	-	-
Alexander Forbes PLC	31	10	3	<b>44</b>	[75.6%]	[24.4%]
Alexander Joseph Ltd T/A Menarys	334	95	33	<b>462</b>	[77.9%]	[22.1%]
Alexander R Ltd T/A Supervalu	76	37	13	<b>126</b>	[67.3%]	[32.7%]
Alexander William & Henry (Civil Engineering) Ltd	19	18	0	<b>37</b>	[51.4%]	[48.6%]

\* = Less than 10 Roman Catholics

# = Less than 10 Protestants

\*/# = Less than 10 Protestants and less than 10 Roman Catholics

## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Alexanders of Markethill	*	-	-	30	-	-
Alexon International Ltd	130	65	11	206	[66.7%]	[33.3%]
Alhow Laboratories Ltd	32	19	9	60	[62.7%]	[37.3%]
Allen Mechanical Services Ltd	*	-	-	47	-	-
Alliance & Leicester PLC	96	104	9	209	[48.0%]	[52.0%]
Allianz Northern Ireland	77	57	17	151	[57.5%]	[42.5%]
Allied Bakeries Ireland	271	42	0	313	[86.6%]	[13.4%]
Allingham Transport	21	16	1	38	[56.8%]	[43.2%]
Allpipe Engineering Ltd	#	-	-	82	-	-
Almac Sciences Ltd	57	43	6	106	[57.0%]	[43.0%]
Alpha Marketing PLC	*	-	-	34	-	-
Alta Systems (NI) Ltd	12	15	1	28	[44.4%]	[55.6%]
Alzheimer's Society	25	45	0	70	[35.7%]	[64.3%]
AM Transport Services Ltd	*	-	-	27	-	-
AM/PM Services (NI) Ltd	37	40	11	88	[48.1%]	[51.9%]
Amacis Ltd	10	15	1	26	[40.0%]	[60.0%]
Amalgamated Transport & General Workers' Union	21	22	3	46	[48.8%]	[51.2%]
Ambassador Private Nursing Home	10	16	1	27	[38.5%]	[61.5%]
Amey BPO Services Ltd	*	-	-	31	-	-
Amphion Semiconductor Ltd	14	11	5	30	[56.0%]	[44.0%]
AMT Sybex (NI) Ltd	30	15	0	45	[66.7%]	[33.3%]
Analog Devices Belfast Ltd	19	53	2	74	[26.4%]	[73.6%]
Anderson Haulage Ltd	32	10	0	42	[76.2%]	[23.8%]
Anderson Manning Associates Ltd	87	44	11	142	[66.4%]	[33.6%]
Anderson Spratt Group Ltd	18	10	4	32	[64.3%]	[35.7%]
Andor Technology Ltd	36	47	6	89	[43.4%]	[56.6%]
Andras House Ltd T/A Express by Holiday Inn	15	28	0	43	[34.9%]	[65.1%]
Andrews Holdings Ltd	32	10	0	42	[76.2%]	[23.8%]
Anglo Beef Processors Ltd T/A ABP Newry	10	150	6	166	[6.3%]	[93.8%]
Annadale Private Nursing Home	*	-	-	32	-	-
Annahilt Residential Home	*	-	-	40	-	-
Ann's Home Care Ltd	90	77	0	167	[53.9%]	[46.1%]
Answercall Direct Ltd	34	38	0	72	[47.2%]	[52.8%]
Antrim Coast Private Nursing Home	#	-	-	26	-	-
Antrim Construction Co Ltd	125	35	8	168	[78.1%]	[21.9%]
Antrim Contract Carpets Ltd	14	11	6	31	[56.0%]	[44.0%]
Antrim Electrical & Mechanical Engineers Ltd	54	52	0	106	[50.9%]	[49.1%]
Aon Mc Millen Ltd	*	-	-	52	-	-
Apple Recruitment Services	92	75	51	218	[55.1%]	[44.9%]
Aptus Personnel Ltd	200	41	26	267	[83.0%]	[17.0%]
Arcadia Group Ltd T/A Burton Retail	30	46	1	77	[39.5%]	[60.5%]
Arcadia Group Ltd T/A Dorothy Perkins	79	110	3	192	[41.8%]	[58.2%]
Arcadia Group Ltd T/A Evans	61	55	2	118	[52.6%]	[47.4%]
Arcadia Group Ltd T/A Top Shop Retail	104	147	0	251	[41.4%]	[58.6%]
Arcadia Group Ltd T/A Wallis	51	43	0	94	[54.3%]	[45.7%]
Archaeological Development Services Ltd	10	13	5	28	[43.5%]	[56.5%]

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# = Less than 10 Protestants

\*/# = Less than 10 Protestants and less than 10 Roman Catholics



## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Arco Industrial Supply	*	-	-	49	-	-
Ardboe Manufacturing Co Ltd T/A Forbes Kitchens & Forbes Furniture	#	-	-	45	-	-
Ardmore Ltd		67	26	2	95	[72.0%] [28.0%]
Arg-Equation Ltd		17	12	4	33	[58.6%] [41.4%]
Argos Ltd		167	231	31	429	[42.0%] [58.0%]
Arjo	*	-	-	-	29	-
Armagh City Hotel		39	138	12	189	[22.0%] [78.0%]
Armaghdown Creameries Ltd		88	63	2	153	[58.3%] [41.7%]
Armatile Ltd	#	-	-	-	59	-
Armstrong Johanna T/A Causeway Hotel	*	-	-	-	36	-
Armstrong Medical Ltd		23	11	10	44	[67.6%] [32.4%]
Arnotts (Fruit) Ltd	*	-	-	-	26	-
Arntz Belting Co Ltd		34	202	3	239	[14.4%] [85.6%]
Arthur Cox Northern Ireland		17	10	1	28	[63.0%] [37.0%]
Artt WJ & Partners	*	-	-	-	47	-
Asa An Alcoa Company	*	-	-	-	27	-
Ashbourne Health Care T/A Bramblewood Care Centre	*	-	-	-	39	-
Ashbourne Health Care T/A Dunanney Care Centre	*	-	-	-	36	-
Ashbourne Health Care T/A Glebe Care Centre		19	12	1	32	[61.3%] [38.7%]
Ashbourne Health Care T/A Kingsland Care Centre	*	-	-	-	41	-
Ashbourne Health Care T/A Marina Care Centre	#	-	-	-	36	-
Ashbourne Health Care T/A Rockfield Care Centre	#	-	-	-	36	-
Ashbourne Health Care T/A The Court Care Centre	*	-	-	-	49	-
Ashbourne Health Care Ltd T/A The Court & Model Care Centres	*	-	-	-	36	-
Ashbourne Health Care Ltd The Montague Care Centre		37	28	0	65	[56.9%] [43.1%]
Ashbourne Health Care T/A The Retreat Care Centre		41	11	0	52	[78.8%] [21.2%]
Ashdale Engineering Ltd	*	-	-	-	37	-
Ashdon Care Ltd T/A Beverly Lodge Priv Nursing Home	*	-	-	-	41	-
Ashers Baking Co	*	-	-	-	47	-
Ashtead Plant Hire Co Ltd T/A A-plant Acrow	*/#	-	-	-	35	-
Ashwood House Private Nursing Home		31	17	0	48	[64.6%] [35.4%]
Asia Supermarket	#	-	-	-	30	-
Asidua Ltd		28	23	2	53	[54.9%] [45.1%]
ASK Electrical Ltd	*	-	-	-	34	-
ASM Horwath Chartered Accountants		34	23	2	59	[59.6%] [40.4%]
Associated Employers (NI) Ltd		83	66	5	154	[55.7%] [44.3%]
Association of Southern Area Doctors on Call Ltd, The		73	91	3	167	[44.5%] [55.5%]
Assumption Grammar School		12	30	0	42	[28.6%] [71.4%]
ATC Systems Ltd		29	18	2	49	[61.7%] [38.3%]
Atkins WS Consultants Ltd T/A WS Atkins NI		36	31	4	71	[53.7%] [46.3%]
Atkinson Richard & Co Ltd	*	-	-	-	35	-
Atlanco Ltd		34	244	61	339	[12.2%] [87.8%]
Atlas Communications (NI) Ltd		46	17	2	65	[73.0%] [27.0%]
ATR Trading Co Ltd		30	11	0	41	[73.2%] [26.8%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
ATS Euromaster Ltd	37	11	5	<b>53</b>	[77.1%]	[22.9%]
Auld House Ltd	*	-	-	<b>64</b>	-	-
Aunt Mollie's Foods Ltd	*	-	-	<b>58</b>	-	-
Austins & Co Ltd	24	61	0	<b>85</b>	[28.2%]	[71.8%]
Autism Initiatives	35	35	5	<b>75</b>	[50.0%]	[50.0%]
Automated Vending Company Ltd	12	34	5	<b>51</b>	[26.1%]	[73.9%]
Automobile Association	*	-	-	<b>27</b>	-	-
Aviance	90	41	5	<b>136</b>	[68.7%]	[31.3%]
Avondale Foods (Craigavon) Ltd	136	140	19	<b>295</b>	[49.3%]	[50.7%]
Avondale Private Nursing Home	#	-	-	<b>27</b>	-	-
AVX Ltd	625	219	52	<b>896</b>	[74.1%]	[25.9%]
AXA Insurance	56	23	1	<b>80</b>	[70.9%]	[29.1%]
B & Q PLC	344	410	102	<b>856</b>	[45.6%]	[54.4%]
BA Kitchen Components Ltd	17	46	2	<b>65</b>	[27.0%]	[73.0%]
Babtie Group Ltd	19	10	2	<b>31</b>	[65.5%]	[34.5%]
Bailie Hotels Ltd T/A Coast Road Hotel	*	-	-	<b>32</b>	-	-
Baird W & G Ltd	67	28	0	<b>95</b>	[70.5%]	[29.5%]
Bairds Chemists	321	72	15	<b>408</b>	[81.7%]	[18.3%]
Balcas Timber Ltd	207	88	26	<b>321</b>	[70.2%]	[29.8%]
Balloo Hire Centres	23	15	0	<b>38</b>	[60.5%]	[39.5%]
Ballyclare Freight Services Ltd	*	-	-	<b>29</b>	-	-
Ballykine Structural Engineers Ltd	24	14	0	<b>38</b>	[63.2%]	[36.8%]
Ballymena Academy	*	-	-	<b>67</b>	-	-
Ballymena Meats	39	21	0	<b>60</b>	[65.0%]	[35.0%]
Ballymoney Foods Ltd	64	10	2	<b>76</b>	[86.5%]	[13.5%]
Ballyrashane Co-op Agricultural & Dairy Society (1990) Ltd	134	27	2	<b>163</b>	[83.2%]	[16.8%]
Ballyrobert Ltd	46	17	3	<b>66</b>	[73.0%]	[27.0%]
Ballyrobert Service Station Ltd	*	-	-	<b>55</b>	-	-
Balmoral Healthcare Agency Ltd	25	14	0	<b>39</b>	[64.1%]	[35.9%]
Bangor Grammar School	*	-	-	<b>58</b>	-	-
Bangor Supply Co Ltd	*	-	-	<b>27</b>	-	-
Bank of Ireland	537	679	29	<b>1,245</b>	[44.2%]	[55.8%]
Bank of Scotland (Ireland) Ltd	19	21	5	<b>45</b>	[47.5%]	[52.5%]
Banner Business Supplies Ltd	*	-	-	<b>41</b>	-	-
Bannons Ltd	33	34	0	<b>67</b>	[49.3%]	[50.7%]
Barbican Fresh Foods	*	-	-	<b>36</b>	-	-
Barbican Supervalu	21	38	1	<b>60</b>	[35.6%]	[64.4%]
Barkley R & Sons Ltd	*	-	-	<b>34</b>	-	-
Barnardos	211	165	23	<b>399</b>	[56.1%]	[43.9%]
Barnett W & R Ltd	39	37	2	<b>78</b>	[51.3%]	[48.7%]
Barrett Electrical Contracts Ltd	#	-	-	<b>29</b>	-	-
Barrett Joseph & Sons Ltd	#	-	-	<b>29</b>	-	-
Bartholomew & James Ltd	38	10	0	<b>48</b>	[79.2%]	[20.8%]
Bash (NI) Ltd	18	10	0	<b>28</b>	[64.3%]	[35.7%]
Bass Ireland Ltd	62	237	5	<b>304</b>	[20.7%]	[79.3%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Bassett Philip M Ltd	*	-	-	54	-	-
Bavarian Garages (NI) Ltd		118	55	12	185	[68.2%] [31.8%]
BC Plant Ltd	*	-	-	33	-	-
BDG Group Ltd		69	34	1	104	[67.0%] [33.0%]
BDO Stoy Hayward		48	34	1	83	[58.5%] [41.5%]
BE Aerospace (UK) Ltd		190	183	19	392	[50.9%] [49.1%]
Bean Machine Ltd, The T/A Clements		32	25	5	62	[56.1%] [43.9%]
Beannchor Ltd		98	74	30	202	[57.0%] [43.0%]
Bedeck Ltd		56	43	1	100	[56.6%] [43.4%]
Beeches Professional & Therapeutic Services Ltd, The		64	84	1	149	[43.2%] [56.8%]
Beechlawn House Hotel		26	61	1	88	[29.9%] [70.1%]
Beechvale Nursing Home	*	-	-	41	-	-
Beggs & Partners		76	15	0	91	[83.5%] [16.5%]
Beggs & Partners (Ballymena)	*	-	-	27	-	-
Beige Game Trading Ltd T/A Waterfoot Hotel		18	36	0	54	[33.3%] [66.7%]
Bel-Air Refrigeration Ltd	*	-	-	60	-	-
Belfast and Lisburn Women's Aid		18	23	1	42	[43.9%] [56.1%]
Belfast Central Mission		105	16	5	126	[86.8%] [13.2%]
Belfast Charitable Society		57	59	9	125	[49.1%] [50.9%]
Belfast City Airport Ltd		246	51	20	317	[82.8%] [17.2%]
Belfast City Beat Ltd	*	-	-	28	-	-
Belfast City Travelodge		17	14	2	33	[54.8%] [45.2%]
Belfast Contract Cleaners Ltd		151	83	9	243	[64.5%] [35.5%]
Belfast Co-operative Chemists Ltd	*	-	-	44	-	-
Belfast High School	*	-	-	46	-	-
Belfast International Airport Ltd		155	46	10	211	[77.1%] [22.9%]
Belfast Meats		11	28	0	39	[28.2%] [71.8%]
Belfast Royal Academy Governors, The	*	-	-	42	-	-
Belfast Visionplus Ltd		13	17	2	32	[43.3%] [56.7%]
Belfast Visitor and Convention Bureau		13	13	5	31	[50.0%] [50.0%]
Bell Charles (1963) Ltd		28	13	0	41	[68.3%] [31.7%]
Bell Recruitment Services		20	28	5	53	[41.7%] [58.3%]
Bellas H & T Ltd	*	-	-	30	-	-
Belleek Pottery Ltd		36	165	5	206	[17.9%] [82.1%]
Bells Motor Works		15	33	0	48	[31.3%] [68.8%]
Belmont Hotel		59	62	0	121	[48.8%] [51.2%]
Belvedere Residential Home	*	-	-	29	-	-
Ben Madigan Nursing Homes Ltd		38	32	3	73	[54.3%] [45.7%]
Ben Sherman Group Ltd		47	75	10	132	[38.5%] [61.5%]
Benner Frank E Ltd	#	-	-	37	-	-
Bettercare Ltd		114	10	15	139	[91.9%] [8.1%]
Bewley's Caf		25	36	1	62	[41.0%] [59.0%]
BHS Ltd		47	68	2	117	[40.9%] [59.1%]
BIH Housing Association Ltd		63	42	5	110	[60.0%] [40.0%]
Bijou		45	18	7	70	[71.4%] [28.6%]
Bio-Kinetic Europe Ltd		17	11	2	30	[60.7%] [39.3%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Birthdays Ltd	90	64	0	154	[58.4%]	[41.6%]
Bishops Footwear Ltd	*	-	-	56	-	-
Biznet Solutions	#	-	-	36	-	-
BKS Surveys Ltd	85	17	8	110	[83.3%]	[16.7%]
BI Refrigeration & Air Conditioning Ltd	*	-	-	40	-	-
Black Star Associates Ltd	20	15	0	35	[57.1%]	[42.9%]
Blackbourne Electrical Co Ltd	87	26	2	115	[77.0%]	[23.0%]
Blackhill Enterprises	30	20	4	54	[60.0%]	[40.0%]
Bladon Enterprises Ltd T/A Soda Joes	#	-	-	32	-	-
Blair International	37	13	2	52	[74.0%]	[26.0%]
Blair Neill Ltd	*	-	-	66	-	-
Blind Centre For Northern Ireland	23	11	0	34	[67.6%]	[32.4%]
Bloomfield Collegiate School, The Bursar	*	-	-	29	-	-
Bloomfield Visionplus Ltd	*	-	-	26	-	-
Bloomfields Private Nursing Home	*	-	-	28	-	-
BMI British Midland	75	52	15	142	[59.1%]	[40.9%]
Board of Governors of Lagan College, The	*	-	-	33	-	-
Board of Governors of Loreto College, The	14	25	0	39	[35.9%]	[64.1%]
Board of Governors of the Royal School, The	*	-	-	58	-	-
Board of Governors of St Michael's College, The	#	-	-	37	-	-
Board of Social Witness	210	27	42	279	[88.6%]	[11.4%]
BOC Gases Ltd	*	-	-	80	-	-
Boland Reilly Homes Ltd	28	11	0	39	[71.8%]	[28.2%]
Bonar Alexander & Co Ltd	*	-	-	35	-	-
Bondelivery	102	48	4	154	[68.0%]	[32.0%]
Boomer Industries Ltd	*	-	-	34	-	-
Boots Retail Services	43	30	39	112	[58.9%]	[41.1%]
Boots The Chemist PLC	647	564	28	1,239	[53.4%]	[46.6%]
Boran Mopack Ltd	#	-	-	61	-	-
Botanic Inns Ltd	102	368	63	533	[21.7%]	[78.3%]
Botanic Wine Co Ltd	18	38	0	56	[32.1%]	[67.9%]
Boukottaya Ali T/A Silver Sands Restaurant	17	16	0	33	[51.5%]	[48.5%]
Bowman Windows	60	21	0	81	[74.1%]	[25.9%]
Boxmore Plastics Ltd Bottles & Containers	70	28	5	103	[71.4%]	[28.6%]
Boxpak Ltd	*	-	-	107	-	-
Boyd Alexander Displays Ltd	*	-	-	41	-	-
Boyd James & Sons (Carnmoney) Ltd	*	-	-	46	-	-
Boyd Landscapes Ltd	*	-	-	37	-	-
Boyd TC & Logue RA	*	-	-	34	-	-
Bradbury Graphics Ltd	*	-	-	37	-	-
Bradfor Ltd	15	29	0	44	[34.1%]	[65.9%]
Bradley Patrick Ltd	28	39	2	69	[41.8%]	[58.2%]
Bradley Thallon Industries Ltd	*	-	-	51	-	-
Brady Michael	#	-	-	46	-	-
Braefield Care Ltd T/A Braefield Private Nursing and Residential Care Home	*	-	-	27	-	-

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## Composition of Private Sector Concerns (26+ Employees)

Company Name		P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Braham Paul & Sons Ltd	#	-	-	-	39	-	-
Braid Electrical Services Ltd	*	-	-	-	39	-	-
Brand Charles Ltd		33	31	1	65	[51.6%]	[48.4%]
Brett Martin Ltd		323	72	11	406	[81.8%]	[18.2%]
Brian Campbell T/A Centra	*	-	-	-	29	-	-
Bridgedale Outdoor Ltd		63	10	6	79	[86.3%]	[13.7%]
Briggs Alfred (Lurgan) Ltd	*	-	-	-	54	-	-
Brights Chips & Things	#	-	-	-	41	-	-
Britannia Electrical Services	*	-	-	-	28	-	-
British Airways PLC		81	57	13	151	[58.7%]	[41.3%]
British Council, The	*	-	-	-	29	-	-
British Red Cross Society		22	13	9	44	[62.9%]	[37.1%]
British Telecom Northern Ireland		1,327	1,083	58	2,468	[55.1%]	[44.9%]
British Textile Dyers	*	-	-	-	44	-	-
British Textile Manufacturing Co Ltd, The		132	33	10	175	[80.0%]	[20.0%]
Broadways Private Nursing Home		27	10	0	37	[73.0%]	[27.0%]
Brolly TK Enterprises Ltd	#	-	-	-	51	-	-
Brook Design Hardware Ltd		38	18	1	57	[67.9%]	[32.1%]
Brooklands Private Nursing Home Ltd	#	-	-	-	148	-	-
Brooks Group (UK) Ltd T/A Brooks Belfast		49	25	2	76	[66.2%]	[33.8%]
Brow John C Ltd T/A Brow Packaging	*	-	-	-	59	-	-
Browne AV Advertising Ltd		25	17	1	43	[59.5%]	[40.5%]
Browns Coachworks Ltd	*	-	-	-	51	-	-
Bruce Engineering	*	-	-	-	30	-	-
Brunswick Superbowl Ltd	#	-	-	-	110	-	-
Brunswik Ltd T/A Supervalu		50	55	0	105	[47.6%]	[52.4%]
Bryson House		138	94	28	260	[59.5%]	[40.5%]
BS Tooling Ltd		45	25	3	73	[64.3%]	[35.7%]
BT CV		14	16	7	37	[46.7%]	[53.3%]
BTW Shiells Commerical Property Consultants	*	-	-	-	44	-	-
Budget DIY Ltd		117	140	14	271	[45.5%]	[54.5%]
Building Design Partnership Ltd		48	34	5	87	[58.5%]	[41.5%]
Bullen Consultants Ltd	*	-	-	-	28	-	-
Bulrush Horticulture Ltd		16	65	3	84	[19.8%]	[80.2%]
Burkes of Cornascribe Ltd	*	-	-	-	26	-	-
Burnview Properties Ltd T/A Bryansburn Nursing Home		29	10	2	41	[74.4%]	[25.6%]
Burrendale Hotel Ltd		22	84	3	109	[20.8%]	[79.2%]
Bushmills Hotels Ltd		39	12	0	51	[76.5%]	[23.5%]
Bushtown House Hotel & Country Club		29	18	0	47	[61.7%]	[38.3%]
Business In The Community		21	16	2	39	[56.8%]	[43.2%]
Business Industrial Computer Systems Ltd		71	70	5	146	[50.4%]	[49.6%]
Byrhill Ltd T/A Mourne Windows & Doors	#	-	-	-	27	-	-
Bytes Project, The		14	18	0	32	[43.8%]	[56.3%]
C & C Frames Ltd		22	21	0	43	[51.2%]	[48.8%]
C & S Associates		25	11	0	36	[69.4%]	[30.6%]
Cairnduff Ken T/A Internacionale Ltd		80	95	37	212	[45.7%]	[54.3%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name		P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Cairnhill Home A Ltd	#	-	-	-	57	-	-
Cairns Eric Partnership, The	*	-	-	-	50	-	-
Cairns J Ltd T/A Ideas	*	-	-	-	29	-	-
Calcast Ltd		57	157	19	233	[26.6%]	[73.4%]
Calderwood Glass Ltd	*	-	-	-	42	-	-
Calor Gas Northern Ireland Ltd		64	22	0	86	[74.4%]	[25.6%]
Calvert Office Equipment Ltd	*	-	-	-	31	-	-
Camco Products & Services		139	40	1	180	[77.7%]	[22.3%]
Camden Group		161	104	17	282	[60.8%]	[39.2%]
Cameron Landscapes Ltd	*	-	-	-	42	-	-
Camerons Retail Furnishings (NI) Ltd		61	16	0	77	[79.2%]	[20.8%]
Campbell & Slevin Ltd	#	-	-	-	46	-	-
Campbell Catering (NI) Ltd		124	83	18	225	[59.9%]	[40.1%]
Campbell College	*	-	-	-	36	-	-
Campbell Contracts Ltd	#	-	-	-	48	-	-
Campbell Fitzpatrick		11	27	1	39	[28.9%]	[71.1%]
Campbell Freight Agencies Ltd		15	11	0	26	[57.7%]	[42.3%]
Campbell H & P Ltd	#	-	-	-	39	-	-
Campbell JC (NI) Ltd		11	31	0	42	[26.2%]	[73.8%]
Campbell Mc Cleave & Co Ltd	*	-	-	-	33	-	-
Campbells Caterers Ltd	*	-	-	-	33	-	-
Campbell's Dispensary Ltd T/A Campbell's Chemist		23	23	0	46	[50.0%]	[50.0%]
Canavan Thomas	#	-	-	-	28	-	-
Cancer Research (UK)	*	-	-	-	58	-	-
Canon Business Solutions (NI)		13	15	2	30	[46.4%]	[53.6%]
Cantrell & Cochrane (Belfast) Ltd		107	42	4	153	[71.8%]	[28.2%]
Canyon Europe Ltd		55	12	1	68	[82.1%]	[17.9%]
Cape Industrial Services Ltd		74	23	6	103	[76.3%]	[23.7%]
Capedale Investments Ltd T/A Grosvenor Shirt Company	#	-	-	-	35	-	-
Capita Business Services Ltd		65	69	16	150	[48.5%]	[51.5%]
Capita Television Licensing		28	12	0	40	[70.0%]	[30.0%]
Capper Trading Ltd	*	-	-	-	73	-	-
Car Park Services Ltd		63	35	0	98	[64.3%]	[35.7%]
Cardiac Services Ltd		23	13	0	36	[63.9%]	[36.1%]
Cardona Ltd T/A The Shelbourne	#	-	-	-	37	-	-
Care Circle, The T/A Kingsway Private Nursing Home		47	11	5	63	[81.0%]	[19.0%]
Care Facilities Ltd T/A Fairfield Nursing Home		21	35	0	56	[37.5%]	[62.5%]
Care Plus		90	93	5	188	[49.2%]	[50.8%]
Carella Laminate Systems Ltd		13	23	0	36	[36.1%]	[63.9%]
Carlisle D & W Ltd T/A Carlisle's Fresh Foods		63	54	0	117	[53.8%]	[46.2%]
Carmichael Group, The		225	38	36	299	[85.6%]	[14.4%]
Carnmoney Private Day Nursery	*	-	-	-	52	-	-
Carnson Morrow Graham	*	-	-	-	27	-	-
Carpetright PLC		38	26	5	69	[59.4%]	[40.6%]
Carpets International (UK) Ltd		381	54	26	461	[87.6%]	[12.4%]

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# = Less than 10 Protestants

\*/# = Less than 10 Protestants and less than 10 Roman Catholics

## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Carphone Warehouse Ltd, The	41	45	2	<b>88</b>	[47.7%]	[52.3%]
Carryduff Auctions NI Ltd	*	-	-	<b>29</b>	-	-
Carryduff Nursing Home	28	11	0	<b>39</b>	[71.8%]	[28.2%]
Cars Ltd	#	-	-	<b>33</b>	-	-
Carson & Mc Dowell Solicitors	47	24	0	<b>71</b>	[66.2%]	[33.8%]
Carvill Group Ltd	34	27	1	<b>62</b>	[55.7%]	[44.3%]
Castle Catering Belfast Ltd	12	30	0	<b>42</b>	[28.6%]	[71.4%]
Castlerobin Landscapes Ltd	16	12	0	<b>28</b>	[57.1%]	[42.9%]
Castlerock Golf Club	*	-	-	<b>26</b>	-	-
Castleview Private Nursing Home	*	-	-	<b>29</b>	-	-
Castlewood Farm Products Ltd	13	34	0	<b>47</b>	[27.7%]	[72.3%]
Caulfield J & Co	21	15	0	<b>36</b>	[58.3%]	[41.7%]
Cavanagh Kelly	#	-	-	<b>29</b>	-	-
Cawoods Coal	61	22	1	<b>84</b>	[73.5%]	[26.5%]
CB Contracts	27	11	2	<b>40</b>	[71.1%]	[28.9%]
CBC Distributors	#	-	-	<b>42</b>	-	-
CCA Quality Homecare Ltd	72	48	5	<b>125</b>	[60.0%]	[40.0%]
CCC Technology Ltd	14	14	1	<b>29</b>	[50.0%]	[50.0%]
CCS (MS) Ltd	17	13	0	<b>30</b>	[56.7%]	[43.3%]
CDC (NI) Ltd	*	-	-	<b>30</b>	-	-
CDI Secure Ltd	#	-	-	<b>26</b>	-	-
Cedar Foundation, The	85	80	16	<b>181</b>	[51.5%]	[48.5%]
Central Bookmakers	#	-	-	<b>31</b>	-	-
Central Group Services Ltd	*	-	-	<b>41</b>	-	-
Central Laundries Ltd	54	16	0	<b>70</b>	[77.1%]	[22.9%]
Centre for Competitiveness	*	-	-	<b>27</b>	-	-
Century Newspapers Ltd	155	75	12	<b>242</b>	[67.4%]	[32.6%]
CFC Interiors Ltd	20	20	0	<b>40</b>	[50.0%]	[50.0%]
C-fish Selling Ltd	26	27	0	<b>53</b>	[49.1%]	[50.9%]
Chambers Coach Hire Ltd	28	25	3	<b>56</b>	[52.8%]	[47.2%]
Chambers Refrigeration & Air Conditioning Specialists	#	-	-	<b>29</b>	-	-
Chambers T & Sons (Enniskillen) Ltd	17	37	0	<b>54</b>	[31.5%]	[68.5%]
Chambers W & J Ltd	*	-	-	<b>45</b>	-	-
Chap Cable Ltd	21	15	4	<b>40</b>	[58.3%]	[41.7%]
Charlemont Arms Hotel Armagh Ltd, The	18	29	0	<b>47</b>	[38.3%]	[61.7%]
Check Mate Guarding & Security	29	18	4	<b>51</b>	[61.7%]	[38.3%]
Cherry Tree House Private Nursing Home	*	-	-	<b>55</b>	-	-
Cheslock Ltd	21	12	0	<b>33</b>	[63.6%]	[36.4%]
Chester Park & Maginty's Restaurant	#	-	-	<b>33</b>	-	-
Chester Private Nursing Home Ltd	*	-	-	<b>36</b>	-	-
Choice Housing Association Ltd	*	-	-	<b>26</b>	-	-
Christian Brothers Grammar School	#	-	-	<b>57</b>	-	-
Chubb (NI) Ltd	97	18	1	<b>116</b>	[84.3%]	[15.7%]
Cirrus Ltd T/A Cirrus Plastics	18	14	0	<b>32</b>	[56.3%]	[43.8%]
Citigate (NI)	*	-	-	<b>30</b>	-	-
City Contract Cleaners Ltd	#	-	-	<b>46</b>	-	-

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
City Electrical Factors Ltd Northern Ireland Division	53	26	0	<b>79</b>	[67.1%]	[32.9%]
City Hotel	#	-	-	<b>108</b>	-	-
City of Belfast Warehousing Ltd	41	16	2	<b>59</b>	[71.9%]	[28.1%]
City of Belfast YMCA	44	10	1	<b>55</b>	[81.5%]	[18.5%]
Claire's Accessories (UK) Ltd	59	42	18	<b>119</b>	[58.4%]	[41.6%]
Clandeboye Estate Co Ltd, The	*	-	-	<b>26</b>	-	-
Clandeboye Golf Club	*	-	-	<b>31</b>	-	-
Clanmil Housing Association Ltd	109	39	1	<b>149</b>	[73.6%]	[26.4%]
Clanrye Employment & Training Services	#	-	-	<b>32</b>	-	-
Clarehill Plastics Ltd	23	19	5	<b>47</b>	[54.8%]	[45.2%]
Clark William & Sons Ltd	*	-	-	<b>94</b>	-	-
Clarke Cunningham Tree Maintenance Ltd	16	11	2	<b>29</b>	[59.3%]	[40.7%]
Clarke Engineering & Construction Co Ltd	*	-	-	<b>31</b>	-	-
Clarke P & Sons Ltd	#	-	-	<b>49</b>	-	-
Clarke Robert (Keady) Ltd	10	18	0	<b>28</b>	[35.7%]	[64.3%]
Clarks International	95	56	11	<b>162</b>	[62.9%]	[37.1%]
Classic Mineral Water Co Ltd	#	-	-	<b>29</b>	-	-
Clean Bore Services Ltd T/A Dyno-rod	*	-	-	<b>40</b>	-	-
Clear Channel NI Ltd	13	12	1	<b>26</b>	[52.0%]	[48.0%]
Clearco Services	20	23	1	<b>44</b>	[46.5%]	[53.5%]
Clearway Disposals Ltd	20	74	0	<b>94</b>	[21.3%]	[78.7%]
Cleaver Fulton Rankin	37	24	4	<b>65</b>	[60.7%]	[39.3%]
Clinique Laboratories Ltd	23	19	0	<b>42</b>	[54.8%]	[45.2%]
Clinton Cards Plc	94	50	15	<b>159</b>	[65.3%]	[34.7%]
Clogher Care	27	15	0	<b>42</b>	[64.3%]	[35.7%]
Clonlee Private Nursing Home & Masserene Manor Private Nursing Home	65	38	13	<b>116</b>	[63.1%]	[36.9%]
CM Engineering Ltd	18	34	2	<b>54</b>	[34.6%]	[65.4%]
CMM Electrics Ltd	#	-	-	<b>38</b>	-	-
CMS Lift Trucks Ltd	*	-	-	<b>28</b>	-	-
CNC Components (UK) Ltd	67	12	0	<b>79</b>	[84.8%]	[15.2%]
Coastal Container Line Ltd	35	16	0	<b>51</b>	[68.6%]	[31.4%]
Coats Barbour Ltd	137	25	3	<b>165</b>	[84.6%]	[15.4%]
Coats Viyella Fashion Retail Division T/A Jaeger Company Ltd, The	19	11	2	<b>32</b>	[63.3%]	[36.7%]
Cobain Mark T/A Mc Donald's Abbeycentre	*	-	-	<b>48</b>	-	-
Cobain Mark T/A Mc Donald s Glengormley	33	13	1	<b>47</b>	[71.7%]	[28.3%]
Cobra Specialist Security Services Ltd	57	15	3	<b>75</b>	[79.2%]	[20.8%]
Coca Cola Bottlers (Ulster) Ltd	312	184	14	<b>510</b>	[62.9%]	[37.1%]
Cochrane RA	14	32	2	<b>48</b>	[30.4%]	[69.6%]
Cohannon Inn	32	39	0	<b>71</b>	[45.1%]	[54.9%]
Coleraine Academical Institution	*	-	-	<b>37</b>	-	-
Coleraine Care Ltd T/A The Cottage Nursing Home	22	12	5	<b>39</b>	[64.7%]	[35.3%]
College Freight Services (NI) Ltd	31	103	8	<b>142</b>	[23.1%]	[76.9%]
Collegelands Private Nursing Home	#	-	-	<b>37</b>	-	-
Collen Bros (Quarries) Ltd	*	-	-	<b>31</b>	-	-
Colorite Europe Ltd	#	-	-	<b>29</b>	-	-

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Commercial Graphics (NI) Ltd	*	-	-	36	-	-
Communis Northern Ireland		36	15	1	52	[70.6%] [29.4%]
Community Aid 2000 Ltd Jobnet		40	136	1	177	[22.7%] [77.3%]
Community Development Services (East Antrim) Ltd	*	-	-	32	-	-
Community Foundation For Northern Ireland		14	19	4	37	[42.4%] [57.6%]
Community Fund		10	13	9	32	[43.5%] [56.5%]
Compass Group (UK) & Ireland		664	542	74	1,280	[55.1%] [44.9%]
Component Distributors Ltd		82	19	1	102	[81.2%] [18.8%]
Composite Dynamics Ltd	*	-	-	65	-	-
Concrete Systems Ltd	#	-	-	49	-	-
Connan Paul Ltd		48	42	9	99	[53.3%] [46.7%]
Connolly Transport Ltd	*	-	-	43	-	-
Consarc Design Group Ltd		32	32	6	70	[50.0%] [50.0%]
Consilium Technologies		32	19	1	52	[62.7%] [37.3%]
Construction Employers Federation Ltd		18	10	0	28	[64.3%] [35.7%]
Contract & Casual Employment	#	-	-	162	-	-
Contract Ceilings Ltd	*	-	-	33	-	-
Controlled Electronic Management Systems Ltd		25	13	4	42	[65.8%] [34.2%]
Convent Grammar School Strabane	#	-	-	27	-	-
Conway Brothers (Enniskillen) Ltd		16	25	1	42	[39.0%] [61.0%]
Conway PJ (Contractors) Ltd	#	-	-	55	-	-
Coogan & Watts Ltd	*	-	-	30	-	-
Cookery Nook, The		27	14	3	44	[65.9%] [34.1%]
Cookstown Panel Centre Ltd		19	33	0	52	[36.5%] [63.5%]
Cookstown Textile Recyclers		44	52	1	97	[45.8%] [54.2%]
Coolbawn Private Nursing Home	#	-	-	34	-	-
Coolkeeragh Power Ltd		38	14	0	52	[73.1%] [26.9%]
Cooneen Textiles Ltd		63	62	2	127	[50.4%] [49.6%]
Co-operative Group, The		801	269	55	1,125	[74.9%] [25.1%]
Co-operative Insurance Society Ltd		38	29	7	74	[56.7%] [43.3%]
Coote Engineering Ltd	*	-	-	26	-	-
Cootes (Concrete Products) Ltd	*	-	-	34	-	-
Copeland Ltd		119	128	5	252	[48.2%] [51.8%]
Copeland PF Ltd		14	11	1	26	[56.0%] [44.0%]
Coralmount Nursing Home	#	-	-	44	-	-
Corbett Electrical Services		11	15	0	26	[42.3%] [57.7%]
Cordiners Windows Ltd	*	-	-	58	-	-
Corkhill Lodge Residential & Nursing Home		28	26	2	56	[51.9%] [48.1%]
Corner Cake Shop	*	-	-	38	-	-
Cornfield Farm Care Centre Ltd T/A Cornfield Care Centre		73	52	1	126	[58.4%] [41.6%]
Corporate Wardrobe, The	*	-	-	47	-	-
Corps of Commissionaires Management Ltd, The		86	15	1	102	[85.1%] [14.9%]
Corriewood Private Clinic	#	-	-	47	-	-
Corrs Corner Hotel		34	21	1	56	[61.8%] [38.2%]
Corry Harry Ltd		128	105	9	242	[54.9%] [45.1%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name		P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Corry James W & Sons (Campsie) Ltd	#	-	-	-	<b>29</b>	-	-
Corry JP (NI) Ltd		157	69	7	<b>233</b>	[69.5%]	[30.5%]
Corrymeela Community		11	16	1	<b>28</b>	[40.7%]	[59.3%]
Corus (UK) Ltd		79	20	2	<b>101</b>	[79.8%]	[20.2%]
Cosalt Ballyclare	*	-	-	-	<b>108</b>	-	-
Coshane Ltd T/A Precious		19	34	5	<b>58</b>	[35.8%]	[64.2%]
Costcutter	#	-	-	-	<b>31</b>	-	-
Cottage Catering Ltd	*	-	-	-	<b>42</b>	-	-
Coulter JE Ltd		43	14	17	<b>74</b>	[75.4%]	[24.6%]
Coulter RG & Co Ltd	*	-	-	-	<b>36</b>	-	-
Coulter Windows Ltd		57	13	0	<b>70</b>	[81.4%]	[18.6%]
Country Inns (Ulster) Ltd T/A The Clandeboye Lodge Hotel		59	12	3	<b>74</b>	[83.1%]	[16.9%]
Countryman Inn, The		20	12	0	<b>32</b>	[62.5%]	[37.5%]
Countrywide Freight Group Ltd		75	23	8	<b>106</b>	[76.5%]	[23.5%]
Courtney & Nelson Ltd	*	-	-	-	<b>48</b>	-	-
CP Hire Ltd	*	-	-	-	<b>46</b>	-	-
CP Productions Ltd		25	11	0	<b>36</b>	[69.4%]	[30.6%]
Craig Robert & Sons (Engineers) Ltd	*	-	-	-	<b>27</b>	-	-
Craig Robert & Sons (Merchants) Ltd	*	-	-	-	<b>36</b>	-	-
Craigantlet Ltd T/A La Mon Hotel & Country Club		119	15	0	<b>134</b>	[88.8%]	[11.2%]
Craigavon Plastics Ltd	*	-	-	-	<b>33</b>	-	-
Crane Furniture Ltd	#	-	-	-	<b>32</b>	-	-
Crane John (UK) Ltd		131	14	2	<b>147</b>	[90.3%]	[9.7%]
Crane Stockham Valve Ltd	*	-	-	-	<b>87</b>	-	-
Cranwood Industries Ltd	#	-	-	-	<b>42</b>	-	-
Crawford & Co (UK) Ltd	*	-	-	-	<b>26</b>	-	-
Crawford M & D	#	-	-	-	<b>38</b>	-	-
Crawford R	*	-	-	-	<b>36</b>	-	-
Crawford R		30	12	0	<b>42</b>	[71.4%]	[28.6%]
Crawford RTD Ltd	*	-	-	-	<b>52</b>	-	-
Crawfordsburn Inn Ltd T/A The Old Inn		43	12	12	<b>67</b>	[78.2%]	[21.8%]
Creagh Concrete Products Ltd		23	196	0	<b>219</b>	[10.5%]	[89.5%]
Creations Interiors Ltd	*	-	-	-	<b>36</b>	-	-
Creative Composites Ltd		71	19	3	<b>93</b>	[78.9%]	[21.1%]
Creightons of Finaghy		54	16	9	<b>79</b>	[77.1%]	[22.9%]
Crepe Weavers Ltd	*	-	-	-	<b>60</b>	-	-
Croft Community, The	*	-	-	-	<b>54</b>	-	-
Cromer Enterprises Ltd T/A White Horse Hotel		25	29	0	<b>54</b>	[46.3%]	[53.7%]
Cross Refrigeration (NI) Ltd		24	17	0	<b>41</b>	[58.5%]	[41.5%]
Crossbows Optical Ltd		60	24	0	<b>84</b>	[71.4%]	[28.6%]
Crossgar Poultry Ltd		33	112	0	<b>145</b>	[22.8%]	[77.2%]
Crosslands Tankers Ltd	#	-	-	-	<b>39</b>	-	-
Crossroads Caring For Carers (NI) Ltd		116	51	5	<b>172</b>	[69.5%]	[30.5%]
Crowe Ben & Sons Ltd	*	-	-	-	<b>27</b>	-	-

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Crozier WJ & H	*	-	-	41	-	-
CSC Computer Sciences Ltd		24	46	5	75	[34.3%] [65.7%]
CTS (Clinical Trial Services) Ltd		243	123	42	408	[66.4%] [33.6%]
Cuan Mhuire (NI) Ltd	#	-	-	32	-	-
Cuddy RA	*	-	-	55	-	-
Culmore Stores Ltd	#	-	-	37	-	-
Cunningham Coates Ltd		56	12	4	72	[82.4%] [17.6%]
Cunningham Covers Ltd	*	-	-	42	-	-
Cunningham Stone Ltd		45	10	0	55	[81.8%] [18.2%]
Curleys Supermarket Dungannon Ltd		56	184	6	246	[23.3%] [76.7%]
Curleys Supermarkets Belfast Ltd	#	-	-	321	-	-
Curran Court Hotel Ltd		19	19	0	38	[50.0%] [50.0%]
Curran D & Sons Ltd	*	-	-	41	-	-
Currie Community, The	*	-	-	42	-	-
Curtis Cars Ltd T/A Curtis Toyota, Curtis Peugeot & Curtis Peugeot N'abbey		40	15	3	58	[72.7%] [27.3%]
Customized Training Services Ltd	#	-	-	30	-	-
CV Home Furnishings		49	142	0	191	[25.7%] [74.3%]
Daehwa Metal (UK) Ltd		69	33	19	121	[67.6%] [32.4%]
Daewoo Electronics (UK) Ltd		429	184	47	660	[70.0%] [30.0%]
Dairy Produce Packers Ltd		178	66	1	245	[73.0%] [27.0%]
Dairygold Foodservice Ltd		26	17	0	43	[60.5%] [39.5%]
Dalriada Doctor On Call		106	44	3	153	[70.7%] [29.3%]
Dalriada School	*	-	-	50	-	-
Danka Northern Ireland	*	-	-	30	-	-
Danlor Services Ltd		18	15	0	33	[54.5%] [45.5%]
Dask Timber Products Ltd		15	13	2	30	[53.6%] [46.4%]
Davidson & Hardy Lab Supplies Ltd		15	11	2	28	[57.7%] [42.3%]
Davison AF Ltd	*	-	-	29	-	-
Davison Mel Construction	*	-	-	31	-	-
Dawson-WAM Ltd		66	20	0	86	[76.7%] [23.3%]
Dayfresh	*	-	-	46	-	-
DCC Energy Ltd		125	37	0	162	[77.2%] [22.8%]
Deane Public Works Ltd		36	15	0	51	[70.6%] [29.4%]
Debenhams Retail		259	387	16	662	[40.1%] [59.9%]
Decora Blind Systems Ltd		54	16	8	78	[77.1%] [22.9%]
Dekko		36	29	7	72	[55.4%] [44.6%]
Delap & Waller Ltd		23	37	3	63	[38.3%] [61.7%]
Deloitte & Touche		58	69	7	134	[45.7%] [54.3%]
Delta Print & Packaging Ltd		23	109	9	141	[17.4%] [82.6%]
Delwyn Enterprises Ltd T/A Yardmaster International		16	48	0	64	[25.0%] [75.0%]
Denman International Ltd	*	-	-	72	-	-
Dennison Commercials Ltd		111	20	2	133	[84.7%] [15.3%]
Denny Henry & Sons (NI) Ltd		173	201	18	392	[46.3%] [53.7%]
Denroy Plastics Ltd		79	15	2	96	[84.0%] [16.0%]
Dental World Ltd T/A Confident Dental Care	*	-	-	47	-	-

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## Composition of Private Sector Concerns (26+ Employees)

Company Name		P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Derry Credit Union Ltd	#	-	-	-	60	-	-
Derry Journal Ltd	#	-	-	-	106	-	-
Derry's Ltd		12	44	0	56	[21.4%]	[78.6%]
Desmond & Sons Ltd		614	1,181	40	1,835	[34.2%]	[65.8%]
Desmond Motors Ltd	#	-	-	-	81	-	-
Dessian Products Ltd		64	74	3	141	[46.4%]	[53.6%]
Devenish Nutrition Ltd		56	23	0	79	[70.9%]	[29.1%]
DFS Trading Ltd		18	12	3	33	[60.0%]	[40.0%]
DHL Express		94	24	1	119	[79.7%]	[20.3%]
DHL Express		19	24	0	43	[44.2%]	[55.8%]
Diageo (NI) Ltd		106	101	7	214	[51.2%]	[48.8%]
Diageo Global Supply Lbc Ltd		156	89	13	258	[63.7%]	[36.3%]
Diamond Andrew & Son (Timber) Ltd		32	24	0	56	[57.1%]	[42.9%]
Diamond Corrugated Cases Ltd	#	-	-	-	37	-	-
Diamond H & E T/A The Bellevue Arms	#	-	-	-	51	-	-
Diamond Heron	*	-	-	-	32	-	-
Diamond Recruitment Group		286	242	84	612	[54.2%]	[45.8%]
Dickey HK	*	-	-	-	58	-	-
Digestors Silos & Tanks Ltd T/A Silotank		11	27	0	38	[28.9%]	[71.1%]
Dingles Builders (NI) Ltd		44	15	0	59	[74.6%]	[25.4%]
Dinsmore Francis Ltd	*	-	-	-	52	-	-
Disability Action		33	45	1	79	[42.3%]	[57.7%]
Discount Window Systems Ltd		48	20	4	72	[70.6%]	[29.4%]
Discovery '80' Ltd Share		13	17	0	30	[43.3%]	[56.7%]
Dittys (Castledawson) Ltd		43	17	0	60	[71.7%]	[28.3%]
Dixon & Co (Coleraine) Ltd		57	10	1	68	[85.1%]	[14.9%]
DM Engineering (NI) Ltd	*	-	-	-	35	-	-
Dobbins Inn Hotel	*	-	-	-	26	-	-
Docutex Ltd	*	-	-	-	34	-	-
Dodds, Arthur T/A El Shaddai Private Nursing Home	*	-	-	-	37	-	-
Doherty & Gray Ltd		18	35	1	54	[34.0%]	[66.0%]
Doherty James (Meats) Ltd	#	-	-	-	52	-	-
Doherty John T/A Garage Door Systems Ltd		12	26	3	41	[31.6%]	[68.4%]
Doherty, Patrick T/A Knockan Lodge	*	-	-	-	28	-	-
Domestic Care Ltd	*	-	-	-	45	-	-
Domestic Care Services	*	-	-	-	69	-	-
Dominican College		16	30	0	46	[34.8%]	[65.2%]
Donaghadee Golf Club	*	-	-	-	29	-	-
Donaghy Bros	#	-	-	-	26	-	-
Donaghy P & E		58	39	2	99	[59.8%]	[40.2%]
Donaldson A & S (NI) Ltd	*	-	-	-	35	-	-
Donnelly Bros (Garages) Ltd		121	121	7	249	[50.0%]	[50.0%]
Dontaur Engineering Ltd	*	-	-	-	33	-	-
Dooley S & Co Ltd	#	-	-	-	35	-	-
Door Store Ltd, The	*	-	-	-	48	-	-

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Doran Consulting	57	21	2	<b>80</b>	[73.1%]	[26.9%]
Dougan Patrick Electrical	22	21	0	<b>43</b>	[51.2%]	[48.8%]
Douglas & Grahame Ltd	71	20	5	<b>96</b>	[78.0%]	[22.0%]
Dowds Electrical	12	54	0	<b>66</b>	[18.2%]	[81.8%]
Dowler F Ltd	*	-	-	<b>46</b>	-	-
Dowling WM Ltd	*	-	-	<b>32</b>	-	-
Downe Residential Project	14	89	2	<b>105</b>	[13.6%]	[86.4%]
Downey Investments	#	-	-	<b>49</b>	-	-
Downeys Cars Ltd	*	-	-	<b>30</b>	-	-
Downhill Enterprises Ltd	25	12	3	<b>40</b>	[67.6%]	[32.4%]
Downtown Radio Ltd	53	21	7	<b>81</b>	[71.6%]	[28.4%]
Downtown Security Company Ltd	19	14	0	<b>33</b>	[57.6%]	[42.4%]
Drapersfield House Private Nursing Home	24	28	0	<b>52</b>	[46.2%]	[53.8%]
Draynes Farms	17	21	2	<b>40</b>	[44.7%]	[55.3%]
Drenagh Sawmills Ltd	12	24	0	<b>36</b>	[33.3%]	[66.7%]
Dresswell (Newtownards) Ltd	89	11	6	<b>106</b>	[89.0%]	[11.0%]
Driver Hire Belfast	37	24	0	<b>61</b>	[60.7%]	[39.3%]
Drombane Nursing Home	*	-	-	<b>29</b>	-	-
Drumdollagh Construction Company Ltd	#	-	-	<b>30</b>	-	-
Drumkeen Holdings Ltd T/A Burger King	41	18	5	<b>64</b>	[69.5%]	[30.5%]
Drummaul House Ltd	55	48	3	<b>106</b>	[53.4%]	[46.6%]
DSG Retail Ltd	194	116	195	<b>505</b>	[62.6%]	[37.4%]
Du Pont (UK) Ltd	219	378	9	<b>606</b>	[36.7%]	[63.3%]
Dubel Ltd	14	28	3	<b>45</b>	[33.3%]	[66.7%]
Dunadry Inn	125	63	7	<b>195</b>	[66.5%]	[33.5%]
Duncan & Griffin Co Ltd T/A Silverbirch Hotel	56	43	1	<b>100</b>	[56.6%]	[43.4%]
Duncrue Food Processors	15	13	0	<b>28</b>	[53.6%]	[46.4%]
Dundee A & FA Ltd	*	-	-	<b>102</b>	-	-
Dungannon Development Association	10	22	0	<b>32</b>	[31.3%]	[68.8%]
Dungannon Meats Group	521	294	20	<b>835</b>	[63.9%]	[36.1%]
Dunlady House Ltd	*	-	-	<b>46</b>	-	-
Dunlop & Hamilton	42	13	0	<b>55</b>	[76.4%]	[23.6%]
Dunlop Homes Ltd	*	-	-	<b>26</b>	-	-
Dunluce Restaurants Ltd T/A Mcdonalds	37	17	15	<b>69</b>	[68.5%]	[31.5%]
Dunnes Stores (Bangor ) Ltd	684	2,043	53	<b>2,780</b>	[25.1%]	[74.9%]
E & C Inns Ltd T/A Balmoral Hotel	#	-	-	<b>60</b>	-	-
E & I Engineering Ltd	#	-	-	<b>86</b>	-	-
Eaga Partnership Ltd	#	-	-	<b>28</b>	-	-
Eakin Bros Ltd	*	-	-	<b>42</b>	-	-
Eakin TG Ltd	*	-	-	<b>41</b>	-	-
Earney Contracts Ltd	*	-	-	<b>35</b>	-	-
Eason & Son (NI) Ltd	360	224	28	<b>612</b>	[61.6%]	[38.4%]
East Belfast Mission	*	-	-	<b>39</b>	-	-
East Belfast Partnership	*	-	-	<b>29</b>	-	-
East Eden Ltd T/A Slieve Na Mon Nursing Home	#	-	-	<b>47</b>	-	-

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Eastwood Bookmakers	103	167	5	<b>275</b>	[38.1%]	[61.9%]
E-blana Enterprise Centre	#	-	-	<b>28</b>	-	-
EDM Products Ltd	27	11	1	<b>39</b>	[71.1%]	[28.9%]
EDM Spanwall Ltd	*	-	-	<b>48</b>	-	-
Edmundson Electrical Ltd	*	-	-	<b>66</b>	-	-
Educational Guidance Service for Adults	25	42	5	<b>72</b>	[37.3%]	[62.7%]
Edwards Enterprises (NI) Ltd Copperfields Private Nursing Home	30	25	2	<b>57</b>	[54.5%]	[45.5%]
Edwards R & O & D	*	-	-	<b>28</b>	-	-
EFF Cargo International Ltd	23	54	9	<b>86</b>	[29.9%]	[70.1%]
Eglantine Timber Products Ltd	*	-	-	<b>33</b>	-	-
Eglinton (Timber Products) Ltd	28	22	0	<b>50</b>	[56.0%]	[44.0%]
Elastic Knitting (NI)	*	-	-	<b>52</b>	-	-
Electronic & Security Services Ltd	15	18	1	<b>34</b>	[45.5%]	[54.5%]
Elite Electronic Systems Ltd	79	58	2	<b>139</b>	[57.7%]	[42.3%]
Elliott Duffy Garrett	21	34	0	<b>55</b>	[38.2%]	[61.8%]
Emerson HA & Son	27	67	6	<b>100</b>	[28.7%]	[71.3%]
Emerson Norman & Sons Ltd	68	33	0	<b>101</b>	[67.3%]	[32.7%]
Emerson Stanley & Sons Ltd	20	10	0	<b>30</b>	[66.7%]	[33.3%]
Endeva	31	19	0	<b>50</b>	[62.0%]	[38.0%]
Endsleigh Insurance Services Ltd	#	-	-	<b>26</b>	-	-
Energis Ireland Ltd	32	32	7	<b>71</b>	[50.0%]	[50.0%]
Enstand Ltd Supervalu	14	102	0	<b>116</b>	[12.1%]	[87.9%]
Enterprise Stationery Ltd	24	34	0	<b>58</b>	[41.4%]	[58.6%]
Erne Eggs Ltd	12	17	1	<b>30</b>	[41.4%]	[58.6%]
Erne Laundry Co Ltd	*	-	-	<b>36</b>	-	-
Ernst & Young	50	31	4	<b>85</b>	[61.7%]	[38.3%]
Esporta Health Club	24	12	14	<b>50</b>	[66.7%]	[33.3%]
Estee Lauder Cosmetics Ltd	21	16	0	<b>37</b>	[56.8%]	[43.2%]
Etam PLC	114	120	0	<b>234</b>	[48.7%]	[51.3%]
Evans VB & Company	*	-	-	<b>28</b>	-	-
Eventsec Ltd	102	80	0	<b>182</b>	[56.0%]	[44.0%]
Evron Foods Ltd	80	55	26	<b>161</b>	[59.3%]	[40.7%]
Excel Clothing Company	*	-	-	<b>33</b>	-	-
Excel Glass Ltd	20	27	0	<b>47</b>	[42.6%]	[57.4%]
Executive Council of The Inn of Court of Northern Ireland, The	21	12	1	<b>34</b>	[63.6%]	[36.4%]
Exel PLC	35	15	1	<b>51</b>	[70.0%]	[30.0%]
Exhibit Ltd	59	53	1	<b>113</b>	[52.7%]	[47.3%]
Express Distribution Services	*	-	-	<b>33</b>	-	-
Extec Screens & Crushers (NI) Ltd	19	37	2	<b>58</b>	[33.9%]	[66.1%]
Extern Organisation, The	56	112	14	<b>182</b>	[33.3%]	[66.7%]
Extra Care for Elderly People Ltd	193	171	25	<b>389</b>	[53.0%]	[47.0%]
Fabricat Ireland Contractors Ltd	#	-	-	<b>40</b>	-	-
Fairco Mc Ilhagga Ltd	*	-	-	<b>63</b>	-	-
Fairways Residential Homes	*	-	-	<b>41</b>	-	-

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]	
Faith House	*	-	-	80	-	-	
Famac Network Ltd		134	65	5	204	[67.3%]	[32.7%]
Fane Valley Co-op Society Ltd		96	21	0	117	[82.1%]	[17.9%]
Farm Fed Chickens		302	79	13	394	[79.3%]	[20.7%]
Farmlea Foods Ltd	*	-	-	-	26	-	-
Farrans Ltd		637	395	18	1,050	[61.7%]	[38.3%]
Fergus Investments Ltd		78	77	2	157	[50.3%]	[49.7%]
Ferguson & Mc Ilveen		73	43	6	122	[62.9%]	[37.1%]
Ferguson FT & Co (Builders) Ltd		86	24	0	110	[78.2%]	[21.8%]
Ferguson PM & Sons Ltd	#	-	-	-	26	-	-
Fermanagh Homecare Services		61	67	0	128	[47.7%]	[52.3%]
Fermanagh Training Ltd	#	-	-	-	29	-	-
Ferne Foods Ltd		52	94	1	147	[35.6%]	[64.4%]
Field Boxmore Belfast Ltd		144	49	1	194	[74.6%]	[25.4%]
Fin Engineering Group Ltd		47	20	2	69	[70.1%]	[29.9%]
Fine Foods Lisburn Road Ltd		19	31	3	53	[38.0%]	[62.0%]
Finlay BME Ltd		18	25	10	53	[41.9%]	[58.1%]
Finlay Breton Ltd		147	93	1	241	[61.3%]	[38.8%]
Finlay Communications Ltd		27	12	8	47	[69.2%]	[30.8%]
Finlay Hydrascreens (Omagh) Ltd		22	35	0	57	[38.6%]	[61.4%]
Finlay James AS Ltd	*	-	-	-	44	-	-
Fir Trees Hotel Strabane Ltd	#	-	-	-	50	-	-
Fire IMC Ltd		20	15	3	38	[57.1%]	[42.9%]
First Choice Selection Services Ltd		322	203	41	566	[61.3%]	[38.7%]
First Derivatives PLC		10	22	0	32	[31.3%]	[68.8%]
First Housing Aid & Support Services		10	63	3	76	[13.7%]	[86.3%]
Fish Direct Ltd	#	-	-	-	34	-	-
Fisher & Fisher Solicitors		17	12	0	29	[58.6%]	[41.4%]
Fisher Engineering Ltd		165	68	0	233	[70.8%]	[29.2%]
Fitness First PLC T/A Fitness First Belfast		76	54	7	137	[58.5%]	[41.5%]
Fivemiletown & Brookborough Co-op Agricultural & Dairy Society Ltd	*	-	-	-	45	-	-
Flagship Media Group Ltd		31	17	6	54	[64.6%]	[35.4%]
Flanagan KJ & Co Ltd		18	19	0	37	[48.6%]	[51.4%]
Flaxall Products Ltd	*	-	-	-	130	-	-
Fleet Solutions (Ireland) Ltd		<i>See Viridian Group of Companies</i>					
Fleming Agri-products Ltd	*	-	-	-	51	-	-
Fleming Poultry Ltd		202	63	3	268	[76.2%]	[23.8%]
Fletcher Residential Homes Ltd	*	-	-	-	89	-	-
Flexiskills Recruitment		76	78	51	205	[49.4%]	[50.6%]
Flybe		102	41	29	172	[71.3%]	[28.7%]
Flynn Maurice & Sons		18	29	0	47	[38.3%]	[61.7%]
Fm Environmental Ltd	#	-	-	-	44	-	-
Fois		11	17	1	29	[39.3%]	[60.7%]
Fold Housing Association		304	229	26	559	[57.0%]	[43.0%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Fold Housing Trust	57	20	6	<b>83</b>	[74.0%]	[26.0%]
Fon-a-cab (Belfast) Ltd	18	18	1	<b>37</b>	[50.0%]	[50.0%]
Fortress Industries Ltd	54	18	0	<b>72</b>	[75.0%]	[25.0%]
Fortwilliam Golf Club	#	-	-	<b>29</b>	-	-
Forum Restaurant, The	*	-	-	<b>29</b>	-	-
Fountain Support Services Ltd	*	-	-	<b>29</b>	-	-
Four Seasons Health Care T/A Abbeylands Care Home	48	12	0	<b>60</b>	[80.0%]	[20.0%]
Four Seasons Health Care T/A Antrim Care Home	18	20	0	<b>38</b>	[47.4%]	[52.6%]
Four Seasons Health Care T/A Arches Care Home	*	-	-	<b>31</b>	-	-
Four Seasons Health Care T/A Ardlough Care Home	24	28	1	<b>53</b>	[46.2%]	[53.8%]
Four Seasons Health Care T/A Ashgrovecare Home	14	45	4	<b>63</b>	[23.7%]	[76.3%]
Four Seasons Health Care T/A Bangor Care Home	49	25	9	<b>83</b>	[66.2%]	[33.8%]
Four Seasons Health Care T/A Beechill Care Home	*	-	-	<b>26</b>	-	-
Four Seasons Health Care T/A Belmont Nursing Home	25	11	0	<b>36</b>	[69.4%]	[30.6%]
Four Seasons Health Care T/A Bethany Care Home	20	15	9	<b>44</b>	[57.1%]	[42.9%]
Four Seasons Health Care T/A Camphill Care Home	*	-	-	<b>29</b>	-	-
Four Seasons Health Care T/A Carnalea Care Home	*	-	-	<b>52</b>	-	-
Four Seasons Health Care T/A Cedarhurst Lodge Care Home	*	-	-	<b>52</b>	-	-
Four Seasons Health Care T/A Cherryvalley Care Home	28	20	16	<b>64</b>	[58.3%]	[41.7%]
Four Seasons Health Care T/A Chestnut Lodge Care Home	#	-	-	<b>44</b>	-	-
Four Seasons Health Care T/A Clandeboye Care Home	*	-	-	<b>62</b>	-	-
Four Seasons Health Care T/A Comber Care Home	53	13	7	<b>73</b>	[80.3%]	[19.7%]
Four Seasons Health Care T/A Coolaness Care Home	17	20	1	<b>38</b>	[45.9%]	[54.1%]
Four Seasons Health Care T/A County Care Home	28	35	0	<b>63</b>	[44.4%]	[55.6%]
Four Seasons Health Care T/A Craigdun Care Home	33	10	4	<b>47</b>	[76.7%]	[23.3%]
Four Seasons Health Care T/A Croaghpatrick Care Home	*	-	-	<b>72</b>	-	-
Four Seasons Health Care T/A Cromore House Care Home	31	10	7	<b>48</b>	[75.6%]	[24.4%]
Four Seasons Health Care T/A Donaghcloney Care Home	*	-	-	<b>62</b>	-	-
Four Seasons Health Care T/A Drumclay Care Home	24	52	1	<b>77</b>	[31.6%]	[68.4%]
Four Seasons Health Care T/A Drumragh Care Home	15	44	2	<b>61</b>	[25.4%]	[74.6%]
Four Seasons Health Care T/A Dungannon Care Home	23	17	0	<b>40</b>	[57.5%]	[42.5%]
Four Seasons Health Care T/A Edenmore Care Home	40	13	1	<b>54</b>	[75.5%]	[24.5%]
Four Seasons Health Care T/A Edgewater Lodge Care Home	60	14	0	<b>74</b>	[81.1%]	[18.9%]
Four Seasons Health Care T/A Galgorm Care Home	*	-	-	<b>33</b>	-	-
Four Seasons Health Care T/A Garvagh Care Home	25	25	0	<b>50</b>	[50.0%]	[50.0%]
Four Seasons Health Care T/A Greerville Manor Care Home	42	17	15	<b>74</b>	[71.2%]	[28.8%]
Four Seasons Health Care T/A Hawthorn House Care Home	*	-	-	<b>28</b>	-	-
Four Seasons Health Care T/A Hollywood Care Home	*	-	-	<b>57</b>	-	-
Four Seasons Health Care T/A Jordanstown Care Home	42	19	2	<b>63</b>	[68.9%]	[31.1%]
Four Seasons Health Care T/A Laganvale Care Home	48	19	5	<b>72</b>	[71.6%]	[28.4%]
Four Seasons Health Care T/A Landsdowne Care Home	39	46	1	<b>86</b>	[45.9%]	[54.1%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name		P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Four Seasons Health Care T/A Lecale Lodge Care Home	#	-	-	-	80	-	-
Four Seasons Health Care T/A Limavady Care Home		24	31	3	58	[43.6%]	[56.4%]
Four Seasons Health Care T/A Lisburn Care Home	*	-	-	-	30	-	-
Four Seasons Health Care T/A Lisnisky Care Home		43	20	1	64	[68.3%]	[31.7%]
Four Seasons Health Care T/A Mahon Hall Care Home	*	-	-	-	75	-	-
Four Seasons Health Care T/A Manor Court Care Home		24	25	0	49	[49.0%]	[51.0%]
Four Seasons Health Care T/A Manor Lodge Care Home	#	-	-	-	36	-	-
Four Seasons Health Care T/A Meadowbank Care Home	*	-	-	-	26	-	-
Four Seasons Health Care T/A Moneymore Care Home		33	43	0	76	[43.4%]	[56.6%]
Four Seasons Health Care T/A Mount Lens Care Home	*	-	-	-	29	-	-
Four Seasons Health Care T/A Oakridge Care Home		44	31	5	80	[58.7%]	[41.3%]
Four Seasons Health Care T/A Rathmena Care Home	*	-	-	-	43	-	-
Four Seasons Health Care T/A Rosevale Lodge Care Home		28	10	3	41	[73.7%]	[26.3%]
Four Seasons Health Care T/A Rush Hall Care Home		27	20	0	47	[57.4%]	[42.6%]
Four Seasons Health Care T/A Saintfield Lodge Care Home		13	26	3	42	[33.3%]	[66.7%]
Four Seasons Health Care T/A Sandringham Care Home		37	14	4	55	[72.5%]	[27.5%]
Four Seasons Health Care T/A Seapatrick Care Home		63	33	1	97	[65.6%]	[34.4%]
Four Seasons Health Care T/A Stormont Care Home	*	-	-	-	44	-	-
Four Seasons Health Care T/A Strathearn Court Care Home	*	-	-	-	66	-	-
Four Seasons Health Care T/A Tudordale Care Home	*	-	-	-	34	-	-
Four Seasons Health Care T/A Victoria Park Care Home	*	-	-	-	28	-	-
Four Seasons Health Care T/A Whiteabbey Care Home	*	-	-	-	58	-	-
Four Seasons Health Care T/A Woodgrove Care Home	*	-	-	-	29	-	-
Four Seasons Healthcare T/A Armagh Care Home		29	24	0	53	[54.7%]	[45.3%]
Foyle & Londonderry College		44	13	0	57	[77.2%]	[22.8%]
Foyle Day Care Ltd		17	18	2	37	[48.6%]	[51.4%]
Foyle Golf Centre	#	-	-	-	34	-	-
Foyle Hospice	#	-	-	-	59	-	-
Foyle Meats		113	134	3	250	[45.7%]	[54.3%]
FPM	#	-	-	-	31	-	-
Frackelton John & Son Ltd	*	-	-	-	53	-	-
Francos Restaurant	#	-	-	-	27	-	-
Franklins International Ltd		48	19	5	72	[71.6%]	[28.4%]
Frazer & Haughton Ltd	*	-	-	-	35	-	-
Frazerton Ltd	*	-	-	-	31	-	-
Freeza Meats Ltd	#	-	-	-	29	-	-
French James Engineering	*	-	-	-	37	-	-
Fresh Food Kitchen, The	#	-	-	-	59	-	-
Friends School	*	-	-	-	50	-	-
Fruit of the Loom Manufacturing Co Ltd		80	164	12	256	[32.8%]	[67.2%]
Fruithill Private Nursing Home	#	-	-	-	59	-	-
Fujitsu Services		252	118	48	418	[68.1%]	[31.9%]
Fujitsu Telecommunications (Ireland)		30	17	1	48	[63.8%]	[36.2%]

\* = Less than 10 Roman Catholics

# = Less than 10 Protestants

\*# = Less than 10 Protestants and less than 10 Roman Catholics

## Composition of Private Sector Concerns (26+ Employees)

Company Name		P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Fultons Fine Furnishings	*	-	-	-	48	-	-
Fultons Fine Furnishings Ltd	*	-	-	-	37	-	-
Funeral Services (NI)		115	10	23	148	[92.0%]	[8.0%]
Fyfes Vehicles & Engineering Supplies Ltd		43	33	0	76	[56.6%]	[43.4%]
G & M Lodge Caring Ltd	#	-	-	-	67	-	-
G & O Electrical Services Ltd		16	24	1	41	[40.0%]	[60.0%]
Galen PLC		272	139	44	455	[66.2%]	[33.8%]
Galen Sterile Solutions		86	31	20	137	[73.5%]	[26.5%]
Galeton Ltd T/A Ailsa Lodge Nursing Home	*	-	-	-	58	-	-
Galfield Ltd T/A Kelly's Centra	#	-	-	-	27	-	-
Galgorm Manor Hotel Ltd		38	13	3	54	[74.5%]	[25.5%]
Gallagher & Mc Kinney Ltd	#	-	-	-	37	-	-
Gallaher Ltd		946	167	28	1,141	[85.0%]	[15.0%]
Gamble JA & Co Ltd		18	30	0	48	[37.5%]	[62.5%]
Gardner TA	*	-	-	-	27	-	-
Garmoyle Enterprises Ltd T/A The Body Shop		21	14	0	35	[60.0%]	[40.0%]
Gass Nigel & Diana Donaghadee Garden Centre	*	-	-	-	67	-	-
Gault Robert	*	-	-	-	30	-	-
Gcas Group Ltd		26	10	0	36	[72.2%]	[27.8%]
Geda Construction Company Ltd	#	-	-	-	38	-	-
Gee's Supermarket		32	23	0	55	[58.2%]	[41.8%]
General Motor Works Ltd		28	10	1	39	[73.7%]	[26.3%]
Gethin D & P T/A Subway Botanic		14	18	0	32	[43.8%]	[56.3%]
Gibson Bros Ltd		48	21	0	69	[69.6%]	[30.4%]
Gilbert-Ash (NI) Ltd		55	90	11	156	[37.9%]	[62.1%]
Gilfresh Produce	*	-	-	-	35	-	-
Gillaroo Lodge Nursing Home Ltd	*	-	-	-	39	-	-
Gillbrooke Private Nursing Home	*	-	-	-	37	-	-
Gillespie & Wilson Ltd	*	-	-	-	30	-	-
Gillespie Desmond Ltd	*	-	-	-	30	-	-
Gillespie FH Ltd T/A Bangor Bay Inn		21	12	1	34	[63.6%]	[36.4%]
Gilpins Ltd	*	-	-	-	34	-	-
Girvan Thomas T/A Karina Lodge Private Nursing Home	#	-	-	-	29	-	-
Glanbia Cheese Ltd		90	59	5	154	[60.4%]	[39.6%]
Glasgiven Contracts Ltd		13	28	0	41	[31.7%]	[68.3%]
Glas-seal Of Ulster Ltd		27	37	1	65	[42.2%]	[57.8%]
Glaxo Smithkline	*	-	-	-	26	-	-
Glen Electric Group of Companies		<i>See Glen Electric Group of Companies</i>					
Glen Electric Ltd	#	-	-	-	265	-	-
Morphy Richards (NI) Ltd		102	14	13	129	[87.9%]	[12.1%]
Seagoe Technologies Ltd		193	85	3	281	[69.4%]	[30.6%]
Glenaden Shirts Ltd		109	76	3	188	[58.9%]	[41.1%]
Glenavna House Hotel	*	-	-	-	52	-	-
Glenavon House Hotel (1982) Ltd	#	-	-	-	57	-	-
Glenbay Ltd (Peter Mark)		64	77	4	145	[45.4%]	[54.6%]
Glenbrook Foods Ltd		41	10	0	51	[80.4%]	[19.6%]

\* = Less than 10 Roman Catholics

# = Less than 10 Protestants

\*/# = Less than 10 Protestants and less than 10 Roman Catholics

## Composition of Private Sector Concerns (26+ Employees)

Company Name		P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Glencarron Nursing Home	#	-	-	-	65	-	-
Glendale House Ltd	#	-	-	-	28	-	-
Glendale Retail Ltd		43	42	0	85	[50.6%]	[49.4%]
Glendermott Enterprises Ltd		10	36	0	46	[21.7%]	[78.3%]
Glendermott Universal Ltd	#	-	-	-	28	-	-
Glendun Nursing & Residential Home	#	-	-	-	64	-	-
Glenhill Merchants Ltd	#	-	-	-	29	-	-
Glenkrag Ltd	*	-	-	-	54	-	-
Glenmachan Tower House Private Nursing Home	*	-	-	-	48	-	-
Glenmona Resource Centre	#	-	-	-	89	-	-
Glenshane Fashions Ltd		14	20	0	34	[41.2%]	[58.8%]
Glenview Private Nursing Home		34	16	5	55	[68.0%]	[32.0%]
Glenview Private Nursing/ Residential Home		14	18	0	32	[43.8%]	[56.3%]
Global Email Company, The		97	98	62	257	[49.7%]	[50.3%]
Glover Site Investigations Ltd		37	11	0	48	[77.1%]	[22.9%]
Goldblatt Mc Guigan		34	19	0	53	[64.2%]	[35.8%]
Golden Cow Dairies Ltd		67	20	0	87	[77.0%]	[23.0%]
Goldsmiths Group PLC		22	20	0	42	[52.4%]	[47.6%]
Goodrich Control Systems Ltd		27	13	4	44	[67.5%]	[32.5%]
Gordons Chemists		187	113	3	303	[62.3%]	[37.7%]
Gordon's Electrical Supplies	*	-	-	-	27	-	-
Gormley's Supervalu	#	-	-	-	73	-	-
Gortacharn Private Nursing Home		14	35	0	49	[28.6%]	[71.4%]
Gorteen House Hotel Ltd		19	44	0	63	[30.2%]	[69.8%]
Governors, Armagh Observatory & Planetarium		12	10	13	35	[54.5%]	[45.5%]
GPS (GB) Ltd T/A The Gap		19	29	20	68	[39.6%]	[60.4%]
GPS Colour Graphics Ltd	*	-	-	-	48	-	-
Graan Abbey Private Nursing Home, The		24	71	5	100	[25.3%]	[74.7%]
Gracemount Enterprises Ltd T/A Frames Leisure Complex		10	16	0	26	[38.5%]	[61.5%]
Grafton Recruitment Ltd		1,099	1,018	144	2,261	[51.9%]	[48.1%]
Graham & Heslip Ltd	*	-	-	-	80	-	-
Graham & Maybin Ltd		21	65	28	114	[24.4%]	[75.6%]
Graham Albert Ltd	*	-	-	-	52	-	-
Graham AR Engineering	*	-	-	-	28	-	-
Graham Harold		20	14	1	35	[58.8%]	[41.2%]
Graham John (Dromore) Ltd		200	52	18	270	[79.4%]	[20.6%]
Graham Martin Joint Venture		12	16	2	30	[42.9%]	[57.1%]
Graham Ray (Ards) Ltd	*	-	-	-	30	-	-
Graham SP Ltd		30	124	2	156	[19.5%]	[80.5%]
Graham Tiso Ltd		14	10	3	27	[58.3%]	[41.7%]
Graham's Home Bakery	*	-	-	-	32	-	-
Grainger Building Services Ltd		29	17	0	46	[63.0%]	[37.0%]
Gramophone Shop Ltd C/o Caroline Music		25	23	2	50	[52.1%]	[47.9%]
Grampian Country Pork		214	156	104	474	[57.8%]	[42.2%]
Grand Opera House Trust		37	63	11	111	[37.0%]	[63.0%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Grant Group Ltd, The	*	-	-	39	-	-
Grant Thornton		59	36	5	100	[62.1%] [37.9%]
Grant William & Co Ltd		32	52	0	84	[38.1%] [61.9%]
Grants Electrical Services (NI) Ltd		60	10	3	73	[85.7%] [14.3%]
Gray & Adams (Ireland) Ltd		35	10	0	45	[77.8%] [22.2%]
Greater Shankill Partnership	*	-	-	-	30	-
Green JT And Sons Ltd T/A Greens Food Fare	*	-	-	-	116	-
Greendale Private Day Care Nursery Complex	*	-	-	-	41	-
Greene Liam Mr & Mrs T/A Wheelers Fast Food	#	-	-	-	27	-
Greenpark Private Nursing Home		16	86	0	102	[15.7%] [84.3%]
Greer Publications		12	11	4	27	[52.2%] [47.8%]
Gregg & Patterson (Engineers) Ltd		55	21	0	76	[72.4%] [27.6%]
Group 4 Securitas Northern Ireland Ltd		265	138	84	487	[65.8%] [34.2%]
GT Exhausts (NI) Ltd		22	36	0	58	[37.9%] [62.1%]
Guardforce Ltd		132	42	5	179	[75.9%] [24.1%]
Guilbert Uk Ltd		22	10	1	33	[68.8%] [31.3%]
Guthrie WC Ltd T/A Silverwood Doors	*	-	-	-	29	-
Gymboree UK Ltd		16	15	2	33	[51.6%] [48.4%]
H & A Mechanical Services Ltd	#	-	-	-	60	-
Habinteg Housing Association (Ulster) Ltd		29	30	2	61	[49.2%] [50.8%]
Haffey CA & Son Ltd		58	10	3	71	[85.3%] [14.7%]
Hagan Homes Ltd	*	-	-	-	34	-
Hagan Leisure Ltd		19	15	1	35	[55.9%] [44.1%]
Haldane Fisher (Belfast) Ltd	*	-	-	-	44	-
Haldane Fisher Ltd		208	151	1	360	[57.9%] [42.1%]
Halfords Ltd		46	18	15	79	[71.9%] [28.1%]
Hall George (Ireland) Ltd		29	19	2	50	[60.4%] [39.6%]
Hall Robert J Ltd	*	-	-	-	84	-
Halliday JC & Sons	*	-	-	-	26	-
Hamilton & Kirk Ltd		21	44	5	70	[32.3%] [67.7%]
Hamilton Alex M & Co Ltd	*	-	-	-	29	-
Hamilton James & Co (Lurgan) Ltd	*	-	-	-	72	-
Hamilton Private Nursing Home	*	-	-	-	31	-
Hamilton TJ & Co		24	23	0	47	[51.1%] [48.9%]
Hampton Conservatories	*	-	-	-	29	-
Handling & Storage Equipment Co Ltd	*	-	-	-	28	-
Hanna John Ltd	*	-	-	-	66	-
Hanson Building Products	*	-	-	-	41	-
Harbinson Mulholland		23	12	2	37	[65.7%] [34.3%]
Harland and Wolff Heavy Industries Ltd		235	12	7	254	[95.1%] [4.9%]
Harris Laboratories Ltd T/A MDS Pharma Services		63	45	11	119	[58.3%] [41.7%]
Harte & Eakin (Contractors) (NI) Ltd		33	19	0	52	[63.5%] [36.5%]
Harvey Group PLC		30	14	1	45	[68.2%] [31.8%]
Haslett J & J Ltd		325	131	41	497	[71.3%] [28.7%]
Hasson M & Sons Ltd	#	-	-	-	40	-

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Hastings Hotels Ltd	265	295	28	<b>588</b>	[47.3%]	[52.7%]
Haulage Services Ltd	*	-	-	<b>31</b>	-	-
Hayes Fuels	25	24	0	<b>49</b>	[51.0%]	[49.0%]
Hays Accountancy Personnel	23	22	7	<b>52</b>	[51.1%]	[48.9%]
Hays DX	16	26	2	<b>44</b>	[38.1%]	[61.9%]
Hays Montrose	56	44	4	<b>104</b>	[56.0%]	[44.0%]
Hazelwood Integrated College	18	17	5	<b>40</b>	[51.4%]	[48.6%]
HBOS PLC	657	483	249	<b>1,389</b>	[57.6%]	[42.4%]
HCL Technologies Ni Ltd	17	23	3	<b>43</b>	[42.5%]	[57.5%]
Headlam (FD) Ltd T/A Mercado Belfast	*	-	-	<b>27</b>	-	-
Heatherlea Bakery	*	-	-	<b>40</b>	-	-
Heatons (NI) Ltd C/o Personnel & Training Services	29	59	4	<b>92</b>	[33.0%]	[67.0%]
Helm Corporation Ltd	20	35	2	<b>57</b>	[36.4%]	[63.6%]
Help The Aged	30	21	10	<b>61</b>	[58.8%]	[41.2%]
Henderson John Ltd	281	73	17	<b>371</b>	[79.4%]	[20.6%]
Henderson Paul T/A Quality Care Services Ltd	108	11	2	<b>121</b>	[90.8%]	[9.2%]
Henry Bros (Magherafelt) Ltd	200	28	0	<b>228</b>	[87.7%]	[12.3%]
Hepworth Building Products	*	-	-	<b>31</b>	-	-
Herbel Restaurants Ltd	280	215	25	<b>520</b>	[56.6%]	[43.4%]
Hermans Ltd	161	297	3	<b>461</b>	[35.2%]	[64.8%]
Heron Bros Ltd	24	98	2	<b>124</b>	[19.7%]	[80.3%]
Hetherington Painting & Building Contractors	#	-	-	<b>27</b>	-	-
Hewitt Geoff T/A Mc Donalds Ballymena	35	14	3	<b>52</b>	[71.4%]	[28.6%]
Hewitt Meats	*	-	-	<b>27</b>	-	-
Hewlett Packard Ltd	25	25	0	<b>50</b>	[50.0%]	[50.0%]
Heyn G & Sons Ltd	48	18	10	<b>76</b>	[72.7%]	[27.3%]
HFC Bank PLC	11	23	0	<b>34</b>	[32.4%]	[67.6%]
HGS Building & Mechanical Services Ltd	10	26	0	<b>36</b>	[27.8%]	[72.2%]
HHI Building Products Ltd	82	17	2	<b>101</b>	[82.8%]	[17.2%]
Highfield Care T/A Ardmaine Nursing Home	#	-	-	<b>60</b>	-	-
Highfield Care T/A Pond Park Nursing Home	*	-	-	<b>38</b>	-	-
Highfield Carehomes Ltd T/A Orchard Manor Nursing Home	*	-	-	<b>43</b>	-	-
Highmark Manufacturing Co Ltd	67	15	6	<b>88</b>	[81.7%]	[18.3%]
Hillen Bros T/A Ava Off Sales & Bar	*	-	-	<b>29</b>	-	-
Hillgrove Hotel Ltd T/A Magherabuoy House Hotel	*	-	-	<b>52</b>	-	-
Hillview Lodge Ltd	#	-	-	<b>29</b>	-	-
Hilton Belfast	83	101	26	<b>210</b>	[45.1%]	[54.9%]
Hilton Group Plc T/A Hilton Templepatrick	190	45	14	<b>249</b>	[80.9%]	[19.1%]
Hilton Meat Products Ltd	*	-	-	<b>71</b>	-	-
Hilton Meats (Cookstown) Ltd	24	33	8	<b>65</b>	[42.1%]	[57.9%]
Hi-Tech Security Services	35	18	3	<b>56</b>	[66.0%]	[34.0%]
Hockley Private Nursing Home	84	11	0	<b>95</b>	[88.4%]	[11.6%]
Hogg R & Sons Ltd	#	-	-	<b>35</b>	-	-
Holiday Inn Belfast	35	43	2	<b>80</b>	[44.9%]	[55.1%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name		P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Hollygate Lodge Private Retirement Home	*	-	-	-	45	-	-
Hollygate Nursing Home	*	-	-	-	38	-	-
Homebase Ltd Homebase Regional Office		232	100	20	352	[69.9%]	[30.1%]
Homecare Northern Ireland		104	199	12	315	[34.3%]	[65.7%]
Hopefield Private Nursing Home		33	25	1	59	[56.9%]	[43.1%]
Houston Bros Ltd		86	27	5	118	[76.1%]	[23.9%]
Howden Power Ltd	*	-	-	-	80	-	-
Howell Accident Repair Centre	*	-	-	-	29	-	-
Howell House Bakery	*	-	-	-	56	-	-
HSBC Bank PLC	*	-	-	-	60	-	-
Huco Lightronic (NI) Ltd		30	28	2	60	[51.7%]	[48.3%]
Huddleston John Engineering	*	-	-	-	56	-	-
Hughes & Company		128	11	1	140	[92.1%]	[7.9%]
Hughes Christensen Company		255	27	6	288	[90.4%]	[9.6%]
Hughes Joseph Painting Contractor		12	52	3	67	[18.8%]	[81.3%]
Hughes K & Co Ltd T/A Hughes Mushrooms		10	37	7	54	[21.3%]	[78.7%]
Huhtamaki (Lurgan) Ltd		82	77	5	164	[51.6%]	[48.4%]
Huhtamaki (UK) Limited		169	50	0	219	[77.2%]	[22.8%]
Humax Electronics Co Ltd		201	12	19	232	[94.4%]	[5.6%]
Hunter Apparel Solutions Ltd		14	77	1	92	[15.4%]	[84.6%]
Hunter Brian Ltd		23	24	2	49	[48.9%]	[51.1%]
Hunter Jd & Co		112	30	3	145	[78.9%]	[21.1%]
Hurst Charles Ltd		582	184	48	814	[76.0%]	[24.0%]
Hutchinson A (Floor & Wall Supplies) Ltd	*	-	-	-	46	-	-
Hutton Mechanical Services	*	-	-	-	33	-	-
Hyndman D & Son (Bakers) Ltd		33	17	0	50	[66.0%]	[34.0%]
IBM United Kingdom Ltd	*	-	-	-	31	-	-
ICB Emulsions Ltd		12	31	0	43	[27.9%]	[72.1%]
Iceland Frozen Foods PLC		411	375	47	833	[52.3%]	[47.7%]
ICS Computing Ltd		128	38	11	177	[77.1%]	[22.9%]
ICS Group of Companies Ltd T/A Inflight Catering Services Ltd	*	-	-	-	45	-	-
ICTS (UK) Ltd		108	22	10	140	[83.1%]	[16.9%]
IDS Direct Marketing Ltd	#	-	-	-	37	-	-
IJK Timber Group Ltd		72	15	2	89	[82.8%]	[17.2%]
ILP Protective Packaging (NI) Ltd	*	-	-	-	27	-	-
Image Investments Ltd		151	27	2	180	[84.8%]	[15.2%]
Impro Printing	*	-	-	-	37	-	-
Independent News & Media Northern Ireland		433	163	21	617	[72.7%]	[27.3%]
Indicators International Ltd		18	36	3	57	[33.3%]	[66.7%]
In-doors Manufacturing Ltd	#	-	-	-	56	-	-
Industrial Temps Ltd		284	142	21	447	[66.7%]	[33.3%]
Infineer Ltd	*	-	-	-	36	-	-
In-house Publications	*	-	-	-	26	-	-
Initial City Link		25	11	0	36	[69.4%]	[30.6%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Initial Cleaning Services	237	150	5	<b>392</b>	[61.2%]	[38.8%]
Initial Textile Services	47	32	0	<b>79</b>	[59.5%]	[40.5%]
Inner City South Belfast Sure Start	15	10	4	<b>29</b>	[60.0%]	[40.0%]
Insurance Advisory Services	92	195	26	<b>313</b>	[32.1%]	[67.9%]
Integrated College Dungannon	40	27	1	<b>68</b>	[59.7%]	[40.3%]
Integrated Utility Services Ltd	37	15	5	<b>57</b>	[71.2%]	[28.8%]
Interface Europe Ltd	19	58	0	<b>77</b>	[24.7%]	[75.3%]
Interior Trim Co Ltd	*	-	-	<b>30</b>	-	-
International Leathers (NI) Ltd	24	28	1	<b>53</b>	[46.2%]	[53.8%]
Ireland Freight Services (UK) Ltd	94	25	3	<b>122</b>	[79.0%]	[21.0%]
Irish Autotrader Ltd	56	22	0	<b>78</b>	[71.8%]	[28.2%]
Irish Football Association, The	35	12	1	<b>48</b>	[74.5%]	[25.5%]
Irish Inns Ltd	#	-	-	<b>36</b>	-	-
Irish News Ltd, The	24	93	3	<b>120</b>	[20.5%]	[79.5%]
Irish Road Motors Ltd	13	27	0	<b>40</b>	[32.5%]	[67.5%]
Irish Salt Mining & Exploration Company Ltd	*	-	-	<b>46</b>	-	-
Irish Waste Services Ltd	15	21	4	<b>40</b>	[41.7%]	[58.3%]
Irlandus Circuits Ltd	29	51	1	<b>81</b>	[36.3%]	[63.8%]
Irwin J Electrical Services Ltd	*	-	-	<b>28</b>	-	-
Irwin RA & Co Ltd	133	17	1	<b>151</b>	[88.7%]	[11.3%]
Irwin WD & Sons Ltd	314	125	12	<b>451</b>	[71.5%]	[28.5%]
Island Cleaning Services Ltd	36	43	0	<b>79</b>	[45.6%]	[54.4%]
Islandbawn Stores Ltd	*	-	-	<b>42</b>	-	-
ISS Mediclean Ltd	122	126	18	<b>266</b>	[49.2%]	[50.8%]
J & G Engineering (NI) Ltd	65	23	0	<b>88</b>	[73.9%]	[26.1%]
Jacobs W & R & Co (NI) Ltd	17	10	2	<b>29</b>	[63.0%]	[37.0%]
Jameson David Services Ltd	*	-	-	<b>105</b>	-	-
Jamesons Building Services Ltd	*	-	-	<b>64</b>	-	-
Jamison & Green Ltd	*	-	-	<b>36</b>	-	-
JB Electrical (Eng Con) Ltd	56	17	0	<b>73</b>	[76.7%]	[23.3%]
JCP Consulting Ltd	*	-	-	<b>43</b>	-	-
Jeffers Home Bakery	*	-	-	<b>62</b>	-	-
Jefferson C & H	51	11	3	<b>65</b>	[82.3%]	[17.7%]
Jenkins Shipping Co Ltd	#	-	-	<b>39</b>	-	-
JHC Hardware Ltd	33	16	0	<b>49</b>	[67.3%]	[32.7%]
JJB Sports Plc	280	233	7	<b>520</b>	[54.6%]	[45.4%]
JKC Specialist Cars Ltd	*	-	-	<b>38</b>	-	-
JMC Restaurants Ltd T/A McDonald's Sprucefield	77	32	8	<b>117</b>	[70.6%]	[29.4%]
JMFMetal Fabrications Ltd	*	-	-	<b>89</b>	-	-
JMG Systems Ltd	#	-	-	<b>40</b>	-	-
JNK Components Ltd	#	-	-	<b>30</b>	-	-
Joblink	26	25	4	<b>55</b>	[51.0%]	[49.0%]
John David Group PLC, The	92	101	9	<b>202</b>	[47.7%]	[52.3%]
Johns Elliott Solicitors	*	-	-	<b>26</b>	-	-
Johnson Bros (Belfast) Ltd	80	18	4	<b>102</b>	[81.6%]	[18.4%]

\* = Less than 10 Roman Catholics

# = Less than 10 Protestants

\*/# = Less than 10 Protestants and less than 10 Roman Catholics

## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Johnson Solicitors	*	-	-	31	-	-
Johnston Construction	#	-	-	32	-	-
Johnston Cyril & Co Ltd		50	10	0	60	[83.3%] [16.7%]
Johnston Gilpin & Co Ltd	*	-	-	-	26	-
Johnston Mr T/A Nicholson House Private Nursing Home	*	-	-	-	35	-
Johnston's Bakery		24	11	0	35	[68.6%] [31.4%]
Jolly Tots Childcare Complex	*	-	-	-	33	-
Jollye Leonard F (BP) Ltd T/A Jollye's Petfood Superstores		48	27	4	79	[64.0%] [36.0%]
Jones Frederick (Belfast) Ltd	*	-	-	-	47	-
Jones Peters		16	10	0	26	[61.5%] [38.5%]
Jordan Concrete Ltd	*	-	-	-	44	-
Joyland Amusement Centres Ltd T/A Oasis Retail Services Ltd		43	40	8	91	[51.8%] [48.2%]
JPM Contracts Ltd	#	-	-	-	46	-
JSD Recruitment Services	#	-	-	-	324	-
JTM Enterprises	*	-	-	-	26	-
Jurys Belfast Inn		17	48	9	74	[26.2%] [73.8%]
Kainos Software Ltd		89	85	20	194	[51.1%] [48.9%]
Kalon Decorative Products		51	10	4	65	[83.6%] [16.4%]
Kane JW Precision Engineering	*	-	-	-	32	-
Kare Bears Private Day Nurseries	*	-	-	-	31	-
Karkraft (NI) Ltd		15	16	3	34	[48.4%] [51.6%]
KBB Doors Ltd		11	33	15	59	[25.0%] [75.0%]
KCC Door Hardware & Security Solutions Ltd	*	-	-	-	31	-
Kearns Tony T/A Carlton Bakery		10	23	0	33	[30.3%] [69.7%]
Kedington Northern Ireland Ltd		11	21	0	32	[34.4%] [65.6%]
Keenan Heating Ltd	#	-	-	-	30	-
Keenan Patrick		11	56	0	67	[16.4%] [83.6%]
Keentel Leisure Ltd T/A Keenans	#	-	-	-	45	-
Kells SD Ltd		74	31	0	105	[70.5%] [29.5%]
Kelly Bros	#	-	-	-	59	-
Kelly Flowers Wholesale	*	-	-	-	33	-
Kelly John Fuels (Ireland) Ltd		87	24	1	112	[78.4%] [21.6%]
Kelly Patricia T/A Kelly's Inn	#	-	-	-	27	-
Kennedy & Morrison Ltd	*	-	-	-	50	-
Kennedy Business Systems	*	-	-	-	26	-
Kennedy J & Co (Contractors) Ltd		72	36	3	111	[66.7%] [33.3%]
Kennedy Quarries Ltd		31	44	0	75	[41.3%] [58.7%]
Kennedy R & Co (NI) Ltd	*	-	-	-	35	-
Kennedy Recruitment Ltd		253	270	58	581	[48.4%] [51.6%]
Kent Plastics (UK) Ltd		22	42	0	64	[34.4%] [65.6%]
Kernaghan T & A Ltd	*	-	-	-	60	-
Kerr Henderson (Financial Services) Ltd		33	12	3	48	[73.3%] [26.7%]
Kerr RJ (Ballymena) Ltd	*	-	-	-	29	-
Kestrel Foods Ltd		14	12	5	31	[53.8%] [46.2%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Keylite Roof Windows Ltd	15	24	0	<b>39</b>	[38.5%]	[61.5%]
Keys Robert & Co Ltd	32	33	11	<b>76</b>	[49.2%]	[50.8%]
Keystone Lintels Ltd	67	86	0	<b>153</b>	[43.8%]	[56.2%]
Kilhorne Bay SeaFoods Ltd	49	29	2	<b>80</b>	[62.8%]	[37.2%]
Killyhevlin Hotel Ltd	46	48	0	<b>94</b>	[48.9%]	[51.1%]
Killyleagh Lodge	19	31	0	<b>50</b>	[38.0%]	[62.0%]
Kilmorey Arms Hotel Ltd	17	22	0	<b>39</b>	[43.6%]	[56.4%]
Kilwaughter Chemical Co Ltd	*	-	-	<b>53</b>	-	-
Kirk Mc Clure Morton	75	44	9	<b>128</b>	[63.0%]	[37.0%]
KMR Windows Ltd	25	10	3	<b>38</b>	[71.4%]	[28.6%]
Knock Golf Club Ltd, The	*	-	-	<b>26</b>	-	-
Knockmoyle Lodge Private Nursing Home	27	17	0	<b>44</b>	[61.4%]	[38.6%]
Knotts of Newtownards	*	-	-	<b>47</b>	-	-
Knox James & Sons Ltd	*	-	-	<b>37</b>	-	-
Kone (NI) Ltd	*	-	-	<b>46</b>	-	-
KPL Contracts Ltd	21	64	0	<b>85</b>	[24.7%]	[75.3%]
KPMG	41	58	0	<b>99</b>	[41.4%]	[58.6%]
Kuehne & Nagel (NI) Ltd	92	16	9	<b>117</b>	[85.2%]	[14.8%]
Kwik-fit (NI) Ltd	56	17	0	<b>73</b>	[76.7%]	[23.3%]
Kylemore	#	-	-	<b>27</b>	-	-
La Tasca Restaurants Ltd	12	20	4	<b>36</b>	[37.5%]	[62.5%]
Ladyhill Holdings Ltd T/A Prospect Private Nursing Home	48	17	2	<b>67</b>	[73.8%]	[26.2%]
Ladyhill Lodge Private Nursing Home	31	12	1	<b>44</b>	[72.1%]	[27.9%]
Lafarge Cement Ireland	74	17	7	<b>98</b>	[81.3%]	[18.7%]
Lafarge Roofing Ltd	36	15	0	<b>51</b>	[70.6%]	[29.4%]
Lagan Services Ltd	17	26	5	<b>48</b>	[39.5%]	[60.5%]
Lagan Technologies Ltd	29	19	11	<b>59</b>	[60.4%]	[39.6%]
Lakeland Community Care Ltd	82	116	0	<b>198</b>	[41.4%]	[58.6%]
Lakeland Dairies (Omagh) Ltd	13	44	2	<b>59</b>	[22.8%]	[77.2%]
Lakeview Nursing & Residential Home	22	32	3	<b>57</b>	[40.7%]	[59.3%]
Lamb Commercials Ltd	26	12	0	<b>38</b>	[68.4%]	[31.6%]
Lamont Samuel & Sons Ltd	16	24	0	<b>40</b>	[40.0%]	[60.0%]
Landscaping Centre Ltd	89	15	4	<b>108</b>	[85.6%]	[14.4%]
Langford Lodge Engineering Company Ltd	173	103	6	<b>282</b>	[62.7%]	[37.3%]
Larne Grammar School	*	-	-	<b>41</b>	-	-
Larne Harbour Ltd	*	-	-	<b>37</b>	-	-
Laser Electrical Ltd	82	56	8	<b>146</b>	[59.4%]	[40.6%]
Lavery Properties Ltd T/A The Marine Hotel	#	-	-	<b>38</b>	-	-
Lavery Charles & Sons Ltd	#	-	-	<b>27</b>	-	-
Lavery Ltd	25	52	0	<b>77</b>	[32.5%]	[67.5%]
Lavery Transport Ltd	17	37	3	<b>57</b>	[31.5%]	[68.5%]
Law Centre (NI)	15	23	4	<b>42</b>	[39.5%]	[60.5%]
Law Society of Northern Ireland, The	64	83	1	<b>148</b>	[43.5%]	[56.5%]
LB Meat Products Ltd	19	30	0	<b>49</b>	[38.8%]	[61.2%]
Leabank Private Nursing Home	11	39	0	<b>50</b>	[22.0%]	[78.0%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Leaf Technologies Ltd	92	27	7	<b>126</b>	[77.3%]	[22.7%]
Leckey James Design Ltd	29	25	0	<b>54</b>	[53.7%]	[46.3%]
Leckpatrick Dairies Ltd	80	61	2	<b>143</b>	[56.7%]	[43.3%]
Leeanoy Ltd T/A Video City	92	37	9	<b>138</b>	[71.3%]	[28.7%]
Legal & General Resources Ltd	*	-	-	<b>36</b>	-	-
Leonard Cheshire	56	27	1	<b>84</b>	[67.5%]	[32.5%]
Leprechaun, The Cake Shop/Restaurant	#	-	-	<b>31</b>	-	-
L'estrange & Brett Solicitors	47	19	0	<b>66</b>	[71.2%]	[28.8%]
Lewis Tim Recruitment Ltd	453	214	77	<b>744</b>	[67.9%]	[32.1%]
Liberante Group	74	109	7	<b>190</b>	[40.4%]	[59.6%]
Liberty Information Technology Ltd	68	53	14	<b>135</b>	[56.2%]	[43.8%]
Lidl (UK) Gmbh	96	130	71	<b>297</b>	[42.5%]	[57.5%]
Lifestyle Sports & Leisure Ltd	76	64	0	<b>140</b>	[54.3%]	[45.7%]
Lilliput (Dunmurry) Ltd	55	12	3	<b>70</b>	[82.1%]	[17.9%]
Limavady Building Suppliers Ltd	12	16	1	<b>29</b>	[42.9%]	[57.1%]
Limavady Community Development Initiative	19	30	2	<b>51</b>	[38.8%]	[61.2%]
Limavady Printing Co Ltd	39	23	2	<b>64</b>	[62.9%]	[37.1%]
Linden Foods Ltd	184	102	37	<b>323</b>	[64.3%]	[35.7%]
Lindsay Cars Ltd	354	99	3	<b>456</b>	[78.1%]	[21.9%]
Linenhall Library	14	14	3	<b>31</b>	[50.0%]	[50.0%]
Linton & Robinson Ltd	36	19	0	<b>55</b>	[65.5%]	[34.5%]
Lisadian House Private Nursing Home	48	15	0	<b>63</b>	[76.2%]	[23.8%]
Lisburn Glass Group Ltd	*	-	-	<b>42</b>	-	-
Lisburn Security Services Ltd	356	75	0	<b>431</b>	[82.6%]	[17.4%]
Lisnasure Interiors	*	-	-	<b>36</b>	-	-
Lissan Coal Company Ltd	#	-	-	<b>44</b>	-	-
Little Alan Ltd	*	-	-	<b>66</b>	-	-
Litton Group Ltd	60	10	0	<b>70</b>	[85.7%]	[14.3%]
Lloyd David Leisure Ltd	*	-	-	<b>80</b>	-	-
Lloyds Pharmacy Ltd c/o AAH Pharmaceuticals	41	46	8	<b>95</b>	[47.1%]	[52.9%]
Lloyds TSB Asset Finance Division Ltd	*	-	-	<b>40</b>	-	-
LMI Foods Ltd	33	23	3	<b>59</b>	[58.9%]	[41.1%]
Loane Transport Ltd	13	14	0	<b>27</b>	[48.1%]	[51.9%]
Locksley Engineering Co Ltd	36	24	0	<b>60</b>	[60.0%]	[40.0%]
Lodge Hotel and Travel Stop, The	75	38	4	<b>117</b>	[66.4%]	[33.6%]
Logan's Executive Travel	18	21	1	<b>40</b>	[46.2%]	[53.8%]
Lomac Tiles Ltd	38	51	4	<b>93</b>	[42.7%]	[57.3%]
Lombard & Ulster Ltd	37	10	0	<b>47</b>	[78.7%]	[21.3%]
Loney L T/A Cafe Renoir	12	11	14	<b>37</b>	[52.2%]	[47.8%]
Long's Supermarket Ltd	119	168	0	<b>287</b>	[41.5%]	[58.5%]
Loreto Grammar School	#	-	-	<b>59</b>	-	-
Lorne Electric Ltd	26	14	0	<b>40</b>	[65.0%]	[35.0%]
Louerne Construction Ltd	16	15	0	<b>31</b>	[51.6%]	[48.4%]
Lough Erne Hotel Ltd	19	25	0	<b>44</b>	[43.2%]	[56.8%]
Lough Neagh Private Nursing Home	13	16	0	<b>29</b>	[44.8%]	[55.2%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name		P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Loughran Brendan & Sons	#	-	-	-	32	-	-
Loughview Homes Ltd		22	16	0	38	[57.9%]	[42.1%]
Louise Products (Antrim) Ltd	*	-	-	-	33	-	-
Louisville Private Nursing Home	#	-	-	-	82	-	-
Lowden Guitar Co Ltd, The	*	-	-	-	26	-	-
Lowry Bros Ltd	*	-	-	-	32	-	-
Lumen Christi College	#	-	-	-	46	-	-
Lunn John H (Jewellers) Ltd		46	14	1	61	[76.7%]	[23.3%]
Lurgan Conference of St Vincent De Paul (Sponsors)	#	-	-	-	37	-	-
Lynas Frozen Foods Ltd		88	24	3	115	[78.6%]	[21.4%]
Lynas RFA Dr & Mrs T/A Victoria Private Nursing Home		19	14	2	35	[57.6%]	[42.4%]
Lynn Maureen Recruitment Ltd		147	201	23	371	[42.2%]	[57.8%]
Lyric Players Theatre, The		17	12	7	36	[58.6%]	[41.4%]
M Care Ltd		83	14	1	98	[85.6%]	[14.4%]
Mac Aulay & Ritchie	*	-	-	-	26	-	-
Mac Auley Wray	*	-	-	-	29	-	-
Mac Mahon JJ (Building Contractor) Ltd	#	-	-	-	34	-	-
Mac Naughton Blair & Company Ltd		170	71	18	259	[70.5%]	[29.5%]
Maca Hotels Ltd T/A Bohill Hotel & Country Club		28	24	0	52	[53.8%]	[46.2%]
Mackey JA Eyecare Opticians	*	-	-	-	33	-	-
Mackle John (Moy) Ltd	#	-	-	-	46	-	-
Macrete Ireland Ltd		48	45	0	93	[51.6%]	[48.4%]
Madden & Finucane	#	-	-	-	59	-	-
Maghera Joinery Works Ltd		10	47	0	57	[17.5%]	[82.5%]
Magir Ltd T/A Medicare Pharmacy Group	#	-	-	-	77	-	-
Mail Matters Direct Ltd	*	-	-	-	34	-	-
Maine Nursing Home	*	-	-	-	36	-	-
Maine Soft Drinks Ltd		97	34	6	137	[74.0%]	[26.0%]
Mainline Holdings Ltd T/A The Gift Centre	*	-	-	-	40	-	-
Makro Multi-trade Centre		38	220	20	278	[14.7%]	[85.3%]
Mallaghan Engineering Ltd		10	24	0	34	[29.4%]	[70.6%]
Mallon Bros IM Transport	#	-	-	-	27	-	-
Mallusk Security Services Ltd		36	16	0	52	[69.2%]	[30.8%]
Malone College	#	-	-	-	38	-	-
Malone Golf Club	*	-	-	-	35	-	-
Malone Lodge Hotel, The	#	-	-	-	43	-	-
Manor House Catering Services		17	29	1	47	[37.0%]	[63.0%]
Manor House Country Hotel Ltd		37	64	3	104	[36.6%]	[63.4%]
Manpower PLC		294	559	82	935	[34.5%]	[65.5%]
Marcus Ward Ltd T/A Hard Rock Cafe		17	15	10	42	[53.1%]	[46.9%]
Marie Curie Cancer Care		109	40	22	171	[73.2%]	[26.8%]
Marine Court Hotel, The		84	16	4	104	[84.0%]	[16.0%]
Marks & Spencer PLC		1,193	808	52	2,053	[59.6%]	[40.4%]
Marquis Tailoring Ltd	*	-	-	-	36	-	-
Marsh (UK) Ltd		49	26	0	75	[65.3%]	[34.7%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Martin & Hamilton Ltd	35	25	5	<b>65</b>	[58.3%]	[41.7%]
Martin H & J Ltd	62	20	5	<b>87</b>	[75.6%]	[24.4%]
Martin Residential Trust	*	-	-	<b>30</b>	-	-
Mascott Construction Ltd	11	40	1	<b>52</b>	[21.6%]	[78.4%]
Mastercraft Construction Associates Ltd	19	34	0	<b>53</b>	[35.8%]	[64.2%]
Matalan Retail Ltd	74	92	5	<b>171</b>	[44.6%]	[55.4%]
Maxol Direct (NI) Ltd	66	48	0	<b>114</b>	[57.9%]	[42.1%]
Maxwell Freight Services	*	-	-	<b>29</b>	-	-
May Edwin Ltd	*	-	-	<b>56</b>	-	-
Maybin Property Support Services (NI) Ltd	1,954	797	217	<b>2,968</b>	[71.0%]	[29.0%]
Maydown Precision Engineering Ltd	25	142	4	<b>171</b>	[15.0%]	[85.0%]
Mb Freight Forwarding Ltd T/A Express Parcels	78	37	6	<b>121</b>	[67.8%]	[32.2%]
Mc Adam Design Ltd	55	14	1	<b>70</b>	[79.7%]	[20.3%]
Mc Aleer & Rushe Ltd	12	45	0	<b>57</b>	[21.1%]	[78.9%]
Mc Aleer M	#	-	-	<b>27</b>	-	-
Mc Allister Bros Ltd	#	-	-	<b>46</b>	-	-
Mc Anallen K Ltd	20	71	1	<b>92</b>	[22.0%]	[78.0%]
Mc Anearney Sean	11	13	3	<b>27</b>	[45.8%]	[54.2%]
Mc Anerney Bros Ltd	#	-	-	<b>164</b>	-	-
Mc Atamney's Butchers	10	18	0	<b>28</b>	[35.7%]	[64.3%]
Mc Avoy Construction Ltd	15	26	0	<b>41</b>	[36.6%]	[63.4%]
Mc Avoy Group Ltd, The	53	108	1	<b>162</b>	[32.9%]	[67.1%]
Mc Bride MJ	#	-	-	<b>29</b>	-	-
Mc Burney Transport	89	19	2	<b>110</b>	[82.4%]	[17.6%]
Mc Cabe James E Ltd	160	51	8	<b>219</b>	[75.8%]	[24.2%]
Mc Caffrey B & Sons Ltd	#	-	-	<b>30</b>	-	-
Mc Caffrey's Spar Supermarket	#	-	-	<b>39</b>	-	-
Mc Caig Collim	*	-	-	<b>30</b>	-	-
Mc Call J & W Supplies (NI) Ltd	44	20	0	<b>64</b>	[68.8%]	[31.3%]
Mc Call Robert W & Sons	*	-	-	<b>29</b>	-	-
Mc Candless AE & Co Ltd	#	-	-	<b>40</b>	-	-
Mc Cann & Mc Cann Solicitors	#	-	-	<b>33</b>	-	-
Mc Cann Bros Ltd	23	34	0	<b>57</b>	[40.4%]	[59.6%]
Mc Cann FP Ltd	73	74	4	<b>151</b>	[49.7%]	[50.3%]
Mc Cann-Erickson Belfast Ltd	15	11	0	<b>26</b>	[57.7%]	[42.3%]
Mc Cartan PJ	#	-	-	<b>36</b>	-	-
Mc Cartan Turkington Breen	23	15	1	<b>39</b>	[60.5%]	[39.5%]
Mc Causland Airport Garage Ltd	19	12	12	<b>43</b>	[61.3%]	[38.7%]
Mc Causland Hotel, The	27	23	4	<b>54</b>	[54.0%]	[46.0%]
Mc Caw Allan & Co Ltd	18	11	0	<b>29</b>	[62.1%]	[37.9%]
Mc Cleery Technical Yarns Ltd	*	-	-	<b>36</b>	-	-
Mc Clelland Ja & Sons (Auctioneers) Ltd	*	-	-	<b>44</b>	-	-
Mc Closkey & O'Kane Building Company Ltd	11	35	0	<b>46</b>	[23.9%]	[76.1%]
Mc Clure Watters	30	12	3	<b>45</b>	[71.4%]	[28.6%]
Mc Colgans Quality Foods Ltd	45	84	5	<b>134</b>	[34.9%]	[65.1%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Mc Combe Bros (Antrim) Ltd	91	18	4	<b>113</b>	[83.5%]	[16.5%]
Mc Conaghy T & Sons Ltd	#	-	-	<b>123</b>	-	-
Mc Connell Martin	*	-	-	<b>33</b>	-	-
Mc Connell S & Sons	*	-	-	<b>51</b>	-	-
Mc Connell S Ltd	*	-	-	<b>34</b>	-	-
Mc Connell TJ & Sons	14	15	0	<b>29</b>	[48.3%]	[51.7%]
Mc Cormack Terence Ltd	#	-	-	<b>27</b>	-	-
Mc Cormick Mac Naughton (NI) Ltd	58	11	1	<b>70</b>	[84.1%]	[15.9%]
Mc Cormick WJ & Sons Ltd	*	-	-	<b>48</b>	-	-
Mc Corry Julie T/A Julie's Kitchen	31	38	0	<b>69</b>	[44.9%]	[55.1%]
Mc Cosh Wm (Ballymena) Ltd	*	-	-	<b>29</b>	-	-
Mc Crory Scaffolding (Nli) Ltd	11	55	0	<b>66</b>	[16.7%]	[83.3%]
Mc Cue James F Ltd	65	12	6	<b>83</b>	[84.4%]	[15.6%]
Mc Culla (Ireland) Ltd	41	15	0	<b>56</b>	[73.2%]	[26.8%]
Mc Dermott P & Sons (Omagh) Ltd	#	-	-	<b>26</b>	-	-
Mc Dermott Paul T/A Mc Donald's Connswater	*	-	-	<b>65</b>	-	-
Mc Devitt VH & Son Ltd	27	13	0	<b>40</b>	[67.5%]	[32.5%]
Mc Donagh TW Ltd	42	52	3	<b>97</b>	[44.7%]	[55.3%]
Mc Donalds Restaurants Ltd	146	257	19	<b>422</b>	[36.2%]	[63.8%]
Mc Dowell & Service Dental Laboratory	*	-	-	<b>32</b>	-	-
Mc Elroy Kieran J Ltd	#	-	-	<b>31</b>	-	-
Mc Elwaine Electrical	45	24	0	<b>69</b>	[65.2%]	[34.8%]
Mc Erlains Bakery (Magherafelt) Ltd	75	76	7	<b>158</b>	[49.7%]	[50.3%]
Mc Fadden Plant Ltd	#	-	-	<b>52</b>	-	-
Mc Garrity Harold & Sons Ltd	13	33	0	<b>46</b>	[28.3%]	[71.7%]
Mc Geary Mushroom Compost Ltd	#	-	-	<b>42</b>	-	-
Mc Geown JD Ltd	65	23	0	<b>88</b>	[73.9%]	[26.1%]
Mc Gilloway Care Homes (NI) Ltd Edenballymore Lodge Private Nursing Home	#	-	-	<b>67</b>	-	-
Mc Ginn E & Sons	14	119	0	<b>133</b>	[10.5%]	[89.5%]
Mc Glone H & T	16	76	5	<b>97</b>	[17.4%]	[82.6%]
Mc Granaghan D Ltd	#	-	-	<b>44</b>	-	-
Mc Grath Bros (Engineering) Ltd	61	29	11	<b>101</b>	[67.8%]	[32.2%]
Mc Gurk & Moore Electrical & Plumbing Contractors	#	-	-	<b>31</b>	-	-
Mc Gurrán TJ Ltd	#	-	-	<b>60</b>	-	-
Mc Ilhone John T/A Circuit Builders Decorators	25	100	0	<b>125</b>	[20.0%]	[80.0%]
Mc Intyre E & Sons Ltd	#	-	-	<b>30</b>	-	-
Mc Ivor Plastics Ltd	#	-	-	<b>27</b>	-	-
Mc Kay (Newtownards) Ltd	89	10	1	<b>100</b>	[89.9%]	[10.1%]
Mc Kee FB & Co Ltd	25	12	1	<b>38</b>	[67.6%]	[32.4%]
Mc Kee John & Son	18	10	1	<b>29</b>	[64.3%]	[35.7%]
Mc Keefry BP Ltd	12	30	2	<b>44</b>	[28.6%]	[71.4%]
Mc Kee's	36	18	0	<b>54</b>	[66.7%]	[33.3%]
Mc Kenna Eugene P	18	13	1	<b>32</b>	[58.1%]	[41.9%]
Mc Kenna JF Ltd	#	-	-	<b>68</b>	-	-
Mc Kenna Nicholas & Co	47	38	0	<b>85</b>	[55.3%]	[44.7%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Mc Keown Cleaning Services Ltd	190	149	0	<b>339</b>	[56.0%]	[44.0%]
Mc Killens (Ballymena) Ltd	*	-	-	<b>77</b>	-	-
Mc Killens Fashions Ltd	*	-	-	<b>26</b>	-	-
Mc Kinney Albann Window Co Ltd	33	13	3	<b>49</b>	[71.7%]	[28.3%]
Mc Kinty & Wright	30	21	1	<b>52</b>	[58.8%]	[41.2%]
Mc Kitterick Plant	*	-	-	<b>33</b>	-	-
Mc Larnon GE & Sons Ltd	35	15	1	<b>51</b>	[70.0%]	[30.0%]
Mc Laughlin & Harvey Ltd	129	78	12	<b>219</b>	[62.3%]	[37.7%]
Mc Laughlin Thomas Ltd	16	73	0	<b>89</b>	[18.0%]	[82.0%]
Mc Laughlin William & Sons Ltd	21	17	0	<b>38</b>	[55.3%]	[44.7%]
Mc Lean Alfie	84	54	0	<b>138</b>	[60.9%]	[39.1%]
Mc Loughlin John & Son (Shipping) Ltd	*	-	-	<b>29</b>	-	-
Mc Mullan & Conway T/A Kingscourt Nursing Group	36	24	0	<b>60</b>	[60.0%]	[40.0%]
Mc Mullan Transport	20	20	0	<b>40</b>	[50.0%]	[50.0%]
Mc Mullen Architectural Systems Ltd	52	42	4	<b>98</b>	[55.3%]	[44.7%]
Mc Murtry John & Co Ltd	*	-	-	<b>38</b>	-	-
Mc Nally John J & Co Solicitors	#	-	-	<b>27</b>	-	-
Mc Namee B & Co Ltd	#	-	-	<b>27</b>	-	-
Mc Neill Menary Travel	31	15	1	<b>47</b>	[67.4%]	[32.6%]
Mc Neill-Mc Manus Ltd	82	27	2	<b>111</b>	[75.2%]	[24.8%]
Mc Neilly Haulage Ltd	*	-	-	<b>51</b>	-	-
Mc Nicholas Construction Services Ltd	65	147	13	<b>225</b>	[30.7%]	[69.3%]
Mc Quillan John (Contracts) Ltd	11	46	0	<b>57</b>	[19.3%]	[80.7%]
Mc Retail T/A Supervalu Carryduff	58	38	3	<b>99</b>	[60.4%]	[39.6%]
Mc Whirter J & Co (Insurance Brokers) Ltd	*	-	-	<b>66</b>	-	-
Mc Williams PT Contracts	#	-	-	<b>45</b>	-	-
MCH Design & Shopfitting Ltd	*	-	-	<b>27</b>	-	-
MD Healthcare Ltd	21	39	16	<b>76</b>	[35.0%]	[65.0%]
MDF Engineering Ltd	45	50	2	<b>97</b>	[47.4%]	[52.6%]
Meadows Nursing Home, The	39	20	0	<b>59</b>	[66.1%]	[33.9%]
Mechanical Installation & Maintenance (NI) Ltd	13	34	0	<b>47</b>	[27.7%]	[72.3%]
Meehan Colm & Brea T/A Fiveways Shop & Service Station Ltd	12	74	0	<b>86</b>	[14.0%]	[86.0%]
Menzies Distribution Ltd	64	59	1	<b>124</b>	[52.0%]	[48.0%]
Mercedes-benz Truck & Van (NI)	56	26	0	<b>82</b>	[68.3%]	[31.7%]
Mercer Human Resource Consulting Ltd	30	11	1	<b>42</b>	[73.2%]	[26.8%]
Mercy Care	20	207	1	<b>228</b>	[8.8%]	[91.2%]
Meridian Medical Technologies Ltd	30	17	2	<b>49</b>	[63.8%]	[36.2%]
Meridio Ltd	25	23	2	<b>50</b>	[52.1%]	[47.9%]
Messanna Investments Ltd T/A Kingscastle Private Nursing Home	#	-	-	<b>28</b>	-	-
Met Steel Ltd	*	-	-	<b>44</b>	-	-
Metal Technology Ltd	*	-	-	<b>35</b>	-	-
Metalcraft Engineering Ltd	*	-	-	<b>31</b>	-	-
Meteor Controls International Ltd	13	62	3	<b>78</b>	[17.3%]	[82.7%]
Methodist College	93	11	5	<b>109</b>	[89.4%]	[10.6%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name		P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Metso Minerals Cappagh Ltd	#	-	-	-	79	-	-
MFI (UK) Ltd		67	18	4	89	[78.8%]	[21.2%]
MGN Ltd		39	31	5	75	[55.7%]	[44.3%]
MGT Engineering	#	-	-	-	33	-	-
Michelin Tyre PLC		865	291	40	1,196	[74.8%]	[25.2%]
Micwall Developments Ltd		16	44	2	62	[26.7%]	[73.3%]
Micwall Joinery Ltd	*	-	-	-	34	-	-
Mid Ulster Granite & Stone Co Ltd	*	-	-	-	32	-	-
Middleton Seafoods (Export) Ltd		34	11	2	47	[75.6%]	[24.4%]
Middleton W & Son (NI) Ltd T/A Middleton Seafoods		37	27	2	66	[57.8%]	[42.2%]
Millar Andrew & Co Ltd		805	197	106	1,108	[80.3%]	[19.7%]
Millbrook Lodge Hotel		32	71	0	103	[31.1%]	[68.9%]
Millcroft Private Nursing Home		39	73	4	116	[34.8%]	[65.2%]
Miller Stewart & Sons Ltd		70	16	3	89	[81.4%]	[18.6%]
Milligan George & Sons Fish Merchants Ltd	#	-	-	-	26	-	-
Mills Alexander	*	-	-	-	27	-	-
Mills Selig		17	12	1	30	[58.6%]	[41.4%]
Millward Brown Ulster		99	54	10	163	[64.7%]	[35.3%]
Mindready Solutions (NI) Ltd	*	-	-	-	33	-	-
Minprint	*	-	-	-	43	-	-
Miscampbell WJ & Co		17	10	0	27	[63.0%]	[37.0%]
Miskelly Brothers Ltd	*	-	-	-	30	-	-
Miskelly OF & Sons		28	11	0	39	[71.8%]	[28.2%]
Mitchell Harold (Belfast) Ltd		97	22	2	121	[81.5%]	[18.5%]
Mitchells & Butlers No2 Ltd		11	18	0	29	[37.9%]	[62.1%]
Mitten RJ & Sons		16	17	0	33	[48.5%]	[51.5%]
Mivan Ltd		125	68	9	202	[64.8%]	[35.2%]
MJM Marine Ltd	#	-	-	-	47	-	-
MKL Meats	#	-	-	-	37	-	-
MM Group Ireland Ltd		258	30	205	493	[89.6%]	[10.4%]
MMK Express Ltd		15	12	0	27	[55.6%]	[44.4%]
Moba Ltd T/A Harry Ramsdens		39	41	6	86	[48.8%]	[51.3%]
Modern Tyre Service		70	71	0	141	[49.6%]	[50.4%]
Moffett & Sons Ltd		108	17	0	125	[86.4%]	[13.6%]
Moffett Thallon & Co Ltd		31	20	0	51	[60.8%]	[39.2%]
Moldall Ltd	#	-	-	-	98	-	-
Moneydarragh Flexicare		22	17	0	39	[56.4%]	[43.6%]
Monsoon Accessorize		48	43	5	96	[52.7%]	[47.3%]
Montgomery Distribution Ltd		201	37	11	249	[84.5%]	[15.5%]
Montgomery Refrigeration Ltd		73	29	3	105	[71.6%]	[28.4%]
Montgomery Transport Ltd		186	31	12	229	[85.7%]	[14.3%]
Montracon Ltd		81	34	11	126	[70.4%]	[29.6%]
Montupet (UK) Ltd		500	515	40	1,055	[49.3%]	[50.7%]
Moore Concrete Products Limited		44	12	1	57	[78.6%]	[21.4%]
Moore Stephens Chartered Accountants		82	27	4	113	[75.2%]	[24.8%]
Moore TH (Contracts) Ltd		10	18	0	28	[35.7%]	[64.3%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Morgan	28	38	2	<b>68</b>	[42.4%]	[57.6%]
Morning Star, The	#	-	-	<b>29</b>	-	-
Morphy Richards (NI) Ltd	<i>See Glen Electric Group of Companies</i>					
Morrow Contracts Ltd Incorporating KP Mini Mix	*	-	-	<b>72</b>	-	-
Morrow CR Ltd	*	-	-	<b>28</b>	-	-
Morrow T & Co Ltd	*	-	-	<b>26</b>	-	-
Morton Alex Contracts Ltd	*	-	-	<b>29</b>	-	-
Morton Newspapers Ltd	194	66	15	<b>275</b>	[74.6%]	[25.4%]
Morton Partnership, The T/A Marquis Of Downshire, The	*	-	-	<b>33</b>	-	-
Mothercare PLC	57	35	1	<b>93</b>	[62.0%]	[38.0%]
Motor & Sport (Ballynahinch) Ltd	*	-	-	<b>27</b>	-	-
Mott Mac Donald Ltd	*	-	-	<b>31</b>	-	-
Mount Charles Catering Ltd	351	250	220	<b>821</b>	[58.4%]	[41.6%]
Mount Lourdes Grammar School	#	-	-	<b>39</b>	-	-
Mourne Country Meats Ltd	#	-	-	<b>57</b>	-	-
Mourne Observer Ltd	17	12	3	<b>32</b>	[58.6%]	[41.4%]
Movilla House Ltd	*	-	-	<b>64</b>	-	-
Moy Park Ltd	1,535	1,146	81	<b>2,762</b>	[57.3%]	[42.7%]
Moyfab Engineering Ltd	13	19	0	<b>32</b>	[40.6%]	[59.4%]
Moyola Precision Engineering Ltd	29	22	1	<b>52</b>	[56.9%]	[43.1%]
MSCS (NI) Ltd T/A Xperience	20	12	0	<b>32</b>	[62.5%]	[37.5%]
MSM Contracts Ltd	33	17	1	<b>51</b>	[66.0%]	[34.0%]
MSO Cleland Ltd	139	33	6	<b>178</b>	[80.8%]	[19.2%]
MTS (NI) Ltd	14	49	0	<b>63</b>	[22.2%]	[77.8%]
Muldoon Transport Systems Ltd	12	18	0	<b>30</b>	[40.0%]	[60.0%]
Mulgrew Haulage Ltd	25	23	0	<b>48</b>	[52.1%]	[47.9%]
Mulgrew John T/A Mac's Home Bakery	#	-	-	<b>37</b>	-	-
Mulholland & Doherty Consulting Engineers	39	12	1	<b>52</b>	[76.5%]	[23.5%]
Mullaghboy Private Nursing Home Mr & Mrs Duncan	35	11	0	<b>46</b>	[76.1%]	[23.9%]
Mullan B & Sons Ltd	25	50	0	<b>75</b>	[33.3%]	[66.7%]
Mullan Bob Motors Ltd	20	40	0	<b>60</b>	[33.3%]	[66.7%]
Mulligan W Ltd	17	13	0	<b>30</b>	[56.7%]	[43.3%]
Mullin Neil & Sons Ltd	#	-	-	<b>26</b>	-	-
Multimedia Info-tech Ltd	#	-	-	<b>74</b>	-	-
Munster Simms Engineering Ltd	96	14	3	<b>113</b>	[87.3%]	[12.7%]
Murdock Hardwood Industries Ltd	#	-	-	<b>41</b>	-	-
Murphy & O'Rawe	12	30	0	<b>42</b>	[28.6%]	[71.4%]
Murphy Mk T/A Fairlawns Private Nursing & Residential Home	#	-	-	<b>27</b>	-	-
Murphy Patrick T/A Kingsway Building	22	23	0	<b>45</b>	[48.9%]	[51.1%]
Murphy's Super Valu	#	-	-	<b>77</b>	-	-
Murray Sons & Co Ltd	*	-	-	<b>67</b>	-	-
Musgrave Distribution Ltd	94	88	5	<b>187</b>	[51.6%]	[48.4%]
Musgrave Supervalu Centra (NI) Ltd	109	176	8	<b>293</b>	[38.2%]	[61.8%]
My Travel (UK) Ltd (Going Places)	77	51	6	<b>134</b>	[60.2%]	[39.8%]
MyTravel Airways PLC	40	23	0	<b>63</b>	[63.5%]	[36.5%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Nacco Materials Handling Ltd	390	249	4	<b>643</b>	[61.0%]	[39.0%]
Nambarrie Tea Company Ltd	18	13	0	<b>31</b>	[58.1%]	[41.9%]
Nath Brothers	111	74	1	<b>186</b>	[60.0%]	[40.0%]
National Air Traffic Services Ltd	34	10	0	<b>44</b>	[77.3%]	[22.7%]
National Australia Group Europe Ltd	1,561	665	53	<b>2,279</b>	[70.1%]	[29.9%]
National Australia Group Europe Services Ltd	<b>63</b>	<b>22</b>	<b>5</b>	<b>90</b>	<b>[74.1%]</b>	<b>[25.9%]</b>
National Car Parks Ltd	83	22	2	<b>107</b>	[79.0%]	[21.0%]
National House Building Council	*	-	-	<b>30</b>	-	-
National Society for the Prevention of Cruelty to Children (NSPCC)	55	61	15	<b>131</b>	[47.4%]	[52.6%]
National Trust, The	139	63	34	<b>236</b>	[68.8%]	[31.2%]
National/Alamo Car Rental	29	10	0	<b>39</b>	[74.4%]	[25.6%]
Nationwide Building Society	106	66	47	<b>219</b>	[61.6%]	[38.4%]
Naturelle Consumer Products Ltd	29	38	0	<b>67</b>	[43.3%]	[56.7%]
Nazareth House (Londonderry)	#	-	-	<b>128</b>	-	-
Nazareth House Care Village	22	78	1	<b>101</b>	[22.0%]	[78.0%]
NC Agricultural Eng Co Ltd	33	15	14	<b>62</b>	[68.8%]	[31.3%]
NCH Northern Ireland	#	-	-	<b>54</b>	-	-
NCS (North) Ltd	*	-	-	<b>28</b>	-	-
Nectar International Ltd	*	-	-	<b>26</b>	-	-
Needaco Ltd T/A Paddington Lodge	*	-	-	<b>42</b>	-	-
Neil John Partnership, The	20	10	1	<b>31</b>	[66.7%]	[33.3%]
Neill James Ltd	29	11	0	<b>40</b>	[72.5%]	[27.5%]
Nelson George (Plumbing & Heating) Ltd	*	-	-	<b>31</b>	-	-
Nelson Hydraulics Ltd	*	-	-	<b>26</b>	-	-
Netcom Communications Ltd	*	-	-	<b>35</b>	-	-
Nevin Electrics	*	-	-	<b>26</b>	-	-
Nevis Healthcare Ltd	20	34	0	<b>54</b>	[37.0%]	[63.0%]
New Look Retailers	117	99	88	<b>304</b>	[54.2%]	[45.8%]
New Quay Developments Ltd	*	-	-	<b>34</b>	-	-
New World Developments	27	12	0	<b>39</b>	[69.2%]	[30.8%]
Newcastle Interchurch Community Projects Association	14	29	0	<b>43</b>	[32.6%]	[67.4%]
Newell Stores Ltd T/A Newell Stores	12	123	0	<b>135</b>	[8.9%]	[91.1%]
Newry Building Supplies Ltd	#	-	-	<b>59</b>	-	-
News Speed Ltd	*	-	-	<b>29</b>	-	-
Newtownards Chronicle Ltd	*	-	-	<b>33</b>	-	-
Newtownstewart Construction Ltd	#	-	-	<b>27</b>	-	-
Next PLC	333	295	32	<b>660</b>	[53.0%]	[47.0%]
Nexus Institute (NI), The	11	10	5	<b>26</b>	[52.4%]	[47.6%]
NFU Mutual Insurance Society Ltd	*	-	-	<b>76</b>	-	-
NI Trucks Ltd	63	10	0	<b>73</b>	[86.3%]	[13.7%]
NIACRO	19	38	1	<b>58</b>	[33.3%]	[66.7%]
Nicholl Bros (Radio) Ltd	*	-	-	<b>30</b>	-	-
Nicholl Fuel Oils Ltd	47	72	4	<b>123</b>	[39.5%]	[60.5%]
Nicholson & Bass Ltd	*	-	-	<b>50</b>	-	-

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## Composition of Private Sector Concerns (26+ Employees)

Company Name		P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Nichrome Ltd	#	-	-	-	29	-	-
Nicobrand Ltd	*	-	-	-	28	-	-
NIE Powerteam Ltd		<i>See Viridian Group of Companies</i>					
Nightingale Private Nursing Home		17	60	0	77	[22.1%]	[77.9%]
NIIB Group Ltd		40	29	5	74	[58.0%]	[42.0%]
NIPPA - The Early Years Organisation		40	39	12	91	[50.6%]	[49.4%]
Nitronica Ltd		35	33	11	79	[51.5%]	[48.5%]
NK Coatings Ltd	*	-	-	-	87	-	-
NK Fencing Ltd		50	10	3	63	[83.3%]	[16.7%]
Norbev	*	-	-	-	38	-	-
Norbrook Laboratories Ltd		94	522	16	632	[15.3%]	[84.7%]
Nor-Den Electrical		14	16	0	30	[46.7%]	[53.3%]
Norfolk Line Ltd		69	38	4	111	[64.5%]	[35.5%]
Norlect Engineering (UK) Ltd		16	35	0	51	[31.4%]	[68.6%]
Norse Merchant Ferries		120	59	23	202	[67.0%]	[33.0%]
Nortel Networks		461	245	79	785	[65.3%]	[34.7%]
Nortel Networks NI Ltd Athletic & Social Club	*	-	-	-	28	-	-
North & West Housing Ltd		72	231	8	311	[23.8%]	[76.2%]
North Antrim Turkeys Ltd Hatchery	*	-	-	-	45	-	-
North City Training Ltd		12	23	1	36	[34.3%]	[65.7%]
North Coast Hotels Ltd		43	25	23	91	[63.2%]	[36.8%]
North Down Group		39	35	0	74	[52.7%]	[47.3%]
North West of Ireland Printing & Publishing Co Ltd	#	-	-	-	65	-	-
Northbrook Technology of (NI) Ltd		281	333	73	687	[45.8%]	[54.2%]
Northern Bank Ltd	*	-	-	-	30	-	-
Northern Forklift		14	15	0	29	[48.3%]	[51.7%]
Northern Hydraulics Ltd	#	-	-	-	35	-	-
Northern Ireland Association For Mental Health		83	96	7	186	[46.4%]	[53.6%]
Northern Ireland Chest Heart & Stroke Association		46	52	0	98	[46.9%]	[53.1%]
Northern Ireland Co-ownership Housing Association Ltd		24	17	0	41	[58.5%]	[41.5%]
Northern Ireland Council for Voluntary Action		14	19	1	34	[42.4%]	[57.6%]
Northern Ireland Electricity PLC		<i>See Viridian Group of Companies</i>					
Northern Ireland Food Chain Certification		18	11	0	29	[62.1%]	[37.9%]
Northern Ireland Hospice		133	82	11	226	[61.9%]	[38.1%]
Northern Ireland Institute for The Disabled	*	-	-	-	82	-	-
Northern Ireland Old Peoples Welfare Council Ltd		23	14	4	41	[62.2%]	[37.8%]
Northern Ireland Plastics Ltd		31	23	2	56	[57.4%]	[42.6%]
Northern Ireland Public Service Alliance (NIPSA)		27	28	3	58	[49.1%]	[50.9%]
Northern Ireland Rural Development Council		12	13	2	27	[48.0%]	[52.0%]
Northern Lift Trucks (NI) Ltd	*	-	-	-	30	-	-
Northern Newspaper Group		87	41	0	128	[68.0%]	[32.0%]
Northern Publishing Office (UK) Ltd	*	-	-	-	163	-	-
Northern Whig Ltd	*	-	-	-	30	-	-
Northwest Bookmakers Ltd	#	-	-	-	62	-	-
Northwest Independent Hospital		43	37	4	84	[53.8%]	[46.3%]

\* = Less than 10 Roman Catholics

# = Less than 10 Protestants

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Northworld Ltd T/A Mark One	23	78	0	<b>101</b>	[22.8%]	[77.2%]
Norwich Union Insurance	126	58	5	<b>189</b>	[68.5%]	[31.5%]
Novas Ouvertures Group, The	#	-	-	<b>34</b>	-	-
NTL	205	105	20	<b>330</b>	[66.1%]	[33.9%]
Nuachtain Newspaper Group	#	-	-	<b>49</b>	-	-
Nugent P & Sons Ltd	#	-	-	<b>29</b>	-	-
Nu-Track Ltd	*	-	-	<b>59</b>	-	-
O2 (UK) Ltd	15	15	11	<b>41</b>	[50.0%]	[50.0%]
Oakgrove Integrated College	43	61	0	<b>104</b>	[41.3%]	[58.7%]
Oaklee Housing Association Ltd	90	95	9	<b>194</b>	[48.6%]	[51.4%]
Oaktree Foods Ltd	17	22	1	<b>40</b>	[43.6%]	[56.4%]
Oakwood Door Designs Ltd	#	-	-	<b>66</b>	-	-
Oasis Stores Ltd	44	36	2	<b>82</b>	[55.0%]	[45.0%]
O'Boyle Hugh J Ltd	#	-	-	<b>43</b>	-	-
O'Boyle Hugh J Training Ltd	#	-	-	<b>33</b>	-	-
Observer Newspapers (NI) Ltd	#	-	-	<b>37</b>	-	-
O'Connell T & Sons	17	39	0	<b>56</b>	[30.4%]	[69.6%]
O'Connor & Mc Cann Ltd	#	-	-	<b>38</b>	-	-
OCS Security Services	51	10	4	<b>65</b>	[83.6%]	[16.4%]
OCS Service Northern Ireland Ltd	368	265	4	<b>637</b>	[58.1%]	[41.9%]
O'Doherty Garvan Group	10	124	12	<b>146</b>	[7.5%]	[92.5%]
Odyssey Bowl Ltd T/A Euphoria	35	18	5	<b>58</b>	[66.0%]	[34.0%]
O'Hanlon & Farrell Contracts Ltd	21	84	0	<b>105</b>	[20.0%]	[80.0%]
O'Hare & Mc Govern Ltd	25	72	1	<b>98</b>	[25.8%]	[74.2%]
O'Hare Felix & Co Ltd	#	-	-	<b>112</b>	-	-
O'Hare Peter Ltd	#	-	-	<b>51</b>	-	-
O'Hare R, O'Hare E, O'Hare J & O'Hare L T/A Pats Bar & Restaurant	18	18	0	<b>36</b>	[50.0%]	[50.0%]
O'Kane Bros (Woodworking) Ltd	#	-	-	<b>79</b>	-	-
O'Kane Food Service Ltd	114	40	0	<b>154</b>	[74.0%]	[26.0%]
O'Kane Hatcheries Ltd	*	-	-	<b>51</b>	-	-
OKane Poultry Ltd	472	130	22	<b>624</b>	[78.4%]	[21.6%]
O'Kane Supermarkets Ltd	74	291	1	<b>366</b>	[20.3%]	[79.7%]
Old Bushmills Distillery Co Ltd, The	111	17	1	<b>129</b>	[86.7%]	[13.3%]
Old Moat Inn, The	*	-	-	<b>28</b>	-	-
Oliver W (Exorna) Ltd	*	-	-	<b>32</b>	-	-
Olympic Lifts Ltd	*	-	-	<b>27</b>	-	-
Omagh Meats	53	97	4	<b>154</b>	[35.3%]	[64.7%]
Omega Mechanical Services Ltd	#	-	-	<b>38</b>	-	-
Omniplex Holdings Ltd T/A Lisburn Omniplex	53	47	9	<b>109</b>	[53.0%]	[47.0%]
Oneida Ltd T/A Oneida Silversmiths	*	-	-	<b>32</b>	-	-
O'Neill Arms Hotel	#	-	-	<b>26</b>	-	-
O'Neill Brothers Building Contractors Ltd	#	-	-	<b>58</b>	-	-
O'Neill Electrics Ltd	#	-	-	<b>31</b>	-	-

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## Composition of Private Sector Concerns (26+ Employees)

Company Name		P.	R.C.	N.D.	TOTAL	[% P]	[% P]
O'Neills Irish International Sports Co Ltd	#	-	-	-	178	-	-
Open and Direct Insurance Services Ltd		79	40	1	120	[66.4%]	[33.6%]
Open and Direct Retail Services Ltd		65	44	8	117	[59.6%]	[40.4%]
Open Door Housing Association (NI) Ltd	#	-	-	-	29	-	-
Open University In Ireland, The		25	15	8	48	[62.5%]	[37.5%]
Openwave Systems (NI) Ltd		52	71	22	145	[42.3%]	[57.7%]
Optech Group Ltd (inc) Optech (NI) Ltd	*	-	-	-	30	-	-
Orana Family Support Centre	#	-	-	-	40	-	-
Orbis Property Protection Ltd	*	-	-	-	28	-	-
Orchard House Private Nursing Home	*	-	-	-	51	-	-
Orchardville Society, The	*	-	-	-	33	-	-
O'Reilly Stewart Solicitors		11	16	0	27	[40.7%]	[59.3%]
O'Reillys "The Sweet People"		10	47	2	59	[17.5%]	[82.5%]
Original Shoe Co, The	#	-	-	-	26	-	-
Orion Project Services Ltd	*	-	-	-	138	-	-
Osborne King & Megrn Ltd	*	-	-	-	33	-	-
Ostick & Williams Ltd		15	15	1	31	[50.0%]	[50.0%]
Otis Ltd		42	17	2	61	[71.2%]	[28.8%]
Our Lady & St Patricks College Knock		37	16	0	53	[69.8%]	[30.2%]
Our Lady's Home	#	-	-	-	70	-	-
Over the Rainbow Private Day Nurseries		28	14	1	43	[66.7%]	[33.3%]
Overtown Properties Ltd T/A Seagoe Hotel		31	29	0	60	[51.7%]	[48.3%]
Ovolo Ltd T/A Belfast Superbowl, The		13	19	0	32	[40.6%]	[59.4%]
Oxfam Northern Ireland		22	15	12	49	[59.5%]	[40.5%]
P & L Electrics Ltd	#	-	-	-	44	-	-
P & G Family Foods	*	-	-	-	115	-	-
P & O European Ferries (Irish Sea) Ltd		119	33	7	159	[78.3%]	[21.7%]
P & O Ferrymasters Ltd	*	-	-	-	46	-	-
P & O Trans European Ltd		70	24	0	94	[74.5%]	[25.5%]
Pallet Centre Ltd, The	*	-	-	-	59	-	-
Palmer & Harvey Mc Lane Ltd		45	17	0	62	[72.6%]	[27.4%]
Pandolfi Mario	#	-	-	-	30	-	-
Paragon Services (NI) Ltd		17	168	8	193	[9.2%]	[90.8%]
Parents Advice Centre (NI) Ltd		15	12	1	28	[55.6%]	[44.4%]
Pareto Marketing Ltd		21	14	4	39	[60.0%]	[40.0%]
Parity Solutions Ltd		41	42	15	98	[49.4%]	[50.6%]
Park Avenue Hotel Ltd	*	-	-	-	108	-	-
Parkdean Nursing Home		15	11	2	28	[57.7%]	[42.3%]
Parkelect Ltd	*	-	-	-	33	-	-
Parkgate Foods Ltd T/A Euro Shellfish & Castle Garden	*	-	-	-	57	-	-
Parkman Ltd		25	11	7	43	[69.4%]	[30.6%]
Parsons & Parsons Ltd	*	-	-	-	26	-	-
Patisserie Home Bakery	#	-	-	-	40	-	-
Patterson Family, The T/A The Plough Inn		63	16	8	87	[79.7%]	[20.3%]
Patton David & Sons (NI)		263	69	8	340	[79.2%]	[20.8%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Peacock Stores Ltd	132	118	13	<b>263</b>	[52.8%]	[47.2%]
Peden George Ltd	*	-	-	<b>33</b>	-	-
Peden Power Ltd	19	10	0	<b>29</b>	[65.5%]	[34.5%]
Pegasus Security Group Ltd	*	-	-	<b>40</b>	-	-
Pennine Services	210	19	5	<b>234</b>	[91.7%]	[8.3%]
Penrose Roofing Ltd	*	-	-	<b>33</b>	-	-
Pension & Financial Consultants Ltd	*	-	-	<b>29</b>	-	-
Perfecseal Ltd	15	145	10	<b>170</b>	[9.4%]	[90.6%]
Perfume Shop Ltd, The	14	10	3	<b>27</b>	[58.3%]	[41.7%]
Pertemps Recruitment Partnership	152	169	35	<b>356</b>	[47.4%]	[52.6%]
Petal Postforming Ltd	11	30	1	<b>42</b>	[26.8%]	[73.2%]
Pfizer Ltd	19	14	6	<b>39</b>	[57.6%]	[42.4%]
PFS & Partners Ltd	#	-	-	<b>32</b>	-	-
PFT Systems Ltd	#	-	-	<b>32</b>	-	-
Phab (NI) Ltd	17	13	5	<b>35</b>	[56.7%]	[43.3%]
Pheasant, The	*	-	-	<b>44</b>	-	-
Phillips Dr & Mrs T/A Silverbirch Lodge Private Nursing Home	27	15	1	<b>43</b>	[64.3%]	[35.7%]
Phillips Martin Carpets	*	-	-	<b>30</b>	-	-
Phoenix Healthcare Ni Ltd	*	-	-	<b>53</b>	-	-
Phoenix Merchants Ltd	11	14	2	<b>27</b>	[44.0%]	[56.0%]
Phoenix Natural Gas Ltd	87	59	14	<b>160</b>	[59.6%]	[40.4%]
Phoenix Nursing Agency	124	481	34	<b>639</b>	[20.5%]	[79.5%]
Phoenix Security Business Management Services Ltd	21	10	3	<b>34</b>	[67.7%]	[32.3%]
Phones 4u Ltd	56	31	5	<b>92</b>	[64.4%]	[35.6%]
Pierce RW & Co (Printers) Ltd	*	-	-	<b>40</b>	-	-
Pilot Engineering Co Ltd	*	-	-	<b>39</b>	-	-
Pines Residential Home, The	17	11	0	<b>28</b>	[60.7%]	[39.3%]
Pinkerton WA	47	10	0	<b>57</b>	[82.5%]	[17.5%]
PK Murphy Construction Ltd	#	-	-	<b>41</b>	-	-
Pneutrol Ireland Ltd	*	-	-	<b>32</b>	-	-
Police Rehabilitation and Retraining Trust Ltd	*	-	-	<b>30</b>	-	-
Pollock John Designs for The Disabled Ltd	*	-	-	<b>59</b>	-	-
Polly Bros Ltd	#	-	-	<b>28</b>	-	-
Polypipe (Ulster) Ltd	112	26	1	<b>139</b>	[81.2%]	[18.8%]
Porsche/Saab Ltd	*	-	-	<b>33</b>	-	-
Portstewart Golf Club	*	-	-	<b>31</b>	-	-
Portview Construction Ltd	22	27	0	<b>49</b>	[44.9%]	[55.1%]
Positive Futures for People with a Learning Disability	82	64	28	<b>174</b>	[56.2%]	[43.8%]
Poundstretcher Ltd	117	97	119	<b>333</b>	[54.7%]	[45.3%]
Powerscreen International Distribution Ltd	14	121	2	<b>137</b>	[10.4%]	[89.6%]
Praxis Care Group	235	142	38	<b>415</b>	[62.3%]	[37.7%]
Precision Industrial Services Ltd	142	125	2	<b>269</b>	[53.2%]	[46.8%]
Premier Electrics Ltd	#	-	-	<b>32</b>	-	-
Premier Power Ltd	167	24	3	<b>194</b>	[87.4%]	[12.6%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Premiere People	287	255	5	<b>547</b>	[53.0%]	[47.0%]
Prentice David (Cars) Ltd	30	12	0	<b>42</b>	[71.4%]	[28.6%]
Presbyterian Church in Ireland, The	*	-	-	<b>68</b>	-	-
Presbyterian Housing Association (NI) Ltd	*	-	-	<b>44</b>	-	-
Prestige Nursing Homes Ltd	53	15	6	<b>74</b>	[77.9%]	[22.1%]
Prestige Underwriting Services Ltd	*	-	-	<b>73</b>	-	-
Pricewaterhousecoopers	343	250	41	<b>634</b>	[57.8%]	[42.2%]
Primark Stores Ltd	181	301	20	<b>502</b>	[37.6%]	[62.4%]
Primepac Ltd	*	-	-	<b>28</b>	-	-
Primrose JV (Greenisland) Ltd	*	-	-	<b>31</b>	-	-
Prince's Trust, The	16	13	1	<b>30</b>	[55.2%]	[44.8%]
Principles Retail Ltd	64	62	1	<b>127</b>	[50.8%]	[49.2%]
Priory Surgery	*	-	-	<b>26</b>	-	-
Pritchitts	149	21	8	<b>178</b>	[87.6%]	[12.4%]
PRM Distribution Ltd	67	12	0	<b>79</b>	[84.8%]	[15.2%]
Production Glassfibre (NI) Ltd	30	13	4	<b>47</b>	[69.8%]	[30.2%]
Progressive Building Society	107	32	6	<b>145</b>	[77.0%]	[23.0%]
Project Design Engineers Ltd	23	11	6	<b>40</b>	[67.6%]	[32.4%]
Property Support Services Ltd	*	-	-	<b>84</b>	-	-
Prospects for People with Learning Disabilities	*	-	-	<b>74</b>	-	-
Protech	#	-	-	<b>28</b>	-	-
Protocol Skills Ltd	11	23	0	<b>34</b>	[32.4%]	[67.6%]
Provident Personal Credit Ltd	180	114	28	<b>322</b>	[61.2%]	[38.8%]
Provincial Care Service Agency	94	128	3	<b>225</b>	[42.3%]	[57.7%]
Provincial Pubs Ltd T/A The Devenish	#	-	-	<b>49</b>	-	-
Prudential PLC	306	196	23	<b>525</b>	[61.0%]	[39.0%]
Punjana Ltd	*	-	-	<b>44</b>	-	-
Pyeroy NI Ltd	*	-	-	<b>59</b>	-	-
Q 102.9 FM Ltd	30	24	5	<b>59</b>	[55.6%]	[44.4%]
Q Mac Construction Ltd	#	-	-	<b>27</b>	-	-
Qualitrol - Hathaway Instruments Division	31	17	5	<b>53</b>	[64.6%]	[35.4%]
Quality Hotel Carrickfergus	74	18	4	<b>96</b>	[80.4%]	[19.6%]
Queen's University of Belfast, The	1,836	1,393	646	<b>3,875</b>	[56.9%]	[43.1%]
Quinn D T/A High St Investments Ltd	38	77	1	<b>116</b>	[33.0%]	[67.0%]
Quinn Group Ltd	123	719	11	<b>853</b>	[14.6%]	[85.4%]
Quinn Martin	#	-	-	<b>36</b>	-	-
Quinn-Direct Insurance Ltd	14	21	2	<b>37</b>	[40.0%]	[60.0%]
Quinns of Cookstown (1964) Ltd	11	47	0	<b>58</b>	[19.0%]	[81.0%]
Quinns Spring Water Ltd T/A Rocwell Natural Mineral Water	#	-	-	<b>31</b>	-	-
R & A Developments Ltd	42	27	2	<b>71</b>	[60.9%]	[39.1%]
R & F Mechanical Services Ltd	*	-	-	<b>40</b>	-	-
R & J Foods Ltd	67	17	0	<b>84</b>	[79.8%]	[20.2%]
RAC Autowindcreens	15	12	0	<b>27</b>	[55.6%]	[44.4%]
Radisson Roe Park Hotel & Golf Resort	74	50	3	<b>127</b>	[59.7%]	[40.3%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Radius Plastics Ltd	51	11	3	<b>65</b>	[82.3%]	[17.7%]
Raha Developments Ltd T/A Costcutters	13	36	0	<b>49</b>	[26.5%]	[73.5%]
Rahon Enterprises Ltd T/A Mc Donalds	48	64	6	<b>118</b>	[42.9%]	[57.1%]
Railway Hotel (Enniskillen) Ltd	15	26	0	<b>41</b>	[36.6%]	[63.4%]
Rainey Endowed School, The Governors	*	-	-	<b>31</b>	-	-
Ramada Hotel Belfast	66	32	18	<b>116</b>	[67.3%]	[32.7%]
Ramore Restaurant Ltd	68	41	12	<b>121</b>	[62.4%]	[37.6%]
Ramsay JC & Son Ltd	*	-	-	<b>29</b>	-	-
Randox Laboratories Ltd	234	114	63	<b>411</b>	[67.2%]	[32.8%]
Randstad Employment Bureau Ltd	130	209	29	<b>368</b>	[38.3%]	[61.7%]
Rankin Alexander & Son Ltd	*	-	-	<b>31</b>	-	-
Rankin P & J T/A Cayenne	13	25	3	<b>41</b>	[34.2%]	[65.8%]
Rapid International Ltd	*	-	-	<b>34</b>	-	-
Rascals (NI) Ltd	77	33	10	<b>120</b>	[70.0%]	[30.0%]
Rathcoole Churches Community Group	*	-	-	<b>35</b>	-	-
Ratheane Private Nursing Home	38	25	10	<b>73</b>	[60.3%]	[39.7%]
Rathen Ltd	*	-	-	<b>83</b>	-	-
Rathfriland Manor Private Nursing Home	28	15	0	<b>43</b>	[65.1%]	[34.9%]
Rathmore Grammar School	#	-	-	<b>29</b>	-	-
Rathowen Private Nursing Home	*	-	-	<b>36</b>	-	-
Ravenhill Private Nursing Home	36	10	2	<b>48</b>	[78.3%]	[21.7%]
Raytheon Systems Ltd	10	27	1	<b>38</b>	[27.0%]	[73.0%]
Readymix (NI) Ltd	196	69	5	<b>270</b>	[74.0%]	[26.0%]
Recruitment Direct	10	16	1	<b>27</b>	[38.5%]	[61.5%]
Redrock Engineering Ltd	64	12	0	<b>76</b>	[84.2%]	[15.8%]
Reed Executive PLC	266	209	72	<b>547</b>	[56.0%]	[44.0%]
Regency Carpet Manufacturing Ltd	*	-	-	<b>91</b>	-	-
Regency Hotel (NI) Ltd	166	253	54	<b>473</b>	[39.6%]	[60.4%]
Regency Spinning Ltd	124	12	0	<b>136</b>	[91.2%]	[8.8%]
Reid Furniture (Ireland) Ltd	27	16	2	<b>45</b>	[62.8%]	[37.2%]
Reid TD (Braids) Ltd	*	-	-	<b>37</b>	-	-
Reid Transport Ltd	32	37	5	<b>74</b>	[46.4%]	[53.6%]
Reids Shoes Ltd	*	-	-	<b>47</b>	-	-
Relate NI	44	32	5	<b>81</b>	[57.9%]	[42.1%]
Relay Business Software Ltd	24	17	2	<b>43</b>	[58.5%]	[41.5%]
Reliance Security Services Ltd	92	24	6	<b>122</b>	[79.3%]	[20.7%]
Rentokil Pest Control	18	10	0	<b>28</b>	[64.3%]	[35.7%]
Resource Centre Derry Ltd, The	#	-	-	<b>83</b>	-	-
Restaurant Management Services Ltd	161	161	35	<b>357</b>	[50.0%]	[50.0%]
Retail Systems Technology Ltd	12	17	0	<b>29</b>	[41.4%]	[58.6%]
Rethink	27	30	7	<b>64</b>	[47.4%]	[52.6%]
Reynolds & Bennett (Contractors) Ltd	*	-	-	<b>27</b>	-	-
RFD Ltd	215	43	5	<b>263</b>	[83.3%]	[16.7%]
RHM Bakeries Ireland	523	168	32	<b>723</b>	[75.7%]	[24.3%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
RI Media Ltd	36	59	6	<b>101</b>	[37.9%]	[62.1%]
Riada Recruitment	71	22	8	<b>101</b>	[76.3%]	[23.7%]
Rich Sauces	*	-	-	<b>34</b>	-	-
Richmond Private Nursing Homes Ltd	*	-	-	<b>43</b>	-	-
Richmond Reproductions Manufacturing Ltd	*	-	-	<b>27</b>	-	-
Richwell Trading Ltd	13	30	0	<b>43</b>	[30.2%]	[69.8%]
Riddel John & Son Ltd	*	-	-	<b>43</b>	-	-
Right Price Carpets & Furniture Ltd	*	-	-	<b>40</b>	-	-
Ritchie H & Sons (Electrical Wholesalers) Ltd	34	30	0	<b>64</b>	[53.1%]	[46.9%]
River Island Clothing Co Ltd	128	120	4	<b>252</b>	[51.6%]	[48.4%]
Riverside Textiles Ltd	16	36	3	<b>55</b>	[30.8%]	[69.2%]
RK Trucks Centre Ltd	17	11	1	<b>29</b>	[60.7%]	[39.3%]
Road & Sea Express Ltd	21	13	1	<b>35</b>	[61.8%]	[38.2%]
Road Safety Contracts Ltd	#	-	-	<b>46</b>	-	-
Road Trucks Ltd	35	11	0	<b>46</b>	[76.1%]	[23.9%]
Roadferry Ltd	45	32	0	<b>77</b>	[58.4%]	[41.6%]
Roadmix Ltd	36	17	2	<b>55</b>	[67.9%]	[32.1%]
Roadside Motors Ltd	32	19	0	<b>51</b>	[62.7%]	[37.3%]
Robinson A & Son	*	-	-	<b>32</b>	-	-
Robinson Cleaning & Support Services Ltd	194	143	130	<b>467</b>	[57.6%]	[42.4%]
Robinson Exhibitions Ltd	*	-	-	<b>29</b>	-	-
Robinson Fred C Ltd	*	-	-	<b>73</b>	-	-
Robinson J & Sons Ltd	*	-	-	<b>46</b>	-	-
Robinson Matthew & Son	*	-	-	<b>28</b>	-	-
Robinson Patterson Partnership Ltd	15	12	1	<b>28</b>	[55.6%]	[44.4%]
Rockall Seafoods Ltd	65	30	0	<b>95</b>	[68.4%]	[31.6%]
Rockport School	*	-	-	<b>26</b>	-	-
Rodgers Contracts (Ballynahinch) Ltd	36	17	0	<b>53</b>	[67.9%]	[32.1%]
Rodgers Michael T/A Slieve Dhu Private Nursing Home	14	42	0	<b>56</b>	[25.0%]	[75.0%]
Roe Country Kitchens	16	15	0	<b>31</b>	[51.6%]	[48.4%]
Roll Formed Fabrications Ltd	*	-	-	<b>102</b>	-	-
Rollins T Oscar & Co Ltd	*	-	-	<b>31</b>	-	-
Romas	*	-	-	<b>43</b>	-	-
Rooney Denis Associates	14	17	0	<b>31</b>	[45.2%]	[54.8%]
Rose Lodge Care Homes Ltd	59	18	5	<b>82</b>	[76.6%]	[23.4%]
Ross William & Co Ltd	#	-	-	<b>33</b>	-	-
Rotary Services Ltd	94	30	2	<b>126</b>	[75.8%]	[24.2%]
Roulston Mc Laughlin (NI) Ltd	#	-	-	<b>44</b>	-	-
Royal & Sun Alliance	96	36	8	<b>140</b>	[72.7%]	[27.3%]
Royal Belfast Academical Institution, The	*	-	-	<b>36</b>	-	-
Royal College of Nursing (NI) Board	13	20	0	<b>33</b>	[39.4%]	[60.6%]
Royal Court Hotel	41	13	0	<b>54</b>	[75.9%]	[24.1%]
Royal Hotel (Bangor)	38	18	2	<b>58</b>	[67.9%]	[32.1%]
Royal Liver Assurance Ltd	28	24	0	<b>52</b>	[53.8%]	[46.2%]
Royal London Mutual Insurance Society Ltd, The	12	13	15	<b>40</b>	[48.0%]	[52.0%]

\* = Less than 10 Roman Catholics

# = Less than 10 Protestants

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Royal Mencap Society	40	51	5	<b>96</b>	[44.0%]	[56.0%]
Royal National Institute for Deaf People, The	16	22	3	<b>41</b>	[42.1%]	[57.9%]
Royal National Institute of The Blind	28	21	4	<b>53</b>	[57.1%]	[42.9%]
Royal Portrush Golf Club	*	-	-	<b>54</b>	-	-
Royal School Dungannon	*	-	-	<b>42</b>	-	-
Royal Society for the Protection of Birds, The	*	-	-	<b>33</b>	-	-
Royal Ulster Agricultural Society	*	-	-	<b>27</b>	-	-
RPS Water Services Ltd	30	14	2	<b>46</b>	[68.2%]	[31.8%]
Rubber & Plastic Products (NI) Ltd	*	-	-	<b>28</b>	-	-
Rubicon Corporation	17	34	1	<b>52</b>	[33.3%]	[66.7%]
RUC Athletic Association Ltd	*	-	-	<b>53</b>	-	-
Rugs Etc	*	-	-	<b>41</b>	-	-
Rural Community Network (NI)	#	-	-	<b>33</b>	-	-
Rusch Manufacturing (UK) Ltd	108	125	5	<b>238</b>	[46.4%]	[53.6%]
Russell Philip Ltd	313	53	12	<b>378</b>	[85.5%]	[14.5%]
Russell Simpson Construction Co Ltd	19	20	1	<b>40</b>	[48.7%]	[51.3%]
Russells The Solicitors	*	-	-	<b>26</b>	-	-
Rutledge Recruitment & Training	70	113	3	<b>186</b>	[38.3%]	[61.7%]
Rye Valley Foods Ltd	27	50	0	<b>77</b>	[35.1%]	[64.9%]
Rylands Private Nursing Home	*	-	-	<b>55</b>	-	-
Ryobi Aluminium Casting (UK) Ltd	228	30	12	<b>270</b>	[88.4%]	[11.6%]
S & B Textile & Clothing Processors Ltd	17	24	0	<b>41</b>	[41.5%]	[58.5%]
S & R Electric Ltd	*	-	-	<b>27</b>	-	-
S & S Restaurants Ltd T/A Mc Donalds Restaurant	#	-	-	<b>65</b>	-	-
Sabrewatch Ltd	50	29	6	<b>85</b>	[63.3%]	[36.7%]
Sac Plumbing & Heating Ltd	#	-	-	<b>26</b>	-	-
Sacred Heart Grammar School	#	-	-	<b>51</b>	-	-
Safecare Chrysalis Ltd T/A Castlehill Nursing Home	#	-	-	<b>31</b>	-	-
Safeway Stores (Ireland) Ltd	1,183	1,023	7	<b>2,213</b>	[53.6%]	[46.4%]
Sainsbury's Supermarkets Ltd	1,123	1,137	178	<b>2,438</b>	[49.7%]	[50.3%]
Saintfield Yarns Ltd	133	39	4	<b>176</b>	[77.3%]	[22.7%]
Saint-Gobain Weber Ltd	*	-	-	<b>33</b>	-	-
Sales Placement Contract People Ltd	99	44	2	<b>145</b>	[69.2%]	[30.8%]
Sally Hair & Beauty Supplies	14	16	1	<b>31</b>	[46.7%]	[53.3%]
Salmor Industries Ltd	28	24	3	<b>55</b>	[53.8%]	[46.2%]
Salvation Army, The	148	46	6	<b>200</b>	[76.3%]	[23.7%]
Sands & Toner (Newry) Ltd	#	-	-	<b>37</b>	-	-
Sandville Private Nursing Home	#	-	-	<b>37</b>	-	-
Sangers (NI) Ltd	195	35	0	<b>230</b>	[84.8%]	[15.2%]
Sanheath Ltd T/A Fitzwilliam International Hotel	23	11	12	<b>46</b>	[67.6%]	[32.4%]
Sanity Entertainment (UK) Ltd	27	21	0	<b>48</b>	[56.3%]	[43.8%]
Sanmina-sci Enclosure Systems Lisburn Ltd	256	67	9	<b>332</b>	[79.3%]	[20.7%]
Sara Lee Courtaulds Daintifyt	123	137	0	<b>260</b>	[47.3%]	[52.7%]
Savage & Whitten Wholesale Ltd	24	25	7	<b>56</b>	[49.0%]	[51.0%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Savile Row Co Ltd, The	126	75	2	<b>203</b>	[62.7%]	[37.3%]
Saville Tractors (Belfast) Ltd	*	-	-	<b>29</b>	-	-
Savilles Auto Village Ltd	132	27	0	<b>159</b>	[83.0%]	[17.0%]
Sawey Michael	#	-	-	<b>32</b>	-	-
Sawyers Transport Ltd	22	20	3	<b>45</b>	[52.4%]	[47.6%]
SCA Packaging Ireland	27	139	0	<b>166</b>	[16.3%]	[83.7%]
Scan Alarms & Security Systems (UK) Ltd	*	-	-	<b>36</b>	-	-
Schiedel Chimney Systems Ltd	10	19	0	<b>29</b>	[34.5%]	[65.5%]
School & Office Supplies (SOS Group)	52	20	6	<b>78</b>	[72.2%]	[27.8%]
Schrader Electronics Ltd	148	65	7	<b>220</b>	[69.5%]	[30.5%]
Schuh Ltd	29	48	19	<b>96</b>	[37.7%]	[62.3%]
SCL Onyx Ltd	#	-	-	<b>26</b>	-	-
Scotts Feeds Ltd	34	12	2	<b>48</b>	[73.9%]	[26.1%]
SDC Trailers Ltd	30	181	9	<b>220</b>	[14.2%]	[85.8%]
Seabank Private Residential Home	*	-	-	<b>33</b>	-	-
Seagate Technology (Ireland)	525	1,261	94	<b>1,880</b>	[29.4%]	[70.6%]
Seagoe Technologies Ltd	<i>See Glen Electric Group of Companies</i>					
Seatem (UK) Ltd T/A Keith Prowse Entertainment Tickets	32	25	2	<b>59</b>	[56.1%]	[43.9%]
Seawall Developments Ltd T/A Highways Hotel	*	-	-	<b>32</b>	-	-
Securicor Cash Services	209	35	8	<b>252</b>	[85.7%]	[14.3%]
Securicor Security Ltd	245	79	29	<b>353</b>	[75.6%]	[24.4%]
Security 24 Ltd	*	-	-	<b>51</b>	-	-
Security Services (NI) Ltd	55	53	1	<b>109</b>	[50.9%]	[49.1%]
Segue Software UK	14	16	4	<b>34</b>	[46.7%]	[53.3%]
Select Recruitment (NI) Limited	130	184	26	<b>340</b>	[41.4%]	[58.6%]
Select Service Partner	74	59	24	<b>157</b>	[55.6%]	[44.4%]
Selecta	25	13	0	<b>38</b>	[65.8%]	[34.2%]
Selkirk Investments Ltd	*	-	-	<b>65</b>	-	-
Semi-Chem Ltd	86	123	7	<b>216</b>	[41.1%]	[58.9%]
Sense Northern Ireland	52	11	5	<b>68</b>	[82.5%]	[17.5%]
Sensor Systems Watchman Ltd	38	18	0	<b>56</b>	[67.9%]	[32.1%]
Serco Services (Ireland) Ltd	67	17	6	<b>90</b>	[79.8%]	[20.2%]
Sere Group Ltd	122	27	10	<b>159</b>	[81.9%]	[18.1%]
Service and Systems Solutions	<i>See Viridian Group of Companies</i>					
Servisair (UK) Ltd	113	44	2	<b>159</b>	[72.0%]	[28.0%]
Shac Housing Association	14	32	1	<b>47</b>	[30.4%]	[69.6%]
Shalom Care Ltd	18	10	2	<b>30</b>	[64.3%]	[35.7%]
Shankill (Lurgan) Community Projects	#	-	-	<b>32</b>	-	-
Shannagh Private Nursing Home	#	-	-	<b>39</b>	-	-
Sharcon Ltd T/A Supervalu	66	26	0	<b>92</b>	[71.7%]	[28.3%]
Sharpe Mechanical Services	*	-	-	<b>43</b>	-	-
Shaw M J Ltd	32	17	0	<b>49</b>	[65.3%]	[34.7%]
Shelbourne Motors Ltd	*	-	-	<b>49</b>	-	-
Shell Northern Ireland Ltd	27	10	1	<b>38</b>	[73.0%]	[27.0%]
Sheridan & Hood Ltd	*	-	-	<b>45</b>	-	-

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## Composition of Private Sector Concerns (26+ Employees)

Company Name		P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Sheridan John & Sons Ltd	#	-	-	-	<b>34</b>	-	-
Sherwood Systems Ltd		16	10	0	<b>26</b>	[61.5%]	[38.5%]
Shilliday A & N & Co Ltd		25	10	0	<b>35</b>	[71.4%]	[28.6%]
Shimna Integrated College		11	29	1	<b>41</b>	[27.5%]	[72.5%]
Shirtmakers Guild Ltd, The	*	-	-	-	<b>93</b>	-	-
Shoe Zone Ltd		69	50	38	<b>157</b>	[58.0%]	[42.0%]
Shopacheck Financial Services Ltd		45	41	1	<b>87</b>	[52.3%]	[47.7%]
Short Brothers PLC		5,114	885	237	<b>6,236</b>	[85.2%]	[14.8%]
SHS Sales & Marketing Ltd	*	-	-	-	<b>51</b>	-	-
Signet Trading Ltd		91	77	40	<b>208</b>	[54.2%]	[45.8%]
Silverdale Nursing Home		40	31	1	<b>72</b>	[56.3%]	[43.7%]
Silverwood Enterprise Ltd		22	13	4	<b>39</b>	[62.9%]	[37.1%]
Simon Community Northern Ireland		86	89	1	<b>176</b>	[49.1%]	[50.9%]
Simpson Mc Learnon & Ferguson Ltd		53	19	6	<b>78</b>	[73.6%]	[26.4%]
Singularity Ltd		12	40	17	<b>69</b>	[23.1%]	[76.9%]
Sinton John Ltd		29	12	0	<b>41</b>	[70.7%]	[29.3%]
Skandia Restaurants Ltd		86	40	21	<b>147</b>	[68.3%]	[31.7%]
Ski & Sports Ltd		53	38	0	<b>91</b>	[58.2%]	[41.8%]
Skye Bar Club		12	17	1	<b>30</b>	[41.4%]	[58.6%]
Skyline Superstore Ltd	*	-	-	-	<b>60</b>	-	-
Slemish Private Nursing Home		40	24	0	<b>64</b>	[62.5%]	[37.5%]
Sloan Contracts Ltd T/A Grove Services Group, Blue Cross Hygiene etc.		502	346	1	<b>849</b>	[59.2%]	[40.8%]
Sloan Molyneaux & Co Ltd	*	-	-	-	<b>70</b>	-	-
SMG Sheridan Ltd		37	24	17	<b>78</b>	[60.7%]	[39.3%]
Smiley Monroe Ltd	*	-	-	-	<b>39</b>	-	-
Smith WH Retail Ltd		19	11	18	<b>48</b>	[63.3%]	[36.7%]
SMTEK Europe Ltd		23	34	3	<b>60</b>	[40.4%]	[59.6%]
Smurfit Corrugated Cases (Lurgan)		62	117	0	<b>179</b>	[34.6%]	[65.4%]
Smyth Alistair T/A Maine Bakeries	*	-	-	-	<b>44</b>	-	-
Smyth David & Margaret T/A Glebeside Spar	*	-	-	-	<b>39</b>	-	-
Smyth Patterson Ltd	*	-	-	-	<b>77</b>	-	-
Smyth Robert J	*	-	-	-	<b>26</b>	-	-
Smyth Steel Ltd	*	-	-	-	<b>38</b>	-	-
Smyth Trevor & Co		10	18	0	<b>28</b>	[35.7%]	[64.3%]
Society of St Vincent De Paul (Belfast)	#	-	-	-	<b>52</b>	-	-
Sodexo Ltd		764	651	37	<b>1,452</b>	[54.0%]	[46.0%]
Solaglas Ltd		23	22	0	<b>45</b>	[51.1%]	[48.9%]
Solelectron Northern Ireland		75	21	7	<b>103</b>	[78.1%]	[21.9%]
Solomon Grundy's		16	14	0	<b>30</b>	[53.3%]	[46.7%]
Somerton Homes Ltd		13	16	0	<b>29</b>	[44.8%]	[55.2%]
Somme Nursing Home, The	*	-	-	-	<b>42</b>	-	-
Sonoco Industrial Products		18	19	0	<b>37</b>	[48.6%]	[51.4%]
Spa Nursing Homes Ltd		48	64	0	<b>112</b>	[42.9%]	[57.1%]
Spanboard Products Ltd		73	35	0	<b>108</b>	[67.6%]	[32.4%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name		P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Spar Rostrevor	#	-	-	-	28	-	-
Special Events Security Ltd		83	64	3	150	[56.5%]	[43.5%]
Specialist Joinery Fittings Ltd	#	-	-	-	41	-	-
Spectrum Premier Services	*	-	-	-	98	-	-
Spendlove C Jebb		45	21	3	69	[68.2%]	[31.8%]
Sperrin Caring Services & Nursing Agency Ltd		42	113	0	155	[27.1%]	[72.9%]
Sperrin Metal Products Ltd		20	71	2	93	[22.0%]	[78.0%]
Spicers Ltd	*	-	-	-	26	-	-
Sports Crest Ltd	*	-	-	-	26	-	-
Sportsbowl Ltd		38	24	2	64	[61.3%]	[38.7%]
Springboard Opportunities Ltd	#	-	-	-	30	-	-
Springfarm Architectural Mouldings Ltd		56	14	4	74	[80.0%]	[20.0%]
Springlawn House Private Nursing Home		16	42	3	61	[27.6%]	[72.4%]
Springvale EPS Ltd		82	10	0	92	[89.1%]	[10.9%]
Springvale Training Ltd		10	47	1	58	[17.5%]	[82.5%]
Sprott William (Portadown) Ltd	*	-	-	-	36	-	-
St Colmans College	#	-	-	-	44	-	-
St Columbs College	#	-	-	-	67	-	-
St Francis Nursing Home		15	12	3	30	[55.6%]	[44.4%]
St John of God Association	#	-	-	-	40	-	-
St John's House		11	86	4	101	[11.3%]	[88.7%]
St Louis Grammar School		11	15	0	26	[42.3%]	[57.7%]
St Malachy's College	#	-	-	-	45	-	-
St Mary's Christian Brothers Grammar School	#	-	-	-	52	-	-
St Mary's Grammar School	#	-	-	-	71	-	-
St Mary's University College		11	157	5	173	[6.5%]	[93.5%]
St Michael's Grammar School	#	-	-	-	27	-	-
St Patrick's Academy	#	-	-	-	74	-	-
St Patrick's Boys' Academy	#	-	-	-	28	-	-
St Patricks Girls Academy	#	-	-	-	42	-	-
St Patrick's Grammar School	#	-	-	-	37	-	-
Standard Laundry (NI) Ltd	*	-	-	-	26	-	-
Standard Life Assurance Co		57	27	13	97	[67.9%]	[32.1%]
Stanley L Ltd T/A Stanley Racing		99	66	3	168	[60.0%]	[40.0%]
Stanley Motor Works (1932) Ltd		30	12	2	44	[71.4%]	[28.6%]
Starplan Furniture Ltd		37	12	2	51	[75.5%]	[24.5%]
Steam Plant Ltd	*	-	-	-	32	-	-
Steele HJ & Sons Ltd	#	-	-	-	33	-	-
Stena Line Ltd		59	23	4	86	[72.0%]	[28.0%]
Stephens Catering Equipment Co Ltd		47	12	0	59	[79.7%]	[20.3%]
Stephens WH		31	12	1	44	[72.1%]	[27.9%]
Stevenson & Co		90	11	4	105	[89.1%]	[10.9%]
Stevenson & Reid		40	11	0	51	[78.4%]	[21.6%]
Stevenson & Wilson	*	-	-	-	30	-	-
Stevenson CE & Sons	*	-	-	-	69	-	-

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Stevenson James (Quarries) Ltd	*	-	-	35	-	-
Stevenson Maurice Ltd		27	17	1	45	[61.4%] [38.6%]
Stewart JC Ltd		56	45	1	102	[55.4%] [44.6%]
Stewart Mervyn Ltd		34	12	3	49	[73.9%] [26.1%]
Stewarts Solicitors	*	-	-	-	30	-
Stewarts Wine Barrel Ltd		54	54	2	110	[50.0%] [50.0%]
Stitchwell Ltd	*	-	-	-	51	-
Stothers (M & E) Ltd		46	21	0	67	[68.7%] [31.3%]
Strabane & District Community Work Programme Ltd	#	-	-	-	57	-
Strangford Arms Hotel	*	-	-	-	67	-
Strathearn School	*	-	-	-	48	-
Strathroy Dairy Ltd	#	-	-	-	56	-
Stream International (NI) Ltd		69	383	20	472	[15.3%] [84.7%]
Streat, The		29	39	7	75	[42.6%] [57.4%]
Strike Four Belfast T/A Seven		19	30	3	52	[38.8%] [61.2%]
Strong Inns Ltd T/A Chimney Corner Hotel		14	15	2	31	[48.3%] [51.7%]
Stylo Barratt Shoes Ltd		55	84	98	237	[39.6%] [60.4%]
Suburban Builders Ltd	#	-	-	-	26	-
Sullivan Upper School	*	-	-	-	48	-
Sunray Home Bakeries	#	-	-	-	27	-
Superdrug Stores PLC		106	118	10	234	[47.3%] [52.7%]
Surefreight Ltd		12	46	4	62	[20.7%] [79.3%]
Surety International Security Ltd	*	-	-	-	31	-
Surphlis LW & Son		18	12	0	30	[60.0%] [40.0%]
SVM Textiles		34	15	0	49	[69.4%] [30.6%]
Sword Security (NI) Ltd		73	24	1	98	[75.3%] [24.7%]
Taggart Hugh & Sons Ltd	*	-	-	-	42	-
Taggart WDR & RT		80	26	13	119	[75.5%] [24.5%]
Tal Ltd		34	26	1	61	[56.7%] [43.3%]
Tamlaght Private Nursing Home Ltd		60	15	1	76	[80.0%] [20.0%]
Taranto Ltd		19	13	7	39	[59.4%] [40.6%]
Target Recruitment Ltd		101	74	21	196	[57.7%] [42.3%]
Tarmac Northern Ltd		41	23	0	64	[64.1%] [35.9%]
Tarp		45	11	0	56	[80.4%] [19.6%]
Taylor & Boyd		12	15	0	27	[44.4%] [55.6%]
Tayto (NI) Ltd		297	42	3	342	[87.6%] [12.4%]
TDG UK & Ireland Contract Logistics	*	-	-	-	39	-
Tech Europe		79	19	3	101	[80.6%] [19.4%]
Tech Trading Recruiting Ltd		20	16	0	36	[55.6%] [44.4%]
Telco Trading Ltd		26	12	0	38	[68.4%] [31.6%]
Teletech (UK) Ltd		67	55	15	137	[54.9%] [45.1%]
Temple Security		48	22	3	73	[68.6%] [31.4%]
Templemoyle Care Homes Ltd		50	183	6	239	[21.5%] [78.5%]
Templeton Hotel		68	26	8	102	[72.3%] [27.7%]
Ten Square		21	30	12	63	[41.2%] [58.8%]

\* = Less than 10 Roman Catholics

# = Less than 10 Protestants

\*# = Less than 10 Protestants and less than 10 Roman Catholics

## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Tennant Charles & Co (NI) Ltd	*	-	-	36	-	-
Tennants Textile Colours Ltd		71	14	1	86	[83.5%] [16.5%]
TES (NI) Ltd	#	-	-	31	-	-
Tesco Plc		4,835	2,428	1	7,264	[66.6%] [33.4%]
Texthelp Systems Ltd	*	-	-	26	-	-
Thales Air Defence Ltd		471	77	25	573	[85.9%] [14.1%]
Thermomax Ltd	*	-	-	124	-	-
Thom Malcolm		19	10	0	29	[65.5%] [34.5%]
Thom Milton Royal Hotel		51	10	2	63	[83.6%] [16.4%]
Thomas Cook Retail Ltd		44	28	33	105	[61.1%] [38.9%]
Thompson Automobiles Ltd	*	-	-	34	-	-
Thompson John & Sons Ltd		133	17	0	150	[88.7%] [11.3%]
Thompson T & Co Ltd T/A Bargain Books		27	16	10	53	[62.8%] [37.2%]
Thompson TBF (Garvagh) Ltd		180	49	1	230	[78.6%] [21.4%]
Thompson's McClure	#	-	-	33	-	-
Thompsons of Dromore Ltd	*	-	-	27	-	-
Thornhill College Convent of Mercy Grammar School	#	-	-	66	-	-
Thornton Roofing Ireland Ltd	#	-	-	32	-	-
Three Spires Ltd		11	34	0	45	[24.4%] [75.6%]
Threshold		24	29	4	57	[45.3%] [54.7%]
Thrige-Scott Ltd		90	14	2	106	[86.5%] [13.5%]
Thyssen Lifts & Escalators Ltd T/A C & M Lift Services	*	-	-	32	-	-
Tilery Nursing Home, The		28	17	1	46	[62.2%] [37.8%]
Timoney Sean & Sons		14	73	0	87	[16.1%] [83.9%]
Tinnelly John & Sons Ltd	#	-	-	36	-	-
Titan Environmental Ltd		65	24	10	99	[73.0%] [27.0%]
TK Maxx		132	165	7	304	[44.4%] [55.6%]
TK-ECC Ltd		622	64	15	701	[90.7%] [9.3%]
TMC Dairies (NI) Ltd	*	-	-	43	-	-
T-Met Ltd	#	-	-	28	-	-
TNB Ltd	*	-	-	72	-	-
TNT (UK) Ltd		74	24	4	102	[75.5%] [24.5%]
Toals Bookmakers		18	68	0	86	[20.9%] [79.1%]
Tobermore Concrete Products Ltd		101	10	0	111	[91.0%] [9.0%]
Todd Architects		18	11	4	33	[62.1%] [37.9%]
Tona Enterprises Castleview Nursing Home		10	21	1	32	[32.3%] [67.7%]
Toner's Supermarkets Ltd		11	101	0	112	[9.8%] [90.2%]
Topping TP Ltd		17	18	0	35	[48.6%] [51.4%]
Tough Glass Ltd		104	66	9	179	[61.2%] [38.8%]
Towell Building Trust Ltd	*	-	-	58	-	-
Tower Hotel Group T/A Tower Hotel (Derry) Ltd	#	-	-	48	-	-
Toys "r" Us Ltd		33	18	7	58	[64.7%] [35.3%]
Tracey Brothers Ltd		10	48	0	58	[17.2%] [82.8%]
Tracey Concrete Ltd		17	65	0	82	[20.7%] [79.3%]
Trade Mouldings Ltd		22	24	0	46	[47.8%] [52.2%]

\* = Less than 10 Roman Catholics

# = Less than 10 Protestants

\*/# = Less than 10 Protestants and less than 10 Roman Catholics

## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Transbus International	157	35	0	<b>192</b>	[81.8%]	[18.2%]
Transport Supplies (NI) Ltd	*	-	-	<b>29</b>	-	-
Traynors Ltd	#	-	-	<b>43</b>	-	-
Triangle Housing Association Ltd	85	45	16	<b>146</b>	[65.4%]	[34.6%]
Trimble WM Ltd	*	-	-	<b>30</b>	-	-
Trivirix International Ltd	85	70	12	<b>167</b>	[54.8%]	[45.2%]
Trolan Charles T/A Trolan's Supervalu	40	38	6	<b>84</b>	[51.3%]	[48.7%]
Trolan P, Mr	65	27	0	<b>92</b>	[70.7%]	[29.3%]
Trust Caring & Nursing Agency	15	79	0	<b>94</b>	[16.0%]	[84.0%]
TS Foods Ltd	#	-	-	<b>44</b>	-	-
Tughans	34	28	4	<b>66</b>	[54.8%]	[45.2%]
TUI Uk	<b>55</b>	<b>26</b>	<b>62</b>	<b>143</b>	<b>[67.9%]</b>	<b>[32.1%]</b>
Tullyglass House Hotel	16	18	1	<b>35</b>	[47.1%]	[52.9%]
Tullyraine Quarries Ltd	21	36	0	<b>57</b>	[36.8%]	[63.2%]
Turkington JH & Sons (Contractors) Ltd	239	24	15	<b>278</b>	[90.9%]	[9.1%]
Turtles of Rathkenny	*	-	-	<b>37</b>	-	-
Tyco Healthcare	215	89	1	<b>305</b>	[70.7%]	[29.3%]
Tyrone Brick Ltd	57	64	5	<b>126</b>	[47.1%]	[52.9%]
Tyrone Constitution Ltd	*	-	-	<b>33</b>	-	-
Tyrone Crystal Ltd	14	60	1	<b>75</b>	[18.9%]	[81.1%]
Tyrone Irish Gold Ltd T/A Gems Jewellers	26	17	0	<b>43</b>	[60.5%]	[39.5%]
Tyrrell Tanks Ltd	38	22	1	<b>61</b>	[63.3%]	[36.7%]
Ulster Bank Ltd	1,334	792	54	<b>2,180</b>	[62.7%]	[37.3%]
Ulster Builders Providers Ltd	#	-	-	<b>89</b>	-	-
Ulster Building & Mechanical Services Ltd	*	-	-	<b>33</b>	-	-
Ulster Cancer Foundation	26	17	1	<b>44</b>	[60.5%]	[39.5%]
Ulster Carpets Ltd	373	82	17	<b>472</b>	[82.0%]	[18.0%]
Ulster Engineering Ltd	*	-	-	<b>27</b>	-	-
Ulster Farm By-Products Ltd	*	-	-	<b>28</b>	-	-
Ulster Farmers Union	*	-	-	<b>83</b>	-	-
Ulster Independent Clinic Ltd, The	140	50	2	<b>192</b>	[73.7%]	[26.3%]
Ulster Industrial Explosives Ltd	*	-	-	<b>28</b>	-	-
Ulster Journals Ltd	21	22	0	<b>43</b>	[48.8%]	[51.2%]
Ulster Orchestra Society Ltd	21	12	43	<b>76</b>	[63.6%]	[36.4%]
Ulster Property Sales/UPS Financial Services	29	13	0	<b>42</b>	[69.0%]	[31.0%]
Ulster Quaker Service Committee	18	11	3	<b>32</b>	[62.1%]	[37.9%]
Ulster Stores Ltd	144	39	3	<b>186</b>	[78.7%]	[21.3%]
Ulster Television PLC	127	79	16	<b>222</b>	[61.7%]	[38.3%]
Ulster Weavers Apparel Ltd	155	95	17	<b>267</b>	[62.0%]	[38.0%]
Ulster Weavers Home Fashions Ltd	112	14	8	<b>134</b>	[88.9%]	[11.1%]
Ulster Wildlife Trust	11	13	5	<b>29</b>	[45.8%]	[54.2%]
Ultra Building Products Ltd	10	42	0	<b>52</b>	[19.2%]	[80.8%]
Unicorn Containers Ltd	*	-	-	<b>34</b>	-	-
United Cleaning Services Ltd	23	29	0	<b>52</b>	[44.2%]	[55.8%]
United Dairy Farmers Ltd	215	47	2	<b>264</b>	[82.1%]	[17.9%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
United Feeds Ltd	*	-	-	51	-	-
United Optical Laboratories Ltd		21	41	0	62	[33.9%] [66.1%]
United Wine Merchants Ltd		19	18	0	37	[51.4%] [48.6%]
Uni-Trunk Ltd	*	-	-	-	59	-
Universities Press (Belfast) Ltd, The	*	-	-	-	60	-
University of Ulster		1,909	1,097	540	3,546	[63.5%] [36.5%]
University of Ulster Students Union		39	27	0	66	[59.1%] [40.9%]
UPU Industries Ltd	*	-	-	-	47	-
USC Group PLC		14	12	2	28	[53.8%] [46.2%]
Valence Technology BV		47	36	7	90	[56.6%] [43.4%]
Valley Hotel, The	*	-	-	-	36	-
Valley Private Nursing Home, The		21	37	0	58	[36.2%] [63.8%]
Valpar Industrial Ltd	*	-	-	-	68	-
Variety Foods (NI) Ltd		17	31	0	48	[35.4%] [64.6%]
Vaughan Engineering Services Ltd		48	34	3	85	[58.5%] [41.5%]
Veterinary Surgeons Supply Co Ltd	*	-	-	-	32	-
Victim Support NI		22	21	1	44	[51.2%] [48.8%]
Victoria College Belfast	*	-	-	-	56	-
Villa Italia		29	91	2	122	[24.2%] [75.8%]
Viridian Group PLC		<i>See Viridian Group of Companies</i>				
Fleet Solutions (Ireland) Ltd	*	-	-	-	36	-
NIE Powerteam Ltd		582	295	5	882	[66.4%] [33.6%]
Northern Ireland Electricity PLC		333	144	3	480	[69.8%] [30.2%]
Service and Systems Solutions Ltd		417	209	10	636	[66.6%] [33.4%]
Virgin Retail Ltd		14	37	1	52	[27.5%] [72.5%]
VIS Security Solutions Ltd	*	-	-	-	63	-
Vision Entertainment Ltd	#	-	-	-	49	-
Vision Express (UK) Ltd		15	15	0	30	[50.0%] [50.0%]
Vision Information Consulting Ltd		18	35	1	54	[34.0%] [66.0%]
Visteon (UK) Ltd		202	189	18	409	[51.7%] [48.3%]
Vita Cortex (NI) Ltd		12	20	0	32	[37.5%] [62.5%]
Vodafone (NI) Ltd		62	37	6	105	[62.6%] [37.4%]
Voluntary Service Lisburn	*	-	-	-	36	-
Volunteer Development Agency		16	11	2	29	[59.3%] [40.7%]
W5		48	23	4	75	[67.6%] [32.4%]
Walker RJ T/A The Country Garage	*	-	-	-	36	-
Walkers Snacks Ltd		16	11	1	28	[59.3%] [40.7%]
Wallace Contracts	*	-	-	-	27	-
Wallace High School, The	*	-	-	-	57	-
Wam Armagh Ltd T/A The Insurance Partnership		16	17	1	34	[48.5%] [51.5%]
Warden Bros (Newtownards) Ltd	*	-	-	-	61	-
Warehouse Fashion Ltd		17	33	1	51	[34.0%] [66.0%]
Warmflow Engineering Co Ltd		97	18	0	115	[84.3%] [15.7%]
Warner Village Cinemas		32	26	2	60	[55.2%] [44.8%]
Watson Kevin Construction Ltd		11	38	12	61	[22.4%] [77.6%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Watson Walter Ltd	69	86	0	<b>155</b>	[44.5%]	[55.5%]
Watts & Stone Ltd	10	42	0	<b>52</b>	[19.2%]	[80.8%]
Wave Trauma Centre	15	12	1	<b>28</b>	[55.6%]	[44.4%]
Waveney Engineering Ltd	19	12	1	<b>32</b>	[61.3%]	[38.7%]
Waveney Laundry Ltd	*	-	-	<b>59</b>	-	-
WD Meats Ltd	146	67	3	<b>216</b>	[68.5%]	[31.5%]
Webtech (NI) Ltd	43	27	4	<b>74</b>	[61.4%]	[38.6%]
Wee Care Registered Private Day Nurseries	48	25	4	<b>77</b>	[65.8%]	[34.2%]
Weir & Mc Quiston Ltd	62	15	0	<b>77</b>	[80.5%]	[19.5%]
Weir John & Connie Seaview House Private Nursing Home	*	-	-	<b>37</b>	-	-
Welcome Hotels Ltd	23	54	10	<b>87</b>	[29.9%]	[70.1%]
Wellington Computer Systems Ltd	11	15	0	<b>26</b>	[42.3%]	[57.7%]
Wellington Park Hotel	29	120	21	<b>170</b>	[19.5%]	[80.5%]
Wesley Housing Association Ltd	*	-	-	<b>46</b>	-	-
Western Building Systems	#	-	-	<b>59</b>	-	-
Westland Horticulture Ltd	46	107	1	<b>154</b>	[30.1%]	[69.9%]
Wetherspoon JD PLC	60	102	124	<b>286</b>	[37.0%]	[63.0%]
WH Engineering Services (Electrical) Ltd	26	15	0	<b>41</b>	[63.4%]	[36.6%]
White Horse Group	132	86	44	<b>262</b>	[60.6%]	[39.4%]
White Mountain (Construction) Ltd	#	-	-	<b>28</b>	-	-
White Mountain Quarries Ltd	33	43	2	<b>78</b>	[43.4%]	[56.6%]
White Mountain Surfacing Ltd	19	37	3	<b>59</b>	[33.9%]	[66.1%]
White Philip Tyres Ltd	#	-	-	<b>48</b>	-	-
White Young Green	52	27	4	<b>83</b>	[65.8%]	[34.2%]
Whitehead Private Nursing Home Ltd	*	-	-	<b>42</b>	-	-
Whitehouse Engineering Co Ltd	*	-	-	<b>26</b>	-	-
Whitehouse Retail Group	#	-	-	<b>52</b>	-	-
Wholesale & Retail Training Services (NI) Ltd	35	16	0	<b>51</b>	[68.6%]	[31.4%]
Wholesale Beds & Furniture	22	34	1	<b>57</b>	[39.3%]	[60.7%]
Wholesale Newspaper Services Ltd	29	66	2	<b>97</b>	[30.5%]	[69.5%]
Wilkins Bakery Ltd	16	11	0	<b>27</b>	[59.3%]	[40.7%]
Wilkinson SJ Chemists	*	-	-	<b>31</b>	-	-
Williams Industrial Services Ltd	124	39	2	<b>165</b>	[76.1%]	[23.9%]
Williams NM Shirt Co Ltd	*	-	-	<b>29</b>	-	-
Williamson DG Ltd	*	-	-	<b>36</b>	-	-
Willis Ltd	72	20	2	<b>94</b>	[78.3%]	[21.7%]
Willis Engineering (NI) Ltd	*	-	-	<b>31</b>	-	-
Willowbrook Foods	94	11	41	<b>146</b>	[89.5%]	[10.5%]
Wilsanco Plastics Ltd	152	12	3	<b>167</b>	[92.7%]	[7.3%]
Wilson & Wood Ltd	*	-	-	<b>30</b>	-	-
Wilson FG (Engineering) Ltd	1,581	623	70	<b>2,274</b>	[71.7%]	[28.3%]
Wilson Nesbitt Solicitors	73	54	2	<b>129</b>	[57.5%]	[42.5%]
Wilson Waste Management Ltd	45	15	1	<b>61</b>	[75.0%]	[25.0%]
Wilsons Auctions Ltd	38	19	0	<b>57</b>	[66.7%]	[33.3%]
Wilson's Country Ltd	156	10	9	<b>175</b>	[94.0%]	[6.0%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Wilson's of Rathkenny Ltd	65	21	1	<b>87</b>	[75.6%]	[24.4%]
Wilson's Supermarket	24	12	0	<b>36</b>	[66.7%]	[33.3%]
Wincanton Ltd	179	79	14	<b>272</b>	[69.4%]	[30.6%]
Windmill Restaurants Ltd	93	129	19	<b>241</b>	[41.9%]	[58.1%]
Window Fixing & Maintenance Ltd	19	11	0	<b>30</b>	[63.3%]	[36.7%]
Windowglaze	#	-	-	<b>34</b>	-	-
Windsor Dairy Ltd	*	-	-	<b>33</b>	-	-
Windsor Home Bakery	54	28	0	<b>82</b>	[65.9%]	[34.1%]
Wine Inns Ltd	147	153	35	<b>335</b>	[49.0%]	[51.0%]
Wineflair (Belfast) Ltd	188	152	13	<b>353</b>	[55.3%]	[44.7%]
Winemark The Winemerchants Ltd	146	122	13	<b>281</b>	[54.5%]	[45.5%]
WJM Building Services Ltd	*	-	-	<b>56</b>	-	-
Wolseley Centers Ltd T/A Shawmac / Plumb Center	*	-	-	<b>48</b>	-	-
Woodlock Joinery Ltd	10	56	0	<b>66</b>	[15.2%]	[84.8%]
Woods John (Lisglyn) Ltd	50	113	0	<b>163</b>	[30.7%]	[69.3%]
Woods L & J Woodmount Nursing Home	13	28	0	<b>41</b>	[31.7%]	[68.3%]
Woodside Haulage Holdings Ltd	139	10	5	<b>154</b>	[93.3%]	[6.7%]
Woodsides (Ballyclare) Ltd	*	-	-	<b>115</b>	-	-
Woodwin Catering Ltd T/A Hungry House Fine Sandwiches	33	36	11	<b>80</b>	[47.8%]	[52.2%]
Woolf Engineering	*	-	-	<b>34</b>	-	-
Woolwich PLC	60	12	3	<b>75</b>	[83.3%]	[16.7%]
Woolworths PLC	380	456	30	<b>866</b>	[45.5%]	[54.5%]
Workers Educational Association	47	58	15	<b>120</b>	[44.8%]	[55.2%]
Workforce Training Services Ltd	#	-	-	<b>29</b>	-	-
Workspace (Draperstown) Ltd	12	57	6	<b>75</b>	[17.4%]	[82.6%]
World Furniture (NI) Ltd	*	-	-	<b>30</b>	-	-
Wormauld Ansul (UK) Ltd	15	12	0	<b>27</b>	[55.6%]	[44.4%]
Wright Accident Repair Ltd.	*	-	-	<b>100</b>	-	-
Wright LTH & Son	*	-	-	<b>33</b>	-	-
Wrightbus Ltd	602	37	17	<b>656</b>	[94.2%]	[5.8%]
Wyse Byse	123	12	0	<b>135</b>	[91.1%]	[8.9%]
Xerox (UK) Ltd	*	-	-	<b>37</b>	-	-
Xtra-Vision	167	136	0	<b>303</b>	[55.1%]	[44.9%]
Yates TR (NI) Ltd	*	-	-	<b>40</b>	-	-
Yell Ltd	15	15	1	<b>31</b>	[50.0%]	[50.0%]
Yorkgate Bingo Co Ltd (Galaxy)	11	19	3	<b>33</b>	[36.7%]	[63.3%]
Young Enterprise Northern Ireland	14	12	1	<b>27</b>	[53.8%]	[46.2%]
Younger Homes Ltd	20	44	0	<b>64</b>	[31.3%]	[68.8%]
Young's Bluecrest Seafood Ltd (Plants 1 & 2)	11	20	1	<b>32</b>	[35.5%]	[64.5%]

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## Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% P]
Your More Store Ltd	92	103	59	<b>254</b>	[47.2%]	[52.8%]
Youth Action (NI) Ltd	15	22	0	<b>37</b>	[40.5%]	[59.5%]
Youth Hostel Association of Northern Ireland	*	-	-	<b>33</b>	-	-
Zara UK Ltd	14	25	7	<b>46</b>	[35.9%]	[64.1%]
Zip Project Ltd, The	41	101	1	<b>143</b>	[28.9%]	[71.1%]
Zurich Insurance Company	76	40	3	<b>119</b>	[65.5%]	[34.5%]
Zwecker Noel International Transport Ltd	*	-	-	<b>37</b>	-	-

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# **SECTION 3**

## **COMPOSITION OF APPOINTEES IN INDIVIDUAL SPECIFIED AUTHORITIES**



## Composition of Appointees in Individual Specified Authorities

Specified Authority	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Agricultural Research Institute of Northern Ireland	8	4	0	12	[66.7%]	[33.3%]
Altnagelvin Hospitals Health & Social Services Trust	91	231	30	352	[28.3%]	[71.7%]
Antrim Borough Council	20	13	0	33	[60.6%]	[39.4%]
Ards Borough Council	90	20	4	114	[81.8%]	[18.2%]
Armagh & Dungannon Health & Social Services Trust	143	225	19	387	[38.9%]	[61.1%]
Armagh City and District Council	10	10	0	20	[50.0%]	[50.0%]
Armagh College of Further Education	14	10	3	27	[58.3%]	[41.7%]
Arts Council of Northern Ireland	-	-	-	5	-	-
Ballymena Borough Council	35	8	3	46	[81.4%]	[18.6%]
Ballymoney Borough Council	9	4	3	16	[69.2%]	[30.8%]
Banbridge District Council	26	5	1	32	[83.9%]	[16.1%]
Belfast City Council	127	101	4	232	[55.7%]	[44.3%]
Belfast City Hospital Health & Social Services Trust	448	421	83	952	[51.6%]	[48.4%]
Belfast Education & Library Board	152	133	5	290	[53.3%]	[46.7%]
Belfast Harbour Commissioners	9	4	1	14	[69.2%]	[30.8%]
Belfast Institute of Further & Higher Education	10	2	10	22	[83.3%]	[16.7%]
Board of Governors of Stranmillis University College, Belfast	12	11	1	24	[52.2%]	[47.8%]
Board of Trustees of the National Museum & Galleries of Northern Ireland	8	9	4	21	[47.1%]	[52.9%]
British Broadcasting Corporation	58	44	36	138	[56.9%]	[43.1%]
Carrickfergus Borough Council	-	-	-	22	-	-
Castlereagh Borough Council	69	20	4	93	[77.5%]	[22.5%]
Castlereagh College of Further & Higher Education	32	14	11	57	[69.6%]	[30.4%]
Causeway Health & Social Services Trust	257	132	19	408	[66.1%]	[33.9%]
Causeway Institute of Further & Higher Education	34	16	0	50	[68.0%]	[32.0%]
Chief Constable of the Police Service of Northern Ireland	232	240	4	476	[49.2%]	[50.8%]
Chief Electoral officer for Northern Ireland	4	3	2	9	[57.1%]	[42.9%]
Citybus Ltd	49	36	4	89	[57.6%]	[42.4%]
Coleraine Borough Council	38	18	10	66	[67.9%]	[32.1%]
Comptroller and Auditor General for Northern Ireland	-	-	-	4	-	-
Construction Industry Training Board	5	6	0	11	[45.5%]	[54.5%]
Cookstown District Council	21	14	0	35	[60.0%]	[40.0%]
Council for Catholic Maintained Schools	-	-	-	4	-	-
Craigavon & Banbridge Community Health & Social Services Trust	200	140	22	362	[58.8%]	[41.2%]
Craigavon Area Hospital Group Health & Social Services Trust	255	200	37	492	[56.0%]	[44.0%]
Craigavon Borough Council	32	19	1	52	[62.7%]	[37.3%]
Derry City Council	19	59	3	81	[24.4%]	[75.6%]
Down District Council	11	25	1	37	[30.6%]	[69.4%]
Down Lisburn Health & Social Services Trust	299	302	61	662	[49.8%]	[50.2%]
Dungannon and South Tyrone Borough Council	26	29	4	59	[47.3%]	[52.7%]
East Antrim Institute of Further & Higher Education	36	20	5	61	[64.3%]	[35.7%]
East Down Institute of Further & Higher Education	23	44	7	74	[34.3%]	[65.7%]
East Tyrone College of Further & Higher Education	24	52	4	80	[31.6%]	[68.4%]
Eastern Health & Social Services Board	17	25	6	48	[40.5%]	[59.5%]
Enterprise Ulster	6	7	1	14	[46.2%]	[53.8%]

## Composition of Appointees in Individual Specified Authorities

Specified Authority	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Equality Commission for Northern Ireland	9	15	3	<b>27</b>	[37.5%]	[62.5%]
Fermanagh College of Further & Higher Education	25	34	3	<b>62</b>	[42.4%]	[57.6%]
Fermanagh District Council	18	23	0	<b>41</b>	[43.9%]	[56.1%]
Fire Authority for Northern Ireland	51	26	4	<b>81</b>	[66.2%]	[33.8%]
Fisheries Conservancy Board for Northern Ireland	-	-	-	<b>3</b>	-	-
Flexibus Ltd	18	15	1	<b>34</b>	[54.5%]	[45.5%]
Foyle Carlingford & Irish Lights Commission	-	-	-	<b>3</b>	-	-
Foyle Health & Social Services Trust	100	331	15	<b>446</b>	[23.2%]	[76.8%]
Green Park Health & Social Services Trust	103	81	11	<b>195</b>	[56.0%]	[44.0%]
Head of Department of Finance & Personnel	1,624	1,785	86	<b>3495</b>	[47.6%]	[52.4%]
Homefirst Community Health & Social Services Trust	467	307	53	<b>827</b>	[60.3%]	[39.7%]
Invest Northern Ireland	-	-	-	<b>0</b>	-	-
Juvenile Justice Board, The	19	21	5	<b>45</b>	[47.5%]	[52.5%]
Labour Relations Agency	-	-	-	<b>0</b>	-	-
Larne Borough Council	8	3	0	<b>11</b>	[72.7%]	[27.3%]
Limavady Borough Council	6	6	1	<b>13</b>	[50.0%]	[50.0%]
Limavady College of Further & Higher Education	18	8	10	<b>36</b>	[69.2%]	[30.8%]
Lisburn City Council	59	27	2	<b>88</b>	[68.6%]	[31.4%]
Lisburn Institute of Further & Higher Education	-	-	-	<b>10</b>	-	-
Livestock & Meat Commission for Northern Ireland	19	9	1	<b>29</b>	[67.9%]	[32.1%]
Magherafelt District Council	10	13	0	<b>23</b>	[43.5%]	[56.5%]
Mater Infirmorum Hospital Health & Social Services Trust	90	119	13	<b>222</b>	[43.1%]	[56.9%]
Minister for the Civil Service, The	344	209	121	<b>674</b>	[62.2%]	[37.8%]
Moyle District Council	3	10	1	<b>14</b>	[23.1%]	[76.9%]
Newry & Kilkeel Institute of Further & Higher Education	8	42	7	<b>57</b>	[16.0%]	[84.0%]
Newry & Mourne District Council	9	41	4	<b>54</b>	[18.0%]	[82.0%]
Newry & Mourne Health & Social Services Trust	77	423	35	<b>535</b>	[15.4%]	[84.6%]
Newtownabbey Borough Council	73	14	2	<b>89</b>	[83.9%]	[16.1%]
North and West Belfast Health & Social Services Trust	205	332	8	<b>545</b>	[38.2%]	[61.8%]
North Down & Ards Institute of Further & Higher Education	85	24	1	<b>110</b>	[78.0%]	[22.0%]
North Down Borough Council	62	9	11	<b>82</b>	[87.3%]	[12.7%]
North East Institute of Further & Higher Education	53	24	0	<b>77</b>	[68.8%]	[31.2%]
North Eastern Education & Library Board	367	143	34	<b>544</b>	[72.0%]	[28.0%]
North West Institute of Further & Higher Education	19	65	14	<b>98</b>	[22.6%]	[77.4%]
Northern Health & Social Services Board	36	14	1	<b>51</b>	[72.0%]	[28.0%]
Northern Ireland Ambulance Service Health and Social Services Trust	24	17	5	<b>46</b>	[58.5%]	[41.5%]
Northern Ireland Assembly Commission	52	25	9	<b>86</b>	[67.5%]	[32.5%]
Northern Ireland Blood Transfusion Service	19	16	6	<b>41</b>	[54.3%]	[45.7%]
Northern Ireland Central Services Agency for the Health & Social Services	44	40	17	<b>101</b>	[52.4%]	[47.6%]
Northern Ireland Council for Post-Graduate Medical & Dental Education	4	3	1	<b>8</b>	[57.1%]	[42.9%]
Northern Ireland Council for the Curriculum Examinations & Assessment	23	17	3	<b>43</b>	[57.5%]	[42.5%]
Northern Ireland Guardian Ad Litem Agency	6	2	0	<b>8</b>	[75.0%]	[25.0%]
Northern Ireland Health Promotion Agency	8	3	0	<b>11</b>	[72.7%]	[27.3%]



## Composition of Appointees in Individual Specified Authorities

Specified Authority	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Northern Ireland Housing Executive	166	206	14	<b>386</b>	[44.6%]	[55.4%]
Northern Ireland Local Government Officers' Superannuation Committee	-	-	-	<b>4</b>	-	-
Northern Ireland Policing Board, The	248	73	16	<b>337</b>	[77.3%]	[22.7%]
Northern Ireland Railways Company Ltd	53	19	0	<b>72</b>	[73.6%]	[26.4%]
Northern Ireland Regional Medical Physics Agency	8	8	0	<b>16</b>	[50.0%]	[50.0%]
Northern Ireland Tourist Board	7	2	0	<b>9</b>	[77.8%]	[22.2%]
Northern Ireland Transport Holding Company	-	-	-	<b>3</b>	-	-
Omagh College of Further Education	10	38	4	<b>52</b>	[20.8%]	[79.2%]
Omagh District Council	18	41	5	<b>64</b>	[30.5%]	[69.5%]
Police Ombudsman for Northern Ireland, The	8	6	4	<b>18</b>	[57.1%]	[42.9%]
Probation Board for Northern Ireland	7	11	4	<b>22</b>	[38.9%]	[61.1%]
Royal Group of Hospitals & Dental Hospital Health and Social Services Trust, The	362	957	91	<b>1410</b>	[27.4%]	[72.6%]
Royal Mail Group Plc	391	389	23	<b>803</b>	[50.1%]	[49.9%]
Secretary of State for Defence	187	15	5	<b>207</b>	[92.6%]	[7.4%]
South and East Belfast Health & Social Services Trust	408	252	55	<b>715</b>	[61.8%]	[38.2%]
South Eastern Education & Library Board	393	202	37	<b>632</b>	[66.1%]	[33.9%]
Southern Education & Library Board	264	402	14	<b>680</b>	[39.6%]	[60.4%]
Southern Health & Social Services Board	13	23	0	<b>36</b>	[36.1%]	[63.9%]
Sperrin Lakeland Health & Social Services Trust	197	470	76	<b>743</b>	[29.5%]	[70.5%]
Sports Council for Northern Ireland	4	2	0	<b>6</b>	[66.7%]	[33.3%]
Strabane District Council	8	26	1	<b>35</b>	[23.5%]	[76.5%]
Trade & Business Development Body, The	5	5	0	<b>10</b>	[50.0%]	[50.0%]
Ulster Community & Hospitals Health & Social Services Trust	644	154	105	<b>903</b>	[80.7%]	[19.3%]
Ulster Supported Employment Ltd	8	3	0	<b>11</b>	[72.7%]	[27.3%]
Ulsterbus Ltd	105	102	6	<b>213</b>	[50.7%]	[49.3%]
United Hospitals Health & Social Services Trust	365	256	76	<b>697</b>	[58.8%]	[41.2%]
Upper Bann Institute of Further & Higher Education	43	24	1	<b>68</b>	[64.2%]	[35.8%]
Warrenpoint Harbour Authority	-	-	-	<b>2</b>	-	-
Waterways Ireland	16	27	1	<b>44</b>	[37.2%]	[62.8%]
Western Education & Library Board	383	763	67	<b>1213</b>	[33.4%]	[66.6%]
Western Health & Social Services Board	9	46	2	<b>57</b>	[16.4%]	[83.6%]



# **SECTION 4**

## **COMPOSITION OF APPOINTEES TO PRIVATE SECTOR CONCERNS (with 251+ Employees only)**



## Composition of Appointees to Private Sector Concerns

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Abbey National PLC	43	32	107	<b>182</b>	[57.3%]	[42.7%]
Acheson & Glover Ltd	35	16	2	<b>53</b>	[68.6%]	[31.4%]
Adecco (UK) Ltd	159	120	40	<b>319</b>	[57.0%]	[43.0%]
Adria Ltd	56	105	0	<b>161</b>	[34.8%]	[65.2%]
AIB Group Northern Ireland PLC T/a First Trust Bank	97	131	7	<b>235</b>	[42.5%]	[57.5%]
Alexander Joseph Ltd T/a Menarys	102	24	11	<b>137</b>	[81.0%]	[19.0%]
Allied Bakeries Ireland	72	3	0	<b>75</b>	[96.0%]	[4.0%]
Aptus Personnel Ltd	73	25	10	<b>108</b>	[74.5%]	[25.5%]
Arcadia Group PLC T/a Top Shop Retail	30	34	0	<b>64</b>	[46.9%]	[53.1%]
Argos Distributors Ltd	53	71	29	<b>153</b>	[42.7%]	[57.3%]
Atlanco Ltd	-	-	-	<b>0</b>	-	-
Avondale Foods (Craigavon) Ltd	41	68	12	<b>121</b>	[37.6%]	[62.4%]
AVX Ltd	95	51	20	<b>166</b>	[65.1%]	[34.9%]
B & Q PLC	74	69	22	<b>165</b>	[51.7%]	[48.3%]
Bairds Chemists	37	9	4	<b>50</b>	[80.4%]	[19.6%]
Balcas Timber Ltd	22	20	2	<b>44</b>	[52.4%]	[47.6%]
Bank of Ireland	53	75	3	<b>131</b>	[41.4%]	[58.6%]
Barnardos	41	22	9	<b>72</b>	[65.1%]	[34.9%]
Bass Ireland Ltd	2	13	4	<b>19</b>	[13.3%]	[86.7%]
BE Aerospace (UK) Ltd	58	89	10	<b>157</b>	[39.5%]	[60.5%]
Belfast City Airport Ltd	22	7	1	<b>30</b>	[75.9%]	[24.1%]
Board of Social Witness	43	11	3	<b>57</b>	[79.6%]	[20.4%]
Boots The Chemist PLC	34	34	0	<b>68</b>	[50.0%]	[50.0%]
Botanic Inns Ltd	48	176	48	<b>272</b>	[21.4%]	[78.6%]
Brett Martin Ltd	44	11	1	<b>56</b>	[80.0%]	[20.0%]
British Telecom Northern Ireland	30	60	9	<b>99</b>	[33.3%]	[66.7%]
Bryson House	23	18	6	<b>47</b>	[56.1%]	[43.9%]
Budget DIY Ltd	22	30	3	<b>55</b>	[42.3%]	[57.7%]
Camden Group	76	38	8	<b>122</b>	[66.7%]	[33.3%]
Carmichael Group, The	109	13	27	<b>149</b>	[89.3%]	[10.7%]
Carpets International (UK) Ltd	27	6	4	<b>37</b>	[81.8%]	[18.2%]
Coca Cola Bottlers (Ulster) Ltd	47	44	3	<b>94</b>	[51.6%]	[48.4%]
Compass Group (UK) and Ireland	126	161	19	<b>306</b>	[43.9%]	[56.1%]
Co-operative Group, The	189	70	23	<b>282</b>	[73.0%]	[27.0%]
Copeland Ltd	47	67	4	<b>118</b>	[41.2%]	[58.8%]
CTS (Clinical Trial Services) Ltd	15	7	2	<b>24</b>	[68.2%]	[31.8%]
Curleys Supermarkets Belfast Ltd	2	64	3	<b>69</b>	[3.0%]	[97.0%]
Daewoo Electronics (UK) Ltd	95	33	19	<b>147</b>	[74.2%]	[25.8%]
Debenhams Retail	70	95	7	<b>172</b>	[42.4%]	[57.6%]
Denny Henry & Sons (NI) Ltd	47	43	3	<b>93</b>	[52.2%]	[47.8%]
Desmond & Sons Ltd	53	100	8	<b>161</b>	[34.6%]	[65.4%]
Diageo Global Supply LBC Ltd	26	15	2	<b>43</b>	[63.4%]	[36.6%]
Diamond Recruitment Group	211	150	65	<b>426</b>	[58.4%]	[41.6%]
DSG Retail Ltd	119	67	58	<b>244</b>	[64.0%]	[36.0%]
Du Pont (UK) Ltd	-	-	-	<b>7</b>	-	-
Dungannon Meats Group	141	113	13	<b>267</b>	[55.5%]	[44.5%]

## Composition of Appointees to Private Sector Concerns

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Dunnes Stores (Bangor ) Ltd	214	631	35	<b>880</b>	[25.3%]	[74.7%]
Eason & Son (NI) Ltd	78	67	5	<b>150</b>	[53.8%]	[46.2%]
Eastwood Bookmakers	27	39	2	<b>68</b>	[40.9%]	[59.1%]
Extra Care for Elderly People Ltd	25	50	10	<b>85</b>	[33.3%]	[66.7%]
Farm Fed Chickens	138	53	8	<b>199</b>	[72.3%]	[27.7%]
Farrans Ltd	97	78	6	<b>181</b>	[55.4%]	[44.6%]
First Choice Selection Services Ltd	95	83	37	<b>215</b>	[53.4%]	[46.6%]
Fleming Poultry Ltd	24	6	0	<b>30</b>	[80.0%]	[20.0%]
Fold Housing Association	51	52	7	<b>110</b>	[49.5%]	[50.5%]
Fruit of the Loom Manufacturing Co Ltd	7	19	5	<b>31</b>	[26.9%]	[73.1%]
Fujitsu Services	-	-	-	<b>7</b>	-	-
Galen PLC	83	48	8	<b>139</b>	[63.4%]	[36.6%]
Gallaher Ltd	16	6	3	<b>25</b>	[72.7%]	[27.3%]
Glen Electric Group of Companies						
Glen Electric Ltd	-	-	-	<b>12</b>	-	-
Seagoe Technologies Ltd	-	-	-	<b>1</b>	-	-
Global Email Company, The	29	28	16	<b>73</b>	[50.9%]	[49.1%]
Gordons Chemists	50	28	0	<b>78</b>	[64.1%]	[35.9%]
Grafton Recruitment Ltd	867	764	111	<b>1742</b>	[53.2%]	[46.8%]
Graham John (Dromore) Ltd	15	8	3	<b>26</b>	[65.2%]	[34.8%]
Grampian Country Pork	42	34	98	<b>174</b>	[55.3%]	[44.7%]
Group 4 Securitas Northern Ireland Ltd	60	25	12	<b>97</b>	[70.6%]	[29.4%]
Haldane Fisher Ltd	25	20	0	<b>45</b>	[55.6%]	[44.4%]
Harland and Wolff Heavy Industries Ltd	-	-	-	<b>7</b>	-	-
Haslett J & J Ltd	25	12	8	<b>45</b>	[67.6%]	[32.4%]
Hastings Hotels	85	170	20	<b>275</b>	[33.3%]	[66.7%]
HBOS PLC	161	140	70	<b>371</b>	[53.5%]	[46.5%]
Henderson John Ltd	34	16	6	<b>56</b>	[68.0%]	[32.0%]
Herbel Restaurants Ltd	135	70	15	<b>220</b>	[65.9%]	[34.1%]
Herdmans Ltd	17	29	0	<b>46</b>	[37.0%]	[63.0%]
Homebase Ltd Homebase Regional office	74	31	10	<b>115</b>	[70.5%]	[29.5%]
Homecare Northern Ireland	32	57	11	<b>100</b>	[36.0%]	[64.0%]
Hughes Christensen Company	-	-	-	<b>2</b>	-	-
Hurst Charles Ltd	106	52	14	<b>172</b>	[67.1%]	[32.9%]
Iceland Frozen Foods PLC	98	97	5	<b>200</b>	[50.3%]	[49.7%]
Independent News & Media (Northern Ireland)	38	24	3	<b>65</b>	[61.3%]	[38.7%]
Industrial Temps Ltd	254	139	17	<b>410</b>	[64.6%]	[35.4%]
Initial Cleaning Services	140	109	4	<b>253</b>	[56.2%]	[43.8%]
Insurance Advisory Services	35	84	15	<b>134</b>	[29.4%]	[70.6%]
Irwin WD & Sons Ltd	64	26	4	<b>94</b>	[71.1%]	[28.9%]
ISS Mediclean Ltd	26	56	18	<b>100</b>	[31.7%]	[68.3%]
JJB Sports PLC	119	100	8	<b>227</b>	[54.3%]	[45.7%]
JSD Recruitment Services	-	-	-	<b>0</b>	-	-
Kennedy Recruitment Ltd	115	104	29	<b>248</b>	[52.5%]	[47.5%]
Langford Lodge Engineering Company Ltd	20	6	1	<b>27</b>	[76.9%]	[23.1%]
Lewis Tim Recruitment Ltd	106	44	18	<b>168</b>	[70.7%]	[29.3%]

## Composition of Appointees to Private Sector Concerns

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Lidl (UK) Gmbh	64	91	45	<b>200</b>	[41.3%]	[58.7%]
Linden Foods Ltd	22	10	15	<b>47</b>	[68.8%]	[31.3%]
Lindsay Cars Ltd	84	17	0	<b>101</b>	[83.2%]	[16.8%]
Lisburn Security Services Ltd	126	34	0	<b>160</b>	[78.8%]	[21.3%]
Long's Supermarket Ltd	21	35	0	<b>56</b>	[37.5%]	[62.5%]
Lynn Maureen Recruitment Ltd	75	121	12	<b>208</b>	[38.3%]	[61.7%]
MacNaughton Blair & Company Ltd	37	18	11	<b>66</b>	[67.3%]	[32.7%]
Makro Multi-trade Centre	8	94	12	<b>114</b>	[7.8%]	[92.2%]
Manpower PLC	266	545	88	<b>899</b>	[32.8%]	[67.2%]
Marks & Spencer PLC	261	127	22	<b>410</b>	[67.3%]	[32.7%]
Maybin Property Support Services (NI) Ltd	677	298	103	<b>1078</b>	[69.4%]	[30.6%]
Mc Donalds Restaurants Ltd	70	65	2	<b>137</b>	[51.9%]	[48.1%]
Mc Keown Cleaning Services Ltd	91	73	0	<b>164</b>	[55.5%]	[44.5%]
Michelin Tyre PLC	69	25	10	<b>104</b>	[73.4%]	[26.6%]
Millar Andrew & Co Ltd	291	90	56	<b>437</b>	[76.4%]	[23.6%]
MM Group Ireland Ltd	40	5	34	<b>79</b>	[88.9%]	[11.1%]
Montupet (UK) Ltd	40	36	1	<b>77</b>	[52.6%]	[47.4%]
Morton Newspapers Ltd	30	11	4	<b>45</b>	[73.2%]	[26.8%]
Mount Charles Catering Ltd	82	94	64	<b>240</b>	[46.6%]	[53.4%]
Moy Park Ltd	415	400	69	<b>884</b>	[50.9%]	[49.1%]
Musgrave Supervalu Centra (NI) Ltd	27	26	1	<b>54</b>	[50.9%]	[49.1%]
Nacco Materials Handling Ltd	13	12	4	<b>29</b>	[52.0%]	[48.0%]
National Australia Group Europe Ltd	97	55	5	<b>157</b>	[63.8%]	[36.2%]
New Look Retailers	73	69	41	<b>183</b>	[51.4%]	[48.6%]
Next PLC	143	143	25	<b>311</b>	[50.0%]	[50.0%]
NIE Powerteam Ltd				<i>See Viridian Group of Companies</i>		
Norbrook Laboratories Ltd	30	80	6	<b>116</b>	[27.3%]	[72.7%]
Nortel Networks	-	-	-	<b>2</b>	-	-
North & West Housing Ltd	19	42	0	<b>61</b>	[31.1%]	[68.9%]
Northbrook Technology of Northern Ireland Ltd	108	139	41	<b>288</b>	[43.7%]	[56.3%]
Northern Ireland Electricity PLC				<i>See Viridian Group of Companies</i>		
NTL	40	18	5	<b>63</b>	[69.0%]	[31.0%]
OCS Service Northern Ireland Ltd	93	82	2	<b>177</b>	[53.1%]	[46.9%]
O'Kane Poultry Ltd	113	25	10	<b>148</b>	[81.9%]	[18.1%]
O'Kane Supermarkets Ltd	34	90	0	<b>124</b>	[27.4%]	[72.6%]
Patton David & Sons (NI)	15	5	4	<b>24</b>	[75.0%]	[25.0%]
Peacock Stores Ltd	69	84	8	<b>161</b>	[45.1%]	[54.9%]
Pertemps Recruitment Partnership	248	259	17	<b>524</b>	[48.9%]	[51.1%]
Phoenix Nursing Agency	83	353	34	<b>470</b>	[19.0%]	[81.0%]
Poundstretcher Ltd	42	41	101	<b>184</b>	[50.6%]	[49.4%]
Praxis Care Group	-	-	-	<b>0</b>	-	-
Precision Industrial Services Ltd	44	31	1	<b>76</b>	[58.7%]	[41.3%]
Premiere People	215	198	5	<b>418</b>	[52.1%]	[47.9%]
PriceWaterhouseCoopers	48	39	4	<b>91</b>	[55.2%]	[44.8%]
Primark Stores Ltd	29	66	5	<b>100</b>	[30.5%]	[69.5%]
Provident Personal Credit Ltd	47	27	24	<b>98</b>	[63.5%]	[36.5%]

## Composition of Appointees to Private Sector Concerns

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Prudential PLC	21	24	9	<b>54</b>	[46.7%]	[53.3%]
Queen's University of Belfast, The	234	306	186	<b>726</b>	[43.3%]	[56.7%]
Quinn Group Ltd	19	80	7	<b>106</b>	[19.2%]	[80.8%]
Radox Laboratories Ltd	31	30	24	<b>85</b>	[50.8%]	[49.2%]
Randstad Employment Bureau Ltd	124	199	29	<b>352</b>	[38.4%]	[61.6%]
Readymix (NI) Ltd	28	4	0	<b>32</b>	[87.5%]	[12.5%]
Reed Executive PLC	132	107	39	<b>278</b>	[55.2%]	[44.8%]
Regency Hotel (NI) Ltd	99	159	40	<b>298</b>	[38.4%]	[61.6%]
Restaurant Management Services Ltd	92	118	11	<b>221</b>	[43.8%]	[56.2%]
RFD Ltd	12	4	0	<b>16</b>	[75.0%]	[25.0%]
RHM Bakeries Ireland	69	27	7	<b>103</b>	[71.9%]	[28.1%]
River Island Clothing Co Ltd	58	54	3	<b>115</b>	[51.8%]	[48.2%]
Robinson Cleaning & Support Services Ltd	106	87	105	<b>298</b>	[54.9%]	[45.1%]
Russell Philip Ltd	81	15	4	<b>100</b>	[84.4%]	[15.6%]
Ryobi Aluminium Casting (UK) Ltd	47	3	5	<b>55</b>	[94.0%]	[6.0%]
Safeway Stores (Ireland) Ltd	264	270	0	<b>534</b>	[49.4%]	[50.6%]
Sainsbury's Supermarkets Ltd	653	466	136	<b>1255</b>	[58.4%]	[41.6%]
Sanmina-sci Enclosure Systems Lisburn Ltd	41	8	5	<b>54</b>	[83.7%]	[16.3%]
Sara Lee Courtaulds Daintifyt	3	9	0	<b>12</b>	[25.0%]	[75.0%]
Seagate Technology (Ireland)	44	90	4	<b>138</b>	[32.8%]	[67.2%]
Seagoe Technologies Ltd	<i>See Glen Electric Group of Companies</i>					
Securicor Cash Services	31	10	0	<b>41</b>	[75.6%]	[24.4%]
Securicor Security Ltd	46	21	7	<b>74</b>	[68.7%]	[31.3%]
Select Recruitment (NI) Limited	120	179	26	<b>325</b>	[40.1%]	[59.9%]
Service and Systems Solutions Ltd	<i>See Viridian Group of Companies</i>					
Short Brothers PLC	35	19	4	<b>58</b>	[64.8%]	[35.2%]
Sloan Contracts Ltd T/a Grove Services Group, Blue Cross Hygiene etc.	204	127	0	<b>331</b>	[61.6%]	[38.4%]
Sodexo Ltd	80	85	7	<b>172</b>	[48.5%]	[51.5%]
Stream International (NI) Ltd	12	104	8	<b>124</b>	[10.3%]	[89.7%]
Tayto (NI) Ltd	45	10	1	<b>56</b>	[81.8%]	[18.2%]
Tesco PLC	128	52	0	<b>180</b>	[71.1%]	[28.9%]
Thales Air Defence Ltd	46	12	3	<b>61</b>	[79.3%]	[20.7%]
T K Maxx	81	94	7	<b>182</b>	[46.3%]	[53.7%]
TK-ECC Ltd	85	7	5	<b>97</b>	[92.4%]	[7.6%]
Turkington JH & Sons (Contractors) Ltd	-	-	-	<b>12</b>	-	-
Tyco Healthcare	34	12	1	<b>47</b>	[73.9%]	[26.1%]
Ulster Bank Ltd	214	222	22	<b>458</b>	[49.1%]	[50.9%]
Ulster Carpets Ltd	19	15	2	<b>36</b>	[55.9%]	[44.1%]
Ulster Weavers Apparel Ltd	21	13	4	<b>38</b>	[61.8%]	[38.2%]
United Dairy Farmers Ltd	35	9	1	<b>45</b>	[79.5%]	[20.5%]
University of Ulster	358	255	169	<b>782</b>	[58.4%]	[41.6%]
Viridian Group of Companies						
NIE Powerteam Ltd	4	12	0	<b>16</b>	[25.0%]	[75.0%]
Northern Ireland Electricity PLC	10	5	2	<b>17</b>	[66.7%]	[33.3%]
Service and Systems Solutions Ltd	26	22	1	<b>49</b>	[54.2%]	[45.8%]
Visteon Uk Ltd	-	-	-	<b>0</b>	-	-



## Composition of Appointees to Private Sector Concerns

Company Name	P.	R.C.	N.D.	TOTAL	<i>[% P]</i>	<i>[% RC]</i>
Wetherspoon JD PLC	16	21	60	<b>97</b>	<i>[43.2%]</i>	<i>[56.8%]</i>
White Horse Group	11	19	9	<b>39</b>	<i>[36.7%]</i>	<i>[63.3%]</i>
Wilson FG (Engineering) Ltd	33	25	9	<b>67</b>	<i>[56.9%]</i>	<i>[43.1%]</i>
Wincanton Ltd	49	24	6	<b>79</b>	<i>[67.1%]</i>	<i>[32.9%]</i>
Wine Inns Ltd	78	84	27	<b>189</b>	<i>[48.1%]</i>	<i>[51.9%]</i>
Wineflair (Belfast) Ltd	49	39	5	<b>93</b>	<i>[55.7%]</i>	<i>[44.3%]</i>
Winemark The Winemerchants Ltd	62	61	10	<b>133</b>	<i>[50.4%]</i>	<i>[49.6%]</i>
Woolworths PLC	104	133	8	<b>245</b>	<i>[43.9%]</i>	<i>[56.1%]</i>
Wrightbus Ltd	86	9	2	<b>97</b>	<i>[90.5%]</i>	<i>[9.5%]</i>
Xtra-Vision	78	82	0	<b>160</b>	<i>[48.8%]</i>	<i>[51.3%]</i>
Your More Store Ltd	70	78	53	<b>201</b>	<i>[47.3%]</i>	<i>[52.7%]</i>





