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## KEY DETAILS

- The Roman Catholic share of the monitored workforce has increased from [34.9%] in 1990 to [39.6%] in 1999 (looking at the same sections of the workforce). Roman Catholics are estimated to make up about [42%] of those available for work.
- Roman Catholics made up [36.9%] of the male monitored workforce in 1999 (in public sector bodies and private sector concerns with over 25 employees). This had increased from [32.0%] in 1990.
- Among the female workforce, Roman Catholics made up [42.5%] of those monitored in 1999. This had increased from [38.5%] in 1990.
- The number of monitored employees has been increasing since 1993 and now stands at 415,388.
- Since 1990 the Roman Catholic share in professional and sales occupations has increased by [9.1] percentage points and [9.4] percentage points respectively. Roman Catholics are most under represented in personal and protective service occupations (including security occupations) with a share of [33.1%], though this represents an increase of [4.6] percentage points since 1990.
- Roman Catholics make up a higher share of the female workforce than they do in the male workforce in the majority of occupations, except clerical and secretarial positions and SOC9 'Other Occupations'.
- The largest group within the private sector monitored workforce is the Services Sector, employing around seven in ten females and four in ten males. Overall employment grew by more than 7,000 employees to nearly 154,000 between 1998 and 1999. Roman Catholic female employment in the Services Sector grew by (7.3%) and the effect of a smaller rise in Protestant female employment of (3.8%) was that female Roman Catholic representation increased from [40.7%] to [41.5%] between 1998 and 1999. Roman Catholic male employment grew by (5.1%) and Protestant male employment by (1.7%). This led to a rise in the Roman Catholic share from [38.3%] to [39.1%].
- Employment within the Manufacturing Sector (over 100,000 employees) accounted for more than a third of the monitored private sector workforce in 1999. Almost half of males and a quarter of females are employed in manufacturing jobs. The number of monitored female employees declined by over 1,400 (4.5%) and the number of males by under 200 employees (0.3%) between 1998 and 1999. Roman Catholic representation within the Manufacturing Sector rose to [36.4%] for males and to [42.4%] for females between 1998 and 1999.
- There were 20,407 monitored employees in security related occupations in 1999. The Roman Catholic share now stands at [8.5%]. This is an increase of [1.1] percentage points since 1990.
- After the exclusion of security related occupations, the representation of Roman Catholics in the public sector has reached the overall representation of Roman Catholics in the economically active population.
- For appointments taken up by males in the public sector the highest level of Roman Catholic appointment was in clerical and managerial occupations at [53.7%] and [53.4%] respectively. In the private sector the Roman Catholic share of male appointments was slightly lower taking up [47.2%] of male clerical appointments and [44.4%] of managerial appointments. Across all private sector occupations the Roman Catholic share of male appointments was lowest in craft and skilled manual occupations with a share of [31.0%].
- During 1999, the Roman Catholic share of females appointed to professional positions has been particularly high. This is true in both the public sector and private sector concerns with over 250 employees. In the public sector [54.3%] of professional appointments taken up by females have been obtained by Roman Catholic women. In private sector concerns with over 250 employees [56.3%] of professional appointments taken up by females have been obtained by Roman Catholics.

## **Monitoring Coverage**

- This report details the analysis of the tenth set of monitoring returns received by the Commission. The first monitoring returns were supplied in 1990.
- On a monitoring return employers specify the religion, occupation and sex of their workforce.
- Monitoring covers approximately 70% of employees in Northern Ireland.
- 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.
- The following are not monitored: the self employed, those on government training schemes, the unemployed, those who work less than 16 hours per week, school teachers and those working in concerns with 10 or less employees.

# CHAPTER 1

## INTRODUCTION

### Overall composition

- 1.1 This is the tenth Fair Employment Monitoring Report. The analysis uses complete monitoring returns received from: 129 Specified Authorities (public sector bodies); and from 3,899 private sector concerns. These returns were received between 1 January 1999 and 31 December 1999. The analysis covers 415,388 employees; 141,561 (34.1%) in the public sector and 273,827 (65.9%) in the private sector.

Information is included on the community composition of employees in:

- the Northern Ireland monitored workforce as a whole
- the public sector
- the private sector

and on the community composition of applicants and appointees in:

- the public sector
- private sector concerns with more than 250 employees.

### Registration

- 1.2 The Fair Employment (Northern Ireland) Act 1989 required certain employers to register with the Fair Employment Commission for Northern Ireland. In October 1999 the Equality Commission assumed responsibility for the Fair Employment Act. All public sector employers identified in the Fair Employment (Specification of Public Authorities) Order (NI) 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.

### Monitoring

- 1.3 All registered employers, including Specified Authorities, must submit to the Commission

annual monitoring returns showing the community composition of their workforces.

Additionally, all Specified Authorities and private sector employers with more than 250 employees must monitor and submit an annual return on the composition of applicants and appointees. In 1999, the Commission received information on 308,670 applicants and 46,915 appointees.

### Monitoring methods

- 1.4 For monitoring purposes, the legislation permits employers to use a variety of methods to establish the community background of their workforces and applicants. There are three principal monitoring methods, from which employers must select one.

Two of the principal methods are based on the fact that educational background in Northern Ireland is a very reliable indicator of community background. The third principal method 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 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 composition of individual specified authorities and private sector concerns

- 1.5 The second Appendix to this report lists alphabetically public sector concerns and private sector concerns which had 26 or more employees. The numbers of Protestant, Roman Catholic and Non-Determined employees in each concern are given. Also listed are the Protestant and Roman Catholic percentages of employees in each concern, based only on those for whom a community was determined. If the monitoring return

showed less than 10 employees of one community, only the total number of employees is listed. The composition of appointees is listed for Specified Authorities with 26 or more employees, and private sector concerns with 251 or more employees that provided a complete monitoring return.

### **Definitions**

- 1.6** Throughout the report 'Protestant' refers to those determined by one of the monitoring methods as members of the Protestant community and 'Roman Catholic' refers to those determined by one of the 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 (4.7%) in 1999. The Non-Determined proportion is higher in some occupational groups and sectors, such as SOC2 Professional Occupations in the Health Sector.

In the report percentages in round brackets are based on all employees. Percentages in square brackets are based on Protestants and Roman Catholics only, with the Non-Determined excluded. Percentages may not always sum to 100 due to rounding.

In the report, figures in the text are numbered Figure 1 to Figure 24.

### **Classifications**

- 1.7** Analyses of concerns were undertaken by Standard Occupational Classification, and in the private sector by Standard Industrial Classification.

#### **The nine Standard Occupational Classification (SOC) 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

#### **The ten Standard Industrial Classification (SIC) 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

# CHAPTER 2

## THE NORTHERN IRELAND WORKFORCE

### Overall composition

2.1 The overall composition of the monitored workforce in 1999 was 239,296 (57.6%) Protestant, 156,539 (37.7%) Roman Catholic and 19,553 (4.7%) Non-Determined, see Table 1. The composition of those for whom a community was determined was [60.5%] Protestant and [39.5%] Roman Catholic. Between 1998 and 1999 the monitored workforce increased by 7,337. The number of monitored employees has been increasing since 1993. Between 1993 and 1999 the total number of monitored employees increased by almost 35,000.

This was the tenth set of monitoring information available on public sector concerns and private sector concerns with 26 or more employees. Looking at these concerns the Roman Catholic share rose by [4.7] percentage points between 1990 and 1999, see Figure 1.

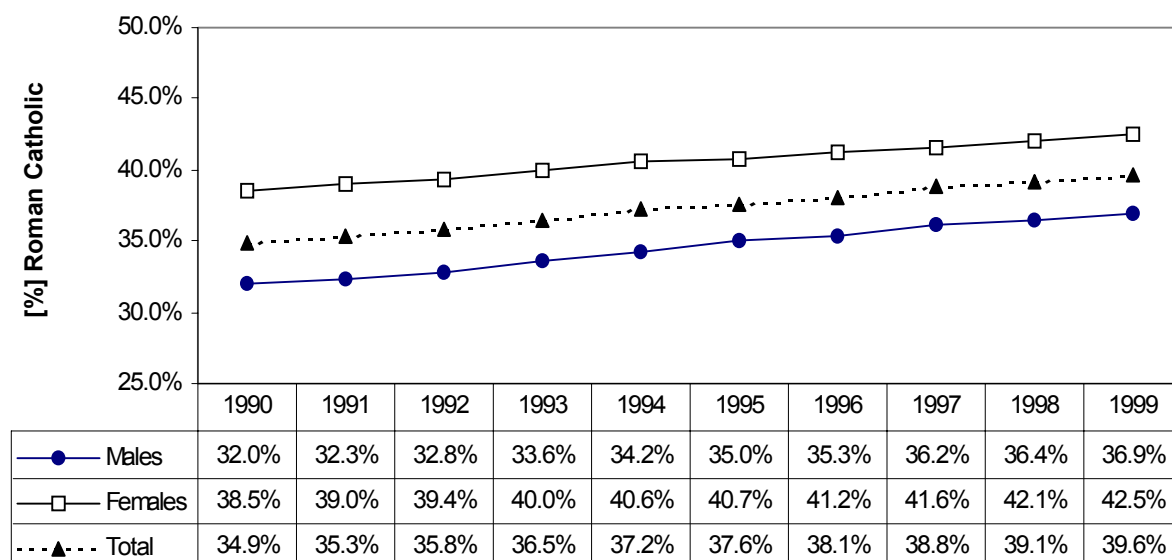
### Composition by sex

2.2 The monitored Northern Ireland workforce comprised 221,062 males and 194,326 females. The female share of the monitored

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

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Males</b>	<b>132,050</b>	(59.7%) [62.9%]	<b>77,932</b>	(35.3%) [37.1%]	<b>11,080</b>	(5.0%)	<b>221,062</b>	(53.2%)
<b>Females</b>	<b>107,246</b>	(55.2%) [57.7%]	<b>78,607</b>	(40.5%) [42.3%]	<b>8,473</b>	(4.4%)	<b>194,326</b>	(46.8%)
<b>TOTAL</b>	<b>239,296</b>	(57.6%) [60.5%]	<b>156,539</b>	(37.7%) [39.5%]	<b>19,553</b>	(4.7%)	<b>415,388</b>	(100%)

**Figure 1 Change in the Roman Catholic Percentage [%] of the Northern Ireland Workforce (Public Sector Concerns and Private Sector Concerns with 26 or more Employees) by Sex 1990-1999**



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

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>22,945</b>	(59.3%) [62.3%]	<b>13,912</b>	(35.9%) [37.7%]	<b>1,853</b>	(4.8%)	<b>38,710</b>	(9.3%)
<b>SOC2</b>	<b>11,691</b>	(50.7%) [57.2%]	<b>8,734</b>	(37.9%) [42.8%]	<b>2,622</b>	(11.4%)	<b>23,047</b>	(5.5%)
<b>SOC3</b>	<b>22,623</b>	(53.4%) [56.5%]	<b>17,409</b>	(41.1%) [43.5%]	<b>2,337</b>	(5.5%)	<b>42,369</b>	(10.2%)
<b>SOC4</b>	<b>39,764</b>	(58.2%) [60.3%]	<b>26,167</b>	(38.3%) [39.7%]	<b>2,416</b>	(3.5%)	<b>68,347</b>	(16.5%)
<b>SOC5</b>	<b>28,845</b>	(61.3%) [64.1%]	<b>16,169</b>	(34.4%) [35.9%]	<b>2,042</b>	(4.3%)	<b>47,056</b>	(11.3%)
<b>SOC6</b>	<b>34,084</b>	(63.1%) [66.6%]	<b>17,115</b>	(31.7%) [33.4%]	<b>2,832</b>	(5.2%)	<b>54,031</b>	(13.0%)
<b>SOC7</b>	<b>19,479</b>	(55.4%) [58.2%]	<b>13,971</b>	(39.8%) [41.8%]	<b>1,679</b>	(4.8%)	<b>35,129</b>	(8.5%)
<b>SOC8</b>	<b>31,996</b>	(56.2%) [57.7%]	<b>23,448</b>	(41.2%) [42.3%]	<b>1,441</b>	(2.5%)	<b>56,885</b>	(13.7%)
<b>SOC9</b>	<b>27,869</b>	(55.9%) [58.7%]	<b>19,614</b>	(39.4%) [41.3%]	<b>2,331</b>	(4.7%)	<b>49,814</b>	(12.0%)
<b>TOTAL</b>	<b>239,296</b>	(57.6%) [60.5%]	<b>156,539</b>	(37.7%) [39.5%]	<b>19,553</b>	(4.7%)	<b>415,388</b>	(100%)

workforce has been increasing. In 1992 females made up (45.0%) of employees. By 1999 females accounted for (46.8%) of the workforce. Females account for a larger share of the Roman Catholic workforce (50.2%) than of the Protestant workforce (44.8%). The female share of the workforce is increasing faster among Protestants than among Roman Catholics. Since 1992 the female share of the Protestant workforce has increased by (2.0) percentage points, while among Roman Catholics it has increased by (1.2) percentage points.

The composition of male employees for whom a community was determined was [62.9%] Protestant and [37.1%] Roman Catholic. For females the composition was [57.7%] Protestant and [42.3%] Roman Catholic.

In the public sector and private sector concerns with 26 or more employees the Roman Catholic share of male employees, increased by [4.9] percentage points, between 1990 and 1999, see Figure 1. For females the corresponding increase was [4.0] percentage points. Between 1998 and 1999 the Roman Catholic share of the comparable male

**Table 3 Change in the Roman Catholic Percentage [%] of the Northern Ireland Workforce (Public Sector Concerns and Private Sector Concerns with 26 or more Employees) by SOC 1990-1999**

SOC Group	1990	1998	1999	Overall Change
<b>SOC1</b>	[30.5%]	[37.2%]	[37.8%]	<b>+7.3%</b>
<b>SOC2</b>	[33.4%]	[41.8%]	[42.5%]	<b>+9.1%</b>
<b>SOC3</b>	[40.1%]	[43.0%]	[43.5%]	<b>+3.4%</b>
<b>SOC4</b>	[34.2%]	[39.5%]	[40.1%]	<b>+5.9%</b>
<b>SOC5</b>	[34.3%]	[35.4%]	[35.2%]	<b>+0.9%</b>
<b>SOC6</b>	[28.5%]	[32.1%]	[33.1%]	<b>+4.6%</b>
<b>SOC7</b>	[33.3%]	[41.3%]	[42.7%]	<b>+9.4%</b>
<b>SOC8</b>	[38.5%]	[42.5%]	[42.3%]	<b>+3.8%</b>
<b>SOC9</b>	[38.8%]	[41.0%]	[41.4%]	<b>+2.6%</b>
<b>TOTAL</b>	[34.9%]	[39.1%]	[39.6%]	<b>+4.7%</b>



workforce rose by [0.7] percentage points while the female Roman Catholic share rose by [0.4] of a percentage point.

### Composition by Standard Occupational Classification (SOC)

2.3 There were six SOC groups which contained more than (10%) of the workforce; SOC3 (10.2%), SOC4 (16.5%), SOC5 (11.3%), SOC6 (13.0%), SOC8 (13.7%) and SOC9 (12.0%), see Table 2. The Roman Catholic share of these SOC groups was; SOC3 [43.5%], SOC4 [39.7%], SOC5 [35.9%], SOC6 [33.4%], SOC8 [42.3%] and SOC9 [41.3%].

The remaining three SOC groups accounted for (23.3%) of the workforce; SOC1 (9.3%), SOC2 (5.5%) and SOC7 (8.5%). The Roman Catholic share in these groups was; SOC1 [37.7%], SOC2 [42.8%] and SOC7 [41.8%].

Looking at public sector and private sector concerns with 26 or more employees the Roman Catholic share had risen in every SOC group between 1990 and 1999, see Table 3. In SOC1 the increase was [7.3] percentage points while in SOC2 it was [9.1] percentage points. Between 1998 and 1999 the Roman Catholic share rose in seven of the SOC groups. In SOC5 the Roman Catholic share fell from [35.4%] in 1998 to [35.2%] in 1999.

Roman Catholic representation was lowest in SOC6 [33.1%], SOC5 [35.2%], and SOC1 [37.8%]. In the remaining 6 SOC groups Roman Catholic representation exceeded [40%].

### Composition by Standard Occupational Classification and sex

#### MALE EMPLOYEES

2.4 There were five SOC groups which each covered more than (10%) of the male workforce; SOC1 (11.2%), SOC5 (18.2%), SOC6 (12.5%), SOC8 (19.1%) and SOC9 (12.2%), see Table 4. The Roman Catholic share in these groups was; SOC1 [35.4%], SOC5 [35.5%], SOC6 [24.5%], SOC8 [41.0%] and SOC9 [41.5%].

The remaining four SOC's were; SOC2 (6.2%), SOC3 (7.8%), SOC4 (6.8%) and SOC7 (6.0%). The Roman Catholic share in these SOC groups was; SOC2 [38.8%], SOC3 [38.5%], SOC4 [42.1%] and SOC7 [40.3%]. Changes in the male Roman Catholic share in each SOC group between 1990 and 1999 may be found by looking at public sector concerns and private sector concerns with 26 or more employees. In each SOC group the Roman Catholic share increased during this time, see Table 5. The largest increases were

**Table 4 Composition of the Monitored Northern Ireland Male Workforce by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>15,203</b>	(61.4%) [64.6%]	<b>8,321</b>	(33.6%) [35.4%]	<b>1,217</b>	(4.9%)	<b>24,741</b>	(11.2%)
<b>SOC2</b>	<b>7,321</b>	(53.6%) [61.2%]	<b>4,651</b>	(34.1%) [38.8%]	<b>1,686</b>	(12.3%)	<b>13,658</b>	(6.2%)
<b>SOC3</b>	<b>9,987</b>	(58.1%) [61.5%]	<b>6,254</b>	(36.4%) [38.5%]	<b>955</b>	(5.6%)	<b>17,196</b>	(7.8%)
<b>SOC4</b>	<b>8,359</b>	(55.3%) [57.9%]	<b>6,089</b>	(40.3%) [42.1%]	<b>666</b>	(4.4%)	<b>15,114</b>	(6.8%)
<b>SOC5</b>	<b>24,869</b>	(61.7%) [64.5%]	<b>13,671</b>	(33.9%) [35.5%]	<b>1,764</b>	(4.4%)	<b>40,304</b>	(18.2%)
<b>SOC6</b>	<b>19,531</b>	(70.9%) [75.5%]	<b>6,352</b>	(23.1%) [24.5%]	<b>1,672</b>	(6.1%)	<b>27,555</b>	(12.5%)
<b>SOC7</b>	<b>7,532</b>	(56.9%) [59.7%]	<b>5,075</b>	(38.3%) [40.3%]	<b>630</b>	(4.8%)	<b>13,237</b>	(6.0%)
<b>SOC8</b>	<b>24,187</b>	(57.3%) [59.0%]	<b>16,831</b>	(39.9%) [41.0%]	<b>1,193</b>	(2.8%)	<b>42,211</b>	(19.1%)
<b>SOC9</b>	<b>15,061</b>	(55.7%) [58.5%]	<b>10,688</b>	(39.5%) [41.5%]	<b>1,297</b>	(4.8%)	<b>27,046</b>	(12.2%)
<b>TOTAL</b>	<b>132,050</b>	(59.7%) [62.9%]	<b>77,932</b>	(35.3%) [37.1%]	<b>11,080</b>	(5.0%)	<b>221,062</b>	(100%)

**Table 5 Change in the Roman Catholic Percentage of the Northern Ireland Male Workforce (Public Sector Concerns and Private Sector Concerns with more than 26 Employees) by SOC 1990-1999**

SOC Group	1990	1998	1999	Overall Change
SOC1	[28.5%]	[34.7%]	[35.4%]	<b>+6.9%</b>
SOC2	[29.6%]	[37.2%]	[38.4%]	<b>+8.8%</b>
SOC3	[32.8%]	[37.2%]	[38.5%]	<b>+5.7%</b>
SOC4	[34.9%]	[41.6%]	[42.4%]	<b>+7.5%</b>
SOC5	[32.2%]	[34.7%]	[34.6%]	<b>+2.4%</b>
SOC6	[20.0%]	[23.4%]	[24.1%]	<b>+4.1%</b>
SOC7	[31.1%]	[40.4%]	[41.8%]	<b>+10.7%</b>
SOC8	[36.5%]	[40.9%]	[40.9%]	<b>+4.4%</b>
SOC9	[40.5%]	[41.3%]	[41.8%]	<b>+1.3%</b>
<b>TOTAL</b>	<b>[32.0%]</b>	<b>[36.4%]</b>	<b>[36.9%]</b>	<b>+4.9%</b>

in SOC7, [10.7] percentage points and SOC2, [8.8] percentage points. In SOC4 the increase was [7.5] percentage points, while in SOC1 it was [6.9] percentage points.

The Roman Catholic share in these groups was; SOC3 [46.9%], SOC4 [39.0%], SOC6 [42.5%], SOC7 [42.7%] and SOC9 [41.1%].

#### FEMALE EMPLOYEES

2.5 There were five SOC groups which each covered over (10%) of the female workforce; SOC3 (13.0%), SOC4 (27.4%), SOC6 (13.6%), SOC7 (11.3%) and SOC9 (11.7%), see Table 6.

The remaining five SOC groups were; SOC1 (7.2%), SOC2 (4.8%), SOC5 (3.5%), and SOC8 (7.6%). The Roman Catholic share in these SOC groups was: SOC1 [41.9%], SOC2 [48.3%], SOC5 [38.6%], and SOC8 [45.9%].

**Table 6 Composition of the Monitored Northern Ireland Female Workforce by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	7,742	(55.4%) [58.1%]	5,591	(40.0%) [41.9%]	636	(4.6%)	13,969	(7.2%)
SOC2	4,370	(46.5%) [51.7%]	4,083	(43.5%) [48.3%]	936	(10.0%)	9,389	(4.8%)
SOC3	12,636	(50.2%) [53.1%]	11,155	(44.3%) [46.9%]	1,382	(5.5%)	25,173	(13.0%)
SOC4	31,405	(59.0%) [61.0%]	20,078	(37.7%) [39.0%]	1,750	(3.3%)	53,233	(27.4%)
SOC5	3,976	(58.9%) [61.4%]	2,498	(37.0%) [38.6%]	278	(4.1%)	6,752	(3.5%)
SOC6	14,553	(55.0%) [57.5%]	10,763	(40.7%) [42.5%]	1,160	(4.4%)	26,476	(13.6%)
SOC7	11,947	(54.6%) [57.3%]	8,896	(40.6%) [42.7%]	1,049	(4.8%)	21,892	(11.3%)
SOC8	7,809	(53.2%) [54.1%]	6,617	(45.1%) [45.9%]	248	(1.7%)	14,674	(7.6%)
SOC9	12,808	(56.3%) [58.9%]	8,926	(39.2%) [41.1%]	1,034	(4.5%)	22,768	(11.7%)
<b>TOTAL</b>	<b>107,246</b>	<b>(55.2%) [57.7%]</b>	<b>78,607</b>	<b>(40.5%) [42.3%]</b>	<b>8,473</b>	<b>(4.4%)</b>	<b>194,326</b>	<b>(100%)</b>

The change in the Roman Catholic female share of employees in public sector concerns and private sector concerns with 26 or more employees was examined for each SOC group, see Table 7. Since 1990 the Roman Catholic share rose in eight SOC groups, and declined in SOC5 from [42.7%] to [38.6%]. SOC5 (Craft and Skilled Manual

Occupations) is the smallest employment group for females containing (3.5%) of female employees. Among those SOC groups where the Roman Catholic share increased, the largest rises were in SOC7, [8.5] percentage points, SOC2, [6.8] percentage points and SOC1, [6.0] percentage points. In SOC4 the increase was [5.5] percentage points.

**Table 7 Change in the Roman Catholic Percentage of the Northern Ireland Female Workforce (Public Sector Concerns and Private Sector Concerns with 26 or more Employees) by SOC**

<b>SOC Group</b>	<b>1990</b>	<b>1998</b>	<b>1999</b>	<b>Overall Change</b>
<b>SOC1</b>	[36.0%]	[41.7%]	[42.0%]	<b>+6.0%</b>
<b>SOC2</b>	[41.4%]	[48.5%]	[48.2%]	<b>+6.8%</b>
<b>SOC3</b>	[45.3%]	[46.8%]	[46.8%]	<b>+1.5%</b>
<b>SOC4</b>	[33.9%]	[38.9%]	[39.4%]	<b>+5.5%</b>
<b>SOC5</b>	[42.7%]	[39.5%]	[38.6%]	<b>-4.1%</b>
<b>SOC6</b>	[40.5%]	[41.5%]	[42.6%]	<b>+2.1%</b>
<b>SOC7</b>	[34.7%]	[41.8%]	[43.2%]	<b>+8.5%</b>
<b>SOC8</b>	[42.3%]	[46.5%]	[46.1%]	<b>+3.8%</b>
<b>SOC9</b>	[36.8%]	[40.7%]	[40.9%]	<b>+4.1%</b>
<b>TOTAL</b>	[38.5%]	[42.1%]	[42.5%]	<b>+4.0%</b>



# CHAPTER 3

## THE PUBLIC SECTOR

### Overall composition

**3.1** In 1999 a total of 129 public sector bodies submitted monitoring returns to the Commission. Between 1998 and 1999 overall employment increased from 140,460 to 141,561 (0.8%). A total of 81,326 Protestant (57.4%), 52,036 Roman Catholic (36.8%) and 8,199 (5.8%) of Non-Determined community background were employed in 1999, see Table 8. The composition of those for whom a community could be determined was [61.0%] Protestant and [39.0%] Roman Catholic. This was an increase in the Roman

Catholic share of [0.5] of a percentage point since 1998.

Since statutory monitoring began in 1990, Roman Catholic representation has increased by [3.7] percentage points (Figure 2).

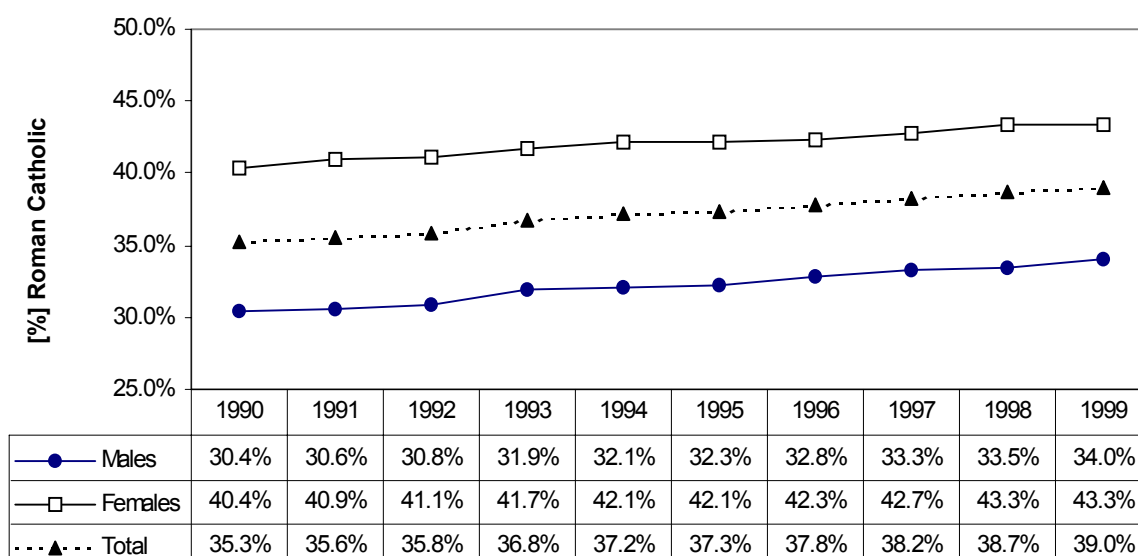
### Composition by sex

**3.2** The number of female employees increased by (1.8%) between 1998 and 1999. This employment increase was 2.0% for Roman Catholic females and 1.8% for Protestant

**Table 8 Composition of Public Sector Employees by Sex**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Males</b>	<b>40,748</b>	(61.6%) [66.0%]	<b>20,991</b>	(31.8%) [34.0%]	<b>4,358</b>	(6.6%)	<b>66,097</b>	(46.7%)
<b>Females</b>	<b>40,578</b>	(53.8%) [56.7%]	<b>31,045</b>	(41.1%) [43.3%]	<b>3,841</b>	(5.1%)	<b>75,464</b>	(53.3%)
<b>TOTAL</b>	<b>81,326</b>	(57.4%) [61.0%]	<b>52,036</b>	(36.8%) [39.0%]	<b>8,199</b>	(5.8%)	<b>141,561</b>	(100%)

**Figure 2 Change in the Roman Catholic Percentage [%] of Public Sector Employees by Sex 1990-1999**



**Table 9 Composition of Public Sector Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	7,478	(59.7%) [62.6%]	4,468	(35.7%) [37.4%]	585	(4.7%)	12,531	(8.9%)
SOC2	5,235	(49.1%) [56.5%]	4,024	(37.7%) [43.5%]	1,413	(13.2%)	10,672	(7.5%)
SOC3	13,433	(51.3%) [54.5%]	11,223	(42.9%) [45.5%]	1,527	(5.8%)	26,183	(18.5%)
SOC4	16,801	(53.4%) [55.6%]	13,403	(42.6%) [44.4%]	1,254	(4.0%)	31,458	(22.2%)
SOC5	2,538	(66.8%) [71.1%]	1,034	(27.2%) [28.9%]	226	(6.0%)	3,798	(2.7%)
SOC6	24,074	(68.2%) [72.2%]	9,282	(26.3%) [27.8%]	1,965	(5.6%)	35,321	(25.0%)
SOC7	86	(65.6%) [68.8%]	39	(29.8%) [31.2%]	6	(4.6%)	131	(0.1%)
SOC8	2,414	(54.0%) [56.2%]	1,882	(42.1%) [43.8%]	177	(4.0%)	4,473	(3.2%)
SOC9	9,267	(54.5%) [58.1%]	6,681	(39.3%) [41.9%]	1,046	(6.2%)	16,994	(12.0%)
<b>TOTAL</b>	<b>81,326</b>	<b>(57.4%) [61.0%]</b>	<b>52,036</b>	<b>(36.8%) [39.0%]</b>	<b>8,199</b>	<b>(5.8%)</b>	<b>141,561</b>	<b>(100%)</b>

females. Roman Catholic female representation remained static at [43.3%] between 1998 and 1999. The increased female employment continued the trend towards higher proportions of women employed in the public sector. In 1990, females accounted for (48.9%) of employees and the monitoring returns for 1999 show that this proportion had increased to (53.3%).

The total number of male employees declined by (0.3%) between 1998 and 1999. The

number of male employees fell by (1.3%) for Protestants and increased by (0.8%) for Roman Catholics. These two factors led to a rise of [0.5] of a percentage point in Roman Catholic male representation to [34.0%] in 1999.

Since the beginning of Statutory Monitoring in 1990, Roman Catholic male representation increased from [30.4%] to [34.0%] and Roman Catholic female representation from [40.4%] to [43.3%], see Figure 2.

**Table 10 Change in the Roman Catholic Percentage of Public Sector Employees by SOC 1990-1999**

SOC Group	1990	1998	1999	Overall Change
SOC1	[30.3%]	[36.9%]	[37.4%]	<b>+7.1%</b>
SOC2	[33.1%]	[43.2%]	[43.5%]	<b>+10.4%</b>
SOC3	[43.9%]	[45.1%]	[45.5%]	<b>+1.6%</b>
SOC4	[39.8%]	[44.1%]	[44.4%]	<b>+4.6%</b>
SOC5	[29.5%]	[29.2%]	[28.9%]	<b>-0.6%</b>
SOC6	[25.4%]	[27.4%]	[27.8%]	<b>+2.4%</b>
SOC7	[25.8%]	[37.0%]	[31.2%]	<b>+5.4%</b>
SOC8	[36.2%]	[44.0%]	[43.8%]	<b>+7.6%</b>
SOC9	[39.9%]	[42.2%]	[41.9%]	<b>+2.0%</b>
<b>TOTAL</b>	<b>[35.3%]</b>	<b>[38.7%]</b>	<b>[39.0%]</b>	<b>+3.7%</b>

### **Composition by Standard Occupational Classification**

**3.3** Over three quarters of public sector employees were employed in one of four occupational classifications; Personal and Protective Service occupations (SOC6, employing 25.3%), Clerical and Secretarial occupations (SOC4, employing 22.2%), Associate professional and technical occupations (SOC3, employing 18.5%) and Other occupations (SOC9, employing 12.0%). Table 9 tabulates the numbers employed by SOC and community background and Table 10 shows the changes in Roman Catholic representation by SOC occurring since 1990.

Roman Catholic representation was lowest in SOC6 at [27.8%] though this proportion is an increase on the [27.4%] representation in 1998. The total number of employees in SOC6 decreased between 1998 and 1999 by (0.5%). There was a moderate increase in the number of Roman Catholic employees from 9,187 to 9,282 persons.

Roman Catholic representation in SOC4 increased from [44.1%] in 1998 to [44.4%] in 1999. The number of Protestant employees increased from 16,546 in 1998 to 16,801 in 1999. In the same period, the number of Roman Catholic employees in SOC4 rose from 13,062 to 13,403.

The numbers employed overall in SOC3 increased from 25,883 in 1998 to 26,183 in 1999. Roman Catholic representation increased from [45.1%] to [45.5%]. There was a small rise in the number of Protestant employees (0.7%) and a (2.3%) increase in the number of Roman Catholic employees.

The number of employees in SOC9 rose from 16,899 in 1998 to 16,994 in 1999. Roman Catholic representation decreased from [42.2%] to [41.9%] This was due to a rise in Protestant employment of (1.0%).

From the remaining 5 SOC groups only in the higher SOC groups (SOC1 and SOC2) are there a substantial number of employees (over 10,000). Among Managerial and Administrative occupations (SOC1) the number of employees increased for Protestants by (1.7%) and for Roman Catholics by (3.9%). The faster rate of Roman Catholic increase caused an overall

improvement in their representation from [36.9%] in 1998 to [37.4%] in 1999.

Roman Catholic representation in SOC2 increased by [0.2] percentage points rising from [43.2%] in 1998 to [43.5%] in 1999. The number of Protestants employed increased by (1.6%) while the number of Roman Catholics employed increased by (2.9%) and overall the number of SOC2 employees increased by (1.8%).

A total of 4,473 persons were employed in SOC8 with Protestant and Roman Catholic numbers declining from their 1998 levels. Roman Catholic representation decreased from [44.0%] in 1998 to [43.8%] in 1999 due to a slower rate of Protestant (4.5%) than Roman Catholic (5.4%) decline.

A total of 3,798 persons were employed in SOC5 and in this group Roman Catholic representation decreased from [29.2%] in 1998 to [28.9%] in 1999. The number of employees declined for Protestants by (3.0%) for Roman Catholics by (4.2%).

The number of persons employed in SOC7 is an insignificant component of the employment in the public sector comprising only 131 employees. In 1999 Roman Catholic representation in SOC7 was [31.2%].

### **Composition by Standard Occupational Classification and sex**

#### **3.4 MALE EMPLOYEES**

The composition of male public sector employment by SOC is shown in Table 11. Changes in male Roman Catholic representation by SOC occurring since 1990 are given in Table 12.

Almost one-third of male public sector employees (31.4%) were employed in SOC6. Roman Catholic representation increased from [18.5%] in 1998 to [18.9%] in 1999. The number of Protestants employed in SOC6 declined by (2.1%) and the number of Roman Catholic employees increased by (0.2%). The overall number of male employees in SOC6 declined by (1.5%).

Male Roman Catholic representation in SOC9 increased by [0.2] of a percentage point rising from [43.2%] in 1998 to [43.4%] in 1999. The total number of male employees in SOC9

**Table 11 Composition of Male Public Sector Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>4,528</b>	(61.8%) [65.2%]	<b>2,413</b>	(32.9%) [34.8%]	<b>389</b>	(5.3%)	<b>7,330</b>	(11.1%)
<b>SOC2</b>	<b>2,922</b>	(52.1%) [61.0%]	<b>1,870</b>	(33.4%) [39.0%]	<b>815</b>	(14.5%)	<b>5,607</b>	(8.5%)
<b>SOC3</b>	<b>4,494</b>	(55.5%) [58.8%]	<b>3,145</b>	(38.8%) [41.2%]	<b>461</b>	(5.7%)	<b>8,100</b>	(12.3%)
<b>SOC4</b>	<b>3,141</b>	(46.9%) [49.6%]	<b>3,197</b>	(47.8%) [50.4%]	<b>353</b>	(5.3%)	<b>6,691</b>	(10.1%)
<b>SOC5</b>	<b>2,437</b>	(67.1%) [71.4%]	<b>975</b>	(26.9%) [28.6%]	<b>218</b>	(6.0%)	<b>3,630</b>	(5.5%)
<b>SOC6</b>	<b>15,810</b>	(76.1%) [81.1%]	<b>3,681</b>	(17.7%) [18.9%]	<b>1,286</b>	(6.2%)	<b>20,777</b>	(31.4%)
<b>SOC7</b>	<b>14</b>	(56.0%) [60.9%]	<b>9</b>	(36.0%) [39.1%]	<b>2</b>	(8%)	<b>25</b>	(0.0%)
<b>SOC8</b>	<b>2,346</b>	(54.0%) [56.2%]	<b>1,826</b>	(42.0%) [43.8%]	<b>175</b>	(4.0%)	<b>4,347</b>	(6.6%)
<b>SOC9</b>	<b>5,056</b>	(52.7%) [56.6%]	<b>3,875</b>	(40.4%) [43.4%]	<b>659</b>	(6.9%)	<b>9,590</b>	(14.5%)
<b>TOTAL</b>	<b>40,748</b>	(61.6%) [66.0%]	<b>20,991</b>	(31.8%) [34.0%]	<b>4,358</b>	(6.6%)	<b>66,097</b>	(100%)

increased (1.6%) with 14.5% of all males employed in this occupational group. The number of employees rose more rapidly for Roman Catholics (1.8%) than for Protestants (1.1%).

Male public sector employment in SOC3 declined between 1998 and 1999 by (0.9%) to 8,100 employees, (12.3%) of all male employees. Roman Catholic representation was [41.2%], a rise of [0.6] of a percentage point since 1998.

Roman Catholic representation among male SOC1 employees increased from [34.6%] in 1998 to [34.8%] in 1999. Approximately 1 in 10 (11.1%) male public sector employees are in SOC1. The number of Protestant male employees rose by (0.6%) while the number of Roman Catholic male employees rose by (1.4%).

In SOC4 (containing 10.1% of all male employees) Roman Catholic representation was [50.4%]. In SOC2 (containing 8.5% of all

**Table 12 Change in the Roman Catholic Male Percentage of Public Sector Employees by SOC 1990-1999**

SOC Group	1990	1998	1999	Overall Change
<b>SOC1</b>	[28.6%]	[34.6%]	[34.8%]	<b>+6.2</b>
<b>SOC2</b>	[28.9%]	[38.2%]	[39.0%]	<b>+10.1</b>
<b>SOC3</b>	[38.7%]	[40.6%]	[41.2%]	<b>+2.5</b>
<b>SOC4</b>	[44.5%]	[49.2%]	[50.4%]	<b>+5.9</b>
<b>SOC5</b>	[29.4%]	[28.9%]	[28.6%]	<b>-0.8</b>
<b>SOC6</b>	[16.5%]	[18.5%]	[18.9%]	<b>+2.4</b>
<b>SOC7</b>	[24.1%]	[50.0%]	[39.1%]	<b>+15.0</b>
<b>SOC8</b>	[36.5%]	[44.0%]	[43.8%]	<b>+7.3</b>
<b>SOC9</b>	[41.5%]	[43.2%]	[43.4%]	<b>+1.9</b>
<b>TOTAL</b>	[30.4%]	[33.5%]	[34.0%]	<b>+3.6</b>



**Table 13 Composition of Female Public Sector Employees by SOC**

	Protestant	Roman Catholic	Non-Determined	Total
<b>SOC1</b>	<b>2,950</b> (56.7%) [58.9%]	<b>2,055</b> (39.5%) [41.1%]	<b>196</b> (3.8%)	<b>5,201</b> (6.9%)
<b>SOC2</b>	<b>2,313</b> (45.7%) [51.8%]	<b>2,154</b> (42.5%) [48.2%]	<b>598</b> (11.8%)	<b>5,065</b> (6.7%)
<b>SOC3</b>	<b>8,939</b> (49.4%) [52.5%]	<b>8,078</b> (44.7%) [47.5%]	<b>1,066</b> (5.9%)	<b>18,083</b> (24.0%)
<b>SOC4</b>	<b>13,660</b> (55.2%) [57.2%]	<b>10,206</b> (41.2%) [42.8%]	<b>901</b> (3.6%)	<b>24,767</b> (32.8%)
<b>SOC5</b>	<b>101</b> (60.1%) [63.1%]	<b>59</b> (35.1%) [36.9%]	<b>8</b> (4.8%)	<b>168</b> (0.2%)
<b>SOC6</b>	<b>8,264</b> (56.8%) [59.6%]	<b>5,601</b> (38.5%) [40.4%]	<b>679</b> (4.7%)	<b>14,544</b> (19.3%)
<b>SOC7</b>	<b>72</b> (67.9%) [70.6%]	<b>30</b> (28.3%) [29.4%]	<b>4</b> (3.8%)	<b>106</b> (0.1%)
<b>SOC8</b>	<b>68</b> (54.0%) [54.8%]	<b>56</b> (44.4%) [45.2%]	<b>2</b> (1.6%)	<b>126</b> (0.2%)
<b>SOC9</b>	<b>4,211</b> (56.9%) [60.0%]	<b>2,806</b> (37.9%) [40.0%]	<b>387</b> (5.2%)	<b>7,404</b> (9.8%)
<b>TOTAL</b>	<b>40,578</b> (53.8%) [56.7%]	<b>31,045</b> (41.1%) [43.3%]	<b>3,841</b> (5.1%)	<b>75,464</b> (100%)

male employees) Roman Catholic representation was [39.0%]. Representation in SOC's 8, 5 and 7 was [43.8%], [28.6%] and [39.1%] respectively.

Roman Catholic representation among male public sector employees increased in SOC's 1, 2, 3, 4, 6, and 9 and declined in SOC 5, 7 and 8. Only 25 males were employed in SOC 7.

### 3.5 FEMALE EMPLOYEES

The composition of female public sector

employment by SOC is shown in Table 13. Changes in female Roman Catholic representation by SOC occurring since 1990 are given in Table 14.

Female public sector employment was concentrated in four SOC groups. SOC4 (employing 32.8%), SOC3 (employing 24.0%), SOC6 (employing 19.3%) and SOC9 (employing 9.8%). Between 1998 and 1999, Roman Catholic representation remained stable at [42.8%] in SOC4, was [40.4%] in SOC6, an increase of [0.2] of a percentage

**Table 14 Change in the Roman Catholic Female Percentage of Public Sector Employees by SOC 1990-1999**

SOC Group	1990	1998	1999	Overall Change
<b>SOC1</b>	[33.9%]	[40.3%]	[41.1%]	<b>+7.2%</b>
<b>SOC2</b>	[40.5%]	[48.6%]	[48.2%]	<b>+7.7%</b>
<b>SOC3</b>	[46.5%]	[47.2%]	[47.5%]	<b>+1.0%</b>
<b>SOC4</b>	[38.5%]	[42.8%]	[42.8%]	<b>+4.3%</b>
<b>SOC5</b>	[31.7%]	[35.3%]	[36.9%]	<b>+5.2%</b>
<b>SOC6</b>	[39.9%]	[40.2%]	[40.4%]	<b>+0.5%</b>
<b>SOC7</b>	[26.5%]	[34.4%]	[29.4%]	<b>+2.9%</b>
<b>SOC8</b>	[23.6%]	[44.3%]	[45.2%]	<b>+21.6%</b>
<b>SOC9</b>	[38.3%]	[40.8%]	[40.0%]	<b>+1.7%</b>
<b>TOTAL</b>	[40.4%]	[43.3%]	[43.3%]	<b>+2.9%</b>

point, [47.5%] in SOC3, [0.3] of a percentage point increase, and [40.0%] in SOC9, a decline of [0.8] of a percentage point.

Between 1998 and 1999 the overall number of females employed in the public sector increased for SOC's 1, 2, 3, 4, and 6. Roman Catholic female representation in SOC1 rose from [40.3%] to [41.1%]. The numbers of Protestant and Roman Catholic female SOC1

employees increased by (3.6%) and (7.0%) respectively.

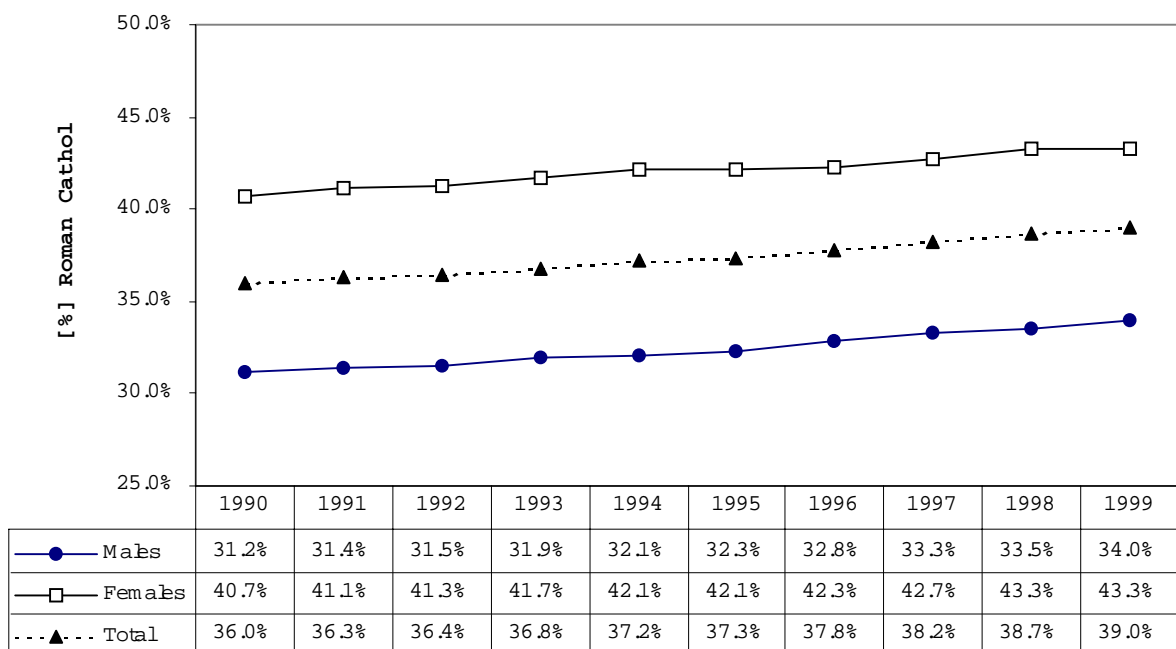
Roman Catholic representation among SOC2 female employees declined by [0.4] of a percentage point between 1998 and 1999 to [48.2%]. In this occupational group the number of Protestant females employed rose by (4.0%) while the number of Roman

**Table 15 Composition of Public Sector Employees Excluding Northern Ireland Electricity**

	Protestant	Roman Catholic	Non-Determined	Total
<b>1990*</b>	<b>87,554</b> [64.0%]	<b>49,192</b> [36.0%]	<b>12,297</b>	<b>149,043</b>
<b>1991*</b>	<b>87,106</b> [63.7%]	<b>49,554</b> [36.3%]	<b>11,086</b>	<b>147,746</b>
<b>1992*</b>	<b>86,346</b> [63.6%]	<b>49,515</b> [36.4%]	<b>10,851</b>	<b>146,712</b>
<b>1993</b>	<b>85,933</b> [63.2%]	<b>50,145</b> [36.8%]	<b>9,788</b>	<b>145,926</b>
<b>1994</b>	<b>84,493</b> [62.8%]	<b>49,994</b> [37.2%]	<b>9,237</b>	<b>143,674</b>
<b>1995</b>	<b>84,177</b> [62.7%]	<b>50,011</b> [37.3%]	<b>9,007</b>	<b>143,195</b>
<b>1996</b>	<b>82,935</b> [62.2%]	<b>50,315</b> [37.8%]	<b>9,817</b>	<b>142,437</b>
<b>1997</b>	<b>81,711</b> [61.8%]	<b>50,593</b> [38.2%]	<b>9,195</b>	<b>141,499</b>
<b>1998</b>	<b>81,151</b> [61.8%]	<b>51,247</b> [38.7%]	<b>8,062</b>	<b>140,460</b>
<b>1999</b>	<b>81,326</b> [61.0%]	<b>52,036</b> [39.0%]	<b>8,199</b>	<b>141,561</b>

\*Excludes Northern Ireland Electricity, which was in the Public Sector until 1992

**Figure 3 Change in the Roman Catholic [%] of Public Sector Employees (Excluding Northern Ireland Electricity) 1990-1999**



Catholic females rose by (2.4%).

The proportion of females employed in the higher SOC groups (SOC1 and SOC2) rose from (13.3%) in 1998 to (13.6%) in 1999. The proportion of males employed in SOC's 1 and 2 increased from (19.3%) to (19.6%). The gains in male and female employment were a consequence of employment growth which was especially large for females.

### Composition of Public Sector employees excluding Northern Ireland Electricity

**3.6** The Northern Ireland Electricity Monitoring Return was counted in the public sector until 1992. As a result of privatisation it has been counted in the private sector since 1993. Allowing for this privatisation, the decrease in the number of public sector monitored workers between 1990 and 1999 would have been 7,482, see Table 15; a reduction of 8207 males and an increase of 725 females, see Table 15[M] and Table 15[F] (page 30).

The number of monitored male public sector employees has decreased every year since 1990. The number of females decreased between 1990 and 1994, but at a slower rate than among males. The number of females

increased during the next five years by 2,982.

If Northern Ireland Electricity is excluded from the monitored public sector in 1990 the Roman Catholic share of the public sector would have risen by [3.0] percentage points between 1990 and 1999. For males the increase in the Roman Catholic share during this time would have been [2.8] percentage points, see Figure 3. For females the increase would have been [2.6] percentage points.

### Public Sector excluding security related occupations

**3.7** Included in the Monitoring Returns are the following security related occupations; the Royal Ulster Constabulary, the Royal Irish Regiment, the Territorial Army, the Royal Naval Reserve, the Northern Ireland Prison Service and staff working in the Police Authority for Northern Ireland.

There were 20,407 monitored employees in these security related occupations, (14.4%) of all monitored public sector employment. Their composition was (86.3%) Protestant, (8.1%) Roman Catholic and (5.6%) Non-Determined, see Table 16. Among those

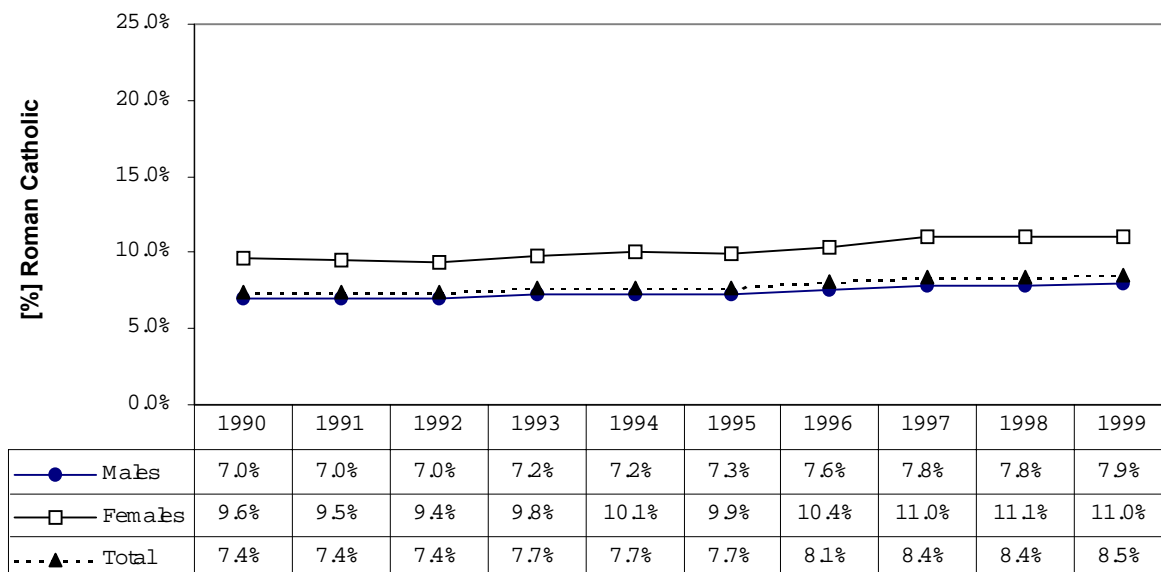
**Table 16 Composition of Public Sector Employees in Security Related Occupations by Sex**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Males</b>	<b>14,232</b>	(86.4%) [92.1%]	<b>1,224</b>	(7.4%) [7.9%]	<b>1,025</b>	(6.2%)	<b>16,481</b>	(80.8%)
<b>Females</b>	<b>3,388</b>	(86.3%) [89.0%]	<b>420</b>	(10.7%) [11.0%]	<b>118</b>	(3.0%)	<b>3,926</b>	(19.2%)
<b>TOTAL</b>	<b>17,620</b>	(86.3%) [91.5%]	<b>1,644</b>	(8.1%) [8.5%]	<b>1,143</b>	(5.6%)	<b>20,407</b>	(100%)

**Table 17 Composition of Public Sector Employees Excluding those in Security Related Occupations by Sex**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Males</b>	<b>26,516</b>	(53.4%) [57.3%]	<b>19,767</b>	(39.8%) [42.7%]	<b>3,333</b>	(6.7%)	<b>49,616</b>	(41.0%)
<b>Females</b>	<b>37,190</b>	(52.0%) [54.8%]	<b>30,625</b>	(42.8%) [45.2%]	<b>3,723</b>	(5.2%)	<b>71,538</b>	(59.0%)
<b>TOTAL</b>	<b>63,414</b>	(52.3%) [55.7%]	<b>50,392</b>	(41.6%) [44.3%]	<b>7,056</b>	(5.8%)	<b>121,154</b>	(100%)

**Figure 4 Change in the Roman Catholic Percentage of Security Related Occupations by Sex 1990-1999**



whose community background was determined [91.5%] were Protestant and [8.5%] were Roman Catholic. Between 1990 and 1999 there has been a [1.1] percentage point increase in the Roman Catholic share overall, a [0.9] percentage point increase for males and a [1.4] percentage point increase for females (Figure 4).

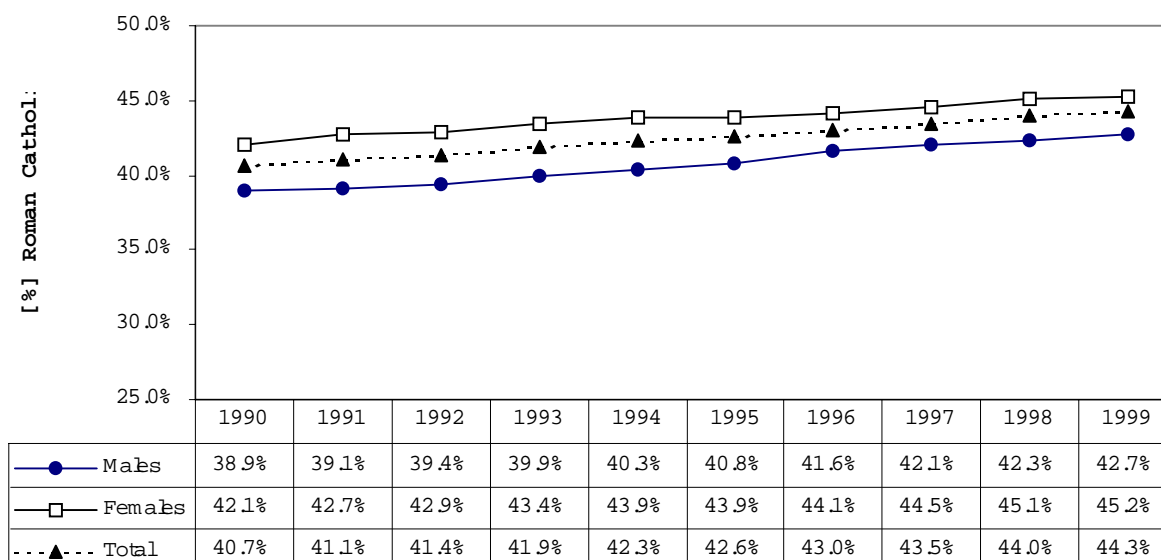
The composition of the whole monitored public sector is influenced by the large number of Protestants working in security related occupations. Among males, less than (6.0%) of Roman Catholic public sector employees were in security related occupations while over one-third of Protestant males (34.9%)

were in such occupations. Among females, (8.3%) of Protestant and only (1.4%) of Roman Catholic public sector employment were in security related occupations.

Excluding those in security related occupations, the composition of the remaining public sector employees for whom a community was determined was [55.7%] Protestant and [44.3%] Roman Catholic, see Table 17.

For males the exclusion of security related occupations increased the Roman Catholic share of the monitored public sector workforce to [42.7%] from [34.0%]. For

**Figure 5 Change in the Roman Catholic Percentage of Public Sector Employees Excluding Security Related Occupations and Excluding Northern Ireland Electricity by Sex 1990-1999**



females the corresponding increase was to [45.2%] from [43.3%]. The monitoring information shows that after the exclusion of security related occupations, the representation of Roman Catholics in the public sector has reached the overall representation of Roman Catholics within the economically active population.

Excluding Northern Ireland Electricity and security related occupations allows comparison to be made over the period of statutory monitoring. Between 1990 and 1999 the male Roman Catholic share of the remaining public workforce increased by [3.8] percentage points, see Figure 5. For females, the corresponding increase was [3.1] percentage points.

## COMPOSITION OF THE MAJOR SECTORS

### Health Sector overall composition

3.8 Employees in the health sector were detailed in the monitoring returns of twenty five public

sector bodies in 1999. There were four health boards and twenty one independent health related organisations. Before 1994 all health sector employees were detailed in the monitoring returns of the four health and social services boards.

In 1990 there were just over 49,700 persons employed by the four boards. Only 625 persons were employed directly by the Boards in 1999. In the health sector as a whole there were a total of 45,975 persons employed in 1999, an increase on the 44,912 employees registered in the previous year, (Table 18).

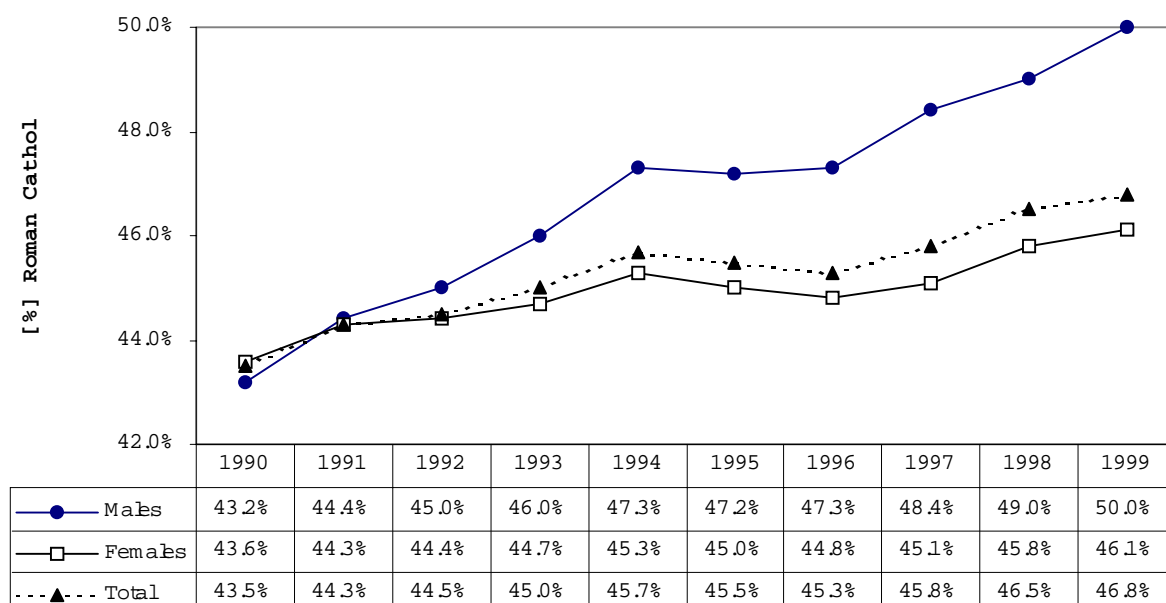
Roman Catholic representation in 1999 was [46.8%] a rise of [0.3] of a percentage point since 1998 and the highest it has been since monitoring began, see Figure 6. In 1990 Roman Catholic representation was [43.5%] and has increased by [3.3] percentage points over the period.

Females accounted for (79.6%) of employees

**Table 18 Composition of Health Sector Employees by Sex**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Males</b>	<b>4,228</b>	(45.1%) [50.0%]	<b>4,225</b>	(45.1%) [50.0%]	<b>916</b>	(9.8%)	<b>9,369</b>	(20.4%)
<b>Females</b>	<b>18,645</b>	(50.9%) [53.9%]	<b>15,919</b>	(43.5%) [46.1%]	<b>2,042</b>	(5.6%)	<b>36,606</b>	(79.6%)
<b>TOTAL</b>	<b>22,873</b>	(49.8%) [53.2%]	<b>20,144</b>	(43.8%) [46.8%]	<b>2,958</b>	(6.4%)	<b>45,975</b>	(100%)

**Figure 6 Change in the Roman Catholic Percentage of Health Sector Employees by Sex 1990-1999**



while (20.4%) were male. For male employees the Roman Catholic share was [50.0%] while for females it was [46.1%]. The number of male employees rose from 9,223 in 1998 to 9,369 in 1999 and the number of females rose from 35,679 in 1998 to 36,606 in 1999.

The Roman Catholic share of male and female employees rose each year between 1990 and 1994, see Figure 6. A slight fall in the male Roman Catholic share occurred between 1994 and 1995 though this recovered to its 1994 level in 1996. In the last three years the male share rose [2.7] percentage points. Roman Catholic female representation declined between 1994 [45.3%] and 1996 [44.8%] but in the last 3 years there has been an increase of [1.3] percentage points.

### Composition of Health Sector employees by Standard Occupational Classification

**3.9** In the health sector over one third (37.4%) of all employees were in SOC3, see Table 19. This group includes Nurses and Midwives. The Roman Catholic share of those in SOC3 was [48.8%], an increase of [0.2] of a percentage point since 1998. There were also large concentrations of staff in SOC4, (16.6%) and SOC6, (19.3%). The Roman Catholic

share was [42.6%] in SOC4 and [48.2%] in SOC6. Apart from the small SOC5 and SOC7 the Roman Catholic share was [37.6%] or greater in the remaining SOC groups.

SOC1 and SOC2 gained employees by (4.0%), (3.9%) respectively. SOC3 gained employees by (2%), SOC4 by (3.5%) and SOC9 by (3.8%)

### Composition of Health Sector employees by Standard Occupational Classification and sex

#### MALE EMPLOYEES

**3.10** Among monitored male employees in the health sector the Roman Catholic share was [28.1%] in the small SOC5 and was [37.9%] or greater in the remaining SOC groups. There were no male employees in SOC7. Between 1998 and 1999 the number of employees in SOC's 1 and 2 increased by (1.6) and (4.1) percentage points respectively. Table 19[M] (page 31) shows the religious composition by SOC for male health sector employees.

#### FEMALE EMPLOYEES

**3.11** Four out of every five female health sector workers were in three SOC groups; SOC3, (42.3%), SOC4 (18.6%) and SOC6 (19.0%), see Table 19[F] (page 31). The Roman

**Table 19 Composition of Health Sector Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>947</b>	(53.1%) [56.4%]	<b>732</b>	(41.1%) [43.6%]	<b>104</b>	(5.8%)	<b>1,783</b>	(3.9%)
<b>SOC2</b>	<b>2,273</b>	(44.7%) [53.8%]	<b>1,951</b>	(38.4%) [46.2%]	<b>861</b>	(16.9%)	<b>5,085</b>	(11.1%)
<b>SOC3</b>	<b>8,273</b>	(48.1%) [51.2%]	<b>7,899</b>	(45.9%) [48.8%]	<b>1,041</b>	(6.0%)	<b>17,213</b>	(37.4%)
<b>SOC4</b>	<b>4,204</b>	(55.3%) [57.4%]	<b>3,119</b>	(41.0%) [42.6%]	<b>286</b>	(3.8%)	<b>7,609</b>	(16.6%)
<b>SOC5</b>	<b>401</b>	(69.4%) [71.6%]	<b>159</b>	(27.5%) [28.4%]	<b>18</b>	(3.1%)	<b>578</b>	(1.3%)
<b>SOC6</b>	<b>4,370</b>	(49.3%) [51.8%]	<b>4,060</b>	(45.8%) [48.2%]	<b>430</b>	(4.9%)	<b>8,860</b>	(19.3%)
<b>SOC7</b>	<b>6</b>	(100%) [100%]	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%)	<b>6</b>	(0.0%)
<b>SOC8</b>	<b>224</b>	(58.6%) [62.4%]	<b>135</b>	(35.3%) [37.6%]	<b>23</b>	(6.0%)	<b>382</b>	(0.8%)
<b>SOC9</b>	<b>2,175</b>	(48.8%) [51.0%]	<b>2,089</b>	(46.8%) [49.0%]	<b>195</b>	(4.4%)	<b>4,459</b>	(9.7%)
<b>TOTAL</b>	<b>22,873</b>	(49.8%) [53.2%]	<b>20,144</b>	(43.8%) [46.8%]	<b>2,958</b>	(6.4%)	<b>45,975</b>	(100%)

Catholic share in these groups was; SOC3 [48.3%], SOC4 [41.0%] and SOC6 [45.9%]. Excluding the very small number of females employed in SOC's 5, 7 and 8, Roman Catholic representation in the remaining occupational groups was [43.9%] in SOC1, [48.1%] in SOC2 and [46.1%] in SOC9.

Since 1998, female Roman Catholic representation increased in SOC1 (up [1.0] of a percentage point), SOC2 (up [0.1] of a percentage point), SOC3 (up [0.2] of a percentage point), SOC4 (up [0.1] percentage points) and SOC6 (up [0.5] of a percentage point). The female Roman Catholic share decreased in SOC9 (down [0.3] of a percentage point). The number of female employees increased in every SOC except for SOC5, SOC7, and SOC8 where the number of female employees remained stable.

### Education and Library Boards overall composition

- 3.12** Monitoring Returns from the five Northern Ireland Education and Library Boards exclude teaching staff not in further education. These returns detailed 17,409 staff (12.3%) of the monitored public sector workforce. Overall the employees were (51.6%) Protestant, (43.0%) Roman Catholic and (5.4%) Non-Determined, see Table 20. For those for whom a community was determined the composition was [54.5%] Protestant and [45.5%] Roman Catholic.

This showed a decrease in the Roman Catholic share of [0.4] of a percentage point since 1998. Since 1990 the increase has been [4.5] percentage points, see Figure 7. The total number of employees in this sector decreased from 17,732 in 1998 to 17,409 in 1999.

Over two thirds of employees were female

(71.6%). Roman Catholics comprised [46.2%] of the male workforce and [45.2%] of the female workforce. Between 1998 and 1999 the Roman Catholic share rose by [0.1] of a percentage point for males and declined by [0.6] of a percentage point for females. In this period male employee numbers declined by (4%) and the number of female employees declined by (0.9%).

Since 1990 the Roman Catholic share of male employees increased by [5.4] percentage points while for females it increased by [4.1] percentage points.

### Composition of Education and Library Boards by Standard Occupational Classification

- 3.13** Among monitored employees in the Education Boards, over one third (36.2%) were in SOC6, see Table 21. There were also large concentrations of employees in SOC2 (15.9%) and SOC4 (20.2%). The Roman Catholic share in these groups was: SOC2 [48.7%], SOC4 [43.3%] and SOC6 [45.6%]. The Roman Catholic share was [29.4%] in the small SOC5, and was [42.5%] or greater in the other SOC groups.

### Composition of Education and Library Boards by Standard Occupational Classification and sex

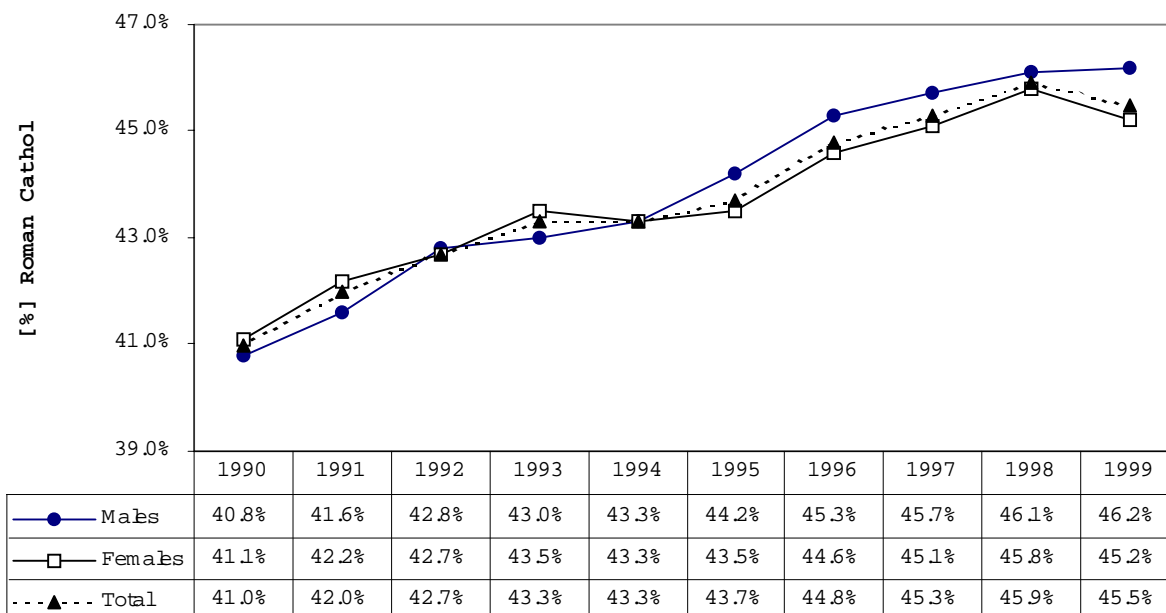
#### MALE EMPLOYEES

- 3.14** For males in the Education Boards, the largest concentration of employees was in SOC2 (26.4%) and SOC6 (25.0%), see Table 21[M] (page 32). The Roman Catholic share in these groups was SOC2 [45.0%] and SOC6 [49.4%]. There were no male employees in SOC7. Among the other SOC groups the Roman Catholic share was [29.2%] in the small SOC5 and [40.6%] or greater in the remainder.

**Table 20 Composition of Education and Library Board Employees by Sex**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Males</b>	<b>2,510</b>	(50.7%) [53.8%]	<b>2,152</b>	(43.5%) [46.2%]	<b>287</b>	(5.8%)	<b>4,949</b>	(28.4%)
<b>Females</b>	<b>6,470</b>	(51.9%) [54.8%]	<b>5,336</b>	(42.8%) [45.2%]	<b>654</b>	(5.2%)	<b>12,460</b>	(71.6%)
<b>TOTAL</b>	<b>8,980</b>	(51.6%) [54.5%]	<b>7,488</b>	(43.0%) [45.5%]	<b>941</b>	(5.4%)	<b>17,409</b>	(100%)

**Figure 7 Change in the Roman Catholic Percentage of Education and Library Board Employees by Sex 1990-1999**



**Table 21 Composition of Education and Library Board Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>237</b>	(54.2%) [57.5%]	<b>175</b>	(40.0%) [42.5%]	<b>25</b>	(5.7%)	<b>437</b>	(2.5%)
<b>SOC2</b>	<b>1,287</b>	(46.6%) [51.3%]	<b>1,222</b>	(44.3%) [48.7%]	<b>252</b>	(9.1%)	<b>2,761</b>	(15.9%)
<b>SOC3</b>	<b>752</b>	(50.2%) [53.3%]	<b>660</b>	(44.1%) [46.7%]	<b>85</b>	(5.7%)	<b>1,497</b>	(8.6%)
<b>SOC4</b>	<b>1,921</b>	(54.5%) [56.7%]	<b>1,465</b>	(41.6%) [43.3%]	<b>137</b>	(3.9%)	<b>3,523</b>	(20.2%)
<b>SOC5</b>	<b>209</b>	(66.6%) [70.6%]	<b>87</b>	(27.7%) [29.4%]	<b>18</b>	(5.7%)	<b>314</b>	(1.8%)
<b>SOC6</b>	<b>3,267</b>	(51.8%) [54.4%]	<b>2,736</b>	(43.4%) [45.6%]	<b>304</b>	(4.8%)	<b>6,307</b>	(36.2%)
<b>SOC7</b>	<b>36</b>	(66.7%) [69.2%]	<b>16</b>	(29.6%) [30.8%]	<b>2</b>	(3.7%)	<b>54</b>	(0.3%)
<b>SOC8</b>	<b>308</b>	(48.2%) [50.1%]	<b>307</b>	(48.0%) [49.9%]	<b>24</b>	(3.8%)	<b>639</b>	(3.7%)
<b>SOC9</b>	<b>963</b>	(51.3%) [54.0%]	<b>820</b>	(43.7%) [46.0%]	<b>94</b>	(5.0%)	<b>1,877</b>	(10.8%)
<b>TOTAL</b>	<b>8,980</b>	(51.6%) [54.5%]	<b>7,488</b>	(43.0%) [45.5%]	<b>941</b>	(5.4%)	<b>17,409</b>	(100%)

Between 1998 and 1999 the Roman Catholic share increased in SOC2 by [1.7], and in SOC1 by [2.8] and in SOC9 by [1.1]. Roman Catholic male representation decreased in SOC3 by [0.5] and in SOC6 by [0.7], in SOC4 by [1.2], SOC5 by [0.7] and in SOC8 by [0.4] of a percentage point. The number of male employees decreased in SOC2, SOC6 SOC8, and SOC9 and remained about the

same in the other SOC groups.

Since the start of statutory monitoring in 1990 the Roman Catholic share of male employees rose in all but one of the SOC groups. In the small SOC9 the Roman Catholic share fell during this time to [44.1%]. In SOC1 the increase in Roman Catholic representation has been [12.9] percentage points.



### FEMALE EMPLOYEES

**3.15** Female employees in the Education Boards were concentrated in SOC4 (25.5%) and SOC6 (40.7%), see Table 21[F] (page 32). The Roman Catholic share in the two large SOC groups of female employees was; SOC4 [42.9%] and SOC6 [44.7%]. The numbers of female employees in SOC5, SOC7 and SOC8 were very small (less than (1%) of female employment). Among the remaining SOC groups the Roman Catholic share was [44.2%] or greater.

Between 1998 and 1999 the female Roman Catholic share increased in SOC1 from [43.9%] to [44.2%]. The Roman Catholic female share decreased in SOC2 from [53.0%] to [52.2%] and in SOC3 from [46.2%] to [44.9%] in SOC6 from [44.8%] to [44.7%] and in SOC9 from [48.1%] to [46.1%].

### District Councils overall Composition

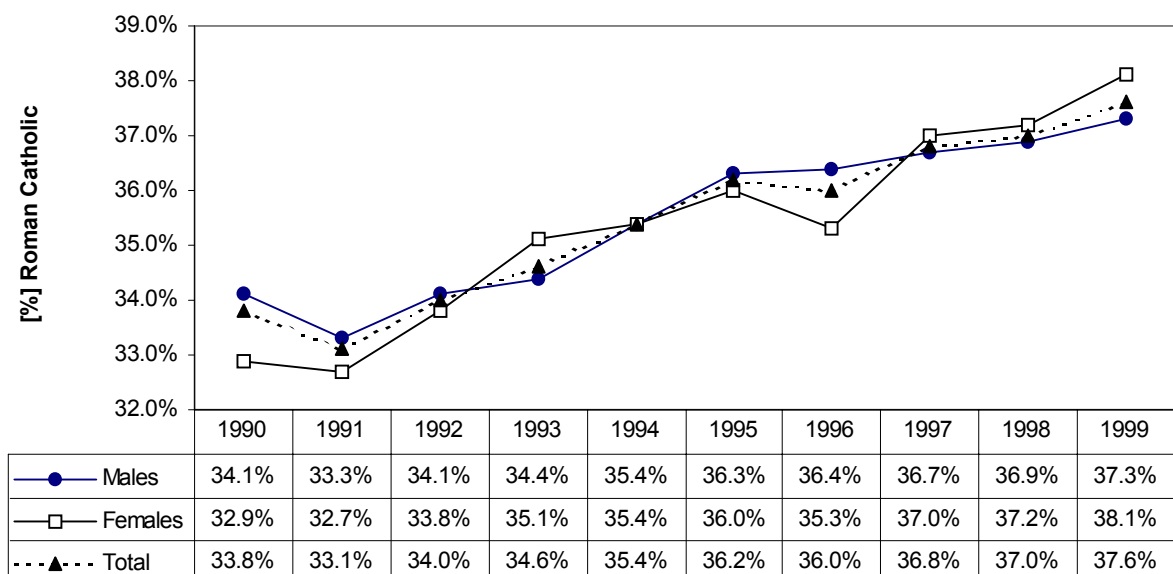
**3.16** Across the 26 District Councils a total of 8,292 persons were employed in 1999. Their composition was (59.9%) Protestant, (36.1%) Roman Catholic and (4.0%) Non-Determined, see Table 22. Protestants accounted for [62.4%] of those for whom a community was determined and Roman Catholics accounted for [37.6%].

The Roman Catholic share of District Council employees increased by [0.6] of a percentage point to [37.6%] between 1998 and 1999. The overall size of the District Council workforce remained static between 1998 and 1999. Males accounted for almost two-thirds of employees (62.7%). For males, the Roman Catholic proportion increased by [0.4] of a percentage point to [37.3%] since 1998. For females since 1998 the Roman Catholic share

**Table 22 Composition of District Council Employees by Sex**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Males</b>	<b>3,133</b>	(60.3%) [62.7%]	<b>1,862</b>	(35.8%) [37.3%]	<b>205</b>	(3.9%)	<b>5,200</b>	(62.7%)
<b>Females</b>	<b>1,835</b>	(59.3%) [61.9%]	<b>1,131</b>	(36.6%) [38.1%]	<b>126</b>	(4.1%)	<b>3,092</b>	(37.3%)
<b>TOTAL</b>	<b>4,968</b>	(59.9%) [62.4%]	<b>2,993</b>	(36.1%) [37.6%]	<b>331</b>	(4.0%)	<b>8,292</b>	(100%)

**Figure 8 Change in the Roman Catholic [%] of District Council Employees by Sex 1990-1999**



increased by [0.9] percentage points to [38.1%].

Between 1990 and 1999 the male Roman Catholic share rose by [3.2] percentage points and the female share rose by [5.2] percentage points, see Figure 8.

**Composition of District Council employees by Standard Occupational Classification**

**3.17** Employees in District Councils were concentrated in two SOC groups; SOC4 (17.8%) and SOC9 (25.5%), see Table 23. Roman Catholics accounted for [38.9%] of employees in SOC4 and [36.9%] in SOC9. Since 1998 Roman Catholic representation increased by [1.3] of a percentage point in SOC4 and by [0.4] of a percentage point in SOC9.

The lowest Roman Catholic representation was among SOC8 employees at [33.0%], a decrease of [1.3] percentage points since 1998. There were only a few persons employed in SOC7 and in all remaining SOC groups Roman Catholic representation was [33.9%] or greater.

**Composition of District Council employees by Standard Occupational Classification by Sex**

**MALE EMPLOYEES**

**3.18** Employment declined slightly or remained static for both Protestant and Roman Catholic males during this period, with the exception of SOC3 which showed a modest increase for Catholics, increasing their representation from [35.6%] in 1998 to [38.6%] in 1999. Roman Catholic representation was lowest in SOC1 at [29.5%]. Among the other SOC groups, Roman Catholic representation fluctuated only slightly from the previous year.

**FEMALE EMPLOYEES**

**3.19** Female District Council employees were concentrated in SOC4, which accounted for 1,293, (41.8%) of female workers, see Table 23 [F] (page 34). The Roman Catholic share in this SOC group was [38.2%], an increase of [1.2] percentage points since 1998. Since 1990 the Roman Catholic share in SOC4 has increased by a total of [6.7] percentage points.

A total of (14.7%) of female employees were in SOC9 and Roman Catholic representation decreased by [1.3] percentage points to [30.5%] since 1998. (4.1%) of females were employed in SOC groups 2, 5, 7 and 8. Roman Catholic representation was [41.9%] in SOC1 (up [2.1] percentage points since 1998), [39.2%] in SOC3 (up [3.2] of percentage points since 1998) and [40.6%] in SOC6 (down [0.8] percentage points since 1998).

**Table 23 Composition of District Council Employees by SOC**

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	570 (62.5%) [66.1%]	292 (32.0%) [33.9%]	50 (5.5%)	912 (11.0%)
SOC2	89 (53.3%) [56.0%]	70 (41.9%) [44.0%]	8 (4.8%)	167 (2.0%)
SOC3	590 (57.8%) [61.1%]	375 (36.7%) [38.9%]	56 (5.5%)	1,021 (12.3%)
SOC4	880 (59.6%) [61.1%]	560 (37.9%) [38.9%]	37 (2.5%)	1,477 (17.8%)
SOC5	441 (63.3%) [65.0%]	237 (34.0%) [35.0%]	19 (2.7%)	697 (8.4%)
SOC6	665 (54.8%) [57.9%]	484 (39.9%) [42.1%]	64 (5.3%)	1,213 (14.6%)
SOC7	32 (59.3%) [62.7%]	19 (35.2%) [37.3%]	3 (5.6%)	54 (0.7%)
SOC8	413 (65.0%) [67.0%]	203 (32.0%) [33.0%]	19 (3.0%)	635 (7.7%)
SOC9	1,288 (60.9%) [63.1%]	753 (35.6%) [36.9%]	75 (3.5%)	2,116 (25.5%)
TOTAL	4,968 (59.9%) [62.4%]	2,993 (36.1%) [37.6%]	331 (4.0%)	8,292 (100%)

The number of female employees increased slightly in SOCs 1, 2, 5, and 6 and remained the same or declined slightly in the rest. Since the beginning of statutory monitoring in 1990 the female Roman Catholic share increased in all the large SOC groups. In SOC1 the increase has been [15.1] percentage points.

### Civil Service overall composition

**3.20** Monitoring information relating to Civil Servants employed in Northern Ireland was contained in the monitoring return completed on behalf of the Northern Ireland Civil Service and that submitted by the Minister for the Civil Service.

In 1999 the Civil Service employed 37,323 people, (26.4%) of the monitored public sector workforce, see Table 24. The total number of employees increased by 210 (0.6%) since 1998. The composition of monitored employees was (58.0%) Protestant, (35.1%) Roman Catholic and (6.9%) Non-Determined. Among those for whom a community was determined [62.3%] were Protestant and [37.7%] Roman Catholic.

The Roman Catholic share of Civil Service employees increased by [0.3%] from the 1998 figure of [37.4%] to [37.7%] in 1999.

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

Excluding the PANI secondees from the 1999 Civil Service monitoring figures allows a comparison of the same section of monitored employees over the full period of statutory monitoring. After excluding the PANI secondees in 1999 for the purpose of comparison, the Roman Catholic share of the

Civil Service would have increased by [2.8] percentage points since 1990, see Figure 9.

The majority (55.4%) of Civil Service employees were male. Excluding the PANI secondees in 1999 allows a comparison with the monitoring figures for 1990. In 1990 males made up (63.2%) of the Civil Service. By 1999 the comparable male share was (57.2%), a decrease of (6.0) percentage points.

In 1999 the Roman Catholic share of all monitored male Civil Service employees was [34.5%], an increase of [0.2] of a percentage point since 1998. For female employees the Roman Catholic share was [41.5%] a rise of [0.2%] since 1998. Since 1998 the number of male employees has declined by (1.0%) while the number of female employees increased by (2.5%).

After excluding PANI in 1999 the Roman Catholic share of male employees would have increased by [2.4] percentage points since 1990, while for females the increase was [2.2] percentage points, see Figure 9.

### Composition of Civil Service employees by Standard Occupational Classification

**3.21** Over half the Civil Service employees were in two SOC groups; SOC1 (17.9%) and SOC4 (41.1%), see Table 25. The Roman Catholic share in these groups was [38.6%] in SOC1 and [46.3%] in SOC4. No persons were employed in SOC7. Of the remaining SOC groups the Roman Catholic share was [10.3%] in SOC6 (reflecting the low numbers of Roman Catholics employed in security related occupations which are contained in SOC 6), [25.3%] in SOC5 and [30.6%] in SOC2. It was between [32.4%] and [35.2%] in the remaining three groups.

**Table 24 Composition of Civil Service Employees by Sex**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Males</b>	<b>12,332</b>	(59.7%) [65.5%]	<b>6,502</b>	(31.5%) [34.5%]	<b>1,835</b>	(8.9%)	<b>20,669</b>	(55.4%)
<b>Females</b>	<b>9,318</b>	(56.0%) [58.5%]	<b>6,597</b>	(39.6%) [41.5%]	<b>739</b>	(4.4%)	<b>16,654</b>	(44.6%)
<b>TOTAL</b>	<b>21,650</b>	(58.0%) [62.3%]	<b>13,099</b>	(35.1%) [37.7%]	<b>2,574</b>	(6.9%)	<b>37,323</b>	(100%)

**Composition of Civil Service employees by Standard Occupational Classification and Sex**

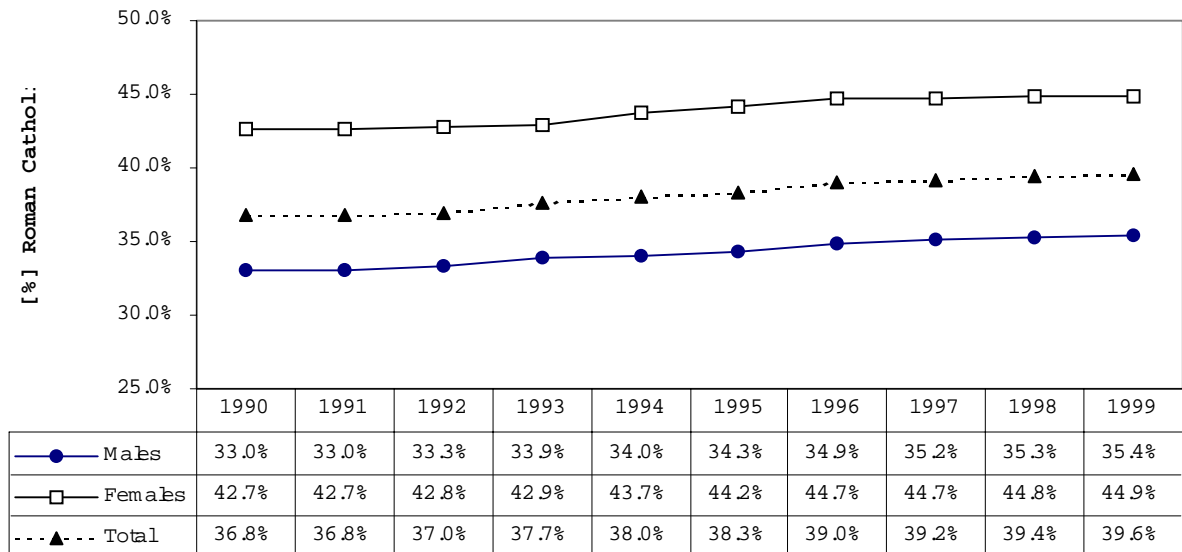
occupational groups; SOC1 (17.7%), SOC3 (17.6%), SOC4 (21.2%) and SOC9 (14.8%). The Roman Catholic share in these groups was; SOC1 [37.4%], SOC3 [34.0%], SOC4 [50.4%] and SOC9 [36.5%].

**MALE EMPLOYEES**

**3.22** The composition of the monitored male employees in the Civil Service is shown in Table 25[M] (page 34). Most male employees (71.3%) were spread in one of four

Roman Catholic male representation was lowest in SOC6 at [9.3%]. Overall the numbers employed in SOC6 declined slightly between 1998 and 1999.

**Figure 9 Change in the Roman Catholic Percentage of Civil Service Employees Excluding PANI Secondees 1990-1999**



**Table 25 Composition of Civil Service Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>3,920</b>	(58.7%) [61.4%]	<b>2,468</b>	(36.9%) [38.6%]	<b>295</b>	(4.4%)	<b>6,683</b>	(17.9%)
<b>SOC2</b>	<b>1,050</b>	(61.3%) [69.4%]	<b>464</b>	(27.1%) [30.6%]	<b>198</b>	(11.6%)	<b>1,712</b>	(4.6%)
<b>SOC3</b>	<b>2,713</b>	(61.4%) [64.8%]	<b>1,476</b>	(33.4%) [35.2%]	<b>233</b>	(5.3%)	<b>4,422</b>	(11.8%)
<b>SOC4</b>	<b>7,877</b>	(51.3%) [53.7%]	<b>6,804</b>	(44.3%) [46.3%]	<b>667</b>	(4.3%)	<b>15,348</b>	(41.1%)
<b>SOC5</b>	<b>815</b>	(67.0%) [74.7%]	<b>276</b>	(22.7%) [25.3%]	<b>125</b>	(10.3%)	<b>1,216</b>	(3.3%)
<b>SOC6</b>	<b>2,533</b>	(74.7%) [89.7%]	<b>290</b>	(8.6%) [10.3%]	<b>567</b>	(16.7%)	<b>3,390</b>	(9.1%)
<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>305</b>	(62.1%) [66.9%]	<b>151</b>	(30.8%) [33.1%]	<b>35</b>	(7.1%)	<b>491</b>	(1.3%)
<b>SOC9</b>	<b>2,437</b>	(60.0%) [67.6%]	<b>1,170</b>	(28.8%) [32.4%]	<b>454</b>	(11.2%)	<b>4,061</b>	(10.9%)
<b>TOTAL</b>	<b>21,650</b>	(58.0%) [62.3%]	<b>13,099</b>	(35.1%) [37.7%]	<b>2,574</b>	(6.9%)	<b>37,323</b>	(100%)

The number of males increased in SOC4 for both Protestants and Catholics, however the rate of increase was greater for Catholics and their representation increased from (49.5%) to [50.4%] between 1998 and 1999.

In each of the remaining SOC groups the numbers employed stayed the same or declined. In SOC9 employment declined by 6.9% for Protestants and by 11.2% for Catholics leading to a drop in their representation of [1.1] percentage points.

### FEMALE EMPLOYEES

**3.23** The composition of monitored female Civil Service employees is shown in Table 25F (page 34). Among female employees of the Civil Service (65.8%) were in SOC4. The composition of SOC4 was [55.3%] Protestant and [44.7%] Roman Catholic which was the same as in 1998.

Employment in SOC1 increased slightly between 1998 and 1999 but among the other SOC groups, numbers employed were relatively unchanged. Less than 1,000 females were employed in any other SOCs. Female employee numbers declined slightly in SOC9 between 1998 and 1999 and the Roman Catholic female share decreased from [21.4%] to [20.3%].

The share of Roman Catholic females in SOC2 was [40.1%] and up [0.5] of a percentage point since 1998. The number of female employees in this SOC group increased equally for Roman Catholics and Protestants. Relatively few females were employed in SOC2 (2.4%) and SOC3 (4.7%).

### Composition of Civil Service employees excluding those in SOC4

**3.24** The large number of Roman Catholic Civil Service employees concentrated in SOC4 influences the overall composition of the Civil Service. When all those employed in SOC4 are excluded the Roman Catholic share falls by [6.3] percentage points to [31.4%], see Table 26. After excluding SOC4 there were (58.9%) of Civil Service employees remaining.

For males after excluding SOC4, (78.8%) of employees remain. The Roman Catholic share fell by [4.0] percentage points to [30.0%]. For females the portion remaining after SOC4 was removed was smaller at (34.2%). The Roman Catholic share fell by [6.5] percentage points to [35.0%]. With SOC4 employees excluded, the Roman Catholic share of male Civil Service employees fell by [0.3%] between 1998 and 1999. For females it rose by [0.4] of a percentage point.

**Table 26 Comparison of Composition of Civil Service Employees Including and Excluding SOC4**

	Total Number of Employees/[%] R.C.		Difference caused by excluding SOC4	Percentage of Employees remaining after excluding SOC4
	Including SOC4	Excluding SOC4		
<b>Males</b>	<b>20,669</b> [34.5%]	<b>16,279</b> [30.0%]	-4.0%	(78.8%)
<b>Females</b>	<b>16,654</b> [41.5%]	<b>5,696</b> [35.0%]	-6.5%	(34.2%)
<b>TOTAL</b>	<b>37,323</b> [37.7%]	<b>21,975</b> [31.4%]	-6.3%	(58.9%)

**Table 15 [M] Composition of Male Public Sector Employees Excluding Northern Ireland Electricity**

	<b>Protestant</b>	<b>Roman Catholic</b>	<b>Non-Determined</b>	<b>Total</b>
<b>1990*</b>	<b>46,743</b> [68.8%]	<b>21,187</b> [31.2%]	<b>6,374</b>	<b>74,304</b>
<b>1991*</b>	<b>46,942</b> [68.6%]	<b>21,480</b> [31.4%]	<b>5,289</b>	<b>73,711</b>
<b>1992*</b>	<b>46,286</b> [68.5%]	<b>21,316</b> [31.5%]	<b>5,274</b>	<b>72,876</b>
<b>1993</b>	<b>46,077</b> [68.1%]	<b>21,560</b> [31.9%]	<b>4,756</b>	<b>72,393</b>
<b>1994</b>	<b>45,208</b> [67.9%]	<b>21,357</b> [32.1%]	<b>4,627</b>	<b>71,192</b>
<b>1995</b>	<b>44,524</b> [67.7%]	<b>21,195</b> [32.3%]	<b>4,437</b>	<b>70,156</b>
<b>1996</b>	<b>43,177</b> [67.2%]	<b>21,114</b> [32.8%]	<b>4,550</b>	<b>68,841</b>
<b>1997</b>	<b>42,033</b> [66.7%]	<b>21,009</b> [33.3%]	<b>4,488</b>	<b>67,530</b>
<b>1998</b>	<b>41,291</b> [66.5%]	<b>20,819</b> [33.5%]	<b>4,219</b>	<b>66,329</b>
<b>1999</b>	<b>40,748</b> [66.0%]	<b>20,991</b> [34.0%]	<b>4,358</b>	<b>66,097</b>

\*Excludes Northern Ireland Electricity, which was in the Public Sector until 1992

**Table 15 [F] Composition of Female Public Sector Employees Excluding Northern Ireland Electricity**

	<b>Protestant</b>	<b>Roman Catholic</b>	<b>Non-Determined</b>	<b>Total</b>
<b>1990*</b>	<b>40,811</b> [59.3%]	<b>28,005</b> [40.7%]	<b>5,923</b>	<b>74,739</b>
<b>1991*</b>	<b>40,164</b> [58.9%]	<b>28,074</b> [41.1%]	<b>5,797</b>	<b>74,035</b>
<b>1992*</b>	<b>40,060</b> [58.7%]	<b>28,199</b> [41.3%]	<b>5,577</b>	<b>73,836</b>
<b>1993</b>	<b>39,916</b> [58.3%]	<b>28,585</b> [41.7%]	<b>5,032</b>	<b>73,533</b>
<b>1994</b>	<b>39,285</b> [57.9%]	<b>28,587</b> [42.1%]	<b>4,610</b>	<b>72,482</b>
<b>1995</b>	<b>39,653</b> [57.9%]	<b>28,816</b> [42.1%]	<b>4,570</b>	<b>73,039</b>
<b>1996</b>	<b>39,758</b> [57.7%]	<b>29,201</b> [42.3%]	<b>4,637</b>	<b>73,596</b>
<b>1997</b>	<b>39,678</b> [57.3%]	<b>29,584</b> [42.7%]	<b>4,707</b>	<b>73,969</b>
<b>1998</b>	<b>39,860</b> [56.7%]	<b>30,428</b> [43.3%]	<b>3,843</b>	<b>74,131</b>
<b>1999</b>	<b>40,578</b> [56.7%]	<b>31,045</b> [43.3%]	<b>3,841</b>	<b>75,464</b>

\*Excludes Northern Ireland Electricity, which was in the Public Sector until 1992

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

	Protestant	Roman Catholic	Non-Determined	Total
<b>SOC1</b>	<b>399</b> (53.1%) [56.8%]	<b>303</b> (40.3%) [43.2%]	<b>50</b> (6.6%)	<b>752</b> (8.0%)
<b>SOC2</b>	<b>991</b> (43.6%) [56.6%]	<b>761</b> (33.5%) [43.4%]	<b>519</b> (22.9%)	<b>2,271</b> (24.2%)
<b>SOC3</b>	<b>745</b> (43.0%) [46.1%]	<b>870</b> (50.3%) [53.9%]	<b>116</b> (6.7%)	<b>1,731</b> (18.5%)
<b>SOC4</b>	<b>338</b> (41.8%) [43.6%]	<b>437</b> (54.0%) [56.4%]	<b>34</b> (4.2%)	<b>809</b> (8.6%)
<b>SOC5</b>	<b>366</b> (69.4%) [71.9%]	<b>143</b> (27.1%) [28.1%]	<b>18</b> (3.4%)	<b>527</b> (5.6%)
<b>SOC6</b>	<b>772</b> (40.9%) [43.4%]	<b>1,006</b> (53.3%) [56.6%]	<b>109</b> (5.8%)	<b>1,887</b> (20.1%)
<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>215</b> (58.3%) [62.1%]	<b>131</b> (35.5%) [37.9%]	<b>23</b> (6.2%)	<b>369</b> (3.9%)
<b>SOC9</b>	<b>402</b> (39.3%) [41.2%]	<b>574</b> (56.1%) [58.8%]	<b>47</b> (4.6%)	<b>1,023</b> (10.9%)
<b>TOTAL</b>	<b>4,228</b> (45.1%) [50.0%]	<b>4,225</b> (45.1%) [50.0%]	<b>916</b> (9.8%)	<b>9,369</b> (100%)

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

	Protestant	Roman Catholic	Non-Determined	Total
<b>SOC1</b>	<b>548</b> (53.2%) [56.1%]	<b>429</b> (41.6%) [43.9%]	<b>54</b> (5.2%)	<b>1,031</b> (2.8%)
<b>SOC2</b>	<b>1,282</b> (45.6%) [51.9%]	<b>1,190</b> (42.3%) [48.1%]	<b>342</b> (12.2%)	<b>2,814</b> (7.7%)
<b>SOC3</b>	<b>7,528</b> (48.6%) [51.7%]	<b>7,029</b> (45.4%) [48.3%]	<b>925</b> (6.0%)	<b>15,482</b> (42.3%)
<b>SOC4</b>	<b>3,866</b> (56.9%) [59.0%]	<b>2,682</b> (39.4%) [41.0%]	<b>252</b> (3.7%)	<b>6,800</b> (18.6%)
<b>SOC5</b>	<b>35</b> (68.6%) [68.6%]	<b>16</b> (31.4%) [31.4%]	<b>0</b> (0.0%)	<b>51</b> (0.1%)
<b>SOC6</b>	<b>3,598</b> (51.6%) [54.1%]	<b>3,054</b> (43.8%) [45.9%]	<b>321</b> (4.6%)	<b>6,973</b> (19.0%)
<b>SOC7</b>	<b>6</b> (100%) [100%]	<b>0</b> (0.0%) [0.0%]	<b>0</b> (0.0%)	<b>6</b> (0.0%)
<b>SOC8</b>	<b>9</b> (69.2%) [69.2%]	<b>4</b> (30.8%) [30.8%]	<b>0</b> (0.0%)	<b>13</b> (0.0%)
<b>SOC9</b>	<b>1,773</b> (51.6%) [53.9%]	<b>1,515</b> (44.1%) [46.1%]	<b>148</b> (4.3%)	<b>3,436</b> (9.4%)
<b>TOTAL</b>	<b>18,645</b> (50.9%) [53.9%]	<b>15,919</b> (43.5%) [46.1%]	<b>2,042</b> (5.6%)	<b>36,606</b> (100%)

**Table 21 [M] Composition of Male Education and Library Board Employees by SOC**

	<b>Protestant</b>	<b>Roman Catholic</b>	<b>Non-Determined</b>	<b>Total</b>
<b>SOC1</b>	<b>117</b> (54.4%) [59.4%]	<b>80</b> (37.2%) [40.6%]	<b>18</b> (8.4%)	<b>215</b> (4.3%)
<b>SOC2</b>	<b>664</b> (50.8%) [55.0%]	<b>543</b> (41.5%) [45.0%]	<b>100</b> (7.7%)	<b>1,307</b> (26.4%)
<b>SOC3</b>	<b>393</b> (48.5%) [51.7%]	<b>367</b> (45.3%) [48.3%]	<b>51</b> (6.3%)	<b>811</b> (16.4%)
<b>SOC4</b>	<b>173</b> (50.6%) [52.9%]	<b>154</b> (45.0%) [47.1%]	<b>15</b> (4.4%)	<b>342</b> (6.9%)
<b>SOC5</b>	<b>206</b> (66.7%) [70.8%]	<b>85</b> (27.5%) [29.2%]	<b>18</b> (5.8%)	<b>309</b> (6.2%)
<b>SOC6</b>	<b>597</b> (48.3%) [50.6%]	<b>582</b> (47.1%) [49.4%]	<b>56</b> (4.5%)	<b>1,235</b> (25.0%)
<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>298</b> (48.5%) [50.5%]	<b>292</b> (47.6%) [49.5%]	<b>24</b> (3.9%)	<b>614</b> (12.4%)
<b>SOC9</b>	<b>62</b> (53.4%) [55.9%]	<b>49</b> (42.2%) [44.1%]	<b>5</b> (4.3%)	<b>116</b> (2.3%)
<b>TOTAL</b>	<b>2,510</b> (50.7%) [53.8%]	<b>2,152</b> (43.5%) [46.2%]	<b>287</b> (5.8%)	<b>4,949</b> (100%)

**Table 21 [F] Composition of Female Education and Library Board Employees by SOC**

	<b>Protestant</b>	<b>Roman Catholic</b>	<b>Non-Determined</b>	<b>Total</b>
<b>SOC1</b>	<b>120</b> (54.1%) [55.8%]	<b>95</b> (42.8%) [44.2%]	<b>7</b> (3.2%)	<b>222</b> (1.8%)
<b>SOC2</b>	<b>623</b> (42.8%) [47.8%]	<b>679</b> (46.7%) [52.2%]	<b>152</b> (10.5%)	<b>1,454</b> (11.7%)
<b>SOC3</b>	<b>359</b> (52.3%) [55.1%]	<b>293</b> (42.7%) [44.9%]	<b>34</b> (5.0%)	<b>686</b> (5.5%)
<b>SOC4</b>	<b>1,748</b> (55.0%) [57.1%]	<b>1,311</b> (41.2%) [42.9%]	<b>122</b> (3.8%)	<b>3,181</b> (25.5%)
<b>SOC5</b>	<b>3</b> (60.0%) [60.0%]	<b>2</b> (40.0%) [40.0%]	<b>0</b> (0.0%)	<b>5</b> (0.0%)
<b>SOC6</b>	<b>2,670</b> (52.6%) [55.3%]	<b>2,154</b> (42.5%) [44.7%]	<b>248</b> (4.9%)	<b>5,072</b> (40.7%)
<b>SOC7</b>	<b>36</b> (66.7%) [69.2%]	<b>16</b> (29.6%) [30.8%]	<b>2</b> (3.7%)	<b>54</b> (0.4%)
<b>SOC8</b>	<b>10</b> (40.0%) [40.0%]	<b>15</b> (60.0%) [60.0%]	<b>0</b> (0.0%)	<b>25</b> (0.2%)
<b>SOC9</b>	<b>901</b> (51.2%) [53.9%]	<b>771</b> (43.8%) [46.1%]	<b>89</b> (5.1%)	<b>1,761</b> (14.1%)
<b>TOTAL</b>	<b>6,470</b> (51.9%) [54.8%]	<b>5,336</b> (42.8%) [45.2%]	<b>654</b> (5.2%)	<b>12,460</b> (100%)



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

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>394</b>	(67.1%) [70.5%]	<b>165</b>	(28.1%) [29.5%]	<b>28</b>	(4.8%)	<b>587</b>	(11.3%)
<b>SOC2</b>	<b>63</b>	(55.8%) [57.3%]	<b>47</b>	(41.6%) [42.7%]	<b>3</b>	(2.7%)	<b>113</b>	(2.2%)
<b>SOC3</b>	<b>356</b>	(58.6%) [61.4%]	<b>224</b>	(36.8%) [38.6%]	<b>28</b>	(4.6%)	<b>608</b>	(11.7%)
<b>SOC4</b>	<b>99</b>	(53.8%) [55.9%]	<b>78</b>	(42.4%) [44.1%]	<b>7</b>	(3.8%)	<b>184</b>	(3.5%)
<b>SOC5</b>	<b>423</b>	(64.1%) [65.9%]	<b>219</b>	(33.2%) [34.1%]	<b>18</b>	(2.7%)	<b>660</b>	(12.7%)
<b>SOC6</b>	<b>393</b>	(53.6%) [56.9%]	<b>298</b>	(40.7%) [43.1%]	<b>42</b>	(5.7%)	<b>733</b>	(14.1%)
<b>SOC7</b>	<b>11</b>	(52.4%) [57.9%]	<b>8</b>	(38.1%) [42.1%]	<b>2</b>	(9.5%)	<b>21</b>	(0.4%)
<b>SOC8</b>	<b>409</b>	(64.8%) [66.8%]	<b>203</b>	(32.2%) [33.2%]	<b>19</b>	(3.0%)	<b>631</b>	(12.1%)
<b>SOC9</b>	<b>985</b>	(59.2%) [61.4%]	<b>620</b>	(37.3%) [38.6%]	<b>58</b>	(3.5%)	<b>1,663</b>	(32.0%)
<b>TOTAL</b>	<b>3,133</b>	(60.3%) [62.7%]	<b>1,862</b>	(35.8%) [37.3%]	<b>205</b>	(3.9%)	<b>5,200</b>	(100%)

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

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>176</b>	(54.2%) [58.1%]	<b>127</b>	(39.1%) [41.9%]	<b>22</b>	(6.8%)	<b>325</b>	(10.5%)
<b>SOC2</b>	<b>26</b>	(48.1%) [53.1%]	<b>23</b>	(42.6%) [46.9%]	<b>5</b>	(9.3%)	<b>54</b>	(1.7%)
<b>SOC3</b>	<b>234</b>	(56.7%) [60.8%]	<b>151</b>	(36.6%) [39.2%]	<b>28</b>	(6.8%)	<b>413</b>	(13.4%)
<b>SOC4</b>	<b>781</b>	(60.4%) [61.8%]	<b>482</b>	(37.3%) [38.2%]	<b>30</b>	(2.3%)	<b>1,293</b>	(41.8%)
<b>SOC5</b>	<b>18</b>	(48.6%) [50.0%]	<b>18</b>	(48.6%) [50.0%]	<b>1</b>	(2.7%)	<b>37</b>	(1.2%)
<b>SOC6</b>	<b>272</b>	(56.7%) [59.4%]	<b>186</b>	(38.8%) [40.6%]	<b>22</b>	(4.6%)	<b>480</b>	(15.5%)
<b>SOC7</b>	<b>21</b>	(63.6%) [65.6%]	<b>11</b>	(33.3%) [34.4%]	<b>1</b>	(3.0%)	<b>33</b>	(1.1%)
<b>SOC8</b>	<b>4</b>	(100%) [100%]	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%)	<b>4</b>	(0.1%)
<b>SOC9</b>	<b>303</b>	(66.9%) [69.5%]	<b>133</b>	(29.4%) [30.5%]	<b>17</b>	(3.8%)	<b>453</b>	(14.7%)
<b>TOTAL</b>	<b>1,835</b>	(59.3%) [61.9%]	<b>1,131</b>	(36.6%) [38.1%]	<b>126</b>	(4.1%)	<b>3,092</b>	(100%)

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

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>2,153</b>	(58.9%) [62.6%]	<b>1,285</b>	(35.3%) [37.4%]	<b>216</b>	(5.9%)	<b>3,654</b>	(17.7%)
<b>SOC2</b>	<b>847</b>	(64.6%) [72.1%]	<b>328</b>	(25.0%) [27.9%]	<b>137</b>	(10.4%)	<b>1,312</b>	(6.3%)
<b>SOC3</b>	<b>2,280</b>	(62.6%) [66.0%]	<b>1,174</b>	(32.3%) [34.0%]	<b>186</b>	(5.1%)	<b>3,640</b>	(17.6%)
<b>SOC4</b>	<b>2,051</b>	(46.7%) [49.6%]	<b>2,088</b>	(47.6%) [50.4%]	<b>251</b>	(5.7%)	<b>4,390</b>	(21.2%)
<b>SOC5</b>	<b>799</b>	(67.1%) [75.0%]	<b>267</b>	(22.4%) [25.0%]	<b>125</b>	(10.5%)	<b>1,191</b>	(5.8%)
<b>SOC6</b>	<b>2,190</b>	(74.8%) [90.7%]	<b>224</b>	(7.6%) [9.3%]	<b>515</b>	(17.6%)	<b>2,929</b>	(14.2%)
<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>301</b>	(61.8%) [66.6%]	<b>151</b>	(31.0%) [33.4%]	<b>35</b>	(7.2%)	<b>487</b>	(2.4%)
<b>SOC9</b>	<b>1,711</b>	(55.8%) [63.5%]	<b>985</b>	(32.1%) [36.5%]	<b>370</b>	(12.1%)	<b>3,066</b>	(14.8%)
<b>TOTAL</b>	<b>12,332</b>	(59.7%) [65.5%]	<b>6,502</b>	(31.5%) [34.5%]	<b>1,835</b>	(8.9%)	<b>20,669</b>	(100%)

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

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>1,767</b>	(58.3%) [59.9%]	<b>1,183</b>	(39.1%) [40.1%]	<b>79</b>	(2.6%)	<b>3,029</b>	(18.2%)
<b>SOC2</b>	<b>203</b>	(50.7%) [59.9%]	<b>136</b>	(34.0%) [40.1%]	<b>61</b>	(15.3%)	<b>400</b>	(2.4%)
<b>SOC3</b>	<b>433</b>	(55.4%) [58.9%]	<b>302</b>	(38.6%) [41.1%]	<b>47</b>	(6.0%)	<b>782</b>	(4.7%)
<b>SOC4</b>	<b>5,826</b>	(53.2%) [55.3%]	<b>4,716</b>	(43.0%) [44.7%]	<b>416</b>	(3.8%)	<b>10,958</b>	(65.8%)
<b>SOC5</b>	<b>16</b>	(64.0%) [64.0%]	<b>9</b>	(36.0%) [36.0%]	<b>0</b>	(0.0%)	<b>25</b>	(0.2%)
<b>SOC6</b>	<b>343</b>	(74.4%) [83.9%]	<b>66</b>	(14.3%) [16.1%]	<b>52</b>	(11.3%)	<b>461</b>	(2.8%)
<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>4</b>	(100%) [100%]	<b>0</b>	(0.0%) [0.0%]	<b>0</b>	(0.0%)	<b>4</b>	(0.0%)
<b>SOC9</b>	<b>726</b>	(73.0%) [79.7%]	<b>185</b>	(18.6%) [20.3%]	<b>84</b>	(8.4%)	<b>995</b>	(6.0%)
<b>TOTAL</b>	<b>9,318</b>	(56.0%) [58.5%]	<b>6,597</b>	(39.6%) [41.5%]	<b>739</b>	(4.4%)	<b>16,654</b>	(100%)

# CHAPTER 4

## THE PRIVATE SECTOR

### Background

**4.1** The Commission received monitoring returns from private sector concerns throughout the year. Between 1 January 2000 and 31 December 2000 there were 3,899 valid monitoring returns received. Concerns with 26 or more employees in 1990 were required to register with the FEC and submit their first monitoring return that year. Concerns with 11-25 employees were required to register with the Commission and submit their first monitoring return in 1992.

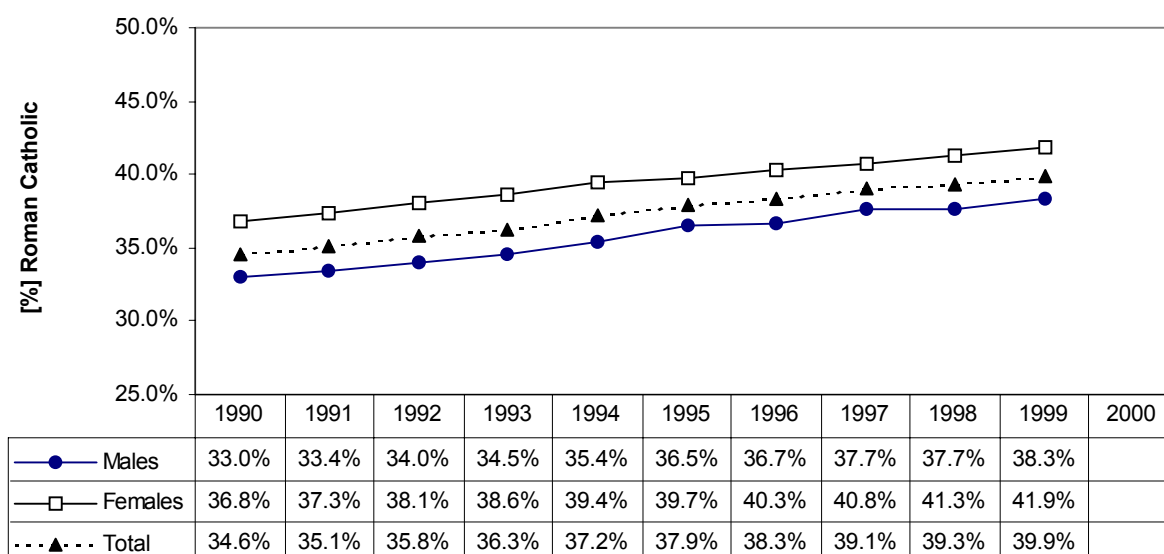
### Overall composition

**4.2** The overall composition of monitored employees in the private sector was 157,970 (57.7%) Protestant, 104,503 (38.2%) Roman Catholic and 11,354 (4.1%) Non-Determined, see Table 27. The composition of those for whom a community was determined was [60.2%] Protestant and [39.8%] Roman Catholic.

**Table 27 Composition of Monitored Private Sector Employees by Sex**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Males</b>	<b>91,302</b>	(58.9%) [61.6%]	<b>56,941</b>	(36.7%) [38.4%]	<b>6,722</b>	(4.3%)	<b>154,965</b>	(56.6%)
<b>Females</b>	<b>66,668</b>	(56.1%) [58.4%]	<b>47,562</b>	(40.0%) [41.6%]	<b>4,632</b>	(3.9%)	<b>118,862</b>	(43.4%)
<b>TOTAL</b>	<b>157,970</b>	(57.7%) [60.2%]	<b>104,503</b>	(38.2%) [39.8%]	<b>11,354</b>	(4.1%)	<b>273,827</b>	(100%)

**Figure 10 Change in the Roman Catholic Percentage of the Private Sector Workforce in Concerns with 26 or more Employees 1990-2000**



### Composition by sex

4.3 The monitored private sector workforce consisted of 154,965 males and 118,862 females. The composition of male employees for whom a community was determined was [61.6%] Protestant and [38.4%] Roman Catholic. For females the corresponding composition was [58.4%] Protestant and [41.6%] Roman Catholic.

Among private sector concerns with 26 or more employees the male Roman Catholic share increased by [5.3] percentage points between 1990 and 2000, see Figure 10. For females the corresponding increase was [5.1] percentage points. Between 1998 and 2000 the Roman Catholic share increased by [0.6] percentage points for both males and females.

**Table 28 Composition of Monitored Private Sector Employees by SOC**

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	15,467 (59.1%) (62.1%)	9,444 (36.1%) (37.9%)	1,268 (4.8%)	26,179 (9.6%)
SOC2	6,456 (52.2%) [57.8%]	4,710 (38.1%) [42.2%]	1,209 (9.8%)	12,375 (4.5%)
SOC3	9,190 [56.8%] [59.8%]	6,186 (38.2%) [40.2%]	810 (5.0%)	16,186 (5.9%)
SOC4	22,963 (62.2%) [64.3%]	12,764 (34.6%) [35.7%]	1,162 (3.1%)	36,889 (13.5%)
SOC5	26,307 (60.8%) [63.5%]	15,135 (35.0%) [36.5%]	1,816 (4.2%)	43,258 (15.8%)
SOC6	10,010 (53.5%) [56.1%]	7,833 (41.9%) [43.9%]	867 (4.6%)	18,710 (6.8%)
SOC7	19,393 (55.4%) [58.2%]	13,932 (39.8%) [41.8%]	1,673 (4.8%)	34,998 (12.8%)
SOC8	29,582 (56.4%) [57.8%]	21,566 (41.1%) [42.2%]	1,264 (2.4%)	52,412 (19.1%)
SOC9	18,602 (56.7%) [59.0%]	12,933 (39.4%) [41.0%]	1,285 (3.9%)	32,820 (12.0%)
TOTAL	157,970 (57.7%) [60.2%]	104,503 (38.2%) [39.8%]	11,354 (4.1%)	273,827 (100%)

**Table 29 Change in the Roman Catholic Percentage of the Private Sector Workforce in Concerns with 26 or more Employees by SOC 1990-2000**

SOC Group	1990	1999	2000	Overall Change
SOC1				
SOC2				
SOC3				
SOC4				
SOC5				
SOC6				
SOC7				
SOC8				
SOC9				
TOTAL				

### Composition by Standard Occupational Classification (SOC)

4.4 In the private sector almost half of all monitored employees were in three SOC groups; SOC4 (13.5%), SOC5 (15.8%) and SOC8 (19.1%), see Table 28. The Roman Catholic share in these groups was; SOC4 [35.7%], SOC5 [36.5%] and SOC8 [42.2%]. In the remaining SOC groups the Roman Catholic percentage was [37.9%] in SOC1, and [40.2%] in SOC3 and was over [40%] in SOC2, SOC6, SOC7, and SOC9.

For private sector concerns with 26 or more employees the change in the Roman Catholic share between 1990 and 2000 was examined. In each SOC group the Roman Catholic share rose between 1990 and 2000, see Table 29. The largest increase was [10.0] percentage points in SOC3, which increased from [39.2%] to [39.9%] in the last year. The increase was between [7] and [9] percentage points in SOC1, SOC2, SOC4, and SOC7. It was [3.2] percentage points up in SOC8, [3.5] percentage points in SOC9, [4.2] percentage points in SOC6, and [0.6] percentage points in SOC5.

### Composition by Standard Occupational Classification and sex

#### MALE EMPLOYEES

4.5 Almost half of male private sector employees were in two SOC groups; SOC5 (23.7%) and SOC8 (24.4%), see Table 30. The Roman Catholic share in these groups was; SOC5 [36.1%] and SOC8 [40.7%]. Looking at private sector concerns with 26 or more employees, since 1990 the Roman Catholic share of SOC5 had increased by [2.4] percentage points, see Table 31. In SOC8 the increase was [4.0] percentage points. In the remaining SOC groups the Roman Catholic share was between [35%] and [40%] in SOC1, SOC2, SOC3 and SOC4, and was over [40%] in SOC6, SOC7, and SOC9.

Looking at concerns with 26 or more employees, the Roman Catholic share rose in all these SOC groups between 1990 and 2000 with the exception of SOC5 which decreased by [0.1] of a percentage point and SOC8 which remained unchanged. The largest increase was [10.8] percentage points in SOC3. In SOC7 the increase was [10.6]

**Table 30 Composition of Monitored Male Private Sector Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>10,675</b>	(61.3%) [64.4%]	<b>5,908</b>	(33.9%) [35.6%]	<b>828</b>	(4.8%)	<b>17,411</b>	(11.2%)
<b>SOC2</b>	<b>4,399</b>	(54.6%) [61.3%]	<b>2,781</b>	(34.5%) [38.7%]	<b>871</b>	(10.8%)	<b>8,051</b>	(5.2%)
<b>SOC3</b>	<b>5,493</b>	(60.4%) [63.9%]	<b>3,109</b>	(34.2%) [36.1%]	<b>494</b>	(5.4%)	<b>9,096</b>	(5.9%)
<b>SOC4</b>	<b>5,218</b>	(61.9%) [64.3%]	<b>2,892</b>	(34.3%) [35.7%]	<b>313</b>	(3.7%)	<b>8,423</b>	(5.4%)
<b>SOC5</b>	<b>22,432</b>	(61.2%) [63.9%]	<b>12,696</b>	(34.6%) [36.1%]	<b>1,546</b>	(4.2%)	<b>36,674</b>	(23.7%)
<b>SOC6</b>	<b>3,721</b>	(54.9%) [58.2%]	<b>2,671</b>	(39.4%) [41.8%]	<b>386</b>	(5.7%)	<b>6,778</b>	(4.4%)
<b>SOC7</b>	<b>7,518</b>	(56.9%) [59.7%]	<b>5,066</b>	(38.3%) [40.3%]	<b>628</b>	(4.8%)	<b>13,212</b>	(8.5%)
<b>SOC8</b>	<b>21,841</b>	(57.7%) [59.3%]	<b>15,005</b>	(39.6%) [40.7%]	<b>1,018</b>	(2.7%)	<b>37,864</b>	(24.4%)
<b>SOC9</b>	<b>10,005</b>	(57.3%) [59.5%]	<b>6,813</b>	(39.0%) [40.5%]	<b>638</b>	(3.7%)	<b>17,456</b>	(11.3%)
<b>TOTAL</b>	<b>91,302</b>	(58.9%) [61.6%]	<b>56,941</b>	(36.7%) [38.4%]	<b>6,722</b>	(4.3%)	<b>154,965</b>	(100%)

**Table 31 Change in the Roman Catholic Percentage of the Male Private Sector Workforce in Concerns with 26 or more Employees by SOC 1990-2000**

SOC Group	1990	1999	2000	Overall Change
SOC1				
SOC2				
SOC3				
SOC4				
SOC5				
SOC6				
SOC7				
SOC8				
SOC9				
TOTAL				

percentage points and in SOC4 [8.8] percentage points.

in SOC1, SOC2, SOC3, and SOC6.

**FEMALE EMPLOYEES**

**4.6** Female employees in the private sector were concentrated in four SOC groups; SOC4 (23.9%), SOC7 [18.3%], SOC9 [12.9%], and SOC8 [12.2%], see Table 32. The Roman Catholic share in these groups was; SOC4 [35.7%], SOC7 [42.7%], SOC9 [41.6%], and SOC8 [45.9%]. Among the remaining SOC groups the Roman Catholic share was [38.6%] in SOC5 and was greater than [40%]

Table 33 shows the change in the Roman Catholic percentage of the monitored female workforce between 1990 and 1999 in private sector concerns with 26 or more employees. In eight SOC groups the Roman Catholic share increased. In SOC5 it fell by [4.4] percentage points. Roman Catholics comprise [38.6%] of those in SOC5. The largest increases were; [8.3] percentage points in SOC7, [7.1] percentage points in SOC4, [6.6] percentage points in SOC9 and

**Table 32 Composition of Female Private Sector Employees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	4,792	(54.7%) [57.5%]	3,536	(40.3%) [42.5%]	440	(5.0%)	8,768	(7.4%)
SOC2	2,057	(47.6%) [51.6%]	1,929	(44.6%) [48.4%]	338	(7.8%)	4,324	(3.6%)
SOC3	3,697	(52.1%) [54.6%]	3,077	(43.4%) [45.4%]	316	(4.5%)	7,090	(6.0%)
SOC4	17,745	(62.3%) [64.3%]	9,872	(34.7%) [35.7%]	849	(3.0%)	28,466	(23.9%)
SOC5	3,875	(58.9%) [61.4%]	2,439	(37.0%) [38.6%]	270	(4.1%)	6,584	(5.5%)
SOC6	6,289	(52.7%) [54.9%]	5,162	(43.3%) [45.1%]	481	(4.0%)	11,932	(10.0%)
SOC7	11,875	(54.5%) [57.3%]	8,866	(40.7%) [42.7%]	1,045	(4.8%)	21,786	(18.3%)
SOC8	7,741	(53.2%) [54.1%]	6,561	(45.1%) [45.9%]	246	(1.7%)	14,548	(12.2%)
SOC9	8,597	(56.0%) [58.4%]	6,120	(39.8%) [41.6%]	647	(4.2%)	15,364	(12.9%)
TOTAL	66,668	(56.1%) [58.4%]	47,562	(40.0%) [41.6%]	4,632	(3.9%)	118,862	(100%)

**Table 33 Change in the Roman Catholic Percentage of the Female Private Sector Workforce in Concerns with 26 or more Employees by SOC 1990-2000**

SOC Group	1990	1999	2000	Overall Change
SOC1				
SOC2				
SOC3				
SOC4				
SOC5				
SOC6				
SOC7				
SOC8				
SOC9				
TOTAL				

[5.8] percentage points in SOC3. In SOC1 the increase was [4.7] percentage points and in SOC2 [4.6] percentage points.

Between 1999 and 2000 the Roman Catholic share fell in SOC2, SOC3, SOC5, and SOC8. In SOC2 the fall was [0.2] percentage points, SOC3 [0.8] percentage points, [1.0] percentage points in SOC5, and [0.5] percentage points in SOC8.

#### Composition by company size

**4.7** In 2000 (43.9%) of all 3,899 private sector concerns had 25 or less employees, see Table 34. However these concerns employed only (10.5%) of employees in the private sector. There were 155 concerns with 251 or more employees, (4.0%) of the total number of concerns. These firms however employed (41.7%) of all private sector workers.

The Roman Catholic share was lowest at [39.0%] in the size band containing the largest concerns. It was [39.2%] among the concerns in the smallest size band (those with less than 26 employees) and [40.1%] in concerns with between 51 and 100 employees and [40.8%] in concerns with between 101 and 250 employees. The Roman Catholic share was [41.0%] in the 26-50 employees size band. The Roman Catholic share between 1990 and 2000 by size band is shown in Table 35. The concerns formed by the privatisation of NIE have been excluded, to allow the same sections of the workforce to be compared. The largest increase in the Roman Catholic share was [6.8] percentage points in the largest size band. It was in this band that Roman Catholics were most under-represented.

**Table 34 Composition of Monitored Private Sector Employees by Company Size**

No of Employees	No of Concerns	Protestant	Roman Catholic	Non-Determined	Total
≤25	1,712 (43.9%)	16,973 (58.9%) [60.8%]	10,931 (37.9%) [39.2%]	907 (3.1%)	28,811 (10.5%)
26-50	1,140 (29.2%)	23,148 (57.2%) [59.0%]	16,057 (39.7%) [41.0%]	1,262 (3.1%)	40,467 (14.8%)
51-100	555 (14.2%)	22,269 (57.9%) [59.9%]	14,879 (38.7%) [40.1%]	1,295 (3.4%)	38,443 (14.0%)
101-250	337 (8.6%)	29,441 (56.8%) [59.2%]	20,311 (39.2%) [40.8%]	2,055 (4.0%)	51,807 (18.9%)
251+	155 (4.0%)	66,139 (57.9%) [61.0%]	42,325 (37.0%) [39.0%]	5,835 (5.1%)	114,299 (41.7%)
TOTAL	3,899 (100%)	157,970 (57.7%) [60.2%]	104,503 (38.2%) [39.8%]	11,354 (4.1%)	273,827 (100%)

**Table 35 Change in the Roman Catholic Percentage of the Private Sector Workforce (Excluding Northern Ireland Electricity) by Size 1990-2000**

No of Employees	1990	1999*	2000*	Overall Change
≤ 25				
26-50				
51-100				
101-250				
251+				

\* Excludes concerns formed by the privatisation of Northern Ireland Electricity

♦ Since 1992

Between 1999 and 2000 the Roman Catholic share fell slightly in the band with 51-100 employees, from [40.2%] to [40.1%]. Among each of the four remaining sizebands, the Roman Catholic share increased.

#### Composition by size and sex

#### MALE EMPLOYEES

4.8 The composition of monitored male private sector employees by company size is shown

in Table 34[M] (page 43). The Roman Catholic share was smallest at [36.1%] among concerns with 251 or more employees. These concerns employed (41.1%) of all private sector male employees. The Roman Catholic share was [39.4%] or greater in the other size bands.

The change by size band of the Roman Catholic share of the male workforce between 1990 and 2000, excluding Northern Ireland

**Table 36 Composition of Monitored Private Sector Employees by Standard Industrial Classification (SIC)**

	Protestant	Roman Catholic	Non-Determined	Total
SICO	139 (65.9%) [66.5%]	70 (33.2%) [33.5%]	2 (0.9%)	211 (0.1%)
SIC1	2,120 (71.6%) [73.5%]	765 (25.8%) [26.5%]	77 (2.6%)	2,962 (1.1%)
SIC2	5,407 (50.5%) [52.0%]	4,994 (46.7%) [48.0%]	303 (2.8%)	10,704 (3.9%)
SIC3	21,950 (66.0%) [69.4%]	9,682 (29.1%) [30.6%]	1,631 (4.9%)	33,263 (12.1%)
SIC4	32,862 (57.9%) [59.3%]	22,597 (39.8%) [40.7%]	1,322 (2.3%)	56,781 (20.7%)
SIC5	8,320 (52.1%) [53.8%]	7,157 (44.9%) [46.2%]	479 (3.0%)	15,956 (5.8%)
SIC6	37,658 (56.2%) [59.0%]	26,209 (39.1%) [41.0%]	3,120 (4.7%)	66,987 (24.5%)
SIC7	6,481 (63.2%) [66.7%]	3,242 (31.6%) [33.3%]	530 (5.2%)	10,253 (3.7%)
SIC8	21,123 (60.1%) [62.7%]	12,560 (35.7%) [37.3%]	1,463 (4.2%)	35,146 (12.8%)
SIC9	21,910 (52.7%) [56.0%]	17,227 (41.4%) [44.0%]	2,427 (5.8%)	41,564 (15.2%)
TOTAL	157,970 (57.7%) [60.2%]	104,503 (38.2%) [39.8%]	11,354 (4.1%)	273,827 (100%)



**Table 37 Change in the Roman Catholic percentage of the Private Sector Workforce in Concerns with 26 or more Employees by SIC 1990-2000**

SIC Group	1990	1999	2000	Overall Change
SIC0				
SIC1				
SIC2				
SIC3				
SIC4				
SIC5				
SIC6				
SIC7				
SIC8				
SIC9				
TOTAL				

<sup>1</sup> In 1990 there were 5 concerns with 26 or more employees in SICO (comprising 210 employees in total), in 1999 there was 1 concern with 26 or more employees (comprising 37 employees in total).

Electricity, is shown in Table 35[M] (page 43). The increase in the Roman Catholic share has been greatest in the largest size band at [8.6] percentage points. This was the band with the greatest under representation of Roman Catholics.

#### 4.9 FEMALE EMPLOYEES

The composition of monitored female private sector employees by company size is shown in Table 34[F] (page 44). In contrast to males Roman Catholic females were well represented among the workforces of the largest companies, comprising [42.7%] of those employed by concerns with 251 or more employees. The female Roman Catholic share was [38.9%] or more in the other size bands.

The change in the Roman Catholic share of the female workforce by size band, excluding Northern Ireland Electricity, is shown in Table 35[F] (page 44). The Roman Catholic share

rose in all size bands between 1990-2000. Between 1999 and 2000 Roman Catholic representation increased most notably in the 101-250 size band from [39.8%] to [41.9%] but declined by [0.8] percentage points in the 51-100 size band from [40.3%] to [39.5%].

#### Composition by Standard Industrial Classification (SIC)

4.10 Concerns in the private sector were analysed by Standard Industrial Classification (SIC), see Table 36. Almost half of private sector employees were in two classes; SIC4 'Other Manufacturing' (20.7%) and SIC6 'Distribution, Hotels and Catering; Repairs' (24.5%). The Roman Catholic share in these classes was: SIC4 [40.7%] and SIC6 [41.0%]. Looking at the other classes the Roman Catholic share was less than [30%] in the small SIC1 'Energy and Water Supply'. It was between [30%] and [40%] in SIC0, SIC3, SIC7 and SIC8 and [40%] or over in SIC2, SIC5 and SIC9.

**Table 38 Composition of Monitored Private Sector Employees by Sector**

	Protestant	Roman Catholic	Non-Determined	Total
<b>Manufacturing</b>	<b>60,219</b> (59.8%) [61.8%]	<b>37,273</b> (37.0%) [38.2%]	<b>3,256</b> (3.2%)	<b>100,748</b> (37.2%)
<b>Construction</b>	<b>8,320</b> (52.1%) [53.8%]	<b>7,157</b> (44.9%) [46.2%]	<b>479</b> (3.0%)	<b>15,956</b> (5.9%)
<b>Services</b>	<b>87,172</b> (56.6%) [59.5%]	<b>59,238</b> (38.5%) [40.5%]	<b>7,540</b> (4.9%)	<b>153,950</b> (56.9%)
<b>TOTAL</b>	<b>155,711</b> (57.5%) [60.0%]	<b>103,668</b> (38.3%) [40.0%]	<b>11,275</b> (4.2%)	<b>270,654</b> (100%)

**Table 39**      **Composition of Monitored Private Sector Male Employees by Sector**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Manufacturing</b>	<b>43,149</b>	(61.3%) [63.6%]	<b>24,707</b>	(35.1%) [36.4%]	<b>2,547</b>	(3.6%)	<b>70,403</b>	(46.2%)
<b>Construction</b>	<b>7,387</b>	(51.1%) [52.8%]	<b>6,602</b>	(45.7%) [47.2%]	<b>463</b>	(3.2%)	<b>14,452</b>	(9.5%)
<b>Services</b>	<b>38,941</b>	(57.6%) [60.9%]	<b>24,998</b>	(37.0%) [39.1%]	<b>3,646</b>	(5.4%)	<b>67,585</b>	(44.3%)
<b>TOTAL</b>	<b>89,477</b>	(58.7%) [61.4%]	<b>56,307</b>	(36.9%) [38.6%]	<b>6,656</b>	(4.4%)	<b>152,440</b>	(100%)

The change in the Roman Catholic share for each SIC group is shown in Table 37. The largest increase in Roman Catholic representation was in SIC3 'Engineering and Vehicle Industries' which increased from [20.7%] in 1990 to [30.5%] in 2000. The Roman Catholic share also rose by over [5.0] percentage points in SIC2, SIC6 and SIC8. Very few employees were contained in SICO 'Agriculture, Forestry, and Fishing'.

#### **Composition by sector and sex**

**4.11** The composition of monitored private sector employees by sector is given in Table 38. Services was the largest sector. The Roman Catholic share in Services was [40.5%]. Manufacturing was the next largest sector; the Roman Catholic share in Manufacturing was [38.2%] and was the lowest of the three sectors. The Construction sector was about one tenth the size of the Services sector. In Construction the Roman Catholic share was [46.2%].

Between 1999 and 2000 the Services Sector

grew by (4.7%), an increase of over 7,000 jobs, whilst the Manufacturing Sector declined by (1.6%), a loss of over 1,600 jobs. Employment within the Construction Sector grew by (5.7%) or just over 850 jobs.

Male private sector monitored employees are detailed in Table 39. Among males Manufacturing accounted for the greatest number of employees; the Roman Catholic share of Manufacturing was [36.4%]. Services was the next largest sector for males. The Roman Catholic share in Services was [39.1%]. Construction was the smallest sector, it had the highest Roman Catholic share at [47.2%].

Table 40 gives the composition of monitored female private sector employees by sector. The Services sector was the largest employer of females. The Roman Catholic share of the Services sector was [41.5%]. Manufacturing was the next largest sector: it had a Roman Catholic share of female employees of [42.4%]. There were a small number of female employees in Construction. The Roman Catholic share in Construction was [37.3%].

**Table 40**      **Composition of Monitored Private Sector Female Employees by Sector**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Manufacturing</b>	<b>17,070</b>	(56.3%) [57.6%]	<b>12,566</b>	(41.4%) [42.4%]	<b>709</b>	(2.3%)	<b>30,345</b>	(25.7%)
<b>Construction</b>	<b>933</b>	(62.0%) [62.7%]	<b>555</b>	(36.9%) [37.3%]	<b>16</b>	(1.1%)	<b>1,504</b>	(1.3%)
<b>Services</b>	<b>48,231</b>	(55.8%) [58.5%]	<b>34,240</b>	(39.6%) [41.5%]	<b>3,894</b>	(4.5%)	<b>86,365</b>	(73.1%)
<b>TOTAL</b>	<b>66,234</b>	(56.0%) [58.3%]	<b>47,361</b>	(40.1%) [41.7%]	<b>4,619</b>	(3.9%)	<b>118,214</b>	(100%)

## Composition by Standard Industrial Classification and sex

### MALE EMPLOYEES

- 4.12** There were four SIC classes covering more than (10%) of the monitored male private sector workforce; SIC3 (17.5%), SIC4 (22.3%), SIC6 (20.3%) and SIC8 (11.0%), see Table 36[M] (page 45). The Roman Catholic shares in these classes were; SIC3 [29.9%], SIC4 [38.5%], SIC6 [40.1%] SIC8 [36.4%]. Among the remaining SIC classes the Roman Catholic share was less than [30%] in the small SIC1, between [30%] and [40%] in SIC0 and SIC7 and was over [45%] in SIC2, SIC5 and SIC9.

Table 37[M] (page 45) shows the change in the Roman Catholic percentage of the monitored private sector male workforce by SIC between 1990 and 2000, for those

employed in concerns with 26 or more employees. Excluding the small SIC0 and SIC1 the Roman Catholic male share rose in seven SIC classes and fell in one. The decline was in SIC9 'Other Services' where the Roman Catholic share fell by [1.2] percentage points to [44.8%]. The largest increase was [10.8] percentage points in SIC3 'Engineering and Vehicle Industries': this class had the lowest Roman Catholic share in 1990 at [19.0%].

### FEMALE EMPLOYEES

- 4.13** Monitored female private sector employees were heavily concentrated in three SIC classes: SIC4 (18.6%), SIC6 (29.9%) and SIC9 (24.9%), see Table 36[F] (page 46). The Roman Catholic share in these groups was: SIC4 [44.2%], SIC6 [41.9%] and SIC9 [43.5%]. Among the remaining SIC classes the Roman Catholic share was [31.5%] in the small SIC1,

**Table 34 [M] Composition of Monitored Male Private Sector Employees by Company Size**

No of Employees	No of Concerns		Protestant		Roman Catholic		Non-Determined		Total	
≤25	1,712	(43.9%)	10,256	(58.7%) [60.6%]	6,662	(38.1%) [39.4%]	564	(3.2%)	17,482	(11.3%)
26-50	1,140	(29.2%)	13,178	(58.1%) [60.0%]	8,778	(38.7%) [40.0%]	735	(3.2%)	22,691	(14.6%)
51-100	555	(14.2%)	12,629	(57.5%) [59.5%]	8,589	(39.1%) [40.5%]	738	(3.4%)	21,956	(14.2%)
101-250	337	(8.6%)	16,836	(57.8%) [60.0%]	11,221	(38.5%) [40.0%]	1,082	(3.7%)	29,139	(18.8%)
251+	155	(4.0%)	38,403	(60.3%) [63.9%]	21,691	(34.1%) [36.1%]	3,603	(5.7%)	63,697	(41.1%)
<b>TOTAL</b>	<b>3,899</b>	<b>(100%)</b>	<b>91,302</b>	<b>(58.9%)</b> [61.6%]	<b>56,941</b>	<b>(36.7%)</b> [38.4%]	<b>6,722</b>	<b>(4.3%)</b>	<b>154,965</b>	<b>(100%)</b>

**Table 35 [M] Change in the Roman Catholic Percentage of the Private Sector Male Workforce (Excluding Northern Ireland Electricity) by Size 1990-1999**

No of Employees	1990	1999*	2000*	Overall Change
≤ 25				
26-50				
51-100				
101-250				
251+				

\* Excludes concerns formed by the privatisation of Northern Ireland Electricity

♦ Since 1992

[33.4%] in SIC3 and between [35%] and [40%] in SIC5, SIC7 and SIC8 and [49.6%] in SIC2.

Table 37[F] (page 46) shows the Roman Catholic share of the monitored female workforce in private sector concerns with 26 or more employees for each SIC class between 1990 and 2000. Excluding the small

SIC0, the Roman Catholic share of female employees increased in all the classes except one. The largest increases were in SIC2 [14.5%], SIC1 [11.8%], SIC8 [8.9%] and SIC6 [7.9%]. In SIC7 the Roman Catholic share fell by [1.6] percentage points, to [38.1%] in 2000.

**Table 34 [F] Composition of Monitored Female Private Sector Employees by Company Size**

No of Employees	No of Concerns	Protestant	Roman Catholic	Non-Determined	Total
≤25	1,712 (43.9%)	6,717 (59.3%) [61.1%]	4,269 (37.7%) [38.9%]	343 (3.0%)	11,329 (9.5%)
26-50	1,140 (29.2%)	9,970 (56.1%) [57.8%]	7,279 (40.9%) [42.2%]	527 (3.0%)	17,776 (15.0%)
51-100	555 (14.2%)	9,640 (58.5%) [60.5%]	6,290 (38.2%) [39.5%]	557 (3.4%)	16,487 (13.9%)
101-250	337 (8.6%)	12,605 (55.6%) [58.1%]	9,090 (40.1%) [41.9%]	973 (4.3%)	22,668 (19.1%)
251+	155 (4.0%)	27,736 (54.8%) [57.3%]	20,634 (40.8%) [42.7%]	2,232 (4.4%)	50,602 (42.6%)
<b>TOTAL</b>	<b>3,899 (100%)</b>	<b>66,668 (56.1%) [58.4%]</b>	<b>47,562 (40.0%) [41.6%]</b>	<b>4,632 (3.9%)</b>	<b>118,862 (100%)</b>

**Table 35 [F] Change in the Roman Catholic Percentage of the Private Sector Female Workforce (Excluding Northern Ireland Electricity) by Size 1990-2000**

No of Employees	1990	1999*	2000*	Overall Change
≤ 25				
26-50				
51-100				
101-250				
251+				

\* Excludes concerns formed by the privatisation of Northern Ireland Electricity

♦ Since 1992

**Table 36 [M] Composition of Monitored Private Sector Male Employees by Standard Industrial Classification (SIC)**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SICO</b>	<b>97</b>	(66.0%) [66.4%]	<b>49</b>	(33.3%) [33.6%]	<b>1</b>	(.7%)	<b>147</b>	(0.1%)
<b>SIC1</b>	<b>1,728</b>	(72.7%) [74.7%]	<b>585</b>	(24.6%) [25.3%]	<b>65</b>	(2.7%)	<b>2,378</b>	(1.5%)
<b>SIC2</b>	<b>4,419</b>	(50.9%) [52.4%]	<b>4,022</b>	(46.4%) [47.6%]	<b>233</b>	(2.7%)	<b>8,674</b>	(5.6%)
<b>SIC3</b>	<b>17,967</b>	(66.3%) [70.1%]	<b>7,681</b>	(28.3%) [29.9%]	<b>1,457</b>	(5.4%)	<b>27,105</b>	(17.5%)
<b>SIC4</b>	<b>20,763</b>	(60.0%) [61.5%]	<b>13,004</b>	(37.6%) [38.5%]	<b>857</b>	(2.5%)	<b>34,624</b>	(22.3%)
<b>SIC5</b>	<b>7,387</b>	(51.1%) [52.8%]	<b>6,602</b>	(45.7%) [47.2%]	<b>463</b>	(3.2%)	<b>14,452</b>	(9.3%)
<b>SIC6</b>	<b>17,961</b>	(57.2%) [59.9%]	<b>12,003</b>	(38.2%) [40.1%]	<b>1,451</b>	(4.6%)	<b>31,415</b>	(20.3%)
<b>SIC7</b>	<b>4,749</b>	(65.4%) [68.6%]	<b>2,175</b>	(30.0%) [31.4%]	<b>337</b>	(4.6%)	<b>7,261</b>	(4.7%)
<b>SIC8</b>	<b>10,341</b>	(60.9%) [63.6%]	<b>5,911</b>	(34.8%) [36.4%]	<b>738</b>	(4.3%)	<b>16,990</b>	(11.0%)
<b>SIC9</b>	<b>5,890</b>	(49.4%) [54.5%]	<b>4,909</b>	(41.2%) [45.5%]	<b>1,120</b>	(9.4%)	<b>11,919</b>	(7.7%)
<b>TOTAL</b>	<b>91,302</b>	(58.9%) [61.6%]	<b>56,941</b>	(36.7%) [38.4%]	<b>6,722</b>	(4.3%)	<b>154,965</b>	(100%)

**Table 37 [M] Change in the Roman Catholic Percentage of the Private Sector Male Workforce in Concerns with 26 or more Employees by SIC 1990-2000**

SIC Group	1990	1999	2000	Overall Change
<b>SICO</b>	[41.9%]			
<b>SIC1</b>	[25.4%]	[25.5%]		
<b>SIC2</b>	[45.0%]	[49.0%]		
<b>SIC3</b>	[19.0%]	[29.8%]		
<b>SIC4</b>	[33.6%]	[38.4%]		
<b>SIC5</b>	[45.6%]	[45.8%]		
<b>SIC6</b>	[34.3%]	[41.4%]		
<b>SIC7</b>	[30.5%]	[31.2%]		
<b>SIC8</b>	[26.3%]	[36.3%]		
<b>SIC9</b>	[46.0%]	[44.8%]		
<b>TOTAL</b>	[33.0%]	[38.3%]		

<sup>1</sup> In 1990 there were 5 concerns with 26 or more male employees in SICO (comprising 152 employees in total), in 1999 there was 1 concern with 26 or more male employees (comprising 32 employees in total).

**Table 36 [F] Composition of Monitored Private Sector Female Employees by Standard Industrial Classification (SIC)**

	Protestant	Roman Catholic	Non-Determined	Total
<b>SIC0</b>	<b>42</b> (65.6%) [66.7%]	<b>21</b> (32.8%) [33.3%]	<b>1</b> (1.6%)	<b>64</b> (0.1%)
<b>SIC1</b>	<b>392</b> (67.1%) [68.5%]	<b>180</b> (30.8%) [31.5%]	<b>12</b> (2.1%)	<b>584</b> (0.5%)
<b>SIC2</b>	<b>988</b> (48.7%) [50.4%]	<b>972</b> (47.9%) [49.6%]	<b>70</b> (3.4%)	<b>2,030</b> (1.7%)
<b>SIC3</b>	<b>3,983</b> (64.7%) [66.6%]	<b>2,001</b> (32.5%) [33.4%]	<b>174</b> (2.8%)	<b>6,158</b> (5.2%)
<b>SIC4</b>	<b>12,099</b> (54.6%) [55.8%]	<b>9,593</b> (43.3%) [44.2%]	<b>465</b> (2.1%)	<b>22,157</b> (18.6%)
<b>SIC5</b>	<b>933</b> (62.0%) [62.7%]	<b>555</b> (36.9%) [37.3%]	<b>16</b> (1.1%)	<b>1,504</b> (1.3%)
<b>SIC6</b>	<b>19,697</b> (55.4%) [58.1%]	<b>14,206</b> (39.9%) [41.9%]	<b>1,669</b> (4.7%)	<b>35,572</b> (29.9%)
<b>SIC7</b>	<b>1,732</b> (57.9%) [61.9%]	<b>1,067</b> (35.7%) [38.1%]	<b>193</b> (6.5%)	<b>2,992</b> (2.5%)
<b>SIC8</b>	<b>10,782</b> (59.4%) [61.9%]	<b>6,649</b> (36.6%) [38.1%]	<b>725</b> (4.0%)	<b>18,156</b> (15.3%)
<b>SIC9</b>	<b>16,020</b> (54.0%) [56.5%]	<b>12,318</b> (41.6%) [43.5%]	<b>1,307</b> (4.4%)	<b>29,645</b> (24.9%)
<b>TOTAL</b>	<b>66,668</b> (56.1%) [58.4%]	<b>47,562</b> (40.0%) [41.6%]	<b>4,632</b> (3.9%)	<b>118,862</b> (100%)

**Table 37 [F] Change in the Roman Catholic Percentage of the Private Sector Female Workforce in Concerns with 26 or more Employees by SIC 1990-2000**

SIC Group	1990	1999	2000	Overall Change
<b>SIC0</b>	[45.2%]			
<b>SIC1</b>	[20.3%]	[32.1%]		
<b>SIC2</b>	[36.9%]	[51.4%]		
<b>SIC3</b>	[28.9%]	[33.5%]		
<b>SIC4</b>	[39.1%]	[44.8%]		
<b>SIC5</b>	[32.5%]	[35.6%]		
<b>SIC6</b>	[34.8%]	[42.7%]		
<b>SIC7</b>	[39.7%]	[38.1%]		
<b>SIC8</b>	[29.3%]	[38.2%]		
<b>SIC9</b>	[41.5%]	[43.0%]		
<b>TOTAL</b>	[36.8%]	[41.9%]		

<sup>1</sup> In 1990 there were 4 concerns with 26 or more female employees in SIC0 (comprising 58 employees in total), in 1999 there was 1 concern with 26 or more female employees (comprising 5 employees in total).

# CHAPTER 5

## APPLICANTS AND APPOINTEES

### Background

**5.1** All Specified Authorities and all Private Sector employers with 251 or more employees must include on their Monitoring Return the composition of applicants and appointees. 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.

Information is returned on applicants for all vacancies including those for posts of less than 16 hours per week. However, only

appointees who have been applicants during the year preceding the monitoring date are detailed. Any appointee who takes up a post up to the date on which the Monitoring Return is sent to the Commission is included. This means that for some vacancies applicant information only is included.

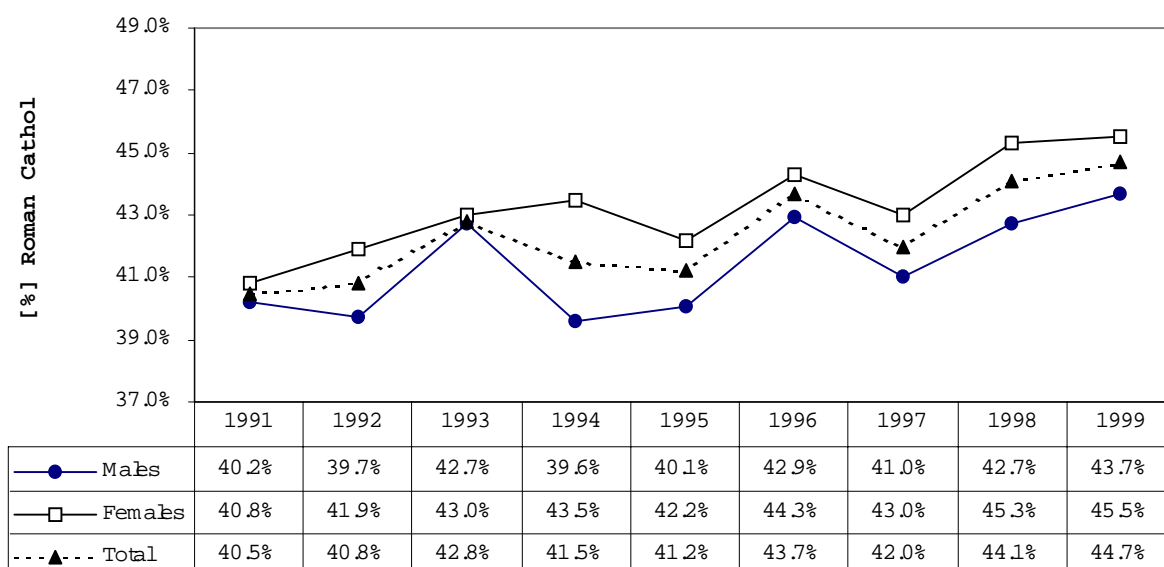
### Public sector applicants

**5.2** Public sector Monitoring Returns for 1999 detailed 125,448 applicants, see Table 41. Their composition was (50.3%) Protestant, (40.7%) Roman Catholic and (9.0%) Non-Determined. The composition of those for whom a community was determined was

**Table 41 Composition of Public Sector Applicants**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Males</b>	<b>27,859</b>	(50.1%) [56.3%]	<b>21,628</b>	(38.9%) [43.7%]	<b>6,068</b>	(10.9%)	<b>55,555</b>	(44.3%)
<b>Females</b>	<b>35,264</b>	(50.5%) [54.5%]	<b>29,405</b>	(42.1%) [45.5%]	<b>5,224</b>	(7.5%)	<b>69,893</b>	(55.7%)
<b>TOTAL</b>	<b>63,123</b>	(50.3%) [55.3%]	<b>51,033</b>	(40.7%) [44.7%]	<b>11,292</b>	(9.0%)	<b>125,448</b>	(100%)

**Figure 11 Change in the Roman Catholic Percentage of Public Sector Applicants 1991-1999**



[55.3%] Protestant and [44.7%] Roman Catholic.

There were a total of 55,555 male applicants. Among those male applicants whose community was determined [56.3%] were Protestant and [43.7%] were Roman Catholic. In total there were 69,893 female applicants to the public sector; their composition was [54.5%] Protestant and [45.5%] Roman Catholic.

The first full year for which monitoring information about applicants was available was 1991. Since 1991 the Roman Catholic share of male applicants has been between [39%] and [44%], while for female applicants the Roman Catholic share was highest in 1999 and over the period it has been between [40%] and [46%], see Figure 11.

### Public sector appointees

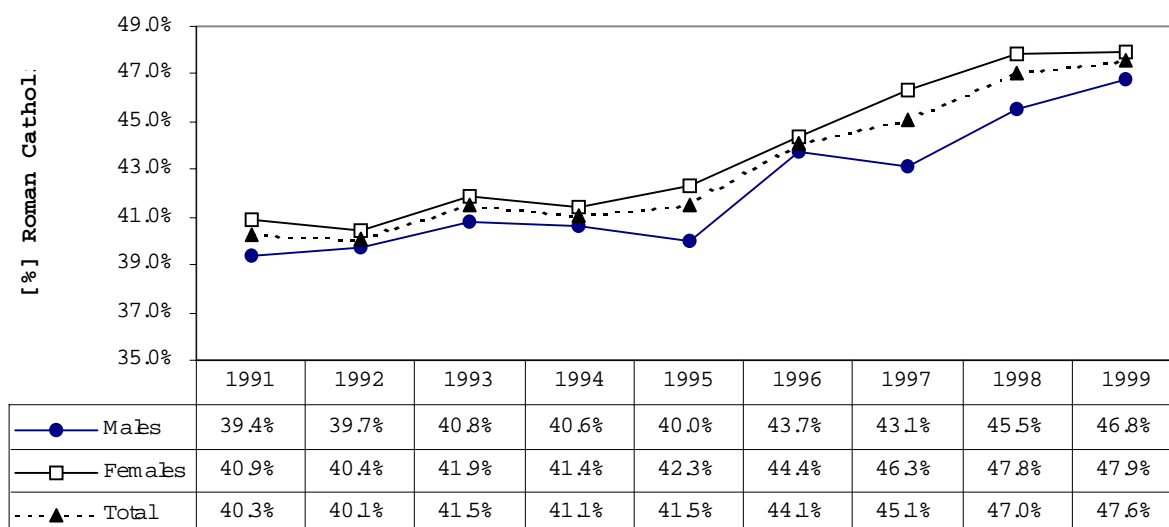
**5.3** The 1999 Monitoring Returns detailed 16,101 appointees to the public sector. Their composition was (48.4%) Protestant, (43.9%) Roman Catholic and (7.6%) Non-Determined, see Table 42. The composition of those for whom a community was determined was [52.4%] Protestant and [47.6%] Roman Catholic.

There were 5,363 male appointees and 10,738 female appointees. The Roman Catholic share of male appointees was [46.8%], while for females it was [47.9%]. The 1999 Roman Catholic share of male public sector appointees was higher than in any previous year and has varied between [39%] and [47%], see Figure 12. For female appointees, the Roman Catholic share was also at its highest in 1999 and has varied between [40%] and [48%].

**Table 42 Composition of Public Sector Appointees**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Males</b>	<b>2,570</b>	(47.9%) [53.2%]	<b>2,260</b>	(42.1%) [46.8%]	<b>533</b>	(9.9%)	<b>5,363</b>	(33.3%)
<b>Females</b>	<b>5,230</b>	(48.7%) [52.1%]	<b>4,813</b>	(44.8%) [47.9%]	<b>695</b>	(6.5%)	<b>10,738</b>	(66.7%)
<b>TOTAL</b>	<b>7,800</b>	(48.4%) [52.4%]	<b>7,073</b>	(43.9%) [47.6%]	<b>1,228</b>	(7.6%)	<b>16,101</b>	(100%)

**Figure 12 Change in the Roman Catholic Percentage of Public Sector Appointees 1991-1999**





**Table 43 Composition of Public Sector Appointees by SOC**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>190</b>	(43.1%) [48.6%]	<b>201</b>	(45.6%) [51.4%]	<b>50</b>	(11.3%)	<b>441</b>	(2.7%)
<b>SOC2</b>	<b>531</b>	(37.1%) [46.9%]	<b>600</b>	(42.0%) [53.1%]	<b>299</b>	(20.9%)	<b>1,430</b>	(8.9%)
<b>SOC3</b>	<b>1,165</b>	(45.4%) [48.8%]	<b>1,224</b>	(47.7%) [51.2%]	<b>176</b>	(6.9%)	<b>2,565</b>	(15.9%)
<b>SOC4</b>	<b>1,833</b>	(50.4%) [53.4%]	<b>1,600</b>	(44.0%) [46.6%]	<b>203</b>	(5.6%)	<b>3,636</b>	(22.6%)
<b>SOC5</b>	<b>169</b>	(57.5%) [59.7%]	<b>114</b>	(38.8%) [40.3%]	<b>11</b>	(3.7%)	<b>294</b>	(1.8%)
<b>SOC6</b>	<b>1,863</b>	(53.2%) [56.9%]	<b>1,412</b>	(40.3%) [43.1%]	<b>230</b>	(6.6%)	<b>3,505</b>	(21.8%)
<b>SOC7</b>	<b>49</b>	(66.2%) [72.1%]	<b>19</b>	(25.7%) [27.9%]	<b>6</b>	(8.1%)	<b>74</b>	(0.5%)
<b>SOC8</b>	<b>160</b>	(48.8%) [52.1%]	<b>147</b>	(44.8%) [47.9%]	<b>21</b>	(6.4%)	<b>328</b>	(2.0%)
<b>SOC9</b>	<b>1,840</b>	(48.1%) [51.2%]	<b>1,756</b>	(45.9%) [48.8%]	<b>232</b>	(6.1%)	<b>3,828</b>	(23.8%)
<b>TOTAL</b>	<b>7,800</b>	(48.4%) [52.4%]	<b>7,073</b>	(43.9%) [47.6%]	<b>1,228</b>	(7.6%)	<b>16,101</b>	(100%)

**Composition of public sector appointees by Standard Occupational Classification**

**5.4** Over (68%) of public sector appointees were in three SOC groups; SOC4 (22.6%), SOC6 (21.8%) and SOC9 (23.8%), see Table 43. The Roman Catholic share of appointees in these groups was; SOC4 [46.6%], SOC6 [43.1%] and SOC9 [48.8%]. There were very few appointees to SOC7. The Roman Catholic share was over [40.0%] in the remaining SOC groups.

**Composition of public sector appointees by Standard Occupational Classification and sex**

**MALE APPOINTEES TO THE PUBLIC SECTOR**

**5.5** Male appointees to the public sector were concentrated in SOC2 (12.2%), SOC4 (16.6%), SOC6 (17.9%) and SOC9 (26.9%), see Table 43[M] (page 50). The Roman Catholic share of appointees in these groups was; SOC2 [51.4%], SOC4 [53.7%], SOC6 [35.0%] and SOC9 [46.7%]. The Roman Catholic share of male appointees was [40%] or more in all SOC groups with the exception

of SOC5 and SOC6 where the Roman Catholic share of male appointments was [38.7%] and [35.0%]. Very few appointments were made in SOC7.

The Roman Catholic share of male public sector appointees [46.8%] was considerably higher than its share among all male employees of the public sector [34.0%]. In the higher SOC groups (SOC1, SOC2 and SOC3) the Roman Catholic share of appointments was 11 percentage points or more higher than their share of employment. In SOCS 5 and 6 the Roman Catholic share of appointments was 10 percentage points or more higher than their share of employment. Among SOCS 4, 8, and 9 the Roman Catholic share was 3 or more percentage points higher than their share of employment. Slightly lower appointment than employment rates occurred in SOC7.

**FEMALE APPOINTEES TO THE PUBLIC SECTOR**

**5.6** Female appointees to the public sector were concentrated in SOC3 (18.5%), SOC4 (25.6%), SOC6 (23.7%) and SOC9 (22.2%), see Table 43[F] (page 50). The Roman Catholic share of female appointees in these SOC groups was; SOC3 [50.8%], SOC4

**Table 43 [M] Composition of Male Public Sector Appointees by SOC**

	Protestant	Roman Catholic	Non-Determined	Total
<b>SOC1</b>	<b>109</b> (40.7%) [46.6%]	<b>125</b> (46.6%) [53.4%]	<b>34</b> (12.7%)	<b>268</b> (5.0%)
<b>SOC2</b>	<b>234</b> (35.7%) [48.6%]	<b>247</b> (37.7%) [51.4%]	<b>175</b> (26.7%)	<b>656</b> (12.2%)
<b>SOC3</b>	<b>245</b> (42.2%) [47.2%]	<b>274</b> (47.2%) [52.8%]	<b>61</b> (10.5%)	<b>580</b> (10.8%)
<b>SOC4</b>	<b>380</b> (42.7%) [46.3%]	<b>440</b> (49.5%) [53.7%]	<b>69</b> (7.8%)	<b>889</b> (16.6%)
<b>SOC5</b>	<b>141</b> (59.0%) [61.3%]	<b>89</b> (37.2%) [38.7%]	<b>9</b> (3.8%)	<b>239</b> (4.5%)
<b>SOC6</b>	<b>573</b> (59.6%) [65.0%]	<b>308</b> (32.0%) [35.0%]	<b>81</b> (8.4%)	<b>962</b> (17.9%)
<b>SOC7</b>	<b>12</b> (60.0%) [70.6%]	<b>5</b> (25.0%) [29.4%]	<b>3</b> (15.0%)	<b>20</b> (0.4%)
<b>SOC8</b>	<b>150</b> (48.9%) [52.3%]	<b>137</b> (44.6%) [47.7%]	<b>20</b> (6.5%)	<b>307</b> (5.7%)
<b>SOC9</b>	<b>726</b> (50.3%) [53.3%]	<b>635</b> (44.0%) [46.7%]	<b>81</b> (5.6%)	<b>1,442</b> (26.9%)
<b>TOTAL</b>	<b>2,570</b> (47.9%) [53.2%]	<b>2,260</b> (42.1%) [46.8%]	<b>533</b> (9.9%)	<b>5,363</b> (100%)

**Table 43 [F] Composition of Female Public Sector Appointees by SOC**

	Protestant	Roman Catholic	Non-Determined	Total
<b>SOC1</b>	<b>81</b> (46.8%) [51.6%]	<b>76</b> (43.9%) [48.4%]	<b>16</b> (9.2%)	<b>173</b> (1.6%)
<b>SOC2</b>	<b>297</b> (38.4%) [45.7%]	<b>353</b> (45.6%) [54.3%]	<b>124</b> (16.0%)	<b>774</b> (7.2%)
<b>SOC3</b>	<b>920</b> (46.3%) [49.2%]	<b>950</b> (47.9%) [50.8%]	<b>115</b> (5.8%)	<b>1,985</b> (18.5%)
<b>SOC4</b>	<b>1,453</b> (52.9%) [55.6%]	<b>1,160</b> (42.2%) [44.4%]	<b>134</b> (4.9%)	<b>2,747</b> (25.6%)
<b>SOC5</b>	<b>28</b> (50.9%) [52.8%]	<b>25</b> (45.5%) [47.2%]	<b>2</b> (3.6%)	<b>55</b> (0.5%)
<b>SOC6</b>	<b>1,290</b> (50.7%) [53.9%]	<b>1,104</b> (43.4%) [46.1%]	<b>149</b> (5.9%)	<b>2,543</b> (23.7%)
<b>SOC7</b>	<b>37</b> (68.5%) [72.5%]	<b>14</b> (25.9%) [27.5%]	<b>3</b> (5.6%)	<b>54</b> (0.5%)
<b>SOC8</b>	<b>10</b> (47.6%) [50.0%]	<b>10</b> (47.6%) [50.0%]	<b>1</b> (4.8%)	<b>21</b> (0.2%)
<b>SOC9</b>	<b>1,114</b> (46.7%) [49.8%]	<b>1,121</b> (47.0%) [50.2%]	<b>151</b> (6.3%)	<b>2,386</b> (22.2%)
<b>TOTAL</b>	<b>5,230</b> (48.7%) [52.1%]	<b>4,813</b> (44.8%) [47.9%]	<b>695</b> (6.5%)	<b>10,738</b> (100%)

[44.4%], SOC6 [46.1%] and SOC9 [50.2%].

There were very few female appointees in SOC5, SOC7 and SOC8. The Roman Catholic share of female public sector appointees was [48.4%] in SOC1 and [54.3%] in SOC2.

Roman Catholic females had a higher share of appointments [47.9%] than their representation within the public sector workforce [43.3%]. Flows into employment were higher across all SOC groups with the exception of SOC7. Roman Catholic females formed [48.4%] of female appointments to

SOC1, [54.3%] of appointments to SOC2 and [50.8%] of appointments to SOC3. Across all remaining SOC groups with more than 10% of female appointments the Roman Catholic female share exceeded [44%].

The composition of male applicants was [45.0%] Protestant and [55.0%] Roman Catholic. For females it was [51.2%] Protestant and [48.8%] Roman Catholic. Since 1991 the Roman Catholic share of male applicants has fluctuated between [48%] and [55.0%], see Figure 13. For females the fluctuations were between [43%] and [49%].

## THE HEALTH SECTOR

### APPLICANTS

5.7 There were 36,469 applicants for employment in the Health Sector, see Table 44. Among those for whom a community was determined [49.6%] were Protestants, and [50.4%] were Roman Catholics.

### APPOINTEES

5.8 There were 6,268 appointees to the Health Sector, see Table 45. The Roman Catholic share of appointees was [51.4%].

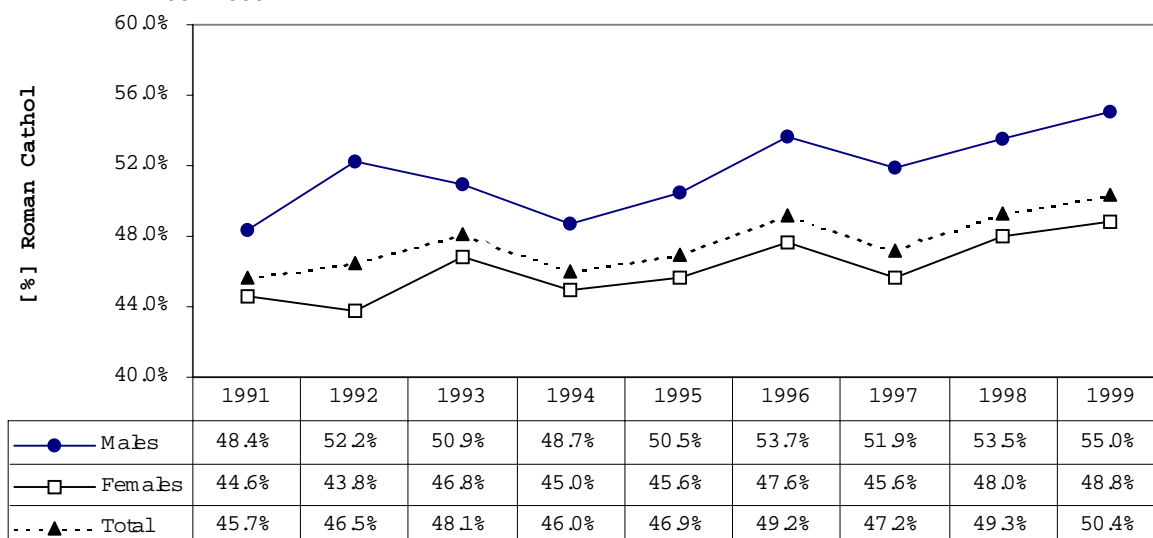
**Table 44 Composition of Applicants to the Health Sector**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Males</b>	<b>3,645</b>	(35.1%) [45.0%]	<b>4,449</b>	(42.9%) [55.0%]	<b>2,287</b>	(22.0%)	<b>10,381</b>	(28.5%)
<b>Females</b>	<b>12,288</b>	(47.1%) [51.2%]	<b>11,719</b>	(44.9%) [48.8%]	<b>2,081</b>	(8.0%)	<b>26,088</b>	(71.5%)
<b>TOTAL</b>	<b>15,933</b>	(43.7%) [49.6%]	<b>16,168</b>	(44.3%) [50.4%]	<b>4,368</b>	(12.0%)	<b>36,469</b>	(100%)

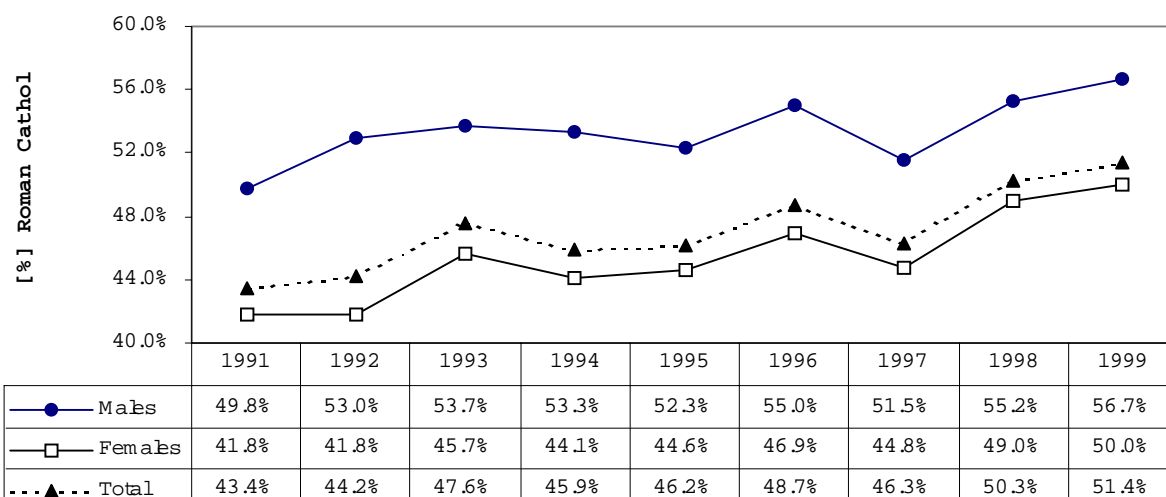
**Table 45 Composition of Appointees to the Health Sector**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Males</b>	<b>516</b>	(36.1%) [43.3%]	<b>677</b>	(47.3%) [56.7%]	<b>238</b>	(16.6%)	<b>1,431</b>	(22.8%)
<b>Females</b>	<b>2,260</b>	(46.7%) [50.0%]	<b>2,258</b>	(46.7%) [50.0%]	<b>319</b>	(6.6%)	<b>4,837</b>	(77.2%)
<b>TOTAL</b>	<b>2,776</b>	(44.3%) [48.6%]	<b>2,935</b>	(46.8%) [51.4%]	<b>557</b>	(8.9%)	<b>6,268</b>	(100%)

**Figure 13 Change in the Roman Catholic Percentage of Applicants to the Health Sector 1991-1999**



**Figure 14 Change in the Roman Catholic Percentage of Appointees to the Health Sector 1991-1999**



The Roman Catholic share of male appointees was [56.7%] while for female appointees it was [50.0%]. In the years between 1991 and 1999 the Roman Catholic share of male appointees to the Health Sector fluctuated between [49%] and [57%], see Figure 14. For females the corresponding limits were [41%] and [50%].

composition of applicants was [53.8%] Protestant and [46.2%] Roman Catholics.

The Roman Catholic share of male applicants was [46.1%] whilst for females it was [46.3%]. For males the Roman Catholic share of applicants was between [47%] and [52%] between 1991 and 1999, see Figure 15. For females it varied between [42%] and [47%].

## THE EDUCATION AND LIBRARY BOARDS

### APPLICANTS

**5.9** There were 16,564 applicants to the Education and Library Boards, see Table 46. This was down from 17,495 in 1998. The overall

### APPOINTEES

**5.10** In 1999 the Monitoring Returns from the Education and Library Boards detailed 3,666 appointees, see Table 47. Protestants

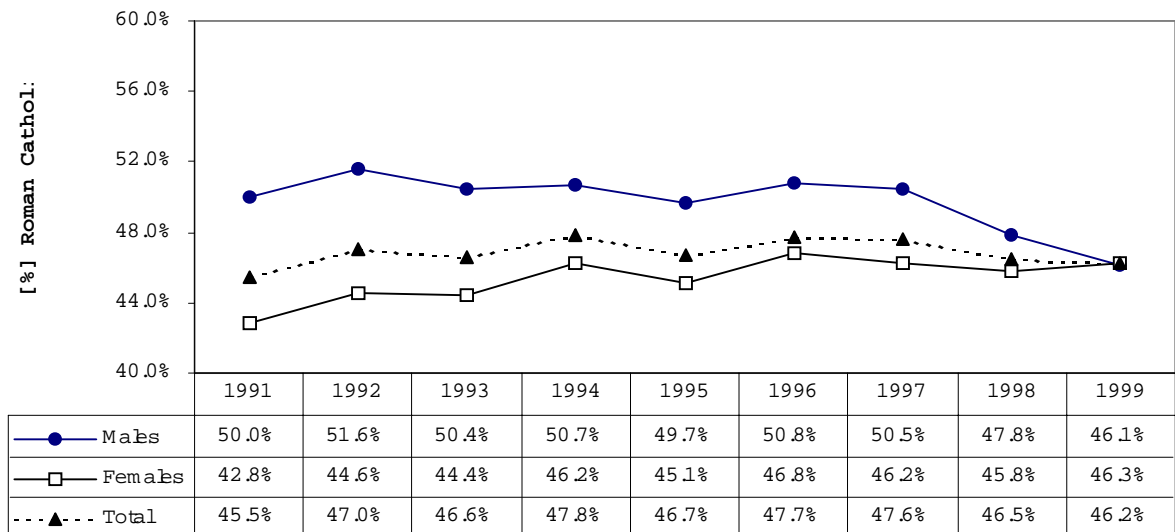
**Table 46 Composition of Applicants to the Education and Library Boards**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Males</b>	<b>2,153</b>	(49.6%) [53.9%]	<b>1,843</b>	(42.5%) [46.1%]	<b>342</b>	(7.9%)	<b>4,338</b>	(26.2%)
<b>Females</b>	<b>6,160</b>	(50.4%) [53.7%]	<b>5,306</b>	(43.4%) [46.3%]	<b>760</b>	(6.2%)	<b>12,226</b>	(73.8%)
<b>TOTAL</b>	<b>8,313</b>	(50.2%) [53.8%]	<b>7,149</b>	(43.2%) [46.2%]	<b>1,102</b>	(6.7%)	<b>16,564</b>	(100%)

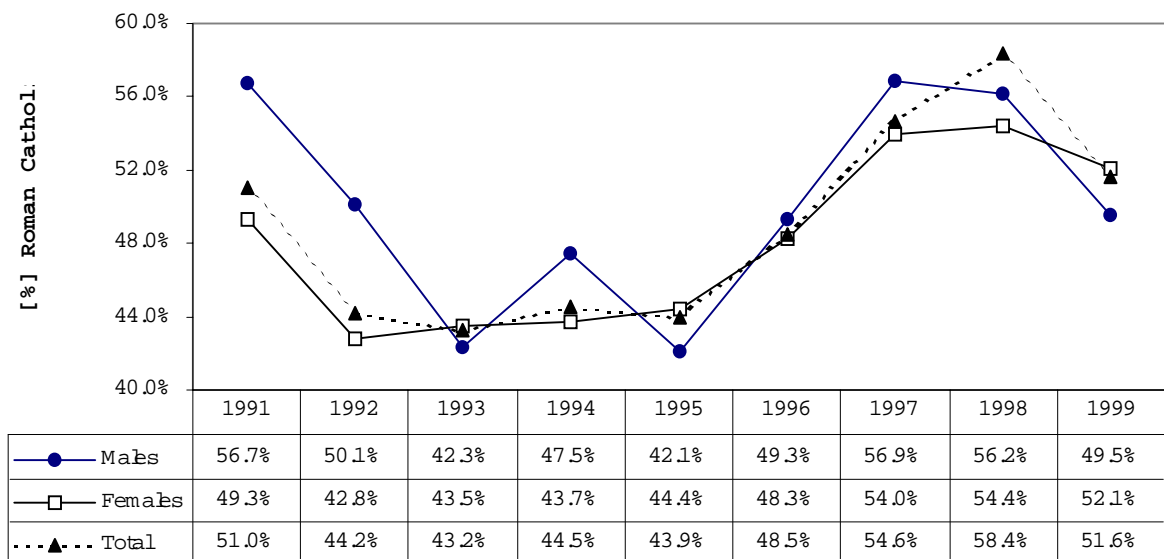
**Table 47 Composition of Appointees to the Education and Library Boards**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Males</b>	<b>316</b>	(46.8%) [50.5%]	<b>310</b>	(45.9%) [49.5%]	<b>49</b>	(7.3%)	<b>675</b>	(18.4%)
<b>Females</b>	<b>1,343</b>	(44.9%) [47.9%]	<b>1,461</b>	(48.8%) [52.1%]	<b>187</b>	(6.3%)	<b>2,991</b>	(81.6%)
<b>TOTAL</b>	<b>1,659</b>	(45.3%) [48.4%]	<b>1,771</b>	(48.3%) [51.6%]	<b>236</b>	(6.4%)	<b>3,666</b>	(100%)

**Figure 15** Change in the Roman Catholic Percentage of Applicants to the Education and Library Boards 1991-1999



**Figure 16** Change in the Roman Catholic Percentage of Appointees to the Education and Library Boards 1991-1999



accounted for [48.4%] of appointees, while Roman Catholics accounted for [51.6%].

The Roman Catholic share of male appointees was [49.5%] while for females it was [52.1%]. Between 1991 and 1999 the Roman Catholic share of male appointees was between [42%]

and [57%], see Figure 16. For females the Roman Catholic share of appointees was between [42%] and [54%].

## THE DISTRICT COUNCILS

### APPLICANTS

**5.11** The District Councils detailed 20,743<sup>12</sup> applicants in their 1999 Monitoring Returns, see Table 48. Among those for whom a community was determined [56.8%] were Protestant and [43.2%] were Roman Catholic.

The Roman Catholic share of male applicants was [41.8%] while for females it was [44.9%]. For males between 1991 and 1999 the Roman Catholic share of applicants was between [34%] and [43%], see Figure 17. For females it was between [36%] and [45%].

### APPOINTEES

There were 2,503 appointees to the District Councils, see Table 49. Protestants comprised [58.1%] of appointees, while Roman Catholics comprised [41.9%] of appointees.

For males the Roman Catholic share was [41.0%] while for females it was [43.0%]. Between 1991 and 1999 for males the Roman Catholic share of appointees was between [36%] and [42%], see Figure 18. For females it was between [33%] and [43%].

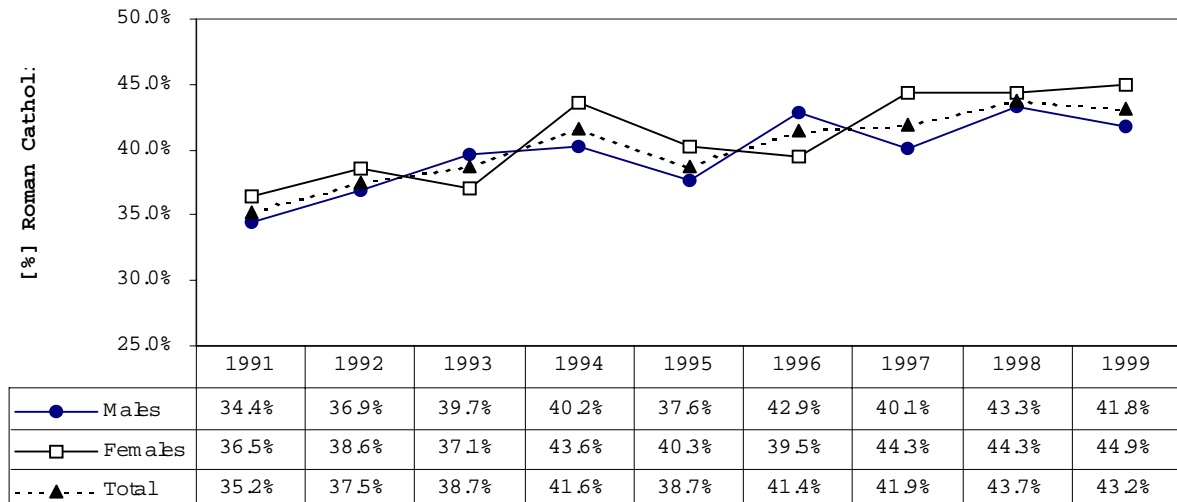
**Table 48 Composition of Applicants to the District Councils**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Males</b>	<b>6,195</b>	(54.5%) [58.2%]	<b>4,452</b>	(39.2%) [41.8%]	<b>718</b>	(6.3%)	<b>11,365</b>	(54.8%)
<b>Females</b>	<b>4,894</b>	(52.2%) [55.1%]	<b>3,982</b>	(42.5%) [44.9%]	<b>502</b>	(5.4%)	<b>9,378</b>	(45.2%)
<b>TOTAL</b>	<b>11,089</b>	(53.5%) [56.8%]	<b>8,434</b>	(40.7%) [43.2%]	<b>1,220</b>	(5.9%)	<b>20,743</b>	(100%)

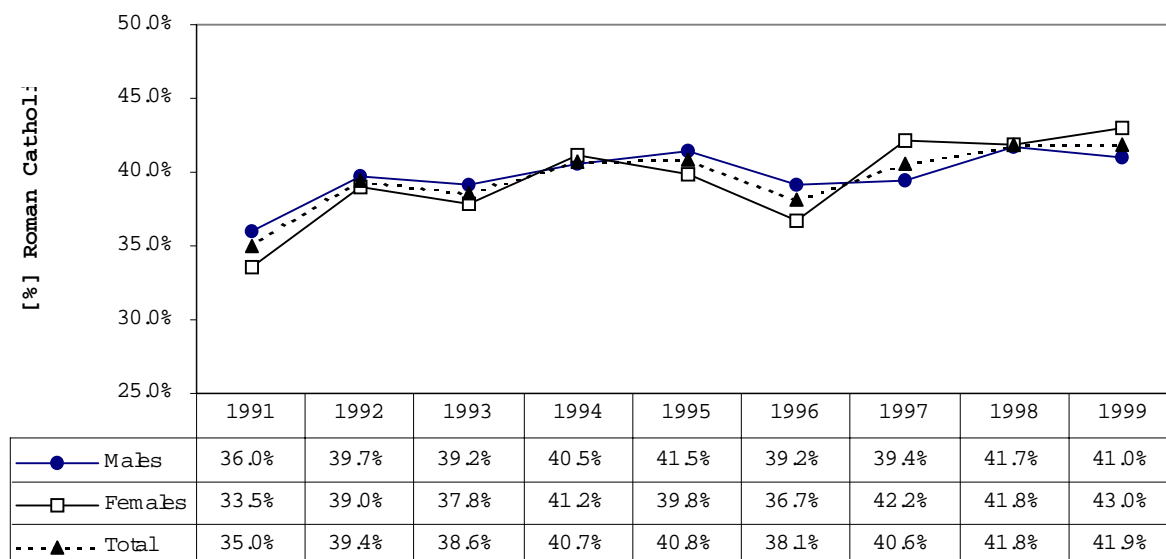
**Table 49 Composition of Appointees to the District Councils**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Males</b>	<b>783</b>	(55.2%) [59.0%]	<b>544</b>	(38.4%) [41.0%]	<b>91</b>	(6.4%)	<b>1,418</b>	(56.7%)
<b>Females</b>	<b>591</b>	(54.5%) [57.0%]	<b>445</b>	(41.0%) [43.0%]	<b>49</b>	(4.5%)	<b>1,085</b>	(43.3%)
<b>TOTAL</b>	<b>1,374</b>	(54.9%) [58.1%]	<b>989</b>	(39.5%) [41.9%]	<b>140</b>	(5.6%)	<b>2,503</b>	(100%)

**Figure 17 Change in the Roman Catholic Percentage of Applicants to the District Councils 1991-1999**



**Figure 18 Change in the Roman Catholic Percentage of Appointees to the District Councils 1991-1999**



### THE CIVIL SERVICE

#### APPLICANTS

**5.13** In 1999 the Civil Service Monitoring Returns detailed 21,240 applicants, see Table 50. Overall, [57.3%] of applicants to the Civil Service were Protestants and [42.7%] were Roman Catholics.

For males the Roman Catholic share of applicants was [41.0%] while for females it was [44.4%]. Between 1991 and 1999 the Roman Catholic share of male applicants was between [33%] and [43%], see Figure 19. For females the Roman Catholic share was between [38%] and [47%].

#### APPOINTEES

**5.14** There were 1,484 appointees to the Civil Service, see Table 51. Among those for whom a community was determined, [53.9%] were Protestant and [46.1%] were Roman Catholic.

Among males the Roman Catholic share in 1999 was [44.3%] and for females it was [47.8%]. For males between 1991 and 1999 the Roman Catholic share of appointees was between [34%] and [45%], see Figure 20. For females it was between [32%] and [48%].

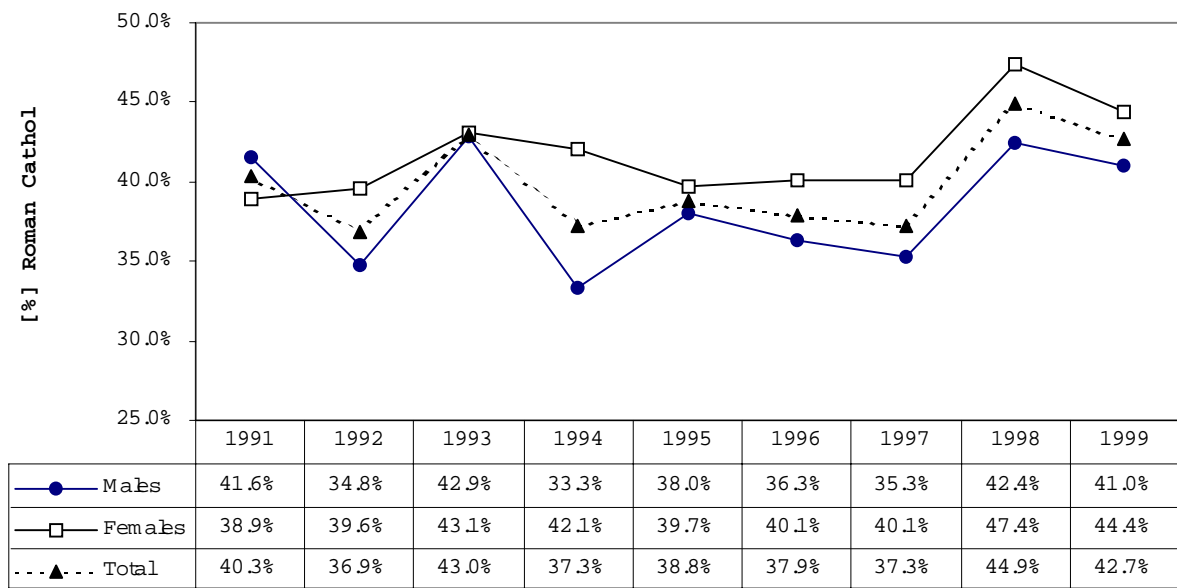
**Table 50 Composition of Applicants to the Civil Service**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Males</b>	<b>5,653</b>	(53.2%) [59.0%]	<b>3,932</b>	(37.0%) [41.0%]	<b>1,044</b>	(9.8%)	<b>10,629</b>	(50.0%)
<b>Females</b>	<b>5,424</b>	(51.1%) [55.6%]	<b>4,325</b>	(40.8%) [44.4%]	<b>862</b>	(8.1%)	<b>10,611</b>	(50.0%)
<b>TOTAL</b>	<b>11,077</b>	(52.2%) [57.3%]	<b>8,257</b>	(38.9%) [42.7%]	<b>1,906</b>	(9.0%)	<b>21,240</b>	(100%)

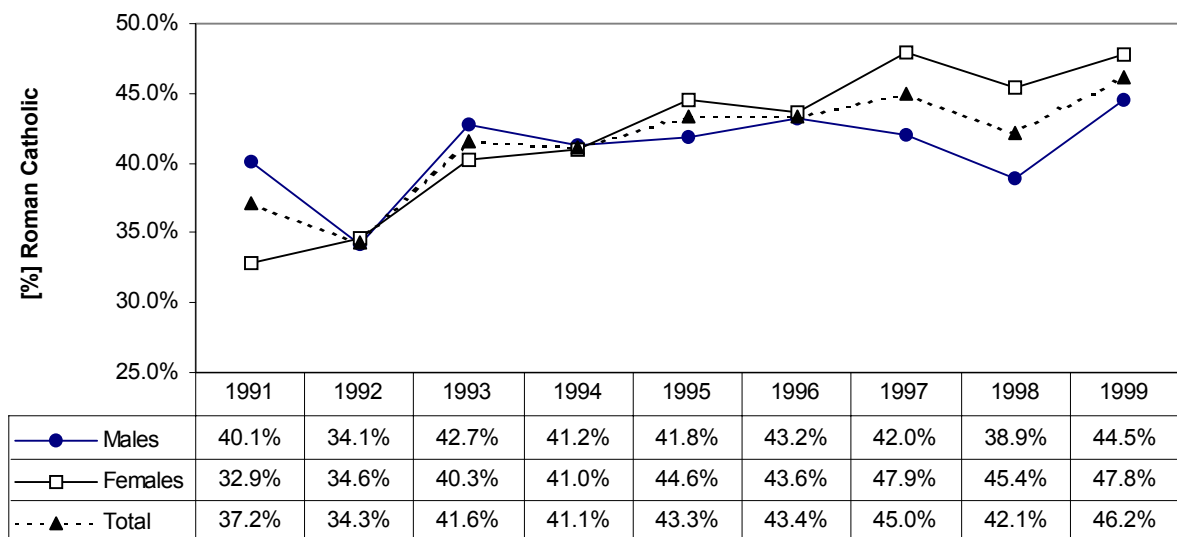
**Table 51 Composition of Appointees to the Civil Service**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Males</b>	<b>354</b>	(49.5%) [55.7%]	<b>282</b>	(39.4%) [44.3%]	<b>79</b>	(11.0%)	<b>715</b>	(48.2%)
<b>Females</b>	<b>363</b>	(47.2%) [52.2%]	<b>332</b>	(43.2%) [47.8%]	<b>74</b>	(9.6%)	<b>769</b>	(51.8%)
<b>TOTAL</b>	<b>717</b>	(48.3%) [53.9%]	<b>614</b>	(41.4%) [46.1%]	<b>153</b>	(10.3%)	<b>1,484</b>	(100%)

**Figure 19 Change in the Roman Catholic Percentage of Applicants to the Civil Service 1991-1999**



**Figure 20 Change in the Roman Catholic Percentage of Appointees to the Civil Service 1991-1999**





## PRIVATE SECTOR APPLICANTS AND APPOINTEES

### APPLICANTS (251+)

**5.15** There were 155 private sector concerns with 251 or more employees who supplied details on the composition of applicants and appointees during the preceding year. In 2000 there were 183,222 applicants detailed by the private sector, see Table 52. Looking only at those for whom a community background was determined the composition of applicants was [53.5%] Protestant and [46.5%] Roman Catholic.

There were 100,936 male applicants and 82,286 female applicants. Among males [55.6%] of applicants were Protestant and [44.4%] were Roman Catholic. For females [50.9%] were Protestant and [49.1%] were Roman Catholic. Between 1991 and 2000 the Roman Catholic share of male applicants was between [39%] and [46%], see Figure 21. For females the Roman Catholic share of applicants in the same time period was between [44%] and [50%].

### APPOINTEES (251+)

**5.16** There were 30,814 recorded appointees to the private sector, see Table 53. The composition of those for whom a community was determined [53.8%] Protestant and [46.2%] Roman Catholic.

There were 16,709 male appointees and 14,105 female appointees. The composition of male appointees was [56.8%] Protestant and [43.2%] Roman Catholic. Among females the composition of appointees was [50.3%] Protestant and [49.7%] Roman Catholic. Between 1991 and 2000 the Roman Catholic share of male appointees was between [34%] and [46%], see Figure 22. For females the corresponding share of appointees was between [44%] and [50%].

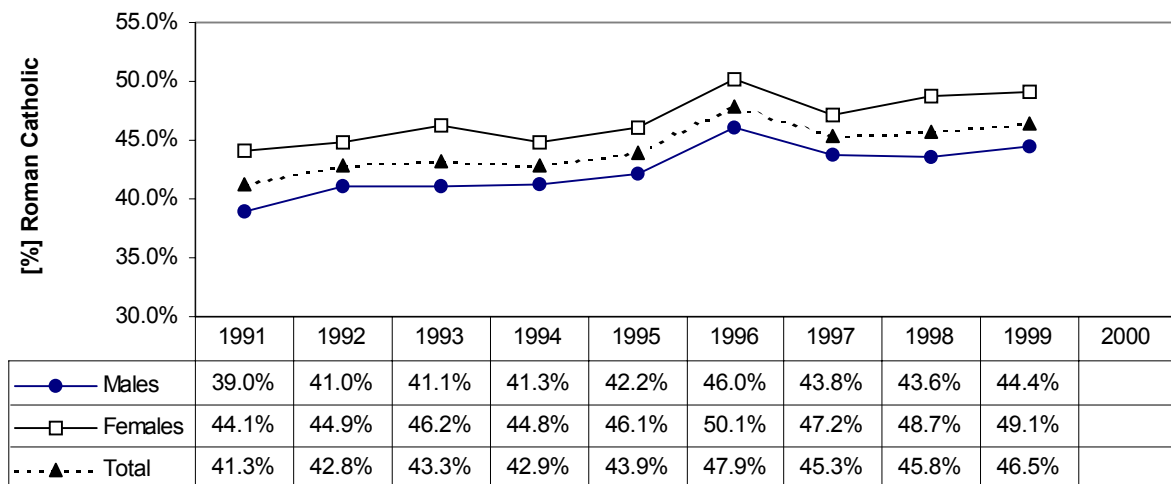
**Table 52 Composition of Private Sector Applicants (251+)**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Males</b>	<b>51,050</b>	(50.6%) [55.6%]	<b>40,729</b>	(40.4%) [44.4%]	<b>9,157</b>	(9.1%)	<b>100,936</b>	(55.1%)
<b>Females</b>	<b>38,991</b>	(47.4%) [50.9%]	<b>37,561</b>	(45.6%) [49.1%]	<b>5,734</b>	(7.0%)	<b>82,286</b>	(44.9%)
<b>TOTAL</b>	<b>90,041</b>	(49.1%) [53.5%]	<b>78,290</b>	(42.7%) [46.5%]	<b>14,891</b>	(8.1%)	<b>183,222</b>	(100%)

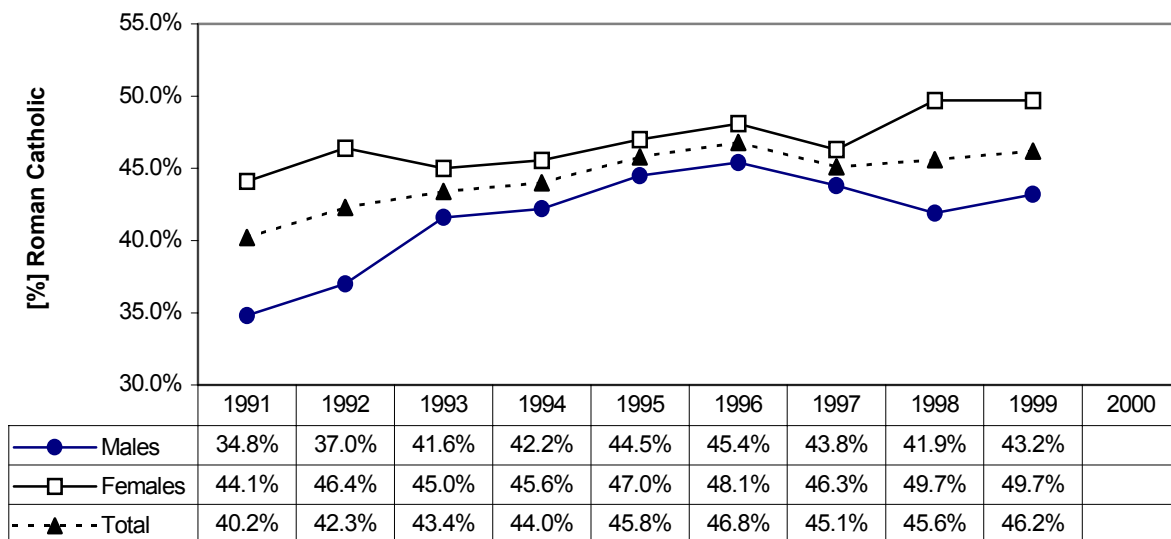
**Table 53 Composition of Private Sector Appointees (251+)**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Males</b>	<b>8,608</b>	(51.5%) [56.8%]	<b>6,537</b>	(39.1%) [43.2%]	<b>1,564</b>	(9.4%)	<b>16,709</b>	(54.2%)
<b>Females</b>	<b>6,673</b>	(47.3%) [50.3%]	<b>6,605</b>	(46.8%) [49.7%]	<b>827</b>	(5.9%)	<b>14,105</b>	(45.8%)
<b>TOTAL</b>	<b>15,281</b>	(49.6%) [53.8%]	<b>13,142</b>	(42.6%) [46.2%]	<b>2,391</b>	(7.8%)	<b>30,814</b>	(100%)

**Figure 21 Change in the Roman Catholic Percentage of Private Sector Applicants 1991-2000**



**Figure 22 Change in the Roman Catholic Percentage of Private Sector Appointees 1991-2000**



**Composition of Private Sector appointees by Standard Occupational Classification (251+)**

**5.17** Almost half of private sector appointees were in two SOC groups; SOC7 (21.4%) and SOC8 (26.2%), see Table 54. The Roman Catholic share of appointees in SOC7 was [53.4%], and in SOC8 was [46.8%]. In the remaining SOC groups the Roman Catholic share was [35.0%] in SOC5 and between [40%] and [45%] in SOC1, SOC3, SOC4, and SOC6. It was over [45%] in SOC2 and SOC9.

**Composition of Private Sector appointees by Standard Occupational Classification and sex (251+)**

**MALE EMPLOYEES (251+)**

**5.18** Nearly one third of male appointees were in SOC8 (31.9%), see Table 54[M] (page 61). The Roman Catholic share of appointees in SOC8 was [44.0%]. The Roman Catholic share was lowest in SOC5 at [31.0%] and in SOC6 at [38.9%]. It was between [40%] and [45%] in SOC2, SOC8, SOC1, and SOC3. In

**Table 54 Composition of Appointees to the Private Sector by SOC (251+)**

	Protestant	Roman Catholic	Non-Determined	Total
<b>SOC1</b>	<b>459</b> (50.8%) [55.2%]	<b>372</b> (41.2%) [44.8%]	<b>73</b> (8.1%)	<b>904</b> (2.9%)
<b>SOC2</b>	<b>283</b> (43.2%) [51.6%]	<b>265</b> (40.5%) [48.4%]	<b>107</b> (16.3%)	<b>655</b> (2.1%)
<b>SOC3</b>	<b>423</b> (53.7%) [58.3%]	<b>303</b> (38.5%) [41.7%]	<b>62</b> (7.9%)	<b>788</b> (2.6%)
<b>SOC4</b>	<b>1,330</b> (51.5%) [55.4%]	<b>1,072</b> (41.5%) [44.6%]	<b>180</b> (7.0%)	<b>2,582</b> (8.4%)
<b>SOC5</b>	<b>2,422</b> (54.5%) [65.0%]	<b>1,306</b> (29.4%) [35.0%]	<b>713</b> (16.1%)	<b>4,441</b> (14.4%)
<b>SOC6</b>	<b>1,469</b> (52.0%) [55.9%]	<b>1,159</b> (41.0%) [44.1%]	<b>198</b> (7.0%)	<b>2,826</b> (9.2%)
<b>SOC7</b>	<b>2,852</b> (43.2%) [46.6%]	<b>3,271</b> (49.6%) [53.4%]	<b>478</b> (7.2%)	<b>6,601</b> (21.4%)
<b>SOC8</b>	<b>4,114</b> (51.0%) [53.2%]	<b>3,624</b> (44.9%) [46.8%]	<b>326</b> (4.0%)	<b>8,064</b> (26.2%)
<b>SOC9</b>	<b>1,929</b> (48.8%) [52.1%]	<b>1,770</b> (44.8%) [47.9%]	<b>254</b> (6.4%)	<b>3,953</b> (12.8%)
<b>TOTAL</b>	<b>15,281</b> (49.6%) [53.8%]	<b>13,142</b> (42.6%) [46.2%]	<b>2,391</b> (7.8%)	<b>30,814</b> (100%)

SOC9 and SOC4 Roman Catholic representation among appointees was between [45%] and [50%]. In SOC7 Roman Catholic representation was [54.3%].

The Roman Catholic percentage of male appointees was compared with that of monitored males employed in large (251+) private sector concerns. In all SOC groups Roman Catholics are better represented among appointees than among all employees, see Figure 23.

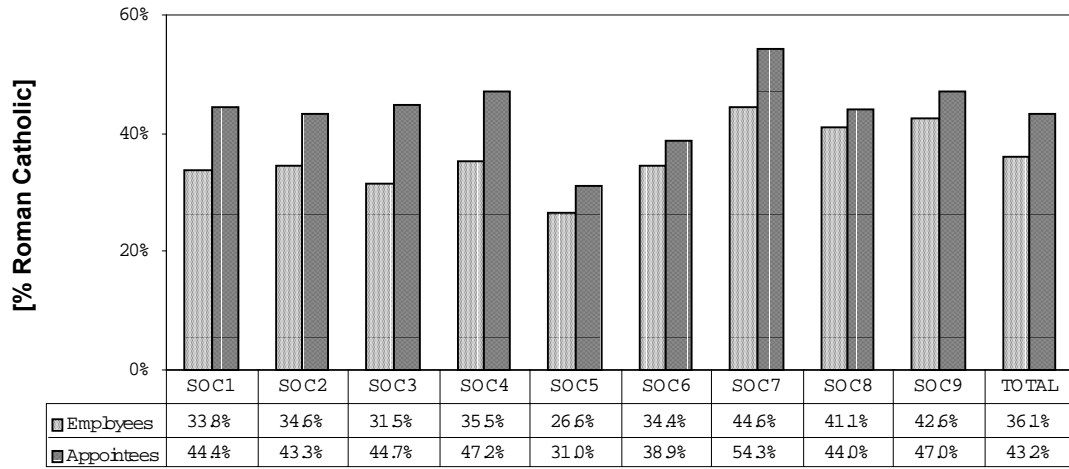
#### **FEMALE APPOINTEES (251+)**

- 5.19** Female appointees were concentrated in the same two SOC groups as male appointees; SOC7 (31.2%) and SOC8 (19.3%), see Table 54[F] (page 61). The Roman Catholic share of female appointees in these groups was; SOC7 [53.0%] and SOC8 [52.2%].

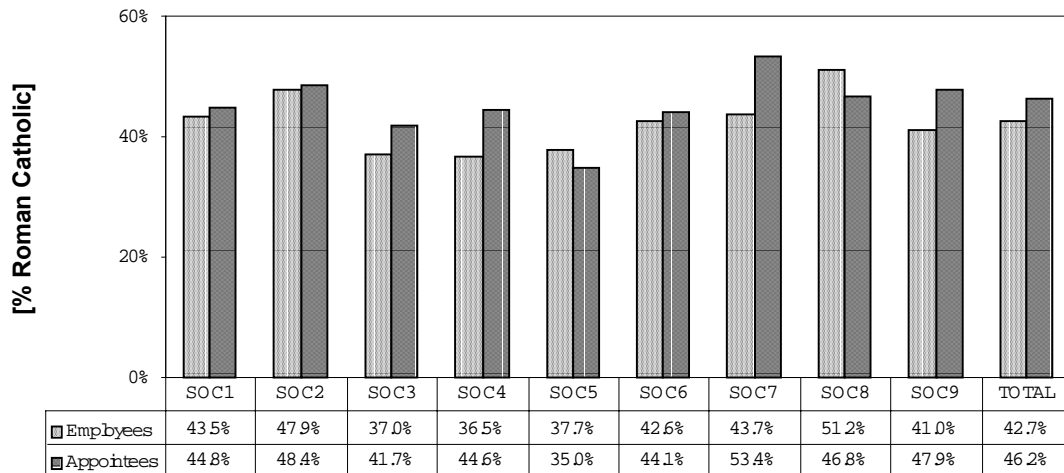
Among the remaining SOC groups the Roman Catholic share of female appointees was lowest in SOC3 at [36.7%], between [40%] and [45%] in SOC4 and SOC5, and between [45%] and [50%] in SOC1 and SOC9. Over [50%] of female appointees were Roman Catholic in SOC2, SOC6, SOC8, and SOC7.

The Roman Catholic share of female appointees to the private sector was compared to the Roman Catholic share of the monitored workforces employed in large private sector concerns (251+) - see Figure 24. In all SOC groups, except for SOC5 and SOC8, Roman Catholic representation among appointees is higher than among employees.

**Figure 23 Comparison of Roman Catholic Percentage of Male Employees and Appointees to large Private Sector Concerns**



**Figure 24 Comparison of Roman Catholic Percentage of Female Employees and Appointees to large Private Sector Concerns**



**Table 54 [M] Composition of Male Appointees to the Private Sector by SOC (251+)**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>252</b>	(50.1%) [55.6%]	<b>201</b>	(40.0%) [44.4%]	<b>50</b>	(9.9%)	<b>503</b>	(3.0%)
<b>SOC2</b>	<b>190</b>	(46.3%) [56.7%]	<b>145</b>	(35.4%) [43.3%]	<b>75</b>	(18.3%)	<b>410</b>	(2.5%)
<b>SOC3</b>	<b>254</b>	(51.0%) [55.3%]	<b>205</b>	(41.2%) [44.7%]	<b>39</b>	(7.8%)	<b>498</b>	(3.0%)
<b>SOC4</b>	<b>413</b>	(47.0%) [52.8%]	<b>369</b>	(42.0%) [47.2%]	<b>96</b>	(10.9%)	<b>878</b>	(5.3%)
<b>SOC5</b>	<b>1,785</b>	(55.1%) [69.0%]	<b>803</b>	(24.8%) [31.0%]	<b>650</b>	(20.1%)	<b>3,238</b>	(19.4%)
<b>SOC6</b>	<b>1,007</b>	(57.4%) [61.1%]	<b>642</b>	(36.6%) [38.9%]	<b>104</b>	(5.9%)	<b>1,753</b>	(10.5%)
<b>SOC7</b>	<b>924</b>	(42.0%) [45.7%]	<b>1,100</b>	(50.0%) [54.3%]	<b>176</b>	(8.0%)	<b>2,200</b>	(13.2%)
<b>SOC8</b>	<b>2,851</b>	(53.4%) [56.0%]	<b>2,244</b>	(42.0%) [44.0%]	<b>242</b>	(4.5%)	<b>5,337</b>	(31.9%)
<b>SOC9</b>	<b>932</b>	(49.3%) [53.0%]	<b>828</b>	(43.8%) [47.0%]	<b>132</b>	(7.0%)	<b>1,892</b>	(11.3%)
<b>TOTAL</b>	<b>8,608</b>	(51.5%) [56.8%]	<b>6,537</b>	(39.1%) [43.2%]	<b>1,564</b>	(9.4%)	<b>16,709</b>	(100%)

**Table 54 [F] Composition of Female Appointees to the Private Sector by SOC (251+)**

	Protestant		Roman Catholic		Non-Determined		Total	
<b>SOC1</b>	<b>207</b>	(51.6%) [54.8%]	<b>171</b>	(42.6%) [45.2%]	<b>23</b>	(5.7%)	<b>401</b>	(2.8%)
<b>SOC2</b>	<b>93</b>	(38.0%) [43.7%]	<b>120</b>	(49.0%) [56.3%]	<b>32</b>	(13.1%)	<b>245</b>	(1.7%)
<b>SOC3</b>	<b>169</b>	(58.3%) [63.3%]	<b>98</b>	(33.8%) [36.7%]	<b>23</b>	(7.9%)	<b>290</b>	(2.1%)
<b>SOC4</b>	<b>917</b>	(53.8%) [56.6%]	<b>703</b>	(41.3%) [43.4%]	<b>84</b>	(4.9%)	<b>1,704</b>	(12.1%)
<b>SOC5</b>	<b>637</b>	(53.0%) [55.9%]	<b>503</b>	(41.8%) [44.1%]	<b>63</b>	(5.2%)	<b>1,203</b>	(8.5%)
<b>SOC6</b>	<b>462</b>	(43.1%) [47.2%]	<b>517</b>	(48.2%) [52.8%]	<b>94</b>	(8.8%)	<b>1,073</b>	(7.6%)
<b>SOC7</b>	<b>1,928</b>	(43.8%) [47.0%]	<b>2,171</b>	(49.3%) [53.0%]	<b>302</b>	(6.9%)	<b>4,401</b>	(31.2%)
<b>SOC8</b>	<b>1,263</b>	(46.3%) [47.8%]	<b>1,380</b>	(50.6%) [52.2%]	<b>84</b>	(3.1%)	<b>2,727</b>	(19.3%)
<b>SOC9</b>	<b>997</b>	(48.4%) [51.4%]	<b>942</b>	(45.7%) [48.6%]	<b>122</b>	(5.9%)	<b>2,061</b>	(14.6%)
<b>TOTAL</b>	<b>6,673</b>	(47.3%) [50.3%]	<b>6,605</b>	(46.8%) [49.7%]	<b>827</b>	(5.9%)	<b>14,105</b>	(100%)









# APPENDIX

## COMPOSITION OF INDIVIDUAL CONCERNS

### Introduction

This Appendix includes information on the 113 Specified Authorities (public sector bodies) and 2,187 private sector concerns which had 26 or more employees. There were 15 public sector bodies and 1,712 private sector concerns which had 25 or less employees, and these are not detailed here.

The remainder of this Appendix is in four parts. The first of these is Section 1, and it deals with employees of the 113 public sector bodies. The bodies are listed alphabetically, and the total number of employees in each concern is given.

There was one public concern which had less than 10 Protestant employees, and four which had less than 10 Roman Catholic employees. For these five concerns no information on the religion of any of the employees is given. This is so that the religious background of any individual can not 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 have 10 or more Protestants and 10 or more Roman Catholics, information on the religion of employees is provided. The total number of Protestant, Roman Catholic and Non-Determined employees is given. The percentage of Protestants and Roman Catholics is given (excluding the Non-Determined).

Section 2 deals with employees in the private sector concerns with 26 or more employees. The same information is provided as was given for public sector employees sector in Section 1. In the private sector there were 622 concerns which had less than 10 Roman Catholic employees (marked with a \*). There were also 308 concerns which had less than 10 Protestant employees (marked with a #). A profile of these concerns by size is shown at the end of this section.

Section 3 deals with appointees to the public sector. 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 given. For the other bodies, the number of Protestant, Roman Catholic and Non-Determined appointees is given: the percentage of Protestant and Roman Catholic appointees is also given (excluding the Non-Determined).

Section 4 is the final section in this Appendix. It provides information on appointees to the private sector, in the same format that was used for the public sector in Section 3. Only private sector concerns with 251 or more employees provide information on the composition of appointees as part of their monitoring return. There were 155 such concerns in 1999.

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 number of Employees**

Number of Employees	Concerns with less than 10 Protestant Employees	Concerns with less than 10 Roman Catholic Employees
26-50	250	503
51-100	47	108
101-250	10	11
251+	1	0
<b>Total</b>	<b>308</b>	<b>622</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 - 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.

