

2004

Monitoring Report No. 15 A Profile of the Northern Ireland Workforce
Summary of Monitoring Returns 2004

Equality Commission

FOR NORTHERN IRELAND

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MONITORING REPORT

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Foreword

It is a particular pleasure for me to write these words to introduce the 15th Report on the monitored Northern Ireland workforce. As before, this report represents a summary and analysis of the returns made by relevant employers of the composition of their workforces. I wish to take the opportunity of expressing my appreciation and thanks to all the employers involved for their co-operation in compiling and returning the data. That co-operation makes a significant contribution to our better understanding of the changing nature of a crucially important aspect of life in Northern Ireland.

This is the first of these reports to have been published since I became Chief Commissioner some four months ago. In that brief period, I have come quickly to realise the value of the data presented here and, more importantly, of the monitoring process which generates them. They are not merely an incidental assembly of data but a vibrant profile of the monitored workforce and of the way it has changed over the years. There can be little doubt that the change that these data reflect did not come about by accident. It was the product of legislation, effort, endeavour and, not least, of the work of the Commission and its predecessor bodies. It is a telling example of the potential of a public policy intervention. As a happy by-product, the cumulative reports offer an invaluable resource of employment data which will provide a rich vein for research well into the future.

One of the most noteworthy findings in this Report is that the Roman Catholic share of the monitored workforce is the highest ever recorded. The upward trend of Catholic representation in the private sector has continued for a second year following a period of stability between 1999 and 2002. Parallel to this has been the fact that Protestant employment suffers disproportionately from the continuing decline of manufacturing industry.

The imbalances in employment recorded in the early 1990s have, in effect, disappeared. The composition of the workforce is now Protestant: [57.7%] and Roman Catholic: [42.3%]. Given that the proportion of those available for work is around [57.3%] and [42.7%], the current composition is close to what might be expected.

One of the values of the collection of these data is that they encourage and enable further analysis and action. They prompt or reveal a range of considerations which have actual or potential impact on the composition of the workforce and which would repay reflection. Educational achievement is not disconnected from employment potential. In this context, it must be a source of considerable concern that educational under-attainment is a real problem in socially disadvantaged areas – particularly for boys and especially for Protestant boys. Unaddressed, such a reality could have profound and long-term implications for future employment prospects. Additionally,

there is a striking phenomenon of undergraduate migration. Of itself, this might be unexceptionable but coupled with the fact that those leaving are disproportionately Protestant and that very many do not return to Northern Ireland, there are real issues involved. These are areas which merit the engagement of all with an interest in public policy and to which the Commission, for its part, will give early and serious attention.

The Report also reveals areas of under-representation. This is so for Roman Catholics in security-related employment and some district councils, while for Protestants there are emerging areas of under-representation in parts of the Health and Education sectors. What might be done to understand more clearly why this continues to be the case and what remedial steps are possible will also be the subject of early attention.

Finally, this year's publication cannot escape its context. The message of recent circumstances must be that equality concerns everyone. We are all directly affected by the availability of equality of opportunity – even if we may not perceive that as a reality for ourselves. Nobody can be satisfied or complacent about what has been achieved while inequalities still exist. Inequality is a regrettable reality for some people in all communities. We are all challenged to respond to that fact and to use all our resources to make it otherwise. We share the present and we will share the future. Let us, in the words of the Belfast poet John Hewitt, “each gain something from proximity”.



Bob Collins
Chief Commissioner
December 2005

Key Details

Monitoring Coverage

The 15th Annual Monitoring Report presents an aggregate summary of those monitoring returns received by the Commission in 2004.

The Fair Employment and Treatment (Northern Ireland) Order 1998 requires registered employers to collate and submit information detailing the composition of their workforce by community background, sex and occupational grouping, and whether they were employed for more or less than 16 hours per week

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

It is important to note that data presented in the Monitoring Report relates specifically to workforce composition within the monitored workforce, and not to all employers in Northern Ireland. Monitoring covers approximately 69% of those of working age in employment (DETI, 2005).

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

The Monitored Northern Ireland Workforce 2004

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

- The number of monitored employees now stands at **495,817**, an increase of 9,397 (1.9%) on the corresponding figure for 2003. The public sector accounted for

(70.6%) of the growth in monitored employment.

- The overall composition of those for whom a community could be determined was **[57.7%] Protestant and [42.3%] Roman Catholic**. The Catholic share was [42.8%] in the Public sector and [42.0%] in the Private sector. According to the Census of Population 2001, the Roman Catholic proportion of those available for work (the economically active of working age) was [42.7%] overall.
- The overall number of **Protestant** employees increased during the year by 1,264 (0.5%), while **Roman Catholic** employment grew by 5,879 (3.1%). The proportionately larger increase in Catholic employment during 2004 resulted in an [0.6] percentage point increase in their share of the monitored Northern Ireland workforce, from [41.7%] to [42.3%].
- Over half (51.6%) of the monitored Northern Ireland workforce is **female**, a figure influenced by the substantial number of women in part-time employment.

The Public Sector Workforce

- The public sector workforce, full and part-time combined, now stands at **188,134** employees, an increase of 3.7% (6,635 employees) since 2003. The composition of those for whom a community was determined was [57.2%] Protestant and [42.8%] Roman Catholic.
- Overall **Protestant** public sector employment increased by 2.3% during the year (2,283 employees), while the number of **Roman Catholic** employees rose by 5.9% (4,284). The relatively larger growth in Roman Catholic employment led to a [0.8] percentage point increase in their

share of the public sector, from [42.0%] to [42.8%].

- Approximately three-fifths (61.2%) of the total public sector workforce is **female**. In 2004, the number of females employed in the public sector increased by 4.7% (5,159 employees) compared with a rise of 2.1% (1,476) for males.
- In 2004 there were 18,504 monitored employees in **security-related occupations**, compared with 18,846 in 2003, a fall of (1.8%). The Roman Catholic share now stands at [11.0%], an increase of [1.2] percentage points since 2003.

The Private Sector Workforce

- The private sector workforce (full and part-time combined) was comprised of **307,683** employees, a rise of (0.9%) or 2,762 employees on 2003.
- During 2004 the number of full-time employees in the private sector increased by (0.3%) compared with a growth of (4.3%) in part-time employment.
- Overall **Protestant** private sector employment declined by (0.6%) during the year, a net loss of 1,019 employees. In contrast, the **Roman Catholic** count rose by (1.3%) overall, a net gain of 1,595 employees. As a result, the Catholic share of monitored private sector employment rose by half of a percentage point to [42.0%].
- During 2004, the female private sector total increased by (0.6%) compared to a rise of (1.2%) in male employment. In 2004 females constituted (45.8%) of the private sector workforce.

The Monitored Northern Ireland Full-time Workforce

- The monitored full-time workforce is comprised of the public and private sectors combined. In 2004, the full-time workforce contained a total of **413,809** employees, an increase of 1.6% (6,454) on 2003.

- The number of **Protestants** in full-time employment increased by (0.3%), while **Roman Catholic** full-time employment rose by (2.4%). As a result, the Roman Catholic share of the monitored full-time workforce increased by [0.6] of a percentage point to [41.4%].
- **Female** full-time employment increased by (2.0%) during the year, compared with a rise of (1.2%) for males. The female share of the monitored Northern Ireland full-time workforce has increased from (45.0%) in 1992 to (47.4%) in 2004.

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

In order to examine trends in community composition over the full period of statutory monitoring (1990 – 2004), it is necessary to remove both the part-time workforce (only monitored since 2001) and small private concerns (monitored since 1992). Thus, comparing only those sections of the full-time workforce which were monitored in 1990:-

- The overall **Roman Catholic** share has increased by [6.5] percentage points, from [34.9%] in 1990 to [41.4%] in 2004, with a corresponding decline in the Protestant share.
- The **Roman Catholic male** share has increased by [6.8] percentage points, from [32.0%] in 1990 to [38.8%] in 2004.
- The **Roman Catholic female** share has risen by [5.6] percentage points, from [38.5%] to [44.1%].

Public Sector Full-time

- In 2004 there were 156,841 monitored **full-time** employees in the public sector, an increase of 3.8% (5,775 employees) on the corresponding figure for 2003.
- Excluding those whose community could not be determined, the composition was **[57.4%] Protestant** and **[42.6%] Roman Catholic**, representing an increase of [0.7] of a percentage point in the Catholic share during the year.

- The public sector is comprised of five main sectors, namely: health, education, district councils, civil service, and the security-related sector. The net number of **Protestant** full-time employees rose in Health (4.6%), Education (7.0%), District Councils (1.5%), and the Civil Service (2.5%), but fell in the security-related sector (0.7%).
- The net number of **Roman Catholic** employees rose in all five sectors: namely: Health (7.6%), Education (3.4%), District Councils (4.2%), the Civil Service (4.4%), and security-related employment (11.8%).
- In 2004 there were 17,061 monitored full-time employees in **security-related occupations**, compared with 16,969 in 2003, a rise of (0.5%). The Roman Catholic share now stands at [11.6%], an increase of [1.2] percentage points since 2003.
- **In 2004, more than half (57.9%) of all public sector full-time employees were female.** Continuing the trend of recent years, the number of female full-time employees increased by (5.0%), while male employment grew by (2.2%).
- Over the full period of statutory monitoring (1990 – 2004), the number of **female** public sector full-time employees has increased by a fifth (19.9% or 15,102 employees). During the same period, **male** public sector full-time employment dropped by 16.6% (13,106 employees).

Monitored Private Sector Full-time

- There were **256,968** monitored full-time employees in the private sector in 2004, a marginal increase (0.3%) on 2003.
- The composition of those for whom a community could be determined was **[59.4%] Protestant** and **[40.6%] Roman Catholic**.
- While net **Protestant** private sector full-time employment declined by (1.2%) during the monitoring period, the number of Roman Catholic employees rose by (0.5%). As a result the **Catholic** share of the private

sector full-time workforce rose by [0.4] of a percentage point, from [40.2%] in 2003.

- Over three-fifths (62.1%) of the monitored private sector full-time workforce are employed in the **Services** sector. The decline of **Manufacturing** industry continued in 2004 with a net loss of 4,092 full-time employees (a 4.9% drop). Services grew by 4,438 employees (2.9%), while **Construction**, which is the smallest sector, increased by 408 (2.5%).
- During 2004, **Protestants** accounted for almost eighty per cent (78.3%) of net job losses in Manufacturing industry.

The Monitored Northern Ireland Part-time Workforce

- The monitored part-time workforce (public and private sectors combined) is comprised of 82,008 employees, an increase of 3.7% (2,943 employees) during the year.
- Nearly two-thirds (61.8%) are located in the public sector, and almost three-quarters (73.1%) are **female**.
- Looking at the monitored workforce as a whole (495,817 employees), only one in ten (9.2%) males work part-time, compared with **almost a quarter (23.4%) of their female counterparts**.
- Three-quarters (74.3%) of part-time employees were concentrated in the following three occupational groups: Personal services (SOC6), Sales and Customer services (SOC7) and Elementary occupations (SOC9).
- Compared with 2003, the number of **Protestant** part-time employees rose by (1.6%), while **Roman Catholic** employment levels increased by (5.9%). As a result, the Catholic share of the Northern

Ireland part-time workforce increased by [1.1] percentage points from [45.9%] in 2003 to [47.0%] in 2004. The corresponding Protestant share fell to [53.0%].

Appointees

- There were 25,997 **public sector appointments** during 2004, a rise of (5.9%) compared with 2003. The number of Protestant appointees rose by (5.9%), while the Roman Catholic count increased by (5.3%). This led to an increase of [0.2] of a percentage point in the **Protestant** share of public sector appointments to [50.1%].
- There were 72,914 **private sector** appointments during 2004, an increase of (8.5%) on 2003. The number of **Protestant** appointees rose by (4.5%), while the **Roman Catholic** count increased by (8.3%). This led to a [0.9] percentage point increase in the Catholic share of private sector appointments to [47.1%].
- According to the Census of Population 2001, the Roman Catholic proportion of those available for work (the 'economically active' of working age) was [42.7%] overall, [49.6%] in the 16-24 age band, and [45.1%] in the 25-34 age band.

- In 2004, and continuing the trend of recent years, in both the public and private sectors the Roman Catholic share of appointments was higher than their representation amongst employees.

Promotees

- There were 6,259 promotees in the **public sector** during 2004, a (10.2%) fall from the previous year.
- The composition of those **public sector** promotees for whom a community was determined was [52.7%] Protestant and [47.3%] Roman Catholic.
- In the **private sector**, only those companies with 251 or more employees are monitored for promotions. There were 3,105 monitored promotees in 2004, representing an increase of (10.2%) on the previous year.
- Looking only at those **private sector** promotees for whom a community was determined, their composition was [57.6%] Protestant and [42.4%] Roman Catholic.

1

Introduction

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

This, the 15th Annual Monitoring Report, presents an aggregate summary of the 3,945 valid monitoring returns received during 2004.

Background to the Annual Summary of Monitoring Returns

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

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

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

Registration and Monitoring

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

was extended to all concerns with 11 or more employees.

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

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

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

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

The Annual Monitoring Return

- 1.4 On a monitoring return, employers are required to specify the composition of their workforce by community background, sex and occupational grouping, and whether they were employed for more or less than 16 hours per week.

Current legislation requires employers to determine the community background of their employees via the ‘Direct Question’. This requires the employee or applicant to state in writing whether they belong to the Protestant or Roman Catholic community or belong to neither. The residuary method is to be used when the Direct Question fails to provide a determination of community background. The residuary method is based on the fact that there are a number of pieces of information about an individual which, if known, can give a reasonable indication of community background.

The Monitoring Report

- 1.5 This, the fifteenth Fair Employment Monitoring Report, contains a summary of returns received from 142 Specified Authorities (public sector bodies) and 3,803 private sector concerns. These returns were received between 1st January and 31st December 2004.

The analysis covers 495,817 employees: 188,134 (37.9%) in the public sector and 307,683 (62.1%) in the private sector. Data on 622,406 applicants, 98,911 appointees, 9,364 promotees and 72,307 leavers was also analysed.

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

Figures quoted in this report relate specifically to the workforce composition within monitored employment, and not to all employers/employees in Northern Ireland.

In 2004, monitoring covered approximately 72% of employee jobs in Northern Ireland (DETI, 2005).

Definitions and Classifications

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

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

Community Background: Throughout the report 'Protestant' refers to those determined by monitoring methods as members of the Protestant community and 'Roman Catholic' or 'Catholic' refers to those determined by monitoring methods as members of the Roman Catholic community.

Individuals for whom it was not possible to determine a community background are described as 'Non-Determined'. Since the introduction of statutory monitoring in 1990 the proportion of employees for whom it has not been possible to determine a community background has decreased slightly, from (5.6%) in 1990 to (5.4%) in 2004. The Non-Determined proportion is higher in some occupational groups and sectors, such as SOC2 'Professional Occupations' in the Health Sector.

Percentages shown in square brackets [] are based on Protestants and Roman Catholics only, with the Non-Determined excluded. Percentages in round brackets () are based on all employees, including the non-determined. Where a percentage for one community is shown (e.g. Protestant), the corresponding percentage for the other community (e.g. Roman Catholic) can be calculated by subtracting the Protestant percentage from 100. Percentages may not always sum to 100 due to rounding.

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

Standard Occupational Classification - Changeover to SOC2000:

- 1.7 During the period 1990 – 2003, the classification system in use by employers, and adopted in all previous Monitoring Reports, was known as SOC90. However, the Fair Employment (Monitoring) (Amendment) Regulations (Northern Ireland) 2002 changed the prescribed classification system to the updated SOC2000. This new system was adopted by employers for monitoring purposes on 1st January 2004.

The move to SOC2000 has had a marked impact upon the occupational structure of employment in Northern Ireland. Compared to the earlier SOC90, the changes to the nine major groups are of such magnitude as to make comparisons between 2004 and earlier years problematic. For this reason, SOC trend tables for 1990 – 2004, and direct comparisons between 2003 and 2004, will not be presented in this Report. Direct comparisons between the current and previous year will resume in the 2005 Report.

The nine revised SOC2000 groups are:-

- SOC1 Managers and Senior Officials
- SOC2 Professional Occupations
- SOC3 Associate Professional and Technical Occupations
- SOC4 Administrative and Secretarial Occupations
- SOC5 Skilled Trades Occupations
- SOC6 Personal Service Occupations
- SOC7 Sales and Customer Service Occupations
- SOC8 Process, Plant and Machine Operatives
- SOC9 Elementary Occupations

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

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

2

The Monitored N. Ireland Workforce

Introduction

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

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

The Monitored Northern Ireland Workforce

2.2 In 2004 the monitored Northern Ireland workforce (full-time and part-time employees combined) stood at 495,817 employees, a rise of 9,397 (1.9%) on the previous year. Table 1 shows that the overall composition was 270,772 (54.6%) Protestants, 198,361 (40.0%) Roman Catholics and 26,684 (5.4%) Non-Determined. The composition of those for

whom a community was determined was [57.7%] Protestant and [42.3%] Roman Catholic.

There was a net rise of 1,264 (0.5%) in the number of monitored Protestant employees, and a net increase of 5,879 (3.1%) in the number of Roman Catholic employees. These factors combined to produce a [0.6] percentage point increase in the Roman Catholic share, from [41.7%] in 2003 to [42.3%] in 2004.

Table 2 overleaf summarises the net changes (2003 - 04) by community background which occurred in each of the four elements which constitute the monitored Northern Ireland workforce. The table shows that the Protestant count rose in the public sector full-time and private sector part-time workforces, and fell in the public sector part-time and private sector full-time workforces. The number of Roman Catholic employees increased in all four workforces. These changes are explored in more detail in Chapters 3 – 6.

Composition of the Monitored Northern Ireland Workforce by Sex

2.3 Table 1 shows that a slight majority of the monitored Northern Ireland workforce (51.6%) in 2004 were female. There were 255,961 female and 239,856 male employees. Since 2003, female employment has risen by 5,984 (2.4%). The number of male employees also increased, by 3,413 (1.4%), resulting in an (0.2) percentage point rise in the female share of employment.

Table 1 Composition of the Monitored Northern Ireland Workforce by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	136,356	(56.8%) [60.3%]	89,704	(37.4%) [39.7%]	13,796	(5.8%)	239,856	(48.4%)
Female	134,416	(52.5%) [55.3%]	108,657	(42.5%) [44.7%]	12,888	(5.0%)	255,961	(51.6%)
TOTAL	270,772	(54.6%) [57.7%]	198,361	(40.0%) [42.3%]	26,684	(5.4%)	495,817	(100.0%)

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

Table 2 A Summary of Net Changes in Employment by Community Background, 2003 – 2004

Sector	Change in Protestant Count	Change in Roman Catholic Count	[%] Protestant 2004	[%] Roman Catholic 2004
Public Sector				
Full-time	+ 2342	+ 3348	[57.4%]	[42.6%]
Part-time	- 59	+ 936	[55.9%]	[44.1%]
All Employees	+ 2283	+ 4284	[57.2%]	[42.8%]
Private Sector				
Full-time	- 1732	+ 529	[59.4%]	[40.6%]
Part-time	+ 713	+ 1066	[51.2%]	[48.8%]
All Employees	- 1019	+ 1595	[58.0%]	[42.0%]
NI Workforce 2003 - 04	+ 1264	+ 5879	[57.7%]	[42.3%]

It should be noted that a substantial proportion of females work part-time. While fewer than one-in-ten males in the monitored male workforce (9.2%) work less than sixteen hours per week, the corresponding figure for females is almost a quarter (23.4%).

The number of Protestant female employees rose by 1,458 (1.1%) during the year, compared with a net increase of 3,759 (3.6%)

in Roman Catholic female employment. This led to a [0.6] percentage point rise in the Roman Catholic female share. Protestant male employment levels fell by 194 (0.1%). In contrast, there was a net rise of 2,120 (2.4%) in the number of Roman Catholic male employees. This resulted in a [0.6] percentage point increase in the Roman Catholic male share.

Table 3 Composition of the Monitored Northern Ireland Workforce by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	20,906	(56.1%) [59.1%]	14,463	(38.8%) [40.9%]	1,870	(5.0%)	37,239	(7.5%)
SOC2	17,140	(49.0%) [54.5%]	14,309	(40.9%) [45.5%]	3,561	(10.2%)	35,010	(7.1%)
SOC3	41,354	(57.2%) [60.6%]	26,885	(37.2%) [39.4%]	4,021	(5.6%)	72,260	(14.6%)
SOC4	42,674	(54.6%) [57.0%]	32,146	(41.1%) [43.0%]	3,351	(4.3%)	78,171	(15.8%)
SOC5	23,854	(60.3%) [62.6%]	14,272	(36.1%) [37.4%]	1,406	(3.6%)	39,532	(8.0%)
SOC6	24,811	(52.2%) [54.9%]	20,414	(42.9%) [45.1%]	2,341	(4.9%)	47,566	(9.6%)
SOC7	30,605	(52.3%) [55.3%]	24,740	(42.3%) [44.7%]	3,188	(5.4%)	58,533	(11.8%)
SOC8	30,175	(56.2%) [59.0%]	20,954	(39.0%) [41.0%]	2,572	(4.8%)	53,701	(10.8%)
SOC9	39,253	(53.2%) [56.5%]	30,178	(40.9%) [43.5%]	4,374	(5.9%)	73,805	(14.9%)
TOTAL	270,772	(54.6%) [57.7%]	198,361	(40.0%) [42.3%]	26,684	(5.4%)	495,817	(100.0%)

Composition of the Monitored NI Workforce by Standard Occupational Classification

2.4 On 1st January 2004, employers moved from the old occupational classification system (SOC90), which was adopted in all previous Monitoring Reports, to a revised system known as SOC2000. This has resulted in some modifications to the content of the present report. See Section 1.7 for details.

Table 3 provides a breakdown of the Northern Ireland workforce by Standard Occupational Classification (SOC) and community background for 2004. Administrative and Secretarial occupations (SOC4) represents the largest group, followed by Elementary occupations (SOC9). Professional occupations (SOC2) constitutes the smallest category, followed by Managers and Senior Officials (SOC1).

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

2.5 Table 3[M] (page 18) presents the composition of the monitored Northern Ireland male workforce by SOC. Process, Plant and Machine operatives (SOC8) and Associate Professional and Technical occupations (SOC3) contained the highest concentration of male employees. The smallest categories for males were Personal services (SOC6) and the Administrative and Secretarial category (SOC4).

The occupational classification of the Northern Ireland female workforce in 2004 is shown in Table 3[F], see Page 18. In contrast to males, almost a quarter were employed in Administrative and Secretarial occupations (SOC4). Substantial numbers were also employed in Elementary occupations (SOC9),

Sales and Customer services (SOC7), Associate Professional and Technical posts (SOC3) and Personal services (SOC6).

Having examined the Northern Ireland workforce as a whole, the following sub-sections provide a brief overview of the various components which comprise the monitored workforce, namely: the public and private sectors, full and part-time employees. These elements are considered in more detail in Chapters 3 – 7.

Public Sector Workforce

2.6 Table 4 presents the composition of the total public sector workforce in 2004 (full-time and part-time employees combined). The public sector now stands at 188,134 employees, an increase of 3.7% (6,635 employees) since 2003.

The overall composition in 2004 was 102,289 (54.4%) Protestants, 76,606 (40.7%) Roman Catholics and 9,239 (4.9%) Non-Determined. The composition of those for whom a community was determined was [57.2%] Protestant and [42.8%] Roman Catholic.

Protestant employment increased by (2.3%) during the year (2,283 employees), while the number of Roman Catholics rose by 5.9% (4,284). The relatively larger growth in Roman Catholic employment led to a [0.8] percentage point increase in their share, from [42.0%] in 2003 to [42.8%] in 2004.

Females comprise approximately three-fifths (61.2%) of the total public sector workforce. The female public sector total increased by 4.7% (5,159 employees) compared with an increase of 2.1% (1,476) for males.

Since 2001, when monitoring of the part-time workforce was first introduced, total public sector employment has expanded by 7.5%.

Table 4 Composition of Public Sector (All Employees) by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	42,568	(58.3%) [61.8%]	26,311	(36.1%) [38.2%]	4,074	(5.6%)	72,953	(38.8%)
Female	59,721	(51.8%) [54.3%]	50,295	(43.7%) [45.7%]	5,165	(4.5%)	115,181	(61.2%)
TOTAL	102,289	(54.4%) [57.2%]	76,606	(40.7%) [42.8%]	9,239	(4.9%)	188,134	(100.0%)

During this four-year period, female employment has risen by 11.4% (11,781 employees), compared with a net increase of 1.8% (1,270) in the number of male employees.

The public sector is profiled in Chapters 3 - 4.

Monitored Private Sector Workforce

- 2.7 Table 5 presents the composition of the total monitored private sector workforce (full-time and part-time combined). In 2004, the private sector workforce comprised 307,683 employees, an increase of (0.9%) or 2,762 employees on the previous year.

The overall composition in 2004 was 168,483 (54.8%) Protestants, 121,755 (39.6%) Roman Catholics and 17,445 (5.7%) Non-Determined. The composition of those for whom a community was determined was [58.0%] Protestant and [42.0%] Roman Catholic.

Overall, total Protestant private sector employment declined by (0.6%) between 2003 and 2004, with a net loss of 1,019 employees. In contrast, the Roman Catholic count increased by 1.3% (a net gain of 1,595). The growth in Roman Catholic employment led to a [0.5] percentage point increase in their share of the total monitored private sector workforce, from [41.5%] in 2003 to [42.0%] in 2004. Female employment in the monitored private sector rose by 0.6% (825), while the number of male employees increased by 1.2% (1,937).

Since 2001, the private sector workforce has experienced net growth of 1.1% (an additional 3,249 employees), which is wholly accounted for by a rise in part-time employment – the full-time count has fallen.

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

Monitored Northern Ireland Full-time Workforce

- 2.8 Table 6 shows that, in 2004, the monitored full-time workforce (public and private sectors combined) contained a total of 413,809 employees, an increase of 1.6% (6,454). The overall composition was 229,961 (55.6%) Protestant, 162,235 (39.2%) Roman Catholic and 21,613 (5.2%) Non-Determined. The composition of those for whom a community was determined was [58.6%] Protestant and [41.4%] Roman Catholic.

The number of Protestant full-time employees increased by 0.3% (610), while Roman Catholic full-time employment rose by 2.4% (an additional 3,877 employees). As a result, the Roman Catholic share of the monitored full-time workforce increased by [0.6] of a percentage point, from [40.8%] in 2003 to [41.4%] in 2004.

Composition of the Monitored NI Full-time Workforce by Sex

- 2.9 In 2004, a slight majority (52.6%) of the monitored full-time workforce was male, comprising 217,766 males and 196,043 females, see Table 6. Female full-time employment increased by 2.0% during the year (3,865 employees) compared with a rise of 1.2% (2,589) in the number of male employees.

The female share of the monitored full-time workforce has been slowly increasing over time. In 1992, females made up (45.0%) of full-time employees: by 2004 this figure had increased to (47.4%).

Compared with 2003, the number of Protestant male full-time employees fell by (0.3%), while Roman Catholic male employment grew by (2.1%). For females, Protestant full-time employment increased by (1.0%), compared

Table 5 Composition of Monitored Private Sector (All Employees) by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	93,788	(56.2%) [59.7%]	63,393	(38.0%) [40.3%]	9,722	(5.8%)	166,903	(54.2%)
Female	74,695	(53.1%) [56.1%]	58,362	(41.5%) [43.9%]	7,723	(5.5%)	140,780	(45.8%)
TOTAL	168,483	(54.8%) [58.0%]	121,755	(39.6%) [42.0%]	17,445	(5.7%)	307,683	(100.0%)

Table 6 Composition of the Monitored Northern Ireland Full-time Workforce by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	125,427	(57.6%) [61.0%]	80,171	(36.8%) [39.0%]	12,168	(5.6%)	217,766	(52.6%)
Female	104,534	(53.3%) [56.0%]	82,064	(41.9%) [44.0%]	9,445	(4.8%)	196,043	(47.4%)
TOTAL	229,961	(55.6%) [58.6%]	162,235	(39.2%) [41.4%]	21,613	(5.2%)	413,809	(100.0%)

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

with a rise of (2.8%) in the number of Catholic employees. As a result, the Protestant share of the full-time workforce declined during the year, by [0.6] percentage points for males and by [0.5] for females.

Trends in Composition of the Monitored NI Full-time workforce, 1990-2004

- 2.10** In order to maintain continuity with previous Reports, this section examines trends in the composition of those sections of the monitored Northern Ireland full-time workforce which were monitored in 1990, namely: the public sector and private sector concerns with 26 or more employees. This enables comparisons to be made over the entire period of statutory monitoring. The small private sector concerns (11-25 employees) are excluded from the analysis because they were not required to submit monitoring returns until 1992.

Looking at the same sections of the full-time workforce as were monitored in 1990, Figure 1 (overleaf) shows that overall Roman Catholic representation increased by [6.5] percentage points, from [34.9%] in 1990 to [41.4%] in 2004. During the same period, the Protestant share fell from [65.1%] in 1990 to [58.6%] in 2004. In numerical terms, this represents a net increase of 37,739 Roman Catholic full-time employees (a 32.7% rise). For Protestants, the corresponding rise was (1.0%), a net increase of 2,109 employees.

The Monitored Northern Ireland Part-time Workforce

- 2.11** The year 2004 marked the fourth annual analysis of the part-time workforce. For the purposes of this Report the monitored Northern

Ireland part-time workforce refers to the public and private sectors combined.

During 2004 the monitored part-time workforce grew by (3.7%), from 79,065 in 2003 to 82,008, a net increase of 2,943 employees. Table 7 shows that the overall composition in 2004 was 40,811 (49.8%) Protestant, 36,126 (44.1%) Roman Catholic and 5,071 (6.2%) Non-Determined. The composition of those for whom a community was determined was [53.0%] Protestant and [47.0%] Roman Catholic.

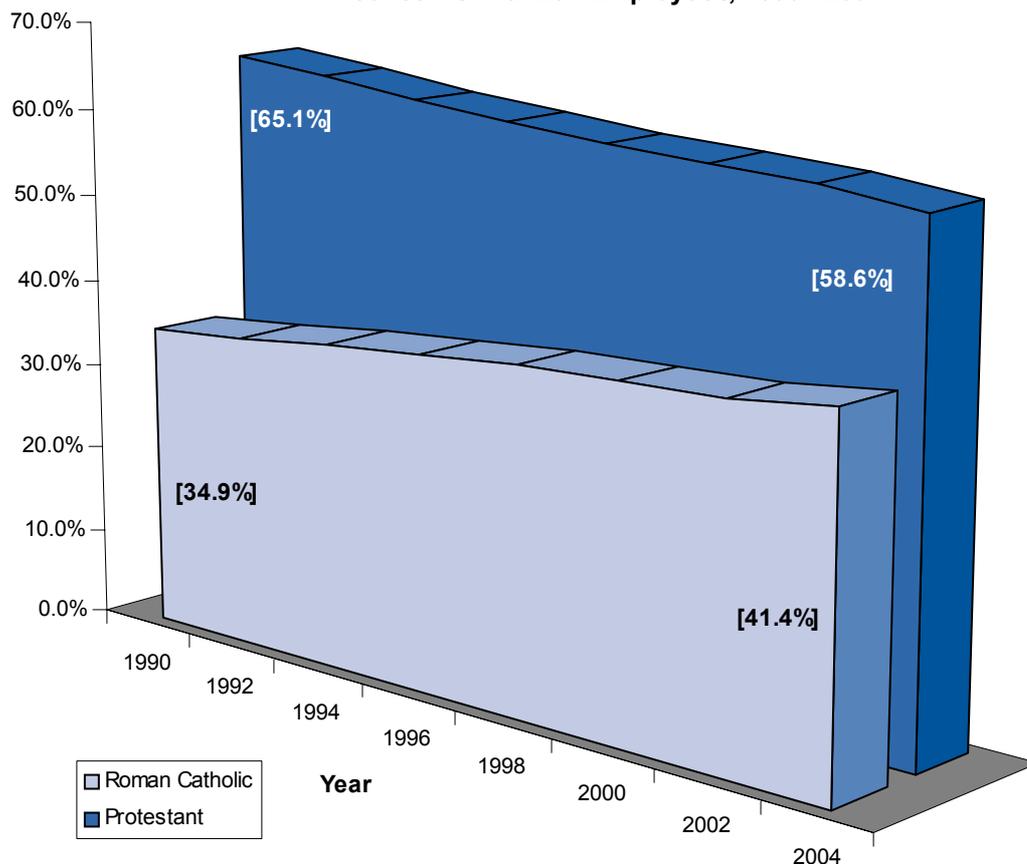
Compared with 2003, the number of Protestant part-time employees rose by (1.6%), while Roman Catholic employment levels increased by (5.9%). As a result of larger employment growth for Roman Catholics, their share of the Northern Ireland part-time workforce increased by [1.1%] from [45.9%] in 2003 to [47.0%] in 2004.

Since statutory monitoring of the part-time workforce began in 2001, the overall number of employees has grown by (10.2%), a net increase of 7,600. Protestant employment has grown by (5.1%), a net increase of 1,982 employees. During the same period the number of Roman Catholic employees rose by (15.1%), or 4,739.

Composition of the Monitored NI Part-time Workforce by Sex

- 2.12** Table 7 overleaf reveals that nearly three-quarters (73.1%) of the monitored part-time workforce is female, comprising 59,918 females and 22,090 males. Looking at the monitored Northern Ireland workforce as a whole (495,817 employees), only one in ten (9.2%) males work part-time, compared with

Fig 1: Composition of Full-time employees in Public Sector and Private Sector concerns with 26+ Employees, 1990 - 2004



	1990	1992	1994	1996	1998	2000	2002	2004
□ Roman Catholic	34.9%	35.8%	37.2%	38.1%	39.1%	39.6%	40.0%	41.4%
■ Protestant	65.1%	64.2%	62.8%	61.9%	60.9%	60.4%	60.0%	58.6%

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

	Protestant		Roman Catholic		Non-Determined		Total	
Male	10,929	(49.5%) [53.4%]	9,533	(43.2%) [46.6%]	1,628	(7.4%)	22,090	(26.9%)
Female	29,882	(49.9%) [52.9%]	26,593	(44.4%) [47.1%]	3,443	(5.7%)	59,918	(73.1%)
TOTAL	40,811	(49.8%) [53.0%]	36,126	(44.1%) [47.0%]	5,071	(6.2%)	82,008	(100.0%)

almost a quarter (23.4%) of their female counterparts.

The composition of female part-time employees for whom a community was determined was [52.9%] Protestant and [47.1%] Roman Catholic, while males had a composition of [53.4%] Protestant and [46.6%] Roman Catholic.

Compared with 2003, the number of female part-time employees increased by (3.7%), while male employment rose by (3.9%). Since the start of statutory monitoring of the part-time workforce in 2001, male employment has increased by (15.1%) or 2,896 additional

employees. For females, the corresponding increase was (8.5%), representing a net increase of 4,704 jobs.

Composition of the Monitored NI Part-time Workforce by SOC

2.13 Table 8 shows that almost three-quarters of the part-time workforce (74.3%) were concentrated in three occupational groups, namely: Elementary occupations (SOC9), Sales and Customer Service (SOC7) and Personal Services (SOC6).

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

Table 8 Composition of the Northern Ireland Part-time Workforce by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	297	(55.6%) [59.9%]	199	(37.3%) [40.1%]	38	(7.1%)	534	(0.7%)
SOC2	2,288	(49.2%) [55.2%]	1,858	(40.0%) [44.8%]	503	(10.8%)	4,649	(5.7%)
SOC3	4,416	(55.6%) [58.9%]	3,087	(38.9%) [41.1%]	433	(5.5%)	7,936	(9.7%)
SOC4	2,743	(57.4%) [61.2%]	1,736	(36.3%) [38.8%]	297	(6.2%)	4,776	(5.8%)
SOC5	936	(54.4%) [58.4%]	666	(38.7%) [41.6%]	118	(6.9%)	1,720	(2.1%)
SOC6	5,948	(48.1%) [50.7%]	5,783	(46.8%) [49.3%]	628	(5.1%)	12,359	(15.1%)
SOC7	10,475	(47.0%) [49.9%]	10,519	(47.2%) [50.1%]	1,283	(5.8%)	22,277	(27.2%)
SOC8	809	(54.8%) [57.5%]	599	(40.6%) [42.5%]	69	(4.7%)	1,477	(1.8%)
SOC9	12,899	(49.1%) [52.5%]	11,679	(44.4%) [47.5%]	1,702	(6.5%)	26,280	(32.0%)
TOTAL	40,811	(49.8%) [53.0%]	36,126	(44.1%) [47.0%]	5,071	(6.2%)	82,008	(100.0%)

Table 3 [M] Composition of the Monitored Northern Ireland Male Workforce by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	13,074	(58.0%) [61.3%]	8,245	(36.6%) [38.7%]	1,222	(5.4%)	22,541	(9.4%)
SOC2	10,052	(51.6%) [58.2%]	7,209	(37.0%) [41.8%]	2,214	(11.4%)	19,475	(8.1%)
SOC3	23,109	(65.2%) [69.0%]	10,398	(29.3%) [31.0%]	1,960	(5.5%)	35,467	(14.8%)
SOC4	8,909	(50.5%) [53.5%]	7,743	(43.9%) [46.5%]	976	(5.5%)	17,628	(7.3%)
SOC5	21,128	(60.9%) [63.1%]	12,364	(35.6%) [36.9%]	1,213	(3.5%)	34,705	(14.5%)
SOC6	6,354	(53.8%) [57.1%]	4,783	(40.5%) [42.9%]	668	(5.7%)	11,805	(4.9%)
SOC7	11,049	(53.1%) [56.6%]	8,459	(40.6%) [43.4%]	1,306	(6.3%)	20,814	(8.7%)
SOC8	24,704	(56.1%) [59.0%]	17,191	(39.1%) [41.0%]	2,117	(4.8%)	44,012	(18.3%)
SOC9	17,977	(53.8%) [57.5%]	13,312	(39.8%) [42.5%]	2,120	(6.3%)	33,409	(13.9%)
TOTAL	136,356	(56.8%) [60.3%]	89,704	(37.4%) [39.7%]	13,796	(5.8%)	239,856	(100.0%)

Table 3 [F] Composition of the Monitored Northern Ireland Female Workforce by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	7,832	(53.3%) [55.7%]	6,218	(42.3%) [44.3%]	648	(4.4%)	14,698	(5.7%)
SOC2	7,088	(45.6%) [50.0%]	7,100	(45.7%) [50.0%]	1,347	(8.7%)	15,535	(6.1%)
SOC3	18,245	(49.6%) [52.5%]	16,487	(44.8%) [47.5%]	2,061	(5.6%)	36,793	(14.4%)
SOC4	33,765	(55.8%) [58.0%]	24,403	(40.3%) [42.0%]	2,375	(3.9%)	60,543	(23.7%)
SOC5	2,726	(56.5%) [58.8%]	1,908	(39.5%) [41.2%]	193	(4.0%)	4,827	(1.9%)
SOC6	18,457	(51.6%) [54.1%]	15,631	(43.7%) [45.9%]	1,673	(4.7%)	35,761	(14.0%)
SOC7	19,556	(51.8%) [54.6%]	16,281	(43.2%) [45.4%]	1,882	(5.0%)	37,719	(14.7%)
SOC8	5,471	(56.5%) [59.2%]	3,763	(38.8%) [40.8%]	455	(4.7%)	9,689	(3.8%)
SOC9	21,276	(52.7%) [55.8%]	16,866	(41.8%) [44.2%]	2,254	(5.6%)	40,396	(15.8%)
TOTAL	134,416	(52.5%) [55.3%]	108,657	(42.5%) [44.7%]	12,888	(5.0%)	255,961	(100.0%)

3

The Public Sector: Full-time

Overall Composition

3.1 In 2004 a total of 142 public sector bodies submitted monitoring returns to the Commission. Between 2003 and 2004, overall full-time employment rose by (3.8%) from 151,066 to 156,841, an increase of 5,775 employees. Table 9 reveals that a total of 85,750 Protestant (54.7%), 63,575 Roman Catholic (40.5%), and 7,516 (4.8%) employees of Non-Determined community background were employed in 2004.

The composition of those for whom a community could be determined was [57.4%] Protestant and [42.6%] Roman Catholic. The number of Protestant full-time employees rose by 2,342 (2.8%) during the year, while Roman

Composition by Sex

3.2 Table 9 reveals that the majority (57.9%) of public sector full-time employees are female. During the year the number of female employees increased by 4,342 (5.0%), while male employment grew by (2.2%) or 1,433 employees. As a result, the female share of the public sector rose by (0.7) of a percentage point, from (57.2%) to (57.9%).

The expansion in female employment continued the trend towards higher proportions of women employed in the public sector. In 1990, females accounted for (48.9%) of employees, while the monitoring returns for 2004 show that this proportion has increased to (57.9%). In numerical terms, the number of

Table 9 Composition of Public Sector Full-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	38,699	(58.6%) [62.0%]	23,734	(35.9%) [38.0%]	3,587	(5.4%)	66,020	(42.1%)
Female	47,051	(51.8%) [54.1%]	39,841	(43.9%) [45.9%]	3,929	(4.3%)	90,821	(57.9%)
TOTAL	85,750	(54.7%) [57.4%]	63,575	(40.5%) [42.6%]	7,516	(4.8%)	156,841	(100.0%)

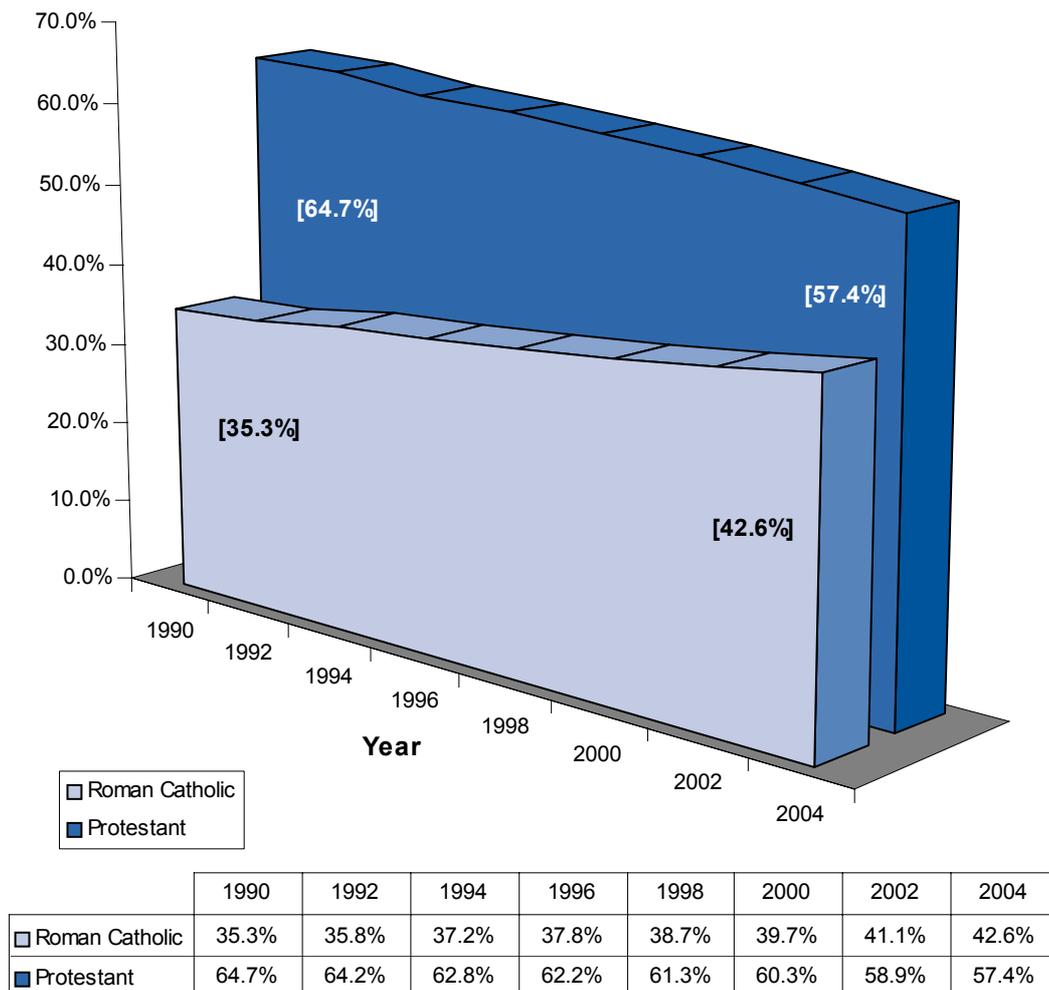
Catholic employment increased by 3,348 (5.6%). As a result of a proportionately larger net increase in Roman Catholic employment, the Catholic share increased by [0.7] of a percentage point.

Figure 2 overleaf shows that since the beginning of statutory monitoring in 1990, Roman Catholic full-time representation in the public sector has increased by [7.3] percentage points, from [35.3%] to [42.6%]. During the same period, the Protestant share correspondingly fell, from [64.7%] in 1990 to [57.4%] in 2004 (see Figure 2).

female public sector full-time employees has increased by a fifth (19.9%) or 15,102 employees since 1990. In contrast, during the same period male full-time employment dropped by a sixth (16.6%) or 13,106 employees.

During 2004, employment counts increased by 1,923 (4.3%) for Protestant females and 2,403 (6.4%) for Roman Catholic females. This resulted in an increase of [0.6] of a percentage point in the Roman Catholic female share, from [45.3%] in 2003 to [45.9%] in 2004.

Fig 2: Composition of Public Sector Full-time Employees, 1990 - 2004



The number of Protestant male employees increased by 419 (1.1%) to 38,699, while the Roman Catholic male count rose by 945 (4.1%) to 23,734. These two factors led to an increase of [0.7] of a percentage point in the Roman Catholic male share to [38.0%] in 2004.

Since the beginning of Statutory Monitoring in 1990, the Roman Catholic male full-time share of the public sector has increased from [30.4%] to [38.0%], while female representation has grown from [40.4%] to [45.9%].

Composition by Standard Occupational Classification

3.3 On 1st January 2004, employers moved from the old occupational classification system (SOC90), which was adopted in all previous

Reports, to a revised system known as SOC2000. This has resulted in some modifications to the content of the present report. See Section 1.7 for details.

Table 10 tabulates the numbers employed by SOC and community background in 2004. It shows that over half (54.4%) of public sector full-time employees were located in two groups, namely: Associate Professional and Technical occupations (SOC3) and Administrative and Secretarial posts (SOC4).

The Protestant shares of SOC3 and SOC4 were [62.8%] and [53.3%], while the corresponding Roman Catholic proportions were [37.2%] and [46.7%] respectively.

Table 10 Composition of Public Sector Full-time Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	4,941	(56.2%) [59.1%]	3,420	(38.9%) [40.9%]	434	(4.9%)	8,795	(5.6%)
SOC2	7,013	(48.0%) [53.6%]	6,080	(41.6%) [46.4%]	1,523	(10.4%)	14,616	(9.3%)
SOC3	27,383	(59.6%) [62.8%]	16,249	(35.4%) [37.2%]	2,310	(5.0%)	45,942	(29.3%)
SOC4	20,391	(51.7%) [53.3%]	17,896	(45.4%) [46.7%]	1,137	(2.9%)	39,424	(25.1%)
SOC5	2,829	(65.0%) [67.7%]	1,348	(31.0%) [32.3%]	178	(4.1%)	4,355	(2.8%)
SOC6	9,417	(51.3%) [53.9%]	8,064	(43.9%) [46.1%]	885	(4.8%)	18,366	(11.7%)
SOC7	221	(55.8%) [58.0%]	160	(40.4%) [42.0%]	15	(3.8%)	396	(0.3%)
SOC8	2,727	(54.2%) [56.1%]	2,137	(42.5%) [43.9%]	170	(3.4%)	5,034	(3.2%)
SOC9	10,828	(54.4%) [56.8%]	8,221	(41.3%) [43.2%]	864	(4.3%)	19,913	(12.7%)
TOTAL	85,750	(54.7%) [57.4%]	63,575	(40.5%) [42.6%]	7,516	(4.8%)	156,841	(100.0%)

Composition by SOC and Sex

MALE FULL-TIME EMPLOYEES

- 3.4 The community composition of male public sector full-time employees by SOC is shown in Table 11 (overleaf). Three-quarters (74.3%) of public sector male employment is concentrated in four groups, namely: Professional occupations (SOC2), Associate Professional and Technical posts (SOC3), Administrative and Secretarial jobs (SOC4), and Elementary occupations (SOC9). SOC3 was the largest category, accounting for one-third of all male public sector full-time employees, while a sixth (16.3%) were employed in SOC9.

The Protestant share of the above four categories was SOC2 [57.9%], SOC3 [73.7%], SOC4 [47.8%] and SOC9 [56.7%]. The corresponding Roman Catholic proportions were [42.1%], [26.3%], [52.2%] and [43.3%] respectively.

FEMALE FULL-TIME EMPLOYEES

- 3.5 Table 12 (overleaf) presents the community composition of female public sector full-time employment by SOC. The table reveals that approximately three-quarters (75.6%) were concentrated in three SOC groups, namely: Associate Professional and Technical staff (SOC3), Administrative and Secretarial (SOC4), and Personal services (SOC6), see Table 12. Associate Professional and Technical occupations represented over a quarter (26.4%) of all female employees, while Administrative and Secretarial posts made up a third (33.5%) of the total.

The Protestant share of the above three categories was: SOC3 [52.8%], SOC4 [54.9%] and SOC6 [54.3%]. The corresponding Roman Catholic shares were [47.2%], [45.1%] and [45.7%] respectively.

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

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	2,789	(58.8%) [62.4%]	1,683	(35.5%) [37.6%]	273	(5.8%)	4,745	(7.2%)
SOC2	3,686	(50.9%) [57.9%]	2,678	(37.0%) [42.1%]	872	(12.1%)	7,236	(11.0%)
SOC3	15,380	(69.9%) [73.7%]	5,500	(25.0%) [26.3%]	1,126	(5.1%)	22,006	(33.3%)
SOC4	4,176	(46.2%) [47.8%]	4,556	(50.5%) [52.2%]	298	(3.3%)	9,030	(13.7%)
SOC5	2,206	(67.1%) [70.0%]	945	(28.7%) [30.0%]	137	(4.2%)	3,288	(5.0%)
SOC6	2,042	(49.5%) [52.3%]	1,865	(45.2%) [47.7%]	220	(5.3%)	4,127	(6.3%)
SOC7	61	(48.0%) [49.6%]	62	(48.8%) [50.4%]	4	(3.1%)	127	(0.2%)
SOC8	2,548	(54.0%) [55.9%]	2,009	(42.6%) [44.1%]	163	(3.5%)	4,720	(7.1%)
SOC9	5,811	(54.1%) [56.7%]	4,436	(41.3%) [43.3%]	494	(4.6%)	10,741	(16.3%)
TOTAL	38,699	(58.6%) [62.0%]	23,734	(35.9%) [38.0%]	3,587	(5.4%)	66,020	(100.0%)

Table 12 Composition of Female Public Sector Full-time Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	2,152	(53.1%) [55.3%]	1,737	(42.9%) [44.7%]	161	(4.0%)	4,050	(4.5%)
SOC2	3,327	(45.1%) [49.4%]	3,402	(46.1%) [50.6%]	651	(8.8%)	7,380	(8.1%)
SOC3	12,003	(50.1%) [52.8%]	10,749	(44.9%) [47.2%]	1,184	(4.9%)	23,936	(26.4%)
SOC4	16,215	(53.3%) [54.9%]	13,340	(43.9%) [45.1%]	839	(2.8%)	30,394	(33.5%)
SOC5	623	(58.4%) [60.7%]	403	(37.8%) [39.3%]	41	(3.8%)	1,067	(1.2%)
SOC6	7,375	(51.8%) [54.3%]	6,199	(43.5%) [45.7%]	665	(4.7%)	14,239	(15.7%)
SOC7	160	(59.5%) [62.0%]	98	(36.4%) [38.0%]	11	(4.1%)	269	(0.3%)
SOC8	179	(57.0%) [58.3%]	128	(40.8%) [41.7%]	7	(2.2%)	314	(0.3%)
SOC9	5,017	(54.7%) [57.0%]	3,785	(41.3%) [43.0%]	370	(4.0%)	9,172	(10.1%)
TOTAL	47,051	(51.8%) [54.1%]	39,841	(43.9%) [45.9%]	3,929	(4.3%)	90,821	(100.0%)

Security Related Occupations

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

Table 13 shows there were 17,061 monitored full-time employees in these security-related occupations, compared with 16,969 in 2003 – an increase of (0.5%). The composition was (84.5%) Protestant, (11.1%) Roman Catholic and (4.4%) Non-Determined. Among those whose community background was

determined, [88.4%] were Protestant and [11.6%] were Roman Catholic.

The Protestant count fell by 104 (0.7%) during the year, while the net number of Roman Catholic employees rose by 199 (11.8%). As a result, the Roman Catholic share increased by [1.2] percentage points. Between 1990 and 2004, there has been an overall [4.2] percentage point increase in the Roman Catholic share, see Figure 3.

The composition of the public sector is influenced by the large number of Protestants working in security-related occupations. Only one-in-twenty male Roman Catholic full-time public sector employees (5.3%) were in security-related occupations in 2004,

Table 13 Composition of Public Sector Full-time Employees in Security-related Occupations by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	11,030	(85.2%) [89.7%]	1,267	(9.8%) [10.3%]	654	(5.0%)	12,951	(75.9%)
Female	3,392	(82.5%) [84.5%]	620	(15.1%) [15.5%]	98	(2.4%)	4,110	(24.1%)
TOTAL	14,422	(84.5%) [88.4%]	1,887	(11.1%) [11.6%]	752	(4.4%)	17,061	(100.0%)

Fig 3: Trends in Roman Catholic Percentage [%] of Security-related Full-time Occupations, 1990 - 2004

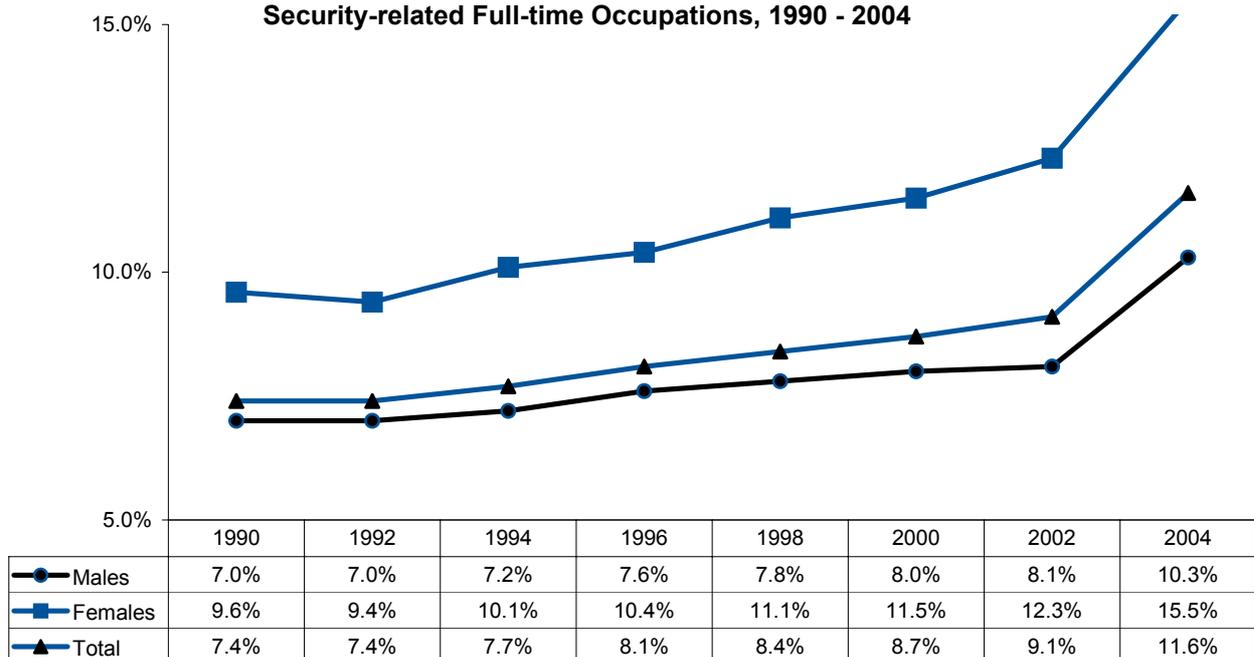


Table 14 Composition of Public Sector Full-time Employees excluding Security-related Occupations by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	27,669	(52.1%) [55.2%]	22,467	(42.3%) [44.8%]	2,933	(5.5%)	53,069	(38.0%)
Female	43,659	(50.4%) [52.7%]	39,221	(45.2%) [47.3%]	3,831	(4.4%)	86,711	(62.0%)
TOTAL	71,328	(51.0%) [53.6%]	61,688	(44.1%) [46.4%]	6,764	(4.8%)	139,780	(100.0%)

compared with over one-in-four (28.5%) of their Protestant male counterparts. Among females, (7.2%) of Protestant and (1.6%) of Roman Catholic full-time public sector employees were in security-related occupations.

If those in security-related occupations are excluded from the analysis (see Table 14), then the composition of the remaining public sector full-time employees for whom a community was determined would be [53.6%] Protestant and [46.4%] Roman Catholic.

Similarly, the exclusion of security-related occupations would increase the male Roman Catholic share of the monitored public sector full-time workforce to [44.8%] from [38.0%]. For females the corresponding figure would be [47.3%] instead of [45.9%].

COMPOSITION OF THE MAJOR SECTORS

Introduction

- 3.7 The public sector is comprised of five main sectors, namely: health, education, district councils, the civil service, and security-related

employment. Table 15 shows the main compositional changes in each sector, 2003 - 2004.

During 2004 the number of Protestant full-time employees rose in four sectors, namely: Health (4.6%), Education (7.0%), District Councils (1.5%), and the Civil Service (2.5%); and fell in security-related employment (0.7%).

The level of Roman Catholic employment increased in all five sectors: namely, Health (7.6%), Education (3.4%), District Councils (4.2%), the Civil Service (4.4%), and security-related (11.8%). Overall, the net increase in employment was larger for Catholics than for Protestants, resulting in a [0.7] percentage point increase in the Roman Catholic share of the full-time Public Sector.

Health Sector Overall Full-time Composition

- 3.8 Employees in the health sector were detailed in the monitoring returns of twenty five public sector bodies in 2004. There are four health boards and twenty one independent health-related organisations. The sector contains

Table 15 Change in Sectoral Composition of Public Sector Full-time Employees, 2003 - 04

Sector	Protestant Count 2004	Roman Catholic Count 2004	P (%) change 2003 - 2004	RC (%) change 2003 - 2004
Health	26,007	24,674	+ 4.6%	+ 7.6%
Education	11,002	9,494	+ 7.0%	+ 3.4%
District Councils	5,252	3,329	+ 1.5%	+ 4.2%
Civil Service	22,314	16,312	+ 2.5%	+ 4.4%
Security-related	14,422	1,887	- 0.7%	+ 11.8%
Miscellaneous Bodies	6,753	7,879	- 0.6%	+ 3.4%
Total Public Sector	85,750	63,575	+ 2.8%	+ 5.6%

Table 16 Composition of Health Sector Full-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	4,538	(43.1%) [47.9%]	4,928	(46.9%) [52.1%]	1,051	(10.0%)	10,517	(19.5%)
Female	21,469	(49.4%) [52.1%]	19,746	(45.5%) [47.9%]	2,223	(5.1%)	43,438	(80.5%)
TOTAL	26,007	(48.2%) [51.3%]	24,674	(45.7%) [48.7%]	3,274	(6.1%)	53,955	(100.0%)

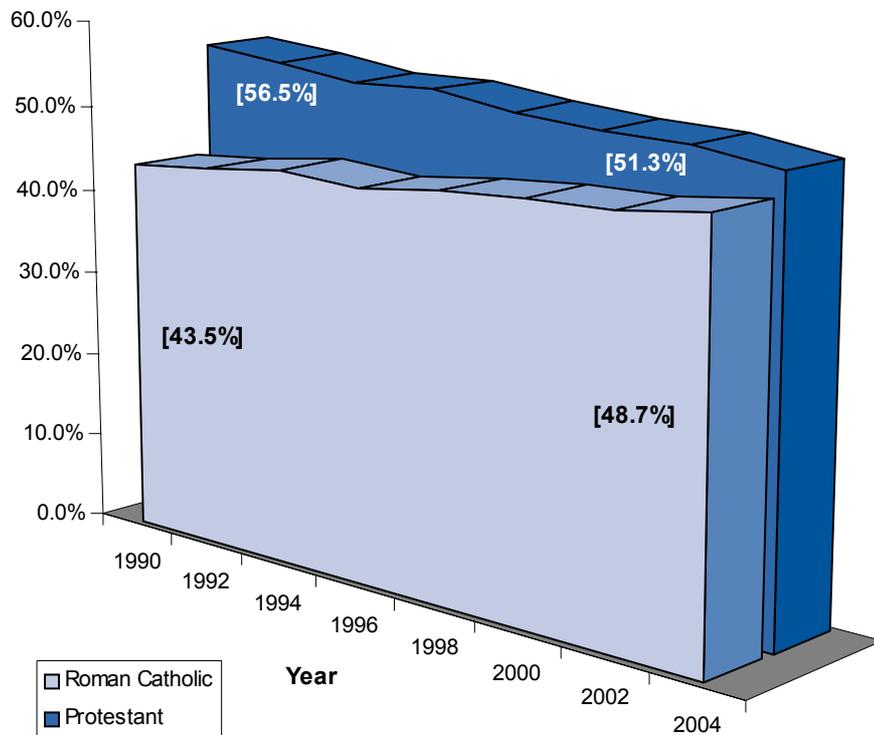
approximately one-third (34.4%) of all public sector full-time workers.

Table 16 shows there were a total of 53,955 full-time employees in 2004, a (5.8%) increase on the 51,000 recorded in 2003. The overall composition was (48.2%) Protestant, (45.7%) Roman Catholic, and (6.1%) Non-determined. Protestants accounted for [51.3%] of those whose community was determined and Roman Catholics for [48.7%].

The number of Protestant full-time employees in the Health Sector increased by 1,141 (4.6%) during the year, while the Roman Catholic count grew by 1,747 (7.6%). Compared with 2003, a relatively larger net increase in Roman Catholic employment resulted in the Protestant share falling by [0.7] of a percentage point.

Females accounted for approximately four out of five full-time employees (80.5%), see Table 16. The female count increased by 2,370

Fig 4: Composition of Health Sector Full-time Employees, 1990 - 2004



	1990	1992	1994	1996	1998	2000	2002	2004
□ Roman Catholic	43.5%	44.5%	45.7%	45.3%	46.5%	47.2%	47.4%	48.7%
■ Protestant	56.5%	55.5%	54.3%	54.7%	53.5%	52.8%	52.6%	51.3%

(5.8%) in 2004, while the number of males rose by 585 (5.9%) during the same period.

The Protestant female count rose by (4.9%), compared with a (7.5%) increase for Roman Catholics. The smaller net rise in Protestant female employment led to a [0.6] percentage point fall in their share. Similarly a (1.1%) decrease in the Protestant male count, compared with a (0.9%) rise in Roman Catholic employment, resulted in an [0.7] percentage point decline in the Protestant male share.

Figure 4 (page 24) shows the change in the community composition of the Health Sector during the full period of statutory monitoring, 1990 – 2004. In 1990 the Protestant share was [56.5%] and has declined by [5.2] percentage points during the intervening period.

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

- 3.9 Table 17 reveals that over one-third (35.9%) of all full-time employees in the health sector are working in Associate Professional and Technical Occupations (SOC3). This group includes nurses and the professions allied to

medicine. There were also large concentrations of staff in Personal services (SOC6, 18.4%) and Administrative and Secretarial (SOC4, 16.0%).

In relation to the nine major occupational groups, the Protestant share was [50.3%] or more in all except SOC3 and SOC9 (Elementary occupations). For Roman Catholics, apart from the small SOC5, SOC7 and SOC8 groups, representation was [44.2%] or greater in the remaining groups.

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

MALE FULL-TIME EMPLOYEES

- 3.10 Table 17[M] (page 34) presents the community composition of male full-time health sector employees by SOC. Three-fifths (60.9%) were located in three SOC groups, namely: Professional occupations (SOC2), Associate Professional and Technical posts (SOC3) and Personal Services (SOC6).

The Protestant male share was [52.5%] in SOC2, [43.8%] in SOC3 and [45.7%] in SOC6.

Table 17 Composition of Health Sector Full-time Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	1,408	(49.8%) [52.0%]	1,300	(46.0%) [48.0%]	117	(4.1%)	2,825	(5.2%)
SOC2	2,586	(42.0%) [50.3%]	2,558	(41.6%) [49.7%]	1,006	(16.4%)	6,150	(11.4%)
SOC3	8,873	(45.8%) [48.6%]	9,378	(48.4%) [51.4%]	1,117	(5.8%)	19,368	(35.9%)
SOC4	4,659	(53.9%) [55.8%]	3,692	(42.7%) [44.2%]	289	(3.3%)	8,640	(16.0%)
SOC5	384	(59.4%) [62.6%]	229	(35.4%) [37.4%]	34	(5.3%)	647	(1.2%)
SOC6	5,003	(50.4%) [52.9%]	4,459	(44.9%) [47.1%]	462	(4.7%)	9,924	(18.4%)
SOC7	5	(100.0%) [100.0%]	0	(0.0%) [0.0%]	0	(0.0%)	5	(0.0%)
SOC8	224	(60.2%) [63.5%]	129	(34.7%) [36.5%]	19	(5.1%)	372	(0.7%)
SOC9	2,865	(47.6%) [49.4%]	2,929	(48.6%) [50.6%]	230	(3.8%)	6,024	(11.2%)
TOTAL	26,007	(48.2%) [51.3%]	24,674	(45.7%) [48.7%]	3,274	(6.1%)	53,955	(100.0%)

The corresponding Roman Catholic shares were [47.5%] in SOC2, [56.2%] in SOC3, and [54.3%] in SOC6.

FEMALE FULL-TIME EMPLOYEES

3.11 Table 17[F] (page 34) shows the community composition by SOC for female full-time health sector employees. Over three-quarters (76.3%) were concentrated in three SOC groups, namely: Associate Professional and Technical occupations (SOC3), Administrative and Secretarial posts (SOC4) and Personal services (SOC6).

The Protestant female share was [49.2%] in SOC3, [57.1%] in SOC4 and [54.5%] in SOC6. The corresponding Roman Catholic shares were [50.8%] in SOC3, [42.9%] in SOC4, and [45.5%] in SOC6.

Education Sector Overall Full-time Composition

3.12 Monitoring returns from the education sector include the five Education and Library Boards and staff employed by the 16 further education colleges, but exclude teaching staff not in further education. The sector contains one-sixth (13.6%) of the monitored full-time public sector workforce. The returns revealed that the total number of full-time staff in the education sector increased by (5.1%), from 20,341 in 2003 to 21,374.

Table 18 shows that the overall composition was (51.5%) Protestant, (44.4%) Roman Catholic and (4.1%) Non-Determined. The composition of those for whom a community was determined was [53.7%] Protestant and [46.3%] Roman Catholic.

In 2004 the number of Protestant full-time employees increased by 716 (7.0%), while the

Roman Catholic count grew by 316 (3.4%). As a result of the proportionately larger increase in the level of Protestant employment, the Protestant share in this sector increased by [0.9] of a percentage point.

Females accounted for three-quarters (74.9%) of full-time employees. The female count increased by 910 (6.0%) in 2004, while the number of males rose by 123 (2.4%) during the same period.

The Protestant female count rose by (7.4%), compared with a (5.1%) increase for their Roman Catholic counterparts. These factors lead to a [0.5] percentage point rise in the Protestant share. For males, the Protestant count increased by (5.6%), while the number of Roman Catholic employees dropped by (1.4%). As a result, the Protestant male share of this sector grew by [1.7%].

Figure 5 (overleaf) illustrates the change that has occurred in the community composition of the full-time Education Sector between 1990 and 2004. At the beginning of statutory monitoring the Protestant share was [59.0%] and has declined by [5.3] percentage points during the intervening period.

Composition of Education Sector by Standard Occupational Classification

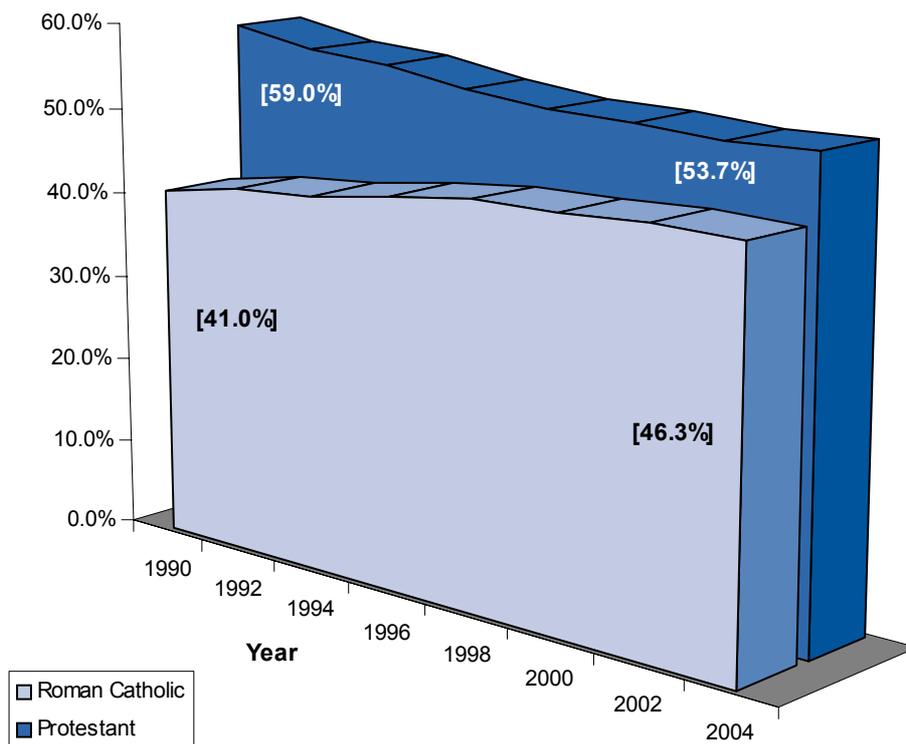
3.13 Table 19 (overleaf) reveals that almost two-thirds (64.1%) of education sector full-time employees are located in three SOC groups, namely: Professional occupations (SOC2), Administrative and Secretarial posts (SOC4) and Personal services (SOC6).

In relation to the nine occupational groups, the Protestant share in 2004 was [51.3%] or

Table 18 Composition of Education Full-time Employees (including Further Education Colleges) by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	2,780	(51.9%) [54.4%]	2,333	(43.6%) [45.6%]	242	(4.5%)	5,355	(25.1%)
Female	8,222	(51.3%) [53.4%]	7,161	(44.7%) [46.6%]	636	(4.0%)	16,019	(74.9%)
TOTAL	11,002	(51.5%) [53.7%]	9,494	(44.4%) [46.3%]	878	(4.1%)	21,374	(100.0%)

Fig 5: Composition of Education Sector Full-time Employees 1990 - 2004



	1990	1992	1994	1996	1998	2000	2002	2004
□ Roman Catholic	41.0%	42.7%	43.3%	44.8%	45.9%	46.0%	46.6%	46.3%
■ Protestant	59.0%	57.3%	56.7%	55.2%	54.1%	54.0%	53.4%	53.7%

Table 19 Composition of Education Full-time Employees (including Further Education Colleges) by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	528	(57.0%) [59.8%]	355	(38.3%) [40.2%]	44	(4.7%)	927	(4.3%)
SOC2	1,535	(47.0%) [49.2%]	1,588	(48.7%) [50.8%]	140	(4.3%)	3,263	(15.3%)
SOC3	1,022	(49.2%) [51.3%]	972	(46.8%) [48.7%]	83	(4.0%)	2,077	(9.7%)
SOC4	2,111	(53.0%) [55.1%]	1,723	(43.3%) [44.9%]	146	(3.7%)	3,980	(18.6%)
SOC5	668	(60.6%) [62.8%]	395	(35.8%) [37.2%]	39	(3.5%)	1,102	(5.2%)
SOC6	3,250	(50.4%) [52.7%]	2,921	(45.3%) [47.3%]	274	(4.3%)	6,445	(30.2%)
SOC7	35	(72.9%) [76.1%]	11	(22.9%) [23.9%]	2	(4.2%)	48	(0.2%)
SOC8	419	(52.8%) [54.6%]	348	(43.8%) [45.4%]	27	(3.4%)	794	(3.7%)
SOC9	1,434	(52.4%) [54.8%]	1,181	(43.1%) [45.2%]	123	(4.5%)	2,738	(12.8%)
TOTAL	11,002	(51.5%) [53.7%]	9,494	(44.4%) [46.3%]	878	(4.1%)	21,374	(100.0%)

greater in all categories except SOC2 (Professional occupations). For Roman Catholics, apart from the small SOC5 and SOC8 groups, representation was [40.2%] or greater throughout.

Composition of Education Sector by Standard Occupational Classification and Sex

MALE FULL-TIME EMPLOYEES

3.14 Table 19[M] (page 35) shows the community composition by SOC for male full-time education sector employees. A significant proportion (43.7%) were located in two SOC groups, namely: Professional occupations (SOC2) and Personal services (SOC6). The Protestant male share was [52.7%] in SOC2 and [52.9%] in SOC6, while the corresponding Roman Catholic shares were [47.3%] in SOC2 and [47.1%] in SOC6.

FEMALE FULL-TIME EMPLOYEES

3.15 Table 19[F] (page 35) reveals that over half (56.3%) of female full-time employees in the education sector were concentrated in two SOC groups, namely: Administrative and Secretarial posts (SOC4) and Personal services (SOC6). The Protestant female share was [55.2%] in SOC4 and [52.6%] in SOC6, while the corresponding Roman Catholic shares were [44.8%] in SOC4 and [47.4%] in SOC6.

District Councils Overall Full-time Composition

3.16 Across the 26 District Councils a total of 8,926 persons were employed in a full-time capacity in 2004, an increase of 212 (2.4%) on the previous year, see Table 20. Their composition was (58.8%) Protestant, (37.3%) Roman Catholic and (3.9%) Non-Determined.

Protestants accounted for [61.2%] of those for whom a community was determined and Roman Catholics for [38.8%].

Between 2003 and 2004, the overall Protestant count rose by (1.5%), while the number of Roman Catholic employees increased by (4.2%). The proportionately larger increase in Roman Catholic employment led to a rise of [0.6] of a percentage point in the Catholic share to [38.8%].

Almost two-thirds of district council employees (62.1%) were male. Male employment rose by (2.4%) during the year and there was a (2.5%) gain in female employees. Since 1990, the male full-time workforce has fallen by (11.8%), while female participation has risen by (41.3%).

The number of Protestant male employees remained static in 2004, while Roman Catholic male employment levels increased by (2.9%). As a result, the Roman Catholic share increased by [0.2] of a percentage point to [38.1%]. For females, Protestant employment rose by (0.4%), compared with a rise of (6.4%) for Catholics. As a consequence, the Roman Catholic female share increased during the year by [1.4] percentage points to [40.0%].

Figure 6 (overleaf) shows the change in the community composition of the district councils since 1990. Between 1990 and 2004 the Roman Catholic share rose by [5.0] percentage points, with a corresponding fall in Protestant representation.

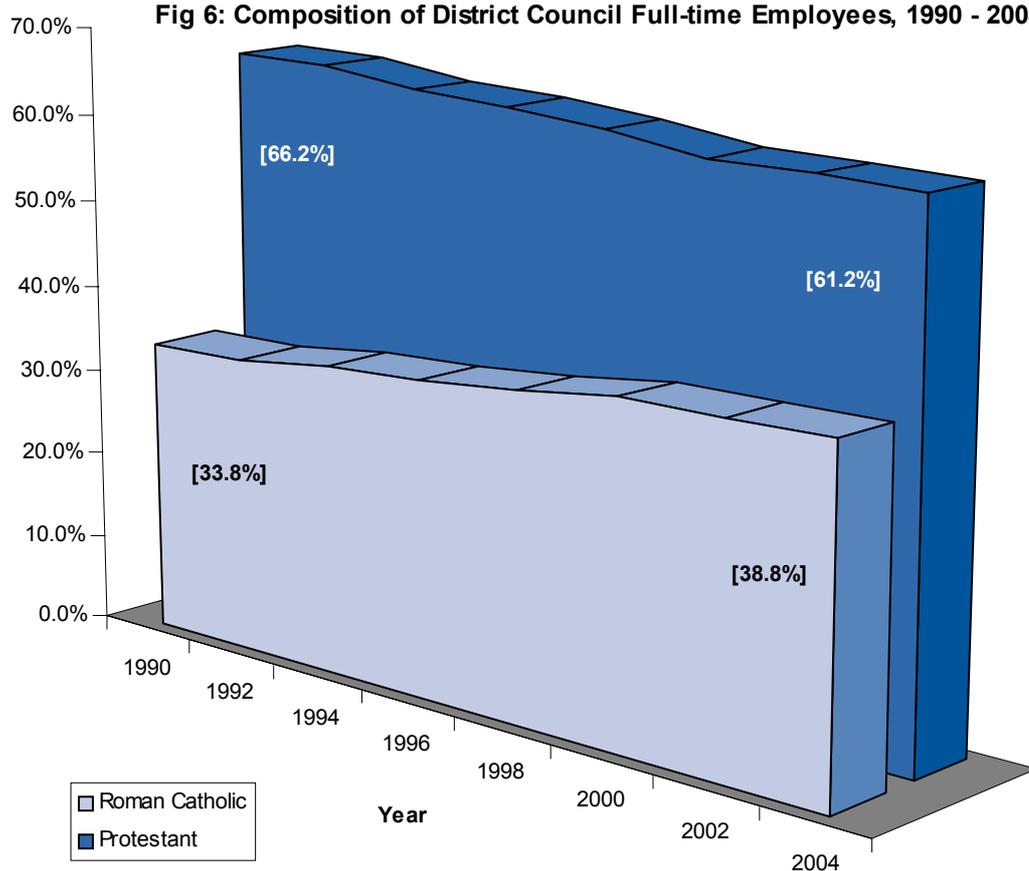
Composition of District Council Full-time employees by Standard Occupational Classification

3.17 Table 21 (overleaf) shows that over two-thirds (67.8%) of district council employees were concentrated in four SOC groups, namely:

Table 20 Composition of District Council Full-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	3,299	(59.5%) [61.9%]	2,027	(36.6%) [38.1%]	214	(3.9%)	5,540	(62.1%)
Female	1,953	(57.7%) [60.0%]	1,302	(38.5%) [40.0%]	131	(3.9%)	3,386	(37.9%)
TOTAL	5,252	(58.8%) [61.2%]	3,329	(37.3%) [38.8%]	345	(3.9%)	8,926	(100.0%)

Fig 6: Composition of District Council Full-time Employees, 1990 - 2004



	1990	1992	1994	1996	1998	2000	2002	2004
□ Roman Catholic	33.8%	34.0%	35.4%	36.0%	37.0%	38.5%	38.5%	38.8%
■ Protestant	66.2%	66.0%	64.6%	64.0%	63.0%	61.5%	61.5%	61.2%

Table 21 Composition of District Council Full-time Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	550	(59.8%) [62.4%]	332	(36.1%) [37.6%]	38	(4.1%)	920	(10.3%)
SOC2	235	(51.5%) [54.7%]	195	(42.8%) [45.3%]	26	(5.7%)	456	(5.1%)
SOC3	630	(55.1%) [58.3%]	450	(39.3%) [41.7%]	64	(5.6%)	1,144	(12.8%)
SOC4	1,002	(59.7%) [61.3%]	632	(37.7%) [38.7%]	43	(2.6%)	1,677	(18.8%)
SOC5	462	(62.9%) [65.4%]	244	(33.2%) [34.6%]	28	(3.8%)	734	(8.2%)
SOC6	630	(57.9%) [60.3%]	415	(38.1%) [39.7%]	44	(4.0%)	1,089	(12.2%)
SOC7	17	(45.9%) [47.2%]	19	(51.4%) [52.8%]	1	(2.7%)	37	(0.4%)
SOC8	472	(65.0%) [66.8%]	235	(32.4%) [33.2%]	19	(2.6%)	726	(8.1%)
SOC9	1,254	(58.5%) [60.8%]	807	(37.7%) [39.2%]	82	(3.8%)	2,143	(24.0%)
TOTAL	5,252	(58.8%) [61.2%]	3,329	(37.3%) [38.8%]	345	(3.9%)	8,926	(100.0%)

Associate Professional and Technical staff (SOC3), Administrative and Secretarial posts (SOC4), Personal services (SOC6) and Elementary occupations (SOC9).

The Protestant male share of the above groups ranged between a low of [58.3%] in SOC3 and a high of [61.3%] in SOC4, while the Roman Catholic share varied between [38.7%] in SOC4 and [41.7%] in SOC3.

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

MALE FULL-TIME EMPLOYEES

3.18 In 2004, almost a third (31.0%) of the 5,540 male workers were employed in Elementary occupations (SOC9), see Table 21[M] (page 36). The Protestant and Roman Catholic shares of this group were [59.3%] and [40.7%] respectively. The remaining occupational groups contain a relatively small number of employees.

FEMALE FULL-TIME EMPLOYEES

3.19 Table 21[F] (page 36) reveals that almost half (43.9%) of the 3,386 female full-time employees in this sector were concentrated in Administrative and Secretarial posts (SOC4). The Protestant and Roman Catholic shares of this group were [61.7%] and [38.3%] respectively. The remaining occupational groups contain a small number of employees.

Civil Service Overall Composition

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

The Civil Service accounts for a quarter (25.8%) of the monitored public sector full-time workforce. Table 22 shows that in 2004 the Civil Service employed 40,487 people in a full-time capacity, a (3.1%) increase on the 39,274 recorded the previous year. The overall composition was (55.1%) Protestant, (40.3%) Roman Catholic, and (4.6%) Non-determined. Protestants accounted for [57.8%] of those whose community was determined and Roman Catholics for [42.2%].

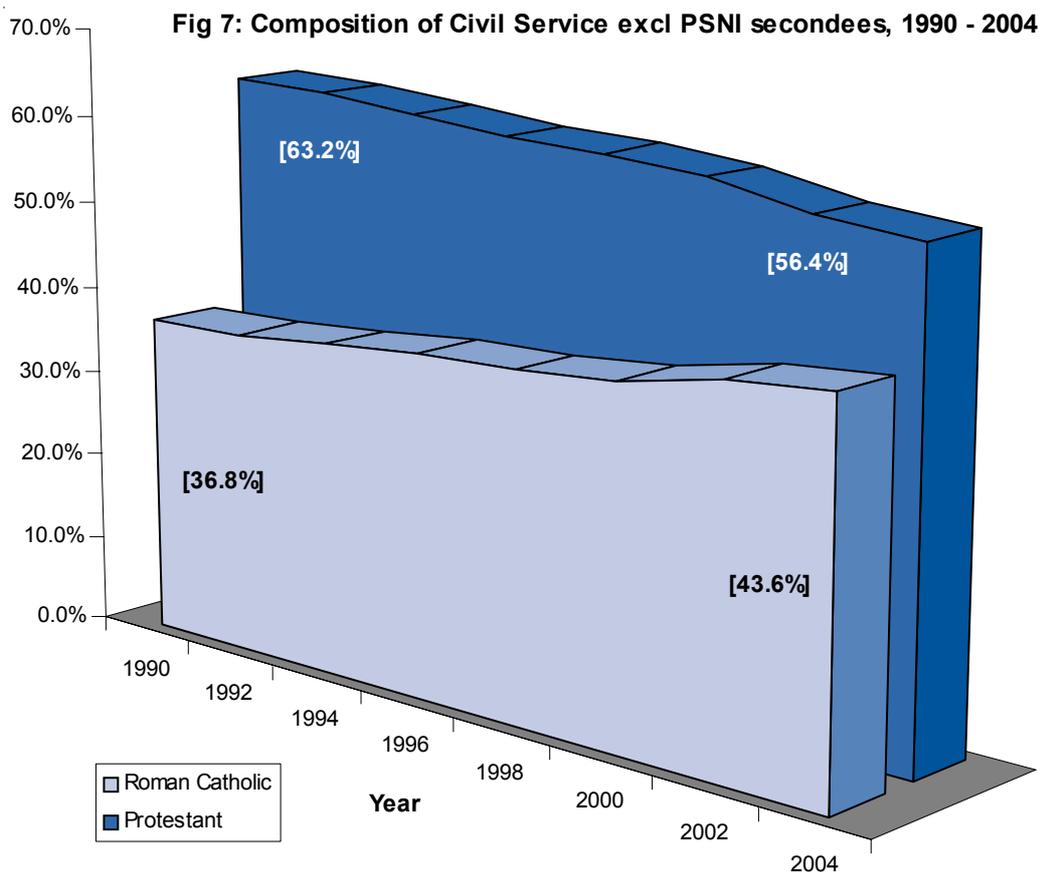
The number of Protestant full-time employees increased by 550 (2.5%) during the year, while the Roman Catholic count grew by 690 (4.4%). As a result of a relatively larger net increase in Roman Catholic employment, their share rose by [0.4] of a percentage point, from [41.8%] in 2003 to [42.2%] in 2004.

In 2004, males accounted for just over half (51.9%) of full-time employees. The male count increased by (2.4%) during the year, while female employment grew by (3.9%) during the same period.

The Protestant male count rose by (1.8%) during the year, compared with a (4.1%) increase for Roman Catholics. The smaller net increase in Protestant employment resulted in a [0.6] percentage point decline in the Protestant male share. Similarly, a relatively smaller increase in the Protestant female count (3.3%), compared with a (4.7%) rise for their Roman Catholic counterparts, led to an [0.3] percentage point fall in the Protestant female share.

Table 22 Composition of Civil Service Full-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	12,009	(57.2%) [60.7%]	7,762	(36.9%) [39.3%]	1,237	(5.9%)	21,008	(51.9%)
Female	10,305	(52.9%) [54.7%]	8,550	(43.9%) [45.3%]	624	(3.2%)	19,479	(48.1%)
TOTAL	22,314	(55.1%) [57.8%]	16,312	(40.3%) [42.2%]	1,861	(4.6%)	40,487	(100.0%)



	1990	1992	1994	1996	1998	2000	2002	2004
□ Roman Catholic	36.8%	37.0%	38.0%	39.0%	39.4%	40.3%	42.6%	43.6%
■ Protestant	63.2%	63.0%	62.0%	61.0%	60.6%	59.7%	57.4%	56.4%

Table 23 Composition of Civil Service Full-time Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	683	(55.5%) [60.8%]	441	(35.8%) [39.2%]	107	(8.7%)	1,231	(3.0%)
SOC2	2,044	(57.5%) [61.5%]	1,281	(36.1%) [38.5%]	227	(6.4%)	3,552	(8.8%)
SOC3	5,447	(62.0%) [65.6%]	2,860	(32.5%) [34.4%]	483	(5.5%)	8,790	(21.7%)
SOC4	10,133	(49.0%) [50.2%]	10,060	(48.6%) [49.8%]	496	(2.4%)	20,689	(51.1%)
SOC5	617	(71.7%) [76.1%]	194	(22.5%) [23.9%]	50	(5.8%)	861	(2.1%)
SOC6	237	(63.4%) [79.0%]	63	(16.8%) [21.0%]	74	(19.8%)	374	(0.9%)
SOC7	0	(0.0%) [0.0%]	0	(0.0%) [0.0%]	0	(0.0%)	0	(0.0%)
SOC8	440	(57.7%) [60.9%]	282	(37.0%) [39.1%]	41	(5.4%)	763	(1.9%)
SOC9	2,713	(64.2%) [70.6%]	1,131	(26.8%) [29.4%]	383	(9.1%)	4,227	(10.4%)
TOTAL	22,314	(55.1%) [57.8%]	16,312	(40.3%) [42.2%]	1,861	(4.6%)	40,487	(100.0%)

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

Excluding the NICS secondees from the 2004 Civil Service monitoring figures allows a comparison of the same section of monitored employees over the full period of statutory monitoring. Figure 7 illustrates the trend in community composition of the civil service after excluding the secondees. It shows that the Roman Catholic share of the civil service would have increased by [6.8] percentage points since 1990.

For males, after excluding the secondees, the Roman Catholic share would have increased by [6.9] percentage points, while for females the increase would have been [4.9] percentage points.

Composition of Civil Service Employees by Standard Occupational Classification

3.21 Table 23 presents the composition of monitored Civil Service full-time employees by SOC.

Almost three-quarters (72.8%) of Civil Service full-time employees were concentrated in two occupational groups, namely: Administrative and Secretarial occupations (SOC4) and Associate Professional and Technical posts (SOC3). The Protestant share was [50.2%] in SOC4 and [65.6%] in SOC3, while the corresponding Roman Catholic proportion was [34.4%] in SOC3 and [49.8%] in SOC4.

Composition of Civil Service Employees by Standard Occupational Classification and Sex

MALE FULL-TIME EMPLOYEES

3.22 The composition of monitored male Civil Service full-time employees is shown in Table 23[M] (page 37). Over three-quarters were located in three SOC groups. These were Associate Professional and Technical occupations (SOC3), Administrative and Secretarial posts (SOC4) and Elementary occupations (SOC9).

The Protestant male share of the above groups ranged between [46.0%] in SOC4 and [68.3%] in SOC9, while the Roman Catholic share varied between [31.7%] in SOC9 and [54.0%] in SOC4.

FEMALE FULL-TIME EMPLOYEES

3.23 Table 23[F] (page 37) shows the composition of monitored female full-time Civil Service employees. Over four-in-five (86.0%) were located in two occupational groups, namely: Administrative and Secretarial posts (SOC4) and Associate Professional and Technical occupations (SOC3).

The Protestant female share was [52.0%] in SOC4 and [61.0%] in SOC3, while the corresponding Catholic proportion was [48.0%] in SOC4 and [39.0%] in SOC3.

Table 17 [M] Composition of Male Full-time Health Sector Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	484	(47.8%) [50.3%]	479	(47.3%) [49.7%]	49	(4.8%)	1,012	(9.6%)
SOC2	988	(39.9%) [52.5%]	895	(36.1%) [47.5%]	594	(24.0%)	2,477	(23.6%)
SOC3	815	(40.2%) [43.8%]	1,044	(51.5%) [56.2%]	167	(8.2%)	2,026	(19.3%)
SOC4	347	(40.9%) [43.1%]	458	(54.0%) [56.9%]	43	(5.1%)	848	(8.1%)
SOC5	328	(62.2%) [65.2%]	175	(33.2%) [34.8%]	24	(4.6%)	527	(5.0%)
SOC6	823	(43.5%) [45.7%]	976	(51.6%) [54.3%]	94	(5.0%)	1,893	(18.0%)
SOC7	0	(0.0%) [0.0%]	0	(0.0%) [0.0%]	0	(0.0%)	0	(0.0%)
SOC8	203	(60.2%) [63.8%]	115	(34.1%) [36.2%]	19	(5.6%)	337	(3.2%)
SOC9	550	(39.4%) [41.2%]	786	(56.3%) [58.8%]	61	(4.4%)	1,397	(13.3%)
TOTAL	4,538	(43.1%) [47.9%]	4,928	(46.9%) [52.1%]	1,051	(10.0%)	10,517	(100.0%)

Table 17 [F] Composition of Female Full-time Health Sector Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	924	(51.0%) [53.0%]	821	(45.3%) [47.0%]	68	(3.8%)	1,813	(4.2%)
SOC2	1,598	(43.5%) [49.0%]	1,663	(45.3%) [51.0%]	412	(11.2%)	3,673	(8.5%)
SOC3	8,058	(46.5%) [49.2%]	8,334	(48.1%) [50.8%]	950	(5.5%)	17,342	(39.9%)
SOC4	4,312	(55.3%) [57.1%]	3,234	(41.5%) [42.9%]	246	(3.2%)	7,792	(17.9%)
SOC5	56	(46.7%) [50.9%]	54	(45.0%) [49.1%]	10	(8.3%)	120	(0.3%)
SOC6	4,180	(52.0%) [54.5%]	3,483	(43.4%) [45.5%]	368	(4.6%)	8,031	(18.5%)
SOC7	5	(100.0%) [100.0%]	0	(0.0%) [0.0%]	0	(0.0%)	5	(0.0%)
SOC8	21	(60.0%) [60.0%]	14	(40.0%) [40.0%]	0	(0.0%)	35	(0.1%)
SOC9	2,315	(50.0%) [51.9%]	2,143	(46.3%) [48.1%]	169	(3.7%)	4,627	(10.7%)
TOTAL	21,469	(49.4%) [52.1%]	19,746	(45.5%) [47.9%]	2,223	(5.1%)	43,438	(100.0%)

Table 19 [M] Composition of Male Full-time Education Sector Employees (including Further Education Colleges) by SOC

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	187 (56.2%) [60.3%]	123 (36.9%) [39.7%]	23 (6.9%)	333 (6.2%)
SOC2	703 (50.7%) [52.7%]	630 (45.4%) [47.3%]	54 (3.9%)	1,387 (25.9%)
SOC3	470 (49.9%) [52.3%]	429 (45.6%) [47.7%]	42 (4.5%)	941 (17.6%)
SOC4	227 (50.2%) [54.0%]	193 (42.7%) [46.0%]	32 (7.1%)	452 (8.4%)
SOC5	174 (66.2%) [69.6%]	76 (28.9%) [30.4%]	13 (4.9%)	263 (4.9%)
SOC6	487 (51.2%) [52.9%]	434 (45.6%) [47.1%]	31 (3.3%)	952 (17.8%)
SOC7	0 (0.0%) [0.0%]	0 (0.0%) [0.0%]	0 (0.0%)	0 (0.0%)
SOC8	334 (51.1%) [53.0%]	296 (45.3%) [47.0%]	23 (3.5%)	653 (12.2%)
SOC9	198 (52.9%) [56.6%]	152 (40.6%) [43.4%]	24 (6.4%)	374 (7.0%)
TOTAL	2,780 (51.9%) [54.4%]	2,333 (43.6%) [45.6%]	242 (4.5%)	5,355 (100.0%)

Table 19 [F] Composition of Female Full-time Education Sector Employees (including Further Education Colleges) by SOC

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	341 (57.4%) [59.5%]	232 (39.1%) [40.5%]	21 (3.5%)	594 (3.7%)
SOC2	832 (44.3%) [46.5%]	958 (51.1%) [53.5%]	86 (4.6%)	1,876 (11.7%)
SOC3	552 (48.6%) [50.4%]	543 (47.8%) [49.6%]	41 (3.6%)	1,136 (7.1%)
SOC4	1,884 (53.4%) [55.2%]	1,530 (43.4%) [44.8%]	114 (3.2%)	3,528 (22.0%)
SOC5	494 (58.9%) [60.8%]	319 (38.0%) [39.2%]	26 (3.1%)	839 (5.2%)
SOC6	2,763 (50.3%) [52.6%]	2,487 (45.3%) [47.4%]	243 (4.4%)	5,493 (34.3%)
SOC7	35 (72.9%) [76.1%]	11 (22.9%) [23.9%]	2 (4.2%)	48 (0.3%)
SOC8	85 (60.3%) [62.0%]	52 (36.9%) [38.0%]	4 (2.8%)	141 (0.9%)
SOC9	1,236 (52.3%) [54.6%]	1,029 (43.5%) [45.4%]	99 (4.2%)	2,364 (14.8%)
TOTAL	8,222 (51.3%) [53.4%]	7,161 (44.7%) [46.6%]	636 (4.0%)	16,019 (100.0%)

Table 21 [M] Composition of Male Full-time District Council Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	361	(62.6%) [65.3%]	192	(33.3%) [34.7%]	24	(4.2%)	577	(10.4%)
SOC2	143	(55.4%) [58.6%]	101	(39.1%) [41.4%]	14	(5.4%)	258	(4.7%)
SOC3	391	(58.0%) [61.8%]	242	(35.9%) [38.2%]	41	(6.1%)	674	(12.2%)
SOC4	108	(56.8%) [58.1%]	78	(41.1%) [41.9%]	4	(2.1%)	190	(3.4%)
SOC5	446	(63.2%) [65.6%]	234	(33.1%) [34.4%]	26	(3.7%)	706	(12.7%)
SOC6	397	(57.5%) [59.6%]	269	(38.9%) [40.4%]	25	(3.6%)	691	(12.5%)
SOC7	1	(20.0%) [25.0%]	3	(60.0%) [75.0%]	1	(20.0%)	5	(0.1%)
SOC8	468	(65.0%) [66.8%]	233	(32.4%) [33.2%]	19	(2.6%)	720	(13.0%)
SOC9	984	(57.2%) [59.3%]	675	(39.3%) [40.7%]	60	(3.5%)	1,719	(31.0%)
TOTAL	3,299	(59.5%) [61.9%]	2,027	(36.6%) [38.1%]	214	(3.9%)	5,540	(100.0%)

Table 21 [F] Composition of Female Full-time District Council Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	189	(55.1%) [57.4%]	140	(40.8%) [42.6%]	14	(4.1%)	343	(10.1%)
SOC2	92	(46.5%) [49.5%]	94	(47.5%) [50.5%]	12	(6.1%)	198	(5.8%)
SOC3	239	(50.9%) [53.5%]	208	(44.3%) [46.5%]	23	(4.9%)	470	(13.9%)
SOC4	894	(60.1%) [61.7%]	554	(37.3%) [38.3%]	39	(2.6%)	1,487	(43.9%)
SOC5	16	(57.1%) [61.5%]	10	(35.7%) [38.5%]	2	(7.1%)	28	(0.8%)
SOC6	233	(58.5%) [61.5%]	146	(36.7%) [38.5%]	19	(4.8%)	398	(11.8%)
SOC7	16	(50.0%) [50.0%]	16	(50.0%) [50.0%]	0	(0.0%)	32	(0.9%)
SOC8	4	(66.7%) [66.7%]	2	(33.3%) [33.3%]	0	(0.0%)	6	(0.2%)
SOC9	270	(63.7%) [67.2%]	132	(31.1%) [32.8%]	22	(5.2%)	424	(12.5%)
TOTAL	1,953	(57.7%) [60.0%]	1,302	(38.5%) [40.0%]	131	(3.9%)	3,386	(100.0%)

Table 23 [M] Composition of Male Full-time Civil Service Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	412	(57.0%) [64.8%]	224	(31.0%) [35.2%]	87	(12.0%)	723	(3.4%)
SOC2	1,495	(61.2%) [65.1%]	803	(32.9%) [34.9%]	145	(5.9%)	2,443	(11.6%)
SOC3	4,068	(63.2%) [67.3%]	1,979	(30.8%) [32.7%]	388	(6.0%)	6,435	(30.6%)
SOC4	2,818	(44.8%) [46.0%]	3,302	(52.5%) [54.0%]	166	(2.6%)	6,286	(29.9%)
SOC5	604	(71.6%) [76.0%]	191	(22.6%) [24.0%]	49	(5.8%)	844	(4.0%)
SOC6	119	(61.0%) [80.4%]	29	(14.9%) [19.6%]	47	(24.1%)	195	(0.9%)
SOC7	0	(0.0%) [0.0%]	0	(0.0%) [0.0%]	0	(0.0%)	0	(0.0%)
SOC8	434	(57.6%) [60.9%]	279	(37.1%) [39.1%]	40	(5.3%)	753	(3.6%)
SOC9	2,059	(61.9%) [68.3%]	955	(28.7%) [31.7%]	315	(9.5%)	3,329	(15.8%)
TOTAL	12,009	(57.2%) [60.7%]	7,762	(36.9%) [39.3%]	1,237	(5.9%)	21,008	(100.0%)

Table 23 [F] Composition of Female Full-time Civil Service Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	271	(53.3%) [55.5%]	217	(42.7%) [44.5%]	20	(3.9%)	508	(2.6%)
SOC2	549	(49.5%) [53.5%]	478	(43.1%) [46.5%]	82	(7.4%)	1,109	(5.7%)
SOC3	1,379	(58.6%) [61.0%]	881	(37.4%) [39.0%]	95	(4.0%)	2,355	(12.1%)
SOC4	7,315	(50.8%) [52.0%]	6,758	(46.9%) [48.0%]	330	(2.3%)	14,403	(73.9%)
SOC5	13	(76.5%) [81.3%]	3	(17.6%) [18.8%]	1	(5.9%)	17	(0.1%)
SOC6	118	(65.9%) [77.6%]	34	(19.0%) [22.4%]	27	(15.1%)	179	(0.9%)
SOC7	0	(0.0%) [0.0%]	0	(0.0%) [0.0%]	0	(0.0%)	0	(0.0%)
SOC8	6	(60.0%) [66.7%]	3	(30.0%) [33.3%]	1	(10.0%)	10	(0.1%)
SOC9	654	(72.8%) [78.8%]	176	(19.6%) [21.2%]	68	(7.6%)	898	(4.6%)
TOTAL	10,305	(52.9%) [54.7%]	8,550	(43.9%) [45.3%]	624	(3.2%)	19,479	(100.0%)

4

The Public Sector: Part-time

Introduction

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

Overall Composition

- 4.2 Table 24 shows that in 2004 there were 31,293 monitored employees working in a part-time capacity in the public sector, compared with 30,433 the previous year, an increase of (2.8%). There were 16,539 Protestants (52.9%), 13,031 Roman Catholics (41.6%), and 1,723 (5.5%) of Non-Determined community background. The composition of those for whom a community could be determined was [55.9%] Protestant and [44.1%] Roman Catholic.

During 2003 – 2004, Protestant part-time employment fell slightly (0.4%), while the number of Roman Catholic employees grew by (7.7%). As a result, the Roman Catholic share increased by [1.9] percentage points, from [42.2%] in 2003 to [44.1%] in 2004.

Composition by Sex

- 4.3 The public sector part-time workforce is predominately female. In 2004, more than three-quarters (77.8%) were women. This feature is slightly more marked in the Roman Catholic community: (80.2%) of Roman

Catholic part-time employees were female, compared with (76.6%) of their Protestant counterparts.

Between 2003 and 2004, the overall number of female part-time employees rose by (3.5%), from 23,543 to 24,360. The employment increase was (0.6%) for Protestants and (7.8%) for Roman Catholics. As a result of the proportionately larger increase in the Roman Catholic count, the Catholic female share grew by [1.7] percentage points during the year, from [43.5%] to [45.2%].

The overall number of male part-time employees increased by (0.6%) during the year, from 6,890 to 6,933. The number of Protestant male employees decreased by (3.2%), while the Roman Catholic count rose by (7.6%). The decline in the Protestant count, together with an increase in Roman Catholic employment, led to a rise of [2.5] percentage points in the Catholic male share to [40.0%] in 2004.

Composition by Standard Occupational Classification

- 4.4 On 1st January 2004, employers moved from the old occupational classification system (SOC90), which was adopted in all previous Reports, to a revised system known as SOC2000. This has resulted in some modifications to the content of the present report. See Section 1.7 for details.

Table 24 Composition of Public Sector Part-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	3,869	(55.8%) [60.0%]	2,577	(37.2%) [40.0%]	487	(7.0%)	6,933	(22.2%)
Female	12,670	(52.0%) [54.8%]	10,454	(42.9%) [45.2%]	1,236	(5.1%)	24,360	(77.8%)
TOTAL	16,539	(52.9%) [55.9%]	13,031	(41.6%) [44.1%]	1,723	(5.5%)	31,293	(100.0%)

Table 25 tabulates the number of public sector part-time employees by SOC and community background. The vast majority (92.4%) were concentrated in four occupational categories, namely: Professional occupations (SOC2), Associate Professional and Technical posts (SOC3), Personal Services (SOC6), and Elementary occupations (SOC9). The remaining SOC groups contained a relatively small number of employees.

In relation to the above four groups, the Protestant share ranged from [52.0%] in SOC6 to [62.4%] in SOC3. Similarly, the Roman Catholic proportion varied from a low of [37.6%] in SOC3 to [48.0%] in SOC6.

Composition by Standard Occupational Classification and Sex

MALE PART-TIME EMPLOYEES

4.5 Table 26 presents the composition of monitored male public sector part-time employment by SOC. Three categories, Professional occupations (SOC2), Associate Professional and Technical occupations (SOC3), and Elementary occupations (SOC9) accounted for over four-fifths (82.2%) of the male part-time

workforce. Each of the remaining six groups contained a relatively small number of employees.

In respect of the above three occupational groups, the Protestant share was [57.4%] in SOC2, [68.0%] in SOC3 and [49.5%] in SOC9. The corresponding Roman Catholic proportions were [42.6%], [32.0%] and [50.5%] respectively.

FEMALE PART-TIME EMPLOYEES

4.6 Table 27 (page 42) shows the composition of female public sector part-time employment by SOC.

Over four-fifths (82.5%) of females were employed in three categories, namely: Elementary occupations (SOC9), Personal services (SOC6) and Associate Professional and Technical posts (SOC3).

The Protestant share of the above three categories was [57.7%] in SOC3, [51.9%] in SOC6 and [53.7%] in SOC9. The corresponding Roman Catholic proportions were [42.3%], [48.1%] and [46.3%] respectively.

Table 25 Composition of Public Sector Part-time Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	45	(61.6%) [70.3%]	19	(26.0%) [29.7%]	9	(12.3%)	73	(0.2%)
SOC2	1,865	(49.5%) [55.2%]	1,516	(40.2%) [44.8%]	386	(10.2%)	3,767	(12.0%)
SOC3	3,678	(59.3%) [62.4%]	2,214	(35.7%) [37.6%]	315	(5.1%)	6,207	(19.8%)
SOC4	957	(61.3%) [63.8%]	543	(34.8%) [36.2%]	61	(3.9%)	1,561	(5.0%)
SOC5	338	(61.3%) [65.6%]	177	(32.1%) [34.4%]	36	(6.5%)	551	(1.8%)
SOC6	2,845	(49.4%) [52.0%]	2,622	(45.5%) [48.0%]	291	(5.1%)	5,758	(18.4%)
SOC7	77	(62.1%) [65.3%]	41	(33.1%) [34.7%]	6	(4.8%)	124	(0.4%)
SOC8	24	(48.0%) [53.3%]	21	(42.0%) [46.7%]	5	(10.0%)	50	(0.2%)
SOC9	6,710	(50.8%) [53.3%]	5,878	(44.5%) [46.7%]	614	(4.7%)	13,202	(42.2%)
TOTAL	16,539	(52.9%) [55.9%]	13,031	(41.6%) [44.1%]	1,723	(5.5%)	31,293	(100.0%)

Security Related Occupations

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

Table 28 (page 42) shows that in 2004 there were 1,443 part-time employees in security-related occupations, a fall of almost a quarter (23.1%) on the previous year's total of 1,877 employees.

The table shows there were 1,357 (94.0%) Protestant, 59 (4.1%) Roman Catholic and 27(1.9%) Non-determined employees. Among those whose community was determined, [95.8%] were Protestant and [4.2%] were Roman Catholic.

During the year, the number of Protestant employees fell by over a fifth (22.9%), while the Roman Catholic count decreased by nearly a third (30.6%). These factors led to a decrease of [0.4] of a percentage point in the Roman Catholic share.

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

Among males, only (1.2%) of Roman Catholic public sector part-time employees were in security-related occupations in 2004, compared with over a quarter (26.1%) of their Protestant counterparts. Among females, (0.3%) of Roman Catholics working part-time in the public sector were carrying out security-related work. The corresponding figure for Protestant females was (2.7%).

Table 29 (page 43) shows that, when those in security-related occupations are excluded, the composition of the remaining public sector part-time workforce for whom a community was determined was [53.9%] Protestant and [46.1%] Roman Catholic.

For males, the exclusion of security-related occupations would have increased the Roman Catholic share of the entire monitored public sector part-time workforce to [47.1%] from [40.0%]. For females the corresponding increase would have been from [45.2%] from [45.8%].

Table 26 Composition of Male Public Sector Part-time Employees by SOC

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	33 (73.3%) [84.6%]	6 (13.3%) [15.4%]	6 (13.3%)	45 (0.6%)
SOC2	767 (49.8%) [57.4%]	570 (37.0%) [42.6%]	202 (13.1%)	1,539 (22.2%)
SOC3	1,838 (64.9%) [68.0%]	863 (30.5%) [32.0%]	132 (4.7%)	2,833 (40.9%)
SOC4	125 (61.9%) [64.4%]	69 (34.2%) [35.6%]	8 (4.0%)	202 (2.9%)
SOC5	22 (44.9%) [51.2%]	21 (42.9%) [48.8%]	6 (12.2%)	49 (0.7%)
SOC6	442 (49.0%) [52.6%]	398 (44.1%) [47.4%]	62 (6.9%)	902 (13.0%)
SOC7	1 (50.0%) [50.0%]	1 (50.0%) [50.0%]	0 (0.0%)	2 (0.0%)
SOC8	18 (52.9%) [58.1%]	13 (38.2%) [41.9%]	3 (8.8%)	34 (0.5%)
SOC9	623 (46.9%) [49.5%]	636 (47.9%) [50.5%]	68 (5.1%)	1,327 (19.1%)
TOTAL	3,869 (55.8%) [60.0%]	2,577 (37.2%) [40.0%]	487 (7.0%)	6,933 (100.0%)

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

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	12	(42.9%) [48.0%]	13	(46.4%) [52.0%]	3	(10.7%)	28	(0.1%)
SOC2	1,098	(49.3%) [53.7%]	946	(42.5%) [46.3%]	184	(8.3%)	2,228	(9.1%)
SOC3	1,840	(54.5%) [57.7%]	1,351	(40.0%) [42.3%]	183	(5.4%)	3,374	(13.9%)
SOC4	832	(61.2%) [63.7%]	474	(34.9%) [36.3%]	53	(3.9%)	1,359	(5.6%)
SOC5	316	(62.9%) [66.9%]	156	(31.1%) [33.1%]	30	(6.0%)	502	(2.1%)
SOC6	2,403	(49.5%) [51.9%]	2,224	(45.8%) [48.1%]	229	(4.7%)	4,856	(19.9%)
SOC7	76	(62.3%) [65.5%]	40	(32.8%) [34.5%]	6	(4.9%)	122	(0.5%)
SOC8	6	(37.5%) [42.9%]	8	(50.0%) [57.1%]	2	(12.5%)	16	(0.1%)
SOC9	6,087	(51.3%) [53.7%]	5,242	(44.1%) [46.3%]	546	(4.6%)	11,875	(48.7%)
TOTAL	12,670	(52.0%) [54.8%]	10,454	(42.9%) [45.2%]	1,236	(5.1%)	24,360	(100.0%)

Table 28 Composition of Public Sector Part-time Employees in Security-related Occupations by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	1,009	(95.0%) [97.0%]	31	(2.9%) [3.0%]	22	(2.1%)	1,062	(73.6%)
Female	348	(91.3%) [92.6%]	28	(7.3%) [7.4%]	5	(1.3%)	381	(26.4%)
TOTAL	1,357	(94.0%) [95.8%]	59	(4.1%) [4.2%]	27	(1.9%)	1,443	(100.0%)

Table 29 Composition of Public Sector Part-time Employees excluding those in Security-related Occupations by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	2,860	(48.7%) [52.9%]	2,546	(43.4%) [47.1%]	465	(7.9%)	5,871	(19.7%)
Female	12,322	(51.4%) [54.2%]	10,426	(43.5%) [45.8%]	1,231	(5.1%)	23,979	(80.3%)
TOTAL	15,182	(50.9%) [53.9%]	12,972	(43.5%) [46.1%]	1,696	(5.7%)	29,850	(100.0%)

COMPOSITION OF THE MAJOR SECTORS

Health Sector Part-time Overall Composition

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

Table 30 shows a total of 10,774 part-time health sector employees in 2004, a (5.7%) decrease since 2003. The sector contains a third (34.4%) of the entire monitored public sector part-time workforce.

The overall composition was (49.5%) Protestant, (44.4%) Roman Catholic, (6.1%) Non-determined. The composition of those for whom a community could be determined was [52.7%] Protestant and [47.3%] Roman Catholic.

Compared with 2003, the overall Protestant count fell by (10.1%), while the number of Roman Catholic employees rose by (1.3%). The decline in Protestant employment, coupled with a small rise in the number of Catholic employees, resulted in an increase of [3.0] percentage points in the Catholic share during the year.

Females account for nine out of ten (89.3%) employees in the health sector. Compared with 2003, the level of female employment declined by (7.3%) during the year. The number of Protestant females fell by over a tenth (11.9%), while the Roman Catholic count remained almost static. As a result, the Roman Catholic proportion of female employees increased by [3.1] percentage points in 2004 to [46.3%].

There were 1,152 males working part-time in the health sector, an increase of (9.5%) since 2003. The Protestant male count rose by (15.6%), while the number of Roman Catholic males grew by (13.0%). These factors led to an increase of [0.6] of a percentage point in the Protestant share to [44.0%].

Table 30 Composition of Health Sector Part-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	429	(37.2%) [44.0%]	547	(47.5%) [56.0%]	176	(15.3%)	1,152	(10.7%)
Female	4,906	(51.0%) [53.7%]	4,238	(44.0%) [46.3%]	478	(5.0%)	9,622	(89.3%)
TOTAL	5,335	(49.5%) [52.7%]	4,785	(44.4%) [47.3%]	654	(6.1%)	10,774	(100.0%)

Composition of Health Sector by Standard Occupational Classification

4.9 Table 31 reveals that, in the health sector, almost nine out of ten (88.5%) part-time employees were concentrated in three occupational groups, namely: Associate Professional and Technical occupations (SOC3); Personal services (SOC6); and Elementary occupations (SOC9). The remaining groups contained a relatively small number of employees.

Looking only at the above three categories, the Protestant share ranged from a low of [40.5%] in SOC6 to [55.5%] in SOC9. The Catholic proportion varied between [44.5%] in SOC9 and [59.5%] in SOC6.

Composition of Health Sector by Standard Occupational Classification and Sex

MALE PART-TIME EMPLOYEES

4.10 Table 31[M] (page 49) shows the community composition by SOC for male part-time health sector employees. More than four-fifths (82.6%) were concentrated in three categories,

namely: Associate Professional and Technical posts (SOC2), Personal services (SOC6), and Elementary occupations (SOC9).

The Protestant share of the above named groups was: SOC2 [60.3%], SOC6 [35.0%], and SOC9 [41.4%]. The corresponding Roman Catholic proportion was SOC2 [39.7%], SOC6 [65.0%] and SOC9 [58.6%].

FEMALE PART-TIME EMPLOYEES

4.11 Table 31[F] (page 49) shows that over nine out of ten (91.6%) female part-time health sector workers were concentrated in three occupational groups, namely: Associate Professional and Technical posts (SOC3), Personal services (SOC6), and Elementary occupations (SOC9). The remaining groups contained a negligible number of employees.

The Protestant share was [53.0%] in SOC3, [41.4%] in SOC6 and [56.4%] in SOC9. The corresponding Catholic proportion was [47.0%] in SOC3, [58.6%] in SOC6 and [43.6%] in SOC9.

Table 31 Composition of Health Sector Part-time Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	9	(30.0%) [37.5%]	15	(50.0%) [62.5%]	6	(20.0%)	30	(0.3%)
SOC2	356	(45.6%) [58.6%]	251	(32.2%) [41.4%]	173	(22.2%)	780	(7.2%)
SOC3	1,166	(49.1%) [51.9%]	1,082	(45.5%) [48.1%]	128	(5.4%)	2,376	(22.1%)
SOC4	248	(60.9%) [63.4%]	143	(35.1%) [36.6%]	16	(3.9%)	407	(3.8%)
SOC5	4	(33.3%) [36.4%]	7	(58.3%) [63.6%]	1	(8.3%)	12	(0.1%)
SOC6	664	(38.3%) [40.5%]	975	(56.3%) [59.5%]	93	(5.4%)	1,732	(16.1%)
SOC7	1	(100.0%) [100.0%]	0	(0.0%) [0.0%]	0	(0.0%)	1	(0.0%)
SOC8	11	(52.4%) [57.9%]	8	(38.1%) [42.1%]	2	(9.5%)	21	(0.2%)
SOC9	2,876	(53.1%) [55.5%]	2,304	(42.5%) [44.5%]	235	(4.3%)	5,415	(50.3%)
TOTAL	5,335	(49.5%) [52.7%]	4,785	(44.4%) [47.3%]	654	(6.1%)	10,774	(100.0%)

Education Sector Overall Part-time Composition

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

Table 32 shows there were 16,076 part-time staff employed in the education sector in 2004, a rise of (14.8%) over 2003. The sector contains just over half (51.4%) of the entire monitored part-time public sector workforce.

The overall composition was (50.6%) Protestant, (44.1%) Roman Catholic and (5.3%) Non-Determined, see Table 32. Those for whom a community was determined had a composition of [53.5%] Protestant and [46.5%] Roman Catholic.

The Protestant count increased by (14.5%) while Roman Catholic employment rose by (15.1%). As a result of a slightly higher proportional increase in Roman Catholic representation, the Protestant share declined by [0.1] of a percentage point to [53.5%].

Females represent four out of five (81.2%) of all employees in this sector. They accounted for 13,061 employees in 2004, a net rise of (16.1%) on the previous year. The number of Protestant females increased by (15.6%) during the year, while the Roman Catholic count grew by (16.2%). Again, this led to a fall of [0.1] of a percentage point in the Protestant female share during 2004.

There were 3,015 males working part-time in the education sector, (9.7%) more than in 2003. The Protestant male count increased by (10.0%), while the number of Roman Catholic males rose by (10.3%). As a consequence, the Protestant male share fell by [0.1] of a percentage point during the year to [52.9%].

Composition of Education Sector by Standard Occupational Classification

4.13 Table 33 (overleaf) presents the composition of the part-time education sector by SOC. The table reveals that more than four in five (84.2%) part-time employees were concentrated in three occupational groups, namely: Associate Professional and Technical posts (SOC2), Personal services (SOC6) and Elementary occupations (SOC9). Almost half (46.2%) were employed in SOC9.

The Protestant share of the above three groups was SOC2 [54.2%], SOC6 [55.2%], and SOC9 [51.3%]. The corresponding Roman Catholic proportions were [45.8%] in SOC2, [44.8%] in SOC6 and [48.7%] in SOC9.

Composition of Education Sector by Standard Occupational Classification and Sex

MALE PART-TIME EMPLOYEES

4.14 Table 33[M] (page 50) shows that almost nine-tenths (88.6%) of the 3,015 male part-time employees in the education sector were concentrated in Professional occupations (SOC2), Associate Professional and Technical occupations (SOC3) and Elementary occupations (SOC9). The remaining categories contained negligible number of employees.

The Catholic share of the above groups was [43.7%] in SOC2, [52.6%] in SOC3 and [49.2%] in SOC9. The corresponding Protestant proportions were [56.3%], [47.4%], and [50.8%] respectively.

Table 32 Composition of Education Sector Part-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	1,490	(49.4%) [52.9%]	1,324	(43.9%) [47.1%]	201	(6.7%)	3,015	(18.8%)
Female	6,648	(50.9%) [53.6%]	5,761	(44.1%) [46.4%]	652	(5.0%)	13,061	(81.2%)
TOTAL	8,138	(50.6%) [53.5%]	7,085	(44.1%) [46.5%]	853	(5.3%)	16,076	(100.0%)

Table 33 Composition of Education Sector Part-time Employees by SOC

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	5 (62.5%) [71.4%]	2 (25.0%) [28.6%]	1 (12.5%)	8 (0.0%)
SOC2	1,478 (50.4%) [54.2%]	1,247 (42.5%) [45.8%]	206 (7.0%)	2,931 (18.2%)
SOC3	565 (44.5%) [48.6%]	598 (47.1%) [51.4%]	107 (8.4%)	1,270 (7.9%)
SOC4	408 (61.8%) [64.1%]	229 (34.7%) [35.9%]	23 (3.5%)	660 (4.1%)
SOC5	281 (63.1%) [66.7%]	140 (31.5%) [33.3%]	24 (5.4%)	445 (2.8%)
SOC6	1,688 (52.9%) [55.2%]	1,370 (43.0%) [44.8%]	130 (4.1%)	3,188 (19.8%)
SOC7	74 (63.8%) [66.7%]	37 (31.9%) [33.3%]	5 (4.3%)	116 (0.7%)
SOC8	12 (44.4%) [50.0%]	12 (44.4%) [50.0%]	3 (11.1%)	27 (0.2%)
SOC9	3,627 (48.8%) [51.3%]	3,450 (46.4%) [48.7%]	354 (4.8%)	7,431 (46.2%)
TOTAL	8,138 (50.6%) [53.5%]	7,085 (44.1%) [46.5%]	853 (5.3%)	16,076 (100.0%)

EDUCATION SECTOR FEMALE PART-TIME EMPLOYEES

4.15 Table 33[F] (page 50) reveals that almost nine-tenths (86.3%) of the 13,061 female part-time workers in the education sector were located in Professional occupations (SOC2), Personal services (SOC6), and Elementary occupations (SOC9). The remaining categories contained a small or negligible number of employees.

The Protestant share of the above groups was SOC2 [53.0%], SOC6 [55.3%], and SOC9 [51.3%]. The corresponding Catholic shares were [47.0%], [44.7%], and [48.7%] respectively.

District Councils Overall Part-time Composition

4.16 Table 34 reveals that, in 2004 a total of 1,489 persons were employed in a part-time capacity across the 26 district councils in Northern Ireland, a decline of 3.9% on the previous year. The district councils account for only one in

twenty (4.8%) of the public sector part-time workforce.

Their composition was (57.9%) Protestant, (33.9%) Roman Catholic and (8.2%) Non-Determined. Protestants accounted for [63.1%] of those for whom a community was determined and Roman Catholics for [36.9%]. Compared with 2003, Protestant employment declined by (2.6%), while Roman Catholic employment fell by (7.0%). These factors led to an increase of [1.1] percentage points in the Protestant share to [63.1%].

Over half (59.6%) of district council part-time employees are female. A (4.2%) decrease in the number of Roman Catholic female employees, compared with a fall of (0.4%) in the Protestant count, led to a [1.1] percentage point fall in the Catholic female share.

Similarly, a (5.7%) decline in male Protestant employment, coupled with a larger fall of (10.8%) in the Roman Catholic count, resulted in a [1.1] percentage point increase in the Protestant male share.

Table 34 Composition of District Council Part-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	348	(57.8%) [62.7%]	207	(34.4%) [37.3%]	47	(7.8%)	602	(40.4%)
Female	514	(57.9%) [63.3%]	298	(33.6%) [36.7%]	75	(8.5%)	887	(59.6%)
TOTAL	862	(57.9%) [63.1%]	505	(33.9%) [36.9%]	122	(8.2%)	1,489	(100.0%)

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

4.17 Table 35 shows that only one occupational group, namely Personal services (SOC6), contained a significant number and proportion of District Council part-time employees (54.6%).

The composition of this group was [63.3%] Protestant and [36.7%] Roman Catholic.

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

MALE PART-TIME EMPLOYEES

4.18 Almost two-thirds (65.4%) of the 602 male part-time district council staff were located in Personal service occupations (SOC6). Their composition was [62.8%] Protestant and [37.2%] Roman Catholic. None of the remaining eight occupational groups contained sufficient numbers to enable valid comparisons to be made.

Table 35 Composition of District Council Part-time Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	1	(33.3%) [50.0%]	1	(33.3%) [50.0%]	1	(33.3%)	3	(0.2%)
SOC2	4	(57.1%) [57.1%]	3	(42.9%) [42.9%]	0	(0.0%)	7	(0.5%)
SOC3	117	(58.5%) [66.9%]	58	(29.0%) [33.1%]	25	(12.5%)	200	(13.4%)
SOC4	117	(60.6%) [64.3%]	65	(33.7%) [35.7%]	11	(5.7%)	193	(13.0%)
SOC5	28	(56.0%) [58.3%]	20	(40.0%) [41.7%]	2	(4.0%)	50	(3.4%)
SOC6	472	(58.1%) [63.3%]	274	(33.7%) [36.7%]	67	(8.2%)	813	(54.6%)
SOC7	2	(28.6%) [33.3%]	4	(57.1%) [66.7%]	1	(14.3%)	7	(0.5%)
SOC8	1	(100.0%) [100.0%]	0	(0.0%) [0.0%]	0	(0.0%)	1	(0.1%)
SOC9	120	(55.8%) [60.0%]	80	(37.2%) [40.0%]	15	(7.0%)	215	(14.4%)
TOTAL	862	(57.9%) [63.1%]	505	(33.9%) [36.9%]	122	(8.2%)	1,489	(100.0%)

DISTRICT COUNCIL FEMALE PART-TIME EMPLOYEES

4.19 Similarly, just under half (47.2%) of the 887 female part-time district council staff were located in Personal services (SOC6). Their composition was [63.7%] Protestant and [36.3%] Roman Catholic. Again, none of the remaining eight occupational groups contained sufficient numbers to enable valid comparisons to be made.

Civil Service Overall Composition

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

Table 36 shows that in 2004 the Civil Service employed only 326 persons in a part-time capacity, one-third less (34.9%) than in 2003. Almost three-quarters (72.1%) were female. It should be noted that job-share posts are classified as full-time, primarily because post-holders invariably work more than 16 hours per week.

The composition was (62.0%) Protestant, (32.2%) Roman Catholic and (5.8%) Non-Determined. Among those for whom a community was determined [65.8%] were Protestant and [34.2%] were Roman Catholic.

Four-fifths (79.8%) of civil service part-time employees were employed in Administrative and secretarial posts (SOC4). The community composition of this group was [63.7%] Protestant and [36.3%] Roman Catholic.

Table 36 Composition of Civil Service Part-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	54	(59.3%) [65.9%]	28	(30.8%) [34.1%]	9	(9.9%)	91	(27.9%)
Female	148	(63.0%) [65.8%]	77	(32.8%) [34.2%]	10	(4.3%)	235	(72.1%)
TOTAL	202	(62.0%) [65.8%]	105	(32.2%) [34.2%]	19	(5.8%)	326	(100.0%)

Table 31 [M] Composition of Male Health Sector Part-time Employees by SOC

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	0 (0.0%) [0.0%]	4 (50.0%) [100.0%]	4 (50.0%)	8 (0.7%)
SOC2	158 (41.3%) [60.3%]	104 (27.2%) [39.7%]	121 (31.6%)	383 (33.2%)
SOC3	41 (28.9%) [32.5%]	85 (59.9%) [67.5%]	16 (11.3%)	142 (12.3%)
SOC4	12 (40.0%) [40.0%]	18 (60.0%) [60.0%]	0 (0.0%)	30 (2.6%)
SOC5	0 (0.0%) [0.0%]	0 (0.0%) [0.0%]	0 (0.0%)	0 (0.0%)
SOC6	82 (32.5%) [35.0%]	152 (60.3%) [65.0%]	18 (7.1%)	252 (21.9%)
SOC7	0 (0.0%) [0.0%]	0 (0.0%) [0.0%]	0 (0.0%)	0 (0.0%)
SOC8	11 (55.0%) [61.1%]	7 (35.0%) [38.9%]	2 (10.0%)	20 (1.7%)
SOC9	125 (39.4%) [41.4%]	177 (55.8%) [58.6%]	15 (4.7%)	317 (27.5%)
TOTAL	429 (37.2%) [44.0%]	547 (47.5%) [56.0%]	176 (15.3%)	1,152 (100.0%)

Table 31 [F] Composition of Female Health Sector Part-time Employees by SOC

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	9 (40.9%) [45.0%]	11 (50.0%) [55.0%]	2 (9.1%)	22 (0.2%)
SOC2	198 (49.9%) [57.4%]	147 (37.0%) [42.6%]	52 (13.1%)	397 (4.1%)
SOC3	1,125 (50.4%) [53.0%]	997 (44.6%) [47.0%]	112 (5.0%)	2,234 (23.2%)
SOC4	236 (62.6%) [65.4%]	125 (33.2%) [34.6%]	16 (4.2%)	377 (3.9%)
SOC5	4 (33.3%) [36.4%]	7 (58.3%) [63.6%]	1 (8.3%)	12 (0.1%)
SOC6	582 (39.3%) [41.4%]	823 (55.6%) [58.6%]	75 (5.1%)	1,480 (15.4%)
SOC7	1 (100.0%) [100.0%]	0 (0.0%) [0.0%]	0 (0.0%)	1 (0.0%)
SOC8	0 (0.0%) [0.0%]	1 (100.0%) [100.0%]	0 (0.0%)	1 (0.0%)
SOC9	2,751 (54.0%) [56.4%]	2,127 (41.7%) [43.6%]	220 (4.3%)	5,098 (53.0%)
TOTAL	4,906 (51.0%) [53.7%]	4,238 (44.0%) [46.3%]	478 (5.0%)	9,622 (100.0%)

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

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	3 (75.0%) [75.0%]	1 (25.0%) [25.0%]	0 (0.0%)	4 (0.1%)
SOC2	591 (52.3%) [56.3%]	459 (40.6%) [43.7%]	80 (7.1%)	1,130 (37.5%)
SOC3	275 (43.2%) [47.4%]	305 (47.9%) [52.6%]	57 (8.9%)	637 (21.1%)
SOC4	48 (65.8%) [69.6%]	21 (28.8%) [30.4%]	4 (5.5%)	73 (2.4%)
SOC5	1 (50.0%) [50.0%]	1 (50.0%) [50.0%]	0 (0.0%)	2 (0.1%)
SOC6	131 (51.8%) [54.4%]	110 (43.5%) [45.6%]	12 (4.7%)	253 (8.4%)
SOC7	0 (0.0%) [0.0%]	1 (100.0%) [100.0%]	0 (0.0%)	1 (0.0%)
SOC8	6 (50.0%) [54.5%]	5 (41.7%) [45.5%]	1 (8.3%)	12 (0.4%)
SOC9	435 (48.2%) [50.8%]	421 (46.6%) [49.2%]	47 (5.2%)	903 (30.0%)
TOTAL	1,490 (49.4%) [52.9%]	1,324 (43.9%) [47.1%]	201 (6.7%)	3,015 (100.0%)

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

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	2 (50.0%) [66.7%]	1 (25.0%) [33.3%]	1 (25.0%)	4 (0.0%)
SOC2	887 (49.3%) [53.0%]	788 (43.8%) [47.0%]	126 (7.0%)	1,801 (13.8%)
SOC3	290 (45.8%) [49.7%]	293 (46.3%) [50.3%]	50 (7.9%)	633 (4.8%)
SOC4	360 (61.3%) [63.4%]	208 (35.4%) [36.6%]	19 (3.2%)	587 (4.5%)
SOC5	280 (63.2%) [66.8%]	139 (31.4%) [33.2%]	24 (5.4%)	443 (3.4%)
SOC6	1,557 (53.0%) [55.3%]	1,260 (42.9%) [44.7%]	118 (4.0%)	2,935 (22.5%)
SOC7	74 (64.3%) [67.3%]	36 (31.3%) [32.7%]	5 (4.3%)	115 (0.9%)
SOC8	6 (40.0%) [46.2%]	7 (46.7%) [53.8%]	2 (13.3%)	15 (0.1%)
SOC9	3,192 (48.9%) [51.3%]	3,029 (46.4%) [48.7%]	307 (4.7%)	6,528 (50.0%)
TOTAL	6,648 (50.9%) [53.6%]	5,761 (44.1%) [46.4%]	652 (5.0%)	13,061 (100.0%)

5

The Private Sector: Full-time

Background

- 5.1 The Commission receives monitoring returns from private sector concerns throughout the year. Between 1st January and 31st December 2004 there were 3,803 valid returns submitted.

In 1990 concerns with 26 or more employees were required to register with the Fair Employment Commission (FEC) and submit their first monitoring return that year. Concerns with 11-25 employees were not required to submit their first return until 1992. Thus, in order to analyse trends in community composition over the full period of statutory monitoring, some of the tables and charts refer only to those concerns with 26 or more employees.

Overall Composition

- 5.2 The number of monitored private sector full-time employees marginally increased during 2004, from 256,289 to 256,968, a rise of (0.3%).

Table 37 shows that the overall composition was 144,211 (56.1%) Protestant, 98,660 (38.4%) Roman Catholic and 14,097 (5.5%) Non-Determined. The composition of those for whom a community was determined was [59.4%] Protestant and [40.6%] Roman Catholic.

While net Protestant full-time employment declined by 1,732 (1.2%) during the monitoring period, the number of Roman Catholic

employees rose by 529 (0.5%). The decline in Protestant employment, coupled with a small rise in Roman Catholic employment, resulted in an increase of [0.4] of a percentage point in the Roman Catholic share, from [40.2%] in 2003 to [40.6%] in 2004.

The decline in manufacturing industry, which has been a feature of recent monitoring reports, continued in 2004 with a net loss of 4,092 full-time employees. In contrast, service-type employment continued to grow, with a net gain of 4,438 employees (see Section 5.13).

Composition by Sex

- 5.3 Unlike the public sector, the private sector is predominately male. In 2004 there were 151,746 males (59.1%) and 105,222 females (40.9%), see Table 37. Male full-time employment increased by (0.8%) during the year. The number of Protestant male employees dropped by (0.9%) while Roman Catholic employment rose by (1.3%). These two factors led to an increase of [0.5] of a percentage point in the Roman Catholic male share to [39.4%] in 2004.

In contrast to males, the overall number of female full-time employees fell by (0.5%) during 2004. The number of Protestant female employees dropped by (1.6%) and the Roman Catholic figure decreased by (0.4%). This resulted in a slight increase of [0.2] of a percentage point in the Roman Catholic female share, from [42.1%] in 2003 to [42.3%] in 2004.

Table 37 Composition of Monitored Private Sector Full-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	86,728	(57.2%) [60.6%]	56,437	(37.2%) [39.4%]	8,581	(5.7%)	151,746	(59.1%)
Female	57,483	(54.6%) [57.7%]	42,223	(40.1%) [42.3%]	5,516	(5.2%)	105,222	(40.9%)
TOTAL	144,211	(56.1%) [59.4%]	98,660	(38.4%) [40.6%]	14,097	(5.5%)	256,968	(100.0%)

Looking at the same sections of the private sector full-time workforce as were monitored in 1990 (concerns with 26 or more employees), Figure 8 shows that the overall Roman Catholic share has increased by [6.0] percentage points, from [34.6%] in 1990 to [40.6%] in 2004. The increase was [6.2] percentage points for Catholic males and [5.7] percentage points for females.

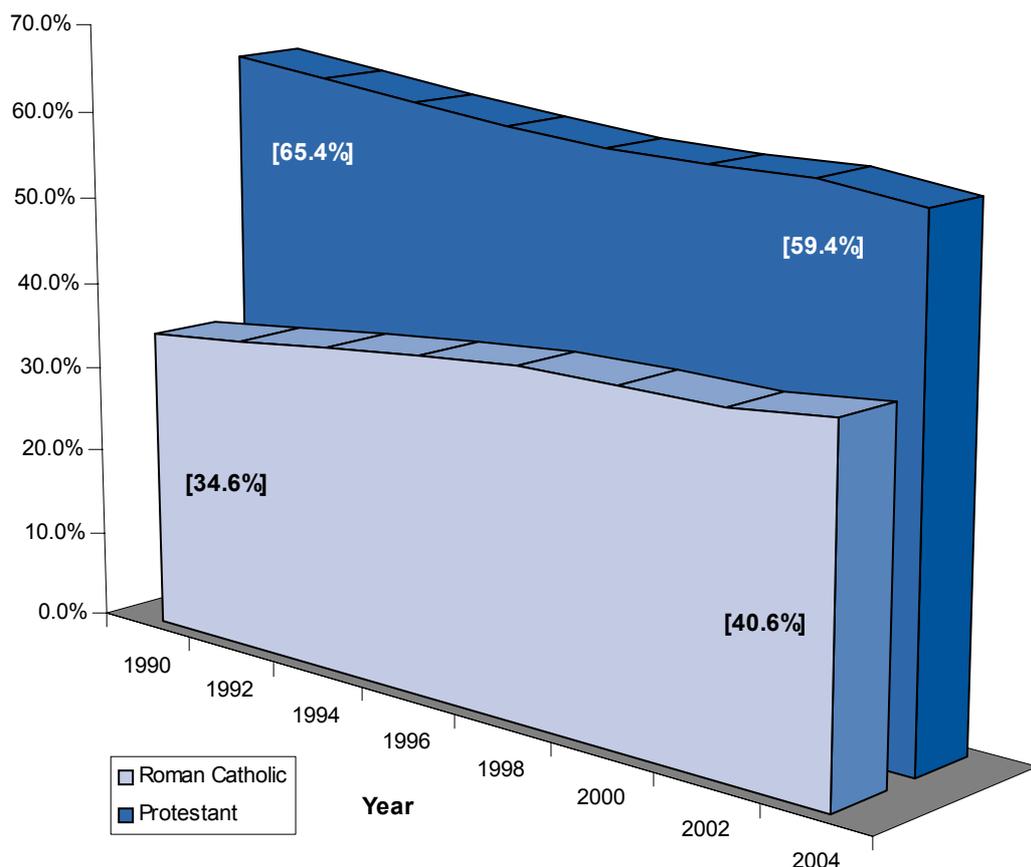
Composition by Standard Occupational Classification (SOC)

5.4 On 1st January 2004, employers moved from the old occupational classification system (SOC90), which was adopted in all previous Reports, to a revised system known as SOC2000. This has resulted in some modifications to the content of the present report. See Section 1.7 for details.

Table 38 presents a breakdown of private sector full-time employment by SOC group for 2004. The largest categories were Plant and Machine operatives (SOC8), followed by Sales and Customer services (SOC7), Administrative and Secretarial posts (SOC4), and Skilled trades (SOC5). There was also a substantial number of employees in the remaining five groups.

Looking only at the largest four groups cited above, the Protestant share ranged from a low of [58.6%] in SOC7 to a high of [62.1%] in SOC5. For Roman Catholics, their share varied from a low of [37.9%] in SOC5 to a peak of [41.4%] in SOC7.

Fig 8: Composition of Private Sector Concerns with 26+ Employees, 1990 - 2004



	1990	1992	1994	1996	1998	2000	2002	2004
□ Roman Catholic	34.6%	35.8%	37.2%	38.3%	39.3%	39.5%	39.3%	40.6%
■ Protestant	65.4%	64.2%	62.8%	61.7%	60.7%	60.5%	60.7%	59.4%

Table 38 Composition of Monitored Private Sector Full-time Employees by SOC

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	15,668 (56.1%) [59.1%]	10,844 (38.9%) [40.9%]	1,398 (5.0%)	27,910 (10.9%)
SOC2	7,839 (49.8%) [55.2%]	6,371 (40.5%) [44.8%]	1,535 (9.7%)	15,745 (6.1%)
SOC3	9,555 (52.0%) [55.9%]	7,549 (41.1%) [44.1%]	1,278 (7.0%)	18,382 (7.2%)
SOC4	19,540 (57.5%) [61.0%]	12,514 (36.8%) [39.0%]	1,917 (5.6%)	33,971 (13.2%)
SOC5	20,089 (60.0%) [62.1%]	12,258 (36.6%) [37.9%]	1,110 (3.3%)	33,457 (13.0%)
SOC6	9,446 (56.1%) [59.0%]	6,567 (39.0%) [41.0%]	828 (4.9%)	16,841 (6.6%)
SOC7	19,909 (55.5%) [58.6%]	14,061 (39.2%) [41.4%]	1,890 (5.3%)	35,860 (14.0%)
SOC8	26,639 (56.5%) [59.4%]	18,218 (38.6%) [40.6%]	2,333 (4.9%)	47,190 (18.4%)
SOC9	15,526 (56.2%) [60.2%]	10,278 (37.2%) [39.8%]	1,808 (6.5%)	27,612 (10.7%)
TOTAL	144,211 (56.1%) [59.4%]	98,660 (38.4%) [40.6%]	14,097 (5.5%)	256,968 (100.0%)

Composition by Standard Occupational Classification and Sex

MALE EMPLOYEES

- 5.5 The composition of male full-time private sector employment by SOC is presented in Table 39 (overleaf). It reveals that nearly half of male employees (45.5%) were located in two categories, namely: Skilled trades (SOC5) and Plant and Machine operatives (SOC8).

The Protestant male share of the above two groups was SOC5 [62.5%] and SOC8 [59.4%]. The corresponding shares for Roman Catholic males were [37.5%] and [40.6%] respectively.

FEMALE EMPLOYEES

- 5.6 Table 40 (overleaf) presents the composition of female full-time private sector employment by SOC. Again, nearly half of female employees (45.5%) were concentrated in two occupational groups, namely: Administrative and Secretarial posts (SOC4) and Sales and Customer services (SOC7).

The Protestant female share of the above two groups was SOC4 [61.3%] and SOC7 [57.5%]. The corresponding shares for Roman Catholic females were [38.7%] and [42.5%] respectively.

Composition by Company Size

- 5.7 Table 41 (page 55) presents the composition of monitored private sector full-time employees by company size. Compared with 2003, overall employment levels rose in all size bands except the smallest (11-25 employees), which witnessed a decline of (3.8%). The largest net increase (2.8%) occurred in the middle size band (51-100 employees).

Table 41 shows that in 2004, almost four in ten (38.5%) of all 3,803 private sector concerns had 11-25 employees. These concerns, however, employed less than one-tenth (9.0%) of all full-time employees in the private sector. There were 193 concerns with 251 or more employees, (5.1%) of the total number of concerns. In contrast, these firms employed nearly half (43.6%) of all private sector full-time workers.

Table 39 Composition of Monitored Male Private Sector Full-time Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	10,168	(57.7%) [61.0%]	6,514	(37.0%) [39.0%]	925	(5.3%)	17,607	(11.6%)
SOC2	5,436	(52.5%) [58.7%]	3,827	(36.9%) [41.3%]	1,097	(10.6%)	10,360	(6.8%)
SOC3	5,741	(55.5%) [59.4%]	3,932	(38.0%) [40.6%]	672	(6.5%)	10,345	(6.8%)
SOC4	4,441	(55.1%) [59.8%]	2,980	(37.0%) [40.2%]	635	(7.9%)	8,056	(5.3%)
SOC5	18,620	(60.4%) [62.5%]	11,176	(36.3%) [37.5%]	1,017	(3.3%)	30,813	(20.3%)
SOC6	3,146	(59.5%) [63.2%]	1,835	(34.7%) [36.8%]	302	(5.7%)	5,283	(3.5%)
SOC7	7,824	(56.5%) [60.4%]	5,133	(37.1%) [39.6%]	888	(6.4%)	13,845	(9.1%)
SOC8	21,624	(56.5%) [59.4%]	14,750	(38.5%) [40.6%]	1,915	(5.0%)	38,289	(25.2%)
SOC9	9,728	(56.7%) [60.7%]	6,290	(36.7%) [39.3%]	1,130	(6.6%)	17,148	(11.3%)
TOTAL	86,728	(57.2%) [60.6%]	56,437	(37.2%) [39.4%]	8,581	(5.7%)	151,746	(100.0%)

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

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	5,500	(53.4%) [56.0%]	4,330	(42.0%) [44.0%]	473	(4.6%)	10,303	(9.8%)
SOC2	2,403	(44.6%) [48.6%]	2,544	(47.2%) [51.4%]	438	(8.1%)	5,385	(5.1%)
SOC3	3,814	(47.5%) [51.3%]	3,617	(45.0%) [48.7%]	606	(7.5%)	8,037	(7.6%)
SOC4	15,099	(58.3%) [61.3%]	9,534	(36.8%) [38.7%]	1,282	(4.9%)	25,915	(24.6%)
SOC5	1,469	(55.6%) [57.6%]	1,082	(40.9%) [42.4%]	93	(3.5%)	2,644	(2.5%)
SOC6	6,300	(54.5%) [57.1%]	4,732	(40.9%) [42.9%]	526	(4.6%)	11,558	(11.0%)
SOC7	12,085	(54.9%) [57.5%]	8,928	(40.6%) [42.5%]	1,002	(4.6%)	22,015	(20.9%)
SOC8	5,015	(56.3%) [59.1%]	3,468	(39.0%) [40.9%]	418	(4.7%)	8,901	(8.5%)
SOC9	5,798	(55.4%) [59.2%]	3,988	(38.1%) [40.8%]	678	(6.5%)	10,464	(9.9%)
TOTAL	57,483	(54.6%) [57.7%]	42,223	(40.1%) [42.3%]	5,516	(5.2%)	105,222	(100.0%)

Protestant employment levels declined in all size bands, while the number of Roman Catholic employees increased in all bands except the smallest (11-25). As a result, the Roman Catholic share increased in all bands except the smallest, which remained unchanged at [41.2%], with corresponding decreases in the Protestant share.

The Protestant share in 2004 was highest [60.2%] in the largest band (251+), while the maximum Roman Catholic share [41.4%] was recorded in the middle band (51 -100 employees).

Composition by Size and Sex

MALE EMPLOYEES

- 5.8 Table 41[M] presents the composition of monitored male private sector full-time employees by company size in 2004 (see Page 60). Compared with 2003, overall male employment levels rose in three size bands and fell in two, namely the (11-25) and (101-250) bands, which witnessed a decline of (4.2%) and (0.5%) respectively. The largest net increase (2.9%) occurred in the middle size band (51-100 employees).

Protestant male employment levels declined in all size bands except the (51-100) band, where growth of (1.9%) was recorded. The number of Roman Catholic male employees increased in two bands and declined in the (11-25), (26-50) and (101-250) bands. As a result of these factors, the Roman Catholic male

share increased in all bands except the (51-100) band, which remained unchanged at [40.8%].

The Protestant male share in 2004 was highest [60.6%] in the (101-250) band, while the maximum Roman Catholic male share [41.4%] was recorded in the (26 -50) band.

FEMALE EMPLOYEES

- 5.9 Table 41[F] presents the composition of monitored female private sector full-time employees by company size in 2004 (see Page 60). Compared with 2003, overall female employment levels rose in three size bands and fell in two, namely the (11-25) and 251+ bands, which witnessed a decline of (3.1%) and (1.9%) respectively. The largest net increase (2.7%) occurred in the middle size band (51-100 employees).

Protestant female employment levels declined in all size bands except the (51-100) band, where a small increase of (0.3%) was recorded. The number of Roman Catholic female employees increased in three bands and declined in the (11-25) and 251+ bands. As a result of these factors, the Roman Catholic female share increased in three bands and declined in the (11-25) and 251+ bands.

The Protestant female share in 2004 was highest [59.1%] in the 26-50 band, while the maximum Roman Catholic share [43.5%] was recorded in the (101-250) band.

No. of Employees	No. of Concerns	Protestant	Roman Catholic	Non-Determined	Totals
11-25	1,464 (38.5%)	13,161 (57.0%) [58.8%]	9,230 (39.9%) [41.2%]	718 (3.1%)	23,109 (9.0%)
26-50	1,076 (28.3%)	19,169 (56.2%) [58.8%]	13,452 (39.4%) [41.2%]	1,514 (4.4%)	34,135 (13.3%)
51-100	691 (18.2%)	22,708 (55.9%) [58.6%]	16,067 (39.5%) [41.4%]	1,882 (4.6%)	40,657 (15.8%)
101-250	379 (10.0%)	26,251 (55.8%) [58.9%]	18,316 (38.9%) [41.1%]	2,511 (5.3%)	47,078 (18.3%)
251+	193 (5.1%)	62,922 (56.2%) [60.2%]	41,595 (37.1%) [39.8%]	7,472 (6.7%)	111,989 (43.6%)
TOTAL	3,803 (100.0%)	144,211 (56.1%) [59.4%]	98,660 (38.4%) [40.6%]	14,097 (5.5%)	256,968 (100.0%)

Composition by Standard Industrial Classification (SIC)

5.10 Table 42 presents an analysis of private sector concerns by Standard industrial Classification (SIC). The largest concentration of employees in 2004 was in Distribution, Hotels and Catering (SIC6), followed by Banking and Finance (SIC8) and Other services (SIC9).

Ignoring the small SIC0 and SIC1 classes, employment growth occurred in five classes during the year, namely: Construction (SIC5, 2.5%) Distribution, Hotels and Catering (SIC6, 0.6%); Transport and Communication (SIC7, 3.8%) Banking, Finance etc. (SIC8, 4.4%); and Other Services (SIC9, 4.6%).

Again, leaving aside the small SIC0 and SIC1, there was a net employment drop in three classes, namely: Extraction of Minerals and Ores etc (SIC2, 0.4% fall), Metal Goods, Engineering and Vehicle Industries (SIC3, 5.9%) and Other Manufacturing Industries (SIC4, 5.3%).

Compared with 2003, and ignoring the small SIC0 and SIC1 categories, the Roman Catholic share declined in two SIC classes, namely; Extraction of Minerals and Ores etc (SIC2) and Other Manufacturing Industries (SIC4). There was a corresponding rise in the Protestant share of both classes.

Table 43 shows the compositional change between 1990 and 2004 for each SIC class in those concerns with 26 or more employees. Ignoring the small SIC0, the table reveals that Roman Catholic representation increased in each of the SIC classes. The most substantial change occurred in SIC8 (Banking and Finance etc.), where the Roman Catholic share increased from [27.7%] in 1990 to [41.4%] in 2004.

During this period the Roman Catholic share also rose by [13.5] percentage points in SIC3 (Metal Goods, Engineering and Vehicle industries etc) and by [5.4] percentage points in Distribution Hotels and Catering (SIC6). In contrast, over the same period the Protestant share declined in all classes.

Table 42 Composition of Monitored Private Sector Full-time Employees by Standard Industrial Classification (SIC)

	Protestant		Roman Catholic		Non-Determined		Total	
SIC0	118	(66.3% [66.7%])	59	(33.1% [33.3%])	1	(0.6%)	178	(0.1%)
SIC1	693	(70.7% [73.0%])	256	(26.1% [27.0%])	31	(3.2%)	980	(0.4%)
SIC2	5,645	(50.5% [52.5%])	5,114	(45.7% [47.5%])	423	(3.8%)	11,182	(4.4%)
SIC3	18,677	(63.0% [65.6%])	9,814	(33.1% [34.4%])	1,138	(3.8%)	29,629	(11.5%)
SIC4	22,777	(58.1% [61.4%])	14,347	(36.6% [38.6%])	2,048	(5.2%)	39,172	(15.2%)
SIC5	8,730	(51.3% [52.6%])	7,857	(46.2% [47.4%])	424	(2.5%)	17,011	(6.6%)
SIC6	35,950	(57.5% [60.4%])	23,545	(37.6% [39.6%])	3,075	(4.9%)	62,570	(24.3%)
SIC7	6,479	(60.0% [63.4%])	3,742	(34.7% [36.6%])	572	(5.3%)	10,793	(4.2%)
SIC8	23,937	(54.0% [58.5%])	16,990	(38.3% [41.5%])	3,441	(7.8%)	44,368	(17.3%)
SIC9	21,205	(51.6% [55.6%])	16,936	(41.2% [44.4%])	2,944	(7.2%)	41,085	(16.0%)
TOTAL	144,211	(56.1% [59.4%])	98,660	(38.4% [40.6%])	14,097	(5.5%)	256,968	(100.0%)

Composition by Standard Industrial Classification and Sex

MALE FULL-TIME EMPLOYEES

5.11 Table 42[M] (page 61) presents data on the composition of male full-time employees by SIC class. The largest concentration of male employees was in Distribution, Hotels and Catering (SIC6), followed by Other Manufacturing (SIC4) and Metal Goods, Engineering and Vehicle Industries (SIC3). The SIC0 and SIC1 classes will not be included in the analysis due to their small size.

Compared with 2003, male employment levels declined in three classes, namely SIC2, SIC3 and SIC4, and rose in five. The largest fall occurred in Engineering and Vehicle industries etc (SIC3, 5.0%), while the largest percentage increase occurred in Banking, Finance etc (SIC8, 5.8%).

Excluding SIC0 and SIC1, the Roman Catholic male share rose in six SIC classes during the year. The Protestant share increased in the remaining two groups, by [0.3%] in SIC2 and by [0.1%] in SIC8.

Table 43[M] (page 62) shows the change between 1990 and 2004 in the male composition of those monitored concerns with 26 or more employees for each SIC class. The Roman Catholic share increased in each SIC category, except for SIC9 (Other services). The

largest percentage change occurred in Engineering and Vehicle Industries (SIC3), where the Catholic share rose from [19.0%] in 1990 to [33.2%] in 2004. During the same period, the Protestant share of Other Services (SIC9) grew by [1.3] percentage points.

FEMALE FULL-TIME EMPLOYEES

5.12 Table 42[F] (page 61) shows that almost nine-in-ten monitored female full-time employees (88.5%) were concentrated in four SIC classes, namely: Other Manufacturing (SIC4), Distribution, Hotels and Catering (SIC6), Banking, Finance etc. (SIC8,) and Other Services (SIC9).

Excluding SIC0 and SIC1, female employment growth was recorded in four classes, namely SIC5, SIC7, SIC8 and SIC9, while a decline was reported in three classes, namely SIC3, SIC4 and SIC6. The largest increase occurred in SIC9 (Other Services) with an additional 1,378 employees. The largest net loss was of 1,923 employees in SIC4.

Leaving aside the small SIC0 and SIC1, the Roman Catholic female share fell in SIC4 and SIC5, and increased in the remaining six classes. The Protestant female share rose by [2.1] percentage points in SIC4 and [0.3] of a percentage point in SIC5.

Table 43[F] (page 62) shows the change between 1990 and 2004 in the female

Table 43 Change in Composition of the Monitored Private Sector Full-time Workforce in Concerns with 26 or more Employees by SIC, 1990 – 2004

SIC Group	1990		2004		Change 1990-2004 [%]
	Protestant	RC	Protestant	RC	
SIC0	---	---	---	---	
SIC1	[75.6%]	[24.4%]	[74.6%]	[25.4%]	1.0%
SIC2	[56.2%]	[43.8%]	[51.6%]	[48.4%]	4.6%
SIC3	[79.3%]	[20.7%]	[65.8%]	[34.2%]	13.5%
SIC4	[63.9%]	[36.1%]	[61.2%]	[38.8%]	2.7%
SIC5	[55.6%]	[44.4%]	[53.9%]	[46.1%]	1.7%
SIC6	[65.4%]	[34.6%]	[60.0%]	[40.0%]	5.4%
SIC7	[67.2%]	[32.8%]	[63.3%]	[36.7%]	3.9%
SIC8	[72.3%]	[27.7%]	[58.6%]	[41.4%]	13.7%
SIC9	[56.7%]	[43.3%]	[55.7%]	[44.3%]	1.0%
TOTAL	[65.4%]	[34.6%]	[59.4%]	[40.6%]	6.0%

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

	Protestant		Roman Catholic		Non-Determined		Total	
Manufacturing	47,099	(58.9%) [61.7%]	29,275	(36.6%) [38.3%]	3,609	(4.5%)	79,983	(31.3%)
Construction	8,730	(51.3%) [52.6%]	7,857	(46.2%) [47.4%]	424	(2.5%)	17,011	(6.6%)
Services	87,571	(55.1%) [58.9%]	61,213	(38.5%) [41.1%]	10,032	(6.3%)	158,816	(62.1%)
TOTAL	143,400	(56.1%) [59.3%]	98,345	(38.4%) [40.7%]	14,065	(5.5%)	255,810	(100.0%)

composition of those monitored concerns with 26 or more employees for each SIC class. Excluding SIC0 and SIC1, the Roman Catholic female share rose in all seven remaining classes. The largest percentage point change occurred in Banking, Finance etc. (SIC8), with a rise of [14.6] points.

Composition by Sector

5.13 Table 44 presents the composition of monitored private sector full-time employees by sector. Services was the largest sector in 2004, containing over three-fifths (62.1%) of private sector employees, followed by Manufacturing with almost one-third (31.3%). Construction was the smallest sector with (6.5%) of employees.

Between 2003 and 2004, a substantial fall occurred in Manufacturing employment, with the net loss of 4,092 employees, a (4.9%) drop.

In contrast, there was a net gain of 4,438 (2.9%) in Services, while employment in Construction rose by 408 (2.5%). Since the start of statutory monitoring in 1990, monitored full-time jobs in manufacturing have fallen by a net (13.2%), while service-type employment has grown from 88,878 to 158,816, an increase of (78.7%).

The decline in manufacturing employment during 2004 particularly affected Protestants, who accounted for over three-quarters (78.3%) of net job losses in this sector. In contrast, Roman Catholics accounted for nearly half (43.5%) of the growth in service employment.

Overall, the higher rate of growth in Construction and Services for Roman Catholics, combined with proportionately smaller job losses in Manufacturing, meant that the Catholic share increased slightly in each

Table 45 **Composition of Monitored Male Private Sector Full-time Employees by Sector**

	Protestant		Roman Catholic		Non-Determined		Total	
Manufacturing	36,446	(59.6%) [62.5%]	21,894	(35.8%) [37.5%]	2,816	(4.6%)	61,156	(40.5%)
Construction	7,732	(50.5%) [51.8%]	7,189	(47.0%) [48.2%]	385	(2.5%)	15,306	(10.1%)
Services	41,903	(56.3%) [60.7%]	27,125	(36.5%) [39.3%]	5,350	(7.2%)	74,378	(49.3%)
TOTAL	86,081	(57.1%) [60.5%]	56,208	(37.3%) [39.5%]	8,551	(5.7%)	150,840	(100.0%)

of the three sectors. The increases were [0.2] of a percentage point in Manufacturing, [0.4] points in Construction, and [0.3] points in Services.

Composition by Sector and Sex

MALE FULL-TIME EMPLOYEES

5.14 Table 45 provides details of monitored male private sector full-time employees by sector. In 2004, nearly half (49.3%) of the male private sector workforce was employed in Services, followed by (40.5%) in Manufacturing and (10.1%) in Construction.

During the year, there was a fall in male Manufacturing employment, with the net loss of 1,615 jobs, a (2.6%) drop, while employment in Construction and Services increased by 343 (2.3%) and 2,480 (3.4%) respectively.

The proportionally greater net job losses for Protestant employees in Manufacturing employment meant that the Roman Catholic share of this sector increased by [0.6] of a percentage point to [37.5%]. Catholic representation also increased by [0.5] points in Construction and by [0.3] points in Services.

FEMALE FULL-TIME EMPLOYEES

5.15 Table 46 presents details of the monitored female private sector full-time workforce by sector. In 2004, approximately four out of five female private sector employees (80.4%) were working in service-type employment. Almost one-in-five (17.9%) were employed in Manufacturing and (1.6%) were in Construction.

During the year, female Manufacturing employment declined by (11.6%), with the net loss of 2,477 employees. Female employment in Construction grew by 65 (4.0%), while Service employment increased by 1,958 (2.4%).

In 2004, the proportionally higher loss of Roman Catholic females in Manufacturing, meant that the Catholic share decreased by [0.6] of a percentage point. In both Construction and Services, the higher rate of Catholic job growth caused the Protestant share to decline by [0.3] and [0.4] points respectively.

Table 46 Composition of Monitored Female Private Sector Full-time Employees by Sector

	Protestant	Roman Catholic	Non-Determined	Total
Manufacturing	10,653 (56.6%) [59.1%]	7,381 (39.2%) [40.9%]	793 (4.2%)	18,827 (17.9%)
Construction	998 (58.5%) [59.9%]	668 (39.2%) [40.1%]	39 (2.3%)	1,705 (1.6%)
Services	45,668 (54.1%) [57.3%]	34,088 (40.4%) [42.7%]	4,682 (5.5%)	84,438 (80.4%)
TOTAL	57,319 (54.6%) [57.6%]	42,137 (40.1%) [42.4%]	5,514 (5.3%)	104,970 (100.0%)

Table 41[M] Composition of Monitored Male Private Sector Full-time Employees by Company Size

No. of Employees	No. of Concerns		Protestant		Roman Catholic		Non-Determined		Totals	
11-25	1,464	(38.5%)	8,408	(56.9%) [58.7%]	5,912	(40.0%) [41.3%]	459	(3.1%)	14,779	(9.7%)
26-50	1,076	(28.3%)	11,487	(56.0%) [58.6%]	8,127	(39.6%) [41.4%]	911	(4.4%)	20,525	(13.5%)
51-100	691	(18.2%)	13,807	(56.4%) [59.2%]	9,514	(38.9%) [40.8%]	1,162	(4.7%)	24,483	(16.1%)
101-250	379	(10.0%)	15,644	(57.3%) [60.6%]	10,164	(37.2%) [39.4%]	1,493	(5.5%)	27,301	(18.0%)
251+	193	(5.1%)	37,382	(57.8%) [62.2%]	22,720	(35.1%) [37.8%]	4,556	(7.0%)	64,658	(42.6%)
TOTAL	3,803	(100.0%)	86,728	(57.2%) [60.6%]	56,437	(37.2%) [39.4%]	8,581	(5.7%)	151,746	(100.0%)

Table 41[F] Composition of Monitored Female Private Sector Full-time Employees by Company Size

No. of Employees	No. of Concerns		Protestant		Roman Catholic		Non-Determined		Totals	
11-25	1,464	(38.5%)	4,753	(57.1%) [58.9%]	3,318	(39.8%) [41.1%]	259	(3.1%)	8,330	(7.9%)
26-50	1,076	(28.3%)	7,682	(56.4%) [59.1%]	5,325	(39.1%) [40.9%]	603	(4.4%)	13,610	(12.9%)
51-100	691	(18.2%)	8,901	(55.0%) [57.6%]	6,553	(40.5%) [42.4%]	720	(4.5%)	16,174	(15.4%)
101-250	379	(10.0%)	10,607	(53.6%) [56.5%]	8,152	(41.2%) [43.5%]	1,018	(5.1%)	19,777	(18.8%)
251+	193	(5.1%)	25,540	(54.0%) [57.5%]	18,875	(39.9%) [42.5%]	2,916	(6.2%)	47,331	(45.0%)
TOTAL	3,803	(100.0%)	57,483	(54.6%) [57.7%]	42,223	(40.1%) [42.3%]	5,516	(5.2%)	105,222	(100.0%)

Table 42[M] Composition of Monitored Male Private Sector Full-time Employees by Standard Industrial Classification (SIC)

	Protestant	Roman Catholic	Non-Determined	Total
SICO	89 (67.4%) [67.9%]	42 (31.8%) [32.1%]	1 (0.8%)	132 (0.1%)
SIC1	558 (72.1%) [74.9%]	187 (24.2%) [25.1%]	29 (3.7%)	774 (0.5%)
SIC2	4,640 (51.1%) [52.9%]	4,134 (45.5%) [47.1%]	308 (3.4%)	9,082 (6.0%)
SIC3	15,853 (64.1%) [66.6%]	7,956 (32.2%) [33.4%]	915 (3.7%)	24,724 (16.3%)
SIC4	15,953 (58.3%) [61.9%]	9,804 (35.8%) [38.1%]	1,593 (5.8%)	27,350 (18.0%)
SIC5	7,732 (50.5%) [51.8%]	7,189 (47.0%) [48.2%]	385 (2.5%)	15,306 (10.1%)
SIC6	18,174 (58.2%) [61.6%]	11,312 (36.2%) [38.4%]	1,739 (5.6%)	31,225 (20.6%)
SIC7	4,766 (62.2%) [65.6%]	2,494 (32.5%) [34.4%]	406 (5.3%)	7,666 (5.1%)
SIC8	12,813 (55.7%) [60.6%]	8,316 (36.2%) [39.4%]	1,854 (8.1%)	22,983 (15.1%)
SIC9	6,150 (49.2%) [55.1%]	5,003 (40.0%) [44.9%]	1,351 (10.8%)	12,504 (8.2%)
TOTAL	86,728 (57.2%) [60.6%]	56,437 (37.2%) [39.4%]	8,581 (5.7%)	151,746 (100.0%)

Table 42[F] Composition of Monitored Female Private Sector Full-time Employees by Standard Industrial Classification (SIC)

	Protestant	Roman Catholic	Non-Determined	Total
SICO	29 (63.0%) [63.0%]	17 (37.0%) [37.0%]	0 (0.0%)	46 (0.0%)
SIC1	135 (65.5%) [66.2%]	69 (33.5%) [33.8%]	2 (1.0%)	206 (0.2%)
SIC2	1,005 (47.9%) [50.6%]	980 (46.7%) [49.4%]	115 (5.5%)	2,100 (2.0%)
SIC3	2,824 (57.6%) [60.3%]	1,858 (37.9%) [39.7%]	223 (4.5%)	4,905 (4.7%)
SIC4	6,824 (57.7%) [60.0%]	4,543 (38.4%) [40.0%]	455 (3.8%)	11,822 (11.2%)
SIC5	998 (58.5%) [59.9%]	668 (39.2%) [40.1%]	39 (2.3%)	1,705 (1.6%)
SIC6	17,776 (56.7%) [59.2%]	12,233 (39.0%) [40.8%]	1,336 (4.3%)	31,345 (29.8%)
SIC7	1,713 (54.8%) [57.9%]	1,248 (39.9%) [42.1%]	166 (5.3%)	3,127 (3.0%)
SIC8	11,124 (52.0%) [56.2%]	8,674 (40.6%) [43.8%]	1,587 (7.4%)	21,385 (20.3%)
SIC9	15,055 (52.7%) [55.8%]	11,933 (41.8%) [44.2%]	1,593 (5.6%)	28,581 (27.2%)
TOTAL	57,483 (54.6%) [57.7%]	42,223 (40.1%) [42.3%]	5,516 (5.2%)	105,222 (100.0%)

Table 43 [M] Change in Composition of the Monitored Male Private Sector Full-time Workforce in Concerns with 26 or more Employees by SIC, 1990 – 2004

SIC Group	1990		2004		Change 1990-2004 [%]
	Protestant	RC	Protestant	RC	
SIC0	---	---	---	---	---
SIC1	[74.6%]	[25.4%]	[76.7%]	[23.3%]	-2.1%
SIC2	[55.0%]	[45.0%]	[52.2%]	[47.8%]	2.8%
SIC3	[81.0%]	[19.0%]	[66.8%]	[33.2%]	14.2%
SIC4	[66.4%]	[33.6%]	[61.9%]	[38.1%]	4.5%
SIC5	[54.4%]	[45.6%]	[53.0%]	[47.0%]	1.4%
SIC6	[65.7%]	[34.3%]	[61.1%]	[38.9%]	4.6%
SIC7	[69.5%]	[30.5%]	[65.6%]	[34.4%]	3.9%
SIC8	[73.7%]	[26.3%]	[60.9%]	[39.1%]	12.8%
SIC9	[54.0%]	[46.0%]	[55.3%]	[44.7%]	-1.3%
TOTAL	[67.0%]	[33.0%]	[60.8%]	[39.2%]	6.2%

Table 43 [F] Change in Composition of the Monitored Female Private Sector Full-time Workforce in Concerns with 26 or more Employees by SIC, 1990 – 2004

SIC Group	1990		2004		Change 1990-2004 [%]
	Protestant	RC	Protestant	RC	
SIC0	---	---	---	---	---
SIC1	[79.7%]	[20.3%]	[67.4%]	[32.6%]	12.3%
SIC2	[63.1%]	[36.9%]	[49.2%]	[50.8%]	13.9%
SIC3	[71.1%]	[28.9%]	[60.4%]	[39.6%]	10.7%
SIC4	[60.9%]	[39.1%]	[59.6%]	[40.4%]	1.3%
SIC5	[67.5%]	[32.5%]	[61.8%]	[38.2%]	5.7%
SIC6	[65.2%]	[34.8%]	[59.0%]	[41.0%]	6.2%
SIC7	[60.3%]	[39.7%]	[57.5%]	[42.5%]	2.8%
SIC8	[70.7%]	[29.3%]	[56.1%]	[43.9%]	14.6%
SIC9	[58.5%]	[41.5%]	[55.8%]	[44.2%]	2.7%
TOTAL	[63.2%]	[36.8%]	[57.5%]	[42.5%]	5.7%

6

The Private Sector: Part-time

Introduction

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

Overall Composition

6.2 The number of monitored private sector part-time employees increased during the year by 2,083 (4.3%), from 48,632 in 2003 to 50,715 in 2004.

Table 47 shows that the overall composition was 24,272 (47.9%) Protestant; 23,095 (45.5%) Roman Catholic; and 3,348 (6.6%) Non-Determined. The composition of those for whom a community was determined was [51.2%] Protestant and [48.8%] Roman Catholic.

During the year, Protestant part-time employment grew by (3.0%), while the number of Roman Catholic employees rose by (4.8%). As a result the Roman Catholic share increased by [0.5] of a percentage point, from [48.3%] in 2003 to [48.8%] in 2004.

Since 2001, when statutory monitoring of those working less than 16 hours per week began, the private sector part-time workforce has

grown by (13.9%) or 6,171 employees. The increase was (7.8%) for Protestants and (16.5%) for Roman Catholics.

Composition by Sex

6.3 Table 47 shows that females account for nearly three-quarters (70.1%) of all those working in the monitored private sector part-time workforce. Compared with 2003, male employment increased by (5.4%), while female employment rose by (3.8%). As a result of this higher rate of employment growth during the year, the male share of part-time employment rose by (0.3) of a percentage point, from (29.6%) in 2003 to (29.9%) in 2004.

Table 47 reveals that the composition of female employees for whom a community was determined was [51.6%] Protestant and [48.4%] Roman Catholic. As a result of a (5.0%) rise in female Catholic employment during 2004, compared with an increase of (2.2%) for their Protestant counterparts, the Roman Catholic female share increased by [0.7] of a percentage point.

For males, the composition of those for whom a community was determined was [50.4%] Protestant and [49.6%] Roman Catholic. Compared with 2003, this represented a rise of [0.2] of a percentage point in the Protestant male share. The increase resulted from a slightly larger rise in Protestant male employment (5.0%), compared with their Roman Catholic counterparts (4.4%).

Table 47 Composition of Monitored Private Sector Part-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	7,060	(46.6%) [50.4%]	6,956	(45.9%) [49.6%]	1,141	(7.5%)	15,157	(29.9%)
Female	17,212	(48.4%) [51.6%]	16,139	(45.4%) [48.4%]	2,207	(6.2%)	35,558	(70.1%)
TOTAL	24,272	(47.9%) [51.2%]	23,095	(45.5%) [48.8%]	3,348	(6.6%)	50,715	(100.0%)

Composition by Standard Occupational Classification

6.4 On 1st January 2004, employers moved from the old occupational classification system (SOC90), which was adopted in all previous Reports, to a revised system known as SOC2000. This has resulted in some modifications to the content of the present report. See Section 1.7 for details.

Table 48 shows that, in the private sector, over eight in ten (82.5%) monitored part-time employees were concentrated in three SOC groups, namely: Personal services (SOC6); Sales and Customer services (SOC7); and Elementary occupations (SOC9). The remaining groups contained a small number of employees.

The Roman Catholic share of the above three groups was as follows: SOC6 [50.5%], SOC7 [50.2%], and SOC9 [48.4%]. The corresponding Protestant shares were [49.5%], [49.8%] and [51.6%] respectively.

Composition by Standard Occupational Classification and Sex

MALE EMPLOYEES

6.5 Table 48[M] (page 69) shows the composition of male private sector part-time employees by SOC. Employment was concentrated in three SOC groups, namely: Personal services (SOC6); Sales and Customer services (SOC7) and Elementary occupations (SOC9). The remaining SOC groups contained a small number of employees.

The Roman Catholic share of the above three groups was as follows: SOC6 [48.6%], SOC7 [50.8%], and SOC9 [51.8%]. The corresponding Protestant shares were [51.4%], [49.2%] and [48.2%] respectively.

FEMALE EMPLOYEES

6.6 Table 48[F] (page 69) presents the composition of female private sector part-time employees

Table 48 Composition of Monitored Private Sector Part-time Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	252	(54.7%) [58.3%]	180	(39.0%) [41.7%]	29	(6.3%)	461	(0.9%)
SOC2	423	(48.0%) [55.3%]	342	(38.8%) [44.7%]	117	(13.3%)	882	(1.7%)
SOC3	738	(42.7%) [45.8%]	873	(50.5%) [54.2%]	118	(6.8%)	1,729	(3.4%)
SOC4	1,786	(55.6%) [60.0%]	1,193	(37.1%) [40.0%]	236	(7.3%)	3,215	(6.3%)
SOC5	598	(51.2%) [55.0%]	489	(41.8%) [45.0%]	82	(7.0%)	1,169	(2.3%)
SOC6	3,103	(47.0%) [49.5%]	3,161	(47.9%) [50.5%]	337	(5.1%)	6,601	(13.0%)
SOC7	10,398	(46.9%) [49.8%]	10,478	(47.3%) [50.2%]	1,277	(5.8%)	22,153	(43.7%)
SOC8	785	(55.0%) [57.6%]	578	(40.5%) [42.4%]	64	(4.5%)	1,427	(2.8%)
SOC9	6,189	(47.3%) [51.6%]	5,801	(44.4%) [48.4%]	1,088	(8.3%)	13,078	(25.8%)
TOTAL	24,272	(47.9%) [51.2%]	23,095	(45.5%) [48.8%]	3,348	(6.6%)	50,715	(100.0%)

by SOC. Similar to their male counterparts, female part-time employees were concentrated in Personal services (SOC6); Sales and Customer services (SOC7) and Elementary occupations (SOC9). The remaining SOC groups contained a small number of employees.

The Protestant share of the above three groups was as follows: SOC6 [49.0%], SOC7 [50.1%], and SOC9 [53.2%]. The corresponding Roman Catholic shares were [51.0%], [49.9%] and [46.8%] respectively.

Composition by Company Size

6.7 Table 49 shows that in 2004 nearly forty per cent (38.5%) of all 3,803 private sector concerns had (11-25) employees. These concerns, however, employed just (3.9%) of all part-time employees in the private sector. In contrast, there were 193 concerns with 251 or more employees, (5.1%) of the total number of concerns. However, these firms employed over half (53.3%) of all private sector part-time workers.

Compared with 2003, the number of part-time employees remained virtually unchanged in the (11-25) band, declined by (5.1%) in the (26-50) category, and grew in the remaining three size bands.

In particular, employee numbers rose in the 251+ band by 1,661 (6.5%). A rise of (7.5%)

in Protestant employment, compared with an increase of (5.6%) in the Roman Catholic workforce, resulted in a rise of [0.4] of a percentage point in the Protestant share.

In the remaining size bands, the Roman Catholic share of employment fell in the (11-25) band and rose in the (26-50), (51-100) and (101-250) bands.

Composition by Size and Sex

MALE PART-TIME EMPLOYEES

6.8 Table 49[M] (page 70) lists the composition of monitored male private sector part-time employees by company size.

Compared with 2003, the number of male employees grew in all size bands except the small (11-25) band, where employment levels dropped by (4.9%). The largest increase was recorded in the 251+ band (6.3%). The number of Protestant employees in this band increased by (8.9%), compared with a (3.0%) rise for their Catholic counterparts. As a result, the Protestant male share of the 251+ size band increased by [1.3] percentage points.

In summary, the Protestant male share rose in two size bands, namely those concerns with (11-25) and 251+ employees, while the Roman Catholic proportion increased in the remaining three bands.

Table 49 Composition of Monitored Private Sector Part-time Employees by Company Size

No. of Employees	No. of Concerns		Protestant		Roman Catholic		Non-Determined		Totals	
11-25	1,464	(38.5%)	1,089	(55.1%) [56.8%]	827	(41.9%) [43.2%]	60	(3.0%)	1,976	(3.9%)
26-50	1,076	(28.3%)	2,324	(50.7%) [52.8%]	2,076	(45.3%) [47.2%]	180	(3.9%)	4,580	(9.0%)
51-100	691	(18.2%)	3,317	(48.7%) [52.0%]	3,059	(44.9%) [48.0%]	434	(6.4%)	6,810	(13.4%)
101-250	379	(10.0%)	4,583	(44.4%) [47.9%]	4,975	(48.2%) [52.1%]	757	(7.3%)	10,315	(20.3%)
251+	193	(5.1%)	12,959	(47.9%) [51.6%]	12,158	(45.0%) [48.4%]	1,917	(7.1%)	27,034	(53.3%)
TOTAL	3,803	(100.0%)	24,272	(47.9%) [51.2%]	23,095	(45.5%) [48.8%]	3,348	(6.6%)	50,715	(100.0%)

FEMALE PART-TIME EMPLOYEES

6.9 The composition of monitored female private sector part-time employees by company size is shown in Table 49[F] (page 70).

Compared with 2003, female employment growth was recorded in all size bands except the 26-50 band, where the number of female employees fell by a tenth (9.2%)

Growth was largest in the 251+ band, where the overall number of female employees rose by (6.7%). A rise of similar proportions in the representation of Catholics and Protestants resulted in the community composition remaining unchanged from 2003.

Overall, the Protestant female share rose in the (11-25) and (26-50) size bands, while the Roman Catholic share increased in the (51-100) and (101-250) bands. Community composition remained unchanged in the 251+ category.

Composition by Standard Industrial Classification (SIC)

6.10 Table 50 analyses private sector concerns by Standard Industrial Classification (SIC).

More than nine out of ten (93.7%) private sector part-time employees were concentrated in three classes, namely: Distribution, Hotels and Catering (SIC6); Banking and Finance etc. (SIC8) and Other Services (SIC9). Apart from SIC4 (Other Manufacturing), the remaining SIC classes contained a negligible number of employees.

The Protestant share of the above mentioned classes was as follows: SIC6 [49.4%], SIC8 [52.8%] and SIC9 [53.3%]. The corresponding Roman Catholic shares were [50.6%], [47.2%] and [46.7%] respectively. Compared with 2003, the Roman Catholic share remained unchanged in SIC6 and rose in SIC8 and SIC9.

Table 50 Composition of Monitored Private Sector Part-time Employees by Standard Industrial Classification (SIC)

	Protestant	Roman Catholic	Non-Determined	Total
SICO	17 (81.0%) [89.5%]	2 (9.5%) [10.5%]	2 (9.5%)	21 (0.0%)
SIC1	12 (100.0%) [100.0%]	0 (0.0%) [0.0%]	0 (0.0%)	12 (0.0%)
SIC2	175 (50.6%) [52.6%]	158 (45.7%) [47.4%]	13 (3.8%)	346 (0.7%)
SIC3	123 (59.7%) [63.7%]	70 (34.0%) [36.3%]	13 (6.3%)	206 (0.4%)
SIC4	1,018 (54.0%) [56.4%]	787 (41.8%) [43.6%]	80 (4.2%)	1,885 (3.7%)
SIC5	211 (53.1%) [54.0%]	180 (45.3%) [46.0%]	6 (1.5%)	397 (0.8%)
SIC6	13,110 (46.3%) [49.4%]	13,449 (47.5%) [50.6%]	1,739 (6.1%)	28,298 (55.8%)
SIC7	177 (52.4%) [55.0%]	145 (42.9%) [45.0%]	16 (4.7%)	338 (0.7%)
SIC8	2,729 (48.5%) [52.8%]	2,438 (43.3%) [47.2%]	465 (8.3%)	5,632 (11.1%)
SIC9	6,700 (49.3%) [53.3%]	5,866 (43.2%) [46.7%]	1,014 (7.5%)	13,580 (26.8%)
TOTAL	24,272 (47.9%) [51.2%]	23,095 (45.5%) [48.8%]	3,348 (6.6%)	50,715 (100.0%)

Composition by Standard Industrial Classification and Sex

MALE PART-TIME EMPLOYEES

6.11 Table 50[M] (page 71) shows that more than nine in ten (92.2%) monitored male private sector part-time employees were concentrated in three SIC classes, namely: Distribution, Hotels and Catering (SIC6) Banking and Finance etc. (SIC8) and Other Services (SIC9). The remaining six classes contained a negligible number of employees.

The Protestant male share of the above mentioned classes was as follows: SIC6 [47.9%], SIC8 [56.6%] and SIC9 [53.9%]. The corresponding Roman Catholic shares were [52.1%], [43.4%] and [46.1%] respectively. Compared with 2003, the Protestant male share rose in SIC6 and SIC9 and fell in SIC8.

FEMALE PART-TIME EMPLOYEES

6.12 Table 50[F] (page 71) shows that more than nine in ten (94.3%) monitored female private sector part-time employees were concentrated in three SIC classes, namely: Distribution, Hotels and Catering (SIC6), Banking and Finance etc. (SIC8) and Other Services (SIC9). All other classes contained a negligible number of employees.

The Protestant female share of the above mentioned classes was as follows: SIC6 [50.1%], SIC8 [51.1%] and SIC9 [53.2%]. The corresponding Roman Catholic shares were [49.9%], [48.9%] and [46.8%] respectively. Compared with 2003, the Protestant female share decreased in all three SIC classes.

Composition by Sector

6.13 Table 51 shows the composition of monitored private sector part-time employees by sector.

Services was by far the largest sector in 2004 with 50,682 employees, employing over nine in ten (94.4%) of all part-time workers. During the year Service-type employment rose by 2,046, an increase of (4.5%). Manufacturing was the next largest sector (4.8% of employees), and employment levels remained virtually stable. Construction, which was the smallest sector with only 397 employees (0.8%), also remained largely unchanged from the previous year.

Compared with 2003, the Roman Catholic share increased in all three sectors, with a corresponding decline in the Protestant proportion of employment.

Since the beginning of statutory monitoring in 2001, there has been a net increase of 6,171 part-time employees (13.9%). Whilst manufacturing declined during this period (6.0%), and employment levels in construction remained constant, service-type employment rose by (15.1%), a net increase of 6,292 employees. Employment growth in services was (9.3%) for Protestants and (17.2%) for Roman Catholics.

Table 51 Composition of Monitored Private Sector Part-time Employees by Sector

	Protestant	Roman Catholic	Non-Determined	Total
Manufacturing	1,316 (54.0%) [56.5%]	1,015 (41.6%) [43.5%]	106 (4.3%)	2,437 (4.8%)
Construction	211 (53.1%) [54.0%]	180 (45.3%) [46.0%]	6 (1.5%)	397 (0.8%)
Services	22,716 (47.5%) [50.9%]	21,898 (45.8%) [49.1%]	3,234 (6.8%)	47,848 (94.4%)
TOTAL	24,243 (47.8%) [51.2%]	23,093 (45.6%) [48.8%]	3,346 (6.6%)	50,682 (100.0%)

Composition by Sector and Sex

MALE PART-TIME EMPLOYEES

6.14 Table 52 details monitored male private sector part-time employees by sector.

Again, Services accounted for the greatest number and proportion of part-time employees (14,117 or 93.2% of employees). Male employment in Services grew by (6.0%) during the year, a net increase of 802 employees. The remainder (6.8%) of male part-time employees were working in either Manufacturing or Construction and employment levels were largely unchanged from 2003.

Compared with 2003, the Protestant male share rose slightly in all three sectors, with a corresponding fall in the Roman Catholic proportion of employment.

Since monitoring began in 2001, there has been an increase of (22.2%) in male part-time

service employment - an additional 2,561 employees.

FEMALE PART-TIME EMPLOYEES

6.15 Table 53 provides a summary of the composition of monitored female private sector part-time employees by sector. The Services sector was the largest employer of females (33,731) in 2004, accounting for (94.9%) of all female part-time employees. Only one in twenty (5.1%) were working in either Manufacturing or Construction.

Compared with 2003, the Roman Catholic share of employment rose in all three sectors, with a corresponding decline in the Protestant proportion.

Since 2001, there has been an increase of (12.4%) in female part-time service employment - an additional 3,731 employees.

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

	Protestant	Roman Catholic	Non-Determined	Total
Manufacturing	469 (54.1%) [56.0%]	368 (42.4%) [44.0%]	30 (3.5%)	867 (5.7%)
Construction	79 (48.5%) [48.8%]	83 (50.9%) [51.2%]	1 (0.6%)	163 (1.1%)
Services	6,505 (46.1%) [50.0%]	6,503 (46.1%) [50.0%]	1,109 (7.9%)	14,117 (93.2%)
TOTAL	7,053 (46.6%) [50.4%]	6,954 (45.9%) [49.6%]	1,140 (7.5%)	15,147 (100.0%)

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

	Protestant	Roman Catholic	Non-Determined	Total
Manufacturing	847 (53.9%) [56.7%]	647 (41.2%) [43.3%]	76 (4.8%)	1,570 (4.4%)
Construction	132 (56.4%) [57.6%]	97 (41.5%) [42.4%]	5 (2.1%)	234 (0.7%)
Services	16,211 (48.1%) [51.3%]	15,395 (45.6%) [48.7%]	2,125 (6.3%)	33,731 (94.9%)
TOTAL	17,190 (48.4%) [51.6%]	16,139 (45.4%) [48.4%]	2,206 (6.2%)	35,535 (100.0%)

Table 48 [M] Composition of Monitored Male Private Sector Part-time Employees by SOC

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	84 (58.3%) [66.7%]	42 (29.2%) [33.3%]	18 (12.5%)	144 (1.0%)
SOC2	163 (47.9%) [54.9%]	134 (39.4%) [45.1%]	43 (12.6%)	340 (2.2%)
SOC3	150 (53.0%) [59.3%]	103 (36.4%) [40.7%]	30 (10.6%)	283 (1.9%)
SOC4	167 (49.1%) [54.8%]	138 (40.6%) [45.2%]	35 (10.3%)	340 (2.2%)
SOC5	280 (50.5%) [55.8%]	222 (40.0%) [44.2%]	53 (9.5%)	555 (3.7%)
SOC6	724 (48.5%) [51.4%]	685 (45.9%) [48.6%]	84 (5.6%)	1,493 (9.9%)
SOC7	3,163 (46.2%) [49.2%]	3,263 (47.7%) [50.8%]	414 (6.1%)	6,840 (45.1%)
SOC8	514 (53.0%) [55.1%]	419 (43.2%) [44.9%]	36 (3.7%)	969 (6.4%)
SOC9	1,815 (43.3%) [48.2%]	1,950 (46.5%) [51.8%]	428 (10.2%)	4,193 (27.7%)
TOTAL	7,060 (46.6%) [50.4%]	6,956 (45.9%) [49.6%]	1,141 (7.5%)	15,157 (100.0%)

Table 48 [F] Composition of Monitored Female Private Sector Part-time Employees by SOC

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	168 (53.0%) [54.9%]	138 (43.5%) [45.1%]	11 (3.5%)	317 (0.9%)
SOC2	260 (48.0%) [55.6%]	208 (38.4%) [44.4%]	74 (13.7%)	542 (1.5%)
SOC3	588 (40.7%) [43.3%]	770 (53.3%) [56.7%]	88 (6.1%)	1,446 (4.1%)
SOC4	1,619 (56.3%) [60.5%]	1,055 (36.7%) [39.5%]	201 (7.0%)	2,875 (8.1%)
SOC5	318 (51.8%) [54.4%]	267 (43.5%) [45.6%]	29 (4.7%)	614 (1.7%)
SOC6	2,379 (46.6%) [49.0%]	2,476 (48.5%) [51.0%]	253 (5.0%)	5,108 (14.4%)
SOC7	7,235 (47.2%) [50.1%]	7,215 (47.1%) [49.9%]	863 (5.6%)	15,313 (43.1%)
SOC8	271 (59.2%) [63.0%]	159 (34.7%) [37.0%]	28 (6.1%)	458 (1.3%)
SOC9	4,374 (49.2%) [53.2%]	3,851 (43.3%) [46.8%]	660 (7.4%)	8,885 (25.0%)
TOTAL	17,212 (48.4%) [51.6%]	16,139 (45.4%) [48.4%]	2,207 (6.2%)	35,558 (100.0%)

Table 49[M] Composition of Monitored Male Private Sector Part-time Employees by Company Size

No. of Employees	No. of Concerns	Protestant	Roman Catholic	Non-Determined	Totals
11-25	1,464 (38.5%)	279 (58.0%) [60.1%]	185 (38.5%) [39.9%]	17 (3.5%)	481 (3.2%)
26-50	1,076 (28.3%)	598 (46.7%) [49.0%]	623 (48.7%) [51.0%]	59 (4.6%)	1,280 (8.4%)
51-100	691 (18.2%)	901 (46.5%) [50.5%]	883 (45.6%) [49.5%]	154 (7.9%)	1,938 (12.8%)
101-250	379 (10.0%)	1,365 (46.4%) [49.9%]	1,370 (46.6%) [50.1%]	208 (7.1%)	2,943 (19.4%)
251+	193 (5.1%)	3,917 (46.0%) [50.1%]	3,895 (45.7%) [49.9%]	703 (8.3%)	8,515 (56.2%)
TOTAL	3,803 (100.0%)	7,060 (46.6%) [50.4%]	6,956 (45.9%) [49.6%]	1,141 (7.5%)	15,157 (100.0%)

Table 49[F] Composition of Monitored Female Private Sector Part-time Employees by Company Size

No. of Employees	No. of Concerns	Protestant	Roman Catholic	Non-Determined	Totals
11-25	1,464 (38.5%)	810 (54.2%) [55.8%]	642 (42.9%) [44.2%]	43 (2.9%)	1,495 (4.2%)
26-50	1,076 (28.3%)	1,726 (52.3%) [54.3%]	1,453 (44.0%) [45.7%]	121 (3.7%)	3,300 (9.3%)
51-100	691 (18.2%)	2,416 (49.6%) [52.6%]	2,176 (44.7%) [47.4%]	280 (5.7%)	4,872 (13.7%)
101-250	379 (10.0%)	3,218 (43.7%) [47.2%]	3,605 (48.9%) [52.8%]	549 (7.4%)	7,372 (20.7%)
251+	193 (5.1%)	9,042 (48.8%) [52.3%]	8,263 (44.6%) [47.7%]	1,214 (6.6%)	18,519 (52.1%)
TOTAL	3,803 (100.0%)	17,212 (48.4%) [51.6%]	16,139 (45.4%) [48.4%]	2,207 (6.2%)	35,558 (100.0%)

Table 50 [M] Composition of Monitored Male Private Sector Part-time Employees by Standard Industrial Classification (SIC)

	Protestant	Roman Catholic	Non-Determined	Total
SICO	1 (25.0%) [33.3%]	2 (50.0%) [66.7%]	1 (25.0%)	4 (0.0%)
SIC1	6 (100.0%) [100.%]	0 (0.0%) [0.0%]	0 (0.0%)	6 (0.0%)
SIC2	42 (58.3%) [59.2%]	29 (40.3%) [40.8%]	1 (1.4%)	72 (0.5%)
SIC3	36 (49.3%) [51.4%]	34 (46.6%) [48.6%]	3 (4.1%)	73 (0.5%)
SIC4	391 (54.2%) [56.2%]	305 (42.2%) [43.8%]	26 (3.6%)	722 (4.8%)
SIC5	79 (48.5%) [48.8%]	83 (50.9%) [51.2%]	1 (0.6%)	163 (1.1%)
SIC6	4,413 (44.8%) [47.9%]	4,792 (48.6%) [52.1%]	652 (6.6%)	9,857 (65.0%)
SIC7	70 (51.1%) [53.%]	62 (45.3%) [47.%]	5 (3.6%)	137 (0.9%)
SIC8	910 (51.1%) [56.6%]	697 (39.2%) [43.4%]	173 (9.7%)	1,780 (11.7%)
SIC9	1,112 (47.5%) [53.9%]	952 (40.6%) [46.1%]	279 (11.9%)	2,343 (15.5%)
TOTAL	7,060 (46.6%) [50.4%]	6,956 (45.9%) [49.6%]	1,141 (7.5%)	15,157 (100.0%)

Table 50 [F] Composition of Monitored Female Private Sector Part-time Employees by Standard Industrial Classification (SIC)

	Protestant	Roman Catholic	Non-Determined	Total
SICO	16 (94.1%) [100.%]	0 (0.0%) [0.%]	1 (5.9%)	17 (0.0%)
SIC1	6 (100.0%) [100.%]	0 (0.0%) [0.%]	0 (0.0%)	6 (0.0%)
SIC2	133 (48.5%) [50.8%]	129 (47.1%) [49.2%]	12 (4.4%)	274 (0.8%)
SIC3	87 (65.4%) [70.7%]	36 (27.1%) [29.3%]	10 (7.5%)	133 (0.4%)
SIC4	627 (53.9%) [56.5%]	482 (41.4%) [43.5%]	54 (4.6%)	1,163 (3.3%)
SIC5	132 (56.4%) [57.6%]	97 (41.5%) [42.4%]	5 (2.1%)	234 (0.7%)
SIC6	8,697 (47.2%) [50.1%]	8,657 (46.9%) [49.9%]	1,087 (5.9%)	18,441 (51.9%)
SIC7	107 (53.2%) [56.3%]	83 (41.3%) [43.7%]	11 (5.5%)	201 (0.6%)
SIC8	1,819 (47.2%) [51.1%]	1,741 (45.2%) [48.9%]	292 (7.6%)	3,852 (10.8%)
SIC9	5,588 (49.7%) [53.2%]	4,914 (43.7%) [46.8%]	735 (6.5%)	11,237 (31.6%)
TOTAL	17,212 (48.4%) [51.6%]	16,139 (45.4%) [48.4%]	2,207 (6.2%)	35,558 (100.0%)

7

Applicants and Appointees

Background

7.1 Between 1991 and 2001, all specified public authorities and those private sector employers with 251 or more employees were required to include the community composition of applicants and appointees on their Monitoring Return. Since 2001, all registered private sector employers, irrespective of size, must now provide such information to the Commission.

In order to examine trends over the full period of monitoring (1991-2004), the present chapter also contains a brief analysis of those private sector employers with 251 or more employees.

An individual is counted as an applicant only once by an employer in any given year, even if that individual has made more than one application for employment. Employees who apply internally for vacancies are not included.

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

appointees still employed at the anniversary date of registration.

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

Public Sector Applicants

7.2 Public sector Monitoring Returns for 2004 detailed 168,198 applicants, an increase of (9.4%) on the previous year, see Table 54.

Table 54 Composition of Public Sector Applicants by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	34,756	(47.1%) [54.2%]	29,416	(39.9%) [45.8%]	9,590	(13.0%)	73,762	(43.9%)
Female	44,655	(47.3%) [50.6%]	43,521	(46.1%) [49.4%]	6,260	(6.6%)	94,436	(56.1%)
TOTAL	79,411	(47.2%) [52.1%]	72,937	(43.4%) [47.9%]	15,850	(9.4%)	168,198	(100.0%)

Table 55 Composition of Public Sector Appointees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	4,046	(47.3%) [51.5%]	3,812	(44.6%) [48.5%]	696	(8.1%)	8,554	(32.9%)
Female	8,134	(46.6%) [49.4%]	8,341	(47.8%) [50.6%]	968	(5.5%)	17,443	(67.1%)
TOTAL	12,180	(46.9%) [50.1%]	12,153	(46.7%) [49.9%]	1,664	(6.4%)	25,997	(100.0%)

Their composition was (47.2%) Protestant, (43.4%) Roman Catholic and (9.4%) Non-Determined. The composition of those for whom a community was determined was [52.1%] Protestant and [47.9%] Roman Catholic.

Females represented (56.1%) of public sector applicants, a total of 94,436. Their composition was [50.6%] Protestant and [49.4%] Roman Catholic. Male applicants totaled 73,762, and their composition was [54.2%] Protestant and [45.8%] Roman Catholic.

Figure 9 illustrates the change in the community composition of public sector applicants during the period 1991-2004. In 1991 the Roman Catholic share of applicants was [40.5%]. Since then the Catholic share has risen steadily and peaked in 2002 at

[48.0%]. The Protestant share has fallen steadily during the same period.

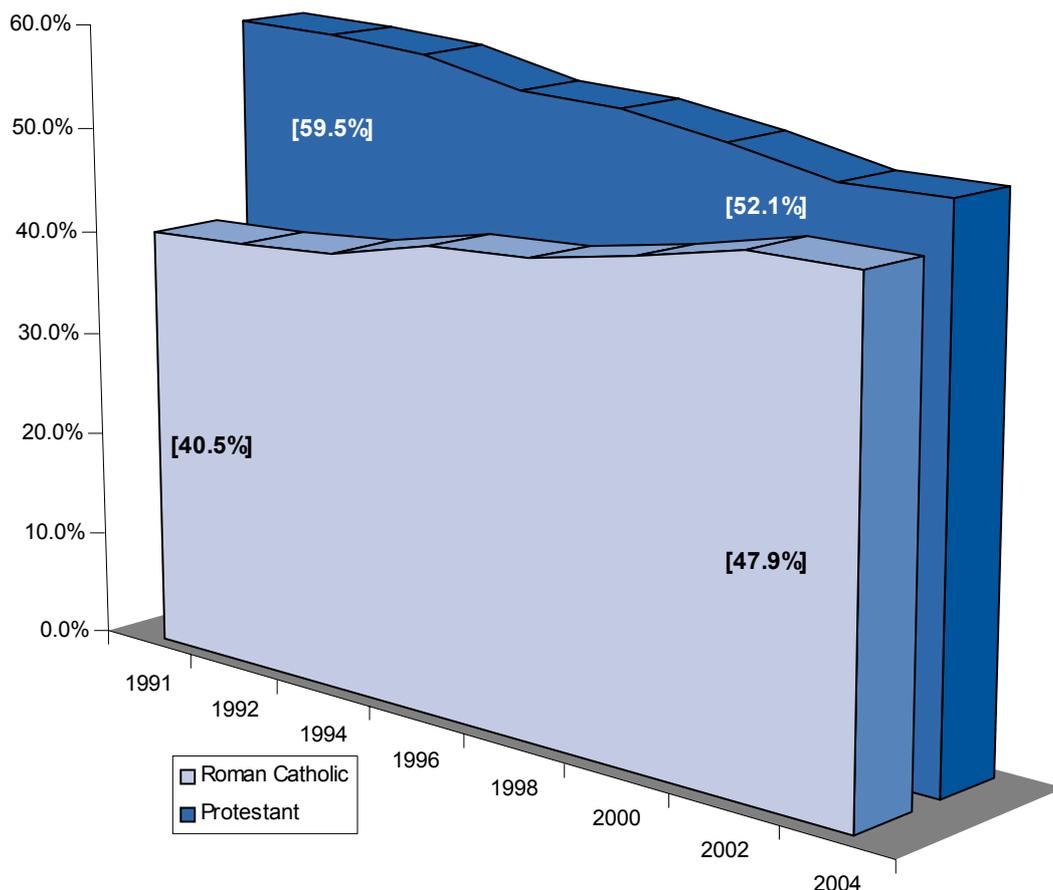
Public Sector Appointees

7.3 The 2004 Monitoring Returns contained details of 25,997 appointees to the public sector, compared with 24,559 in 2003, a (5.9%) increase.

Table 55 (page 73) shows that their composition was (46.9%) Protestant, (46.7%) Roman Catholic and (6.4%) Non-Determined. The composition of those for whom a community was determined was [50.1%] Protestant and [49.9%] Roman Catholic.

The overall number of Protestant appointees rose by (5.9%), while the Roman Catholic count

Fig 9: Composition of Public Sector Applicants, 1991- 2004



	1991	1992	1994	1996	1998	2000	2002	2004
□ Roman Catholic	40.5%	40.8%	41.5%	43.7%	44.1%	45.8%	48.0%	47.9%
■ Protestant	59.5%	59.2%	58.5%	56.3%	55.9%	54.2%	52.0%	52.1%

increased by (5.3%). This led to [0.2] of a percentage point increase in the Protestant share, from [49.9%] in 2003 to [50.1%] in 2004.

Over two-thirds (67.1%) of public sector appointees in 2004 were female, a total of 17,443. Protestant female appointees increased by (5.4%) during the year, compared with a (4.9%) increase for their Roman Catholic counterparts. As a result, the Protestant share of female appointments rose from [49.2%] in 2003 to [49.4%] in 2004.

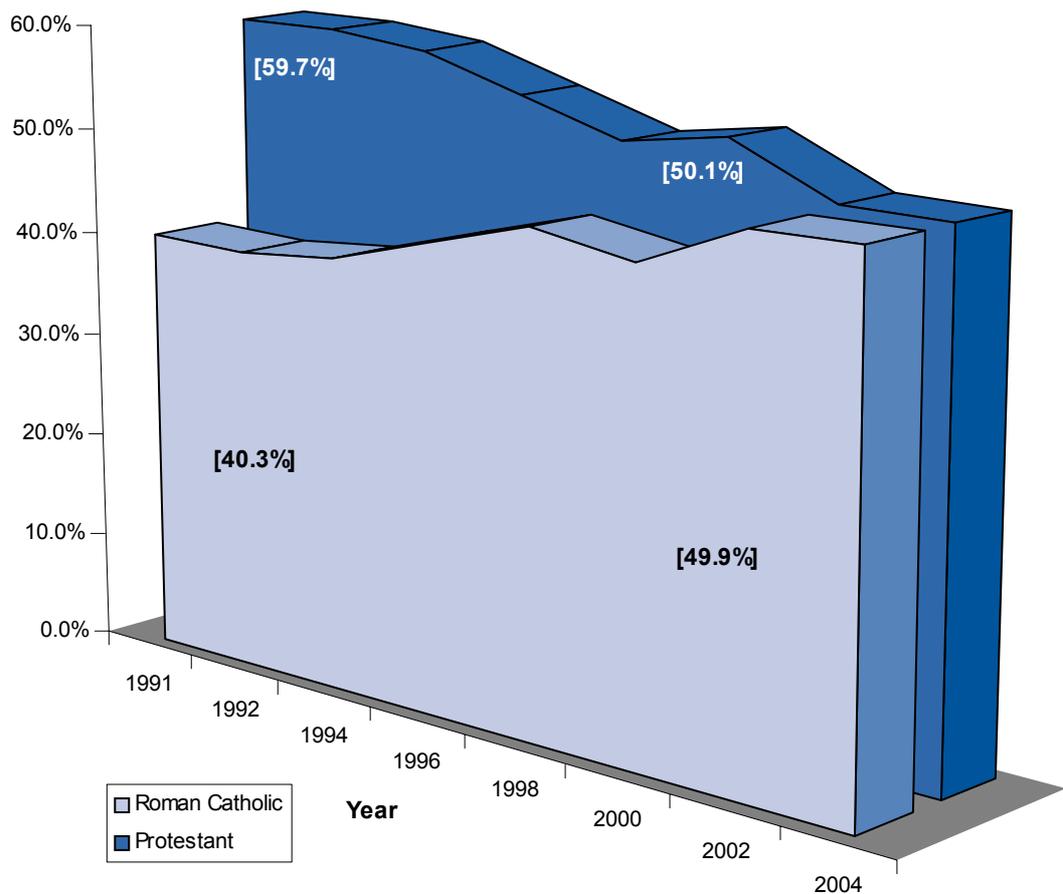
There were 8,554 male appointees in 2004, an increase of (7.1%) on the previous year. The number of Protestant male appointees rose by (6.7%), compared with an increase of (6.4%) in the Roman Catholic count. This led to a slight rise in the Protestant male share, from [51.4%] in 2003 to [51.5%] in 2004.

Figure 10 illustrates the change in the community composition of public sector appointments since 1991. The Roman Catholic share has risen from [40.3%] at the beginning of statutory monitoring in 1991 to [49.9%] in 2004. The Protestant share has declined during the same period, from [59.7%] in 1991 to [50.1%] in 2004.

Composition of Public Sector Appointees by Standard Occupational Classification

7.4 On 1st January 2004, employers moved from the old occupational classification system (SOC90), which was adopted in all previous Reports, to a revised system known as SOC2000. This has resulted in some modifications to the content of the present report. See Section 1.7 for details.

Fig 10: Composition of Public Sector Appointees, 1991- 2004



	1991	1992	1994	1996	1998	2000	2002	2004
□ Roman Catholic	40.3%	40.1%	41.1%	44.1%	47.0%	45.4%	49.8%	49.9%
■ Protestant	59.7%	59.9%	58.9%	55.9%	53.0%	54.6%	50.2%	50.1%

Table 56 reveals that almost four fifths (78.6%) of public sector appointments were concentrated in four of the nine SOC groups, namely: Associate Professional and Technical occupations (SOC3), Administrative and Secretarial posts (SOC4), Personal services (SOC6) and Elementary occupations (SOC9).

The Roman Catholic share of the above mentioned four groups was as follows:- SOC3 [50.9%], SOC4 [51.1%], SOC6 [47.8%] and SOC9 [48.4%]. The corresponding Protestant shares were [49.1%], [48.9%], [52.2%] and [51.6%] respectively.

Composition of Public Sector Appointees by Standard Occupational Classification and Sex

MALE APPOINTEES

7.5 Table 56[M] (page 90) reveals that three-quarters (75.4%) of the 8,554 male appointments in the public sector were concentrated in four occupational groups, namely: Professional occupations (SOC2), Associate Professional and Technical posts (SOC3), Administrative and Secretarial jobs (SOC4), and Elementary occupations (SOC9).

The Protestant male share of the above mentioned four groups was as follows:- SOC2 [47.0%], SOC3 [52.7%], SOC4 [45.3%] and SOC9 [56.6%]. The corresponding Catholic male shares were [53.0%], [47.3%], [54.7%] and [43.4%] respectively.

Looking at the public sector workforce as a whole (full-time plus part-time employees), Roman Catholic males in 2004 had a higher share of appointments [48.5%] than their overall share of employment [38.2%].

FEMALE APPOINTEES

7.6 Table 56[F] (page 90) shows that more than eight out of ten (83.4%) of the 17,443 female appointees to the public sector were distributed across four groups, namely: Associate Professional and Technical occupations (SOC3), Administrative and Secretarial posts (SOC4), Personal services (SOC6) and Elementary occupations (SOC9).

The Protestant female share of the above mentioned four groups was as follows:- SOC3 [47.4%], SOC4 [50.1%], SOC6 [52.3%] and SOC9 [48.6%]. The corresponding Catholic female shares were [52.6%], [49.9%], [47.7%] and [51.4%] respectively.

Table 56 Composition of Public Sector Appointees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	512	(47.2%) [51.2%]	488	(45.0%) [48.8%]	84	(7.7%)	1,084	(4.2%)
SOC2	1,273	(39.0%) [46.2%]	1,483	(45.4%) [53.8%]	510	(15.6%)	3,266	(12.6%)
SOC3	2,924	(46.2%) [49.1%]	3,037	(48.0%) [50.9%]	364	(5.8%)	6,325	(24.3%)
SOC4	2,751	(46.8%) [48.9%]	2,877	(49.0%) [51.1%]	247	(4.2%)	5,875	(22.6%)
SOC5	205	(56.3%) [61.6%]	128	(35.2%) [38.4%]	31	(8.5%)	364	(1.4%)
SOC6	1,958	(49.5%) [52.2%]	1,794	(45.4%) [47.8%]	200	(5.1%)	3,952	(15.2%)
SOC7	163	(53.4%) [55.4%]	131	(43.0%) [44.6%]	11	(3.6%)	305	(1.2%)
SOC8	284	(52.7%) [54.6%]	236	(43.8%) [45.4%]	19	(3.5%)	539	(2.1%)
SOC9	2,110	(49.2%) [51.6%]	1,979	(46.2%) [48.4%]	198	(4.6%)	4,287	(16.5%)
TOTAL	12,180	(46.9%) [50.1%]	12,153	(46.7%) [49.9%]	1,664	(6.4%)	25,997	(100.0%)

Again, looking at the public sector workforce as a whole (full-time plus part-time employees), Roman Catholic females in 2004 had a higher share of appointments [50.6%] than their overall share of employment [45.7%].

THE HEALTH SECTOR

Applicants

- 7.7 Table 57 presents the composition of health sector applicants. There were 55,882 applicants for employment in 2004, up (14.5%) from the 48,806 in 2003. Among those for whom a community was determined [48.7%] were Protestants and [51.3%] were Roman Catholics. The composition of male applicants was [47.9%] Protestant and [52.1%] Roman Catholic. For females it was [49.0%] Protestant and [51.0%] Roman Catholic.

Figure 11 (overleaf) reveals that, during the complete period of statutory monitoring, the Protestant share of health sector applicants has fallen from [54.3%] in 1991 to [48.7%] in 2004.

Appointees

- 7.8 Table 58 shows the composition of health sector appointees by sex. Compared with

2003, the number of appointments increased by (4.0%), from 11,148 to 11,597. This figure represents almost half (44.6%) of all public sector appointments. The composition of those for whom a community could be determined was [47.8%] Protestant and [52.2%].

The number of Protestant appointees increased by (6.1%) during the year, while Roman Catholic appointments rose by (2.1%). Due to the proportionately larger increase in Protestant appointments, the Protestant share increased from [46.9%] in 2003 to [47.8%] in 2004.

Male appointments rose by (9.6%) overall during 2004, (7.9%) for Protestants and (6.8%) for Roman Catholics. This resulted in an increase of [0.3] of a percentage point in the Protestant male share to [44.5%]. The number of female appointments increased by (2.7%) overall, (5.7%) for Protestants and (1.0%) for Roman Catholics. This led to a rise of [1.1] percentage points in the Protestant female share.

Figure 12 (overleaf) shows that, during the full period of statutory monitoring, the Roman Catholic share of Health Sector appointments has risen from [43.4%] in 1991 to [52.2%] in 2004. There was a corresponding fall in the Protestant share during the same period.

Table 57 Composition of Applicants to the Health Sector by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	5,768	(32.2%) [47.9%]	6,283	(35.1%) [52.1%]	5,844	(32.7%)	17,895	(32.0%)
Female	17,105	(45.0%) [49.0%]	17,814	(46.9%) [51.0%]	3,068	(8.1%)	37,987	(68.0%)
TOTAL	22,873	(40.9%) [48.7%]	24,097	(43.1%) [51.3%]	8,912	(15.9%)	55,882	(100.0%)

Table 58 Composition of Appointees to the Health Sector by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	883	(37.4%) [44.5%]	1,102	(46.7%) [55.5%]	375	(15.9%)	2,360	(20.4%)
Female	4,248	(46.0%) [48.6%]	4,495	(48.7%) [51.4%]	494	(5.3%)	9,237	(79.6%)
TOTAL	5,131	(44.2%) [47.8%]	5,597	(48.3%) [52.2%]	869	(7.5%)	11,597	(100.0%)

EDUCATION SECTOR

Applicants

7.9 Table 59 shows there were 23,510 applicants to the Education sector, an increase of (21.0%) on the corresponding figure for 2003. The overall composition of applicants was [49.9%] Protestant and [50.1%] Roman Catholic. The composition of male applicants was [49.1%] Protestant and [50.9%] Roman Catholic. For females it was [50.2%] Protestant and [49.8%] Roman Catholic.

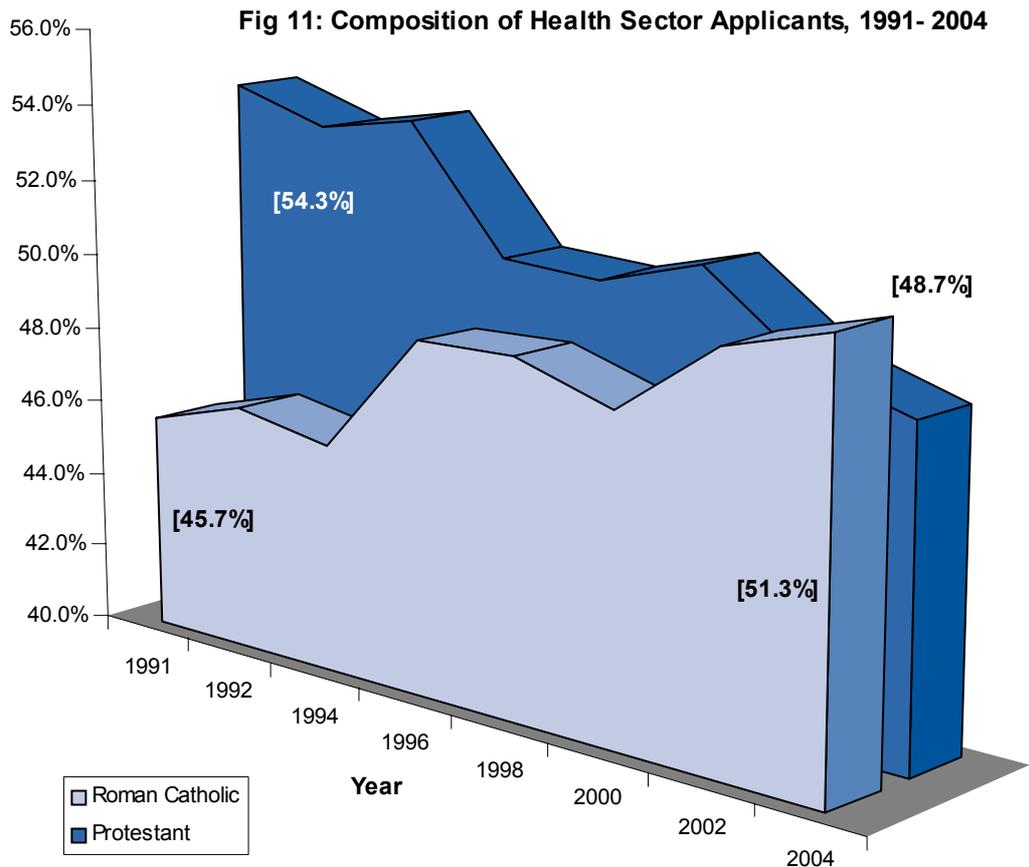
Figure 13 reveals that, during the full period of statutory monitoring, the Protestant share of Education sector applicants has declined from [54.5%] in 1991 to [49.9%] in 2004. During

the same period, the Roman Catholic proportion has risen from [45.5%] to [50.1%].

Appointees

7.10 In 2004 the Monitoring Returns from the Education sector detailed 5,366 appointees, an increase of a quarter (24.8%) on the previous year, see Table 60 overleaf. This represented approximately one in five (20.6%) of all public sector appointments. Excluding the non-determined, Protestants accounted for [50.4%] of education sector appointments, while Roman Catholics accounted for [49.6%].

The number of Protestant appointees increased by (26.7%), while Roman Catholic appointments rose by (21.1%). Due to the



	1991	1992	1994	1996	1998	2000	2002	2004
□ Roman Catholic	45.7%	46.5%	46.0%	49.2%	49.3%	48.5%	50.5%	51.3%
■ Protestant	54.3%	53.5%	54.0%	50.8%	50.7%	51.5%	49.5%	48.7%

Table 59 Composition of Applicants to the Education Sector by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	3,147	(45.2%) [49.1%]	3,261	(46.9%) [50.9%]	551	(7.9%)	6,959	(29.6%)
Female	7,786	(47.0%) [50.2%]	7,730	(46.7%) [49.8%]	1,035	(6.3%)	16,551	(70.4%)
TOTAL	10,933	(46.5%) [49.9%]	10,991	(46.8%) [50.1%]	1,586	(6.7%)	23,510	(100.0%)

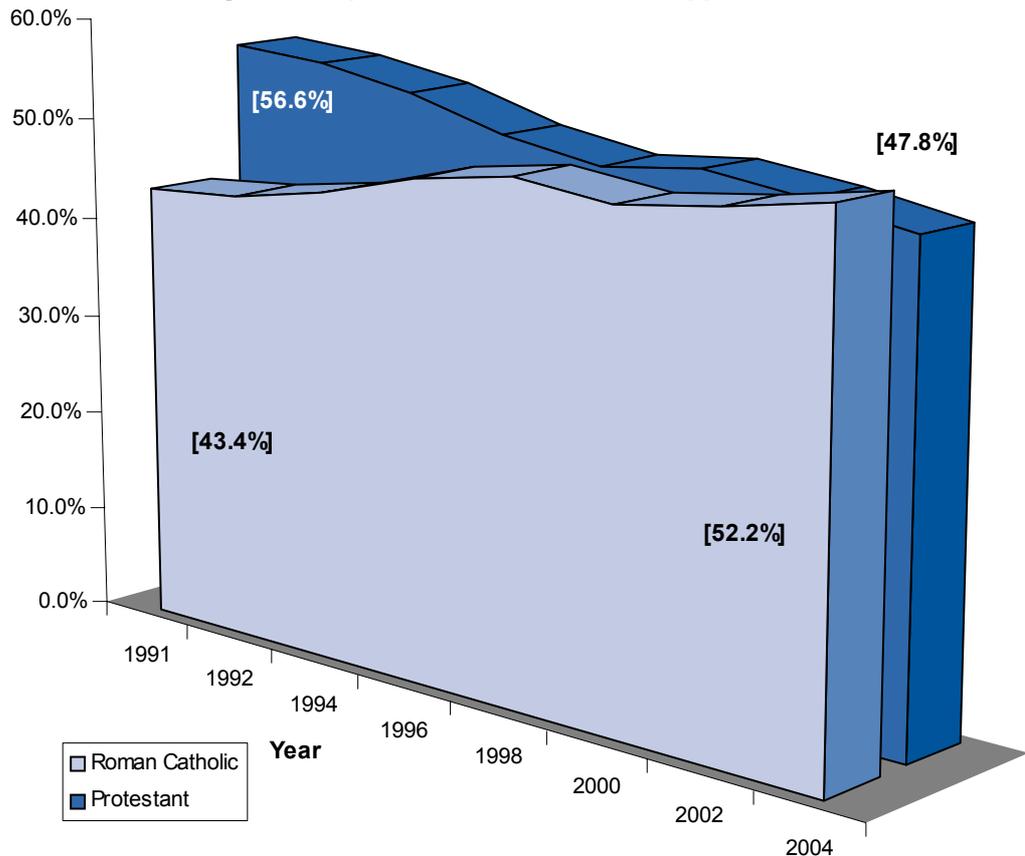
proportionately larger increase in Protestant appointments, the Protestant share increased from [49.3%] in 2003 to [50.4%] in 2004.

The number of male appointments increased by a third (32.1%) overall during 2004, a rise of almost half (46.6%) for Protestants and nearly a quarter (21.4%) for Roman Catholics. Compared with 2003, this resulted in a rise of [4.7] percentage points in the Protestant male share. The overall number of female

appointments increased by (22.6%), (21.1%) for Protestants and (21.0%) for Roman Catholics. The community composition of female appointees remained unchanged.

Figure 14 shows that during the 1991-2004 period, the Roman Catholic share of Education sector appointees varied between extremes of [44.2%] and [58.4%]. Similarly, the Protestant share ranged between [41.6%] and [55.8%].

Fig 12: Composition of Health Sector Appointees, 1991 - 2004

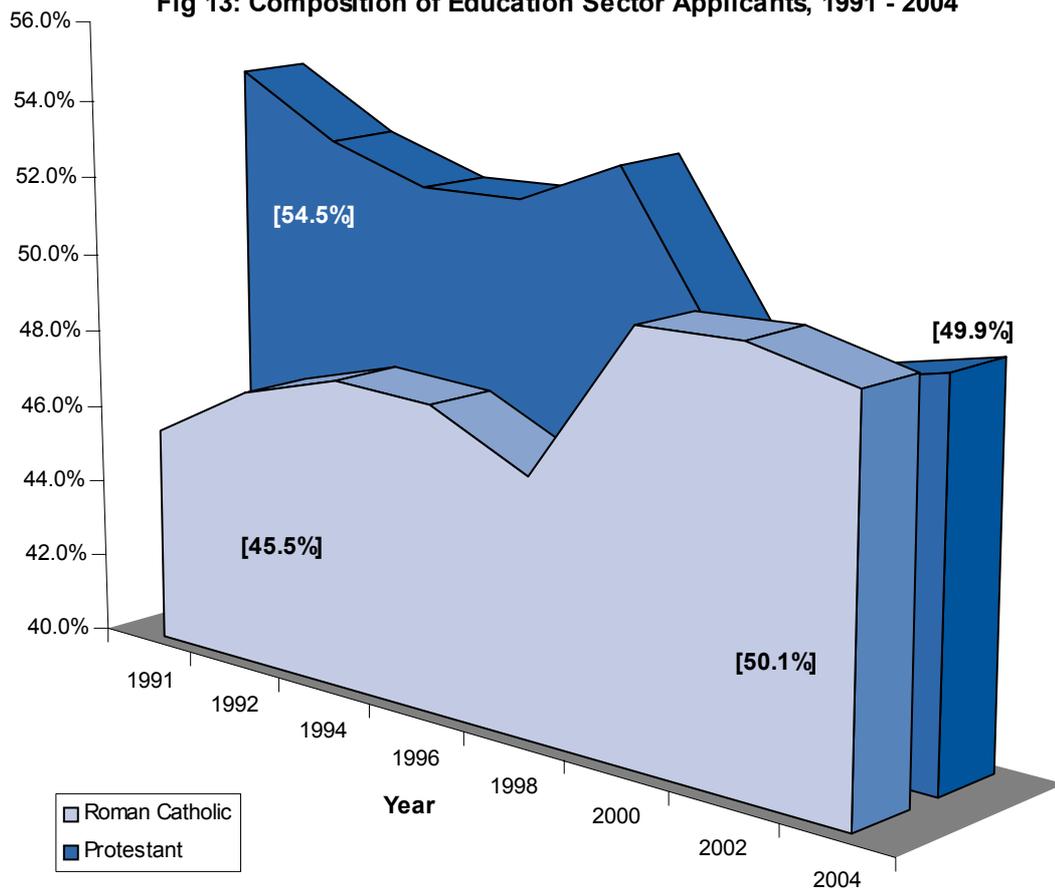


	1991	1992	1994	1996	1998	2000	2002	2004
□ Roman Catholic	43.4%	44.2%	45.9%	48.7%	50.3%	49.2%	50.4%	52.2%
■ Protestant	56.6%	55.8%	54.1%	51.3%	49.7%	50.8%	49.6%	47.8%

Table 60 Composition of Appointees to the Education Sector by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	645	(49.4%) [52.9%]	574	(44.0%) [47.1%]	87	(6.7%)	1,306	(24.3%)
Female	1,891	(46.6%) [49.6%]	1,921	(47.3%) [50.4%]	248	(6.1%)	4,060	(75.7%)
TOTAL	2,536	(47.3%) [50.4%]	2,495	(46.5%) [49.6%]	335	(6.2%)	5,366	(100.0%)

Fig 13: Composition of Education Sector Applicants, 1991 - 2004



	1991	1992	1994	1996	1998	2000	2002	2004
□ Roman Catholic	45.5%	47.0%	47.8%	47.7%	46.5%	50.6%	50.7%	50.1%
■ Protestant	54.5%	53.0%	52.2%	52.3%	53.5%	49.4%	49.3%	49.9%

Table 61 Composition of Applicants to the District Councils by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	4,697	(52.5%) [55.7%]	3,740	(41.8%) [44.3%]	507	(5.7%)	8,944	(52.9%)
Female	3,847	(48.2%) [51.2%]	3,668	(46.0%) [48.8%]	463	(5.8%)	7,978	(47.1%)
TOTAL	8,544	(50.5%) [53.6%]	7,408	(43.8%) [46.4%]	970	(5.7%)	16,922	(100.0%)

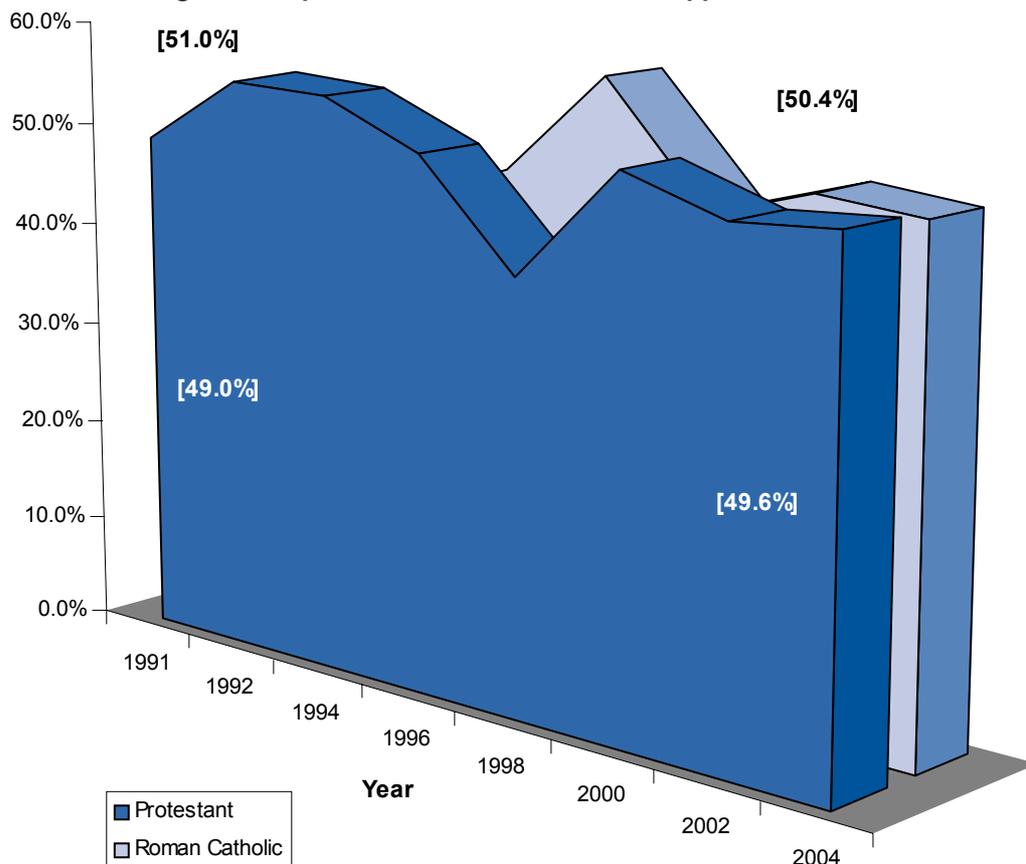
THE DISTRICT COUNCILS

Applicants

7.11 Table 61 reveals that the District Councils listed 16,922 applicants in their 2004 Monitoring Returns, an (8.0%) decrease on the 18,388 detailed in the previous year. Among those for

whom a community was determined [53.6%] were Protestant and [46.4%] were Roman Catholic. The composition of male applicants for whom a community was determined was [55.7] Protestant and [44.3%] Roman Catholic. For females, the composition was [51.2%] Protestant and [48.8%] Roman Catholic.

Fig 14: Composition of Education Sector Appointees, 1991 - 2004



	1991	1992	1994	1996	1998	2000	2002	2004
■ Protestant	49.0%	55.8%	55.5%	51.5%	41.6%	52.7%	49.6%	50.4%
■ Roman Catholic	51.0%	44.2%	44.5%	48.5%	58.4%	47.3%	50.4%	49.6%

Table 62 Composition of Appointees to the District Councils by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	457	(58.6%) [61.0%]	292	(37.4%) [39.0%]	31	(4.0%)	780	(53.4%)
Female	351	(51.5%) [54.4%]	294	(43.2%) [45.6%]	36	(5.3%)	681	(46.6%)
TOTAL	808	(55.3%) [58.0%]	586	(40.1%) [42.0%]	67	(4.6%)	1,461	(100.0%)

Figure 15 reveals that, during the complete period of statutory monitoring, the Roman Catholic share of District Council applicants has grown from [35.2%] in 1991 to [46.4%] in 2004. During the same period, the Protestant share declined from [64.8%] to [53.6%]

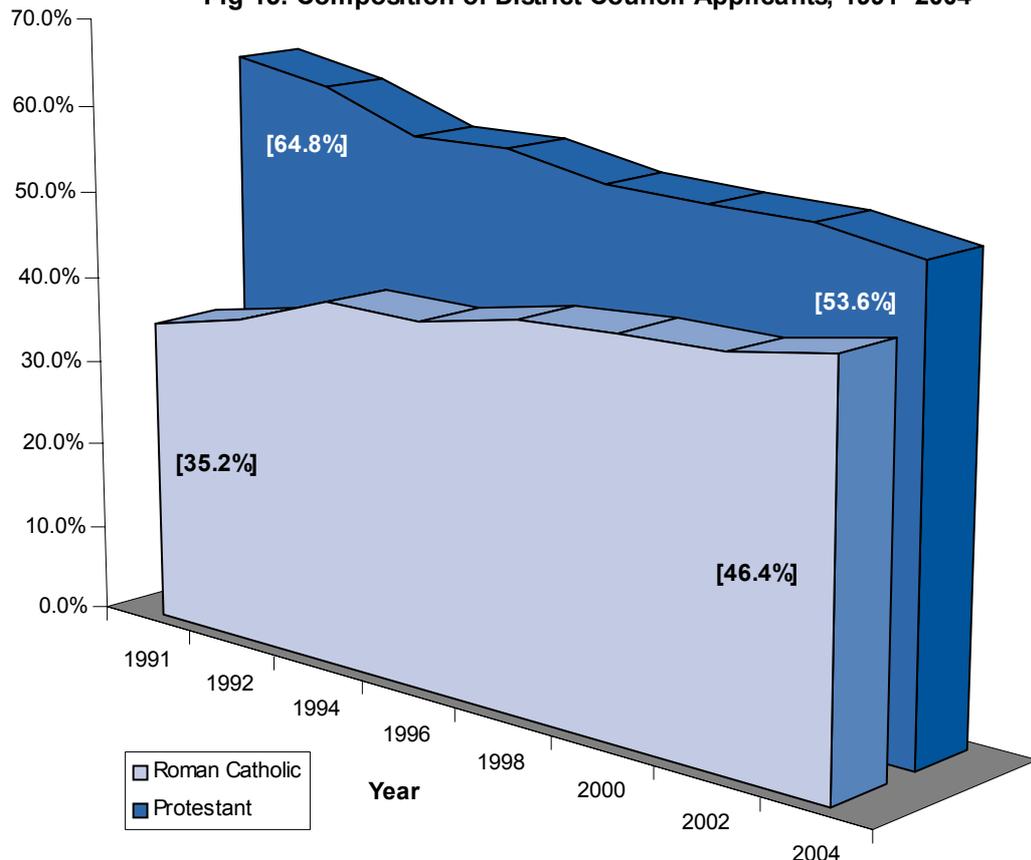
the 26 district councils in 2004 listed 1,461 appointees, a small increase (0.6%) on the previous year. Excluding the non-determined, Protestants accounted for [58.0%] of appointments and Roman Catholics for [42.0%].

District Council Appointees

7.12 Table 62 presents the composition of District Council appointees. Monitoring Returns from

Compared with 2003, the number of Protestant appointments in the district councils fell by (2.2%), while Roman Catholic appointments rose by (4.8%). Consequently, the Roman

Fig 15: Composition of District Council Applicants, 1991- 2004



	1991	1992	1994	1996	1998	2000	2002	2004
□ Roman Catholic	35.2%	37.5%	41.6%	41.4%	43.7%	44.3%	44.4%	46.4%
■ Protestant	64.8%	62.5%	58.4%	58.6%	56.3%	55.7%	55.6%	53.6%

Table 63 Composition of Applicants to the Civil Service by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	6,689	(49.6%) [52.5%]	6,044	(44.8%) [47.5%]	744	(5.5%)	13,477	(48.8%)
Female	6,348	(44.9%) [46.8%]	7,223	(51.1%) [53.2%]	558	(3.9%)	14,129	(51.2%)
TOTAL	13,037	(47.2%) [49.6%]	13,267	(48.1%) [50.4%]	1,302	(4.7%)	27,606	(100.0%)

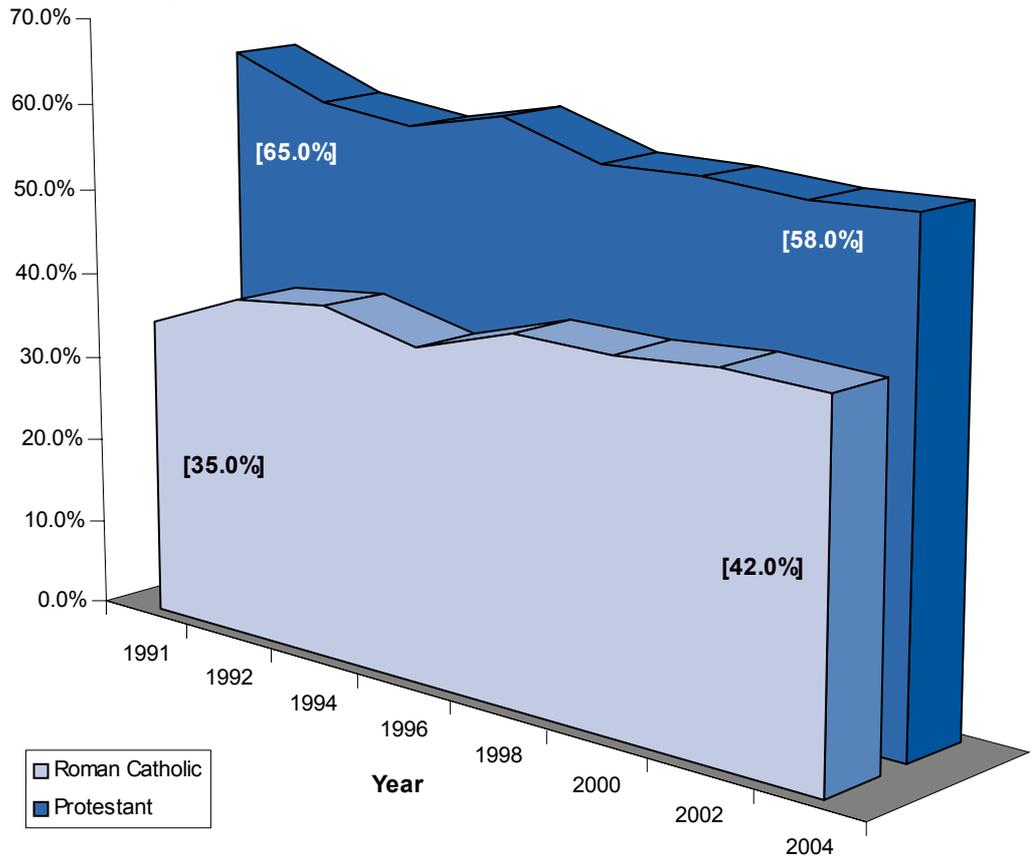
Catholic share increased from [40.4%] in 2003 to [42.0%] in 2004.

female share increased by [3.0] percentage points in 2004 to [45.6%].

The overall number of male appointments was virtually unchanged from 2003. Similarly, the overall number of female appointments increased only slightly (1.9%), with a (4.4%) fall for Protestants and a (8.1%) rise for Roman Catholics. As a result the Roman Catholic

Figure 16 shows that, during the full period of statutory monitoring, the Roman Catholic share of District Council appointees has risen from [35.0%] in 1991 to [42.0%] in 2004, and was highest in 2002. In the same period, the Protestant share has fallen from [65.0%] to [58.0%].

Fig 16: Composition of District Council Appointees, 1991 - 2004

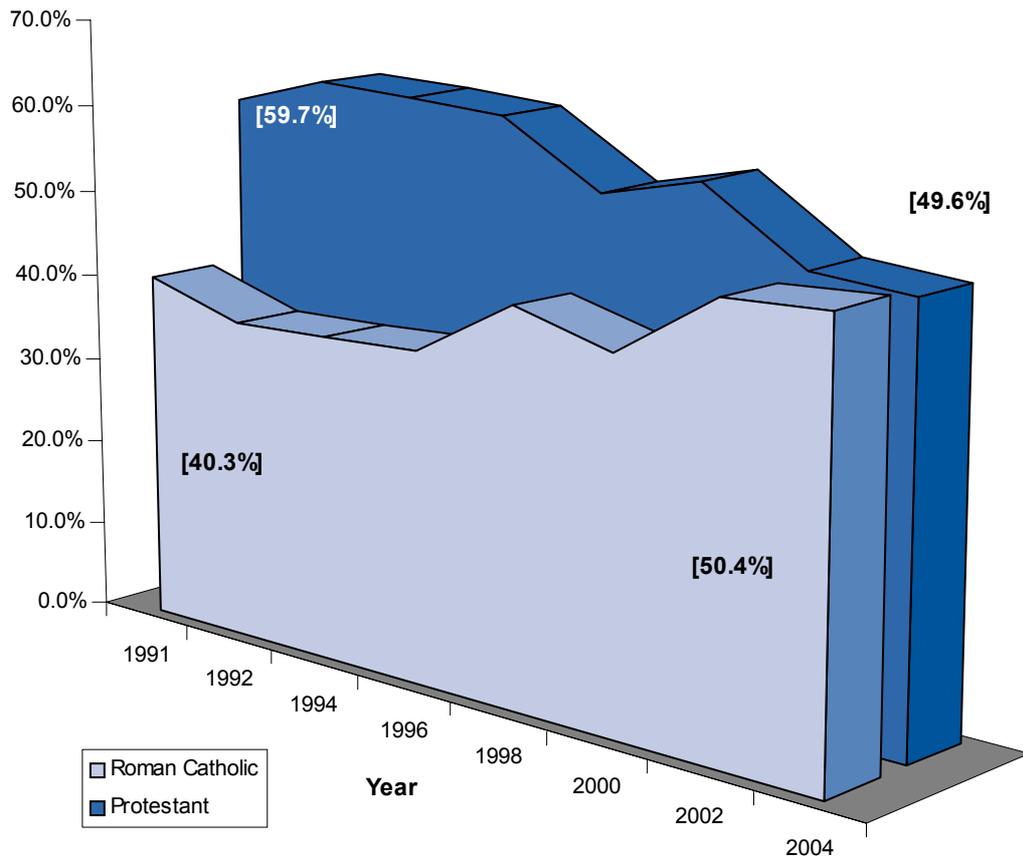


	1991	1992	1994	1996	1998	2000	2002	2004
□ Roman Catholic	35.0%	39.4%	40.7%	38.1%	41.8%	41.6%	42.4%	42.0%
■ Protestant	65.0%	60.6%	59.3%	61.9%	58.2%	58.4%	57.6%	58.0%

Table 64 Composition of Appointees to the Civil Service by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	1,038	(49.3%) [52.2%]	950	(45.2%) [47.8%]	116	(5.5%)	2,104	(50.8%)
Female	933	(45.7%) [47.8%]	1,017	(49.9%) [52.2%]	90	(4.4%)	2,040	(49.2%)
TOTAL	1,971	(47.6%) [50.1%]	1,967	(47.5%) [49.9%]	206	(5.0%)	4,144	(100.0%)

Fig 17: Composition of Civil Service Applicants, 1991- 2004



	1991	1992	1994	1996	1998	2000	2002	2004
□ Roman Catholic	40.3%	36.9%	37.3%	37.9%	44.9%	41.9%	49.7%	50.4%
■ Protestant	59.7%	63.1%	62.7%	62.1%	55.1%	58.1%	50.3%	49.6%

THE CIVIL SERVICE

Applicants

7.13 Table 63 presents the composition of Civil Service applicants for 2004. The Civil Service Monitoring Returns detailed 27,606 applicants, an (11.2%) decrease on the previous year's figure of 31,084. The composition of those for whom a community was determined was [49.6%] Protestant and [50.4%] Roman Catholic. The composition of male applicants was [52.5] Protestant and [47.5%] Roman Catholic. For females it was [46.8%] Protestant and [53.2%] Roman Catholic.

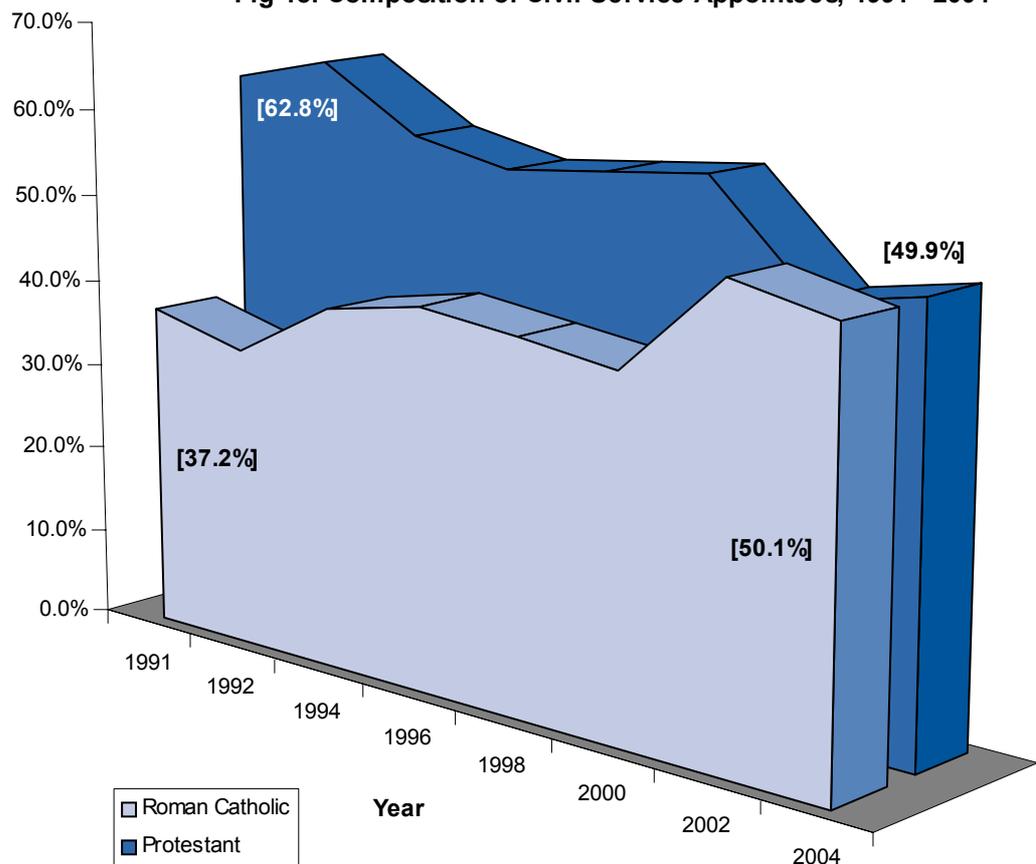
Figure 17 shows that, during the full period of monitoring, the Roman Catholic share of applicants to the Civil Service rose from [40.3%] in 1991 to [50.4%] in 2004. During the same period the Protestant share declined from [59.7%] to [49.6%].

Appointees

7.14 Table 64 reveals there were 4,144 appointees to the Civil Service in 2004, a small decrease (2.6%) on the corresponding figure for 2003. Excluding the non-determined, Protestants accounted for [50.1%] of appointees and Roman Catholics for [49.9%]. The community composition remained virtually unchanged from 2003.

Compared with 2003, male appointments increased by (3.8%) overall, a rise of (5.4%) for Protestant males and (1.6%) for Catholic males. This led to a rise of [0.9] of a percentage point in the Protestant male share. In contrast, female appointments fell by (8.4%) overall, (9.9%) for Protestant females and (6.2%) for their Roman Catholic counterparts. This resulted in an increase in the Catholic female share, from [51.2%] in 2003 to [52.2%] in 2004.

Fig 18: Composition of Civil Service Appointees, 1991 - 2004



	1991	1992	1994	1996	1998	2000	2002	2004
■ Roman Catholic	37.2%	34.3%	41.1%	43.4%	42.1%	40.7%	52.3%	49.9%
■ Protestant	62.8%	65.7%	58.9%	56.6%	57.9%	59.3%	47.7%	50.1%

Table 65 Composition of Monitored Private Sector Applicants by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	119,046	(49.3%) [56.3%]	92,432	(38.3%) [43.7%]	29,934	(12.4%)	241,412	(53.2%)
Female	97,305	(45.7%) [51.3%]	92,355	(43.4%) [48.7%]	23,136	(10.9%)	212,796	(46.8%)
TOTAL	216,351	(47.6%) [53.9%]	184,787	(40.7%) [46.1%]	53,070	(11.7%)	454,208	(100.0%)

Figure 18 shows that between 1991-2004, the Roman Catholic proportion of Civil Service appointments rose from [37.2%] in 1991 to [49.9%] in 2004 and was highest in 2002. During the same period, the Protestant share fell from [62.8%] to [50.1%].

Male applications in 2004 increased by (6.8%) to 241,412 while female applications rose by (6.3%) to 212,796. Among males, the composition was [56.3%] Protestant and [43.7%] Roman Catholic. The female composition was [51.3%] Protestant and [48.7%] Roman Catholic.

PRIVATE SECTOR APPLICANTS AND APPOINTEES

Applicants (251+)

7.15 The year 2004 was the fourth occasion in which all registered private sector concerns (irrespective of size) were required to submit monitoring information on applicants and appointees. In order to maintain continuity with previous Reports, however, this section will also examine the data submitted by those private sector companies with 251 or more employees.

7.17 There were 193 private sector concerns with 251 or more employees who supplied details on the composition of applicants and appointees. In 2004 there were 239,048 applicants detailed by such employers, a rise of (8.9%) on the previous year. The composition of those for whom a community background was determined was [53.4%] Protestant and [46.6%] Roman Catholic.

Applicants

7.16 Table 65 presents the composition of private sector applicants by community background and gender. In 2004 there were 454,208 applicants detailed by the private sector, a rise of 28,046 (6.6%) on the previous year. The composition of those for whom a community was determined was [53.9%] Protestant and [46.1%] Roman Catholic.

There were 126,676 male applicants, an increase of (8.2%) compared with 2003, and their community composition was [55.5%] Protestant and [44.5%] Roman Catholic. The number of female applicants rose by (9.8%) to 112,372. The community composition of those female applicants whose community was determined was [51.2%] Protestant and [48.8%] Roman Catholic.

Table 66 Composition of Monitored Private Sector Appointees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	17,567	(48.6%) [54.6%]	14,601	(40.4%) [45.4%]	4,004	(11.1%)	36,172	(49.6%)
Female	17,088	(46.5%) [51.3%]	16,249	(44.2%) [48.7%]	3,405	(9.3%)	36,742	(50.4%)
TOTAL	34,655	(47.5%) [52.9%]	30,850	(42.3%) [47.1%]	7,409	(10.2%)	72,914	(100.0%)

Figure 19 shows that, between 1991 and 2004, the Roman Catholic share of applicants to private sector concerns with 251 or more employees ranged between [41.3%] and [47.9%]. During the same period the Protestant share fluctuated between [58.7%] and [52.1%].

Appointees

7.18 Table 66 presents the composition of private sector appointees. A total of 72,914 appointments were recorded during 2004, an increase of 5,706 (8.5%) on the previous year. The composition of those for whom a community was determined was [52.9%] Protestant and [47.1%] Roman Catholic.

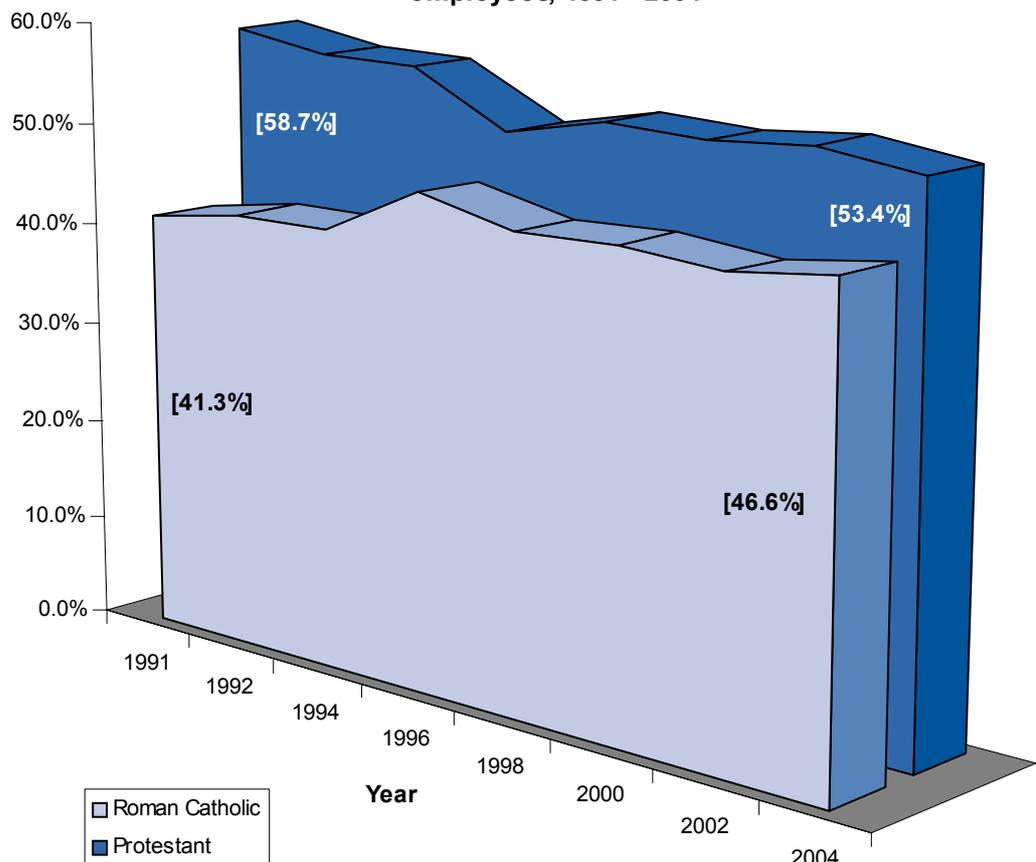
Compared with 2003, the number of Protestant appointees increased by (4.5%), while Roman Catholic appointments rose by (8.3%). As a result of a relatively smaller increase in the

number of Protestant appointments, the overall Catholic share rose by [0.9] of a percentage point.

Just over half (50.4%) of all monitored private sector appointees in 2004 were female. Compared with 2003, the number of male appointments rose by (12.0%) while female appointments increased by (5.2%). Among females, [51.3%] of those whose community was determined were Protestant and [48.7%] were Roman Catholic. The composition of male appointees was [54.6%] Protestant and [45.4%] Roman Catholic.

In 2004, continuing the trend evident in recent years, in both the public and private sectors the Roman Catholic share of appointments was higher than their representation among employees.

Fig 19: Composition of Applicants in Private Sector Concerns with 251+ employees, 1991 - 2004



	1991	1992	1994	1996	1998	2000	2002	2004
□ Roman Catholic	41.3%	42.8%	42.9%	47.9%	45.8%	46.1%	45.3%	46.6%
■ Protestant	58.7%	57.2%	57.1%	52.1%	54.2%	53.9%	54.7%	53.4%

Composition of Private Sector Appointees by Standard Occupational Classification

7.19 Viewing all concerns in the private sector, Table 67 shows that just over two-thirds (69.1%) of appointees were concentrated in four SOC groups, namely: Personal services (SOC6), Sales and Customer services (SOC7), Plant and Machine operatives (SOC8), and Elementary occupations (SOC9). The largest single category was SOC7 with over a quarter (26.7%) of monitored appointees, a total of 19,440.

Composition of Private Sector Appointees by Standard Occupational Classification and Sex

MALE EMPLOYEES

7.20 Table 67[M] (page 91) shows that three-quarters (74.4%) of male appointees were located in four SOC groups, namely: Skilled trades (SOC5), Sales and Customer services (SOC7), Plant and Machine operatives (SOC8)

and Elementary occupations (SOC9). The largest category was SOC8 with 8,216 appointments (22.7%).

FEMALE EMPLOYEES

7.21 Table 67[F] (page 91) shows that approximately eight in ten (79.8%) of female private sector appointments were contained in four SOC groups, namely: Administrative and Secretarial posts (SOC4), Personal services (SOC6), Sales and Customer services (SOC7) and Elementary occupations (SOC9). By far the largest category was Sales and Customer services, with 12,258 appointments (33.4% of the total).

Appointees (251+)

7.22 During 2004 a total of 35,451 appointments were recorded in those private concerns with 251 or more employees, a (9.6%) increase on the previous year. The composition of those for whom a community could be determined in 2004 was [52.7%] Protestant and [47.3%] Roman Catholic, representing a rise of [0.2] of a percentage point in the Protestant share.

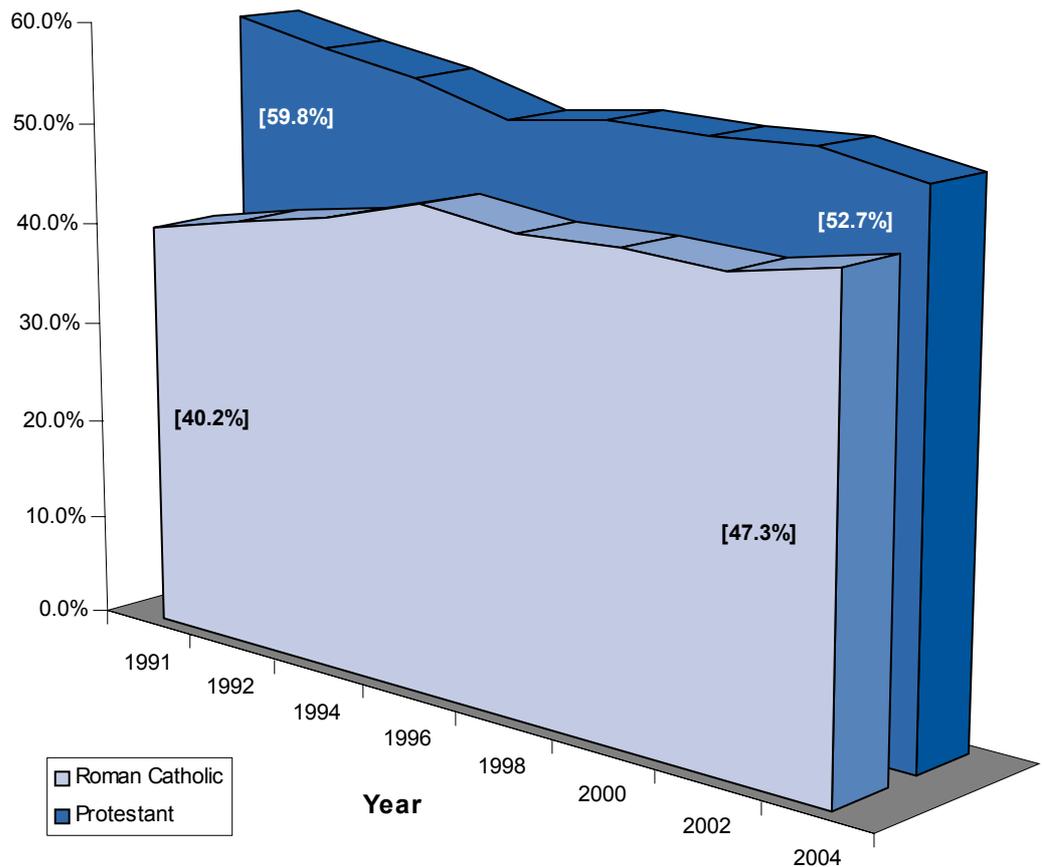
Table 67 Composition of Monitored Private Sector Appointees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	1,267	(49.4%) [54.7%]	1,048	(40.8%) [45.3%]	251	(9.8%)	2,566	(3.5%)
SOC2	1,164	(40.8%) [47.6%]	1,281	(44.9%) [52.4%]	408	(14.3%)	2,853	(3.9%)
SOC3	1,578	(41.5%) [47.3%]	1,755	(46.1%) [52.7%]	471	(12.4%)	3,804	(5.2%)
SOC4	3,881	(48.9%) [55.2%]	3,156	(39.7%) [44.8%]	907	(11.4%)	7,944	(10.9%)
SOC5	2,797	(52.0%) [55.8%]	2,213	(41.1%) [44.2%]	368	(6.8%)	5,378	(7.4%)
SOC6	3,890	(51.4%) [55.1%]	3,169	(41.9%) [44.9%]	504	(6.7%)	7,563	(10.4%)
SOC7	8,975	(46.2%) [50.1%]	8,934	(46.0%) [49.9%]	1,531	(7.9%)	19,440	(26.7%)
SOC8	5,090	(49.4%) [56.8%]	3,869	(37.6%) [43.2%]	1,337	(13.0%)	10,296	(14.1%)
SOC9	6,013	(46.0%) [52.6%]	5,425	(41.5%) [47.4%]	1,632	(12.5%)	13,070	(17.9%)
TOTAL	34,655	(47.5%) [52.9%]	30,850	(42.3%) [47.1%]	7,409	(10.2%)	72,914	(100.0%)

Females accounted for just over half of all appointees (51.0%) in large companies. The composition of female appointees was [51.4%] Protestant and [48.6%] Roman Catholic. Among males their composition was [54.0%] Protestant and [46.0%] Roman Catholic.

Figure 20 shows that over the full period of statutory monitoring, the Roman Catholic share of appointees in large companies (251+ employees) has increased by [7.1] percentage points, from [40.2%] in 1991 to [47.3%] in 2004. During the same period, the Protestant share has fallen from [59.8%] to [52.7%].

Fig 20: Composition of Appointees in Private Sector Concerns with 251+ employees, 1991 - 2004



	1991	1992	1994	1996	1998	2000	2002	2004
□ Roman Catholic	40.2%	42.3%	44.0%	46.8%	45.6%	45.8%	45.4%	47.3%
■ Protestant	59.8%	57.7%	56.0%	53.2%	54.4%	54.2%	54.6%	52.7%

Table 56 [M] Composition of Male Public Sector Appointees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	202	(46.7%) [51.1%]	193	(44.6%) [48.9%]	38	(8.8%)	433	(5.1%)
SOC2	501	(36.4%) [47.0%]	564	(41.0%) [53.0%]	311	(22.6%)	1,376	(16.1%)
SOC3	958	(49.5%) [52.7%]	859	(44.4%) [47.3%]	117	(6.0%)	1,934	(22.6%)
SOC4	660	(43.5%) [45.3%]	798	(52.6%) [54.7%]	60	(4.0%)	1,518	(17.7%)
SOC5	132	(55.0%) [60.6%]	86	(35.8%) [39.4%]	22	(9.2%)	240	(2.8%)
SOC6	408	(48.9%) [51.8%]	380	(45.5%) [48.2%]	47	(5.6%)	835	(9.8%)
SOC7	54	(49.1%) [50.5%]	53	(48.2%) [49.5%]	3	(2.7%)	110	(1.3%)
SOC8	258	(53.3%) [55.2%]	209	(43.2%) [44.8%]	17	(3.5%)	484	(5.7%)
SOC9	873	(53.8%) [56.6%]	670	(41.3%) [43.4%]	81	(5.0%)	1,624	(19.0%)
TOTAL	4,046	(47.3%) [51.5%]	3,812	(44.6%) [48.5%]	696	(8.1%)	8,554	(100.0%)

Table 56 [F] Composition of Female Public Sector Appointees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	310	(47.6%) [51.2%]	295	(45.3%) [48.8%]	46	(7.1%)	651	(3.7%)
SOC2	772	(40.8%) [45.7%]	919	(48.6%) [54.3%]	199	(10.5%)	1,890	(10.8%)
SOC3	1,966	(44.8%) [47.4%]	2,178	(49.6%) [52.6%]	247	(5.6%)	4,391	(25.2%)
SOC4	2,091	(48.0%) [50.1%]	2,079	(47.7%) [49.9%]	187	(4.3%)	4,357	(25.0%)
SOC5	73	(58.9%) [63.5%]	42	(33.9%) [36.5%]	9	(7.3%)	124	(0.7%)
SOC6	1,550	(49.7%) [52.3%]	1,414	(45.4%) [47.7%]	153	(4.9%)	3,117	(17.9%)
SOC7	109	(55.9%) [58.3%]	78	(40.0%) [41.7%]	8	(4.1%)	195	(1.1%)
SOC8	26	(47.3%) [49.1%]	27	(49.1%) [50.9%]	2	(3.6%)	55	(0.3%)
SOC9	1,237	(46.5%) [48.6%]	1,309	(49.2%) [51.4%]	117	(4.4%)	2,663	(15.3%)
TOTAL	8,134	(46.6%) [49.4%]	8,341	(47.8%) [50.6%]	968	(5.5%)	17,443	(100.0%)

Table 67 [M] Composition of Monitored Male Private Sector Appointees by SOC

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	695 (50.2%) [56.3%]	540 (39.0%) [43.7%]	150 (10.8%)	1,385 (3.8%)
SOC2	688 (43.0%) [50.4%]	678 (42.3%) [49.6%]	235 (14.7%)	1,601 (4.4%)
SOC3	723 (44.0%) [50.2%]	716 (43.6%) [49.8%]	204 (12.4%)	1,643 (4.5%)
SOC4	1,036 (46.3%) [54.0%]	884 (39.5%) [46.0%]	320 (14.3%)	2,240 (6.2%)
SOC5	2,386 (51.9%) [55.9%]	1,886 (41.0%) [44.1%]	329 (7.2%)	4,601 (12.7%)
SOC6	1,365 (57.0%) [61.2%]	864 (36.1%) [38.8%]	166 (6.9%)	2,395 (6.6%)
SOC7	3,344 (46.6%) [51.0%]	3,214 (44.8%) [49.0%]	624 (8.7%)	7,182 (19.9%)
SOC8	4,163 (50.7%) [58.3%]	2,982 (36.3%) [41.7%]	1,071 (13.0%)	8,216 (22.7%)
SOC9	3,167 (45.8%) [52.7%]	2,837 (41.1%) [47.3%]	905 (13.1%)	6,909 (19.1%)
TOTAL	17,567 (48.6%) [54.6%]	14,601 (40.4%) [45.4%]	4,004 (11.1%)	36,172 (100.0%)

Table 67 [F] Composition of Monitored Female Private Sector Appointees by SOC

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	572 (48.4%) [53.0%]	508 (43.0%) [47.0%]	101 (8.6%)	1,181 (3.2%)
SOC2	476 (38.0%) [44.1%]	603 (48.2%) [55.9%]	173 (13.8%)	1,252 (3.4%)
SOC3	855 (39.6%) [45.1%]	1,039 (48.1%) [54.9%]	267 (12.4%)	2,161 (5.9%)
SOC4	2,845 (49.9%) [55.6%]	2,272 (39.8%) [44.4%]	587 (10.3%)	5,704 (15.5%)
SOC5	411 (52.9%) [55.7%]	327 (42.1%) [44.3%]	39 (5.0%)	777 (2.1%)
SOC6	2,525 (48.9%) [52.3%]	2,305 (44.6%) [47.7%]	338 (6.5%)	5,168 (14.1%)
SOC7	5,631 (45.9%) [49.6%]	5,720 (46.7%) [50.4%]	907 (7.4%)	12,258 (33.4%)
SOC8	927 (44.6%) [51.1%]	887 (42.6%) [48.9%]	266 (12.8%)	2,080 (5.7%)
SOC9	2,846 (46.2%) [52.4%]	2,588 (42.0%) [47.6%]	727 (11.8%)	6,161 (16.8%)
TOTAL	17,088 (46.5%) [51.3%]	16,249 (44.2%) [48.7%]	3,405 (9.3%)	36,742 (100.0%)

8

Promotees and Leavers

Background

8.1 The year 2004 marked the fourth occasion in which all Specified Public Authorities and those Private Sector employers with 251 or more employees were required to include the composition of promotees and leavers on their Monitoring Return.

For the purpose of the Monitoring Regulations, a “promotee” is defined as a person who fills the following 4 conditions:-

- (i) the employee has moved jobs within the concern; and
- (ii) in so doing has filled a job which was restricted to persons already employed in the concern; and
- (iii) has remained in the job for not less than six months; and
- (iv) as a direct result of the move has received an increase in remuneration (excluding expenses).

A “leaver” is classified as a former employee who ceased to be employed in the concern during the 12 month reference period.

PUBLIC SECTOR

Promotees

8.2 Public Sector Monitoring Returns for 2004 detailed 6,259 promotees, a fall of (10.2%) compared with 2003, see Table 68. Their composition was (51.2%) Protestant, (45.9%) Roman Catholic and (2.9%) Non-determined. The composition of those for whom a community was determined was [52.7%] Protestant and [47.3%] Roman Catholic. As a result of the proportionately larger fall in the number of Protestant promotees (16.4%) compared with Roman Catholic promotees (2.0%), the Catholic share rose by [4.0] percentage points during the year.

The majority (57.1%) of public sector promotees were female, a total of 3,573. Among those female promotees whose community was determined, [48.1%] were Protestant and [51.9%] were Roman Catholic. In total there were 2,686 male promotees and their composition was [58.8%] Protestant and [41.2%] Roman Catholic.

Table 68 Composition of Public Sector Promotees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	1,533	(57.1%) [58.8%]	1,072	(39.9%) [41.2%]	81	(3.0%)	2,686	(42.9%)
Female	1,673	(46.8%) [48.1%]	1,802	(50.4%) [51.9%]	98	(2.7%)	3,573	(57.1%)
TOTAL	3,206	(51.2%) [52.7%]	2,874	(45.9%) [47.3%]	179	(2.9%)	6,259	(100.0%)

Table 69 Composition of Public Sector Leavers by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	4,406	(51.5%) [57.9%]	3,210	(37.5%) [42.1%]	934	(10.9%)	8,550	(35.3%)
Female	7,500	(47.9%) [52.7%]	6,720	(42.9%) [47.3%]	1,434	(9.2%)	15,654	(64.7%)
TOTAL	11,906	(49.2%) [54.5%]	9,930	(41.0%) [45.5%]	2,368	(9.8%)	24,204	(100.0%)

Public Sector Leavers

8.3 Public Sector Monitoring Returns for 2004 provided details of 24,204 leavers, a (1.5%) increase compared with 2003, see Table 69. Their composition was (49.2%) Protestant, (41.0%) Roman Catholic and (9.8%) Non-determined. The composition of those for whom a community was determined was [54.5%] Protestant and [45.5%] Roman Catholic.

Almost two-thirds (64.7%) of leavers in the public sector during 2004 were female, a total of 15,654 persons. Among those female leavers whose community was determined, [52.7%] were Protestant and [47.3%] were Roman Catholic. In total there were 8,550 male leavers and their composition was [57.9%] Protestant and [42.1%] Roman Catholic.

PRIVATE SECTOR

Promotees (251+ Employees)

8.4 There were 193 private sector concerns with 251 or more employees who supplied details on the composition of promotees and leavers. Table 70 shows there were 3,105 promotees in 2004, compared with 2,818 the previous year, a (10.2%) increase. Looking only at those

promotees for whom a community was determined, their composition was [57.6%] Protestant and [42.4%] Roman Catholic.

A majority (54.1%) of promotees in the private sector were male, a total of 1,679. Among those male promotees whose community was determined, [61.5%] were Protestant and [38.5%] were Roman Catholic. In total there were 1,426 female promotees and their composition was [53.0%] Protestant and [47.0%] Roman Catholic.

Leavers (251+ Employees)

8.5 Private sector Monitoring Returns for 2004 provided details of 48,105 leavers, an (11.4%) rise on 2003, see Table 71. The composition of those for whom a community could be determined was [52.6%] Protestant and [47.4%] Roman Catholic.

A small majority (53.1%) of leavers were female, a total of 25,546. Among those female leavers whose community was determined, [51.4%] were Protestant and [48.6%] were Roman Catholic. For males, [54.1%] were Protestant and [45.9%] were Roman Catholic.

Table 70 Composition of Monitored Private Sector Promotees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	955	(56.9%) [61.5%]	599	(35.7%) [38.5%]	125	(7.4%)	1,679	(54.1%)
Female	696	(48.8%) [53.0%]	617	(43.3%) [47.0%]	113	(7.9%)	1,426	(45.9%)
TOTAL	1,651	(53.2%) [57.6%]	1,216	(39.2%) [42.4%]	238	(7.7%)	3,105	(100.0%)

Table 71 Composition of Monitored Private Sector Leavers by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	10,681	(47.3%) [54.1%]	9,078	(40.2%) [45.9%]	2,800	(12.4%)	22,559	(46.9%)
Female	11,682	(45.7%) [51.4%]	11,044	(43.2%) [48.6%]	2,820	(11.0%)	25,546	(53.1%)
TOTAL	22,363	(46.5%) [52.6%]	20,122	(41.8%) [47.4%]	5,620	(11.7%)	48,105	(100.0%)