

Fair Employment Monitoring Report No. 15

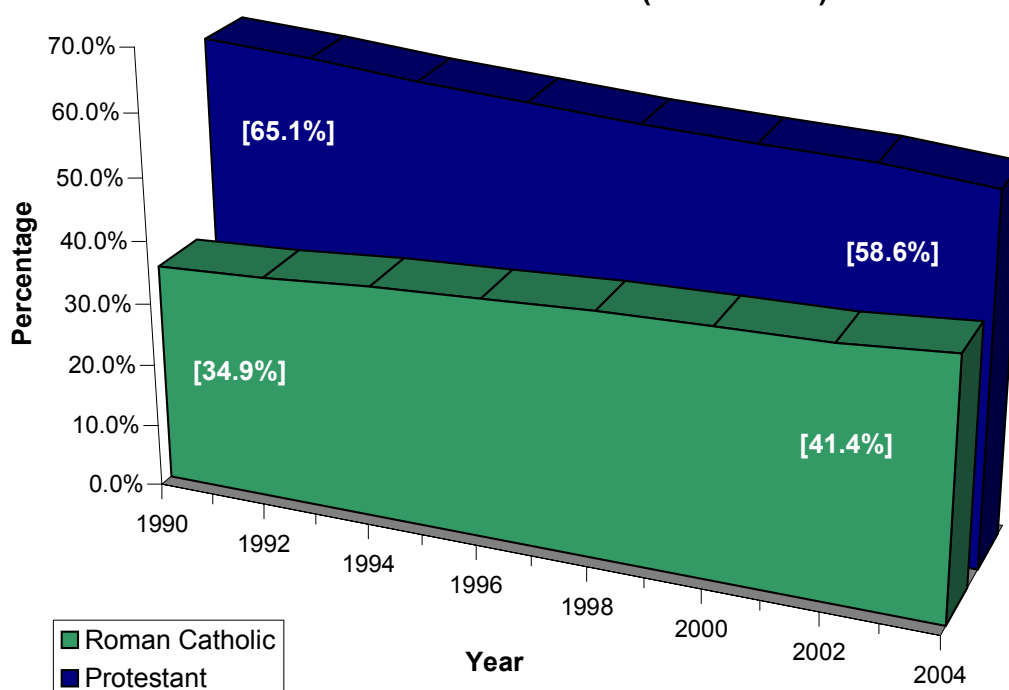
December 2005

The fifteenth annual Fair Employment Monitoring Report presents an analysis of monitoring returns¹ submitted by 142 public bodies and 3,803 private sector employers during 2004. This update presents a summary of key findings.

In Brief ...

- The monitored Northern Ireland workforce² totalled almost 496,000 in 2004, an increase of approximately 9,400 (1.9%) compared with 2003.
- The composition of the monitored workforce was 57.7% Protestant and 42.3% Roman Catholic³.
- Increase of a 0.6 of a percentage point in Roman Catholic share of workforce.
- Private sector full-time employment levels rose slightly (0.3%) during 2004. The continuing decline in manufacturing industry notably affected Protestants.
- Public Sector full-time employment rose by (3.8%). The Catholic share grew by 0.7 of a percentage point.
- The Part-time workforce increased by 3.7%.
- Females accounted for 51.6% of all monitored employees.
- Comparing the same sections of the monitored Northern Ireland workforce as were monitored in 1990⁴, by 2004 the Roman Catholic share had increased by 6.5 percentage points (see below).

Community Composition of the Monitored Northern Ireland Workforce (1990 - 2004)



The Public Sector Workforce

In 2004, the total public sector workforce was comprised of approximately 188,000 employees, an increase of over 6,600 (3.7%) compared with 2003. The community composition was 57.2% Protestant and 42.8% Roman Catholic, which represented an 0.8 percentage point rise in the Catholic share of employment. Females comprise three-fifths (61.2%) of the total public sector workforce.

Public Sector Full-time

In 2004 there were almost 157,000 full-time employees in the public sector, an increase of just under 5,800 employees (3.8%) from 2003. The public sector is comprised of five main sectors, namely: Health, containing one-third (34.4%) of all public sector full-time employees, followed by the Civil Service (26% of employees), Education (14%), Security-related employment (11%) and District Councils (6%).

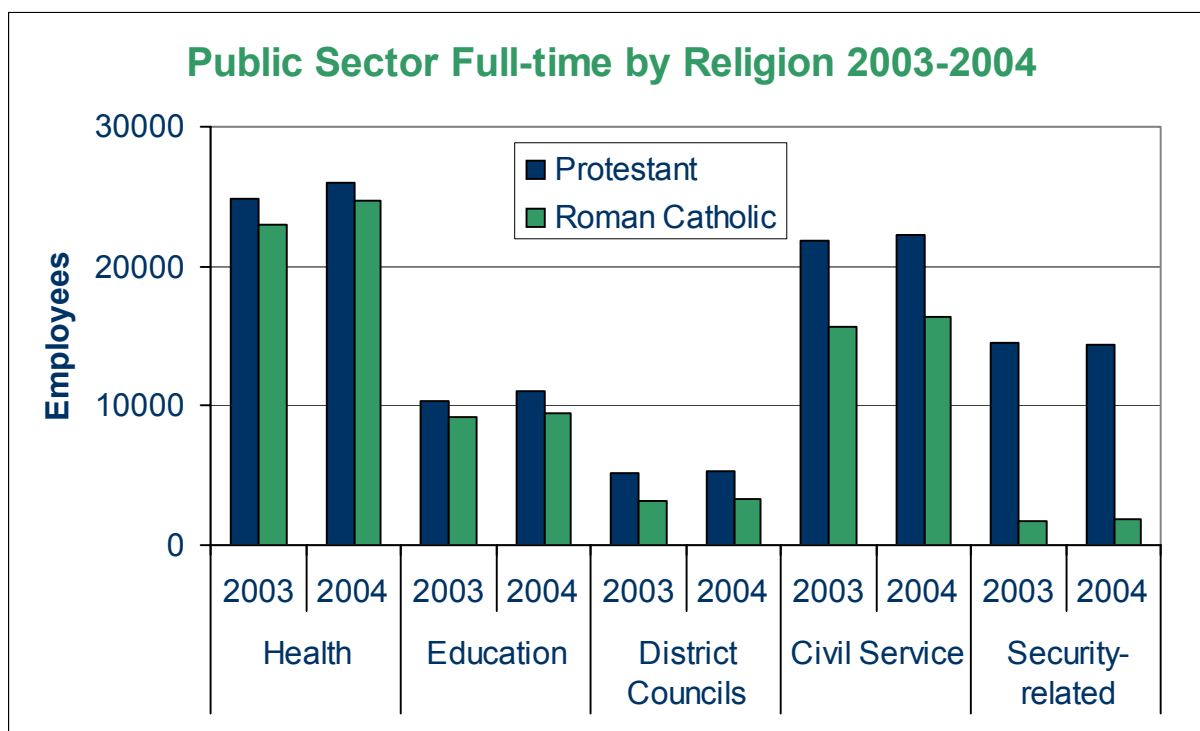
Compared with 2003, the number of Roman Catholic employees rose in all sectors, while the Protestant count increased in all sectors except security-related employment. Overall, the increase in employment was larger for Catholics than for Protestant, resulting in an increase of 0.7 of a percentage point in the Roman Catholic share. The community composition of the

Public Sector was 57.4% Protestant and 42.6% Roman Catholic. In 1990 Roman Catholic full-time representation was 35.3%.

In the Health sector the Protestant count rose by 4.6%, while Roman Catholic employment increased by 7.6%. The Civil Service saw an increase of 2.5% in Protestant and 4.4% in Catholic employment levels. Education experienced a rise of 7.0% and 3.4% in Protestant and Catholic employment respectively. The District Councils saw a growth of 1.5% and 4.2% in the number of Protestant and Roman Catholic employees respectively.

In Security-related employment⁵ the Protestant total declined by 0.7% while the Roman Catholic count rose by 11.8%. In 2004, over one-in-four (28.5%) of Protestant males working full-time in the public sector were employed in security related employment, compared with one-in-twenty (5.3%) of their Roman Catholic counterparts.

The majority (57.9%) of public sector full-time employees are female, an increase of 0.7 of a percentage point from 2003, further continuing the trend towards higher proportions of women employed in the public sector (rising from 48.9% in 1990).



The Private Sector Workforce

In 2004 the total private sector workforce comprised 308,0000 employees, an increase of 2,800 (0.9%) employees on the previous year. The community composition was 58.0% Protestant and 42.0% Roman Catholic, which represented a rise of 0.5 of a percentage point in the Catholic share of employment. The majority (54.2%) of the private sector workforce is male.

Private Sector Full-time

In 2004 there were almost 257,000 full-time employees in the private sector, a slight increase (0.3%) compared with 2003. The composition was 59.4% Protestant and 40.6% Roman Catholic, representing an increase of 0.4 of a percentage point in the Catholic share of employment.

Looking at the same sections of the workforce as were monitored in 1990, 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 males and 5.7 percentage points for females.

The private sector is comprised of three categories, namely manufacturing, construction and services. The services sector remained the largest grouping in 2004,

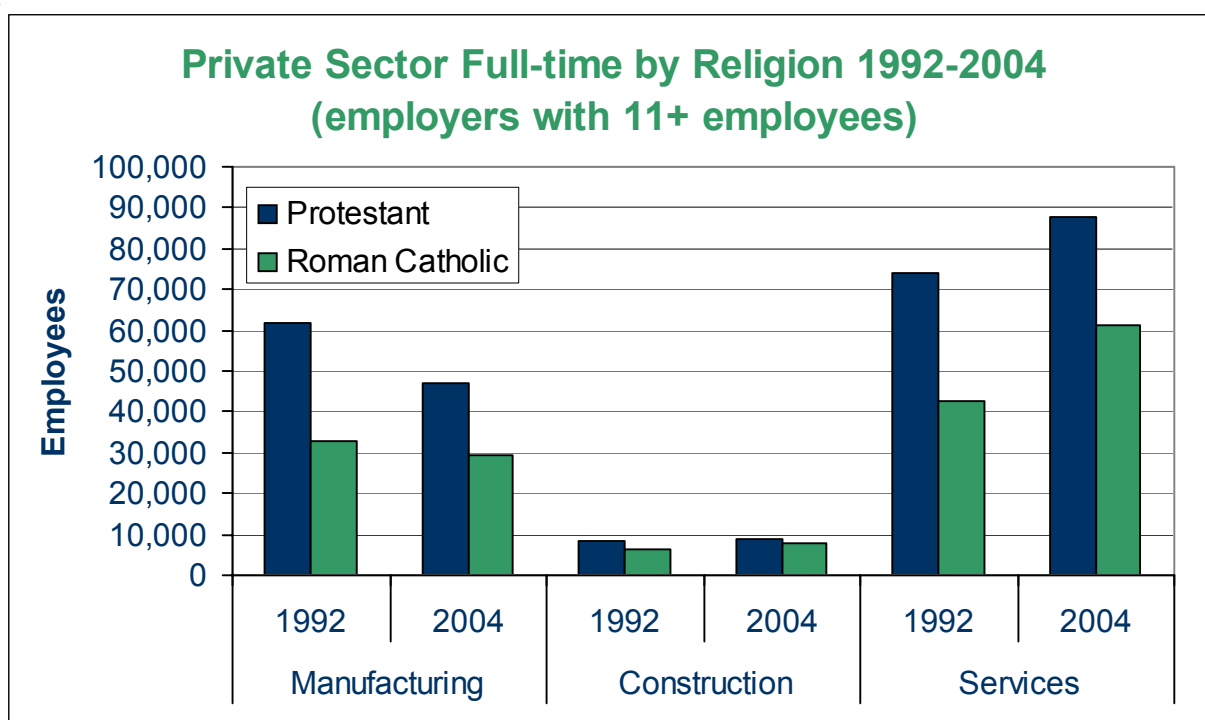
comprising over three-fifths (62.1%) of private sector full-time employees, followed by manufacturing with a third (31.3%), and construction with (6.6%) of employees.

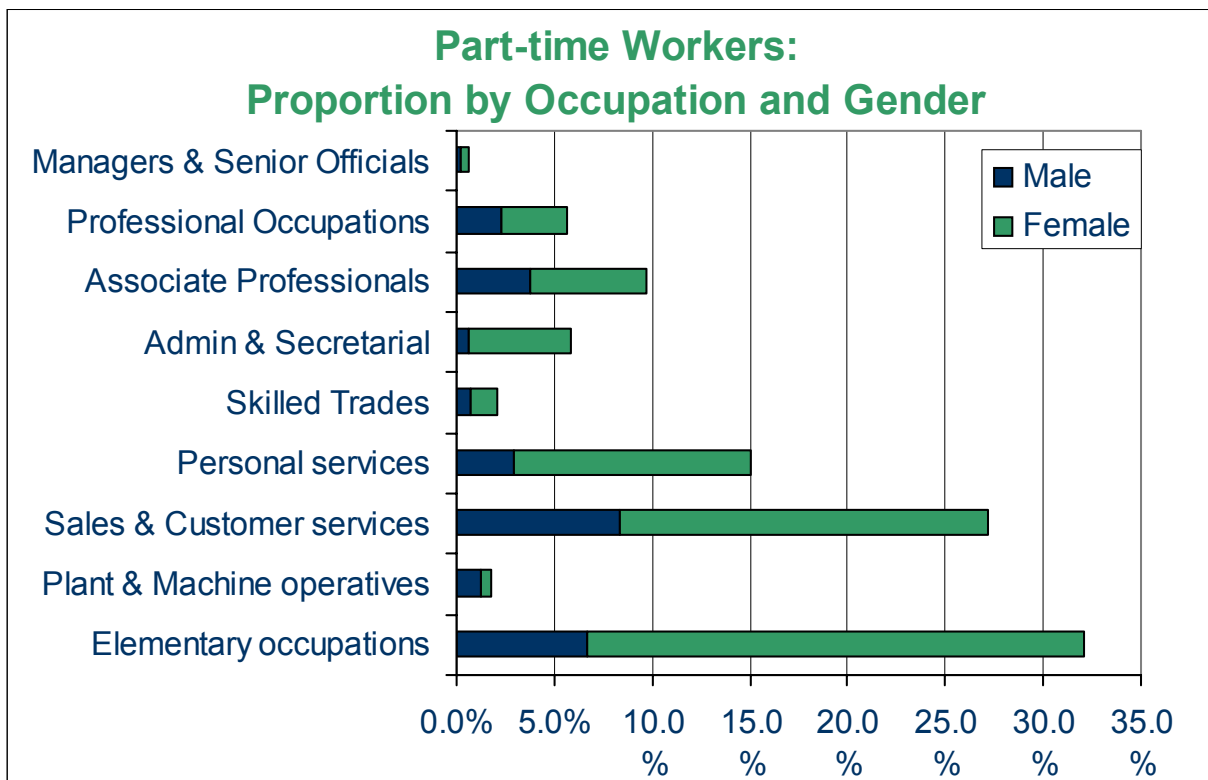
Between 2003 and 2004, monitored employment in services increased by over 4,400 (2.9%), while manufacturing experienced a net loss of almost 4,100 employees (4.9%). Construction increased by 400 (2.5%). The growth of the service sector since 1992, and the general decline in manufacturing jobs, is illustrated by the graph above.

The decline in manufacturing particularly affected Protestants, who accounted for over three-quarters (78.3%) of net job losses in this sector.

The Part-time Workforce

The monitored Northern Ireland part-time workforce, which includes both public and private sectors, is predominately female, comprising nearly 60,000 females (73.1%) and over 22,000 males (26.9%) - a total of 82,000. This represents an increase of (3.7%) since 2003. The part-time workforce has grown by a tenth (10.2%) since statutory monitoring began in 2001.





The overall composition of the Northern Ireland part-time workforce in 2004 was 53.0% Protestant and 47.0% Roman Catholic, representing a rise of 1.1 percentage points in the Roman Catholic share.

Almost three-quarters (74.3%) of the part-time workforce are concentrated in the lower occupational groups, namely: Personal services (SOC6), Sales and Customer services (SOC7) and Elementary occupations (SOC9). Only one-in-seven part-timers (16.1%) are classified as either managerial, professional or associate professional occupations.

Looking at the monitored Northern Ireland workforce as a whole (495,817 employees), less than one-in-ten males (9.2%) work part-time, compared with almost a quarter (23.4%) of their female counterparts.

Applicants and Appointees

In 2004 the Roman Catholic proportion of public sector applicants⁶ was 47.9% overall, 49.4% for females and 45.8% for males. In the private sector, the Roman Catholic share was 46.1% overall, 48.7% for females and 43.7% for males.

Among appointees⁷ in the public sector, the Roman Catholic share was 49.9% overall, 48.5% for males and

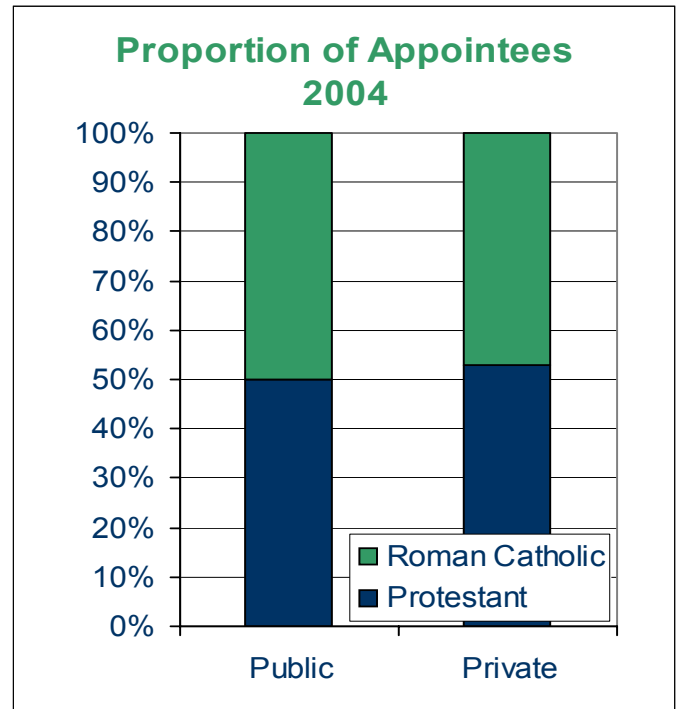
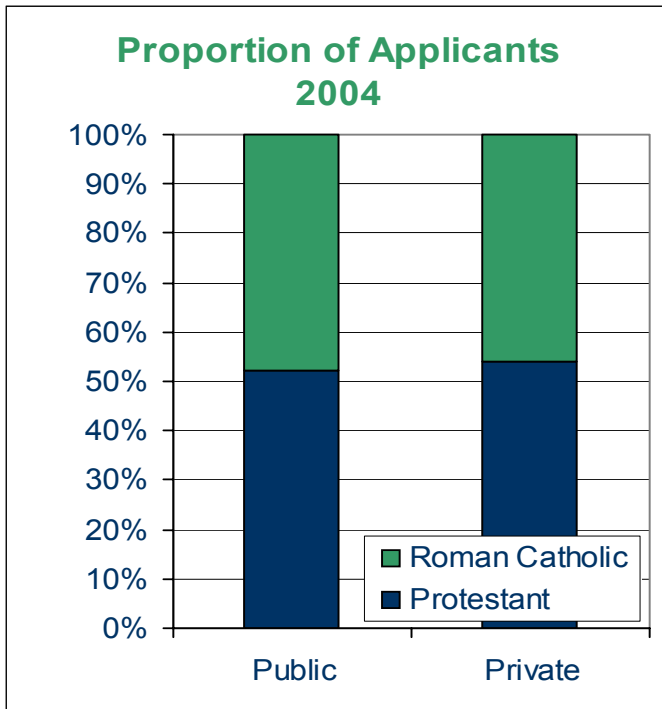
50.6% for females. The Roman Catholic proportion of private sector appointees in 2004 was 47.1% overall, 45.4% for males and 48.7% for females.

Over two-thirds (67.1%) of public sector appointments were obtained by females, compared with just over half (50.4%) in the private sector.

Looking at trends since 1991, the Roman Catholic share of public sector appointments has increased from 40.5% to 49.9% in 2004. In the larger private sector concerns (251 + employees), the Catholic proportion was 47.3% in 2004 compared with 40.2% in 1991.

Promotees

In the public sector, the composition of those promotees⁸ for whom a community was determined was 52.7% Protestant and 47.3% Roman Catholic. In the private sector, the composition was 57.6% Protestant and 42.4% Roman Catholic.



Summary

In summary, the 2004 Report reveals a continuing growth in Roman Catholic participation in the monitored Northern Ireland workforce, with an overall increase of 0.6 of a percentage point in their share of employment. The composition of the monitored workforce in 2004 was 57.7% Protestant and 42.3% Roman Catholic.

In relation to full-time employment, the public sector continued to expand during the year (by 3.8%), and reported an 0.7 percentage point increase in the Roman Catholic share. In the Private sector, overall employment levels increased slightly (0.3%), while the continuing decline in manufacturing particularly affected Protestants. The Roman Catholic share of employment rose by 0.4 of a percentage point.

The part-time workforce increased by 3.7% in 2004, with the Roman Catholic share growing by 1.1 percentage points.

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

Endnotes

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

Copies of the full report can be obtained from the Equality Commission (see address below) or from our web site: www.equalityni.org

Equality Commission

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