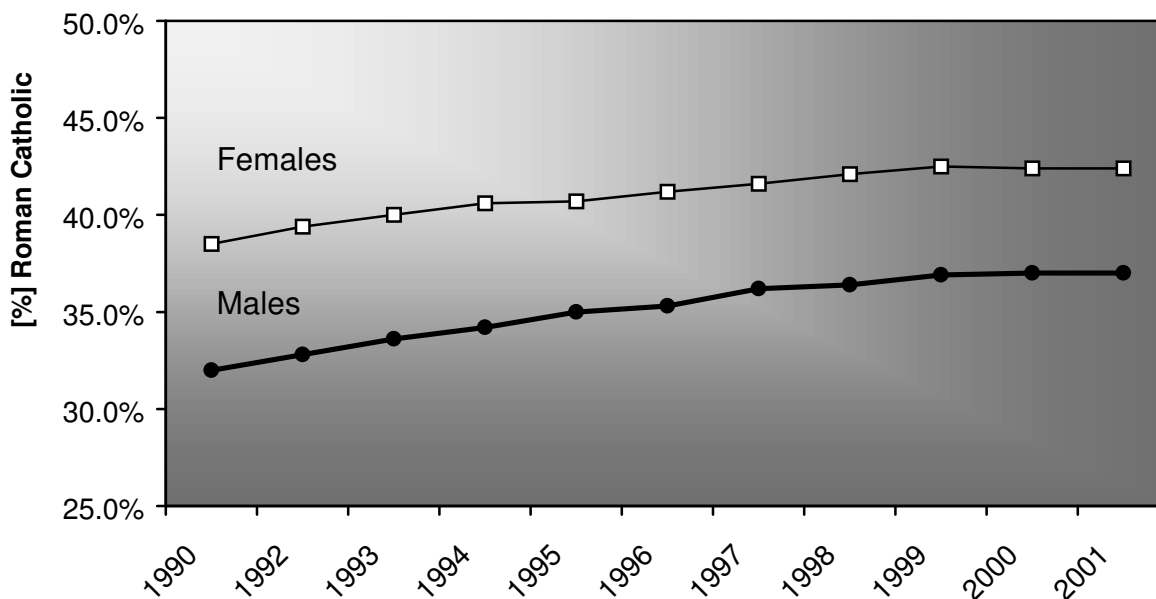


This factsheet provides a brief summary of the twelfth Monitoring Report of employers annual monitoring returns ¹.

The monitored combined Northern Ireland workforce, which for the first time includes part-time employees, totals 479,517. The community composition was [59.7%] Protestant and [40.3%] Roman Catholic ².

The number of monitored full-time employees now stands at 405,109, a decrease of 15,034 on the corresponding figure for 2000. The Roman Catholic share of the full-time workforce increased from [34.9%] in 1990 to [39.5%] in 2001. Roman Catholics are estimated to comprise about [43%] of those available for work.

Change in the Roman Catholic Percentage of the Monitored Northern Ireland Full-time Workforce by Sex 1990-2001



The Northern Ireland Full-time Workforce

Roman Catholics made up [37.0%] of the monitored male full-time workforce in 2001, an increase from [32.0%] in 1990³. Among the female workforce Roman Catholics made up [42.4%] of those monitored in 2001, compared with [38.5%] in 1990.

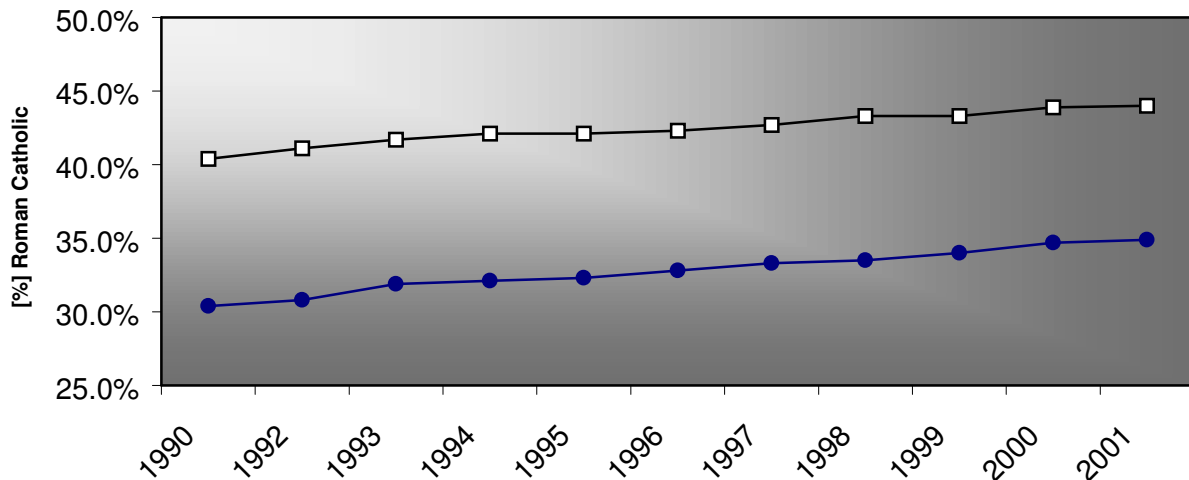
The female proportion of employees has also been increasing so that this year females account for [46.7%] of the monitored workforce, compared with [44.9%] in 1990. Over half of the Catholic workforce and 45% of the Protestant workforce are female.

Since 1990 the Roman Catholic share in managerial and professional occupations has increased by [8.6] and [10.5] percentage points respectively. Roman Catholics are most under-represented in personal and protective service occupations (including security occupations) with a share of [32.1%], though this represents an increase of [3.6] percentage points since 1990.

The Public Sector Full-time Workforce

There were 145,219 monitored full-time employees in the public sector, a slight increase on the corresponding figure for 2000. Roman Catholic representation, which rose by [0.2] percentage points on the previous year, has increased from [35.3%] in 1990 to [39.9%] in 2001.

Change in the Roman Catholic Percentage of Public Sector Employees by Sex 1990-2001



The Health sector employed 48,065 persons in a capacity during 2001, a small increase on the previous year. It is the largest area of employment within the public sector, accounting for almost half of female employees and one in seven male employees.

The Civil Service employs over 37,000 persons and accounts for one in four jobs in the public sector. Roman Catholic representation was [38.4%] in 2000 and [39.9%] in 2001, a rise of [1.5] percentage points.

In 2001 there were 19,563 monitored employees in public sector security-related occupations, compared with 19,828 in 2000. The Roman Catholic share now stands at [8.7%], an increase of [1.3] percentage points since 1990.

The composition of the whole monitored public sector is influenced by the large number of Protestants working in security-related occupations. In 2001 one in twenty Roman Catholic males were in such occupations, compared with over one third of their Protestant counterparts.

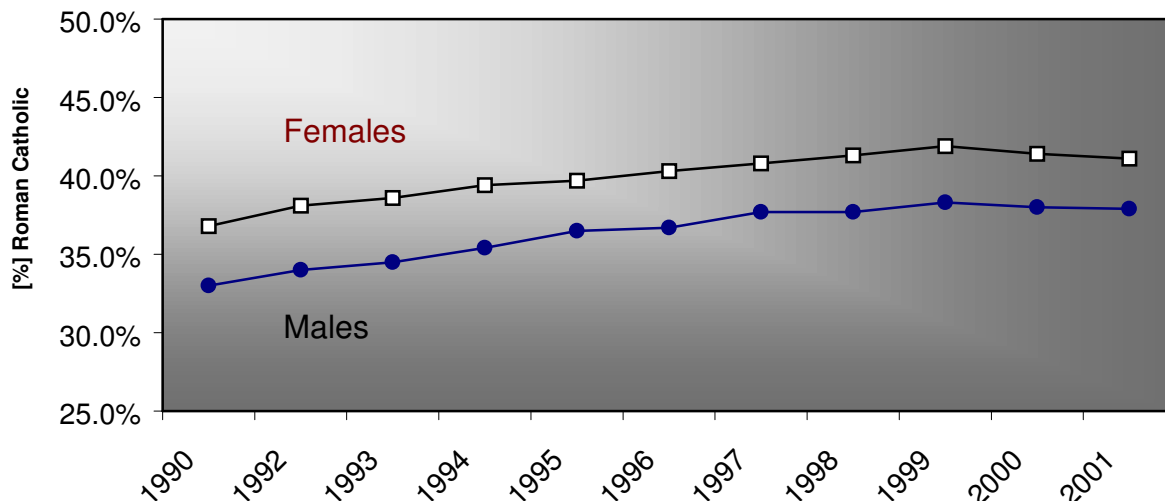
After the exclusion of security-related occupations, the proportion of Roman Catholics in the public sector has reached the overall representation of Roman Catholics in the economically active population.

The Private Sector Full-time Workforce

There were 259,890 monitored full-time employees in the private sector in 2001. Between 2000 and 2001 the number of employees decreased by 16,229 overall. A proportion of the decrease can be accounted for by a reclassification of former full-time employees to part-time status. The decrease was 8,769 (5.5%) for Protestants and 6,846 (6.6%) for Roman Catholics. As a result, the Roman Catholic full-time share decreased by [0.3] of a percentage point from [39.6%] to [39.3%].

In concerns with over 25 employees Roman Catholic representation was [39.3%]. This

Change in the Roman Catholic Percentage of the Private Sector Full-time Workforce by Sex 1990 - 2001



was [0.2] of a percentage point lower than the figure for 2000. For males, the Roman Catholic share was [37.9%], a reduction of [0.1] of a percentage point since 2000. Roman Catholic female representation was [41.1%] which was [0.3] of a percentage point below the figure for the previous year.

The manufacturing sector, with almost 95,000 employees, accounted for more than a third of the monitored private sector full-time workforce in 2001. Almost half of males (45%) and a quarter of females are employed in manufacturing jobs. Between 2000 and 2001, the number of males in manufacturing decreased by 786 (1.8%) for Protestants and 364 (1.5%) for Roman Catholics leading to a slight increase in Roman Catholic representation from [36.2%] to [36.3%]. The number of females employed in manufacturing decreased by 1,511 (9.2%) for Protestants and 1,409 (12.2%) for Roman Catholics. As a result, the Roman Catholic female share of manufacturing declined from [41.2%] to [40.4%].

The services sector is the largest segment of the private sector workforce, employing around seven in ten females and four in ten males. A proportionately larger decrease in employment for Roman Catholics of 4,480 (7.4%), compared with 4,539 (5.1%) for Protestants, led to a decrease in the Roman Catholic share from [40.3%] to [39.7%].

The Part-time Workforce

The monitored Northern Ireland part-time workforce is predominately female, comprising 55,214 females (74.2%) and 19,194 males (25.8%) - a total of 74,408.

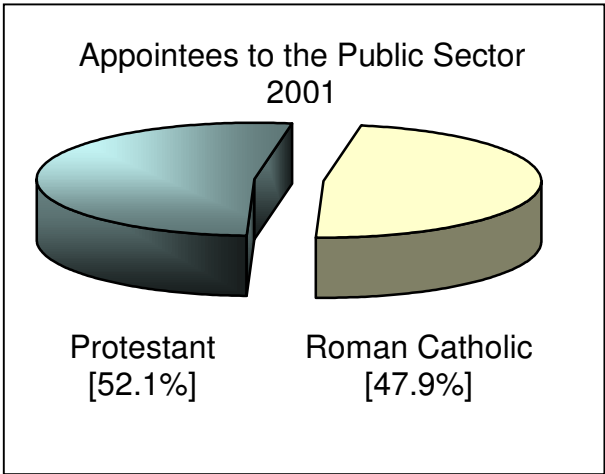
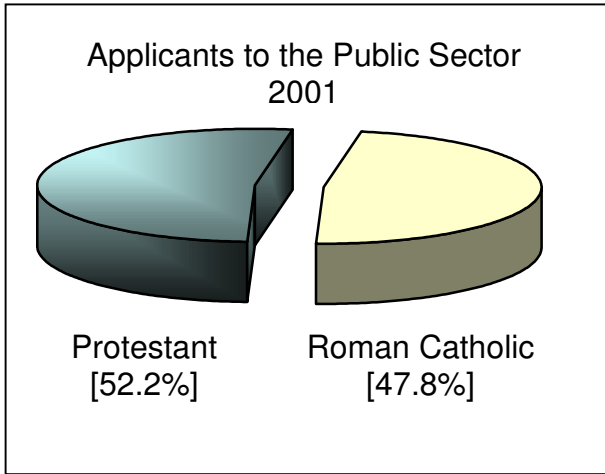
The composition of those part-time employees for whom a community was determined was [55.3%] Protestant and [44.7%] Roman Catholic. Monitoring data reveals that the proportion of Roman Catholics in the part-time workforce has reached the overall representation of Roman Catholics within the economically active population.

Roman Catholics accounted for [45.6%] of the monitored male part-time workforce and [44.4%] of the female part-time workforce.

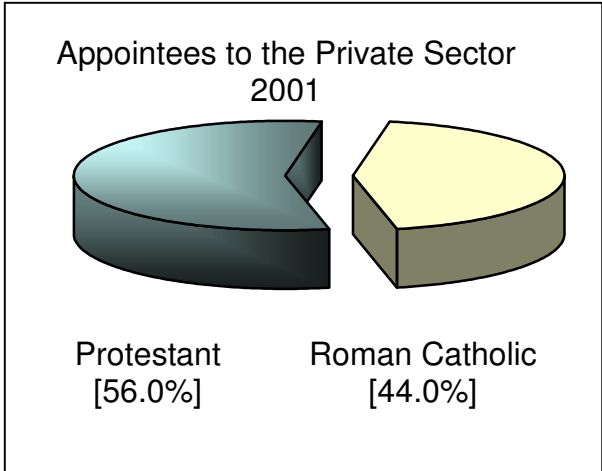
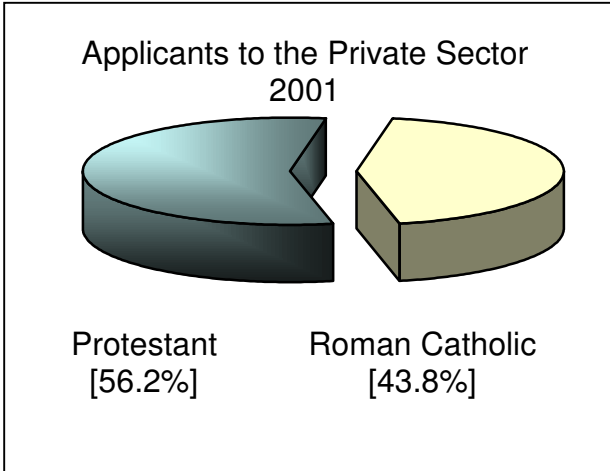
Over three-quarters of the part-time workforce are concentrated in personal and protective services, sales and 'other occupations.'

Applicants and Appointees

The Roman Catholic proportion of public sector applicants was [47.8%] in 2001, [46.5%] for males and [48.5%] for females⁴. In the private sector, the Roman Catholic share of applicants was [43.8%], [41.4%] for males and [46.6%] for females.



Among appointees in the public sector, the Roman Catholic share was [47.9%] in 2001, [47.5%] for males and [48.0%] for females. The Roman Catholic share of private sector appointees in 2001 was [44.0%], [42.1%] for males and [45.8%] for females.



The Roman Catholics share of appointments must be set in context. Although the overall Roman Catholic proportion of the economically active is [43%], in the 16-24 and 25-34 age bands, where many appointments are made, the Roman Catholic share rises to [50%] and [46%] respectively.

In the public sector the highest level of appointments for Roman Catholic males was in associate professional and technical occupations [54.1%]; managers and administrators [53.1%], and professional occupations [52.7%]. Similarly in the private sector, the Roman Catholic male share was highest in associate professional and technical occupations [48.4%]; sales [47.3%], and professional occupations [45.8%]. The Roman Catholic

proportion of male appointees in the private sector was lowest in craft and skilled manual occupations with a share of [37.6%].

The Roman Catholic share of females appointments to professional positions in 2001 was [52.7%] in the public sector and [51.8%] in private concerns. For associate professional and technical positions their share was [50.0%] in the public sector and [52.6%] in the private sector. Across all private sector occupations the Roman Catholic share of female appointments was lowest in clerical and secretarial occupations at [42.3%].

Promotees

In the public sector, the composition of those promotees for whom a community was determined was [58.5%] Protestant and [41.5%] Roman Catholic ⁵.

The Roman Catholic share of public sector promotions was [36.7%] for males and [45.7%] for females.

In the private sector, Roman Catholics accounted for [32.7%] of male promotions and [45.2%] of female promotions.

SUMMARY

Roman Catholic representation in the full-time workforce has marginally declined since 2000. This is accounted for by a small increase in the Catholic share of the public sector, coupled with a larger decrease in the private sector. Decreases have been concentrated in the semi-skilled and unskilled occupations, with increases in the managerial, professional and technical occupations. The Catholic proportion of the part-time workforce reflects their community representation within the economically active population. Analysis of appointments reveals that, in both the public and private sectors, the Roman Catholic share in 2001 was comparable to their proportion of the economically active in the 16-24 and 25-34 age bands. The proportion of Roman Catholic appointees was also higher than their representation among employees in both sectors. This continues the trend of recent years and is essential if the remaining gap is to be closed.

FOOTNOTES

1. The fair employment legislation requires certain employers to register with the Equality Commission and to complete an annual monitoring return detailing the religion, 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 was extended to all concerns with 11 or more employees. Since January 2001 all registered employers (both public and private) are required to monitor the composition of those working less than 16 hours per week (part-time employees). Monitoring covers about 73% of employees in Northern Ireland but does not apply to the self-employed, those on government training schemes, the unemployed, or school teachers.
2. Percentages in square brackets are based on Protestants and Roman Catholics only, with the Non-Determined excluded. For consistency, and to avoid repetition, percentages of Catholic compositions are given throughout the fact sheet.
3. To enable comparisons with 1990, figures for the Northern Ireland full-time workforce refer to the public sector and those private sector concerns with over 25 employees combined.
4. Applicant and appointee figures are collected for full-time and part-time employees.
5. All public sector bodies submit data on promotees to the Equality Commission, but only those private sector concerns with more than 250 employees are required to do so.



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