

2008

Monitoring Report No. 19 A profile of the Monitored Northern Ireland Workforce
Summary of Monitoring Returns 2008



Equality Commission for Northern Ireland
Equality House
7-9 Shaftesbury Square
Belfast BT2 7DP

Tel: (Enquiry Line) 028 90 890 890
Tel: (Text Phone) 028 90 500 589
Tel: (Reception) 028 90 500 600
Fax: 028 90 331 544
Website: www.equalityni.org
ISBN: 978-1-906414-22-1



2008

MONITORING REPORT

Monitoring Report No. 19: A profile of the Monitored Northern Ireland Workforce
Summary of Monitoring Returns 2008

This publication is available on our website
www.equalityni.org

Equality Commission

FOR NORTHERN IRELAND

Contents

Foreword	1
Key Details	3
1: Introduction	11
1.1 Employer Duties	11
1.2 Background to Fair Employment Monitoring	11
1.3 Employee Monitoring	12
1.4 The Annual Monitoring Return	13
1.5 Triennial (Article 55) Reviews and the Consideration of Fair Participation	13
1.6 The Annual Summary of Monitoring Returns	14
1.7 The 2008 (19th) Annual Monitoring Report	14
1.8 Additional Tables	16
2: The Monitored Northern Ireland Workforce	17
2.1 Introduction	18
2.2 The Monitored Northern Ireland Workforce	18
2.3 The Monitored Northern Ireland Full-time Workforce	22
2.4 The Monitored Northern Ireland Part-time Workforce	24
2.5 Monitored Northern Ireland Workforce Applicants	26
2.6 Monitored Northern Ireland Workforce Appointees	29
2.7 Monitored Northern Ireland Workforce Promotees	32
2.8 Monitored Northern Ireland Workforce Leavers	32
3: The Private Sector	35
3.1 Introduction	36
3.2 The Private Sector Workforce (All Employees)	36
3.3 Private Sector Full-time Employees	40
3.4 Private Sector Part-time Employees	43
3.5 Private Sector Applicants	46
3.6 Private Sector Appointees	49
3.7 Private Sector Promotees	51
3.8 Private Sector Leavers	52
4: The Public Sector	53
4.1 Introduction	54
4.2 The Public Sector Workforce (All Employees)	54
4.3 Public Sector Full-time Employees	58
4.4 Public Sector Part-time Employees	60
4.5 Public Sector Applicants	63
4.6 Public Sector Appointees	66
4.7 Public Sector Promotees	68
4.8 Public Sector Leavers	68
5. The Public Sector - Health	71
5.1 Introduction	72
5.2 Health Sector (All Employees)	72
5.3 Health Sector Full-time Employees	75
5.4 Health Sector Part-time Employees	77
5.5 Health Sector Applicants	80
5.6 Health Sector Appointees	80
5.7 Health Sector Promotees	81
5.8 Health Sector Leavers	82

6: The Public Sector - Education	83
6.1 Introduction	84
6.2 Education Sector (All Employees)	84
6.3 Education Sector Full-time Employees	87
6.4 Education Sector Part-time Employees	89
6.5 Education Sector Applicants	92
6.6 Education Sector Appointees	93
6.7 Education Sector Promotees	93
6.8 Education Sector Leavers	94
7: The Public Sector - District Councils	95
7.1 Introduction	96
7.2 District Councils (All Employees)	96
7.3 District Council Full-time Employees	99
7.4 District Council Part-time Employees	101
7.5 District Council Applicants	103
7.6 District Council Appointees	105
7.7 District Council Promotees	105
7.8 District Council Leavers	106
8: The Public Sector - Civil Service	107
8.1 Introduction	108
8.2 Civil Service (All Employees)	108
8.3 Civil Service Full-time Employees	111
8.4 Civil Service Part-time Employees	113
8.5 Civil Service Applicants	113
8.6 Civil Service Appointees	116
8.7 Civil Service Promotees	117
8.8 Civil Service Leavers	118
9: The Public Sector - Security-related	119
9.1 Introduction	120
9.2 Security-related Sector (All Employees)	120
9.3 Security-Related Full-time Employees	123
9.4 Security-Related Part-time Employees	125
9.5 Security-related Applicants	126
9.6 Security-related Appointees	128
9.7 Security-related Promotees	128
9.8 Security-related Leavers	129
10: The Public Sector - 'Other Public Authorities'	131
10.1 Introduction	132
10.2 Other Public Authorities (All Employees)	132
10.3 Other Public Authorities Full-time Employees	134
10.4 Other Public Authorities Part-time Employees	134
10.5 Other Public Authorities Applicants	136
10.6 Other Public Authorities Appointees	136
10.7 Other Public Authorities Promotees	138
10.8 Other Public Authorities Leavers	139
Appendix 1: Definitions and Wider Concepts in Fair Employment	143
Appendix 2: Composition of Public Authorities and Private Concerns, 2008	149

Foreword

As we approach the end of the year, it is time, once again, to publish the annual report on the Northern Ireland workforce covered by the Fair Employment and Treatment Order. This, the nineteenth, Monitoring Report allows us to review the composition of the workforce and of its constituent sectors, and to consider what messages may be drawn from the comprehensive data here assembled. As before, I wish to avail of this opportunity to express my thanks to all the employers who have carefully and conscientiously compiled the information on their workplaces which, in its detail and in aggregate, gives a remarkable insight into the workforce.

The context of the publication of these figures is not that of their collection, by which I mean that the data in this report predate the economic downturn and reflect economic and employment circumstances that will have changed, sharply in some instances, in the period since their submission. That said, the report is none the less valuable in the wealth of material offered for consideration.

The monitored workforce experienced a modest expansion in 2008. Total employment now stands at 529,857, the highest figure ever recorded, and represents an increase of some 3,646 employees on 2007. This modest growth reflects an upward movement since 2001 of over 10%, or more than 50,000. The balance between the two community backgrounds stands at [54.8%] for Protestants and [45.2%] for Roman Catholics.

A feature of the movement in employment numbers is that, once again, it is unevenly experienced between the private and public sector. The private sector grew by some 5,712 employees (1.7%) while the public sector declined, for the third year in succession, by just over 2,000 (1.1%). Both communities experienced growth in the private sector, Roman Catholics by 2.8% and Protestants by a much more modest 0.4%. In the public sector, by contrast, Protestant levels of employment fell by 2.4% while Roman Catholic numbers rose by 0.8%. Protestant and Roman Catholic employment counts rose in the areas of health, education and district councils but fell in the civil service. In security-related employment, Roman Catholic numbers increased by 3% while Protestant numbers declined by almost 19%, reflecting the fact that the decline in the security-related component of the public sector disproportionately affected Protestants.

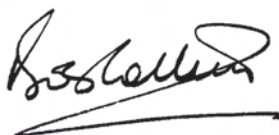
Little more than a year is now left before the next Census of Population. Much has changed in Northern Ireland since the 2001 Census, and it will be a welcome development to have definitive figures on the population and on the community background of the various age groups. That information will give added insight into the composition of those entering employment, and at what are likely to be important stages in advancement in employment. Those figures for age groups, rather than the overall Northern Ireland share, can have a greater relevance. In much the same way, patterns of participation in later – or more senior – stages in employment can say as much about patterns of recruitment in the past as about current opportunity.

While the primary focus of the legislation in respect of workforce monitoring is the presentation of data related to community background, the returns also give significant detail in respect of the distribution between women and men. The pattern of increased participation by women in the public sector continued; they now account for almost two thirds (63.3%) of the total public sector workforce. Women continue to be over-represented in the monitored Northern Ireland part-time workforce, representing almost three quarters (71.5%) of the total. Thus, a considerably higher percentage of women than of men find themselves in part-time employment. A further feature of women in part-time employment is the extent to which they are clustered in personal services and elementary occupations.

The Commission continues to have particular regard to the question of education, recognising it as a crucial determinant of access to and advancement in employment. There has been sustained attention to a range of issues, and discussions have taken place with the relevant Departments, other public authorities, Church leaders, elected representatives, employers, trades unions and other interests. Disparity in educational outcomes, barriers to the greater participation of certain groups, and the importance of emphasising equality of opportunity in access to education have all featured in the Commission's work. This engagement will be a continuing aspect of future work.

Reference has been made in previous reports to the fact that monitoring is but one of a range of activities that relate to fair employment. Article 55 reviews undertaken by all employers on a triennial basis are the primary mechanism by which they address the issues involved. The Commission is working on a way of bringing more fully to public attention the range and substance of these Reviews and expects to produce the first report on this important work before the end of the current reporting year. Greater understanding of the forces that influence employment patterns is essential, and the Commission will employ independent researchers to assist it in considering this question. The Commission is also looking at ways in which it can use its statutory powers to secure greater awareness and understanding of contemporary trends.

Finally, it is relevant to note that the Commission has made proposals to the Executive for amendments to a number of measures where it believes such change to be of urgent importance. Among these proposals are two that relate to fair employment. One is a proposal to broaden the basis on which employment monitoring is undertaken, by adding national identity or ethnic origin as a category. The other is a technical change that will allow the direct comparison of applications and the related appointments within the period covered by any individual Monitoring Report. It is hoped that these changes will attract the necessary support to secure their incorporation into the legislative framework on which this important work is based.



Bob Collins
Chief Commissioner
December 2009

Key Details

The Monitored Northern Ireland Workforce

All Employees

- The total monitored workforce now stands at 529,857 employees, a rise of (0.7%) or 3,646 since 2007.
- In 2008, the overall composition of those for whom a community could be determined was [54.8%] **Protestant** and [45.2%] **Roman Catholic** ¹.
- Total Protestant employment fell by 1,808 (0.7%) during the year, while the Roman Catholic count increased by 4,495 (2.1%). As a result, the Catholic share rose from [44.6%] to [45.2%].
- Females account for just over half (51.9%) of the monitored workforce.

Full-time Workforce

- In 2008 there were 447,654 monitored full-time employees, an increase of (0.9%) or 4,193 employees on the corresponding figure for 2007.
- The composition of the monitored full-time workforce in 2008 was [55.2%] Protestant and [44.8%] Roman Catholic, representing an increase of [0.9] of a percentage point in the Catholic share during the year.
- Females account for almost half (48.3%) of the full-time workforce.

Part-time Workforce

- There were 82,203 part-time employees, a decrease of (0.7%) or 547 during the year. The composition in 2008 was [52.2%] Protestant and [47.8%] Roman Catholic. This represents an increase of [0.2] of a percentage point in the Protestant share since 2007.
- Females account for nearly three-quarters (71.5%) of the monitored part-time workforce.

Applicants, Appointees and Leavers

- There were a total of 596,211 applicants recorded in 2008, a fall of 50,733 (7.8%) compared with the previous year ². The composition was [50.4%] Protestant and [49.6%] Roman Catholic.

¹ The LFS Religion Report (2007) estimates that the Catholic share of the economically active (working age) lies somewhere between 44.1% and 47.7%. The LFS is a sample survey, and results are therefore subject to sampling error, i.e. the actual proportion of the population with a particular characteristic may differ from the proportion of the LFS sample with that characteristic. Further, please note that, while LFS estimates refer to the entire workforce, monitoring data relates only to the monitored workforce. Thus, direct comparisons may be problematic.

- 91,002 appointments were made during 2008, a decrease of 10,279 (10.1%) compared with 2007. The composition was [49.3%] Protestant and [50.7%] Roman Catholic.
- 71,796 leavers were reported in 2008, a fall of 1,753 (2.4%) compared with 2007. The composition was [53.9%] Protestant and [46.1%] Roman Catholic.

The Private Sector

All Employees

- The total private sector workforce now stands at 339,904 employees, an increase of 5,712 employees (1.7%) since 2007. The composition was [54.8%] Protestant and [45.2%] Roman Catholic.
- Total Roman Catholic private sector employment increased by 3,846 employees (2.8%) during the year, while the Protestant count grew by 644 (0.4%). As a result, the Protestant share of the private sector fell from [55.4%] in 2007 to [54.8%] in 2008.
- Females account for less than half (45.5%) of the monitored private sector workforce.

Full-time Workforce

- In 2008 there were 287,237 monitored private sector full-time employees, an increase of 6,472 (2.3%) on the corresponding figure for 2007.
- The composition of the monitored full-time private sector workforce in 2008 was [55.5%] Protestant and [44.5%] Roman Catholic, representing an increase from [43.7%] in the Catholic share during the year.
- Females account for about two-fifths (41.3%) of the monitored private sector full-time workforce.

Part-time Workforce

- There were 52,667 part-time employees, a fall of (1.4%) compared with 2007. The composition was [51.1%] Protestant and [48.9%] Roman Catholic, representing an increase of [0.4] of a percentage point in the Protestant share during the year.
- Females account for over two-thirds (68.6%) of the monitored private sector part-time workforce.

² The sharp fall in **applicants** and **appointees** was confined to the public sector. The deficit largely resulted from 11 new public authorities being established by the RPA and the nature of the monitoring regulations governing 'new' employers. Specifically, new employers are not required to submit information on employment *flows* - applicants, appointees, promotees and leavers in their first year of registration. In health, for example, the applicant count dropped in 2008 by 54,944 (96%). *Stock* information (regarding employees) is unaffected.

Applicants, Appointees and Leavers

- There were a total of 502,081 applicants recorded in 2008, a rise of 10,062 (2.0%) compared with 2007. The composition was [49.6%] Protestant and [50.4%] Roman Catholic.
- 82,680 appointments were made during 2008, an increase of 963 (1.2%) compared with 2007. The composition was [48.8%] Protestant and [51.2%] Roman Catholic.
- 50,608 leavers were reported in 2008, a rise of 3,797 (8.1%) compared with 2007. The composition was [49.7%] Protestant and [50.3%] Roman Catholic.

The Public Sector

All Employees

- The total public sector workforce now stands at 189,953 employees, a fall of 2,066 employees (1.1%) since 2007. The composition was [54.6%] Protestant and [45.4%] Roman Catholic.
- Total Protestant public sector employment fell by (2.4%) or 2,452 employees during the year, while the Roman Catholic count increased by 649 (0.8%). As a result, the Catholic share of the public sector rose from [44.6%] in 2007 to [45.4%] in 2008.
- Females account for almost two-thirds (63.3%) of the public sector workforce.

Full-time Workforce

- In 2008 there were 160,417 full-time employees, a fall of (1.4%) or 2,279 on the corresponding figure for 2007.
- The composition of the public sector full-time workforce was [54.7%] Protestant and [45.3%] Roman Catholic, representing an increase of [0.9] of a percentage point in the Catholic share during the year.
- Females account for almost two-thirds (60.8%) of the public sector full-time workforce.

Part-time Workforce

- There were 29,536 part-time employees in the public sector, an increase of (0.7%) or 213 compared with 2007. The composition in 2008 was [54.2%] Protestant and [45.8%] Roman Catholic. This represents an increase of [0.1] of a percentage point in the Catholic share, from [45.7%] to [45.8%].
- Females account for over three-quarters (76.8%) of the public sector part-time workforce.

Applicants, Appointees and Leavers

- There were a total of 94,130 public sector applicants recorded in 2008, a fall of (39.2%) or 60,795² compared with the previous year. The composition in 2008 was [54.1%] Protestant and [45.9%] Roman Catholic.

- 8,322 appointees were reported during 2008, a fall of (57.5%) or 11,242 compared with 2007. The composition in 2008 was [54.3%] Protestant and [45.7%] Roman Catholic.
- The number of leavers fell from 26,738 in 2007 to 21,188 in 2008, a decrease of 5,550 (20.8%). The composition was [63.2%] Protestant and [36.8%] Roman Catholic.

The Public Sector - Health

All Employees

- The health sector workforce (all employees) was comprised of 71,360 employees in 2008, compared with 70,555 in 2007, an increase of 805 (1.1%). The composition was [50.7%] Protestant and [49.3%] Roman Catholic.
- Total Protestant health sector employment rose by 675 (2.0%) during the year, while the Roman Catholic count increased by 362 (1.1%). As a result, the Protestant share of the health sector workforce moved from [50.5%] in 2007 to [50.7%] in 2008.

Full-time Workforce

- In 2008 there were 59,789 full-time employees, a rise of 149 (0.2%) on the corresponding figure for 2007.
- The composition of the health sector full-time workforce was [50.5%] Protestant and [49.5%] Roman Catholic, representing an increase of [0.1] of a percentage point in the Protestant share during the year.

Part-time Workforce

- There were 11,571 part-time employees in the health sector, a rise of 656 (6.0%) compared with 2007. The composition was [51.9%] Protestant and [48.1%] Roman Catholic, representing an increase of [0.8] of a percentage point in the Protestant share since 2007.
- Females account for (85.1%) of the health sector part-time workforce.

Applicants, Appointees and Leavers

- In 2008 there were 2,603 recorded applicants in the health sector, compared with 57,547 the previous year, a fall of 54,944 (95.5%)². The composition was [49.9%] Protestant and [50.1%] Roman Catholic.
- Data on 213 appointees was submitted during 2008, a fall of 9,934 (97.9%) compared with 2007. The composition was [46.2%] Protestant and [53.8%] Roman Catholic.
- Data on 365 health sector leavers was submitted to the Commission during 2008. The composition was [50.2%] Protestant and [49.8%] Roman Catholic.

The Public Sector - Education

All Employees

- In 2008, the total education sector was comprised of 37,541 employees, compared with 36,826 in 2007, an increase of (1.9%). The composition was [52.0%] Protestant and [48.0%] Roman Catholic.
- The total number of Protestant education sector employees rose by 245 (1.3%) during the year, while the Roman Catholic count increased by 457 (2.7%) . As a result, the Catholic share of the education sector increased from [47.7%] to [48.0%].

Full-time Workforce

- In 2008 there were 23,868 full-time employees, a rise of 1,134 (5.0%) on the corresponding figure for 2007.
- The composition of the education sector full-time workforce was [51.6%] Protestant and [48.4%] Roman Catholic, representing an increase of [0.6] of a percentage point in the Catholic share from [47.8%] to [48.4%].

Part-time Workforce

- There were 13,673 part-time employees in the education sector, a fall of 419 (3.0%) compared with 2007. The composition was [52.6%] Protestant and [47.4%] Roman Catholic. This represents an increase of [0.1] of a percentage point in the Protestant share since 2007.
- Females accounted for (80.5%) of the education sector part-time workforce in 2008.

Applicants, Appointees and Leavers

- In 2008 there were 10,340 applicants reported from the education sector, compared with 18,198 the previous year, a fall of 7,858 (43.2%)². The composition was [47.6%] Protestant and [52.4%] Roman Catholic.
- Data on 1,708 appointees was submitted during 2008, a fall of (39.5%) compared with 2007. The composition was [51.9%] Protestant and [48.1%] Roman Catholic.
- 4,468 education sector leavers were reported in 2008. The composition was [49.8%] Protestant and [50.2%] Roman Catholic.

The Public Sector - District Councils

All Employees

- In 2008, the district councils were comprised of a total of 11,274 employees, compared with 10,908 in 2007, an increase of (3.4%). The composition was [59.4%] Protestant and [40.6%] Roman Catholic.
- The total number of Protestant district council employees rose by (2.5%) during the year, while the Roman Catholic count increased by (4.4%). As a result, the Catholic share of the district councils workforce rose from [40.1%] to [40.6%].

Full-time Workforce

- In 2008 there were 9,859 full-time employees, a rise of 260 (2.7%) on the corresponding figure for 2007.
- The composition of the district councils full-time workforce was [59.2%] Protestant and [40.8%] Roman Catholic, representing an increase in the Catholic share, from [40.0%] in 2007 to [40.6%] in 2008.

Part-time Workforce

- There were 1,415 part-time employees in the district councils, a rise of 106 (8.1%) compared with 2007. The composition was [60.9%] Protestant and [39.1%] Roman Catholic. This represents an increase in the Protestant share from [59.1%] to [60.9%].
- In 2008, females accounted for (58.2%) of the district councils part-time workforce.

Applicants, Appointees and Leavers

- In 2008 there were 16,689 applicants recorded by the district councils, compared with 18,416 the previous year, a fall of (9.4%). The composition was [56.1%] Protestant and [43.9%] Roman Catholic.
- Data on 1,560 appointees was submitted during 2008, a rise of (7.1%) compared with 2007. The composition was [57.5%] Protestant and [42.5%] Roman Catholic.
- There were 1,720 district councils leavers during 2008. The composition was [57.3%] Protestant and [42.7%] Roman Catholic.

The Public Sector - Civil Service

All Employees

- In 2008, the civil service contained a total of 36,520 employees, compared with 39,540 in 2007, a decrease of 3,020 (7.6%). The composition was [56.4%] Protestant and [43.6%] Roman Catholic.
- The total number of Protestant civil service employees fell by 1,809 (8.4%) during the year, while the Roman Catholic count dropped by 1,072 (6.6%). As a result, the Catholic share of the civil service moved from [43.1%] to [43.6%].

Full-time Workforce

- In 2008 there were 35,976 full-time employees, a fall of 3,116 (8.0%) on the corresponding figure for 2007.
- The composition of the civil service full-time workforce was [56.3%] Protestant and [43.7%] Roman Catholic, representing an increase in the Catholic share, from [43.2%] to [43.7%].

Part-time Workforce

- There were 544 part-time employees in the civil service, a rise of 96 (21.4%) compared with 2007. The composition was [63.3%] Protestant and [36.7%] Roman Catholic.
- Females accounted for three-quarters (73.5%) of the civil service part-time workforce in 2008.

Applicants, Appointees and Leavers

- In 2008 there were 21,300 applicants recorded by the civil service, compared with 16,396 the previous year, a rise of 4,904 (29.9%). The composition was [53.0%] Protestant and [47.0%] Roman Catholic.
- Data on 2,113 appointees was submitted during 2008, a fall of 163 (7.2%) compared with 2007. The composition was [53.6%] Protestant and [46.4%] Roman Catholic.
- There were 5,313 civil service leavers during 2008. The composition was [59.4%] Protestant and [40.6%] Roman Catholic.

The Public Sector - Security-related

All Employees

- In 2008, the security-related sector contained a total of 13,746 employees, compared with 16,200 in 2007, a decrease of 2,454 (15.1%). The composition was [81.0%] Protestant and [19.0%] Roman Catholic.
- The Catholic share of the security-related sector rose by [3.4] percentage points from [15.6%] in 2007 to [19.0%].

Full-time Workforce

- In 2008 there were 12,896 full-time employees, a fall of 2,151 (14.3%) on the corresponding figure for 2007.
- The composition of the security-related sector full-time workforce was [80.2%] Protestant and [19.8%] Roman Catholic, representing an increase of [3.3] percentage points in the Catholic share from [16.5%] in 2007.

Part-time Workforce

- There were 850 part-time employees in the security-related sector, a fall of (26.3%) or 303 compared with 2007. The composition was [92.0%] Protestant and [8.0%] Roman Catholic. This represents an increase of [3.1] percentage points in the Catholic share from [4.9%] in 2007.
- In 2008, males accounted for (59.6%) of the security-related sector part-time workforce.

Applicants, Appointees and Leavers

- In 2008 there were 12,435 applicants recorded by the security-related sector. Their composition was [61.2%] Protestant and [38.8%] Roman Catholic.
- Data on 818 appointees was submitted during 2008. The composition was [60.6%] Protestant and [39.4%] Roman Catholic.
- Data on 3,179 security-related sector leavers was submitted to the Commission during 2008. The composition was [90.9%] Protestant and [9.1%] Roman Catholic.

The Public Sector - Other Public Authorities

All Employees

- In 2008, 'Other public authorities' contained a total of 22,499 employees. The composition was [54.1%] Protestant and [45.9%] Roman Catholic.
- The 'other public authorities' are predominately male, who comprise over two-thirds (69.6%) of the workforce.

Full-time Workforce

- In 2008 there were 21,012 full-time employees.
- The composition of the 'other public authority' full-time workforce was [54.1%] Protestant and [45.9%] Roman Catholic.

Part-time Workforce

- There were 1,487 part-time employees in 'other public authorities'. The composition was [53.8%] Protestant and [46.2%] Roman Catholic.
- Males account for (81.0%) of the 'other public authorities' part-time workforce.

Applicants, Appointees and Leavers

- In 2008 there were 32,754 applicants recorded by 'other public authorities'. The composition was [54.7%] Protestant and [45.3%] Roman Catholic.
- Data on 2,000 appointees was submitted during 2008. The composition was [53.8%] Protestant and [46.2%] Roman Catholic.
- Data on 6,219 'other public authority' leavers was submitted to the Commission during 2008. The composition was [63.9%] Protestant and [36.1%] Roman Catholic.

1: Introduction

1.1 Employer Monitoring Duties and the Annual Monitoring Report

The Fair Employment and Treatment (Northern Ireland) Order 1998 requires registered and specified employers, amongst other duties, to:

- **monitor the composition of their workforce** and of those applying to fill vacancies;
- **submit an annual monitoring return** to the Commission (both Article 52); and;
- **review their workforce composition and employment practices at least once every three years**, *“for the purposes of determining whether members of each community are enjoying... fair participation”* and the *“affirmative action (if any) which would be reasonable and appropriate.”* (Article 55)

Employer monitoring is about collecting information and establishing workforce composition. The information is used both to compile and submit an annual monitoring return to the Commission. The compiled data can also be used to inform the employer’s own periodic reviews and consideration of fair participation in their workforce.

The annual Monitoring Report thus presents a summary of the composition of employment in registered concerns. It does not consider questions of fair participation in employment. Rather, the purpose is to help inform employers (or interested parties) about wider compositional trends that, alongside information on labour availability, may better inform their own considerations of fair participation in specific employment(s).

1.2 Background to Fair Employment Monitoring and Review

The Fair Employment and Treatment (Northern Ireland) Order 1998 (hereafter ‘FETO’) makes it unlawful to discriminate against a person on the grounds of religious belief or political opinion. Part VII of FETO places six key duties³ on employers, namely:

1. to register with the Equality Commission;
2. to monitor the *community background* composition of the workforce;
3. to submit annual monitoring returns to the Equality Commission;
4. to conduct periodic reviews of the composition of the workforce and of employment practices (“Article 55 reviews”);

5. to have regard to the Fair Employment Code of Practice when conducting these reviews; and
6. to take affirmative action, where it is reasonable and appropriate to do so, and to consider setting goals and timetables.

With regard to the six duties, the ‘Unified Guide To Promoting Equal Opportunities In Employment’ (hereafter the “Unified Guide”) summarises that:

“The [employer] duties are primarily concerned with promoting and securing equality of opportunity and fair participation in employment for members of the Protestant community in Northern Ireland and members of the Roman Catholic community in Northern Ireland.”

The duties with regard to monitoring, submission of an annual monitoring return and conducting periodic (article 55) reviews are of particular relevance to the scope and purpose of this report. This introduction sets out some relevant details to assist the reader in understanding the scope of these duties - including the specific focus of annual monitoring returns and how they differ from the separate considerations of *fair participation*.

1.3 Employee Monitoring

The Fair Employment code of practice sets out the rationale for monitoring as follows:

“Monitoring – the provision and analysis of information on community background – is not merely a statistical exercise, nor is it an end in itself. It is the beginning of a process, the starting point for further action. It means establishing the community background of your existing workforce (that is, how many belong to the Protestant community and how many belong to the Roman Catholic community)...”

Although the specific scope and coverage of monitoring has changed over time (see Appendix 1), all monitored employers are currently required to monitor:

- employees and apprentices;
- job applicants;
- appointees

³ Further details regarding the range of Fair Employment provisions and duties are available via the Commissions website, which also includes links to the following publications: Equality Commission (2009); A Unified Guide To Promoting Equal Opportunities In Employment; Equality Commission (2009); A Unified Guide To Promoting Equal Opportunities In Employment; Equality Commission for Northern Ireland (1989) Fair Employment in Northern Ireland Code of Practice, as amended; Equality Commission for Northern Ireland (1989) A Step by Step Guide to Monitoring: Monitoring your workforce and applicants in line with Fair Employment regulations; Fair Employment (Monitoring) Regulations (Northern Ireland) 1999, as amended.

In addition, registered employers with more than 250 employees, and all specified public authorities, are required to monitor:

- promotees;
- leavers.

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

1.4 The Annual Monitoring Return

All registered employers (including public authority employers) are required to, not only monitor their workforce, but are also under a duty to prepare and provide a return each year to the Commission containing prescribed information. A failure to submit a return is a criminal offence, as is a failure to submit a return within the prescribed period.

In practice, the requirement to submit *prescribed information* means that employers submit *summary data* in key areas, rather than all information, for example, relating to specific recruitment competitions. The *raw data* is however available to employers for use in their own triennial (Article 55) reviews.

1.5 Triennial (Article 55) Reviews and the Consideration of Fair Participation

The primary purpose of an Article 55 review is to enable the employer to determine whether they are providing, or are likely to continue to provide, fair participation⁴ in employment to members of the Protestant and Roman Catholic communities”.

Unlike the annual monitoring returns there is no requirement on employers to submit their Article 55 review report to the Commission by a specific date. The Equality Commission has a duty to ensure that employers comply with their legal obligation to carry out Article 55 reviews and therefore requests employers to periodically submit their reviews to the Commission.

Employee Monitoring is thus about recording the **composition** of employees (stocks) or of applicants, appointees, promotees or leavers (flows).

Monitoring Returns present an annual summary in a prescribed format of the collated data. It is these returns submitted by employers that form the basis for this report.

Triennial (Article 55) reviews are about **considering ‘fair participation’** and any **affirmative action** that might be required. An employer will use the raw information collected by monitoring as the basis for their triennial reviews.

1.6 The Annual Summary of Monitoring Returns

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 summary of the monitoring returns submitted by employers – the annual Monitoring Report.

This publication sets out in aggregate form, a summary of the annual monitoring returns submitted to the Commission by employers each year. Given the legislative focus of monitoring returns on recording composition, this report by necessity also reflects that approach – describing *aggregate* composition in employment stocks and flows.

It is important to reinforce that the purpose of the report is to help inform employers (or interested parties) about wider compositional patterns. Alongside other information on local labour availability, the aggregate figures may suggest a dynamic or pattern that might better inform their own considerations of fair participation, or which may merit further exploration within specific employments.

For monitored employers, the report presents information on the community composition of:

- total employees;
- full-time and part-time employees;
- applicants and appointees within the monitored workforce; and
- promotees and leavers within the public sector, and those private sector concerns with 251+ employees.

The Annual Summary of Monitoring Returns presents a summary picture with regard to the **composition** of employment in registered concerns. It does not seek to consider **‘fair participation’** which instead is the focus of employer’s own triennial reviews and related work by the Commission.

1.7 The 2008 (19th) Annual Monitoring Report

This, the 19th Annual Monitoring Report, presents an aggregated summary of the 4,101 valid monitoring returns received during 2008 from 103 public authorities and

⁴ For the lay reader it may be helpful to note that in broad terms fair participation is NOT about equalising the numbers of Protestants and Roman Catholics in any given employment, but rather it is about seeking to ensure that the community composition (the proportion of Protestants and/or Roman Catholics) in any given employment is broadly in line with what might reasonably be expected based on available labour supply. See Appendix 1 . ‘Wider Concepts in Fair Employment ’ for further information on the meaning of fair participation, and how it differs from a simple assessment of the composition of a workplace.

3,998 private sector concerns. These returns were received ⁵ between 1st January and 6th December 2008.

Readers should note two key points that impact on the interpretation of the data in the 2008 report, namely:

- Flow information regarding the health, education and public sectors; and the overall Northern Ireland workforce should be interpreted with considerable caution. There was a sharp fall in the recorded number of public sector applicants and appointees submitted to the Commission. The deficit largely resulted from the limited coverage of monitoring returns submitted by 11 new public authorities created under the Review of Public Administration (RPA). Specifically, new employers are not required to submit information on employment *flows* - applicants, appointees, promotees and leavers in their first year of registration. In health, for example, the applicant count dropped in 2008 by 54,944 (96%). *Stock* information (regarding employees) is unaffected.
- Given that the Northern Ireland economy is in recession, it may seem counter-intuitive to discover that the number of monitored employees (stocks) actually rose in 2008. The primary reason for the reported increase is that the majority of stock data relates to the pre-recession period. For the public sector, stock information relates to the position at 1st January 2008. As private sector returns are submitted monthly throughout the year, the monitoring period for stock data from private concerns ran from January 2008 – December 2008. Government data sources reveal that the Northern Ireland economy continued to grow until the autumn of 2008. Figures released by DETI in September 2009 reveal that the total in employment peaked at 788,000 in October 2008, before declining thereafter. In brief, monitoring data is a lagging indicator.

In addition, the content and format of the Monitoring Report are reviewed on a regular basis to improve lay accessibility and to reflect changes in data availability driven by evolving Monitoring Regulations. This year the report has been restructured in two main ways:

- **All data pertaining to specific sectors has now been placed in individual chapters to improve accessibility.** An additional section relating to the monitored workforce as a whole (full time and part time employees combined) has been added.

⁵ The reference period for the compilation of *stock* information (employee counts) is the anniversary **date** of registration. For *flow* data (applicants, appointee, promotees and leavers), it is the **twelve month period preceding** the anniversary date of registration. Public authorities are deemed to be registered on 1st January, while private sector concerns are registered on a monthly basis (6th of each month) throughout the year. To take 2008 as an example, stock information for public authorities is compiled on 1st January 2008, while flow data covers the period 2nd January 2007 – 1st January 2008. As private concerns, however, are registered throughout the year, different monitoring periods will apply to individual concerns. For example, for a concern which was originally registered in March, stock information relates to 6th March 2008, while flow data will cover the period 7th March 2007 – 6th March 2008. In brief, while stock data relates to a specific date in 2008, flow data refers to both 2007 and 2008.

- **The base year for trend comparisons has been moved from 1990 to 2001:** With the inclusion of part-time employees in 2001, and private sector applicants and appointees from smaller concerns, it became possible to analyse a more comprehensive range of employees, applicants and appointees. The default year for longer term comparisons⁶ has thus been moved from 1990 to 2001⁷. Historical data of course remains available via the previously published reports.

1.8 Additional Tables

A number of additional tables have been produced which, for reasons of clarity and brevity, have not been included in the publication. They include tables on the composition of stocks and flows by SOC and sex.

The additional tables can be accessed on the Commission's website, www.equalityni.org/research.

⁶ In recent years, comparisons with 1990 have involved filtering data to consider only full time employees in those companies employing 26 or more employees.

⁷ Please note that for full-time employees only, 1992 (the first year in which all full-time employees in companies with 10+ employees were monitored) has additionally been adopted as the base year for a limited number of historical analyses.

2: The Monitored Northern Ireland Workforce

KEY FINDINGS

All Employees

- The total monitored workforce now stands at 529,857 employees, a rise of (0.7%) or 3,646 since 2007. The composition in 2008 was [54.8%] Protestant and [45.2%] Roman Catholic.
- Total Protestant employment fell by 1,808 (0.7%) during the year, while the Roman Catholic count increased by 4,495 (2.1%). As a result, the Catholic share rose from [44.6%] to [45.2%].
- Females account for just over half (51.9%) of the total monitored workforce.

Full-time Workforce

- In 2008 there were 447,654 monitored full-time employees, an increase of (0.9%) or 4,193 employees on the corresponding figure for 2007.
- The composition of the monitored full-time workforce in 2008 was [55.2%] Protestant and [44.8%] Roman Catholic, representing an increase of [0.9] of a percentage point in the Catholic share during the year.
- Females account for almost half (48.3%) of the monitored full-time workforce.

Part-time Workforce

- There were 82,203 part-time employees, a decrease of (0.7%) or 547 during the year. The composition in 2008 was [52.2%] Protestant and [47.8%] Roman Catholic. This represents an increase of [0.2] of a percentage point in the Protestant share since 2007.
- Females account for nearly three-quarters (71.5%) of the monitored part-time workforce.

Applicants, Appointees and Leavers

- There were a total of 596,211 applicants recorded in 2008, a fall of 50,733 (7.8%) compared with the previous year. The composition was [50.4%] Protestant and [49.6%] Roman Catholic.
- 91,002 appointments were made during 2008, a decrease of 10,279 (10.1%) compared with 2007. The composition was [49.3%] Protestant and [50.7%] Roman Catholic.
- 71,796 leavers were reported in 2008, a fall of 1,753 (2.4%) compared with 2007. The composition was [53.9%] Protestant and [46.1%] Roman Catholic.

2.1 Introduction

This chapter profiles the monitored Northern Ireland workforce as a whole. The monitored workforce is comprised of all full-time and part-time employees in specified public bodies ('the public sector'), plus all full-time and part-time employees working in registered private sector concerns ('the private sector')⁸. In brief, the monitored workforce contains the combined public and private sectors in Northern Ireland.

In this, and all subsequent chapters, data will be presented on the community and gender composition of the following categories:

- employees (total, full-time and part-time)
- applicants
- appointees
- promotees
- leavers

2.2 The Monitored Northern Ireland Workforce

In 2008, a total of 103 public bodies and 3,998 private sector concerns submitted non-nil returns to the Commission.

- In 2008, the monitored workforce contained 529,857 employees, compared with 526,211 in 2007, an increase of (0.7%) or 3,646. This represents the highest figure recorded since statutory monitoring began in 1990.
- During the period 2001 – 2008, the monitored workforce grew by (10.5%) or 50,340 employees, from 479,517 to 529,857.

2.2.1 Composition of Northern Ireland Workforce by Community Background

Table 2.1 shows that the overall composition of the monitored Northern Ireland workforce in 2008 was 269,345 (50.8%) Protestants, 222,556 (42.0%) Roman

Table 2.1 Composition of the Monitored Northern Ireland Workforce by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	132,468	(52.0%) [56.5%]	101,901	(40.0%) [43.5%]	20,533	(8.1%)	254,902	(48.1%)
Female	136,877	(49.8%) [53.1%]	120,655	(43.9%) [46.9%]	17,423	(6.3%)	274,955	(51.9%)
TOTAL	269,345	(50.8%) [54.8%]	222,556	(42.0%) [45.2%]	37,956	(7.2%)	529,857	(100.0%)

⁸ For the purposes of this report, the **voluntary sector** is deemed to be part of the private sector.

Catholics, and 37,956 (7.2%) Non-determined. The composition of those for whom a community was determined was [54.8%] Protestant and [45.2%] Roman Catholic.

Table 2.2 presents a summary of net changes in the monitored workforce by community background, 2007 – 2008. The total number of Protestant employees fell by (0.7%) during the year (1,808 employees) while the Roman Catholic count rose by (2.1%) or 4,495. These two factors resulted in an increase of [0.6] of a percentage point in the Catholic share of the monitored workforce, from [44.6%] in 2007 to [45.2%] in 2008.

Table 2.2 A Summary of Net Changes in Monitored Employment by Community Background, 2007 – 2008

Sector	Change in Protestant Count	Change in Roman Catholic Count	[%] Protestant 2008	[%] Roman Catholic 2008
Public Sector				
Full-time	- 2,496	559	[54.7%]	[45.3%]
Part-time	44	90	[54.2%]	[45.8%]
All Employees	- 2,452	649	[54.6%]	[45.4%]
Private Sector				
Full-time	909	4,422	[55.5%]	[44.5%]
Part-time	- 265	- 576	[51.1%]	[48.9%]
All Employees	644	3,846	[54.8%]	[45.2%]
TOTALS	-1,808	4,495	[54.8%]	[45.2%]

Between 2001 and 2008, the number of Protestant employees fell by (1.1%) or 3,073. During the same period, the Roman Catholic count rose by (20.9%) or 38,466 employees.

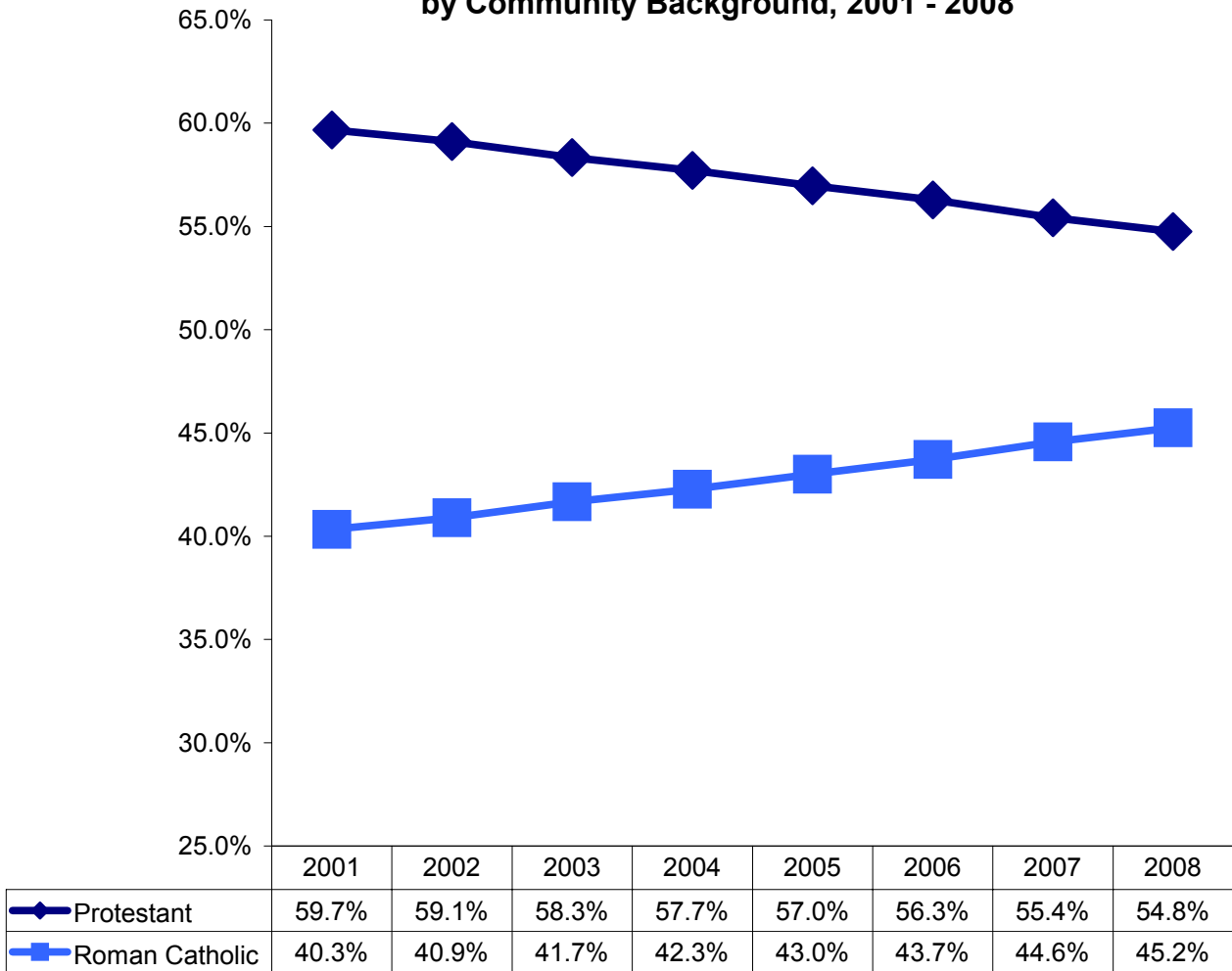
Chart 2.1 (overleaf) presents the community composition of the total monitored workforce, 2001 – 2008. It reveals that the Roman Catholic share of the monitored workforce has risen by 4.9 percentage points during this period, from [40.3%] in 2001 to [45.2%] in 2008.

2.2.2 Composition of Northern Ireland Workforce by Sex

Just over half (51.9%) of the total monitored workforce is female (see Table 2.1). An examination of the trend since 2001 reveals that the male count has increased by 17,271 (7.3%) employees, compared with a substantially larger rise of 33,069 (13.7%) for females.

The increase in the female count since 2001 is also reflected in their share of the monitored workforce. In 2001, females accounted for (50.4%) of the workforce: by 2008, this figure had risen to (51.9%), a rise of 1.5 percentage points.

Chart 2.1 Composition of Monitored Northern Ireland Workforce by Community Background, 2001 - 2008



2.2.3 Composition of Northern Ireland Workforce by Community Background and Sex

During 2008, the number of Protestant male employees dropped by 2,467 (1.8%), compared with an increase of 2,638 (2.7%) in the Roman Catholic male count. As a result, the Catholic male share rose from [42.4%] to [43.5%]. Similarly, the increase in the Catholic female count (1,857 or 1.6%) was almost three times greater than the rise in the Protestant female count (659 or 0.5%). Consequently, the Catholic female share moved from [46.6%] to [46.9%].

Reviewing the period 2001 – 2008, the Catholic male and female shares of monitored employment have risen by [5.7] and [4.1] percentage points respectively, with a corresponding fall in the Protestant share.

2.2.4 Composition of Northern Ireland Workforce by SOC and Community Background

Table 2.3 contains a breakdown of the monitored workforce by nine Standard Occupational (SOC) categories. In 2008, more than half (58.2%) of all monitored employees were in four SOC groups, namely: Administrative and Secretarial occupations (SOC4, 14.9%); Elementary occupations (SOC9, 14.8%); Sales and Customer Services (SOC7, 14.3%) and Associate Professional and Technical occupations (SOC3, 14.2%). The smallest categories were Skilled Trades (SOC5, 7.3%), followed by Managers and Senior Officials (SOC1, 7.6%).

Table 2.3 Composition of the Monitored Northern Ireland Workforce by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	21,480	(53.3%) [56.7%]	16,435	(40.8%) [43.3%]	2,385	(5.9%)	40,300	(7.6%)
SOC2	18,549	(45.8%) [51.9%]	17,196	(42.4%) [48.1%]	4,795	(11.8%)	40,540	(7.7%)
SOC3	39,812	(53.0%) [56.5%]	30,637	(40.8%) [43.5%]	4,601	(6.1%)	75,050	(14.2%)
SOC4	41,800	(53.0%) [55.5%]	33,568	(42.6%) [44.5%]	3,493	(4.4%)	78,861	(14.9%)
SOC5	21,484	(55.3%) [58.4%]	15,273	(39.3%) [41.6%]	2,079	(5.4%)	38,836	(7.3%)
SOC6	24,165	(50.4%) [53.4%]	21,068	(43.9%) [46.6%]	2,752	(5.7%)	47,985	(9.1%)
SOC7	37,459	(49.4%) [53.0%]	33,193	(43.8%) [47.0%]	5,182	(6.8%)	75,834	(14.3%)
SOC8	25,577	(47.2%) [52.7%]	22,960	(42.4%) [47.3%]	5,651	(10.4%)	54,188	(10.2%)
SOC9	39,019	(49.9%) [54.8%]	32,226	(41.2%) [45.2%]	7,018	(9.0%)	78,263	(14.8%)
TOTAL	269,345	(50.8%) [54.8%]	222,556	(42.0%) [45.2%]	37,956	(7.2%)	529,857	(100.0%)

In relation to community composition, Protestants accounted for [54.8%] of employees and Roman Catholics [45.2%]. The Protestant share of employment was higher than their overall figure [45.2%] in four of the nine groups, namely: SOC1 [56.7%], SOC3 [56.5%], SOC4 [55.5%] and SOC5 [58.4%]. Community composition in SOC9 was identical to the overall figure, while Catholic representation was higher than their overall figure in the remaining four categories.

2.3 The Monitored Northern Ireland Full-time Workforce

This section profiles full-time employees in the monitored workforce.

- In 2008, the monitored full-time workforce contained 447,654 employees, an increase of (0.9%) or 4,193 compared with the previous year.
- During the period 2001 – 2008, the full-time workforce grew by (10.5%) or 42,545 employees, from 405,109 in 2001 to 447,654 in 2008.
- Between 1992 – 2008, the full-time workforce rose by (16.0%) or 61,579 employees.

2.3.1 Composition of NI Full-time Workforce by Community Background

Table 2.4 shows that the total composition of the monitored Northern Ireland full-time workforce in 2008 was 229,517 (51.3%) Protestants, 186,109 (41.6%) Roman Catholics, and 32,028 (7.2%) Non-determined. The composition of those for whom a community was determined was [55.2%] Protestant and [44.8%] Roman Catholic.

	Protestant		Roman Catholic		Non-Determined		Total	
Male	121,383	(52.4%) [57.0%]	91,568	(39.6%) [43.0%]	18,551	(8.0%)	231,502	(51.7%)
Female	108,134	(50.0%) [53.4%]	94,541	(43.7%) [46.6%]	13,477	(6.2%)	216,152	(48.3%)
TOTAL	229,517	(51.3%) [55.2%]	186,109	(41.6%) [44.8%]	32,028	(7.2%)	447,654	(100.0%)

Compared with 2007, the number of Protestant full-time employees fell by 1,587 (0.7%), while the Roman Catholic count increased by 4,981 (2.7%). As a result, the Catholic share of full-time employment rose from [43.9%] to [44.8%].

During the period 2001 – 2008, the Protestant full-time count fell by 4,072 employees (1.7%), while the number of Roman Catholic employees rose by 33,406 employees (21.9%). This led to an increase of [5.3] percentage points in the Catholic share of full-time employment from [39.5%] to [44.8%].

2.3.2 Composition of Northern Ireland Full-time Workforce by Sex

Just over half (51.7%) of the full-time workforce is male (see Table 2.4). However, since 2001 the female count has risen at a considerably faster rate (15.8%, or 29,480) than their male counterparts (6% or 13,065). Similarly, during the period 1992 – 2008, while male full-time employment levels rose by (9.0%), the female count increased by almost a quarter (24.4%).

The female share of the monitored full-time workforce has been gradually increasing over time. In 1992, females accounted for (45.0%) of full-time employees: by 2008, this figure had increased to (48.3%).

2.3.3 Composition of Northern Ireland Full-time Workforce by Community Background and Sex

During 2008, the number of Protestant male full-time employees dropped by 2,220 (1.8%), compared with an increase of 2,482 (2.8%) in the Roman Catholic male count. As a result, the Catholic male share rose from [41.9%] to [43.0%]. Similarly, while the Protestant female count grew by 633 employees (0.6%), the number of Catholic females increased by nearly four times this figure (2.7% or 2,499). Consequently, the Catholic female share moved from [46.1%] to [46.6%].

Over the period 2001 – 2008, the Catholic male and female share of full-time employment grew by [5.8] and [4.4] percentage points respectively, with a corresponding fall in the Protestant share.

2.3.4 Composition of Northern Ireland Full-time Workforce by SOC and Community Background

Table 2.5 contains a breakdown of the monitored full-time workforce by SOC and community background. Administrative and Secretarial occupations (SOC4, 16.6%) contained the largest number of employees, followed by Associate Professional and

Table 2.5 Composition of Monitored Northern Ireland Full-time Workforce by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	21,188	(53.4%) [56.7%]	16,186	(40.8%) [43.3%]	2,336	(5.9%)	39,710	(8.9%)
SOC2	16,454	(45.5%) [51.6%]	15,417	(42.6%) [48.4%]	4,292	(11.9%)	36,163	(8.1%)
SOC3	35,517	(53.2%) [56.6%]	27,233	(40.8%) [43.4%]	4,066	(6.1%)	66,816	(14.9%)
SOC4	39,224	(52.8%) [55.2%]	31,783	(42.8%) [44.8%]	3,272	(4.4%)	74,279	(16.6%)
SOC5	21,029	(55.6%) [58.7%]	14,788	(39.1%) [41.3%]	1,992	(5.3%)	37,809	(8.4%)
SOC6	18,853	(50.8%) [53.6%]	16,294	(43.9%) [46.4%]	1,992	(5.4%)	37,139	(8.3%)
SOC7	25,277	(50.5%) [54.6%]	21,058	(42.1%) [45.4%]	3,724	(7.4%)	50,059	(11.2%)
SOC8	24,962	(47.1%) [52.6%]	22,494	(42.4%) [47.4%]	5,536	(10.4%)	52,992	(11.8%)
SOC9	27,013	(51.3%) [56.4%]	20,856	(39.6%) [43.6%]	4,818	(9.1%)	52,687	(11.8%)
TOTAL	229,517	(51.3%) [55.2%]	186,109	(41.6%) [44.8%]	32,028	(7.2%)	447,654	(100.0%)

Technical occupations (SOC3, 14.9%), Plant and Machinery operative (SOC8) and Elementary occupations (SOC9, both 11.8%). SOC1, 2, 5 and 6 were the smallest categories with around 8-9% of employees in each category.

In relation to community composition, Protestants accounted for [55.2%] of employees and Roman Catholics [44.8%]. The Protestant share of employment was higher than the overall figure in four of the nine groups, namely: SOC1 [56.7%], SOC3 [56.6%], SOC5 [58.7%] and SOC9 [56.4%]. Community composition in SOC4 was identical to the overall figure, while Catholic representation was higher than their overall figure in the remaining four categories.

2.4 The Monitored Northern Ireland Part-time Workforce

This section profiles part-time employees in the monitored Northern Ireland workforce.

- In 2008, the monitored part-time workforce contained 82,203 employees, a decrease of (0.7%) or 547 compared with the previous year.
- During the period 2001 – 2008, the monitored workforce grew by (10.5%) or 7,795 employees, from 74,408 to 82,203.

2.4.1 Composition of Northern Ireland Part-time Workforce by Community Background

The overall composition of the Northern Ireland part-time workforce in 2008 was 39,828 (48.5%) Protestants, 36,447 (44.3%) Roman Catholics, and 5,928 (7.2%) Non-determined. The composition of those for whom a community was determined was [52.2%] Protestant and [47.8%] Roman Catholic (see Table 2.6).

Table 2.6 Composition of Monitored Northern Ireland Part-time Workforce by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	11,085	(47.4%) [51.8%]	10,333	(44.2%) [48.2%]	1,982	(8.5%)	23,400	(28.5%)
Female	28,743	(48.9%) [52.4%]	26,114	(44.4%) [47.6%]	3,946	(6.7%)	58,803	(71.5%)
TOTAL	39,828	(48.5%) [52.2%]	36,447	(44.3%) [47.8%]	5,928	(7.2%)	82,203	(100.0%)

Compared with 2007, the number of Protestant part-time employees fell by 221 (0.6%), while the Roman Catholic count dropped by 486 (1.3%). As a result, the Protestant share of part-time employment rose slightly, from [52.0%] to [52.2%].

A review of the full period of part-time monitoring (2001 – 2008) reveals that the number of Protestant employees increased by 999 (2.6%). During the same period,

the Roman Catholic count grew by approximately five times the Protestant figure (5,060 or 16.1%).

Between 2001 and 2008, the Roman Catholic share of the total part-time workforce rose from [44.7%] to [47.8%].

2.4.2 Composition of Northern Ireland Part-time Workforce by Sex

The monitored part-time workforce is predominately female. In 2008, females accounted for (71.5%) of all part-time employees (see Table 2.6). Examining the data from a different perspective, over one-in five females (21.4%) work part-time, compared with less than one-in-ten (9.2%) of their male counterparts.

In recent years, however, there has been a small, but noticeable increase in the number and proportion of males working part-time. In 2001, only (8.1%) of all monitored male employees (19,194) worked less than 16 hours per week. By 2008, this proportion had risen to (9.2%) or 23,400 employees, a rise of (21.9%). The corresponding rise for females during the same period was (6.5%) or 3,589 employees.

2.4.3 Composition of Northern Ireland Part-time Workforce by Community and Sex

During 2008, the number of Protestant male part-time employees dropped by 247 (2.2%), compared with an increase of 156 (1.5%) in the Roman Catholic male count. As a result, the Catholic male share rose by [0.9] of a percentage point. In contrast, the Protestant female count grew by (0.1%) or 26 employees, while the number of Catholic females fell by (2.4%) or 642. These factors produced a rise in the Protestant female share, from [51.8%] to [52.4%].

Since 2001, the Catholic male and female shares of part-time employment have risen by [2.7] and [3.2] percentage points respectively, with a corresponding fall in the Protestant share.

2.4.4 Composition of Northern Ireland Part-time Workforce by SOC and Community Background

Table 2.7 (overleaf) presents a breakdown of the composition of the monitored part-time workforce by SOC and community background. In 2008, three-quarters (75.7%) of part-time employees were located in three SOC groups, namely: Personal Services (SOC6, 13.2%), Sales and Customer Services (SOC7, 31.4%) and Elementary occupations (SOC9, 31.1%). Only six percent were working either as Managers or in Professional occupations (SOC1 and SOC2).

Protestants accounted for [52.2%] of part-time employees and Roman Catholics [47.8%]. The Protestant share of employment was higher than their overall figure in six of the nine groups, (SOC1 - 4 and SOC's 6 and 8), while Catholic representation was higher than their overall proportion in the remaining three categories.

Table 2.7 Composition of Monitored Northern Ireland Part-time Workforce by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	292	(49.5%) [54.0%]	249	(42.2%) [46.0%]	49	(8.3%)	590	(0.7%)
SOC2	2,095	(47.9%) [54.1%]	1,779	(40.6%) [45.9%]	503	(11.5%)	4,377	(5.3%)
SOC3	4,295	(52.2%) [55.8%]	3,404	(41.3%) [44.2%]	535	(6.5%)	8,234	(10.0%)
SOC4	2,576	(56.2%) [59.1%]	1,785	(39.0%) [40.9%]	221	(4.8%)	4,582	(5.6%)
SOC5	455	(44.3%) [48.4%]	485	(47.2%) [51.6%]	87	(8.5%)	1,027	(1.2%)
SOC6	5,312	(49.0%) [52.7%]	4,774	(44.0%) [47.3%]	760	(7.0%)	10,846	(13.2%)
SOC7	12,182	(47.3%) [50.1%]	12,135	(47.1%) [49.9%]	1,458	(5.7%)	25,775	(31.4%)
SOC8	615	(51.4%) [56.9%]	466	(39.0%) [43.1%]	115	(9.6%)	1,196	(1.5%)
SOC9	12,006	(46.9%) [51.4%]	11,370	(44.5%) [48.6%]	2,200	(8.6%)	25,576	(31.1%)
TOTAL	39,828	(48.5%) [52.2%]	36,447	(44.3%) [47.8%]	5,928	(7.2%)	82,203	(100.0%)

2.5 Monitored Northern Ireland Workforce Applicants

This section considers the composition of applicants in the monitored Northern Ireland workforce.

- In 2008, there were a total of 596,211 applicants, a fall of (7.8%) or 50,733 compared with 2007 ⁹.
- In total, public sector applicants fell by 60,795, compared with an increase of 10,062 in the private sector.
- The public sector attracted (15.8%) of applicants, while (84.2%) were in the private sector.

⁹ The deficit largely resulted from the establishment of 11 new public authorities under the RPA, and the nature of the monitoring regulations governing 'new' employers. Specifically, new employers are not required to submit information on employment flows - applicants, appointees, promotees and leavers in their first year of registration. In health, for example, the applicant count dropped in 2008 by 54,944 (96%). Stock information (regarding employees) is unaffected. See section 1.7 for full details.

2.5.1 Composition of Applicants by Community Background

The overall composition of applicants in 2008 was 254,774 (42.7%) Protestants, 251,109 (42.1%) Roman Catholics, and 90,328 (15.2%) Non-determined. The composition of those for whom a community was determined was [50.4%] Protestant and [49.6%] Roman Catholic (see Table 2.8).

Table 2.8 Composition of Applicants (All) by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	136,358	(43.1%) [51.4%]	128,805	(40.7%) [48.6%]	51,260	(16.2%)	316,423	(53.1%)
Female	118,416	(42.3%) [49.2%]	122,304	(43.7%) [50.8%]	39,068	(14.0%)	279,788	(46.9%)
TOTAL	254,774	(42.7%) [50.4%]	251,109	(42.1%) [49.6%]	90,328	(15.2%)	596,211	(100.0%)

Compared with 2007, the overall number of Protestant applicants fell by (5.9%), with a slightly larger fall for Catholics (7.3%). These factors resulted in a rise of [0.4] of a percentage point in the Protestant share of applicants, from [50.0%] to [50.4%].

Chart 2.2 (overleaf) reviews the composition of Northern Ireland applicants, 2001 – 2008. It shows that the Roman Catholic share of applicants has grown by [4.8] percentage points, from [44.8%] in 2001 to [49.6%] in 2008.

2.5.2 Composition of Applicants by Sex

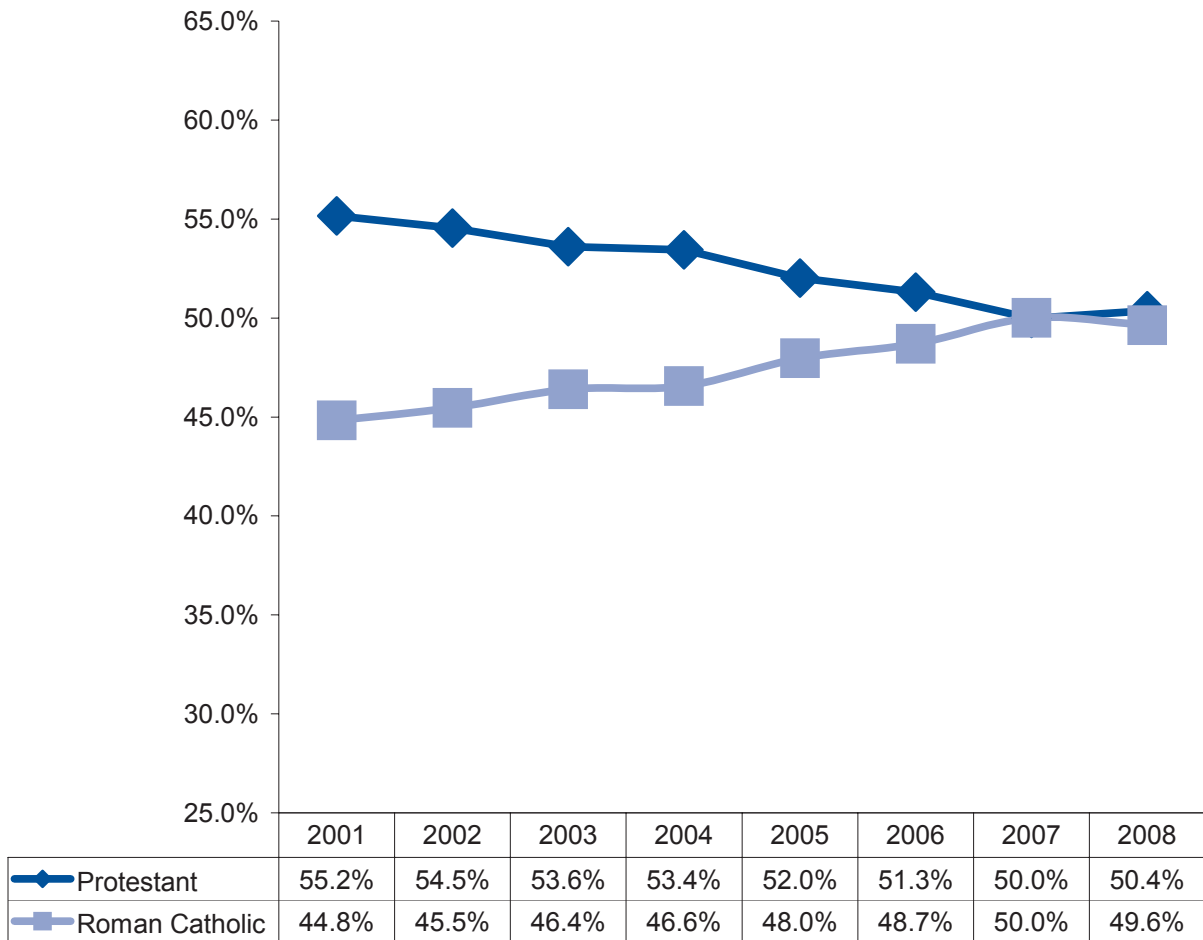
Table 2.8 reveals that just over half (53.1%) of all applicants were male. Compared with 2007, the number of male applicants dropped by (4.4%), while the female count fell by (11.5%). An examination of the trend since 2001 reveals that the male proportion has increased by (3.6) percentage points during this period, from (49.5%) in 2001 to (53.1%) in 2008.

2.5.3 Composition of Applicants by Community Background and Sex

During 2008, the number of Protestant male applicants fell by 3,311 (2.4%), with a slightly smaller decrease (2,368 or 1.8%) for Roman Catholic males. As a result, the Catholic male share rose marginally by [0.1] of a percentage point. For Protestant female applicants, the decline was even greater (9.7%), with a fall of a slightly larger magnitude (12.5%) for Catholics. Both factors combined to produce an increase in the Protestant female share, from [48.4%] to [49.2%].

Reviewing the period 2001 – 2008, the Catholic male and female share of applicants rose by [6.2] and [3.6] percentage points respectively, with a corresponding fall in the Protestant share.

Chart 2.2 Composition of Monitored Northern Ireland Applicants by Community Background , 2001 - 2008



2.5.4 Composition of Applicants by SOC and Community Background

Table 2.9 presents the composition of applicants by SOC and community background for 2008. The table reveals that the highest number of applicants (175,403) was for Sales and Customer Service positions (SOC7, 29.4%), followed by Administrative and Technical occupations (SOC4, 16.4%) and Elementary occupations (SOC9, 14.3%).

Overall, Protestants accounted for [50.4%] of applicants and Roman Catholics [49.6%]. The Protestant share of applicants was higher than their overall figure in five SOC groups, namely: SOC 1, SOC3 – SOC 5, and SOC6. The Catholic share was higher than their overall proportion in the remaining four categories, i.e. SOC2 and SOC7 – SOC9.

Table 2.9 Composition of Applicants (All) by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	14,211	(44.0%) [52.7%]	12,748	(39.5%) [47.3%]	5,341	(16.5%)	32,300	(5.4%)
SOC2	11,390	(34.7%) [46.5%]	13,130	(40.0%) [53.5%]	8,332	(25.4%)	32,852	(5.5%)
SOC3	25,557	(44.7%) [51.2%]	24,313	(42.5%) [48.8%]	7,304	(12.8%)	57,174	(9.6%)
SOC4	43,877	(44.9%) [50.8%]	42,509	(43.5%) [49.2%]	11,267	(11.5%)	97,653	(16.4%)
SOC5	12,157	(46.7%) [54.3%]	10,248	(39.4%) [45.7%]	3,630	(13.9%)	26,035	(4.4%)
SOC6	15,079	(46.7%) [52.9%]	13,435	(41.6%) [47.1%]	3,805	(11.8%)	32,319	(5.4%)
SOC7	76,070	(43.4%) [50.1%]	75,668	(43.1%) [49.9%]	23,665	(13.5%)	175,403	(29.4%)
SOC8	22,541	(39.4%) [47.1%]	25,364	(44.3%) [52.9%]	9,325	(16.3%)	57,230	(9.6%)
SOC9	33,892	(39.8%) [50.1%]	33,694	(39.5%) [49.9%]	17,659	(20.7%)	85,245	(14.3%)
TOTAL	254,774	(42.7%) [50.4%]	251,109	(42.1%) [49.6%]	90,328	(15.2%)	596,211	(100.0%)

2.6 Monitored Northern Ireland Workforce Appointees

This section considers the composition of appointees in the monitored Northern Ireland workforce.

- In 2008, there were 91,002 appointees, a decrease of (10.1%) or 10,279 compared with the previous year.
- During the period 2001 – 2008, the number of appointees fell by (4.1%) or 3,904 employees, from 94,906 to 91,002.

2.6.1 Composition of Appointees by Community Background

The overall composition of appointees in 2008 was 39,310 (43.2%) Protestants, 40,428 (44.4%) Roman Catholics, and 11,264 (12.4%) Non-determined. The composition of those for whom a community was determined was [49.3%] Protestant and [50.7%] Roman Catholic (see Table 2.10 overleaf).

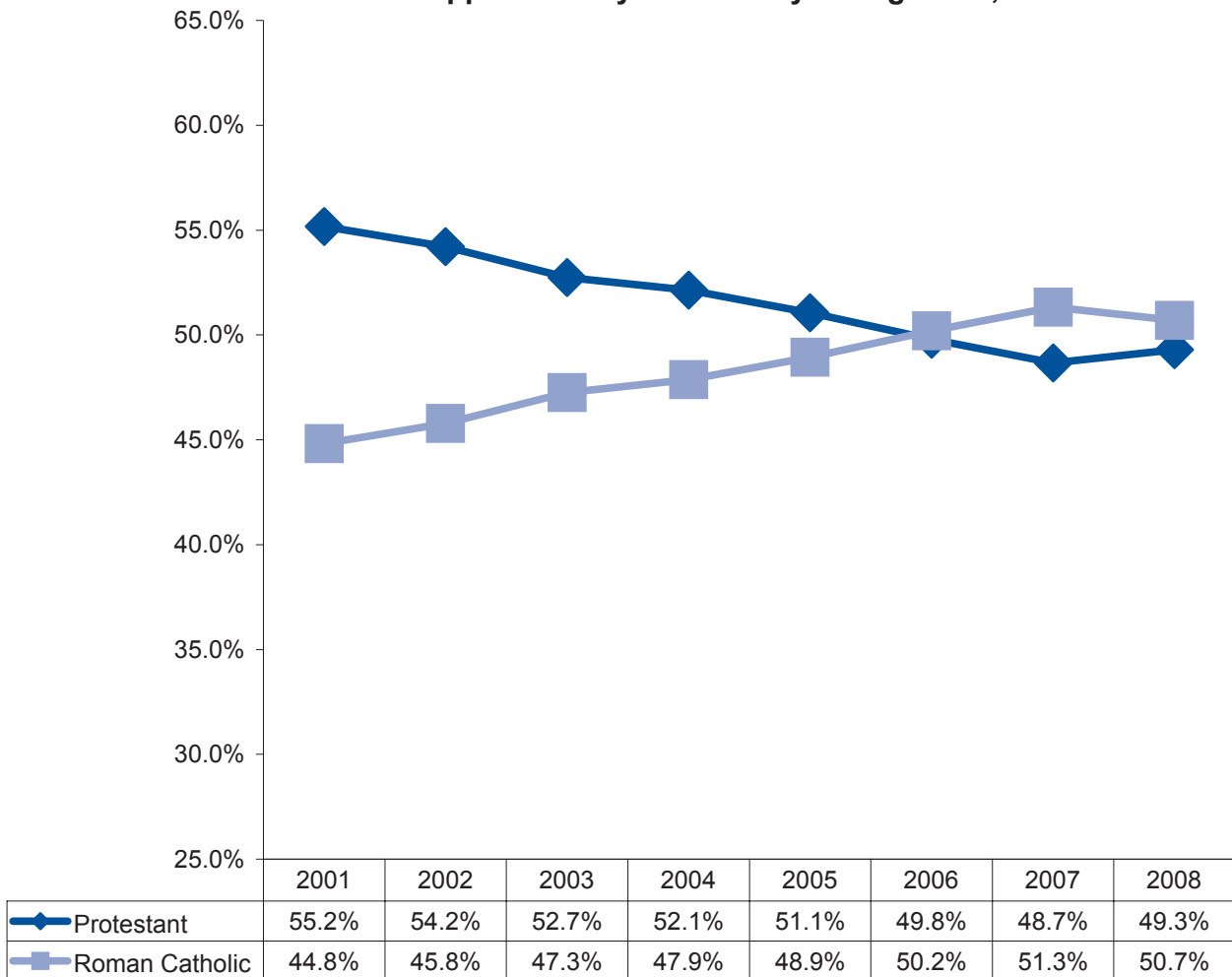
Compared with 2007, the overall number of Protestant appointees fell by (8.5%), with a slightly larger fall for Catholics (10.7%). These factors resulted in the Protestant share of appointees moving from [48.7%] to [49.3%].

Chart 2.3 reviews the period between 2001 and 2008. The Roman Catholic share of appointees grew by [5.9] percentage points, from [44.8%] in 2001 to [50.7%] in 2008.

Table 2.10 Composition of Appointees (All) by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	20,057	(42.9%) [49.5%]	20,482	(43.8%) [50.5%]	6,245	(13.3%)	46,784	(51.4%)
Female	19,253	(43.5%) [49.1%]	19,946	(45.1%) [50.9%]	5,019	(11.4%)	44,218	(48.6%)
TOTAL	39,310	(43.2%) [49.3%]	40,428	(44.4%) [50.7%]	11,264	(12.4%)	91,002	(100.0%)

Chart 2.3 Composition of Monitored Northern Ireland Workforce Appointees by Community Background, 2001 - 2008



2.6.2 Composition of Appointees by Community Background and Sex

As can be seen from Table 2.10, for males, the community composition of appointees was [49.5%] Protestant and [50.5%] Roman Catholic. Females had a composition of

[49.1%] Protestant and [50.9%] Catholic. During the year, the number of Protestant male appointees fell by 794 (3.8%), with a marginally smaller decrease (639 or 3.0%) for Catholic males. As a result, the Protestant male share fell slightly, from [49.7%] in 2007 to [49.5%] in 2008.

For Protestant female appointees, the decline was larger (12.8%), with a fall of even greater magnitude (17.4%) for Catholics. Both factors combined to produce an increase in the Protestant share of female appointees, from [47.8%] in 2007 to [49.1%] in 2008.

During the period 2001 – 2008, the Catholic male and female share of appointees rose by [7.7] and [4.4] percentage points respectively, with a corresponding fall in the Protestant share.

2.6.3 Composition of Appointees by Community Background and SOC

Table 2.11 presents the composition of appointees in 2008 by SOC and community background. Similar to applicants, the table shows that the highest proportion of appointees was to Sales and Customer Service positions (SOC7, 28.8%), followed by Elementary occupations (SOC9, 16.4%), and Administrative and Technical occupations (SOC4, 12.8%).

Table 2.11 Composition of Appointees (All) by SOC

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	1,667 (45.0%) [51.6%]	1,562 (42.2%) [48.4%]	475 (12.8%)	3,704 (4.1%)
SOC2	1,626 (37.5%) [45.3%]	1,961 (45.2%) [54.7%]	747 (17.2%)	4,334 (4.8%)
SOC3	3,025 (45.5%) [51.0%]	2,906 (43.7%) [49.0%]	717 (10.8%)	6,648 (7.3%)
SOC4	5,537 (47.7%) [52.5%]	5,014 (43.2%) [47.5%]	1,061 (9.1%)	11,612 (12.8%)
SOC5	2,722 (46.4%) [51.4%]	2,571 (43.9%) [48.6%]	570 (9.7%)	5,863 (6.4%)
SOC6	3,145 (46.3%) [51.6%]	2,952 (43.5%) [48.4%]	693 (10.2%)	6,790 (7.5%)
SOC7	11,515 (43.9%) [48.5%]	12,242 (46.6%) [51.5%]	2,489 (9.5%)	26,246 (28.8%)
SOC8	3,729 (34.1%) [42.2%]	5,108 (46.8%) [57.8%]	2,088 (19.1%)	10,925 (12.0%)
SOC9	6,344 (42.6%) [50.9%]	6,112 (41.1%) [49.1%]	2,424 (16.3%)	14,880 (16.4%)
TOTAL	39,310 (43.2%) [49.3%]	40,428 (44.4%) [50.7%]	11,264 (12.4%)	91,002 (100.0%)

Overall, Protestants accounted for [49.3%] of appointees and Roman Catholics [50.7%]. SOC4 contained the highest proportion of Protestant appointees (52.5%),

while SOC8 (Process, Plant and Machine operatives) contained the largest proportion of Catholic appointees (57.8%).

2.7 Monitored Northern Ireland Workforce Promotees

Monitoring Returns for 2008 detailed a total of 10,636 promotees in the monitored workforce, an increase of (6.2%) compared with 2007, see Table 2.12. Their composition was (49.0%) Protestant, (44.9%) Roman Catholic and (6.1%) Non-determined. The composition of those promotees for whom a community was determined was [52.2%] Protestant and [47.8%] Roman Catholic.

Table 2.12 Composition of Northern Ireland Promotees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	2,763	(50.7%) [54.4%]	2,320	(42.6%) [45.6%]	363	(6.7%)	5,446	(51.2%)
Female	2,444	(47.1%) [49.9%]	2,456	(47.3%) [50.1%]	290	(5.6%)	5,190	(48.8%)
TOTAL	5,207	(49.0%) [52.2%]	4,776	(44.9%) [47.8%]	653	(6.1%)	10,636	(100.0%)

As a result of the proportionately larger increase in the number of Roman Catholic (8.9%) compared with Protestant promotees (3.8%), the Catholic share increased during the year from [46.6%] to [47.8%].

Just over half (51.2%) of all promotees in 2008 were male, a total of 5,446. Among those male promotees whose community was determined, [54.4%] were Protestant and [45.6%] were Roman Catholic. In total there were 5,190 female promotees and their composition was [49.9%] Protestant and [50.1%] Roman Catholic.

2.8 Monitored Northern Ireland Workforce Leavers

There were a total of 71,796 leavers in the monitored workforce in 2008, a fall of 1,753 (2.4%) compared with 2007. Table 2.13 shows that their composition was (47.6%) Protestant, (40.7%) Roman Catholic and (11.7%) Non-determined. The composition of those leavers for whom a community was determined was [53.9%] Protestant and [46.1%] Roman Catholic.

The number of Protestant leavers grew by (2.1%) during 2008, compared with a fall of (5.1%) in the Catholic leaver count. As a result of these factors, the Protestant share increased from [52.1%] to [53.9%].

Table 2.13 Composition of Northern Ireland Leavers by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	17,540	(49.1%) [56.0%]	13,773	(38.5%) [44.0%]	4,430	(12.4%)	35,743	(49.8%)
Female	16,611	(46.1%) [51.8%]	15,440	(42.8%) [48.2%]	4,002	(11.1%)	36,053	(50.2%)
TOTAL	34,151	(47.6%) [53.9%]	29,213	(40.7%) [46.1%]	8,432	(11.7%)	71,796	(100.0%)

There were similar proportions of male (49.8%) and female (50.2%) leavers during 2008. The composition was [56.0%] Protestant and [44.0%] Catholic for males, and [51.8%] Protestant and [48.2%] Roman Catholic for females.

3: The Private Sector

KEY FINDINGS

All Employees

- The total private sector workforce now stands at 339,904 employees, an increase of 5,712 employees (1.7%) since 2007. The composition was [54.8%] Protestant and [45.2%] Roman Catholic.
- Total Roman Catholic private sector employment increased by 3,846 employees (2.8%) during the year, while the Protestant count grew by 644 (0.4%). As a result, the Protestant share of the private sector fell from [55.4%] in 2007 to [54.8%] in 2008.
- Females account for less than half (45.5%) of the total monitored private sector workforce.

Full-time Workforce

- In 2008, there were 287,237 monitored private sector full-time employees, an increase of 6,472 (2.3%) on the corresponding figure for 2007.
- The composition of the monitored full-time private sector workforce in 2008 was [55.5%] Protestant and [44.5%] Roman Catholic, representing an increase from [43.7%] in the Catholic share during the year.
- Females account for about two-fifths (41.3%) of the monitored private sector full-time workforce.

Part-time Workforce

- There were 52,667 part-time employees, a fall of (1.4%) compared with 2007. The composition was [51.1%] Protestant and [48.9%] Roman Catholic, representing an increase of [0.4] of a percentage point in the Protestant share during the year.
- Females account for over two-thirds (68.6%) of the monitored private sector part-time workforce.

Applicants, Appointees and Leavers

- There were a total of 502,081 applicants recorded in 2008, a rise of 10,062 (2.0%) compared with 2007. The composition was [49.6%] Protestant and [50.4%] Roman Catholic.
- 82,680 appointments were made during 2008, an increase of 963 (1.2%) compared with 2007. The composition was [48.8%] Protestant and [51.2%] Roman Catholic.
- 50,608 leavers were reported in 2008, a rise of 3,797 (8.1%) compared with 2007. The composition was [49.7%] Protestant and [50.3%] Roman Catholic.

3.1 Introduction

Chapter 3 reviews the private sector as a whole. The Commission receives monitoring returns from private sector concerns throughout the year. Between 1st January and 31st December 2008 there were 3,998 valid returns submitted.

3.2 The Private Sector Workforce (All Employees)

This section considers the composition of all employees in the private sector.

- In 2008, the total private sector workforce stood at 339,904 employees, an increase of 5,712 employees (1.7%) since 2007.
- The private sector accounts for nearly two-thirds (64.2%) of all monitored employees.
- A review of the period 2001 – 2008 reveals that the overall private sector workforce has increased by (11.7%) or 35,470 employees.

3.2.1 Composition of Private Sector by Community Background

The overall composition of the total private sector workforce in 2008 was 171,048 (50.3%) Protestants, 140,856 (41.4%) Roman Catholics and 28,000 (8.2%) Non-Determined. The composition of those for whom a community was determined was [54.8%] Protestant and [45.2%] Roman Catholic, see Table 3.1.

Table 3.1 Composition of Monitored Private Sector (All Employees) by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	94,557	(51.1%) [56.0%]	74,418	(40.2%) [44.0%]	16,199	(8.7%)	185,174	(54.5%)
Female	76,491	(49.4%) [53.5%]	66,438	(42.9%) [46.5%]	11,801	(7.6%)	154,730	(45.5%)
TOTAL	171,048	(50.3%) [54.8%]	140,856	(41.4%) [45.2%]	28,000	(8.2%)	339,904	(100.0%)

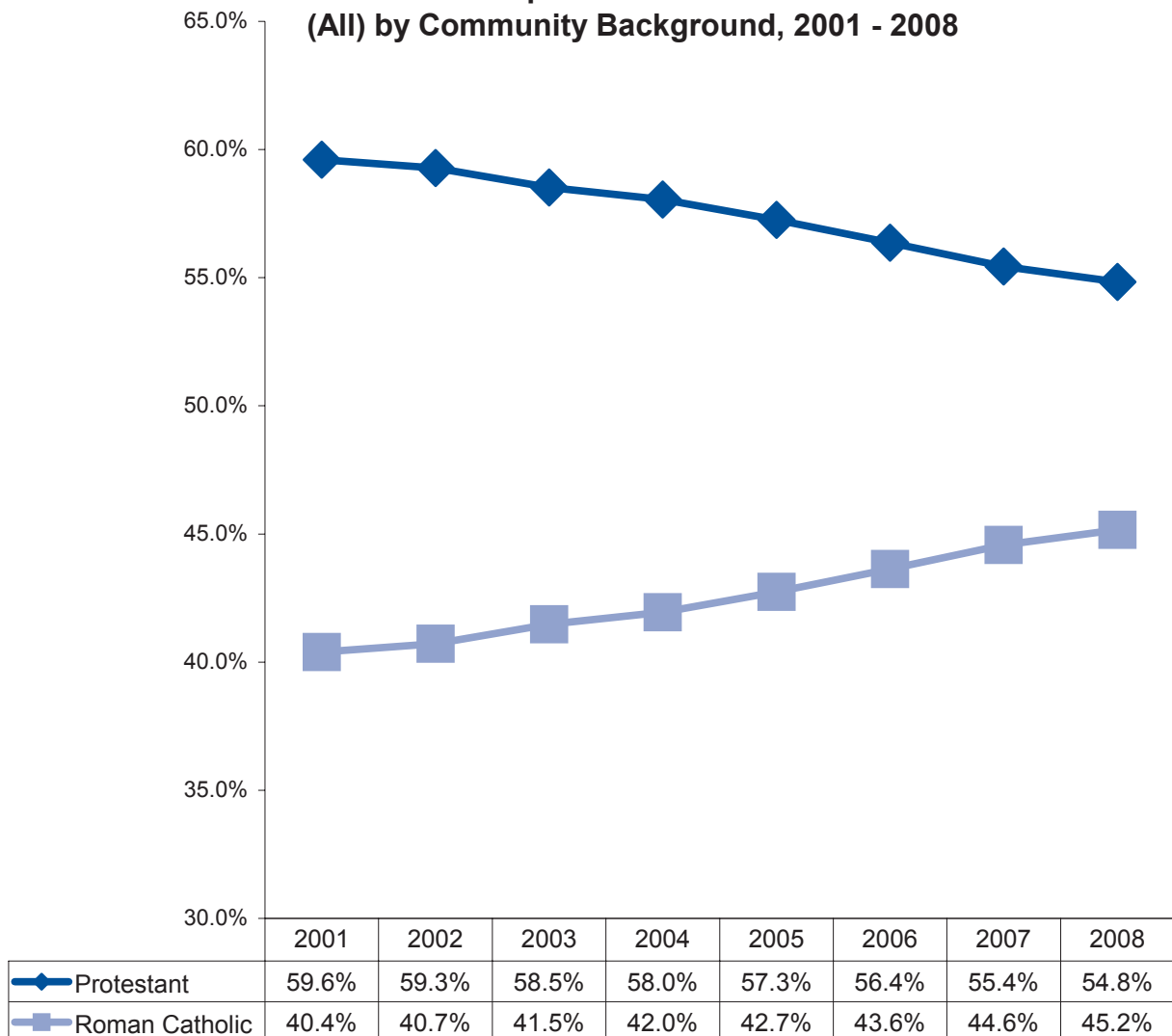
Overall, the number of Roman Catholic employees grew by 3,846 (2.8%) in 2008. During the same period, the Protestant count rose by 644 (0.4%). This resulted in an increase in the Catholic share of the private sector workforce, from [44.6%] in 2007 to [45.2%] in 2008.

A review of the period 2001 – 2008 shows that the Roman Catholic count increased by 23,054 (19.6%). In contrast, the number of Protestant employees fell by 2,806 (1.6%) during the same period.

Chart 3.1 illustrates the community composition of the monitored private sector workforce 2001 – 2008. It shows that the Roman Catholic share of the private sector

workforce has increased by [4.8] percentage points during this period, from [40.4%] to [45.2%].

Chart 3.1: Composition of Private Sector (All) by Community Background, 2001 - 2008



3.2.2 Composition of Private Sector by Sex

As shown in Table 3.1, the total private sector workforce in 2008 was comprised of 185,174 (54.5%) males, an increase of (1.7%) or 3,062. The female count was 154,730 (45.5%), representing an identical rise of (1.7%) or 2,650 employees.

During the period 2001 – 2008 the male and female counts rose by a similar proportion (11.6% and 11.7% respectively).

3.2.3 Composition of Private Sector by Community Background and Sex

Between 2007 - 2008, the number of Roman Catholic male employees increased by 2,502 (3.5%), compared with a rise of 97 (0.1%) in the Protestant male count. As a

result, the Roman Catholic male share of monitored private sector employment moved from [43.2%] to [44.0%]

Similarly, the Roman Catholic female count increased by 1,344 employees (2.1%), while the number of Protestant female employees grew by 547 (0.7%). These factors led to an increase in the Catholic female share, from [46.2%] to [46.5%].

Reviewing the period 2001 – 2008, the Protestant male and female shares of private sector employment fell by [5.0] and [4.4] percentage points respectively.

3.2.4 Composition of Private Sector by SOC

Table 3.2 presents a breakdown of the total private sector workforce by SOC group for 2008. With 75,508 (22.2%) employees, the largest SOC category was Sales and Customer Service occupations (SOC7), followed by Plant and Machine operatives (SOC8) with 48,536 (14.3%) employees, and Elementary occupations with 45,494 (SOC9, 13.4%). The smallest categories were Professional Occupations (SOC2, 5.9%) and Personal Service Occupations (SOC6, 6.7%).

Table 3.2 Composition of Monitored Private Sector (All Employees) by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	16,968	(53.6%) [57.0%]	12,798	(40.4%) [43.0%]	1,916	(6.0%)	31,682	(9.3%)
SOC2	9,115	(45.5%) [51.9%]	8,456	(42.2%) [48.1%]	2,454	(12.3%)	20,025	(5.9%)
SOC3	11,821	(50.3%) [54.8%]	9,765	(41.6%) [45.2%]	1,900	(8.1%)	23,486	(6.9%)
SOC4	20,990	(55.3%) [58.6%]	14,811	(39.0%) [41.4%]	2,170	(5.7%)	37,971	(11.2%)
SOC5	18,806	(54.5%) [57.6%]	13,825	(40.1%) [42.4%]	1,861	(5.4%)	34,492	(10.1%)
SOC6	11,492	(50.6%) [54.3%]	9,667	(42.6%) [45.7%]	1,551	(6.8%)	22,710	(6.7%)
SOC7	37,277	(49.4%) [53.0%]	33,057	(43.8%) [47.0%]	5,174	(6.9%)	75,508	(22.2%)
SOC8	22,500	(46.4%) [52.2%]	20,617	(42.5%) [47.8%]	5,419	(11.2%)	48,536	(14.3%)
SOC9	22,079	(48.5%) [55.3%]	17,860	(39.3%) [44.7%]	5,555	(12.2%)	45,494	(13.4%)
TOTAL	171,048	(50.3%) [54.8%]	140,856	(41.4%) [45.2%]	28,000	(8.2%)	339,904	(100.0%)

In relation to community composition, Protestants accounted for [54.8%] of employees and Roman Catholics [45.2%]. The Protestant share of employment was higher than their overall figure in four SOC groups, namely: SOC1, SOC4, SOC5 and SOC9. In SOC3, the community proportions were identical to the overall shares, while the Catholic share was higher than their overall proportion in the four remaining SOC groups.

3.2.5 Composition of Private Sector by Company size and Sector

Table 3.3 provides details of the composition of monitored private sector employees by company size. The table reveals that in 2008, nearly four in ten (38.4%) of all 3,998 private sector concerns had 11 – 25 employees. However, these concerns employed less than one-tenth (7.7%) of all employees in the private sector. In contrast, there were only 192 concerns (4.8% of all concerns) with 251 or more employees and they comprised almost half (46.9%) of all private sector workers.

Table 3.3 Composition of Monitored Private Sector (All Employees) by Company Size

No. of Employees	No. of Concerns	Protestant	Roman Catholic	Non-Determined	Totals
11-25	1,535 (38.4%)	14,352 (54.6%) [57.3%]	10,691 (40.7%) [42.7%]	1,248 (4.7%)	26,291 (7.7%)
26-50	1,181 (29.5%)	21,757 (51.1%) [54.8%]	17,959 (42.2%) [45.2%]	2,820 (6.6%)	42,536 (12.5%)
51-100	674 (16.9%)	23,752 (50.4%) [54.1%]	20,150 (42.7%) [45.9%]	3,257 (6.9%)	47,159 (13.9%)
101-250	416 (10.4%)	31,867 (49.4%) [53.7%]	27,521 (42.7%) [46.3%]	5,125 (7.9%)	64,513 (19.0%)
251+	192 (4.8%)	79,320 (49.8%) [55.1%]	64,535 (40.5%) [44.9%]	15,550 (9.8%)	159,405 (46.9%)
TOTALS	3,998 (100.0%)	171,048 (50.3%) [54.8%]	140,856 (41.4%) [45.2%]	28,000 (8.2%)	339,904 (100.0%)

Table 3.4 presents the composition of monitored private sector employees by sector. Services was by far the largest sector in 2008 containing (70.4%) of private sector employees, followed by Manufacturing (23.5%). Construction was the smallest sector with (6.0%) of all employees.

Table 3.4 Composition of Monitored Private Sector (All Employees) by Sector

	Protestant	Roman Catholic	Non-Determined	Total
Manufacturing	41,421 (52.0%) [56.7%]	31,638 (39.7%) [43.3%]	6,666 (8.4%)	79,725 (23.5%)
Construction	9,264 (45.5%) [48.3%]	9,935 (48.8%) [51.7%]	1,177 (5.8%)	20,376 (6.0%)
Services	119,522 (50.1%) [54.7%]	98,913 (41.5%) [45.3%]	20,107 (8.4%)	238,542 (70.4%)
TOTALS	170,207 (50.3%) [54.8%]	140,486 (41.5%) [45.2%]	27,950 (8.3%)	338,643 (100.0%)

3.3 Private Sector Full-time Employees

This section examines the composition of the private sector full-time workforce.

- In 2008, the number of private sector full-time employees stood at 287,237, an increase of 6,472 employees (2.3%) compared with 2007.
- During the period 2001 – 2008, the private sector full-time workforce grew by (10.5%) or 27,347 employees, from 259,890 to 287,237.
- Between 1992 and 2008, the private sector full-time workforce increased by (22.8%) or 53,340 employees.

3.3.1 Composition of Full-time Employees by Community Background

Table 3.5 shows that a total of 146,233 (50.9%) Protestants, 117,090 (40.8%) Roman Catholics and 23,914 (8.3%) of Non-Determined community background were employed in 2008. The composition of those for whom a community could be determined was [55.5%] Protestant and [44.5%] Roman Catholic.

Table 3.5 Composition of Monitored Private Sector Full-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	86,974	(51.6%) [56.5%]	66,895	(39.7%) [43.5%]	14,747	(8.7%)	168,616	(58.7%)
Female	59,259	(50.0%) [54.1%]	50,195	(42.3%) [45.9%]	9,167	(7.7%)	118,621	(41.3%)
TOTAL	146,233	(50.9%) [55.5%]	117,090	(40.8%) [44.5%]	23,914	(8.3%)	287,237	(100.0%)

The number of Roman Catholic full-time employees rose by 4,422 (3.9%) during the year while the Protestant count increased by 909 (0.6%). As a result, the Catholic share of private sector full-time employment moved from [43.7%] to [44.5%].

During the period 2001 – 2008, the Protestant count fell by 5,096 (3.4%). In contrast, the number of Roman Catholic employees grew by 19,104 (19.5%). This led to an increase of [5.2] percentage points in the Catholic share of full-time employment, from [39.3%] in 2001 to [44.5%] in 2008.

3.3.2 Composition of Full-time Employees by Sex

In contrast to the public sector, the majority (58.7%) of private sector full-time employees are male, see Table 3.5. During 2007 – 2008, the number of male full-time employees rose by 3,114 (1.9%), while the female count increased by 3,358 (2.9%). Since 2001, the male count has increased by (9.9%) compared with a corresponding rise of (11.4%) for females.

The male share of the monitored full-time workforce has remained relatively consistent over time. In 1992, males accounted for (57.7%) of full-time employees: by 2008, this figure had increased slightly to (58.7%).

3.3.3 Composition of Full-time Employees by Community Background and Sex

During 2008, Roman Catholic male full-time employment levels grew by 2,458 (3.8%), compared with an increase of (0.2%) or 189 in the Protestant male count. As a result, the Roman Catholic male share moved from [42.6%] to 43.5%. Similarly, the Roman Catholic female count grew by 1,964 employees (4.1%), while the Protestant female count increased by 720 (1.2%). As a consequence, the Catholic female share rose from [45.2%] to [45.9%].

Reviewing the period 2001 – 2008, the Protestant male and female full-time counts decreased by 3,924 (4.3%) and 1,172 (1.9%) respectively. In contrast, the number of Roman Catholic male and female full-time employees increased by 10,952 (19.6%) and 8,152 (19.4%) respectively. As a result, the Catholic male share rose from [38.1%] in 2001 to [43.5%] in 2008. Similarly, the Catholic female share grew from [41.0%] in 2001 to [45.9%] in 2008.

3.3.4 Composition of Full-time Employees by SOC and Community

Table 3.6 contains a breakdown of the private sector full-time workforce by each of the nine SOC categories. Sales and Customer service occupations (SOC7, 17.3%)

Table 3.6 Composition of Monitored Private Sector Full-time Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	16,721	(53.6%) [57.1%]	12,587	(40.4%) [42.9%]	1,884	(6.0%)	31,192	(10.9%)
SOC2	8,790	(45.5%) [51.9%]	8,153	(42.2%) [48.1%]	2,355	(12.2%)	19,298	(6.7%)
SOC3	11,040	(50.6%) [55.0%]	9,033	(41.4%) [45.0%]	1,726	(7.9%)	21,799	(7.6%)
SOC4	19,493	(55.3%) [58.7%]	13,718	(38.9%) [41.3%]	2,051	(5.8%)	35,262	(12.3%)
SOC5	18,394	(54.8%) [57.9%]	13,377	(39.9%) [42.1%]	1,789	(5.3%)	33,560	(11.7%)
SOC6	8,688	(51.2%) [54.8%]	7,177	(42.3%) [45.2%]	1,110	(6.5%)	16,975	(5.9%)
SOC7	25,142	(50.5%) [54.5%]	20,949	(42.1%) [45.5%]	3,721	(7.5%)	49,812	(17.3%)
SOC8	21,974	(46.3%) [52.1%]	20,206	(42.5%) [47.9%]	5,327	(11.2%)	47,507	(16.5%)
SOC9	15,991	(50.2%) [57.4%]	11,890	(37.4%) [42.6%]	3,951	(12.4%)	31,832	(11.1%)
TOTAL	146,233	(50.9%) [55.5%]	117,090	(40.8%) [44.5%]	23,914	(8.3%)	287,237	(100.0%)

contained the largest number of full-time employees (49,812), followed by Plant and Machinery operative (SOC8, 16.5%, 47,507) and Administrative and Secretarial occupations (SOC4, 12.3%, 35,262). SOC2 and SOC6 accounted for the smallest number of employees with around 6.0% each.

In relation to community composition, Protestants accounted for [55.5%] of employees and Roman Catholics [44.5%]. No marked compositional differences were evident in any of the SOC categories.

3.3.5 Composition of Full-time Employees by Company Size and Sector

Table 3.7 provides details of the composition of monitored private sector full-time employees by company size. The table reveals that in 2008, nearly four in ten (38.4%) of all 3,998 private sector concerns had 11 – 25 employees. However, these concerns employed less than one-tenth (8.4%) of all full-time employees in the private sector. In contrast, there were only 192 concerns (4.8% of all concerns) with 251 or more employees and they contained (45.4%) of all full-time private sector workers.

Table 3.7 Composition of Monitored Private Sector Full-time Employees by Company Size

No. of Employees	No. of Concerns	Protestant	Roman Catholic	Non-Determined	Totals
11-25	1,535 (38.4%)	13,203 (54.4%) [57.2%]	9,893 (40.8%) [42.8%]	1,170 (4.8%)	24,266 (8.4%)
26-50	1,181 (29.5%)	19,452 (51.4%) [55.1%]	15,859 (41.9%) [44.9%]	2,569 (6.8%)	37,880 (13.2%)
51-100	674 (16.9%)	20,741 (50.7%) [54.4%]	17,355 (42.4%) [45.6%]	2,844 (6.9%)	40,940 (14.3%)
101-250	416 (10.4%)	27,145 (50.4%) [54.9%]	22,342 (41.5%) [45.1%]	4,355 (8.1%)	53,842 (18.7%)
251+	192 (4.8%)	65,692 (50.4%) [56.0%]	51,641 (39.6%) [44.0%]	12,976 (10.0%)	130,309 (45.4%)
TOTAL	3,998 (100.0%)	146,233 (50.9%) [55.5%]	117,090 (40.8%) [44.5%]	23,914 (8.3%)	287,237 (100.0%)

Table 3.8 presents the composition of monitored private sector employees by sector. Services was by far the largest sector in 2008 containing nearly two-thirds (65.8%) of private sector full-time employees, followed by Manufacturing (27.2%). Construction was the smallest sector with (7.0%).

Table 3.8 Composition of Monitored Private Sector Full-time Employees by Sector

	Protestant		Roman Catholic		Non-Determined		Total	
Manufacturing	40,380	(51.9%) [56.7%]	30,885	(39.7%) [43.3%]	6,557	(8.4%)	77,822	(27.2%)
Construction	9,080	(45.4%) [48.2%]	9,747	(48.7%) [51.8%]	1,167	(5.8%)	19,994	(7.0%)
Services	95,942	(51.0%) [55.8%]	76,098	(40.4%) [44.2%]	16,141	(8.6%)	188,181	(65.8%)
TOTALS	145,402	(50.8%) [55.5%]	116,730	(40.8%) [44.5%]	23,865	(8.3%)	285,997	(100.0%)

3.4 Private Sector Part-time Employees

This section examines the composition of part-time employees in the private sector.

- In 2008, there were 52,667 monitored employees working in a part-time capacity in the private sector, compared with 53,427 the previous year, a fall of (1.4%) or 760 employees.
- During the period 2001 – 2008, the size of the part-time workforce increased by nearly a fifth (18.2%) or 8,123 employees, from 44,544 in 2001 to 52,667 in 2008.

3.4.1 Composition of Part-time Employees by Community Background

Table 3.9 shows that in 2008, the private sector part-time workforce was comprised of 24,815 Protestants (47.1%), 23,766 Roman Catholics (45.1%) and 4,086 (7.8%) of Non-Determined community background. The composition of those for whom a community could be determined was [51.1%] Protestant and [48.9%] Roman Catholic.

Table 3.9 Composition of Monitored Private Sector Part-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	7,583	(45.8%) [50.2%]	7,523	(45.4%) [49.8%]	1,452	(8.8%)	16,558	(31.4%)
Female	17,232	(47.7%) [51.5%]	16,243	(45.0%) [48.5%]	2,634	(7.3%)	36,109	(68.6%)
TOTAL	24,815	(47.1%) [51.1%]	23,766	(45.1%) [48.9%]	4,086	(7.8%)	52,667	(100.0%)

Compared with 2007, the number of Roman Catholic part-time employees fell by (2.4%) or 576 employees, while the Protestant count dropped by (1.1%) or 265

employees. As a result, the Protestant share of part-time employment increased from [50.7%] to [51.1%].

Reviewing the full period of part-time monitoring (2001 – 2008) reveals that the number of Roman Catholic employees increased by 3,950 (19.9%). During the same period, the Protestant count grew by 2,290 (10.2%).

3.4.2 Composition of Part-time Employees by Sex

The private sector part-time workforce is predominately female. Table 3.9 shows that in 2008, more than two-thirds (68.6%) of employees were women. This compares with a figure of (41.3%) for the private sector full-time workforce.

During 2007 - 2008, the overall number of female part-time private sector employees fell by (1.9%), from 36,817 in 2007 to 36,109. The male count also decreased slightly, by (0.3%) or 52 employees during the same period.

Reviewing the period 2001 – 2008, the number of male part-time employees rose by nearly one-third (31.7%) or 3,984. The corresponding rise for females was (12.9%) or an additional 4,139 employees.

3.4.3 Composition of Part-time Employees by Community Background and Sex

During the year, Protestant male part-time employment levels dropped by (1.2%), compared with a small increase of (0.6%) in the Roman Catholic male count. As a result, the Catholic male share moved from [49.4%] to [49.8%]. In contrast, the Roman Catholic female count fell by (3.7%), compared with a smaller decline (1.0%) for Protestants. This resulted in an increase in the Protestant female share from [50.8%] to [51.5%].

Reviewing the period 2001 - 2008, the Protestant and Roman Catholic part-time male counts have risen by over a quarter (28.8% or 1,694) and (27.0% or 1,601) respectively. Similarly, although the number of Protestant and Roman Catholic females has also increased during this period, the change has been more marked for Catholic females (16.9% or 2,349) than their Protestant counterparts (3.6% or 596).

3.4.4 Composition of Part-time Employees by SOC and Community Background

Table 3.10 provides a breakdown of the composition of the monitored part-time workforce by SOC and community background. In 2008, three-quarters (74.7%) of part-time employees were located in two SOC groups, namely: Sales and Customer Services (SOC7, 48.8%) and Elementary occupations (SOC9, 25.9%). Only (2.3%) were working as Managers or in Professional occupations (SOC1 and SOC2).

In relation to community composition, Protestants accounted for [51.1%] of part-time employees and Roman Catholics [48.9%]. Excluding those SOC groups with a small or negligible number of employees, there were no notable compositional differences in any of the categories.

Table 3.10 Composition of Monitored Private Sector Part-time Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	247	(50.4%) [53.9%]	211	(43.1%) [46.1%]	32	(6.5%)	490	(0.9%)
SOC2	325	(44.7%) [51.8%]	303	(41.7%) [48.2%]	99	(13.6%)	727	(1.4%)
SOC3	781	(46.3%) [51.6%]	732	(43.4%) [48.4%]	174	(10.3%)	1,687	(3.2%)
SOC4	1,497	(55.3%) [57.8%]	1,093	(40.3%) [42.2%]	119	(4.4%)	2,709	(5.1%)
SOC5	412	(44.2%) [47.9%]	448	(48.1%) [52.1%]	72	(7.7%)	932	(1.8%)
SOC6	2,804	(48.9%) [53.0%]	2,490	(43.4%) [47.0%]	441	(7.7%)	5,735	(10.9%)
SOC7	12,135	(47.2%) [50.1%]	12,108	(47.1%) [49.9%]	1,453	(5.7%)	25,696	(48.8%)
SOC8	526	(51.1%) [56.1%]	411	(39.9%) [43.9%]	92	(8.9%)	1,029	(2.0%)
SOC9	6,088	(44.6%) [50.5%]	5,970	(43.7%) [49.5%]	1,604	(11.7%)	13,662	(25.9%)
TOTAL	24,815	(47.1%) [51.1%]	23,766	(45.1%) [48.9%]	4,086	(7.8%)	52,667	(100.0%)

3.4.5 Composition of Part-time Employees by Company size and Sector

Table 3.11 provides details of the composition of monitored private sector part-time employees by company size. The table reveals that in 2008, nearly four in ten (38.4%) of all 3,998 private sector concerns had 11 – 25 employees. However, these concerns employed only (3.8%) of all part-time employees in the private sector. In

Table 3.11 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	1,535 (38.4%)	1,149 (56.7%) [59.0%]	798 (39.4%) [41.0%]	78 (3.9%)	2,025 (3.8%)
26-50	1,181 (29.5%)	2,305 (49.5%) [52.3%]	2,100 (45.1%) [47.7%]	251 (5.4%)	4,656 (8.8%)
51-100	674 (16.9%)	3,011 (48.4%) [51.9%]	2,795 (44.9%) [48.1%]	413 (6.6%)	6,219 (11.8%)
101-250	416 (10.4%)	4,722 (44.3%) [47.7%]	5,179 (48.5%) [52.3%]	770 (7.2%)	10,671 (20.3%)
251+	192 (4.8%)	13,628 (46.8%) [51.4%]	12,894 (44.3%) [48.6%]	2,574 (8.8%)	29,096 (55.2%)
TOTALS	3,998 (100.0%)	24,815 (47.1%) [51.1%]	23,766 (45.1%) [48.9%]	4,086 (7.8%)	52,667 (100.0%)

contrast, there were only 192 concerns (4.8% of all concerns) with 251 or more employees and they contained over half (55.2%) of all private sector part-time workers.

Table 3.12 presents the composition of monitored private sector part-time employees by sector. Services employed nearly all (95.7%) of the private part-time workforce in 2008, while Manufacturing contained (3.6%) of employees and Construction was the smallest sector with (0.7%).

Table 3.12 Composition of Monitored Private Sector Part-time Employees by Sector

	Protestant		Roman Catholic		Non-Determined		Total	
Manufacturing	1,041	(54.7%) [58.0%]	753	(39.6%) [42.0%]	109	(5.7%)	1,903	(3.6%)
Construction	184	(48.2%) [49.5%]	188	(49.2%) [50.5%]	10	(2.6%)	382	(0.7%)
Services	23,580	(46.8%) [50.8%]	22,815	(45.3%) [49.2%]	3,966	(7.9%)	50,361	(95.7%)
TOTALS	24,805	(47.1%) [51.1%]	23,756	(45.1%) [48.9%]	4,085	(7.8%)	52,646	(100.0%)

3.5 Private Sector Applicants

- In 2008, there were a total of 502,081 applicants to the private sector, compared with 492,019 in 2007, a rise of (2.0%).

3.5.1 Composition of Applicants by Community Background

The overall composition of private sector applicants in 2008 was 207,109 (41.3%) Protestants, 210,623 (42.0%) Roman Catholics, and 84,349 (16.8%) Non-determined. Table 3.13 shows that the composition of those for whom a community was determined was [49.6%] Protestant and [50.4%] Roman Catholic.

Table 3.13 Composition of Monitored Private Sector Applicants by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	111,746	(41.6%) [50.6%]	108,961	(40.5%) [49.4%]	48,041	(17.9%)	268,748	(53.5%)
Female	95,363	(40.9%) [48.4%]	101,662	(43.6%) [51.6%]	36,308	(15.6%)	233,333	(46.5%)
TOTAL	207,109	(41.3%) [49.6%]	210,623	(42.0%) [50.4%]	84,349	(16.8%)	502,081	(100.0%)

Compared with 2007, the overall number of Protestant applicants rose by (3.2% or 6,339), with a slightly smaller increase for Catholics (2.9% or 5,867). These factors resulted in a rise of [0.1] of a percentage point in the Protestant share of applicants, from [49.5%] in 2007 to [49.6%] in 2008.

Chart 3.2 Composition of Private Sector Applicants by Community Background, 2001 - 2008

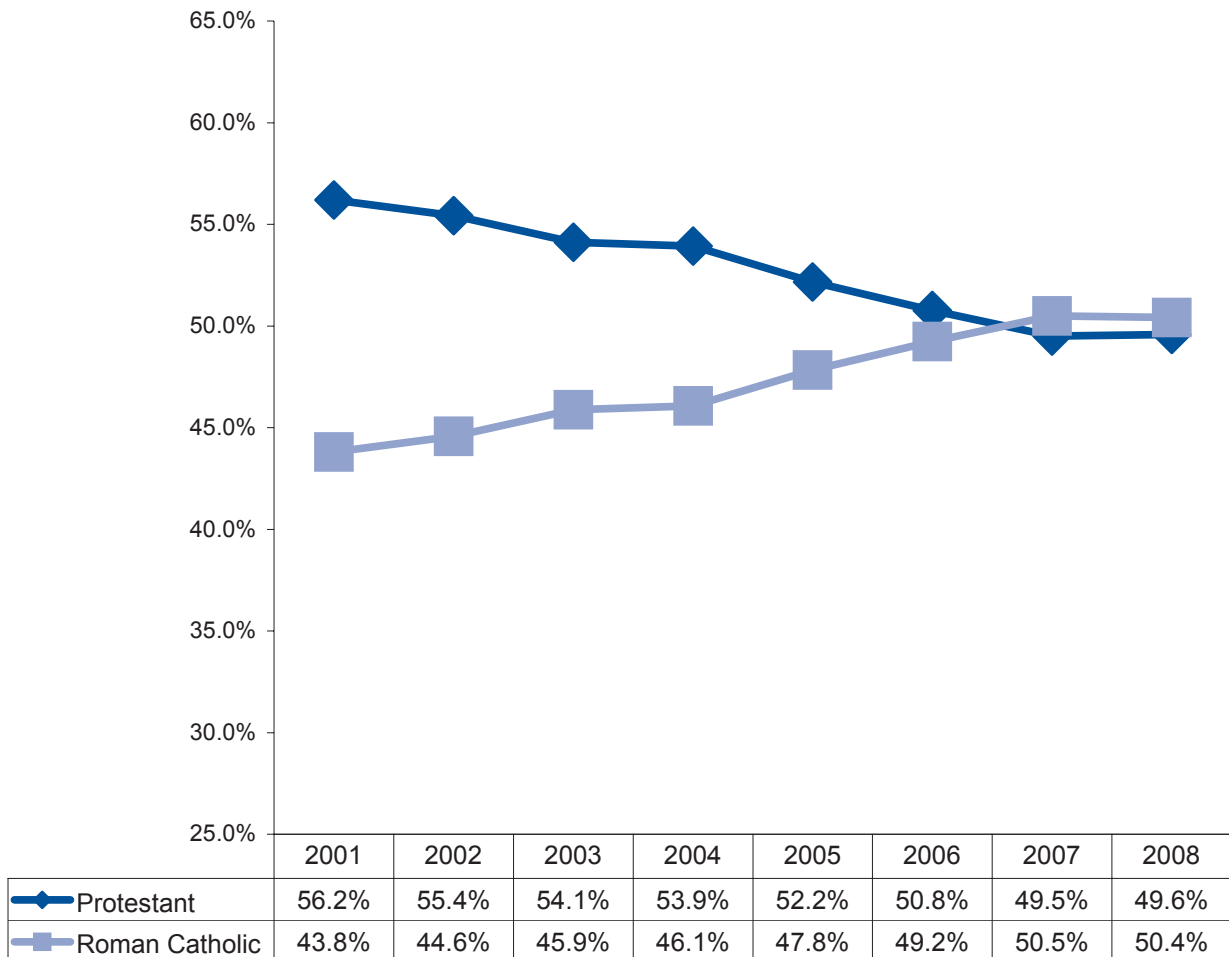


Chart 3.2 presents the trend in applicants by community background since 2001. It shows that the Roman Catholic share of applicants has risen by [6.6] percentage points, from [43.8%] in 2001 to [50.4%] in 2008.

3.5.2 Composition of Applicants by Sex

Just over half (53.5%) of all private sector applicants in 2008 were male (see Table 3.13). Compared with 2007, the number of male applicants rose by 6,059 (2.3%), compared with a smaller increase of 4,003 (1.7%) for females. A review of the full period 2001 – 2008 reveals that the gender composition of applicants has remained virtually unchanged, i.e. around 54% male and 46% female.

3.5.3 Composition of Applicants by Community Background and Sex

During 2008, the number of Roman Catholic male applicants rose by 4,214 (4.0%), with a slightly smaller rise of (2.9%) or 3,135 for Protestant males. As a result, the Catholic male share rose moved from [49.1%] to [49.4%]. The number of Protestant female applicants increased by (3.5%) or 3,204, while the Roman Catholic female count rose by a smaller margin (1.7%) or 1,653. As a consequence, the Protestant female share of applicants rose from [48.0%] to [48.4%].

A review of the full period 2001 – 2008 shows that both the Protestant male and female share of private sector applicants have decreased by [8.0] and [5.0] percentage points respectively, with a corresponding rise in the Catholic male and female share.

3.5.4 Composition of Applicants by SOC and Community Background

Table 3.14 shows that the highest number of applicants (167,387) was for Sales and Customer Service positions (SOC7, 33.3%), followed by Elementary occupations (SOC9, 15.5%) and Administrative and Technical occupations (SOC4, 13.7%).

Table 3.14 Composition of Monitored Private Sector Applicants by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	11,776	(43.4%) [53.1%]	10,394	(38.3%) [46.9%]	4,946	(18.2%)	27,116	(5.4%)
SOC2	8,906	(32.1%) [45.1%]	10,858	(39.1%) [54.9%]	7,986	(28.8%)	27,750	(5.5%)
SOC3	12,897	(40.4%) [48.8%]	13,538	(42.4%) [51.2%]	5,524	(17.3%)	31,959	(6.4%)
SOC4	30,021	(43.5%) [50.7%]	29,162	(42.3%) [49.3%]	9,810	(14.2%)	68,993	(13.7%)
SOC5	11,081	(45.9%) [53.6%]	9,586	(39.7%) [46.4%]	3,478	(14.4%)	24,145	(4.8%)
SOC6	10,571	(45.3%) [52.7%]	9,500	(40.7%) [47.3%]	3,275	(14.0%)	23,346	(4.6%)
SOC7	71,570	(42.8%) [49.6%]	72,692	(43.4%) [50.4%]	23,125	(13.8%)	167,387	(33.3%)
SOC8	20,425	(38.2%) [46.0%]	23,934	(44.7%) [54.0%]	9,144	(17.1%)	53,503	(10.7%)
SOC9	29,862	(38.3%) [49.1%]	30,959	(39.8%) [50.9%]	17,061	(21.9%)	77,882	(15.5%)
TOTAL	207,109	(41.3%) [49.6%]	210,623	(42.0%) [50.4%]	84,349	(16.8%)	502,081	(100.0%)

Overall, Roman Catholics accounted for [50.4%] of applicants and Protestants [49.6%]. The Roman Catholic share of applicants was higher than their overall figure in four SOC groups, namely: SOC2, SOC3, SOC8 and SOC9. The Protestant share was highest in the remaining four categories, i.e. SOC1 and SOC4 – SOC6.

3.6 Private Sector Appointees

- In 2008, there were 82,680 appointees to the private sector, a rise of (1.2%) or 963 compared with the previous year.
- During the period 2001 – 2008, the number of appointees increased by (11.9%) or 8,778, from 73,902 to 82,680.

3.6.1 Composition of Appointees by Community Background

The overall composition of appointees in 2008 was 35,124 (42.5%) Protestants, 36,901 (44.6%) Roman Catholics and 10,655 (12.9%) Non-determined (see Table 3.15). The composition of those for whom a community was determined was [48.8%] Protestant and [51.2%] Roman Catholic.

Compared with 2007, the overall number of Protestant appointees rose by (2.0%), with a slightly larger increase for Catholics (2.2%).

Table 3.15 Composition of Monitored Private Sector Appointees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	17,934	(42.0%) [48.8%]	18,805	(44.1%) [51.2%]	5,937	(13.9%)	42,676	(51.6%)
Female	17,190	(43.0%) [48.7%]	18,096	(45.2%) [51.3%]	4,718	(11.8%)	40,004	(48.4%)
TOTAL	35,124	(42.5%) [48.8%]	36,901	(44.6%) [51.2%]	10,655	(12.9%)	82,680	(100.0%)

During the period 2001 – 2008, the number of Roman Catholic appointees grew by more than a fifth (21.3%) or 6,481, while the Protestant count fell by (9.4%) or 3,642. As a result, the Roman Catholic share of appointees increased by [7.2] percentage points, from [44.0%] in 2001 to [51.2%] in 2008, see Chart 3.3 (overleaf).

3.6.2 Composition of Appointees by Sex

Table 3.15 reveals that in 2008, males accounted for over half (51.6%) of all private sector appointees. Compared with 2007, the number of male appointees rose by (0.5%) or 210, while the female count grew by (1.8%) or 753. Reviewing the full period 2001 – 2008, the male proportion has increased from (50.0%) in 2001 to (51.6%) in 2008.

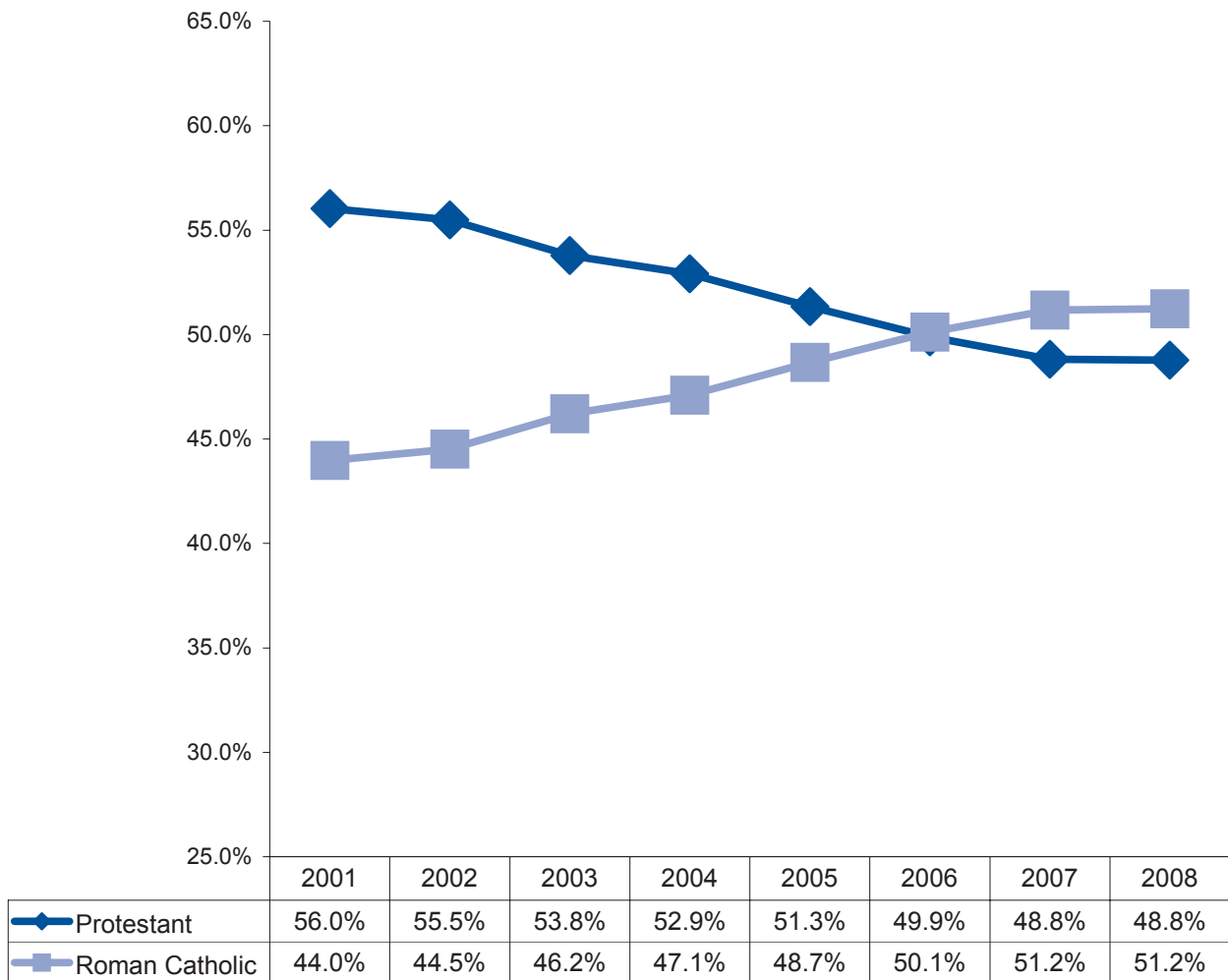
3.6.3 Composition of Appointees by Community Background and Sex

During 2008, the number of Protestant male appointees rose by (0.5%) with a higher increase for Roman Catholics (3.8%). As a result, the Catholic male share moved from [50.4%] to [51.2%]. In contrast, the Protestant female appointee count grew by

(3.6%), while the number of Roman Catholic females rose by (0.6%). As a result, the Protestant share of female appointments increased from [48.0%] to [48.7%].

Reviewing the full period 2001 – 2008, the Roman Catholic share of male appointees increased by [9.1] percentage points to [51.2%], while their female counterparts rose by [5.4] percentage points to [51.3%].

Chart 3.3 Composition of Private Sector Appointees by Community Background, 2001 - 2008



3.6.4 Composition of Appointees by SOC and Community Background

Table 3.16 presents the composition of appointees in 2008 by SOC and community background. Similar to applicants the table shows that the highest number of appointees (26,227) was in Sales and Customer Services (SOC7, 31.7%), followed by Elementary occupations (SOC9, 16.5%).

Overall, Roman Catholics accounted for [51.2%] of appointees and Protestants [48.8%]. SOC4 (Admin and Secretarial occupations) contained the highest proportion of Protestant appointees [53.1%], while SOC8 (Process, Plant and Machine Operatives) contained the largest proportion of Catholic appointees [59.2%].

Table 3.16 Composition of Monitored Private Sector Appointees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	1,494	(45.1%) [51.9%]	1,387	(41.9%) [48.1%]	433	(13.1%)	3,314	(4.0%)
SOC2	1,399	(36.4%) [44.3%]	1,761	(45.8%) [55.7%]	682	(17.8%)	3,842	(4.6%)
SOC3	2,088	(43.7%) [49.8%]	2,104	(44.0%) [50.2%]	591	(12.4%)	4,783	(5.8%)
SOC4	4,329	(47.9%) [53.1%]	3,827	(42.3%) [46.9%]	884	(9.8%)	9,040	(10.9%)
SOC5	2,596	(45.9%) [50.9%]	2,503	(44.2%) [49.1%]	562	(9.9%)	5,661	(6.8%)
SOC6	2,635	(45.4%) [51.0%]	2,532	(43.6%) [49.0%]	636	(11.0%)	5,803	(7.0%)
SOC7	11,505	(43.9%) [48.5%]	12,234	(46.6%) [51.5%]	2,488	(9.5%)	26,227	(31.7%)
SOC8	3,383	(32.7%) [40.8%]	4,903	(47.4%) [59.2%]	2,057	(19.9%)	10,343	(12.5%)
SOC9	5,695	(41.7%) [50.2%]	5,650	(41.3%) [49.8%]	2,322	(17.0%)	13,667	(16.5%)
TOTAL	35,124	(42.5%) [48.8%]	36,901	(44.6%) [51.2%]	10,655	(12.9%)	82,680	(100.0%)

3.7 Private Sector Promotees

Table 3.17 reveals that in 2008 there were 4,970 promotees in the private sector, an increase of (27.8%) compared with 2007. Their composition was (48.1%) Protestant, (41.5%) Roman Catholic and (10.3%) Non-determined. The composition of those for whom a community was determined was [53.7%] Protestant and [46.3%] Roman Catholic.

As a result of the proportionately larger increase in the number of Protestant promotees (30.4%) compared with Roman Catholic promotees (26.8%), the Protestant share moved from [53.0%] to [53.7%].

Table 3.17 Composition of Monitored Private Sector Promotees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	1,418	(50.0%) [55.9%]	1,120	(39.5%) [44.1%]	297	(10.5%)	2,835	(57.0%)
Female	974	(45.6%) [50.8%]	945	(44.3%) [49.2%]	216	(10.1%)	2,135	(43.0%)
TOTAL	2,392	(48.1%) [53.7%]	2,065	(41.5%) [46.3%]	513	(10.3%)	4,970	(100.0%)

As can be seen from Table 3.17, more than half (57.0%) of private sector promotees in 2008 were male, a total of 2,835. Among those male promotees whose community was determined, [55.9%] were Protestant and [44.1%] were Roman Catholic. In total, there were 2,135 female promotees and their composition was [50.8%] Protestant and [49.2%] Roman Catholic.

3.8 Private Sector Leavers

In 2008 there were 50,608 leavers in the private sector (see Table 3.18), an increase of (8.1%) compared with 2007. Their composition was (42.9%) Protestant, (43.4%) Roman Catholic and (13.7%) Non-determined. The composition of those for whom a community was determined was [49.7%] Protestant and [50.3%] Roman Catholic.

As a result of the proportionately larger increase in the number of Roman Catholic leavers (9.5%) compared with Protestant leavers (7.9%), the Roman Catholic share moved from [49.9%] to [50.3%].

Table 3.18 Composition of Monitored Private Sector Leavers by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	10,883	(43.0%) [50.5%]	10,687	(42.2%) [49.5%]	3,766	(14.9%)	25,336	(50.1%)
Female	10,811	(42.8%) [49.0%]	11,272	(44.6%) [51.0%]	3,189	(12.6%)	25,272	(49.9%)
TOTAL	21,694	(42.9%) [49.7%]	21,959	(43.4%) [50.3%]	6,955	(13.7%)	50,608	(100.0%)

Half (50.1%) of private sector leavers in 2008 were male, a total of 25,336. Among those male leavers whose community was determined, [50.5%] were Protestant and [49.5%] were Roman Catholic. In total, there were 25,272 female leavers and their composition was [49.0%] Protestant and [51.0%] Roman Catholic.

4: The Public Sector

KEY FINDINGS

All Employees

- The total public sector workforce now stands at 189,953 employees, a fall of 2,066 employees (1.1%) since 2007. The composition was [54.6%] Protestant and [45.4%] Roman Catholic.
- Total Protestant public sector employment fell by (2.4%) or 2,452 employees during the year, while the Roman Catholic count increased by 649 (0.8%). As a result, the Catholic share of the public sector rose from [44.6%] in 2007 to [45.4%] in 2008.
- Females account for almost two-thirds (63.3%) of the public sector workforce.

Full-time Workforce

- In 2008 there were 160,417 full-time employees, a fall of (1.4%) or 2,279 on the corresponding figure for 2007.
- The composition of the public sector full-time workforce was [54.7%] Protestant and [45.3%] Roman Catholic, representing an increase of [0.9] of a percentage point in the Catholic share during the year.
- Females account for almost two-thirds (60.8%) of the public sector full-time workforce.

Part-time Workforce

- There were 29,536 part-time employees in the public sector, an increase of (0.7%) or 213 compared with 2007. The composition in 2008 was [54.2%] Protestant and [45.8%] Roman Catholic. This represents an increase of [0.1] of a percentage point in the Catholic share, from [45.7%] to [45.8%].
- Females account for over three-quarters (76.8%) of the public sector part-time workforce.

Applicants and Appointees

- There were a total of 94,130 public sector applicants recorded in 2008, a fall of (39.2%) or 60,795 compared with the previous year¹⁰. The composition in 2008 was [54.1%] Protestant and [45.9%] Roman Catholic.
- 8,322 appointees were reported during 2008, a fall of (57.5%) or 11,242 compared with 2007. The composition in 2008 was [54.3%] Protestant and [45.7%] Roman Catholic.

¹⁰ This fall resulted from the establishment of 11 new public authorities under the RPA, and the nature of the monitoring regulations governing 'new' employers. Specifically, new employers are not required to submit information on employment *flows* - applicants, appointees, promotees and leavers in their first year of registration. In health, for example, the applicant count dropped in 2008 by 54,944 (96%). *Stock* information (regarding employees) is unaffected.

4.1 Introduction

Chapter four profiles the public sector workforce. In a departure from previous reports, the sector will be examined as a whole, rather than reviewing the various components in separate chapters. Data is presented on the community and gender composition of the following components:

- employees (all, full-time and part-time)
- applicants
- appointees
- promotees
- leavers

4.2 The Public Sector Workforce (All Employees)

In 2008, a total of 126 public bodies submitted monitoring returns to the Commission. Table 4.1 presents the community composition of the public sector workforce (all employees) by sex.

- In 2008, the public sector was comprised of 189,953 employees, a fall of (1.1%) or 2,066 compared with 2007.
- During the period 2001 – 2008, the public sector grew by (8.5%) or 14,870 employees, from 175,083 to 189,953.

4.2.1 Composition of Public Sector by Community Background

The overall composition of the total public sector in 2008 was 98,297 (51.7%) Protestants, 81,700 (43.0%) Roman Catholics, and 9,956 (5.2%) Non-determined. Table 4.1 shows that the composition of those for whom a community was determined was [54.6%] Protestant and [45.4%] Roman Catholic.

	Protestant		Roman Catholic		Non-Determined		Total	
Male	37,911	(54.4%) [58.0%]	27,483	(39.4%) [42.0%]	4,334	(6.2%)	69,728	(36.7%)
Female	60,386	(50.2%) [52.7%]	54,217	(45.1%) [47.3%]	5,622	(4.7%)	120,225	(63.3%)
TOTAL	98,297	(51.7%) [54.6%]	81,700	(43.0%) [45.4%]	9,956	(5.2%)	189,953	(100.0%)

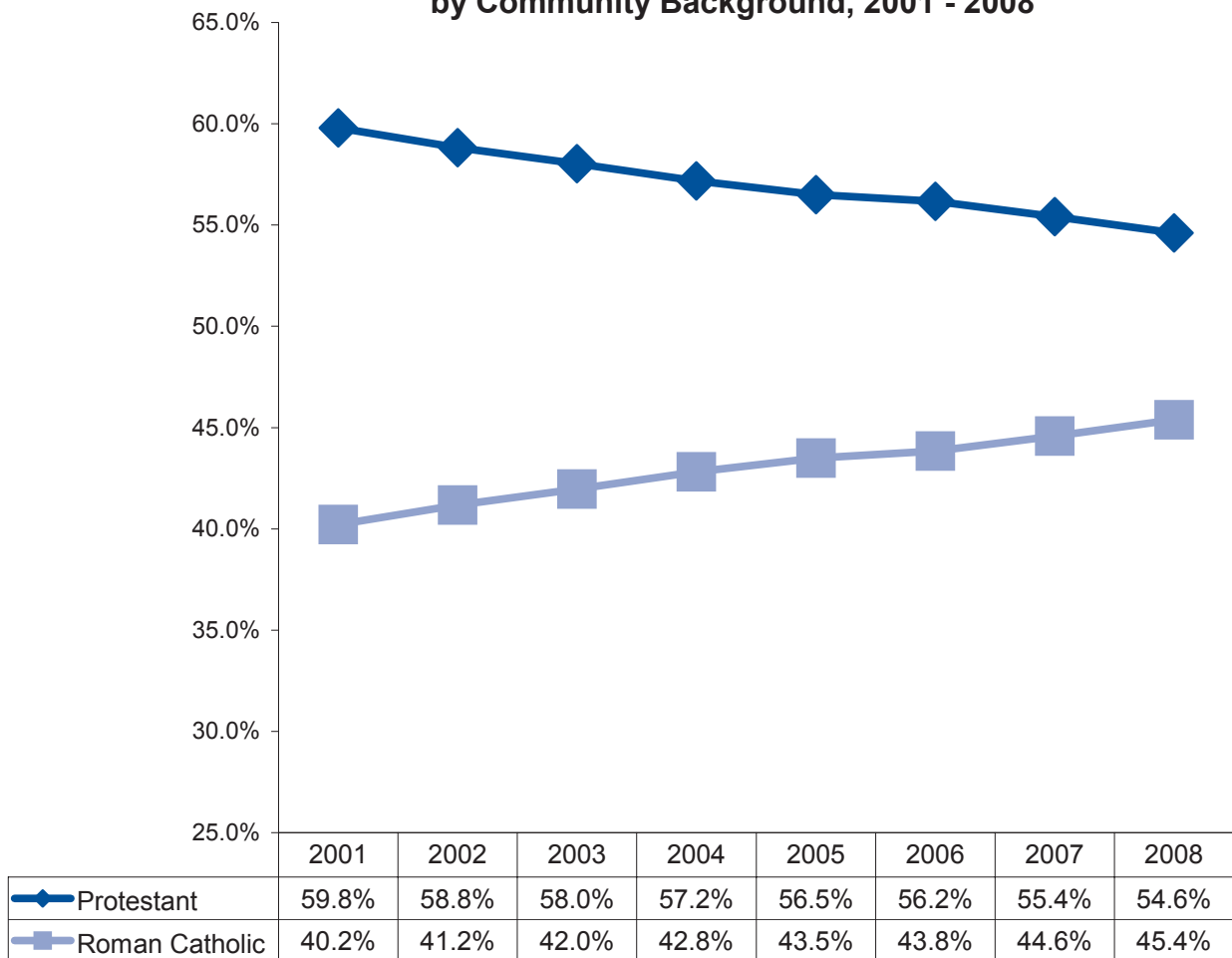
The total Protestant count fell by (2.4%) during the year (2,452 employees) while the number of Roman Catholic employees rose by (0.8%) or 649. As a consequence, the

Catholic share of the total public sector workforce increased from [44.6%] in 2007 to [45.4%] in 2008.

A review of the period 2001 – 2008 reveals that the total number of Protestant employees fell by (0.3%) or 267. During the same period, the Roman Catholic count rose by almost a quarter (23.3%) or 15,412 employees.

Chart 4.1 shows the community composition of the total public sector workforce, 2001 – 2008. It reveals that the Roman Catholic share rose by 5.2 percentage points during this period, from [40.2%] to [45.4%], with a corresponding fall for Protestants.

Chart 4.1 Composition of Public Sector (All Employees) by Community Background, 2001 - 2008



4.2.2 Composition of Public Sector by Sex

Table 4.1 shows that females comprise nearly two-thirds (63.3%) of the total public sector workforce. Since 2001, the female count has increased by (16.3%) or 16,825 employees, while the number of males has fallen by (2.7%) or 1,955.

The increase in the female count since 2001 is also reflected in their rising share of the public sector workforce. In 2001, females accounted for (59.1%) of all public sector employees: by 2008, this figure had risen to (63.3%), a rise of 4.2 percentage points.

4.2.3 Composition of Public Sector by Community Background and Sex

During 2008, Protestant male employment levels fell by (6.3%) or 2,564 employees, compared with a small increase of (0.5%) or 136 in the Roman Catholic male count. As a result, the Catholic male share rose by [1.7] percentage points from [40.3%] to [42.0%]. In contrast, the Protestant female count grew by (0.2%) or 112 employees, while the number of Catholic females increased by (1.0%) or 513. These factors led to a rise of [0.2] of a percentage point in the Catholic female share from [47.1%] to [47.3%].

Reviewing the period 2001 – 2008, the Catholic male and female shares of public sector employment have risen by [7.0] and [3.6] percentage points respectively, with a corresponding fall in the Protestant share.

4.2.4 Composition of Public Sector by SOC and Community Background

Table 4.2 reveals that, in 2008, three categories accounted for nearly two-thirds (65.9% or 125,223) of all public sector employees, namely: Associate Professional and Technical occupations (SOC3, 27.1%); Admin and Secretarial occupations (SOC4, 21.5%) and Elementary occupations (SOC9, 17.3%). The smallest

Table 4.2 Composition of Public Sector (All Employees) by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	4,512	(52.4%) [55.4%]	3,637	(42.2%) [44.6%]	469	(5.4%)	8,618	(4.5%)
SOC2	9,434	(46.0%) [51.9%]	8,740	(42.6%) [48.1%]	2,341	(11.4%)	20,515	(10.8%)
SOC3	27,991	(54.3%) [57.3%]	20,872	(40.5%) [42.7%]	2,701	(5.2%)	51,564	(27.1%)
SOC4	20,810	(50.9%) [52.6%]	18,757	(45.9%) [47.4%]	1,323	(3.2%)	40,890	(21.5%)
SOC5	2,678	(61.6%) [64.9%]	1,448	(33.3%) [35.1%]	218	(5.0%)	4,344	(2.3%)
SOC6	12,673	(50.1%) [52.6%]	11,401	(45.1%) [47.4%]	1,201	(4.8%)	25,275	(13.3%)
SOC7	182	(55.8%) [57.2%]	136	(41.7%) [42.8%]	8	(2.5%)	326	(0.2%)
SOC8	3,077	(54.4%) [56.8%]	2,343	(41.5%) [43.2%]	232	(4.1%)	5,652	(3.0%)
SOC9	16,940	(51.7%) [54.1%]	14,366	(43.8%) [45.9%]	1,463	(4.5%)	32,769	(17.3%)
TOTAL	98,297	(51.7%) [54.6%]	81,700	(43.0%) [45.4%]	9,956	(5.2%)	189,953	(100.0%)

categories were Skilled Trades (SOC5, 2.3%), followed by Sales and Customer Services (SOC7, 0.2%).

In relation to community composition, Protestants accounted for [54.6%] of employees and Roman Catholics [45.4%]. Excluding the small SOC7 category, the Protestant share of public sector employment was higher than their overall figure in four of the nine groups, namely: SOC1 [55.4%], SOC3 [57.3%], SOC5 [64.9%] and SOC8 [56.8%]. Catholic representation was higher than their overall proportion in the remaining four categories.

4.2.5 Sectoral Components of Public Sector

Leaving aside 'Other public authorities', which are discussed in Chapter 10, the public sector contains five major components, namely: health, education, the district councils, civil service and the security-related sector. Table 4.3 shows the change in sectoral composition (all employees) for each component during 2007 - 2008.

The number of Protestant employees rose in health (2.0%), education (1.3%) and the district councils (2.5%), while dropping in the civil service (8.4%). In the security-related sector, the Protestant count fell substantially, by nearly one-in-five employees (18.7%).

Sector	Protestant Count 2008	Roman Catholic Count 2008	P (%) change 2007-2008	RC (%) change 2007-2008
Health	33,719	32,776	2.0%	1.1%
Education	18,656	17,237	1.3%	2.7%
District Councils	6,432	4,390	2.5%	4.4%
Civil Service	19,661	15,221	- 8.4%	- 6.6%
Security-related	10,694	2,511	- 18.7%	3.0%

The Roman Catholic count increased in health (1.1%), education (2.7%), the district councils (4.4%) and decreased in the civil service (6.6%). In contrast to their Protestant counterparts, the number of Catholics employed by the security-related sector rose by (3%) during the year.

4.3 Public Sector Full-time Employees

This section considers the composition of full-time employees in the public sector.

- In 2008, the public sector was comprised of 160,417 full-time employees, a fall of (1.4%) or 2,279 compared with 2007.
- During the period 2001 – 2008, the public sector full-time workforce grew by (10.5%) or 15,198 employees, from 145,219 to 160,417.
- Between 1992 – 2008, the public sector full-time workforce increased in size by (5.4%) or 8,239 employees.

4.3.1 Composition of Full-time Employees by Community Background

The overall composition of the public sector full-time workforce in 2008 was 83,284 (51.9%) Protestants, 69,019 (43.0%) Roman Catholics, and 8,114 (5.1%) Non-determined. Table 4.4 shows that the composition of those for whom a community was determined was [54.7%] Protestant and [45.3%] Roman Catholic.

Table 4.4 Composition of Public Full-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	34,409	(54.7%) [58.2%]	24,673	(39.2%) [41.8%]	3,804	(6.0%)	62,886	(39.2%)
Female	48,875	(50.1%) [52.4%]	44,346	(45.5%) [47.6%]	4,310	(4.4%)	97,531	(60.8%)
TOTAL	83,284	(51.9%) [54.7%]	69,019	(43.0%) [45.3%]	8,114	(5.1%)	160,417	(100.0%)

The Protestant full-time count fell by (2.9%) during the year (2,496 employees) while the number of Roman Catholic employees rose slightly by (0.8%) or 559. These two factors combined to produce an increase in the Catholic share of the public sector full-time workforce, from [44.4%] in 2007 to [45.3%] in 2008.

A review of the period 2001 – 2008 reveals that the number of Protestant full-time employees rose by (1.2%) or 1,024. During the same period, the Roman Catholic count rose by (26.1%) or 14,302 employees.

Between 2001 and 2008, the Roman Catholic share of the public sector full-time workforce grew by 5.4 percentage points, from [39.9%] to [45.3%], with a corresponding fall for Protestants. In 1992 ¹¹, the Catholic full-time share was [35.8%].

4.3.2 Composition of Full-time Employees by Sex

Females comprised over sixty percent (60.8%) of the public sector full-time workforce in 2008. From 2007 – 2008, the female count increased marginally by (0.1%) or 119 employees, while male employment levels fell by (3.7%) or 2,398 employees.

The small growth in female employment during 2008 continued the trend towards higher proportions of women employed in the public sector. In 1992, females accounted for (49.1%) of full-time employees, while the monitoring returns for 2008 show that this proportion has increased to (60.8%). In numerical terms, the female public sector full-time count has increased by nearly a third (30.4%) or 22,757 employees since 1992 ¹¹. In contrast, during the same period male full-time employment dropped by almost a fifth (18.8%) or 14,518 employees.

4.3.3 Composition of Full-time Employees by Community Background and Sex

During 2008, the Protestant male full-time count dropped by (6.5%) or 2,409 employees, compared with a small increase of (0.1%) or 24 in the Roman Catholic male count. As a result of the substantial fall in Protestant employment, the Catholic male share rose from [40.1%] in 2007 to [41.8%] in 2008. For females, the Protestant count fell by (0.2%) or 87 employees, while the number of Catholic employees increased by (1.2%) or 535. Consequently, the Catholic female share increased from [47.2%] in 2007 to [47.6%] in 2008.

Reviewing the period 2001 – 2008, the Roman Catholic male and female shares of public sector full-time employment rose by [6.9] and [3.6] percentage points respectively, with a corresponding fall in the Protestant share.

In numerical terms, during the above period the Roman Catholic male full-time count rose by (15.9%) or 3,390, compared with a fall of (13.3%) or 5,280 in the number of Protestant male employees. Similarly, the Catholic female count grew by almost a third (32.6%) or 10,912 employees during this period, while Protestant female employment levels increased by (14.8%) or 6,304 employees.

4.3.4 Composition of Full-time Employees by SOC and Community Background

Table 4.5 reveals that in 2008, three categories accounted for nearly two-thirds (65.4% or 104,889) of all public sector full-time employees, namely: Associate Professional and Technical occupations (SOC3, 28.1%); Admin and Secretarial occupations (SOC4, 24.3%) and Elementary occupations (SOC9, 13.0%). The smallest categories were Sales and Customer Services (SOC7, 0.2%), followed by Skilled Trades (SOC5, 2.6%).

¹¹ Please note that for full-time employees only, 1992 (the first year in which all full-time employees were monitored) has been adopted as the base year for a limited number of historical analyses.

Table 4.5 Composition of Public Sector Full-time Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	4,467	(52.4%) [55.4%]	3,599	(42.3%) [44.6%]	452	(5.3%)	8,518	(5.3%)
SOC2	7,664	(45.4%) [51.3%]	7,264	(43.1%) [48.7%]	1,937	(11.5%)	16,865	(10.5%)
SOC3	24,477	(54.4%) [57.4%]	18,200	(40.4%) [42.6%]	2,340	(5.2%)	45,017	(28.1%)
SOC4	19,731	(50.6%) [52.2%]	18,065	(46.3%) [47.8%]	1,221	(3.1%)	39,017	(24.3%)
SOC5	2,635	(62.0%) [65.1%]	1,411	(33.2%) [34.9%]	203	(4.8%)	4,249	(2.6%)
SOC6	10,165	(50.4%) [52.7%]	9,117	(45.2%) [47.3%]	882	(4.4%)	20,164	(12.6%)
SOC7	135	(54.7%) [55.3%]	109	(44.1%) [44.7%]	3	(1.2%)	247	(0.2%)
SOC8	2,988	(54.5%) [56.6%]	2,288	(41.7%) [43.4%]	209	(3.8%)	5,485	(3.4%)
SOC9	11,022	(52.9%) [55.1%]	8,966	(43.0%) [44.9%]	867	(4.2%)	20,855	(13.0%)
TOTAL	83,284	(51.9%) [54.7%]	69,019	(43.0%) [45.3%]	8,114	(5.1%)	160,417	(100.0%)

In relation to community composition, Protestants accounted for [54.7%] of full-time employees and Roman Catholics [45.3%]. Excluding the small SOC7 category, the Protestant share of public sector full-time employment was higher than their overall figure in four of the nine groups, namely: SOC1 [55.4%], SOC3 [57.4%], SOC5 [65.1%] and SOC8 [56.6%]. Catholic representation was higher than their overall proportion in the remaining four categories.

4.4 Public Sector Part-time Employees

This section considers the composition of part-time employees in the public sector.

- In 2008, the public sector part-time workforce was comprised of 29,536 employees, an increase of (0.7%) or 213 compared with 2007.
- During the period 2001 – 2008, the number of public sector part-time employees fell by (1.1%), from 29,864 to 29,536.

4.4.1 Composition of Part-time Employees by Community Background

The overall composition of the public sector part-time workforce in 2008 was 15,013 (50.8%) Protestants, 12,681 (42.9%) Roman Catholics, and 1,842 (6.2%) Non-determined. Table 4.6 shows that the composition of those for whom a community was determined was [54.2%] Protestant and [45.8%] Roman Catholic.

Table 4.6 Composition of Public Sector Part-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	3,502	(51.2%) [55.5%]	2,810	(41.1%) [44.5%]	530	(7.7%)	6,842	(23.2%)
Female	11,511	(50.7%) [53.8%]	9,871	(43.5%) [46.2%]	1,312	(5.8%)	22,694	(76.8%)
TOTAL	15,013	(50.8%) [54.2%]	12,681	(42.9%) [45.8%]	1,842	(6.2%)	29,536	(100.0%)

The number of Protestant part-time employees rose by (0.3%) or 44 during the year, with a similar small increase (0.7%) in the Roman Catholic count. As a result, the Catholic part-time share marginally increased from [45.7%] in 2007 to [45.8%] in 2008.

An examination of the period 2001 – 2008 reveals that the number of Protestant part-time employees fell by (7.9%) or 1,291. During the same period, the Roman Catholic count rose by (9.6%) or 1,110 employees. As a result, the Roman Catholic share rose by 4.3 percentage points during this period, from [41.5%] to [45.8%], with a corresponding fall for Protestants.

4.4.2 Composition of Part-time Employees by Sex

Public sector part-time employment is predominately female: in 2008, women comprised just over three-quarters (76.8%) of all part-time employees. During the year the number of female employees increased by 216 (1.0%), while male employment levels remained virtually unchanged from 2007.

The small increase in female public sector part-time employment during 2008 tends to obscure a little-noticed trend: for females in recent years, growth in public sector employment has occurred at the full-time level.

A review of the period 2001 – 2008, shows that, while the female full-time count has risen by 17,375 (21.7%), the number of part-time employees has fallen by 550 (2.4%). Conversely, during the same period, male full-time employment has dropped by 2,177 (3.3%) compared with an increase of 222 (3.4%) in the part-time count.

4.4.3 Composition of Part-time Employees by Community Background and Sex

During 2008, Protestant male part-time employment levels dropped by 155 (4.2%), while the Roman Catholic count grew by the same margin (112 employees or 4.2%). As a result, the Catholic male share moved from [42.5%] to [44.5%]. In contrast, the Protestant female count grew by 199 (1.8%), compared with a fall of 22 (0.2%) in the number of Catholic females. Consequently, the Protestant female share rose from [53.3%] to [53.8%].

Reviewing the period 2001 – 2008, the Catholic male and female shares of public sector part-time employment have risen by [7.8] and [3.3] percentage points respectively, with corresponding falls in the Protestant share.

4.4.4 Composition of Part-time Employees by SOC and Community Background

Table 4.7 contains a breakdown of public sector part-time employees by nine SOC categories. The table reveals that eighty percent (79.8%) of public sector part-time employees were concentrated in three SOC groups, namely: Associate Professional and Technical occupations (SOC3, 22.2%); Personal Services (SOC6, 17.3%) and Elementary occupations (SOC9, 40.3%). A substantial number (3,650 employees) were also working in Professional occupations (SOC2, 12.4%).

Table 4.7 Composition of Public Sector Part-time Employees by SOC

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	45 (45.0%) [54.2%]	38 (38.0%) [45.8%]	17 (17.0%)	100 (0.3%)
SOC2	1,770 (48.5%) [54.5%]	1,476 (40.4%) [45.5%]	404 (11.1%)	3,650 (12.4%)
SOC3	3,514 (53.7%) [56.8%]	2,672 (40.8%) [43.2%]	361 (5.5%)	6,547 (22.2%)
SOC4	1,079 (57.6%) [60.9%]	692 (36.9%) [39.1%]	102 (5.4%)	1,873 (6.3%)
SOC5	43 (45.3%) [53.8%]	37 (38.9%) [46.3%]	15 (15.8%)	95 (0.3%)
SOC6	2,508 (49.1%) [52.3%]	2,284 (44.7%) [47.7%]	319 (6.2%)	5,111 (17.3%)
SOC7	47 (59.5%) [63.5%]	27 (34.2%) [36.5%]	5 (6.3%)	79 (0.3%)
SOC8	89 (53.3%) [61.8%]	55 (32.9%) [38.2%]	23 (13.8%)	167 (0.6%)
SOC9	5,918 (49.7%) [52.3%]	5,400 (45.3%) [47.7%]	596 (5.0%)	11,914 (40.3%)
TOTAL	15,013 (50.8%) [54.2%]	12,681 (42.9%) [45.8%]	1,842 (6.2%)	29,536 (100.0%)

In relation to community composition, Protestants accounted for [54.2%] of employees and Roman Catholics [45.8%]. Excluding the small SOC1, SOC5, SOC7 and SOC8 categories, the Protestant share of public sector employment was higher than their overall figure in three of the nine groups, namely: SOC2 [54.5%], SOC3 [56.8%], and SOC4 [60.9%]. Catholic representation was higher than their overall proportion in SOC6 and SOC9.

4.5 Public Sector Applicants

This section examines the composition of applicants in the public sector.

- In 2008, there were a total of 94,130 applicants, a fall of 60,795 (39.2%) compared with 2007.

Factors associated with the Review of Public Administration (RPA) largely account for the observed drop in the number of public sector applicants recorded during 2008. As a consequence of the RPA, 11 newly-established public authorities were specified by the Commission on 1st January 2008. The list included five health and social services trusts and six regional colleges.

For first monitoring returns, employers are not required to submit data on applicants, appointees, promotees or leavers. However employers still must collect this data, as they are required to submit this information in second and subsequent years. This rule is governed by the Fair Employment (Monitoring) Regulations (Northern Ireland) 1999.

Following the above rule, neither the health trusts nor the regional colleges submitted any data in 2008 in respect of applicants, appointees, promotees or leavers. The trusts and colleges comprise a substantial proportion of the public sector, and the temporary absence of the above data has resulted in a substantial fall in the number of public sector applicants reported during 2008. A similar situation exists for appointees, promotee and leavers.

Other factors, including vacancy controls and efficiency savings, also contributed to the observed fall.

For the above reasons, 2008 was a transitional year in the public sector, and applicant and appointee data are unrepresentative of recent years. Thus, extreme caution should be used when interpreting the data or drawing inferences relating to longer-term trends.

4.5.1 Composition of Applicants by Community Background

The overall composition of public sector applicants in 2008 was 47,655 (50.6%) Protestants, 40,486 (43.0%) Roman Catholics, and 5,979 (6.4%) Non-determined. Table 4.8 shows that the composition of those for whom a community was determined was [54.1%] Protestant and [45.9%] Roman Catholic.

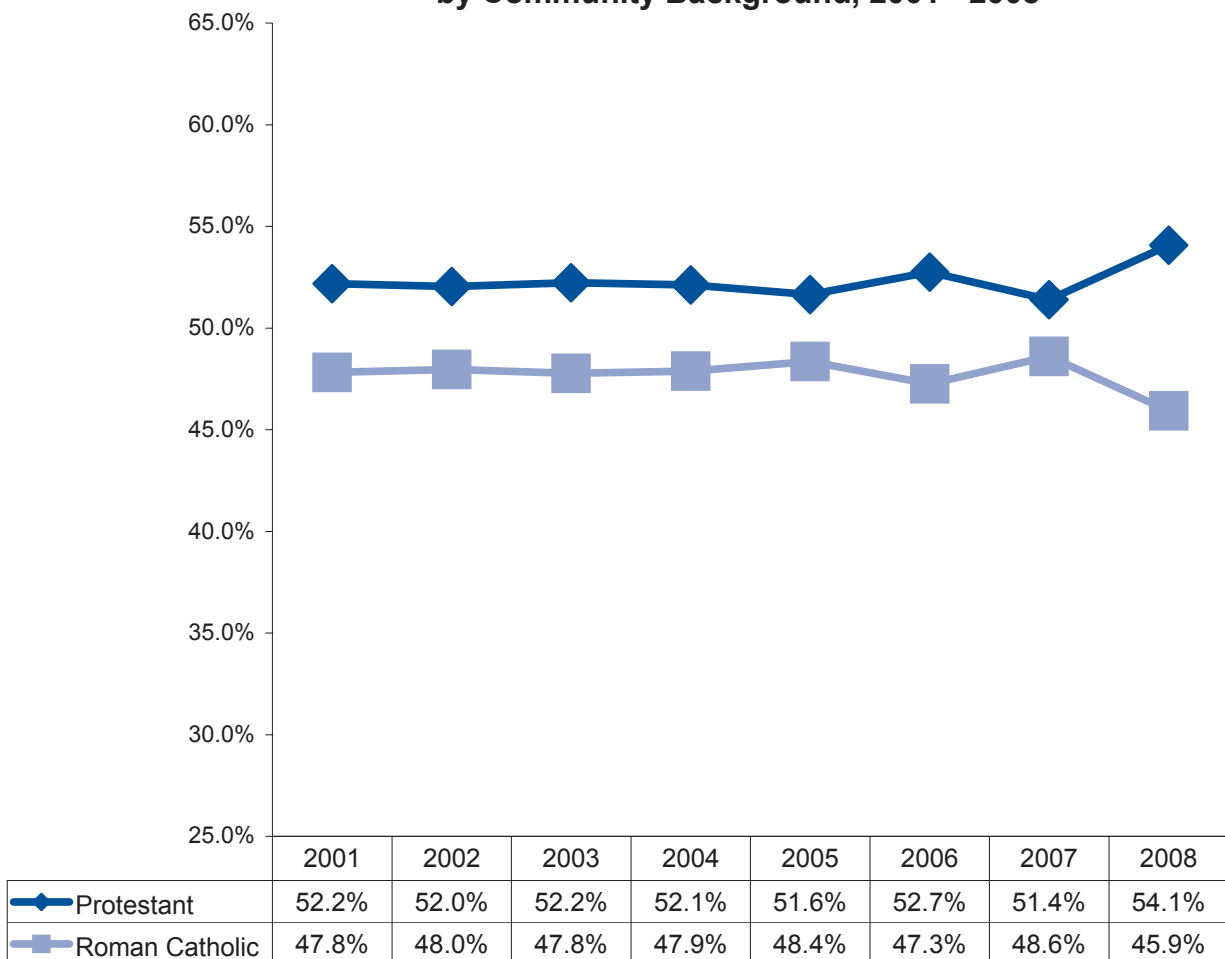
The number of Protestant applicants fell by 22,300 (31.9%) during the year, while the Roman Catholic count dropped by 25,769 (38.8%). These two factors combined to produce an increase of [2.7] percentage points in the Protestant share of public sector applicants, from [51.4%] in 2007 to [54.1%] in 2008.

Table 4.8 Composition of Public Sector Applicants by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	24,612	(51.6%) [55.4%]	19,844	(41.6%) [44.6%]	3,219	(6.8%)	47,675	(50.6%)
Female	23,053	(49.6%) [52.8%]	20,642	(44.4%) [47.2%]	2,760	(5.9%)	46,455	(49.4%)
TOTAL	47,665	(50.6%) [54.1%]	40,486	(43.0%) [45.9%]	5,979	(6.4%)	94,130	(100.0%)

Chart 4.2 shows the trend in public sector applicants by community background, 2001 - 2008. The chart reveals that, with the exception of 2008, the Roman Catholic share of applicants has remained around the [48%] mark since 2001.

Chart 4.2 Composition of Public Sector Applicants by Community Background, 2001 - 2008



4.5.2 Composition of Applicants by Sex and Community Background

Table 4.8 shows there was a similar proportion of male (50.6%) and female (49.4%) applicants in 2008. Due mainly to factors associated with the RPA, the number of recorded male applicants dropped by 20,553 (30.1%) during the year, while the female count fell by almost half (46.4% or 40,242).

During 2008, the Protestant male count fell by (20.8%) while the number of Roman Catholic male applicants fell by a quarter (24.9%). Similarly, the number of Protestant female applicants decreased by (40.7%), compared with a fall of almost half (48.1%) for Catholic females.

4.5.3 Composition of Applicants by SOC and Community Background

Table 4.9 presents the composition of public sector applicants by SOC. Just over half (57.2%) were concentrated in two SOC categories, namely: Associate Professional and Technical occupations (SOC3, 26.8%) and Administrative and Secretarial occupations (SOC4, 30.4%).

Table 4.9 Composition of Public Sector Applicants by SOC

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	2,435 (47.0%) [50.8%]	2,354 (45.4%) [49.2%]	395 (7.6%)	5,184 (5.5%)
SOC2	2,484 (48.7%) [52.2%]	2,272 (44.5%) [47.8%]	346 (6.8%)	5,102 (5.4%)
SOC3	12,660 (50.2%) [54.0%]	10,775 (42.7%) [46.0%]	1,780 (7.1%)	25,215 (26.8%)
SOC4	13,856 (48.3%) [50.9%]	13,347 (46.6%) [49.1%]	1,457 (5.1%)	28,660 (30.4%)
SOC5	1,076 (56.9%) [61.9%]	662 (35.0%) [38.1%]	152 (8.0%)	1,890 (2.0%)
SOC6	4,508 (50.2%) [53.4%]	3,935 (43.9%) [46.6%]	530 (5.9%)	8,973 (9.5%)
SOC7	4,500 (56.1%) [60.2%]	2,976 (37.1%) [39.8%]	540 (6.7%)	8,016 (8.5%)
SOC8	2,116 (56.8%) [59.7%]	1,430 (38.4%) [40.3%]	181 (4.9%)	3,727 (4.0%)
SOC9	4,030 (54.7%) [59.6%]	2,735 (37.1%) [40.4%]	598 (8.1%)	7,363 (7.8%)
TOTAL	47,665 (50.6%) [54.1%]	40,486 (43.0%) [45.9%]	5,979 (6.4%)	94,130 (100.0%)

Overall, Protestants accounted for [54.1%] of applicants while Roman Catholics comprised [45.9%]. Leaving aside the small SOC5 and SOC8 groups, the Protestant proportion of applicants was higher than their overall figure [54.1%] in SOC7 and SOC9, while the Catholic share was higher than their overall share in the remaining five groups.

4.6 Public Sector Appointees

This section examines the composition of appointees in the public sector. None of the newly-established health trusts nor regional colleges submitted any data on appointees to the Commission in 2008 (see section 4.5). This resulted in a sharp fall in the number of recorded appointments for the public sector as a whole. As 2008 is unrepresentative of recent years, with the exception of Chart 4.3, the following sections will focus on reporting the current year only.

4.6.1 Composition of Appointees by Community Background and Sex

- In 2008, there were a total of 8,322 appointees, compared with 19,564 in 2007, a fall of (57.5%).

The overall composition of public sector appointees in 2008 was 4,186 (50.3%) Protestants, 3,527 (42.4%) Roman Catholics, and 609 (7.3%) Non-determined. The composition of those for whom a community was determined was [54.3%] Protestant and [45.7%] Roman Catholic.

Table 4.10 Composition of Public Sector Appointees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	2,123	(51.7%) [55.9%]	1,677	(40.8%) [44.1%]	308	(7.5%)	4,108	(49.4%)
Female	2,063	(49.0%) [52.7%]	1,850	(43.9%) [47.3%]	301	(7.1%)	4,214	(50.6%)
TOTAL	4,186	(50.3%) [54.3%]	3,527	(42.4%) [45.7%]	609	(7.3%)	8,322	(100.0%)

There was a similar proportion of male (49.4%) and female (50.6%) appointees. For Protestants, the composition was [55.9%] male and [52.7%] female. The Roman Catholic composition was [44.1%] male and [47.3%] female.

Chart 4.3 illustrates the period 2001 - 2008. Leaving aside the unrepresentative year 2008, the chart reveals that the Roman Catholic share of appointments has risen from [47.9%] in 2001 to [51.9%] in 2007.

4.6.2 Composition of Appointees by SOC and Community Background

Table 4.11 presents the composition of public sector appointees by SOC. The largest proportion of appointments occurred in Administrative and Secretarial occupations (SOC4, 30.9%), followed by Associate Professional and Technical occupations (SOC3, 22.4%). A substantial number of appointments were also made in Elementary occupations (SOC9, 14.6%).

Chart 4.3 Composition of Public Sector Appointees by Community Background, 2001 - 2008

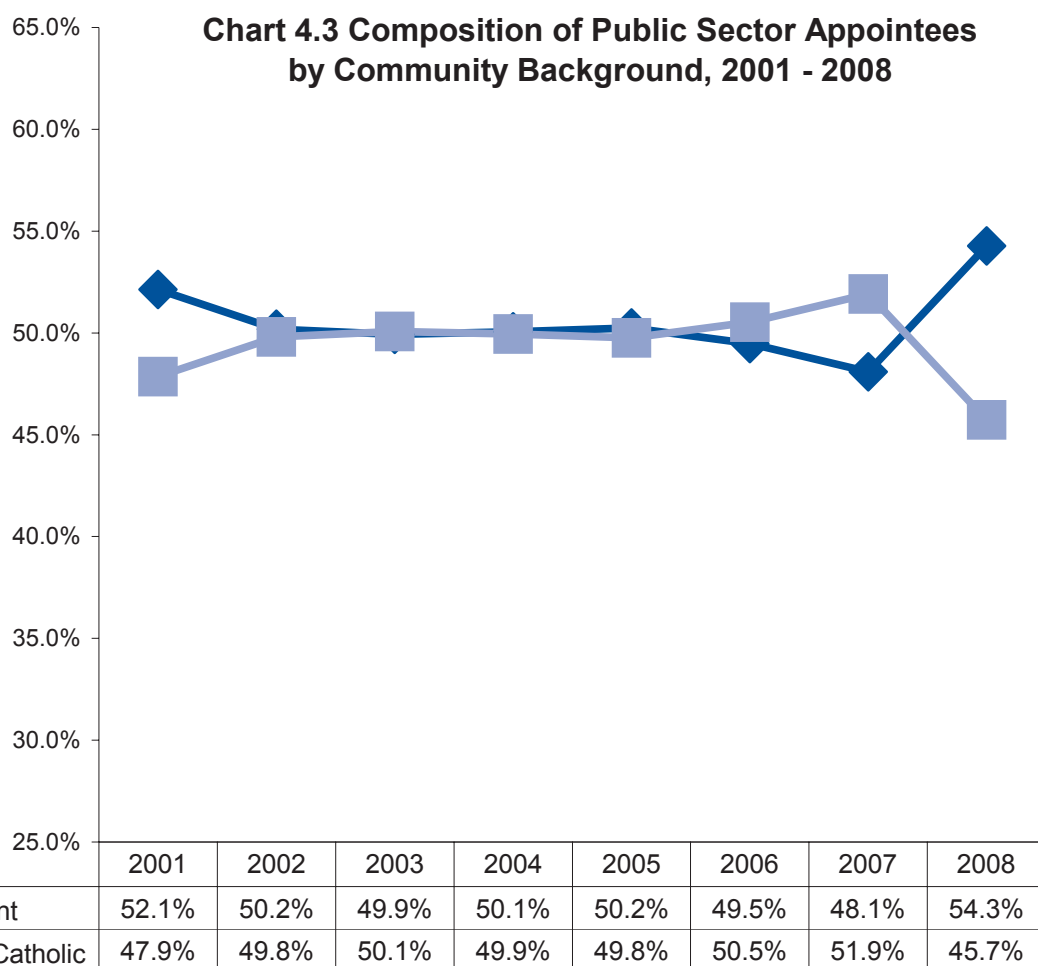


Table 4.11 Composition of Public Sector Appointees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	173	(44.4%) [49.7%]	175	(44.9%) [50.3%]	42	(10.8%)	390	(4.7%)
SOC2	227	(46.1%) [53.2%]	200	(40.7%) [46.8%]	65	(13.2%)	492	(5.9%)
SOC3	937	(50.2%) [53.9%]	802	(43.0%) [46.1%]	126	(6.8%)	1,865	(22.4%)
SOC4	1,208	(47.0%) [50.4%]	1,187	(46.2%) [49.6%]	177	(6.9%)	2,572	(30.9%)
SOC5	126	(62.4%) [64.9%]	68	(33.7%) [35.1%]	8	(4.0%)	202	(2.4%)
SOC6	510	(51.7%) [54.8%]	420	(42.6%) [45.2%]	57	(5.8%)	987	(11.9%)
SOC7	10	(52.6%) [55.6%]	8	(42.1%) [44.4%]	1	(5.3%)	19	(0.2%)
SOC8	346	(59.5%) [62.8%]	205	(35.2%) [37.2%]	31	(5.3%)	582	(7.0%)
SOC9	649	(53.5%) [58.4%]	462	(38.1%) [41.6%]	102	(8.4%)	1,213	(14.6%)
TOTAL	4,186	(50.3%) [54.3%]	3,527	(42.4%) [45.7%]	609	(7.3%)	8,322	(100.0%)

The overall composition was [54.3%] Protestant and [45.7%] Roman Catholic. Excluding the small SOC5 and SOC7 categories, the Protestant share of appointments was higher than their overall figure in three categories, namely: SOC6 [54.8%], SOC8 [62.8%] and SOC9 [58.4%]. The Catholic share was higher than their overall figure in SOC1 – SOC4 inclusive.

4.7 Public Sector Promotees

As noted in section 4.5 above, those public authorities affected by the RPA (mainly health trusts and regional colleges), were not required to submit data on promotees and leavers in 2008. This has resulted in a sharp, temporary fall in the recorded count for both categories. For this reason the following sections will present findings on the current year only. A full analysis for both categories will resume in the 2009 Report.

4.7.1 Composition of Public Sector Promotees

- The number of promotees fell from 6,121 in 2007 to 5,666 in 2008, a decrease of (7.4%).

Table 4.12 reveals that the overall composition of public sector promotees in 2008 was 2,815 (49.7%) Protestants, 2,711 (47.8%) Roman Catholics, and 140 (2.5%) Non-determined. The composition of those for whom a community was determined was [50.9%] Protestant and [49.1%] Roman Catholic.

Table 4.12 Composition of Public Sector Promotees by Sex

	Protestant	Roman Catholic	Non-Determined	Total
Male	1,345 (51.5%) [52.8%]	1,200 (46.0%) [47.2%]	66 (2.5%)	2,611 (46.1%)
Female	1,470 (48.1%) [49.3%]	1,511 (49.5%) [50.7%]	74 (2.4%)	3,055 (53.9%)
TOTAL	2,815 (49.7%) [50.9%]	2,711 (47.8%) [49.1%]	140 (2.5%)	5,666 (100.0%)

For Protestants, the composition was [52.8%] male and [49.3%] female. The composition of Catholic promotees was [47.2%] male and [50.7%] female.

4.8 Public Sector Leavers

- The number of leavers fell from 26,738 in 2007 to 21,188 in 2008, a decrease of (20.8%) or 5,550.

Table 4.13 shows that the overall composition of public sector leavers in 2008 was 12,457 (58.8%) Protestants, 7,254 (34.2%) Roman Catholics, and 1,477 (7.0%) Non-determined. The composition of those for whom a community was determined was [63.2%] Protestant and [36.8%] Roman Catholic.

Table 4.13 Composition of Public Sector Leavers by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	6,657	(64.0%) [68.3%]	3,086	(29.7%) [31.7%]	664	(6.4%)	10,407	(49.1%)
Female	5,800	(53.8%) [58.2%]	4,168	(38.7%) [41.8%]	813	(7.5%)	10,781	(50.9%)
TOTAL	12,457	(58.8%) [63.2%]	7,254	(34.2%) [36.8%]	1,477	(7.0%)	21,188	(100.0%)

For Protestants, the composition of leavers was [68.3%] male and [58.2%] female. The Roman Catholic composition was [31.7%] male and [41.8%] female.

5. Public Sector - Health

KEY FINDINGS

All Employees

- The health sector workforce (all employees) was comprised of 71,360 employees in 2008, compared with 70,555 in 2007, an increase of 805 (1.1%). The composition was [50.7%] Protestant and [49.3%] Roman Catholic.
- Total Protestant health sector employment rose by 675 (2.0%) during the year, while the Roman Catholic count increased by 362 (1.1%). As a result, the Protestant share of the health sector workforce moved from [50.5%] in 2007 to [50.7%] in 2008.
- Females account for (81.2%) of the health sector workforce.

Full-time Workforce

- In 2008 there were 59,789 full-time employees, a rise of 149 (0.2%) on the corresponding figure for 2007.
- The composition of the health sector full-time workforce was [50.5%] Protestant and [49.5%] Roman Catholic, representing an increase of [0.1] of a percentage point in the Protestant share during the year.
- Females account for (80.5%) of the health sector full-time workforce.

Part-time Workforce

- There were 11,571 part-time employees in the health sector, a rise of 656 (6.0%) compared with 2007. The composition was [51.9%] Protestant and [48.1%] Roman Catholic, representing an increase of [0.8] of a percentage point in the Protestant share since 2007.
- Females account for (85.1%) of the health sector part-time workforce.

Applicants, Appointees and Leavers

- In 2008 there were 2,603 recorded applicants in the health sector, compared with 57,547 the previous year, a fall of 54,944 (95.5%). The composition was [49.9%] Protestant and [50.1%] Roman Catholic.
- Data on 213 appointees was submitted during 2008, a fall of 9,934 (97.9%) compared with 2007. The composition was [46.2%] Protestant and [53.8%] Roman Catholic.
- Data on 365 health sector leavers was submitted to the Commission during 2008. The composition was [50.2%] Protestant and [49.8%] Roman Catholic.

5.1 Introduction

Chapter five presents an analysis of the Health Sector workforce. The analysis will include a review of employees, applicants, appointees, promotees and leavers. Health comprises the largest proportion of the public sector (37.6%) and accounts for 71,360 employees.

In 2008, the health sector was comprised of twelve public authorities. The list including four Boards, five newly-established health and social services trusts, the Northern Ireland Ambulance Service, the Northern Ireland Blood Transfusion Service, and the Northern Ireland Regional Medical Physics Agency.

Due to the Review of Public Administration (RPA), 2008 was an exceptional year for health sector monitoring. For reasons outlined earlier (see section 4.5) neither the former health and social services trusts, nor their five successor bodies, submitted data on applicants, appointees, promotees and leavers to the Commission. This is a temporary measure affecting the current year only, and normal monitoring of the above categories will resume in 2009.

In the absence of substantial data for 2008, findings relating to the above four categories will be limited to the current year only.

5.2 Health Sector (All Employees)

This section considers the composition of all employees in the health sector.

- In 2008, the total health sector workforce was comprised of 71,360 employees, compared with 70,555 in 2007, an increase of 805 (1.1%).
- During the period 2001 – 2008, the health sector workforce grew by 12,503 employees (21.2%), from 58,857 in 2001 to 71,360.

5.2.1 Composition of Health Sector by Community Background

Table 5.1 shows that the overall composition of the health sector workforce in 2008 was 33,719 (47.3%) Protestants, 32,776 (45.9%) Roman Catholics, and 4,865 (6.8%) Non-determined. The composition of those for whom a community was determined was [50.7%] Protestant and [49.3%] Roman Catholic.

The total number of Protestant employees rose by 675 (2.0%) during the year, while the Roman Catholic count also increased by 362 (1.1%). As a consequence, the Protestant share of the total health sector workforce moved from [50.5%] in 2007 to [50.7%] in 2008.

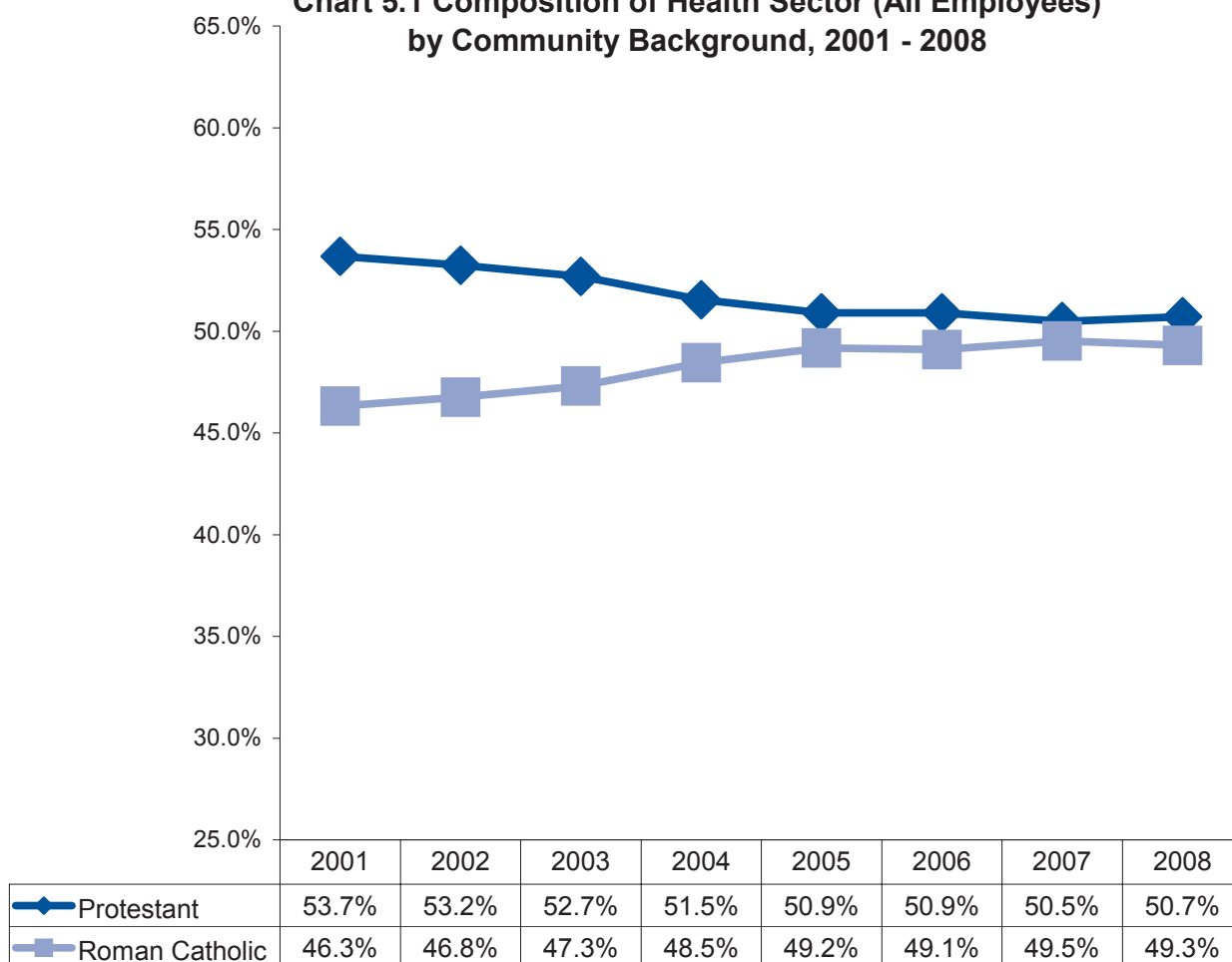
A review of the period 2001 – 2008 reveals that the Protestant count grew by 4,325 (14.7%) employees. During the same period, the number of Roman Catholic employees rose by almost a third (7,411 or 29.2%).

Table 5.1 Composition of Health Sector (All Employees) by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	5,562	(41.5%) [47.5%]	6,140	(45.8%) [52.5%]	1,693	(12.6%)	13,395	(18.8%)
Female	28,157	(48.6%) [51.4%]	26,636	(46.0%) [48.6%]	3,172	(5.5%)	57,965	(81.2%)
TOTAL	33,719	(47.3%) [50.7%]	32,776	(45.9%) [49.3%]	4,865	(6.8%)	71,360	(100.0%)

Chart 5.1 illustrates the community composition of the health sector workforce, 2001 – 2008. It reveals that the Roman Catholic share has risen by [3.0] percentage points during this period, from [46.3%] to [49.3%], with a corresponding fall for Protestants.

Chart 5.1 Composition of Health Sector (All Employees) by Community Background, 2001 - 2008



5.2.2 Composition of Health Sector by Sex

The Health sector is predominately female, comprising (81.2%) of the workforce (see Table 5.1). Since 2001, the female count has increased by 9,635 employees (19.9%), while the number of males rose by over a quarter (2,868 or 27.2%).

The proportionately larger increase in the male count since 2001 is also reflected in their share of the health sector workforce. In 2001, males accounted for (17.9%) of the health sector: by 2008, this figure had risen to (18.8%), a small increase of (0.9) of a percentage point.

5.2.3 Composition of Health Sector by Community Background and Sex

During 2008, the number of Protestant male employees increased by 186 (3.5%), compared with an increase of 65 (1.1%) in the Roman Catholic male count. As a result, the Protestant male share moved from [46.9%] in 2007 to [47.5%] in 2008. Similarly, the Protestant female count grew by (1.8%), while the number of Catholic females increased by (1.1%). Consequently, the Protestant female share increased from [51.2%] to [51.4%].

Reviewing the period 2001 – 2008, the Catholic male and female shares of health sector employment have risen by [2.5] and [3.0] percentage points respectively, with a corresponding fall in the Protestant share.

5.2.4 Composition of Health Sector by SOC and Community Background

Table 5.2 contains a breakdown of the total health sector workforce by nine SOC categories.

In 2008, two-thirds (67.8%) of health sector employees were concentrated in three SOC groups, namely: Associate Professional and Technical occupations (SOC3, 33.2%), followed by Personal Services (SOC6, 18.2%), and Elementary occupations (16.4%). The smallest category was Skilled Trades (SOC5, 1.4%).

In relation to community composition, Protestants accounted for [50.7%] of employees and Roman Catholics [49.3%]. Excluding the small SOC5, SOC7 and SOC8 categories, the Protestant share of health sector employment was higher than their overall figure in three of the nine groups, namely: SOC4 [54.0%], SOC6 [51.4%], SOC9, [51.7%]. Catholic representation was higher than their overall proportion in the remaining three categories, namely: SOC1 – 3.

Table 5.2 Composition of Health Sector (All Employees) by SOC

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	1,478 (46.6%) [48.7%]	1,559 (49.1%) [51.3%]	135 (4.3%)	3,172 (4.4%)
SOC2	3,515 (41.0%) [50.0%]	3,508 (40.9%) [50.0%]	1,552 (18.1%)	8,575 (12.0%)
SOC3	10,740 (45.3%) [48.3%]	11,495 (48.4%) [51.7%]	1,491 (6.3%)	23,726 (33.2%)
SOC4	5,007 (51.9%) [54.0%]	4,264 (44.2%) [46.0%]	373 (3.9%)	9,644 (13.5%)
SOC5	552 (55.1%) [59.6%]	374 (37.3%) [40.4%]	76 (7.6%)	1,002 (1.4%)
SOC6	6,332 (48.8%) [51.4%]	5,986 (46.2%) [48.6%]	648 (5.0%)	12,966 (18.2%)
SOC7	5 (83.3%) [83.3%]	1 (16.7%) [16.7%]	0 (0.0%)	6 (0.0%)
SOC8	314 (55.3%) [61.7%]	195 (34.3%) [38.3%]	59 (10.4%)	568 (0.8%)
SOC9	5,776 (49.4%) [51.7%]	5,394 (46.1%) [48.3%]	531 (4.5%)	11,701 (16.4%)
TOTAL	33,719 (47.3%) [50.7%]	32,776 (45.9%) [49.3%]	4,865 (6.8%)	71,360 (100.0%)

5.3 Health Sector Full-time Employees

This section considers the composition of full-time employees in the health sector.

- In 2008, the health sector contained 59,789 full-time employees, representing a small increase of 149 (0.2%) compared with 2007.
- During the period 2001 – 2008, the health sector full-time workforce grew by a quarter (11,724 employees or 24.4%), from 48,065 to 59,789.
- Between 1992 – 2008, the health sector full-time workforce increased in size by over a quarter (26.0%) or 12,323 employees.

5.3.1 Composition of Full-time Employees by Community Background

The overall composition of the health sector full-time workforce in 2008 was 28,179 (47.1%) Protestants, 27,647 (46.2%) Roman Catholics, and 3,963 (6.6%) Non-determined. Table 5.3 shows that the composition of those for whom a community was determined was [50.5%] Protestant and [49.5%] Roman Catholic.

Protestant full-time employment rose by (1.1%) during the year (295 employees) while the Roman Catholic count increased by 177 (0.6%). As a result of these two factors, the Protestant share of the health sector full-time workforce rose marginally, from [50.4%] in 2007 to [50.5%] in 2008.

Table 5.3 Composition of Health Sector Full-time Employees by Sex

	Protestant	Roman Catholic	Non-Determined	Total
Male	4,856 (41.6%) [47.4%]	5,399 (46.3%) [52.6%]	1,417 (12.1%)	11,672 (19.5%)
Female	23,323 (48.5%) [51.2%]	22,248 (46.2%) [48.8%]	2,546 (5.3%)	48,117 (80.5%)
TOTAL	28,179 (47.1%) [50.5%]	27,647 (46.2%) [49.5%]	3,963 (6.6%)	59,789 (100.0%)

A review of the period 2001 – 2008 reveals that the number of Protestant full-time employees rose by (19.2%) or 4,548. During the same period, the Roman Catholic count increased by (31.3%) or 6,598 employees. Consequently, the Catholic share moved from [47.1%] in 2001 to [49.5%] in 2008.

5.3.2 Composition of Full-time Employees by Sex

Females comprised four out of five (80.5%) of the health sector full-time workforce in 2008. During the year the number of female employees remained virtually unchanged, while male employment rose slightly by 145 employees (1.3%).

The male and female proportions of the health sector full-time workforce have remained almost unchanged since 2001. Females accounted for (80.3%) of full-time employees in 2001, while the monitoring returns for 2008 show that this proportion has marginally increased to (80.5%).

Between 1992 – 2008 the female count rose by 10,417 (27.6%), compared with a rise of 1,906 (19.5%) for their male counterparts.

5.3.3 Composition Full-time Employees by Community Background and Sex

During 2008, Protestant male full-time employment levels increased by (1.5%), compared with a smaller increase of (1.0%) for their Roman Catholic counterparts. As a result, the Protestant male share rose marginally from [47.3%] to [47.4%]. For females, the Protestant count grew by (1.0%), while the number of Catholic employees increased by (0.6%). Again, the Protestant female share rose marginally, from [51.1%] to [51.2%].

Reviewing the period 2001 – 2008, the Catholic male and female shares of health sector full-time employment increased by [2.3] and [2.5] percentage points respectively, with a corresponding fall in the Protestant share.

5.3.4 Composition Full-time Employees by SOC and Community Background

In 2008, over a third (35.0%) of health sector full-time employees (20,950) were working in Associate Professional and Technical occupations (SOC3), followed by

Personal Services (SOC6, 17.8%), and Administrative and Secretarial occupations (SOC4, 15.1%), see Table 5.4. The smallest categories were Sales and Customer Services (SOC7, 0.0%) and Process, Plant and Machine operatives (SOC8, 0.8%).

In relation to community composition, Protestants accounted for [50.5%] of employees and Roman Catholics [49.5%]. Excluding the small SOC5, SOC7 and SOC8 categories, the Protestant share of health sector full-time employment was higher than their overall figure in three of the nine groups, namely: SOC4 [53.7%], SOC6 [52.5%], SOC9 [51.4%]. Catholic representation was higher than their overall proportion in SOC1 – 3.

Table 5.4 Composition of Health Sector Full-time Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	1,458	(46.5%) [48.5%]	1,548	(49.3%) [51.5%]	132	(4.2%)	3,138	(5.2%)
SOC2	3,073	(40.2%) [48.8%]	3,223	(42.2%) [51.2%]	1,344	(17.6%)	7,640	(12.8%)
SOC3	9,418	(45.0%) [47.8%]	10,268	(49.0%) [52.2%]	1,264	(6.0%)	20,950	(35.0%)
SOC4	4,671	(51.8%) [53.7%]	4,024	(44.6%) [46.3%]	329	(3.6%)	9,024	(15.1%)
SOC5	528	(55.9%) [59.9%]	353	(37.4%) [40.1%]	64	(6.8%)	945	(1.6%)
SOC6	5,327	(50.1%) [52.5%]	4,818	(45.3%) [47.5%]	493	(4.6%)	10,638	(17.8%)
SOC7	3	(75.0%) [75.0%]	1	(25.0%) [25.0%]	0	(0.0%)	4	(0.0%)
SOC8	264	(57.3%) [62.6%]	158	(34.3%) [37.4%]	39	(8.5%)	461	(0.8%)
SOC9	3,437	(49.2%) [51.4%]	3,254	(46.6%) [48.6%]	298	(4.3%)	6,989	(11.7%)
TOTAL	28,179	(47.1%) [50.5%]	27,647	(46.2%) [49.5%]	3,963	(6.6%)	59,789	(100.0%)

5.4 Health Sector Part-time Employees

This section considers the composition of part-time employees in the health sector.

- In 2008, the health sector was comprised of 11,571 part-time employees, a rise of 656 (6.0%) compared with 2007.
- During the period 2001 – 2008, the health sector part-time workforce grew by (7.2%) or 779 employees, from 10,792 to 11,571.

5.4.1 Composition of Part-time Employees by Community Background

The overall composition of the health sector part-time workforce in 2008 was 5,540 (47.9%) Protestants, 5,129 (44.3%) Roman Catholics, and 902 (7.8%) Non-determined. Table 5.5 shows that the composition of those for whom a community was determined was [51.9%] Protestant and [48.1%] Roman Catholic.

Table 5.5 Composition of Health Sector Part-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	706	(41.0%) [48.8%]	741	(43.0%) [51.2%]	276	(16.0%)	1,723	(14.9%)
Female	4,834	(49.1%) [52.4%]	4,388	(44.6%) [47.6%]	626	(6.4%)	9,848	(85.1%)
TOTAL	5,540	(47.9%) [51.9%]	5,129	(44.3%) [48.1%]	902	(7.8%)	11,571	(100.0%)

The number of Protestant part-time employees rose by 380 (7.4%) during the year, compared with an increase of 185 (3.7%) for their Roman Catholic counterparts. These two factors led to an increase in the Protestant share of the health sector part-time workforce, from [51.1%] in 2007 to [51.9%] in 2008.

A review of the period 2001 – 2008 reveals that the number of Protestant part-time employees fell by 223 (3.9%). During the same period, the Roman Catholic count increased by 813 employees (18.8%). These factors combined to produce a [5.3] percentage point rise in the Catholic share of the health sector part-time workforce, from [42.8%] in 2001 to [48.1%] in 2008.

5.4.2 Composition of Part-time Employees by Sex

In 2008, Females accounted for (85.1%) of the health sector part-time workforce, a total of 9,848 employees, see Table 5.5. Between 2007 and 2008, the female count rose by 497 (5.3%), while the number of male employees increased by 159 (10.2%).

During the period 2001 – 2008, while female employment increased marginally (by 1.0%), the male count rose by almost two-thirds (64.7%), albeit from a low base. Males accounted for (9.7%) of part-time employees in 2001, while the monitoring returns for 2008 show that this proportion has increased to (14.9%).

5.4.3 Composition of Part-time Employees by Community Background and Sex

During 2008, Protestant male part-time employment levels increased by 114 (19.3%), compared with a smaller increase of 10 (1.4%) for their Roman Catholic counterparts. As a result, the Protestant male share moved from [44.7%] to [48.8%]. For females, the Protestant count grew by 266 (5.8%), while the number of Catholic employees

increased by 175 (4.2%). Consequently, the Protestant female share rose from [52.0%] to [52.4%].

Reviewing the period 2001 – 2008, the Catholic male and female shares of health sector part-time employment both rose by [5.1] percentage points, with a corresponding fall in the Protestant share.

5.4.4 Composition of Part-time Employees by SOC and Community Background

Table 5.6 contains a breakdown of health sector part-time employees by nine SOC categories.

In 2008, the largest proportion of health sector part-time employees (40.7% or 4,712) were working in Elementary occupations (SOC9), followed by Associate Professional and Technical occupations (SOC3, 24.0%) and Personal Services (SOC6, 20.1%).

Table 5.6 Composition of Health Sector Part-time Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	20	(58.8%) [64.5%]	11	(32.4%) [35.5%]	3	(8.8%)	34	(0.3%)
SOC2	442	(47.3%) [60.8%]	285	(30.5%) [39.2%]	208	(22.2%)	935	(8.1%)
SOC3	1,322	(47.6%) [51.9%]	1,227	(44.2%) [48.1%]	227	(8.2%)	2,776	(24.0%)
SOC4	336	(54.2%) [58.3%]	240	(38.7%) [41.7%]	44	(7.1%)	620	(5.4%)
SOC5	24	(42.1%) [53.3%]	21	(36.8%) [46.7%]	12	(21.1%)	57	(0.5%)
SOC6	1,005	(43.2%) [46.2%]	1,168	(50.2%) [53.8%]	155	(6.7%)	2,328	(20.1%)
SOC7	2	(100.0%) [100.0%]	0	(0.0%) [0.0%]	0	(0.0%)	2	(0.0%)
SOC8	50	(46.7%) [57.5%]	37	(34.6%) [42.5%]	20	(18.7%)	107	(0.9%)
SOC9	2,339	(49.6%) [52.2%]	2,140	(45.4%) [47.8%]	233	(4.9%)	4,712	(40.7%)
TOTAL	5,540	(47.9%) [51.9%]	5,129	(44.3%) [48.1%]	902	(7.8%)	11,571	(100.0%)

In relation to community composition, Protestants accounted for [51.9%] of employees and Roman Catholics [48.1%]. Excluding the small SOC5, SOC7 and SOC8 categories, the Protestant share of health sector part-time employment was higher than their overall figure in four of the nine groups, namely: SOC1 [64.5%], SOC2 [60.8%], SOC4 [58.3%] and SOC9 [52.2%]. Catholic representation was higher than their overall proportion in SOC6 [53.8%].

5.5 Health Sector Applicants

As a consequence of transitional arrangements for the RPA, the five newly-established health and social services trusts did not submit data on applicants, appointees, promotees or leavers to the Commission in 2008 (see section 4.5). The trusts normally account for a substantial proportion of applicant data, and the absence of this data precludes any meaningful analysis of year-on-year change or longer-term trends. Thus, for the current year, analysis will be limited to a presentation of 2008 data only.

5.5.1 Composition of Applicants by Community Background and Sex

- In 2008, there were 2,603 recorded applicants in the health sector, compared with 57,547 the previous year, a fall of (95.5%).

The overall composition of health sector applicants in 2008 was 1,190 (45.7%) Protestants, 1,196 (45.9%) Roman Catholics, and 217 (8.3%) Non-determined. Table 5.7 shows that the composition of those for whom a community was determined was [49.9%] Protestant and [50.1%] Roman Catholic.

Table 5.7 Composition of Health Sector Applicants by Sex

	Protestant	Roman Catholic	Non-Determined	Total
Male	617 (47.0%) [51.9%]	572 (43.5%) [48.1%]	125 (9.5%)	1,314 (50.5%)
Female	573 (44.5%) [47.9%]	624 (48.4%) [52.1%]	92 (7.1%)	1,289 (49.5%)
TOTAL	1,190 (45.7%) [49.9%]	1,196 (45.9%) [50.1%]	217 (8.3%)	2,603 (100.0%)

There was little difference by sex, with males accounting for (50.5%) and females for (49.5%). The Protestant share of applicants was [51.9%] for males and [47.9%] for females. For Catholics, the proportions were [48.1%] male and [52.1%] female.

As the applicant count for 2008 was relatively small (2,603), analysis by the nine SOC categories will not be presented here.

5.6 Health Sector Appointees

- In 2008, there were 213 health sector appointees, compared with 10,147 the previous year, a drop of (97.9%).

The overall composition of health sector appointees in 2008 was 86 (40.4%) Protestants, 100 (46.9%) Roman Catholics, and 27 (12.7%) Non-determined. Table 5.8 shows that the composition of those for whom a community was determined was [46.2%] Protestant and [53.8%] Roman Catholic.

Males comprised (46.5%) of health sector appointees and females (53.5%). The Protestant share of appointees was [48.3%] for males and [44.4%] for females. For Catholics, the proportions were [51.7%] male and [55.6%] female.

Again, the small appointee count (213) for 2008 precludes the presentation of longer-term trends or any further analysis by SOC.

Table 5.8 Composition of Health Sector Appointees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	42	(42.4%) [48.3%]	45	(45.5%) [51.7%]	12	(12.1%)	99	(46.5%)
Female	44	(38.6%) [44.4%]	55	(48.2%) [55.6%]	15	(13.2%)	114	(53.5%)
TOTAL	86	(40.4%) [46.2%]	100	(46.9%) [53.8%]	27	(12.7%)	213	(100.0%)

5.7 Health Sector Promotees

In 2008, there were 121 health sector promotees. The overall composition was 57 (47.1%) Protestants, 59 (48.8%) Roman Catholics, and 5 (4.1%) Non-determined. Table 5.9 shows that the composition of those for whom a community was determined was [49.1%] Protestant and [50.9%] Roman Catholic.

Table 5.9 Composition of Health Sector Promotees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	31	(48.4%) [49.2%]	32	(50.0%) [50.8%]	1	(1.6%)	64	(52.9%)
Female	26	(45.6%) [49.1%]	27	(47.4%) [50.9%]	4	(7.0%)	57	(47.1%)
TOTAL	57	(47.1%) [49.1%]	59	(48.8%) [50.9%]	5	(4.1%)	121	(100.0%)

Males comprised (52.9%) of health sector promotees and females (47.1%). The Protestant share of promotees was [49.2%] for males and [49.1%] for females. For Catholics, the proportions were [50.8%] male and [50.9%] female.

The small promotee count (121) for 2008 precludes any further analysis by the nine SOC categories.

5.8 Health Sector Leavers

Table 5.10 presents the composition of health sector leavers by community background and sex.

In 2008, there were 365 health sector leavers. The overall composition was 166 (45.5%) Protestants, 165 (45.2%) Roman Catholics, and 34 (9.3%) Non-determined. Table 5.10 reveals that the composition of those for whom a community was determined was [50.2%] Protestant and [49.8%] Roman Catholic.

Table 5.10 Composition of Health Sector Leavers by Sex

	Protestant	Roman Catholic	Non-Determined	Total
Male	67 (46.9%) [51.9%]	62 (43.4%) [48.1%]	14 (9.8%)	143 (39.2%)
Female	99 (44.6%) [49.0%]	103 (46.4%) [51.0%]	20 (9.0%)	222 (60.8%)
TOTAL	166 (45.5%) [50.2%]	165 (45.2%) [49.8%]	34 (9.3%)	365 (100.0%)

Males comprised (39.2%) of health sector leavers and females (60.8%). The Protestant share of leavers was [51.9%] for males and [49.0%] for females. For Catholics, the proportions were [48.1%] male and [51.0%] female.

The small number of leavers (365) recorded in 2008 precludes any further analysis by the nine SOC categories.

6: The Public Sector - Education

KEY FINDINGS

All Employees

- In 2008, the total education sector was comprised of 37,541 employees, compared with 36,826 in 2007, an increase of (1.9%). The composition was [52.0%] Protestant and [48.0%] Roman Catholic.
- The total number of Protestant education sector employees rose by 245 (1.3%) during the year, while the Roman Catholic count increased by 457 (2.7%). As a result, the Catholic share of the education sector increased from [47.7%] to [48.0%].
- Females accounted for (78.8%) of the education sector workforce in 2008.

Full-time Workforce

- In 2008 there were 23,868 full-time employees, a rise of 1,134 (5.0%) on the corresponding figure for 2007.
- The composition of the education sector full-time workforce was [51.6%] Protestant and [48.4%] Roman Catholic, representing an increase of [0.6] of a percentage point in the Catholic share from [47.8%] to [48.4%].
- Females accounted for (77.8%) of the education sector full-time workforce in 2008.

Part-time Workforce

- There were 13,673 part-time employees in the education sector, a fall of 419 (3.0%) compared with 2007. The composition was [52.6%] Protestant and [47.4%] Roman Catholic. This represents an increase of [0.1] of a percentage point in the Protestant share since 2007.
- Females accounted for (80.5%) of the education sector part-time workforce in 2008.

Applicants, Appointees and Leavers

- In 2008 there were 10,340 applicants reported from the education sector, compared with 18,198 the previous year, a fall of 7,858 (43.2%). The composition was [47.6%] Protestant and [52.4%] Roman Catholic.
- Data on 1,708 appointees was submitted during 2008, a fall of (39.5%) compared with 2007. The composition was [51.9%] Protestant and [48.1%] Roman Catholic.
- 4,468 education sector leavers were reported in 2008. The composition was [49.8%] Protestant and [50.2%] Roman Catholic.

6.1 Introduction

Chapter six presents an analysis of the Education Sector workforce. The analysis will include a review of employees, applicants, appointees, promotees and leavers. The education sector contains a fifth of the public sector (19.8%), accounting for 37,541 employees.

In 2008, the sector was comprised of 13 public authorities, including six regional colleges and five education and library boards.

For reasons outlined earlier (see section 4.5), the regional education colleges did not submit data on applicants, appointees, promotees and leavers to the Commission. This is a temporary measure affecting the current year only, and normal monitoring of the above categories will resume in 2009.

In the absence of data from the colleges, findings relating to the above four categories will be limited to the current year only. An analysis of year-on-year differences, or longer-term trends (e.g. 2001 – 2008) may produce misleading results and will not be presented here.

6.2 Education Sector (All Employees)

This section considers the composition of all employees in the education sector.

- In 2008, the education sector contained a total of 37,541 employees, compared with 36,826 in 2007, an increase of (1.9%).
- During the period 2001 – 2008, the education sector grew by more than a tenth (13.7%) or 4,530 employees.
- Females accounted for just over three-quarters (78.8%) of the total education sector workforce.

6.2.1 Composition of Education Sector by Community Background

The overall composition of the total education sector in 2008 was 18,656 (49.7%) Protestant, 17,237 (45.9%) Roman Catholic and 1,648 (4.4%) Non-determined. The composition of those for whom a community could be determined was [52.0%] Protestant and [48.0%] Roman Catholic, see Table 6.1.

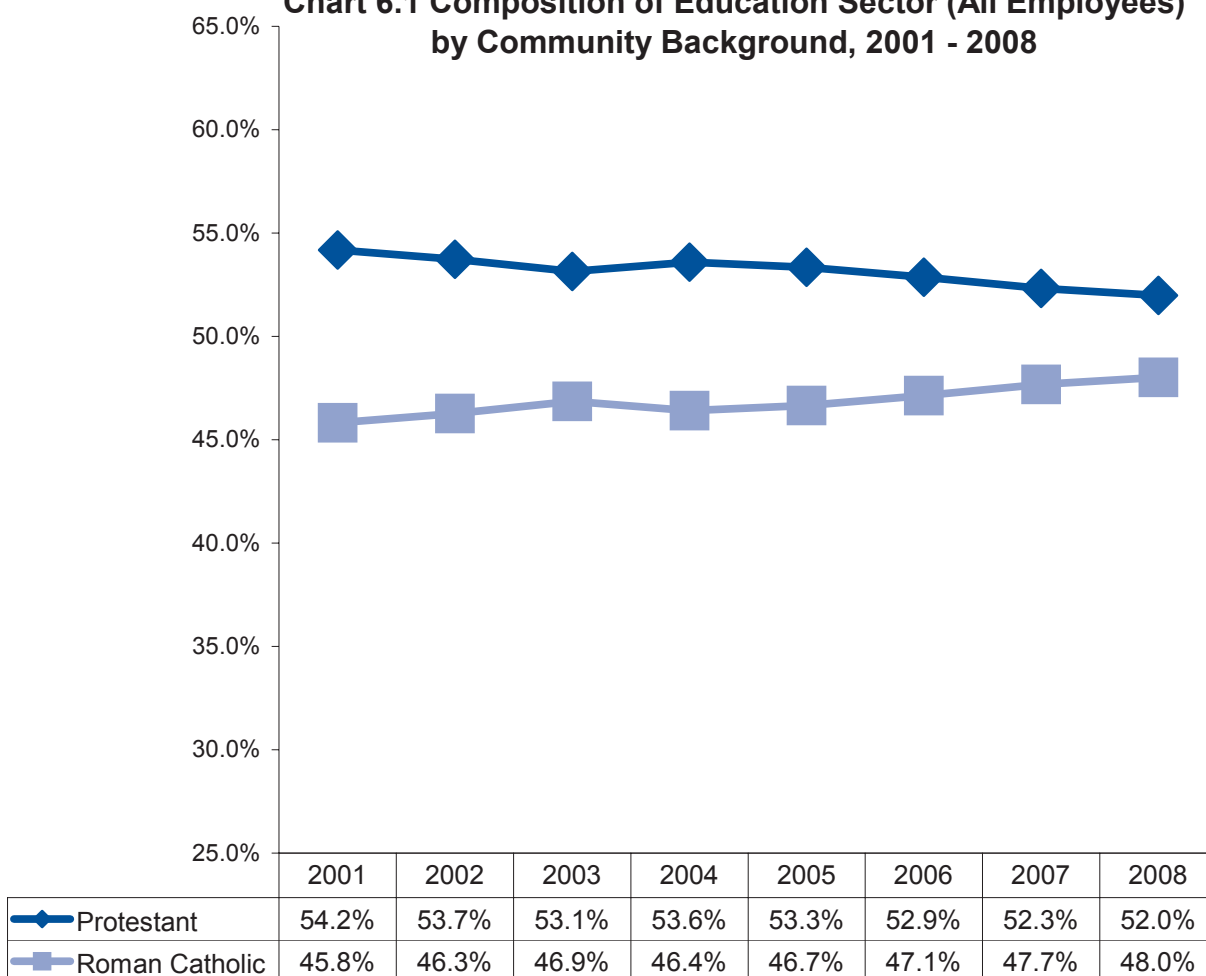
The total number of Roman Catholic employees rose by 457 (2.7%) during the year with a slightly smaller rise for Protestants (1.3% or 245). These two factors combined to increase the Roman Catholic share of the total education sector workforce, from [47.7%] in 2007 to [48.0%] in 2008.

Chart 6.1 illustrates the period 2001 – 2008, and reveals that the Catholic share moved from [45.8%] in 2001 to [48.0%] in 2008. The total number of Protestants employed in the education sector rose by 1,810 (10.7%) during this period, while the Roman Catholic count increased by 2,991 (21.0%).

Table 6.1 Composition of Education Sector (All Employees) by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	3,978	(50.0%) [52.5%]	3,602	(45.2%) [47.5%]	383	(4.8%)	7,963	(21.2%)
Female	14,678	(49.6%) [51.8%]	13,635	(46.1%) [48.2%]	1,265	(4.3%)	29,578	(78.8%)
TOTAL	18,656	(49.7%) [52.0%]	17,237	(45.9%) [48.0%]	1,648	(4.4%)	37,541	(100.0%)

Chart 6.1 Composition of Education Sector (All Employees) by Community Background, 2001 - 2008



6.2.2 Composition of Education Sector by Sex

Over three-quarters of education sector employees are female (78.8%). During 2008, the total female count increased by (1.8%), while the number of male employees rose by (2.4%).

Since 2001, the female count has increased by 4,448 employees (17.7%), compared with a considerably smaller rise in the number of males (1.0% or 82 employees).

6.2.3 Composition of Education Sector by Community Background and Sex

During 2008, the total number of Roman Catholic male employees grew by (4.3%), while the Protestant count increased by (0.7%). As a result the Roman Catholic male share increased by [0.9] of a percentage point. Similarly, the Roman Catholic female count rose by (2.3%), with a similar rise for their Protestant counterparts (1.5%). Consequently, the Roman Catholic female share moved from [48.0%] in 2007 to [48.2%] in 2008.

Reviewing the period 2001 – 2008, the Roman Catholic male and female shares of education sector employment have risen by [0.8] and [2.6] percentage points respectively, with corresponding falls in the Protestant share.

6.2.4 Composition of Education Sector by SOC and Community Background

Table 6.2 contains a breakdown of the education sector workforce by SOC categories.

In 2008, just over half (55.1%) of the education sector workforce were employed in two SOC categories, namely: Elementary occupations (SOC9 (29.3%), and Personal Services (SOC6, 25.8%). The smallest categories were Sales and Customer Service occupations (SOC7, 0.2%) followed by Managers and Senior Officials (SOC1, 2.0%).

Table 6.2 Composition of Education Sector (All Employees) by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	422	(55.6%) [57.3%]	314	(41.4%) [42.7%]	23	(3.0%)	759	(2.0%)
SOC2	2,729	(46.4%) [49.1%]	2,826	(48.0%) [50.9%]	328	(5.6%)	5,883	(15.7%)
SOC3	1,773	(48.1%) [49.9%]	1,780	(48.3%) [50.1%]	136	(3.7%)	3,689	(9.8%)
SOC4	2,382	(51.7%) [54.0%]	2,027	(44.0%) [46.0%]	196	(4.3%)	4,605	(12.3%)
SOC5	550	(56.6%) [57.8%]	402	(41.4%) [42.2%]	19	(2.0%)	971	(2.6%)
SOC6	4,856	(50.2%) [52.4%]	4,407	(45.6%) [47.6%]	412	(4.3%)	9,675	(25.8%)
SOC7	49	(67.1%) [71.0%]	20	(27.4%) [29.0%]	4	(5.5%)	73	(0.2%)
SOC8	467	(51.9%) [54.1%]	397	(44.1%) [45.9%]	36	(4.0%)	900	(2.4%)
SOC9	5,428	(49.4%) [51.7%]	5,064	(46.1%) [48.3%]	494	(4.5%)	10,986	(29.3%)
TOTAL	18,656	(49.7%) [52.0%]	17,237	(45.9%) [48.0%]	1,648	(4.4%)	37,541	(100.0%)

In relation to community composition, Protestants accounted for [52.0%] of employees and Roman Catholics [48.0%]. The Protestant share in individual SOC groups was higher than their overall figure in all but two of the nine categories, namely, SOC2 and SOC3, where the Catholic share was [50.9%] and [50.1%] respectively.

6.3 Education Sector Full-time Employees

This section considers the composition of full-time employees in the education sector.

- In 2008, the education sector contained 23,868 full-time employees, an increase of 1,134 (5.0%) compared with the previous year.
- During the period 2001 – 2008, the education sector full-time workforce grew by more than a quarter (27.7%) or 5,170 employees.
- Between 1992 – 2008, the size of the education sector full-time workforce rose by (41.3%), or 6,978 employees.

6.3.1 Composition of Full-time Employees by Community Background

Table 6.3 shows that the overall composition of the education sector full-time workforce in 2008 was 11,851 (49.7%) Protestant, 11,116 (46.6%) Roman Catholic

Table 6.3 Composition of Education Sector Full-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	2,690	(50.8%) [53.1%]	2,374	(44.9%) [46.9%]	227	(4.3%)	5,291	(22.2%)
Female	9,161	(49.3%) [51.2%]	8,742	(47.1%) [48.8%]	674	(3.6%)	18,577	(77.8%)
TOTAL	11,851	(49.7%) [51.6%]	11,116	(46.6%) [48.4%]	901	(3.8%)	23,868	(100.0%)

and 901 (3.8%) Non-determined. The composition of those for whom a community was determined was [51.6%] Protestant and [48.4%] Roman Catholic.

Both Protestant and Roman Catholic full-time employment levels grew during the year, by (3.9%) and (6.4%) respectively. The proportionately higher rise for Catholics resulted in their share increasing by [0.6] of a percentage point from [47.8%] in 2007 to [48.4%] in 2008.

A review of the period 2001 – 2008, reveals that the number of Protestant full-time employees rose by 2,247 (23.4%). During the same period, the Roman Catholic count increased by 2,912 (35.5%).

Between 1992 and 2008, the size of the full-time education sector rose from 16,890 to 23,868. During this period the Roman Catholic full-time count increased by 4,360 (64.5%), while the number of Protestant full-time employees grew by 2,790 (30.8%). As a consequence, the Catholic share moved from [42.7%] in 1992 to [48.4%] in 2008.

6.3.2 Composition of Full-time Employees by Sex

Females comprise over three-quarters (77.8%) of the education sector full-time workforce. During the year the number of female employees increased by (5.5%) or 966 employees, while male employment increased by (3.3%) or 168 employees.

An examination of the period 2001 – 2008 shows that the female full-time education count increased by 5,017 (37.0%), compared with a rise of only (3.0%) or 153 for their male counterparts.

Between 1992 and 2008, female full-time employment levels in the education sector increased substantially (62.2% or 7,123), while the male count dropped by (2.7%) or 145 employees.

6.3.3 Composition of Full-time Employees by Sex and Community Background

During 2008, the Protestant and Roman Catholic male full-time counts increased by (2.4%) and (4.4%) respectively. As a result of the proportionately larger rise in the Catholic count, their share moved from [46.4%] to [46.9%]. For females, the Roman Catholic count grew by 566 employees (6.9%), with a smaller increase for Protestants (378 or 4.3%). Consequently, the Catholic female share rose from [48.2%] to [48.8%].

Reviewing the period 2001 – 2008, both the Protestant and Roman Catholic female full-time counts grew substantially, by 2,157 (30.8%) and 2,795 (47.0%) respectively. As a result of the proportionately larger increase for Catholic females, their share rose from [45.9%] to [48.8%]. During the same period, the Roman Catholic male share moved from [46.5%] to [46.9%], with a corresponding decline for Protestants.

Between 1992 and 2008, the Roman Catholic male and female shares of the education sector full-time workforce rose by [4.1] and [6.2] percentage points respectively.

6.3.4 Composition of Full-time Employees by SOC and Community Background

Table 6.4 contains a breakdown of the education sector workforce by SOC categories.

In 2008, two-thirds (67.3%) of education sector full-time employees were concentrated in three SOC categories, namely: Personal Service occupations (SOC6, 32.5%); Elementary occupations (SOC9, 17.7%) and Administrative and Secretarial

Table 6.4 Composition of Education Sector Full-time Employees by SOC

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	403 (55.7%) [57.4%]	299 (41.4%) [42.6%]	21 (2.9%)	723 (3.0%)
SOC2	1,457 (44.5%) [46.5%]	1,674 (51.1%) [53.5%]	143 (4.4%)	3,274 (13.7%)
SOC3	988 (49.6%) [51.3%]	937 (47.1%) [48.7%]	65 (3.3%)	1,990 (8.3%)
SOC4	2,085 (51.2%) [53.4%]	1,817 (44.6%) [46.6%]	169 (4.2%)	4,071 (17.1%)
SOC5	546 (57.2%) [58.3%]	391 (40.9%) [41.7%]	18 (1.9%)	955 (4.0%)
SOC6	3,861 (49.7%) [51.7%]	3,604 (46.4%) [48.3%]	300 (3.9%)	7,765 (32.5%)
SOC7	10 (58.8%) [58.8%]	7 (41.2%) [41.2%]	0 (0.0%)	17 (0.1%)
SOC8	438 (51.2%) [53.3%]	383 (44.8%) [46.7%]	34 (4.0%)	855 (3.6%)
SOC9	2,063 (48.9%) [50.7%]	2,004 (47.5%) [49.3%]	151 (3.6%)	4,218 (17.7%)
TOTAL	11,851 (49.7%) [51.6%]	11,116 (46.6%) [48.4%]	901 (3.8%)	23,868 (100.0%)

occupations (SOC4, 17.1%). The smallest categories were Managers and Senior Officials (SOC1, 3.0%) and Sales and Customer Service occupations (SOC7, 0.1%).

In relation to community composition, Protestants accounted for [51.6%] of employees and Roman Catholics [48.4%]. Excluding the small SOC7 group, the Protestant share of the education sector full-time workforce was higher than their overall figure in five groups, namely: SOC1, SOC4 – SOC6 and SOC8. The Catholic share was higher than their overall proportion in SOC2, SOC3 and SOC9.

6.4 Education Sector Part-time Employees

This section considers the composition of part-time employees in the education sector.

- In 2008, the education sector part-time workforce was comprised of 13,673 employees, a decrease of (3.0%) or 419 employees compared with 2007.
- During the period 2001 – 2008, the number of education sector part-time employees fell by (4.5%) or 640 employees.
- The education sector accounts for almost half (46.3%) of all public sector part-time employees.

6.4.1 Composition of Part-time Employees by Community Background

The overall composition of the education sector part-time workforce in 2008 was 6,805 (49.8%) Protestant, 6,121 (44.8%) Roman Catholic and 747 (5.5%) Non-determined. Table 6.5 shows that the composition of those for whom a community was determined was [52.6%] Protestant and [47.4%] Roman Catholic.

Table 6.5 Composition of Education Sector Part-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	1,288	(48.2%) [51.2%]	1,228	(46.0%) [48.8%]	156	(5.8%)	2,672	(19.5%)
Female	5,517	(50.1%) [53.0%]	4,893	(44.5%) [47.0%]	591	(5.4%)	11,001	(80.5%)
TOTAL	6,805	(49.8%) [52.6%]	6,121	(44.8%) [47.4%]	747	(5.5%)	13,673	(100.0%)

The Protestant count grew by (0.1%) during the year, while the number of Roman Catholic part-time employees fell by the same margin (0.1%). As a result, the Protestant share moved from [52.5%] in 2007 to [52.6%] in 2008.

A review of the period 2001 – 2008, reveals that the number of Protestant part-time employees fell by (6.0%) or 437. During the same period, the Roman Catholic count increased by (1.3%) or 79 employees.

6.4.2 Composition of Part-time Employees by Sex

Four-in-five (80.5%) education sector part-time employees are female. During the year, the number of female employees decreased by 437 (3.8%), while the male count rose marginally by 18 (0.7%).

6.4.3 Composition of Part-time Employees by Community Background and Sex

Compared with 2007, the number of Protestant male part-time employees fell by (1.6%), while the Roman Catholic male count grew by the same proportion. This led to an increase in the Catholic male share, from [47.1%] in 2007 to [48.8%] in 2008. In comparison, the Catholic female count dropped by (0.6%) during the same period, while the number of Protestant female employees grew by (0.5%). As a result, the Protestant female share of the education sector part-time workforce moved from [52.4%] to [53.0%].

During the period 2001 – 2008, the Protestant male and female shares of the education sector part-time workforce fell by [1.7] and [1.9] percentage points respectively, with corresponding rises in the Catholic share.

6.4.4 Composition of Part-time Employees by SOC and Community Background

Table 6.6 contains a breakdown of the education sector part-time workforce by SOC categories. In 2008, the vast majority (95.0%) of the sector's part-time workforce were employed in four SOC categories, namely: Elementary occupations (SOC9, 49.5%); followed by Professional occupations (SOC2, 19.1%); Personal Services (SOC6, 14.0%) and Associate Professional and Technical occupations (SOC3, 12.4%).

In relation to community composition, Protestants accounted for [52.6%] of employees and Roman Catholics [47.4%]. Excluding the small SOC5, SOC7 and SOC8 categories, the Protestant share of the education sector part-time workforce was higher than their overall figure in three of the groups, namely: SOC1, SOC4 and SOC6. The Catholic share was higher than their overall proportion in SOC2, SOC3 and SOC9.

Table 6.6 Composition of Education Sector Part-time Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	19	(52.8%) [55.9%]	15	(41.7%) [44.1%]	2	(5.6%)	36	(0.3%)
SOC2	1,272	(48.8%) [52.5%]	1,152	(44.2%) [47.5%]	185	(7.1%)	2,609	(19.1%)
SOC3	785	(46.2%) [48.2%]	843	(49.6%) [51.8%]	71	(4.2%)	1,699	(12.4%)
SOC4	297	(55.6%) [58.6%]	210	(39.3%) [41.4%]	27	(5.1%)	534	(3.9%)
SOC5	4	(25.0%) [26.7%]	11	(68.8%) [73.3%]	1	(6.3%)	16	(0.1%)
SOC6	995	(52.1%) [55.3%]	803	(42.0%) [44.7%]	112	(5.9%)	1,910	(14.0%)
SOC7	39	(69.6%) [75.0%]	13	(23.2%) [25.0%]	4	(7.1%)	56	(0.4%)
SOC8	29	(64.4%) [67.4%]	14	(31.1%) [32.6%]	2	(4.4%)	45	(0.3%)
SOC9	3,365	(49.7%) [52.4%]	3,060	(45.2%) [47.6%]	343	(5.1%)	6,768	(49.5%)
TOTAL	6,805	(49.8%) [52.6%]	6,121	(44.8%) [47.4%]	747	(5.5%)	13,673	(100.0%)

6.5 Education Sector Applicants

Table 6.7 shows that in 2008 there were 10,340 applicants reported by the education sector, compared with 18,198 in 2007, a drop of (43.2%)¹². The overall composition was 4,596 (44.4%) Protestant, 5,055 (48.9%) Roman Catholic and 689 (6.7%) Non-determined. The composition of those for whom a community could be determined was [47.6%] Protestant and [52.4%] Roman Catholic. Over three-quarters were female (78.2%).

Table 6.7 Composition of Education Sector Applicants by Sex

	Protestant	Roman Catholic	Non-Determined	Total
Male	1,048 (46.5%) [50.1%]	1,044 (46.3%) [49.9%]	164 (7.3%)	2,256 (21.8%)
Female	3,548 (43.9%) [46.9%]	4,011 (49.6%) [53.1%]	525 (6.5%)	8,084 (78.2%)
TOTAL	4,596 (44.4%) [47.6%]	5,055 (48.9%) [52.4%]	689 (6.7%)	10,340 (100.0%)

Table 6.8 presents the composition of education sector applicants by each of the nine SOC categories. Over three-quarters were concentrated in three categories, namely:

Table 6.8 Composition of Education Sector Applicants by SOC

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	66 (43.7%) [47.8%]	72 (47.7%) [52.2%]	13 (8.6%)	151 (1.5%)
SOC2	211 (40.9%) [44.1%]	268 (51.9%) [55.9%]	37 (7.2%)	516 (5.0%)
SOC3	412 (42.4%) [45.8%]	488 (50.3%) [54.2%]	71 (7.3%)	971 (9.4%)
SOC4	1,226 (45.6%) [48.9%]	1,279 (47.5%) [51.1%]	186 (6.9%)	2,691 (26.0%)
SOC5	127 (50.6%) [53.6%]	110 (43.8%) [46.4%]	14 (5.6%)	251 (2.4%)
SOC6	1,616 (43.2%) [45.8%]	1,910 (51.1%) [54.2%]	214 (5.7%)	3,740 (36.2%)
SOC7	1 (50.0%) [50.0%]	1 (50.0%) [50.0%]	0 (0.0%)	2 (0.0%)
SOC8	249 (51.9%) [55.3%]	201 (41.9%) [44.7%]	30 (6.3%)	480 (4.6%)
SOC9	688 (44.7%) [48.7%]	726 (47.2%) [51.3%]	124 (8.1%)	1,538 (14.9%)
TOTAL	4,596 (44.4%) [47.6%]	5,055 (48.9%) [52.4%]	689 (6.7%)	10,340 (100.0%)

¹² For 2008, flow information (on applicants, appointees, promotees and leavers) should be interpreted with caution. The six new regional colleges, which constitute a major proportion of such data, were not required to submit information on flows in their first year of registration.

Personal Services (SOC6, 36.2%), Administrative and Secretarial occupations (SOC4, 26.0%) and Elementary occupations (SOC9, 14.9%).

6.6 Education Sector Appointees

- In 2008 the total number of appointees to the education sector was 1,708, a fall of (39.5%)¹³.

Table 6.9 shows that the overall composition was 834 (48.8%) Protestant, 773 (45.3%) Roman Catholic and 101 (5.9%) Non-determined. The composition of those

Table 6.9 Composition of Appointees to the Education Sector by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	183	(50.1%) [54.3%]	154	(42.2%) [45.7%]	28	(7.7%)	365	(21.4%)
Female	651	(48.5%) [51.3%]	619	(46.1%) [48.7%]	73	(5.4%)	1,343	(78.6%)
TOTAL	834	(48.8%) [51.9%]	773	(45.3%) [48.1%]	101	(5.9%)	1,708	(100.0%)

for whom a community could be determined was [51.9%] Protestant and [48.1%] Roman Catholic. Similar to applicants, a large majority of appointees (78.6%) were female.

In relation to SOC, Personal Service occupations (SOC6, 26.6%) contained the largest number of appointees, followed by Elementary occupations (SOC9, 24.9%).

6.7 Education Sector Promotees

Table 6.10 reveals that in 2008 there were a total of 358 promotees within the education sector¹⁴. The overall composition of promotees was 182 (50.8%) Protestant, 162 (45.3%) Roman Catholic and 14 (3.9%) Non-determined. The composition of those for whom a community could be determined was [52.9%] Protestant and [47.1%] Roman Catholic. Four-in-five (79.1%) promotees were female.

¹³ Ibid.

¹⁴ Ibid.

Table 6.10 Composition of Education Sector Promotees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	41	(54.7%) [56.9%]	31	(41.3%) [43.1%]	3	(4.0%)	75	(20.9%)
Female	141	(49.8%) [51.8%]	131	(46.3%) [48.2%]	11	(3.9%)	283	(79.1%)
TOTAL	182	(50.8%) [52.9%]	162	(45.3%) [47.1%]	14	(3.9%)	358	(100.0%)

6.8 Education Sector Leavers

Table 6.11 reveals that in 2008 there were a total of 4,468 leavers within the education sector ¹⁵. The overall composition of leavers was 2,067 (46.3%) Protestant, 2,084 (46.6%) Roman Catholic and 317 (7.1%) Non-determined. The composition of those for whom a community could be determined was [49.8%] Protestant and [50.2%] Roman Catholic. More than four-in-five leavers (83.0%) were female.

Table 6.11 Composition of Education Sector Leavers by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	361	(47.6%) [50.8%]	350	(46.1%) [49.2%]	48	(6.3%)	759	(17.0%)
Female	1,706	(46.0%) [49.6%]	1,734	(46.8%) [50.4%]	269	(7.3%)	3,709	(83.0%)
TOTAL	2,067	(46.3%) [49.8%]	2,084	(46.6%) [50.2%]	317	(7.1%)	4,468	(100.0%)

¹⁵ Ibid.

7: The Public Sector - District Councils

KEY FINDINGS

All Employees

- In 2008, the district councils were comprised of a total of 11,274 employees, compared with 10,908 in 2007, an increase of (3.4%). The composition was [59.4%] Protestant and [40.6%] Roman Catholic.
- The total number of Protestant district council employees rose by (2.5%) during the year, while the Roman Catholic count increased by (4.4%). As a result, the Catholic share of the district councils workforce rose from [40.1%] to [40.6%].
- In 2008, females accounted for (40.9%) of the district councils workforce.

Full-time Workforce

- In 2008 there were 9,859 full-time employees, a rise of 260 (2.7%) on the corresponding figure for 2007.
- The composition of the district councils full-time workforce was [59.2%] Protestant and [40.8%] Roman Catholic, representing an increase in the Catholic share, from [40.0%] in 2007 to [40.8%] in 2008.
- In 2008, females accounted for (38.4%) of the district councils full-time workforce.

Part-time Workforce

- There were 1,415 part-time employees in the district councils, a rise of 106 (8.1%) compared with 2007. The composition was [60.9%] Protestant and [39.1%] Roman Catholic. This represents an increase in the Protestant share from [59.1%] to [60.9%].
- In 2008, females accounted for (58.2%) of the district councils part-time workforce.

Applicants, Appointees and Leavers

- In 2008 there were 16,689 applicants recorded by the district councils, compared with 18,416 the previous year, a fall of (9.4%). The composition was [56.1%] Protestant and [43.9%] Roman Catholic.
- Data on 1,560 appointees was submitted during 2008, a rise of (7.1%) compared with 2007. The composition was [57.5%] Protestant and [42.5%] Roman Catholic.
- There were 1,720 district councils leavers during 2008. The composition was [57.3%] Protestant and [42.7%] Roman Catholic.

7.1 Introduction

Chapter seven presents an analysis of the District Councils workforce. The analysis will include a review of employees, applicants, appointees, promotees and leavers. In 2008, district councils comprised the smallest proportion of the public sector (5.9%), accounting for 11,274 employees.

7.2 District Councils (All Employees)

This section reviews the composition of all employees in the district councils.

- In 2008, the total district councils workforce was comprised of 11,274 employees, compared with 10,908 in 2007, an increase of 366 (3.4%).
- During the period 2001 – 2008, the district councils workforce grew by 1,652 employees (17.2%), from 9,622 to 11,274.

7.2.1 Composition of District Councils by Community Background

The overall composition of the district councils workforce in 2008 was 6,432 (57.1%) Protestants, 4,390 (38.9%) Roman Catholics, and 452 (4.0%) Non-determined. The composition of those for whom a community was determined was [59.4%] Protestant and [40.6%] Roman Catholic.

Table 7.1 Composition of District Councils (All Employees) by Sex

	Protestant	Roman Catholic	Non-Determined	Total
Male	3,862 (58.0%) [60.5%]	2,524 (37.9%) [39.5%]	278 (4.2%)	6,664 (59.1%)
Female	2,570 (55.7%) [57.9%]	1,866 (40.5%) [42.1%]	174 (3.8%)	4,610 (40.9%)
TOTAL	6,432 (57.1%) [59.4%]	4,390 (38.9%) [40.6%]	452 (4.0%)	11,274 (100.0%)

The total number of Roman Catholic employees rose by 4.4% during the year (185 employees) while the Protestant count increased by 2.5% or 157. These two factors combined to produce an increase in the Roman Catholic share of the district councils workforce, from [40.1%] in 2007 to [40.6%] in 2008.

A review of the period 2001 – 2008, reveals that the Protestant count grew by (14.0%) or 792 employees. During the same period, the number of Roman Catholic employees rose by a quarter (25.7% or 897).

Chart 7.1 Composition of District Councils (All Employees) by Community Background, 2001 - 2008

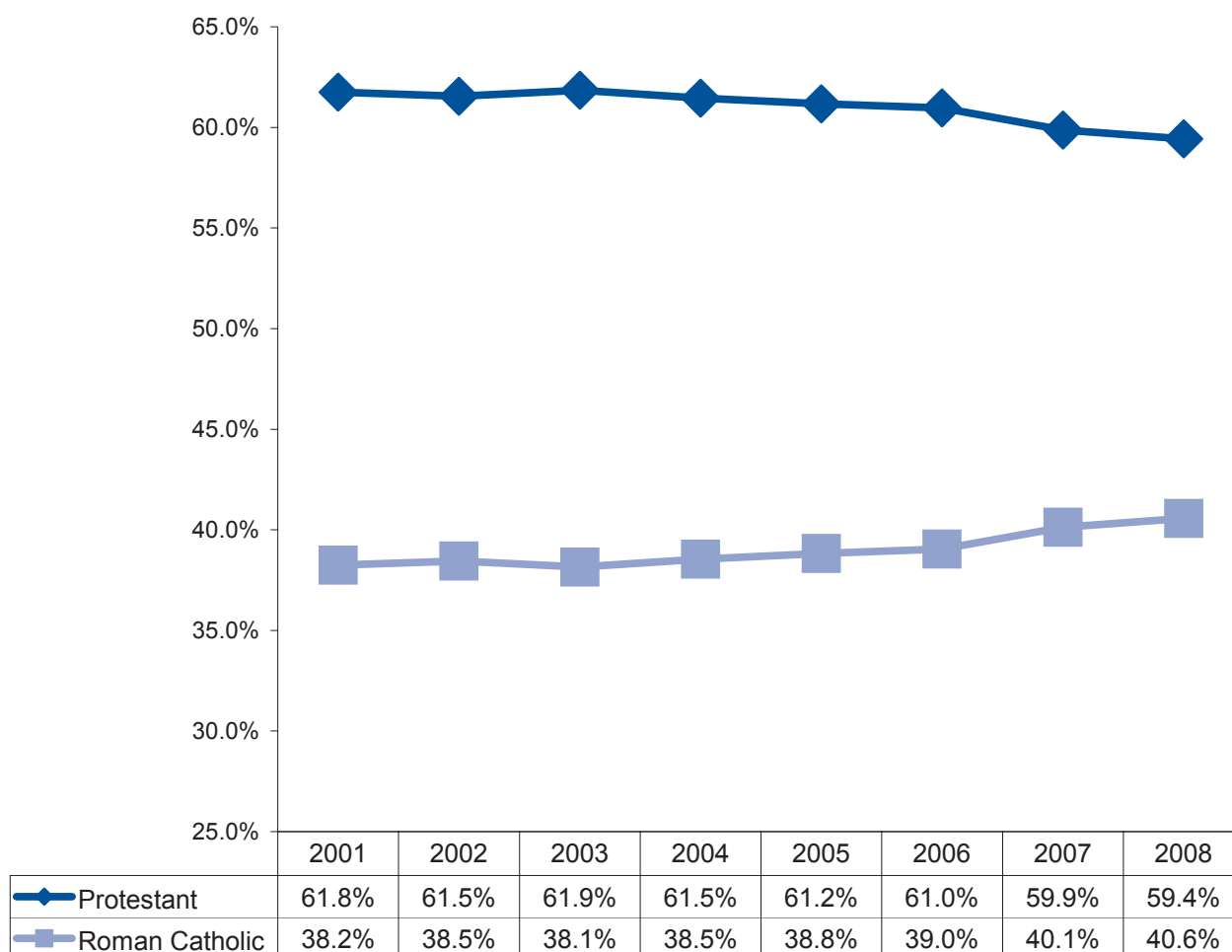


Chart 7.1 shows the community composition of the district councils workforce, 2001 – 2008. It reveals that the Roman Catholic share has risen by [2.3] percentage points during this period, from [38.2%] to [40.6%], with a corresponding fall for Protestants.

7.2.2 Composition of District Councils by Sex

The District councils workforce is predominately male (59.1%). Since 2001, the female count has increased by 704 employees (18.0%), while the number of males rose by 948 (16.6%).

The proportionately larger increase in the female count since 2001 is also reflected in their share of the district council workforce. In 2001, females accounted for (40.6%) of the district council workforce: by 2008, this figure had risen to (40.9%), a small increase of (0.3) of a percentage point.

7.2.3 Composition of District Councils by Community Background and Sex

During 2008, the total number of Roman Catholic males rose by (3.6%), compared with an increase of (1.9%) in the Protestant male count. As a result, the Roman Catholic male share increased from [39.1%] to [39.5%]. Similarly, the Roman Catholic female count grew by (5.5%), while the number of Protestant females increased by (3.5%). Consequently, the Roman Catholic female share moved from [41.6%] to [42.1%].

Reviewing the period 2001 – 2008, the Catholic male and female shares of the district councils employment levels have risen by [1.4] and [3.7] percentage points respectively, with a corresponding fall in the Protestant share.

7.2.4 Composition of District Councils by SOC

Table 7.2 contains a breakdown of the total district councils workforce (all employees) by SOC categories. In 2008, over a fifth of district council workers (21.8% or 2,460) were employed in Elementary occupations (SOC9), followed by Administrative and Secretarial occupations (SOC4, 18.1%) and Personal Services (SOC6, 15.8%). The smallest categories were Sales and Customer Services (SOC7, 0.5%), followed by Professional occupations (SOC2, 4.8%).

Table 7.2 Composition of District Councils (All Employees) by SOC

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	612 (55.8%) [58.6%]	433 (39.5%) [41.4%]	52 (4.7%)	1,097 (9.7%)
SOC2	267 (49.6%) [51.4%]	252 (46.8%) [48.6%]	19 (3.5%)	538 (4.8%)
SOC3	878 (52.4%) [55.6%]	702 (41.9%) [44.4%]	96 (5.7%)	1,676 (14.9%)
SOC4	1,188 (58.2%) [59.9%]	795 (39.0%) [40.1%]	58 (2.8%)	2,041 (18.1%)
SOC5	488 (63.5%) [66.1%]	250 (32.5%) [33.9%]	31 (4.0%)	769 (6.8%)
SOC6	990 (55.4%) [58.0%]	716 (40.1%) [42.0%]	80 (4.5%)	1,786 (15.8%)
SOC7	24 (44.4%) [46.2%]	28 (51.9%) [53.8%]	2 (3.7%)	54 (0.5%)
SOC8	559 (65.5%) [67.3%]	272 (31.9%) [32.7%]	22 (2.6%)	853 (7.6%)
SOC9	1,426 (58.0%) [60.2%]	942 (38.3%) [39.8%]	92 (3.7%)	2,460 (21.8%)
TOTAL	6,432 (57.1%) [59.4%]	4,390 (38.9%) [40.6%]	452 (4.0%)	11,274 (100.0%)

In relation to community composition, Protestants accounted for [59.4%] of employees and Roman Catholics [40.6%]. Excluding the small SOC2, SOC5, SOC7

and SOC8 categories, the Protestant share of the district council workforce was higher than their overall figure in two categories, namely: SOC4 [59.9%] and SOC9 [60.2%]. The Catholic share was higher than their overall figure in SOC6 [42.0%].

7.3 District Council Full-time Employees

This section reviews the composition of full-time employees in the district councils.

- In 2008, the district councils contained 9,859 full-time employees, a rise of 260 (2.7%) compared with 2007.
- During the period 2001 – 2008, the district councils full-time workforce grew by 1,570 employees (18.9%), from 8,289 to 9,859.
- Between 1992 – 2008, the district councils full-time workforce increased in size by over a fifth (20.5%) or 1,675 employees.

7.3.1 Composition of Full-time Employees by Community Background

The overall composition of the district councils full-time workforce in 2008 was 5,616 (57.0%) Protestants, 3,866 (39.2%) Roman Catholics, and 377 (3.8%) Non-determined. Table 7.3 shows that the composition of those for whom a community was determined was [59.2%] Protestant and [40.8%] Roman Catholic.

Table 7.3 Composition of District Council Full-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	3,522	(58.0%) [60.4%]	2,308	(38.0%) [39.6%]	242	(4.0%)	6,072	(61.6%)
Female	2,094	(55.3%) [57.3%]	1,558	(41.1%) [42.7%]	135	(3.6%)	3,787	(38.4%)
TOTAL	5,616	(57.0%) [59.2%]	3,866	(39.2%) [40.8%]	377	(3.8%)	9,859	(100.0%)

The number of Roman Catholic full-time employees rose by (4.6%) or 171 during the year, while the Protestant count increased by (1.4%) or 77. These two factors combined to produce a small increase in the Roman Catholic share of the district councils full-time workforce, from [40.0%] in 2007 to [40.8%] in 2008.

A review of the period 2001 – 2008 reveals that the number of Roman Catholic full-time employees rose by 849 (28.1%). During the same period, the Protestant count increased by 696 employees (14.1%). As a result, the Catholic share of the district councils full-time workforce increased from [38.0%] in 2001 to [40.8%] in 2008.

7.3.2 Composition of Full-time Employees by Sex

Males comprised the majority (61.6%) of the district councils full-time workforce in 2008. During the year the number of male employees increased by 118 (2.0%), while female employment rose by 142 employees (3.9%).

The male and female proportions have remained almost unchanged since 2001. Females accounted for (37.1%) of full-time employees in 2001, while the monitoring returns for 2008 show that this proportion has marginally increased to (38.4%).

However, over the longer period (i.e. 1992 – 2008), the female count significantly increased by (57.1%) or 1,377 employees, compared with a rise of (5.2%) or 298 for their male counterparts. This resulted in a (9.0) percentage point increase in the female share, from (29.4%) in 1992 to (38.4%) in 2008.

7.3.3 Composition of Full-time Employees by Community Background and Sex

During 2008, Roman Catholic male full-time employment levels increased by 73 (3.3%), compared with a smaller increase of 29 (0.8%) for their Protestant counterparts. As a result, the Roman Catholic male share of district council employees rose marginally, from [39.0%] to [39.6%]. For females, the Protestant count grew by 48 (2.3%), while the number of Catholic employees increased by 98 (6.7%). Again, the Roman Catholic female share moved from [41.6%] to [42.7%].

Reviewing the period 2001 – 2008, the Catholic male and female shares of district council full-time employment, rose by [1.9] and [4.1] percentage points respectively, with a corresponding fall in the Protestant share.

7.3.4 Composition of Full-time Employees by SOC and Community Background

Table 7.4 shows that in 2008, over a fifth (22.8%) of the district council full-time employees were working in Elementary occupations (SOC9), followed by Administrative and Secretarial occupations (SOC4, 18.9%) and Associate Professional and Technical occupations (SOC3, 14.8%). The smallest categories were Sales and Customer Services (SOC7, 0.3%) and Professional occupations (SOC2, 5.4%).

In relation to community composition, Protestants accounted for [59.2%] of employees and Roman Catholics [40.8%]. Excluding the small SOC7 category, the Protestant share of district council full-time employment was higher than the overall figure in three of the nine groups, namely: SOC5 [65.9%] and SOC8 [67.1%] and SOC9 [60.8%].

Table 7.4 Composition of District Council Full-time Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	611	(55.8%) [58.5%]	433	(39.5%) [41.5%]	51	(4.7%)	1,095	(11.1%)
SOC2	263	(49.4%) [51.3%]	250	(47.0%) [48.7%]	19	(3.6%)	532	(5.4%)
SOC3	766	(52.4%) [55.5%]	615	(42.1%) [44.5%]	80	(5.5%)	1,461	(14.8%)
SOC4	1,058	(56.9%) [58.7%]	745	(40.1%) [41.3%]	56	(3.0%)	1,859	(18.9%)
SOC5	475	(63.2%) [65.9%]	246	(32.8%) [34.1%]	30	(4.0%)	751	(7.6%)
SOC6	552	(53.5%) [55.6%]	440	(42.7%) [44.4%]	39	(3.8%)	1,031	(10.5%)
SOC7	18	(54.5%) [56.3%]	14	(42.4%) [43.8%]	1	(3.0%)	33	(0.3%)
SOC8	555	(65.4%) [67.1%]	272	(32.0%) [32.9%]	22	(2.6%)	849	(8.6%)
SOC9	1,318	(58.6%) [60.8%]	851	(37.9%) [39.2%]	79	(3.5%)	2,248	(22.8%)
TOTAL	5,616	(57.0%) [59.2%]	3,866	(39.2%) [40.8%]	377	(3.8%)	9,859	(100.0%)

7.4 District Council Part-time Employees

This section reviews the composition of part-time employees in the district councils.

- In 2008, the 26 district councils contained 1,415 part-time employees, a rise of 106 (8.1%) compared with 2007.
- During the period 2001 – 2008, the district councils part-time workforce grew by 82 employees (6.2%), from 1,333 to 1,415.

7.4.1 Composition of Part-time Employees by Community Background

The overall composition of the district council part-time workforce in 2008 was 816 (57.7%) Protestants, 524 (37.0%) Roman Catholics, and 75 (5.3%) Non-determined. Table 7.5 shows that the composition of those for whom a community was determined was [60.9%] Protestant and [39.1%] Roman Catholic.

Protestant part-time employment levels rose by (10.9%) during the year compared with an increase of (2.7%) in the Roman Catholic count. These two factors combined to produce an increase in the Protestant share of the district councils part-time workforce, from [59.1%] in 2007 to [60.9%] in 2008.

Table 7.5 Composition of District Council Part-time Employees by Sex

	Protestant	Roman Catholic	Non-Determined	Total
Male	340 (57.4%) [61.2%]	216 (36.5%) [38.8%]	36 (6.1%)	592 (41.8%)
Female	476 (57.8%) [60.7%]	308 (37.4%) [39.3%]	39 (4.7%)	823 (58.2%)
TOTAL	816 (57.7%) [60.9%]	524 (37.0%) [39.1%]	75 (5.3%)	1,415 (100.0%)

A review of the period 2001 – 2008 reveals that the number of Protestant part-time employees rose by (13.3%) or 96. During the same period, the Roman Catholic count increased by (10.1%) or 48 employees. These factors combined to produce a small rise in the Protestant share of the district councils part-time workforce, from [60.2%] in 2001 to [60.9%] in 2008.

7.4.2 Composition of Part-time Employees by Sex

In 2008, females accounted for (58.2%) of the district council part-time workforce, a total of 823 employees (see Table 7.5). Between 2007 and 2008, the female count rose by (5.1%), while the number of male employees increased by (12.5%).

During the period 2001 – 2008, while female employment remained relatively static (a decrease of 1.3%), the male count has risen by (18.6%). Males accounted for (37.4%) of part-time employees in 2001, while the monitoring returns for 2008 show that this proportion has increased to (41.8%).

7.4.3 Composition of Part-time Employees by Community Background and Sex

During 2008, the number of Protestant male part-time employees increased by (14.1%), compared with a smaller increase of (7.5%) for their Roman Catholic counterparts. As a result, the Protestant male share rose by [1.4] percentage points to [61.2%]. For females, the Protestant count grew by (8.7%), while the number of Catholic employees decreased by (0.3%). This led to a rise in the Protestant female share, from [58.6%] to [60.7%].

Reviewing the period 2001 – 2008, the Protestant male part-time count rose by almost a third (32.3%) while the number of Catholic males rose by (10.2%). For females, the number of Protestants increased by (2.8%) with a proportionately larger rise for Catholics (10.0%).

7.4.4 Composition of Part-time Employees by SOC

In 2008, over four-in-five (83.6%) of the 1,415 district council part-time workers were located in three categories, namely: Personal Services (SOC6, 53.4%), followed by Associate Professional and Technical occupations (SOC3, 15.2%) and Elementary

occupations (SOC9, 15.0%). The remaining categories contained a small or negligible number of employees.

The relatively small count (1,415) precludes any further analysis by SOC and community background.

7.5 District Council Applicants

7.5.1 Composition of Applicants by Community Background and Sex

- In 2008, there were 16,689 recorded applicants to the 26 district councils, compared with 18,416 the previous year, a fall of (9.4%).
- Between 2001 and 2008, the number of district council applicants fell by 1,727 (9.4%).

The overall composition of district councils applicants in 2008 was 8,711 (52.2%) Protestants, 6,812 (40.8%) Roman Catholics, and 1,166 (7.0%) Non-determined. Table 7.6 shows that the composition of those for whom a community was determined was [56.1%] Protestant and [43.9%] Roman Catholic.

Table 7.6 Composition of District Councils Applicants by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	5,046	(54.9%) [59.0%]	3,504	(38.1%) [41.0%]	646	(7.0%)	9,196	(55.1%)
Female	3,665	(48.9%) [52.6%]	3,308	(44.1%) [47.4%]	520	(6.9%)	7,493	(44.9%)
TOTAL	8,711	(52.2%) [56.1%]	6,812	(40.8%) [43.9%]	1,166	(7.0%)	16,689	(100.0%)

In 2008, males accounted for (55.1%) of applicants. The Protestant share was [59.0%] for males and [52.6%] for females. For Catholics, the proportions were [41.0%] male and [47.4%] female.

Chart 7.2 shows that the Roman Catholic share of district council applicants has risen by [2.2] percentage points since 2001, from [41.7%] to [43.9%].

Table 7.7 presents the composition of applicants to the district councils by each of the nine SOC categories. Nearly a quarter (24.7% or 4,115) were in SOC4 (Administrative and Secretarial), followed by Elementary occupations (SOC9, 21.9%) and Personal Service occupations (SOC6, 16.5%). The Protestant share of district council applicants was higher than their overall proportion [56.1%] in five of the nine SOC groups namely: SOC5 – SOC9.

Chart 7.2 Composition of District Councils Applicants by Community Background, 2001 - 2008

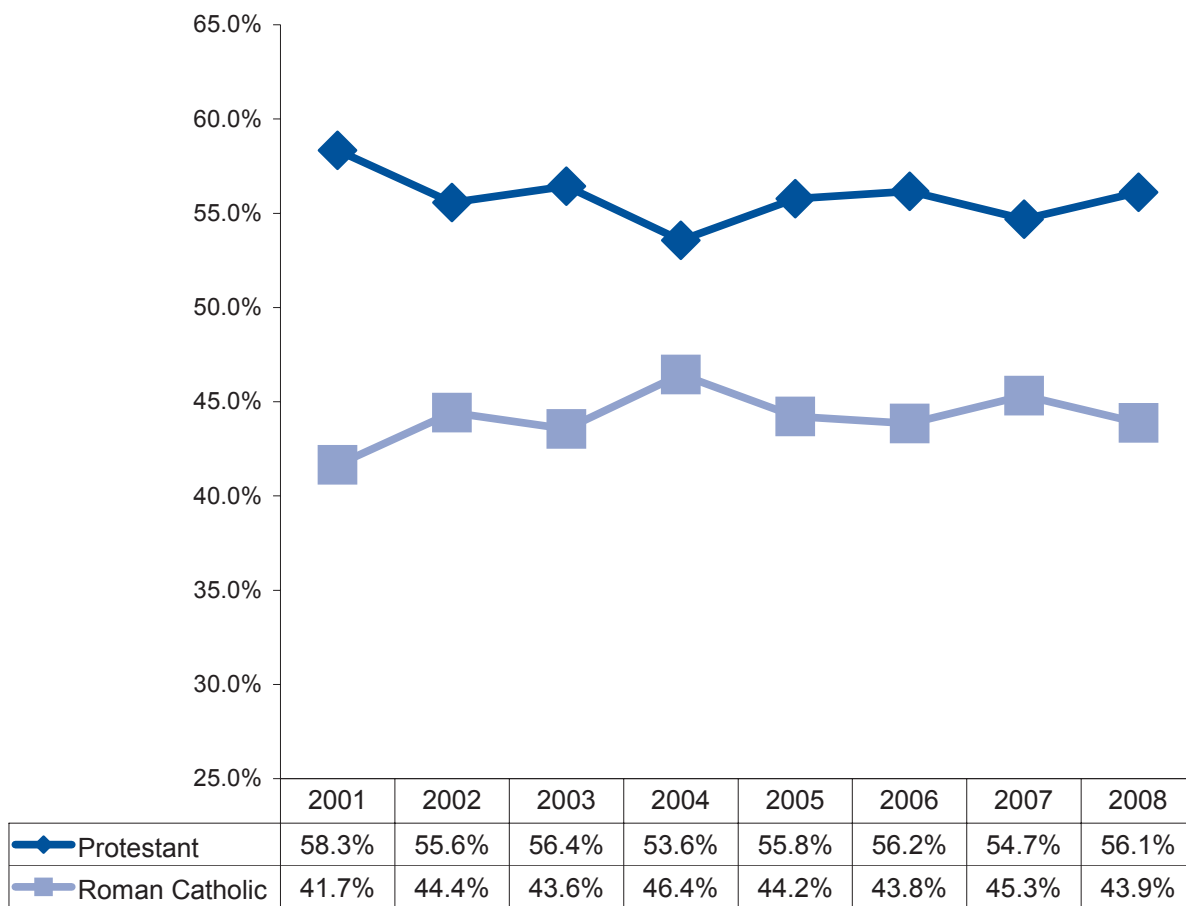


Table 7.7 Composition of District Council Applicants by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	559	(46.8%) [50.5%]	548	(45.9%) [49.5%]	87	(7.3%)	1,194	(7.2%)
SOC2	373	(48.8%) [51.9%]	346	(45.2%) [48.1%]	46	(6.0%)	765	(4.6%)
SOC3	1,231	(47.3%) [51.5%]	1,157	(44.5%) [48.5%]	212	(8.2%)	2,600	(15.6%)
SOC4	2,023	(49.2%) [52.5%]	1,834	(44.6%) [47.5%]	258	(6.3%)	4,115	(24.7%)
SOC5	385	(54.7%) [59.6%]	261	(37.1%) [40.4%]	58	(8.2%)	704	(4.2%)
SOC6	1,490	(54.1%) [57.9%]	1,083	(39.3%) [42.1%]	180	(6.5%)	2,753	(16.5%)
SOC7	71	(53.8%) [57.7%]	52	(39.4%) [42.3%]	9	(6.8%)	132	(0.8%)
SOC8	485	(62.3%) [64.7%]	265	(34.0%) [35.3%]	29	(3.7%)	779	(4.7%)
SOC9	2,094	(57.4%) [62.3%]	1,266	(34.7%) [37.7%]	287	(7.9%)	3,647	(21.9%)
TOTAL	8,711	(52.2%) [56.1%]	6,812	(40.8%) [43.9%]	1,166	(7.0%)	16,689	(100.0%)

7.6 District Council Appointees

- In 2008, there were 1,560 appointees to the district councils, compared with 1,457 the previous year, a rise of (7.1%).

Table 7.8 reveals that the overall composition of district council appointees in 2008 was 839 (53.8%) Protestants, 619 (39.7%) Roman Catholics, and 102 (6.5%) Non-determined. The composition of those for whom a community was determined was [57.5%] Protestant and [42.5%] Roman Catholic.

Table 7.8 Composition of District Councils Appointees by Sex

	Protestant	Roman Catholic	Non-Determined	Total
Male	470 (53.8%) [58.2%]	337 (38.6%) [41.8%]	66 (7.6%)	873 (56.0%)
Female	369 (53.7%) [56.7%]	282 (41.0%) [43.3%]	36 (5.2%)	687 (44.0%)
TOTAL	839 (53.8%) [57.5%]	619 (39.7%) [42.5%]	102 (6.5%)	1,560 (100.0%)

Males comprised (56.0%) of district council appointees and females (44.0%). The Protestant share of appointees was [58.2%] for males and [56.7%] for females. For Catholics, the proportions were [41.8%] male and [43.3%] female.

Over three-quarters (78.3%) of district council appointees were concentrated in four categories, namely SOC3 [20.2%], SOC4 [15.3%], SOC6 [23.4%] and SOC9 [19.4%].

Chart 7.3 (overleaf) reveals that the Roman Catholic share of district council appointees rose by [2.3] percentage points between 2001 and 2008, from [40.3%] to [42.5%].

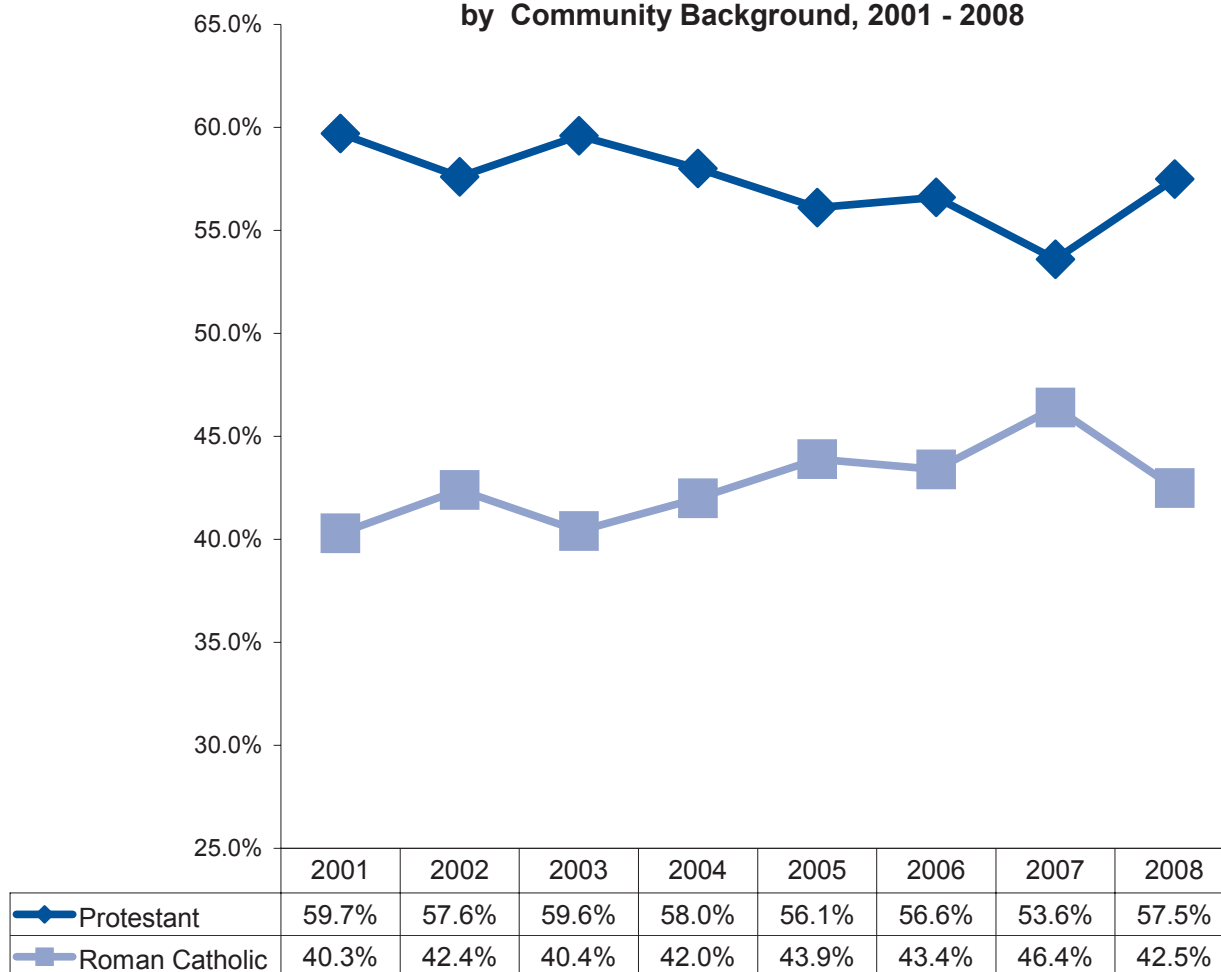
7.7 District Council Promotees

In 2008, there were 129 promotees within the 26 district councils. The overall composition was 52 (40.3%) Protestants, 73 (56.6%) Roman Catholics, and 4 (3.1%) Non-determined. The composition of those for whom a community was determined was [41.6%] Protestant and [58.4%] Roman Catholic.

Females comprised (52.7%) of the district councils promotees and males (47.3%). The Protestant share of promotees was [43.1%] for males and [40.3%] for females. For Catholics, the proportions were [56.9%] male and [59.7%] female.

The small promotee count (129) for 2008 precludes any further analysis by the nine SOC categories.

Chart 7.3 Composition of District Councils Appointees by Community Background, 2001 - 2008



7.8 District Council Leavers

In 2008, there were 1,720 leavers within the district councils, see Table 7.9. The overall composition was 922 (53.6%) Protestants, 688 (40.0%) Roman Catholics, and 110 (6.4%) Non-determined. The composition of those for whom a community was determined was [57.3%] Protestant and [42.7%] Roman Catholic.

Table 7.9 Composition of District Council Leavers by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	511	(55.8%) [59.8%]	344	(37.6%) [40.2%]	61	(6.7%)	916	(53.3%)
Female	411	(51.1%) [54.4%]	344	(42.8%) [45.6%]	49	(6.1%)	804	(46.7%)
TOTAL	922	(53.6%) [57.3%]	688	(40.0%) [42.7%]	110	(6.4%)	1,720	(100.0%)

Males comprised (53.3%) of the district councils leavers and females (46.7%). The Protestant share of leavers was [59.8%] for males and [54.4%] for females. For Catholics, the proportions were [40.2%] male and [45.6%] female.

8: The Public Sector - Civil Service

KEY FINDINGS

All Employees

- In 2008, the civil service contained a total of 36,520 employees, compared with 39,540 in 2007, a decrease of 3,020 (7.6%). The composition was [56.4%] Protestant and [43.6%] Roman Catholic.
- The total number of Protestant civil service employees fell by 1,809 (8.4%) during the year, while the Roman Catholic count dropped by 1,072 (6.6%). As a result, the Catholic share of the civil service moved from [43.1%] to [43.6%].
- Females accounted for half (50.0%) of the civil service workforce in 2008.

Full-time Workforce

- In 2008 there were 35,976 full-time employees, a fall of 3,116 (8.0%) on the corresponding figure for 2007.
- The composition of the civil service full-time workforce was [56.3%] Protestant and [43.7%] Roman Catholic, representing an increase in the Catholic share, from [43.2%] to [43.7%].
- Females accounted for almost half (49.7%) of the civil service full-time workforce in 2008.

Part-time Workforce

- There were 544 part-time employees in the civil service, a rise of 96 (21.4%) compared with 2007. The composition was [63.3%] Protestant and [36.7%] Roman Catholic.
- Females accounted for almost three-quarters (73.5%) of the civil service part-time workforce in 2008.

Applicants, Appointees and Leavers

- In 2008 there were 21,300 applicants recorded by the civil service, compared with 16,396 the previous year, a rise of 4,904 (29.9%). The composition was [53.0%] Protestant and [47.0%] Roman Catholic.
- Data on 2,113 appointees was submitted during 2008, a fall of 163 (7.2%) compared with 2007. The composition was [53.6%] Protestant and [46.4%] Roman Catholic.
- There were 5,313 civil service leavers during 2008. The composition was [59.4%] Protestant and [40.6%] Roman Catholic.

8.1 Introduction

Chapter eight presents an analysis of the Civil Service workforce. Data relating to civil servants in Northern Ireland is contained in the monitoring returns completed by the Head of the Department of Finance and Personnel, for those civil servants employed in the Northern Ireland Civil Service, and by the Minister for the Civil Service, for those civil servants employed by the Home Civil Service.

Civil Servants account for almost a fifth (19.2%) of the total public sector workforce. The analyses which follow include a review of employees (all, full-time, part-time), applicants, appointees, promotees and leavers.

8.2 Civil Service (All Employees)

This section reviews the composition of all employees in the civil service.

- In 2008, the total Civil Service workforce was comprised of 36,520 employees, compared with 39,540 in 2007, a decrease of 3,020 (7.6%).
- During the period 2001 – 2008, the number of civil servants fell by (2.0%) or 737 employees, from 37,257 to 36,520.

8.2.1 Composition of Civil Service by Community Background

The overall composition of the Civil Service workforce in 2008 was 19,661 (53.8%) Protestants, 15,221 (41.7%) Roman Catholics, and 1,638 (4.5%) Non-determined. The composition of those for whom a community was determined was [56.4%] Protestant and [43.6%] Roman Catholic, see Table 8.1.

Table 8.1 Composition of Civil Service (All Employees) by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	10,171	(55.7%) [59.1%]	7,033	(38.5%) [40.9%]	1,046	(5.7%)	18,250	(50.0%)
Female	9,490	(51.9%) [53.7%]	8,188	(44.8%) [46.3%]	592	(3.2%)	18,270	(50.0%)
TOTAL	19,661	(53.8%) [56.4%]	15,221	(41.7%) [43.6%]	1,638	(4.5%)	36,520	(100.0%)

The total number of Protestant employees fell by 1,809 employees (8.4%) during the year, while the Roman Catholic count also dropped by 1,072 (6.6%). The proportionately smaller decrease in the Catholic count resulted in the Catholic share of the Civil Service increasing from [43.1%] in 2007 to [43.6%] in 2008.

A review of the period 2001 – 2008 reveals that the Protestant count fell by (6.2%) or 1,308 employees. During the same period, the number of Roman Catholic employees rose by (9.8%) or 1,357.

Chart 8.1 Composition of Civil Service (All Employees) by Community Background, 2001 - 2008

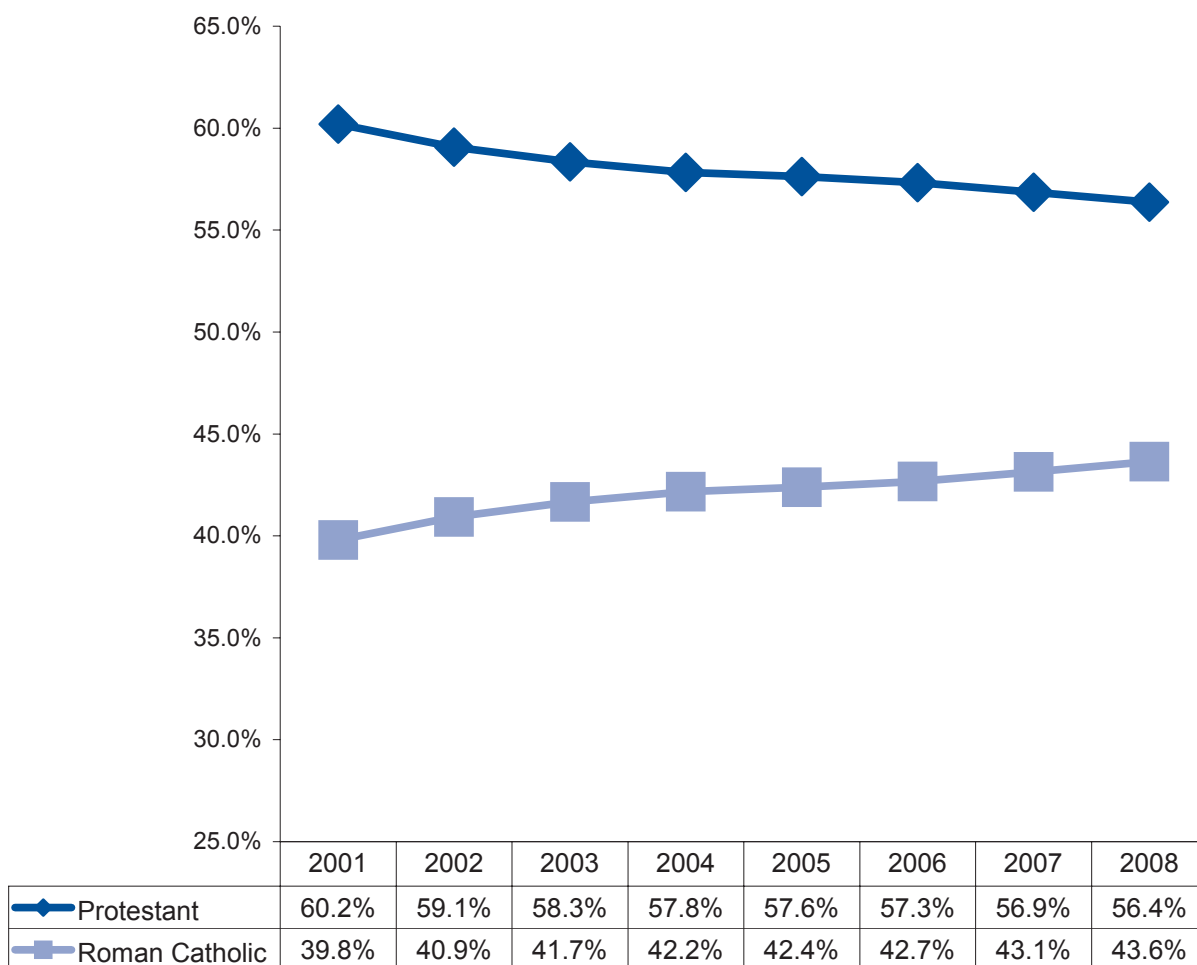


Chart 8.1 shows the community composition of the Civil Service workforce, 2001 – 2008. It reveals that the Roman Catholic share has risen by [3.8] percentage points during this period, from [39.8%] to [43.6%], with a corresponding fall for Protestants.

8.2.2 Composition of Civil Service by Sex

The Civil Service employs an identical proportion of males (50.0%) and females (50.0%) see Table 8.1. Since 2001 the female count has increased by 712 employees (4.1%), while the number of males has fallen by 1,449 (7.4%).

The increase in the female count since 2001 is also reflected in their share of the total Civil Service workforce. In 2001, females accounted for (47.1%) of the Civil Service: by 2008, this figure had risen to (50.0%).

8.2.3 Composition of Civil Service by Community Background and Sex

During 2008, the total number of Protestant male employees fell by 1,300 (11.3%), while the Roman Catholic male count dropped by a smaller margin (9.4% or 727

employees). As a result, the Catholic male share moved from [40.4%] to [40.9%]. Similarly, the Protestant female count dropped by 509 (5.1%), while the number of Catholic females also decreased by (4.0% or 345). The proportionately smaller decrease in the Catholic female count, resulted in a rise in their share, from [46.0%] to [46.3%].

Reviewing the period 2001 – 2008, the Catholic share of Civil Service employment has risen by [4.0] percentage points for males and [3.4] percentage points for females, with a corresponding fall in the Protestant share.

8.2.4 Composition of Civil Service by SOC and Community Background

Table 8.2 shows that in 2008, just over half of civil service employees (54.0% or 19,714) were working in Administrative and Secretarial occupations (SOC4), followed by Associate Professional and Technical occupations (SOC3, 24.1%), and Professional occupations (SOC2, 9.7%). The smallest categories were SOC5 – SOC8 inclusive.

Table 8.2 Composition of Civil Service (All Employees) by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	267	(54.4%) [67.6%]	128	(26.1%) [32.4%]	96	(19.6%)	491	(1.3%)
SOC2	1,892	(53.5%) [56.9%]	1,433	(40.5%) [43.1%]	211	(6.0%)	3,536	(9.7%)
SOC3	5,278	(59.9%) [63.5%]	3,030	(34.4%) [36.5%]	497	(5.6%)	8,805	(24.1%)
SOC4	9,624	(48.8%) [50.0%]	9,610	(48.7%) [50.0%]	480	(2.4%)	19,714	(54.0%)
SOC5	393	(69.1%) [75.7%]	126	(22.1%) [24.3%]	50	(8.8%)	569	(1.6%)
SOC6	115	(69.7%) [81.0%]	27	(16.4%) [19.0%]	23	(13.9%)	165	(0.5%)
SOC7	1	(100.0%) [100.0%]	0	(0.0%) [0.0%]	0	(0.0%)	1	(0.0%)
SOC8	321	(54.7%) [57.5%]	237	(40.4%) [42.5%]	29	(4.9%)	587	(1.6%)
SOC9	1,770	(66.7%) [73.8%]	630	(23.8%) [26.3%]	252	(9.5%)	2,652	(7.3%)
TOTAL	19,661	(53.8%) [56.4%]	15,221	(41.7%) [43.6%]	1,638	(4.5%)	36,520	(100.0%)

In relation to community composition, Protestants accounted for [56.4%] of employees and Roman Catholics [43.6]. Excluding the small SOC5 - SOC8 categories, the Protestant share of Civil Service employment was higher than their overall figure in four of the groups, namely: SOC1 [67.6%], SOC2 [56.9%], SOC3 [63.5%] and SOC9 [73.8%]. SOC4 [50.0%] was the sole category in which Catholic representation was higher than their overall proportion.

8.3 Civil Service Full-time Employees

This section reviews the composition of full-time employees in the civil service.

- In 2008, the Civil Service was comprised of 35,976 full-time employees, a fall of (8.0%) or 3,116 compared with 2007.
- During the period 2001 – 2008, the Civil Service full-time workforce fell by 1,059 employees (2.9%), from 37,035 to 35,976.
- Between 1992 – 2008, the Civil Service full-time workforce dropped in size by (8.1%) or 3,175 employees.

8.3.1 Composition of Full-time Employees by Community Background

The overall composition of the Civil Service full-time workforce in 2008 was 19,338 (53.8%) Protestants, 15,034 (41.8%) Roman Catholics, and 1,604 (4.5%) Non-determined. The composition of those for whom a community was determined was [56.3%] Protestant and [43.7%] Roman Catholic, see Table 8.3.

Table 8.3 Composition of Civil Service Full-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	10,085	(55.7%) [59.1%]	6,981	(38.6%) [40.9%]	1,040	(5.7%)	18,106	(50.3%)
Female	9,253	(51.8%) [53.5%]	8,053	(45.1%) [46.5%]	564	(3.2%)	17,870	(49.7%)
TOTAL	19,338	(53.8%) [56.3%]	15,034	(41.8%) [43.7%]	1,604	(4.5%)	35,976	(100.0%)

The number of Protestant employees dropped by 1,860 (8.8%) during the year, while the Roman Catholic count decreased by a slightly smaller margin (6.9% or 1,112). The proportionately larger decline in Protestant employment resulted in the Catholic share of the Civil Service full-time workforce moving from [43.2%] in 2007 to [43.7%] in 2008.

A review of the period 2001 – 2008 reveals that the number of Protestant full-time employees fell by (7.2%) or 1,494. During the same period, the Roman Catholic count increased by (8.9) or 1,230 employees. These factors combined to produce a [3.8] percentage point rise in the Catholic share of the Civil Service full-time workforce, from [39.9%] in 2001 to [43.7%] in 2008.

8.3.2 Composition of Full-time Employees by Sex

Table 8.3 reveals that the male (50.3%) and female (49.7%) full-time counts were approaching parity in 2008. During the year the male and female counts both fell, by (10.6%) and (5.1%) respectively.

The female share of civil service full-time employment has increased by (2.8) percentage points since 2001, from (46.9%) to (49.7%).

Between 1992 – 2008, the female count rose by 2,140 (13.6%), compared with a fall of almost a quarter (22.7%) or 5,315 for their male counterparts.

8.3.3 Composition of Full-time Employees by Community Background and Sex

During 2008, the number of Protestant full-time civil service employees declined by (11.4%) for males and (5.7%) for females. Similarly, Roman Catholic counts fell by (9.5%) for males and (4.5%) for females. As a result of the proportionately large fall in Protestant employment, the Catholic share rose by [0.5] of a percentage point for males and [0.3] of a percentage point for females.

Reviewing the period 2001 – 2008, the Catholic male full-time count increased by 314 (4.7%), while the number of Catholic females grew by 916 (12.8%). In contrast, the Protestant male and female counts dropped by 1,308 (11.5%) and 186 (2.0%) respectively. Consequently, the Catholic male and female shares rose by [4.0] and [3.5] percentage points respectively, with a corresponding fall in the Protestant share.

8.3.4 Composition of Full-time Employees by SOC

Table 8.4 contains a breakdown of Civil Service full-time employees by nine SOC categories. In 2008, over half (53.5%) of Civil Service full-time employees (19,230)

Table 8.4 Composition of Civil Service Full-time Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	267	(54.8%) [67.9%]	126	(25.9%) [32.1%]	94	(19.3%)	487	(1.4%)
SOC2	1,888	(53.5%) [56.9%]	1,431	(40.5%) [43.1%]	211	(6.0%)	3,530	(9.8%)
SOC3	5,264	(59.9%) [63.5%]	3,021	(34.4%) [36.5%]	496	(5.6%)	8,781	(24.4%)
SOC4	9,335	(48.5%) [49.7%]	9,442	(49.1%) [50.3%]	453	(2.4%)	19,230	(53.5%)
SOC5	393	(69.1%) [75.7%]	126	(22.1%) [24.3%]	50	(8.8%)	569	(1.6%)
SOC6	114	(70.8%) [82.6%]	24	(14.9%) [17.4%]	23	(14.3%)	161	(0.4%)
SOC7	1	(100.0%) [100.0%]	0	(0.0%) [0.0%]	0	(0.0%)	1	(0.0%)
SOC8	321	(54.7%) [57.5%]	237	(40.4%) [42.5%]	29	(4.9%)	587	(1.6%)
SOC9	1,755	(66.7%) [73.7%]	627	(23.8%) [26.3%]	248	(9.4%)	2,630	(7.3%)
TOTAL	19,338	(53.8%) [56.3%]	15,034	(41.8%) [43.7%]	1,604	(4.5%)	35,976	(100.0%)

were working in Administrative and Secretarial occupations (SOC4), followed by Associate Professional and Technical occupations (SOC3, 24.4%). A substantial number of employees (9.8%) were also employed in Professional occupations (SOC2).

In relation to community composition, Protestants accounted for [56.3%] of employees and Roman Catholics [43.7%]. Excluding the small SOC5, SOC6, SOC7 and SOC8 categories, the Protestant share of Civil Service full-time employment was higher than their overall representation in four of the groups, namely: SOC1 – SOC3 and SOC9. Catholic representation was higher than their overall proportion in SOC4 [50.3%].

8.4 Civil Service Part-time Employees

This section reviews the composition of part-time employees in the civil service.

- In 2008, a total of 544 employees were working part-time in the Civil Service, a rise of 96 (21.4%) compared with 2007.
- During the period 2001 – 2008, the Civil Service part-time workforce grew by (145%) or 322 employees, from 222 in 2001 to 544.

8.4.1 Composition of Part-time Employees by Community Background and Sex

The overall composition of the Civil Service part-time workforce in 2008 was 323 (59.4%) Protestants, 187 (34.4%) Roman Catholics, and 34 (6.3%) Non-determined. The composition of those for whom a community was determined was [63.3%] Protestant and [36.7%] Roman Catholic.

Females account for almost three-quarters (73.5%) of the Civil Service part-time workforce, a total of 400 employees. During the period 2001 – 2008, both male and female counts increased substantially, albeit from a very low base.

Due to the small numbers involved, further analyses by SOC would not be appropriate.

8.5 Civil Service Applicants

This section reviews the composition of applicants in the civil service.

- In 2008, there were 21,300 applicants recorded by the Civil Service, compared with 16,396 the previous year, a rise of nearly a third (29.9%).
- Between 2001 and 2008, the number of civil service applicants fell by (42.6%), from 37,087 to 21,300.

8.5.1 Composition of Applicants by Community Background

The overall composition of civil service applicants in 2008 was 10,894 (51.1%) Protestants, 9,669 (45.4%) Roman Catholics, and 737 (3.5%) Non-determined. The composition of those for whom a community was determined was [53.0%] Protestant and [47.0%] Roman Catholic (see Table 8.5).

	Protestant		Roman Catholic		Non-Determined		Total	
Male	5,292	(51.5%) [53.8%]	4,551	(44.3%) [46.2%]	437	(4.3%)	10,280	(48.3%)
Female	5,602	(50.8%) [52.3%]	5,118	(46.4%) [47.7%]	300	(2.7%)	11,020	(51.7%)
TOTAL	10,894	(51.1%) [53.0%]	9,669	(45.4%) [47.0%]	737	(3.5%)	21,300	(100.0%)

The number of Protestant applicants rose by (29.5%) during the year while the Roman Catholic count increased by (36.5%). The proportionately higher increase in the Catholic count led to an increase in their share, from [45.7%] in 2007 to [47.0%] in 2008.

Between 2001 and 2008, the number of Protestant and Roman Catholic applicants to the civil service dropped by (20.2%) and (53.1%) respectively.

Chart 8.2 reveals that the Roman Catholic share of civil service applicants has fluctuated during the period 2001 - 2008, from a low of [45.7%] in 2007 to a peak of [50.4%] in 2004.

8.5.2 Composition of Applicants by Community Background and Sex

At (51.7%), the female proportion of applicants was slightly larger than the male proportion (48.3%).

During the year, the Protestant male count increased by 580 (12.3%) while the number of Roman Catholic male applicants rose by a larger proportion 1,063 (30.5%). These factors led to a [3.7] percentage point increase in the Catholic male share to [46.2%]. Similarly, the number of Protestant female applicants grew by 1,901 (51.4%), compared with a slightly smaller rise 1,520 (42.2%) for Catholic females. The net effect was to reduce the Catholic female share from [49.3%] in 2007 to [47.7%] in 2008.

8.5.3 Composition of Applicants by SOC and Community Background

Table 8.6 presents the composition of civil service applicants by SOC. Administrative and Secretarial posts (SOC4, 58.8%) attracted the largest number of applicants

Chart 8.2 Composition of Civil Service Applicants by Community Background, 2001 - 2008

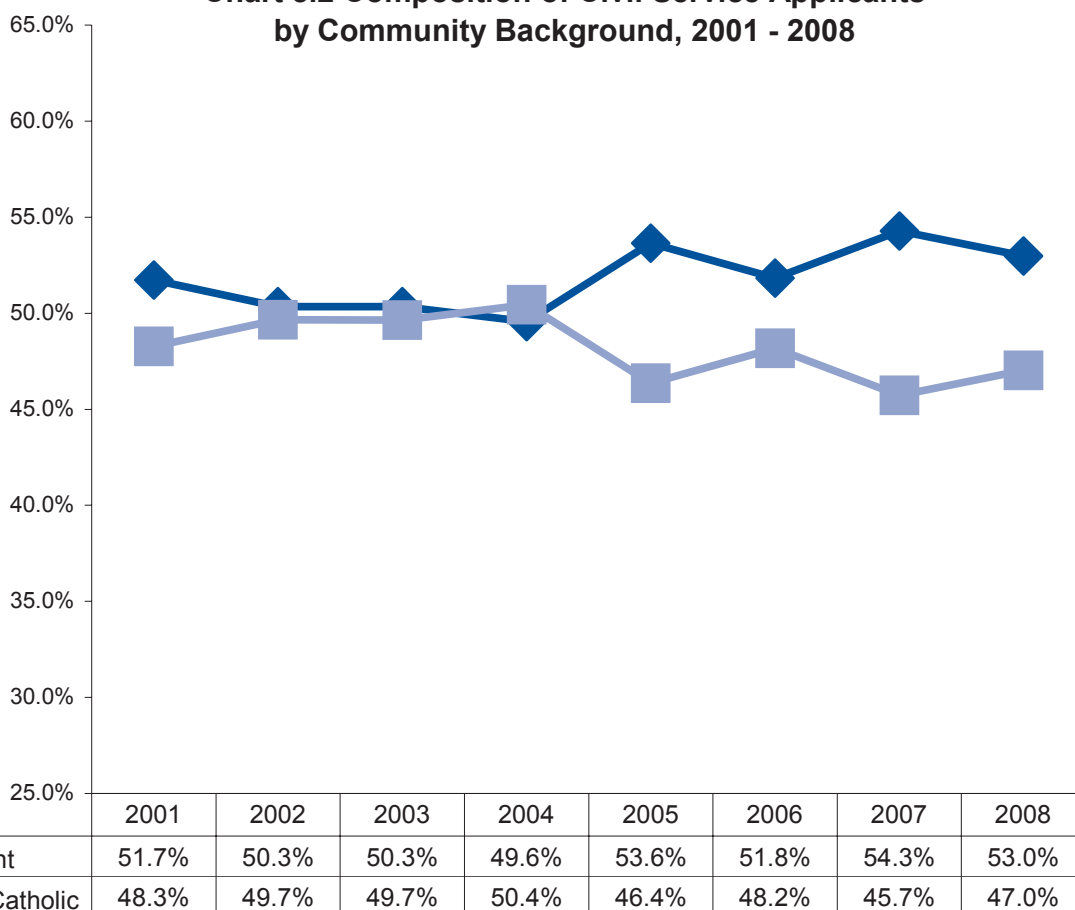


Table 8.6 Composition of Applicants to the Civil Service by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	677	(50.7%) [53.9%]	578	(43.3%) [46.1%]	81	(6.1%)	1,336	(6.3%)
SOC2	853	(50.0%) [51.9%]	791	(46.4%) [48.1%]	61	(3.6%)	1,705	(8.0%)
SOC3	2,878	(55.9%) [58.2%]	2,064	(40.1%) [41.8%]	203	(3.9%)	5,145	(24.2%)
SOC4	6,152	(49.1%) [50.2%]	6,107	(48.7%) [49.8%]	270	(2.2%)	12,529	(58.8%)
SOC5	48	(53.3%) [76.2%]	15	(16.7%) [23.8%]	27	(30.0%)	90	(0.4%)
SOC6	72	(54.1%) [60.0%]	48	(36.1%) [40.0%]	13	(9.8%)	133	(0.6%)
SOC7	3	(100.0%) [100.0%]	0	(0.0%) [0.0%]	0	(0.0%)	3	(0.0%)
SOC8	7	(100.0%) [100.0%]	0	(0.0%) [0.0%]	0	(0.0%)	7	(0.0%)
SOC9	204	(58.0%) [75.6%]	66	(18.8%) [24.4%]	82	(23.3%)	352	(1.7%)
TOTAL	10,894	(51.1%) [53.0%]	9,669	(45.4%) [47.0%]	737	(3.5%)	21,300	(100.0%)

(12,529), followed by Associate Professional and Technical occupations (SOC3, 24.2%).

Overall, Protestants accounted for [53.0%] of applicants while Roman Catholics comprised [47.0%]. Leaving aside the small SOC5 – SOC9 groups, the Protestant proportion of applicants was higher than their overall figure [53.0%] in SOC1 and SOC3, while the Catholic share was higher than their overall share in SOC2 and SOC4.

8.6 Civil Service Appointees

This section reviews the composition of appointees in the civil service.

- In 2008, there were a total of 2,113 appointees, compared with 2,276 in 2007, a fall of (7.2%).
- Between 2001 and 2008, the number of civil service appointees fell by (17.7%), from 2,568 in 2001 to 2,113 in 2008.

8.6.1 Composition of Appointees by Community Background and Sex

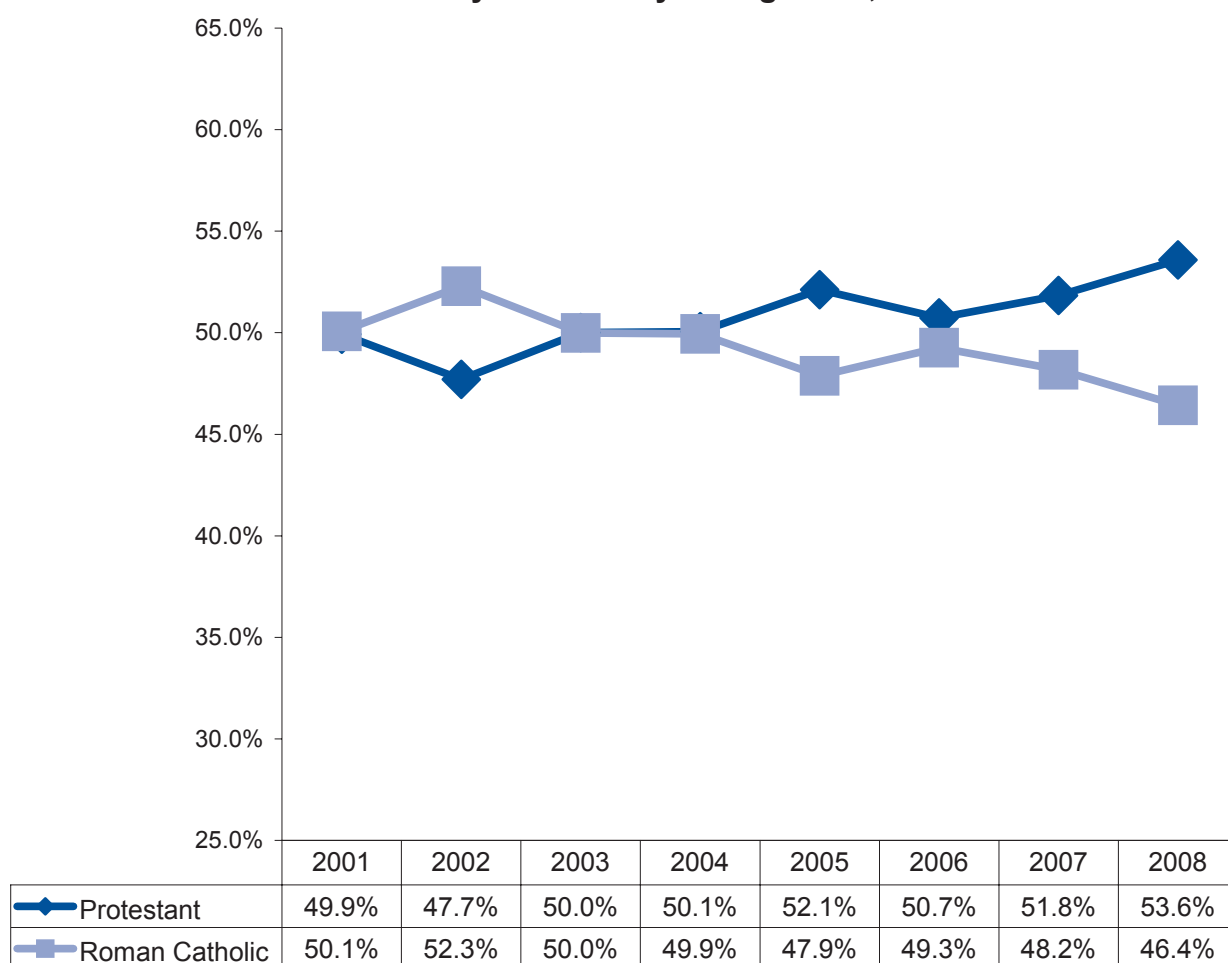
Table 8.7 reveals that the overall composition of civil service appointees in 2008 was 1,040 (49.2%) Protestants, 901 (42.6%) Roman Catholics, and 172 (8.1%) Non-determined. The composition of those for whom a community was determined was [53.6%] Protestant and [46.4%] Roman Catholic.

	Protestant		Roman Catholic		Non-Determined		Total	
Male	540	(50.3%) [55.0%]	441	(41.1%) [45.0%]	93	(8.7%)	1,074	(50.8%)
Female	500	(48.1%) [52.1%]	460	(44.3%) [47.9%]	79	(7.6%)	1,039	(49.2%)
TOTAL	1,040	(49.2%) [53.6%]	901	(42.6%) [46.4%]	172	(8.1%)	2,113	(100.0%)

The number of male (50.8%) and female (49.2%) appointees approached parity in 2008. Compared with 2007, male and female counts fell by (11.1%) and (2.7%) respectively. Since 2001, the male count has dropped by (8.0%) while the number of female appointees has fallen by a quarter (25.8%).

Chart 8.3 shows that, during the period 2001 - 2008, the Roman Catholic share of civil service appointees has fluctuated from year-to-year, with a high of [52.3%] in 2002 and a low of [46.4%] in 2008.

Chart 8.3 Composition of Civil Service Appointees by Community Background, 2001 - 2008



8.6.2 Composition of Appointees by SOC and Community Background

Nearly two-thirds (62.9%) of civil service appointments (1,329) in 2008 related to Administrative and Secretarial occupations (SOC4). The composition of this category was [50.1%] Protestant and [49.9%] Roman Catholic. The remaining categories contained a small or negligible number of appointees.

8.7 Civil Service Promotees

This is the first year in which the Commission has reported on civil service promotees and leavers. As no historical data is available, the following sub-sections will focus on the current year (2008) only.

8.7.1 Composition of Civil Service Promotees

The Civil Service provided data on 4,325 promotees during 2008. Table 8.8 reveals that the overall composition of civil service promotees was 2,105 (48.7%)

Protestants, 2,137 (49.4%) Roman Catholics, and 83 (1.9%) Non-determined. The composition of those for whom a community was determined was [49.6%] Protestant and [50.4%] Roman Catholic.

Table 8.8 Composition of Civil Service Promotees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	971	(49.5%) [50.5%]	952	(48.6%) [49.5%]	37	(1.9%)	1,960	(45.3%)
Female	1,134	(47.9%) [48.9%]	1,185	(50.1%) [51.1%]	46	(1.9%)	2,365	(54.7%)
TOTAL	2,105	(48.7%) [49.6%]	2,137	(49.4%) [50.4%]	83	(1.9%)	4,325	(100.0%)

For Protestants, the composition was [50.5%] male and [48.9%] female. The composition of Catholic promotees was [49.5%] male and [51.1%] female.

8.8 Civil Service Leavers

A total of 5,313 leavers were recorded by the Civil Service in 2008. Table 8.9 reveals that the overall composition of civil service leavers in 2008 was 2,960 (55.7%) Protestants, 2,025 (38.1%) Roman Catholics, and 328 (6.2%) Non-determined. The composition of those for whom a community was determined was [59.4%] Protestant and [40.6%] Roman Catholic.

Table 8.9 Composition of Civil Service Leavers by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	1,907	(57.3%) [61.4%]	1,200	(36.1%) [38.6%]	219	(6.6%)	3,326	(62.6%)
Female	1,053	(53.0%) [56.1%]	825	(41.5%) [43.9%]	109	(5.5%)	1,987	(37.4%)
TOTAL	2,960	(55.7%) [59.4%]	2,025	(38.1%) [40.6%]	328	(6.2%)	5,313	(100.0%)

For Protestants, the composition was [61.4%] male and [56.1%] female. The composition of Roman Catholic leavers was [38.6%] male and [43.9%] female.

9: The Public Sector - Security-related

KEY FINDINGS

All Employees

- In 2008 the security-related sector contained a total of 13,746 employees, compared with 16,200 in 2007, a decrease of 2,454 (15.1%). The composition was [81.0%] Protestant and [19.0%] Roman Catholic.
- The Catholic share of the security-related sector rose by [3.4] percentage points from [15.6%] in 2007 to [19.0%].
- Females accounted for (30.1%) of the security-related sector workforce.

Full-time Workforce

- In 2008 there were 12,896 full-time employees, a fall of 2,151 (14.3%) on the corresponding figure for 2007.
- The composition of the security-related sector full-time workforce was [80.2%] Protestant and [19.8%] Roman Catholic, representing an increase of [3.3] percentage points in the Catholic share from [16.5%] in 2007.
- Females accounted for (29.4%) of the security-related sector full-time workforce.

Part-time Workforce

- There were 850 part-time employees in the security-related sector, a fall of (26.3%) or 303 compared with 2007. The composition was [92.0%] Protestant and [8.0%] Roman Catholic. This represents an increase of [3.1] percentage points in the Catholic share from [4.9%] in 2007.
- Females accounted for (40.4%) of the security-related sector part-time workforce.

Applicants, Appointees and Leavers

- In 2008 there were 12,435 applicants recorded by the security-related sector. Their composition was [61.2%] Protestant and [38.8%] Roman Catholic.
- Data on 818 appointees was submitted during 2008. The composition was [60.6%] Protestant and [39.4%] Roman Catholic.
- Data on 3,179 security-related sector leavers was submitted to the Commission during 2008. The composition was [90.9%] Protestant and [9.1%] Roman Catholic.

9.1 Introduction

Chapter nine presents an analysis of the security-related public sector workforce. The analysis will include a review of employees (all, full-time and part-time), applicants, appointees, promotees and leavers.

Security-related public sector employees are comprised of the following categories: 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. In 2008, the security-related sector contained (7.2%) of all public sector employees.

9.2 Security-related Sector (All Employees)

This section reviews the composition of all public sector security-related personnel.

- In 2008, the security-related workforce (all employees) contained 13,746 employees, compared with 16,200 in 2007, a decrease of (15.1%) or 2,454.
- During the period 2001 – 2008, the size of the security-related sector fell by just over a third (35.6%) or 7,583 employees, from 21,329 in 2001 to 13,746 in 2008.

9.2.1 Composition of Security-related Sector by Community Background

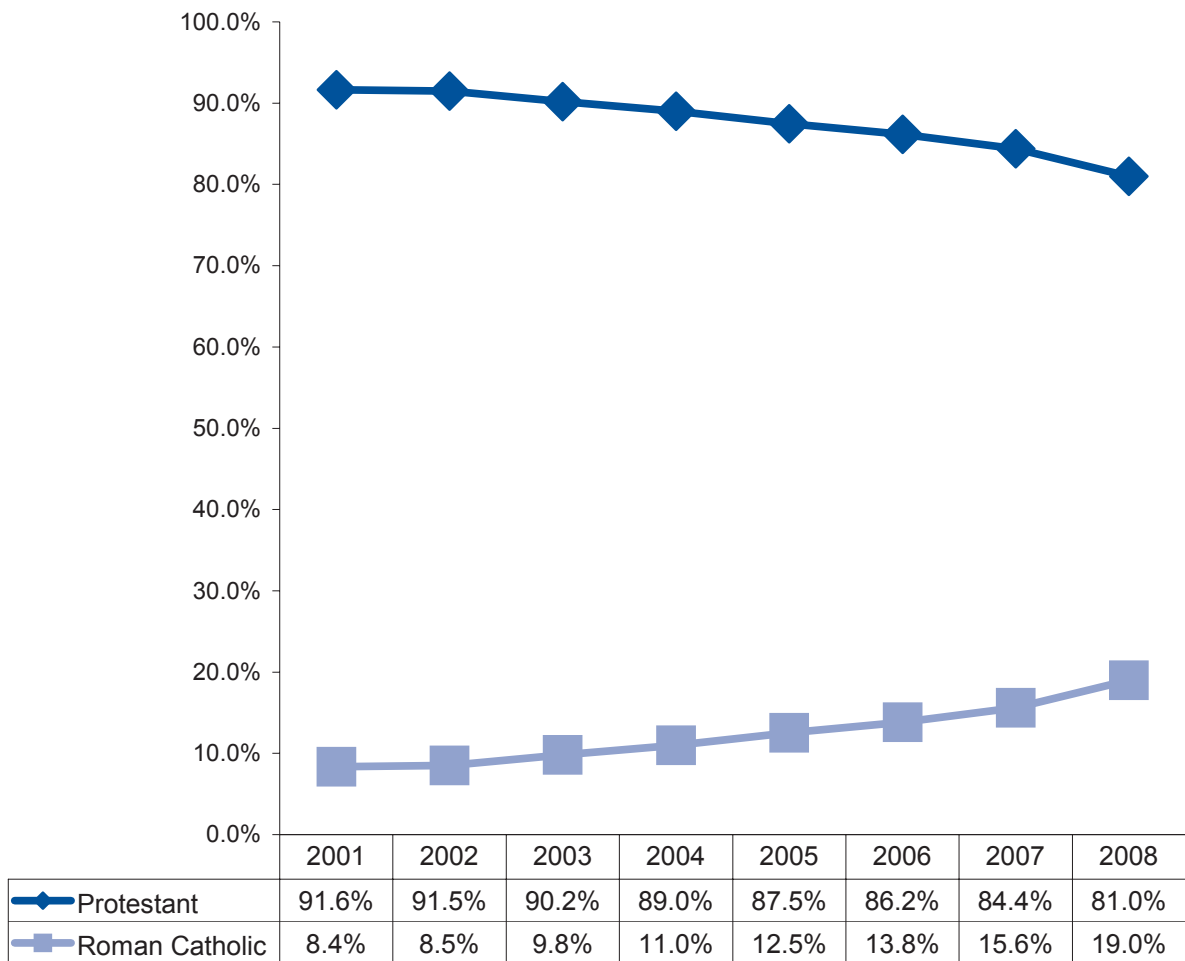
Table 9.1 shows that the overall composition of the total security-related workforce in 2008 was 10,694 (77.8%) Protestants, 2,511 (18.3%) Roman Catholics, and 541 (3.9%) Non-determined. The composition of those for whom a community was determined was [81.0%] Protestant and [19.0%] Roman Catholic.

Table 9.1 Composition of Security-related (All Employees) by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	7,547	(78.5%) [82.5%]	1,604	(16.7%) [17.5%]	459	(4.8%)	9,610	(69.9%)
Female	3,147	(76.1%) [77.6%]	907	(21.9%) [22.4%]	82	(2.0%)	4,136	(30.1%)
TOTAL	10,694	(77.8%) [81.0%]	2,511	(18.3%) [19.0%]	541	(3.9%)	13,746	(100.0%)

The total number of Roman Catholic employees rose by (3.0%) during the year (74 employees) while the Protestant count decreased by 2,466 (18.7%). These two factors combined to produce an increase of [3.4] percentage points in the Roman Catholic share of the security-related workforce, from [15.6%] in 2007 to [19.0%] in 2008.

Chart 9.1 Composition of Security-related (All Employees) by Community Background, 2001 - 2008



A review of the period 2001 – 2008 reveals that the Roman Catholic count grew by almost half (47.3%) or 806 employees. During the same period, the number of Protestant employees fell by (42.8%) or 7,987.

Chart 9.1 shows the community composition of the security-related sector, 2001 – 2008. It reveals that the Roman Catholic share has risen by [10.6] percentage points during this period, from [8.4%] to [19.0%], with a corresponding fall for Protestants.

9.2.2 Composition of Security-related Sector by Sex

The security-related workforce is predominately male, who comprise over two-thirds (69.9%) of the sector (see Table 9.1). Since 2001, the male count has fallen sharply (by 42.8% or 7,196 employees), while the number of females has also dropped, albeit by a smaller proportion (8.6%) or 387.

In a trend similar to Roman Catholic representation, the female share of the security-related sector has increased gradually in recent years. In 2001, females accounted for (21.2%) of the security sector. By 2008, this had grown to (30.1%), a rise of (8.9) percentage points.

9.2.3 Composition of Security-related Sector by Community Background and Sex

During 2008, Roman Catholic male employment levels increased by (1.8%) or 28 employees, compared with a decrease of almost a quarter (23.2% or 2,282) in the Protestant male count. As a result, the Catholic male share rose from [13.8%] to [17.5%]. Similarly, the Roman Catholic female count grew by (5.3%), while the number of Protestant females decreased by (5.5%). Consequently, the Roman Catholic female share moved from [20.5%] to [22.4%].

Reviewing the period 2001 – 2008, the Catholic male and female shares of security-related employment have risen by [10.0] and [11.0] percentage points respectively, with a corresponding fall in the Protestant share.

9.2.4 Composition by of Security-related Sector by SOC

In 2008, just over three quarters (76.0%) of all security-related personnel were employed in Associate Professional and Technical occupations (SOC3). A substantial proportion (12.1%) were also working in Administrative and Secretarial roles (SOC4). The remaining categories contained a small or negligible number of employees, see Table 9.2.

Table 9.2 Composition of Security-related (All Employees) by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	701	(80.2%) [84.7%]	127	(14.5%) [15.3%]	46	(5.3%)	874	(6.4%)
SOC2	157	(65.4%) [68.0%]	74	(30.8%) [32.0%]	9	(3.8%)	240	(1.7%)
SOC3	8,059	(77.1%) [80.3%]	1979	(18.9%) [19.7%]	408	(3.9%)	10,446	(76.0%)
SOC4	1,360	(81.4%) [83.4%]	271	(16.2%) [16.6%]	39	(2.3%)	1,670	(12.1%)
SOC5	157	(82.6%) [87.7%]	22	(11.6%) [12.3%]	11	(5.8%)	190	(1.4%)
SOC6	7	(53.8%) [53.8%]	6	(46.2%) [46.2%]	0	(0.0%)	13	(0.1%)
SOC7	0	(0.0%) [0.0%]	0	(0.0%) [0.0%]	0	(0.0%)	0	(0.0%)
SOC8	22	(75.9%) [81.5%]	5	(17.2%) [18.5%]	2	(6.9%)	29	(0.2%)
SOC9	231	(81.3%) [89.5%]	27	(9.5%) [10.5%]	26	(9.2%)	284	(2.1%)
TOTAL	10,694	(77.8%) [81.0%]	2511	(18.3%) [19.0%]	541	(3.9%)	13,746	(100.0%)

9.3 Security-related Full-time Employees

This section reviews the composition of all full-time employees in the security-related sector.

- In 2008, the security-related workforce contained 12,896 full-time employees, a fall of (14.3%) or 2,151 compared with 2007.
- During the period 2001 – 2008, the size of the security-related full-time sector fell by a third (34.1%) or 6,667 employees, from 19,563 to 12,896.

9.3.1 Composition of Full-time Employees by Community Background

The overall composition of the security-related full-time workforce in 2008 was 9,921 (76.9%) Protestants, 2,444 (19.0%) Roman Catholics, and 531 (4.1%) Non-determined. Table 9.3 shows that the composition of those for whom a community was determined was [80.2%] Protestant and [19.8%] Roman Catholic.

Table 9.3 Composition of Security-related Full-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	7,083	(77.8%) [81.9%]	1,568	(17.2%) [18.1%]	452	(5.0%)	9,103	(70.6%)
Female	2,838	(74.8%) [76.4%]	876	(23.1%) [23.6%]	79	(2.1%)	3,793	(29.4%)
TOTAL	9,921	(76.9%) [80.2%]	2,444	(19.0%) [19.8%]	531	(4.1%)	12,896	(100.0%)

Protestant full-time employment levels fell by (17.9%) during the year (2,159 employees) while the number of Roman Catholic employees increased by (2.6%) or 63. These two factors combined to produce an increase of [3.3] percentage points in the Catholic share of the security-related full-time workforce, from [16.5%] in 2007 to [19.8%] in 2008.

A review of the period 2001 – 2008 reveals that the number of Protestant full-time employees fell by (41.7%) or 7,104. During the same period, the Roman Catholic count increased by 813 (49.8%). These factors combined to produce a rise of [11.1] percentage points in the Catholic share of the security-related full-time workforce, from [8.7%] in 2001 to [19.8%] in 2008.

9.3.2 Composition of Full-time Employees by Sex

Males comprised nearly three-quarters (70.6%) of the security-related full-time workforce in 2008. During the year the number of male employees fell by (18.1%) or 2,011, while the female count dropped by a smaller margin (3.6% or 140 employees).

Females accounted for one-in-five (20.8%) of full-time employees in 2001, while the monitoring returns for 2008 show that this proportion has increased to (29.4%).

9.3.3 Composition of Full-time Employees by Community Background and Sex

During 2008, the number of Protestant male full-time employees in the security-related sector decreased by 1,982 (21.9%), compared with a marginal increase of 21 (1.4%) for their Roman Catholic counterparts. As a result, the Catholic male share moved from [14.6%] to [18.1%]. Similarly, for females the Protestant count dropped by (5.9%), while the number of Catholic employees increased by (5.0%). Again, the Roman Catholic female share moved from [21.7%] in 2007 to [23.6%] in 2008.

Reviewing the period 2001 – 2008, the Catholic male and female shares of security-related full-time employment rose by [10.2] and [11.8] percentage points respectively, with a corresponding fall in the Protestant share.

9.3.4 Composition of Full-time Employees by SOC

Table 9.4 contains a breakdown of security-related full-time employees by nine SOC categories.

In 2008, nearly three-quarters (74.5%) of security-related full-time employees were working in Associate Professional and Technical occupations (SOC3), followed by Administrative and Secretarial occupations (SOC4, 12.9%). The remaining categories contained a small or negligible number of employees.

Table 9.4 Composition of Security-related Full-time Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	701	(80.2%) [84.7%]	127	(14.5%) [15.3%]	46	(5.3%)	874	(6.8%)
SOC2	157	(65.4%) [68.0%]	74	(30.8%) [32.0%]	9	(3.8%)	240	(1.9%)
SOC3	7,292	(75.9%) [79.2%]	1,912	(19.9%) [20.8%]	399	(4.2%)	9,603	(74.5%)
SOC4	1,355	(81.4%) [83.3%]	271	(16.3%) [16.7%]	39	(2.3%)	1,665	(12.9%)
SOC5	157	(83.1%) [87.7%]	22	(11.6%) [12.3%]	10	(5.3%)	189	(1.5%)
SOC6	7	(53.8%) [53.8%]	6	(46.2%) [46.2%]	0	(0.0%)	13	(0.1%)
SOC7	0	(0.0%) [0.0%]	0	(0.0%) [0.0%]	0	(0.0%)	0	(0.0%)
SOC8	22	(75.9%) [81.5%]	5	(17.2%) [18.5%]	2	(6.9%)	29	(0.2%)
SOC9	230	(81.3%) [89.5%]	27	(9.5%) [10.5%]	26	(9.2%)	283	(2.2%)
TOTAL	9,921	(76.9%) [80.2%]	2,444	(19.0%) [19.8%]	531	(4.1%)	12,896	100.0%

9.4 Security-related Part-time Employees

This section reviews the composition of all part-time employees in the security-related sector.

- In 2008, the security-related sector contained 850 part-time employees, a decrease of just over a quarter (26.3%) or 303 compared with 2007.
- During the period 2001 – 2008, the size of the security-related part-time workforce dropped by just over half (51.9%) or 916 employees, from 1,766 to 850.

9.4.1 Composition of Part-time Employees by Community Background

The overall composition of the security-related part-time workforce in 2008 was 773 (90.9%) Protestants, 67 (7.9%) Roman Catholics, and 10 (1.2%) Non-determined. Table 9.5 shows that the composition of those for whom a community was determined was [92.0%] Protestant and [8.0%] Roman Catholic.

Table 9.5 Composition of Security-related Part-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	464	(91.5%) [92.8%]	36	(7.1%) [7.2%]	7	(1.4%)	507	(59.6%)
Female	309	(90.1%) [90.9%]	31	(9.0%) [9.1%]	3	(0.9%)	343	(40.4%)
TOTAL	773	(90.9%) [92.0%]	67	(7.9%) [8.0%]	10	(1.2%)	850	(100.0%)

The Protestant part-time count fell by (28.4%) or 307 employees during the year, compared with a small, numerical increase of 11 (19.6%) for their Roman Catholic counterparts. These two factors combined to increase the Catholic share of the security-related part-time workforce, from [4.9%] in 2007 to [8.0%] in 2008.

A review of the period 2001 – 2008 reveals that the number of Protestant part-time employees fell by over half (53.3%) or 883, with a negligible drop in the Roman Catholic count (7 employees or 9.5%). These factors combined to move the Catholic share of the security-related part-time workforce, from [4.3%] in 2001 to [8.0%] in 2008.

9.4.2 Composition of Part-time Employees by Sex

Males accounted for over half (59.6%) of the security-related part-time workforce in 2008 (see Table 9.5). Between 2007 and 2008, the male count dropped by over a third (37.1%) while the number of females fell by a considerably smaller margin (1.2%).

The female proportion of security-related part-time employment has been steadily increasing since 2001. During the period 2001 – 2008, while male part-time employment decreased by nearly two-thirds (61.1%), the female count dropped by a substantially smaller margin (25.9%). Females accounted for (26.2%) of part-time employees in 2001, while the monitoring returns for 2008 show that this proportion has risen to (40.4%), a difference of (14.2) percentage points.

9.4.3 Composition of Part-time Employees by Community Background and Sex

During 2008, the Protestant male part-time count dropped by 300 (39.3%), compared with an increase of 7 employees (24.1%) for their Roman Catholic counterparts. As a result, the Catholic male share rose by [3.5] percentage points. For females, the Protestant count fell by 7 (2.2%), while the number of Catholic employees rose by 4 employees (14.8%). Again, the Catholic female share rose, this time by [1.2] percentage points.

Reviewing the period 2001 – 2008, the Catholic male and female shares of security-related part-time employment rose by [4.2] and [1.2] percentage points respectively, with a corresponding fall in the Protestant share.

9.4.4 Composition of Part-time Employees by SOC

With the exception of seven employees, the entire security-related part-time workforce was employed in Associate Professional and Technical occupations (SOC3, 99.2%). The community composition of this category was (92.0%) Protestant and (8.0%) Roman Catholic.

9.5 Security-related Applicants

This section reviews the composition of applicants in the security-related sector.

- In 2008, there were 12,435 applicants recorded by the security-related sector, representing (13.2%) of all public sector applicants.

Table 9.6 reveals that the overall composition in 2008 was 7,249 (58.3%) Protestants, 4,605 (37.0%) Roman Catholics, and 581 (4.7%) Non-determined. Table 9.6 shows

Table 9.6 Composition of Applicants to Security-related Sector by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	4,201	(55.5%) [58.8%]	2,944	(38.9%) [41.2%]	423	(5.6%)	7,568	(60.9%)
Female	3,048	(62.6%) [64.7%]	1,661	(34.1%) [35.3%]	158	(3.2%)	4,867	(39.1%)
TOTAL	7,249	(58.3%) [61.2%]	4,605	(37.0%) [38.8%]	581	(4.7%)	12,435	(100.0%)

that the composition of those for whom a community was determined was [61.2%] Protestant and [38.8%] Roman Catholic.

Males accounting for (60.9%) of security-related applicants and females for (39.1%). The Protestant share of applicants was [58.8%] for males and [64.7%] for females. For Catholics, the proportions were [41.2%] male and [35.3%] female.

9.5.1 Composition of Applicants by SOC and Community Background

In 2008, Associate Professional and Technical occupations (SOC3) contained the largest proportion of applicants (80.1%), followed by Administrative and Secretarial posts (SOC4, 8.6%) and Professional occupations (SOC2, 8.0%). The remaining six categories attracted a small or negligible number of applicants, see Table 9.7.

Table 9.7 Composition of Applicants to Security-related Sector by SOC

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	101 (57.4%) [61.2%]	64 (36.4%) [38.8%]	11 (6.3%)	176 (1.4%)
SOC2	646 (64.9%) [67.0%]	318 (31.9%) [33.0%]	32 (3.2%)	996 (8.0%)
SOC3	5,568 (55.9%) [58.8%]	3,899 (39.1%) [41.2%]	496 (5.0%)	9,963 (80.1%)
SOC4	755 (70.4%) [72.7%]	284 (26.5%) [27.3%]	33 (3.1%)	1,072 (8.6%)
SOC5	87 (80.6%) [83.7%]	17 (15.7%) [16.3%]	4 (3.7%)	108 (0.9%)
SOC6	29 (78.4%) [82.9%]	6 (16.2%) [17.1%]	2 (5.4%)	37 (0.3%)
SOC7	0 (0.0%) [0.0%]	0 (0.0%) [0.0%]	0 (0.0%)	0 (0.0%)
SOC8	0 (0.0%) [0.0%]	0 (0.0%) [0.0%]	0 (0.0%)	0 (0.0%)
SOC9	63 (75.9%) [78.8%]	17 (20.5%) [21.3%]	3 (3.6%)	83 (0.7%)
TOTAL	7,249 (58.3%) [61.2%]	4,605 (37.0%) [38.8%]	581 (4.7%)	12,435 (100.0%)

The overall composition was [61.2%] Protestant and [38.8%] Roman Catholic. The Protestant proportion was higher than their overall figure in SOC2, [67.0%] and SOC4 [72.7%], while the Catholic share was higher than their overall figure in SOC3 [41.2%].

9.6 Security-related Appointees

This section reviews the composition of appointees in the security-related sector.

- In 2008, there were 818 security-related appointees, representing (9.8%) of all public sector appointments.

9.6.1 Composition of Appointees by Community Background and Sex

The overall composition of security-related appointees was 483 (59.0%) Protestants, 314 (38.4%) Roman Catholics, and 21 (2.6%) Non-determined. Table 9.8 reveals that the composition of those for whom a community was determined was [60.6%] Protestant and [39.4%] Roman Catholic.

Table 9.8 Composition of Appointees in Security-related Sector by Sex

	Protestant	Roman Catholic	Non-Determined	Total
Male	288 (56.6%) [58.3%]	206 (40.5%) [41.7%]	15 (2.9%)	509 (62.2%)
Female	195 (63.1%) [64.4%]	108 (35.0%) [35.6%]	6 (1.9%)	309 (37.8%)
TOTAL	483 (59.0%) [60.6%]	314 (38.4%) [39.4%]	21 (2.6%)	818 (100.0%)

Males comprised (62.2%) of security-related appointees and females (37.8%). The Protestant share of appointees was [58.3%] for males and [64.4%] for females. For Catholics, the proportions were [41.7%] male and [35.6%] female.

9.6.2 Composition of Appointees by SOC

In 2008, the largest category of appointees (87.0% or 712) were in Associate Professional and Technical occupations (SOC3). This category had a composition of [59.8%] Protestant and [40.2%] Roman Catholic. The remaining categories contained a small or negligible number of appointees.

9.7 Security-related Promotees

In 2008, there were 257 security-related promotees, see Table 9.9. The overall composition was 200 (77.8%) Protestants, 50 (19.5%) Roman Catholics, and 7 (2.7%) Non-determined. Table 9.9 shows that the composition of those for whom a community was determined was [80.0%] Protestant and [20.0%] Roman Catholic.

Males comprised (75.5%) of security-related promotees and females (24.5%). The Protestant share of promotees was [82.4%] for males and [72.6%] for females. For Catholics, the proportions were [17.6%] male and [27.4%] female.

Table 9.9 Composition of Promotees in Security-related Sector by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	155	(79.9%) [82.4%]	33	(17.0%) [17.6%]	6	(3.1%)	194	(75.5%)
Female	45	(71.4%) [72.6%]	17	(27.0%) [27.4%]	1	(1.6%)	63	(24.5%)
TOTAL	200	(77.8%) [80.0%]	50	(19.5%) [20.0%]	7	(2.7%)	257	(100.0%)

9.8 Security-related Leavers

In 2008, there were 3,179 security-related leavers, see Table 9.10. The overall composition was 2,812 (88.5%) Protestants, 280 (8.8%) Roman Catholics, and 87 (2.7%) Non-determined. The composition of those for whom a community was determined was [90.9%] Protestant and [9.1%] Roman Catholic.

Males comprised (88.8%) of security-related leavers and females (11.2%). The Protestant share of leavers was [91.8%] for males and [84.0%] for females. For Catholics, the proportions were [8.2%] male and [16.0%] female.

Table 9.10 Composition of Leavers in Security-related Sector by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	2,524	(89.4%) [91.8%]	225	(8.0%) [8.2%]	74	(2.6%)	2,823	(88.8%)
Female	288	(80.9%) [84.0%]	55	(15.4%) [16.0%]	13	(3.7%)	356	(11.2%)
TOTAL	2,812	(88.5%) [90.9%]	280	(8.8%) [9.1%]	87	(2.7%)	3,179	(100.0%)

10: The Public Sector - 'Other Public Authorities'

KEY FINDINGS

All Employees

- In 2008, 'other public authorities' contained a total of 22,499 employees. The composition was [54.1%] Protestant and [45.9%] Roman Catholic.
- 'Other public authorities' are predominately male, who comprise over two-thirds (69.6%) of the workforce.
- Females accounted for (30.4%) of the 'other public authorities' workforce.

Full-time Workforce

- In 2008 there were 21,012 full-time employees.
- The composition of the full-time workforce in 'other public authorities' was [54.1%] Protestant and [45.9%] Roman Catholic.
- Females accounted for (31.2%) of the 'other public authorities' full-time workforce.

Part-time Workforce

- There were 1,487 part-time employees in 'other public authorities'. The composition was [53.8%] Protestant and [46.2%] Roman Catholic.
- Males account for (81.0%) of 'other public authorities' part-time workforce.
- Females accounted for (44.1%) of the 'other public authorities' part-time workforce.

Applicants, Appointees and Leavers

- In 2008 there were 32,754 applicants recorded by 'other public authorities'. The composition was [54.7%] Protestant and [45.3%] Roman Catholic.
- Data on 2,000 appointees was submitted during 2008. The composition was [53.8%] Protestant and [46.2%] Roman Catholic.
- Data on 6,219 'other public authority' leavers was submitted to the Commission during 2008. The composition was [63.9%] Protestant and [36.1%] Roman Catholic.

10.1 Introduction

Chapter 10 presents an analysis of 'Other Public Authorities'. There are 71 specified public authorities which do not fit into any of the five public authority sectors (e.g. health, education etc.). For the purposes of this report, they have been classified as 'other public authorities'. They include non-departmental public bodies, such as the Equality Commission, Ulsterbus, General Consumer Council, and Invest Northern Ireland, to name but a few. 'Other public authorities' account for (11.8%) of the total public sector workforce, or 22,499 employees.

The analysis which follows includes a review of employees, applicants, appointees, promotees and leavers. Please note that, as this is the first occasion in which 'other public authorities' have been analysed, there is no historical data to draw comparisons with. For this reason, all data will refer to 2008 only.

10.2 Other Public Authorities (All Employees)

This section reviews the composition of all employees in the 'other public authority' workforce.

- In 2008, the 'other public authorities' workforce contained a total of 22,499 employees.
- Over two-thirds (69.6%) of those employees were male.

10.2.1 Composition of Other Public Authorities by Community Background

Table 10.1 shows that the overall composition of the 'other public authorities' workforce in 2008 was 11,598 (51.5%) Protestants, 9,849 (43.8%) Roman Catholics, and 1,052 (4.7%) Non-determined. The composition of those for whom a community was determined was [54.1%] Protestant and [45.9%] Roman Catholic.

Table 10.1 Composition of 'Other Public Authorities' (All Employees) by Sex

	Protestant	Roman Catholic	Non-Determined	Total
Male	8,247 (52.7%) [55.1%]	6,720 (42.9%) [44.9%]	684 (4.4%)	15,651 (69.6%)
Female	3,351 (48.9%) [51.7%]	3,129 (45.7%) [48.3%]	368 (5.4%)	6,848 (30.4%)
TOTAL	11,598 (51.5%) [54.1%]	9,849 (43.8%) [45.9%]	1,052 (4.7%)	22,499 (100.0%)

10.2.2 Composition of Other Public Authorities by Community Background and Sex

'Other public authorities' are predominately male, comprising (69.6%) of the workforce (see Table 10.1), while females account for (30.4%) or 6,848 employees.

For males, the composition was [55.1%] Protestant and [44.9%] Roman Catholic. Females in 2008 had a composition of [51.7%] Protestant and [48.3%] Roman Catholic.

10.2.3 Composition of Other Public Authorities by SOC

Table 10.2 contains a breakdown of the 'other public authorities' workforce by SOC categories. In 2008, almost three-quarters (73.7%) of the employees in 'other public authorities' (16,586) were concentrated in four groups, namely: Associate Professional and Technical occupations (SOC3, 21.9%), Administrative and Secretarial (SOC4, 17.9%), Plant and Machine operatives (SOC8, 12.1%), and Elementary occupations (SOC9, 21.8%). A substantial proportion (10.3%) were also employed as Managers and Senior officials (SOC1).

Table 10.2 Composition of 'Other Public Authorities' (All Employees) by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	1,111	(47.9%) [50.7%]	1,080	(46.5%) [49.3%]	130	(5.6%)	2,321	(10.3%)
SOC2	885	(50.4%) [57.7%]	649	(37.0%) [42.3%]	222	(12.6%)	1,756	(7.8%)
SOC3	2,628	(53.3%) [56.3%]	2,038	(41.4%) [43.7%]	260	(5.3%)	4,926	(21.9%)
SOC4	1,959	(48.6%) [51.0%]	1,884	(46.8%) [49.0%]	185	(4.6%)	4,028	(17.9%)
SOC5	647	(66.8%) [69.6%]	282	(29.1%) [30.4%]	39	(4.0%)	968	(4.3%)
SOC6	374	(55.3%) [58.6%]	264	(39.1%) [41.4%]	38	(5.6%)	676	(3.0%)
SOC7	103	(53.6%) [54.2%]	87	(45.3%) [45.8%]	2	(1.0%)	192	(0.9%)
SOC8	1,400	(51.5%) [53.1%]	1,237	(45.5%) [46.9%]	84	(3.1%)	2,721	(12.1%)
SOC9	2,491	(50.7%) [51.7%]	2,328	(47.4%) [48.3%]	92	(1.9%)	4,911	(21.8%)
TOTAL	11,598	(51.5%) [54.1%]	9,849	(43.8%) [45.9%]	1,052	(4.7%)	22,499	(100.0%)

In relation to community composition, Protestants accounted for [54.1%] of employees and Roman Catholics [45.9%]. Excluding the small SOC categories 5 – 7, the Protestant share was higher than their overall figure in SOC2 and SOC3. Catholic representation was higher than their overall proportion in SOC1, SOC4, SOC8 and SOC 9.

10.3 Other Public Authorities Full-time Employees

This section reviews the composition of full-time employees in the 'other public authorities' workforce.

- In 2008, 'other public authorities' contained 21,012 full-time employees, representing (13.1%) of all public sector full-time employees.

The overall composition of the 'other public authorities' full-time workforce in 2008 was 10,838 (51.6%) Protestants, 9,196 (43.8%) Roman Catholics, and 978 (4.7%) Non-determined. Table 10.3 shows that the composition of those for whom a community was determined was [54.1%] Protestant and [45.9%] Roman Catholic. Males comprised over two-thirds (68.8%) of full-time employees in this sector.

Table 10.3 Composition of 'Other Public Authorities' Full-time Employees by Sex

	Protestant	Roman Catholic	Non-Determined	Total
Male	7,629 (52.8%) [55.2%]	6,183 (42.8%) [44.8%]	635 (4.4%)	14,447 (68.8%)
Female	3,209 (48.9%) [51.6%]	3,013 (45.9%) [48.4%]	343 (5.2%)	6,565 (31.2%)
TOTAL	10,838 (51.6%) [54.1%]	9,196 (43.8%) [45.9%]	978 (4.7%)	21,012 (100.0%)

10.3.1 Composition by SOC and Community Background

In 2008, almost three-quarters (72.9%) of the employees in 'other public authorities' (15,334) were concentrated in four groups, namely: Associate Professional and Technical occupations (SOC3, 18.7%), Administrative and Secretarial (SOC4, 18.9%), Plant and Machine operatives (SOC8, 12.9%), and Elementary occupations (SOC9, 22.4%). A substantial proportion (10.9%) were also employed as Managers and Senior officials (SOC1), see Table 10.4.

10.4 Other Public Authorities Part-time Employees

This section reviews the composition of part-time employees in the 'other public authorities' workforce.

- In 2008, 'other public authorities' contained 1,487 part-time employees.
- Four in five (81.0%) of those working part-time were male.

The overall composition of the 'other public authorities' part-time workforce in 2008 was 760 (51.1%) Protestants, 653 (43.9%) Roman Catholics, and 74 (5.0%) Non-determined. Table 10.5 shows that the composition of those for whom a community was determined was [53.8%] Protestant and [46.2%] Roman Catholic.

Table 10.4 Composition of 'Other Public Authorities' Full-time Employees by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	1,106	(48.1%) [50.8%]	1,070	(46.6%) [49.2%]	121	(5.3%)	2,297	(10.9%)
SOC2	837	(50.4%) [57.7%]	614	(36.9%) [42.3%]	211	(12.7%)	1,662	(7.9%)
SOC3	2,114	(53.7%) [56.9%]	1,599	(40.6%) [43.1%]	223	(5.7%)	3,936	(18.7%)
SOC4	1,933	(48.6%) [51.0%]	1,860	(46.8%) [49.0%]	183	(4.6%)	3,976	(18.9%)
SOC5	645	(66.8%) [69.7%]	281	(29.1%) [30.3%]	39	(4.0%)	965	(4.6%)
SOC6	305	(54.3%) [57.0%]	230	(40.9%) [43.0%]	27	(4.8%)	562	(2.7%)
SOC7	103	(53.6%) [54.2%]	87	(45.3%) [45.8%]	2	(1.0%)	192	(0.9%)
SOC8	1,394	(51.4%) [53.1%]	1,233	(45.5%) [46.9%]	83	(3.1%)	2,710	(12.9%)
SOC9	2,401	(51.0%) [51.9%]	2,222	(47.2%) [48.1%]	89	(1.9%)	4,712	(22.4%)
TOTAL	10,838	(51.6%) [54.1%]	9,196	(43.8%) [45.9%]	978	(4.7%)	21,012	(100.0%)

Table 10.5 Composition of 'Other Public Authorities' Part-time Employees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	618	(51.3%) [53.5%]	537	(44.6%) [46.5%]	49	(4.1%)	1,204	(81.0%)
Female	142	(50.2%) [55.0%]	116	(41.0%) [45.0%]	25	(8.8%)	283	(19.0%)
TOTAL	760	(51.1%) [53.8%]	653	(43.9%) [46.2%]	74	(5.0%)	1,487	(100.0%)

10.4.1 Composition of Part-time Employees by SOC and Community Background

In respect of composition by SOC, two-thirds (66.6%) of the part-time employees in 'other public authorities' were working in Associate Professional and Technical occupations (SOC3). The remaining categories contained a small or negligible number of employees.

10.5 Other Public Authorities Applicants

This section reviews the composition of all applicants in the 'other public authority' workforce.

10.5.1 Composition of Applicants by Community Background and Sex

- In 2008, there were 32,754 recorded applicants to 'other public authorities'.

The overall composition of 'other public authority' applicants in 2008 was 16,413 (50.1%) Protestants, 13,592 (41.5%) Roman Catholics, and 2,749 (8.4%) Non-determined. Table 10.6 shows that the composition of those for whom a community was determined was [54.7%] Protestant and [45.3%] Roman Catholic.

Table 10.6 Composition of 'Other Public Authorities' Applicants by Sex

	Protestant	Roman Catholic	Non-Determined	Total
Male	9,283 (50.7%) [55.3%]	7,492 (40.9%) [44.7%]	1,539 (8.4%)	18,314 (55.9%)
Female	7,130 (49.4%) [53.9%]	6,100 (42.2%) [46.1%]	1,210 (8.4%)	14,440 (44.1%)
TOTAL	16,413 (50.1%) [54.7%]	13,592 (41.5%) [45.3%]	2,749 (8.4%)	32,754 (100.0%)

Males account for (55.9%) and females for (44.1%) of applicants. The Protestant share of applicants was [55.3%] for males and [44.7%] for females. For Catholics, the proportions were [53.9%] male and [46.1%] female.

10.5.2 Composition of Applicants by SOC and Community Background

Table 10.7 reveals that, in 2008, nearly three-quarters (71.5%) of 'other public authority' applicants were concentrated in three categories, namely: Sales and Customer Services (SOC7, 24.1%), followed by Associate Professional and Technical occupations (SOC3, 23.6%) and Administrative and Secretarial occupations (SOC4, 23.8%).

10.6 Other Public Authorities Appointees

This section reviews the composition of all appointees in the 'other public authority' workforce.

- In 2008, there were 2,000 appointees to 'other public authorities' representing almost a quarter (24.0%) of all public sector appointments.

Table 10.7 Composition of 'Other Public Authorities' Applicants by SOC

	Protestant		Roman Catholic		Non-Determined		Total	
SOC1	907	(44.8%) [49.2%]	937	(46.3%) [50.8%]	181	(8.9%)	2,025	(6.2%)
SOC2	347	(39.2%) [46.3%]	402	(45.4%) [53.7%]	137	(15.5%)	886	(2.7%)
SOC3	3,558	(45.9%) [52.0%]	3,282	(42.4%) [48.0%]	904	(11.7%)	7,744	(23.6%)
SOC4	3,494	(44.9%) [49.1%]	3,619	(46.5%) [50.9%]	667	(8.6%)	7,780	(23.8%)
SOC5	429	(58.2%) [62.4%]	259	(35.1%) [37.6%]	49	(6.6%)	737	(2.3%)
SOC6	907	(59.8%) [62.2%]	552	(36.4%) [37.8%]	57	(3.8%)	1,516	(4.6%)
SOC7	4,425	(56.2%) [60.2%]	2,923	(37.1%) [39.8%]	531	(6.7%)	7,879	(24.1%)
SOC8	1,365	(55.9%) [58.8%]	958	(39.2%) [41.2%]	121	(5.0%)	2,444	(7.5%)
SOC9	981	(56.3%) [59.8%]	660	(37.9%) [40.2%]	102	(5.9%)	1,743	(5.3%)
TOTAL	16,413	(50.1%) [54.7%]	13,592	(41.5%) [45.3%]	2,749	(8.4%)	32,754	(100.0%)

Table 10.8 Composition of 'Other Public Authorities' Appointees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	641	(51.6%) [56.0%]	503	(40.5%) [44.0%]	98	(7.9%)	1,242	(62.1%)
Female	333	(43.9%) [50.1%]	332	(43.8%) [49.9%]	93	(12.3%)	758	(37.9%)
TOTAL	974	(48.7%) [53.8%]	835	(41.8%) [46.2%]	191	(9.6%)	2,000	(100.0%)

Table 10.8 reveals that the overall composition of 'other public authorities' appointees in 2008 was 974 (48.7%) Protestants, 835 (41.8%) Roman Catholics, and 191 (9.6%) Non-determined. Table 10.8 shows that the composition of those for whom a community was determined was [53.8%] Protestant and [46.2%] Roman Catholic.

Males comprised (62.1%) of 'other public authority' appointees and females (37.9%). The Protestant share of appointees was [56.0%] for males and [50.1%] for females. For Catholics, the proportions were [44.0%] male and [49.9%] female.

Table 10.9 Composition of 'Other Public Authorities' Appointees by SOC

	Protestant	Roman Catholic	Non-Determined	Total
SOC1	83 (43.9%) [49.1%]	86 (45.5%) [50.9%]	20 (10.6%)	189 (9.5%)
SOC2	55 (41.7%) [52.4%]	50 (37.9%) [47.6%]	27 (20.5%)	132 (6.6%)
SOC3	125 (43.6%) [50.2%]	124 (43.2%) [49.8%]	38 (13.2%)	287 (14.4%)
SOC4	237 (43.7%) [48.4%]	253 (46.7%) [51.6%]	52 (9.6%)	542 (27.1%)
SOC5	42 (65.6%) [67.7%]	20 (31.3%) [32.3%]	2 (3.1%)	64 (3.2%)
SOC6	51 (53.7%) [56.7%]	39 (41.1%) [43.3%]	5 (5.3%)	95 (4.8%)
SOC7	2 (66.7%) [66.7%]	1 (33.3%) [33.3%]	0 (0.0%)	3 (0.2%)
SOC8	198 (56.7%) [59.8%]	133 (38.1%) [40.2%]	18 (5.2%)	349 (17.5%)
SOC9	181 (53.4%) [58.4%]	129 (38.1%) [41.6%]	29 (8.6%)	339 (17.0%)
TOTAL	974 (48.7%) [53.8%]	835 (41.8%) [46.2%]	191 (9.6%)	2,000 (100.0%)

10.6.1 Composition of Appointees by SOC and Community Background

Table 10.9 shows that over three-quarters (76.0%) of 'other public authorities' appointees were located in four categories, namely Associated Professional and Technical occupations (SOC3, 14.4%); Admin and Secretarial occupations (SOC4, 27.1%); Plant and Machine operatives (SOC8, 17.5%) and Elementary occupations (SOC9, 17.0%). Given the small counts involved, further analysis by community background would not be appropriate.

10.7 Other Public Authorities Promotees

Table 10.10 presents the composition of 'other public authority' promotees by community background and sex.

In 2008, there were 509 'other public authority' promotees. The overall composition was 247 (48.5%) Protestants, 233 (45.8%) Roman Catholics, and 29 (5.7%) Non-determined. Table 10.10 shows that the composition of those for whom a community was determined was [51.5%] Protestant and [48.5%] Roman Catholic.

Males comprised over half (56.0%) of 'other public authority' promotees and females (44.0%). The Protestant share of promotees was [54.3%] for males and [47.9%] for females. For Catholics, the proportions were [45.7%] male and [52.1%] female.

Table 10.10 Composition of 'Other Public Authorities' Promotees by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	145	(50.9%) [54.3%]	122	(42.8%) [45.7%]	18	(6.3%)	285	(56.0%)
Female	102	(45.5%) [47.9%]	111	(49.6%) [52.1%]	11	(4.9%)	224	(44.0%)
TOTAL	247	(48.5%) [51.5%]	233	(45.8%) [48.5%]	29	(5.7%)	509	(100.0%)

The small promotee count (509) for 2008 precludes any further analysis by SOC categories.

10.8 Other Public Authorities Leavers

Table 10.11 shows that in 2008, there were 6,219 'other public authorities' leavers. The overall composition was 3,586 (57.7%) Protestants, 2,023 (32.5%) Roman Catholics, and 610 (9.8%) Non-determined. Table 10.11 reveals that the composition of those for whom a community was determined was [63.9%] Protestant and [36.1%] Roman Catholic.

Table 10.11 Composition of 'Other Public Authorities' Leavers by Sex

	Protestant		Roman Catholic		Non-Determined		Total	
Male	1,335	(53.3%) [59.4%]	913	(36.4%) [40.6%]	257	(10.3%)	2,505	(40.3%)
Female	2,251	(60.6%) [67.0%]	1,110	(29.9%) [33.0%]	353	(9.5%)	3,714	(59.7%)
TOTAL	3,586	(57.7%) [63.9%]	2,023	(32.5%) [36.1%]	610	(9.8%)	6,219	(100.0%)

Females accounted for over half (59.7%) of 'other public authorities' leavers. In terms of community background, the largest proportion of leavers were female Protestants [67.0%], with their male counterparts accounting for [59.4%]. For Catholics, the proportions were [40.6%] male and [33.0%] female.

APPENDICES

Appendix 1:

Definitions, Technical Considerations and Wider Concepts in Fair Employment

Appendix 1 sets out a range of definitions and methodological points which may assist the reader in interpreting the data presented in the report.

1. Timeline: Changes to Monitoring Coverage over Time

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 concerns, and thus to determine whether affirmative action measures might be necessary.

The exact scope and coverage of the monitoring provisions has however changed over time as follows:

- 1990:** Monitoring Introduced, covering all specified public authorities and those private sector concerns with 26 or more employees. Only Full-time employees are monitored.
- 1991:** Public authorities and large private sector concerns (251+ employees) submit applicant and appointee data for the first time.
- 1992:** Monitoring extended to cover full-time employees in private sector concerns with 11-25 employees.
- 2001:** Monitoring extended to cover part-time employees, plus applicants and appointees in all registered private sector concerns. For the first time monitoring now includes promotees and leavers, but only in public bodies, and large private sector concerns (251+ employees).
- 2004:** SOC 2000 replaces SOC 90 for classifying jobs. Due to the nature of changes in the SOC coding framework, comparisons with historic SOC data are now problematic.
- Present:** The following are currently monitored by all registered concerns: all employees (full time and part time); applicants; appointees. Public Sector bodies and large (251+) private sector organisations must also monitor promotees and leavers.

As the categories covered by monitoring have changed over time, the scope of the annual Report has also changed, as differing data sets became available.

2. Definitions and Technical Considerations Relevant to the Annual Summary of Monitoring Returns

The following may be of help in understanding the information presented in this report, and in the wider concepts associated with fair employment ¹⁶.

The **Monitored Northern Ireland Workforce** refers to the aggregated returns from all *specified* public authorities, and *registered* private sector concerns. Figures quoted in this report relate specifically to the workforce composition of monitored (registered and specified) employments, and not to all employers / employees in Northern Ireland ¹⁷.

Specification of Public Authorities: All public sector employers identified in the Fair Employment (Specification of Public Authorities) Order (Northern Ireland), as amended, are deemed to be automatically registered with the Commission. Specified authorities are deemed to be registered on 1st January each year.

Registration: All private sector concerns with 11 or more employees are required to register with the Commission ¹⁸. Private concerns are registered throughout the calendar year, on the 6th day of any given month, i.e. 6th January, 6th February ... 6th December.

Applicants: ¹⁹ refers to those individuals who have applied to fill vacancies for employment in any monitored concern in Northern Ireland. 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.

¹⁶ The interested reader may wish to refer to the Commission's website which includes links to the following publications:

Department for Economic Development (1989). Fair Employment in Northern Ireland Code of Practice, as amended.

Equality Commission (2009). A Unified Guide To Promoting Equal Opportunities In Employment.

Fair Employment Commission (1989). A Step by Step Guide to Monitoring: Monitoring your workforce and applicants in line with Fair Employment regulations.

Fair Employment (Monitoring) Regulations (Northern Ireland) 1999, as amended.

¹⁷ On the date of first registration / specification, an employer is only required to provide information on employees. Data on applicants, appointees, promotees and leavers (as appropriate) is not provided until the first anniversary.

¹⁸ The monitoring database may contain a small number of registered private concerns which have temporarily fallen below the 11 employee threshold. Their status is reviewed on a regular basis.

Appointees: although all appointees are monitored, the annual monitoring return includes data only on those appointees still employed at the anniversary date of registration. In practice, this rule may result in an unspecified number of temporary appointments not being recorded, particularly in those employers or occupational grades prone to rapid turnover.

Caution is required when making direct comparisons between the community composition of applicants and appointees data *as presented in the annual monitoring report*. Firstly, applicant and appointee information is presented for the monitoring year in question, not by recruitment competition. For example, an applicant may be counted in one monitoring year, but not be appointed until the following monitoring year and thus the data would be reported in two separate monitoring returns. Secondly, an applicant who was appointed on a temporary basis may be counted as an applicant for the purposes of monitoring, but may not appear as an appointee if his contract ends before the anniversary date of registration. This problem does not impact on triennial employer reviews as employers are able to consider the raw data on a competition by competition basis

A Promotee ²⁰ is defined as person who fills the following four 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 ²¹ is classified as a former employee who ceased to be employed in the concern during the 12 month reference period.

Community Composition: Legislation specifies that “composition” in relation to those employed or, as the case may be, applying for employment in or ceasing to be employed in, a registered concern refers to the number who are to be treated for the purposes of monitoring as belonging to each community. “Community” means the Protestant community, or the Roman Catholic community, in Northern Ireland.

¹⁹ Between 1991 and 2001, all specified public authorities, and those private sector concerns 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.

²⁰ Since 2001, all specified Public Authorities, and those Private Sector employers with 251 or more employees, have been required to include the composition of promotees on their Monitoring Return.

²¹ While all public sector leavers are monitored, only those leavers working in private sector concerns with 251 or more employees are monitored.

Community Background: Protestant refers to those determined by monitoring methods as members of the Protestant community. 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' ²².

Recording Workforce Community Background: 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 applicant or employee 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.

Presenting Workforce Composition (Community Background): In this report, 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 square brackets are used, and 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.

Standard Occupational Classification (SOC): The Standard Occupational Classification allow jobs to be classified and compared according to the kind of work performed (job), and the competent performance of the tasks and duties (skill).

During the period 1990 – 2003, the classification system in use by employers, and adopted in all previous Monitoring Reports up to and including 2003, 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 ²³.

²² 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 increased from (5.6%) in 1990 to (7.2%) in 2008. The non-determined proportion is higher in some occupational groups and sectors, such as SOC2 'Professional Occupations' in the Health Sector.

The nine 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

3. Wider Concepts in Fair Employment

The Fair Employment Code of Practice makes a number of observations regarding wider concepts:

Fair Participation: While fair participation is mentioned but not defined in the legislation, the Code notes:

“The determination of what is fair depends on the circumstances of each particular case i.e. each specific employment situation.”

“It does not mean that every job, occupation or position in every undertaking throughout Northern Ireland must reflect the proportionate distribution of Protestants and Roman Catholics in the province.”

“It is not possible to prescribe a rigid and predetermined level of participation which should be achieved generally by all employers. Obviously what is fair will depend very much on the circumstances of each particular and individual case. What is required is that you afford opportunities to both communities and, where a community is under-represented, you take affirmative action steps to remedy that under-representation. Accordingly you must ask yourself whether, in the light of all the factors known to you – and including advice from the [Equality] Commission – the composition of the workforce and of your recent recruits as revealed by monitoring is broadly in line with what might reasonably be expected.”

“The ideal is to identify any job category within a workforce for which there are fewer applicants or workers of a particular community background than might reasonably be expected given the relative numbers with the necessary

²³ The move to SOC2000 has had a marked impact upon interpretations of 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 direct comparisons between 2008 and the period 1990 – 2003 problematic.

qualifications, experience, etc. in the catchment area. Every job category does not have to reflect the overall proportion of both communities in Northern Ireland.”

Catchment Area: “This refers to the area from within which an employer would normally expect to recruit for the particular job in question and the proportionate distribution of both communities in that area. Its determination calls for the exercise of informed judgement by the employer and consultation with the Commission.”

“Informed judgement must be exercised in deciding on the relevant catchment area for jobs and on the proportionate religious distribution which might reasonably be expected in both an existing workforce and job applicants. Much depends on the nature of the job in question. Some relevant factors in deciding on the catchment area are:

- the qualifications, skills and expertise necessary for the job in question;
- the wages on offer;
- the hours of work involved ;
- travelling methods, arrangements, distances and times;
- valid knowledge based on your own expertise and personal experience.”

Affirmative Action: “This is a mechanism for change. The term refers to action designed to secure fair participation in employment by members of the Protestant or the Roman Catholic community by means including the adoption of practices encouraging such participation, and the modification or abandonment of practices that have or may have the effect of restricting or discouraging such participation.”

Chill Factor: “This term describes a problem of attitude towards, and environment within, the workplace. Members of a particular community can feel discouraged or prevented from applying for jobs in any company or undertaking perceived as being traditionally associated with the other community. The company or undertaking can feel it pointless to desist from customary and casual recruitment practices geared to a particular community on the assumption that efforts to attract the other community would be wasted. To break the circle it is necessary to change perception and habitual practice in both the community and the company or undertaking.”

Under-Representation: “The term is used in the context of affirmative action. It reflects the fact that a particular community, whether Protestant or Roman Catholic, is not enjoying fair participation in employment. In these circumstances the community concerned can be described as “under-represented.”

Appendix 2:

Composition of Individual Public Authorities and Private Sector Concerns, 2008

Introduction

Appendix 2, which contains four sections, includes information on those 103 Specified Authorities (public sector bodies) and 2,463 private sector concerns which had 26 or more employees in 2008. There were 23 public authorities and 1,535 private sector concerns which had 25 or less employees, and these are not detailed here.

Section 1 deals with employees of the 103 public authorities. The community background of the total workforce in each concern, including part-time staff, is listed here.

There was one concern in Section 1 which had less than 10 Protestant employees, and two which had less than 10 Roman Catholic employees. For these three concerns no information on the community background of any of the employees is provided. This is to ensure that the religion of any individual cannot be inferred from the data published in this Appendix. Such concerns are identified as follows

- * indicates those in which there were less than 10 Roman Catholic employees;
- # indicates those in which there were less than 10 Protestant employees.

For concerns that had 10 or more Protestants and 10 or more Roman Catholics, information on the religion of employees is provided. This includes the total number of Protestant, Roman Catholic and Non-Determined employees. The percentage of Protestants and Roman Catholics is also shown (excluding the Non-Determined).

Section 2 deals with employees in those private sector concerns with 26 or more employees. The same information is provided as was given for public sector employees in Section 1. In the private sector there were 517 concerns which had less than 10 Roman Catholic employees (marked with a *). There were also 369 concerns with less than 10 Protestant employees (marked with a #). A profile of these concerns by size is shown in Table 1 (overleaf).

Section 3 lists the composition of appointees to those 103 public bodies with 26 or more employees. The total number of appointees to each body is given. If there

were less than two Protestant appointees or less than two Roman Catholic appointees, only the total number of appointees is shown. For the remaining public bodies, the number of Protestant, Roman Catholic and Non-Determined appointees is listed.

Table 1: Private Sector Concerns with less than 10 Employees of one Community by Size Band

SIZE BAND (Number of Employees)	Concerns with less than 10 Protestant Employees	Concerns with less than 10 Roman Catholic Employees	Totals
26 - 50	280	428	708
51 - 100	76	84	160
101 - 250	12	5	17
251 +	1		1
Total	369	517	886

Section 4 provides information on appointees to the private sector in the same format that was used for the public sector in Section 3. Although all private sector concerns, irrespective of size, now provide information on the composition of appointees on their monitoring return, in order to limit the size of the publication, only those concerns with 251 or more employees are listed here. There were 192 such concerns in 2008. For those concerns in which there were no appointments there are zeros in all columns.

Interpretation of information

The Commission recommends that care should be exercised in the interpretation of this information for the following reasons:

- (i) The composition of each concern or authority is a snapshot of the employment pattern at the time of completion of the monitoring return. This employment pattern is a product of employment practices, and the availability of those with the requirements to be employed in these concerns, over a considerable period of time.
- (ii) Since the employment pattern is a snapshot in time, it does not indicate any change which may have taken place. For a number of concerns, the potential for change may have been limited due to reductions in their workforces and “chill factors” associated with their locations.
- (iii) A number of the concerns and authorities included have more than one location. The compositional figures are the overall figures for all locations.

- (iv) For those concerns and authorities in which there are less than 10 employees of one community, only the total number of employees is included. The proportion of the overall workforce represented by a small number of employees is greater for smaller concerns, e.g. in a concern with 30 employees, 9 represents 30% of the total workforce whereas in a concern with 300 employees, 9 represents 3% of the total.
- (v) The composition of every concern does not have to reflect the overall proportions of both communities in Northern Ireland. For each concern, the representation of each community which might reasonably be expected will be influenced by the concern's location, the nature of the jobs which it provides, and the composition of available labour within the catchment area.

An assessment of whether or not both communities are enjoying fair participation in a particular concern requires more than a simple examination of the composition of the overall workforce in the concern - it will also require an examination of the composition of each of the major job groups within the concern. This will include:

- (a) making a determination of the reasonable recruitment area. It is rarely the case that this corresponds exactly to the area in the immediate vicinity of the concern's premises. It may be influenced by a wide range of factors, including location, the nature of the job, qualifications and experience required, travelling conditions and rates of pay; and
- (b) making comparisons between the availability and utilisation of both communities. The availability of members of both communities within the reasonable recruitment area will require consideration of the community compositions of:
 - the population
 - the unemployed
 - school leavers, and
 - those with the requisite skills in the community, training institutions and/or within the concern.

**APPENDIX 2:
Section 1**

**COMPOSITION OF
INDIVIDUAL SPECIFIED
AUTHORITIES**

Composition of Individual Specified Authorities

Specified Authority	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Agri-food and Biosciences Institute	479	202	126	807	[70.3%]	[29.7%]
Antrim Borough Council	211	70	15	296	[75.1%]	[24.9%]
Ards Borough Council	327	62	14	403	[84.1%]	[15.9%]
Armagh City and District Council	156	137	4	297	[53.2%]	[46.8%]
Armagh Observatory and Planetarium	*	-	-	29	-	-
Arts Council of Northern Ireland	23	29	5	57	[44.2%]	[55.8%]
Ballymena Borough Council	243	68	13	324	[78.1%]	[21.9%]
Ballymoney Borough Council	99	30	12	141	[76.7%]	[23.3%]
Banbridge District Council	151	55	3	209	[73.3%]	[26.7%]
Belfast City Council	1,529	1,152	112	2,793	[57.0%]	[43.0%]
Belfast Education & Library Board	2,118	2,132	175	4,425	[49.8%]	[50.2%]
Belfast Harbour Commissioners	92	28	8	128	[76.7%]	[23.3%]
Belfast Health & Social Services Trust	10,270	10,839	1,670	22,779	[48.7%]	[51.3%]
Belfast Metropolitan College, The	1,007	843	151	2,001	[54.4%]	[45.6%]
Big Lottery Fund, The	25	22	8	55	[53.2%]	[46.8%]
Board of Trustees of the National Museums & Galleries of NI	228	108	43	379	[67.9%]	[32.1%]
British Broadcasting Corporation	378	302	98	778	[55.6%]	[44.4%]
Carrickfergus Borough Council	192	15	7	214	[92.8%]	[7.2%]
Castlereagh Borough Council	307	23	20	350	[93.0%]	[7.0%]
Chief Electoral Officer for Northern Ireland, The	28	14	1	43	[66.7%]	[33.3%]
Citybus Ltd	336	389	11	736	[46.3%]	[53.7%]
Coleraine Borough Council	242	82	22	346	[74.7%]	[25.3%]
Comptroller and Auditor General for Northern Ireland	83	62	4	149	[57.2%]	[42.8%]
Construction Industry Training Board	31	18	0	49	[63.3%]	[36.7%]
Cookstown District Council	171	134	10	315	[56.1%]	[43.9%]
Council for Catholic Maintained Schools	16	73	0	89	[18.0%]	[82.0%]
Craigavon Borough Council	356	277	28	661	[56.2%]	[43.8%]
Derry City Council	150	455	18	623	[24.8%]	[75.2%]
Down District Council	82	244	13	339	[25.2%]	[74.8%]
Dungannon and South Tyrone Borough Council	161	199	22	382	[44.7%]	[55.3%]
Eastern Health & Social Services Board	113	110	25	248	[50.7%]	[49.3%]
Equality Commission for Northern Ireland	48	90	3	141	[34.8%]	[65.2%]
Fermanagh District Council	120	157	11	288	[43.3%]	[56.7%]
Flexibus Ltd	27	18	3	48	[60.0%]	[40.0%]
Food Standards Agency Northern Ireland	23	14	2	39	[62.2%]	[37.8%]
Foyle Carlingford & Irish Lights Commission	23	29	0	52	[44.2%]	[55.8%]
General Consumer Council for Northern Ireland	11	26	6	43	[29.7%]	[70.3%]
Head of Department of Finance & Personnel	16,161	13,198	976	30,335	[55.0%]	[45.0%]
Invest Northern Ireland	284	231	51	566	[55.1%]	[44.9%]
Labour Relations Agency	30	34	1	65	[46.9%]	[53.1%]
Larne Borough Council	128	41	8	177	[75.7%]	[24.3%]
Limavady Borough Council	76	78	7	161	[49.4%]	[50.6%]
Lisburn City Council	373	100	26	499	[78.9%]	[21.1%]
Livestock & Meat Commission for Northern Ireland	38	16	5	59	[70.4%]	[29.6%]
Londonderry Port & Harbour Commissioners	11	26	6	43	[29.7%]	[70.3%]
Magherafelt District Council	117	110	4	231	[51.5%]	[48.5%]
Minister for the Civil Service, The	3,449	1,985	655	6,089	[63.5%]	[36.5%]
Moyle District Council	38	74	8	120	[33.9%]	[66.1%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Individual Specified Authorities

Specified Authority	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Newry & Mourne District Council	74	367	12	453	[16.8%]	[83.2%]
Newtownabbey Borough Council	528	63	8	599	[89.3%]	[10.7%]
North Down Borough Council	420	49	37	506	[89.6%]	[10.4%]
North Eastern Education & Library Board	4,493	2,041	301	6,835	[68.8%]	[31.2%]
North West Regional College, The	187	633	31	851	[22.8%]	[77.2%]
Northern Health & Social Services Board	149	60	10	219	[71.3%]	[28.7%]
Northern Health & Social Services Trust	7,704	4,540	925	13,169	[62.9%]	[37.1%]
NI Ambulance Service Health & Social Services Trust	619	439	35	1,093	[58.5%]	[41.5%]
Northern Ireland Assembly Commission	51	38	7	96	[57.3%]	[42.7%]
Northern Ireland Blood Transfusion Service Agency	117	107	11	235	[52.2%]	[47.8%]
NI Central Services Agency for the Health & Social Services	301	351	63	715	[46.2%]	[53.8%]
Northern Ireland Community Relations Council	17	22	0	39	[43.6%]	[56.4%]
NI Council for the Curriculum Examinations & Assessment	177	154	40	371	[53.5%]	[46.5%]
Northern Ireland Fire and Rescue Service Board	1,254	782	83	2,119	[61.6%]	[38.4%]
Northern Ireland Guardian Ad Litem Agency	18	36	8	62	[33.3%]	[66.7%]
Northern Ireland Health & Personal Social Services Regulation & Improvement Authority	50	50	12	112	[50.0%]	[50.0%]
Northern Ireland Health Promotion Agency	30	23	7	60	[56.6%]	[43.4%]
Northern Ireland Housing Executive	1,587	1,858	61	3,506	[46.1%]	[53.9%]
Northern Ireland Legal Services Commission	60	80	10	150	[42.9%]	[57.1%]
Northern Ireland Local Government Officers' Superannuation Committee	-	-	-	43	-	-
Northern Ireland Medical and Dental Training Agency	64	43	9	116	[59.8%]	[40.2%]
Northern Ireland Policing Board, The	1,173	359	60	1,592	[76.6%]	[23.4%]
Northern Ireland Railways Company Ltd	642	281	36	959	[69.6%]	[30.4%]
Northern Ireland Regional Medical Physics Agency	46	44	25	115	[51.1%]	[48.9%]
Northern Ireland Social Care Council	14	14	7	35	[50.0%]	[50.0%]
Northern Ireland Tourist Board	58	58	5	121	[50.0%]	[50.0%]
Northern Ireland Transport Holding Company	22	10	0	32	[68.8%]	[31.3%]
Northern Ireland Water Ltd	917	644	122	1,683	[58.7%]	[41.3%]
Northern Regional College, The	779	322	30	1,131	[70.8%]	[29.2%]
Omagh District Council	114	207	14	335	[35.5%]	[64.5%]
Police Ombudsman for Northern Ireland, The	60	58	13	131	[50.8%]	[49.2%]
Police Service of Northern Ireland	6,850	1,842	226	8,918	[78.8%]	[21.2%]
Probation Board for Northern Ireland	157	154	49	360	[50.5%]	[49.5%]
Royal Mail Group PLC	2,233	2,133	19	4,385	[51.1%]	[48.9%]
Secretary of State for Defence	208	26	15	249	[88.9%]	[11.1%]
South Eastern Education & Library Board	3,299	1,716	569	5,584	[65.8%]	[34.2%]
South Eastern Health & Social Services Trust	6,588	3,106	860	10,554	[68.0%]	[32.0%]
South West College, The	253	501	28	782	[33.6%]	[66.4%]
Southeastern Regional College, The	711	363	84	1,158	[66.2%]	[33.8%]
Southern Education & Library Board	2,977	3,876	164	7,017	[43.4%]	[56.6%]
Southern Health & Social Services Board	103	84	11	198	[55.1%]	[44.9%]
Southern Health & Social Services Trust	4,627	6,118	646	11,391	[43.1%]	[56.9%]
Southern Regional College, The	465	646	36	1,147	[41.9%]	[58.1%]
Special EU Programmes Body, The	12	22	4	38	[35.3%]	[64.7%]
Sports Council for Northern Ireland	40	37	9	86	[51.9%]	[48.1%]
Strabane District Council	67	141	4	212	[32.2%]	[67.8%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Individual Specified Authorities

Specified Authority		P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Stranmillis University College, Belfast		133	62	11	206	[68.2%]	[31.8%]
Trade & Business Development Body, The	#	-	-	-	47	-	-
Ulster Supported Employment Ltd		78	24	12	114	[76.5%]	[23.5%]
Ulsterbus Ltd		1,359	1,002	63	2,424	[57.6%]	[42.4%]
Warrenpoint Harbour Authority		12	42	2	56	[22.2%]	[77.8%]
Waterways Ireland		28	45	5	78	[38.4%]	[61.6%]
Western Education & Library Board		2,232	4,098	69	6,399	[35.3%]	[64.7%]
Western Health & Social Services Board		54	151	6	211	[26.3%]	[73.7%]
Western Health & Social Services Trust		3,329	7,178	641	11,148	[31.7%]	[68.3%]

¹ 99% of NIPB employees are appointed and managed by the Chief Constable on behalf of the Board.

APPENDIX 2: Section 2

COMPOSITION OF PRIVATE SECTOR CONCERNS

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
3M (UK) PLC	138	20	5	163	[87.3%]	[12.7%]
A4E Northern Ireland Ltd	*/#	-	-	30	-	-
AAH Pharmaceuticals Ltd	46	12	0	58	[79.3%]	[20.7%]
AB Distributors Ltd	15	11	3	29	[57.7%]	[42.3%]
Abbey Grammar School, The	#	-	-	33	-	-
Abbey Insurance Brokers Ltd	145	63	8	216	[69.7%]	[30.3%]
Abbey National PLC	378	334	36	748	[53.1%]	[46.9%]
Abbey Upholsterers Ltd	16	37	2	55	[30.2%]	[69.8%]
Abbeybondloviss Ltd	*	-	-	39	-	-
Abbeyfield Belfast Society Ltd	55	12	2	69	[82.1%]	[17.9%]
Abbeyfield UK (NI) Ltd	67	22	4	93	[75.3%]	[24.7%]
Abingdon Manor Care Centre Ltd	43	24	8	75	[64.2%]	[35.8%]
ABN	*	-	-	74	-	-
ABP Lurgan	10	157	8	175	[6.0%]	[94.0%]
Access & Support Ltd	28	21	0	49	[57.1%]	[42.9%]
Ace Fixings	40	18	0	58	[69.0%]	[31.0%]
Acheson & Glover Ltd	239	138	39	416	[63.4%]	[36.6%]
Acheson & Glover Precast Ltd	122	82	1	205	[59.8%]	[40.2%]
Action Cancer	42	40	0	82	[51.2%]	[48.8%]
Action Mental Health	63	66	9	138	[48.8%]	[51.2%]
Adair & Milliken Ltd	*	-	-	33	-	-
Adair Arms Hotel	14	13	6	33	[51.9%]	[48.1%]
Adams Childrenswear Ltd	27	50	25	102	[35.1%]	[64.9%]
Adamsez (NI) Ltd	*	-	-	45	-	-
Adarra Developments Ltd T/A Ladyhill Lodge Private Nursing Home	*	-	-	41	-	-
Adarra Developments Ltd T/A Maine Nursing Home	29	20	1	50	[59.2%]	[40.8%]
Adecco (UK) Ltd	234	1,070	309	1,613	[17.9%]	[82.1%]
Adelaide Insurance Services Ltd	18	14	2	34	[56.3%]	[43.8%]
ADT Fire and Security PLC	71	31	14	116	[69.6%]	[30.4%]
Advanced Industrial Coatings Ltd	*	-	-	33	-	-
Aelia (UK) Ltd	*	-	-	39	-	-
Aepona Ltd	27	48	5	80	[36.0%]	[64.0%]
Aer Lingus Ltd	23	19	2	44	[54.8%]	[45.2%]
AES Kilroot Power Ltd	106	16	1	123	[86.9%]	[13.1%]
AFT (Liquor) Stores Ltd	#	-	-	41	-	-
Age Concern (NI) Services	34	74	6	114	[31.5%]	[68.5%]
Aghadowey Creamery Ltd	*	-	-	45	-	-
Agnew Autoexchange Ltd	*	-	-	47	-	-
Agnew Isaac (Mallusk) Ltd	47	13	4	64	[78.3%]	[21.7%]
Agnew Isaac (Mercedes Benz)	141	38	16	195	[78.8%]	[21.2%]
Agnew Isaac Audi	110	57	13	180	[65.9%]	[34.1%]
Agnew Isaac Holdings Ltd	*	-	-	38	-	-
Agnew Isaac Ltd Volkswagen	67	38	6	111	[63.8%]	[36.2%]
AI Services (NI) Ltd	38	13	0	51	[74.5%]	[25.5%]
AIB Group (UK) PLC T/A First Trust Bank	787	851	49	1,687	[48.0%]	[52.0%]
Aiken R & D Ltd	*	-	-	31	-	-
AJ Plumbing Supplies Ltd	49	20	0	69	[71.0%]	[29.0%]
AJ Power Ltd	41	15	5	61	[73.2%]	[26.8%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]	
Alan Little Ltd	*	-	-	55	-	-	
Alexander Bonar & Co Ltd	*	-	-	33	-	-	
Alexander De & Sons Ltd	*	-	-	41	-	-	
Alexander Joseph Ltd T/A Menarys		327	133	47	507	[71.1%]	[28.9%]
Alexander William & Henry (Civil Engineering) Ltd		13	13	0	26	[50.0%]	[50.0%]
Alexanders of Markethill		34	11	0	45	[75.6%]	[24.4%]
Alexon International Ltd		185	117	17	319	[61.3%]	[38.7%]
Alfred Briggs (Alwood) Ltd	*	-	-	33	-	-	
Alliance & Leicester PLC		94	105	0	199	[47.2%]	[52.8%]
Alliance Pharmacy		408	130	21	559	[75.8%]	[24.2%]
Allianz Northern Ireland		71	59	14	144	[54.6%]	[45.4%]
Allied Bakeries Ireland		338	61	16	415	[84.7%]	[15.3%]
Allingham Transport		26	13	4	43	[66.7%]	[33.3%]
Allpipe Engineering Ltd		16	76	2	94	[17.4%]	[82.6%]
Allstate Northern Ireland		444	759	233	1,436	[36.9%]	[63.1%]
Almac Clinical Services Ltd		286	183	63	532	[61.0%]	[39.0%]
Almac Diagnostics Ltd		19	14	19	52	[57.6%]	[42.4%]
Almac Group Ltd		113	64	31	208	[63.8%]	[36.2%]
Almac Pharma Services Ltd		141	85	28	254	[62.4%]	[37.6%]
Almac Sciences Ltd		91	67	52	210	[57.6%]	[42.4%]
Alpha Flight Services		21	12	1	34	[63.6%]	[36.4%]
Alpha Marketing PLC	*	-	-	33	-	-	
Aluminium & Plastics Systems Ltd	*	-	-	47	-	-	
Alzheimer's Society		22	26	47	95	[45.8%]	[54.2%]
AM/PM Services (NI) Ltd		16	23	0	39	[41.0%]	[59.0%]
Amalgamated Environmental Services Ltd T/A AES-Marconi	*	-	-	37	-	-	
Amalgamated Transport & General Workers' Union		17	15	2	34	[53.1%]	[46.9%]
Ambassador Private Nursing Home	#	-	-	26	-	-	
Amey Services Ltd		19	6	-	25	[76.0%]	[24.0%]
AMT Sybex (NI) Ltd		35	22	8	65	[61.4%]	[38.6%]
Anderson Haulage Ltd	*	-	-	34	-	-	
Anderson Spratt Group Ltd	*	-	-	28	-	-	
Andor Technology PLC		57	87	10	154	[39.6%]	[60.4%]
Andras House Ltd		76	116	93	285	[39.6%]	[60.4%]
Andrews Holdings Ltd		28	10	1	39	[73.7%]	[26.3%]
Anfield Transport		14	15	0	29	[48.3%]	[51.7%]
Anglo Beef Processors Newry		35	147	67	249	[19.2%]	[80.8%]
Annadale Private Nursing Home		14	19	10	43	[42.4%]	[57.6%]
Annaghmore Agencies Ltd		24	56	8	88	[30.0%]	[70.0%]
Ann's Home Care Ltd		73	84	1	158	[46.5%]	[53.5%]
Annvale Construction Ltd		10	18	1	29	[35.7%]	[64.3%]
Antrim Construction Co Ltd		87	16	1	104	[84.5%]	[15.5%]
Antrim Contract Carpets Ltd	*	-	-	26	-	-	
Antrim Electrical & Mechanical Engineers Ltd		65	58	2	125	[52.8%]	[47.2%]
Antrim Filling Station	*	-	-	37	-	-	
Aon Mc Millen Ltd	*	-	-	48	-	-	
Apple Recruitment Services		63	59	57	179	[51.6%]	[48.4%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name		P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Aquinas Diocesan Grammar School	#	-	-	-	46	-	-
Arcadia Group Ltd Dorothy Perkins		118	161	9	288	[42.3%]	[57.7%]
Arcadia Group Ltd T/A Burton Retail		55	56	3	114	[49.5%]	[50.5%]
Arcadia Group Ltd T/A Evans		70	68	4	142	[50.7%]	[49.3%]
Arcadia Group Ltd T/A Top Shop Retail		153	220	2	375	[41.0%]	[59.0%]
Arcadia Group Ltd T/A Wallis		59	66	1	126	[47.2%]	[52.8%]
Archaeological Development Services Ltd		12	20	12	44	[37.5%]	[62.5%]
Ardboe Manufacturing Co Ltd T/A Forbes Kitchens & Forbes Furniture	#	-	-	-	40	-	-
Ardmore Advertising		24	10	3	37	[70.6%]	[29.4%]
Argento Contemporary Jewellery Ltd		22	14	3	39	[61.1%]	[38.9%]
Argos Ltd		479	434	56	969	[52.5%]	[47.5%]
ARJO (Ireland) Ltd	*	-	-	-	39	-	-
Arlington Private Nursing Home		15	14	2	31	[51.7%]	[48.3%]
Armagh Care Services		51	20	9	80	[71.8%]	[28.2%]
Armagh City Hotel		35	103	26	164	[25.4%]	[74.6%]
Armaghdown Creameries Ltd		85	56	4	145	[60.3%]	[39.7%]
Armatile Ltd	#	-	-	-	91	-	-
Armstrong Meats Ltd		18	12	1	31	[60.0%]	[40.0%]
Armstrong Medical Ltd		34	15	9	58	[69.4%]	[30.6%]
Arnotts (Fruit) Ltd	*	-	-	-	34	-	-
Arntz Belting Co Ltd		23	155	1	179	[12.9%]	[87.1%]
Artt WJ & Partners	*	-	-	-	43	-	-
Arup	*	-	-	-	30	-	-
ASD Metal Services Ltd	*	-	-	-	28	-	-
ASDA Stores Ltd		1,731	1,590	37	3,358	[52.1%]	[47.9%]
Ashbourne (Eton) Ltd T/A Greenhaw Lodge Care Home	#	-	-	-	50	-	-
Ashdale Engineering Ltd	*	-	-	-	28	-	-
Ashdon Care Ltd T/A Beverly Lodge Private Nursing Home		35	12	0	47	[74.5%]	[25.5%]
Ashers Baking Co Ltd		54	20	0	74	[73.0%]	[27.0%]
Ashton Community Trust	#	-	-	-	71	-	-
Ashton Recruitment Ltd		33	43	11	87	[43.4%]	[56.6%]
Ashwood House Nursing Home		32	25	1	58	[56.1%]	[43.9%]
Asia Supermarket	#	-	-	-	53	-	-
Asidua Ltd		56	46	10	112	[54.9%]	[45.1%]
ASM Horwath (A) Ltd		24	14	2	40	[63.2%]	[36.8%]
ASM Horwath (Def) Ltd	#	-	-	-	27	-	-
Asset Management Ireland Ltd	*	-	-	-	26	-	-
Assetco (Ireland) Ltd	*	-	-	-	33	-	-
Associated Employers (NI) Ltd		21	14	3	38	[60.0%]	[40.0%]
Assumption Grammar School		14	30	0	44	[31.8%]	[68.2%]
Astrazeneca UK Ltd		16	17	2	35	[48.5%]	[51.5%]
ATC Systems Ltd		40	20	3	63	[66.7%]	[33.3%]
ATG (NI) Ltd		13	14	2	29	[48.1%]	[51.9%]
Atkins Ltd		54	49	2	105	[52.4%]	[47.6%]
Atlas Communications (NI) Ltd	*	-	-	-	35	-	-
Atlas Fire & Security (NI) Ltd	*	-	-	-	30	-	-
ATS Euromaster Ltd	*	-	-	-	33	-	-

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Audio Processing Technology Ltd	26	11	4	41	[70.3%]	[29.7%]
Aurum Holdings Ltd	23	19	19	61	[54.8%]	[45.2%]
Austins Departments Store	24	70	0	94	[25.5%]	[74.5%]
Autism Initiatives	58	94	28	180	[38.2%]	[61.8%]
Autobar (NI) Ltd	24	20	3	47	[54.5%]	[45.5%]
Autoline Direct Insurance Consultants Ltd	43	70	8	121	[38.1%]	[61.9%]
Ava Leisure Ltd	*	-	-	39	-	-
Aviance UK Ltd	173	41	30	244	[80.8%]	[19.2%]
Avis Rent A Car Ltd	*	-	-	28	-	-
Aviva Employment Services	73	42	3	118	[63.5%]	[36.5%]
Avoca Handweaver NI	#	-	-	42	-	-
Avondale Foods (Craigavon) Ltd	115	252	43	410	[31.3%]	[68.7%]
AVX Ltd	351	112	19	482	[75.8%]	[24.2%]
AXA Insurance	92	152	7	251	[37.7%]	[62.3%]
Axon Power & Control Ltd	#	-	-	36	-	-
B & Q PLC	471	440	341	1,252	[51.7%]	[48.3%]
B Fast Parcels	11	18	1	30	[37.9%]	[62.1%]
B/T Inns Ltd T/A Ballymac	#	-	-	106	-	-
BA Kitchen Components Ltd	18	62	1	81	[22.5%]	[77.5%]
Babington & Croasdaile	16	12	0	28	[57.1%]	[42.9%]
Bailie Hotels Ltd T/A Coast Road Hotel	*	-	-	30	-	-
Baird W & G Ltd	72	30	0	102	[70.6%]	[29.4%]
Baker Tilly Mooney Moore	14	19	0	33	[42.4%]	[57.6%]
Balcas Timber Ltd	129	131	14	274	[49.6%]	[50.4%]
Balfour James & Sons Ltd	#	-	-	30	-	-
Ballantine AS Ltd	*	-	-	26	-	-
Balloo Hire Centres Ltd	41	19	3	63	[68.3%]	[31.7%]
Ballydown Kids Academy Ltd	21	10	0	31	[67.7%]	[32.3%]
Ballykine Structural Engineers Ltd	22	19	1	42	[53.7%]	[46.3%]
Ballymartin Homes Ltd	*	-	-	81	-	-
Ballymena Academy	*	-	-	58	-	-
Ballymena Meats	34	19	24	77	[64.2%]	[35.8%]
Ballymena Visionplus Ltd	*	-	-	26	-	-
Ballyrashane Co-op Agricultural & Dairy Society (1990) Ltd	107	28	3	138	[79.3%]	[20.7%]
Ballyrobert Ltd	27	16	1	44	[62.8%]	[37.2%]
Ballyrobert Service Station Ltd	*	-	-	55	-	-
Ballyrobin Country House	14	11	2	27	[56.0%]	[44.0%]
Balmoral Healthcare Agency Ltd	15	22	5	42	[40.5%]	[59.5%]
Balmoral Inns LLP	#	-	-	89	-	-
Balmoral, The	#	-	-	29	-	-
Banbridge Pre-school Centre	15	12	0	27	[55.6%]	[44.4%]
Bangor Grammar School	*	-	-	62	-	-
Bank Bar & Bistro, The	#	-	-	38	-	-
Bank of Ireland	685	782	90	1,557	[46.7%]	[53.3%]
Bank of Scotland (Ireland) Ltd	40	28	3	71	[58.8%]	[41.2%]
Bann Haulage Co Ltd T/A Eagle Overseas	19	12	0	31	[61.3%]	[38.7%]
Bann Ltd	#	-	-	53	-	-
Banner Business Services Ltd	*	-	-	32	-	-

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Bannons Ltd	31	34	0	65	[47.7%]	[52.3%]
Bannville House Hotel	37	37	0	74	[50.0%]	[50.0%]
Barahaven Construction Ltd	#	-	-	64	-	-
Barbican Fresh Foods	33	15	0	48	[68.8%]	[31.3%]
Barbican Supervalu	19	48	0	67	[28.4%]	[71.6%]
Barclays Bank PLC	55	14	5	74	[79.7%]	[20.3%]
Barkley R & Sons Ltd	*	-	-	35	-	-
Barnardos	241	214	29	484	[53.0%]	[47.0%]
Barnett W & R Ltd	21	22	3	46	[48.8%]	[51.2%]
Barrett Joseph & Sons Ltd	#	-	-	44	-	-
Barton Industrial Services Ltd	*	-	-	26	-	-
Bassett Philip M Ltd	67	21	1	89	[76.1%]	[23.9%]
Bavarian	150	67	13	230	[69.1%]	[30.9%]
Bayview Contracts Ltd	#	-	-	31	-	-
BC Plant Ltd	*	-	-	36	-	-
BDG Group Ltd	43	21	1	65	[67.2%]	[32.8%]
BDO Stoy Hayward	63	60	9	132	[51.2%]	[48.8%]
BE Aerospace (UK) Ltd	372	404	112	888	[47.9%]	[52.1%]
Beam Vacuum Systems Ltd	#	-	-	34	-	-
Bean Machine Ltd, The T/A Clements	44	49	30	123	[47.3%]	[52.7%]
Beattie Crane Hire Co Ltd	*	-	-	38	-	-
Beatty George T/A Beatty Fuels	*	-	-	34	-	-
Beckett WR & Co Ltd	*	-	-	32	-	-
Bedeck Ltd	50	25	5	80	[66.7%]	[33.3%]
Beeches Professional & Therapeutic Services Ltd, The	64	104	1	169	[38.1%]	[61.9%]
Beechlawn House Hotel	17	69	4	90	[19.8%]	[80.2%]
Beechvale Nursing Home	*	-	-	40	-	-
Beeton G & Son Joinery Contractors	15	12	0	27	[55.6%]	[44.4%]
Beggs & Partners	73	26	0	99	[73.7%]	[26.3%]
Beggs & Partners (Ballymena)	*	-	-	26	-	-
Bel-air Refrigeration Ltd	*	-	-	69	-	-
Belfast and Lisburn Women's Aid	26	29	6	61	[47.3%]	[52.7%]
Belfast Central Mission	88	29	15	132	[75.2%]	[24.8%]
Belfast Central Travelodge	#	-	-	26	-	-
Belfast Charitable Society	37	61	5	103	[37.8%]	[62.2%]
Belfast Clinic, The	17	12	0	29	[58.6%]	[41.4%]
Belfast Contract Cleaners Ltd	37	30	1	68	[55.2%]	[44.8%]
Belfast Drains & Cleaning Services T/A Dyno-Rod & Express Drains	*	-	-	53	-	-
Belfast High School	*	-	-	51	-	-
Belfast International Airport Ltd	134	47	12	193	[74.0%]	[26.0%]
Belfast Media Group	#	-	-	67	-	-
Belfast Royal Academy	*	-	-	46	-	-
Belfast Visionplus Ltd	18	18	2	38	[50.0%]	[50.0%]
Belfast Visitor and Convention Bureau	23	20	13	56	[53.5%]	[46.5%]
Bell Charles (1963) Ltd	22	19	0	41	[53.7%]	[46.3%]
Bell William (Tractors) Ltd	*	-	-	28	-	-
Bellas H & T Ltd	*	-	-	26	-	-

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Belleek Pottery Ltd	38	142	4	184	[21.1%]	[78.9%]
Bells Motor Works Ltd	14	30	0	44	[31.8%]	[68.2%]
Belmont Hotel	57	59	0	116	[49.1%]	[50.9%]
Belvoir Park Golf Club	*	-	-	28	-	-
Ben Madigan Nursing Home	24	40	6	70	[37.5%]	[62.5%]
Ben Sherman Group Ltd	30	40	4	74	[42.9%]	[57.1%]
Beresford Blake Thomas Ltd	37	71	13	121	[34.3%]	[65.7%]
Best George Belfast City Airport	74	23	2	99	[76.3%]	[23.7%]
Bettercare Keys Ltd	29	18	4	51	[61.7%]	[38.3%]
Beverage Plastics Ltd	46	31	6	83	[59.7%]	[40.3%]
Beveridge R Engineering Ltd	*	-	-	27	-	-
BHS Ltd	145	121	18	284	[54.5%]	[45.5%]
Biffa Waste Services Ltd	21	10	4	35	[67.7%]	[32.3%]
BIH Housing Association Ltd	67	57	11	135	[54.0%]	[46.0%]
Bingo Magic	40	48	0	88	[45.5%]	[54.5%]
Bird's Groupage Services Ltd	*	-	-	32	-	-
Birthdays Ltd	59	71	8	138	[45.4%]	[54.6%]
Bishops Footwear Ltd	48	10	4	62	[82.8%]	[17.2%]
Bite Group	#	-	-	110	-	-
Biznet Lis Ltd	12	25	0	37	[32.4%]	[67.6%]
Biznet Solutions Ltd	#	-	-	37	-	-
BJM Chartered Accountants	#	-	-	29	-	-
BI Refrigeration & Air Conditioning Ltd	*	-	-	44	-	-
Blackbourne Electrical Co Ltd	95	45	3	143	[67.9%]	[32.1%]
Blackhill Enterprises	14	13	0	27	[51.9%]	[48.1%]
Blair International	73	24	4	101	[75.3%]	[24.7%]
Blair Neill Ltd	*	-	-	74	-	-
Bleeks James T/A J & A Construction (NI) Ltd	#	-	-	29	-	-
Bloomfield Collegiate School	*	-	-	31	-	-
Bloomfield Visionplus Ltd T/A Specsavers Opticians	*	-	-	35	-	-
Bloomfields Private Nursing Home	*	-	-	38	-	-
BMI	57	45	12	114	[55.9%]	[44.1%]
BMI Trailers Ltd	#	-	-	30	-	-
Board of Governors of Lagan College, The	*	-	-	44	-	-
Board of Governors, The Loreto College	16	25	0	41	[39.0%]	[61.0%]
Board of Governors, The Royal School	48	10	2	60	[82.8%]	[17.2%]
BOC Gases Ltd	*	-	-	75	-	-
Bolan Investment Ltd	63	36	3	102	[63.6%]	[36.4%]
Boland Reilly Homes Ltd	23	12	0	35	[65.7%]	[34.3%]
Bondelivery	92	62	13	167	[59.7%]	[40.3%]
Bonmarche Ltd	62	68	30	160	[47.7%]	[52.3%]
Boomer Industries Ltd	34	29	3	66	[54.0%]	[46.0%]
Boots Retail Services	34	14	3	51	[70.8%]	[29.2%]
Boots The Chemist PLC	684	590	39	1,313	[53.7%]	[46.3%]
Boran Mopack Ltd	#	-	-	58	-	-
Borland (UK) Ltd	11	17	17	45	[39.3%]	[60.7%]
Botanic Inns Ltd	106	329	124	559	[24.4%]	[75.6%]
Botanic Wine Co Ltd	14	25	0	39	[35.9%]	[64.1%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Bow Street Mall Ltd	*	-	-	26	-	-
Bowman Windows		61	21	0	82	[74.4%] [25.6%]
Boxpak Ltd	*	-	-	73	-	-
Boyd Alexander Displays Ltd		33	11	3	47	[75.0%] [25.0%]
Boyd James & Sons (Carmoney) Ltd	*	-	-	56	-	-
Bradbury Graphics Ltd	*	-	-	39	-	-
Bradfor Ltd		12	51	0	63	[19.0%] [81.0%]
Bradley Construction	#	-	-	28	-	-
Bradley Patrick Ltd		46	61	3	110	[43.0%] [57.0%]
Braefield Private Nursing and Residential Care Home		35	12	7	54	[74.5%] [25.5%]
Braham Paul & Sons Ltd	#	-	-	59	-	-
Braid Electrical Services Ltd	*	-	-	35	-	-
Braidview Trading Ltd T/A The Bellevue Arms		13	50	0	63	[20.6%] [79.4%]
Braidview Trading Ltd T/A Skye Bar Club		11	16	0	27	[40.7%] [59.3%]
Braidwater Ltd	#	-	-	27	-	-
Brennans Service Station	#	-	-	29	-	-
Brett Martin Ltd		254	78	19	351	[76.5%] [23.5%]
Bridgedale Outdoor Ltd	*	-	-	45	-	-
Brights Chips & Things	#	-	-	54	-	-
Britannia Electrical Services	*	-	-	27	-	-
British Council, The	*	-	-	38	-	-
British Red Cross Society		28	13	7	48	[68.3%] [31.7%]
British Telecom Northern Ireland		1,308	1,177	137	2,622	[52.6%] [47.4%]
Britvic Northern Ireland		116	25	10	151	[82.3%] [17.7%]
Broadways Private Nursing Home		30	15	1	46	[66.7%] [33.3%]
Brook Design Hardware Ltd		26	19	0	45	[57.8%] [42.2%]
Brook Street (UK) Ltd		139	94	6	239	[59.7%] [40.3%]
Brooklands Nursing Homes Ltd		52	159	21	232	[24.6%] [75.4%]
Brooks Group (UK) Ltd T/A Brooks Belfast		45	20	4	69	[69.2%] [30.8%]
Brow John C Ltd T/A Brow Packaging	*	-	-	52	-	-
Browne AV Advertising Ltd		41	26	3	70	[61.2%] [38.8%]
Browns Coachworks Ltd	*	-	-	46	-	-
Brunch Box Sandwich Company Ltd, The	*	-	-	45	-	-
Brunswick Superbowl Ltd	#	-	-	100	-	-
Bryson Charitable Group		237	180	52	469	[56.8%] [43.2%]
BSG Civil Engineering Ltd	#	-	-	40	-	-
BTCV T/A Conservation Volunteers Ni		15	11	11	37	[57.7%] [42.3%]
BTW Cairns	*	-	-	54	-	-
BTW Shiells Ltd		43	31	6	80	[58.1%] [41.9%]
Building Design Partnership Ltd		48	38	13	99	[55.8%] [44.2%]
Building Protection Systems (NI) Ltd		31	17	1	49	[64.6%] [35.4%]
Buller Alfred Bloodstock Ltd		33	32	0	65	[50.8%] [49.2%]
Bullivant Roger (Ireland) Ltd		13	19	2	34	[40.6%] [59.4%]
Bulrush Horticulture Ltd		19	52	19	90	[26.8%] [73.2%]
Bunzl Rafferty Hospitality Products	#	-	-	44	-	-
Burkes of Comascriebe Ltd	*	-	-	28	-	-
Burnview Properties Ltd T/A Bryansburn Nursing Home		26	17	6	49	[60.5%] [39.5%]
Burrendale Hotel Ltd		22	96	14	132	[18.6%] [81.4%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Bushmills Hotels Ltd	50	13	0	63	[79.4%]	[20.6%]
Business & Scientific Services Ltd	17	12	0	29	[58.6%]	[41.4%]
Business In The Community Northern Ireland	22	18	2	42	[55.0%]	[45.0%]
Byrhill Ltd T/A Mourne Windows & Doors	#	-	-	26	-	-
C & C Frames Ltd	14	15	0	29	[48.3%]	[51.7%]
C & C Northern Ireland	21	25	0	46	[45.7%]	[54.3%]
C & J Meats Ltd	#	-	-	40	-	-
C3 Services Ltd	58	22	0	80	[72.5%]	[27.5%]
Cable & Accessories (NI) Ltd	14	19	0	33	[42.4%]	[57.6%]
Cable & Wireless	17	11	3	31	[60.7%]	[39.3%]
Caffe Nero	*/#	-	-	27	-	-
Cairnhill Home A Ltd	#	-	-	55	-	-
Cairns J Ltd T/A Ideas In Furniture	*	-	-	27	-	-
Calcast Ltd	26	71	7	104	[26.8%]	[73.2%]
Caldwell Consulting	20	11	4	35	[64.5%]	[35.5%]
Calor Gas Northern Ireland Ltd	53	21	6	80	[71.6%]	[28.4%]
Calvert Office Equipment Ltd	*	-	-	42	-	-
Camden Glass Ltd	15	59	19	93	[20.3%]	[79.7%]
Camden Group	155	217	140	512	[41.7%]	[58.3%]
Cameron Landscapes Ltd	30	12	0	42	[71.4%]	[28.6%]
Camerons Retail Furnishings (NI) Ltd	62	26	2	90	[70.5%]	[29.5%]
Campbell & Slevin Ltd	#	-	-	41	-	-
Campbell Brian T/A Centra	15	15	1	31	[50.0%]	[50.0%]
Campbell Catering (NI) Ltd	461	166	37	664	[73.5%]	[26.5%]
Campbell College	*	-	-	77	-	-
Campbell Contracts Ltd	12	39	2	53	[23.5%]	[76.5%]
Campbell Fitzpatrick Solicitors	#	-	-	33	-	-
Campbell Freight Agencies Ltd	*	-	-	32	-	-
Campbell J & K	38	27	6	71	[58.5%]	[41.5%]
Campbell JC (NI) Ltd	#	-	-	34	-	-
Campbell Mc Cleave & Co Ltd	*	-	-	42	-	-
Campbell's Dispensary Ltd T/A Campbell's Chemist	45	41	2	88	[52.3%]	[47.7%]
Canavan Engineering	#	-	-	32	-	-
Cancer Research (UK)	*	-	-	57	-	-
Canon Business Centre Northern Ireland	*	-	-	26	-	-
Canyon Europe Ltd	66	54	3	123	[55.0%]	[45.0%]
Capita Business Services Ltd	205	199	37	441	[50.7%]	[49.3%]
Capita Life & Pensions Regulated Services	177	94	17	288	[65.3%]	[34.7%]
Capita Television Licensing	15	12	1	28	[55.6%]	[44.4%]
Capper Trading Ltd	59	14	0	73	[80.8%]	[19.2%]
Car Park Services Ltd	24	18	6	48	[57.1%]	[42.9%]
Carabus Trading Ltd T/A Sugar Night Club/Downeys Bar	13	40	6	59	[24.5%]	[75.5%]
Caraher BJ (Distributors) Ltd	21	20	0	41	[51.2%]	[48.8%]
Cardona Ltd T/A The Shelbourne	#	-	-	48	-	-
Care Circle Ltd T/A Kingsway Nursing Home	44	23	10	77	[65.7%]	[34.3%]
Care Facilities Ltd T/A Fairfields Care Centre	19	42	0	61	[31.1%]	[68.9%]
Care Plus	87	86	1	174	[50.3%]	[49.7%]
Careforce Group PLC & Subsidiaries	61	93	7	161	[39.6%]	[60.4%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Carella Laminate Systems Ltd	17	30	0	47	[36.2%]	[63.8%]
Cargo Forwarding Ltd	*	-	-	46	-	-
Caridianbct Northern Ireland	110	46	28	184	[70.5%]	[29.5%]
Carillion PLC	27	21	9	57	[56.3%]	[43.8%]
Carlisle D & W Ltd T/A Carlisle's Fresh Foods	83	84	0	167	[49.7%]	[50.3%]
Carmichaels (NI) Ltd	30	11	27	68	[73.2%]	[26.8%]
Carpetright PLC	36	25	6	67	[59.0%]	[41.0%]
Carphone Warehouse Ltd, The	84	93	22	199	[47.5%]	[52.5%]
Carrickfergus Premier Travel Inn, The & The Harbour Brewers Fayre	*	-	-	42	-	-
Carryduff Auctions (NI) Ltd	*	-	-	27	-	-
Carryduff Forklift Ltd	*	-	-	32	-	-
Carryduff Nursing Home	*	-	-	39	-	-
Carson Mc Dowell Solicitors	52	29	4	85	[64.2%]	[35.8%]
Carvill Group Ltd	29	35	1	65	[45.3%]	[54.7%]
Castle Catering Belfast Ltd	10	43	0	53	[18.9%]	[81.1%]
Castlerock Golf Club	*	-	-	26	-	-
Castles Geoff Boiler Services (NI) Ltd	*	-	-	29	-	-
Castleview Private Nursing Home Ltd	*	-	-	36	-	-
Caterpillar Logistics Services (UK) Ltd	174	42	15	231	[80.6%]	[19.4%]
Cathcart FR Ltd	*	-	-	27	-	-
Cavanagh Kelly	10	39	1	50	[20.4%]	[79.6%]
CB Contracts	34	34	3	71	[50.0%]	[50.0%]
CB Packaging Ltd	*	-	-	45	-	-
CBC Distributors	#	-	-	42	-	-
CCS (MS) Ltd	12	20	0	32	[37.5%]	[62.5%]
CDC Leisure Ltd	40	76	0	116	[34.5%]	[65.5%]
CDE Ireland Ltd	11	36	1	48	[23.4%]	[76.6%]
Cedar Foundation, The	119	106	13	238	[52.9%]	[47.1%]
Cemex (NI)	142	83	8	233	[63.1%]	[36.9%]
Centra Quick Stop	24	39	7	70	[38.1%]	[61.9%]
Central Bookmakers	#	-	-	32	-	-
Central Group Services Ltd	*	-	-	67	-	-
Central Laundries Ltd	47	27	1	75	[63.5%]	[36.5%]
Central Welding Ltd	#	-	-	28	-	-
Century Newspapers Ltd	61	27	11	99	[69.3%]	[30.7%]
CES Quarry Products Ltd	43	12	0	55	[78.2%]	[21.8%]
CFC Interiors Ltd	26	33	1	60	[44.1%]	[55.9%]
C-Fish Selling Ltd	10	10	14	34	[50.0%]	[50.0%]
CFM Ltd	24	53	6	83	[31.2%]	[68.8%]
Chain Reaction Cycles	133	23	18	174	[85.3%]	[14.7%]
Chambers Coach Hire Ltd	56	56	1	113	[50.0%]	[50.0%]
Chambers T & Sons (Enniskillen) Ltd	17	30	0	47	[36.2%]	[63.8%]
Chambers W & J Ltd	40	13	0	53	[75.5%]	[24.5%]
Charlemont Arms Hotel Armagh Ltd	16	30	0	46	[34.8%]	[65.2%]
Charles Hurst Ltd	666	239	72	977	[73.6%]	[26.4%]
CHC Group Ltd	*	-	-	36	-	-
Check Mate Guarding & Security	37	29	1	67	[56.1%]	[43.9%]
Cherry Tree House Private Nursing And Residential Home	50	13	4	67	[79.4%]	[20.6%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Chesapeake Belfast Ltd	116	37	3	156	[75.8%]	[24.2%]
Cheslock Ltd	18	14	5	37	[56.3%]	[43.8%]
Chester Park Inns Ltd T/A Chester Park & Maginty's Restaurant	#	-	-	60	-	-
Chester Private Nursing Home Ltd	40	23	7	70	[63.5%]	[36.5%]
Chieftain Insulation (NI) Ltd	*	-	-	33	-	-
Christian Brothers Grammar School	#	-	-	54	-	-
Christies Ltd	19	14	0	33	[57.6%]	[42.4%]
Chubb (NI) Ltd	50	13	0	63	[79.4%]	[20.6%]
Cirrus Ltd T/A Cirrus Plastics	19	14	0	33	[57.6%]	[42.4%]
Citigroup	221	295	108	624	[42.8%]	[57.2%]
Citizens Advice Belfast	#	-	-	29	-	-
City Electrical Factors Ltd Northern Ireland Division	53	22	11	86	[70.7%]	[29.3%]
City Facilities (NI) Ltd	117	118	30	265	[49.8%]	[50.2%]
City Hotel	#	-	-	157	-	-
City Industrial Waste Ltd	#	-	-	43	-	-
City Link	21	15	0	36	[58.3%]	[41.7%]
City of Belfast Warehousing Ltd	1,011	613	151	1,775	[62.3%]	[37.7%]
City of Belfast YMCA	*	-	-	38	-	-
CK International Ltd	#	-	-	26	-	-
Claire's Accessories (UK) Ltd	65	59	25	149	[52.4%]	[47.6%]
Clandeboyne Golf Club	*	-	-	31	-	-
Clanmil Housing Association Ltd	114	60	3	177	[65.5%]	[34.5%]
Clarehill Plastics Ltd	38	20	11	69	[65.5%]	[34.5%]
Clarion Hotel Carrickfergus	66	18	5	89	[78.6%]	[21.4%]
Clark William & Sons Ltd	*	-	-	29	-	-
Clarke Cunningham Tree Maintenance Ltd	*	-	-	42	-	-
Clarke Engineering & Construction Co Ltd	*	-	-	26	-	-
Clarke P & Sons Ltd	#	-	-	130	-	-
Clarks International	113	81	12	206	[58.2%]	[41.8%]
Clear Channel (NI) Ltd	*	-	-	26	-	-
Clear Day Nurseries	111	16	3	130	[87.4%]	[12.6%]
Clear Pharmacy	132	29	9	170	[82.0%]	[18.0%]
Clearco Services Ltd	19	19	1	39	[50.0%]	[50.0%]
Clearway Disposals Ltd	23	73	0	96	[24.0%]	[76.0%]
Cleaver Fulton Rankin	34	33	5	72	[50.7%]	[49.3%]
Clinique Laboratories Ltd	35	32	5	72	[52.2%]	[47.8%]
Clinton Cards PLC	134	124	28	286	[51.9%]	[48.1%]
CLM (NI) Ltd	*	-	-	31	-	-
Clogher Care	24	10	1	35	[70.6%]	[29.4%]
Clogher Valley Care Ltd	33	48	0	81	[40.7%]	[59.3%]
Clonlee Private Nursing Home & Masserene Manor Private Nursing Home	66	45	16	127	[59.5%]	[40.5%]
Cloughorr Investments Ltd T/A Golf Links Hotel & Holiday Home Park	116	67	12	195	[63.4%]	[36.6%]
CMG Solicitors	*	-	-	26	-	-
CMM Electrics Ltd	12	33	0	45	[26.7%]	[73.3%]
CMM Electrics Ltd	12	33	0	45	[26.7%]	[73.3%]
CMS Care Ltd	16	11	0	27	[59.3%]	[40.7%]
CMS Lift Trucks Ltd	*	-	-	43	-	-

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
CNC Components (UK) Ltd	47	15	6	68	[75.8%]	[24.2%]
Coastal Container Line Ltd	46	21	0	67	[68.7%]	[31.3%]
Cobain Mark T/A Mc Donald's Abbeycentre	*	-	-	38	-	-
Cobco834 Ltd T/A Homebuy	16	18	4	38	[47.1%]	[52.9%]
Cobra Specialist Security Services Ltd	136	34	27	197	[80.0%]	[20.0%]
Coca Cola HBC Northern Ireland	425	262	51	738	[61.9%]	[38.1%]
Cohannon Inn Ltd	33	48	0	81	[40.7%]	[59.3%]
Coleraine Academical Institution	*	-	-	30	-	-
Coleraine Care Ltd T/A The Cottage Private Nursing Home	30	13	3	46	[69.8%]	[30.2%]
Colinglen Trust	#	-	-	26	-	-
College Freight Services (NI) Ltd	26	48	2	76	[35.1%]	[64.9%]
Collegelands Private Nursing Home	#	-	-	37	-	-
Collen Bros (Quarries) Ltd	*	-	-	32	-	-
Colliers Cre (Belfast) Ltd	21	10	0	31	[67.7%]	[32.3%]
Colorite Europe Ltd	#	-	-	30	-	-
Commercial Graphics (NI) Ltd	*	-	-	50	-	-
Communis	38	15	2	55	[71.7%]	[28.3%]
Community Foundation For Northern Ireland	12	22	2	36	[35.3%]	[64.7%]
Compass Group (UK) & Ireland	371	192	40	603	[65.9%]	[34.1%]
Complete Beverage Services Ltd	19	21	4	44	[47.5%]	[52.5%]
Component Distributors Ltd	63	16	1	80	[79.7%]	[20.3%]
Conard Care Services Ltd	61	20	6	87	[75.3%]	[24.7%]
Concrete Systems Ltd	#	-	-	76	-	-
Connan Paul Ltd	54	180	39	273	[23.1%]	[76.9%]
Connolly Liam Roadfreight Ltd	19	23	0	42	[45.2%]	[54.8%]
Consarc Design Group Ltd	40	36	4	80	[52.6%]	[47.4%]
Consilium Technologies Ltd	52	20	1	73	[72.2%]	[27.8%]
Construction Employers Federation Ltd	17	22	2	41	[43.6%]	[56.4%]
Contact Youth Counselling	34	54	2	90	[38.6%]	[61.4%]
Contract Ceilings Ltd	*	-	-	40	-	-
Contract Services (NI) Ltd	28	35	3	66	[44.4%]	[55.6%]
Controlled Electronic Management Systems Ltd	80	59	27	166	[57.6%]	[42.4%]
Conway Bros (Vision) Ltd	#	-	-	31	-	-
Conway PJ (Contractors) Ltd	15	40	20	75	[27.3%]	[72.7%]
Conways Superstore Ltd	#	-	-	27	-	-
Coogan & Co Architects Ltd	14	28	0	42	[33.3%]	[66.7%]
Cookery Nook, The	26	19	2	47	[57.8%]	[42.2%]
Cookstown Panel Centre Ltd	27	39	0	66	[40.9%]	[59.1%]
Cookstown Textile Recyclers	23	132	0	155	[14.8%]	[85.2%]
Cooneen Textiles Ltd	34	26	0	60	[56.7%]	[43.3%]
Co-operative Group Limited	*	-	-	59	-	-
Co-operative Group, The	752	293	93	1,138	[72.0%]	[28.0%]
Co-operative Retail Logistics	*	-	-	38	-	-
Coote Engineering Ltd	*	-	-	31	-	-
Cootes (Concrete Products) Ltd	*	-	-	37	-	-
Copeland Ltd	82	107	30	219	[43.4%]	[56.6%]
Cordant Group	18	14	1	33	[56.3%]	[43.8%]
Corkhill Lodge Ltd	14	28	5	47	[33.3%]	[66.7%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name		P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Corlin Developments Ltd	#	-	-	-	50	-	-
Corn Dolly Foods Ltd	#	-	-	-	39	-	-
Corner Cake Shop Ltd, The		13	15	0	28	[46.4%]	[53.6%]
Cornfield Farm Care Centre Ltd T/A Cornfield Care Centre		67	45	3	115	[59.8%]	[40.2%]
Corporate Catering (NI) Ltd		20	10	4	34	[66.7%]	[33.3%]
Corporate Express (NI) Ltd	*	-	-	-	30	-	-
Corporate Wardrobe, The	*	-	-	-	31	-	-
Corps Security	*	-	-	-	77	-	-
Corramore Construction Ltd	#	-	-	-	34	-	-
Corriewood Private Clinic	#	-	-	-	49	-	-
Corrs Corner Hotel Ltd		48	16	6	70	[75.0%]	[25.0%]
Corry Harry Ltd		153	110	39	302	[58.2%]	[41.8%]
Corry James W & Sons (Campsie) Ltd	#	-	-	-	32	-	-
Corry JP (NI) Ltd		195	132	12	339	[59.6%]	[40.4%]
Corrymeela Community		12	15	1	28	[44.4%]	[55.6%]
Corus (UK) Ltd		81	26	2	109	[75.7%]	[24.3%]
Costcutter		16	38	2	56	[29.6%]	[70.4%]
Cottage Catering Ltd		17	30	0	47	[36.2%]	[63.8%]
Coulter JE Ltd		53	14	15	82	[79.1%]	[20.9%]
Coulter RG & Co Ltd	*	-	-	-	47	-	-
Country Inns (Ulster) Ltd T/A The Clandeboye Lodge Hotel		55	17	11	83	[76.4%]	[23.6%]
Countrywide Freight Group Ltd		60	27	18	105	[69.0%]	[31.0%]
Courtney & Nelson Ltd	*	-	-	-	48	-	-
Cox Arthur (NI)		40	30	4	74	[57.1%]	[42.9%]
CP Hire Ltd		50	12	1	63	[80.6%]	[19.4%]
Craig John Haulage	*	-	-	-	30	-	-
Craigantlet Ltd T/A La Mon Hotel & Country Club		105	38	43	186	[73.4%]	[26.6%]
Crane Stockham Valve Ltd		67	11	11	89	[85.9%]	[14.1%]
Cranwood Industries Ltd	#	-	-	-	39	-	-
Crawford & Co (UK) Ltd		27	17	1	45	[61.4%]	[38.6%]
Crawford Contracts Ltd	*	-	-	-	28	-	-
Crawford M & D T/A Spar Supermarket	#	-	-	-	44	-	-
Crawford R		37	11	0	48	[77.1%]	[22.9%]
Crawford RTD Ltd	*	-	-	-	48	-	-
Creagh Concrete Products Ltd		96	374	59	529	[20.4%]	[79.6%]
Creation Consumer Finance		69	60	11	140	[53.5%]	[46.5%]
Creations Interiors Ltd		20	12	0	32	[62.5%]	[37.5%]
Creative Composites Ltd		56	18	18	92	[75.7%]	[24.3%]
Creative Gardens Ltd		83	10	8	101	[89.2%]	[10.8%]
Creighton Group Ltd		60	37	4	101	[61.9%]	[38.1%]
Croft Community, The		85	10	3	98	[89.5%]	[10.5%]
Cromer Enterprises Ltd T/A White Horse Hotel		19	34	3	56	[35.8%]	[64.2%]
Cross Refrigeration (NI) Ltd		22	12	0	34	[64.7%]	[35.3%]
Crossbows Optical Ltd		32	11	0	43	[74.4%]	[25.6%]
Crossgar Poultry Ltd		38	91	29	158	[29.5%]	[70.5%]
Crossland Tankers Ltd	#	-	-	-	44	-	-
Crossroads Caring for Carers (NI) Ltd		142	67	22	231	[67.9%]	[32.1%]
Crowe Ben & Sons Ltd	*	-	-	-	32	-	-

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Crown Paints	28	12	0	40	[70.0%]	[30.0%]
Crozier WJ & H	*	-	-	46	-	-
Cuddy RA	*	-	-	57	-	-
Culmore Stores Ltd	#	-	-	42	-	-
Cunningham Coates Ltd	*	-	-	70	-	-
Cunningham Covers Ltd	*	-	-	48	-	-
Cunningham Lindsey	*	-	-	29	-	-
Cunningham Stone Ltd	66	13	0	79	[83.5%]	[16.5%]
Curleys Supermarket Dungannon Ltd	50	157	11	218	[24.2%]	[75.8%]
Curleys Supermarkets Belfast Ltd	#	-	-	329	-	-
Curran Court Hotel Ltd	27	20	0	47	[57.4%]	[42.6%]
Curran D & Sons Ltd	*	-	-	37	-	-
Currie Community, The	*	-	-	46	-	-
Curtis Developments Ltd T/A Curtis Toyota Curtis Peugeot & Curtis Peugeot Newtownabbey	48	20	1	69	[70.6%]	[29.4%]
D & M Cakes Ltd T/A Graham's Home Bakery	*	-	-	43	-	-
D & S Contracts Ltd	19	10	0	29	[65.5%]	[34.5%]
D2 Trading Ltd	59	92	30	181	[39.1%]	[60.9%]
Dairy Produce Packers Ltd	159	60	6	225	[72.6%]	[27.4%]
Dalkia Energy & Facilities Ltd	25	23	0	48	[52.1%]	[47.9%]
Dalriada School	*	-	-	53	-	-
Dalriada Urgent Care	149	73	0	222	[67.1%]	[32.9%]
Daly Park & Co	#	-	-	33	-	-
Dalys Garage	#	-	-	26	-	-
Danlor Services Ltd	20	10	0	30	[66.7%]	[33.3%]
Danske Bank A/S	27	11	0	38	[71.1%]	[28.9%]
Dask Timber Products Ltd	15	13	3	31	[53.6%]	[46.4%]
Davison AF Ltd	*	-	-	35	-	-
Davison Mel Construction	50	18	3	71	[73.5%]	[26.5%]
Dawson Nangle Tumelty	13	23	1	37	[36.1%]	[63.9%]
Dawson-Wam Ltd	71	57	9	137	[55.5%]	[44.5%]
Dayfresh	*	-	-	29	-	-
DCC Energy Ltd	120	35	1	156	[77.4%]	[22.6%]
De La Rue Smurfit (NI) Ltd	22	10	1	33	[68.8%]	[31.3%]
Deane Public Works Ltd	38	29	0	67	[56.7%]	[43.3%]
Debenhams Retail	224	488	77	789	[31.5%]	[68.5%]
Decora Blind Systems Ltd	147	72	14	233	[67.1%]	[32.9%]
Dekko	51	42	9	102	[54.8%]	[45.2%]
Delap & Waller Ltd	29	36	5	70	[44.6%]	[55.4%]
Deli Lites Newry	16	26	2	44	[38.1%]	[61.9%]
Deloitte LLP	83	72	26	181	[53.5%]	[46.5%]
Delta Print & Packaging Ltd	17	99	18	134	[14.7%]	[85.3%]
Deluxe Art & Theme FX Ltd	10	24	0	34	[29.4%]	[70.6%]
Delwyn Enterprises Ltd T/A Yardmaster International	19	43	0	62	[30.6%]	[69.4%]
Denman International Ltd	*	-	-	35	-	-
Dennison Commercials Ltd	114	33	3	150	[77.6%]	[22.4%]
Denny Henry & Sons (NI) Ltd	70	119	16	205	[37.0%]	[63.0%]
Denroy Plastics Ltd	104	14	4	122	[88.1%]	[11.9%]
Dental World Ltd	*	-	-	37	-	-

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name		P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Derry Credit Union Ltd	#	-	-	-	56	-	-
Derry Journal Newspapers Ltd	#	-	-	-	78	-	-
Derry Youth & Community Workshop Ltd	#	-	-	-	30	-	-
Derry's Ltd		10	62	0	72	[13.9%]	[86.1%]
Desmond Motors Ltd	#	-	-	-	60	-	-
Dessian Products Ltd		33	46	4	83	[41.8%]	[58.2%]
Devenish Nutrition Ltd		43	27	4	74	[61.4%]	[38.6%]
DF PF Ltd T/A Dairy Farm & People 1st	#	-	-	-	33	-	-
DFS Trading Ltd		18	21	0	39	[46.2%]	[53.8%]
DHL Exel Supply Chain		33	18	0	51	[64.7%]	[35.3%]
DHL Exel Supply Chain	*	-	-	-	26	-	-
DHL Exel Supply Chain M & S Division		223	156	25	404	[58.8%]	[41.2%]
DHL Express		16	13	0	29	[55.2%]	[44.8%]
DHL Express (UK) Ltd		64	22	4	90	[74.4%]	[25.6%]
Diageo (NI) Ltd		61	64	11	136	[48.8%]	[51.2%]
Diageo Bailey's Global Supply	*	-	-	-	37	-	-
Diageo Global Supply LBC Ltd		134	35	15	184	[79.3%]	[20.7%]
Diamond A & Son (Timber) Ltd		36	19	1	56	[65.5%]	[34.5%]
Diamond Corrugated Cases Ltd	#	-	-	-	42	-	-
Diamond Heron	*	-	-	-	35	-	-
Diamond Recruitment Group		348	307	482	1,137	[53.1%]	[46.9%]
Dickey HK		34	24	3	61	[58.6%]	[41.4%]
Dickey T & Co Ltd	*	-	-	-	28	-	-
Digestors Silos & Tanks Ltd T/A Silotank	#	-	-	-	31	-	-
Dingles Builders (NI) Ltd	*	-	-	-	42	-	-
Dinsmore Francis Ltd	*	-	-	-	34	-	-
Direct Medics Ltd		14	11	37	62	[56.0%]	[44.0%]
Disability Action		37	49	4	90	[43.0%]	[57.0%]
Discount Window Systems Ltd	*	-	-	-	42	-	-
Discovery '80' Ltd Share		21	22	1	44	[48.8%]	[51.2%]
Dittys (Castledawson) Ltd		33	24	0	57	[57.9%]	[42.1%]
Dixons & Co Ltd		49	23	0	72	[68.1%]	[31.9%]
Dixons Contractors		16	41	10	67	[28.1%]	[71.9%]
DK Leisure Ltd C/o Bushtown Hotel		26	36	0	62	[41.9%]	[58.1%]
Doherty & Gray Ltd		15	15	40	70	[50.0%]	[50.0%]
Doherty James (Meats) Ltd	#	-	-	-	50	-	-
Doherty John T/A Garage Door Systems Ltd		17	15	8	40	[53.1%]	[46.9%]
Doherty Patrick T/A Knockan Lodge		19	11	0	30	[63.3%]	[36.7%]
Domestic Care Ltd	*	-	-	-	69	-	-
Domestic Care Services Domiciliary		108	15	9	132	[87.8%]	[12.2%]
Dominican College		25	32	0	57	[43.9%]	[56.1%]
Donaghadee Golf Club		15	11	0	26	[57.7%]	[42.3%]
Donaghy Bros		12	16	0	28	[42.9%]	[57.1%]
Donaghy P & E		76	36	3	115	[67.9%]	[32.1%]
Donaldson A & S (NI) Ltd	*	-	-	-	36	-	-
Donnelly Group, The		209	244	18	471	[46.1%]	[53.9%]
Dontaur Engineering Ltd	*	-	-	-	41	-	-
Dooley S & Co Ltd	#	-	-	-	32	-	-
Door Store Ltd, The	*	-	-	-	38	-	-

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Doran Consulting	58	27	8	93	[68.2%]	[31.8%]
Doris & Mac Mahon Solicitors	#	-	-	27	-	-
Dougan Patrick Electrical	13	32	0	45	[28.9%]	[71.1%]
Douglas & Grahame Ltd	64	19	10	93	[77.1%]	[22.9%]
Douglas Architectural Systems Ltd	16	12	0	28	[57.1%]	[42.9%]
Dove House Community Trust	#	-	-	26	-	-
Dowds JF & H Ltd	22	47	2	71	[31.9%]	[68.1%]
Dowler F Ltd	50	10	0	60	[83.3%]	[16.7%]
Dowling William Ltd	46	19	3	68	[70.8%]	[29.2%]
Downe Residential Project	16	88	0	104	[15.4%]	[84.6%]
Downey Bros Good Food Ltd	#	-	-	65	-	-
Downey Investments T/A Friar Tucks	#	-	-	36	-	-
Downeys Cars (NI) Ltd	*	-	-	29	-	-
Downhill Enterprises Ltd	*	-	-	32	-	-
Downshire Arms Hotel Ltd	*	-	-	54	-	-
Downtown Radio Ltd	35	27	3	65	[56.5%]	[43.5%]
Drapersfield House Private Nursing Home	28	35	0	63	[44.4%]	[55.6%]
Draynes Farms	15	15	4	34	[50.0%]	[50.0%]
Drenagh Sawmills Ltd	11	24	6	41	[31.4%]	[68.6%]
Dresswell (Newtownards) Ltd	111	24	5	140	[82.2%]	[17.8%]
Drinks Inc Ltd	#	-	-	27	-	-
Drombane Nursing Home	*	-	-	28	-	-
Dromore Community Care Ltd	12	35	0	47	[25.5%]	[74.5%]
Drumbo Park Greyhound Stadium	36	21	1	58	[63.2%]	[36.8%]
Drumkeen Holdings Ltd T/A Burger King	*/#	-	-	32	-	-
Drummaul House Ltd	39	63	4	106	[38.2%]	[61.8%]
Drummond Hotel	11	58	7	76	[15.9%]	[84.1%]
Drumragh Integrated College	10	32	0	42	[23.8%]	[76.2%]
DS Campbell Ltd T/A Venture	32	16	3	51	[66.7%]	[33.3%]
DSG Retail Ltd	218	98	44	360	[69.0%]	[31.0%]
Du Pont (UK) Industrial Ltd	60	116	1	177	[34.1%]	[65.9%]
Dunadry Inn Ltd	95	68	2	165	[58.3%]	[41.7%]
Dunbia (Dungannon)	219	309	98	626	[41.5%]	[58.5%]
Duncan & Griffin Co Ltd T/A Silverbirch Hotel	62	56	0	118	[52.5%]	[47.5%]
Duncan Maxwell Storefitters Ltd	17	10	0	27	[63.0%]	[37.0%]
Dundee A & FA Ltd	210	15	9	234	[93.3%]	[6.7%]
Dunelm (Soft Furnishings) Ltd	61	72	0	133	[45.9%]	[54.1%]
Dungannon Development Association	#	-	-	26	-	-
Dungannon Window Company Ltd	14	14	0	28	[50.0%]	[50.0%]
Dunlady House Ltd	33	26	5	64	[55.9%]	[44.1%]
Dunlop & Hamilton	48	13	0	61	[78.7%]	[21.3%]
Dunlop JS Ltd	*	-	-	26	-	-
Dunluce Restaurants Ltd T/A McDonalds	36	20	8	64	[64.3%]	[35.7%]
Dunnes Stores (Bangor) Ltd	765	1,846	128	2,739	[29.3%]	[70.7%]
DV8	73	77	11	161	[48.7%]	[51.3%]
DW Sports Fitness	409	354	16	779	[53.6%]	[46.4%]
DX Network Services	15	31	3	49	[32.6%]	[67.4%]
E & I Engineering Ltd	#	-	-	35	-	-

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Eaga Partnership Ltd	10	22	8	40	[31.3%]	[68.8%]
Eakin Brothers Ltd	35	15	0	50	[70.0%]	[30.0%]
Eakin TG Ltd	*	-	-	47	-	-
Early Years - the Organisation for Young Children	51	69	11	131	[42.5%]	[57.5%]
Eason & Son (NI) Ltd	186	163	17	366	[53.3%]	[46.7%]
East Belfast Mission	*	-	-	45	-	-
East Eden Ltd T/A Slieve Na Mon Nursing Home	12	44	0	56	[21.4%]	[78.6%]
Eastwood Bookmakers	110	182	9	301	[37.7%]	[62.3%]
Eastwood Ltd	16	28	0	44	[36.4%]	[63.6%]
Echo Northern Ireland Ltd	73	69	29	171	[51.4%]	[48.6%]
Edenkeel Ltd T/A Café Roc/Earth Night Club	#	-	-	26	-	-
Edenmore Golf & Country Club	*	-	-	44	-	-
Edgar Transport	11	15	8	34	[42.3%]	[57.7%]
Edgewater Contracts	11	18	0	29	[37.9%]	[62.1%]
Edgewater Private Nursing Home	21	15	0	36	[58.3%]	[41.7%]
EDM Products Ltd	*	-	-	37	-	-
EDM Spanwall Ltd	*	-	-	28	-	-
Edmundson Electrical Ltd	*	-	-	73	-	-
Ed's Bakery	#	-	-	30	-	-
Educational Guidance Service For Adults	#	-	-	31	-	-
Edwards & Co	17	15	0	32	[53.1%]	[46.9%]
Edwards Enterprises (NI) Ltd T/A Copperfields Private Nursing Home	30	27	0	57	[52.6%]	[47.4%]
EG Information Consulting Ltd	15	11	8	34	[57.7%]	[42.3%]
Eglington (Timber Products) Ltd	20	29	0	49	[40.8%]	[59.2%]
Electronic & Security Services Ltd	19	16	1	36	[54.3%]	[45.7%]
Elevate Group Ltd, The	#	-	-	36	-	-
Elior UK	47	38	0	85	[55.3%]	[44.7%]
Elite Electronic Systems Ltd	63	69	22	154	[47.7%]	[52.3%]
Elliott Duffy Garrett Solicitors	22	41	1	64	[34.9%]	[65.1%]
Elmoreton Ltd T/A Benedicts Hotel Belfast	39	58	5	102	[40.2%]	[59.8%]
EM News Distribution Ltd	93	82	22	197	[53.1%]	[46.9%]
Emerson HA & Son	30	55	4	89	[35.3%]	[64.7%]
Emerson Norman Group Ltd	106	57	2	165	[65.0%]	[35.0%]
Emerson Stanley & Sons Ltd	*	-	-	31	-	-
Emtex Ltd	*	-	-	42	-	-
Engineering & Construction Products	#	-	-	32	-	-
Enterprise Rent-a-car (UK) Ltd	17	11	6	34	[60.7%]	[39.3%]
Enterprise Stationery Ltd	22	43	13	78	[33.8%]	[66.2%]
ENVA (NI) Ltd	11	25	8	44	[30.6%]	[69.4%]
Environmental Fabrications Ltd	19	17	0	36	[52.8%]	[47.2%]
Environmental Treatment Systems Ltd T/A Klargester Ireland	#	-	-	74	-	-
EPS Environmental Ltd	#	-	-	50	-	-
Equipment Planthire Ltd	*	-	-	26	-	-
Equity Insurance Brokers	46	18	6	70	[71.9%]	[28.1%]
ERM Mechanical Services Ltd	#	-	-	31	-	-
Erne Eggs Ltd	20	29	2	51	[40.8%]	[59.2%]
Ernst & Young	46	30	47	123	[60.5%]	[39.5%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
ESL Engineering Ltd	*	-	-	30	-	-
Esporta Health Club	*	-	-	45	-	-
Estee Lauder Cosmetics Ltd		26	44	6	76	[37.1%] [62.9%]
Europa General Underwriters (NI) Ltd		17	22	0	39	[43.6%] [56.4%]
Evans VB & Company		20	10	0	30	[66.7%] [33.3%]
Eventsec Ltd		123	80	0	203	[60.6%] [39.4%]
Evron Foods Ltd		52	60	114	226	[46.4%] [53.6%]
Excel Glass Ltd		15	26	0	41	[36.6%] [63.4%]
Exchange Restaurants Ltd	#	-	-	-	40	-
Exhibit Ltd		40	35	5	80	[53.3%] [46.7%]
Express Distribution Services	*	-	-	-	42	-
Extec Screens & Crushers (NI) Ltd		14	39	1	54	[26.4%] [73.6%]
Extern		121	128	8	257	[48.6%] [51.4%]
Extra Care For Elderly People Ltd		210	216	20	446	[49.3%] [50.7%]
Fabermaunsell Ltd		61	32	2	95	[65.6%] [34.4%]
Fabricat Ireland Contractors Ltd	#	-	-	-	32	-
Fagan Fruit Ltd	#	-	-	-	35	-
Fairco Mc Ilhagga Ltd	*	-	-	-	45	-
Fairlawns Care Home Ltd	#	-	-	-	27	-
Fairways Residential Homes	*	-	-	-	44	-
Faith House	*	-	-	-	79	-
Faith Shoe Group Ltd		24	28	2	54	[46.2%] [53.8%]
Falls Bowling & Lawn Tennis Club Ltd	#	-	-	-	26	-
Falls Community Council	#	-	-	-	26	-
Fane Valley Co-op Society Ltd		73	14	1	88	[83.9%] [16.1%]
Fannin (NI) Ltd	*	-	-	-	27	-
Farlow A (Engineering)		17	10	0	27	[63.0%] [37.0%]
Farmlea Foods Ltd		37	16	0	53	[69.8%] [30.2%]
Federal Security Services Ltd		550	193	26	769	[74.0%] [26.0%]
Fegan Transport Ltd		13	19	1	33	[40.6%] [59.4%]
Fergus Investments Ltd T/A Supervalu Carrickfergus	*	-	-	-	51	-
Ferguson FT & Co (Builders) Ltd	*	-	-	-	47	-
Fermanagh Homecare Services		32	49	0	81	[39.5%] [60.5%]
FF Food Engineering Ltd	*	-	-	-	35	-
FGS Mc Clure Watters		46	45	3	94	[50.5%] [49.5%]
Fin Engineering Group Ltd		56	18	0	74	[75.7%] [24.3%]
Fine Foods Lisburn Road Ltd T/A Shu Restaurant	#	-	-	-	43	-
Finell Portadown Ltd T/A Seagoe Hotel		58	61	10	129	[48.7%] [51.3%]
Finlay Communications Ltd		62	30	7	99	[67.4%] [32.6%]
Finlay James As Ltd	*	-	-	-	49	-
Fintec Crushing & Screening Ltd		40	68	8	116	[37.0%] [63.0%]
Fir Trees Hotel Strabane Ltd	#	-	-	-	35	-
Fire IMC Ltd		21	13	2	36	[61.8%] [38.2%]
Firedance Entertainment Ltd T/A Simply Deanes	#	-	-	-	28	-
Firmus Energy		24	21	0	45	[53.3%] [46.7%]
First Choice Selection Services Ltd		628	600	50	1,278	[51.1%] [48.9%]
First Derivatives PLC		45	73	23	141	[38.1%] [61.9%]
First Housing Aid & Support Services	#	-	-	-	107	-

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Firstsource Solutions Ltd	177	556	134	867	[24.1%]	[75.9%]
Fishbourne House	18	12	0	30	[60.0%]	[40.0%]
Fisher Engineering Ltd	194	87	0	281	[69.0%]	[31.0%]
Fisherwick Inns	14	46	7	67	[23.3%]	[76.7%]
Fitness First PLC T/A Fitness First Belfast	59	36	20	115	[62.1%]	[37.9%]
Fivemiletown & Brookborough Co-op Agricultural & Dairy Society Ltd	43	22	0	65	[66.2%]	[33.8%]
Fiveways Shop & Service Station Ltd	#	-	-	84	-	-
Flagship Media Group Ltd	37	29	4	70	[56.1%]	[43.9%]
Flanagan KJ & Co Ltd	20	31	1	52	[39.2%]	[60.8%]
Fleet Financial (NI) Ltd	*	-	-	27	-	-
Fleming Agri-products Ltd	*	-	-	69	-	-
Flexiskills Recruitment	13	15	5	33	[46.4%]	[53.6%]
Flybe	142	55	27	224	[72.1%]	[27.9%]
Flynn Maurice & Sons Ltd	42	66	5	113	[38.9%]	[61.1%]
FM Environmental Ltd	#	-	-	52	-	-
FMUK Ltd	20	17	0	37	[54.1%]	[45.9%]
Fois Ltd	19	25	1	45	[43.2%]	[56.8%]
Fold Housing Association	408	308	44	760	[57.0%]	[43.0%]
Fon-a-Cab (Belfast) Ltd	38	21	3	62	[64.4%]	[35.6%]
Footprints Women's Centre	#	-	-	33	-	-
Forest Leaf Properties T/A Anderson Manning Associates Ltd	98	22	0	120	[81.7%]	[18.3%]
Fort Bar, The	#	-	-	26	-	-
Fort Lodge Hotel	#	-	-	26	-	-
Fortress Doors (NI) Ltd	50	12	3	65	[80.6%]	[19.4%]
Four Dee (NI) Ltd	#	-	-	26	-	-
Four Season Health Care T/A Strathearn Court Care Home	26	12	11	49	[68.4%]	[31.6%]
Four Seasons Health Care	*	-	-	26	-	-
Four Seasons Health Care T/A Abbeylands Care Home	50	21	0	71	[70.4%]	[29.6%]
Four Seasons Health Care T/A Annahilt Care Home	*	-	-	45	-	-
Four Seasons Health Care T/A Antrim Care Home	21	23	0	44	[47.7%]	[52.3%]
Four Seasons Health Care T/A Arches Care Home	19	11	6	36	[63.3%]	[36.7%]
Four Seasons Health Care T/A Ardlough Care Home	28	20	0	48	[58.3%]	[41.7%]
Four Seasons Health Care T/A Armagh Care Home	*	-	-	32	-	-
Four Seasons Health Care T/A Ashgrove Care Home	#	-	-	45	-	-
Four Seasons Health Care T/A Bangor Care Home	33	31	20	84	[51.6%]	[48.4%]
Four Seasons Health Care T/A Beechill Care Home	#	-	-	28	-	-
Four Seasons Health Care T/A Belmont Nursing Home	26	18	0	44	[59.1%]	[40.9%]
Four Seasons Health Care T/A Bethany Care Home	15	19	7	41	[44.1%]	[55.9%]
Four Seasons Health Care T/A Camphill Care Home	45	33	0	78	[57.7%]	[42.3%]
Four Seasons Health Care T/A Carnalea Care Home	11	23	4	38	[32.4%]	[67.6%]
Four Seasons Health Care T/A Cedarhurst Lodge Care Home	12	27	11	50	[30.8%]	[69.2%]
Four Seasons Health Care T/A Cherryvalley Care Home	17	20	1	38	[45.9%]	[54.1%]
Four Seasons Health Care T/A Chestnut Lodge Care Home	#	-	-	31	-	-
Four Seasons Health Care T/A Comber Care Home	45	20	3	68	[69.2%]	[30.8%]
Four Seasons Health Care T/A Coolaness Care Home	22	15	3	40	[59.5%]	[40.5%]
Four Seasons Health Care T/A County Care Home, The	17	19	11	47	[47.2%]	[52.8%]
Four Seasons Health Care T/A Craigdun Care Home	*	-	-	45	-	-

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Four Seasons Health Care T/A Croaghpatrick Care Home	53	12	0	65	[81.5%]	[18.5%]
Four Seasons Health Care T/A Cromore House Care Home	19	19	1	39	[50.0%]	[50.0%]
Four Seasons Health Care T/A Donaghcloney Care Home	35	12	0	47	[74.5%]	[25.5%]
Four Seasons Health Care T/A Drumclay Care Home	16	40	1	57	[28.6%]	[71.4%]
Four Seasons Health Care T/A Drumragh Care Home	18	55	1	74	[24.7%]	[75.3%]
Four Seasons Health Care T/A Dungannon Care Home	13	28	0	41	[31.7%]	[68.3%]
Four Seasons Health Care T/A Edenmore Care Home	35	20	8	63	[63.6%]	[36.4%]
Four Seasons Health Care T/A Edgewater Lodge Care Home	48	16	3	67	[75.0%]	[25.0%]
Four Seasons Health Care T/A Galgorm Care Home *	-	-	-	35	-	-
Four Seasons Health Care T/A Garvagh Care Home	37	31	2	70	[54.4%]	[45.6%]
Four Seasons Health Care T/A Greenville Manor Care Home	20	25	3	48	[44.4%]	[55.6%]
Four Seasons Health Care T/A Hawthorn House Care Home *	-	-	-	28	-	-
Four Seasons Health Care T/A Hollywood Care Home	23	20	0	43	[53.5%]	[46.5%]
Four Seasons Health Care T/A Jordanstown Care Home	35	23	0	58	[60.3%]	[39.7%]
Four Seasons Health Care T/A Laganvale Care Home	32	38	2	72	[45.7%]	[54.3%]
Four Seasons Health Care T/A Landsdowne Care Home	23	38	1	62	[37.7%]	[62.3%]
Four Seasons Health Care T/A Lecale Lodge Care Home #	-	-	-	88	-	-
Four Seasons Health Care T/A Limavady Care Home	20	28	3	51	[41.7%]	[58.3%]
Four Seasons Health Care T/A Lisburn Care Home *	-	-	-	33	-	-
Four Seasons Health Care T/A Lisnisky Care Home	37	25	4	66	[59.7%]	[40.3%]
Four Seasons Health Care T/A Mahon Hall Care Home	50	14	5	69	[78.1%]	[21.9%]
Four Seasons Health Care T/A Manor Court Care Home	21	18	2	41	[53.8%]	[46.2%]
Four Seasons Health Care T/A Manor Lodge Care Home #	-	-	-	41	-	-
Four Seasons Health Care T/A Meadowbank Care Home	20	13	4	37	[60.6%]	[39.4%]
Four Seasons Health Care T/A Moneymore Care Home	26	31	2	59	[45.6%]	[54.4%]
Four Seasons Health Care T/A Mount Lens Care Home *	-	-	-	27	-	-
Four Seasons Health Care T/A Oakridge Care Home	24	31	0	55	[43.6%]	[56.4%]
Four Seasons Health Care T/A Parkview Care Home *	-	-	-	55	-	-
Four Seasons Health Care T/A Rathmena Care Home *	-	-	-	30	-	-
Four Seasons Health Care T/A Rosevale Lodge Care Home	25	13	8	46	[65.8%]	[34.2%]
Four Seasons Health Care T/A Saintfield Lodge Care Home #	-	-	-	32	-	-
Four Seasons Health Care T/A Sandringham Care Home	45	18	3	66	[71.4%]	[28.6%]
Four Seasons Health Care T/A Seapatrick Care Home	28	29	2	59	[49.1%]	[50.9%]
Four Seasons Health Care T/A Stormont Care Home	17	10	1	28	[63.0%]	[37.0%]
Four Seasons Health Care T/A Tudordale Care Home	12	14	1	27	[46.2%]	[53.8%]
Four Seasons Health Care T/A Victoria Park Care Home *	-	-	-	31	-	-
Four Seasons Health Care T/A Whiteabbey Care Home *	-	-	-	50	-	-
Four Seasons Health Care T/A Woodgrove Care Home	18	17	2	37	[51.4%]	[48.6%]
Fox Building & Engineering Ltd #	-	-	-	41	-	-
Foyle & Londonderry College	29	18	3	50	[61.7%]	[38.3%]
Foyle Day Care Ltd	28	22	1	51	[56.0%]	[44.0%]
Foyle Hospice	10	54	0	64	[15.6%]	[84.4%]
Foyle Meats	80	242	10	332	[24.8%]	[75.2%]
FPM Accountants LLP	10	60	0	70	[14.3%]	[85.7%]
Frackelton John & Son Ltd *	-	-	-	42	-	-
Franklins International Ltd *	-	-	-	36	-	-
Frazer John (Apparel) Ltd	18	10	2	30	[64.3%]	[35.7%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Fred Elliott	*	-	-	26	-	-
Freeza Meats Ltd	#	-	-	26	-	-
French James Engineering Ltd	*	-	-	39	-	-
Friends School	*	-	-	62	-	-
Fruithill Private Nursing Home	#	-	-	49	-	-
Fry Transport	*	-	-	36	-	-
Frylite Ltd	#	-	-	67	-	-
Fugro-BKS Ltd		71	15	7	93	[82.6%] [17.4%]
Fujitsu Services		314	235	56	605	[57.2%] [42.8%]
Fujitsu Telecommunications (Ireland)		29	19	4	52	[60.4%] [39.6%]
Fultons Fine Furnishings	*	-	-	52	-	-
Fultons Fine Furnishings Ltd	*	-	-	37	-	-
Funeral Services (NI) Ltd T/A James Brown & Sons	*	-	-	139	-	-
Fusion Antibodies Ltd	*	-	-	29	-	-
Future Interior Trends	*	-	-	32	-	-
Fyfes Vehicles & Engineering Supplies Ltd		68	54	0	122	[55.7%] [44.3%]
G & M Lodge Caring Ltd	#	-	-	76	-	-
G4S Aviation Services (UK) Ltd	*/#	-	-	30	-	-
G4S Security Services UK		384	165	24	573	[69.9%] [30.1%]
Galeton Ltd T/A Ailsa Lodge Nursing Home	*	-	-	61	-	-
Galfield Ltd T/A Kelly's Spar	#	-	-	37	-	-
Galgorm Castle Estates Ltd T/A Galgorm Castle Golf Club	*	-	-	26	-	-
Galgorm Manor Hotel Ltd		115	114	5	234	[50.2%] [49.8%]
Gallagher & Mc Kinney Ltd	#	-	-	36	-	-
Gallagher Contracts		16	113	13	142	[12.4%] [87.6%]
Gallaher Ltd		617	122	20	759	[83.5%] [16.5%]
Gamble JA & Co Ltd		17	25	0	42	[40.5%] [59.5%]
Gamestop UK Ltd	#	-	-	37	-	-
Gardner TA	*	-	-	26	-	-
Garmoyle Enterprises Ltd T/A The Body Shop		21	12	1	34	[63.6%] [36.4%]
Garrivan & O'Rourke Ltd	#	-	-	26	-	-
Geda Construction Co Ltd		11	41	0	52	[21.2%] [78.8%]
George James Ltd	*	-	-	27	-	-
Gibson Bros Ltd		43	18	0	61	[70.5%] [29.5%]
Gibson Paving Ltd	#	-	-	28	-	-
Gilbert-Ash (NI) Ltd		64	105	10	179	[37.9%] [62.1%]
Gilfresh Produce		28	33	11	72	[45.9%] [54.1%]
Gillaroo Lodge Nursing Home Ltd		32	10	0	42	[76.2%] [23.8%]
Gillbrooke Private Nursing Home	*	-	-	31	-	-
Girvan Thomas T/A Karina Lodge Private Nursing Home	#	-	-	27	-	-
Glanbia Cheese Ltd		79	64	6	149	[55.2%] [44.8%]
Glasgiven Contracts Ltd	#	-	-	42	-	-
Glas-seal (NI) Ltd		41	35	2	78	[53.9%] [46.1%]
GlaxoSmithKline UK Pharmaceuticals	*	-	-	31	-	-
Glen Dimplex NI Ltd	*	-	-	34	-	-
Glen Electric Group of Companies						
Glen Electric Ltd		10	198	4	212	[4.8%] [95.2%]
Seagoe Technologies Ltd		190	84	0	274	[69.3%] [30.7%]

* = Less than 10 Roman Catholics
 # = Less than 10 Protestants
 */# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Glenaden Shirts Ltd	70	48	2	120	[59.3%]	[40.7%]
Glenavon House Hotel (1982) Ltd	#	-	-	67	-	-
Glenbay Ltd (Peter Mark)	66	75	6	147	[46.8%]	[53.2%]
Glencarron Nursing Home	#	-	-	49	-	-
Glendale Stores Ltd	36	52	0	88	[40.9%]	[59.1%]
Glendermott Enterprises Ltd	#	-	-	66	-	-
Glendun Nursing Home	#	-	-	63	-	-
Glenhill Merchants Ltd	#	-	-	29	-	-
Glenkrag Ltd	*	-	-	84	-	-
Glenmachan Tower House Private Nursing Home	*	-	-	43	-	-
Glenmona Resource Centre	11	78	1	90	[12.4%]	[87.6%]
Glens of Antrim Potatoes Ltd	#	-	-	40	-	-
Glenview Private Nursing Home	22	29	3	54	[43.1%]	[56.9%]
Glenview Private Nursing/ Residential Home	28	19	3	50	[59.6%]	[40.4%]
Global Armour Ltd	*	-	-	29	-	-
Global Email Company, The	221	248	289	758	[47.1%]	[52.9%]
Glover Site Investigations Ltd	59	20	1	80	[74.7%]	[25.3%]
GM Design Associates Ltd	*	-	-	31	-	-
Goldblatt Mc Guigan	39	33	4	76	[54.2%]	[45.8%]
Golden Cow Dairies Ltd	46	24	0	70	[65.7%]	[34.3%]
Golden Glen Catering	*	-	-	31	-	-
Gordons Chemists	122	82	5	209	[59.8%]	[40.2%]
Gormley Motors Ltd	*	-	-	30	-	-
Gortacham Private Nursing Home	13	31	2	46	[29.5%]	[70.5%]
GPS (GB) Ltd T/A Gap, The	33	14	8	55	[70.2%]	[29.8%]
GPS Colour Graphics Ltd	*	-	-	49	-	-
Graan Abbey Private Nursing Home, The	15	59	19	93	[20.3%]	[79.7%]
Grafton Recruitment Ltd	2,135	1,422	189	3,746	[60.0%]	[40.0%]
Graham & Heslip Ltd	71	24	0	95	[74.7%]	[25.3%]
Graham Engineering	*	-	-	29	-	-
Graham Harold	17	13	0	30	[56.7%]	[43.3%]
Graham John (Dromore) Ltd	236	174	106	516	[57.6%]	[42.4%]
Graham SP Ltd	13	125	0	138	[9.4%]	[90.6%]
Grahams Ray Ltd	17	12	3	32	[58.6%]	[41.4%]
Grainger Building Services Ltd	45	21	1	67	[68.2%]	[31.8%]
Grampian Country Pork Ltd	165	155	300	620	[51.6%]	[48.4%]
Grand Opera House Trust	53	84	21	158	[38.7%]	[61.3%]
Granite Financial Limited Granite Tower	#	-	-	42	-	-
Grant Thornton UK LLP	70	60	15	145	[53.8%]	[46.2%]
Grant William & Co Ltd	17	46	0	63	[27.0%]	[73.0%]
Grants Electrical Services (NI) Ltd	46	12	2	60	[79.3%]	[20.7%]
Granville Food Care Ltd	*/#	-	-	29	-	-
Gray & Adams (Ireland) Ltd	*	-	-	54	-	-
Gray Alison Recruitment	33	32	14	79	[50.8%]	[49.2%]
Greater Shankill Partnership	*	-	-	27	-	-
Green JT and Sons Ltd T/A Greens Food Fare	*	-	-	112	-	-
Greene Liam Mr & Mrs T/A Wheelers Fast Food	#	-	-	27	-	-
Greenpark Private Nursing Home Ltd	16	85	0	101	[15.8%]	[84.2%]
Greer Publications	21	10	1	32	[67.7%]	[32.3%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Gregg & Patterson (Engineers) Ltd	53	23	2	78	[69.7%]	[30.3%]
Greiner Packaging Limited	150	21	4	175	[87.7%]	[12.3%]
Groundwork Northern Ireland	#	-	-	29	-	-
GSH Group PLC	29	14	2	45	[67.4%]	[32.6%]
GT Exhausts (NI) Ltd	15	26	26	67	[36.6%]	[63.4%]
Guardforce Ltd	115	52	13	180	[68.9%]	[31.1%]
H & A Mechanical Services Ltd	#	-	-	99	-	-
Habinteg Housing Association (Ulster) Ltd	31	43	8	82	[41.9%]	[58.1%]
Habitat for Humanity Northern Ireland	17	10	1	28	[63.0%]	[37.0%]
Hagan Homes Ltd	*	-	-	34	-	-
Hagan John P	13	12	1	26	[52.0%]	[48.0%]
Hagans Leisure Ltd	20	11	0	31	[64.5%]	[35.5%]
Hair Traffic	16	25	0	41	[39.0%]	[61.0%]
Haldane Shiells Group	245	159	8	412	[60.6%]	[39.4%]
Halfords Ltd	96	52	57	205	[64.9%]	[35.1%]
Hall Black Douglas Ltd	*	-	-	30	-	-
Hamilton & Kirk Ltd	12	32	1	45	[27.3%]	[72.7%]
Hamilton Alex M & Co Ltd	18	13	4	35	[58.1%]	[41.9%]
Hamilton Architects	12	13	5	30	[48.0%]	[52.0%]
Hamilton James & Co (Lurgan) Ltd	63	10	0	73	[86.3%]	[13.7%]
Hamilton Newsagency	*	-	-	39	-	-
Hamilton Private Nursing Home	*	-	-	32	-	-
Hamilton TJ & Co	21	23	3	47	[47.7%]	[52.3%]
Hampton Conservatories Ltd	*	-	-	50	-	-
Handling & Storage Equipment Co Ltd	*	-	-	28	-	-
Hanna John Ltd	*	-	-	34	-	-
Happy Days (1999) Ltd T/A Happy Days Day Nursery	*	-	-	59	-	-
Harbinson Mulholland	19	19	2	40	[50.0%]	[50.0%]
Harcourt Construction NI Ltd	#	-	-	27	-	-
Harland and Wolff Heavy Industries Ltd	153	10	3	166	[93.9%]	[6.1%]
HarpScreen International Ltd	#	-	-	40	-	-
Harpurs Hill Community Early Years Project	*	-	-	26	-	-
Harte & Eakin (Contractors) (NI) Ltd	25	18	0	43	[58.1%]	[41.9%]
Harvey Group PLC	32	18	5	55	[64.0%]	[36.0%]
Harveys	19	10	7	36	[65.5%]	[34.5%]
Haslett J & J Ltd	221	113	3	337	[66.2%]	[33.8%]
Hasson M & Sons Ltd	10	37	5	52	[21.3%]	[78.7%]
Hastings Hotel Group Ltd	256	287	165	708	[47.1%]	[52.9%]
Haulage Services Ltd	*	-	-	28	-	-
Haven Private Nursing Home, The	#	-	-	30	-	-
Hawthorne Restaurant	12	14	0	26	[46.2%]	[53.8%]
Hayburn Wood Products Ltd	29	12	0	41	[70.7%]	[29.3%]
Hayes Fuels	25	18	3	46	[58.1%]	[41.9%]
Hays Construction & Property	82	115	24	221	[41.6%]	[58.4%]
Hays Specialist Recruitment Ltd	49	71	22	142	[40.8%]	[59.2%]
Hazelwood Integrated College	24	30	4	58	[44.4%]	[55.6%]
Hazelwood Integrated Primary School	19	20	4	43	[48.7%]	[51.3%]
Hbos PLC	939	729	317	1,985	[56.3%]	[43.7%]
Hcl Technologies (NI) Ltd	627	1,171	126	1,924	[34.9%]	[65.1%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
HDN (NI) Ltd	74	25	8	107	[74.7%]	[25.3%]
Heartsine Technologies Ltd	*	-	-	33	-	-
Heathcotes Fine Foods Ltd	48	130	8	186	[27.0%]	[73.0%]
Heatherlea Bakery	*	-	-	52	-	-
Heatons (NI) Ltd C/o Personnel & Training Services	116	243	146	505	[32.3%]	[67.7%]
Helm Corporation Ltd	19	27	5	51	[41.3%]	[58.7%]
Help the Aged	14	12	7	33	[53.8%]	[46.2%]
Henderson Foodservice Ltd	109	26	19	154	[80.7%]	[19.3%]
Henderson Paul T/A Quality Care Services Ltd	114	10	1	125	[91.9%]	[8.1%]
Henderson Retail Ltd	1,229	380	76	1,685	[76.4%]	[23.6%]
Henderson Wholesale Ltd	260	105	48	413	[71.2%]	[28.8%]
Hennebry JJ & Sons Ltd	13	26	0	39	[33.3%]	[66.7%]
Henry Bros (Magherafelt) Ltd	185	30	7	222	[86.0%]	[14.0%]
Herbel Restaurants Ltd	145	118	224	487	[55.1%]	[44.9%]
Heron Bros Ltd	26	125	30	181	[17.2%]	[82.8%]
Hewitt & Gilpin	*	-	-	26	-	-
Hewitt Meats	*/#	-	-	39	-	-
Hewlett Packard Ltd	15	14	20	49	[51.7%]	[48.3%]
Heyn Group Ltd	58	23	4	85	[71.6%]	[28.4%]
HHI Building Products Ltd	33	14	0	47	[70.2%]	[29.8%]
Hill Engineering Ltd	18	34	0	52	[34.6%]	[65.4%]
Hill Vellacott	16	12	0	28	[57.1%]	[42.9%]
Hillen Bros T/A Ava Off-Sales & Bar	*	-	-	33	-	-
Hillgrove Hotel Ltd T/A Magherabuoy House Hotel	30	29	18	77	[50.8%]	[49.2%]
Hillmount Nursery Centre	*	-	-	39	-	-
Hillside Nursery Centre	25	12	1	38	[67.6%]	[32.4%]
Hilton Belfast	60	97	39	196	[38.2%]	[61.8%]
Hilton Group PLC T/A Hilton Templepatrick	147	42	23	212	[77.8%]	[22.2%]
Hilton Meat Products Ltd	*	-	-	59	-	-
Hilton Meats (Cookstown) Ltd	10	23	6	39	[30.3%]	[69.7%]
HML	52	373	24	449	[12.2%]	[87.8%]
Hockley Private Nursing Home	77	11	0	88	[87.5%]	[12.5%]
Hogg R & Sons Ltd	14	18	0	32	[43.8%]	[56.3%]
Holiday Inn Belfast	41	47	32	120	[46.6%]	[53.4%]
Hollins William & Co Ltd T/A Viyella	24	23	4	51	[51.1%]	[48.9%]
Hollygate Lodge Residential Home	19	17	3	39	[52.8%]	[47.2%]
Hollygate Nursing Home	17	11	3	31	[60.7%]	[39.3%]
Homebase Ltd	246	196	16	458	[55.7%]	[44.3%]
Homecare Northern Ireland	199	320	185	704	[38.3%]	[61.7%]
House of Fraser	105	124	12	241	[45.9%]	[54.1%]
House of Vic Ryn Ltd	*	-	-	32	-	-
Housing Rights Service	#	-	-	27	-	-
Houston Bros Ltd	78	30	2	110	[72.2%]	[27.8%]
Howden (UK) Ltd	95	12	2	109	[88.8%]	[11.2%]
Howell House Ltd	*	-	-	36	-	-
Howell PF Ltd T/A Howell Accident Repair Centre	*	-	-	28	-	-
HSBC Bank PLC	46	26	15	87	[63.9%]	[36.1%]
Huddleston John Engineering	58	15	5	78	[79.5%]	[20.5%]
Hughes & Company	141	29	3	173	[82.9%]	[17.1%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Hughes Christensen	275	28	5	308	[90.8%]	[9.2%]
Hughes Joseph Painting Contractor	18	72	5	95	[20.0%]	[80.0%]
Hughes K & Co Ltd T/A Hughes Mushrooms	#	-	-	42	-	-
Huhtamaki (Lurgan) Ltd	84	81	32	197	[50.9%]	[49.1%]
Huhtamaki (UK) Ltd	79	28	0	107	[73.8%]	[26.2%]
Hunter Apparel Solutions Ltd	22	69	1	92	[24.2%]	[75.8%]
Hunter Brian Ltd	23	24	2	49	[48.9%]	[51.1%]
Hunter JD & Co Ltd	109	29	15	153	[79.0%]	[21.0%]
Hutchinson A (Floor & Wall Supplies) Ltd	*	-	-	41	-	-
Hutton (M&E) Services Ltd	*	-	-	37	-	-
Hyndman D & Son (Bakers) Ltd	29	22	0	51	[56.9%]	[43.1%]
IBM (UK) Ltd	18	11	3	32	[62.1%]	[37.9%]
IBS (NI) Ltd	*	-	-	29	-	-
ICB Emulsions Ltd	15	22	0	37	[40.5%]	[59.5%]
Iceland Foods Ltd	397	410	35	842	[49.2%]	[50.8%]
Icemos Technology Ltd	11	28	2	41	[28.2%]	[71.8%]
ICS Computing Ltd	135	65	16	216	[67.5%]	[32.5%]
ICS Group Of Companies Ltd T/A Inflight Catering Services Ltd	18	18	12	48	[50.0%]	[50.0%]
ICTS (UK) Ltd	187	41	11	239	[82.0%]	[18.0%]
IDS Media Group Ltd	20	27	2	49	[42.6%]	[57.4%]
IG (NI) Ltd T/A Toughglass	31	11	3	45	[73.8%]	[26.2%]
IJK Timber Group Ltd	40	11	2	53	[78.4%]	[21.6%]
IKEA Ltd	280	68	84	432	[80.5%]	[19.5%]
Impro Printing	*	-	-	31	-	-
Inbev Ireland Ltd	30	119	3	152	[20.1%]	[79.9%]
Include Youth	#	-	-	30	-	-
Independent News & Media (NI)	313	129	15	457	[70.8%]	[29.2%]
Indicators International Ltd	19	30	0	49	[38.8%]	[61.2%]
In-doors Manufacturing Ltd	#	-	-	90	-	-
Industrial Temps Ltd	275	494	305	1,074	[35.8%]	[64.2%]
Inislyn Ltd T/A Radisson SAS Hotel	20	22	10	52	[47.6%]	[52.4%]
Initial Textile Services	37	35	3	75	[51.4%]	[48.6%]
Inner City South Belfast Sure Start	*	-	-	38	-	-
Institute Of Chartered Accountants In Ireland, The	17	10	1	28	[63.0%]	[37.0%]
Instore	47	67	34	148	[41.2%]	[58.8%]
Integrated College Dungannon	*	-	-	29	-	-
Intelliden Ltd	17	11	4	32	[60.7%]	[39.3%]
Interface Europe Ltd	29	68	1	98	[29.9%]	[70.1%]
Interfrigo Ltd	10	11	18	39	[47.6%]	[52.4%]
Interior Trim Co Ltd	*	-	-	29	-	-
Internacionale Retail Ltd	49	25	17	91	[66.2%]	[33.8%]
Interserve (Facilities Management) Ltd	15	51	4	70	[22.7%]	[77.3%]
Invision Software Ltd	#	-	-	41	-	-
Invista Textiles (UK) Ltd	154	217	3	374	[41.5%]	[58.5%]
Ireland Freight Services (UK) Ltd	84	21	4	109	[80.0%]	[20.0%]
Iretex NI Ltd	*	-	-	28	-	-
Irish Autotrader Ltd	49	27	1	77	[64.5%]	[35.5%]
Irish Football Association, The	64	29	0	93	[68.8%]	[31.2%]
Irish Inns Ltd	#	-	-	56	-	-

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Irish News Ltd, The	39	102	5	146	[27.7%]	[72.3%]
Irish Rugby Football Union (Ulster Branch)	*	-	-	81	-	-
Irish Salt Mining & Exploration Company Ltd	40	12	2	54	[76.9%]	[23.1%]
Irish Waste Services Ltd	21	41	9	71	[33.9%]	[66.1%]
Ironstone Construction Ltd	15	15	2	32	[50.0%]	[50.0%]
Irwin AN & Sons	*	-	-	27	-	-
Irwin Electrical Services	*	-	-	55	-	-
Irwin RA & Co Ltd	92	19	2	113	[82.9%]	[17.1%]
Irwin WD & Sons	321	157	35	513	[67.2%]	[32.8%]
Isaac Agnew (Porsche/Saab)	40	15	6	61	[72.7%]	[27.3%]
Isaac Agnew Honda	25	13	1	39	[65.8%]	[34.2%]
ISL Waste Management	#	-	-	40	-	-
Island Cleaning Services Ltd	64	55	0	119	[53.8%]	[46.2%]
Islandbawn Stores Ltd	*	-	-	67	-	-
ISS Mediclean Ltd	60	95	20	175	[38.7%]	[61.3%]
ISS Pegasus Security	47	43	0	90	[52.2%]	[47.8%]
Ivanhoe Inn & Hotel	23	24	1	48	[48.9%]	[51.1%]
J & G Engineering (NI) Ltd	62	29	1	92	[68.1%]	[31.9%]
J Caulfield & Co T/A Caulfield Insurance Brokers	13	19	0	32	[40.6%]	[59.4%]
J Spratt & Co Ltd	*	-	-	27	-	-
Jacobs Engineering UK Ltd	16	17	9	42	[48.5%]	[51.5%]
Jacques Vert PLC	34	16	1	51	[68.0%]	[32.0%]
Jameson David Services Ltd	*	-	-	67	-	-
Jameson Roofing Specialists Ltd	*	-	-	33	-	-
Jamesons Building Services Ltd	*	-	-	38	-	-
Jamison & Green Ltd	*	-	-	27	-	-
Jark Healthcare	19	26	2	47	[42.2%]	[57.8%]
JBE Building Services Ltd	62	18	0	80	[77.5%]	[22.5%]
JCP Consulting Ltd	31	12	0	43	[72.1%]	[27.9%]
JD Sports Fashion PLC	120	117	0	237	[50.6%]	[49.4%]
Jeffers Home Bakery	50	14	6	70	[78.1%]	[21.9%]
Jefferson C & H	53	14	3	70	[79.1%]	[20.9%]
Jenkins Shipping Co Ltd	13	26	3	42	[33.3%]	[66.7%]
Jesroe (Services) Ltd	21	10	0	31	[67.7%]	[32.3%]
Jet2.com Ltd	32	16	7	55	[66.7%]	[33.3%]
JFM Construction Ltd	#	-	-	30	-	-
JH Industrial Cleaning Services Ltd	*/#	-	-	32	-	-
JHC Hardware Ltd	35	20	0	55	[63.6%]	[36.4%]
JK Fabrications Ltd	#	-	-	31	-	-
JKC Specialist Cars Ltd	42	22	0	64	[65.6%]	[34.4%]
JMC Mechanical & Construction Ltd	11	23	0	34	[32.4%]	[67.6%]
JMC Restaurants Ltd T/A McDonald's Sprucefield	30	27	5	62	[52.6%]	[47.4%]
JMF Metal Fabrications Ltd	87	31	9	127	[73.7%]	[26.3%]
JMG Systems Ltd	#	-	-	74	-	-
JMT Direct	#	-	-	32	-	-
JNK Components Ltd	#	-	-	33	-	-
JNP Architects	14	16	3	33	[46.7%]	[53.3%]
Johnson Bros (Belfast) Ltd	74	22	2	98	[77.1%]	[22.9%]
Johnsons Solicitors	21	18	0	39	[53.8%]	[46.2%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name		P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Johnston Campbell Ltd	*	-	-	-	35	-	-
Johnston Cyril & Co Ltd		56	11	6	73	[83.6%]	[16.4%]
Johnston Gilpin & Co Ltd	*	-	-	-	35	-	-
Johnston Kennedy DFK Ltd	*	-	-	-	33	-	-
Johnston Mr AF& Mrs RJ T/A Pinkertons	*	-	-	-	27	-	-
Johnston's Bakery		19	17	0	36	[52.8%]	[47.2%]
Jolly Tots Childcare Complex	*	-	-	-	29	-	-
Jollye Leonard F (BP) Ltd T/A Jollye's Petfood Superstores		43	29	6	78	[59.7%]	[40.3%]
Jones Frederick (Belfast) Ltd	*	-	-	-	45	-	-
Jones Peters		17	17	0	34	[50.0%]	[50.0%]
Jordan Concrete Ltd		36	13	0	49	[73.5%]	[26.5%]
Jordan Plastics Ltd		20	10	0	30	[66.7%]	[33.3%]
Joyland Amusement Centres Ltd T/A Oasis Retail Services Ltd		53	34	10	97	[60.9%]	[39.1%]
JPM Contracts Ltd	#	-	-	-	66	-	-
JPM Trailers Ltd	*/#	-	-	-	26	-	-
JSD Recruitment Services	#	-	-	-	41	-	-
Jurys Inn		14	55	12	81	[20.3%]	[79.7%]
Kainos Software Ltd		82	68	15	165	[54.7%]	[45.3%]
Kane Heating Ltd	#	-	-	-	39	-	-
Kane JW Precision Engineering Ltd	*	-	-	-	42	-	-
Kare Bears Private Day Nurseries		27	11	0	38	[71.1%]	[28.9%]
Karkraft (NI) Ltd		14	18	5	37	[43.8%]	[56.3%]
Karuna Home, The	*	-	-	-	31	-	-
Kavanagh Retailing		17	95	0	112	[15.2%]	[84.8%]
KBB Doors Ltd		16	32	19	67	[33.3%]	[66.7%]
KCC Door Hardware & Security Solutions Ltd	*	-	-	-	48	-	-
KDM Hire Ltd		37	30	0	67	[55.2%]	[44.8%]
Kedington Northern Ireland Ltd		25	23	1	49	[52.1%]	[47.9%]
Keenan Patrick	#	-	-	-	71	-	-
Kells SD Ltd		106	54	0	160	[66.3%]	[33.8%]
Kelly Bros	#	-	-	-	62	-	-
Kelly Flowers Wholesale		12	15	2	29	[44.4%]	[55.6%]
Kelly John Fuels (Ireland) T/A Kelly Fuels		66	26	3	95	[71.7%]	[28.3%]
Kelly Mc Evoy & Brown	#	-	-	-	27	-	-
Kelly Patricia T/A Kelly's Inn	#	-	-	-	40	-	-
Kelman Ltd		58	14	15	87	[80.6%]	[19.4%]
Kennedy & Morrison Ltd	*	-	-	-	51	-	-
Kennedy Business Systems	*	-	-	-	28	-	-
Kennedy Fitzgerald & Associates		19	10	1	30	[65.5%]	[34.5%]
Kennedy J & Co (Contractors) Ltd		70	24	3	97	[74.5%]	[25.5%]
Kennedy R & Co (NI) Ltd	*	-	-	-	35	-	-
Kennedy Recruitment Ltd		97	137	25	259	[41.5%]	[58.5%]
Kernaghan T & A (Group) Ltd		28	19	5	52	[59.6%]	[40.4%]
Kernohan Ian A (NI) Ltd	*	-	-	-	34	-	-
Kerr Henderson (Financial Services) Ltd		40	16	0	56	[71.4%]	[28.6%]
Kerr Henderson Hewitt Ltd		10	13	4	27	[43.5%]	[56.5%]
Kerr RJ (Ballymena) Ltd	*	-	-	-	30	-	-
Kestrel Foods Ltd		18	33	9	60	[35.3%]	[64.7%]
Kestrel Hydraulics Ltd	#	-	-	-	38	-	-

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Keylite Roof Windows Ltd	26	31	3	60	[45.6%]	[54.4%]
Keys Robert & Co Ltd	33	39	1	73	[45.8%]	[54.2%]
Keystone Lintels Ltd	69	74	6	149	[48.3%]	[51.7%]
Kiddiwinkles Daycare	20	19	0	39	[51.3%]	[48.7%]
Kieran McGinn	#	-	-	33	-	-
Killeen Hardware Inc. Hillocks	*	-	-	37	-	-
Killyhevlin Hotel Ltd	66	78	6	150	[45.8%]	[54.2%]
Kilmorey Arms Hotel (Kilkeel) Ltd	35	10	2	47	[77.8%]	[22.2%]
Kilwaughter Chemical Co Ltd	69	13	8	90	[84.1%]	[15.9%]
Kingsberry James Ltd T/A Kingsberry Fuels	38	22	0	60	[63.3%]	[36.7%]
Kirk Pat Ltd	25	30	2	57	[45.5%]	[54.5%]
Kitchen Bakes Ltd	*	-	-	26	-	-
Kiverco Ltd	#	-	-	40	-	-
KMC Engineering Ltd	#	-	-	85	-	-
KMR Windows Ltd	18	10	1	29	[64.3%]	[35.7%]
Knockmoyle Lodge Private Nursing Home	14	20	0	34	[41.2%]	[58.8%]
Knotts of Newtownards	34	11	1	46	[75.6%]	[24.4%]
Knox & Clayton	*	-	-	32	-	-
Knox James & Sons Ltd	*	-	-	46	-	-
Knoxlink T/A Deanes	#	-	-	33	-	-
Kone (NI) Ltd	39	14	6	59	[73.6%]	[26.4%]
KPL Contracts Ltd	38	86	0	124	[30.6%]	[69.4%]
KPMG	81	98	4	183	[45.3%]	[54.7%]
Kuehne & Nagel (NI) Ltd	115	17	8	140	[87.1%]	[12.9%]
Kwik-fit (NI) Ltd	35	20	3	58	[63.6%]	[36.4%]
LA Drinks Co Ltd	#	-	-	26	-	-
LA Fitness	47	29	32	108	[61.8%]	[38.2%]
Label One Ltd	*	-	-	34	-	-
Ladyhill Holdings Ltd T/A Prospect Private Nursing Home	27	20	14	61	[57.4%]	[42.6%]
Lafarge Cement Ireland	83	19	3	105	[81.4%]	[18.6%]
Lagan Construction Ltd	96	124	19	239	[43.6%]	[56.4%]
Lagan Homes Ltd	14	23	2	39	[37.8%]	[62.2%]
Lagan Technologies Ltd	67	50	10	127	[57.3%]	[42.7%]
Lagan Tile Ltd	15	16	1	32	[48.4%]	[51.6%]
Lakeland Community Care Ltd	54	97	1	152	[35.8%]	[64.2%]
Lamont Samuel & Sons Ltd	22	14	1	37	[61.1%]	[38.9%]
Landscaping Centre Ltd	95	26	8	129	[78.5%]	[21.5%]
Langford Lodge Engineering Company Ltd	159	98	14	271	[61.9%]	[38.1%]
Larne Grammar School	*	-	-	46	-	-
Larne Harbour Ltd	*	-	-	35	-	-
Laser Electrical Ltd	91	51	6	148	[64.1%]	[35.9%]
Last Sure Start Ltd	#	-	-	33	-	-
Latens Systems Ltd	34	11	6	51	[75.6%]	[24.4%]
Lavelle & Mc Alinden	#	-	-	63	-	-
Lavery Ltd	67	74	0	141	[47.5%]	[52.5%]
Lavery Transport Ltd	19	28	18	65	[40.4%]	[59.6%]
Law Centre (NI)	14	27	6	47	[34.1%]	[65.9%]
LBM	127	275	41	443	[31.6%]	[68.4%]
LCDI Ltd Initiative	37	24	0	61	[60.7%]	[39.3%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Leabank Private Nursing Home	13	43	1	57	[23.2%]	[76.8%]
Leckey James Design Ltd	33	46	0	79	[41.8%]	[58.2%]
Leckey Trevor D T/A Stoneyford Building Supplies	*	-	-	48	-	-
Leckpatrick Foods Ltd	51	37	0	88	[58.0%]	[42.0%]
Leeway Stothers Ltd	34	13	0	47	[72.3%]	[27.7%]
Legal & General Assurance Society	*	-	-	29	-	-
Leighinmohr House Hotel	*	-	-	27	-	-
Leisureworld Toys & Hobbies Ltd T/A Craftworld	*	-	-	28	-	-
Leonard Cheshire Disability	53	68	3	124	[43.8%]	[56.2%]
L'estrange & Brett Solicitors	55	29	0	84	[65.5%]	[34.5%]
Liam Bradley Ltd	#	-	-	62	-	-
Liberty Information Technology Ltd	120	104	23	247	[53.6%]	[46.4%]
Lidl (NI) GMBH	164	205	93	462	[44.4%]	[55.6%]
Lifestyle Sports & Leisure Ltd	81	58	0	139	[58.3%]	[41.7%]
Lilley's Life Settlement T/A Lilley's Centra & Texaco Service Station	11	25	0	36	[30.6%]	[69.4%]
Lilliput (Dunmurry) Ltd	37	29	15	81	[56.1%]	[43.9%]
Limavady Building Suppliers Ltd	16	19	1	36	[45.7%]	[54.3%]
Limavady Gear Co Ltd	*	-	-	27	-	-
Limavady Printing Co Ltd	39	26	1	66	[60.0%]	[40.0%]
Limestone Youth Training Project T/A Academy Hair & Beauty Training School	11	21	0	32	[34.4%]	[65.6%]
Linden Foods Ltd	94	249	71	414	[27.4%]	[72.6%]
Lindsay Cars Ltd	347	102	6	455	[77.3%]	[22.7%]
Linen Hall Library	14	16	2	32	[46.7%]	[53.3%]
Linton & Robinson Ltd	25	19	0	44	[56.8%]	[43.2%]
Lisadian House Private Nursing Home	47	20	3	70	[70.1%]	[29.9%]
Lisburn Glass Group Ltd	*	-	-	40	-	-
Lisnasure Interiors	*	-	-	38	-	-
Lisney LLP	16	12	0	28	[57.1%]	[42.9%]
Lissan Coal Company Ltd	27	40	0	67	[40.3%]	[59.7%]
Lites Marketing Group (NI) Ltd	66	73	0	139	[47.5%]	[52.5%]
Little Rays Ltd	*	-	-	75	-	-
Litton Group Ltd	*	-	-	43	-	-
Lloyd David Leisure Ltd	*	-	-	71	-	-
Lloyds Pharmacy	41	65	2	108	[38.7%]	[61.3%]
Lloyds TSB Asset Finance Division Ltd	34	11	5	50	[75.6%]	[24.4%]
LMI Foods Ltd	32	17	2	51	[65.3%]	[34.7%]
Locksley Engineering Co Ltd	20	16	0	36	[55.6%]	[44.4%]
Lockton International Ltd	*	-	-	39	-	-
Lodge Hotel and Travel Stop, The	72	37	5	114	[66.1%]	[33.9%]
Logan's Executive Travel	16	14	1	31	[53.3%]	[46.7%]
Logue Julie T/A Julie's Kitchen	24	22	0	46	[52.2%]	[47.8%]
Lomac Tiles Ltd	44	68	2	114	[39.3%]	[60.7%]
Lombard and Ulster Limited	28	11	0	39	[71.8%]	[28.2%]
Londonderry Arms Hotel, The	#	-	-	36	-	-
Loney L T/A Cafe Renoir	#	-	-	31	-	-
Long's Supermarket Ltd	135	149	1	285	[47.5%]	[52.5%]
Loreto Grammar School	#	-	-	54	-	-

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Louerne Construction Ltd	21	24	0	45	[46.7%]	[53.3%]
Lough Erne Golf Resort	22	45	15	82	[32.8%]	[67.2%]
Lough Erne Hotel Ltd	18	26	0	44	[40.9%]	[59.1%]
Lough Neagh Nursing Home	11	15	2	28	[42.3%]	[57.7%]
Loughgiel Community Association Ltd	#	-	-	28	-	-
Loughran Brendan & Sons Ltd	#	-	-	33	-	-
Loughran Rock Industries	10	18	7	35	[35.7%]	[64.3%]
Loughview Homes Ltd	19	18	6	43	[51.4%]	[48.6%]
Louisville Private Nursing Home	#	-	-	95	-	-
Lowry Bros Ltd	*	-	-	39	-	-
Lowry FK Piling Ltd	17	40	2	59	[29.8%]	[70.2%]
LSRS Ltd T/A Old Moat Inn, The	*	-	-	38	-	-
Lumen Christi College	#	-	-	47	-	-
Lunn John H (Jewellers) Ltd	67	25	2	94	[72.8%]	[27.2%]
Lurgan Conference of St Vincent De Paul (Sponsors)	#	-	-	39	-	-
Lurgan Credit Union	#	-	-	26	-	-
Lynas Foodservice Ltd	146	29	7	182	[83.4%]	[16.6%]
Lynas RFA Dr & Mrs T/A Victoria Private Nursing Home	12	22	0	34	[35.3%]	[64.7%]
Lynn Maureen Recruitment Ltd	14	12	3	29	[53.8%]	[46.2%]
Lynn's Country Foods Ltd T/A Finnebrogue Venison Co	11	11	10	32	[50.0%]	[50.0%]
Lyttle R & PA	20	14	0	34	[58.8%]	[41.2%]
M Care Ltd	165	32	8	205	[83.8%]	[16.2%]
M&S Supermarkets Ltd T/A Centra Supermarket	14	79	4	97	[15.1%]	[84.9%]
M/B Truck & Van (NI) Ltd T/A Rent-a-Merc	19	16	1	36	[54.3%]	[45.7%]
Mac Aulay Wray	*	-	-	32	-	-
Mac Mahon JJ (Building Contractor) Ltd	#	-	-	31	-	-
Mac Nabb Bros (Waste Disposal) Ltd	#	-	-	28	-	-
Mac Naughton Blair Ltd	260	140	36	436	[65.0%]	[35.0%]
Mac Rental (NI) Ltd	24	31	22	77	[43.6%]	[56.4%]
MacClean	79	35	0	114	[69.3%]	[30.7%]
Mackey Eyecare	38	16	0	54	[70.4%]	[29.6%]
Mackle James Ltd	#	-	-	27	-	-
Mackle John (Moy) Ltd	11	37	5	53	[22.9%]	[77.1%]
Macrete Ireland Ltd	50	72	0	122	[41.0%]	[59.0%]
Mad Projects Ltd T/A Speranza	#	-	-	28	-	-
Madden & Finucane	#	-	-	28	-	-
Maddens Bar	11	12	4	27	[47.8%]	[52.2%]
Maghera Joinery Works Ltd	19	39	40	98	[32.8%]	[67.2%]
Magir Ltd T/A Medicare Pharmacy Group	62	197	11	270	[23.9%]	[76.1%]
Magowan Tyres (NI) Ltd	53	17	0	70	[75.7%]	[24.3%]
Mail Matters Direct Ltd	*	-	-	35	-	-
Maine Soft Drinks Ltd	72	27	4	103	[72.7%]	[27.3%]
Makro Multi-trade Centre	40	168	5	213	[19.2%]	[80.8%]
Mallaghan Engineering Ltd	17	59	8	84	[22.4%]	[77.6%]
Mallusk Engineering Ltd	*	-	-	29	-	-
Mallusk Security Services Ltd	32	16	0	48	[66.7%]	[33.3%]
Malmaison Hotels (Belfast)	17	15	30	62	[53.1%]	[46.9%]
Malone College	18	29	4	51	[38.3%]	[61.7%]
Malone Golf Club	20	14	5	39	[58.8%]	[41.2%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Malone Lodge Hotel, The	17	36	4	57	[32.1%]	[67.9%]
Manor Healthcare Ltd	75	41	3	119	[64.7%]	[35.3%]
Manor House Resort Hotel Ltd	38	43	19	100	[46.9%]	[53.1%]
Manpower (UK) Ltd	159	263	31	453	[37.7%]	[62.3%]
Marie Curie Hospice	107	53	40	200	[66.9%]	[33.1%]
Marine Court Hotel, The	65	27	1	93	[70.7%]	[29.3%]
Marks & Spencer PLC	1,470	1,077	132	2,679	[57.7%]	[42.3%]
Marlborough Engineering Ltd	*	-	-	39	-	-
Marlin Retail Ltd	60	13	6	79	[82.2%]	[17.8%]
Marmic Construction	*/#	-	-	26	-	-
Marsh Ltd	30	10	1	41	[75.0%]	[25.0%]
Martin & Hamilton Ltd	50	29	2	81	[63.3%]	[36.7%]
Martin H & J Ltd	116	45	2	163	[72.0%]	[28.0%]
Martin Phillips Carpets Ltd	32	11	0	43	[74.4%]	[25.6%]
Martin Residential Trust, The	25	11	4	40	[69.4%]	[30.6%]
Mar-train Heavy Haulage Ltd	*	-	-	33	-	-
Mascott Construction Ltd	22	55	2	79	[28.6%]	[71.4%]
Mash Direct Ltd	11	27	1	39	[28.9%]	[71.1%]
Mastercraft Construction Associates Ltd	39	84	0	123	[31.7%]	[68.3%]
Matalan Retail Ltd	161	134	36	331	[54.6%]	[45.4%]
Maxol Direct (NI) Ltd	47	42	2	91	[52.8%]	[47.2%]
Maxwell T & Sons Ltd T/A Maxwell Freight Services	*	-	-	47	-	-
May Edwin Ltd	*	-	-	55	-	-
Maydown Precision Engineering Ltd	21	86	0	107	[19.6%]	[80.4%]
MB Freight Forwarding Ltd	55	42	3	100	[56.7%]	[43.3%]
Mc Adam Design Ltd	*	-	-	67	-	-
Mc Aleer & Rushe Ltd	16	65	1	82	[19.8%]	[80.2%]
Mc Aleer and Teague (Building Contractors)	#	-	-	55	-	-
Mc Aleer M	#	-	-	36	-	-
Mc Alister Bros Ltd	10	35	12	57	[22.2%]	[77.8%]
Mc Aneaney Sean	*/#	-	-	32	-	-
Mc Anerney Bros Ltd	#	-	-	163	-	-
Mc Atamney's Butchers	13	22	3	38	[37.1%]	[62.9%]
Mc Avoy Construction LLP	11	19	0	30	[36.7%]	[63.3%]
Mc Avoy Group Ltd, The	43	180	6	229	[19.3%]	[80.7%]
Mc Bride MJ	#	-	-	30	-	-
Mc Burney Transport	102	21	2	125	[82.9%]	[17.1%]
Mc Cabe Deirdre	11	16	1	28	[40.7%]	[59.3%]
Mc Caffrey B & Sons Ltd	#	-	-	39	-	-
Mc Caffrey Concrete Products Ltd	#	-	-	45	-	-
Mc Caffrey's Spar Supermarket	#	-	-	30	-	-
Mc Caig Collim	*	-	-	34	-	-
Mc Call J & W Supplies (NI) Ltd	34	32	2	68	[51.5%]	[48.5%]
Mc Call Robert W & Sons	*	-	-	33	-	-
Mc Callan Bros Ltd	#	-	-	33	-	-
Mc Cambridge Duffy LLP	#	-	-	89	-	-
Mc Candless Wac (Engineers) Ltd	22	11	1	34	[66.7%]	[33.3%]
Mc Cann Bros Ltd	27	36	13	76	[42.9%]	[57.1%]
Mc Cann FP Ltd	80	146	7	233	[35.4%]	[64.6%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Mc Cann Patsy & Sons	21	31	0	52	[40.4%]	[59.6%]
Mc Cartan Turkington Breen Solicitors	26	22	3	51	[54.2%]	[45.8%]
Mc Caughan Frank A	#	-	-	27	-	-
Mc Cauleys Trailers Ltd	12	22	13	47	[35.3%]	[64.7%]
Mc Causland Airport Garage Ltd	23	13	5	41	[63.9%]	[36.1%]
Mc Clean Arnold	21	12	7	40	[63.6%]	[36.4%]
Mc Clelland JA & Sons (Auctioneers) Ltd	*	-	-	48	-	-
Mc Closkey & O'Kane Building Co Ltd	#	-	-	47	-	-
Mc Colgans Quality Foods Ltd	21	52	44	117	[28.8%]	[71.2%]
Mc Combe Bros (Antrim) Ltd	*	-	-	71	-	-
Mc Conaghy T & Sons Ltd	#	-	-	159	-	-
Mc Connell Martin	*	-	-	34	-	-
Mc Connell S & Sons Ltd	57	13	21	91	[81.4%]	[18.6%]
Mc Connell S Ltd	30	22	0	52	[57.7%]	[42.3%]
Mc Connell TJ & Sons	#	-	-	31	-	-
Mc Cormack Site Services (Ireland) Ltd T/A Mc Cormack Demolition	#	-	-	26	-	-
Mc Cormack Terence Ltd	#	-	-	28	-	-
Mc Cormick Mac Naughton (NI) Ltd	61	18	1	80	[77.2%]	[22.8%]
Mc Cormick WJ & Sons Ltd	*	-	-	48	-	-
Mc Croy Engineering	#	-	-	41	-	-
Mc Croy Scaffolding (NI) Ltd	11	88	0	99	[11.1%]	[88.9%]
Mc Cue James F T/A Mc Cue Interior Fit Out Solutions	74	13	2	89	[85.1%]	[14.9%]
Mc Culla (Ireland) Ltd	66	35	0	101	[65.3%]	[34.7%]
Mc Cullough Robert George	*	-	-	26	-	-
Mc Daid Mc Cullough Moore	#	-	-	32	-	-
Mc Dermott P & Sons (Omagh) Ltd	#	-	-	29	-	-
Mc Devitt VH & Son Ltd	27	11	0	38	[71.1%]	[28.9%]
Mc Donalds Restaurants Ltd	24	122	9	155	[16.4%]	[83.6%]
Mc Donnell James & Sons Ltd	#	-	-	33	-	-
Mc Dowell & Service Dental Laboratory Ltd	*	-	-	37	-	-
Mc Elderry John (Motors and Tractors) Ltd	*	-	-	35	-	-
Mc Elwaine Group	82	45	0	127	[64.6%]	[35.4%]
Mc Erlains Bakery (Magherafelt) Ltd	40	62	14	116	[39.2%]	[60.8%]
Mc Fadden Ltd	#	-	-	42	-	-
Mc Gaffin Contracts Ltd	*	-	-	33	-	-
Mc Geown JD Ltd	37	27	0	64	[57.8%]	[42.2%]
Mc Gimpsey & Kane (Builders)	41	30	3	74	[57.7%]	[42.3%]
Mc Gimpsey Brothers (Removals) Ltd	*	-	-	46	-	-
Mc Ginnis Developments Ltd	#	-	-	36	-	-
Mc Glone H & T	25	77	11	113	[24.5%]	[75.5%]
Mc Grady MB & Co	#	-	-	27	-	-
Mc Granaghan D Ltd	#	-	-	46	-	-
Mc Granaghan Noel & Michael T/A Mountvale Private Nursing Home	38	22	6	66	[63.3%]	[36.7%]
Mc Grath Engineering Ltd	66	56	23	145	[54.1%]	[45.9%]
Mc Gregor & Manning Ltd	*	-	-	27	-	-
Mc Gurk & Moore Electrical & Plumbing Contractors	#	-	-	35	-	-
Mc Gurran TJ Ltd T/A The Errigle Inn	13	37	4	54	[26.0%]	[74.0%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Mc Intyre E & Sons Ltd	11	31	0	42	[26.2%]	[73.8%]
Mc Kay (Newtownards) Ltd	*	-	-	55	-	-
Mc Keagney Chemists	#	-	-	27	-	-
Mc Kee FB & Co Ltd	28	18	0	46	[60.9%]	[39.1%]
Mc Kee John & Son	24	24	0	48	[50.0%]	[50.0%]
Mc Keefry BP Ltd	10	27	2	39	[27.0%]	[73.0%]
Mc Kee's	31	27	0	58	[53.4%]	[46.6%]
Mc Kelvey RJ Ltd	*	-	-	31	-	-
Mc Kenna JF Ltd	#	-	-	55	-	-
Mc Kenna Nicholas & Co	56	45	0	101	[55.4%]	[44.6%]
Mc Keown Cleaning Services Ltd	172	87	23	282	[66.4%]	[33.6%]
Mc Keown Jonathan Solicitors	#	-	-	30	-	-
Mc Killens (Ballymena) Ltd	*	-	-	70	-	-
Mc Kinty & Wright	25	14	0	39	[64.1%]	[35.9%]
Mc Laughlin & Harvey Ltd	174	118	15	307	[59.6%]	[40.4%]
Mc Laughlin Thomas Ltd	22	98	0	120	[18.3%]	[81.7%]
Mc Laughlin William & Sons Ltd	22	19	0	41	[53.7%]	[46.3%]
Mc Lean Alfie	133	78	0	211	[63.0%]	[37.0%]
Mc Loughlin John & Son (Shipping) Ltd	*	-	-	31	-	-
Mc Mullan Transport	17	19	0	36	[47.2%]	[52.8%]
Mc Mullen Architectural Systems Ltd	74	118	9	201	[38.5%]	[61.5%]
Mc Namee B & Co Ltd	#	-	-	30	-	-
Mc Neill - Mc Manus Glass Ltd	72	26	1	99	[73.5%]	[26.5%]
Mc Nicholas Construction	62	97	90	249	[39.0%]	[61.0%]
Mc Ninch J W & Son	*	-	-	34	-	-
Mc Ormond Ltd	*	-	-	50	-	-
Mc Parland Properties (Ireland) Ltd T/A Canal Court Hotel	43	189	39	271	[18.5%]	[81.5%]
Mc Quillan John (Contracts) Ltd	22	57	1	80	[27.8%]	[72.2%]
Mc Williams PT Contracts	21	89	2	112	[19.1%]	[80.9%]
McGrane Nurseries Ltd	*/#	-	-	30	-	-
McKeevers Chemists	14	60	0	74	[18.9%]	[81.1%]
McKendry Fabrications Ltd	15	24	0	39	[38.5%]	[61.5%]
MCL Insurance Services Ltd	19	16	2	37	[54.3%]	[45.7%]
MD Healthcare Ltd	29	65	6	100	[30.9%]	[69.1%]
MDF Engineering Ltd	45	55	15	115	[45.0%]	[55.0%]
MDS Pharma Services (GB) Ltd	67	51	20	138	[56.8%]	[43.2%]
Mechanical Installation & Maintenance (NI) Ltd	17	32	0	49	[34.7%]	[65.3%]
Menzies Aviation UK & Ireland Ground Handling	103	56	4	163	[64.8%]	[35.2%]
Mercedes-Benz Truck & Van (NI)	71	30	3	104	[70.3%]	[29.7%]
Mercer Ltd	37	26	11	74	[58.7%]	[41.3%]
Merchant Hotels Ltd, The	77	120	0	197	[39.1%]	[60.9%]
Mercy Care Ltd	28	191	5	224	[12.8%]	[87.2%]
Meridio Ltd	59	33	9	101	[64.1%]	[35.9%]
Messanna Investments Ltd T/A King's Castle Private Nursing Home	#	-	-	43	-	-
Met Steel Ltd	*	-	-	50	-	-
Metal Technology Ltd	40	20	2	62	[66.7%]	[33.3%]
Metalcraft Engineering Ltd	*	-	-	30	-	-
Meteor Controls International Ltd	10	89	3	102	[10.1%]	[89.9%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Methodist City Mission	11	24	1	36	[31.4%]	[68.6%]
Methodist College	76	18	5	99	[80.9%]	[19.1%]
Metso Minerals Cappagh Ltd	#	-	-	69	-	-
MFI Retail (Holdings) Ltd	35	10	17	62	[77.8%]	[22.2%]
Mformation Technologies	13	12	9	34	[52.0%]	[48.0%]
MGT Engineering	#	-	-	36	-	-
Michelin Tyre PLC	752	245	42	1,039	[75.4%]	[24.6%]
Micwall Developments Ltd	16	43	2	61	[27.1%]	[72.9%]
Micwall Joinery Ltd	25	11	0	36	[69.4%]	[30.6%]
Mid Ulster Granite & Stone Co Ltd	*	-	-	34	-	-
Middleton W & Son (NI) Ltd T/A Middleton Seafoods	34	25	3	62	[57.6%]	[42.4%]
Millar Savoury Foods Ltd	#	-	-	35	-	-
Millar Shearer & Black	*	-	-	26	-	-
Millbrook Lodge Hotel	23	28	0	51	[45.1%]	[54.9%]
Millcroft Private Nursing Home	21	84	4	109	[20.0%]	[80.0%]
Miller Stewart & Sons Ltd	*	-	-	60	-	-
Milligan Bros Ltd	16	16	0	32	[50.0%]	[50.0%]
Milligan George & Sons Fish Merchants Ltd	#	-	-	28	-	-
Mills Alexander	*	-	-	28	-	-
Mills Selig	18	14	0	32	[56.3%]	[43.8%]
Millverne Residential Home	#	-	-	34	-	-
Millward Brown Ulster	79	115	12	206	[40.7%]	[59.3%]
Minprint Ltd	*	-	-	41	-	-
Minster Cleaning Services	43	154	4	201	[21.8%]	[78.2%]
Mirror Group Newspapers	37	29	1	67	[56.1%]	[43.9%]
Miskelly Brothers Ltd	*	-	-	29	-	-
Miskelly of & Sons	35	11	0	46	[76.1%]	[23.9%]
Mitchell Harold (Belfast) Ltd	35	16	1	52	[68.6%]	[31.4%]
Mitchells & Butlers No2 Ltd C/o Crown Liquor Saloon	16	17	2	35	[48.5%]	[51.5%]
Mitten RJ & Sons	24	14	0	38	[63.2%]	[36.8%]
Mivan Ltd	121	79	16	216	[60.5%]	[39.5%]
MJM Marine Ltd	15	97	0	112	[13.4%]	[86.6%]
MM Building Services Ltd	11	23	1	35	[32.4%]	[67.6%]
Modern Tyre Service	75	85	0	160	[46.9%]	[53.1%]
Moffett & Sons Ltd	99	30	0	129	[76.7%]	[23.3%]
Monaghan Brothers Ltd	11	17	0	28	[39.3%]	[60.7%]
Moneydarragh Flexicare Ltd	23	40	0	63	[36.5%]	[63.5%]
Monsoon Accessorize	56	62	13	131	[47.5%]	[52.5%]
Montgomery Distribution Ltd	105	22	6	133	[82.7%]	[17.3%]
Montgomery Refrigeration Ltd	102	33	5	140	[75.6%]	[24.4%]
Montgomery Transport Ltd	93	23	17	133	[80.2%]	[19.8%]
Montgomerys	31	17	0	48	[64.6%]	[35.4%]
Montracon Ltd	46	73	42	161	[38.7%]	[61.3%]
Montupet (UK) Ltd	237	257	25	519	[48.0%]	[52.0%]
Moore Concrete Products Ltd	*	-	-	71	-	-
Moore D&G T/A Parkes Pharmacy	*	-	-	44	-	-
Moore Stephens Chartered Accountants	85	59	1	145	[59.0%]	[41.0%]
Moore TH (Contracts) Ltd	11	14	2	27	[44.0%]	[56.0%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Moran John T/A Breico Retail Group	27	78	4	109	[25.7%]	[74.3%]
Morgan Transport & Distribution Ltd	37	69	27	133	[34.9%]	[65.1%]
Morning Star House	#	-	-	26	-	-
Morrow Contracts Ltd	55	21	6	82	[72.4%]	[27.6%]
Morrow CR Ltd	*	-	-	34	-	-
Morton Alex Contracts Ltd	*	-	-	27	-	-
Morton Newspapers Ltd	162	77	19	258	[67.8%]	[32.2%]
Mosaic Fashions Ltd	76	94	16	186	[44.7%]	[55.3%]
Mothercare (UK) Ltd	59	41	6	106	[59.0%]	[41.0%]
Motoglass Ltd	15	11	0	26	[57.7%]	[42.3%]
Mott Mac Donald Ltd	22	14	3	39	[61.1%]	[38.9%]
Mouchel	25	30	7	62	[45.5%]	[54.5%]
Mount Charles Catering Ltd	311	420	104	835	[42.5%]	[57.5%]
Mount Lourdes Grammar School	#	-	-	43	-	-
Mourne Country Meats Ltd	#	-	-	44	-	-
Mourne Observer Ltd	17	14	2	33	[54.8%]	[45.2%]
Moutray WM & Sons	*	-	-	32	-	-
Movianto Northern Ireland	*	-	-	27	-	-
Movilla House Ltd	*	-	-	72	-	-
Moy Park Ltd	1,002	1,439	592	3,033	[41.0%]	[59.0%]
Moyfab Engineering Ltd	17	21	0	38	[44.7%]	[55.3%]
Moyle Supermarket Ltd T/A Supervalu	#	-	-	37	-	-
Moyola Building Services Ltd	*	-	-	31	-	-
Moyola Precision Engineering Ltd	37	36	7	80	[50.7%]	[49.3%]
MPA Recruitment	150	237	0	387	[38.8%]	[61.2%]
Mrs Magowan & Mrs Gilmore T/A Kingsfield Enterprises	*	-	-	36	-	-
MSCS (NI) Ltd T/A Xperience	21	14	2	37	[60.0%]	[40.0%]
MSM Contracts Ltd	61	32	0	93	[65.6%]	[34.4%]
MSO Cleland Ltd	135	33	13	181	[80.4%]	[19.6%]
Muldoon Transport Systems Ltd	16	30	0	46	[34.8%]	[65.2%]
Mulgrew Haulage Ltd	64	58	0	122	[52.5%]	[47.5%]
Mulkerns Paul T/A Eurospar Supermarket	#	-	-	47	-	-
Mullaghboy Private Nursing Home Mr & Mrs Duncan	24	10	0	34	[70.6%]	[29.4%]
Mullan B & Sons Ltd	26	38	0	64	[40.6%]	[59.4%]
Mullan Bob Motors Ltd	#	-	-	32	-	-
Mullin Neil & Sons Ltd	#	-	-	37	-	-
Multi Development UK Ltd	#	-	-	27	-	-
Munster Simms Engineering Ltd	111	18	1	130	[86.0%]	[14.0%]
Murdock Group Ltd C/o Bronagh Kirk	#	-	-	44	-	-
Murdock Hardwood Industries Ltd	#	-	-	45	-	-
Murland James & Co Solicitors	10	17	1	28	[37.0%]	[63.0%]
Murphy & O'Rawe Solicitors	13	26	0	39	[33.3%]	[66.7%]
Murphy Patrick T/A Kingsway Building & Painting Contractors	16	29	0	45	[35.6%]	[64.4%]
Murphy's Supervalu	#	-	-	101	-	-
Murray J & Sons Ltd	*	-	-	26	-	-
Musgrave Retail Partners (NI) Ltd	173	166	13	352	[51.0%]	[49.0%]
Musgrave Wholesale Partners	80	86	22	188	[48.2%]	[51.8%]
Mytravel Aircraft Engineering Ltd	25	11	2	38	[69.4%]	[30.6%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Nacco Materials Handling Ltd	384	280	17	681	[57.8%]	[42.2%]
Nalco Ltd	*	-	-	31	-	-
Nambarrie Tea Company Ltd	29	15	8	52	[65.9%]	[34.1%]
Nath Brothers	103	84	11	198	[55.1%]	[44.9%]
National Air Traffic Services Ltd	*	-	-	41	-	-
National Car Park Services Ltd	249	97	2	348	[72.0%]	[28.0%]
National House Building Council	*	-	-	36	-	-
National Society for the Prevention of Cruelty to Children (NSPCC)	74	82	36	192	[47.4%]	[52.6%]
National Trust, The	143	82	118	343	[63.6%]	[36.4%]
National/Alamo Car Rental	24	18	1	43	[57.1%]	[42.9%]
Nationwide Building Society C/o Jo Taylor	134	72	19	225	[65.0%]	[35.0%]
Nationwide Locum Services	*/#	-	-	29	-	-
Natural World Products Ltd	#	-	-	39	-	-
Navigator Blue Ltd	17	14	3	34	[54.8%]	[45.2%]
Nazareth House (Londonderry)	#	-	-	128	-	-
Nazareth House Care Village	39	63	3	105	[38.2%]	[61.8%]
NC Engineering (Hamiltons Bawn) Ltd	37	45	12	94	[45.1%]	[54.9%]
NCH Northern Ireland	37	34	7	78	[52.1%]	[47.9%]
Needaco Ltd T/A Paddington Lodge	17	14	0	31	[54.8%]	[45.2%]
Neill James Ltd	29	11	0	40	[72.5%]	[27.5%]
Nelson Hydraulics Ltd	21	14	0	35	[60.0%]	[40.0%]
Nerve Centre, The	10	20	5	35	[33.3%]	[66.7%]
New Look Retailers	188	391	25	604	[32.5%]	[67.5%]
New Quay Developments Ltd	58	22	2	82	[72.5%]	[27.5%]
New Vision Mgt Ltd T/A Costcutter	#	-	-	64	-	-
New World Developments	38	36	0	74	[51.4%]	[48.6%]
Newell Stores Ltd T/A Newell Stores	20	128	4	152	[13.5%]	[86.5%]
Newry Building Supplies Ltd	#	-	-	33	-	-
Newry Credit Union Ltd	#	-	-	30	-	-
Newsread Limited	27	51	2	80	[34.6%]	[65.4%]
Newtownards Chronicle Ltd	*	-	-	33	-	-
Next PLC	264	226	50	540	[53.9%]	[46.1%]
Nexus Institute (NI), The	18	18	6	42	[50.0%]	[50.0%]
NFU Mutual Insurance Society Ltd	76	18	0	94	[80.9%]	[19.1%]
NI Childminding Association	14	10	2	26	[58.3%]	[41.7%]
NIE Powerteam	<i>See Viridian Group of Companies</i>					
NI Trucks Ltd	65	14	11	90	[82.3%]	[17.7%]
NIACRO	33	56	0	89	[37.1%]	[62.9%]
Niche Drinks Co Ltd	34	21	0	55	[61.8%]	[38.2%]
Nicholl Bros (Radio) Ltd	*	-	-	29	-	-
Nicholl Fuel Oils Ltd	37	45	0	82	[45.1%]	[54.9%]
Nicholson & Bass Ltd	*	-	-	49	-	-
Nicholson House Nursing Home	*	-	-	39	-	-
Nicholson James Wine Ltd	11	14	1	26	[44.0%]	[56.0%]
Nicks Warehouse Ltd	13	26	3	42	[33.3%]	[66.7%]
Nightingale Private Nursing Home	14	29	16	59	[32.6%]	[67.4%]
NIIB Group Ltd	75	29	17	121	[72.1%]	[27.9%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Niscayam Ltd	15	14	1	30	[51.7%]	[48.3%]
Nitec Solutions Ltd	19	16	0	35	[54.3%]	[45.7%]
Nitronica Ltd	43	45	10	98	[48.9%]	[51.1%]
NK Coatings Ltd	59	13	0	72	[81.9%]	[18.1%]
NK Fencing Ltd	49	20	2	71	[71.0%]	[29.0%]
Norbev	71	19	4	94	[78.9%]	[21.1%]
Norbrook Laboratories Ltd	135	732	108	975	[15.6%]	[84.4%]
Norfolk Line Ltd	97	56	0	153	[63.4%]	[36.6%]
Norfolkine Irish Sea Ferry Services	118	39	9	166	[75.2%]	[24.8%]
Norlect Engineering (UK) Ltd	11	38	2	51	[22.4%]	[77.6%]
Nortel	293	155	39	487	[65.4%]	[34.6%]
Nortel Networks (NI) Ltd Athletic & Social Club	*	-	-	26	-	-
North & West Housing Ltd	158	324	31	513	[32.8%]	[67.2%]
North City Training Ltd	11	24	2	37	[31.4%]	[68.6%]
North Coast Hotels Ltd	14	31	8	53	[31.1%]	[68.9%]
North Down Grain Ltd	*	-	-	34	-	-
North Down Group	31	35	0	66	[47.0%]	[53.0%]
North Down Marquees Ltd	*	-	-	36	-	-
North West of Ireland Printing & Publishing Co Ltd	18	72	0	90	[20.0%]	[80.0%]
Northern Archaeological Consultancy Ltd	15	10	4	29	[60.0%]	[40.0%]
Northern Bank	1,311	584	58	1,953	[69.2%]	[30.8%]
Northern Hydraulics Ltd	#	-	-	47	-	-
Northern Ireland Association for Mental Health	118	118	11	247	[50.0%]	[50.0%]
Northern Ireland Association of Citizens Advice Bureaux	#	-	-	29	-	-
Northern Ireland Chest Heart & Stroke Association	47	63	0	110	[42.7%]	[57.3%]
Northern Ireland Co-ownership Housing Association Ltd	28	15	0	43	[65.1%]	[34.9%]
Northern Ireland Council for Integrated Education	13	11	3	27	[54.2%]	[45.8%]
Northern Ireland Council for Voluntary Action	13	26	0	39	[33.3%]	[66.7%]
Northern Ireland Council on Ageing	19	13	10	42	[59.4%]	[40.6%]
Northern Ireland Electricity PLC	<i>See Viridian Group of Companies</i>					
Northern Ireland Food Chain Certification	*	-	-	30	-	-
Northern Ireland Hospice Care	150	95	18	263	[61.2%]	[38.8%]
Northern Ireland Institute for the Disabled	*	-	-	95	-	-
Northern Ireland Plastics Ltd	23	22	2	47	[51.1%]	[48.9%]
Northern Ireland Public Service Alliance (NIPSA)	26	31	3	60	[45.6%]	[54.4%]
Northern Ireland Rural Development Council	12	20	0	32	[37.5%]	[62.5%]
Northern Lift Trucks (NI) Ltd	*	-	-	32	-	-
Northern Materials Handling (Ireland) Ltd T/A Northern Forklift	13	16	1	30	[44.8%]	[55.2%]
Northern Newspaper Group	76	24	6	106	[76.0%]	[24.0%]
Northern Whig Ltd	*	-	-	30	-	-
Northface Access Services NI Ltd	#	-	-	32	-	-
Northgate Information Solutions (UK) Ltd	343	179	2	524	[65.7%]	[34.3%]
Northsec Security Services (NI) Ltd	82	78	0	160	[51.3%]	[48.8%]
Northstone (NI) Ltd	560	414	113	1,087	[57.5%]	[42.5%]
Northwest Bookmakers Ltd	#	-	-	85	-	-
Northwest Independent Hospital	84	61	36	181	[57.9%]	[42.1%]
Novosco	22	13	5	40	[62.9%]	[37.1%]
Now Project, The	13	14	1	28	[48.1%]	[51.9%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name		P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Nugent & Gibney Ltd	#	-	-	-	26	-	-
Nugent P & Sons Ltd	#	-	-	-	38	-	-
Nugent Sean Engineering Ltd	#	-	-	-	34	-	-
Nursing & Caring Direct Ltd		89	76	2	167	[53.9%]	[46.1%]
Nu-track Ltd	*	-	-	-	77	-	-
Nyse Technologies		46	71	18	135	[39.3%]	[60.7%]
O & S Doors Ltd		23	186	12	221	[11.0%]	[89.0%]
O2 (UK) Ltd Tracey Flashman		51	61	2	114	[45.5%]	[54.5%]
Oakgrove Integrated College		26	40	2	68	[39.4%]	[60.6%]
Oakgrove Integrated Primary School		21	14	0	35	[60.0%]	[40.0%]
Oaklee Housing Association Ltd		119	90	10	219	[56.9%]	[43.1%]
Oakwood Door Designs Ltd T/A Uform		22	58	0	80	[27.5%]	[72.5%]
Oasis Caring in Action Ltd	*	-	-	-	38	-	-
Oasis Travel (NI) Ltd	*	-	-	-	26	-	-
OB Construction	#	-	-	-	31	-	-
O'Boyle Hugh J Ltd	#	-	-	-	59	-	-
Observer Newspapers (NI) Ltd	#	-	-	-	34	-	-
O'Connell T & Sons	#	-	-	-	50	-	-
O'Connor & Mc Cann Ltd	#	-	-	-	35	-	-
OCS Group UK Ltd Northern Ireland Division		272	207	37	516	[56.8%]	[43.2%]
OCS Security Services		44	29	1	74	[60.3%]	[39.7%]
O'Doherty Garvan Group		13	147	1	161	[8.1%]	[91.9%]
Odyssey Bowl Ltd		20	18	5	43	[52.6%]	[47.4%]
O'Hanlon & Farrell Contracts Ltd		21	85	26	132	[19.8%]	[80.2%]
O'Hanlon Bros Construction Ltd	#	-	-	-	30	-	-
O'Hare & Mc Govern Ltd		38	99	18	155	[27.7%]	[72.3%]
O'Hare Felix & Co Ltd	#	-	-	-	142	-	-
O'Kane Bros (Woodworking) Ltd	#	-	-	-	129	-	-
O'Kane Food Service Ltd		86	30	11	127	[74.1%]	[25.9%]
O'Kane Poultry Group		435	363	375	1,173	[54.5%]	[45.5%]
O'Kane Supermarkets Ltd T/A Supervalu		103	240	6	349	[30.0%]	[70.0%]
Old Bushmills Distillery Co Ltd, The		102	15	0	117	[87.2%]	[12.8%]
Old Inn, Crawfordsburn, The		39	41	4	84	[48.8%]	[51.3%]
Oliver Transport Services Ltd		20	15	0	35	[57.1%]	[42.9%]
Oliver W (Exorna) Ltd	*	-	-	-	37	-	-
Olympic Lifts Ltd	*	-	-	-	42	-	-
Omac Engineering Company	#	-	-	-	41	-	-
Omagh Early Years Centre Ltd		10	25	0	35	[28.6%]	[71.4%]
Omagh Meats		32	178	4	214	[15.2%]	[84.8%]
Omega Mechanical Services Ltd	#	-	-	-	76	-	-
Omniplex Holdings (NI) Ltd		45	61	15	121	[42.5%]	[57.5%]
O'Neill & Brady Ltd	#	-	-	-	33	-	-
O'Neill Brothers Building Contractors Ltd	#	-	-	-	59	-	-
O'Neill Electrics Ltd	#	-	-	-	29	-	-
O'Neill John T/A Costcutter Supermarket		11	20	0	31	[35.5%]	[64.5%]
O'Neill P Building Services Ltd	#	-	-	-	41	-	-
O'Neills Irish International Sports Co Ltd		34	254	3	291	[11.8%]	[88.2%]
Open and Direct Insurance Services Ltd		90	62	2	154	[59.2%]	[40.8%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name		P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Open Door Housing Association (NI) Ltd	#	-	-	-	37	-	-
Open University in Ireland, The		32	15	11	58	[68.1%]	[31.9%]
Openwave Systems (NI) Ltd		37	62	12	111	[37.4%]	[62.6%]
Orana Family Support Centre	#	-	-	-	49	-	-
Orchard County Foods	*/#	-	-	-	35	-	-
Orchard Grove Residential Home		10	16	1	27	[38.5%]	[61.5%]
Orchard House Private Nursing Home		39	10	3	52	[79.6%]	[20.4%]
Orchard Recruitment (NI) Ltd		24	32	5	61	[42.9%]	[57.1%]
Orchardville Society, The		25	10	4	39	[71.4%]	[28.6%]
O'Reilly Stewart Solicitors		12	20	0	32	[37.5%]	[62.5%]
O'Reilly Transport (Ireland) Ltd		14	20	0	34	[41.2%]	[58.8%]
O'Reillys "The Sweet People"	#	-	-	-	65	-	-
Orion Project Services Ltd		159	378	0	537	[29.6%]	[70.4%]
Osborne King	*	-	-	-	44	-	-
Ostick & Williams Ltd		22	15	6	43	[59.5%]	[40.5%]
OTIS Ltd		25	16	4	45	[61.0%]	[39.0%]
Our Lady & St Patricks College Knock		37	15	0	52	[71.2%]	[28.8%]
Our Lady's Home	#	-	-	-	94	-	-
Oval Insurance Broking Ltd T/A Oval James		44	13	0	57	[77.2%]	[22.8%]
Over the Rainbow Private Day Nurseries		20	19	0	39	[51.3%]	[48.7%]
Oxfam Northern Ireland		28	19	7	54	[59.6%]	[40.4%]
P & G Family Foods Ltd	*	-	-	-	126	-	-
P & L Electrics Ltd	#	-	-	-	30	-	-
P & O European Ferries (Irish Sea) Ltd		111	31	9	151	[78.2%]	[21.8%]
P & O Ferrymasters Ltd	*	-	-	-	37	-	-
Pallet Centre Ltd, The	*	-	-	-	59	-	-
Pallet Recovery SVCS	*	-	-	-	37	-	-
Palmer & Harvey Mc Lane Ltd	*	-	-	-	44	-	-
Paragon Training (NI) Ltd	#	-	-	-	29	-	-
Parents Advice Centre (NI) Ltd		15	18	2	35	[45.5%]	[54.5%]
Parity Solutions Ltd		32	27	6	65	[54.2%]	[45.8%]
Park Avenue Hotel Ltd	*	-	-	-	79	-	-
Parkdean Nursing Home	#	-	-	-	28	-	-
Parkelect Ltd	*	-	-	-	31	-	-
Parkgate Foods Ltd T/A Euro Shellfish & Castle Garden		33	27	0	60	[55.0%]	[45.0%]
Parkside Private Care Ltd T/A Parkside Private Nursing Home	*	-	-	-	28	-	-
Patmar Ltd		71	30	1	102	[70.3%]	[29.7%]
Patrick Durkan T/A Allclear Environmental	#	-	-	-	28	-	-
Pats Bar & Restaurant		16	13	3	32	[55.2%]	[44.8%]
Patterson Alan Design		17	10	0	27	[63.0%]	[37.0%]
Patterson Donnelly Solicitors	*	-	-	-	38	-	-
Patterson Family, The T/A Plough Inn, The		61	10	9	80	[85.9%]	[14.1%]
Patton David & Sons (NI) Ltd		310	115	16	441	[72.9%]	[27.1%]
Peacehaven Care Services Ltd		18	35	0	53	[34.0%]	[66.0%]
Peacock's Stores Ltd		127	145	19	291	[46.7%]	[53.3%]
Peden George Ltd	*	-	-	-	29	-	-
Peden Power Ltd	*	-	-	-	28	-	-
Pembroke Services Ltd	*	-	-	-	31	-	-

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Pencro Structural Engineering Ltd	*	-	-	27	-	-
Penrose Roofing Ltd	*	-	-	26	-	-
Pension & Financial Consultants Ltd	*	-	-	34	-	-
Penton Publications Ltd	*	-	-	34	-	-
People Direct NI		19	30	1	50	[38.8%] [61.2%]
Perfecseal Ltd		36	197	15	248	[15.5%] [84.5%]
Perfume Shop Ltd, The		35	39	11	85	[47.3%] [52.7%]
Petal Postforming Ltd	#	-	-	-	66	-
Pets At Home Ltd		50	19	5	74	[72.5%] [27.5%]
Pfizer Ltd		14	10	9	33	[58.3%] [41.7%]
PFS & Partners Ltd	#	-	-	-	39	-
Philips Healthcare Informatics Ltd	*	-	-	-	28	-
Phillips Dr & Mrs T/A Silverbirch Lodge Private Nursing Home		22	13	0	35	[62.9%] [37.1%]
Phoenix Healthcare (NI) Ltd	*	-	-	-	49	-
Phoenix Natural Gas Ltd		113	62	12	187	[64.6%] [35.4%]
Phoenix Nursing Agency		11	47	7	65	[19.0%] [81.0%]
Phoenix Security Business Management Services Ltd		19	17	6	42	[52.8%] [47.2%]
Phoenix, The (Ballymena) Ltd	*	-	-	-	41	-
Phones 4U Ltd		44	23	29	96	[65.7%] [34.3%]
Pier 36	*	-	-	-	41	-
Pinnacle Health Care	#	-	-	-	29	-
Piperhill Construction Ltd	#	-	-	-	33	-
PK Murphy Construction Ltd	#	-	-	-	36	-
Platinum Recruitment	#	-	-	-	54	-
PM Engineering Ltd	#	-	-	-	36	-
PMD (NI) Ltd T/A Mc Donald's Connswater		36	12	16	64	[75.0%] [25.0%]
PMD (NI) Ltd T/A Mc Donald's Dundonald		36	19	0	55	[65.5%] [34.5%]
Pneutrol Ireland Ltd		23	14	4	41	[62.2%] [37.8%]
Podium 4 Sport Ltd		27	12	0	39	[69.2%] [30.8%]
Police Rehabilitation And Retraining Trust Ltd		36	14	3	53	[72.0%] [28.0%]
Pollock Lifts Ltd	*	-	-	-	81	-
Polly Bros Ltd		17	15	0	32	[53.1%] [46.9%]
Polypipe (Ulster) Ltd		107	29	6	142	[78.7%] [21.3%]
Pooles Supervalu Moira		89	19	8	116	[82.4%] [17.6%]
Portaferry Hotel	#	-	-	-	39	-
Portora Royal School		19	10	2	31	[65.5%] [34.5%]
Portstewart Golf Club	*	-	-	-	32	-
Portview Fit-out Ltd		17	30	1	48	[36.2%] [63.8%]
Positive Futures for People with a Learning Disability		183	114	50	347	[61.6%] [38.4%]
Pound World Northern Ireland	#	-	-	-	46	-
Povall Worthington Ltd	*	-	-	-	26	-
Powerscreen International Distribution Ltd		83	313	33	429	[21.0%] [79.0%]
PPG Architectural Coatings (UK) Ltd		59	11	5	75	[84.3%] [15.7%]
Praxis Care Group		331	311	69	711	[51.6%] [48.4%]
Precision Industrial Services Ltd		121	116	11	248	[51.1%] [48.9%]
Premier Bakeries Ireland		286	90	25	401	[76.1%] [23.9%]
Premier Care Armagh Ltd		19	33	0	52	[36.5%] [63.5%]
Premier Electrics Ltd	#	-	-	-	47	-

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Premier Employment Ltd T/A Premier People	596	599	11	1,206	[49.9%]	[50.1%]
Premier Power Ltd	114	20	3	137	[85.1%]	[14.9%]
Prentice David (Cars) Ltd	69	39	1	109	[63.9%]	[36.1%]
Presbyterian Church In Ireland (Board of Finance and Personnel)	*	-	-	75	-	-
Presbyterian Church In Ireland (Board of Social Witness)	205	35	33	273	[85.4%]	[14.6%]
Presbyterian Housing Association (NI) Ltd	*	-	-	46	-	-
Prestige Nursing Homes Ltd T/A Kintullagh House Private Nursing Home	42	23	4	69	[64.6%]	[35.4%]
Prestige Underwriting Services Ltd	134	25	4	163	[84.3%]	[15.7%]
PRG (NI) Ltd	15	19	7	41	[44.1%]	[55.9%]
PRH Construction (NI) Ltd	#	-	-	27	-	-
PriceWaterhouseCoopers	454	343	86	883	[57.0%]	[43.0%]
Primark Stores Ltd	262	539	32	833	[32.7%]	[67.3%]
Prince's Trust, The	16	21	0	37	[43.2%]	[56.8%]
Principal Cooling Ltd	14	12	0	26	[53.8%]	[46.2%]
Principles Retail Ltd C/o Sheetal Malhotra	76	73	4	153	[51.0%]	[49.0%]
Priory Surgery	*	-	-	32	-	-
Pritchitts	149	15	7	171	[90.9%]	[9.1%]
PRM Group Ltd	100	41	12	153	[70.9%]	[29.1%]
Progressive Building Society	103	38	6	147	[73.0%]	[27.0%]
Project Design Engineers Ltd	*	-	-	32	-	-
Property Support Services Ltd	71	66	39	176	[51.8%]	[48.2%]
Prospects for People with Learning Disabilities	*	-	-	68	-	-
Protech	#	-	-	32	-	-
Protocol Skills Ltd	12	12	8	32	[50.0%]	[50.0%]
Provident Personal Credit Ltd	203	119	24	346	[63.0%]	[37.0%]
Provincial Care Service Agency	83	82	0	165	[50.3%]	[49.7%]
Pumps and Fuel Installations Ltd	#	-	-	34	-	-
Punjana Ltd	*	-	-	44	-	-
PWS Ireland Ltd	#	-	-	27	-	-
Q 102/Q Network	29	19	4	52	[60.4%]	[39.6%]
Q Mac Construction Ltd	#	-	-	38	-	-
Quaker Service	*	-	-	36	-	-
Qualitrol - Hathaway Instruments Division	41	27	9	77	[60.3%]	[39.7%]
Quantum Hosiery Ltd	10	19	0	29	[34.5%]	[65.5%]
Queen's University of Belfast, The	1,667	1,514	796	3,977	[52.4%]	[47.6%]
Quinn D T/A High St Investments Ltd	110	175	5	290	[38.6%]	[61.4%]
Quinn Manufacturing	208	877	66	1,151	[19.2%]	[80.8%]
Quinn-Direct Insurance Ltd	158	467	24	649	[25.3%]	[74.7%]
Quinns Automatic Ltd	#	-	-	27	-	-
Quinns of Cookstown (1964) Ltd	#	-	-	48	-	-
Quinns Spring Water Ltd T/A Rocwell Natural Mineral Water	#	-	-	38	-	-
R & F Mechanical Services Ltd	*	-	-	40	-	-
R & J Foods Ltd	69	27	3	99	[71.9%]	[28.1%]
R & M Greenkeeper Ltd	*	-	-	41	-	-
Radisson SAS Roe Park Resort	87	76	18	181	[53.4%]	[46.6%]
Radius Plastics Ltd	70	33	15	118	[68.0%]	[32.0%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Rahon Enterprises Ltd T/A McDonalds Drive-thru	186	211	26	423	[46.9%]	[53.1%]
Railway Hotel (Enniskillen) Ltd	13	14	0	27	[48.1%]	[51.9%]
Rainey Endowed School The Governors	*	-	-	31	-	-
Ramore Restaurant Ltd	85	44	41	170	[65.9%]	[34.1%]
Ramsay JC & Son Ltd	*	-	-	47	-	-
Randex Laboratories Ltd	200	104	209	513	[65.8%]	[34.2%]
Randstad Employment Bureau Ltd	110	203	22	335	[35.1%]	[64.9%]
Rankin Alexander & Son Ltd	*	-	-	31	-	-
Rankin P & J T/A Cayenne	10	15	10	35	[40.0%]	[60.0%]
Rapid International Ltd	*	-	-	42	-	-
Rascals (NI) Ltd	136	39	14	189	[77.7%]	[22.3%]
Ratheane Private Nursing Home	52	30	3	85	[63.4%]	[36.6%]
Rathmore Grammar School	#	-	-	43	-	-
Rathowen Private Nursing Home	*	-	-	33	-	-
Ravenhill Private Nursing Home	21	15	5	41	[58.3%]	[41.7%]
Raytheon Systems Ltd	13	33	0	46	[28.3%]	[71.7%]
Recruitment Direct Ltd	15	21	2	38	[41.7%]	[58.3%]
Red Sky Group Limited	277	79	42	398	[77.8%]	[22.2%]
Redrock Engineering Ltd	57	53	1	111	[51.8%]	[48.2%]
Reed Specialist Recruitment	133	220	109	462	[37.7%]	[62.3%]
Reflex Mouldings Ltd	21	17	27	65	[55.3%]	[44.7%]
Regency Carpet Manufacturing Ltd	105	17	8	130	[86.1%]	[13.9%]
Regus Business Services	59	55	11	125	[51.8%]	[48.2%]
Reid Furniture (Ireland) Ltd	30	15	0	45	[66.7%]	[33.3%]
Reids Shoes Ltd	*	-	-	44	-	-
Relate NI	27	10	9	46	[73.0%]	[27.0%]
Relay Software Ltd	23	18	0	41	[56.1%]	[43.9%]
Reliance Security Services Ltd	*	-	-	83	-	-
Rentokil Pest Control	16	10	1	27	[61.5%]	[38.5%]
Rentokil Initial Facility Services (UK) Ltd	99	85	0	184	[53.8%]	[46.2%]
Resource	2,567	1,033	1,390	4,990	[71.3%]	[28.7%]
Resource Centre Derry Ltd, The	#	-	-	49	-	-
Restaurant Management Services Ltd	159	143	75	377	[52.6%]	[47.4%]
Retail Systems Technology Ltd	#	-	-	27	-	-
Rethink	36	32	15	83	[52.9%]	[47.1%]
RFD Beaufort Ltd	178	48	8	234	[78.8%]	[21.2%]
Riada Recruitment	227	199	37	463	[53.3%]	[46.7%]
RIAS	85	179	29	293	[32.2%]	[67.8%]
Rich Sauces	43	12	0	55	[78.2%]	[21.8%]
Richardson Clive Ltd	73	25	1	99	[74.5%]	[25.5%]
Richmond Marketing (NI) Ltd	16	26	0	42	[38.1%]	[61.9%]
Richmond Private Nursing Homes Ltd	17	13	9	39	[56.7%]	[43.3%]
Richmond Reproductions Manufacturing Ltd	*	-	-	35	-	-
Riddel John & Son Ltd	*	-	-	34	-	-
Ridgeway Plant Co Ltd	*	-	-	28	-	-
Right Price Carpets & Furniture Ltd	*	-	-	35	-	-
Ritchie H & Sons (Electrical Wholesalers) Ltd	38	33	0	71	[53.5%]	[46.5%]
Rite Price	*	-	-	31	-	-

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
River Island Clothing Co Ltd	235	279	0	514	[45.7%]	[54.3%]
RK Trucks Centre Ltd	20	23	2	45	[46.5%]	[53.5%]
Road Safety Contracts Ltd	12	48	12	72	[20.0%]	[80.0%]
Road Trucks Ltd	45	11	0	56	[80.4%]	[19.6%]
Roadside Motors Ltd	35	19	0	54	[64.8%]	[35.2%]
Roberts Robt (NI) Ltd	17	20	0	37	[45.9%]	[54.1%]
Robinson & Mc Ilwaine	#	-	-	32	-	-
Robinson A & Son	*	-	-	39	-	-
Robinson Cleaning Plus Support Services Ltd	435	312	92	839	[58.2%]	[41.8%]
Robinson Exhibitions Ltd	24	11	0	35	[68.6%]	[31.4%]
Robinson Fred C Ltd	*	-	-	62	-	-
Robinson J & Sons Ltd	*	-	-	50	-	-
Robinson Matthew & Son	*	-	-	27	-	-
Rockall Seafoods Ltd	31	24	0	55	[56.4%]	[43.6%]
Rocklyn Engineering Ltd	*	-	-	37	-	-
Rockport School	*	-	-	26	-	-
Rodgers Contracts (Ballynahinch) Ltd	46	40	0	86	[53.5%]	[46.5%]
Rogers Fencing Systems Ltd	#	-	-	39	-	-
Roll Formed Fabrications Ltd	85	36	9	130	[70.2%]	[29.8%]
Rollins T Oscar & Co Ltd	*	-	-	28	-	-
Rolls-Royce Goodrich Engine Control Systems Ltd	22	10	3	35	[68.8%]	[31.3%]
Romas	*	-	-	44	-	-
Romec Ltd	40	44	0	84	[47.6%]	[52.4%]
Rooney Fish	*/#	-	-	34	-	-
Rose Lodge Care Homes Ltd	45	25	10	80	[64.3%]	[35.7%]
Roskyle Ltd	18	12	0	30	[60.0%]	[40.0%]
Rotary Services Ltd	121	56	3	180	[68.4%]	[31.6%]
Rovan View Ltd T/A Bishops Restaurant	11	15	0	26	[42.3%]	[57.7%]
Royal Belfast Academical Institution, The	*	-	-	48	-	-
Royal College Of Nursing (NI) Board	13	17	2	32	[43.3%]	[56.7%]
Royal Court Hotel	39	18	0	57	[68.4%]	[31.6%]
Royal Hotel (Bangor)	22	14	0	36	[61.1%]	[38.9%]
Royal Mencap Society	57	62	9	128	[47.9%]	[52.1%]
Royal National Institute for Deaf People, The	17	27	4	48	[38.6%]	[61.4%]
Royal National Institute of The Blind	23	32	12	67	[41.8%]	[58.2%]
Royal Portrush Golf Club	*	-	-	60	-	-
Royal School Dungannon	*	-	-	48	-	-
Royal Society for The Protection of Birds, The	20	17	9	46	[54.1%]	[45.9%]
Royal Ulster Agricultural Society	*	-	-	26	-	-
Royal Ulster Yacht Club	*	-	-	27	-	-
RPP Architects Ltd	21	20	2	43	[51.2%]	[48.8%]
RPS Ireland Ltd Northern Region	93	62	13	168	[60.0%]	[40.0%]
RSA	83	30	5	118	[73.5%]	[26.5%]
RT Autoparts	*	-	-	27	-	-
Rubber & Plastic Products (NI) Ltd	*	-	-	32	-	-
RUC Athletic Association Ltd	*	-	-	50	-	-
Russell Simpson Construction Co Ltd	21	21	1	43	[50.0%]	[50.0%]
Rutledge Joblink Recruitment & Training Ltd	51	54	7	112	[48.6%]	[51.4%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
RW Pierce Group Ltd	*	-	-	27	-	-
Rye Valley Foods Ltd		35	83	18	136	[29.7%] [70.3%]
Rylands Private Nursing Home		41	10	5	56	[80.4%] [19.6%]
Ryobi Aluminium Casting (UK) Ltd		213	50	22	285	[81.0%] [19.0%]
S & R Electric Ltd	*	-	-	-	51	-
S & S Hygiene	#	-	-	-	52	-
S & S Restaurants T/A Mc Donalds Restaurant	#	-	-	-	62	-
SAC Plumbing & Heating Ltd	#	-	-	-	28	-
Sacred Heart Grammar School	#	-	-	-	54	-
Safecare Chrysalis Ltd T/A Castlehill Nursing Home		10	24	0	34	[29.4%] [70.6%]
Saica Pack UK		25	109	0	134	[18.7%] [81.3%]
Sainsbury's Supermarkets Ltd		1,192	1,103	168	2,463	[51.9%] [48.1%]
Saint Columb's College	#	-	-	-	68	-
Saint-Gobain Weber Ltd	*	-	-	-	50	-
Sales Placement Contract People Ltd		24	20	15	59	[54.5%] [45.5%]
Sally Hair & Beauty Supplies		16	17	46	79	[48.5%] [51.5%]
Saltmarine	*	-	-	-	53	-
Salvation Army, The		186	83	30	299	[69.1%] [30.9%]
Sanderbel T/A Deanes Deli	#	-	-	-	34	-
Sandwich Co, The	#	-	-	-	61	-
Sangers (NI) Ltd		236	32	4	272	[88.1%] [11.9%]
Sanheath Ltd T/A Park Plaza Belfast		25	19	9	53	[56.8%] [43.2%]
Savage & Whitten Wholesale Ltd		19	37	9	65	[33.9%] [66.1%]
Savile Row Co Ltd, The		17	16	0	33	[51.5%] [48.5%]
Saville Tractors (Belfast) Ltd T/A Saville Machinery	*	-	-	-	28	-
Sawey's S P	#	-	-	-	40	-
Sawyers Transport Ltd		20	14	3	37	[58.8%] [41.2%]
SB Chemicals Ltd		23	19	21	63	[54.8%] [45.2%]
Scan Alarms & Security Systems (UK) Ltd	*	-	-	-	38	-
Schiedel Chimney Systems Ltd	#	-	-	-	26	-
Schlumberger Oilfield UK PLC		225	55	31	311	[80.4%] [19.6%]
School & Office Supplies (SOS Group)	*	-	-	-	28	-
Schrader Electronics Ltd		431	244	122	797	[63.9%] [36.1%]
Schuh Ltd		13	33	14	60	[28.3%] [71.7%]
Scott Wilson Ltd		95	72	10	177	[56.9%] [43.1%]
Scotts Bakery Ltd		37	14	18	69	[72.5%] [27.5%]
Scotts Feeds Ltd		37	10	2	49	[78.7%] [21.3%]
SDC Trailers Ltd		51	242	23	316	[17.4%] [82.6%]
Seabank Private Residential Home	*	-	-	-	35	-
Seagate Technology (Ireland)		495	1,419	134	2,048	[25.9%] [74.1%]
Seagoe Technologies		<i>See Glen Electric Group of Companies</i>				
Seatem (UK) Ltd T/A Keith Prowse Attraction Tickets		25	30	5	60	[45.5%] [54.5%]
Seatruck Ferries Ltd	#	-	-	-	51	-
Seawall Developments Ltd T/A Highways Hotel		20	13	0	33	[60.6%] [39.4%]
Securicor Cash Services		249	52	5	306	[82.7%] [17.3%]
Select Management & Security Ltd		43	43	3	89	[50.0%] [50.0%]
Select Service Partner (UK) Ltd	*/#	-	-	-	84	-
Selecta (UK) Ltd		14	16	1	31	[46.7%] [53.3%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]	
Selkirk Investments Ltd	*	-	-	62	-	-	
Sellick Partnership (NI) Ltd, The		76	84	29	189	[47.5%]	[52.5%]
Semi-Chem Ltd		90	109	0	199	[45.2%]	[54.8%]
Sense Northern Ireland		66	12	7	85	[84.6%]	[15.4%]
Sensor Systems Watchman Ltd		36	23	0	59	[61.0%]	[39.0%]
Sentor Electrical Services Ltd	*	-	-	-	26	-	-
Serco Integrated Services		77	42	12	131	[64.7%]	[35.3%]
Sere Ltd		64	17	1	82	[79.0%]	[21.0%]
Servisair (UK) Ltd		66	32	2	100	[67.3%]	[32.7%]
SGS United Kingdom Ltd		20	11	0	31	[64.5%]	[35.5%]
Shac Housing Association		16	40	3	59	[28.6%]	[71.4%]
Shalom Care Ltd		13	13	2	28	[50.0%]	[50.0%]
Shankill (Lurgan) Community Projects	#	-	-	-	48	-	-
Shannagh Private Nursing Home	#	-	-	-	41	-	-
Sharcon Ltd T/A Supervalu		70	33	0	103	[68.0%]	[32.0%]
Sharpe Mechanical Services	*	-	-	-	49	-	-
Shaw MJ Ltd		33	27	0	60	[55.0%]	[45.0%]
Shaws of Bangor Ltd	*	-	-	-	27	-	-
Shelbourne Motors Ltd		76	27	0	103	[73.8%]	[26.2%]
Sheridan & Hood Ltd	*	-	-	-	58	-	-
Sheridan John & Sons Ltd	#	-	-	-	27	-	-
Shilliday A & N & Co Ltd	*	-	-	-	31	-	-
Shimna Integrated College		11	33	5	49	[25.0%]	[75.0%]
Shine Productions Ltd		13	30	0	43	[30.2%]	[69.8%]
Shoe Zone Ltd		66	70	21	157	[48.5%]	[51.5%]
Shopacheck Financial Services Ltd		23	20	1	44	[53.5%]	[46.5%]
Short Brothers PLC		4,049	760	191	5,000	[84.2%]	[15.8%]
SHS Sales & Marketing Ltd	*	-	-	-	72	-	-
Signet Trading Ltd		72	64	26	162	[52.9%]	[47.1%]
Silverwood Enterprise Ltd		20	46	0	66	[30.3%]	[69.7%]
Simon Community Northern Ireland		109	105	16	230	[50.9%]	[49.1%]
Simpson Mc Learnon & Ferguson Ltd		29	19	0	48	[60.4%]	[39.6%]
Sinclair Robert G & Co	#	-	-	-	28	-	-
Singularity Ltd		29	75	9	113	[27.9%]	[72.1%]
SITS (Northern Ireland) Ltd		53	29	8	90	[64.6%]	[35.4%]
SJ Mcauley Engineering Ltd	*	-	-	-	40	-	-
SJC Hutchinson Engineering Ltd		25	11	2	38	[69.4%]	[30.6%]
Skandia Restaurants Ltd		79	35	31	145	[69.3%]	[30.7%]
Skea Egg Farms Ltd		35	22	10	67	[61.4%]	[38.6%]
Skyline Superstore Ltd		62	18	0	80	[77.5%]	[22.5%]
Sla Stirk, Lamont & Associates Ltd	*	-	-	-	28	-	-
Slemish College	*	-	-	-	42	-	-
Slemish Private Nursing Home		23	16	7	46	[59.0%]	[41.0%]
Slieve DHU Ltd		10	44	1	55	[18.5%]	[81.5%]
Sm2 Trading		41	13	0	54	[75.9%]	[24.1%]
Smarts (NI) Ltd	*	-	-	-	29	-	-
SMG (Northern Ireland) Ltd		42	27	16	85	[60.9%]	[39.1%]
Smiley Monroe Ltd		55	36	12	103	[60.4%]	[39.6%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Smith & Gibson Ltd	17	21	0	38	[44.7%]	[55.3%]
Smith WH Retail Ltd	38	31	40	109	[55.1%]	[44.9%]
Smurfit UK Ltd T/A Smurfit Kappa Lurgan	57	139	0	196	[29.1%]	[70.9%]
Smyth Alistair T/A Maine Bakeries	*	-	-	45	-	-
Smyth David & Margaret T/A Glebeside Spar	*	-	-	38	-	-
Smyth Patterson Ltd	79	10	0	89	[88.8%]	[11.2%]
Smyth R Engineering Ltd	*	-	-	28	-	-
Smyth Steel Ltd	*	-	-	56	-	-
Smyths Toys Ltd	61	94	7	162	[39.4%]	[60.6%]
Society of St Vincent De Paul (Belfast)	#	-	-	49	-	-
Sodexo Ltd	185	91	24	300	[67.0%]	[33.0%]
Somerton Homes Ltd	14	14	3	31	[50.0%]	[50.0%]
Somerton Private Nursing Home	10	14	4	28	[41.7%]	[58.3%]
Somme Nursing Home, The	50	12	3	65	[80.6%]	[19.4%]
Sonoco Alcore Ltd	15	19	0	34	[44.1%]	[55.9%]
Sopra Group Ltd	15	13	4	32	[53.6%]	[46.4%]
Southern Cross Health Care T/A Ardmaine Nursing Home	#	-	-	58	-	-
Southern Cross Healthcare T/A Bramblewood Care Centre	*	-	-	38	-	-
Southern Cross Healthcare T/A Culmore Manor Care Home	10	47	12	69	[17.5%]	[82.5%]
Southern Cross Healthcare T/A Dunanney Care Home	32	11	1	44	[74.4%]	[25.6%]
Southern Cross Healthcare T/A Glebe Care Home	21	13	9	43	[61.8%]	[38.2%]
Southern Cross Healthcare T/A Kingsland Care Centre	*	-	-	45	-	-
Southern Cross Healthcare T/A Marina Care Home	11	28	0	39	[28.2%]	[71.8%]
Southern Cross Healthcare T/A Melmount Manor Care Home	#	-	-	92	-	-
Southern Cross Healthcare T/A Orchard Manor Care Centre	15	14	3	32	[51.7%]	[48.3%]
Southern Cross Healthcare T/A Pond Park Care Centre	18	39	2	59	[31.6%]	[68.4%]
Southern Cross Healthcare T/A Rockfield Care Centre	#	-	-	47	-	-
Southern Cross Healthcare T/A The Retreat Care Home	29	15	4	48	[65.9%]	[34.1%]
Southern Cross Healthcare The Montague Care Centre	31	26	7	64	[54.4%]	[45.6%]
Spa Nursing Home Ltd	69	102	58	229	[40.4%]	[59.6%]
Spanboard Products Ltd	82	29	3	114	[73.9%]	[26.1%]
Spec-drum Engineering	14	32	11	57	[30.4%]	[69.6%]
Specialist Joinery Fittings Ltd	#	-	-	55	-	-
Spendlove C Jebb	50	35	16	101	[58.8%]	[41.2%]
Sperrin Caring Services Agency Ltd	29	66	0	95	[30.5%]	[69.5%]
Sperrin Metal Products Ltd	16	71	4	91	[18.4%]	[81.6%]
Spicers Ltd	*	-	-	26	-	-
Sports Crest Ltd	*	-	-	31	-	-
Sportsbowl Ltd	37	17	1	55	[68.5%]	[31.5%]
Springfarm Architectural Mouldings Ltd	83	35	18	136	[70.3%]	[29.7%]
Springisland Supermarket Ltd	#	-	-	63	-	-
Springlawn House Private Nursing Home Ltd	#	-	-	44	-	-
Springvale EPS Ltd	*	-	-	53	-	-
Springvale Training Ltd	#	-	-	53	-	-
SPS Ireland Ltd	*	-	-	36	-	-
SRB Care Ltd	25	26	0	51	[49.0%]	[51.0%]
St Colman's College	#	-	-	43	-	-

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name		P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
St Dominic's High School	#	-	-	-	31	-	-
St Francis Nursing Home	#	-	-	-	30	-	-
St John of God Association	#	-	-	-	67	-	-
St John's House		18	81	3	102	[18.2%]	[81.8%]
St Joseph's Convent Grammar School	#	-	-	-	29	-	-
St Louis Grammar School		16	25	0	41	[39.0%]	[61.0%]
St Mac Nissi's College	#	-	-	-	28	-	-
St Malachy's College		21	59	0	80	[26.3%]	[73.8%]
St Mary's CBGS	#	-	-	-	54	-	-
St Mary's Grammar School		14	53	0	67	[20.9%]	[79.1%]
St Mary's University College		13	167	7	187	[7.2%]	[92.8%]
St Michael's College	#	-	-	-	40	-	-
St Michael's Grammar School	#	-	-	-	30	-	-
St Patrick's Academy	#	-	-	-	72	-	-
St Patrick's Grammer School	#	-	-	-	44	-	-
Stanley Motor Works (1932) Ltd	*	-	-	-	45	-	-
Starbucks Coffee Company (UK) Ltd		14	17	174	205	[45.2%]	[54.8%]
Starplan Furniture Ltd		73	24	11	108	[75.3%]	[24.7%]
Stena Line Ltd		72	26	8	106	[73.5%]	[26.5%]
Stephens Catering Equipment Co Ltd		63	18	1	82	[77.8%]	[22.2%]
Stephens WH		33	19	1	53	[63.5%]	[36.5%]
Steria Ltd	#	-	-	-	26	-	-
Steria UK Ltd		28	15	17	60	[65.1%]	[34.9%]
Stevenson & Co		60	42	12	114	[58.8%]	[41.2%]
Stevenson & Reid		43	10	0	53	[81.1%]	[18.9%]
Stevenson & Wilson	*	-	-	-	31	-	-
Stevenson Darrel T/A Causeway Hotel	*	-	-	-	63	-	-
Stevenson James (Quarries) Ltd	*	-	-	-	32	-	-
Stevenson Maurice Ltd		28	15	1	44	[65.1%]	[34.9%]
Stewart JC Ltd		50	44	5	99	[53.2%]	[46.8%]
Stewart Mervyn Ltd		38	17	4	59	[69.1%]	[30.9%]
Stewarts Solicitors	*	-	-	-	49	-	-
Stothers (M & E) Ltd		48	39	0	87	[55.2%]	[44.8%]
Strabane & District Caring Services	#	-	-	-	42	-	-
Strangford Arms Hotel	*	-	-	-	60	-	-
Strathearn School	*	-	-	-	54	-	-
Strathroy Dairy Ltd		14	86	26	126	[14.0%]	[86.0%]
Stream International (NI) Ltd		132	688	78	898	[16.1%]	[83.9%]
Street Play Leisure Ltd		14	14	0	28	[50.0%]	[50.0%]
Strike Four Belfast Ltd T/A Bar Seven	#	-	-	-	31	-	-
Strong Inns Ltd T/A Chimney Corner Hotel		17	19	2	38	[47.2%]	[52.8%]
Student Employment Services (UK) Ltd	*/#	-	-	-	28	-	-
Studio Rogers Ltd		20	15	0	35	[57.1%]	[42.9%]
Stylo Barratt Shoes Ltd		174	86	65	325	[66.9%]	[33.1%]
Sullivan Upper School	*	-	-	-	57	-	-
Sunnymead (Armagh) Ltd		33	17	0	50	[66.0%]	[34.0%]
Sunray Home Bakeries	#	-	-	-	29	-	-
Superdrug Stores PLC		122	157	96	375	[43.7%]	[56.3%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Supervalu	21	13	0	34	[61.8%]	[38.2%]
Surefreight Ltd	47	94	0	141	[33.3%]	[66.7%]
Surety International Security Ltd	*	-	-	41	-	-
Surgery, The	*	-	-	27	-	-
Surphlis LW & Son	25	16	0	41	[61.0%]	[39.0%]
Svm Textiles Ltd	89	61	11	161	[59.3%]	[40.7%]
Sweett Cyril Group PLC	25	12	1	38	[67.6%]	[32.4%]
Sword Security (NI) Ltd	129	52	18	199	[71.3%]	[28.7%]
Tac Sat Chwell NI Ltd	#	-	-	39	-	-
Taggart Homes Ltd	14	16	12	42	[46.7%]	[53.3%]
Taggart Hugh & Sons Ltd	*	-	-	48	-	-
Taggart WDR & RT	74	21	1	96	[77.9%]	[22.1%]
Take 'n' Bake Ltd	#	-	-	38	-	-
TAL Ltd	38	53	0	91	[41.8%]	[58.2%]
Tamar Eng T/A Mc Dowell Installations	*	-	-	34	-	-
Tamlaght Private Nursing Home Ltd	44	10	9	63	[81.5%]	[18.5%]
Taranto Ltd	30	29	0	59	[50.8%]	[49.2%]
Tarmac Ltd	43	22	0	65	[66.2%]	[33.8%]
Task Recruitment	20	12	0	32	[62.5%]	[37.5%]
Taylor & Boyd LLP	16	19	0	35	[45.7%]	[54.3%]
Tayto (NI) Ltd	305	77	38	420	[79.8%]	[20.2%]
Tech Europe	36	17	1	54	[67.9%]	[32.1%]
Tech Mahindra Ltd 7th & 8th Floors Riverside Towers	17	19	24	60	[47.2%]	[52.8%]
Tech Trade Recruiting Ltd	31	107	24	162	[22.5%]	[77.5%]
Telco Trading Ltd	23	10	1	34	[69.7%]	[30.3%]
Teleperformance	776	480	75	1,331	[61.8%]	[38.2%]
Telestack International	10	36	11	57	[21.7%]	[78.3%]
Teletech Holdings Inc	143	229	246	618	[38.4%]	[61.6%]
Temple Security Ltd	31	23	2	56	[57.4%]	[42.6%]
Templeton Hotel	61	25	9	95	[70.9%]	[29.1%]
Ten Square	19	29	8	56	[39.6%]	[60.4%]
Tenderlean Meats Ltd	30	47	0	77	[39.0%]	[61.0%]
Tennant Charles & Co (NI) Ltd	*	-	-	41	-	-
Tennants Textile Colours Ltd	*	-	-	36	-	-
Tennent Street Care Home	44	13	1	58	[77.2%]	[22.8%]
Terex Finlay	54	113	6	173	[32.3%]	[67.7%]
Terrace Hotel, The	13	19	4	36	[40.6%]	[59.4%]
TES (NI) Ltd	13	30	4	47	[30.2%]	[69.8%]
Tesab Engineering Ltd	25	17	1	43	[59.5%]	[40.5%]
Tesco PLC	6,796	3,674	89	10,559	[64.9%]	[35.1%]
Texthelp Systems Ltd	29	20	6	55	[59.2%]	[40.8%]
Thales Air Defence Ltd	396	62	27	485	[86.5%]	[13.5%]
The Fleck Imet Group	*	-	-	49	-	-
The Inn of Court of Northern Ireland, The	21	14	4	39	[60.0%]	[40.0%]
Thermomax Ltd	115	23	6	144	[83.3%]	[16.7%]
Thom S Mr T/A Royal Hotel	34	11	4	49	[75.6%]	[24.4%]
Thomas Cook UK Ltd	120	87	16	223	[58.0%]	[42.0%]
Thompson John & Sons Ltd	121	19	2	142	[86.4%]	[13.6%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name		P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Thompson R & Son (Armagh) Ltd	*	-	-	-	26	-	-
Thompson T & Co Ltd T/A Bargain Books		31	25	6	62	[55.4%]	[44.6%]
Thompson TBF (Garvagh) Ltd		149	46	6	201	[76.4%]	[23.6%]
Thornhill College	#	-	-	-	64	-	-
Thornton Roofing Ireland Ltd		11	73	0	84	[13.1%]	[86.9%]
Three Spires Ltd T/A Milesian Manor	#	-	-	-	38	-	-
Threshold		22	33	12	67	[40.0%]	[60.0%]
Thyssenkrupp Elevator UK Ltd	*	-	-	-	38	-	-
Tilery Ltd, The		23	31	3	57	[42.6%]	[57.4%]
Tim Lewis Consultancy Ltd		122	83	107	312	[59.5%]	[40.5%]
Timoney Sean & Sons Ltd		15	54	0	69	[21.7%]	[78.3%]
Tinnelly John & Sons Ltd	#	-	-	-	58	-	-
Titan Environmental Ltd		87	71	32	190	[55.1%]	[44.9%]
TK Maxx		190	217	16	423	[46.7%]	[53.3%]
TMC Dairies (NI) Ltd	*	-	-	-	52	-	-
T-met Ltd		13	30	6	49	[30.2%]	[69.8%]
TNT (UK) Ltd		91	28	4	123	[76.5%]	[23.5%]
Toals Bookmakers		35	82	3	120	[29.9%]	[70.1%]
Tobermore Concrete Products Ltd		153	35	19	207	[81.4%]	[18.6%]
Todd Architects		26	18	8	52	[59.1%]	[40.9%]
Tona Enterprises Ltd T/A Scrabo Isles Nursing Home		16	15	0	31	[51.6%]	[48.4%]
Toner's Supermarkets Ltd	#	-	-	-	161	-	-
Tools for Living (Ireland) Ltd		21	19	1	41	[52.5%]	[47.5%]
Top Glass Contracts Ltd	#	-	-	-	34	-	-
Torcross Ltd	#	-	-	-	32	-	-
Total Produce Belfast Ltd		12	33	0	45	[26.7%]	[73.3%]
Towell Building Trust Ltd	*	-	-	-	53	-	-
Tower Hotel Group T/A Tower Hotel (Derry) Ltd	#	-	-	-	59	-	-
Townparks Car Sales Ltd	*	-	-	-	26	-	-
Toys "r" Us Ltd		70	50	9	129	[58.3%]	[41.7%]
TP Topping Ltd		24	17	0	41	[58.5%]	[41.5%]
Tracey Brothers Ltd		10	56	0	66	[15.2%]	[84.8%]
Tracey Concrete Ltd		18	91	0	109	[16.5%]	[83.5%]
Trackars		33	28	45	106	[54.1%]	[45.9%]
Trade Mouldings Ltd		12	25	26	63	[32.4%]	[67.6%]
Tradeteam Ltd (DHL)		40	17	10	67	[70.2%]	[29.8%]
Transport Supplies (NI) Ltd	*	-	-	-	31	-	-
Traynors Ltd	#	-	-	-	57	-	-
Triangle Housing Association Ltd		113	73	21	207	[60.8%]	[39.2%]
Trimble WM Ltd	*	-	-	-	33	-	-
Trinity Housing Ltd		27	11	1	39	[71.1%]	[28.9%]
Trolan Charles T/A Trolan's Supervalu		26	33	8	67	[44.1%]	[55.9%]
Trouw Nutrition	#	-	-	-	26	-	-
Trunk Flooring Ltd		15	11	0	26	[57.7%]	[42.3%]
Trust Caring & Nursing Agency		38	178	0	216	[17.6%]	[82.4%]
TS Foods Ltd	#	-	-	-	36	-	-
Tughans		54	50	3	107	[51.9%]	[48.1%]
TUI UK Ltd		34	24	45	103	[58.6%]	[41.4%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Tullyglass House Hotel	22	28	22	72	[44.0%]	[56.0%]
Tullyraine Quarries Ltd	20	24	0	44	[45.5%]	[54.5%]
Turkington JH & Sons Ltd	136	24	7	167	[85.0%]	[15.0%]
Turley John & Co Ltd	17	25	0	42	[40.5%]	[59.5%]
Turner DR & Partners	*	-	-	28	-	-
Turtles of Rathkenny	*	-	-	33	-	-
TWL Training Ltd	*	-	-	29	-	-
Tyco Fire & Integrated Solutions	19	11	1	31	[63.3%]	[36.7%]
Tyco Healthcare	148	52	4	204	[74.0%]	[26.0%]
Tyrone Brick Ltd	43	41	1	85	[51.2%]	[48.8%]
Tyrone Constitution Ltd	17	10	1	28	[63.0%]	[37.0%]
Tyrone Fabrication Ltd	#	-	-	63	-	-
Tyrone Irish Gold Ltd T/A Gems Jewellers	24	17	1	42	[58.5%]	[41.5%]
Ulster Bank Ltd	1,554	1,092	176	2,822	[58.7%]	[41.3%]
Ulster Cancer Foundation	31	25	3	59	[55.4%]	[44.6%]
Ulster Carpets Ltd	294	60	14	368	[83.1%]	[16.9%]
Ulster Council GAA	#	-	-	40	-	-
Ulster Farm By-Products Ltd	28	13	0	41	[68.3%]	[31.7%]
Ulster Farmers Union	*	-	-	77	-	-
Ulster Independent Clinic Ltd, The	177	49	7	233	[78.3%]	[21.7%]
Ulster Industrial Explosives Ltd	*	-	-	32	-	-
Ulster Journals Ltd	17	21	0	38	[44.7%]	[55.3%]
Ulster Orchestra Society Ltd	22	15	42	79	[59.5%]	[40.5%]
Ulster Property Sales/Ups Financial Services	44	15	3	62	[74.6%]	[25.4%]
Ulster Stores Ltd	118	44	11	173	[72.8%]	[27.2%]
Ulster Television PLC	144	84	23	251	[63.2%]	[36.8%]
Ulster Weavers Home Fashions Ltd	*	-	-	28	-	-
Ulster Wildlife Trust	32	29	17	78	[52.5%]	[47.5%]
Ultra Building Products Ltd	15	52	0	67	[22.4%]	[77.6%]
Unibase Cabinet Systems Ltd	22	19	10	51	[53.7%]	[46.3%]
Unicorn Containers Ltd	*	-	-	32	-	-
United Cleaning Services Ltd	16	55	16	87	[22.5%]	[77.5%]
United Dairy Farmers Ltd	469	105	14	588	[81.7%]	[18.3%]
United Feeds Ltd	*	-	-	52	-	-
United Optical Laboratories Ltd	19	41	1	61	[31.7%]	[68.3%]
United Wine Merchants Ltd	15	38	0	53	[28.3%]	[71.7%]
Uni-trunk Ltd	55	18	6	79	[75.3%]	[24.7%]
University of Ulster	1,849	1,265	402	3,516	[59.4%]	[40.6%]
University of Ulster Students Union	39	56	4	99	[41.1%]	[58.9%]
Upper Andersonstown Community Forum	#	-	-	37	-	-
UPU Industries Ltd	29	11	1	41	[72.5%]	[27.5%]
Urban Outfitters UK Ltd	*	-	-	27	-	-
Utopian Leisure T/A Fat Buddha Restaurant	*/#	-	-	38	-	-
Valley Hotel, The	*	-	-	37	-	-
Valley Private Nursing Home, The	15	35	20	70	[30.0%]	[70.0%]
Valpar Industrial Ltd	*	-	-	58	-	-
Valuecabs Ltd	41	31	13	85	[56.9%]	[43.1%]
Vaughan Engineering Services Ltd	53	30	2	85	[63.9%]	[36.1%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Vector Workplace & Facility Management Ltd	21	13	2	36	[61.8%]	[38.2%]
Veterinary Surgeons Supply Co Ltd	*	-	-	37	-	-
VHS Distribution Ltd	11	18	1	30	[37.9%]	[62.1%]
Victim Support NI	25	33	2	60	[43.1%]	[56.9%]
Victoria College Belfast	*	-	-	55	-	-
Villa Italia	47	100	15	162	[32.0%]	[68.0%]
Virgin Media	60	30	10	100	[66.7%]	[33.3%]
Viridian Group of Companies						
NIE Powerteam Ltd	620	321	13	954	[65.9%]	[34.1%]
Northern Ireland Electricity PLC	309	132	12	453	[70.1%]	[29.9%]
VIS Security Solutions Ltd	*	-	-	39	-	-
Visteon (UK) Ltd	114	126	9	249	[47.5%]	[52.5%]
Vita Cortex (NI) Ltd	13	13	1	27	[50.0%]	[50.0%]
Vodafone (NI) Ltd	60	27	20	107	[69.0%]	[31.0%]
Voice of Young People in Care	#	-	-	28	-	-
Volunteer Development Agency	12	13	3	28	[48.0%]	[52.0%]
VSG	54	15	8	77	[78.3%]	[21.7%]
W5	54	18	4	76	[75.0%]	[25.0%]
Waddell Media Ltd	17	12	6	35	[58.6%]	[41.4%]
Walker RJ T/A Country Garage, The	*	-	-	54	-	-
Walkers Snacks Ltd	21	12	1	34	[63.6%]	[36.4%]
Wallace Contracts	*	-	-	27	-	-
Wallace High School, The	46	12	1	59	[79.3%]	[20.7%]
WAM Armagh Ltd T/A Insurance Partnership, The	12	18	0	30	[40.0%]	[60.0%]
Warden Bros (Newtownards) Ltd	*	-	-	72	-	-
Warehouse Fashion Ltd	36	38	3	77	[48.6%]	[51.4%]
Warmflow Engineering Co Ltd	74	25	6	105	[74.7%]	[25.3%]
Warner Chilcott (UK) Ltd	68	30	13	111	[69.4%]	[30.6%]
Warwick Cecil T/A Warwick Engineering	32	12	0	44	[72.7%]	[27.3%]
Wastebeater Recycling	#	-	-	35	-	-
Waterstone's	10	15	2	27	[40.0%]	[60.0%]
Watson Kevin Construction Ltd	13	45	10	68	[22.4%]	[77.6%]
Watson Walter Ltd	102	119	0	221	[46.2%]	[53.8%]
Wave Trauma Centre	13	14	2	29	[48.1%]	[51.9%]
Waveney Laundry Ltd	55	11	0	66	[83.3%]	[16.7%]
WD Meats Ltd	83	205	1	289	[28.8%]	[71.2%]
Webtech (NI) Ltd	28	35	9	72	[44.4%]	[55.6%]
Wee Care Day Nursery	54	41	3	98	[56.8%]	[43.2%]
Weir & Mc Quiston Ltd	94	23	1	118	[80.3%]	[19.7%]
Welcome Financial Services Ltd	11	15	0	26	[42.3%]	[57.7%]
Welcome Hotels Ltd	#	-	-	40	-	-
Wellington Computer Systems Ltd	10	17	2	29	[37.0%]	[63.0%]
Wellington International Ltd	17	19	1	37	[47.2%]	[52.8%]
Wellington Park Hotel	29	81	31	141	[26.4%]	[73.6%]
Wesley Housing Association Ltd	*	-	-	44	-	-
Western Building Systems Ltd	#	-	-	76	-	-
Western Urgent Care Ltd	67	134	19	220	[33.3%]	[66.7%]
Westgrove Cleaning Services Ltd	15	19	2	36	[44.1%]	[55.9%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Westland Horticulture Ltd	68	85	10	163	[44.4%]	[55.6%]
Wetherspoon JD PLC	15	44	212	271	[25.4%]	[74.6%]
WGAB Ltd T/A Excel Clothing	*	-	-	32	-	-
WH Engineering Services (Electrical) Ltd	18	18	2	38	[50.0%]	[50.0%]
White Horse Group	100	91	6	197	[52.4%]	[47.6%]
White Philip Tyres Ltd	15	42	7	64	[26.3%]	[73.7%]
White Young Green	90	89	25	204	[50.3%]	[49.7%]
Whitehead Private Nursing Home Ltd	*	-	-	44	-	-
Whitehouse Retail Group	#	-	-	52	-	-
Whitemountain Quarries Ltd	101	126	16	243	[44.5%]	[55.5%]
Whiterock Creche Association Ltd	#	-	-	30	-	-
Wholesale Beds & Furniture Ltd	14	34	1	49	[29.2%]	[70.8%]
William Kerr & Co (Insurance Consultants) Ltd	*	-	-	38	-	-
Williams Industrial Services Ltd	132	44	0	176	[75.0%]	[25.0%]
Williamson Rostrevor	#	-	-	26	-	-
Willis Ltd C/o Managing Directors Office	69	25	4	98	[73.4%]	[26.6%]
Willowbrook Foods	*	-	-	124	-	-
Willstan Ltd T/A William Hill	132	73	6	211	[64.4%]	[35.6%]
Wilmor & Co Ltd	*	-	-	26	-	-
Wilson FG (Engineering) Ltd	1,749	725	179	2,653	[70.7%]	[29.3%]
Wilson Nesbitt Solicitors	78	55	9	142	[58.6%]	[41.4%]
Wilson's Auctions Ltd	38	15	0	53	[71.7%]	[28.3%]
Wilson's Country Ltd	67	20	24	111	[77.0%]	[23.0%]
Wilson's of Rathkenny Group Ltd	67	28	1	96	[70.5%]	[29.5%]
Wincanton	223	104	89	416	[68.2%]	[31.8%]
Windell Ltd	*	-	-	45	-	-
Windmill Restaurants Ltd	83	78	87	248	[51.6%]	[48.4%]
Windsor Home Bakery	92	46	0	138	[66.7%]	[33.3%]
Windsor Womens Centre	*	-	-	27	-	-
Wineflair (Belfast) Ltd	95	108	32	235	[46.8%]	[53.2%]
WJM Building Services Ltd	*	-	-	60	-	-
WMB Stainless Ltd	*	-	-	32	-	-
Wolseley Centers Ltd T/A Plumb Center	57	18	8	83	[76.0%]	[24.0%]
Wood Effects Co Ltd	*	-	-	32	-	-
Woodburn Engineering Ltd	14	20	0	34	[41.2%]	[58.8%]
Woodlock Joinery Ltd	10	43	18	71	[18.9%]	[81.1%]
Woods John (Lisglyn) Ltd	52	171	7	230	[23.3%]	[76.7%]
Woods L & J T/A Woodmount Nursing Home	14	33	0	47	[29.8%]	[70.2%]
Woods Supermarkets Ltd	89	25	0	114	[78.1%]	[21.9%]
Woods Supervalu	78	21	0	99	[78.8%]	[21.2%]
Woodside Haulage Holdings Ltd	224	10	5	239	[95.7%]	[4.3%]
Woodside TF & Co Ltd	93	20	5	118	[82.3%]	[17.7%]
Woodside's (Ballyclare) Ltd	*	-	-	102	-	-
Woodwin Catering Ltd T/A Hungry House Fine Sandwiches	20	17	0	37	[54.1%]	[45.9%]
Woof Engineering	*	-	-	32	-	-
Woolworths PLC	268	267	16	551	[50.1%]	[49.9%]
Workers Educational Association (NI)	53	59	14	126	[47.3%]	[52.7%]
Workforce Ireland Ltd	*/#	-	-	41	-	-

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

Composition of Private Sector Concerns (26+ Employees)

Company Name		P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Workforce Training Services Ltd	#	-	-	-	28	-	-
Workspace (Draperstown) Ltd	#	-	-	-	80	-	-
World Furniture (NI) Ltd	*	-	-	-	34	-	-
Worthingtons		18	10	2	30	[64.3%]	[35.7%]
Wright Accident Repair Ltd		146	26	6	178	[84.9%]	[15.1%]
Wright Leslie & Son		35	15	0	50	[70.0%]	[30.0%]
Wrightbus Ltd		726	63	49	838	[92.0%]	[8.0%]
Wyse Byse		107	10	3	120	[91.5%]	[8.5%]
Xerox (UK) Ltd		27	11	9	47	[71.1%]	[28.9%]
Xtra-vision		156	156	0	312	[50.0%]	[50.0%]
Yell		51	67	22	140	[43.2%]	[56.8%]
York, The		25	11	6	42	[69.4%]	[30.6%]
Yorkgate Bingo Co Ltd (Galaxy)		10	15	2	27	[40.0%]	[60.0%]
Young Enterprise Northern Ireland		20	24	2	46	[45.5%]	[54.5%]
Younger Homes Ltd		14	67	3	84	[17.3%]	[82.7%]
Youth Action (NI) Ltd		19	43	0	62	[30.6%]	[69.4%]
Youth Hostel Association Of NI	*	-	-	-	36	-	-
Zara (UK) Ltd		21	12	10	43	[63.6%]	[36.4%]
Zavvi Entertainment		30	24	56	110	[55.6%]	[44.4%]
Zeus Packaging (NI) Ltd	*	-	-	-	32	-	-
Zion's Den Childcare Ltd	#	-	-	-	28	-	-
Zurich Insurance Company		59	38	2	99	[60.8%]	[39.2%]
Zwecker Noel International Transport Ltd		27	15	1	43	[64.3%]	[35.7%]

* = Less than 10 Roman Catholics

= Less than 10 Protestants

*/# = Less than 10 Protestants and less than 10 Roman Catholics

**APPENDIX 2:
Section 3**

**COMPOSITION OF
APPOINTEES IN INDIVIDUAL
SPECIFIED AUTHORITIES**

Composition of Appointees to Individual Specified Authorities

Specified Authority	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Agri-food and Biosciences Institute	60	27	41	128	[69.0%]	[31.0%]
Antrim Borough Council	36	6	3	45	[85.7%]	[14.3%]
Ards Borough Council	37	11	2	50	[77.1%]	[22.9%]
Armagh City and District Council	8	8	2	18	[50.0%]	[50.0%]
Armagh Observatory and Planetarium	-	-	-	4	-	-
Arts Council of Northern Ireland	5	3	0	8	[62.5%]	[37.5%]
Ballymena Borough Council	13	3	1	17	[81.3%]	[18.8%]
Ballymoney Borough Council	10	2	1	13	[83.3%]	[16.7%]
Banbridge District Council	15	9	0	24	[62.5%]	[37.5%]
Belfast City Council	193	189	20	402	[50.5%]	[49.5%]
Belfast Education & Library Board	62	48	23	133	[56.4%]	[43.6%]
Belfast Harbour Commissioners	21	5	5	31	[80.8%]	[19.2%]
Belfast Health & Social Services Trust						
Belfast Metropolitan College, The						
Big Lottery Fund, The	-	-	-	4	-	-
Board of Trustees of National Museums & Galleries of NI	10	13	1	24	[43.5%]	[56.5%]
British Broadcasting Corporation	36	38	15	89	[48.6%]	[51.4%]
Carrickfergus Borough Council	-	-	-	8	-	-
Castlereagh Borough Council	52	7	7	66	[88.1%]	[11.9%]
Chief Electoral Officer for Northern Ireland, The	-	-	-	3	-	-
Citybus Ltd	56	34	3	93	[62.2%]	[37.8%]
Coleraine Borough Council	27	6	2	35	[81.8%]	[18.2%]
Comptroller and Auditor General for Northern Ireland	7	11	0	18	[38.9%]	[61.1%]
Construction Industry Training Board	-	-	-	4	-	-
Cookstown District Council	31	21	2	54	[59.6%]	[40.4%]
Council for Catholic Maintained Schools	-	-	-	9	-	-
Craigavon Borough Council	94	80	14	188	[54.0%]	[46.0%]
Derry City Council	15	45	7	67	[25.0%]	[75.0%]
Down District Council	10	34	0	44	[22.7%]	[77.3%]
Dungannon and South Tyrone Borough Council	29	35	5	69	[45.3%]	[54.7%]
Eastern Health & Social Services Board	-	-	-	5	-	-
Equality Commission for Northern Ireland	6	11	2	19	[35.3%]	[64.7%]
Fermanagh District Council	17	19	3	39	[47.2%]	[52.8%]
Flexibus Ltd	4	4	0	8	[50.0%]	[50.0%]
Food Standards Agency Northern Ireland	6	3	3	12	[66.7%]	[33.3%]
Foyle Carlingford & Irish Lights Commission	3	6	0	9	[33.3%]	[66.7%]
General Consumer Council For Northern Ireland	-	-	-	10	-	-
Head of Department of Finance & Personnel	942	831	140	1913	[53.1%]	[46.9%]
Invest Northern Ireland	38	37	4	79	[50.7%]	[49.3%]
Labour Relations Agency	6	5	0	11	[54.5%]	[45.5%]
Larne Borough Council	15	2	2	19	[88.2%]	[11.8%]
Limavady Borough Council	7	8	0	15	[46.7%]	[53.3%]
Lisburn City Council	53	12	7	72	[81.5%]	[18.5%]
Livestock & Meat Commission for Northern Ireland	6	3	1	10	[66.7%]	[33.3%]
Londonderry Port & Harbour Commissioners	-	-	-	3	-	-
Magherafelt District Council	10	13	2	25	[43.5%]	[56.5%]
Minister for the Civil Service, The	98	69	32	199	[58.7%]	[41.3%]
Moyle District Council	6	3	1	10	[66.7%]	[33.3%]

Public authorities which were newly registered in 2008 as part of the RPA initiative were not required to submit data on appointees. Although their names are listed, they have blanks in all other cells.

Composition of Appointees to Individual Specified Authorities

Specified Authority	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Newry & Mourne District Council	12	47	4	63	[20.3%]	[79.7%]
Newtownabbey Borough Council	62	10	1	73	[86.1%]	[13.9%]
NI Health & Personal Social Services Regulation & Improvement Authority	18	14	4	36	[56.3%]	[43.8%]
North Down Borough Council	51	6	10	67	[89.5%]	[10.5%]
North Eastern Education & Library Board	217	95	13	325	[69.6%]	[30.4%]
North West Regional College, The						
Northern Health & Social Services Board	18	8	1	27	[69.2%]	[30.8%]
Northern Health & Social Services Trust						
NI Ambulance Service Health & Social Services Trust	40	33	14	87	[54.8%]	[45.2%]
Northern Ireland Assembly Commission	-	-	-	1	-	-
Northern Ireland Blood Transfusion Service Agency	9	11	1	21	[45.0%]	[55.0%]
NI Central Services Agency for the H & SS	26	31	16	73	[45.6%]	[54.4%]
Northern Ireland Community Relations Council	4	4	0	8	[50.0%]	[50.0%]
NI Council for the Curriculum Examinations & Assess	21	16	14	51	[56.8%]	[43.2%]
Northern Ireland Fire and Rescue Service Board	57	45	6	108	[55.9%]	[44.1%]
Northern Ireland Guardian Ad Litem Agency	2	4	1	7	[33.3%]	[66.7%]
Northern Ireland Health Promotion Agency	5	5	4	14	[50.0%]	[50.0%]
Northern Ireland Housing Executive	88	121	14	223	[42.1%]	[57.9%]
Northern Ireland Legal Services Commission	5	14	4	23	[26.3%]	[73.7%]
NI Local Government Officers' Superannuation Committee	6	3	1	10	[66.7%]	[33.3%]
Northern Ireland Medical and Dental Training Agency	16	5	0	21	[76.2%]	[23.8%]
Northern Ireland Policing Board, The	104	56	6	166	[65.0%]	[35.0%]
Northern Ireland Railways Company Ltd	67	38	4	109	[63.8%]	[36.2%]
Northern Ireland Regional Medical Physics Agency	6	6	6	18	[50.0%]	[50.0%]
Northern Ireland Social Care Council	-	-	-	4	-	-
Northern Ireland Tourist Board	3	6	2	11	[33.3%]	[66.7%]
Northern Ireland Transport Holding Company	5	3	0	8	[62.5%]	[37.5%]
Northern Ireland Water Ltd						
Northern Regional College, The						
Omagh District Council	20	31	4	55	[39.2%]	[60.8%]
Police Ombudsman for Northern Ireland, The	11	11	4	26	[50.0%]	[50.0%]
Police Service of Northern Ireland, The	275	240	8	523	[53.4%]	[46.6%]
Probation Board for Northern Ireland	7	3	1	11	[70.0%]	[30.0%]
Royal Mail Group PLC	145	114	8	267	[56.0%]	[44.0%]
Secretary of State for Defence	24	3	2	29	[88.9%]	[11.1%]
South Eastern Education & Library Board	205	88	34	327	[70.0%]	[30.0%]
South Eastern Health & Social Services Trust						
South West College, The						
South Eastern Regional College, The						
Southern Education & Library Board	140	117	9	266	[54.5%]	[45.5%]
Southern Health & Social Services Board	10	12	1	23	[45.5%]	[54.5%]
Southern Health & Social Services Trust						
Southern Regional College, The						
Special EU Programmes Body, The	5	5	2	12	[50.0%]	[50.0%]
Sports Council for Northern Ireland	5	9	0	14	[35.7%]	[64.3%]
Strabane District Council	9	12	1	22	[42.9%]	[57.1%]

Public authorities which were newly registered in 2008 as part of the RPA initiative were not required to submit data on appointees. Although their names are listed, they have blanks in all other cells.

Composition of Appointees to Individual Specified Authorities

Specified Authority	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Stranmillis University College, Belfast	11	13	5	29	[45.8%]	[54.2%]
Trade & Business Development Body, The	-	-	-	8	-	-
Ulster Supported Employment Ltd	23	10	9	42	[69.7%]	[30.3%]
Ulsterbus Ltd	157	108	7	272	[59.2%]	[40.8%]
Warrenpoint Harbour Authority	-	-	-	3	-	-
Waterways Ireland	2	2	1	5	[50.0%]	[50.0%]
Western Education & Library Board	199	412	17	628	[32.6%]	[67.4%]
Western Health & Social Services Board	2	28	2	32	[6.7%]	[93.3%]

¹ 99% of NIPB employees are appointed and managed by the Chief Constable on behalf of the Board.

**APPENDIX 2:
Section 4**

**COMPOSITION OF
APPOINTEES TO
PRIVATE SECTOR CONCERNS
(with 251+ Employees only)**

Composition of Appointees to Private Sector Concerns (251+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Abbey National PLC	108	111	8	227	[49.3%]	[50.7%]
Acheson & Glover Ltd	36	21	14	71	[63.2%]	[36.8%]
Adecco (UK) Ltd	142	588	173	903	[19.5%]	[80.5%]
AIB Group (UK) PLC T/A First Trust Bank	41	55	1	97	[42.7%]	[57.3%]
Alexander Joseph Ltd T/A Menarys	100	53	24	177	[65.4%]	[34.6%]
Alexon International Ltd	73	49	12	134	[59.8%]	[40.2%]
Alliance Pharmacy	36	14	3	53	[72.0%]	[28.0%]
Allied Bakeries Ireland	47	21	6	74	[69.1%]	[30.9%]
Allstate Northern Ireland	44	113	50	207	[28.0%]	[72.0%]
Almac Clinical Services Ltd	23	20	13	56	[53.5%]	[46.5%]
Almac Pharma Services Ltd	10	12	16	38	[45.5%]	[54.5%]
Andras House Ltd	36	73	49	158	[33.0%]	[67.0%]
Arcadia Group Ltd Dorothy Perkins	69	97	7	173	[41.6%]	[58.4%]
Arcadia Group Ltd T/A Top Shop Retail	45	51	2	98	[46.9%]	[53.1%]
Argos Ltd	98	89	11	198	[52.4%]	[47.6%]
Asda Stores Ltd	573	424	22	1019	[57.5%]	[42.5%]
Avondale Foods (Craigavon) Ltd	3	51	35	89	[5.6%]	[94.4%]
AVX Ltd	-	-	-	11	-	-
AXA Insurance	31	114	5	150	[21.4%]	[78.6%]
B & Q PLC	61	14	162	237	[81.3%]	[18.7%]
Balcas Timber Ltd	11	27	15	53	[28.9%]	[71.1%]
Bank of Ireland	105	92	41	238	[53.3%]	[46.7%]
Barnardos	54	38	3	95	[58.7%]	[41.3%]
BE Aerospace (UK) Ltd	128	152	52	332	[45.7%]	[54.3%]
BHS Ltd	14	32	9	55	[30.4%]	[69.6%]
Boots the Chemist PLC	22	11	4	37	[66.7%]	[33.3%]
Botanic Inns Ltd	29	88	31	148	[24.8%]	[75.2%]
Brett Martin Ltd	31	31	12	74	[50.0%]	[50.0%]
British Telecom Northern Ireland	72	103	39	214	[41.1%]	[58.9%]
Bryson Charitable Group	56	57	16	129	[49.6%]	[50.4%]
Camden Group	24	60	34	118	[28.6%]	[71.4%]
Campbell Catering (NI) Ltd	104	43	14	161	[70.7%]	[29.3%]
Capita Business Services Ltd	89	85	22	196	[51.1%]	[48.9%]
Capita Life & Pensions Regulated Services	16	5	1	22	[76.2%]	[23.8%]
Charles Hurst Ltd	124	53	22	199	[70.1%]	[29.9%]
Citigroup	99	134	44	277	[42.5%]	[57.5%]
City Facilities (NI) Ltd	117	117	29	263	[50.0%]	[50.0%]
City of Belfast Warehousing Ltd	484	283	90	857	[63.1%]	[36.9%]
Clinton Cards PLC	46	41	6	93	[52.9%]	[47.1%]
Coca - Cola HBC Northern Ireland	102	63	29	194	[61.8%]	[38.2%]
Compass Group (UK) & Ireland	109	58	15	182	[65.3%]	[34.7%]
Connan Paul Ltd	18	92	27	137	[16.4%]	[83.6%]
Co-operative Group, The	174	80	42	296	[68.5%]	[31.5%]
Corry Harry Ltd	33	27	19	79	[55.0%]	[45.0%]
Corry JP (NI) Ltd	21	44	2	67	[32.3%]	[67.7%]
Creagh Concrete Products Ltd	19	85	25	129	[18.3%]	[81.7%]

Composition of Appointees to Private Sector Concerns (251+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Curleys Supermarkets Belfast Ltd	2	65	0	67	[3.0%]	[97.0%]
Debenhams Retail	78	174	42	294	[31.0%]	[69.0%]
DHL Exel Supply Chain M & S Division	5	6	2	13	[45.5%]	[54.5%]
Diamond Recruitment Group	324	240	479	1043	[57.4%]	[42.6%]
Donnelly Group, The	50	64	10	124	[43.9%]	[56.1%]
DSG Retail Ltd	125	56	23	204	[69.1%]	[30.9%]
Dunbia (Dungannon)	56	126	58	240	[30.8%]	[69.2%]
Dunnes Stores (Bangor) Ltd	254	537	56	847	[32.1%]	[67.9%]
DW Sports Fitness	230	241	6	477	[48.8%]	[51.2%]
Eason & Son (NI) Ltd	45	55	8	108	[45.0%]	[55.0%]
Eastwood Bookmakers	13	29	4	46	[31.0%]	[69.0%]
Extern	23	28	3	54	[45.1%]	[54.9%]
Extra Care for Elderly People Ltd	51	47	11	109	[52.0%]	[48.0%]
Federal Security Services Ltd	79	24	13	116	[76.7%]	[23.3%]
First Choice Selection Services Ltd	323	322	21	666	[50.1%]	[49.9%]
Firstsource Solutions Ltd	76	325	60	461	[19.0%]	[81.0%]
Fisher Engineering Ltd	39	27	0	66	[59.1%]	[40.9%]
Fold Housing Association	76	60	12	148	[55.9%]	[44.1%]
Foyle Meats	24	96	2	122	[20.0%]	[80.0%]
Fujitsu Services	64	86	30	180	[42.7%]	[57.3%]
G4S Security Services UK	69	24	13	106	[74.2%]	[25.8%]
Gallaher Ltd	7	6	1	14	[53.8%]	[46.2%]
Global Email Company, The	69	79	78	226	[46.6%]	[53.4%]
Grafton Recruitment Ltd	1,519	918	99	2536	[62.3%]	[37.7%]
Graham John (Dromore) Ltd	78	54	19	151	[59.1%]	[40.9%]
Grampian Country Pork Ltd	16	71	73	160	[18.4%]	[81.6%]
Haldane Shiells Group	16	16	1	33	[50.0%]	[50.0%]
Haslett J & J Ltd	21	16	6	43	[56.8%]	[43.2%]
Hastings Hotel Group Ltd	84	136	75	295	[38.2%]	[61.8%]
HBOS PLC	191	154	56	401	[55.4%]	[44.6%]
HCL Technologies (NI) Ltd	294	580	59	933	[33.6%]	[66.4%]
Heatons (NI) Ltd	43	121	95	259	[26.2%]	[73.8%]
Henderson Retail Ltd	365	103	50	518	[78.0%]	[22.0%]
Henderson Wholesale Ltd	27	15	6	48	[64.3%]	[35.7%]
Herbel Restaurants Ltd	-	-	-	50	-	-
HML	21	115	8	144	[15.4%]	[84.6%]
Homebase Ltd	89	78	5	172	[53.3%]	[46.7%]
Homecare Northern Ireland	42	55	90	187	[43.3%]	[56.7%]
Hughes Christensen	27	3	0	30	[90.0%]	[10.0%]
Iceland Foods Ltd	136	159	14	309	[46.1%]	[53.9%]
IKEA Ltd	277	63	77	417	[81.5%]	[18.5%]
Independent News & Media (NI)	28	31	4	63	[47.5%]	[52.5%]
Industrial Temps Ltd	168	275	190	633	[37.9%]	[62.1%]
Invista Textiles (UK) Ltd	20	22	0	42	[47.6%]	[52.4%]
Irwin WD & Sons	59	66	16	141	[47.2%]	[52.8%]
Kennedy Recruitment Ltd	20	46	16	82	[30.3%]	[69.7%]

Composition of Appointees to Private Sector Concerns (251+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Langford Lodge Engineering Company Ltd	13	2	5	20	[86.7%]	[13.3%]
LBM	67	183	32	282	[26.8%]	[73.2%]
Lidl (NI) GMBH	33	52	41	126	[38.8%]	[61.2%]
Linden Foods Ltd	7	99	11	117	[6.6%]	[93.4%]
Lindsay Cars Ltd	70	31	2	103	[69.3%]	[30.7%]
Long's Supermarket Ltd	28	42	1	71	[40.0%]	[60.0%]
Mac Naughton Blair Ltd	69	59	8	136	[53.9%]	[46.1%]
Magir Ltd T/a Medicare Pharmacy Group	29	40	7	76	[42.0%]	[58.0%]
Manpower (UK) Ltd	64	143	25	232	[30.9%]	[69.1%]
Marks & Spencer PLC	259	203	32	494	[56.1%]	[43.9%]
Matalan Retail Ltd	113	108	23	244	[51.1%]	[48.9%]
Mc Keown Cleaning Services Ltd	39	23	14	76	[62.9%]	[37.1%]
Mc Laughlin & Harvey Ltd	16	12	3	31	[57.1%]	[42.9%]
Mc Parland Properties (Ireland) Ltd T/A Canal Court Hotel	11	102	16	129	[9.7%]	[90.3%]
Michelin Tyre PLC	73	24	4	101	[75.3%]	[24.7%]
Montupet (UK) Ltd	16	16	11	43	[50.0%]	[50.0%]
Morton Newspapers Ltd	28	19	11	58	[59.6%]	[40.4%]
Mount Charles Catering Ltd	115	178	36	329	[39.2%]	[60.8%]
Moy Park Ltd	147	300	138	585	[32.9%]	[67.1%]
MPA Recruitment	124	102	0	226	[54.9%]	[45.1%]
Musgrave Retail Partners (NI) Ltd	15	20	3	38	[42.9%]	[57.1%]
Nacco Materials Handling Ltd	11	9	1	21	[55.0%]	[45.0%]
National Car Park Services Ltd	42	13	37	92	[76.4%]	[23.6%]
National Trust, The	21	24	32	77	[46.7%]	[53.3%]
New Look Retailers	96	112	24	232	[46.2%]	[53.8%]
Next PLC	142	91	15	248	[60.9%]	[39.1%]
NIE Powerteam Ltd		<i>See Viridian Group of Companies</i>				
Norbrook Laboratories Ltd	40	175	35	250	[18.6%]	[81.4%]
Nortel	9	15	4	28	[37.5%]	[62.5%]
North & West Housing Ltd	28	68	9	105	[29.2%]	[70.8%]
Northern Bank	152	108	12	272	[58.5%]	[41.5%]
Northern Ireland Electricity PLC		<i>See Viridian Group of Companies</i>				
Northern Ireland Hospice Care	22	13	3	38	[62.9%]	[37.1%]
Northgate Information Solutions (UK) Ltd	17	13	2	32	[56.7%]	[43.3%]
Northstone (NI) Ltd	95	98	32	225	[49.2%]	[50.8%]
OCS Group UK Ltd Northern Ireland Division	10	4	23	37	[71.4%]	[28.6%]
O'Kane Poultry Group	28	83	130	241	[25.2%]	[74.8%]
O'Kane Supermarkets Ltd T/A Supervalu	36	57	2	95	[38.7%]	[61.3%]
O'Neills Irish International Sports Co Ltd	5	15	0	20	[25.0%]	[75.0%]
Orion Project Services Ltd	102	304	0	406	[25.1%]	[74.9%]
Patton David & Sons (NI) Ltd	32	27	5	64	[54.2%]	[45.8%]
Peacock's Stores Ltd	36	36	3	75	[50.0%]	[50.0%]
Positive Futures for People with a Learning Disability	53	28	11	92	[65.4%]	[34.6%]
Powerscreen International Distribution Ltd	32	88	4	124	[26.7%]	[73.3%]
Praxis Care Group	66	80	18	164	[45.2%]	[54.8%]

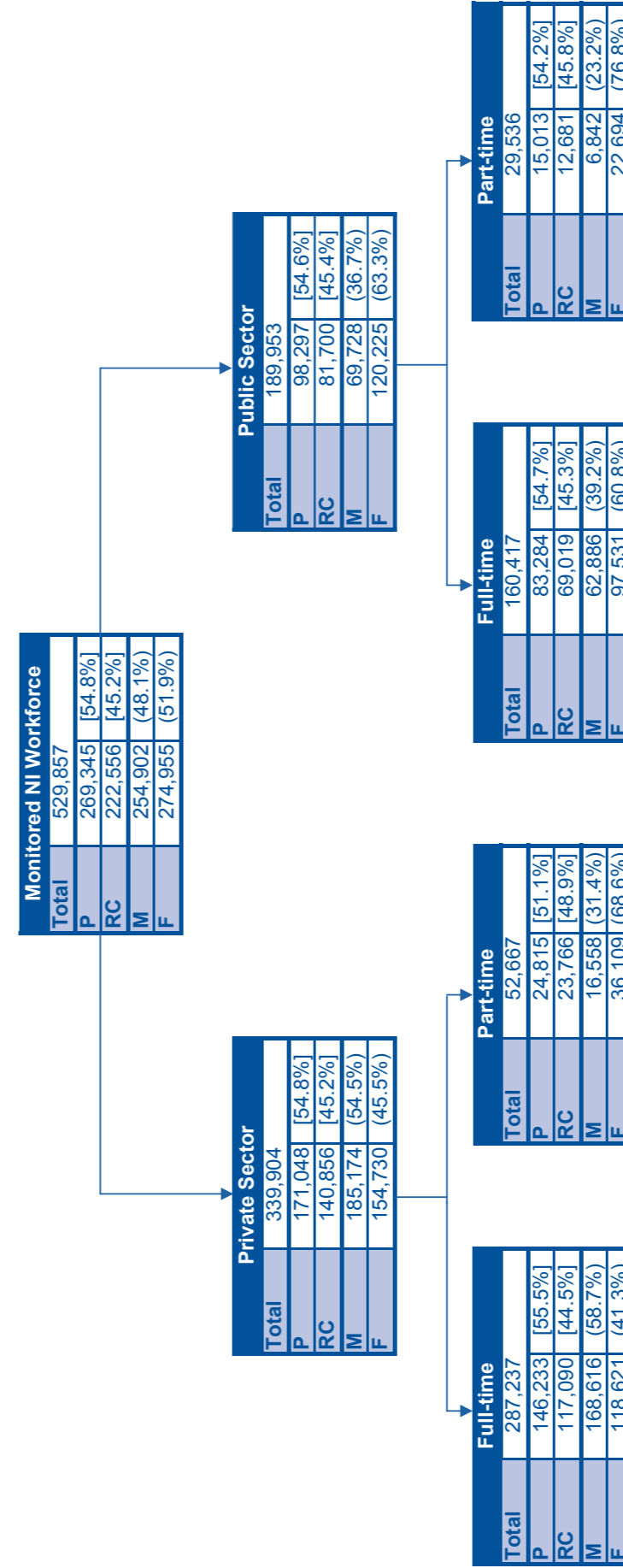
Composition of Appointees to Private Sector Concerns (251+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Premier Bakeries Ireland	36	14	3	53	[72.0%]	[28.0%]
Premier Employment Ltd T/A Premier People	521	546	8	1075	[48.8%]	[51.2%]
Presbyterian Church in Ireland (Board of Social Witness)	29	13	6	48	[69.0%]	[31.0%]
PriceWaterhouseCoopers	67	62	20	149	[51.9%]	[48.1%]
Primark Stores Ltd	84	264	17	365	[24.1%]	[75.9%]
Provident Personal Credit Ltd	84	39	16	139	[68.3%]	[31.7%]
Queen's University of Belfast, The	205	298	190	693	[40.8%]	[59.2%]
Quinn D T/A High St Investments Ltd	5	12	3	20	[29.4%]	[70.6%]
Quinn Manufacturing	36	252	0	288	[12.5%]	[87.5%]
Quinn-Direct Insurance Ltd	55	157	8	220	[25.9%]	[74.1%]
Rahon Enterprises Ltd T/A McDonalds Drive-Thru	68	122	9	199	[35.8%]	[64.2%]
Randox Laboratories Ltd	31	20	74	125	[60.8%]	[39.2%]
Randstad Employment Bureau Ltd	102	196	22	320	[34.2%]	[65.8%]
Red Sky Group Limited	124	63	41	228	[66.3%]	[33.7%]
Reed Specialist Recruitment	91	130	83	304	[41.2%]	[58.8%]
Resource	542	247	197	986	[68.7%]	[31.3%]
Restaurant Management Services Ltd	66	70	21	157	[48.5%]	[51.5%]
Riada Recruitment	120	104	22	246	[53.6%]	[46.4%]
RIAS	51	93	15	159	[35.4%]	[64.6%]
River Island Clothing Co Ltd	117	148	0	265	[44.2%]	[55.8%]
Robinson Cleaning Plus Support Services Ltd	364	253	70	687	[59.0%]	[41.0%]
Ryobi Aluminium Casting (UK) Ltd	46	30	8	84	[60.5%]	[39.5%]
Sainsbury's Supermarkets Ltd	469	694	103	1266	[40.3%]	[59.7%]
Salvation Army, The	13	9	3	25	[59.1%]	[40.9%]
Sangers (NI) Ltd	41	2	3	46	[95.3%]	[4.7%]
Schlumberger Oilfield UK PLC	35	9	8	52	[79.5%]	[20.5%]
Schrader Electronics Ltd	136	103	91	330	[56.9%]	[43.1%]
SDC Trailers Ltd	8	21	2	31	[27.6%]	[72.4%]
Seagate Technology (Ireland)	29	123	20	172	[19.1%]	[80.9%]
Seagoe Technologies Ltd	3	4	0	7	[42.9%]	[57.1%]
Securicor Cash Services	33	9	0	42	[78.6%]	[21.4%]
Short Brothers PLC	154	47	15	216	[76.6%]	[23.4%]
Sodexo Ltd	36	26	5	67	[58.1%]	[41.9%]
Stream International (NI) Ltd	76	376	45	497	[16.8%]	[83.2%]
Stylo Barratt Shoes Ltd	-	-	-	0	-	-
Superdrug Stores PLC	34	45	85	164	[43.0%]	[57.0%]
Tayto (NI) Ltd	18	13	15	46	[58.1%]	[41.9%]
Teleperformance	197	410	27	634	[32.5%]	[67.5%]
Teletech Holdings Inc	49	101	130	280	[32.7%]	[67.3%]
Tesco PLC	1,762	1,034	77	2873	[63.0%]	[37.0%]
Thales Air Defence Ltd	7	4	2	13	[63.6%]	[36.4%]
Tim Lewis Consultancy Ltd	46	51	70	167	[47.4%]	[52.6%]
TK Maxx	114	110	5	229	[50.9%]	[49.1%]
Ulster Bank Ltd	176	185	24	385	[48.8%]	[51.2%]
Ulster Carpets Ltd	8	3	1	12	[72.7%]	[27.3%]

Composition of Appointees to Private Sector Concerns (251+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[% P]	[% RC]
Ulster Television PLC	12	16	3	31	[42.9%]	[57.1%]
United Dairy Farmers Ltd	50	28	4	82	[64.1%]	[35.9%]
University of Ulster	281	264	108	653	[51.6%]	[48.4%]
Viridian Group of Companies						
NIE Powerteam Ltd	13	6	1	20	[68.4%]	[31.6%]
Northern Ireland Electricity PLC	27	28	8	63	[49.1%]	[50.9%]
WD Meats Ltd	6	74	0	80	[7.5%]	[92.5%]
Wetherspoon JD PLC	-	-	-	137	-	-
Wilson FG (Engineering) Ltd	192	143	48	383	[57.3%]	[42.7%]
Wincanton	27	8	28	63	[77.1%]	[22.9%]
Woolworths PLC	60	81	4	145	[42.6%]	[57.4%]
Wrightbus Ltd	114	23	9	146	[83.2%]	[16.8%]
Xtra-vision	76	77	0	153	[49.7%]	[50.3%]

Profile of the Monitored Northern Ireland Workforce, 2008



Notes: The 'Total' is always greater than the sum of Protestant and Roman Catholic employees as it includes the Non-determined. Gender data includes Protestant, Roman Catholic and the Non-determined.

Standard Occupational Classification (SOC 2000) Groups

- 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