

# 2010

**Monitoring Report No. 21 A profile of the Monitored Northern Ireland Workforce**  
*Summary of Monitoring Returns 2010*

**Equality Commission**

**FOR NORTHERN IRELAND**

# 2010

## MONITORING REPORT

**Monitoring Report No. 21: A profile of the Monitored Northern Ireland Workforce**  
*Summary of Monitoring Returns 2010*

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**Equality Commission**

FOR NORTHERN IRELAND



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## Foreword

As the series of reports on the monitored workforce of Northern Ireland enters its third decade it is my pleasure once again to write this foreword and to take the opportunity to convey appreciation to all the employers whose diligence in maintaining and compiling employment records enables this publication. The data gathered here and in the series overall provide a remarkable and invaluable insight into the changing patterns in the composition of employment in Northern Ireland.

The economic downturn continues to make its mark in workplaces. For the second year in succession, the overall number employed in the monitored workforce declined, confirming the shift from a period that had seen sustained growth since 2001. The total employed in 2010, 512,726, represented a reduction of 0.9% (4,546 jobs) compared with 2009. This is a smaller reduction than had been experienced in the previous year.

The contraction experienced last year can be attributed to the private sector, where an increase in part-time employment of 1,684 was outpaced by a decline in full-time employment of 6,879. Conversely, the public sector grew marginally (0.3%) and the increase in part-time employment of 1,655 was greater than the reduction of 1,006 full-time employees. It is notable that the private sector declined for the second successive year, although more slowly than in 2009, whereas the public sector increased for the first time since 2005.

Full-time employment, as indicated in the earlier figures, declined in both the private sector, by 2.5%, and the public sector, by 0.6%. Part-time employment increased in the private sector for the first time since 2005, and in the public sector for the first time since 2006. This, in turn, may well be a reflection of changing work patterns as a consequence of the economic downturn.

In terms of the community background of the monitored workforce, the established pattern of a changing balance continued to express itself. The Protestant share was [54.1%] in 2010, representing a reduction of 0.5%, and the Roman Catholic share increased by the same amount to [45.9%]. In the private sector, the levels of Protestant and Roman Catholic employment fell by 2.2% and 0.9%, respectively. As a consequence of the different rates of decline, the Roman Catholic share of the total private sector rose by [0.4 pp]. In the public sector, Protestant employment fell by 0.9%, while Roman Catholic levels rose by 1.5%. As a result, the share of total public sector employment in 2010 was Protestant; [53.6%] and Roman Catholic; [46.4%].

Yet again, the number of Roman Catholic applicants exceeded that for Protestants. But the Roman Catholic share, at [50.7%] represented a reduction of 0.3% on 2009. Applicants from both community backgrounds increased – with Protestant applicants increasing by 1.4% and Roman Catholic applicants by 0.4%. The movement since 2001 has been brought about by an overall decline in Protestant numbers of 36,226 and an overall increase in Roman Catholic numbers of 28,869. The change in the pattern of applicants has been touched upon in previous reports. The publication of the details of the 2011 Census of Population will be an important source of information that will add to our understanding of the influences on this change.

The number of applicants grew only marginally overall, as the increase was confined to the public sector and was offset by a large decrease in private sector applicants. The number of appointments in 2010 was the lowest number recorded in the past ten-year period. A decline was recorded for all categories; Protestant, Roman Catholic, Men and Women, with the reduction being steeper for Protestants and Women. As has been the case since 2006, the Roman Catholic share of appointees continued to exceed that of Protestants; [52%] and [48.0%] respectively in 2010.

The proportion of women in the monitored workforce continued to grow, albeit by a small amount, to the highest proportions observed over the last ten years. Women now represent 52.7% of the monitored workforce; 46.3% of the Private sector and 63.7% of the total public service workforce.

As I have noted more than once in the forewords to these reports, the data assembled here represent a snapshot of the workforce of Northern Ireland at a point in time. That overview is immensely valuable but deeper levels of understanding are revealed by closer analysis of the position in individual employments or at a sectoral level. The publication of these annual reports, too, is but a part of the Commission's engagement with issues of fair employment and it has been an ambition to find a way of making available to the public some greater depth of information that will enhance appreciation of the complex issues involved.

It is a source of satisfaction that at the beginning of 2012, the Commission will publish two separate analyses. One is of the pattern of applicants and appointments over the past twenty years. This relationship is one of the crucial building blocks that influence patterns of employment and that can offer insights into changes in the balance in community composition. The other will be a review of patterns of employment in the health sector, building on the data provided by the Article 55 reviews that the relevant employers in that sector have recently completed and that reflect the changes brought about by the Review of Public Administration.

It is to be hoped that the Commission will be in a position to make other such analyses and reviews available in the coming years as part of its work in this important area. Considerations of fairness in employment have an enduring relevance for Northern Ireland. In an environment that is volatile, with rapid economic and demographic change, patterns of employment will inevitably change and the balance in respect of community background will also change. It is not enough, however, to make assumptions that any such change is simply a result of demography or economics. There is a need for vigilance and for a continuing increase in awareness so that the causes of change can be fully appreciated and so that superficial analysis does not mask deeper issues.

One of the considerations that influence participation in employment is education. In the first foreword to a monitoring report that I wrote, I drew attention to the level of educational under-attainment among boys, especially Protestant boys. I have referred to it many times since and as I write this, my seventh and final foreword as Chief Commissioner, it is still an issue of some substance. Education continues to be an area of keen interest and of particular concern for the Commission. The fact that so many young people do not realise their full potential during their years of education is a great personal tragedy and has significant consequences for them, their families, their communities and for Northern

Ireland. It has very direct implications for the capacity to enter and advance in employment. It also has the ability, taken together with other factors, to play a part in the balance in employment between Protestants and Roman Catholics. The Commission takes heart that this is a subject that is receiving increasing attention from elected representatives and is committed to playing its part in addressing the policy questions and the practical consequences involved.

Employment is an aspiration for most of us. We want to live our lives to the fullest of our abilities and see outlets for our skills and interests. These aspirations and ambitions can be affected by a myriad of circumstances. What is important in any consideration of fair employment is that barriers to preparing for employment should not unequally deter; that outmoded views of suitability and appropriateness should be discarded; that workplaces should continue to grow in inclusiveness and welcome, respecting all equally; and that the laws that prohibit discrimination and unfair treatment should be observed in the spirit as in the letter. The Commission has an important role to play in this area and is fully engaged in exploring all the options open to it to make the principle and practice of equality of opportunity more fully a part of the experience of all in Northern Ireland.

A handwritten signature in black ink, appearing to read 'Bob Collins', with a horizontal line underneath it.

**Bob Collins**  
Chief Commissioner  
December 2011



# Executive Summary

## 1. Introduction

The 21st Annual Monitoring Report (2010) presents an aggregate summary of the 3,918 valid monitoring returns received by the Commission between 1 January and 31 December 2010. Monitoring covers an estimated 66-68% of those in employment<sup>1</sup>.

Although not required by statute, the Commission publishes these returns in aggregate to inform employers and other interested parties about wider patterns that, alongside information on labour availability, might better inform considerations of fair participation within specific employments.

## 2. Overall Summary

The 2010 Monitoring Report reveals the following broad trends from the aggregated data:

- For the second consecutive year, the monitored workforce **contracted** (by 0.9%, n=4,546), although at a lesser rate than that for 2009 (2.4%, n=12,585).
- The **Roman Catholic share** of the monitored workforce was [45.9%] in 2010<sup>2</sup>, an increase of [0.5 percentage points (pp)]<sup>3</sup> from 2009, thus continuing the trend observed during the last ten years.
- **Females** have increased their share of the monitored workforce almost year on year<sup>4</sup> between 2001 (50.4%) and **2010 (52.7%)**, driven mainly by an increase in the number of Roman Catholic females.
- For a second consecutive year there were **more Roman Catholic [50.7%] than Protestant [49.3%] applicants** overall. However, compared with 2009, the Roman Catholic share has fallen marginally [0.3 pp]. In broad terms, since 2001, changes in applicant trends have been brought about by an overall decline in Protestant numbers (-36,226) and an overall increase in Roman Catholic numbers (+28,869).
- The number of appointments to the monitored workforce in 2010 (n=70,419) was the lowest number recorded in the past ten-year period. A decline in appointee levels was recorded for all major elements of the workforce, i.e. Protestants, Roman Catholics, males and females. However, the observed drop in appointees was steeper for Protestants (n=6,714) and for females (n=6,890). Consequently, the Roman Catholic share [52.0%] continued to exceed that of their Protestant counterparts [48.0%].

<sup>1</sup>Estimate derived by comparison with the Northern Ireland Labour Force Survey (July - Sep 2010, DETINI). The following are not monitored: the self-employed, those on government training schemes, school teachers and those working in private sector concerns with 10 or less employees.

<sup>2</sup>According to the latest LFS estimate (2010), the Roman Catholic share of the economically active working age population ranges between 43.3% and 46.5%

<sup>3</sup>pp stands for percentage point. Hereafter in the document, a footnote explanation of the abbreviation will not be provided. Please see Appendix 1 for further details.

<sup>4</sup>In 2006, a 0.1pp decline (to 51.7%) in the female share of monitored employees was observed. Additionally, the female share remained static between 2006 and 2007.

### 3. The Monitored Northern Ireland Workforce

For the second consecutive year the total number of monitored employees fell. **Total employment** in 2010 stood at **512,726**, representing a drop of 0.9% (n=4,546) from 2009. Previously, monitored employment had been on an upward trajectory between 2001 and its peak in 2008.

- When examined **by sector**, the contraction of the monitored workforce in 2010 can be attributed to the overall decrease in **private sector** employment (1.6%, n=5,195). Conversely, the public sector grew slightly (0.3%, n=649), as the increase in part-time employment (1,655) was greater than the decrease in full-time employment (1,006). Of note is that the total private sector workforce had contracted for the past two years, albeit at a slower rate in 2010. In addition, 2010 saw the first total public sector workforce increase since 2005.
- When examined by **types of employment**, the drop in monitored employment can be attributed to decreases in **full-time** employees in both the private (2.5%, n=6,879) and public (0.6%, n=1,006) sectors. The number of part-time employees in both sectors increased, by 3.2% (n=1,684) and 6% (n=1,655) respectively. This was the first overall increase in part-time employee numbers since 2006.
- During the period 2001-2010, the total number of Roman Catholic employees rose by an overall 34,615 (18.8%), while their Protestant counterparts decreased by an overall 14,453 (5.3%).
- **Continuing the trend of recent years, the Roman Catholic share of monitored employment showed a marginal increase from [45.4%] in 2009 to [45.9%] in 2010<sup>5</sup>.** This increase of [0.5 pp] suggests that the slowing of rate of growth [to 0.2 pp] in the Roman Catholic share in 2009 was temporary. In 2001, the Roman Catholic proportion of monitored employment was [40.3%].
- The upward trend in the **female share of employment**, particularly for Roman Catholics, continued in 2010. Females account for more than half (52.7%) of all monitored employees in Northern Ireland and have increased their share of the monitored workforce almost year on year<sup>5</sup> from 50.4% in 2001.
- Over the ten year period since 2001, the public sector has been the main contributor to growth in female employee numbers (by 17,453 overall), although the private sector has consistently accounted for a greater number of female employees. The number of Roman Catholic females has increased in both the private and public sectors, while Protestant female numbers have increased in the public sector only.

<sup>5</sup>The latest estimate (2010) for the Roman Catholic share of the economically active (working age) is that it lies somewhere in the range [43.3%] to [46.5%]. In the 2010 LFS Religion Report, the variable 'religious composition of the economically active (working age)' has a confidence interval of +/-1.6 around the estimated value of [44.9%] for Roman Catholics and [55.1%] for Protestants. Thus, for example, this means there is a 95% certainty that the true figure for the Roman Catholic share of the economically active population (of working age) lies somewhere between 43.3% and 46.5%.

- Overall, the number of **applicants** to the monitored workforce increased in 2010 by 0.3% (n=2,011). This growth was a result of the increase in public sector applicants (by 19,274). In comparison, the number of private sector applicants decreased by a similar amount (n=17,263).
- In 2010, for a second consecutive year there were more Roman Catholic [50.7%] than Protestant [49.3%] applicants overall. The Roman Catholic share has, however, fallen marginally [0.3 pp] compared with 2009. In broad terms, since 2001, changes in trends with regards to Protestant and Roman Catholic applicants have been driven by an overall decline in Protestant applicant numbers (-36,226) and an overall increase in Roman Catholic applicant numbers (+28,869).
- 2010 marks the lowest number of **appointees** (n=70,419) to the monitored workforce during the period 2001-2010. A decline in appointee levels was recorded for all major elements of the workforce, i.e. Protestants, Roman Catholics, males and females. However, the observed drop in appointees was steeper for Protestants (n=6,714) and for females (n=6,890). As a result of the larger fall in Protestant appointees, the Roman Catholic share [52.0%] continued to exceed that of their Protestant counterparts [48.0%], as has been the case every year since 2006.
- The number of appointees to both the private and public sectors decreased, although the fall within the private sector (18.5%, n=12,563) was greater than that experienced within the public sector (6.7%, n=1,091).

#### 4. The Private Sector

The **total** private sector workforce now stands at **322,954** employees, a decrease of 5,195 employees (1.6%) compared with 2009. **The sector, which had grown in size every year since 2002**, peaked in 2008 and has now fallen back to near its 2005 level.

- Services account for (72.5%) of private sector employment, followed by manufacturing (21.9%) and construction (5.1%).
- Total Protestant **employment levels** fell by 2.2% during the year, while Roman Catholic employment levels dropped by 0.9%. Overall, during the period 2001-2010, the Roman Catholic private sector count rose by 14.7% (n=17,265), while the total number of protestant employees fell by 7.1% (n=12,413).
- Due to the steeper decline in Protestant employment levels, **the Roman Catholic share of the total private sector increased by [0.4 pp] to [45.6%] from [45.2%] in 2009**. In 2001, Roman Catholic representation stood at [40.4%].
- With regards to **gender**, females accounted for 46.3% of the private sector workforce in 2010. **This represented an increase (0.2 pp) on 2009 levels and their highest proportionate share in the period 2001-2010**. The female share of private sector employees was 45.5% in 2001 and has remained within 1% of this figure over the past ten-year period.

- The total number of **private sector applicants** declined by 3.5% (n=17,263) during 2010. For the fourth year in succession, the Roman Catholic proportion of applicants [51.2%] exceeded that of their Protestant counterparts [48.8%].
- For the second year in succession, a greater decline in female (n=11,740) than male (n=5,523) applicants was observed. Prior to 2009, the last decline in applicant numbers was 2003 (females) and 2002 (males) – although the rates of increase have varied year on year in the interim for both. Male share of applicants was 55.2% in 2010, compared with 54.4% in 2009 and 53.9% in 2001. Additionally, relative to females, males have consistently accounted for a greater proportion of private sector applicants over the past ten-year period.
- The number of **private sector appointees** fell by 18.5% (12,563) during the year. For the fifth year in a row, the Roman Catholic share of appointees [52.3%] exceeded the Protestant share [47.7%].
- There was a greater proportion of male (52%) than female (48%) appointees within the private sector in 2010, a trend that has been observed since 2005.

## 5 The Public Sector

**Public sector employee numbers grew, albeit marginally (0.3%, n=649), for the first time in five years**, with the total count standing at 189,772 in 2010. However, it is still below its peak of 194,077 employees in 2005.

- Total Protestant **employment levels** fell by 0.9% (n=877) during the year, while the Roman Catholic count rose by 1.5% (n=1,267). As a result, **the Roman Catholic share of the total public sector increased from [45.8%] in 2009 to [46.4%] in 2010**. In 2001, the Roman Catholic proportion stood at [40.2%].
- In relation to the six components which comprise the public sector:
  - The total Protestant employment numbers **rose** in Education (0.5%), the district councils (1.7%) and 'other' public authorities (12.1%), while **falling** in health (5.3%), the civil service (0.6%), and security-related employment (4.3%).
  - The total number of Roman Catholic employees **rose** in district councils (3.1%), security (4.2%) and other public authorities (15.8%), while **falling** in health (1.2%) and the civil service (0.2%). Total Roman Catholic employment in education changed very little (<0.01%).
  - The Roman Catholic composition of each sector is: Health [50%]; Education [48.9%]; 'Other' [46.9%]; Civil Service [45.4%]; District Councils [41.6%]; and Security [22.1%].
  - The **security-related** component of the public sector continued to contract in 2010. Between 2009 and 2010, the number of employees decreased by 2.7%

(n=359), from 13,451 to 13,092. When compared with 2001 data, the size of the security-related sector has fallen by over a third (38.6%), from 21,329. In terms of composition, the Roman Catholic share of the security sector has risen from [8.4%] in 2001 to [22.1%] in 2010.

- The increasing proportion of **female employees** in the **public sector** continued in 2010, with a small increase (0.3 pp) in their share of the workforce. Females account for almost two-thirds (63.7%) of the total public sector workforce.
- There were 161,705 **applicants** to the public sector in 2010, an increase of 13.5% (n=19,274) from 2009. **In 2010, there were 74,773 [50.5%] Protestant and 73,350 [49.5%] Roman Catholic applicants to the public sector.** This represents a [0.5 pp] increase in the Protestant share of public sector applicants compared with 2009. During the period 2001-2010, the number of Roman Catholic applicants to the public sector increased by 6.9% (n=4,765), while the number of Protestant applicants decreased by less than 1% (0.1%, n=92). With the exception of 2009, year-on-year the share of Protestant applicants exceeded that of Roman Catholic applicants.
- **In 2010, the majority of applicants to the public sector were female (54.7%, n=88,451), while 45.3% (n=73,254) were male.** During the period 2001-2010, the number of male applicants to the public sector increased by 29.2% (n=16,546), while the number of female applicants decreased by 9.6% (n=9,435). Thus, during this period, the male share of public sector applicants increased by (8.6 pp) from (36.7%) in 2001.
- There were 15,143 **appointees** to the public sector in 2010, a decrease of 6.7% (n=1,091) from 2009. In 2010, there were 6,667 [48.7%] Protestant and 7,009 [51.3%] Roman Catholic appointees to the public sector. The Roman Catholic share of public sector appointees increased by [2.0 pp] to [51.3%] in 2010. During the period 2001-2010, the number of both Protestant (34.2%, n=3,470) and Roman Catholic (24.7%, n=2,296) public sector appointees decreased. Over this ten year period the Roman Catholic share of public sector appointees has fluctuated, with an overall increase of [3.4 pp] compared with 2001 [47.9%].
- **Considered by gender**, in 2010, nearly two-thirds of **appointees** to the public sector were female (63.9%, n=9,679), while 36.1% (n=5,464) were male. This represents a decline of 1.0 pp in male appointments compared with 2009. Over the period 2001-2010, the male share of appointments increased almost every year<sup>6</sup> until 2008, and has declined in both 2009 (by 12.3 pp) and 2010 (by 1.0 pp). Overall, the male share of public sector appointments has increased by (5.6 pp) from the (30.5%) share noted in 2001.

<sup>6</sup>In 2005, a 0.1pp decline (to 32.8%) in the male share of public sector appointees was observed

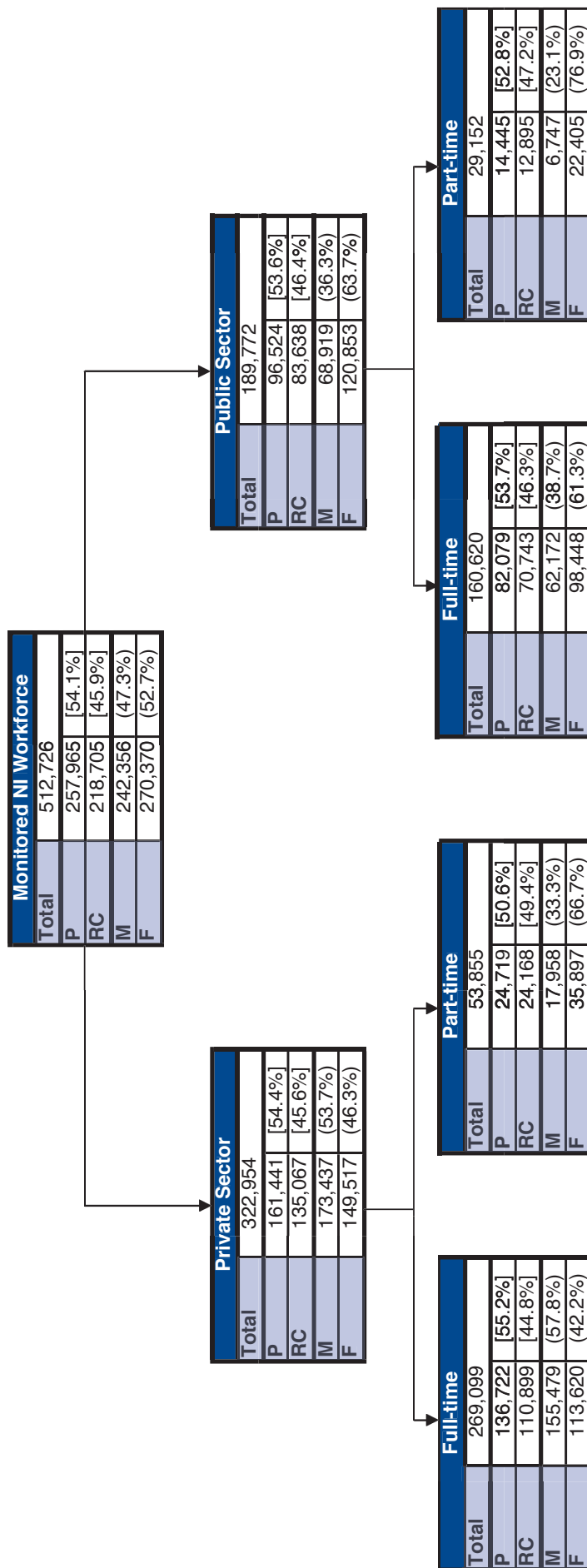
## 6. The Public Sector: Sub-Sectoral Analysis

The latter chapters of this report present an analysis for each of the key subsectors of the public sector, namely: Health, Education, District Councils, Civil Service, Security-related, and 'Other' Public Authorities. Key findings regarding each of these sectors can be found at the beginning of each relevant chapter. By way of broad overview:

- **The Health Sector** accounts for nearly **36.6%** of all public sector employment. The sector declined by 3.6% (n=2,599 employees) during the year, accounted for by an overall decline in both full-time (2.9%, n=1,802) and part-time (7.3%, n=797) employees. **The Roman Catholic share of the health sector workforce grew [by 1.1%], for the first time in three years.** The main driver for this was a smaller decrease in Roman Catholic (1.2%, n=401) than Protestant (5.3%, n=1,834) employment. Consequently, Protestant and Roman Catholic employees accounted for equal proportions of the health sector workforce in 2010 [50.0%]. Females continue to dominate the health sector, accounting for four-fifths (81.3%, n=56,491) of all employees. Between 2009 and 2010, male representation decreased (by 1.5 pp), indicating a reversal of the 2003-2009 trend of increasing male representation in the health sector workforce.
- **The Education Sector** accounts for **20%** of all public sector employees. The sector increased by 0.8% (n=307) during the year, driven by an increase in part-time employment (18.5%, n=2,262). The number of full-time employees fell by 7.7% (n=1,955). **The overall Protestant count increased by 0.5% (n=98), while total Roman Catholic employment changed very little (<0.01%).** These changes were mainly driven by a sharp increase in the number of Protestant part-time employees (by 23.3%, n=1,319) compared to Roman Catholic part-time employees (by 9.3%, n=563). Consequently, the Protestant share of the sector increased by [0.2 pp] to [51.1%] in 2010. In 2010, more than three-quarters (78.7%, n=29,903) of education sector employees were female. Between 2009 and 2010, male representation in the **total** and **part-time workforces** decreased (by 0.3 pp and 2.3 pp respectively), due to a large increase in the number of female part-time employees (n=2,109). In contrast, male representation in the **full-time workforce** increased by (0.8 pp), due to a smaller decrease in the number of males (-229), relative to females (-1,726).
- **The District Councils** account for **6.3%** of all public sector employees. The sector increased by 2.5% (n=296) during the year, driven by increases in both the full-time (1.3%, n=133) and part-time (10.8%, n=163) workforces. **Overall, the Roman Catholic share of the district council workforce has increased by [0.3 pp] from 2009 and now stands at [41.6%], the highest recorded level since monitoring began.** In 2010, the majority of district council employees were male (58.6%, n=6,983). The overall level of female representation in the sector remained unchanged from 2009 (41.4%). However, female representation increased in the full-time workforce (by 0.2 pp) and decreased in the part-time workforce (2.5 pp).

- **The Civil Service** accounts for **18.5%** of the total public sector workforce. Total civil service employment fell by 0.2% (n=79) during the year, driven by a fall in part-time employment (39.0% n=258). This was partially offset by a modest rise of 0.5% (n=179) in the full-time employment count. **Overall, the Roman Catholic share of the civil service workforce increased by [0.1 pp] in 2010 and now stands at [45.4%].** For the third year in succession, male (50.6%) and female (49.4%) employees have accounted for similar proportions of the total civil service workforce. However, while males and females account for similar proportions of the full-time workforce (51.0% vs. 49.0%), females account for the majority of part-time employees (88.1%). Between 2009 and 2010, male representation decreased in both the full-time workforce (by 0.1 pp) and part-time workforce (by 11.4 pp). These changes were driven by male employees' smaller proportional increase in full-time employment (by 0.5%) and larger proportional decrease in part-time employment (by 68.8%), when compared to female employees.
- **The Security-related Sector** accounts for 6.9% of all public sector employees. Total security-related employment declined by 2.7% (n=359) during the year, driven by a decrease in both full-time (2.2%, n=284) and part-time (9.5%, n=75) employment. **The Roman Catholic share of the total security-related workforce increased by [1.4 pp] to [22.1%] in 2010, its highest level since monitoring began.** This increase resulted from a rise in Roman Catholic full-time employees (4.5%, n=117), as, in every other part of the workforce, the numbers of Protestant and Roman Catholic employees decreased. In 2010, males accounted for more than two-thirds (68%, n=8,899) of security-related employees, and the majority of both the full-time (68.5%) and part-time (58.8%) workforce. Between 2009 and 2010, overall female representation in the sector increased (by 1.2 pp), mainly driven by an increase in numbers in full-time employment (n=72).
- **'Other' Public Authorities** include bodies such as the Consumer Council, Translink, Labour Relations Agency etc. The sector accounted for **12.7%** of the total public sector workforce. Total 'other' public employment increased by 14.8% (n=3,105) during the year. **Overall, there was a [0.8 pp] rise in the Roman Catholic share of the total workforce, driven by a greater rise in the number of Roman Catholic employees (15.8%, n=1,459) relative to Protestant employees (12.1%, n=1,307).** Furthermore, the increases in the numbers of Roman Catholic employees in both the full-time and part-time workforces were greater than those for Protestant employees. In 2010, males accounted for nearly two-thirds of 'other' public sector employees (65.1%, n=15,663). Male representation in the part-time workforce (70.7%) was greater than in the full-time workforce (64.6%).

Chart 1: Profile of the Monitored Northern Ireland Workforce, 2010



**Notes:** **P** = Protestant; **RC** = Roman Catholic; **M** = Male; **F** = Female.  
 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.



## 1. Introduction

### 1.1. Employer Monitoring Duties and the Annual Monitoring Report

The Fair Employment and Treatment (Northern Ireland) Order 1998 (hereafter ‘FETO’) requires registered and specified employers, amongst other duties<sup>7</sup>, to:

- **monitor the composition of their workforce** and of those applying, appointed, leaving or being promoted (Article 52);
- **submit an annual monitoring return** to the Commission (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)

With regard to the six duties, the ‘Unified Guide to Promoting Equal Opportunities In Employment’ (hereafter the “Unified Guide”) notes 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.”*

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

The following paragraphs set 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*.

### 1.2. 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)...”*

<sup>7</sup> 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.

Although the specific scope and coverage of monitoring has changed over time (see Appendix 2), all registered and specified employers are currently required to monitor:

- employees and apprentices;
- job applicants; and,
- appointees.

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

- promotees; and,
- leavers.

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

### **1.3. 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.

### **1.4 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 participation<sup>8</sup> 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.

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<sup>8</sup> While 'fair participation' is not defined in the legislation, it is important 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 2: '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.

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

**Annual Monitoring Returns**, present an annual summary of the collated data in a prescribed format. It is these returns 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 rolling fair employment monitoring as the basis for their triennial reviews.

## 1.5. The Annual Monitoring Report (Summary of Monitoring Returns)

Although not required by statute, the annual monitoring returns received by the Commission are used to compile the Monitoring Report. Thus, the Report presents an aggregate summary of the composition of employment in registered employers or specified public bodies.

Given the legislative focus of monitoring returns on recording composition, this report by necessity mirrors 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;
- promotees and leavers within the public sector; and within,
- those private sector concerns with 251+ employees.

**The Monitoring Report** 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. Rather, its purpose is to help inform employers and other interested parties about wider patterns that, alongside information on labour availability, may suggest a dynamic or pattern that might better inform a consideration of fair participation within specific employments.

## 1.6. The 2010 (21st) Annual Monitoring Report

This, the 21st Annual Monitoring Report, presents an aggregated summary of the 3,918 valid monitoring returns received during 2010 from 122 public authorities and 3,796 private sector concerns. These returns were received<sup>9</sup> between 1st January and 31st December 2010. Monitoring covers an estimated 66% – 68% of those in employment<sup>10</sup>

Readers should note that there are a number of key points which may impact on the interpretation of data in the 2010 report. Details are contained in “*Appendix 1: Definitions, Technical Considerations and Wider Concepts in Fair Employment*”.

We would however draw the reader’s attention to one particular point. Any comparisons with 2008 data relating to **applicants, appointees, promotees and leavers** within the monitored Northern Ireland workforce, the public sector, and the health and education sub-sectors, should be interpreted with some caution. This is because twelve public sector bodies in the Health and Education sectors were reconstituted as part of the Review of Public Administration. The Review impacted on 2008 figures as, under the Monitoring Regulations, a newly registered employer is not required to submit ‘flow’ data (on applicants etc) during their first year of operations. There was thus a sharp fall in the 2008 figures, with a commensurate rise again in the 2009 figures as the reconstituted public authorities ‘resumed’ reporting.

## 1.7. Additional Tables

A number of additional tables have been produced including tables on the composition of stocks and flows by Standard Occupational Classification (SOC) and sex. The additional tables, which are available for each chapter of the report, can be accessed on the Commission’s website at [www.equalityni.org/research](http://www.equalityni.org/research).

## 1.8. Additional Information

Definitions of terms used in the report (e.g. ‘monitored workforce’, ‘applicants’ etc), and technical considerations relevant to the report are contained in Appendix 1. Included as part of the technical considerations are a list of the nine SOC categories, details on the presentation of the Workforce Composition using square [ ] and round ( ) brackets, and factors associated with the Review of Public Administration.

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<sup>9</sup> Please note that 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 2010 as an example, stock information for public authorities is compiled on 1st January 2010, while flow data covers the period 2nd January 2009 – 1st January 2010. 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 2010, while flow data will cover the period 7th March 2009 – 6th March 2010. In brief, while stock data relates to a specific date in 2010, flow data may range between 2009 and 2010.

<sup>10</sup> Estimate derived by comparison with the Northern Ireland Labour Force Survey (July - Sep 2010, DETINI). The following are not monitored: the self-employed, those on government training schemes, school teachers and those working in private sector concerns with 10 or less employees.



## 2. The Northern Ireland Workforce

### All Employees

- In 2010, the total monitored workforce comprised 512,726 employees, a decrease of 0.9% (n=4,546) from 2009. The composition of the workforce was 257,965 [54.1%] Protestant and 218,705 [45.9%] Roman Catholic.
- Between 2009 and 2010, total Protestant monitored employment decreased by 1.7% (n=4,574), while total Roman Catholic employment increased by less than 0.01% (n=48). Thus, overall the Roman Catholic share of the monitored workforce increased [0.5 pp].
- In 2010, the majority of monitored employees were female (52.7%, n=270,370).

### Full-time Workforce

- In 2010, there was 429,719 full-time employees in the monitored workforce, a decrease of 1.8% (n=7,885) compared to 2009. The composition of the full-time workforce was 218,801 [54.6%] Protestant and 181,642 [45.4%] Roman Catholic.
- Between 2009 and 2010, full-time Protestant employment decreased by 2.5% (n=5,710), while full-time Roman Catholic employment decreased by 0.7% (n=1,249). Thus, overall the Roman Catholic share of the full-time monitored workforce increased [0.5 pp].
- In 2010, males (50.6%) and females (49.4%) comprised similar proportions of the full-time monitored workforce.

### Part-time Workforce

- In 2010, there were 83,007 part-time employees in the monitored workforce, an increase of 4.2% (n=3,339) compared to 2009. The composition of the part-time workforce was 39,164 [51.4%] Protestant and 37,063 [48.6%] Roman Catholic.
- Between 2009 and 2010, part-time Protestant employment increased by 3.0% (n=1,136), while part-time Roman Catholic employment increased by 3.6% (n=1,297). Thus, overall the Roman Catholic share of the part-time monitored workforce increased [0.1 pp].
- In 2010, more than two-thirds of part-time monitored employees were female (70.2%, n=58,302).

### Applicants, Appointees, Promotees and Leavers

In 2010, there were:

- 636,577 monitored applicants. The composition was 269,175 [49.3%] Protestant and 277,112 [50.7%] Roman Catholic.
- 70,419 monitored appointees. The composition was 29,430 [48.0%] Protestant and 31,928 [52.0%] Roman Catholic.
- 7,319 promotees. The composition was 3,503 [51.9%] Protestant and 3,249 [48.1%] Roman Catholic.
- 65,720 leavers. The composition was 29,688 [51.8%] Protestant and 27,591 [48.2%] Roman Catholic.

## 2.1. The Monitored Northern Ireland Workforce: Introduction

The purpose of this chapter is to help inform employers and other interested parties about wider compositional trends within the monitored Northern Ireland workforce that, alongside information on labour availability, may better inform their own considerations of fair participation in specific employment(s).

The monitored workforce is comprised of full-time and part-time employees in the specified public authorities (“the public sector”) and registered private sector concerns (“the private sector”). Thus, the monitored workforce contains data from the combined public and private sectors in Northern Ireland. In 2010, a total of 122 public bodies and 3,796 private concerns submitted valid monitoring returns to the Commission.

In 2010, there were 512,726 employees in the monitored workforce, of which the private sector comprised 63%, (n=322,954), while the public sector comprised 37% (n=189,772). For the second consecutive year, the monitored workforce contracted (by 0.9%, n=4,546), although at a lesser rate than that for 2009 (2.4%, n=12,585). When examined by sector, the contraction of the monitored workforce can be attributed to the private sector (-5,195), as total public sector employment increased (+649) between 2009 and 2010. However, when examined by types of employment, the drop can be attributed to decreases in full-time employees in both the private (n=6,879) and public (n=1,006) sectors, as the number of part-time employees in both sectors increased.

Between 2009 and 2010, Roman Catholic representation in the monitored workforce increased by [0.5 pp] from [45.4%] in 2009. This increase can be mainly attributed to a rise in the number of female Roman Catholic employees (n=588), coupled with a decrease in both male Protestant (n=3,231) and female Protestant (n=1,343) employees. Additionally, female representation increased by (0.3 pp) from (52.4%) in 2009.

## 2.2. The Monitored Northern Ireland Workforce: All Employees

There were 512,726 employees in the monitored workforce in 2010 (Table 2.1), a decrease of 0.9% (n=4,546) from 2009.

### 2.2.1. Community Background

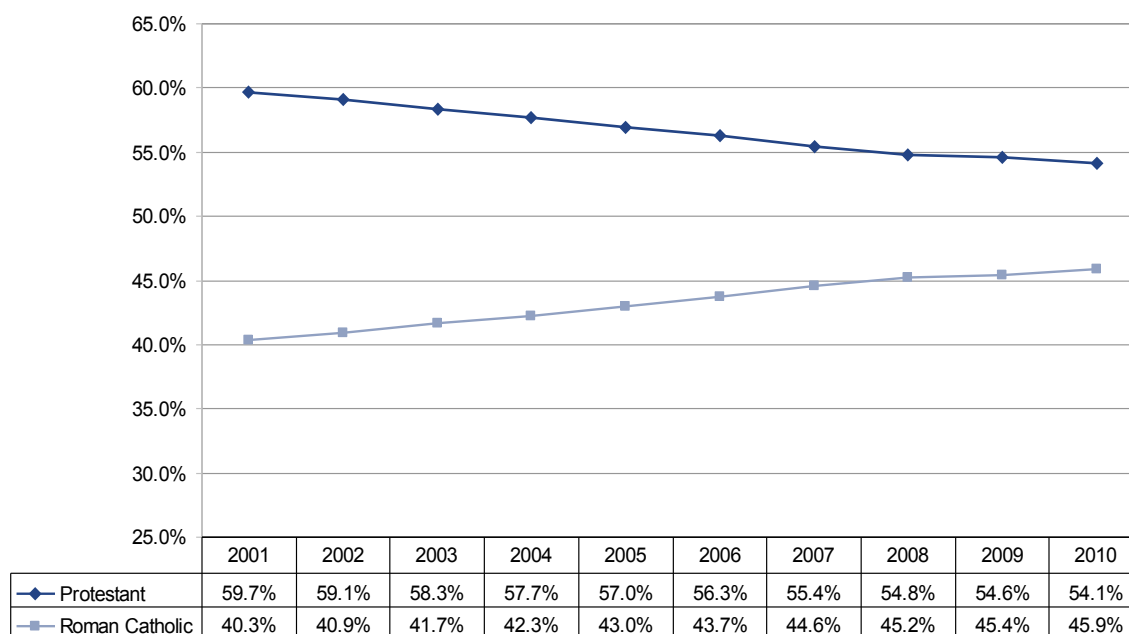
**In 2010, there were 257,965 [54.1%] Protestant and 218,705 [45.9%] Roman Catholic employees in the total monitored workforce** (Table 2.1). Between 2009 and 2010, the decrease in the number of Protestant employees (1.7%, n=4,574), although proportionally small, was greater than the increase in Roman Catholic employees (<0.01%, n=48). Thus, the Roman Catholic share of the monitored workforce increased slightly by [0.5 pp] from [45.4%] in 2009.

Table 2.1: Monitored Northern Ireland (All) Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>125,343</b>	51.7% [26.3%]	<b>98,306</b>	40.6% [20.6%]	<b>18,707</b>	7.7%	<b>242,356</b>	47.3%
<b>Female</b>	<b>132,622</b>	49.1% [27.8%]	<b>120,399</b>	44.5% [25.3%]	<b>17,349</b>	6.4%	<b>270,370</b>	52.7%
<b>TOTAL</b>	<b>257,965</b>	50.3% [54.1%]	<b>218,705</b>	42.7% [45.9%]	<b>36,056</b>	7.0%	<b>512,726</b>	100.0%

During the period 2001 - 2010, the number of Roman Catholic employees increased by 18.8% (n=34,615), whilst the number of Protestant employees decreased by 5.3% (n=14,453). Thus, the Roman Catholic share of the monitored workforce increased by [5.6 pp] from [40.3%] in 2001. In this period there was a consistent year-on-year decrease in the difference between the proportions of Protestants and Roman Catholics employed in the monitored workforce (Chart 2.1). Overall, the difference between the two groups decreased by [11.2 pp] (n=49,068) from [19.3 pp] (n=88,328) in 2001.

Chart 2.1: Monitored Northern Ireland (All) Employees by Community Background, 2001 - 2010



## 2.2.2 Sex

In 2010, the majority of monitored employees were female (52.7%, n=270,370), while 47.3% (n=242,356) were male (Table 2.1) Between 2009 and 2010, the decrease in the number of male monitored employees (1.6%, n=3,891), was greater than that for their female counterparts (0.2%, n=655), although, proportionally, both were small. Thus, the female share of the monitored workforce increased by (0.3 pp) from 52.4% in 2009.



During the period 2001 - 2010, the overall increase in the number of female monitored employees (11.8%, n =28,484) was six times greater than that for their male counterparts (2.0%, n=4,725). Thus, the female share of the monitored workforce increased by (2.3 pp) from 50.4% in 2001. In this period, the difference between the proportions of males and females employed in the monitored workforce remained small (Mean diff=16,798, 3.3pp), but showed an overall increase of (4.6 pp) (n=23,759) from (0.8 pp) (n=4,255) in 2001.

### 2.2.3. Community Background and Sex

**In 2010, female Protestant employees comprised the greatest proportion of the total monitored workforce [27.8%, n=132,622]** (Table 2.1). Male Protestant employees comprised [26.3%] (n=125,343) of the workforce, while female Roman Catholic employees comprised [25.3%] (n=120,399) and male Roman Catholic employees comprised [20.6%] (n=98,306). Between 2009 and 2010, female Roman Catholic employees were the only group to show an increase in employment (0.5%, n=588) while male Roman Catholic employees showed the smallest decrease (0.5%, n=540). Additionally, male Protestant employees decreased (2.5%, n=3,231) by more than female Protestant employees (1.0%, n=1,343). Consequently, the male Roman Catholic share of the monitored workforce increased by [0.1 pp] from [20.5%] in 2009, while the female Roman Catholic share increase by [0.4 pp] from [24.9%].

During the period 2001 - 2010, male Protestant employees were the only group to show an overall decrease in employment (10.7%, n=14,969), while female Roman Catholic employees evidenced the greatest increase (22.0%, n=21,680). Additionally, the increase in male Roman Catholic employees (15.2%, n=12,935) was greater than that for female Protestant employees (0.4%, n=516). Consequently, the male Roman Catholic share of the monitored workforce increased by [1.9 pp] from [18.7%] in 2001, while the female Roman Catholic share increased by [3.7 pp] from [21.6%] in 2001. In this period, the difference between the proportions of male Protestants and Roman Catholics employed in the monitored workforce decreased by [6.3 pp, n=27,904] from [12.0 pp, n=54,941] in 2001 (Table 2.2). The difference between the proportions of female Protestants and Roman Catholics decreased by [4.8 pp] (n=21,164) from [7.3 pp] (n=33,387) in 2001.

Table 2.2: Trends in Monitored Northern Ireland (All) Employment by Community Background and Sex, 2001-2010<sup>11</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
<b>[Male Protestant]</b>	30.7%	30.3%	29.6%	29.1%	28.4%	28.1%	27.6%	26.9%	26.7%	26.3%
<b>[Male R. Catholic]</b>	18.7%	18.8%	19.0%	19.1%	19.5%	19.9%	20.3%	20.7%	20.5%	20.6%
<b>[P-RC] pp diff</b>	12.0	11.5	10.6	10.0	8.9	8.2	7.3	6.2	6.2	5.7
<b>[P-RC] no. diff</b>	54,941	52,745	48,966	46,652	43,368	39,947	35,672	30,567	29,728	27,037
<b>[Female Protestant]</b>	28.9%	28.8%	28.8%	28.7%	28.6%	28.2%	27.8%	27.8%	27.8%	27.8%
<b>[Female R. Catholic]</b>	21.6%	22.1%	22.7%	23.2%	23.5%	23.8%	24.3%	24.5%	24.9%	25.3%
<b>[P-RC] pp diff</b>	7.3	6.7	6.1	5.5	5.1	4.4	3.5	3.3	2.9	2.5
<b>[P-RC] no. diff</b>	33,387	30,717	28,060	25,759	24,503	21,160	17,420	16,222	14,154	12,223

<sup>11</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

## 2.2.4. Community Background and SOC

In 2010, the greatest proportions of both Protestant (15.5%, n=39,995) and Roman Catholic (15.1%, n=32,936) monitored workers were employed in Administrative and Secretarial Occupations (SOC 4) (Table 2.3). The smallest proportions of both Protestant (7.1%, n=18,300) and Roman Catholic (5.7%, n=12,505) workers were employed in Skilled Trade Occupations (SOC 5). The sectoral distribution of Protestant and Roman Catholic employees was very similar cross the SOC categories, and no notable differences<sup>12</sup> in distribution are evident.

Table 2.3: Monitored Northern Ireland (All) Employees by Community Background and SOC in 2010

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1	20,956	8.1	55.8	16,632	7.6	44.2	37,588	7.9
SOC 2	18,989	7.4	50.9	18,286	8.4	49.1	37,275	7.8
SOC 3	38,891	15.1	55.2	31,523	14.4	44.8	70,414	14.8
SOC 4	39,995	15.5	54.8	32,936	15.1	45.2	72,931	15.3
SOC 5	18,300	7.1	59.4	12,505	5.7	40.6	30,805	6.5
SOC 6	23,878	9.3	52.4	21,710	9.9	47.6	45,588	9.6
SOC 7	36,402	14.1	53.0	32,316	14.8	47.0	68,718	14.4
SOC 8	23,445	9.1	51.6	22,018	10.1	48.4	45,463	9.5
SOC 9	37,109	14.4	54.7	30,779	14.1	45.3	67,888	14.2
Total	257,965	100.0	54.1	218,705	100.0	45.9	476,670	100.0

Between 2009 and 2010, Skilled Trades Occupations (SOC 5) showed the greatest proportional change in the number of both Protestant (8.1% decrease, n=1,617) and Roman Catholic (8.7% decrease, n=1,199) employees. In Process, Plant and Machine Operative Occupations (SOC 8), the number of Roman Catholic employees increased (4.8%, n=1,017), whilst the number of Protestant employees decreased (3.0%, n=724). Thus, SOC 8 demonstrated the greatest change in community composition, with the Roman Catholic share increasing by [1.9 pp] from [46.5%] in 2009.

## 2.2.5 Sectoral Components of the Monitored Northern Ireland Workforce

The monitored Northern Ireland is comprised of the private and public sectors, and their subcomponents:

- The Public Sector is composed of 122 public bodies.
- The Private Sector is composed of 3,776 concerns with more than 10 employees.

<sup>12</sup> Differences greater than 1.5 percentage points.

Table 2.4: Changes in Sectoral Composition of the Monitored Northern Ireland Workforce 2009-2010

Monitored Northern Ireland Workforce	Protestant 2010			Roman Catholic 2010			P % change	RC % change	All % change
	N	%	[%]	N	%	[%]	2009-2010	2009-2010	2009-2010
<b>Private Sector (All)</b>	<b>161,441</b>	<b>62.6</b>	<b>54.4</b>	<b>135,067</b>	<b>61.8</b>	<b>45.6</b>	<b>-2.2</b>	<b>-0.9</b>	<b>-1.6</b>
Full-time	136,722	53.0	55.2	110,899	50.7	44.8	-2.9	-1.7	-2.5
Part-time	24,719	9.6	50.6	24,168	11.1	49.4	1.4	3.0	3.2
<b>Public Sector (All)</b>	<b>96,524</b>	<b>37.4</b>	<b>53.6</b>	<b>83,638</b>	<b>38.2</b>	<b>46.4</b>	<b>-0.9</b>	<b>1.5</b>	<b>0.3</b>
Full-time	82,079	31.8	53.7	70,743	32.3	46.3	-2.0	1.0	-0.6
Part-time	14,445	5.6	52.8	12,895	5.9	47.2	5.9	4.8	6.0
<b>Total Employees</b>	<b>257,965</b>	<b>100</b>	<b>54.1</b>	<b>218,705</b>	<b>100</b>	<b>45.9</b>	<b>-1.7</b>	<b>0.0</b>	<b>-0.9</b>

### 2.2.5.1. Distribution of Employees in the Monitored Northern Ireland Sectors

In 2010, the private sector accounted for the majority of both Protestant (62.6%, n=161,441) and Roman Catholic (61.8%, n=135,067) monitored employees (Table 2.4). The public sector accounted for less than two-fifths of both Protestant (37.4%, n=96,524) and Roman Catholic (38.2%, n=83,638) employees. When the monitored workforce is examined by type of employment, it is evident that the majority of both Protestant (53.0%, n=136,722) and Roman Catholic (50.7%, n=110,899) workers were employed full-time in the private sector, while the smallest proportion of both Protestants (5.6%, n=14,445) and Roman Catholic (5.9%, n=12,895) workers were employed part-time in the public sector.

Between 2009 and 2010, private sector employment contracted, while public sector employment expanded (1.6% vs. 0.3%) (Table 2.4). Within the private sector, Protestant employment contracted (2.2%) by a greater amount than Roman Catholic employment (0.9%). Additionally, within the public sector, Roman Catholic employment expanded (1.5%) by a greater amount than Protestant employment contracted (0.9%). When the changes in the monitored workforce are examined by type of employment, it is apparent that private full-time employment evidenced the greatest decrease for both Protestant (2.9%) and Roman Catholic (1.7%) employees, while public part-time employment evidenced the greatest increase (5.9% P., 4.8% R.C.).

### 2.2.5.2 Community Composition of the Monitored Northern Ireland Sectors

In 2010, the difference in community composition in the private sector [8.8 pp] was slightly greater than the difference in the public sector [7.2 pp]. When the monitored workforce is examined by type of employment, the greatest difference between Protestant and Roman Catholic employees [10.4 pp] occurred in private full-time employment [55.2% vs. 44.8%], while private part-time employment evidenced the smallest difference [1.2 pp] between the two groups [50.6% vs. 49.4%] (Table 2.4).

## 2.3 The Monitored Northern Ireland Workforce: Full-time Employees

There were 429,719 full-time employees in the monitored workforce in 2010 (Table 2.5), a decrease of 1.8% (n=7,885) from 2009.

### 2.3.1. Community Background

**In 2010, there were 218,801 [54.6%] Protestant and 181,642 [45.4%] Roman Catholic employees in the full-time monitored workforce** (Table 2.5). Between 2009 and 2010, the decrease in the number of Protestant monitored full-time employees (2.5%, n=5,710) was greater than that for their Roman Catholic counterparts (0.7%, n=1,249), although proportionally, both were small. Thus, the Roman Catholic share of the monitored workforce increased by [0.5 pp] from [44.9%] in 2009.

Table 2.5: Monitored Northern Ireland Full-time Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>113,941</b>	52.4% [28.5%]	<b>87,270</b>	40.1% [21.8%]	<b>16,440</b>	7.6%	<b>217,651</b>	50.6%
<b>Female</b>	<b>104,860</b>	49.4% [26.2%]	<b>94,372</b>	44.5% [23.6%]	<b>12,836</b>	6.1%	<b>212,068</b>	49.4%
<b>TOTAL</b>	<b>218,801</b>	50.9% [54.6%]	<b>181,642</b>	42.3% [45.4%]	<b>29,276</b>	6.8%	<b>429,719</b>	100.0%

During the period 2001 - 2010, the overall increase in the number of Roman Catholic full-time monitored employees (19.0%, n=28,939) was greater than the decrease in the number of their Protestant counterparts (6.3%, n=14,788). Thus, the Roman Catholic share of the full-time monitored workforce increased by [5.9 pp] from [39.5%] in 2001. In this period, the difference between the proportions of Protestants and Roman Catholics employed full-time in the monitored workforce decreased year-on-year (Table 2.6). Overall, the difference between the two groups decreased by [11.8 pp] (n=43,727), from [21.0 pp] (n=80,886) in 2001.

### 2.3.2. Sex

**In 2010, there were similar proportions of male (50.6%, n=217,651) and female (49.4%, n=212,068) employees in the monitored full-time Northern Ireland workforce** (Table 2.5). Between 2009 and 2010, the decrease in the number of male monitored employees (2.2%, n=4,967) was greater than that for their female counterparts (1.4%, n=2,918), although proportionally both were small. Thus, the female share of the monitored workforce increased slightly by (0.3 pp) from 49.1% in 2009.

Table 2.6: Trends in Monitored Northern Ireland Full-time Employment by Community Background and by Sex, 2001-2010<sup>13</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
<b>[Protestant]</b>	60.5%	59.9%	59.2%	58.6%	57.7%	56.9%	56.1%	55.2%	55.1%	54.6%
<b>[R. Catholic]</b>	39.5%	40.1%	40.8%	41.4%	42.3%	43.1%	43.9%	44.8%	44.9%	45.4%
<b>[P-RC] pp diff</b>	21.0	19.8	18.4	17.2	15.4	13.8	12.2	10.4	10.2	9.2
<b>[P-RC] no. diff</b>	80,886	76,586	70,993	67,726	62,645	56,154	49,976	43,408	41,620	37,159
<b>Male</b>	53.9%	53.5%	52.8%	52.6%	52.5%	52.5%	52.0%	51.7%	50.9%	50.6%
<b>Female</b>	46.1%	46.5%	47.2%	47.4%	47.5%	47.5%	48.0%	48.3%	49.1%	49.4%
<b>(F-M) pp diff</b>	-7.8	-7.0	-5.6	-5.2	-5.0	-5.0	-4.0	-3.4	-1.8	-1.2
<b>(F-M) no. diff</b>	-31,765	-28,176	-22,999	-21,723	-21,074	-21,862	-18,111	-15,350	-7,632	-5,583

During the period 2001- 2010, the number of male full-time employees in the monitored workforce decreased by 0.4% (n=786), whilst the number of female full-time employees increased by 13.6% (25,396). Thus, the female share of the full-time monitored workforce increased by (3.3 pp) from 46.1% in 2001. In this period, the difference between the proportions of males and females employed full-time in the monitored workforce decreased overall by (6.6 pp) (n=26,182), from (7.8 pp) (n=31,765) in 2001 (Table 2.6).

### 2.3.3 Community Background and Sex

In 2010, the majority of monitored Northern Ireland full-time employees were either male Protestants [28.5%, n=113,941] or female Protestants [26.2%, n=104,860] (Table 2.5). In contrast to their Protestant counterparts, female Roman Catholic representation in the monitored full-time workforce [23.6%, n=94,372] was greater than that of male Roman Catholics [21.8%, n=87,270]. Between 2009 and 2010, the decreases in the numbers of male Protestant (3.0%, n=3,489) and female Protestant (2.1%, n=2,221) full-time employees were greater than those for male Roman Catholic (1.2%, n=1,045) and female Roman Catholic employees (0.2%, n=204). Thus, the male Roman Catholic share of the monitored workforce increased by [0.1 pp] from [21.7%] in 2009, while the female Roman Catholic share increased by [0.4 pp] from [23.2%].

During the period 2001 - 2010, male Protestants were the only group to show an overall decrease in full-time employment (12.7%, n=16,646), while female Roman Catholic employees evidenced the greatest increase (25.0%, n=18,895). Male Roman Catholic full-time employment increased by 13.0% (n=10,044) over this period, while female Protestant employment increased by 1.8% (n=1,858). Consequently, the male Roman Catholic share of the monitored workforce increased by [1.8 pp] from [20.0%] in 2001, while the female Roman Catholic share increased by [4.1 pp] from [19.5%] in 2001. In this period, the difference between the proportions of male Protestants and male Roman Catholics employed full-time in the public sector decreased year on year, by a total of [7.1 pp] (n=26,690) from [13.8 pp] (n=53,361) in 2001. The difference between the proportions of female Protestants and female Roman Catholics also decreased year-on-year, by a total of [4.6 pp] (n=17,037) from [7.2 pp] (n=27,525) in 2001 (Table 2.7).

<sup>13</sup> See webtables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

Table 2.7: Trends in Monitored Northern Ireland Full-time Employment by Community Background and Sex, 2001-2010<sup>14</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Protestant Male]	33.8%	33.3%	32.5%	32.0%	31.2%	30.8%	30.0%	29.2%	28.8%	28.5%
[R. Catholic Male]	20.0%	20.1%	20.3%	20.4%	20.9%	21.3%	21.6%	22.0%	21.7%	21.8%
[P-RC] pp diff	13.8	13.2	12.2	11.6	10.3	9.5	8.4	7.2	7.1	6.7
[P-RC] no. diff	53,361	50,920	47,307	45,256	41,716	38,236	34,517	29,815	29,115	26,671
Protestant Female	26.7%	26.7%	26.7%	26.7%	26.5%	26.1%	26.1%	26.0%	26.3%	26.2%
R. Catholic Female	19.5%	20.0%	20.6%	20.9%	21.4%	21.7%	22.3%	22.7%	23.2%	23.6%
[P-RC] pp diff	7.2	6.7	6.1	5.8	5.1	4.4	3.8	3.3	3.1	2.6
[P-RC] no. diff	27,525	25,666	23,686	22,470	20,929	17,918	15,459	13,593	12,505	10,488

### 2.3.4. Community Background and SOC

In 2010, the greatest proportions of both Protestant (17.2%, n=37,646) and Roman Catholic (17.1%, n=31,135) monitored full-time workers were employed in Administrative and Secretarial Occupations (SOC 4) (Table 2.8). The smallest proportion of Protestant workers were employed in Professional Occupations (SOC 2) (7.9%, n=17,200), while the smallest proportion of Roman Catholic workers were employed in Skilled Trade Occupations (SOC 5) (6.6%, n=12,043). The sectoral distribution of Protestant and Roman Catholic employees was very similar cross the SOC categories, and no notable differences<sup>15</sup> in distribution are evident.

Table 2.8: Monitored Northern Ireland Full-time Employees by Community Background and SOC in 2010

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1	20,634	9.4	55.8	16,359	9.0	44.2	36,993	9.2
SOC 2	17,200	7.9	50.9	16,621	9.2	49.1	33,821	8.4
SOC 3	34,523	15.8	55.4	27,842	15.3	44.6	62,365	15.6
SOC 4	37,646	17.2	54.7	31,135	17.1	45.3	68,781	17.2
SOC 5	17,873	8.2	59.7	12,043	6.6	40.3	29,916	7.5
SOC 6	18,286	8.4	52.4	16,604	9.1	47.6	34,890	8.7
SOC 7	24,475	11.2	54.9	20,113	11.1	45.1	44,588	11.1
SOC 8	22,854	10.4	51.6	21,462	11.8	48.4	44,316	11.1
SOC 9	25,310	11.6	56.5	19,463	10.7	43.5	44,773	11.2
Total	218,801	100.0	54.6	181,642	100.0	45.4	400,443	100.0

Between 2009 and 2010, SOC 5 showed the greatest proportional change in the number of both Protestant (8.4% decrease, n=1,634) and Roman Catholic (9.0% decrease, n=1,194) employees. In Process, Plant and Machine Operative Occupations (SOC 8), the number of Roman Catholic employees increased (4.6%, n=950), whilst the number of Protestant employees decreased (3.2%, n=755). Thus, SOC 8 demonstrated the greatest change in community composition, with the Roman Catholic share increasing by [1.9 pp] from [46.5%] in 2009.

<sup>14</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

<sup>15</sup> Differences greater than 1.5 percentage points.

## 2.4 The Monitored Northern Ireland Workforce: Part-time Employees

There were 83,007 part-time employees in the monitored workforce in 2010 (Table 2.9), an increase of 4.2% (n=3,339) from 2009.

### 2.4.1. Community Background

**In 2010, there were 39,164 [51.4%] Protestant and 37,063 [48.6%] Roman Catholic employees in the part-time monitored workforce** (Table 2.9). Between 2009 and 2010, the increase in the number of Roman Catholic part-time employees in the monitored workforce (3.6%, n=1,297) was slightly greater than that for their Protestant counterparts (3.0% n=1,136). Thus, the Roman Catholic share of the part-time monitored workforce increased by [0.1 pp] from [48.5%] in 2009.

Table 2.9: Monitored Northern Ireland Part-time Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>11,402</b>	46.2% [15.0%]	<b>11,036</b>	44.7% [14.5%]	<b>2,267</b>	9.2%	<b>24,705</b>	29.8%
<b>Female</b>	<b>27,762</b>	47.6% [36.4%]	<b>26,027</b>	44.6% [34.1%]	<b>4,513</b>	7.7%	<b>58,302</b>	70.2%
<b>TOTAL</b>	<b>39,164</b>	47.2% [51.4%]	<b>37,063</b>	44.7% [48.6%]	<b>6,780</b>	8.2%	<b>83,007</b>	100.0%

During the period 2001- 2010, the number of Roman Catholic part-time employees increased (18.1%, n=5,676) by a much greater amount than their Protestant counterparts (0.9%, n=335). Thus, the Roman Catholic share of the monitored part-time workforce increased by [3.9 pp] from [44.7%] in 2001. In this period, the difference between the proportions of Protestants and Roman Catholics employed part-time in the monitored workforce showed an overall decrease of [7.8 pp] (n=5,341) from [10.6 pp] (n=7,442) in 2001 (Table 2.10).

### 2.4.2. Sex

**In 2010, more than two-thirds of part-time monitored employees were female (70.2%, n=58,302), while less than one-third (29.8%, n=24,705) were male** (Table 2.9). Between 2009 and 2010, the increase in the number of female part-time employees (n=2,263) was twice that for male employees (n=1,076). However, proportionally, the increase in the number of male part-time employees (4.6%) was slightly greater than that for female employees (4.0%). Thus, the male share of the part-time monitored workforce increased by (0.1 pp) from 29.7% in 2009.

Table 2.10: Trends in Monitored Northern Ireland Part-time Employment by Community Background and by Sex, 2001-2010<sup>16</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Protestant]	55.3%	54.7%	54.1%	53.0%	53.2%	53.0%	52.0%	52.2%	51.5%	51.4%
[R. Catholic]	44.7%	45.3%	45.9%	47.0%	46.8%	47.0%	48.0%	47.8%	48.5%	48.6%
[P-RC] pp diff	10.6	9.4	8.2	6.0	6.4	6.0	4.0	4.4	3.0	2.8
[P-RC] no. diff	7,442	6,876	6,033	4,685	5,226	4,953	3,116	3,381	2,262	2,101
Male	25.8%	26.8%	26.9%	26.9%	27.5%	27.7%	28.3%	28.5%	29.7%	29.8%
Female	74.2%	73.2%	73.1%	73.1%	72.5%	72.3%	71.7%	71.5%	70.3%	70.2%
(F-M) pp diff	48.4	46.4	46.2	46.2	45.0	44.6	43.4	43.0	40.6	40.4
(F-M) no. diff	36,020	35,887	36,533	37,828	39,542	39,199	35,840	35,403	32,410	33,597

During the period 2001–2010, the overall increase in the number of male part-time employees (28.7%, n=5,511) was greater than that for their female counterparts (5.6%, n=3,088). Thus, the male share of the monitored part-time workforce increased by (4.0 pp) from 25.8% in 2001. In this period, the difference between the proportion of males and females employed part-time in the monitored workforce remains substantial (Mean diff=36,226; 44.4 pp), overall it decreased by (8.0 pp) (n=2,423) from (48.4 pp) (n=36,020) in 2001 (Table 2.10).

### 2.4.3. Community Background and Sex

In 2010, part-time monitored employment was noticeably divided along gender lines, with female Protestants [36.4%, n=27,762] and female Roman Catholics [34.1%, n=26,027] comprising the majority of part-time employees (Table 2.9). Male Protestant [15.0%, n=11,402] and male Roman Catholic [14.5%, n=11,036] employees comprised similar, and smaller, proportions of the part-time workforce. Between 2009 and 2010, male Roman Catholics evidenced the greatest proportional increase in part-time employment (4.8%, n=505). The proportional increases in the number of female Protestant (3.3%, n=878), female Roman Catholic (3.1%, n=792) and male Protestant (2.3%, n=258) part-time employees were smaller again. Consequently, male Roman Catholic employees were the only groups to increase their share of the part-time monitored workforce, by [0.2 pp] from [14.3%] in 2009.

Table 2.11: Trends in Monitored Northern Ireland Part-time Employment by Community Background and Sex, 2001-2010<sup>17</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Male Protestant]	13.9%	14.5%	14.4%	14.2%	14.6%	14.7%	14.7%	14.5%	15.1%	15.0%
[Male R. Catholic]	11.6%	12.0%	12.2%	12.4%	12.6%	12.6%	13.2%	13.5%	14.3%	14.5%
[P-RC] pp diff	2.3	2.5	2.2	1.8	2.0	2.1	1.5	1.0	0.8	0.5
[P-RC] no. diff	1,580	1,825	1,659	1,396	1,652	1,711	1,155	752	613	366
[Female Protestant]	41.4%	40.2%	39.6%	38.8%	38.6%	38.3%	37.3%	37.7%	36.4%	36.4%
[Female R. Catholic]	33.1%	33.3%	33.7%	34.6%	34.3%	34.4%	34.8%	34.2%	34.2%	34.1%
[P-RC] pp diff	8.3	6.9	5.9	4.2	4.3	3.9	2.5	3.5	2.2	2.3
[P-RC] no. diff	5,862	5,051	4,374	3,289	3,574	3,242	1,961	2,629	1,649	1,735

<sup>16</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

<sup>17</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.



During the period 2001 - 2010, female Protestants were the only group to show an overall decrease in part-time employment (4.6%, n=1,342) while male Roman Catholic employees showed the greatest increase (35.5%, n=2,891). Male Protestant part-time employees increased by 17.2% (n=1,677), while female Roman Catholic employees increased by 12.0% (n=2,785). Thus, female Protestant employees' were the only group to see a decrease in their share of monitored part-time workforce, by [5.0 pp] from [41.4%] in 2001. In this period, the difference between the proportions of male Protestants and male Roman Catholics employed part-time in the monitored workforce remained very small [Mean diff=1,271; 1.7 pp] (Table 2.11). The difference between the proportions of female Protestants and female Roman Catholic part-time employees decreased, as the mean difference between them [4.4 pp; n=3,337] was smaller than the 2001 difference [8.3 pp, n=1,580].

#### 2.4.4. Community Background and SOC

In 2010, the greatest proportions of both Protestant (30.5%, n=11,927) and Roman Catholic (32.9%, n=12,203) part-time monitored workers were employed in Sales and Customer Service Occupations (SOC 7) (Table 2.12). The smallest proportion of both Protestant (0.8%, n=322) and Roman Catholic (0.7%, n=273) part-time workers were employed in Managerial and Senior Official Occupations (SOC 1). In 2010, the distribution of Protestant and Roman Catholic employees was broadly similar, although notably, both were very concentrated in SOCs 7 and 9<sup>18</sup>. With regards to differences in sectoral distribution, a greater proportion of Roman Catholic than Protestant workers were employed in SOC 7 (32.9% vs. 30.5%).

Table 2.12: Monitored Northern Ireland Part-time Employees by Community Background and SOC in 2010

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1 <sup>19</sup>	322	0.8	54.1	273	0.7	45.9	595	0.8
SOC 2	1,789	4.6	51.8	1,665	4.5	48.2	3,454	4.5
SOC 3	4,368	11.2	54.3	3,681	9.9	45.7	8,049	10.6
SOC 4	2,349	6.0	56.6	1,801	4.9	43.4	4,150	5.4
SOC 5 <sup>19</sup>	427	1.1	48.0	462	1.2	52.0	889	1.2
SOC 6	5,592	14.3	52.3	5,106	13.8	47.7	10,698	14.0
SOC 7	11,927	30.5	49.4	12,203	32.9	50.6	24,130	31.7
SOC 8 <sup>19</sup>	591	1.5	51.5	556	1.5	48.5	1,147	1.5
SOC 9	11,799	30.1	51.0	11,316	30.5	49.0	23,115	30.3
<b>Total</b>	<b>39,164</b>	<b>100.0</b>	<b>51.4</b>	<b>37,063</b>	<b>100.0</b>	<b>48.6</b>	<b>76,227</b>	<b>100.0</b>

<sup>18</sup> SOC 9 = Elementary Occupations.

<sup>19</sup> This SOC category is excluded from any trend analysis, as it represents ≤ 2% of sectoral employment.

Between 2009 and 2010, Personal and Service Occupations (SOC 6) showed the greatest proportional change in the numbers of both Protestant (11.5% increase, n=576) and Roman Catholic part-time employees (10.2% increase, n=474). In Elementary Occupations (SOC 9), the number of Protestant part-time employees increased by (5.0%, n=564), substantially more than their Roman Catholic counterparts (0.1%, n=8). Thus, SOC 9 demonstrated the greatest change in community composition, with the Protestant share increasing by [1.2 pp] from [49.8%] in 2009.

## 2.5 Monitored Northern Ireland: Applicants, Appointees, Promotees & Leavers

### 2.5.1. Monitored Northern Ireland Workforce: Applicants

There were 636,577 applicants to the monitored Northern Ireland workforce in 2010 (Table 2.13), an increase of 0.3% (n=2,011) from 2009.

#### 2.5.1.1. Community Background

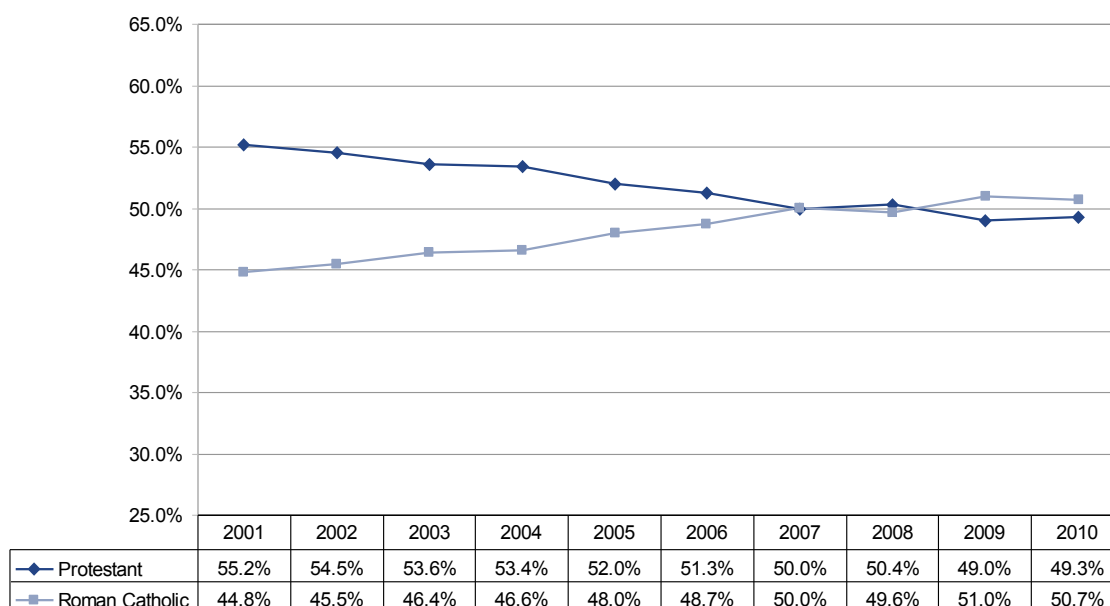
In 2010, there were 269,175 [49.3%] Protestant and 277,112 [50.7%] Roman Catholic applicants to the monitored Northern Ireland workforce (Table 2.13). Between 2009 and 2010, the increase in the number of Protestant applicants to the monitored workforce (1.4%, n=3,629), although proportionally small, was greater than for their Roman Catholic counterparts (0.4%, n=1,101). Thus, the Protestant share of monitored applicants increased by [0.3 pp] from [49.0%] in 2009.

Table 2.13: Monitored Northern Ireland Applicants by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>143,068</b>	42.6% [26.2%]	<b>141,670</b>	42.2% [25.9%]	<b>50,786</b>	15.1%	<b>335,524</b>	52.7%
<b>Female</b>	<b>126,107</b>	41.9% [23.1%]	<b>135,442</b>	45.0% [24.8%]	<b>39,504</b>	13.1%	<b>301,053</b>	47.3%
<b>TOTAL</b>	<b>269,175</b>	42.3% [49.3%]	<b>277,112</b>	43.5% [50.7%]	<b>90,290</b>	14.2%	<b>636,577</b>	100.0%

During the period 2001 - 2010, the number of Protestant applicants to the monitored workforce decreased by 11.9% (n=36,226), whilst the number of Roman Catholic applicants increased by 11.6% (n=28,869). Thus, the Roman Catholic share of monitored applicants increased by [5.9 pp] from [44.8%] in 2001. From 2006, Protestants and Roman Catholics have accounted for similar proportions of applicants and, from 2008 onwards, there has been a greater number of Roman Catholic than Protestant applicants (Chart 2.2).

Chart 2.2: Monitored Northern Ireland Applicants by Community Background, 2001-2010



### 2.5.1.2. Sex

In 2010, the majority of applicants to the monitored workforce were male (52.7%, n=335,524), while 47.3% (n=301,053) were female (Table 2.13). Between 2009 and 2010, the number of male applicants to the monitored workforce increased by 1.8% (n=5,936), whilst the number of female applicants decreased by 1.3% (n=3,925). Thus, the male share of monitored applicants increased by (0.8 pp) from 51.9% in 2009.

During the period 2001-2010, the number of male applicants to the monitored workforce increased by 12.1% (n=36,116), whilst the number of female applicants decreased by 1.3% (n=3,997). Thus, during this period, the male share of monitored applicants increased by (3.2 pp) from 49.5% in 2001.

### 2.5.2. Monitored Northern Ireland Workforce: Appointees

There were 70,419 appointees to the monitored Northern Ireland workforce in 2010, a decrease of 16.2% (n=13,654) from 2009 (Table 2.14).

#### 2.5.2.1. Community Background

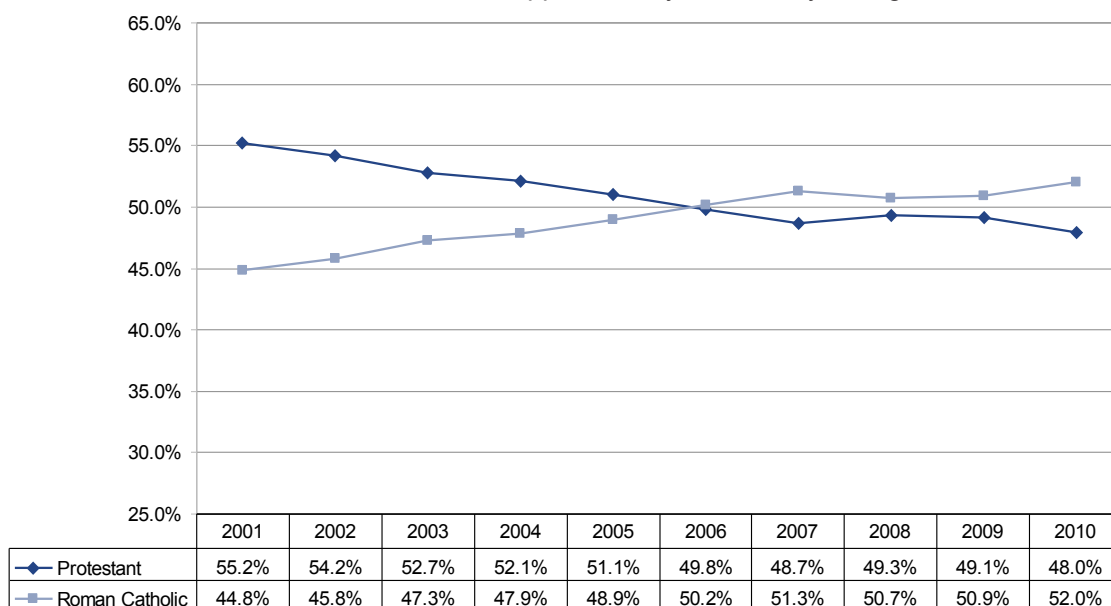
In 2010, there were 29,430 [48.0%] Protestant and 31,928 [52.0%] Roman Catholic appointees to the monitored Northern Ireland workforce (Table 2.14). Between 2009 and 2010, the decrease in the number of Protestant appointees to the monitored workforce (18.6%, n=6,714) was greater than of their Roman Catholic counterparts (14.8%, n=5,534). Thus, the Roman Catholic share of appointees to the monitored workforce increased by [1.1 pp] from [50.9%] in 2009.

Table 2.14: Monitored Northern Ireland Appointees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>14,382</b>	42.1% [23.4%]	<b>15,287</b>	44.7% [24.9%]	<b>4,527</b>	13.2%	<b>34,196</b>	48.6%
<b>Female</b>	<b>15,048</b>	41.5% [24.5%]	<b>16,641</b>	45.9% [27.1%]	<b>4,534</b>	12.5%	<b>36,223</b>	51.4%
<b>TOTAL</b>	<b>29,430</b>	41.8% [48.0%]	<b>31,928</b>	45.3% [52.0%]	<b>9,061</b>	12.9%	<b>70,419</b>	100.0%

During the period 2001-2010, the overall decrease in the number of Protestant appointees to the monitored workforce (39.8%, n=19,473) was more than twice that for their Roman Catholic counterparts (19.6%, n=7,798). Thus, the Roman Catholic share of monitored appointees increased by [7.2 pp] from [44.8] in 2001. From 2005, Protestants and Roman Catholics have accounted for similar proportions of appointees, from 2006 onwards, there has been a greater number of Roman Catholic than Protestant appointees (Chart 2.3).

Chart 2.3: Monitored Northern Ireland Appointees by Community Background, 2001-2010



### 2.5.2.2. Sex

In 2010, similar proportions of males (48.6%, n=34,196) and females (51.4%, n=36,223) were appointed to the monitored Northern Ireland workforce (Table 2.14). Between 2009 and 2010, the decrease in the number of male appointees (16.5%, n=6,764), although numerically smaller, was proportionally greater than that for their female counterparts (16.0%, n=6,890). Thus, the female share of appointees to the monitored workforce increased by (0.1 pp) from 51.3% in 2009.

During the period 2001-2010, the number of female appointees decreased (29.7%, n=15,309) by a greater amount than their male counterparts (21.2%, n=9,178). Thus, the male share of monitored appointees increased by (2.9 pp) from 45.7% in 2001.

### 2.5.3. Monitored Northern Ireland Workforce: Promotees

There were 7,319 promotees in the monitored Northern Ireland workforce in 2010 (Table 2.15), a decrease of 30.0% (n=3,141) from 2009.

#### 2.5.3.1. Community Background

In 2010, there were 3,503 [51.9%] Protestant and 3,249 [48.1%] Roman Catholic promotees in the monitored Northern Ireland workforce (Table 2.15). Between 2009 and 2010, the decrease in the number of Protestant promotees (34.1%, n=1,816) was greater than of their Roman Catholic counterparts (28.0%, n=1,261), although, proportionally, both were large. Thus, the Roman Catholic share of promotees to the monitored workforce increased by [2.2 pp] from [45.9%] in 2009.

Table 2.15: Monitored Northern Ireland Promotees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	1,682	50.2% [24.9%]	1,394	41.6% [20.6%]	276	8.2%	3,352	45.8%
Female	1,821	45.9% [27.0%]	1,855	46.8% [27.5%]	291	7.3%	3,967	54.2%
TOTAL	3,503	47.9% [51.9%]	3,249	44.4% [48.1%]	567	7.7%	7,319	100.0%

During the period 2001-2010, the overall decrease in number of Protestant promotees to the monitored workforce (34.8%, n=1,866) was more than four times greater than that for Roman Catholic promotees (8.5%, n=300). Thus, the Roman Catholic share of monitored promotees increased by [8.3 pp] from [39.8%] in 2001.

#### 2.5.3.2. Sex

In 2010, the majority of promotees in the monitored Northern Ireland workforce were female (54.2%, n=3,967), while 45.8% (n=3,352) were male (Table 2.15). Between 2009 and 2010, the decrease in the number of male promotees (37.1%, n=1,974) in the monitored workforce was greater than for their female counterparts (22.7%, n=1,167), although, proportionally, both were large. Thus, the female share of promotees to the monitored workforce increased by [5.1 pp] from [49.1%] in 2009.

During the period 2001-2010, the overall decrease in the number of male promotees in the monitored workforce (32.2%, n=1,593) was more than three times that for their female counterparts (9.4%, n=410). Thus, the female share of monitored promotees increased by (7.2 pp) from 47.0% in 2001.

## 2.5.4. Monitored Northern Ireland Workforce: Leavers

There were 65,720 leavers from the monitored Northern Ireland workforce in 2010 (Table 2.16), a decrease of 11.3% (n=8,370) from 2009.

### 2.5.4.1. Community Background

In 2010, there were 29,688 [51.8%] Protestant and 27,591 [48.2%] Roman Catholic leavers from the monitored Northern Ireland workforce (Table 2.16). Between 2009 and 2010, the decrease in the number of Roman Catholic leavers from the monitored workforce (12.5%, n=3,942) was greater than that for their Protestant counterparts (6.3%, n=2,008). Thus, the Protestant share of monitored leavers increased by [1.7 pp] from [50.1%] in 2009.

Table 2.16: Monitored Northern Ireland Leavers by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	13,412	44.4% [23.4%]	12,674	41.9% [22.1%]	4,136	13.7%	30,222	46.0%
Female	16,276	45.9% [28.4%]	14,917	42.0% [26.0%]	4,305	12.1%	35,498	54.0%
TOTAL	29,688	45.2% [51.8%]	27,591	42.0% [48.2%]	8,441	12.8%	65,720	100.0%

During the period 2001-2010, the number of Protestant leavers from the monitored workforce decreased by 10.4% (n=3,462), whilst the number of Roman Catholic leavers increased by 4.9% (n=1,290). Thus, the Roman Catholic share of leavers from the monitored workforce increased by [4.0 pp] from [44.2%] in 2001.

### 2.5.4.2. Sex

In 2010, the majority of leavers from the monitored Northern Ireland workforce were female (54.0%, n=35,498), while 46.0% (n=30,222) were male (Table 2.16). Between 2009 and 2010, the number of female leavers from the monitored workforce decreased (n=4,268) by a greater amount than male leavers (n=4,102). However, proportionally, the decrease in the number of male leavers (12.0%) was greater than that for their female counterparts (10.7%). Thus, the female share of leavers from the monitored workforce increased by (0.3 pp) from 53.7% in 2009.

During the period 2001-2010, the number of male leavers from the monitored workforce increased by 3.3% (n=975), whilst the number of female leavers decreased by 1.6% (n=588). Thus, the male share of leavers from the monitored workforce increased by (1.2 pp) from 44.8% in 2001.



### 3. The Private Sector

#### All Employees

- In 2010, the private sector accounted for 63.0% of the total, monitored Northern Ireland workforce.
- The total private sector workforce comprised 322,954 employees, a decrease of 1.6% (n=5,195) from 2009. The composition of the private sector workforce was 161,441 [54.4%] Protestant and 135,067 [45.6%] Roman Catholic.
- Between 2009 and 2010, total Protestant private sector employment decreased by 2.2% (n=3,697), while total Roman Catholic employment decreased by 0.9% (n=1,219). Thus, overall the Roman Catholic share of the private sector workforce increased [0.4 pp].
- In 2010, the majority of private sector employees were male (53.7%, n=173,437).

#### Full-time Workforce

- In 2010, there were 269,099 full-time employees in the private sector, a decrease of 2.5% (n=6,879) compared to 2009. The composition of the full-time workforce was 136,722 [55.2%] Protestant and 110,899 [44.8%] Roman Catholic.
- Between 2009 and 2010, full-time Protestant employment decreased by 2.9% (n=4,031), while full-time Roman Catholic employment decreased by 1.7% (n=1,925). Thus, overall the Roman Catholic share of the full-time private sector workforce increased [0.3 pp].
- In 2010, the majority of full-time private sector employees were male (57.8%, n=155,479).

#### Part-time Workforce

- In 2010, there were 53,855 part-time employees in the private sector, an increase of 3.2% (n=1,684) compared to 2009. The composition of the part-time workforce was 24,719 [50.6%] Protestant and 24,168 [49.4%] Roman Catholic.
- Between 2009 and 2010, part-time Protestant employment increased by 1.4% (n=334), while part-time Roman Catholic employment increased by 3.0% (n=706). Thus, overall the Roman Catholic share of the part-time private sector workforce increased [0.4 pp].
- In 2010, two-thirds of part-time private sector employees were female (66.7%, n=35,897).

#### Applicants, Appointees, Promotees and Leavers

In 2010, there were:

- 474,872 private sector applicants. The composition was 194,402 [48.8%] Protestant and 203,762 [51.2%] Roman Catholic.
- 55,276 private sector appointees. The composition was 22,763 [47.7%] Protestant and 24,919 [52.3%] Roman Catholic.
- 3,181 private sector promotees. The composition was 1,465 [52.9%] Protestant and 1,305 [47.1%] Roman Catholic.
- 41,493 private sector leavers. The composition was 17,129 [48.2%] Protestant and 18,384 [51.8%] Roman Catholic.



### 3.1. The Private Sector Workforce: Introduction

The purpose of this chapter is to help inform employers and other interested parties about wider compositional trends within the private sector that, alongside information on labour availability, may better inform their own considerations of fair participation in specific employment(s).

In 2010, a total of 3,796 private concerns submitted monitoring returns to the Commission, a decrease of 95 concerns from 2009.

In 2010 there were 322,954 employees in the private sector. For the second consecutive year the private sector contracted (by 1.6%, n=5,195), although at a lesser rate than that for 2009 (3.5%, n=11,755). Between 2009 and 2010, the decrease in full-time employment in the sector (n=6,879) was greater than the increase in part-time employment (n=1,684). Thus, overall the private sector decreased by 5,195 employees. During this period, the number of Roman Catholic employees decreased (n=1,219) by less than Protestant employees (n=3,697). As a result, Roman Catholic representation increased by [0.4 pp] from [45.2%] in 2009.

In 2010, close to half of private sector workers (48.2%, n=155,662) were employed in concerns with 251+ employees, while more than two-fifths of private sector workers (44.0%, n=141,996) were employed in concerns with 26-250 employees. Less than one-tenth of the private sector workforce (7.8%, n=25,296) were employed in concerns with 11-25 employees.

### 3.2. The Private Sector Workforce: All Employees

There were 322,954 employees in the private sector in 2010 (Table 3.1), a decrease of 1.6% (n=5,195) from 2009.

#### 3.2.1. Community Background

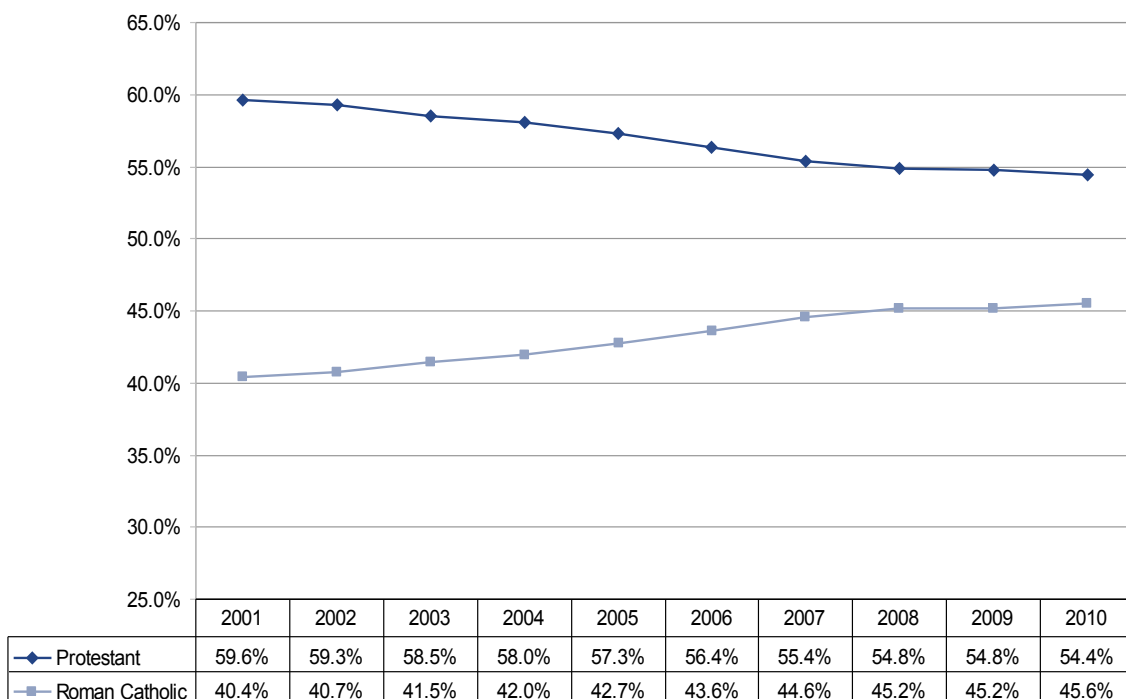
**In 2010, there were 161,441 [54.4%] Protestant and 135,067 [45.6%] Roman Catholic employees in the total private sector workforce** (Table 3.1). Between 2009 and 2010, the overall decrease in the number of Protestant private sector employees (2.2%, n=3,697), although proportionally small, was greater than that for their Roman Catholic counterparts (0.9%, n=1,219). Thus, the Roman Catholic share of the private sector workforce increased slightly by [0.4 pp] from [45.2%] in 2009.

Table 3.1: Private Sector (All) Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>88,649</b>	51.1% [29.9%]	<b>70,213</b>	40.5% [23.7%]	<b>14,575</b>	8.4%	<b>173,437</b>	53.7%
<b>Female</b>	<b>72,792</b>	48.7% [24.5%]	<b>64,854</b>	43.4% [21.9%]	<b>11,871</b>	7.9%	<b>149,517</b>	46.3%
<b>TOTAL</b>	<b>161,441</b>	50.0% [54.4%]	<b>135,067</b>	41.8% [45.6%]	<b>26,446</b>	8.2%	<b>322,954</b>	100.0%

During the period 2001 - 2010, the number of Roman Catholic private sector employees increased by 14.7% (n=17,265), whilst the number of Protestant employees decreased by 7.1% (12,413). Thus, the Roman Catholics share of the private sector workforce increased by [5.2 pp] from [40.4%] in 2001. In this period the difference between the proportions of Protestants and Roman Catholics employed in the private sector decreased overall by [10.4 pp] (n=29,678) from [19.2 pp] (n=56,052) in 2001 (Chart 3.1).

Chart 3.1: Private Sector (All) Employees by Community Background, 2001 - 2010



### 3.2.2. Sex

**In 2010, the majority of private sector employees were male (53.7%, n=173,437), while 46.3% (n=149,517) were female (Table 3.1).** Between 2009 and 2010, the decrease in the number of male private sector employees (2.0%, n=3,566), although proportionally small, was greater than that for their female counterparts (1.1%, n=1,629). Thus, the female share of the private sector workforce increased slightly by (0.2 pp) from 46.1% in 2009.

During the period 2001 - 2010, the number of female private sector employees increased (8.0%, n =11,031) by a greater amount than their male counterparts (4.5%, n=7,489). Thus, over this period the female share of the private sector workforce increased by (0.8 pp) from 45.5% in 2001. In this period, the difference between the proportions of males and females employed in the private sector decreased overall by (1.6 pp) (n=3,542) from (9.0%) (n=27,462) in 2001.

### 3.2.3. Community Background and Sex

In 2010, male Protestant employees comprised the greatest proportion of the private sector workforce [29.9%, n=88,649], while female Roman Catholic employees comprised the smallest proportion [21.9%, n=64,854] (Table 3.1). Female Protestant [24.5%, n=72,792] and male Roman Catholic [23.7%, n=70,213] employees each comprised around one-quarter of the total workforce. Between 2009 and 2010, male Protestant employment decreased by the greatest amount (2.8%, n=2,594), while female Roman Catholic employment decreased by the smallest amount (0.6%, n=381). Female Protestant employees decreased (1.5%, n=1,103) by slightly more than male Roman Catholic employees (1.2%, n=838). Consequently, male Roman Catholic employees' share of the private sector workforce increased by [0.1 pp] from [23.6%] in 2009, while female Roman Catholic employees' share of increased by [0.3 pp] from [21.6%] in 2009.

During the period 2001 - 2010, the increases in the numbers of male Roman Catholic (13.5%, n=8,348) and female Roman Catholic (15.9%, n=8,917) employees were greater than the decreases in male Protestant (8.4%, n=8,138) and female Protestant (5.5%, n=4,275) employees. Consequently, the male Roman Catholic share of the private sector workforce increased by [2.5 pp] from [21.2%] in 2001, while the female Roman Catholic share increased by [2.7 pp] from [19.2%] in 2001. In this period, the difference between the proportions of male Protestants and Roman Catholics employed in the private sector decreased overall by [5.8 pp] (n=16,486) from [12.0 pp] (n=34,922), while the difference between the proportions of female Protestants and Roman Catholics decreased overall by [4.6 pp] (n=13,192) from [7.2 pp] (n=21,130) in 2001 (Table 3.2).

Table 3.2: Trends in Private Sector (All) Employment by Community Background and Sex, 2001-2010<sup>20</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Male Protestant]	33.2%	33.1%	32.5%	32.3%	31.6%	31.2%	30.7%	30.3%	30.3%	29.9%
[Male R. Catholic]	21.2%	21.3%	21.5%	21.8%	22.4%	22.9%	23.4%	23.9%	23.6%	23.7%
[P-RC] pp diff	12.0	11.8	11.0	10.5	9.2	8.3	7.3	6.4	6.7	6.2
[P-RC] no. diff	34,922	34,368	31,872	30,395	27,865	25,371	22,544	20,139	20,192	18,436
[Female Protestant]	26.4%	26.2%	26.0%	25.7%	25.6%	25.1%	24.7%	24.5%	24.5%	24.5%
[Female R. Catholic]	19.2%	19.4%	19.9%	20.1%	20.3%	20.8%	21.2%	21.3%	21.6%	21.9%
[P-RC] pp diff	7.2	6.8	6.1	5.6	5.3	4.3	3.5	3.2	2.9	2.6
[P-RC] no. diff	21,130	19,487	17,470	16,333	15,978	13,200	10,850	10,053	8,660	7,938

<sup>20</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

### 3.2.4. Community Background and SOC

In 2010, the greatest proportions of both Protestant (22.4%, n=36,189) and Roman Catholic (23.8%, n=32,142) private sector workers were employed in Sales and Customer Service Occupations (SOC 7) (Table 3.3). The smallest proportions of both Protestant (5.6%, n=9,060) and Roman Catholic (6.6%, n=8,932) workers were employed in Professional Occupations (SOC 2). In 2010, the sectoral representation of Protestant and Roman Catholic was broadly similar across the SOC categories, although some differences are evident. For example, a greater proportion of Protestant workers than Roman Catholic workers were employed in Administrative and Secretarial Occupations (SOC 4) (12.2% vs. 10.5%). Conversely, a greater proportion of Roman Catholic than Protestant workers were employed in Process, Plant and Machine Operative Occupations (SOC8) (14.5% vs. 12.5%).

Table 3.3: Private Sector (All) Employees by Community Background and SOC in 2010

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1	16,260	10.1	56.2	12,698	9.4	43.8	28,958	9.8
SOC 2	9,060	5.6	50.4	8,932	6.6	49.6	17,992	6.1
SOC 3	11,918	7.4	54.8	9,822	7.3	45.2	21,740	7.3
SOC 4	19,642	12.2	58.2	14,128	10.5	41.8	33,770	11.4
SOC 5	15,750	9.8	58.8	11,029	8.2	41.2	26,779	9.0
SOC 6	11,538	7.1	53.8	9,925	7.3	46.2	21,463	7.2
SOC 7	36,189	22.4	53.0	32,142	23.8	47.0	68,331	23.0
SOC 8	20,248	12.5	50.8	19,576	14.5	49.2	39,824	13.4
SOC 9	20,836	12.9	55.3	16,815	12.4	44.7	37,651	12.7
Total	161,441	100.0	54.4	135,067	100.0	45.6	296,508	100.0

Between 2009 and 2010, SOC 5 showed the greatest proportional change in the number of both Protestant (9.1% decrease, n=1,576) and Roman Catholic (10.4% decrease, n=1,286) employees. In Process, Plant and Machine Operative Occupations (SOC 8), the number of Roman Catholic employees increased (5.7%, n=1,052), whilst the number of Protestant employees decreased (3.3%, n=687). Thus, SOC 8 demonstrated the greatest change in community composition, with the Roman Catholic share increasing by [2.3 pp] from [46.9%] in 2009.

### 3.2.5. Sectoral Components of Private Sector

The private sector is comprised of three main components/sectors, namely:

- Manufacturing
- Construction
- Services

Table 3.4: Changes in Sectoral Composition of the Private Sector 2009-2010

Private Sectors	Protestant 2010			Roman Catholic 2010			P % change	RC % change	All <sup>21</sup>	
	N	%	[%]	N	%	[%]	2009-10	2009-10	N	%
Manufacturing	36,650	22.8	56.8	27,923	20.7	43.2	-6.0	-3.5	70,646	21.9%
Construction	7,582	4.7	47.9	8,254	6.1	52.1	-7.5	-6.0	16,607	5.1%
Services	116,223	72.4	54.1	98,415	73.1	45.9	-0.6	0.3	234,173	72.5%
<b>Total</b>	<b>160,455</b>	<b>100.0</b>	<b>54.4</b>	<b>134,592</b>	<b>100.0</b>	<b>45.6</b>	<b>-2.2</b>	<b>-0.9</b>	<b>322,954<sup>22</sup></b>	<b>100.0%</b>

### 3.2.5.1. Main Private Sector Components

In 2010, the majority of private sector workers were employed in service-related occupations (72.5%, n=234,713) (Table 3.4). With regards to the main components of the private sector, the smallest proportion of workers were employed in construction-related occupations (5.1%, n=16,607). Between 2009 and 2010, the manufacturing sector decreased by the greatest amount (4.7%, n=3,479), while the service sector decreased by the smallest amount (0.2%, n=441).

### 3.2.5.2. Distribution of Employees in the Main Private Sector Components

In 2010, the service sector accounted for the majority of both Protestant (72.4%, n=116,223) and Roman Catholic (73.1%, n=98,415) private sector employees (Table 3.4). The construction sector accounted for the smallest proportion of both Protestant (4.7%, n=7,582) and Roman Catholic (6.1%, n=8,254) private sector employees. Between 2009 and 2010, the number of Roman Catholic employees in the service sector increased (by 0.3%, n=288). The numbers of both Protestants and Roman Catholics employed in every other main component of the private sector decreased, and proportionally, the decreases in Protestant employees were greater than those for Roman Catholic employees. The construction sector showed the largest proportional decrease in both Protestants (7.5%, n=612) and Roman Catholic (6.0%, n=523) employees, while the services sector showed the smallest decrease in Protestant employees (0.6%, n=746).

### 3.2.5.3. Community Composition of the Private Sector Components

In 2010, the construction sector evidenced the smallest difference in community composition [47.9% vs. 52.1%], while the manufacturing sector evidenced the largest difference [56.8% vs. 43.2%] (Table 3.4).

<sup>21</sup> Includes Non-Determined employees

<sup>22</sup> Note: Includes 1,528 workers employed in SIC 1 (Agriculture, Forestry & Fishing) and SIC 10 (Energy & Water Supply Industries). Thus, the 'All' column sums to greater than the numbers presented in the 3 main components. SICs 1 and 10 are not classified as being 'main components' of the private sector and are thus not presented in the Protestant / Roman Catholic breakdown. However, these have been incorporated into the 'All' total in order to present an accurate picture of the percentages of the workforce employed in the 3 main components.

### 3.3 The Private Sector Workforce: Full-time Employees

There were 269,099 full-time employees in the private sector in 2010 (Table 3.5), a decrease of 2.5% (n=6,879) from 2009.

#### 3.3.1. Community Background

In 2010, there were 136,722 [55.2%] Protestant and 110,899 [44.8%] Roman Catholic employees in the full-time private sector workforce (Table 3.5). Between 2009 and 2010, the decrease in the number of Protestant employees (2.9%, n=4,031), although small, was greater than that for their Roman Catholic counterparts (1.7%, n=1,925). Thus, the Roman Catholic share of the private sector workforce increased by [0.3 pp] from [44.5%] in 2009.

Table 3.5: Private Sector Full-time Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	80,599	51.8% [32.5%]	62,009	39.9% [25.0%]	12,871	8.3%	155,479	57.8%
Female	56,123	49.4% [22.7%]	48,890	43.0% [19.7%]	8,607	7.6%	113,620	42.2%
TOTAL	136,722	50.8% [55.2%]	110,899	41.2% [44.8%]	21,478	8.0%	269,099	100.0%

During the period 2001 - 2010, the number of Protestant full-time private sector employees decreased by 9.7% (n=14,607), whilst the number of Roman Catholic employees increased by 13.2% (n=12,913). Thus, the Roman Catholic share of the full-time private sector workforce increased by [5.5 pp] from [39.3%] in 2001. In this period, the difference between the proportions of Protestants and Roman Catholics employed full-time in the private sector decreased overall by [11.0 pp] (n=27,520), from [21.4 pp] (n=53,343) in 2001 (Table 3.6).

#### 3.3.2. Sex

In 2010, the majority of private sector full-time employees were male (57.8%, n=155,479), while 42.2% (n=113,620) were female (Table 3.5). Between 2009 and 2010, the decrease in the number of male private sector employees (2.9%, n=4,627), although proportionally small, was greater than that for their female counterparts (1.9%, n=2,252). Thus, the female share of the private sector workforce increased slightly by (0.2 pp) from 42.0% in 2009.

Table 3.6: Trends in Private Sector Full-time Employment by Community Background and by Sex, 2001-2010<sup>23</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Protestant]	60.7%	60.5%	59.8%	59.4%	58.4%	57.5%	56.3%	55.5%	55.5%	55.2%
[R. Catholic]	39.3%	39.5%	40.2%	40.6%	41.6%	42.5%	43.7%	44.5%	44.5%	44.8%
[P-RC] pp diff	21.4	21.0	19.6	18.8	16.8	15.0	12.6	11.0	11.0	10.4
[P-RC] no. diff	53,343	51,835	47,812	45,551	42,249	37,739	32,656	29,143	27,929	25,823
Male	59.0%	59.1%	58.8%	59.1%	59.1%	59.1%	58.9%	58.7%	58.0%	57.8%
Female	41.0%	40.9%	41.2%	40.9%	40.9%	40.9%	41.1%	41.3%	42.0%	42.2%
(F-M) pp diff	-18.0	-18.2	-17.6	-18.2	-18.2	-18.2	-17.8	-17.4	-16.0	-15.6
(F-M) no. diff	-46,858	-47,042	-44,891	-46,524	-48,789	-49,970	-50,239	-49,995	-44,234	-41,859

During the period 2001- 2010, the numbers of female full-time employees increased (6.7%, n=7,104) by a greater amount than their male counterparts (1.4%, n=2,105). Thus, the female share of the full-time private sector workforce increased by (1.2 pp) from 41.0% in 2001. In this period, there was a mean difference of (17.5 pp) (n=47,040) between the proportions of males and females employed full-time in the private sector. Overall, the difference between the two groups decreased by (2.4 pp) (n=4,999), from (18.0 pp) (n=46,858) in 2001 (Table 3.6).

### 3.3.3. Community Background and Sex

In 2010, nearly one-third of full-time private sector employees were male Protestants [32.5%, n=80,599], while less than one-fifth were female Roman Catholics [19.7%, n=48,890] (Table 3.5). Male Roman Catholic representation in the private sector [25.0%, n=62,009] was similar to that of female Protestants [22.7%, n=56,123]. Between 2009 and 2010, male Protestant full-time employees decreased by the greatest amount (3.5%, n=2,904), while male Roman Catholic (2.1%, n=1,353), female Protestant (2.0%, n=1,127) and male Roman Catholic (1.2%, n=572) employees decreased by the smaller amounts. Consequently, male Protestant employees' were the only group to see a decrease in their share of the full-time private sector workforce, by [0.4 pp] from [32.9%] in 2009.

During the period 2001 - 2010, the numbers of male Protestant (11.3%, n=10,299), and female Protestant (7.1%, n=4,308) full-time employees in the private sector decreased, while the numbers of the male Roman Catholic (10.8%, n=6,066) and female Roman Catholic (16.3%, n=6,847) employees increased. Consequently, the male Roman Catholic share of the private sector full-time workforce increased by [2.6 pp] from [22.4%] in 2001, while the female Roman Catholic share increased by [2.8 pp] from [16.9%]. In this period, the difference between the proportions of male Protestants and male Roman Catholics employed full-time in the public sector decreased year-on-year, by a total of [6.6 pp] (n=16,365) from [14.1 pp] (n=34,955) in 2001 (Table 3.7). The difference between the proportions of female Protestants and female Roman Catholic full-time employees decreased year-on-year, by a total of [4.3 pp] (n=11,155) from [7.3 pp] (n=18,388).

<sup>23</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

Table 3.7: Trends in Private Sector Full-time Employment by Community Background and Sex, 2001-2010<sup>24</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Protestant Male]	36.5%	36.5%	35.9%	35.7%	34.9%	34.4%	33.6%	33.0%	32.9%	32.5%
[R. Catholic Male]	22.4%	22.5%	22.8%	23.2%	23.9%	24.4%	25.0%	25.4%	25.0%	25.0%
[P-RC] pp diff	14.1	14.0	13.1	12.5	11.0	10.0	8.6	7.6	7.9	7.5
[P-RC] no. diff	34,955	34,398	31,816	30,291	27,764	25,276	22,348	20,079	20,141	18,590
[Protestant Female]	24.2%	24.0%	23.9%	23.7%	23.5%	23.0%	22.7%	22.5%	22.6%	22.7%
[R. Catholic Female]	16.9%	16.9%	17.4%	17.4%	17.7%	18.1%	18.7%	19.1%	19.5%	19.7%
[P-RC] pp diff	7.3	7.1	6.5	6.3	5.8	4.9	4.0	3.4	3.1	3.0
[P-RC] no. diff	18,388	17,437	15,996	15,260	14,485	12,463	10,308	9,064	7,788	7,233

### 3.3.4. Community Background and SOC

In 2010, the greatest proportions of both Protestant (17.8%, n=24,301) and Roman Catholic (18.0%, n=19,972) full-time private sector workers were employed in Sales and Customer Service Occupations (SOC 7) (Table 3.8). The smallest proportions of both Protestant (6.3%, n=8,582) and Roman Catholic (6.5%, n=7,197) full-time workers were employed in Personal Service Occupations (SOC 6). In 2010, the sectoral distribution of Protestant and Roman Catholic employees was broadly similar across the SOC categories, although some differences are evident. For example, a greater proportion of Protestant workers than Roman Catholic workers were employed in Skilled Trades Occupations (SOC 5) (11.2% vs. 9.6%). Conversely, a greater proportion of Roman Catholic than Protestant workers were employed in Process, Plant and Machine Operative Occupations (SOC 8) (17.2% vs. 14.4%).

Table 3.8: Private Sector Full-time Employees by Community Background and SOC in 2010

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1	15,969	11.7	56.2	12,467	11.2	43.8	28,436	11.5
SOC 2	8,788	6.4	50.4	8,648	7.8	49.6	17,436	7.0
SOC 3	10,951	8.0	55.2	8,903	8.0	44.8	19,854	8.0
SOC 4	18,284	13.4	58.3	13,067	11.8	41.7	31,351	12.7
SOC 5	15,350	11.2	59.1	10,602	9.6	40.9	25,952	10.5
SOC 6	8,582	6.3	54.4	7,197	6.5	45.6	15,779	6.4
SOC 7	24,301	17.8	54.9	19,972	18.0	45.1	44,273	17.9
SOC 8	19,749	14.4	50.9	19,081	17.2	49.1	38,830	15.7
SOC 9	14,748	10.8	57.4	10,962	9.9	42.6	25,710	10.4
Total	136,722	100.0	55.2	110,899	100.0	44.8	247,621	100.0

Between 2009 and 2010, SOC 5 showed the greatest proportional change in the number of both Protestant (9.4% decrease, n=1,600) and Roman Catholic (10.7% decrease, n=1,273) employees. In Process, Plant and Machine Operative Occupations (SOC 8), the number of Roman Catholic employees increased (5.5%, n=1,000), whilst the number of

<sup>24</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.



Protestant employees decreased (3.5%, n=706). Thus, SOC 8 demonstrated the greatest change in community composition, with the Roman Catholic share increasing by [2.2 pp] from [46.9%] in 2009.

### 3.4. The Private Sector Workforce: Part-time Employees

There were 53,855 part-time employees in the private sector in 2010 (Table 3.9), an increase of 3.2% (n=1,684) from 2009.

#### 3.4.1. Community Background

**In 2010, there were 24,719 [50.6%] Protestant and 24,168 [49.4%] Roman Catholic employees in the part-time private sector workforce** (Table 3.9). Between 2009 and 2010, the increase in the number of Roman Catholic part-time employees (3.0%, n=706), although proportionally small, was greater than that for their Protestant counterparts (1.4% n=334). Thus, the Roman Catholic share of the part-time private sector workforce increased by [0.4 pp] from [49.0%] in 2009.

Table 3.9: Private Sector Part-time Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>8,050</b>	44.8% [16.5%]	<b>8,204</b>	45.7% [16.8%]	<b>1,704</b>	9.5%	<b>17,958</b>	33.3%
<b>Female</b>	<b>16,669</b>	46.4% [34.1%]	<b>15,964</b>	44.5% [32.7%]	<b>3,264</b>	9.1%	<b>35,897</b>	66.7%
<b>TOTAL</b>	<b>24,719</b>	45.9% [50.6%]	<b>24,168</b>	44.9% [49.4%]	<b>4,968</b>	9.2%	<b>53,855</b>	100.0%

During the period 2001- 2010, the overall increase in the number of Roman Catholic part-time employees (22.0%, n=4,352) was greater than that for their Protestant counterparts (9.7%, n=2,194). Thus, the Roman Catholic share of the private sector part-time workforce increased by [2.6 pp] from [46.8%] in 2001. In this period, the difference between the proportions of Protestants and Roman Catholics employed part-time in the private sector decreased, as the mean difference [2.8 pp, n=1,312] was smaller than the 2001 difference [6.4 pp, n=2,709] (Table 3.10).

#### 3.4.2. Sex

**In 2010, two-thirds of part-time private sector employees were female (66.7%, n=35,897), while one-third (33.3%, n=17,958) were male** (Table 3.9). Between 2009 and 2010, the increase in the number of male part-time employees (6.3%, n=1,061) was greater than for their female counterparts (1.8%, n=623). Thus, the male share of the part-time private sector workforce increased by (0.9 pp) from 32.4% in 2009.

Table 3.10: Trends in Private Sector Part-time Employment by Community Background and by Sex, 2001-2010<sup>25</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Protestant]	53.2%	52.3%	51.7%	51.2%	51.6%	50.8%	50.7%	51.1%	51.0%	50.6%
[R. Catholic]	46.8%	47.7%	48.3%	48.8%	48.4%	49.2%	49.3%	48.9%	49.0%	49.4%
[P-RC] pp diff	6.4	4.6	3.4	2.4	3.2	1.6	1.4	2.2	2.0	1.2
[P-RC] no. diff	2,709	2,020	1,530	1,177	1,594	832	738	1,049	923	551
Male	28.2%	28.7%	29.6%	29.9%	30.5%	30.6%	31.1%	31.4%	32.4%	33.3%
Female	71.8%	71.3%	70.4%	70.1%	69.5%	69.4%	68.9%	68.6%	67.6%	66.7%
(F-M) pp diff	43.6	42.6	40.8	40.2	39.0	38.8	37.8	37.2	35.2	33.4
(F-M) no. diff	19,396	19,902	19,880	20,401	21,230	21,159	20,207	19,551	18,377	17,939

During the period 2001–2010, the number of male part-time employees increased (42.8%, n=5,384) by a greater amount than their female counterparts (12.3%, n=3,927). Thus, the male share of the private sector part-time workforce increased by (5.1 pp) from 28.2% in 2001. In this period, there was a consistently large difference between the proportions of males and females employed part-time in the private sector (Mean diff=19,804; 38.9 pp). Year-on-year the difference between the two groups decreased, by a total of (10.2 pp) (n=1,457) from (43.6 pp) (n=19,396) in 2001 (Table 3.10).

### 3.4.3. Community Background and Sex

**In 2010, part-time private sector employment was noticeably divided along gender lines, with female Protestants [34.1%, n=16,669] and female Roman Catholic [32.7%, n=15,964] comprising the majority of part-time employees** (Table 3.9). Male Protestant [16.5%, n=8,050] and male Roman Catholic [16.8%, n=8,204] employees comprised similar, and smaller, proportions of the part-time workforce. Between 2009 and 2010, the increases in the numbers of male Protestant (4.0%, n=310) and male Roman Catholic (6.7%, n=515) part-time employees were greater than those for female Protestant (0.1%, n=24) and female Roman Catholic (1.2%, n=191) employees. Thus, the male Protestant share of the part-time private workforce increased by [0.3 pp] from [16.2%] in 2009, while the male Roman Catholic share increased by [0.7 pp] from [16.1%].

During the period 2001 - 2010, the increases in the numbers of male Protestant (36.7%, n=2,161) and male Roman Catholic (38.5%, n=2,282) part-time private sector employees were greater than those for female Roman Catholic (14.9%, n=2,070) and female Protestant (0.2%, n=33) employees. Consequently, the male Roman Catholic share of the part-time workforce increased by [2.8 pp] from [14.0%] in 2001, while the male Protestant share increased by [2.6 pp] from [13.9%]. In this period, the difference between the proportions of male Protestants and Roman Catholics employed part-time in the private sector remained very small [Mean diff=45, 0.1 pp] (Table 3.11), while the difference between the proportions of female Protestants and Roman Catholics was slightly larger [Mean diff=1,268; 2.7 pp]. Additionally, the difference between female Protestant and Roman Catholic employees decreased, as the mean difference between them was smaller than the 2001 difference [6.5 pp; n=2,742].

<sup>25</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

Table 3.11: Trends in Private Sector Part-time Employment by Community Background and Sex, 2001-2010<sup>26</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Male Protestant ]	13.9%	14.2%	14.7%	14.9%	15.2%	15.2%	15.5%	15.6%	16.2%	16.5%
[Male R. Catholic]	14.0%	14.3%	14.6%	14.7%	15.0%	15.0%	15.1%	15.5%	16.1%	16.8%
[P-RC] pp diff	-0.1	-0.1	0.1	0.2	0.2	0.2	0.4	0.1	0.1	-0.3
[P-RC] no. diff	-33	-30	56	104	101	95	196	60	51	-154
[Female Protestant]	39.3%	38.1%	36.9%	36.3%	36.4%	35.7%	35.2%	35.5%	34.8%	34.1%
[Female R. Catholic]	32.8%	33.5%	33.7%	34.1%	33.4%	34.2%	34.1%	33.4%	33.0%	32.7%
[P-RC] pp diff	6.5	4.6	3.2	2.2	3.0	1.5	1.1	2.1	1.8	1.4
[P-RC] no. diff	2,742	2,050	1,474	1,073	1,493	737	542	989	872	704

### 3.4.4. Community Background and SOC

In 2010, the greatest proportions of both Protestant (48.1%, n=11,888) and Roman Catholic (50.4%, n=12,170) part-time private sector workers were employed in Sales and Customer Service Occupations (SOC 7) (Table 3.12). The smallest proportion of Protestant part-time workers were employed in Professional Occupations (SOC 2) (1.1%, n=272), while the smallest proportion of their Roman Catholic counterparts were employed in Managerial and Senior Official Occupations (SOC 1) (1.0%, n=231). In 2010, the distribution of Protestant and Roman Catholic part-time workers was broadly similar, although notably, both were very concentrated in SOCs 7 and 9<sup>27</sup>. With regards to differences in sectorial distribution, a greater proportion of Roman Catholic than Protestant workers were employed in SOC 7 (50.4% vs. 48.1%).

Table 3.12: Private Sector Part-time Employees by Community Background and SOC in 2010

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1 <sup>28</sup>	291	1.2	55.7	231	1.0	44.3	522	1.1
SOC 2 <sup>28</sup>	272	1.1	48.9	284	1.2	51.1	556	1.1
SOC 3	967	3.9	51.3	919	3.8	48.7	1,886	3.9
SOC 4	1,358	5.5	56.1	1,061	4.4	43.9	2,419	4.9
SOC 5 <sup>28</sup>	400	1.6	48.4	427	1.8	51.6	827	1.7
SOC 6	2,956	12.0	52.0	2,728	11.3	48.0	5,684	11.6
SOC 7	11,888	48.1	49.4	12,170	50.4	50.6	24,058	49.2
SOC 8 <sup>28</sup>	499	2.0	50.2	495	2.0	49.8	994	2.0
SOC 9	6,088	24.6	51.0	5,853	24.2	49.0	11,941	24.4
Total	24,719	100.0	50.6	24,168	100.0	49.4	48,887	100.0

Between 2009 and 2010, Personal and Service Occupations (SOC 6) showed the greatest proportional change in the numbers of both Protestant (17.8% increase, n=146) and Roman Catholic part-time employees (16.6%, n=131). In SOC 7 (Sales and Customer Service Occupations), the number of Roman Catholic employees increased (6.0%, n=691) by a greater amount than their Protestant counterparts (1.7%, n=202). Thus, SOC 7 demonstrated the greatest change in community composition, with the Roman Catholic share increasing by [1.0 pp] from [49.6%] in 2009.

<sup>26</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

<sup>27</sup> SOC 9 = Elementary Occupations

<sup>28</sup> This SOC category is excluded from any trend analysis, as it represents  $\leq 2\%$  of sectoral employment.

### 3.5 Private Sector Workforce: Applicants, Appointees, Promotees & Leavers

#### 3.5.1. Private Sector Workforce: Applicants

There were 474,872 applicants to the private sector in 2010 (Table 3.13), a decrease of 3.5% (n=17,263) from 2009.

##### 3.5.1.1. Community Background

In 2010, there were **194,402 [48.8%] Protestant** and **203,762 [51.2%] Roman Catholic applicants to the private sector** (Table 3.13). Between 2009 and 2010, the decrease in the number of Roman Catholic applicants (3.5%, n=7,300), although proportionally small, was slightly greater than for their Protestant counterparts (3.1%, n=6,250). Thus, the Protestant share of private sector applicants increased by [0.1 pp] from [48.7%] in 2009.

Table 3.13: Private Sector Applicants by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>108,240</b>	41.3% [27.2%]	<b>109,996</b>	41.9% [27.6%]	<b>44,034</b>	16.8%	<b>262,270</b>	55.2%
<b>Female</b>	<b>86,162</b>	40.5% [21.6%]	<b>93,766</b>	44.1% [23.5%]	<b>32,674</b>	15.4%	<b>212,602</b>	44.8%
<b>TOTAL</b>	<b>194,402</b>	40.9% [48.8%]	<b>203,762</b>	42.9% [51.2%]	<b>76,708</b>	16.2%	<b>474,872</b>	100.0%

During the period 2001 - 2010, the number of Protestant private sector applicants decreased by 15.7% (n=36,134), whilst the number of Roman Catholic applicants increased by 13.4% (n=24,104). Thus, the Roman Catholic share of private sector applicants increased by [7.4 pp] from [43.8%] in 2001. From 2006, Protestants and Roman Catholics have accounted for similar proportions of applicants and, from 2007 onwards, there has been a greater number of Roman Catholic than Protestant applicants (Chart 3.2).

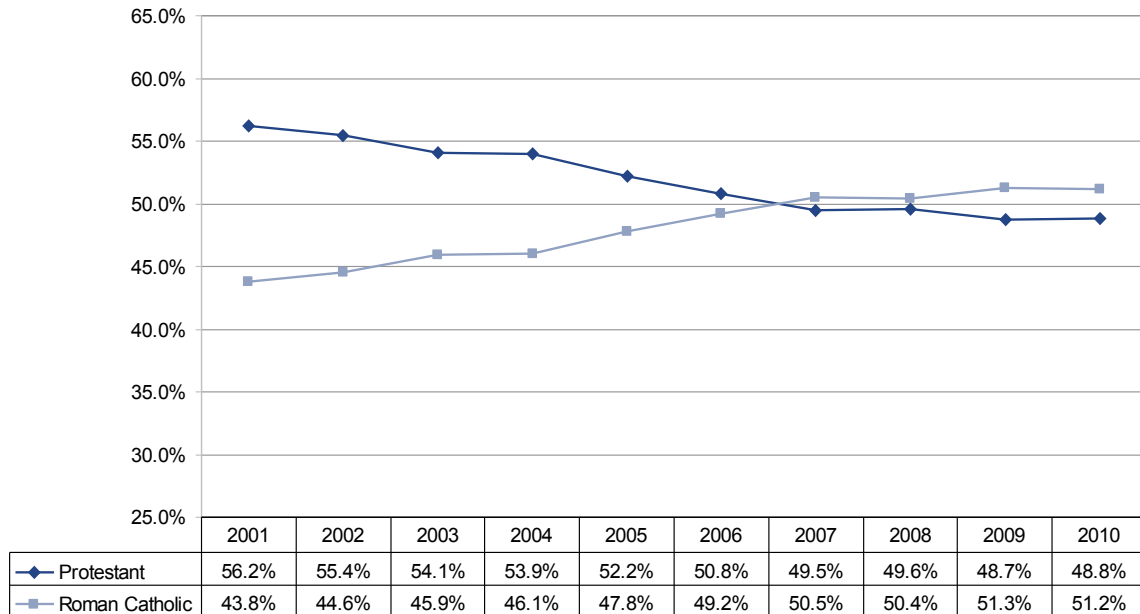
##### 3.5.1.2. Sex

In 2010, the majority of applicants to the private sector were male (55.2%, n=262,270), while 44.8% (n=212,602) were female (Table 3.13). Between 2009 and 2010, the decrease in the number of female applicants (5.2%, n=11,740) was greater than for their male counterparts (2.1%, n=5,523). Thus, the male share of private sector applicants increased by (0.8 pp) from 54.4% in 2009.

During the period 2001-2010, the number of male applicants to the private sector increased (8.1%, n=19,570) by a greater amount than their female counterparts (2.6%, n=5,438).

Thus, the male share of private sector applicants increased by (1.3 pp) from 53.9% in 2001.

Chart 3.2: Private Sector Applicants by Community Background, 2001-2010



### 3.5.2. Private Sector Workforce: Appointees

There were 55,276 appointees to the private sector in 2010, a decrease of 18.5% (n=12,563) from 2009 (Table 3.14).

#### 3.5.2.1. Community Background

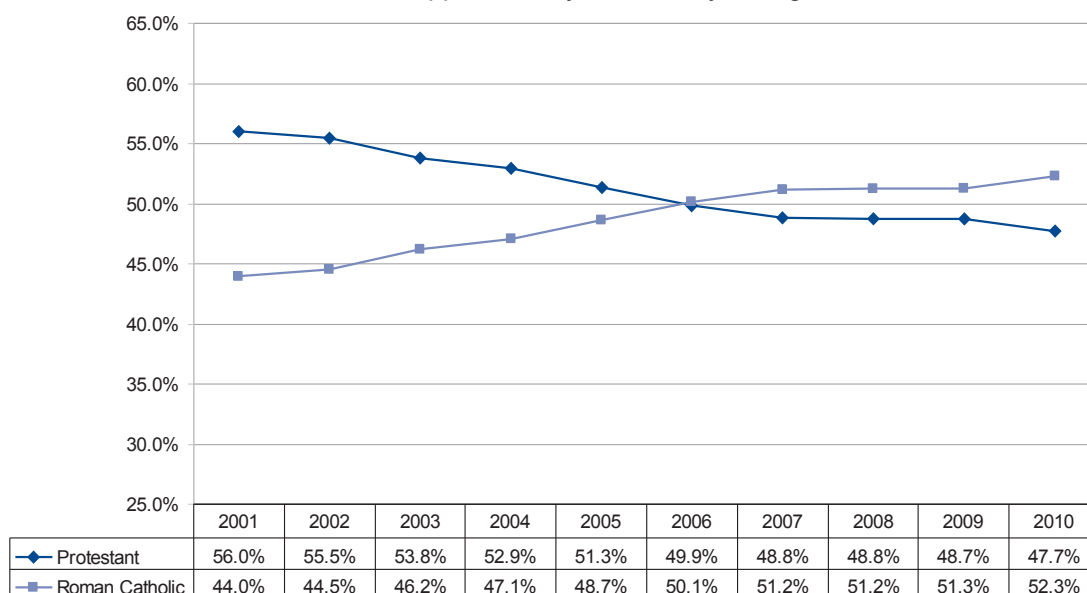
In 2010, there were 22,763 [47.7%] Protestant and 24,919 [52.3%] Roman Catholic appointees to the private sector (Table 3.14). Between 2009 and 2010, the decrease in the number of Protestant appointees (20.6%, n=5,892) was greater than for their Roman Catholic counterparts (17.5%, n=5,274), although both were large. Thus, the Roman Catholic share of private sector appointees increased by [1.0 pp] from [51.3%] in 2009.

Table 3.14: Private Sector Appointees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>11,935</b>	41.5% [25.0%]	<b>12,854</b>	44.7% [27.0%]	<b>3,943</b>	13.7%	<b>28,732</b>	52.0%
<b>Female</b>	<b>10,828</b>	40.8% [22.7%]	<b>12,065</b>	45.5% [25.3%]	<b>3,651</b>	13.8%	<b>26,544</b>	48.0%
<b>TOTAL</b>	<b>22,763</b>	41.2% [47.7%]	<b>24,919</b>	45.1% [52.3%]	<b>7,594</b>	13.7%	<b>55,276</b>	100.0%

During the period 2001-2010, the numbers of Protestant private sector appointees decreased (41.3%, n=16,003) by a greater amount than their Roman Catholic counterparts (18.1%, n=5,502). Thus, the Roman Catholic share of private sector appointees increased by [8.3 pp] from [44.0%] in 2001. From 2005, Protestants and Roman Catholics have accounted for similar proportions of appointees and, from 2006 onwards, there has been a greater number of Roman Catholic than Protestant appointees (Chart 3.3).

Chart 3.3: Private Sector Appointees by Community Background, 2001-2010



### 3.5.2.2. Sex

In 2010, similar proportions of males (52.0%, n=28,732) and females (48.0%, n=26,544) were appointed to the private sector (Table 3.14). Between 2009 and 2010, the decrease in the number of female private sector appointees (19.3%, n=6,350) was greater than for their male counterparts (17.8%, n=6,213), although, proportionally, both were large. Thus, the male share of private sector appointees increased by (0.5 pp) from 51.5% in 2009.

During the period 2001-2010, the number of female private sector appointees decreased (28.1%, n=10,391) by a greater amount than their male counterparts (22.3%, n=8,235). Thus, the male share of private sector appointees increased by (2.0 pp) from 50.0% in 2001.

### 3.5.3. Private Sector Workforce: Promotees

There were 3,181 promotees in the private sector in 2010 (Table 3.15), a decrease of 22.3% (n=911) from 2009.

#### 3.5.3.1. Community Background

In 2010, there were 1,465 [52.9%] Protestant and 1,305 [47.1%] Roman Catholic promotees in the private sector (Table 3.15). Between 2009 and 2010, the decrease in the number of Protestant promotees (29.7%, n=618) was greater than for their Roman

Catholic counterparts (18.1%, n=228). Thus, the Roman Catholic share of private sector promotees increased by [3.8 pp] from [43.3%] in 2009.

Table 3.15: Private Sector Promotees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>821</b>	47.2% [29.6%]	<b>704</b>	40.5% [25.4%]	<b>215</b>	12.4%	<b>1,740</b>	54.7%
<b>Female</b>	<b>644</b>	44.7% [23.2%]	<b>601</b>	41.7% [21.7%]	<b>196</b>	13.6%	<b>1,441</b>	45.3%
<b>TOTAL</b>	<b>1,465</b>	46.1% [52.9%]	<b>1,305</b>	41.0% [47.1%]	<b>411</b>	12.9%	<b>3,181</b>	100.0%

During the period 2001-2010, the number of Protestant promotees in the private sector decreased (39.5%, n=957) by a greater amount than their Roman Catholic counterparts (10.3%, n=150). Thus, the Roman Catholic share of private sector promotees increase by [9.6 pp] from [37.5%] in 2001.

### 3.5.3.2. Sex

**In 2010, the majority of promotees in the private sector were male (54.7%, n=1,740), while 45.3% (n=1,441) were female** (Table 3.15). Between 2009 and 2010, the decrease in the number of male private sector promotees (28.7%, n=702) was more than twice that for their female counterparts (12.7%, n=209). Thus, the female share of private sector promotees increased by (5.0 pp) from 40.3% in 2009.

During the period 2001-2010, the number of male private sector promotees decreased (30.5%, n=764) by more than three times that of their female counterparts (8.6%, n=135). Thus, the female share of private sector promotees increase by (6.7 pp) from 38.6% in 2001.

### 3.5.4. Private Sector Workforce: Leavers

There were 41,493 leavers from the private sector in 2010 (Table 3.16), a decrease of 17.0% (n=8,470) from 2009.

#### 3.5.4.1. Community Background

**In 2010, there were 17,129 [48.2%] Protestant and 18,384 [51.8%] Roman Catholic leavers from the private sector** (Table 3.16). Between 2009 and 2010, the decrease in the number of Roman Catholic leavers (16.7%, n=3,687) was slightly greater than that for their Protestant counterparts (16.2%, n=3,305). Thus, the Protestant share of private sector leavers increased by [0.1 pp] from [48.1%] in 2009.

Table 3.16: Private Sector Leavers by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>9,113</b>	41.7% [25.7%]	<b>9,624</b>	43.1% [27.1%]	<b>3,104</b>	14.2%	<b>21,841</b>	52.6%
<b>Female</b>	<b>8,016</b>	40.8% [22.6%]	<b>8,760</b>	43.6% [24.7%]	<b>2,876</b>	14.6%	<b>19,652</b>	47.4%
<b>TOTAL</b>	<b>17,129</b>	41.3% [48.2%]	<b>18,384</b>	44.3% [51.8%]	<b>5,980</b>	14.4%	<b>41,493</b>	100.0%

During the period 2001-2010, the number of Protestant leavers decreased by 18.4% (n=3,869), whilst the number of Roman Catholic leavers increased by 10.7% (n=1,777). Thus, the Roman Catholic share of private sector leavers increased by [7.6 pp] from [44.2%] in 2001.

#### 3.5.4.2. Sex

In 2010, the majority of leavers from the private sector were male (52.6%, n=21,841), while 47.4% (n=19,652) were female (Table 3.16). Between 2009 and 2010, the decrease in the number of female leavers (18.2%, n=4,371) was greater than that for their male counterparts (15.8%, n=4,099). Thus, the male share of private sector leavers increased by (0.7 pp) from 51.9% in 2009.

During the period 2001-2010, the number of male private sector leavers increased by 7.8% (n=1,572), whilst the number of female leavers decreased by 4.3% (n=882). Thus, the male share of private sector leavers increased by (2.9 pp) from 49.7% in 2001.





## 4. The Public Sector

### All Employees

- In 2010, the public sector accounted for 37% of the total, monitored Northern Ireland workforce.
- The total public sector workforce comprised 189,772 employees, an increase of 0.3% (n=649) from 2009. The composition of the public sector workforce was 96,524 [53.6%] Protestant and 83,638 [46.4%] Roman Catholic.
- Between 2009 and 2010, total Protestant public sector employment decreased by 0.9% (n=877), while total Roman Catholic employment increased by 1.5% (n=1,267). Thus, overall, the Roman Catholic share increased [0.6 pp].
- In 2010, nearly two-thirds (63.7%, n=120,853) of public sector employees were female.

### Full-time Workforce

- In 2010, there was 160,620 full-time employees in the public sector, a decrease of 0.6% (n=1,006) compared to 2009. The composition of the full-time workforce was 82,079 [53.7%] Protestant and 70,743 [46.3%] Roman Catholic.
- Between 2009 and 2010, full-time Protestant employment decreased by 2.0% (n=1,679), while full-time Roman Catholic employment increased by 1.0% (n=676). Overall, the Roman Catholic share of the full-time public sector workforce increased [0.8 pp].
- In 2010, the majority of full-time public sector employees were female (61.3%, n=98,448).

### Part-time Workforce

- In 2010, there was 29,152 part-time employees in the public sector, an increase of 6.0% (n=1,665) compared to 2009. The composition of the part-time workforce was 14,445 [52.8%] Protestant and 12,895 [47.2%] Roman Catholic.
- Between 2009 and 2010, part-time Protestant employment increased by 5.9% (n=802), while part-time Roman Catholic employment increased by 4.8% (n=591). Overall, the Protestant share of the part-time public sector workforce increased [0.2 pp].
- In 2010, more than three-quarters of part-time public sector employees were female (76.9%, n=22,405).

### Applicants, Appointees, Promotees and Leavers

In 2010, there were:

- 161,705 public sector applicants. The composition was 74,773 [50.5%] Protestant and 73,350 [49.5%] Roman Catholic.
- 15,143 public sector appointees. The composition was 6,667 [48.7%] Protestant and 7,009 [51.3%] Roman Catholic.
- 4,138 public sector promotees. The composition was 2,038 [51.2%] Protestant and 1,944 [48.8%] Roman Catholic.
- 24,227 public sector leavers. The composition was 12,559 [57.7%] Protestant and 9,207 [42.3%] Roman Catholic.

## 4.1. The Public Sector Workforce: Introduction

The purpose of this chapter is to help inform employers and other interested parties about wider compositional trends within the public sector that, alongside information on labour availability, may better inform their own considerations of fair participation in specific employment(s).

In 2010, a total of 122 public bodies submitted monitoring returns to the Commission. The public sector enjoyed steady growth between 2001 (n=175,083) and 2005 (n=194,077), but has subsequently contracted year-on-year. Thus, in 2010 the public sector comprised 189,772 employees, a decrease of 4,305 employees from its peak in 2005.

Between 2009 and 2010, the increase in part-time employment in the public sector (n=1,655) was greater than the decrease in full-time employment (n=1,006). Thus, in 2010 the sector expanded for the first time since 2005, by 649 employees. During this period, the decrease in the number of Protestants in full-time employment (n=1,679) was greater than the increase in the number in part-time employment (802). Thus, overall the number of Protestant employees decreased (n=877). Conversely, the numbers of Roman Catholics in both full-time and part-time employment increased (by 676 and 591 respectively). As a result, Roman Catholic public sector representation increased by [0.6 pp] from [45.8%] in 2009.

In 2010, the majority of public sector employees were female (63.7%). Between 2009 and 2010, female representation in the public sector increased by (0.3 pp), mainly as a result of the increase in female Roman Catholic employees in both full-time (n=368) and part-time (n=601) employment.

## 4.2. The Public Sector Workforce: All Employees

There were 189,772 employees in the public sector in 2010 (Table 4.1), an increase of 0.3% (n=649) from 2009.

### 4.2.1. Community Background

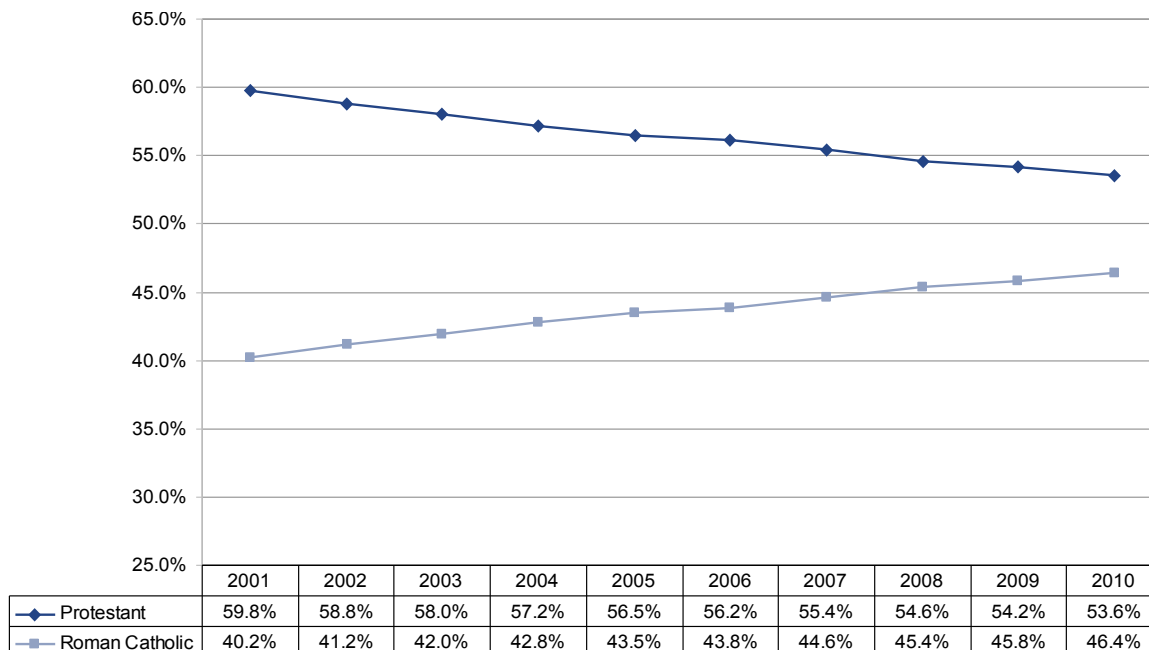
**In 2010, there were 96,524 [53.6%] Protestant and 83,638 [46.4%] Roman Catholic employees in the total public sector workforce** (Table 4.1). Between 2009 and 2010, the increase in the number of Roman Catholic employees (1.5%, n=1,267) was greater than the decrease in their Protestant counterparts (0.9%, n=877). Thus, the Roman Catholic share of the public sector workforce increased slightly by [0.6 pp] from [45.8%] in 2009.

Table 4.1: Public Sector (All) Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	36,694	53.2% [20.4%]	28,093	40.8% [15.6%]	4,132	6.0%	68,919	36.3%
Female	59,830	49.5% [33.2%]	55,545	46.0% [30.8%]	5,478	4.5%	120,853	63.7%
<b>TOTAL</b>	<b>96,524</b>	<b>50.9%</b> <b>[53.6%]</b>	<b>83,638</b>	<b>44.1%</b> <b>[46.4%]</b>	<b>9,610</b>	<b>5.1%</b>	<b>189,772</b>	<b>100.0%</b>

During the period 2001-2010, the number of Roman Catholic public sector employees increased by 26.2% (n=17,350), whilst the number of Protestant employees decreased by 2.1% (n=2,040). Thus, the Roman Catholic share of the public sector workforce increased by [6.2 pp] from [40.2%] in 2001. In this period the difference between the proportions of Protestants and Roman Catholics employed in the public sector decreased year-on-year, by a total of [12.4 pp] (n=19,390) from [19.6 pp] (n=32,276) in 2010 (Chart 4.1).

Chart 4.1: Public Sector (All) Employees by Community Background, 2001 - 2010



#### 4.2.2. Sex

**In 2010, nearly two-thirds of public sector employees were female (63.7%, n=120,853), while more than one-third were male (36.3%, n=68,919)** (Table 4.1). Between 2009 and 2010, the number of male public sector employees decreased by 0.5% (n=325), whilst the number of female employees increased by 0.8% (n=974). Thus, the female share of the public sector workforce increased slightly by (0.3 pp) from 63.4% in 2009.

During the period 2001 - 2010, the overall increase in the number of female public sector employees (16.9%, n=17,453) was far greater than the decrease in their male counterparts (3.9%, n=2,764). Thus, the female share of the public sector workforce increased by (4.6 pp) from 59.1% in 2001. In this period, the difference between the proportions of males and females employed in the public sector increased by a total of (9.2 pp) (n=20,217) from (18.2 pp) (n=31,717) in 2010.

#### 4.2.3. Community Background and Sex

**In 2010, nearly one-third of public sector employees were female Protestants [33.2%, n=59,830], while less than one-sixth were male Roman Catholics [15.6%, n=28,093]** (Table 4.1). Female Roman Catholic representation was [30.8%, n=55,545],

while male Protestant representation was [20.4%, n=36,694]. Between 2009 and 2010, the number of male Protestant and female Protestant employees decreased, by 1.7% (n=637) and 0.4% (n=240) respectively, whilst the number of male Roman Catholic and female Roman Catholic employees increased, by 1.1% (n=298) and 1.8% (n=969) respectively. Thus, male Roman Catholic employees' share of the public sector workforce increased by [0.1 pp] from [15.5%] in 2009, while female Roman Catholic employees' share increased by [0.4 pp] from [30.4%].

During the period 2001 - 2010, male Protestants were the only group to show a decrease in employment (15.7%, n=6,831), while female Roman Catholics showed the greatest increase (29.8%, n=12,763). Proportionally, the number of male Roman Catholic employees increased (19.5%, n=4,587) by more than female Protestant employees (8.7%, n=4,791). Consequently, the male Roman Catholic share of the public sector workforce increased by [1.3 pp] from [14.3%] in 2001, while the female Roman Catholic share increased by [4.8 pp] from [26.0%]. In this period, the difference between the proportions of male Protestants and Roman Catholics employed in the public sector decreased year-on-year, by [7.3 pp, n=11,418] from [12.1 pp, n=20,019] (Table 4.2) in 2001. The difference between the proportions of female Protestant and Roman Catholic employees also decreased year-on-year, by [5.0 pp, n=7,972] from [7.4 pp, n=12,257] in 2001.

Table 4.2: Trends in Public Sector (All) Employment by Community Background and Sex, 2001-2010<sup>29</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Male Protestant]	26.4%	25.4%	24.5%	23.8%	23.1%	22.9%	22.3%	21.1%	20.8%	20.4%
[Male R. Catholic]	14.3%	14.5%	14.6%	14.7%	14.7%	14.9%	15.0%	15.3%	15.5%	15.6%
[P-RC] pp diff	12.1	10.9	9.9	9.1	8.4	8.0	7.3	5.8	5.3	4.8
[P-RC] no. diff	20,019	18,377	17,094	16,257	15,503	14,576	13,128	10,428	9,536	8,601
[Female Protestant]	33.4%	33.4%	33.5%	33.4%	33.4%	33.3%	33.2%	33.5%	33.4%	33.2%
[Female R. Catholic]	26.0%	26.7%	27.4%	28.1%	28.8%	28.9%	29.5%	30.1%	30.4%	30.8%
[P-RC] pp diff	7.4	6.7	6.1	5.3	4.6	4.4	3.7	3.4	3.0	2.4
[P-RC] no. diff	12,257	11,230	10,590	9,426	8,525	7,960	6,570	6,169	5,494	4,285

#### 4.2.4. Community Background and SOC

In 2010, the greatest proportions of both Protestant [27.9%, n=26,973] and Roman Catholic [25.9%, n=21,701] public sector workers were employed in Associate Professional and Technical Occupations (SOC 3) (Table 4.3). The smallest proportions of both groups were employed in Sales and Customer Service Occupations (SOC 7) [0.2% both, n=213 (P)/ 174 (R.C.)]. In 2010, the sectoral distribution of Protestant and Roman Catholic employees was broadly similar across the SOC categories, although some differences are evident. For example, a greater proportion of Protestant workers than Roman Catholic workers were employed in SOC 3 (27.9% vs. 25.9%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 4 (22.5% vs. 21.1%).

<sup>29</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

Between 2009 and 2010, the greatest proportional change in the number of Protestant employees occurred in Professional Occupations (SOC 2) (2.1% increase, n= 201), while the greatest proportional change for their Roman Catholic counterparts occurred in SOC 6 (6.4% increase, n=712). Furthermore, in SOC 5 the number of Roman Catholic employees increased (6.3%, n=87), whilst the number of Protestant employees decreased (1.6%, n=41). Thus, SOC 5 demonstrated the greatest change in community composition during this period, with the Roman Catholic share increasing by [1.8 pp] from [34.9%] in 2009.

Table 4.3: Public Sector (All) Employees by Community Background and SOC in 2010

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1	4,696	4.9	54.4	3,934	4.7	45.6	8,630	4.8
SOC 2	9,929	10.3	51.5	9,354	11.2	48.5	19,283	10.7
SOC 3	26,973	27.9	55.4	21,701	25.9	44.6	48,674	27.0
SOC 4	20,353	21.1	52.0	18,808	22.5	48.0	39,161	21.7
SOC 5	2,550	2.6	63.3	1,476	1.8	36.7	4,026	2.2
SOC 6	12,340	12.8	51.2	11,785	14.1	48.8	24,125	13.4
SOC 7 <sup>30</sup>	213	0.2	55.0	174	0.2	45.0	387	0.2
SOC 8	3,197	3.3	56.7	2,442	2.9	43.3	5,639	3.1
SOC 9	16,273	16.9	53.8	13,964	16.7	46.2	30,237	16.8
<b>Total</b>	<b>96,524</b>	<b>100.0</b>	<b>53.6</b>	<b>83,638</b>	<b>100.0</b>	<b>46.4</b>	<b>180,162</b>	<b>100.0</b>

#### 4.2.5. Sectoral Components of Public Sector

The public sector is categorised into six components/sectors, namely:

- Health
- Education
- District councils
- Civil service
- Security-related
- Other public authorities

Table 4.4: Changes in Sectoral Composition of the Public Sector 2009-2010<sup>31</sup>

Public Sectors	Protestant 2010			Roman Catholic 2010			P % change	RC % change
	N	%	[%]	N	%	[%]	2009-10	2009-10
Health	32,659	33.8	50.0	32,664	39.1	50.0	-5.3	-1.2
Education	18,475	19.1	51.1	17,696	21.2	48.9	0.5	<0.01
District Council	6,662	6.9	58.4	4,754	5.7	41.6	1.7	3.1
Civil Service	18,329	19.0	54.6	15,233	18.2	45.4	-0.6	-0.2
Security	9,803	10.2	77.9	2,780	3.3	22.1	-4.3	4.2
Other Public Authorities	12,097	12.5	53.1	10,704	12.8	46.9	12.1	15.8
<b>All Public Sector</b>	<b>96,524</b>	<b>100.0</b>	<b>53.6</b>	<b>83,638</b>	<b>100.0%</b>	<b>46.4%</b>	<b>-0.9%</b>	<b>1.5%</b>

<sup>30</sup> This SOC category is excluded from any trend analysis, as it represents ≤ 2% of sectoral employment.

<sup>31</sup> Please note that the six public sector components sum to more than the total number of public sector employees, as 1,901 Northern Ireland Prison Service employees are included in both the Civil Service and Security-related sectors.

#### 4.2.5.1. Distribution of Employees in the Public Sector Components

In 2010, the health sector accounted for the majority of both Protestant (33.8%, n=32,659) and Roman Catholic (39.1%, n=32,664) public sector employees (Table 4.4). District Councils accounted for the smallest proportion of Protestant employees (6.9%, n=6,662), while Security accounted for the smallest proportion of Roman Catholic employees (3.3%, n=2,780). A difference of (6.9 pp) was evident between the proportions of Protestants (10.2%, n=9,803) and Roman Catholics (3.3%, n=2,780) employed in the Security sector.

Between 2009 and 2010, there was an increase in the number of Protestants and Roman Catholics employed in Other Public Authorities, and in District Councils (Table 4.4). In both sectors, the proportional increase in the number of Roman Catholic employees was greater than for their Protestant counterparts (15.8% vs. 12.1% Other Public Authorities; 3.1% vs. 1.7% District Councils). In contrast, in the Education sector, the proportional increase in the number of Protestant employees was greater than that for their Roman Catholic counterparts (0.5% vs. <0.01%). Additionally, the numbers of Protestants and Roman Catholics employed in Health and in Civil Service decreased. In both sectors, the proportional decrease in the number of Protestant employees was greater than for their Roman Catholic counterparts (5.3% vs. 1.2% Health; 0.6% vs. 0.2% Civil Service). Differences in the direction of proportional change emerged with regards to Protestant and Roman Catholic employment in the Security sector, as Protestant employment decreased by 4.3% and Roman Catholic employment increased by 4.2%.

#### 4.2.5.2. Community Composition of the Public Sector Components

In 2010, the health sector evidenced the smallest difference [ $<0.01$  pp] in community composition [50.0% vs. 50.0%], while the security sector evidenced the largest difference [77.9% vs. 22.1%] (Table 4.4). Please refer to chapters 5, 6, 7, 8, 9 and 10 for a more detailed examination of the community composition of the public sector components.

### 4.3. The Public Sector Workforce: Full-time Employees

There were 160,620 full-time employees in the public sector in 2010 (Table 4.5), a decrease of 0.6% (n=1,006) from 2009.

#### 4.3.1. Community Background

**In 2010, there were 82,079 [53.7%] Protestant and 70,743 [46.3%] Roman Catholic employees in the full-time public sector workforce** (Table 4.5). Between 2009 and 2010 the number of Protestant full-time employees decreased by 2% (n=1,679), whilst the number of Roman Catholic employees increased by 1% (n=676). Thus, the Roman Catholic share of the full-time public sector workforce increased by [0.8 pp] from [45.5%] in 2009.

Table 4.5: Public Sector Full-time Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>33,342</b>	53.6% [21.8%]	<b>25,261</b>	40.6% [16.5%]	<b>3,569</b>	5.7%	<b>62,172</b>	38.7%
<b>Female</b>	<b>48,737</b>	49.5% [31.9%]	<b>45,482</b>	46.2% [29.8%]	<b>4,229</b>	4.3%	<b>98,448</b>	61.3%
<b>TOTAL</b>	<b>82,079</b>	51.1% [53.7%]	<b>70,743</b>	44.0% [46.3%]	<b>7,798</b>	4.9%	<b>160,620</b>	100.0%

During the period 2001 - 2010, there was a large increase in the number of Roman Catholics employed full-time in the public sector (29.3%, n=16,026) and a small decrease in the number of Protestant employees (0.2%, n=181). Thus, the Roman Catholic share of the full-time public sector workforce increased by [6.4 pp], from [39.9%] in 2001. In this period, the difference between the proportions of Protestants and Roman Catholics employed full-time in the public sector decreased by a total of [12.8 pp] (n=16,207), from [20.2 pp] (n=27,543) in 2001 (Table 4.6).

#### 4.3.2. Sex

**In 2010, the majority of full-time public sector employees were female (61.3%, n=98,448), while almost two-fifths (38.7%, n=62,172) were male** (Table 4.5). Between 2009 and 2010, the decrease in the number of female full-time employees (0.7%, n=666) was greater than for their male counterparts (0.5%, n=340), although proportionally, both were small. Thus, the male / female shares of the full-time public sector workforce remained relatively unchanged (<0.05%) from 2009 figures.

Table 4.6: Trends in Public Sector Full-time Employment by Community Background and by Sex, 2001-2010<sup>32</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
<b>[Protestant]</b>	60.1%	58.9%	58.1%	57.4%	56.7%	56.1%	55.6%	54.7%	54.5%	53.7%
<b>[R. Catholic]</b>	39.9%	41.1%	41.9%	42.6%	43.3%	43.9%	44.4%	45.3%	45.5%	46.3%
<b>[P-RC] pp diff</b>	20.2	17.8	16.2	14.8	13.4	12.2	11.2	9.4	9.0	7.4
<b>[P-RC] no. diff</b>	27,543	24,751	23,181	22,175	20,396	18,415	17,320	14,265	13,691	11,336
<b>Male</b>	44.8%	43.6%	42.8%	42.1%	41.4%	41.2%	40.1%	39.2%	38.7%	38.7%
<b>Female</b>	55.2%	56.4%	57.2%	57.9%	58.6%	58.8%	59.9%	60.8%	61.3%	61.3%
<b>(F-M) pp diff</b>	10.4	12.8	14.4	15.8	17.2	17.6	19.8	21.6	22.6	22.6
<b>(F-M) no. diff</b>	15,093	18,866	21,892	24,801	27,715	28,108	32,128	34,645	36,602	36,276

During the period 2001- 2010, the number of male full-time employees decreased by 4.4% (n=2,891), whilst the number of female employees increased by 22.8% (n=18,292). Thus, the female share of the full-time public sector workforce increased by (6.1 pp) from 55.2% in 2001. In this period, the difference between the proportions of males and females employed full-time in the public sector increased overall by (12.2 pp) (n=21,183), from (10.4 pp) (n=15,093) in 2001 (Table 4.6).

<sup>32</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.



### 4.3.3. Community Background and Sex

In 2010, nearly one-third of full-time public sector employees were female Protestants [31.9%, n=48,737], while less than one-sixth were male Roman Catholics [16.5%, n=25,261] (Table 4.5). Female Roman Catholic representation was [29.8%, n=45,482], while male Protestant representation was [21.8%, n=33,342]. Between 2009 and 2010, the numbers of male Protestant and female Protestant full-time public sector employees decreased, by 1.7% (n=585) and 2.2% (n=1,094) respectively; whilst the numbers of male Roman Catholic and female Roman Catholic employees increased, by 1.2% (n=308) and 0.8% (n=368) respectively. Consequently, the male Roman Catholic share of the full-time public sector workforce increased by [0.3 pp] from [16.2%] in 2009, while the female Roman Catholic share increased by [0.5 pp] from [29.3%].

During the period 2001 - 2010, male Protestants were the only group to show an overall decrease in full-time employment (16.0%, n=6,347). Female Roman Catholics showed the greatest increase in full-time employment (36.0%, n=12,048), while proportionally, male Roman Catholics employees increased (18.7%, n=3,978) more than female Protestant employees (14.5%, n=6,166). Consequently, male Protestant employees were the only group to see a decrease in their share of the full-time public sector workforce, by [7.2 pp] from [29.0%] in 2009. In this period, the difference between the proportions of male Protestants and Roman Catholics employed full-time in the public sector decreased year-on-year, by a total of [8.1 pp] (n=10,325) from [13.4 pp] (n=18,406) (Table 4.7). The difference between the proportions of female Protestants and female Roman Catholic employees also decreased year-on-year, by a total of [4.6 pp] (n=5,882) from [6.7 pp] (n=9,137).

Table 4.7: Trends in Public Sector Full-time Employment by Community Background and Sex, 2001-2010<sup>33</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Protestant Male]	29.0%	27.6%	26.7%	25.9%	25.1%	24.7%	23.9%	22.6%	22.1%	21.8%
[R. Catholic Male]	15.5%	15.7%	15.9%	15.9%	16.0%	16.2%	16.0%	16.2%	16.2%	16.5%
[P-RC] pp diff	13.4	11.9	10.8	10.0	9.1	8.6	7.9	6.4	5.8	5.3
[P-RC] no. diff	18,406	16,522	15,491	14,965	13,952	12,960	12,169	9,736	8,974	8,081
[Protestant Female]	31.1%	31.3%	31.4%	31.5%	31.6%	31.4%	31.7%	32.1%	32.4%	31.9%
[R. Catholic Female]	24.4%	25.4%	26.1%	26.7%	27.3%	27.8%	28.4%	29.1%	29.3%	29.8%
[P-RC] pp diff	6.7	5.9	5.4	4.8	4.2	3.6	3.3	3.0	3.1	2.1
[P-RC] no. diff	9,137	8,229	7,690	7,210	6,444	5,455	5,151	4,529	4,717	3,255

### 4.3.4. Community Background and SOC

In 2010, the greatest proportions of both Protestant [28.7%, n=23,572] and Roman Catholic [26.8%, n=18,939] full-time public sector workers were employed in Associate Professional and Technical Occupations (SOC 3) (Table 4.8). The smallest proportions of both groups were employed in Sales and Customer Service Occupations (SOC 7) [0.2% both, n=174 (P)/ 141 (R.C.)]. In 2010, the sectoral distribution of Protestant

<sup>33</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

and Roman Catholic employees was relatively similar across the SOC categories, although some differences are evident. For example, a greater proportion of Protestant workers than Roman Catholic workers were employed in SOC 3 (28.7% vs. 26.8%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 4 (25.5% vs. 23.6%).

Table 4.8: Public Sector Full-time Employees by Community Background and SOC

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1	4,665	5.7	54.5	3,892	5.5	45.5	8,557	5.6
SOC 2	8,412	10.2	51.3	7,973	11.3	48.7	16,385	10.7
SOC 3	23,572	28.7	55.4	18,939	26.8	44.6	42,511	27.8
SOC 4	19,362	23.6	51.7	18,068	25.5	48.3	37,430	24.5
SOC 5	2,523	3.1	63.6	1,441	2.0	36.4	3,964	2.6
SOC 6	9,704	11.8	50.8	9,407	13.3	49.2	19,111	12.5
SOC 7 <sup>34</sup>	174	0.2	55.2	141	0.2	44.8	315	0.2
SOC 8	3,105	3.8	56.6	2,381	3.4	43.4	5,486	3.6
SOC 9	10,562	12.9	55.4	8,501	12.0	44.6	19,063	12.5
<b>Total</b>	<b>82,079</b>	<b>100.0</b>	<b>53.7</b>	<b>70,743</b>	<b>100.0</b>	<b>46.3</b>	<b>152,822</b>	<b>100.0</b>

Between 2009 and 2010, the greatest proportional change in the number of Protestant employees occurred in Elementary Occupations (SOC 9) (7.5% decrease, n=856), while the greatest proportional change for their Roman Catholic counterparts occurred in SOC 5 (5.8% increase, n=79). Furthermore, in SOC 6 the decrease in the number of Protestant employees (4.8%, n=487) was greater than the increase in their Roman Catholic counterparts (2.9%, n=268). Thus, SOC 6 demonstrated the greatest change in community composition during this period, with the Roman Catholic share increasing by [1.9 pp] from [47.3%] in 2009.

#### 4.4. The Public Sector Workforce: Part-time Employees

There were 29,152 part-time employees in the public sector in 2010 (Table 4.9), an increase of 6.0% (n=1,665) from 2009.

##### 4.4.1. Community Background

In 2010, there were 14,445 [52.8%] Protestant and 12,895 [47.2%] Roman Catholic employees in the part-time public sector workforce (Table 4.9). Between 2009 and 2010, the increase in the number of Protestant part-time employees (5.9%, n=802) was greater than that for their Roman Catholic counterparts (4.8%, n=591). Thus, the Protestant share of the part-time public sector workforce increased by [0.2 pp] from [52.6%] in 2009.

<sup>34</sup> This SOC category is excluded from any trend analysis, as it represents ≤ 2% of sectoral employment.

Table 4.9: Public Sector Part-time Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	3,352	49.7% [12.3%]	2,832	42.0% [10.4%]	563	8.3%	6,747	23.1%
Female	11,093	49.5% [40.6%]	10,063	44.9% [36.8%]	1,249	5.6%	22,405	76.9%
TOTAL	14,445	49.6% [52.8%]	12,895	44.2% [47.2%]	1,812	6.2%	29,152	100.0%

During the period 2001- 2010, the number of Protestant employees decreased (n=1,859) by a greater amount than the number of Roman Catholic employees increased (1,324). However, in proportional terms, the decrease in Protestant part-time employment (11.4%) was equal to the increase in Roman Catholic part-time employment (11.4%). Consequently, the Roman Catholic share of the public sector workforce increased by [5.7 pp] from [41.5%] in 2001. In this period, the difference between the proportions of Protestants and Roman Catholics employed part-time in the public sector decreased overall by [11.4 pp] (n=3,183) from [17.0 pp] (n=4,733) in 2001 (Table 4.10).

#### 4.4.2. Sex

**In 2010, more than three-quarters of part-time public sector employees were female (76.9%, n=22,405), while less than one-quarter (23.1%, n=6,747) were male (Table 4.9).** Between 2009 and 2010, the increase in the number of female part-time employees (7.9%, n=1,640) was greater than for their male counterparts (0.2%, n=15). Thus, the female share of the part-time public sector workforce increased by (1.4 pp) from 75.5% in 2009.

Table 4.10: Trends in Public Sector Part-time Employment by Community Background and by Sex, 2001-2010<sup>35</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Protestant]	58.5%	58.4%	57.8%	55.9%	55.7%	56.6%	54.3%	54.2%	52.6%	52.8%
[R. Catholic]	41.5%	41.6%	42.2%	44.1%	44.3%	43.4%	45.7%	45.8%	47.4%	47.2%
[P-RC] pp diff	17.0	16.8	15.6	11.8	11.4	13.2	8.6	8.4	5.2	5.6
[P-RC] no. diff	4,733	4,856	4,503	3,508	3,632	4,121	2,378	2,332	1,339	1,550
Male	22.2%	23.9%	22.6%	22.2%	22.5%	23.0%	23.3%	23.2%	24.5%	23.1%
Female	77.8%	76.1%	77.4%	77.8%	77.5%	77.0%	76.7%	76.8%	75.5%	76.9%
(F-M) pp diff	55.6	52.2	54.8	55.6	55.0	54.0	53.4	53.6	51.0	53.8
(F-M) no. diff	16,624	15,985	16,653	17,427	18,312	18,040	15,633	15,852	14,033	15,658

During the period 2001-2010, the number of male part-time employees increased by 1.9% (n=127), whilst the number of female employees decreased by 3.6% (n=839). Thus, the male share of the part-time public sector workforce increased slightly by (0.9 pp) from (22.2%) in 2001. In this period, the difference between the proportion of males and female employed in the public sector has remained relatively substantial (Mean diff=16,422, 53.9 pp), but overall has decreased marginally by (1.8 pp) (n=966) from (55.6 pp) (n=16,624) in 2001 (Table 4.10).

<sup>35</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

#### 4.4.3. Community Background and Sex

In 2010, part-time public sector employment was noticeably divided along gender lines, with female Protestants [40.6%, n=11,093] and female Roman Catholics [36.8%, n=10,063] comprising the majority of part-time employees (Table 4.9). Male Protestant [12.3%, n=3,352] and male Roman Catholic [10.4%, n=2,832] employees comprised similarly small proportions of the part-time workforce. Between 2009 and 2010, the numbers of female Protestant and female Roman Catholic part-time public sector employees increased, by 8.3% (n=854) and 6.4% (n=601) respectively; whilst the numbers of male Protestant and male Roman Catholic employees decreased, by 1.5% (n=52) and 0.4% (n=10) respectively. Consequently, female Protestant employees' share of the part-time workforce increased by [1.1 pp] from [39.5%] in 2009 and female Roman Catholic employees' share increased by [0.3 pp] from [36.5%] in 2009.

During the period 2001-2010, the overall numbers of male Protestant and female Protestant part-time public sector employees decreased, by 12.6% (n=484) and 11.0% (n=1,375) respectively. In contrast, the numbers of male Roman Catholic and female Roman Catholic employees increased, by 27.4% (n=609) and 7.6% (n=715) respectively. Thus, the male Roman Catholic share of the part-time public sector workforce increased by [2.4 pp] from [8.0%] in 2001, while the female Roman Catholic share increased [3.3 pp] from [33.5%] in 2001. In this period, the difference between the proportions of male Protestants and Roman Catholics employed part-time in the public sector decreased, by a total of [3.9 pp] (n=1,093) from [5.8 pp] (n=1,613) in 2001 (Table 4.11). The difference between the proportions of female Protestants and Roman Catholic employees fluctuated during this period, but overall decreased by [7.4 pp] (n=2,090) from [11.2 pp] (n=3,120) in 2001.

Table 4.11: Trends in Public Sector Part-time Employment by Community Background and Sex, 2001-2010<sup>36</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Male Protestant]	13.8%	15.0%	13.9%	13.1%	13.6%	14.0%	13.3%	12.6%	13.1%	12.3%
[Male R. Catholic]	8.0%	8.5%	8.3%	8.7%	8.7%	8.8%	9.8%	10.1%	11.0%	10.4%
[P-RC] pp diff	5.8	6.4	5.6	4.4	4.9	5.1	3.5	2.5	2.2	1.9
[P-RC] no. diff	1,613	1,855	1,603	1,292	1,551	1,616	959	692	562	520
[Female Protestant]	44.7%	43.5%	43.9%	42.8%	42.2%	42.6%	41.0%	41.6%	39.5%	40.6%
[Female R. Catholic]	33.5%	33.1%	33.8%	35.4%	35.6%	34.6%	35.9%	35.6%	36.5%	36.8%
[P-RC] pp diff	11.2	10.4	10.1	7.5	6.6	8.0	5.1	5.9	3.0	3.8
[P-RC] no. diff	3,120	3,001	2,900	2,216	2,081	2,505	1,419	1,640	777	1,030

<sup>36</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

#### 4.4.4. Community Background and SOC

In 2010, the greatest proportions of both Protestant (39.5%, n=5,711) and Roman Catholic (42.4%, n=5,463) part-time public sector workers were employed in Elementary Occupations (SOC 9) (Table 4.12). The smallest proportion of Protestant part-time workers were employed in Skilled Trade Occupations (SOC 5) (0.2%, n=27), while the smallest proportion of Roman Catholic workers were employed in Sales and Customer Service Occupations (SOC 7) (0.3%, n=33). In 2010, the distribution of Protestant and Roman Catholic part-time employees was relatively similar across the SOC categories, although notably, both were quite concentrated in SOCs 3 and 9<sup>37</sup>. With regards to differences in sectoral distribution, a greater proportion of Protestant workers than Roman Catholic workers were employed in SOC 3 (23.5% vs. 21.4%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 9 (42.4% vs. 39.5%).

Table 4.12: Public Sector Part-time Employees by Community Background and SOC in 2010

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1 <sup>38</sup>	31	0.2	42.5	42	0.3	57.5	73	0.3
SOC 2	1,517	10.5	52.3	1,381	10.7	47.7	2,898	10.6
SOC 3	3,401	23.5	55.2	2,762	21.4	44.8	6,163	22.5
SOC 4	991	6.9	57.3	740	5.7	42.7	1,731	6.3
SOC 5 <sup>38</sup>	27	0.2	43.5	35	0.3	56.5	62	0.2
SOC 6	2,636	18.2	52.6	2,378	18.4	47.4	5,014	18.3
SOC 7 <sup>38</sup>	39	0.3	54.2	33	0.3	45.8	72	0.3
SOC 8 <sup>38</sup>	92	0.6	60.1	61	0.5	39.9	153	0.6
SOC 9	5,711	39.5	51.1	5,463	42.4	48.9	11,174	40.9
Total	14,445	100.0	52.8	12,895	100.0	47.2	27,340	100.0

Between 2009 and 2010, the greatest proportional change in the number of both Protestant (21.2% increase, n= 461) and Roman Catholic part-time employees (23.0%, n=444) occurred in SOC 6. In SOC 9, the proportional increase in the number of Protestant employees (13.4%, n=676) was three times that of their Roman Catholic counterparts (4.1%, n=215). Thus, during this period SOC 9 demonstrated the greatest change in community composition, with the Protestant share increasing by [2.1 pp] from [49.0%] in 2009.

<sup>37</sup> SOC 3 = Associated Professional & Technical Occupations and SOC 6 = Personal Services Occupations.

<sup>38</sup> This SOC category is excluded from any trend analysis, as it represents ≤ 2% of sectoral employment.

## 4.5 Public Sector Workforce: Applicants, Appointees, Promotees & Leavers

### 4.5.1. Public Sector Workforce: Applicants

There were 161,705 applicants to the public sector in 2010 (Table 4.13), an increase of 13.5% (n=19,274) from 2009.

#### 4.5.1.1. Community Background

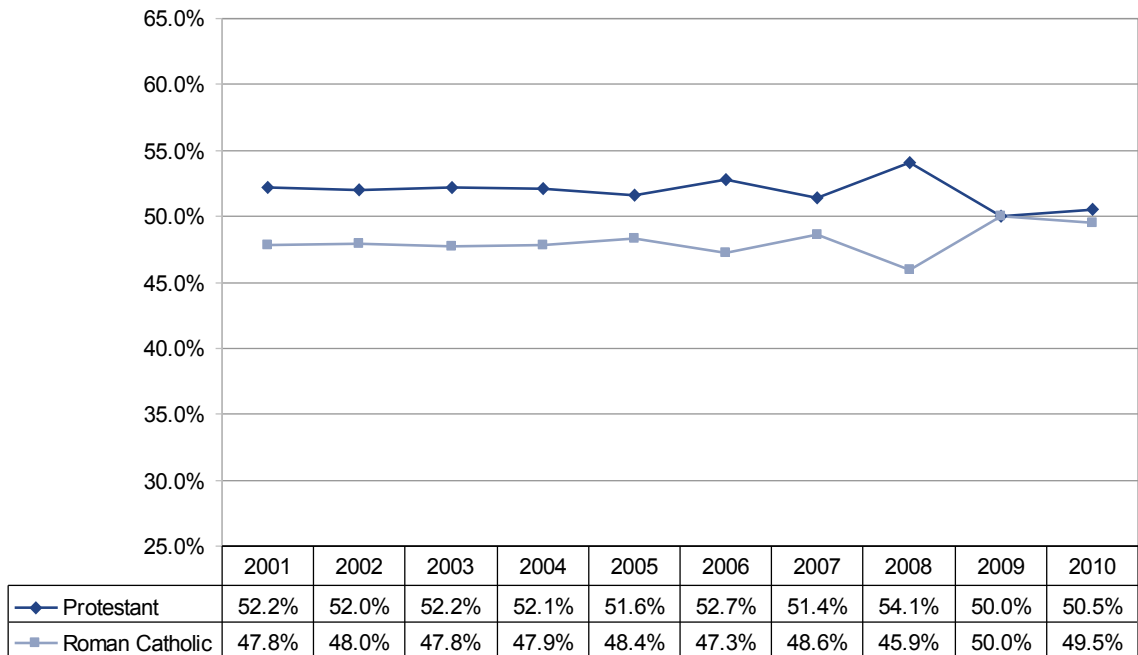
In 2010, there were 74,773 [50.5%] Protestant and 73,350 [49.5%] Roman Catholic applicants to the public sector (Table 4.13). Between 2009 and 2010, the increase in the number of Protestant applicants to the public sector (15.2%, n=9,879) was greater than for their Roman Catholic counterparts (12.9%, n=8,401). Thus, the Protestant share of public sector applicants increased by [0.5 pp] from [50.0%] in 2009.

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>34,828</b>	47.5% [23.5%]	<b>31,674</b>	43.2% [21.4%]	<b>6,752</b>	9.2%	<b>73,254</b>	45.3%
<b>Female</b>	<b>39,945</b>	45.2% [27.0%]	<b>41,676</b>	47.1% [28.1%]	<b>6,830</b>	7.7%	<b>88,451</b>	54.7%
<b>TOTAL</b>	<b>74,773</b>	46.2% [50.5%]	<b>73,350</b>	45.4% [49.5%]	<b>13,582</b>	8.4%	<b>161,705</b>	100.0%

Table 4.13: Public Sector Applicants by Community Background and Sex in 2010

During the period 2001 - 2010, the number of Roman Catholic applicants to the public sector increased by 6.9% (n=4,765), whilst the number of Protestant applicants decreased by less than 1% (0.1%, n=92). Thus, during this period the Roman Catholic share of public sector applicants increased by [1.7 pp] from [47.8%] in 2001. For the majority of this period, year-on-year there were similar numbers of Protestant and Roman Catholic applicants (Chart 4.2).

Chart 4.2: Public Sector Applicants by Community Background, 2001-2010



#### 4.5.1.2. Sex

In 2010, the majority of applicants to the public sector were female (54.7%, n=88,451), while 45.3% (n=73,254) were male (Table 4.13). Between 2009 and 2010, the increase in the number of male applicants to the public sector (18.5%, n=11,459) was greater than that for their female counterparts (9.7%, n=7,815). Thus, the male share of public sector applicants increased by (1.9 pp) from 43.4% in 2009.

During the period 2001-2010, the number of male applicants to the public sector increased by 29.2% (n=16,546), whilst the number of female applicants decreased by 9.6% (n=9,435). Thus, during this period, the male share of public sector applicants increased by (8.6 pp) from 36.7% in 2001.

#### 4.5.2. Public Sector Workforce: Appointees

There were 15,143 appointees to the public sector in 2010, a decrease of 6.7% (n=1,091) from 2009 (Table 4.14).

##### 4.5.2.1. Community Background

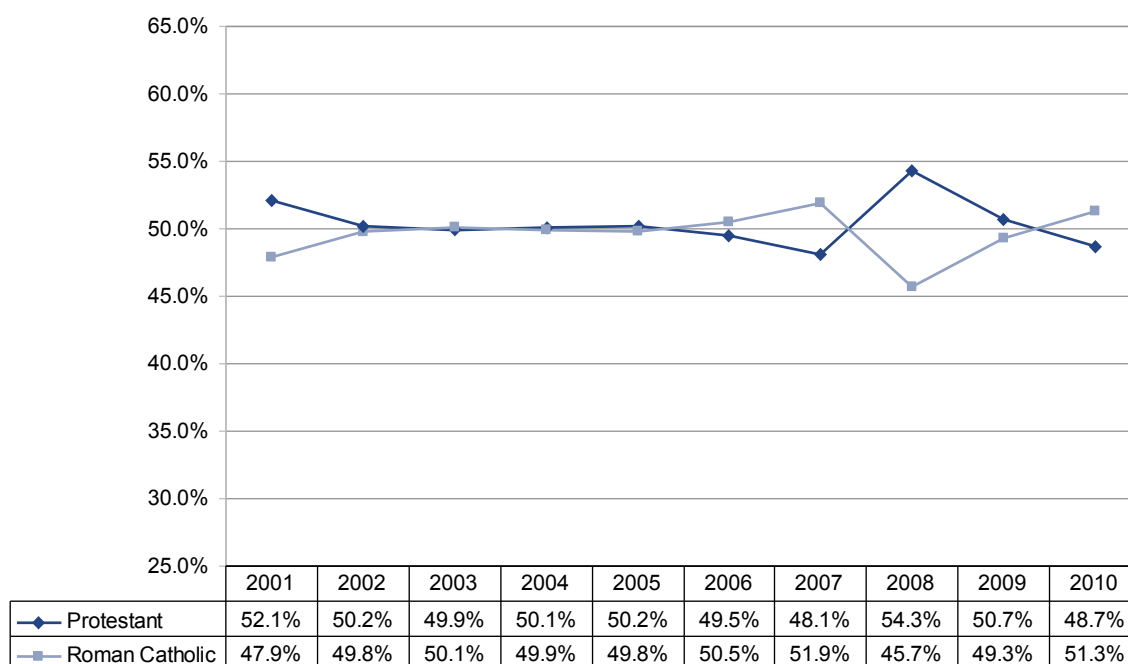
In 2010, there were 6,667 [48.7%] Protestant and 7,009 [51.3%] Roman Catholic appointees to the public sector (Table 4.14). Between 2009 and 2010, the decrease in the number of Protestant appointees to the public sector (11.0%, n=822) was greater than for their Roman Catholic counterparts (3.6%, n=260). Thus, the Roman Catholic share of public sector appointees increased by [2.0 pp] from [49.3%] in 2009.

Table 4.14: Public Sector Appointees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>2,447</b>	44.8% [17.9%]	<b>2,433</b>	44.5% [17.8%]	<b>584</b>	10.7%	<b>5,464</b>	36.1%
<b>Female</b>	<b>4,220</b>	43.6% [30.9%]	<b>4,576</b>	47.3% [33.5%]	<b>883</b>	9.1%	<b>9,679</b>	63.9%
<b>TOTAL</b>	<b>6,667</b>	44.0% [48.7%]	<b>7,009</b>	46.3% [51.3%]	<b>1,467</b>	9.7%	<b>15,143</b>	100.0%

During the period 2001-2010, the number of Protestant public sector appointees decreased (34.2%, n=3,470) by a greater amount than their Roman Catholic counterparts (24.7, n=2,296). Thus, the Roman Catholic share of public sector appointees increased by [3.4 pp] from [47.9] in 2001. For the majority of this period, year-on-year there were similar numbers of Protestant and Roman Catholic appointees (Chart 4.3).

Chart 4.3: Public Sector Appointees by Community Background, 2001-2010



#### 4.5.2.2. Sex

In 2010, nearly two-thirds of appointees to the public sector were female (63.9%, n=9,679), while 36.1% (n=5,464) were male (Table 4.14). Between 2009 and 2010, the decrease in the number of male public sector appointees (9.2%, n=551) was greater than that for their female counterparts (5.3%, n=540). Thus, the female share of public sector appointees increased by (1.0 pp) from 62.9% in 2009.



During the period 2001-2010, the number of female public sector appointees decreased (33.7%, n=4,918) by a greater amount than male appointees (14.7%, n=943). Thus, the male share of public sector appointees increased by (5.6 pp) from 30.5% in 2001.

### 4.5.3. Public Sector Workforce: Promotees

There were 4,138 promotees in the public sector in 2010 (Table 4.15), a decrease of 35% (n=2,230) from 2009.

#### 4.5.3.1. Community Background

**In 2010, there were 2,038 [51.2%] Protestant and 1,944 [48.8%] Roman Catholic promotees in the public sector** (Table 4.15). Between 2009 and 2010, the decrease in the number of Protestant promotees in the public sector (37.0%, n=1,198) was greater than that for their Roman Catholic counterparts (33.4%, n=973). Thus, the Roman Catholic share of public sector promotees increased by [1.4 pp] from [47.4%] in 2009.

Table 4.15: Public Sector Promotees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>861</b>	53.4% [21.6%]	<b>690</b>	42.8% [17.3%]	<b>61</b>	3.8%	<b>1,612</b>	39.0%
<b>Female</b>	<b>1,177</b>	46.6% [29.6%]	<b>1,254</b>	49.6% [31.5%]	<b>95</b>	3.8%	<b>2,526</b>	61.0%
<b>TOTAL</b>	<b>2,038</b>	49.3% [51.2%]	<b>1,944</b>	47.0% [48.8%]	<b>156</b>	3.8%	<b>4,138</b>	100.0%

During the period 2001-2010, the number of Protestant public sector promotees decreased (30.8%, n=909) by a greater amount than their Roman Catholic counterparts (7.2%, n=150). Thus, the Roman Catholic share of public sector promotees increased by [7.3 pp] from [41.5%] in 2001.

#### 4.5.3.2. Sex

**In 2010, three-fifths of promotees to the public sector were female (61.0%, n=2,526), while 39.0% (n=1,612) were male** (Table 4.15). Between 2009 and 2010, the decrease in the number of male promotees in the public sector (44.1%, n=1,272) was greater than that for their female counterparts (27.5%, n=958). Thus, the female share of public sector promotees increased by (6.3 pp) from 54.7% in 2009.

During the period 2001-2010, the number of male public sector promotees decreased (34.0%, n=829) by more than three times that for their female counterparts (9.8%, n=275). Thus, the female share of public sector promotees increased by (7.6 pp) from 53.4% in 2001.

#### 4.5.4. Public Sector Workforce: Leavers

There were 24,227 leavers from the public sector in 2010 (Table 4.16), an increase of 0.4% (n=100) from 2009.

##### 4.5.4.1. Community Background

In 2010, there were 12,559 [57.7%] Protestant and 9,207 [42.3%] Roman Catholic leavers from the public sector (Table 4.16). Between 2009 and 2010, the increase in the number of Protestant public sector leavers (11.5%, n=1,297) was greater than the decrease in the number of Roman Catholic leavers (2.7%, n=255). Thus, the Protestant share of public sector leavers increased by [3.4 pp] from [54.3%] in 2009.

Table 4.16: Public Sector Leavers by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	4,299	51.3% [19.8%]	3,050	36.4% [14.0%]	1,032	12.3%	8,381	34.6%
Female	8,260	52.1% [37.9%]	6,157	38.9% [28.3%]	1,429	9.0%	15,846	65.4%
TOTAL	12,559	51.8% [57.7%]	9,207	38.0% [42.3%]	2,461	10.2%	24,227	100.0%

During the period 2001-2010, the number of Roman Catholic leavers from the public sector decreased (5.0%, n=487), whilst the number of Protestant leavers increased (3.3%, n=407). Thus, the Protestant share of public sector leavers increased by [2.1 pp] from [55.6%] in 2001.

##### 4.5.4.2. Sex

In 2010, nearly two-thirds of leavers from the public sector were female (65.4%, n=15,846), while more than one-third (34.6%, n=8,381) were male (Table 4.16).

Between 2009 and 2010, the number of male leavers decreased by less than 0.01% (n=3), while the number of female leavers increased by 0.7% (n=103). Thus, between 2009 and 2010, the female share of public sector leavers increased by (0.1 pp) from 65.3% in 2009.

During the period 2001-2010, the number of male leavers from the public sector decreased by 6.6% (n=597), whilst the number of female leavers increased by 1.9% (n=294). Thus, the female share of public sector leavers increased by (2.0 pp) from 63.4% in 2001.



## 5. Public Sector – Health

### All Employees

- In 2010, the health sector accounted for 36.6% of all public sector employment.
- The total health sector comprised 69,523 employees, a decrease of 3.6% (n=2,599) from 2009. The composition of the health sector workforce was 32,659 [50.0%] Protestant and 32,664 [50.0%] Roman Catholic.
- Between 2009 and 2010, total Protestant health sector employment decreased by 5.3% (n=1,834), while total Roman Catholic employment decreased by 1.2% (n=401). Thus, overall the Roman Catholic share increased by [1.1 pp].
- In 2010, more than four-fifths (81.3%, n=56,491) of health sector employees were female.

### Full-time Workforce

- In 2010, there were 54,469 full-time employees in the health sector, a decrease of 2.9% (n=1,802) compared with 2009. The composition of the full-time workforce was 27,891 [49.8%] Protestant and 28,063 [50.2%] Roman Catholic.
- Between 2009 and 2010, full-time Protestant employment decreased by 4.4% (n=1,297), while full-time Roman Catholic employment decreased by 0.9% (n=264). Thus, overall the Roman Catholic share of the full-time workforce increased by [0.9 pp].
- In 2010, more than four-fifths (80.6%, n=47,928) of full-time health sector employees were female.

### Part-time Workforce

- In 2010, there were 10,054 part-time employees in the health sector, a decrease of 7.3% (n=797) compared with 2009. The composition of the part-time workforce was 4,768 [50.9%] Protestant and 4,601 [49.1%] Roman Catholic.
- Between 2009 and 2010, part-time Protestant employment decreased by 10.1% (n=537), while part-time Roman Catholic employment decreased by 2.9% (n=137). Thus, overall the Roman Catholic share of the part-time workforce increased by [1.9 pp].
- In 2010, the part-time health sector workforce had a higher proportion of female employees (85.2%, n=8,563) than the full-time workforce.

### Applicants, Appointees, Promotees and Leavers

In 2010, there were:

- 44,835 health sector applicants. The composition was 18,260 [45.2%] Protestant and 22,113 [54.8%] Roman Catholic.
- 7,717 health sector appointees. The composition was 3,242 [47.1%] Protestant and 3,636 [52.9%] Roman Catholic.
- 877 health sector promotees. The composition was 397 [47.3%] Protestant and 442 [52.7%] Roman Catholic.
- 8,256 health sector leavers. The composition was 4,047 [56.0%] Protestant and 3,184 [44.0%] Roman Catholic.

## 5.1 The Health Sector Workforce: Introduction

The purpose of this chapter is to help inform employers and other interested parties about wider compositional trends within the health sector that, alongside information on labour availability, may better inform their own considerations of fair participation in specific employment(s).

In 2010, the health sector accounted for 36.6% of all public sector employment. Between 2009 and 2010, the number of full-time employees in the health sector decreased (n=1,802), as did the number of part-time employees (n=797). Thus, overall the health sector decreased by 2,599 employees. During this period, the number of Roman Catholic employees decreased (n=401) by less than Protestant employees (n=1,834). As a result, Roman Catholic representation increased for the first time since 2007, by [1.1 pp] from [48.9%] in 2009.

Females continue to account for the majority of employees in the health sector. In 2010, more than four-fifths (81.3%, n=56,491) of all those employees in the health sector were female. Furthermore, females accounted for a slightly greater proportion of the part-time workforce (85.2%, n=8,563) than the full-time workforce (80.6%, n=47,928).

## 5.2. The Health Sector Workforce: All Employees

There were 69,523 employees in the health sector in 2010 (Table 5.1), a decrease of 3.6% (n=2,599) from 2009.

### 5.2.1. Community Background

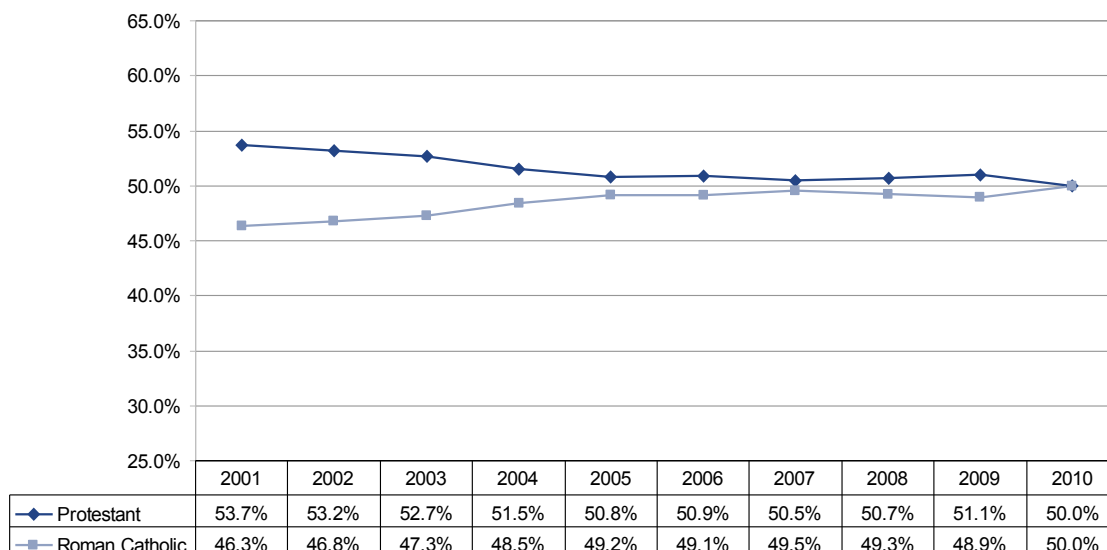
**In 2010, there were 32,659 [50.0%] Protestant and 32,664 [50.0%] Roman Catholic employees in the total health sector workforce** (Table 5.1). Between 2009 and 2010, the number of Protestant health sector employees decreased (5.3%, n=1,834) by a greater amount than their Roman Catholic counterparts (1.2%, n= 401). Thus, the Roman Catholic share of the health sector workforce increased by [1.1 pp] from [48.9%] in 2009.

Table 5.1: Health Sector (All) Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	5,516	42.3% [8.4%]	6,135	47.1% [9.4%]	1,381	10.6%	13,032	18.7%
Female	27,143	48.0% [41.6%]	26,529	47.0% [40.6%]	2,819	5.0%	56,491	81.3%
<b>TOTAL</b>	<b>32,659</b>	47.0% [50.0%]	<b>32,664</b>	47.0% [50.0%]	<b>4,200</b>	6.0%	<b>69,523</b>	100.0%

During the period 2001 - 2010, the increase in the number of Roman Catholic employees (28.8%, n=7,299) was more than twice that for their Protestant counterparts (11.1%, n=3,265). Thus, the Roman Catholic share of the health sector workforce increased by [3.7 pp] from [46.3%] in 2001. In this period, the difference between the proportions of Protestants and Roman Catholics employed in the health sector has remained consistently small [Mean diff=1,792; 3.0 pp], and overall, has decreased by [7.4 pp] (n=4,024) from [7.4 pp] (n=4,029) in 2001 (Chart 5.1).

Chart 5.1: Health Sector (All) Employees by Community Background, 2001 - 2010



### 5.2.2. Sex

**In 2010, more than four-fifths of health sector employees were female (81.3%, n=56,491), while less than one-fifth were male (18.7%, n=13,032) (Table 5.1).** Between 2009 and 2010, the number of male health sector employees decreased (n=1,550), as did the number of female employees (n=1,049). Proportionally, the decrease in the number of male employees (10.6%) was five times greater than for their female counterparts (1.8%). Thus, the female share of the health sector workforce increased slightly by (1.5 pp) from 79.8% in 2009.

During the period 2001 - 2010, the number of female health sector employees increased (n=8,161) by more than three times that of their male (n=2,505) counterparts. However, proportionally, the increase in the number of male employees (23.8%) was greater than for their female counterparts (16.9%). Thus, the male share of the health sector workforce increased by (0.8 pp) from 17.9% in 2001. In this period, the difference between the proportions of males and females employed in the health sector remained substantial (Mean diff=42,056, 63.2 pp) but overall decreased marginally by (1.6 pp) from (64.2 pp) in 2001.<sup>39</sup>

<sup>39</sup> The numerical difference is not displayed, as it increased by 5,565 (from 37,803 in 2001 to 43,459). This can be attributed to the overall increase in the number of Health Sector employees between 2001 and 2010.

### 5.2.3 Community Background and Sex

In 2010, health sector employment was noticeably divided along gender lines, with female Protestant [41.6%, n=27,143] and female Roman Catholics [40.6%, n=26,529] comprising the majority of employees (Table 5.1). Male Protestant [8.4%, n=5,516] and male Roman Catholic [9.4%, n=6,135] employees comprised similarly small proportions of the health sector workforce. Between 2009 and 2010, female Roman Catholics were the only group to show an increase in employment (0.2%, n=60). Proportionally, male Protestant employees decreased by the greatest amount (13.4%, n=854), while female Protestants decreased by 3.5% (n=980) and male Roman Catholics decreased by 7.0% (n=461). Thus, female Roman Catholic employees were the only group to increase their share of the health sector workforce, by [1.4 pp] from [39.2%] in 2009.

During the period 2001-2010, each of the four groups showed an increase in employment. Proportionally, the increases in male Roman Catholic (31.3%, n=1,463) and female Roman Catholic (28.2%, n=5,836) employees were greater than those for male Protestant (17.7%, n=829) and female Protestant (9.9%, n=2,436) employees. Consequently, the male Roman Catholic share of the health sector workforce increased by [0.9 pp] from [8.5%] in 2001, while the female Roman Catholic share increased by [2.8 pp] from [37.8%]. In this period, the difference between the proportion of male Protestant and male Roman Catholic health employees remained consistently small [Mean diff=102, 0.7 pp] (Table 5.2), while the difference between the proportion of female Protestant and female Roman Catholic employees decreased, by [6.3 pp] (n=3,415) from [7.3%] (n=4,029) in 2001.

**Table 5.2: Trends in Health Sector (All) Employment by Community Background and Sex, 2001- 2010<sup>40</sup>**

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Male Protestant]	8.6%	8.4%	8.1%	8.2%	8.1%	8.2%	8.2%	8.4%	9.4%	8.4%
[Male R. Catholic]	8.5%	8.6%	8.6%	9.0%	9.2%	9.2%	9.3%	9.2%	9.8%	9.4%
[P-RC] pp diff	0.1	*0.2	*0.5	*0.8	*1.1	*1.0	*1.1	*0.8	*0.4	*1.0
[P-RC] no. diff	15	96	*285	*508	*647	*628	*699	*578	*226	*619
[Female Protestant]	45.1%	44.8%	44.5%	43.4%	42.7%	42.7%	42.3%	42.3%	41.6%	41.6%
[Female R. Catholic]	37.8%	38.2%	38.7%	39.4%	40.0%	39.9%	40.2%	40.1%	39.2%	40.6%
[P-RC] pp diff	7.3	6.6	5.8	4.0	2.7	2.8	2.1	2.2	2.4	1.0
[P-RC] no. diff	4,029	3,643	3,151	2,391	1,710	1,782	1,329	1,521	1,654	614

### 5.2.4 Community Background and SOC

In 2010, the greatest proportions of both Protestant (31.6%, n=10,308) and Roman Catholic (35.1%, n=11,451) health sector workers were employed in Associate Professional and Technical Occupations (SOC 3) (Table 5.3). The smallest proportions of both groups were employed in Sales and Customer Service Occupations (SOC 7) (<0.01% both, n=≤10 both). The distribution of Protestant and Roman Catholic workers was broadly similar across the SOC categories, although notably, both were very concentrated in SOCs 3, 6 and 9<sup>41</sup>.

<sup>40</sup> See web\*tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

<sup>41</sup> SOC 6 = Personal Service Occupations and SOC 9 = Elementary Occupations.

With regards to differences in sectoral distribution, a greater proportion of Protestant workers than Roman Catholic workers were employed in Elementary Occupations (SOC 9) (17.7% vs. 16.0%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 3 (35.1% vs. 31.6%).

Between 2009 and 2010, the greatest proportional change in the numbers of both Protestant (17.3% decrease, n=265) and Roman Catholic employees (14.4% decrease, n=224) occurred in Managerial and Senior Officials Occupations (SOC1). In SOC 6, the decrease in Protestant employees (7.5%, n=467) was greater than the increase in Roman Catholic employees (3.6%, n=207). Thus, SOC 6 demonstrated the greatest change in community composition, with the Roman Catholic share increasing by [2.9 pp] from [47.8%] in 2009.

Table 5.3: Health Sector (All) Employees by Community Background and SOC in 2010<sup>42</sup>

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1	1,264	3.9%	48.7%	1,334	4.1%	51.3%	2,598	4.0%
SOC 2	4,095	12.5%	50.8%	3,960	12.1%	49.2%	8,055	12.3%
SOC3	10,308	31.6%	47.4%	11,451	35.1%	52.6%	21,759	33.3%
SOC4	4,661	14.3%	52.5%	4,209	12.9%	47.5%	8,870	13.6%
SOC5 <sup>43</sup>	459	1.4%	57.2%	343	1.1%	42.8%	802	1.2%
SOC6	5,768	17.7%	49.3%	5,924	18.1%	50.7%	11,692	17.9%
SOC7 <sup>43</sup>	*	0.0%	*	*	0.0%	*	*	0.0%
SOC8 <sup>43</sup>	328	1.0%	60.4%	215	0.7%	39.6%	543	0.8%
SOC9	5,769	17.7%	52.5%	5,226	16.0%	47.5%	10,995	16.8%
Total	32,659	100.0%	50.0%	32,664	100.0%	50.0%	65,323	100.0%

### 5.3 The Health Sector Workforce: Full-time Employees

There were 59,469 full-time employees in the health sector in 2010 (Table 5.4), a decrease of 2.9% (n=1,802) from 2009.

#### 5.3.1 Community Background

**In 2010, there were 27,891 [49.8%] Protestant and 28,063 [50.2%] Roman Catholic full-time employees in the health sector workforce** (Table 5.4). Between 2009 and 2010, the decrease in the number of Protestant full-time employees (4.4%, n=1,297) was greater than for their Roman Catholic counterparts (0.9%, n=264). Thus, the Roman Catholic share of the full-time health sector workforce increased by [0.9 pp] from [49.3%] in 2009.

During the period 2001-2010, the number of Roman Catholic full-time health sector employees increased (33.3%, n=7,014) by a greater amount than their Protestant counterparts (18.0%, n=4,260). Thus, the Roman Catholics share of the health sector workforce increased by [3.1 pp] from [47.1%] in 2001. In this period, the difference between

<sup>42</sup> \* indicates where a number < 10, # indicates where a number has been removed to disguise a number < 10.

<sup>43</sup> This SOC category is excluded from any trend analysis, as it represents ≤2% of sectoral employment.



the proportions of Protestants and Roman Catholics employed full-time in the health sector decreased, by a total of [5.4 pp] (n=2,680) from [5.8 pp] (n=2,582) in 2001 (Table 5.5).

Table 5.4: Health Sector Full-time Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	4,859	42.1% [8.7%]	5,502	47.7% [9.8%]	1,180	10.2%	11,541	19.4%
Female	23,032	48.1% [41.2%]	22,561	47.1% [40.3%]	2,335	4.9%	47,928	80.6%
TOTAL	27,891	46.9% [49.8%]	28,063	47.2% [50.2%]	3,515	5.9%	59,469	100.0%

### 5.3.2. Sex

**In 2010, more than four-fifths of full-time health sector employees were female (80.6%, n=47,928), while less than one-fifth were male (19.4%, n=11,541) (Table 5.4).**

Between 2009 and 2010, the number of male employees decreased (n=1,315) by a greater amount than their female counterparts (n=487). Proportionally, the decrease in the number of male full-time employees (10.2%) was ten times greater than that of their female counterparts (1.0%). Thus, the female share of the full-time health sector workforce increased by (1.6 pp) from 79.0% in 2009.

Table 5.5: Trends in Health Sector Full-time Employment by Community Background and by Sex in 2001-2010<sup>44</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Protestant]	52.9%	52.6%	52.0%	51.3%	50.9%	50.8%	50.4%	50.5%	50.7%	49.8%
[R. Catholic]	47.1%	47.4%	48.0%	48.7%	49.1%	49.2%	49.6%	49.5%	49.3%	50.2%
[P-RC] pp diff	5.8	5.2	4.0	2.6	1.8	1.6	0.8	1.0	1.4	-0.4
[P-RC] no. diff	2,582	2,339	1,939	1,333	911	891	414	532	861	-172
Male	19.7%	19.5%	19.5%	19.5%	19.5%	19.5%	19.3%	19.5%	21.0%	19.4%
Female	80.3%	80.5%	80.5%	80.5%	80.5%	80.5%	80.7%	80.5%	79.0%	80.6%
(F-M) pp diff	60.6	61.0	61.0	61.0	61.0	61.0	61.4	61.0	58.0	61.2
(F-M) no. diff	29,103	29,830	31,136	32,921	34,152	35,149	36,586	36,445	35,559	36,387

During the period 2001 - 2010, the number of female full-time employees in the health sector increased (24.2%, n=9,344) by a greater amount than their male counterparts (21.7%, n=2,060). Thus, the female share of the full-time health sector workforce increased by (0.3 pp) from 80.3% in 2001. In this period, the difference between the proportions of males and females employed in the health sector remained substantial (Mean diff=33,727, 60.7 pp) (Table 5.5).

<sup>44</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

### 5.3.3. Community Background and Sex

In 2010, female Protestant [41.2%, n=23,032] and female Roman Catholics [40.3%, n=22,561] comprised the majority of full-time health sector employees (Table 5.4). Male Protestant [8.7%, n=4,859] and male Roman Catholic [9.8%, n=5,502] employees comprised similarly small proportions of the full-time health sector workforce. Between 2009 and 2010, female Roman Catholics were the only group to show an increase in full-time employment (0.4%, n=86). Male Protestants showed the greatest decrease in employment (13.6%, n=766), while proportionally, male Roman Catholic employees decreased (6.0%, n=350) more than female Protestant employees (2.3%, n=531). Consequently, the female Protestant share of the full-time health sector workforce increased by [0.2 pp] from [41.0%] in 2009, while the female Roman Catholic share increased by [1.2 pp] from [39.1%] in 2009.

During the period 2001-2010, in proportional terms, the overall increases in male Roman Catholic (29.4%, n=1,249) and female Roman Catholic (34.3%, n=5,765) employment were greater than those for male Protestant (15.8%, n=662) and female Protestant (18.5%, 3,598) employment. Thus, the male Roman Catholic share of the health sector workforce increased by [0.3 pp] from [9.5%] in 2001, while the female Roman Catholic share increased by [2.7 pp] from [37.6%] in 2001. In this period, the difference between the proportion of male Protestant and Roman Catholic health employees remained consistently small [Mean diff=368, 0.7 pp] (Table 5.6), but overall increased marginally by [1 pp] (n=587) from [0.1 pp] (n=56) in 2001. Conversely, the difference between the proportion of female Protestant and Roman Catholic employees decreased, by [5.1 pp] (n=2,167) from [5.9%] (n= 2,638) in 2001.

Table 5.6: Trends in Health Sector Full-time Employment by Community Background and Sex, 2001-2010<sup>45</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Male Protestant]	9.4%	9.3%	9.2%	9.0%	8.9%	8.7%	8.6%	8.7%	9.8%	8.7%
[Male R. Catholic]	9.5%	9.5%	9.6%	9.7%	9.8%	9.7%	9.7%	9.7%	10.2%	9.8%
[P-RC] pp diff	-0.1	-0.2	-0.4	-0.8	-0.9	-1.0	-1.0	-1.0	-0.4	-1.1
[P-RC] no. diff	-56	-99	-172	-390	-463	-530	-560	-543	-227	-643
[Female Protestant]	43.5%	43.3%	42.8%	42.4%	42.0%	42.1%	41.7%	41.8%	41.0%	41.2%
[Female R. Catholic]	37.6%	37.9%	38.4%	39.0%	39.4%	39.4%	40.0%	39.9%	39.1%	40.3%
[P-RC] pp diff	5.9	5.3	4.4	3.4	2.6	2.6	1.8	1.9	1.9	0.8
[P-RC] no. diff	2,638	2,438	2,111	1,723	1,374	1,421	974	1,075	1,088	471

<sup>45</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

### 5.3.4 Community Background and SOC

In 2010, the greatest proportions of both Protestant (33.5%, n=9,098) and Roman Catholic (36.6%, n=10,271) full-time health sector workers were employed in Associate Professional and Technical Occupations (SOC 3) (Table 5.7). The smallest proportions of both groups were employed in Sales and Customer Service Occupations (SOC 7) (<0.01% both, n≤10 both). The distribution of Protestant and Roman Catholic workers was broadly similar, although notably, both were very concentrated in SOCs 3 and 6<sup>46</sup>. With regards to differences in sectoral distribution, a greater proportion of Protestant workers than Roman Catholic workers were employed in Elementary Occupations (SOC 9) (13.6% vs. 12.0%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 3 (36.6% vs. 32.6%).

Table 5.7: Health Sector Full-time Employees by Community Background and SOC in 2010<sup>47</sup>

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC1	1,250	4.5	48.7	1,318	4.7	51.3	2,568	4.6
SOC2	3,668	13.2	50.0	3,674	13.1	50.0	7,342	13.1
SOC3	9,098	32.6	47.0	10,271	36.6	53.0	19,369	34.6
SOC4	4,381	15.7	52.3	3,988	14.2	47.7	8,369	15.0
SOC5 <sup>48</sup>	446	1.6	57.9	324	1.2	42.1	770	1.4
SOC6	4,964	17.8	50.2	4,925	17.5	49.8	9,889	17.7
SOC7 <sup>48</sup>	*	0.0	∅	*	0.0	∅	*	0.0
SOC8 <sup>48</sup>	274	1.0	60.2	181	0.6	39.8	455	0.8
SOC9	3,806	13.6	53.0	3,381	12.0	47.0	7,187	12.8
<b>Total</b>	<b>27,891</b>	<b>100.0</b>	<b>49.8</b>	<b>28,063</b>	<b>100.0</b>	<b>50.2</b>	<b>55,954</b>	<b>100.0</b>

Between 2009 and 2010, the greatest proportional change in the numbers of both Protestant (17.4% decrease, n=264) and Roman Catholic employees (14.7% decrease, n=227) occurred in Managerial and Senior Officials Occupations (SOC1). In SOC 6, the decrease in Protestant employees (6.6%, n=352) was greater than the increase in Roman Catholic employees (3.4%, n=162). Thus, SOC 6 demonstrated the greatest change in community composition, with the Roman Catholic share increasing by [2.5 pp] from [47.3%] in 2009.

## 5.4 The Health Sector Workforce: Part-time Employees

There were 10,054 part-time employees in the health sector in 2010 (Table 5.8), a decrease of 7.3% (n=797) from 2009.

### 5.4.1 Community Background

In 2010, there were 4,768 [50.9%] Protestant and 4,601 [49.1%] Roman Catholic part-time employees in the total health sector workforce (Table 5.8). Between 2009 and 2010, the decrease in the number of part-time Protestant employees (10.1%, n=537) was more than three times that for their Roman Catholic counterparts (2.9%, n=137). Thus, the Roman Catholic share of the part-time health sector workforce increased by [1.9 pp] from [47.2%] in 2009.

<sup>46</sup> SOC 6 = Personal Service Occupations

<sup>47</sup> \* indicates were a number is < 10, # indicates were a number has been removed to disguise a number < 10.

<sup>48</sup> This SOC category is excluded from any trend analysis, as it represents ≤2% of sectoral employment.

During the period 2001 - 2010, the number of part-time Protestant employees decreased by 17.3% (n=995), whilst the number of Roman Catholic employees increased by 6.6% (n=285). Thus, the Roman Catholics share of the health sector workforce increased by [6.3 pp] from [42.8%] in 2001. In this period, the difference between the proportions of Protestants and Roman Catholics employed part-time in the health sector decreased by [12.6 pp] (n=1,280) from [14.4 pp] (n=1,447) in 2001, although some fluctuation was evident between 2006 and 2010 (Table 5.9).

Table 5.8: Health Sector Part-time Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	657	44.1% [7.0%]	633	42.5% [6.8%]	201	13.5%	1,491	14.8%
Female	4,111	48.0% [43.9%]	3,968	46.3% [42.4%]	484	5.7%	8,563	85.2%
TOTAL	4,768	47.4% [50.9%]	4,601	45.8% [49.1%]	685	6.8%	10,054	100.0%

#### 5.4.2. Sex

**In 2010, more than four-fifths of part-time health sector employees were female (85.2%, n=8,563), while less than one-fifth were male (14.8%, n=1,491) (Table 5.8).**

Between 2009 and 2010, the number of female part-time employees decreased (n=562) more than their male counterparts (n=235). However, proportionally, the decrease in the number of part-time male employees (13.6%) was greater than for the female counterparts (6.2%). Thus, the female share of the health sector workforce increased slightly by (1.1pp) from 84.1% in 2009.

Table 5.9: Trends in Health Sector Part-time Employment by Community Background and by Sex, 2001-2010<sup>49</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Protestant]	57.2%	56.2%	55.7%	52.7%	50.7%	51.3%	51.1%	51.9%	52.8%	50.9%
[R. Catholic]	42.8%	43.8%	44.3%	47.3%	49.3%	48.7%	48.9%	48.1%	47.2%	49.1%
[P-RC] pp diff	14.4	12.4	11.4	5.4	1.4	2.6	2.2	3.8	5.6	1.8
[P-RC] no. diff	1,447	1,304	1,212	550	152	263	216	411	567	167
Male	9.7%	10.1%	9.2%	10.7%	12.0%	13.1%	14.3%	14.9%	15.9%	14.8%
Female	90.3%	89.9%	90.8%	89.3%	88.0%	86.9%	85.7%	85.1%	84.1%	85.2%
(F-M) pp diff.	80.6	79.8	81.6	78.6	76.0	73.8	71.4	70.2	68.2	70.4
(F-M) no. diff	8,700	9,016	9,323	8,470	9,262	8,142	7,787	8,125	7,399	7,072

<sup>49</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

During the period 2001-2010, the number of male part-time employees increased by 42.5% (n=445), whilst the number of female part-time employees decreased by 12.1% (n=1,183). Thus, the male share of the part-time health sector workforce increased by (5.1 pp) from 9.7% in 2001. In this period, the difference between the proportions of male and female part-time health sector employees remained substantial (Mean diff=8,330; 75.1 pp), but decreased overall by (10.2 pp) (n=1,628), from (80.6 pp) (n=8,700) in 2001.

### 5.4.3. Community Background and Sex

In 2010, female Protestants [43.9%, n=4,111] and female Roman Catholics [42.4%, n=3,968] comprised more than 85% of part-time health sector employees (Table 5.8). Male Protestant [7.0%, n=657] and male Roman Catholic [6.8%, n=633] employees comprised similarly small proportions of the workforce. Between 2009 and 2010, male Roman Catholic employees showed the greatest proportional decrease in part-time employment (14.9%, n=111), followed by male Protestant (11.8%, n=88) and female Protestant employees (9.8%, n=449). Female Roman Catholics employees showed the smallest decrease in employment (0.7%, n=26). Consequently, female Roman Catholic employees were the only group to increase their share of the part-time health sector workforce, by [2.6 pp] from [39.8%] in 2009.

During the period 2001-2010, only female Protestants showed an overall decrease in part-time employment (22.0%, n=1,162). The overall increases in the number of male Roman Catholic (51.1%, n=214) and male Protestant (34.1%, n=167) part-time employees were greater than that for female Roman Catholic employees (1.8%, n=71). Consequently, the male Protestant share of the part-time health sector workforce increased by [2.1 pp] from [4.9%] in 2009, while the male Roman Catholic share increased by [2.6 pp] from [4.2%]. In this period, the difference between the proportions of male Protestant and Roman Catholic part-time health sector employees remained small [Mean diff=59; 0.5 pp]. The difference between the proportions of female Protestant and Roman Catholic part-time employees decreased, as the mean difference between them [6.6 pp, n=688] was smaller than the 2001 difference [13.6 pp, n=1,376] (Table 5.10).

Table 5.10: Trends in Part-time Health Sector Employment by Community Background and Sex in 2010<sup>50</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
<b>[Male Protestant]</b>	4.9%	4.6%	3.5%	4.2%	4.7%	5.6%	5.9%	6.6%	7.4%	7.0%
<b>[Male R. Catholic]</b>	4.2%	4.5%	4.5%	5.4%	6.3%	6.5%	7.2%	6.9%	7.4%	6.8%
<b>[P-RC] pp diff</b>	0.7	0.1	-1.0	-1.2	-1.6	-0.9	-1.3	-0.3	0.0	0.2
<b>[P-RC] no. diff</b>	71	3	-113	-118	-184	-98	-139	-35	1	24
<b>[Female Protestant]</b>	52.3%	51.6%	52.2%	48.5%	46.0%	45.7%	45.2%	45.3%	45.4%	43.9%
<b>[Female R. Catholic]</b>	38.7%	39.3%	39.8%	41.9%	43.0%	42.2%	41.7%	41.1%	39.8%	42.4%
<b>[P-RC] pp diff</b>	13.6	12.3	12.4	6.6	3.0	3.5	3.5	4.2	5.6	1.5
<b>[P-RC] no. diff</b>	1376	1301	1325	668	336	361	355	446	566	143

<sup>50</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

#### 5.4.4. Community Background and SOC

In 2010, the greatest proportions of both Protestant [41.2%, n=1,963] and Roman Catholic [40.1%, n=1,845] part-time health sector workers were employed in Elementary Occupations (SOC 9) (Table 5.11). The smallest proportions of both Protestant (0.3%, n=13) and Roman Catholic (0.4%, n=19) workers were employed in Skilled Trades Occupations (SOC 5). The distribution of Protestant and Roman Catholic workers was broadly similar, although notably, both were very concentrated in SOCs 3 and 9. With regards to differences in sectoral distribution, a greater proportion of Protestant workers than Roman Catholic workers were employed in Professional Occupations (SOC 2) (9.0% vs. 6.2%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 6 (21.7% vs. 16.9%).

Table 5.11: Health Sector Part-time Employees by Community Background and SOC in 2010<sup>51</sup>

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1 <sup>52</sup>	14	0.3%	46.7%	16	0.3%	53.3%	30	0.3%
SOC 2	427	9.0%	59.9%	286	6.2%	40.1%	713	7.6%
SOC 3	1,210	25.4%	50.6%	1,180	25.6%	49.4%	2,390	25.5%
SOC 4	280	5.9%	55.9%	221	4.8%	44.1%	501	5.3%
SOC 5 <sup>52</sup>	13	0.3%	40.6%	19	0.4%	59.4%	32	0.3%
SOC 6	804	16.9%	44.6%	999	21.7%	55.4%	1,803	19.2%
SOC 7 <sup>52</sup>	*	0.1%	-	*	-	-	*	0.0%
SOC 8 <sup>52</sup>	54	1.1%	61.4%	34	0.7%	38.6%	88	0.9%
SOC 9	1,963	41.2%	51.5%	1,845	40.1%	48.5%	3,808	40.6%
Total	4,768	100.0%	50.9%	4,601	100.0%	49.1%	9,369	100.0%

Between 2009 and 2010, the greatest proportional change in the numbers of Protestant part-time employees occurred in Administrative and Secretarial Occupations (16.7% decrease, n=56), while the greatest change in Roman Catholic employees occurred in Professional Occupations (SOC2) (10.3% decreased, n=33). During this period, the proportion of Protestants employed in SOC 6 decreased (12.5%, n=115), while the proportion of Roman Catholics increased (4.5%, n=45). Thus, SOC 6 demonstrated the greatest change in community composition, with Roman Catholic employees' share increasing by [4.5 pp] from [50.9%] in 2009.

<sup>51</sup> \* indicates were a number is < 10, # indicates were a number has been removed to disguise a number < 10.

<sup>52</sup> This SOC category is excluded from any trend analysis, as it represent ≤2% of sectoral employment.

## 5.5 Health Sector Workforce: Applicants, Appointees, Promotees & Leavers

### 5.5.1. Health Sector Workforce: Applicants

There were 44,835 applicants to the health sector in 2010 (Table 5.12). This represents an increase of 5.4% (n=2,311) from 2009.

#### 5.5.1.1. Community Background

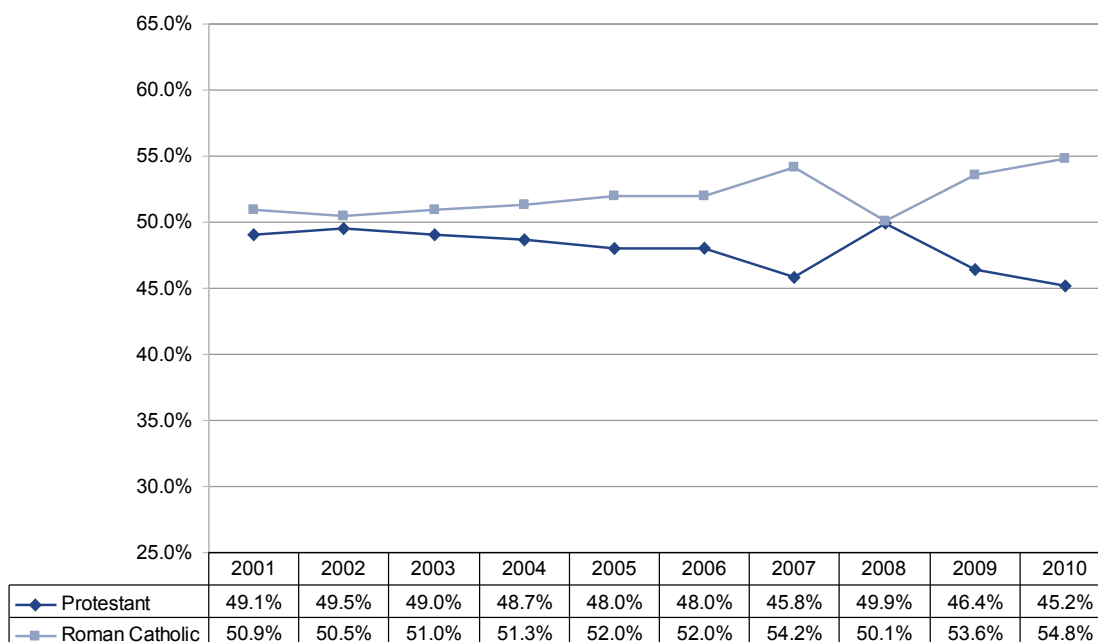
In 2010, there were 18,260 [45.2%] Protestant and 22,113 [54.8%] Roman Catholic applicants to the health sector (Table 5.12). Between 2009 and 2010, the increase in the number of Roman Catholic applicants (10.2%, n=2,046) was, proportionally, nearly twice that of their Protestant counterparts (5.2%, n=908). Thus, the Roman Catholic share of health sector applicants increased by [1.2 pp] from [53.6%] in 2009.

Table 5.12: Health Sector Applicants by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>5,462</b>	39.5% [13.5%]	<b>6,479</b>	46.9% [16.0%]	<b>1,876</b>	13.6%	<b>13,817</b>	30.8%
<b>Female</b>	<b>12,798</b>	41.3% [31.7%]	<b>15,634</b>	50.4% [38.7%]	<b>2,586</b>	8.3%	<b>31,018</b>	69.2%
<b>TOTAL</b>	<b>18,260</b>	40.7% [45.2%]	<b>22,113</b>	49.3% [54.8%]	<b>4,462</b>	10.0%	<b>44,835</b>	100.0%

Between 2001 and 2010, the decrease in the number of Protestant health sector applicants (19.1%, n=4,308) was more than three times that for their Roman Catholic counterparts (5.5%, n=1,286). Thus, the Roman Catholic share of health sector applicants increased by [3.9 pp] from [50.9%] in 2001. Over this period, Roman Catholics have, in general, comprised a greater proportion of applicants when compared to Protestants (Chart 5.2).

Chart 5.2: Health Sector Applicants by Community Background, 2001-2010



### 5.5.1.2. Sex

In 2010, more than two-thirds of applicants to the health sector were female (69.2%, n=31,018), while 30.8% (n=13,817) were male (Table 5.12). Between 2009 and 2010, there was a substantial increase in the number of male applicants to the health sector (20.1%, n=2,310), and little change in the number of female applicants (<0.01%, n=1). Thus, the male share of health sector applicants increased by (3.7 pp) from 27.1% in 2009.

During the period 2001 - 2010, the number of males health sector applicants increased by 10.1% (n=1,264), whilst the number of female applicants decreased by 18.8% (n=7,164).

Thus, the male share of health sector applicants increased by (6.1% pp) from 24.7% in 2001.

### 5.5.2. Health Sector Workforce: Appointees

There were 7,717 appointees to the health sector in 2010 (Table 5.13), an increase of 9.2% (n=650) from 2009.

#### 5.5.2.1. Community Background

In 2010, there were 3,242 [47.1%] Protestant and 3,636 [52.9%] Roman Catholic health sector appointees (Table 5.13). Between 2009 and 2010, the increase in the number of Roman Catholic appointees (12.7%, n=411) was nearly twice that of their Protestant (6.9%, n=208) counterparts. Thus, the Roman Catholic share of health sector appointees increased by [1.4 pp] from [51.5%] in 2009.

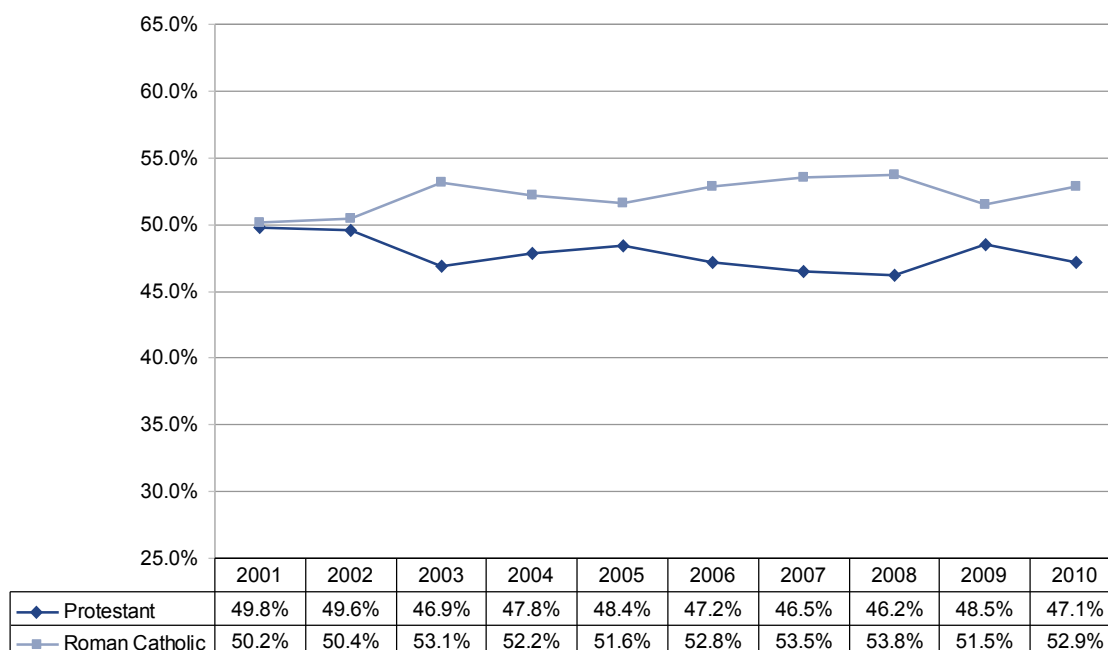


Table 5.13: Health Sector Appointees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	835	41.5% [12.1%]	892	44.4% [13.0%]	283	14.1%	2,010	26.0%
Female	2,407	42.2% [35.0%]	2,744	48.1% [39.9%]	556	9.7%	5,707	74.0%
TOTAL	3,242	42.0% [47.1%]	3,636	47.1% [52.9%]	839	10.9%	7,717	100.0%

Between 2001 and 2010, the number of Protestant health sector appointees decreased (34.6%, n=1,718) by a greater amount than their Roman Catholic counterparts (27.3%, n=1,362). Thus, the Roman Catholic share of health sector appointees increased by [2.7 pp] from [50.2%] in 2001. Over this period, Roman Catholics have consistently comprised a greater proportion of appointees when compared to Protestants (Chart 5.3).

Chart 5.3: Health Sector Appointees by Community Background, 2001-2010



### 5.5.2.2. Sex

In 2010, nearly three-quarters of appointees to the health sector were female (74.0%, n=5,707), while 26.0% (n=2,010) were male (Table 5.13). Between 2009 and 2010, the number of male health sector appointees increased (n=336) by slightly more than female appointees (n=314). However, proportionally, the increase in the number of male appointees (20.1%) was more than three times that of their female counterparts (5.8%). Thus, the male share of health sector appointees increased by (2.3 pp) from 23.7% in 2009.

During the period 2001-2010, the number of female health sector appointees decreased (34.3%, n=2,986) by a much greater amount than their male counterparts (2.2%, n=45). Thus, the male share of health sector appointees increased by (6.9 pp) from 19.1% in 2001.

### 5.5.3. Health Sector Workforce: Promotees

There were 877 promotees in the health sector in 2010 (Table 5.14), an increase of 22.8% (n=163) from 2009.

#### 5.5.3.1. Community Background

In 2010, there were **397 [47.3%] Protestant** and **442 [52.7%] Roman Catholic health sector promotees** (Table 5.14). Between 2009 and 2010, the increase in the number of Roman Catholic promotees (32.3%, n=108) was greater than of their Protestant counterparts (18.5%, n=62). Thus, the Roman Catholic share of health sector promotees increased by [2.8 pp] from [49.9%] in 2009.

Table 5.14: Health Sector Promotees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined <sup>53</sup>		Total	
Male	77	47.0% [9.2%]	78	47.6% [9.3%]	*	5.5%	164	18.7%
Female	320	44.9% [38.1%]	364	51.1% [43.4%]	#	4.1%	713	81.3%
TOTAL	397	45.3% [47.3%]	442	50.4% [52.7%]	38	4.3%	877	100.0%

#### 5.5.3.2. Sex

In 2010, **four-fifths of promotees to the health sector were female (81.3%, n=713), while 18.7% (n=164) were male** (Table 5.14). Between 2009 and 2010, the increase in the number of female promotees in the health sector (44.6%, n=220) was greater than the decrease in male promotees (25.8%, n=57). Thus, the female share of health sector promotees increased by (12.3 pp) from 69.0% in 2009.

<sup>53</sup> \* indicates were a number is < 10, # indicates were a number has been removed to disguise a number < 10.

#### 5.5.4. Health Sector Workforce: Leavers

There were 8,256 leavers from the health sector in 2010 (Table 5.15), a decrease of 1.2% (n=103) from 2009.

##### 5.5.4.1. Community Background

In 2010, there were 4,047 [56.0%] Protestant and 3,184 [44.0%] Roman Catholic leavers from the health sector (Table 5.15). Between 2009 and 2010, there was an increase in the number of Protestant leavers from the health sector (16.0%, n=558), and a decrease in the number of Roman Catholic leavers (13.2%, n=486). Thus, the Protestant share of health sector leavers increased by [7.3 pp] from [48.7%] in 2009.

Table 5.15: Health Sector Leavers by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	933	39.7% [12.9%]	878	37.3% [12.1%]	541	23.0%	2,352	28.5%
Female	3,114	52.7% [43.1%]	2,306	39.1% [31.9%]	484	8.2%	5,904	71.5%
TOTAL	4,047	49.0% [56.0%]	3,184	38.6% [44.0%]	1,025	12.4%	8,256	100.0%

##### 5.5.4.2. Sex

In 2010, nearly three-quarters of leavers from the health sector were female (71.5%, n=5,904), while 28.5% (n=2,352) were male (Table 5.15). Between 2009 and 2010, the decrease in the number of female leavers (n=234) was greater than the increase in male leavers (n=131). However, proportionally, the increase in the number of male leavers (5.9%) was greater than the decrease in female leavers (3.8%). Thus, the male share of health leavers increased by (1.9 pp) from 26.6% in 2009.

## 6. Public Sector - Education

### All Employees

- In 2010, the education sector accounted for 20% of all public sector employment.
- The total education sector comprised 37,977 employees, an increase of 0.8% (n=307) from 2009. The composition of the education sector workforce was 18,475 [51.1%] Protestant and 17,696 [48.9%] Roman Catholic.
- Between 2009 and 2010, total Protestant education sector employment increased by 0.5% (n=98), while total Roman Catholic employment changed very little (<0.1%). Overall, the Protestant share of the education sector workforce increased by [0.2 pp].
- In 2010, more than three-quarters (78.7%, n=29,903) of education sector employees were female.

### Full-time Workforce

- In 2010, there were 23,496 full-time employees in the education sector, a decrease of 7.7% (n=1,955) compared to 2009. The composition of the full-time workforce was 11,500 [50.9%] Protestant and 11,085 [49.1%] Roman Catholic.
- Between 2009 and 2010, full-time Protestant employment decreased by 9.6% (n=1,221), while full-time Roman Catholic employment decreased by 4.8% (n=565). Overall, the Roman Catholic share of the full-time education sector workforce increased by [1.3 pp].
- In 2010, more than three-quarters (77.3%, n=18,174) of full-time education sector employees were female.

### Part-time Workforce

- In 2010, there were 14,481 part-time employees in the public sector, an increase of 18.5% (n=2,262) compared to 2009. The composition of the part-time workforce was 6,975 [51.3%] Protestant and 6,611 [48.7%] Roman Catholic.
- Between 2009 and 2010, part-time Protestant employment increased by 23.3% (n=1,319), while part-time Roman Catholic employment increased by 9.3% (n=563). Overall, the Protestant share of the part-time education sector workforce increased by [3.0 pp].
- In 2010, more than four-fifths of part-time education sector employees were female (81.0%, n=11,729).

### Applicants, Appointees, Promotees and Leavers

In 2010, there were:

- 18,515 education sector applicants. The composition was 7,777 [46.1%] Protestant and 9,088 [53.9%] Roman Catholic.
- 2,065 education sector appointees. The composition was 906 [47.6%] Protestant and 996 [52.4%] Roman Catholic.
- 504 education sector promotees. The composition was 219 [45.9%] Protestant and 258 [54.1%] Roman Catholic
- 6,559 education sector leavers. The composition was 3,028 [52.0%] Protestant and 2,797 [48.0%] Roman Catholic.

## 6.1 The Education Sector Workforce: Introduction

The purpose of this chapter is to help inform employers and other interested parties about wider compositional trends within the education sector that, alongside information on labour availability, may better inform their own considerations of fair participation in specific employment(s).

The education sector was comprised of 13 public authorities, including six regional colleges and five education and library boards. Between 2009 and 2010, the increase in part-time employment in the education sector (n=2,262) was greater than the decrease in full-time employment (n=1,955). Thus, overall the sector increased by 307 employees. During this period, the increase in the number of Protestants in part-time employment (n=1,319) was greater than the decrease in full-time employment (n=1,221). Conversely, the decrease in the number of Roman Catholics in full-time employment (n=565) was greater than the increase in part-time employment (n=563). Thus, the overall number of Protestant employees in the education sector increased (n=98), whilst the number of Roman Catholic employees decreased (n=2), resulting in the Protestant share of the total education sector workforce increased slightly by [0.2 pp] to [51.1%].

Females continue to account for the majority of employees in the education sector. In 2010, more than three-quarters (78.7%, n=29,903) of all employees in the education sector were female. Furthermore, females accounted for greater proportion of the part-time education workforce (81.0%, n=11,729) than the full-time workforce (77.3%, n=18,174).

## 6.2 The Education Sector Workforce: All Employees

There were 37,977 employees in the education sector in 2010 (Table 6.1), an increase of 0.8% (n= 307) from 2009.

### 6.2.1. Community Background

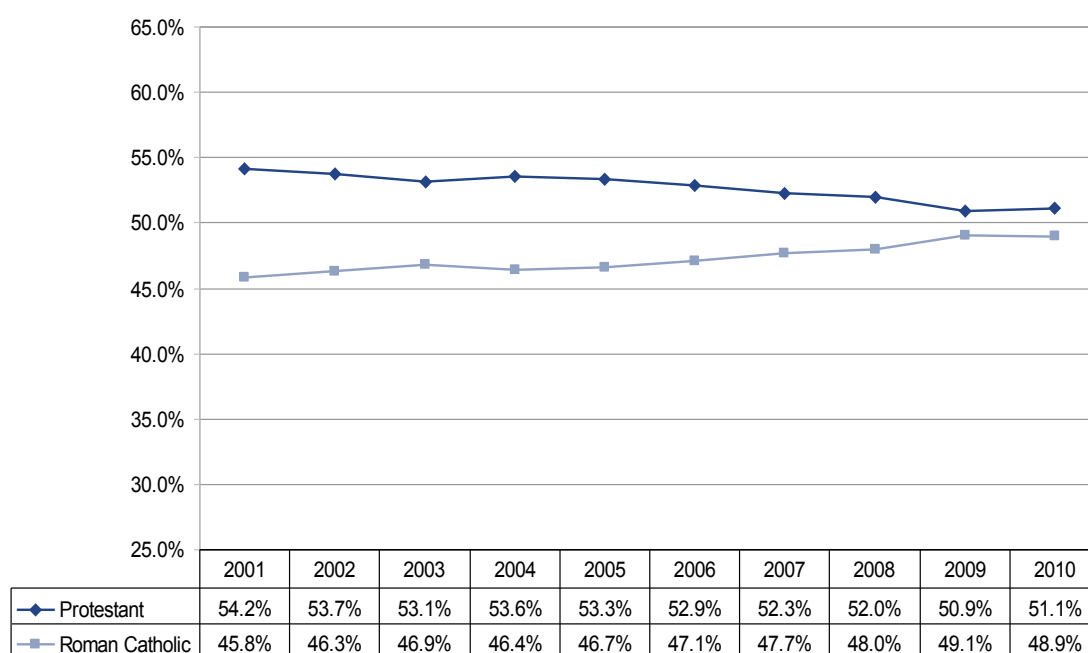
**In 2010, there were 18,475 [51.1%] Protestant and 17,696 [48.9%] Roman Catholic employees in the total education sector workforce** (Table 6.1). Between 2009 and 2010, the increase in the number of Protestant education sector employees was small (0.5%, n=98), as was the decrease in their Roman Catholic counterparts (<0.01%, n=2). Thus, the Protestant share of the education sector workforce increased slightly by [0.2 pp] from [50.9%] in 2009.

Table 6.1: Education Sector (All) Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>3,894</b>	48.2% [10.8%]	<b>3,658</b>	45.3% [10.1%]	<b>522</b>	6.5%	<b>8,074</b>	21.3%
<b>Female</b>	<b>14,581</b>	48.8% [40.3%]	<b>14,038</b>	46.9% [38.8%]	<b>1,284</b>	4.3%	<b>29,903</b>	78.7%
<b>TOTAL</b>	<b>18,475</b>	48.6% [51.1%]	<b>17,696</b>	46.6% [48.9%]	<b>1,806</b>	4.8%	<b>37,977</b>	100.0%

During the period 2001-2010, the overall increase in the number of Roman Catholic employees (24.2%, n=3,450) was more than twice that of their Protestant counterparts (9.7%, n=1,629). Thus, the Roman Catholic share of the education sector workforce increased by [3.1 pp] from [45.8%] in 2001. In this period, the difference between the proportions of Protestants and Roman Catholic education sector employees decreased by a total of [6.2 pp] (n=1,821), from [8.4 pp] (n=2,600) in 2001.

Chart 6.1: Education Sector (All) Employees by Community Background 2001-2010



## 6.2.2. Sex

**In 2010, more than three-quarters of education sector employees were female (78.7%, n=29,903), while less than one-quarter were male (21.3%, n=8,074) (Table 6.1).**

Between 2009 and 2010, the decrease in the number of male employees (0.9%, n=76) was small, as was the increase in their female counterparts (1.3%, n=383). Thus, the female share of the education sector workforce increased slightly by (0.3 pp) from 78.4% in 2009.

Between 2001 and 2010, female education sector employees increased (19.0%, n=4,773) by a greater amount than their male counterparts (2.4%, n=193). Thus, the female share of the education sector workforce increased slightly by (2.6 pp) from 76.1% in 2001. In this period, the difference between the proportions of males and females education sector employees remained substantial (Mean diff=20,269, 55.4 pp). Year-on-year, the difference between the two groups fluctuated, but an overall increase of (5.2 pp, n=4,580) is evident, from (52.2 pp) (n=17,249) in 2001.

### 6.2.3. Community Background and Sex

**In 2010, employment in the education sector was noticeably divided along gender lines, with female Protestants [40.3%, n=14,581] and female Roman Catholics [38.8%, n=14,038] comprising the majority of employees** (Table 6.1). Male Protestant [10.8%,n=3,894] and male Roman Catholics [10.1%, n=3,658] employees comprised similarly small proportions of the workforce. Between 2009 and 2010, the numbers of male Protestant and male Roman Catholic employees decreased, by 1.3% (n=52) and 2.4% (n=90) respectively. Conversely, the numbers of female Protestant and female Roman Catholic employees increased, by 1.0% (n=150) and 0.6% (n=88) respectively. Consequently, the female Protestant share of the education sector workforce increased slightly by [0.3 pp] from [40.0%] in 2009, while the female Roman Catholic share increased by [0.1 pp] from [38.7%].

During the period 2001 - 2010, the numbers of employees in each of the four groups increased, although the overall increase in male Protestant employment was very small (0.2%, n=7). In proportional terms, the overall increase in female Roman Catholic employees (29.5%, n=3,914) was more than twice that for female Protestant employees (12.5%, n=1,622), and four times that for male Roman Catholic employees (7.5%, n=256). Thus, female Roman Catholic employees' were the only group to increase their share of the education sector workforce, by [3.9 pp] from [34.9%] in 2001. In this period, the difference between the proportions of male Protestant and male Roman Catholics education sector employees remained small [Mean diff=453, 1.3 pp] (Table 6.2) and decreased overall by [0.9 pp] (n=249), from [1.6 pp] (n=485) in 2001. The difference between the proportions of female Protestants and Roman Catholics also decreased, as the mean difference between the two groups [4.1 pp, n=1,415] was smaller than the 2001 difference [6.8 pp, n=2,115].

Table 6.2: Trends in Education Sector (All) Employment by Community Background and Sex, 2001-2010<sup>54</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Male Protestant]	12.5%	12.7%	12.2%	12.0%	11.8%	11.8%	11.2%	11.1%	10.9%	10.8%
[Male R. Catholic]	10.9%	11.0%	10.9%	10.2%	10.2%	10.2%	9.8%	10.0%	10.4%	10.1%
[P-RC] pp diff	1.6	1.7	1.3	1.8	1.6	1.6	1.4	1.1	0.5	0.7
[P-RC] no. diff	485	537	419	613	617	555	497	376	198	236
[Female Protestant]	41.7%	41.0%	41.0%	41.6%	41.5%	41.1%	41.1%	40.9%	40.0%	40.3%
[Female R. Catholic]	34.9%	35.2%	36.0%	36.2%	36.5%	36.9%	37.9%	38.0%	38.7%	38.8%
[P-RC] pp diff	6.8	5.8	5.0	5.4	5.0	4.2	3.2	2.9	1.3	1.5
[P-RC] no. diff	2,115	1,856	1,639	1,948	1,879	1,515	1,134	1,043	481	543

#### 6.2.4. Community Background and SOC

In 2010, the greatest proportions of both Protestant [29.3%, n=5,407] and Roman Catholic [28.6%, n=5,062] workers were employed in Elementary Occupations (SOC 9) (Table 6.3). The smallest proportions of both groups were employed in Sales and Customer Service Occupations (SOC 7) [0.3%, n=48 P; 0.1%, n=22 R.C]. The distribution of Protestant and Roman Catholic employees was broadly similar across the SOC categories, although notably, both were very concentrated in SOCs 6 and 9<sup>55</sup>. With regards to differences in sectoral distribution, a greater proportion of Roman Catholic than Protestant workers were employed in Professional Occupations (SOC 2) (14.7% vs. 12.6%).

Table 6.3: Education Sector (All) Employees by Community Background and SOC in 2010

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1	514	2.8	52.4	466	2.6	47.6	980	2.7
SOC 2	2,336	12.6	47.4	2,596	14.7	52.6	4,932	13.6
SOC 3	1,959	10.6	49.2	2,023	11.4	50.8	3,982	11.0
SOC 4	2,127	11.5	52.0	1,963	11.1	48.0	4,090	11.3
SOC 5	549	3.0	56.7	419	2.4	43.3	968	2.7
SOC 6	5,079	27.5	51.5	4,782	27.0	48.5	9,861	27.3
SOC 7 <sup>56</sup>	48	0.3	68.6	22	0.1	31.4	70	0.2
SOC 8	456	2.5	55.7	363	2.1	44.3	819	2.3
SOC 9	5,407	29.3	51.6	5,062	28.6	48.4	10,469	28.9
Total	18,475	100.0	51.1	17,696	100.0	48.9	36,171	100.0

Between 2009 and 2010, the greatest proportional change in the numbers of both Protestant (11.0% increase, n=505) and Roman Catholic employees (11.9% increase, n=508) occurred in SOC 6. In Managerial and Senior Official Occupations (SOC 1), the number of protestant employees decreased slightly (0.6%, n=3), whilst the number of Roman Catholic employees increased slightly (2.6%, n=12). Thus, SOC 1 demonstrated the greatest change in community composition, with the Roman Catholic share increasing by [0.8 pp] from [46.8%] in 2009.

<sup>54</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

<sup>55</sup> SOC 6 = Personal Service Occupations

<sup>56</sup> This SOC category is excluded from any trend analysis, as it represent  $\leq 2\%$  of sectoral employment.



## 6.3 The Education Sector Workforce: Full-time Employees

There were 23,496 full-time employees in the education sector in 2010 (Table 6.4), a decrease of 7.7% (n=1,955) from 2009.

### 6.3.1. Community Background

In 2010, there were 11,500 [50.9%] Protestant and 11,085 [49.1%] Roman Catholic full-time employees in the total education sector workforce (Table 6.4). Between 2009 and 2010, the decrease in the number of Protestant full-time education sector employees (9.6%, n=1,221) was twice that for Roman Catholic employees (4.8%, n=565). Thus, the Roman Catholic share of the education sector workforce increased slightly by [1.3 pp] from [47.8%] in 2009.

Table 6.4: Education Sector Full-time Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	2,649	49.8% [11.7%]	2,398	45.1% [10.6%]	275	5.2%	5,322	22.7%
Female	8,851	48.7% [39.2%]	8,687	47.8% [38.5%]	636	3.5%	18,174	77.3%
TOTAL	11,500	48.9% [50.9%]	11,085	47.2% [49.1%]	911	3.9%	23,496	100.0%

During the period 2001 - 2010, the overall increase in Roman Catholic education sector employees (35.1%, n=2881) was greater than that for Protestant employees (19.7%, n=1,896). Thus, the Roman Catholic share of the education sector workforce increased by [3.0 pp] from [46.1%] in 2001. In this period, the difference between the proportions of Protestant and Roman Catholics full-time education sector employees remained small [Mean diff=1,009, 4.9 pp] and showed an overall decrease, as the mean difference was smaller than the 2001 difference [7.8 pp, n=1,400] (Table 6.5).

### 6.3.2. Sex

In 2010, more than three-quarters of full-time education sector employees were female (77.3%, n=18,174), while less than one-quarter were male (22.7%, n=5,322) (Table 6.4). Between 2009 and 2010, the decrease in the number of female education sector employees (8.7%, n=1,726) was, proportionally, more than twice that of their male counterparts (4.1%, n=229). Thus, the male share of the education sector workforce increased slightly by (0.9 pp) from 21.8% in 2009.

Table 6.5: Trends in Education Sector Full-time Employment by Community Background and by Sex, 2001-2010<sup>57</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
<b>[Protestant]</b>	53.9%	53.4%	52.8%	53.7%	52.8%	51.0%	52.2%	51.6%	52.2%	50.9%
<b>[R. Catholic]</b>	46.1%	46.6%	47.2%	46.3%	47.2%	49.0%	47.8%	48.4%	47.8%	49.1%
<b>[P-RC] pp diff</b>	7.8	6.8	5.6	7.4	5.6	2.0	4.4	3.2	4.4	1.8
<b>[P-RC] no. diff</b>	1,400	1,280	1,108	1,508	1,219	390	959	735	1,071	415
<b>Male</b>	27.5%	26.6%	25.7%	25.1%	24.7%	25.8%	22.5%	22.2%	21.8%	22.7%
<b>Female</b>	72.5%	73.4%	74.3%	74.9%	75.3%	74.2%	77.5%	77.8%	78.2%	77.3%
<b>(F-M) pp diff.</b>	45.0	46.8	48.6	49.8	50.6	48.4	55.0	55.6	56.4	54.6
<b>(F-M) no. diff</b>	8,422	9,057	9,877	10,664	11,357	9,920	12,488	13,286	14,349	12,852

During the period 2001 – 2010, female education sector employees increased (34.0%, n=4,614) by a greater amount than their male counterparts (3.6%, n=184). Thus, the female share of the full-time education sector workforce increased by (4.8 pp) from 72.5% in 2001. In this period, the difference between the proportions of males and females employed full-time in the education sector remained substantial (Mean diff=11,227, 51.1 pp) and showed an overall decrease, as the mean difference was smaller than the 2001 difference (45.0 pp; n=8,422) (Table 6.5).

### 6.3.3. Community Background and Sex

**In 2010, the female Protestants [39.2%, n=8,851] and Roman Catholics [38.5%, n=8,687] comprised the majority of full-time education sector employees** (Table 6.4). Male Protestant [11.7%, n=2,649] and Roman Catholic [10.6%, n=2,398] employees comprised similarly small proportions of the workforce. Between 2009 and 2010, the number of female Protestant full-time employees decreased (11.2%, n=1,119) by a much greater amount than any other group. Female Roman Catholic employees decreased by 5.2%, (n=481), while the decreases in male Protestant (3.7%, n=102) and male Roman Catholic (3.4%, n=84) employees were smaller again. As a result, female Protestant employees were the only group to see a decrease in their share of the full-time workforce, by [1.7 pp] from [40.9 %] in 2009.

During the period 2001 -2010, the number of female Roman Catholic full-time employees increased (46.1%, n=2,740) by a much greater amount than any other group. Female Protestant employees increased by 26.4% (n=1,847), while the increases in male Roman Catholic (6.2%, n=141) and male Protestant (1.9%, n=49) employees were smaller again. Thus, female Roman Catholic employees were the only group to increase their share of the full-time education sector workforce, by [5.1 pp] from [33.4%] in 2001. In this period, the difference between the proportion of male Protestant and male Roman Catholic full-time employees remained small [Mean diff=323, 1.6 pp] (Table 6.6), and decreased overall

<sup>57</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

by [0.8 pp] (n=92), from [1.9 pp] (n=343) in 2001. The difference between the proportions of female Protestant and Roman Catholic employees also decreased, as the mean difference [3.4 pp; n=686] was greater than the 2001 difference [5.9 pp; n=1,057].

Table 6.6: Trends in Education Sector Full-time Employment by Sex Community Background and Sex, 2001-2010<sup>58</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Male Protestant]	14.6%	14.2%	13.5%	13.6%	13.1%	13.6%	12.0%	11.7%	11.3%	11.7%
[Male R. Catholic]	12.7%	12.4%	12.2%	11.4%	11.5%	12.0%	10.4%	10.3%	10.2%	10.6%
[P-RC] pp diff	1.9	1.8	1.3	2.2	1.6	1.6	1.6	1.4	1.1	1.1
[P-RC] no. diff	343	337	265	447	339	308	352	316	269	251
[Female Protestant]	39.3%	39.3%	39.3%	40.1%	39.7%	37.4%	40.2%	39.9%	40.9%	39.2%
[Female R. Catholic]	33.4%	34.2%	35.0%	34.9%	35.7%	37.0%	37.4%	38.1%	37.6%	38.5%
[P-RC] pp diff	5.9	5.1	4.3	5.2	4.0	0.4	2.8	1.8	3.3	0.7
[P-RC] no. diff	1,057	943	843	1,061	880	82	607	419	802	164

#### 6.3.4. Community Background and SOC

In 2010, the greatest proportions of both Protestant (32.7%, n=3,766) and Roman Catholic (33.7%, n=3,740) full-time workers were employed in Personal Services Occupations (SOC 6) (Table 6.7). The smallest proportions of both groups were employed in Sales and Customer Service Occupations (SOC 7) [0.2% P, 0.1% R.C].<sup>59</sup> The distribution of Protestant and Roman Catholic employees was broadly similar across the SOC categories, although notably, both were concentrated in SOCs 4, 6 and 9<sup>60</sup>. With regards to differences in sectoral distribution, a greater proportion of Protestant workers than Roman Catholic workers were employed in SOC 9 (17.0% vs. 15.7%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in Professional Occupations (SOC 2) (14.1% vs. 11.6%).

Table 6.7: Education Sector Full-time Employees by Community Background and SOC in 2010<sup>61</sup>

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1	513	4.5	52.5	464	4.2	47.5	977	4.3
SOC 2	1,333	11.6	46.0	1,564	14.1	54.0	2,897	12.8
SOC 3	1,116	9.7	50.3	1,101	9.9	49.7	2,217	9.8
SOC 4	1,826	15.9	51.7	1,708	15.4	48.3	3,534	15.6
SOC 5	545	4.7	57.1	410	3.7	42.9	955	4.2
SOC 6	3,766	32.7	50.2	3,740	33.7	49.8	7,506	33.2
SOC 7 <sup>62</sup>	#	0.2	-	*	0.1	-	27	0.1
SOC 8	430	3.7	55.0	352	3.2	45.0	782	3.5
SOC 9	1,953	17.0	52.9	1,737	15.7	47.1	3,690	16.3
Total	11,500	100.0	50.9	11,085	100.0	49.1	22,585	100.0

<sup>58</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

<sup>59</sup> Numbers not disclosed for anonymity reasons.

<sup>60</sup> SOC 4 = Administrative & Secretarial Occupations and SOC 9 = Elementary Occupations

<sup>61</sup> \* indicates were a number is < 10, # indicates were a number has been removed to disguise a number < 10.

<sup>62</sup> This SOC category is excluded from any trend analysis, as it represent ≤2% of sectoral employment.

Between 2009 and 2010, the greatest proportional change in the numbers of both Protestant (32.0% decrease, n=918) and Roman Catholic employees (21.7% decrease, n=480) occurred in SOC 9. Thus, as a result of the lesser proportional decrease in the numbers of Roman Catholic employees, SOC 9 demonstrated the greatest change in community composition, with the Roman Catholic share increasing by [3.5 pp] from [43.6%] in 2009.

## 6.4. The Education Sector Workforce: Part-time Employees

There were 14,481 part-time employees in the education sector in 2010 (Table 6.8), an increase of 18.5% (n=2,262) from 2009.

### 6.4.1. Community Background

In 2010, there were 6,975 [51.3%] Protestant and 6,611 [48.7%] Roman Catholic part-time employees in the total education sector workforce (Table 6.8). Between 2009 and 2010, the increase in the number of part-time Protestant employees (23.3%, n=1,319) was more than twice that of their Roman Catholic counterparts (9.3%, n=563). Thus, the Protestant share of the part-time education sector workforce increased by [3.0 pp] from [48.3%] in 2009.

Table 6.8: Education Sector Part-time Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>1,245</b>	45.2% [9.2%]	<b>1,260</b>	45.8% [9.3%]	<b>247</b>	9.0%	<b>2,752</b>	19.0%
<b>Female</b>	<b>5,730</b>	48.9% [42.2%]	<b>5,351</b>	45.6% [39.4%]	<b>648</b>	5.5%	<b>11,729</b>	81.0%
<b>TOTAL</b>	<b>6,975</b>	48.2% [51.3%]	<b>6,611</b>	45.7% [48.7%]	<b>895</b>	6.2%	<b>14,481</b>	100.0%

During the period 2001-2010, the overall increase in Roman Catholic part-time employees (9.4%, n=569) was more than twice that of the decrease in their Protestant counterparts (3.7%, n=267). Thus, the Roman Catholic share of the part-time education workforce increased by [3.2 pp] from [45.5%] in 2001. In this period, the difference between the proportions of Protestant and Roman Catholic part-time employees decreased, as the mean difference [5.9 pp; n=860] was smaller than the 2001 difference [9.0 pp; n=1,200] (Table 6.9).

### 6.4.2. Sex

In 2010, more than four-fifths of part-time education sector employees were female (81.0%, n=11,729), while less than one-fifth were male (19.0%, n=2,752) (Table 6.8).

Between 2009 and 2010, the increase in the number of part-time female employees (21.9%, n=2,109) was, proportionally, more than three times that of their male counterparts (5.9%, n=153). Thus, the female share of the part-time education sector workforce increased by (2.3 pp) from 78.7% in 2009.

Table 6.9: Trends in Education Sector Part-time Employment by Community Background and by Sex, 2001-2010<sup>63</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Protestant]	54.5%	54.1%	53.6%	53.5%	54.1%	55.1%	52.5%	52.6%	48.3%	51.3%
[R. Catholic]	45.5%	45.9%	46.4%	46.5%	45.9%	44.9%	47.5%	47.4%	51.7%	48.7%
[P-RC] pp diff	9.0	8.2	7.2	7.0	8.2	10.2	5.0	5.2	-3.4	2.6
[P-RC] no. diff	1,200	1,113	950	1,053	1,277	1,680	672	684	-392	364
Male	19.2%	20.5%	19.6%	18.8%	18.7%	17.7%	18.8%	19.5%	21.3%	19.0%
Female	80.8%	79.5%	80.4%	81.2%	81.3%	82.3%	81.2%	80.5%	78.7%	81.0%
(F-M) pp diff	61.7	59.0	60.7	62.5	62.7	64.5	62.3	60.9	57.5	62.0
(F-M) no. diff	8,827	8,466	8,505	10,046	10,236	11,228	8,784	8,329	7,021	8,977

During the period 2001 - 2010, the number of part-time female education sector employees increased (1.4%, n=159) by a greater amount than their male counterparts (0.3%, n=9) overall. Thus, the female share of the part-time education workforce increased slightly by (0.2 pp) from 80.8% in 2001. In this period, the difference between the proportions of male and female part-time employees remained substantial (Mean diff=9,042, 61.4 pp). Year-on year, the difference between the two groups fluctuated, and no consistent upwards or downwards trend is evident (Table 6.9).

#### 6.4.3. Community Background and Sex

In 2010, female Protestants [42.2%, n=5,730] and Roman Catholics [39.4%, n=5,351] comprised more than 80% of the part-time education sector employees (Table 6.8). Male Protestant [9.2%, n=1,245] and Roman Catholic employees [9.3%, n=1,260] comprised similarly small proportions of the part-time workforce. Between 2009 and 2010, male Roman Catholic employees were the only group to show a decrease in part-time employment (0.5%, n=6). Female Protestant employees showed the greatest increase in part-time employment (28.4%, n=1,269), while the increases in female Roman Catholic employees (11.9%, n=569) and male Protestant employees (4.2%, n=50) were smaller again. Thus, female Protestant employees were the only group to increase their share of employment, by [4.1 pp] from [38.1%] in 2009.

During the period 2001 - 2010, the overall increases in the numbers of male Roman Catholic (10.0%, n=115) and female Roman Catholic (9.3%, n=454) part-time education sector employees were, proportionally, greater than the decreases in male Protestant (3.3%, n=42) and female Protestant (3.8%, n=225) employees. As a result, the male Roman Catholic share of the education sector workforce increased by [0.7 pp] from [8.6%] in 2001, while the female Roman Catholic share increased by [2.5 pp] from [36.9%] in 2001. In this period, the difference between the proportions of male Protestant and male Roman Catholics part-time employees remained small [Mean diff=131, 0.9 pp], while a

<sup>63</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

larger difference existed between female Protestant and female Roman Catholic part-time employees [Mean diff=730, 5.1 pp] (Table 6.10).

Table 6.10: Trends in Education Sector Part-time Employment by Community Background and Sex, 2001-2010<sup>64</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Male Protestant]	9.7%	10.7%	10.2%	9.8%	10.1%	9.6%	9.9%	10.0%	10.2%	9.2%
[Male R. Catholic]	8.6%	9.2%	9.0%	8.7%	8.3%	8.0%	8.8%	9.5%	10.8%	9.3%
[P-RC] pp diff	1.1	1.5	1.2	1.1	1.8	1.6	1.1	0.5	-0.6	-0.1
[P-RC] no. diff	142	200	154	166	278	247	145	60	-71	-15
[Female Protestant]	44.8%	43.4%	43.4%	43.7%	44.0%	45.6%	42.6%	42.7%	38.1%	42.2%
[Female R. Catholic]	36.9%	36.7%	37.4%	37.8%	37.6%	36.8%	38.6%	37.9%	40.9%	39.4%
[P-RC] pp diff	7.9	6.7	6.0	5.9	6.4	8.8	4.0	4.8	-2.8	2.8
[P-RC] no. diff	1,058	913	796	887	999	1,433	527	624	-321	379

#### 6.4.4. Community Background and SOC

In 2010, the greatest proportions of both Protestant (49.5%, n=3,454) and Roman Catholic (50.3%, n=3,325) part-time workers were employed in Elementary Occupations (SOC 9) (Table 6.11). The smallest proportions of both groups were employed in Managerial and Senior Official Occupations (SOC 1) (<0.01%, n≤10 both)<sup>65</sup>. In 2010, the distribution of Protestant and Roman Catholic part-time employees was broadly similar, although notably, both were very concentrated in SOC 9. With regards to differences in sectoral distribution, a greater proportion of Protestant workers than Roman Catholic workers were employed in Personal Service Occupations (SOC 6) (18.8% vs. 15.8%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in Associate Professional and Technical Occupations (SOC 3) (13.9% vs. 12.1%).

Table 6.11: Education Sector Part-time Employees by Community Background and SOC in 2010<sup>66</sup>

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1 <sup>67</sup>	*	0.0%	-	*	0.0%	-	*	0.0%
SOC 2	1,003	14.4%	49.3%	1,032	15.6%	50.7%	2,035	15.0%
SOC 3	843	12.1%	47.8%	922	13.9%	52.2%	1,765	13.0%
SOC 4	301	4.3%	54.1%	255	3.9%	45.9%	556	4.1%
SOC 5 <sup>67</sup>	*	0.1%	-	*	0.1%	-	13	0.1%
SOC 6	1,313	18.8%	55.8%	1,042	15.8%	44.2%	2,355	17.3%
SOC 7 <sup>67</sup>	30	0.4%	69.8%	13	0.2%	30.2%	43	0.3%
SOC 8 <sup>67</sup>	26	0.4%	70.3%	11	0.2%	29.7%	37	0.3%
SOC 9	3,454	49.5%	51.0%	3,325	50.3%	49.0%	6,779	49.9%
Total	6,975	100.0%	51.3%	6,611	100.0%	48.7%	13,586	100.0%

<sup>64</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

<sup>65</sup> Number not disclosed for anonymity reasons.

<sup>66</sup> \* indicates were a number is < 10, # indicates were a number has been removed to disguise a number < 10.

<sup>67</sup> This SOC category is excluded from any trend analysis, as it represent ≤2% of sectoral employment.

Between 2009 and 2010, the greatest proportional change in the numbers of both Protestant (73.0% increase, n=554) and Roman Catholic employees (57.6% increase, n=381) occurred in SOC 6. In SOC 9, the proportional increase for Protestant employees (33.2%, n=860) was greater than that for Roman Catholics (10.8%, n=324). Thus, SOC 9 demonstrated the greatest change in community composition, with the Protestant share increasing by [4.6 pp] from [46.4%] in 2009.

## 6.5. Education Sector Workforce: Applicants, Appointees, Promotees & Leavers

### 6.5.1. Education Sector Workforce: Applicants

There were 18,515 applicants to the education sector in 2010 (Table 6.12). This represents an increase of 3.4% (n=609) from 2009.

#### 6.5.1.1. Community Background

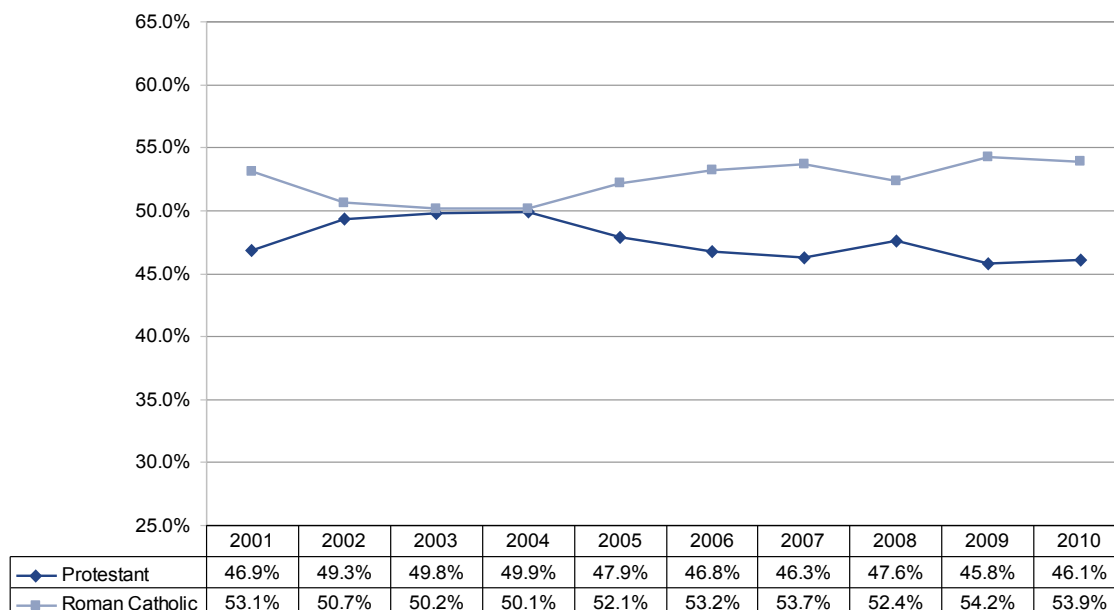
In 2010, there were 7,777 [46.1%] Protestant and 9,088 [53.9%] Roman Catholic applicants to the public sector (Table 6.12). Between 2009 and 2010, the increase in the number of Protestant education sector applicants (2.6%, n=199), while small, was greater than that for their Roman Catholic counterparts (1.2%, n=108). Thus, the Protestant share of education sector applicants increased slightly by [0.3 pp] from [45.8%] in 2009.

Table 6.12: Education Sector Applicants by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	2,521	42.6% [14.9%]	2,793	47.2% [16.6%]	607	10.3%	5,921	32.0%
Female	5,256	41.7% [31.2%]	6,295	50.0% [37.3%]	1,043	8.3%	12,594	68.0%
TOTAL	7,777	42.0% [46.1%]	9,088	49.1% [53.9%]	1,650	8.9%	18,515	100.0%

During the period 2001-2010, the number of Protestant education sector applicants decreased (25.7%, n=2,686) slightly more than their Roman Catholic counterparts (23.4%, n=2,779). Thus, the Roman Catholic share of education sector applicants increased slightly by [0.8 pp] from [53.1%] in 2001. Over this period Roman Catholics have consistently accounted for a greater proportion of applicants, when compared to Protestant applicants (Chart 6.2).

Chart 6.2: Education Sector Applicants by Community Background, 2001-2010



### 6.5.1.2. Sex

In 2010, more than two-thirds of education sector applicants were female (68.0%, n=12,594), while 32.0% (n=5,921) were male (Table 6.12). Between 2009 and 2010, the increase in the number of male education sector applicants (27.1%, n=1,261) was far greater than the decrease for female applicants (4.9%, n=652). Thus, the male share of education sector applicants increased by (6.0 pp) from 26.0% in 2009.

During the period 2001 - 2010, the overall decrease in the number of female education sector applicants (29.7%, n=5,324) was far greater than that for their male counterparts (2.8%, n=168). Thus, the male share of education sector applicants increased by (6.6 pp) from 25.4% in 2001.

### 6.5.2. Education Sector Workforce: Appointees

There were 2,065 appointees to the education sector in 2010 (Table 6.13), a decrease of 6.6% (n=145) from 2009.

#### 6.5.2.1. Community Background

In 2010, there were 906 [47.6%] Protestant and 996 [52.4%] Roman Catholic education sector appointees (Table 6.13). Between 2009 and 2010, the decrease in the number of Protestant appointees (8.0%, n=79) was nearly twice that of their Roman Catholic (4.1%, n=43) counterparts. Thus, the Roman Catholic share of education sector appointees increased slightly by [1.1 pp] from [51.3%] in 2009.

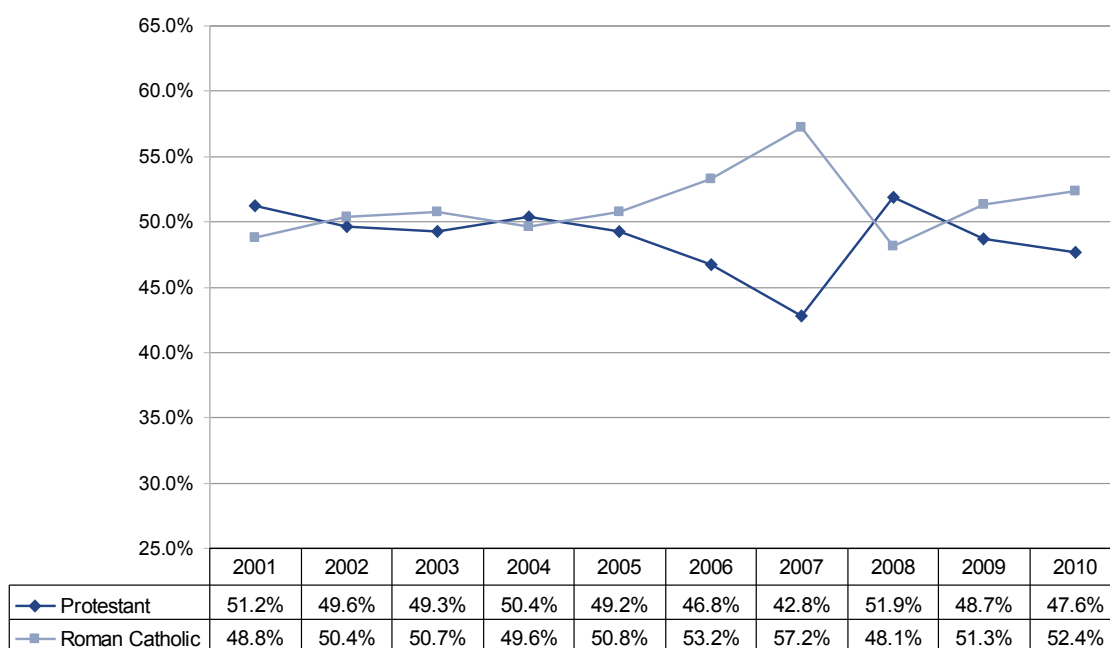


Table 6.13: Education Sector Appointees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	241	45.6% [12.7%]	243	46.0% [12.8%]	44	8.3%	528	25.6%
Female	665	43.3% [35.0%]	753	49.0% [39.6%]	119	7.7%	1,537	74.4%
TOTAL	906	43.9% [47.6%]	996	48.2% [52.4%]	163	7.9%	2,065	100.0%

During the period 2001-2010, the overall decrease in the number of Protestant appointees (46.3%, n=782) was greater than that for their Roman Catholic counterparts (38.0%, n=611). Thus, the Roman Catholic share of education sector appointees increased by [3.6 pp] from [48.8%] in 2001. Over this period, the trend in education sector evidenced a reversal several times, with a greater number of Protestant applicants in some years, and Roman Catholic applicants in others (Chart 6.3).

Chart 6.3: Education Sector Appointees by Community Background, 2001-2010



### 6.5.2.2. Sex

In 2010, nearly three-quarters of appointees to the education sector were female (74.4%, n=1,537), while 25.6% (n=528) were male (Table 6.13). Between 2009 and 2010, the decrease in the number of female education sector appointees (10.0%, n=171) was greater than the increase in male appointees (5.2%, n=26). Thus, the male share of education sector appointees increased by (2.9 pp) from 22.7% in 2009.

During the period 2001 - 2010, the overall decrease in the number of female education sector appointees (n=1,059) was greater than that of their male counterparts (n=377). However, proportionally, the decrease in male appointees (41.7%) was greater than that for female appointees (40.8%). Thus, the female share of appointees increased slightly by (0.2 pp) from (74.2%) in 2001.

### 6.5.3. Education Sector Workforce: Promotees

There were 504 promotees in the education sector in 2010 (Table 6.14), a decrease of 8.4% (n=46) from 2009.

#### 6.5.3.1. Community Background

**In 2010, there were 219 [45.9%] Protestant and 258 [54.1%] Roman Catholic education sector promotees** (Table 6.14). Between 2009 and 2010, the number of Protestant education sector promotees decreased (14.5%, n=37) by more than their Roman Catholic counterparts (3.7%, n=10). Thus, the Roman Catholic share of education sector promotees increased by [3.0 pp] from [51.1%] in 2009.

Table 6.14: Education Sector Promotees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined <sup>68</sup>		Total	
<b>Male</b>	<b>59</b>	48.4% [12.4%]	<b>55</b>	45.1% [11.5%]	*	6.6%	<b>122</b>	24.2%
<b>Female</b>	<b>160</b>	41.9% [33.5%]	<b>203</b>	53.1% [42.6%]	#	5.0%	<b>382</b>	75.8%
<b>TOTAL</b>	<b>219</b>	43.5% [45.9%]	<b>258</b>	51.2% [54.1%]	<b>27</b>	5.4%	<b>504</b>	100.0%

#### 6.5.3.2. Sex

**In 2010, three-quarters of promotees in the education sector were female (75.8%, n=382), while 24.2% (n=122) were male** (Table 6.14). Between 2009 and 2010, the decrease in the number of female education sector promotees (9.7%, n=41) was greater than that for their male counterparts (3.9%, n=5). Thus, the male share of education sector promotees increased by (1.1 pp) from 23.1% in 2009.

<sup>68</sup> \* indicates were a number is < 10, # indicates were a number has been removed to disguise a number < 10.

#### 6.5.4. Education Sector Workforce: Leavers

There were 6,559 leavers from the education sector in 2010 (Table 6.15), a decrease of 5.8% (n=403) from 2009.

##### 6.5.4.1. Community Background

In 2010, there were 3,028 [52.0%] Protestant and 2,797 [48.0%] Roman Catholic education sector leavers (Table 6.15). Between 2009 and 2010, the increase in the number of Protestant education sector leavers (20.8%, n=522) was greater than the decrease in their Roman Catholic counterparts (3.2%, n=93). Thus, the Protestant share of education sector leavers increased by [5.6 pp] from [46.4%] in 2009.

Table 6.15: Education Sector Leavers by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>588</b>	45.2% [10.1%]	<b>552</b>	42.5% [9.5%]	<b>160</b>	12.3%	<b>1,300</b>	19.8%
<b>Female</b>	<b>2,440</b>	46.4% [41.9%]	<b>2,245</b>	42.7% [38.5%]	<b>574</b>	10.9%	<b>5,259</b>	80.2%
<b>TOTAL</b>	<b>3,028</b>	46.2% [52.0%]	<b>2,797</b>	42.6% [48.0%]	<b>734</b>	11.2%	<b>6,559</b>	100.0%

##### 6.5.4.2. Sex

In 2010, four-fifths of leavers from the education sector were female (80.2%, n=5,259), while 19.8% (n=1,300) were male (Table 6.15). Between 2009 and 2010, the decrease in the number of female education sector leavers (7.4%, n=418) was greater than the increase in male leavers (1.2%, n=15). Thus, the male share of education sector leavers increased by (1.3 pp) from 18.5% in 2009.

## 7. Public Sector - District Councils

### All Employees

- In 2010, the district councils accounted for 6.3% of all public sector employment.
- The district councils comprised 11,917 employees, an increase of 2.5% (n=296) from 2009. The composition of the district council workforce was 6,662 [58.4%] Protestant and 4,754 [41.6%] Roman Catholic.
- Between 2009 and 2010, total Protestant district council employment increased by 1.7% (n=113), while total Roman Catholic employment increased by 3.1% (n=141). Thus, overall the Roman Catholic share of the district council workforce increased by [0.3 pp].
- In 2010, the majority of district council employees were male (58.6%, n=6,983).

### Full-time Workforce

- There were 10,274 full-time employees in the district councils, an increase of 1.3% (n=133) from 2009. The composition of the full-time workforce was 5,730 [58.2%] Protestant and 4,113 [41.8%] Roman Catholic.
- Between 2009 and 2010, full-time Protestant district council employment increased by 0.5% (n=29), while full-time Roman Catholic employment increased by 1.8% (n=74). Thus, overall the Roman Catholic share of the full-time district council workforce increased by [0.3 pp].
- In 2010, three-fifths of full-time district council employees were male (60.9%, n=6,241).

### Part-time Workforce

- There were 1,670 part-time employees in the district councils, an increase of 10.8% (n=163) from 2009. The composition of the part-time workforce was 932 [59.2%] Protestant and 641 [40.8%] Roman Catholic.
- Between 2009 and 2010, part-time Protestant district council employment increased by 9.9% (n=84), while part-time Roman Catholic employment increased by 11.7% (n=67). Thus, overall the Roman Catholic share of the part-time district council workforce increased by [0.4 pp].
- In 2010, the majority of part-time district council employees were female (55.6%, n=928).

### Applicants, Appointees, Promotees and Leavers

In 2010, there were:

- 23,903 district council applicants. The composition was 11,974 [54.2%] Protestant and 10,137 [45.8%] Roman Catholic.
- 1,299 district council appointees. The composition was 630 [52.0%] Protestant and 581 [48.0%] Roman Catholic.
- 118 district council promotees. The composition was 57 [49.6%] Protestant and 58 [50.4%] Roman Catholic.
- 1,366 district council leavers. The composition was 739 [57.9%] Protestant and 538 [42.1%] Roman Catholic.

## 7.1. The District Councils Workforce: Introduction

The purpose of this chapter is to help inform employers and other interested parties about wider compositional trends within the district councils that, alongside information on labour availability, may better inform their own considerations of fair participation in specific employment(s).

In 2010, the district council sector<sup>69</sup> comprised 6.3% (n=11,917) of the total public sector workforce. The full-time workforce accounted for 86.0% (n=10,247) of all district council employees. Between 2009 and 2010, both the full-time and part-time workforces increased in numbers, by 133 and 163 employees respectively. Thus, overall the sector increased by 296 employees. The increase in the number of Roman Catholic full-time employees (n=74) was greater than that for Protestant employees (n=29). Conversely, the increase in the number of Protestant part-time employees (n=84) was greater than that for Roman Catholic employees (n=67). Thus, the overall increase in the number of Roman Catholic employees (n=141) was greater than that for Protestant employees (n=113), resulting in the Roman Catholic share of the district council workforce increasing by [0.3 pp] to [41.6%] in 2010.

Males continue to account for the majority of employees in district councils. In 2010, nearly three-fifths (58.6%, n=6,983) of all those employees in district councils were male. Furthermore, males accounted for the majority of the full-time workforce (60.9%, n=6,241), but a minority of the part-time workforce (44.4%, n=742).

## 7.2. The District Councils Workforce: All Employees

There were 11,917 employees in district councils in 2010 (Table 7.1), an increase of 2.5% (n=296) from 2009.

### 7.2.1. Community Background

**In 2010, there were 6,662 [58.4%] Protestant and 4,754 [41.6%] Roman Catholic employees in the total district council workforce** (Table 7.1). Between 2009 and 2010, the increase in the number of Roman Catholic district council employees (3.1%, n=141) was greater than that of their Protestant counterparts (1.7%, n=113). Thus, the Roman Catholic share of the district council workforce increased slightly by [0.3 pp] from [41.3%] in 2009.

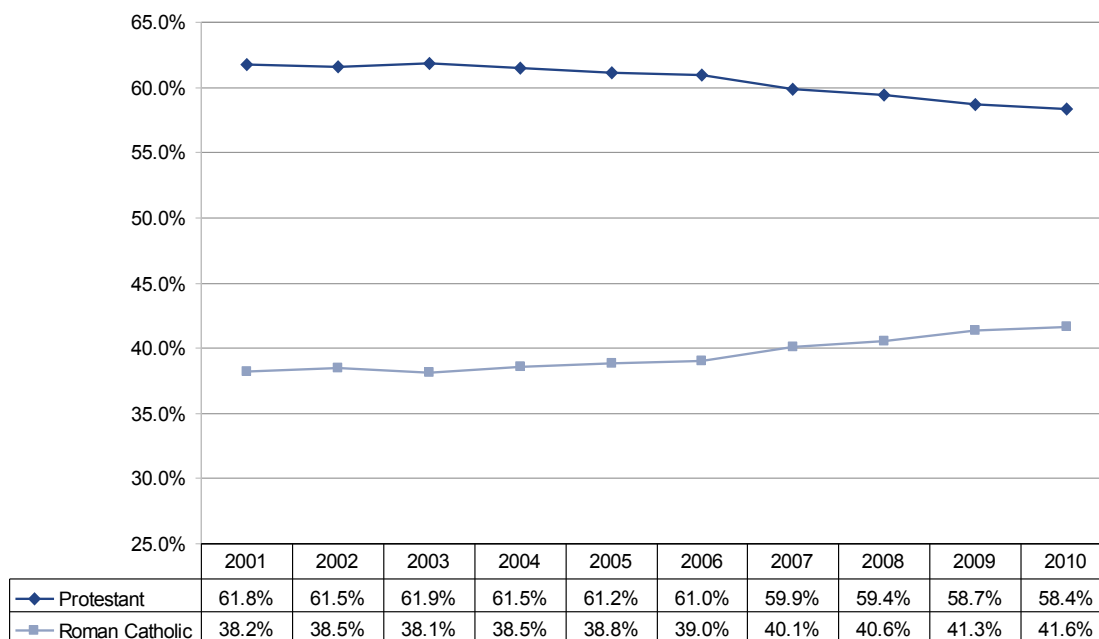
Table 7.1: District Council (All) Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>3,997</b>	57.2% [35.0%]	<b>2,686</b>	38.5% [23.5%]	<b>300</b>	4.3%	<b>6,983</b>	58.6%
<b>Female</b>	<b>2,665</b>	54.0% [23.3%]	<b>2,068</b>	41.9% [18.1%]	<b>201</b>	4.1%	<b>4,934</b>	41.4%
<b>TOTAL</b>	<b>6,662</b>	55.9% [58.4%]	<b>4,754</b>	39.9% [41.6%]	<b>501</b>	4.2%	<b>11,917</b>	100.0%

<sup>69</sup> 26 district councils constitute this sector.

During the period 2001 - 2010, the number of Roman Catholic district council employees increased (36.1%, n=1,261) by a greater amount than their Protestant counterparts (18.1%, n=1,022). Thus, Roman Catholic employees' share of the district council workforce increased by [3.4 pp] from [38.2%] in 2001. In this period, the difference between the proportions of Protestant and Roman Catholic employees remained substantial [Mean diff=2,146, 21.1 pp] but an overall decrease of [6.8 pp] (n=239) is evident, from [23.6 pp] (n=2,147) in 2001 (Chart 7.1).

Chart 7.1: District Council (All) Employees by Community Background, 2001 - 2010



### 7.2.2. Sex

**In 2010, the majority of district council employees were male (58.6% n=6,983), while 41.4% (n=4,934) were female (Table 7.1).** Between 2009 and 2010, the increase in the number of male employees (n=168) was slightly greater than that for female employees (n=128). However, proportionally, the increase in the number of female employees (2.7%) was slightly greater than that for male employees (2.5%). Thus, during this period there was little change (<0.05%) in male and female shares of the district council workforce.

During the period 2001-2010, the overall increase in the number of male district council employees (n=1,267) was greater than that for female employees (n=1,028). However, proportionally, the increase in the number of female employees (26.3%) was greater than that for male employees (22.2%). Thus, the female share of the district council workforce increased slightly by (0.8 pp) from 40.6% in 2001. In this period, the difference between the proportions of male and female employees decreased marginally, as the mean difference between them (18.1 pp; n=1,940) was smaller than the 2001 difference (18.8 pp; n=1,810).

### 7.2.3. Community Background and Sex

In 2010, more than one-third of district council employees were male Protestants [35.0%, n=3,997], while more than one-sixth were female Roman Catholics [18.1%, n=2,068] (Table 7.1). Female Protestant [23.3%, n=2,665] and male Roman Catholic [23.5%, n=2686] employees comprised similar proportions of the workforce. Between 2009 and 2010, female Roman Catholics saw the greatest proportional increase in employment (3.2%, n=65), while male Roman Catholic employees increased by a slightly smaller 2.9% (n=76). There were similar, and smaller, proportional increases in numbers of female Protestant (1.8%, n=47) and male Protestant (1.7%, n=66) employees. Thus, the male Roman Catholic share of the district council workforce increased by [0.1 pp] from [23.4%] in 2009, while the female Roman Catholic share increased by [0.2 pp] from [17.9%].

During the period 2001-2010, female Roman Catholics saw the greatest overall increase in employment (46.8%, n=659). Male Roman Catholic employees increased by 28.9% (n=602), while the proportional increases in numbers of male Protestant (18.3%, n=618) and female Protestant (17.9%, n=404) employees were smaller again. Consequently, the male Roman Catholic share of the district council workforce increased by [0.7 pp] from [22.8%] in 2001, while the female Roman Catholic share increased by [2.7 pp] from [15.4%]. In this period, there was a mean difference of [13.2 pp] (n=1,361) between the proportions of male Protestant and male Roman Catholic district council employees. Overall the difference between the two groups decreased marginally by [2.7 pp]<sup>70</sup> from [14.2 pp] (n=1,295) in 2001 (Table 7.2). There was a smaller mean difference between the proportions of female Protestant and Roman Catholic employees [7.7 pp, n=786], and overall the difference between the two groups decreased, as the mean difference was smaller than the 2001 difference [9.4 pp, n=852].

Table 7.2: Trends in District Council (All) Employment Community Background and Sex, 2001-2010<sup>71</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
<b>[Male Protestant]</b>	37.0%	36.8%	36.7%	36.7%	36.7%	36.2%	36.2%	35.7%	35.2%	35.0%
<b>[Male R. Catholic]</b>	22.8%	22.8%	22.5%	22.5%	22.5%	22.8%	23.7%	23.3%	23.4%	23.5%
<b>[P-RC] pp diff</b>	14.2	14.0	14.2	14.2	14.2	13.4	12.5	12.4	11.8	11.5
<b>[P-RC] no. diff</b>	1,295	1,315	1,396	1,413	1,463	1,400	1,355	1,338	1,321	1,311
<b>[Female Protestant]</b>	24.8%	24.8%	25.1%	24.8%	24.5%	24.7%	23.7%	23.7%	23.5%	23.3%
<b>[Female R. Catholic]</b>	15.4%	15.7%	15.7%	16.1%	16.4%	16.2%	16.9%	17.2%	17.9%	18.1%
<b>[P-RC] pp diff</b>	9.4	9.1	9.4	8.7	8.1	8.5	6.8	6.5	5.6	5.2
<b>[P-RC] no. diff</b>	852	856	926	867	836	887	715	704	615	597

### 7.2.4. Community Background and SOC

In 2010, the greatest proportions of both Protestant (21.5%, n=1,435) and Roman Catholic (20.7%, n=983) workers were employed in Elementary Occupations (SOC 9) (Table 7.3). The smallest proportions of both groups were employed in Sales and

<sup>70</sup> The numerical difference is not displayed as it increased by 16 (from 1,295 in 2001 to 1,311 in 2010). This can be attributed to the overall increase in the number of District Council employees between 2001 and 2010.

<sup>71</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

Customer Service Occupations (SOC 7) (0.4%, n=26 P; 0.7%, n=32 R.C]. In 2010, the distribution of Protestant and Roman Catholic employees was broadly similar across the SOC categories, although notably, both were concentrated in SOCs 4 and 9<sup>72</sup>. With regards to differences in sectoral distribution, a greater proportion of Protestant workers than Roman Catholic workers were employed in Process Plant and Machine Operative Occupations (SOC 8) (9.2% vs. 6.3%). In contrast, a greater proportion of Roman Catholic than Protestant workers were employed in Associate Professional and Technical Occupations (SOC 3) (16.6% vs.14.7%).

Table 7.3: District Council (All) Employees by Community Background and SOC in 2010

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1	656	9.8	57.0	494	10.4	43.0	1,150	10.1
SOC 2	274	4.1	51.1	262	5.5	48.9	536	4.7
SOC 3	979	14.7	55.4	788	16.6	44.6	1,767	15.5
SOC 4	1,203	18.1	58.1	867	18.2	41.9	2,070	18.1
SOC 5	479	7.2	65.8	249	5.2	34.2	728	6.4
SOC 6	995	14.9	56.1	779	16.4	43.9	1,774	15.5
SOC 7 <sup>73</sup>	26	0.4	44.8	32	0.7	55.2	58	0.5
SOC 8	615	9.2	67.2	300	6.3	32.8	915	8.0
SOC 9	1,435	21.5	59.3	983	20.7	40.7	2,418	21.2
<b>Total</b>	<b>6,662</b>	<b>100.0</b>	<b>58.4</b>	<b>4,754</b>	<b>100.0</b>	<b>41.6</b>	<b>11,416</b>	<b>100.0</b>

Between 2009 and 2010, the greatest proportional change in the numbers of both Protestant (8.5% increase, n=48) and Roman Catholic (10.3%, n=28) employees occurred in SOC 8. In Personal Service Occupations (SOC 6), the number of Protestant employees decreased (3.6%, n=37), whilst the number of Roman Catholic employees increased (0.4%, n=3). Thus, SOC 6 demonstrated the greatest change in community composition, with the Roman Catholic share increasing by [1.0 pp] from [42.9%] in 2009.

### 7.3. The District Councils Workforce: Full-time Employees

There were 10,274 full-time employees in the district councils in 2010 (Table 7.4), an increase of 1.3% (n=133) from 2009.

#### 7.3.1. Community Background

**In 2010, there were 5,730 [58.2%] Protestant and 4,113 [41.8%] Roman Catholic full-time employees in the district council workforce** (Table 7.4). Between 2009 and 2010, the increase in the number of Roman Catholic full-time employees (1.8%, n=74), was greater than that for their Protestant counterparts (0.5%, n=29). Thus, the Roman Catholic share of the full-time district council workforce increased by [0.3 pp] from [41.5 %] in 2009.

<sup>72</sup>SOC 4 = Administrative & Secretarial Occupations

<sup>73</sup>This SOC category is excluded from any trend analysis, as it represent ≤2% of sectoral employment.



Table 7.4: District Council Full-time Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>3,591</b>	57.5% [36.5%]	<b>2,396</b>	38.4% [24.3%]	<b>254</b>	4.1%	<b>6,241</b>	60.9%
<b>Female</b>	<b>2,139</b>	53.4% [21.7%]	<b>1,717</b>	42.9% [17.4%]	<b>150</b>	3.7%	<b>4,006</b>	39.1%
<b>TOTAL</b>	<b>5,730</b>	55.9% [58.2%]	<b>4,113</b>	40.1% [41.8%]	<b>404</b>	3.9%	<b>10,247</b>	100.0%

During the period 2001 - 2010, the overall increase in the number of Roman Catholic full-time district council employees (36.3%, n=1,096) was greater than that for their Protestant counterparts (16.5%, n=810). Thus, the Roman Catholic share of the full-time district council workforce increased by [3.8 pp] from [38.0%] in 2009. In this period, the difference between the proportions of Protestant and Roman Catholic district council employees decreased by [7.6 pp] (n=286) from [24.0 pp] (n=1,903) in 2001 (Table 7.5).

### 7.3.2. Sex

**In 2010, three-fifths of full-time district council employees were male (60.9%, n=6,241), while 39.1% (n=4,006) were female** (Table 7.4). Between 2009 and 2010, the increase in the number of female full-time employees (1.9%, n=76) although small, was greater than that of their male counterparts (0.9%, n=57). Thus, the female share of the full-time workforce increased by (0.2 pp) from 38.9% in 2009.

During the period 2001-2010, the overall increase in the number of female full-time employees (30.4%, n=934), although numerically smaller, was proportionally far greater than that of their male counterparts (19.6%, n=1,024). Thus, the female share of the full-time workforce increased by (2.0 pp) from 37.1% in 2001. In this period, the difference between the proportions of male and female full-time employees remained substantial [Mean diff=2,209, 23.9 pp], but did decrease overall by (4.0 pp) from (25.8 pp) in 2001 (Table 7.5).<sup>74</sup>

Table 7.5: Trends in District Council Full-time Employment by Community Background and by Sex, 2001-2010<sup>75</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
<b>[Protestant]</b>	62.0%	61.5%	61.8%	61.2%	60.8%	60.6%	60.0%	59.2%	58.5%	58.2%
<b>[R. Catholic]</b>	38.0%	38.5%	38.2%	38.8%	39.2%	39.4%	40.0%	40.8%	41.5%	41.8%
<b>[P-RC] pp diff</b>	24.0	23.0	23.6	22.4	21.6	21.2	20.0	18.4	17.0	16.4
<b>[P-RC] no. diff</b>	1,903	1,850	1,980	1,923	1,914	1,907	1,844	1,750	1,662	1,617
<b>Male</b>	62.9%	62.4%	62.1%	62.1%	62.3%	62.0%	62.0%	61.6%	61.1%	60.9%
<b>Female</b>	37.1%	37.6%	37.9%	37.9%	37.7%	38.0%	38.0%	38.4%	38.9%	39.1%
<b>(F-M) pp diff</b>	-25.8	-24.8	-24.2	-24.2	-24.6	-24.0	-24.0	-23.2	-22.2	-21.8
<b>(F-M) no. diff</b>	-2,145	-2,079	-2,110	-2,154	-2,263	-2,258	-2,309	-2,285	-2,254	-2,235

<sup>74</sup> The numerical difference is not displayed as it increased by 90 (from 2,145 in 2001 to 2,235 in 2010). This can be attributed to the overall increase in the number of District Council employees between 2001 and 2010.

<sup>75</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

### 7.3.3. Community Background and Sex

In 2010, male Protestant employees comprised the greatest proportion of the full-time district council workforce [36.5% ,n=3,591], while male Roman Catholic employees comprised 24.3% (n=2,396) (Table 7.4). Similarly, female Protestant employees comprised a greater proportion of the full-time workforce [21.7%, n=2,139] than female Roman Catholic employees [17.4%, n=1,717]. Between 2009 and 2010, female Roman Catholics saw the greatest increase in full-time employment (3.4%, n=57), while female Protestants saw the smallest increase (0.3%, n=7). Male Roman Catholic employees increased by 0.7% (n=17), while male Protestant employees increased by 0.6% (n=22). Consequently, female Roman Catholic employees were the only group to increase their share of the full-time workforce, by [0.4 pp] from [17.0%] in 2009.

Between 2001 and 2010, the increases in the numbers of male Roman Catholic (26.9%, n=508) and female Roman Catholic (52.1%, n=588) full-time employees were greater than those for male Protestant (15.0%, n=469) and female Protestant (19.0%, n=341) employees. Thus, the male Roman Catholic share of the district council workforce increased by [0.5 pp] from [23.8%] in 2001, while the female Roman Catholic share increased by [3.2 pp] from [14.2%]. In this period, the difference between the proportions of male Protestant and male Roman Catholic employees fluctuated, but decreased overall by [3.3 pp] (n=39) from [15.5 pp] (n=1,234) in 2001 (Table 7.6). Additionally, the difference between the proportions of female Protestant and female Roman Catholic employees decreased, as the mean difference [6.8 pp; n=593] was smaller than the 2001 difference [8.5 pp, n=669] in 2001.

Table 7.6: Trends in District Council Full-time Employment Community Background and Sex, 2001-2010<sup>76</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Male Protestant]	39.3%	38.7%	38.6%	38.4%	38.6%	38.1%	37.8%	37.1%	36.6%	36.5%
[Male R. Catholic]	23.8%	23.7%	23.5%	23.6%	23.7%	24.0%	24.2%	24.3%	24.4%	24.3%
[P-RC] pp diff	15.5	15.0	15.1	14.8	14.9	14.1	13.6	12.8	12.2	12.2
[P-RC] no. diff	1,234	1,209	1,259	1,272	1,316	1,272	1,258	1,214	1,190	1,195
[Female Protestant]	22.7%	22.8%	23.2%	22.8%	22.2%	22.5%	22.2%	22.1%	21.9%	21.7%
[Female R. Catholic]	14.2%	14.8%	14.6%	15.2%	15.5%	15.5%	15.8%	16.4%	17.0%	17.4%
[P-RC] pp diff	8.5	8.0	8.6	7.6	6.7	7.0	6.4	5.7	4.9	4.3
[P-RC] no. diff	669	641	721	651	598	635	586	536	472	422

### 7.3.4. Community Background and SOC

In 2010, the greatest proportions of both Protestant (22.8%, n=1,305) and Roman Catholic (21.1%, n=866) full-time workers were employed in Elementary Occupations (SOC 9) (Table 7.7). The smallest proportions of both groups were employed in Sales and Customer Service Occupations (SOC 7) (0.4% both; n=22 P; n=15 R.C). In 2010, the distribution of full-time Protestant and Roman Catholic employees was broadly similar across the SOC categories,<sup>78</sup> although notably, both were very concentrated in SOCs 4 and 9<sup>77</sup>.

<sup>76</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

<sup>77</sup> SOC 4 = Administrative & Secretarial Occupations

With regards to differences in sectoral distribution, a greater proportion of Protestants than Roman Catholic workers were employed in Process Plant and Machine Operative Occupations (SOC 8) (10.6% vs. 7.0%) and in Skilled Trades Occupations (SOC 5) (8.2% vs. 6.0%). In contrast, a greater proportion of Roman Catholic than Protestant workers were employed in Associate Professional and Technical Occupations (SOC 3) (16.1% vs.13.9%).

Between 2009 and 2010, the greatest proportional change in the number of full-time Protestant employees (7.6% increase, n=43) occurred in SOC 8, while the greatest change in Roman Catholic employees occurred in Managerial and Senior Official Occupations (SOC 1) (8.1% increase, n=37). In SOC 1, the number of Roman Catholic employees increased (8.1%, n=37) more than their Protestant counterparts (3.6%, n=23). Thus SOC 1 demonstrated the greatest change in community composition, with the full-time Roman Catholic share increasing by [1.0 pp] from [42.0%] in 2009.

Table 7.7: District Council Full-time Employees by Community Background and SOC in 2010

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1	654	11.4	57.0	494	12.0	43.0	1,148	11.7
SOC 2	269	4.7	50.9	260	6.3	49.1	529	5.4
SOC 3	797	13.9	54.6	664	16.1	45.4	1,461	14.8
SOC 4	1,043	18.2	56.6	800	19.5	43.4	1,843	18.7
SOC 5	470	8.2	65.7	245	6.0	34.3	715	7.3
SOC 6	563	9.8	53.8	483	11.7	46.2	1,046	10.6
SOC 7 <sup>78</sup>	22	0.4	59.5	15	0.4	40.5	37	0.4
SOC 8	607	10.6	68.0	286	7.0	32.0	893	9.1
SOC 9	1,305	22.8	60.1	866	21.1	39.9	2,171	22.1
Total	5,730	100.0	58.2	4,113	100.0	41.8	9,843	100.0

## 7.4. The District Councils Workforce: Part-time Employees

There were 1,670 part-time employees in the district council in 2010 (See Table 7.8), an increase of 10.8% (n=163) from 2009.

### 7.4.1. Community Background

**In 2010, there were 932 [59.2%] Protestant and 641 [40.8%] Roman Catholic part-time employees in the total district council workforce** (See Table 7.8). Between 2009 and 2010, the increase in the number of part-time Roman Catholic employees (11.7%, n=67), was greater than that for their Protestant counterparts (9.9%, n=84). Thus, the Roman Catholic share of the part-time district council workforce increased slightly by [0.4 pp] from [40.4%] in 2009.

<sup>78</sup> This SOC category is excluded from any trend analysis, as it represents ≤2% of sectoral employment.

Table 7.8: District Council Part-time Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	406	54.7% [25.8%]	290	39.1% [18.4%]	46	6.2%	742	44.4%
Female	526	56.7% [33.4%]	351	37.8% [22.3%]	51	5.5%	928	55.6%
TOTAL	932	55.8% [59.2%]	641	38.4% [40.8%]	97	5.8%	1,670	100.0%

During the period 2001-2010, the overall increase in the number of Roman Catholic part-time employees (34.7%, n=165), although numerically smaller, was proportionally greater than that of their Protestant counterparts (29.4%, n=212). Thus, the Roman Catholic share of the part-time workforce increased by [1.0 pp] from [39.8%] in 2001. In this period, the difference between the proportions of Protestant and Roman Catholic employees remained substantial [Mean diff=311; 22.6 pp]. Overall, the difference between the two groups increased slightly, as the mean difference was greater than the 2001 difference [20.4 pp; n=244].

Table 7.9: Trends in District Council Part-time Employment by Community Background and Sex, 2001-2010<sup>79</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Protestant]	60.2%	62.0%	62.0%	63.1%	63.4%	63.4%	59.1%	60.9%	59.6%	59.2%
[R. Catholic]	39.8%	38.0%	38.0%	36.9%	36.6%	36.6%	40.9%	39.1%	40.4%	40.8%
[P-RC] pp diff	20.4	24.0	24.0	26.2	26.8	26.8	18.2	21.8	19.2	18.4
[P-RC] no. diff	244	321	342	357	385	380	226	292	274	291
Male	37.4%	41.4%	41.9%	40.4%	39.4%	39.8%	40.2%	41.8%	41.9%	44.4%
Female	62.6%	58.6%	58.1%	59.6%	60.6%	60.2%	59.8%	58.2%	58.1%	55.6%
(F-M) pp diff	25.2	17.2	16.2	19.2	21.2	20.4	19.6	16.4	16.2	11.2
(F-M) no. diff	335	254	252	285	333	310	257	231	245	186

#### 7.4.2. Sex

In 2010, the majority of part-time district council employees were female (55.6%, n=928), while 44.4% (n=742) were male (Table 7.8). Between 2009 and 2010, the increase in the number of male part-time employees (17.6%, n=111) was, proportionally, more than three times that for their female counterparts (5.9%, n=52). Thus, the male share of the part-time district council workforce increased by (2.5 pp) from 41.9% in 2009.

During the period 2001 - 2010, the overall increase in the number of part-time male employees (48.7%, n=243) was greater than that for their female counterparts (11.3%, n=94). Thus, the male share of the part-time workforce increased by (7.0 pp) from 37.4% in 2001. In this period, the difference between the proportions of male and female part-time employees decreased (Table 7.9), as the mean difference between them (18.3 pp; n=269) was smaller than the 2001 difference (25.2 pp; n=335).

<sup>79</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

### 7.4.3. Community Background and Sex

In 2010, the majority of part-time district council employees were either female Protestants [33.4%, n=526] or male Protestants [25.8%, n=406] (Table 7.8). Female Roman Catholic employees comprised [22.3%, n=351] of the part-time workforce, while male Roman Catholic employees comprised [18.4%, n=290]. Between 2009 and 2010, male Roman Catholics saw the greatest increase in part-time employment (25.5%, n=59), while female Roman Catholic employees saw the smallest increase (2.3%, n=8). Male Protestant employees increased by 12.2% (n=44), while female Protestant employees increased by 8.2% (n=40). Consequently, male Protestant employees' share of the part-time workforce increased by [0.3 pp] from [25.5%] in 2009, while the share of male Roman Catholic employees' increased by [2.2 pp] from [16.2%].

Table 7.10: Trends in District Council Part-time Employment by Community Background and Sex, 2001-2010<sup>80</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Male Protestant]	21.5%	25.0%	25.8%	25.5%	24.9%	24.4%	23.9%	25.4%	25.5%	25.8%
[Male R. Catholic]	16.4%	17.0%	16.2%	15.1%	14.7%	15.3%	16.1%	16.1%	16.2%	18.4%
[P-RC] pp diff	5.1	8.0	9.6	10.4	10.2	9.1	7.8	9.3	9.3	7.4
[P-RC] no. diff	61	106	137	141	147	128	97	124	131	116
[Female Protestant]	38.7%	37.1%	36.1%	37.6%	38.5%	39.1%	35.2%	35.5%	34.2%	33.4%
[Female R. Catholic]	23.4%	20.9%	21.8%	21.8%	21.9%	21.3%	24.8%	23.0%	24.1%	22.3%
[P-RC] pp diff	15.3	16.2	14.3	15.8	16.6	17.8	10.4	12.5	10.1	11.1
[P-RC] no. diff	183	215	205	216	238	252	129	168	143	175

During the period 2001-2010, the increases in the numbers of male Protestant (58.0%, n=149) and male Roman Catholic (48.0%, n=94) district council employees were greater than those for female Protestant (13.6%, n=63) and female Roman Catholic (25.4%, n=71) employees. Thus, the male Protestant share of the part-time workforce increased by [4.3 pp] from [21.5%] in 2001, while the male Roman Catholic share increased by [2.0 pp] from [16.4%]. In this period, the difference between male Protestant and male Roman Catholic part-time employees increased, as the mean difference [8.6 pp; n=119] was greater than the 2001 difference [5.1 pp; n=61] (Table 7.10). Conversely, the difference between female Protestant and female Roman Catholic employees decreased slightly, as the mean difference [14.0 pp; n=192] was smaller than the 2001 difference [15.3 pp; n=183].

### 7.4.4. Community Background and SOC

In 2010, the greatest proportions of both Protestant (46.4%, n=432) and Roman Catholic (46.2%, n=296) part-time workers were employed in Personal Services Occupations (SOC 6) (Table 7.11). The smallest proportions of both groups were employed in Managerial and Senior Official Occupations (SOC 1) (0.2% P./ 0.0% R.C., n≤10 both). In 2010, the distribution of part-time Protestant and Roman Catholic employees was concentrated in SOCs 3, 4 and 6<sup>81</sup>. With regards to differences in sectoral distribution, a

<sup>80</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

<sup>81</sup> SOC 3 = Associate Professional & Technical Occupations, SOC 4 = Administrative & Secretarial Occupations.

greater proportion of Protestant than Roman Catholic workers were employed in SOC 4 (17.2% vs. 10.5%). Conversely, a greater proportion of Roman Catholic than Protestant workers were employed in Elementary Occupations (SOC 9) (18.3% vs. 13.9%).

Table 7.11: District Council Part-time Employees by Community Background and SOC in 2010<sup>82</sup>

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1 <sup>83</sup>	*	0.2	-	0	0.0	-	*	0.1
SOC 2 <sup>83</sup>	*	0.5	-	*	0.3	-	*	0.4
SOC 3	182	19.5	59.5	124	19.3	40.5	306	19.5
SOC 4	160	17.2	70.5	67	10.5	29.5	227	14.4
SOC 5 <sup>83</sup>	*	1.0	-	*	0.6	-	13	0.8
SOC 6	432	46.4	59.3	296	46.2	40.7	728	46.3
SOC 7 <sup>83</sup>	*	0.4	-	#	2.7	-	21	1.3
SOC 8 <sup>83</sup>	*	0.9	-	#	2.2	-	22	1.4
SOC 9	130	13.9	52.6	117	18.3	47.4	247	15.7
Total	932	100.0	59.2	641	100.0	40.8	1,573	100.0

Between 2009 and 2010, the greatest proportional change in the number of part-time Protestant employees (43.3% increase, n=55) occurred in Associate Professional and Technical Occupations (SOC 3), while the greatest change in Roman Catholic employees occurred in SOC 9 (34.5% increase, n=30). In SOC 3, the increase in the number of Protestant employees was greater than that for Roman Catholic employees (25.3%, n=25). Thus, SOC 3 demonstrated the greatest change in community composition, with the part-time Protestant share increasing by [3.3 pp] from [56.2%] in 2009.

## 7.5. The District Councils Workforce: Applicants, Appointees, Promotees & Leavers

### 7.5.1. District Council Workforce: Applicants

There were 23,903 district council applicants in 2010 (Table 7.12), an increase of 12.1% (n=2,581) from 2009.

#### 7.5.1.1. Community Background

**In 2010, there were 11,974 [54.2%] Protestant and 10,137 [45.8%] Roman Catholic district council applicants** (Table 7.12). Between 2009 and 2010, the increase in the number of Protestant district council applicants (15.0%, n=1,559) was nearly twice that for Roman Catholic applicants (8.9%, n=831). Thus, Protestant share of district council applicants increased by [1.4 pp] from [52.8%] in 2009.

<sup>82</sup> \* indicates where a number is less than 10, # indicates where a number has been removed to disguise a number less than 10.

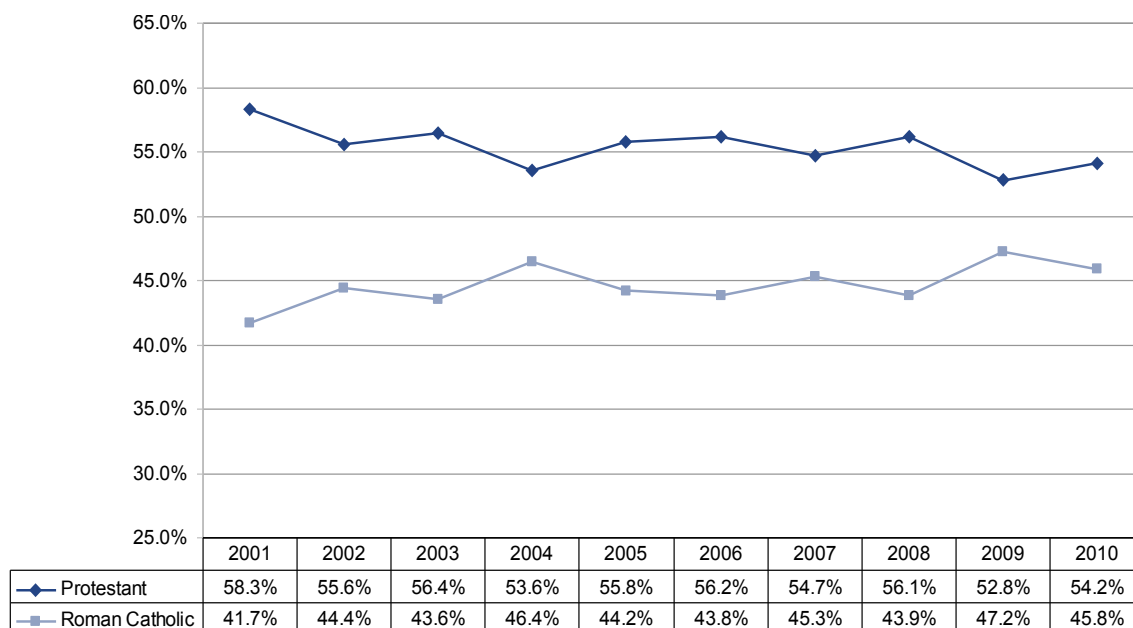
<sup>83</sup> This SOC category is excluded from any trend analysis, as it represent ≤2% of sectoral employment.

Table 7.12: District Council Applicants by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>7,622</b>	52.8% [34.5%]	<b>5,745</b>	39.8% [26.0%]	<b>1,059</b>	7.3%	<b>14,426</b>	60.4%
<b>Female</b>	<b>4,352</b>	45.9% [19.7%]	<b>4,392</b>	46.3% [19.9%]	<b>733</b>	7.7%	<b>9,477</b>	39.6%
<b>TOTAL</b>	<b>11,974</b>	50.1% [54.2%]	<b>10,137</b>	42.4% [45.8%]	<b>1,792</b>	7.5%	<b>23,903</b>	100.0%

During the period 2001-2010, the overall increase in the number of Roman Catholic applicants (43.6%, n=3,080) was greater than that for their Protestant counterparts (21.1%, n=2,090). Thus, the Roman Catholic share of district council applicants increased by [4.1 pp] from [41.7%] in 2001. Over this period, while Protestants have consistently accounted for a greater proportion of applicants, the proportion accounted for by Roman Catholics has increased (Chart 7.2).

Chart 7.2: District Council Applicants by Community Background, 2001-2010



### 7.5.1.2. Sex

In 2010, three-fifths of district council applicants were male (60.4%, n=14,426), while 39.6% (n=9,477) were female (Table 7.12). Between 2009 and 2010, the increase in the number of male district council applicants (20.9%, n=2,492) was far greater than that for their female counterparts (0.9%, n=89). Thus, the male share of district council applicants increased by (4.4 pp) from 56.0% in 2009.

During the period 2001 - 2010, the number of male applicants to the district councils increased (69.4%, n=5,911) by a far greater amount than their female counterparts (2.4%, n=220). Thus, the male share of district council applicants increased by (12.5 pp) from 47.9% in 2001.

## 7.5.2. District Council Workforce: Appointees

There were 1,299 district council appointees in 2010 (Table 7.13), a decrease of 14.3% (n=217) from 2009.

### 7.5.2.1. Community Background

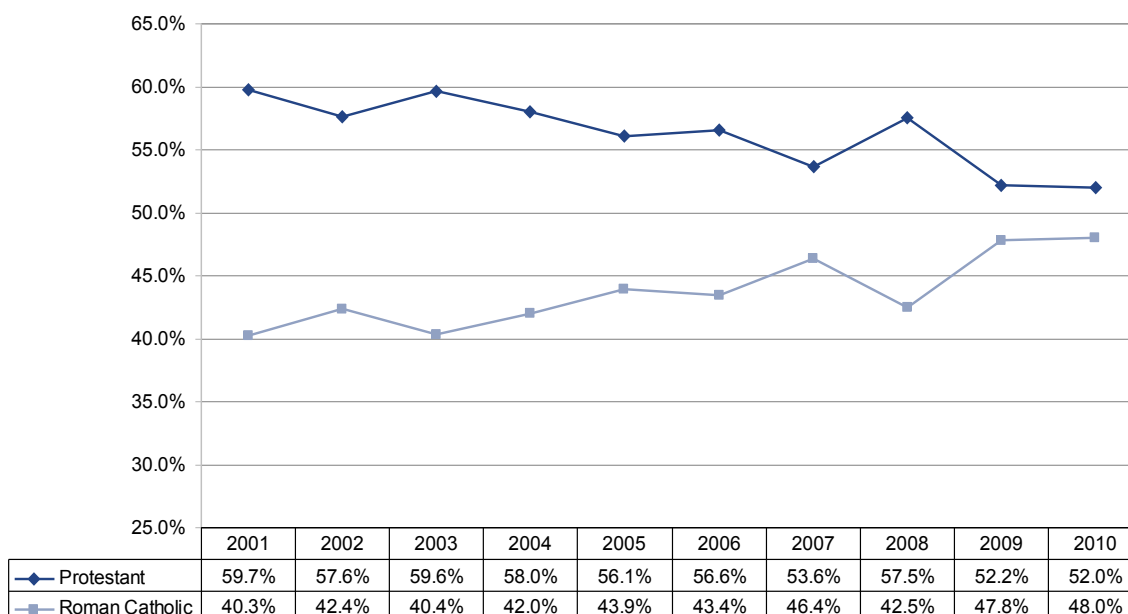
In 2010, there were 630 [52.0%] Protestant and 581 [48.0%] Roman Catholic district council appointees (Table 7.13). Between 2009 and 2010, the decrease in the number of Protestant district council appointees (15.9%, n=119) was marginally greater than that for Roman Catholic appointees (15.2%, n=104) counterparts. Thus, the Roman Catholic share of district council appointees increased slightly by [0.2 pp] from [47.8%] in 2009.

Table 7.13: District Council Appointees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>360</b>	50.4% [29.7%]	<b>303</b>	42.4% [25.0%]	<b>51</b>	7.1%	<b>714</b>	55.0%
<b>Female</b>	<b>270</b>	46.2% [22.3%]	<b>278</b>	47.5% [23.0%]	<b>37</b>	6.3%	<b>585</b>	45.0%
<b>TOTAL</b>	<b>630</b>	48.5% [52.0%]	<b>581</b>	44.7% [48.0%]	<b>88</b>	6.8%	<b>1,299</b>	100.0%

During the period 2001-2010, the number of Protestant appointees to the district councils decreased (29.4%, n=262) by a far greater amount than their Roman Catholic counterparts (3.3%, n=20). Thus, the Roman Catholic share of district council appointees increased by [7.7 pp] from [40.3%] in 2001. Over this period, while Protestants have consistently accounted for a greater proportion of appointees, the proportion accounted for by Roman Catholics has increased (Chart 7.3).

Chart: 7.3: District Council Appointees by Community Background, 2001-2010





### 7.5.2.2. Sex

In 2010, the majority of district council appointees were male (55.0%, n=714), while 45.0% (n=585) were female (Table 7.13). Between 2009 and 2010, the decrease in the number of female district council appointees (15.9%, n=111) was slightly greater than that for their male counterparts (12.9%, n=106). Thus, the male share of district council appointees increased by (0.9 pp) from 54.1% in 2009.

During the period 2001 - 2010, the overall decrease in the number of female district council appointees (26.1%, n=207) was, proportionally, far greater than that of their male counterparts (5.6%, n=42). Thus, the male share of district council appointees increased by (6.2 pp) from 48.8% in 2001.

### 7.5.3. District Council Workforce: Promotees

There were 118 district council promotees in 2010 (Table 7.14), a decrease of 1.7% (n=2) from 2009.

#### 7.5.3.1. Community Background

In 2010, there were 57 [49.6%] Protestant and 58 [50.4%] Roman Catholic promotees in the district councils (Table 7.14). Between 2009 and 2010, there was a small decrease in the number of Protestant promotees (3.4%, n=2), and no change in the number of Roman Catholic promotees. Thus, the Roman Catholic share of promotees in the district council increased by [0.8 pp] from [49.6%] in 2009.

Table 7.14: District Council Promotees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined <sup>84</sup>		Total	
Male	30	56.6% [26.1%]	21	39.6% [18.3%]	*	3.8%	53	44.9%
Female	27	41.5% [23.5%]	37	56.9% [32.2%]	*	1.5%	65	55.1%
TOTAL	57	48.3% [49.6%]	58	49.2% [50.4%]	*	2.5%	118	100.0%

#### 7.5.3.2. Sex

In 2010, the majority of district council promotees were female (55.1%, n=65), while 44.9% (n=53) were male (Table 7.14). Between 2009 and 2010, there was a small decrease in the number of male promotees (3.6%, n=2), and no change in the number of female promotees. Thus, the female share of district council promotees increased by (0.9 pp) from 54.2% in 2009.

<sup>84</sup> \* indicates were a number is < 10, # indicates were a number has been removed to disguise a number < 10.

#### 7.5.4. District Council Workforce: Leavers

There were 1,366 leavers from the district councils in 2010 (Table 7.15), a decrease of 19.7% (n=336) from 2009.

##### 7.5.4.1. Community Background

In 2010, there were 739 [57.9%] Protestant and 538 [42.1%] Roman Catholic leavers from the district councils (Table 7.15). Between 2009 and 2010, the number of Roman Catholic district council leavers decreased (22.6%, n=157) by a greater amount than their Protestant counterparts (16.8%, n=149). Thus, the Protestant share of district council leavers increased by [1.8 pp] from [56.1%] in 2009.

Table 7.15: District Council Leavers by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	420	56.1% [32.9%]	279	37.2% [21.8%]	50	6.7%	749	54.8%
Female	319	51.7% [25.0%]	259	42.0% [20.3%]	39	6.3%	617	45.2%
TOTAL	739	54.1% [57.9%]	538	39.4% [42.1%]	89	6.5%	1,366	100.0%

##### 7.5.4.2. District Council Leavers by Sex

In 2010, the majority of district council leavers were male (54.8%, n=749), while 45.2% (n=617) were female (Table 7.15). Between 2009 and 2010, the number of female leavers from the district councils decreased (22.4%, n=178) by a greater amount than male leavers (17.4%, n=158). Thus, the male share of district council leavers increased by (1.5 pp) from 53.3% in 2009.



## 8. Public Sector - Civil Service

### All Employees

- In 2010, the civil service accounted for 18.5% of all public sector employment.
- The civil service comprised 35,101 employees, a decrease of 0.2% (n=79) from 2009. The composition of the civil service workforce was 18,329 [54.6%] Protestant and 15,233 [45.4%] Roman Catholic.
- Between 2009 and 2010, total Protestant civil service employment decreased by 0.6% (n=107), while total Roman Catholic employment decreased by 0.2% (n=29). Overall, the Roman Catholic share of the civil service workforce increased by [0.1 pp].
- In 2010, male (50.6%, n=17,756) and female (49.4%, 17,345) employees comprised similar proportions of the civil service.

### Full-time Workforce

- In 2010, there were 34,698 full-time employees in the civil service, an increase of 0.5% (n=179) from 2009. The composition of the full-time workforce was 18,096 [54.5%] Protestant and 15,082 [45.5%] Roman Catholic.
- Between 2009 and 2010, full-time Protestant and Roman Catholic civil service employment increased by similar amounts (0.3% both, n=51 P./ 50 R.C.). Overall, the Roman Catholic share of the full-time civil service workforce increased by [0.1 pp].

### Part-time Workforce

- In 2010, there were 403 part-time employees in the civil service, a decrease of 39.0% (n=258) from 2009. The composition of the part-time workforce was 233 [60.7%] Protestant and 151 [39.3%] Roman Catholic.
- Between 2009 and 2010, part-time Protestant civil service employment decreased by 40.4% (n=158), while part-time Roman Catholic employment decreased by 34.3% (n=79). Overall, the Roman Catholic share of the part-time civil service workforce increased by [2.3 pp].
- In 2010, the majority of part-time civil service employees were female (88.1%, n=355).

### Applicants, Appointees, Promotees and Leavers

In 2010, there were:

- 28,534 civil service applicants. The composition was 13,450 [50.7%] Protestant and 13,091 [49.3%] Roman Catholic.
- 2,096 civil service appointees. The composition was 1,027 [54.0%] Protestant and 875 [46.0%] Roman Catholic.
- 1,901 civil service promotees. The composition was 944 [50.9%] Protestant and 911 [49.1%] Roman Catholic.
- 2,216 civil service leavers. The composition was 1,140 [55.4%] Protestant and 916 [44.6%] Roman Catholic.

## 8.1. The Civil Service Workforce: Introduction

The purpose of this chapter is to help inform employers and other interested parties about wider compositional trends within the civil service that, alongside information on labour availability, may better inform their own considerations of fair participation in specific employment(s).<sup>85</sup>

In 2010, the civil service accounted for 18.5% (n=35,101) of the total public sector workforce. Within the civil service, the full-time workforce accounted for 98.9% (n=34,698) of all employees. Between 2009 and 2010, the decrease in the number of part-time civil service employees (n=258) was greater than the increase in the number of full-time employees (n=179). Thus, overall the sector decreased by 79 employees. The decrease in the number of Protestant employees (n=107) was greater than that for their Roman Catholic counterparts (n=29), resulting in a rise of [0.1 pp] to [45.4%] in the Roman Catholic share of the total civil service workforce. The trend of increasing Roman Catholic representation has been observed every year since 2001.

In contrast to other areas of the public sector, male (50.6%, n=17,756) and female (49.4%, n=17,345) employees accounted for similar proportions of the total civil service workforce. When examined by types of employment, it is evident that, while males and female accounted for similar proportions of the full-time workforce (51.0% vs. 49.0%), females accounted for the majority of the part-time workforce (88.1%).

## 8.2 The Civil Service Workforce: All Employees

There were 35,101 employees in the civil service in 2010 (Table 8.1), a decrease of 0.2% (n=79) from 2009.

### 8.2.1. Community Background

**In 2010, there were 18,329 [54.6%] Protestant and 15,233 [45.4%] Roman Catholic employees in the total civil service workforce** (Table 8.1). Between 2009 and 2010, the decrease in the number of Protestant civil service employees (0.6%, n=107) was greater than that for their Roman Catholic (0.2%, n=29) counterparts. Thus, the Roman Catholic share of the civil service workforce increased slightly by [0.1 pp], from [45.3%] in 2009.

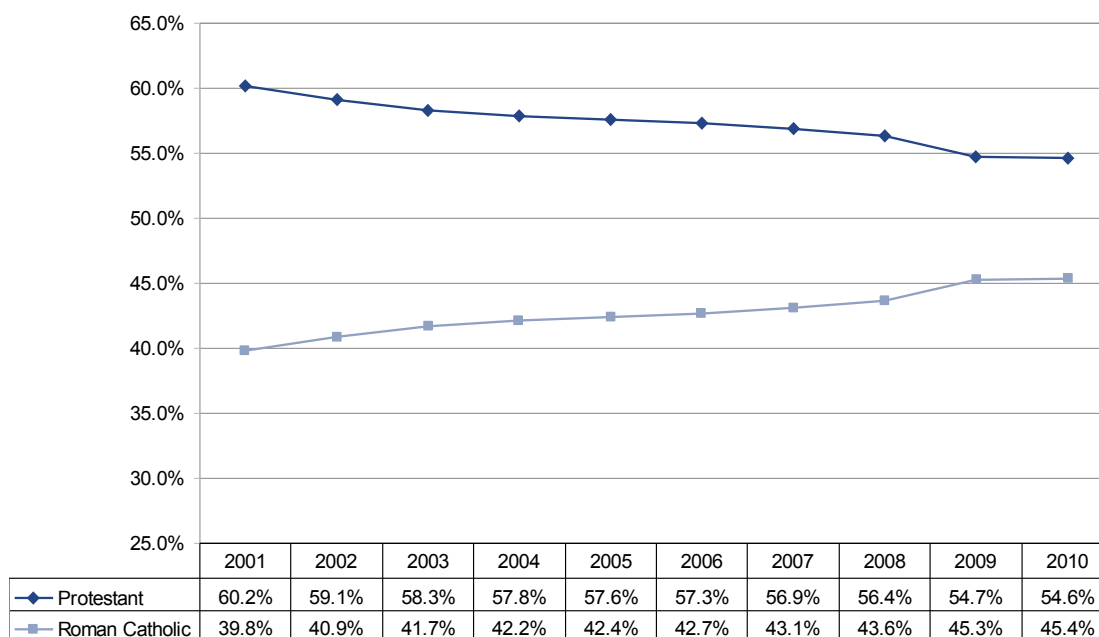
Table 8.1: Civil Service (All) Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>9,688</b>	54.6% [28.9%]	<b>7,108</b>	40.0% [21.2%]	<b>960</b>	5.4%	<b>17,756</b>	50.6%
<b>Female</b>	<b>8,641</b>	49.8% [25.7%]	<b>8,125</b>	46.8% [24.2%]	<b>579</b>	3.3%	<b>17,345</b>	49.4%
<b>TOTAL</b>	<b>18,329</b>	52.2% [54.6%]	<b>15,233</b>	43.4% [45.4%]	<b>1,539</b>	4.4%	<b>35,101</b>	100.0%

<sup>85</sup> 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.

During the period 2001 - 2010, the number of Roman Catholic employees increased by 9.9% (1,369), whilst the number of Protestant employees decreased by 12.6% (2,640). Thus, Roman Catholic employees' share of the civil service workforce increased by [5.6 pp] from [39.8 %] in 2001. In this period, the difference between the proportions of Protestant and Roman Catholic employees decreased year-on-year. Overall, the difference between the two groups decreased by [11.2 pp] (n=4,009) from [20.4 pp] (n=7,105) in 2001 (Chart 8.1).

Chart 8.1: Civil Service (All) Employees by Community Background, 2001 - 2010



### 8.2.2. Sex

**In 2010, male (50.6%, n=17,756) and female (49.4%, 17,345) employees comprised similar proportions of the civil service** (Table 8.1). Between 2009 and 2010, the number of female civil service employees decreased (0.3%, n=56) more than their male counterparts (0.1%, n=23), although the changes in both were small. Thus, the male share of the civil service workforce increased by (0.1 pp) from 50.5% in 2009.

During the period 2001-2010, the overall decrease in the number of male civil service employees (9.9%, n=1,943) was greater than that for their female counterparts (1.2%, n=213). Thus, the female share of the civil service workforce increased by (2.3 pp) from 47.1% in 2001. In this period, the difference between the proportions of male and female employees decreased, as the mean difference between them (2.9 pp; n=1,136) was smaller than the 2001 difference (5.8 pp; n=2,141).

### 8.2.3. Community Background and Sex

**In 2010, male Protestant employees comprised the largest proportion of the workforce [28.9%, n=9,688], and male Roman Catholics comprised the smallest [21.2%, n=7,108]** (Table 8.1). Female Protestant and Roman Catholic employees each

comprised around one-quarter of the workforce [25.7%, n=8,641; and 24.2%, n=8,125 respectively]. Between 2009 and 2010, female Protestant employees saw the greatest, albeit still small, decrease in employment (0.8%, n=70). Male Protestant employees decreased by 0.4%, (n=37), while the decreases in the numbers of female Roman Catholic (0.2%, n=20) and male Roman Catholic (0.1%, n=9) employees were smaller again. Consequently, male Roman Catholic employees' were the only group to increase their share of the workforce, by [0.1 pp] from [21.1%] in 2009.

During the period 2001-2010, the numbers of male Protestant and female Protestant employees decreased, by 15.1% (n=1,725) and 9.6% (n=915) respectively. In contrast, the numbers of male Roman Catholic and female Roman Catholic employees increased, by 6.4%, (n=429) and 13.1% (n=940) respectively. Consequently, the male Roman Catholic share of the civil service workforce increased by [2.0 pp] from [19.2%] in 2001, while the female Roman Catholic share increased by [3.6 pp] from [20.6%]. In this period, the difference between the proportions of male Protestant and male Roman Catholic civil service employees decreased by [5.9 pp] (n=2,154) from [13.6 pp] (n=4,734) in 2001 (Table 8.2). The difference between the proportions of female Protestants and female Roman Catholics decreased by a similar amount to that of their male counterparts [5.3 pp, n=1,855], although the initial difference between them was smaller [6.8 pp, n=2,371].

Table 8.2: Trends in Civil Service (All) Employment by Community Background and Sex, 2001-2010<sup>86</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Male Protestant]	32.8%	32.0%	31.3%	31.0%	30.9%	30.7%	30.4%	29.2%	28.9%	28.9%
[Male R. Catholic]	19.2%	19.5%	19.8%	20.0%	20.0%	20.2%	20.5%	20.2%	21.1%	21.2%
[P-RC] pp diff	13.6	12.5	11.5	11.0	10.9	10.5	9.9	9.0	7.8	7.7
[P-RC] no. diff	4,734	4,507	4,357	4,273	4,304	4,105	3,711	3,138	2,608	2,580
[Female Protestant]	27.4%	27.1%	27.0%	26.8%	26.8%	26.6%	26.5%	27.2%	25.9%	25.7%
[Female R. Catholic]	20.6%	21.4%	21.9%	22.2%	22.4%	22.4%	22.6%	23.5%	24.2%	24.2%
[P-RC] pp diff	6.8	5.7	5.1	4.6	4.4	4.2	3.9	3.7	1.7	1.5
[P-RC] no. diff	2,371	2,063	1,956	1,826	1,729	1,617	1,466	1,302	566	516

#### 8.2.4. Community Background and SOC

In 2010, the greatest proportions of both Protestant (47.3%, n=8,678) and Roman Catholic (60.1%, n=9,158) workers were employed in Administrative and Secretarial Occupations (SOC 4) (Table 8.3). The smallest proportions of both groups were employed in Sales and Customer Service Occupations (SOC 7) (<0.01% P. / 0.0% R.C.; n≤10 both). In 2010, the distribution of Protestant and Roman Catholic employees was broadly similar across the SOC categories, although notably, both were very concentrated into SOCs 3 and 4<sup>87</sup>. With regards to differences in sectoral distribution, a greater proportion of Protestant workers than Roman Catholic workers were employed in SOC 3 (29.4% vs. 22.0%) and Elementary Occupations (SOC 9) (7.6% vs. 3.8%). Conversely, a greater proportion of Roman Catholic than Protestant workers were employed in SOC 4 (60.1% vs. 47.3%).

<sup>86</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

<sup>87</sup> SOC 3 = Associate Professional & Technical Occupations

Between 2009 and 2010, the greatest proportional change in the numbers of both Protestant (3.8% increase, n=72) and Roman Catholic (4.7%, n=72) employees occurred in Professional Occupations (SOC 2). In Elementary Occupations (SOC 9), the number of Protestant employees decreased (3.6%, n=52), whilst the number of Roman Catholic employees increased (1.6%, n=9). Thus, SOC 9 demonstrated the greatest change in community composition, with the Roman Catholic share increasing by [1.0 pp] from [28.4%] in 2009.

Table 8.3: Civil Service (All) Employees by Community Background and SOC in 2010<sup>88</sup>

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1 <sup>89</sup>	300	1.6	64.5	165	1.1	35.5	465	1.4
SOC 2	1,990	10.9	55.2	1,617	10.6	44.8	3,607	10.7
SOC 3	5,386	29.4	61.6	3,357	22.0	38.4	8,743	26.1
SOC 4	8,678	47.3	48.7	9,158	60.1	51.3	17,836	53.1
SOC 5 <sup>89</sup>	223	1.2	66.2	114	0.7	33.8	337	1.0
SOC 6 <sup>89</sup>	79	0.4	78.2	22	0.1	21.8	101	0.3
SOC 7 <sup>89</sup>	*	0.0	-	0	0.0	-	*	0.0
SOC 8 <sup>89</sup>	270	1.5	55.7	215	1.4	44.3	485	1.4
SOC 9	1,402	7.6	70.6	585	3.8	29.4	1,987	5.9
<b>Total</b>	<b>18,329</b>	<b>100.0</b>	<b>54.6</b>	<b>15,233</b>	<b>100.0</b>	<b>45.4</b>	<b>33,562</b>	<b>100.0</b>

### 8.3 The Civil Service Workforce: Full-time Employees

There were 34,698 full-time employees in the civil service in 2010 (Table 8.4), an increase of 0.5% (n=179) from 2009.

#### 8.3.1. Community Background

In 2010, there were 18,096 [54.5%] Protestant and 15,082 [45.5%] Roman Catholic full-time employees in the civil service workforce (Table 8.4). Between 2009 and 2010, the increase in the number of Protestant employees (0.3%, n=51), was nearly identical to that of their Roman Catholic counterparts (0.3%, n=50). However, during this period, the Roman Catholic share of the full-time civil service workforce increased by [0.1 pp] from [45.4%] in 2009.

Table 8.4: Civil Service Full-time Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>9,660</b>	54.6% [29.1%]	<b>7,092</b>	40.0% [21.4%]	<b>956</b>	5.4%	<b>17,708</b>	51.0%
<b>Female</b>	<b>8,436</b>	49.7% [25.4%]	<b>7,990</b>	47.0% [24.1%]	<b>564</b>	3.3%	<b>16,990</b>	49.0%
<b>TOTAL</b>	<b>18,096</b>	52.2% [54.5%]	<b>15,082</b>	43.5% [45.5%]	<b>1,520</b>	4.4%	<b>34,698</b>	100.0%

<sup>88</sup> \* indicates where a number is < 10, # indicates where a number has been removed to disguise a number < 10.

<sup>89</sup> This SOC category is excluded from any trend analysis, as it represents ≤2% of sectoral employment.



During the period 2001-2010, the number of full-time Protestant civil service employees decreased by 13.1% (2,736), whilst the number of Roman Catholic employees increased by 9.3% (1,278). Thus, the Roman Catholic share of the full-time workforce increased by [5.6 pp] from [39.9%] in 2001. In this period, the difference between the proportions of Protestant and Roman Catholic full-time employees decreased year-on-year, by a total of [11.2 pp] (n=4,014) from [20.2 pp] (n=7,028) in 2001 (Table 8.5).

Table 8.5: Trends in Civil Service Full-time Employment by Community Background and by Sex, 2001-2010<sup>90</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Protestant]	60.1%	59.0%	58.2%	57.8%	57.5%	57.3%	56.8%	56.3%	54.6%	54.5%
[R. Catholic]	39.9%	41.0%	41.8%	42.2%	42.5%	42.7%	43.2%	43.7%	45.4%	45.5%
[P-RC] pp diff	20.2	18.0	16.4	15.6	15.0	14.6	13.6	12.6	9.2	9.0
[P-RC] no. diff	7028	6469	6142	6002	5931	5614	5052	4304	3013	3,014
Male	53.1%	52.5%	52.3%	51.9%	51.8%	51.8%	51.8%	50.3%	51.1%	51.0%
Female	46.9%	47.5%	47.7%	48.1%	48.2%	48.2%	48.2%	49.7%	48.9%	49.0%
(F-M) pp diff.	-6.2	-5.0	-4.6	-3.8	-3.6	-3.6	-3.6	-0.6	-2.2	-2.0
(F-M) no. diff	-2,289	-1,918	-1,770	-1,529	-1,444	-1,460	-1,412	-236	-731	-718

### 8.3.2. Sex

In 2010, male (51.0%, n=17,708) and female (49.0%, n=16,990) full-time employees accounted for similar proportions of the civil service workforce (Table 8.4). Between 2009 and 2010, the increase in the number of female employees (0.6%, n=96), although small, was marginally greater than that for their male counterparts (0.5%, n=83). Thus, female employees' share of the full-time civil service workforce increased by (0.1 pp) from 48.9% in 2009.

During the period 2001-2010, the number of male civil service employees decreased (9.9%, n=1,954) by a greater amount than their female counterparts (2.2%, n=383). Thus, the female share of the civil service workforce increased by (2.1 pp) from 46.9% in 2001. In this period, the difference between the proportions of male and female full-time employees decreased overall by (4.2 pp) (n=1,571) from (6.2 pp) (n=2,289) in 2001 (Table 8.5).

### 8.3.3. Community Background and Sex

In 2010, similar proportions of female Protestants [25.4%, n=8,436] and female Roman Catholics [24.1%, n=7,990] were employed full-time in the civil service workforce (Table 8.4). Male Protestant employees comprised the largest proportion of the workforce [29.1%, n=9,660], and male Roman Catholics comprised the smallest [21.4%, n=7,092]. Between 2009 and 2010, each of the four groups showed a small increase of 0.3% in employment.<sup>91</sup> Thus, during this period there was little change (<0.01%) in the male and female Protestant and Roman Catholic shares of the civil service workforce.

<sup>90</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

<sup>91</sup> n=28 for male Protestants, n=23 for both female Protestants and male Roman Catholics, and n=27 for female Roman Catholics.

During the period 2001- 2010, the number of male Protestant and female Protestant full-time employees decreased, by 15.2% (n=1,733) and 10.6% (n=1,003) respectively. Conversely, the number of male Roman Catholic and female Roman Catholic employees increased, by 6.4% (n=425) and 12.0% (n=853) respectively. Thus, male Roman Catholic employees' share of the full-time civil service workforce increased by [2.2 pp] from [19.2%] in 2001, while female Roman Catholic employees' share increased by [3.5 pp] from [20.6%]. In this period, the difference between the proportions of male Protestant and male Roman Catholic full-time civil service employees decreased overall by [6.0 pp] (n=2,158) from [13.7 pp] (n=4,726) in 2001 (Table 8.6). The difference between the proportions of female Protestants and female Roman Catholics decreased overall by [5.4 pp] (n=1,856) from [6.7 pp] (n=2,302) in 2001.

Table 8.6: Trends in Civil Service Full-time Employment by Community Background and Sex, 2001-2010<sup>92</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Male Protestant]	32.9%	32.1%	31.5%	31.1%	31.0%	30.8%	30.5%	29.3%	29.1%	29.1%
[Male R. Catholic]	19.2%	19.6%	19.9%	20.1%	20.1%	20.3%	20.7%	20.3%	21.4%	21.4%
[P-RC] pp diff	13.7	12.5	11.6	11.0	10.9	10.5	9.8	9.0	7.7	7.7
[P-RC] no. diff	4,726	4,498	4,336	4,247	4,280	4,066	3,669	3,104	2,563	2,568
[Female Protestant]	27.3%	26.9%	26.7%	26.7%	26.6%	26.4%	26.3%	26.9%	25.4%	25.4%
[Female R. Catholic]	20.6%	21.4%	21.8%	22.1%	22.4%	22.4%	22.6%	23.4%	24.1%	24.1%
[P-RC] pp diff	6.7	5.5	4.9	4.6	4.2	4.0	3.7	3.5	1.3	1.3
[P-RC] no. diff	2,302	1,971	1,806	1,755	1,651	1,548	1,383	1,200	450	446

#### 8.3.4. Community Background and SOC

In 2010, the greatest proportions of both Protestant (47.0%, n=8,501) and Roman Catholic (59.9%, n=9,038) full-time workers were employed in Administrative and Secretarial Occupations (SOC 4) (Table 8.7). The smallest proportions of both groups were employed in Sales and Customer Service Occupations (SOC 7) (<0.01% P. / 0.0% R.C.; n≤10 both). In 2010, the distribution of Protestant and Roman Catholic full-time employees was broadly similar across the SOC categories, although notably, both were very concentrated into SOCs 3 and 4<sup>93</sup>. With regards to differences in sectoral distribution, a greater proportion of Protestant workers than Roman Catholic workers were employed full-time in SOC 3 (29.6% vs. 22.1%) and Elementary Occupations (SOC 9) (7.7% vs. 3.9%). Conversely, a greater proportion of Roman Catholic than Protestant workers were employed full-time in SOC 4 (59.9% vs. 47.0%).

<sup>92</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

<sup>93</sup> SOC 3 = Associate Professional & Technical Occupations

Table 8.7: Civil Service Full-time Employees by Community Background and SOC in 2010<sup>94</sup>

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1 <sup>95</sup>	299	1.7	64.7	163	1.1	35.3	462	1.4
SOC 2	1,976	10.9	55.1	1,610	10.7	44.9	3,586	10.8
SOC 3	5,361	29.6	61.6	3,339	22.1	38.4	8,700	26.2
SOC 4	8,501	47.0	48.5	9,038	59.9	51.5	17,539	52.9
SOC 5 <sup>95</sup>	223	1.2	66.2	114	0.8	33.8	337	1.0
SOC 6 <sup>95</sup>	79	0.4	79.8	20	0.1	20.2	99	0.3
SOC 7 <sup>95</sup>	*	0.0	-	0	0.0	-	*	0.0
SOC 8 <sup>95</sup>	268	1.5	55.5	215	1.4	44.5	483	1.5
SOC 9	1,388	7.7	70.4	583	3.9	29.6	1,971	5.9
<b>Total</b>	<b>18,096</b>	<b>100.0</b>	<b>54.5</b>	<b>15,082</b>	<b>100.0</b>	<b>45.5</b>	<b>33,178</b>	<b>100.0</b>

Between 2009 and 2010, the greatest proportional change in the numbers of both Protestant (3.6% increase, n=68) and Roman Catholic (5.0%, n=76) employees occurred in Professional Occupations (SOC 2). In Elementary Occupations (SOC 9), the number of Protestant employees decreased (3.3%, n=47%), whilst the number of Roman Catholic employees increased (1.1%, n=11). Thus, SOC 9 demonstrated the greatest change in community composition, with the Roman Catholic share increasing by [1.1 pp] from [28.5%] in 2009.

## 8.4. The Civil Service Workforce: Part-time Employees

There were 403 part-time employees in the civil service sector in 2010 (Table 8.8), a decrease of 39.0% (n=258) from 2009.

### 8.4.1. Community Background

In 2010, there were 233 [60.7%] Protestant and 151 [39.3%] Roman Catholic part-time employees in the civil service workforce (Table 8.8). Between 2009 and 2010, the decrease in the number of Protestant part-time civil service employees (40.4%, n=158), was greater than that for their Roman Catholic counterparts (34.3%, n=79). Thus, the Roman Catholic share of the part-time civil service workforce increased by [2.3 pp] from [37.0%] in 2009.

Table 8.8: Civil Service Part-time Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined <sup>96</sup>		Total	
<b>Male</b>	<b>28</b>	58.3% [7.3%]	<b>16</b>	33.3% [4.2%]	*	8.3%	<b>48</b>	11.9%
<b>Female</b>	<b>205</b>	57.7% [53.4%]	<b>135</b>	38.0% [35.2%]	#	4.2%	<b>355</b>	88.1%
<b>TOTAL</b>	<b>233</b>	57.8% [60.7%]	<b>151</b>	37.5% [39.3%]	<b>19</b>	4.7%	<b>403</b>	100.0%

<sup>94</sup> \* indicates were a number is < 10, # indicates were a number has been removed to disguise a number < 10.

<sup>95</sup> This SOC category is excluded from any trend analysis, as it represent ≤2% of sectoral employment.

<sup>96</sup> \* indicates were a number is < 10, # indicates were a number has been removed to disguise a number < 10.

During the period 2001-2010, the overall increase in the number of Protestant part-time employees (n=96) was greater than that for Roman Catholic employees (n=91). However, proportionally, the increase in the number of Roman Catholic part-time employees (151.7%) was greater than that for their Protestant counterparts (70.1%). Thus the Roman Catholic share of the part-time workforce increased by [8.8 pp] from [30.5%] in 2001. In this period, the difference between the proportions of Protestant and Roman Catholic employees decreased, as the mean difference of [31.8 pp]<sup>97</sup> was smaller than the 2001 difference of [39.0 pp] (Table 8.9).

#### 8.4.2. Sex

##### **In 2010, close to nine-tenths of part-time civil service employees were female (88.1%, n=355), while 11.9% (n=48) were male (Table 8.8).**

Between 2009 and 2010, the decrease in the number of female part-time employees (n=152) was greater than that for male employees (n=106). However, proportionally, the decrease in the number of male part-time employees (68.8%) was greater than that for their female counterparts (30.0%). Thus, the female share of the part-time civil service workforce increased by (11.4 pp) from 76.7% in 2009.

Table 8.9: Trends in Civil Service Part-time Employment by Community Background and by Sex, 2001-2010<sup>98</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
<b>[Protestant]</b>	69.5%	71.5%	68.8%	65.8%	66.1%	65.3%	64.9%	63.3%	63.0%	60.7%
<b>[R. Catholic]</b>	30.5%	28.5%	31.2%	34.2%	33.9%	34.7%	35.1%	36.7%	37.0%	39.3%
<b>[P-RC] pp diff</b>	39.0	43.0	37.6	31.6	32.2	30.6	29.8	26.6	26.0	21.4
<b>[P-RC] no. diff</b>	77	101	171	97	102	108	125	136	161	82
<b>Male</b>	16.7%	23.2%	17.8%	27.9%	26.6%	32.3%	30.4%	26.5%	23.3%	11.9%
<b>Female</b>	83.3%	76.8%	82.2%	72.1%	73.4%	67.7%	69.6%	73.5%	76.7%	88.1%
<b>(F-M) pp diff.</b>	66.6	53.6	64.4	44.2	46.8	35.4	39.2	47.0	53.4	76.2
<b>(F-M) no. diff</b>	148	143	323	144	155	143	176	256	353	307

During the period 2001-2010, the number of female part-time employees increased (91.9%, n=170) by a greater amount than their male counterparts (29.7%, n=11). Thus, the female share of the part-time workforce increased by (4.8 pp) from 83.3% in 2001. In this period the difference between the proportions of male and female part-time employees decreased, as the mean difference of (52.7 pp)<sup>99</sup> was smaller than the 2001 difference of (66.6 pp) (Table 8.9).

<sup>97</sup> The mean numerical difference (n=116) is not displayed as it greater than initial 2001 difference (n=77). This can be attributed to the overall increase in the number of part-time Civil Service employees between 2001 and 2010.

<sup>98</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

<sup>99</sup> The mean numerical difference (n=215) is not displayed as it greater than the 2001 difference (n=148). This can be attributed to the overall increase in the number of part-time Civil Service employees between 2001 and 2010

### 8.4.3. Community Background and Sex

In 2010, female Protestant employees comprised the majority of the part-time civil service workforce [53.4%, n=205] (Table 8.8). Female Roman Catholic employees also accounted for a large proportion of the workforce [35.2%, n=135]. Male Protestant employees comprised [7.3%, n =28] and male Roman Catholic employees comprised [4.2%, n=16] of this workforce. Between 2009 and 2010, there were similar proportional decreases in male Protestant (69.9%, n=65) and male Roman Catholic (66.7%, n=32) employment, while the decreases in female Protestant employment (31.2%, n=93) and female Roman Catholic employment (25.8%, n=47) were smaller. Thus, female Protestant employees share of the part-time workforce increased by [5.4 pp] from [48.0%] in 2009, while female Roman Catholic employees share increased by [5.9 pp] from [29.3%].

During the period 2001-2010, the increases in the numbers of female Protestant (75.2%, n=88) and female Roman Catholic (181.3%, n=87) part-time employees were greater than those for male Protestant (n=8) and male Roman Catholic (n=4) employees<sup>100</sup>. The larger increase in the number of female Roman Catholic employees means they were the only group to see their share of the part-time civil service workforce increase, by [10.8 pp] from [24.4%] in 2001. In this period, there was a consistent, although numerically small, difference between the proportions of male Protestant and Roman Catholic part-time civil service employees [Mean diff=26, 6.7 pp] (Table 8.10). Similarly, there was a consistent, and small, difference between the proportions of female Protestant and female Roman Catholic part-time civil service employees [Mean diff =90, 25.1 pp], and overall the difference between them decreased, as the mean difference of [25.1 pp] was smaller than the 2001 difference of [35.0 pp].<sup>101</sup>

Table 8.10: Trends in Civil Service Part-time Employment by Community Background and Sex, 2001-2010<sup>102</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
<b>[Male Protestant]</b>	10.2%	11.9%	11.4%	17.6%	17.1%	20.9%	20.8%	16.9%	15.0%	7.3%
<b>[Male R. Catholic]</b>	6.1%	8.1%	6.8%	9.1%	9.5%	9.9%	10.7%	10.2%	7.7%	4.2%
<b>[P-RC] pp diff</b>	4.1	3.8	4.6	8.5	7.6	11.0	10.1	6.7	7.3	3.1
<b>[P-RC] no. diff</b>	8	9	21	26	24	39	42	34	45	12
<b>[Female Protestant]</b>	59.4%	59.6%	57.4%	48.2%	49.1%	44.4%	44.2%	46.5%	48.0%	53.4%
<b>[Female R. Catholic]</b>	24.4%	20.4%	24.4%	25.1%	24.4%	24.9%	24.3%	26.5%	29.3%	35.2%
<b>[P-RC] pp diff</b>	35.0	39.2	33.0	23.1	24.7	19.5	19.9	20.0	18.7	18.2
<b>[P-RC] no. diff</b>	69	92	150	71	78	69	83	102	116	70

<sup>100</sup> The small numbers involved in the 2001-2010 changes in male Protestant and male Roman Catholic part-time employment data mean that no proportional analyses have been performed.

<sup>101</sup> The mean numerical difference (n=90) is not displayed as it greater than initial 2001 difference (n=69). This can be attributed to the overall increase in the number of part-time Civil Service employees between 2001 and 2009.

<sup>102</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

#### 8.4.4. Community Background and SOC

In 2010, the greatest proportions of both Protestant (76.0%, n=177) and Roman Catholic (79.5%, n=120) part-time workers were employed in Administrative and Secretarial Occupations (SOC 4) (Table 8.11). No Protestant or Roman Catholic part-time employees were employed in either Skilled Trades Occupations (SOC 5) or Sales and Customer Service Occupations (SOC 7). The distribution of Protestant and Roman Catholic employees was broadly similar across the SOC categories, although notably, both were very concentrated in to SOCs 3 and 4.<sup>103</sup> With regards to differences in sectoral distribution, a greater proportion of Protestant workers than Roman Catholic workers were employed part-time in Elementary Occupations (SOC 9) (6.0% vs. 1.3%). Conversely, a greater proportion of Roman Catholic than Protestant workers were employed part-time in SOC 4 (79.5% vs. 76.0%). Due to the high number of data exclusions, little in the way of trend analyses can be undertaken for part-time civil service employees.

Table 8.11: Civil Service Part-time Employees by Community Background and SOC in 2010<sup>104</sup>

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1 <sup>105</sup>	*	0.4	-	*	1.3	-	*	0.8
SOC 2	#	6.0	-	*	4.6	-	21	5.5
SOC 3	25	10.7	58.1	18	11.9	41.9	43	11.2
SOC 4	177	76.0	59.6	120	79.5	40.4	297	77.3
SOC 5 <sup>105</sup>	0	0.0	-	0	0.0	-	0	0.0
SOC 6 <sup>105</sup>	0	0.0	-	*	1.3	-	*	0.5
SOC 7 <sup>105</sup>	0	0.0	-	0	0.0	-	0	0.0
SOC 8 <sup>105</sup>	*	0.0	-	0	0.0	-	*	0.5
SOC 9	#	6.0	87.5	*	1.3	12.5	16	4.2
Total	233	100.0	60.7	151	100.0	39.3	384	100.0

### 8.5. Civil Service Workforce: Applicants, Appointees, Promotees & Leavers

#### 8.5.1. Civil Service Workforce: Applicants

There were 28,534 civil service applicants in 2010 (Table 8.12), an increase of 12.2% (n=3,107) from 2009.

##### 8.5.1.1. Community Background

In 2010, there were 13,450 [50.7%] Protestant and 13,091 [49.3%] Roman Catholic civil service applicants (Table 8.12). Between 2009 and 2010, the increase in the number of Roman Catholic applicants to the civil service (18.0%, n=1,997) was more than twice that for Protestant applicants (7.6%, n=953). Thus, the Roman Catholic share of civil service applicants increased by [2.3 pp] from [47.0%] in 2009.

<sup>103</sup> SOC 3 = Associate Professional & Technical Occupations

<sup>104</sup> \* indicates were a number is < 10, # indicates were a number has been removed to disguise a number < 10.

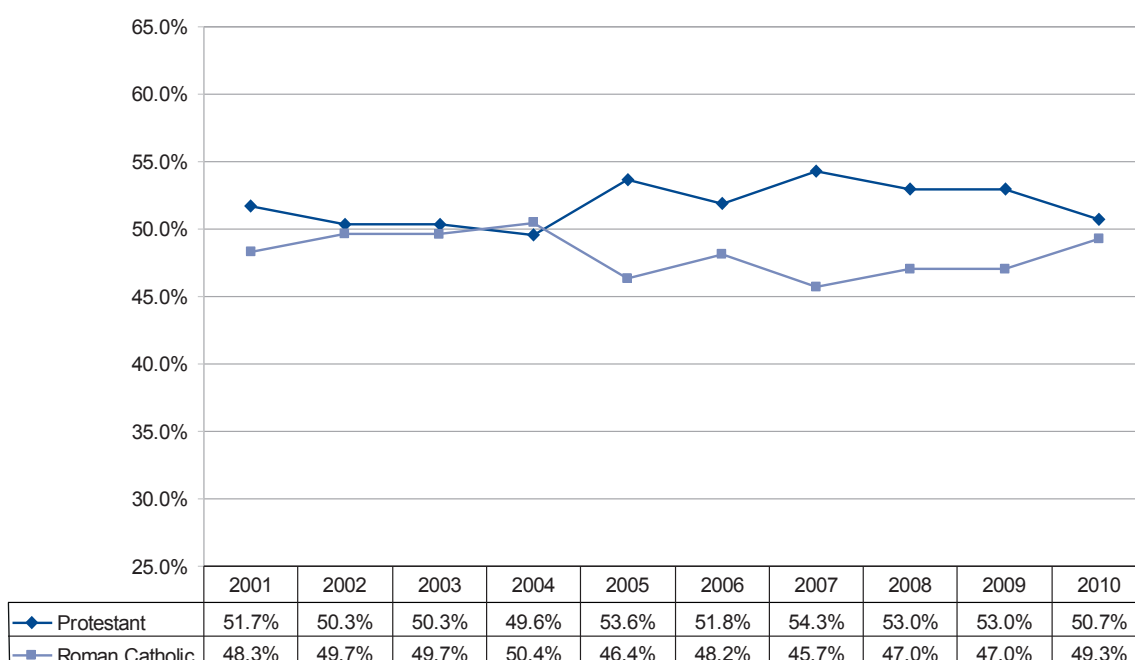
<sup>105</sup> This SOC category is excluded from any trend analysis, as it represent ≤2% of sectoral employment.

Table 8.12: Civil Service Applicants by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>6,903</b>	46.9% [26.0%]	<b>6,574</b>	44.7% [24.8%]	<b>1,227</b>	8.3%	<b>14,704</b>	51.5%
<b>Female</b>	<b>6,547</b>	47.3% [24.7%]	<b>6,517</b>	47.1% [24.6%]	<b>766</b>	5.5%	<b>13,830</b>	48.5%
<b>TOTAL</b>	<b>13,450</b>	47.1% [50.7%]	<b>13,091</b>	45.9% [49.3%]	<b>1,993</b>	7.0%	<b>28,534</b>	100.0%

During the period 2001-2010, the number of Protestant applicants decreased (26.9%, n=4,943) by a greater amount than their Roman Catholic counterparts (23.8%, n=4,078). Thus, the Roman Catholic share of civil service applicants increased slightly by [1.0 pp] from [48.3%] in 2001. In every year, aside from 2004, Protestants have consistently accounted for a greater proportion of applicants when compared to Roman Catholics (Chart 8.2).

Chart 8.2: Civil Service Applicants by Community Background, 2001-2010



### 8.5.1.2. Sex

In 2010, males (51.5%, n=14,704) and females (48.5%, n=13,830) comprised similar proportions of applicants to the civil service (Table 8.12). Between 2009 and 2010, the increase in the number of male applicants (14.7%, n=1,880) was greater than that for their female counterparts (9.7%, n=1,227). Thus, the male share of civil service applicants increased by (1.1 pp) from 50.4% in 2009.

During the period 2001 - 2010, the overall decrease in the number of female civil service applicants (32.1%, n=6,546) was more than twice that for their male counterparts (12.0%, n=2,007). Thus, the male share of civil service applicants increased by (6.4 pp) from 45.1% in 2001.

## 8.5.2. Civil Service Workforce: Appointees

There were 2,096 civil service appointees in 2010 (Table 8.13), a decrease of 21.9% (n=587) from 2009.

### 8.5.2.1. Community Background

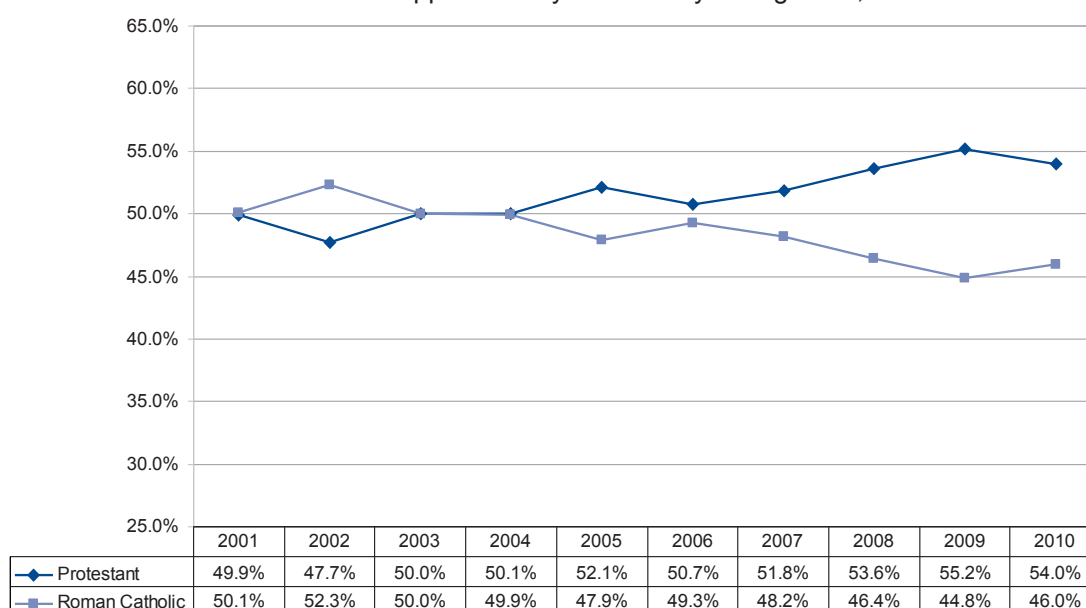
In 2010, there were 1,027 [54.0%] Protestant and 875 [46.0%] Roman Catholic civil service appointees (Table 8.13). Between 2009 and 2010, the decrease in the number of Protestant appointees (26.1%, n=363) was greater than that for Roman Catholic appointees (22.5%, n=254). Thus, the Roman Catholic share of civil service appointees increased slightly by [1.2 pp] from [44.8%] in 2009.

Table 8.13: Civil Service Appointees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>541</b>	48.6% [28.4%]	<b>470</b>	42.2% [24.7%]	<b>103</b>	9.2%	<b>1,114</b>	53.1%
<b>Female</b>	<b>486</b>	49.5% [25.6%]	<b>405</b>	41.2% [21.3%]	<b>91</b>	9.3%	<b>982</b>	46.9%
<b>TOTAL</b>	<b>1,027</b>	49.0% [54.0%]	<b>875</b>	41.7% [46.0%]	<b>194</b>	9.3%	<b>2,096</b>	100.0%

During the period 2001-2010, the overall decrease in the number of Roman Catholic appointees (20.5%, n=225) was more than three times that for their Protestant counterparts (6.4%, n=70). Thus, the Protestant share of civil service appointees increased by [4.1 pp] from [49.9%] in 2001. From 2005, Protestants have consistently accounted for a greater proportion of appointees, when compared to Roman Catholics (Chart 8.3).

Chart 8.3: Civil Service Appointees by Community Background, 2001-2010





### 8.5.2.2. Sex

In 2010, the majority of civil service appointees were male (53.1%, n=1,114), while 46.9% (n=982) were female (Table 8.13). Between 2009 and 2010, the decrease in the number of female appointees (24.4%, n=317) was greater than that for their male counterparts (19.5%, n=270). Thus, the male share of civil service appointees increased by (1.5 pp) from 51.6% in 2009.

During the period 2001 - 2010, the overall decrease in the number of female appointees (29.9%, n=418) was greater than that of their male counterparts (4.6%, n=54). Thus, the male share of civil service appointees increased by (7.6 pp) from 45.5% in 2001.

### 8.5.3. Civil Service Workforce: Promotees

There were 1,901 civil service promotees in 2010 (Table 8.14), a decrease of 52.5% (n=2,102) from 2009.

#### 8.5.3.1. Community Background

In 2010, there were 944 [50.9%] Protestant and 911 [49.1%] Roman Catholic promotees in the civil service (Table 8.14). Between 2009 and 2010, the decrease in the number of Roman Catholic promotees (53.3%, n=1,038) was slightly greater than that for their Protestant counterparts (51.7%, n=1,012). Thus, the Protestant share of civil service promotees increased slightly by [0.8 pp] from [50.1%] in 2009.

Table 8.14: Civil Service Promotees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined <sup>106</sup>		Total	
Male	452	51.8% [24.4%]	394	45.2% [21.2%]	26	3.0%	872	45.9%
Female	492	47.8% [26.5%]	517	50.2% [27.9%]	20	1.9%	1,029	54.1%
TOTAL	944	49.7% [50.9%]	911	47.9% [49.1%]	46	2.4%	1,901	100.0%

#### 8.5.3.2. Sex

In 2010, the majority of civil service promotees were females (54.1%, n=1,029), while 45.9% (n=872) were male (Table 8.14). Between 2009 and 2010, the number of female promotees decreased (n=1,080) by a greater amount than male promotees (n=1,022). However, proportionally, the decrease in the number of male promotees (54.0%) was greater than that of their female counterparts (51.2%). Thus, the female share of civil service promotees increased by (1.4 pp) from 52.7% in 2009.

<sup>106</sup> \* indicates where a number is less than 10, # indicates where a number has been removed to disguise a number less than 10.

#### 8.5.4. Civil Service Workforce: Leavers

There were 2,216 leavers from the civil service in 2010 (Table 8.15), a decrease of 44.2% (n=1,752) from 2009.

##### 8.5.4.1. Community Background

In 2010, there were **1,140 [55.4%] Protestant** and **916 [44.6%] Roman Catholic leavers from the civil service** (Table 8.15). Between 2009 and 2010, the decrease in the number of Protestant leavers from the civil service (56.1%, n=1,454) was far greater than that for their Roman Catholic counterparts (17.3%, n=191). Thus, the Roman Catholic share of civil service leavers increased by [14.7 pp] from [29.9%] in 2009.

Table 8.15: Civil Service Leavers by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	586	51.2% [28.5%]	476	41.6% [23.2%]	83	7.2%	1,145	51.7%
Female	554	51.7% [26.9%]	440	41.1% [21.4%]	77	7.2%	1,071	48.3%
TOTAL	1,140	51.4% [55.4%]	916	41.3% [44.6%]	160	7.2%	2,216	100.0%

##### 8.5.4.2. Sex

In 2010, there were similar numbers of male (51.7%, n=1,145) and female (48.3%, n=1,071) leavers from the civil service (Table 8.15). Between 2009 and 2010, the proportional decrease in the number of female leavers (50.0%, n=1,073) was greater than that for their male counterparts (37.2%, n=679). Thus, the male share of civil service leavers increased by (5.7 pp) from 46.0% in 2009.



## 9. Public Sector – Security-related

### All Employees

- In 2010, the security-related sector accounted for 10.2% of all public sector employment.
- The security-related sector comprised 13,092 employees, a decrease of 2.7% (n=359) from 2009. The composition of the security-related workforce was 9,803 [77.9%] Protestant and 2,780 [22.1%] Roman Catholic.
- Between 2009 and 2010, total Protestant security-related employment decreased by 4.3% (n=440), while total Roman Catholic employment increased by 4.2% (n=112). Overall, the Roman Catholic share of the security-related workforce increased by [1.4 pp].
- In 2010, more than two-thirds of security-related employees were male (68.0%, n=8,899).

### Full-time Workforce

- There were 12,380 full-time employees in the security-related sector, a decrease of 2.2% (n=284) from 2009. The composition of the full-time workforce was 9,159 [77.1%] Protestant and 2,721 [22.9%] Roman Catholic.
- Between 2009 and 2010, full-time Protestant security-related employment decreased by 3.9% (n=371), while full-time Roman Catholic employment increased by 4.5% (n=117). Overall, the Roman Catholic share of the full-time security-related workforce increased by [1.4 pp].
- In 2010, two-thirds of full-time security-related employees were male (68.5%, n=8,480).

### Part-time Workforce

- There were 712 part-time employees in the security-related sector, a decrease of 9.5% (n=75) from 2009. The composition of the part-time workforce was 644 [91.6%] Protestant and 59 [8.4%] Roman Catholic.
- Between 2009 and 2010, part-time Protestant security-related employment decreased by 9.7% (n=69), while part-time Roman Catholic employment decreased by 7.8% (n=5). Overall, the Roman Catholic share of the part-time security-related workforce increased by [0.2 pp].
- In 2010, the majority of part-time security-related employees were male (58.8%, n=419).

### Applicants, Appointees, Promotees and Leavers

In 2010, there were:

- 16,058 security-related applicants. The composition was 9,930 [63.9%] Protestant and 5,617 [36.1%] Roman Catholic.
- 533 security-related appointees. The composition was 293 [56.7%] Protestant and 224 [43.3%] Roman Catholic.
- 319 security-related promotees. The composition was 248 [80.5%] Protestant and 60 [19.5%] Roman Catholic.
- 879 security-related leavers. The composition was 720 [85.9%] Protestant and 118 [14.1%] Roman Catholic.

## 9.1. The Security-related Workforce: Introduction

The purpose of this chapter is to help inform employers and other interested parties about wider compositional trends within the security-related workforce that, alongside information on labour availability, may better inform their own considerations of fair participation in specific employment(s).

In 2010, security-related employment accounted for 6.9% of the total public workforce and comprised 13,092 employees.<sup>107</sup> The security-related sector has contracted every year since 2001. Between 2009 and 2010, the number of full-time employees in the security-related sector decreased (n=284), as did the number of part-time employees (n=75). Thus, overall the sector decreased by 359 employees. During this period, the increase in the number of Roman Catholics in full-time employment (n=117) was greater than the decrease in the number in part-time employment (n=5). In contrast, the number of Protestants in both full-time and part-time employees decreased (by 371 and 69 respectively). Thus, total Roman Catholic employment increased (n=112), while total Protestant employment decreased (n=440). As a result, Roman Catholic representation in the security-related workforce increased by [1.4 pp] from 2009 [20.7%]. At [22.1%] the Roman Catholic share of the security-related sector is now nearly three times its 2001 level [8.4%].

In 2010, more than two-thirds of total security-related employees were male (68.0%, n=8,899). Atypically for the public sector, males accounted for the majority of both full-time (68.5%) and part-time (58.8%) security-related employees. However, between 2001 and 2010, the proportion of security-related employment accounted for by females increased steadily. The increase has been more marked for part-time employment (26.2% to 41.2%), than full-time employment (20.8% to 31.5%).

## 9.2. The Security-related Workforce: All Employees

There were 13,092 employees in the security-related sector in 2010 (Table 9.1), a decrease of 2.7% (n=359) from 2009.

### 9.2.1. Community Background

**In 2010, there were 9,803 [77.9%] Protestant and 2,780 [22.1%] Roman Catholic employees in the total security-related workforce** (Table 9.1). Between 2009 and 2010, the number of Protestant employees decreased (n=440) by a greater amount than the number of Roman Catholic employees increased (n=112). However, proportionally, the decrease in the number of Protestant employees (4.3%) was similar to the increase in their Roman Catholic counterparts (4.2%). Thus, the Roman Catholic share of the security-related workforce increased slightly by [1.4 pp] from [20.7%] in 2009.

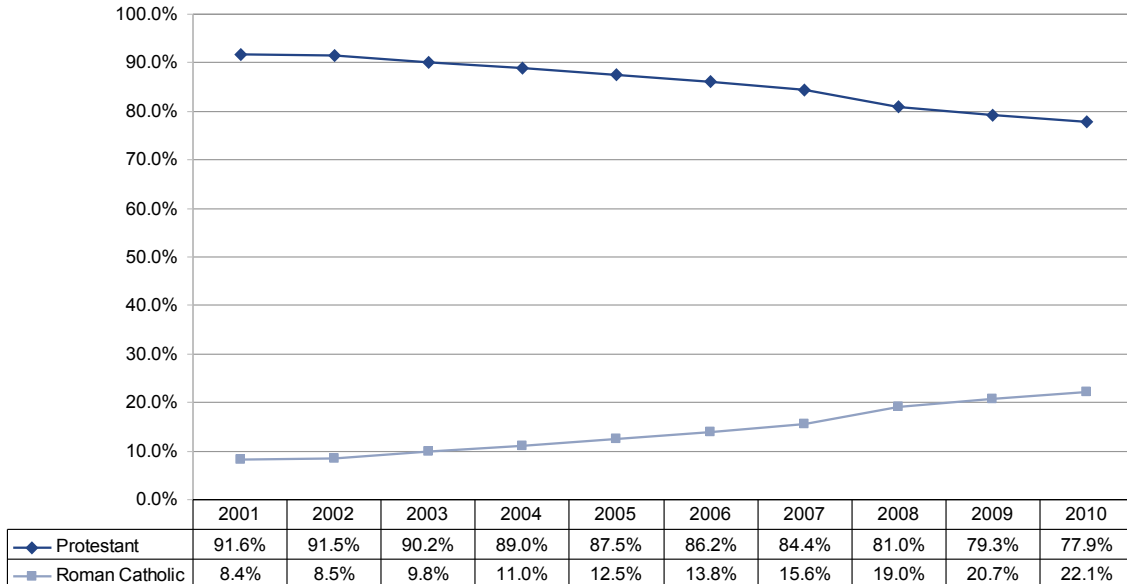
<sup>107</sup> This figure includes 1,901 Northern Ireland Prison Service employees who are included within the Civil Service monitoring return. They are also represented in the Security-related sector for illustrative purposes, to provide an accurate picture of security-related employment.

Table 9.1: Security-related (All) Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	6,697	75.3% [53.2%]	1,782	20.0% [14.2%]	420	4.7%	8,899	68.0%
Female	3,106	74.1% [24.7%]	998	23.8% [7.9%]	89	2.1%	4,193	32.0%
TOTAL	9,803	74.9% [77.9%]	2,780	21.2% [22.1%]	509	3.9%	13,092	100.0%

During the period 2001 - 2010, the number of Roman Catholic employees increased by 63.0% (n=1,075), whilst the number of Protestant employees decreased by 47.5% (n=8,878). Thus, Roman Catholic employees' share of the security-related workforce increased by [13.7 pp] from [8.4%] in 2001. In this period, the difference between the proportions of Protestant and Roman Catholic employees decreased year-on-year, by a total of [27.4 pp] (n=9,953) from [83.2 pp] (n=16,976) in 2001 (Chart 9.1).

Chart 9.1: Security-related (All) Employees by Community Background, 2001 - 2010



### 9.2.2. Sex

**In 2010, more than two-thirds of security-related employees were male (68.0%, n=8,899), while 32.0% were female (n=4,193)** (Table 9.1). Between 2009 and 2010, the decrease in the number of male employees (4.3%, n=404), although small, was greater than the increase in their female counterparts (1.1%, n=45). Thus, female employees' share of security related employment increased by (1.2 pp) from 30.8% in 2009.

During the period 2001-2010, the overall decrease in male security-related employees (47.0%, n=7,907) was far greater than that for their female counterparts (7.3%, n=330). Thus, the female share of the security-related workforce increased by (10.8 pp) from 21.2% in 2001. In this period, the difference between the proportions of male and female employees decreased year-on-year, by a total of (21.6 pp) (n=7,577) from (57.6 pp) (n=12,283) in 2001.

### 9.2.3. Community Background and Sex

In 2010, male Protestant employees comprised the majority of the security-related workforce [53.2%, n=6,697] (Table 9.1). Security-related employment was very much divided along community background lines, as female Protestant employees also accounted for a large proportion of the workforce [24.7%, n=3,106]. Male Roman Catholics comprised [14.2%] (n=1,782) of employees, while female Roman Catholics comprised [7.9%] (n=998). Between 2009 and 2010, male Protestants were the only group to show a decrease in employment (6.2%, n=445). There were similar proportional increases in the number of male Roman Catholic (4.3%, n=74) and female Roman Catholic (4.0%, n=38) employees, and a smaller increase in the number of female Protestant employees (0.2%, n=5). Thus, male Protestant employees were the only group to see a decrease in their share of the security-related workforce, by [2.1 pp] from [55.3%] in 2009.

During the period 2001- 2010, the numbers of male Protestant and female Protestant security-related employees decreased, by 54.7% (n=8,091) and 20.2% (n=787) respectively. In contrast, the numbers of male Roman Catholic and female Roman Catholic employees increased, by 47.8% (n=576) and 100% (n=499) respectively. As a result of the larger decrease in the number of male Protestant employees, they were the only group to see their share of the security-related workforce decrease, by [19.3 pp] from [72.5%] in 2001. In this period, the difference between the proportions of male Protestant and male Roman Catholic security-related employees decreased year-on-year, by a total of [27.6 pp] (n=8,667) from [66.6 pp] (n=13,582) in 2001 (Table 9.2). In contrast, the difference between the proportions of female Protestant and Roman Catholic employees altered very little over the ten years, with an mean difference of [17.0 pp] (n=2,781) evident.

Table 9.2: Trends in Security-related (All) Employment by Community Background and Sex, 2001-2010<sup>108</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
<b>[Male Protestant]</b>	72.5%	71.1%	69.1%	67.9%	65.9%	64.5%	63.0%	57.2%	55.3%	53.2%
<b>[Male R. Catholic]</b>	5.9%	5.8%	6.7%	7.3%	8.2%	9.0%	10.1%	12.1%	13.2%	14.2%
<b>[P-RC] pp diff</b>	66.6	65.3	62.4	60.6	57.7	55.5	52.9	45.1	42.1	39.0
<b>[P-RC] no. diff</b>	13,582	12,216	11,281	10,741	10,068	9,284	8,253	5,943	5,434	4,915
<b>[Female Protestant]</b>	19.1%	20.4%	21.1%	21.1%	21.5%	21.6%	21.4%	23.8%	24.0%	24.7%
<b>[Female R. Catholic]</b>	2.4%	2.7%	3.2%	3.7%	4.3%	4.8%	5.5%	6.9%	7.4%	7.9%
<b>[P-RC] pp diff</b>	16.7	17.7	17.9	17.4	17.2	16.8	15.9	16.9	16.6	16.8
<b>[P-RC] no. diff</b>	3,394	3,316	3,231	3,092	3,007	2,810	2,470	2,240	2,141	2,108

<sup>108</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

#### 9.2.4. Community Background and SOC

In 2010, the greatest proportions of both Protestant (75.5%, n=7,406) and Roman Catholic (82.2%, n=2,285) workers were employed in Associated Professional and Technical Occupations (SOC 3) (Table 9.3). Conversely, no Protestant or Roman Catholic security-related workers were employed in Sales and Customer Service Occupations (SOC 7). In 2010, the distribution of Protestant and Roman Catholic employees was broadly similar across the SOC categories, although notably, both were very concentrated in SOC 3. With regards to difference in sectoral distribution, a greater proportion of Protestant workers than Roman Catholic workers were employed in Managerial and Senior Official Occupations (SOC 1) (6.8% vs. 4.4%) and Administrative and Secretarial Occupations (SOC 4) (13.5% vs. 9.8%). Conversely a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 3 (82.2% vs. 75.5%).

Table 9.3: Security-related (All) Employees by Community Background and SOC in 2010<sup>109</sup>

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1	664	6.8	84.5	122	4.4	15.5	786	6.2
SOC 2	137	1.4	67.8	65	2.3	32.2	202	1.6
SOC 3 <sup>110</sup>	7,406	75.5	76.4	2,285	82.2	23.6	9,691	77.0
SOC 4	1,319	13.5	82.9	272	9.8	17.1	1,591	12.6
SOC 5 <sup>110</sup>	108	1.1	85.0	19	0.7	15.0	127	1.0
SOC 6 <sup>110</sup>	*	0.1	-	0	0.0	-	*	0.1
SOC 7 <sup>110</sup>	0	0.0	-	0	0.0	-	0	0.0
SOC 8 <sup>110</sup>	#	0.2	-	*	0.2	-	27	0.2
SOC 9 <sup>110</sup>	138	1.4	92.0	12	0.4	8.0	150	1.2
Total	9,803	100.0%	77.9%	2,780	100.0%	22.1%	12,583	100.0%

Between 2009 and 2010, the greatest proportional change in the numbers of both Protestant (8.7% decrease, n=63) and Roman Catholic (9.6%, n=13) employees occurred in SOC 1. In SOC 3, the number of Protestant employees decreased (4.2%, n=326), whilst the number of Roman Catholic employees increased (6.1%, n=132). Thus, SOC 3 demonstrated the greatest change in community composition, with the Roman Catholic share increasing by [1.8 pp] from [21.8%] in 2009.

<sup>109</sup> \* Indicates were a number is < 10, # indicates were a number has been removed to disguise a number < 10.

<sup>110</sup> This SOC category is excluded from any trend analysis, as it represent ≤2% of sectoral employment.



### 9.3. The Security-related Workforce: Full-time Employees

There were 12,380 full-time employees in the security-related sector in 2010 (Table 9.4), a decrease of 2.2% (n=284) from 2009.

#### 9.3.1. Community Background

In 2010, there were 9,159 [77.1%] Protestant and 2,721 [22.9%] Roman Catholic full-time employees in the security-related workforce (Table 9.4). Between 2009 and 2010, the decrease in the number of full-time Protestant employees (n=371) was greater than the increase in their Roman Catholic counterparts (n=117). However, proportionally, the increase in the number of Roman Catholic full-time employees (4.5%) was greater than the decrease in their Protestant counterparts (3.9%). Thus, the Roman Catholic share of the full-time security-related workforce increased by [1.4 pp] from [21.5%] in 2009.

Table 9.4: Security-related Full-time Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>6,315</b>	74.5% [53.2%]	<b>1,751</b>	20.6% [14.7%]	<b>414</b>	4.9%	<b>8,480</b>	68.5%
<b>Female</b>	<b>2,844</b>	72.9% [23.9%]	<b>970</b>	24.9% 8.2%	<b>86</b>	2.2%	<b>3,900</b>	31.5%
<b>TOTAL</b>	<b>9,159</b>	74.0% [77.1%]	<b>2,721</b>	22.0% [22.9%]	<b>500</b>	4.0%	<b>12,380</b>	100.0%

During the period 2001 - 2010, the overall decrease in the number of Protestant full-time employees (n=7,866) was greater than the increase in their Roman Catholic counterparts (n=1,090). However, proportionally, the increase in the number of Roman Catholic full-time employees (66.8%) was greater than the decrease in their Protestant counterparts (46.2%). Thus, Roman Catholic employees' share of the full-time security-related workforce increased by [14.2 pp] from [8.7%] in 2001. In this period, the difference between the proportions of Protestant and Roman Catholic full-time employees decreased year-on-year, by a total of [28.4 pp] (n=8,956) from [82.6%] (n=15,394) in 2001 (Table 9.5).

#### 9.3.2. Sex

In 2010, more than two-thirds of full-time security-related employees were male (68.5%, n=8,480), while (31.5%, n=3,900) were female (Table 9.4). Between 2009 and 2010, the number of male full-time employees decreased by 4.0% (n=356), whilst the number of female employees increased by 1.9% (n=72). Thus, female employees' share of the full-time security-related workforce increased by [1.3 pp] from [30.2%] in 2009.

Table 9.5: Trends in Security-related Full-time Employment by Community Background and by Sex, 2001-2010<sup>111</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
<b>[Protestant]</b>	91.3%	90.9%	89.6%	88.4%	86.6%	85.1%	83.5%	80.2%	78.5%	77.1%
<b>[R. Catholic]</b>	8.7%	9.1%	10.4%	11.6%	13.4%	14.9%	16.5%	19.8%	21.5%	22.9%
<b>[P-RC] pp diff</b>	82.6	81.8	79.2	76.8	73.2	70.2	67.0	60.4	57.0	54.2
<b>[P-RC] no. diff</b>	15,394	13,679	12,838	12,535	11,520	10,541	9,699	7,477	6,926	6,438
<b>Male</b>	79.2%	77.5%	76.2%	75.9%	74.6%	73.7%	73.9%	70.6%	69.8%	68.5%
<b>Female</b>	20.8%	22.5%	23.8%	24.1%	25.4%	26.3%	26.1%	29.4%	30.2%	31.5%
<b>(F-M) pp diff.</b>	-58.4	-55.0	-52.4	-51.8	-49.2	-47.4	-47.8	-41.2	-39.6	-37.0
<b>(F-M) no. diff</b>	-11,443	-9,620	-8,905	-8,841	-8,092	-7,428	-7,181	-5,310	-5,008	-4,580

During the period 2001-2010, the overall decrease in the number of male full-time security-related employees (45.3%, n=7,023) was far greater than that for their female counterparts (3.9%, n=160). Thus, the female share of the security-related workforce increased by (10.7 pp) from 20.8% in 2001. In this period, the difference between the proportions of male and female full-time employees decreased by a total of (21.4 pp) (n=6,863), from (58.4 pp) (n=11,443) in 2001 (Table 9.5).

### 9.3.3. Community Background and Sex

In 2010, male Protestant employees comprised the majority of the full-time security-related workforce [53.2%, n=6,315] (Table 9.4). Full-time security-related employment was very much divided along community background lines, as female Protestant employees also accounted for a large proportion of the workforce [23.9%, n=2,844]. Male Roman Catholics comprised [14.7%] (n=1,751) of employees, while female Roman Catholics comprised [8.2%] (n=970). Between 2009 and 2010, male Protestants were the only group to show a decrease in full-time employment (6.0%, n=400), while the increases in male Roman Catholic (4.5%, n=76), female Roman Catholic (4.4 %, n=41) and female Protestant (0.1%, n=29) employment were small. Thus, male Protestant employees' were the only group to see their share of the full-time security-related workforce decrease, by [2.1 pp] from [55.3%] in 2009.

During the period 2001- 2010, the numbers of male Protestant and female Protestant security-related full-time employees decreased, by 53.4% (n=7,235) and 18.2% (n=631) respectively. Conversely, the numbers of male Roman Catholic and female Roman Catholic employees increased, by 49.9% (n=583) and 109.5% (n=507) respectively. As a result of the larger decrease in the number of male Protestant employees, they were the only group to see their share of the full-time workforce fall, by [19.4 pp] from [72.6%] in 2001. In this period, the difference between the proportions of male Protestant and male Roman Catholic security-related full-time employees decreased year-on-year, by a total of [27.8 pp] (n=7,818) from [66.3 pp] (n=12,382) in 2001 (Table 9.6). In contrast, the difference between the proportions of female Protestant and Roman Catholic employees altered very little over the ten years, with a mean difference of [16.3 pp] (n=2,457) evident.

<sup>111</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

Table 9.6: Trends in Security-related Full-time Employment by Community Background and Sex, 2001-2010<sup>112</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
[Male Protestant]	72.6%	70.8%	68.6%	67.6%	65.2%	63.5%	62.7%	57.3%	55.3%	53.2%
[Male R. Catholic]	6.3%	6.2%	7.1%	7.8%	8.9%	9.7%	10.7%	12.7%	13.8%	14.7%
[P-RC] pp diff	66.3	64.6	61.5	59.8	56.3	53.8	52.0	44.6	41.5	38.5
[P-RC] no. diff	12,382	10,779	9,974	9,763	8,875	8,071	7,518	5,515	5,040	4,564
[Female Protestant]	18.6%	20.2%	21.0%	20.8%	21.3%	21.6%	20.8%	23.0%	23.2%	23.9%
[Female R. Catholic]	2.5%	2.8%	3.3%	3.8%	4.6%	5.2%	5.8%	7.1%	7.7%	8.2%
[P-RC] pp diff	16.1	17.4	17.7	17.0	16.7	16.4	15.0	15.9	15.5	15.7
[P-RC] no. diff	3,012	2,900	2,864	2,772	2,645	2,470	2,181	1,962	1,886	1,874

### 9.3.4. Community Background and SOC

In 2010, the greatest proportions of both Protestant (73.9%, n=6,765) and Roman Catholic (81.8%, n=2,226) full-time workers were employed in Associated Professional and Technical Occupations (SOC 3) (Table 9.7). Conversely, no Protestant or Roman Catholic security-related full-time workers were employed in Sales and Customer Service Occupations (SOC 7). In 2010, the distribution of Protestant and Roman Catholic full-time employees was broadly similar across the SOC categories, although notably, both were very concentrated in SOC 3. With regards to difference in sectoral distribution, a greater proportion of Protestant than Roman Catholic workers were employed full-time in Managerial and Senior Official Occupations (SOC 1) (7.2% vs. 4.5%) and Administrative and Secretarial Occupations (SOC 4) (14.4% vs. 10.0%). Conversely a greater proportion of Roman Catholic workers than Protestant workers were employed full-time in SOC 3 (81.8 % vs. 73.9%).

Table 9.7: Security-related Full-time Employees by Community Background and SOC in 2010<sup>113</sup>

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1	664	7.2	84.5	122	4.5	15.5	786	6.6
SOC 2 <sup>114</sup>	137	1.5	67.8	65	2.4	32.2	202	1.7
SOC 3	6,765	73.9	75.2	2,226	81.8	24.8	8,991	75.7
SOC 4	1,317	14.4	82.9	272	10.0	17.1	1,589	13.4
SOC 5 <sup>114</sup>	108	1.2	85.0	19	0.7	15.0	127	1.1
SOC 6 <sup>114</sup>	*	0.1	-	0	0.0	-	*	0.1
SOC 7 <sup>114</sup>	0	0.0	-	0	0.0	-	0	0.0
SOC 8 <sup>114</sup>	#	0.2	81.5	*	0.2	18.5	27	0.2
SOC 9 <sup>114</sup>	137	1.5	91.9	12	0.4	8.1	149	1.3
<b>Total</b>	<b>9,159</b>	<b>100.0</b>	<b>77.1</b>	<b>2,721</b>	<b>100.0</b>	<b>22.9</b>	<b>11,880</b>	<b>100.0</b>

<sup>112</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

<sup>113</sup> \* Indicates were a number is < 10, # indicates were a number has been removed to disguise a number < 10.

<sup>114</sup> This SOC category is excluded from any trend analysis, as it represent ≤2% of sectoral employment.

Between 2009 and 2010, the greatest proportional change in the numbers of both Protestant (8.7% decrease, n=63) and Roman Catholic (9.6%, n=13) employees occurred in SOC 1. In SOC 3, the number of Protestant employees decreased (3.7%, n=258), whilst the number of Roman Catholic employees increased (6.6%, n=137). Thus, SOC 3 demonstrated the greatest change in community composition, with the Roman Catholic share increasing by [1.9 pp] from [22.9%] in 2009.

## 9.4. The Security-related Workforce: Part-time Employees

There were 712 part-time employees in the security-related sector in 2010 (Table 9.8), a decrease of 9.5% (n=75) from 2009.

### 9.4.1. Community Background

**In 2010, there were 644 [91.6%] Protestant and 59 [8.4%] Roman Catholic part-time employees in the security-related workforce** (Table 9.8). Between 2009 and 2010, the decrease in the number of part-time Protestant employees (9.7%, n=69), was greater than that for their Roman Catholic counterparts (7.8%, n=5). Thus, the Roman Catholic share of the part-time security-related workforce increased by [0.2 pp] from [8.2%] in 2009.

Table 9.8: Security-related Part-time Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined <sup>115</sup>		Total	
<b>Male</b>	<b>382</b>	91.2% [54.3%]	<b>31</b>	7.4% [4.4%]	*	1.4%	<b>419</b>	58.8%
<b>Female</b>	<b>262</b>	89.4% [37.3%]	<b>28</b>	9.6% [4.0%]	*	1.0%	<b>293</b>	41.2%
<b>TOTAL</b>	<b>644</b>	90.4% [91.6%]	<b>59</b>	8.3% [8.4%]	*	1.3%	<b>712</b>	100.0%

During the period 2001 - 2010, the overall decrease in the number of Protestant part-time security-related employees (61.1%, n=1,012) was far greater than that for their Roman Catholic counterparts (20.3%, n=15). Thus, the Roman Catholic share of the part-time workforce increased by [4.1 pp] from [4.3%] in 2001. In this period, the difference between the proportions of Protestant and Roman Catholic employees decreased by a total of [8.2 pp] (n=997) from [91.4 pp] (n=1,582) in 2001 (Table 9.9).

<sup>115</sup>\* Indicates were a number is < 10, # indicates were a number has been removed to disguise a number < 10.

### 9.4.2. Sex

In 2010, the majority of part-time security-related employees were male (58.8%, n=419), while 41.2% (n=293) were female (Table 9.8). Between 2009 and 2010, the decrease in the number of male part-time employees (10.3%, n=48), was greater than that for their female counterparts (8.4%, n=27). Thus, the female share of the part-time security-related workforce increased by (0.5 pp) from 40.7% in 2009.

Table 9.9: Trends in Security-related Part-time Employment by Community Background and by Sex, 2001-2010<sup>116</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
<b>[Protestant]</b>	95.7%	95.8%	95.4%	95.8%	95.7%	95.6%	95.1%	92.0%	91.8%	91.6%
<b>[R. Catholic]</b>	4.3%	4.2%	4.6%	4.2%	4.3%	4.4%	4.9%	8.0%	8.2%	8.4%
<b>[P-RC] pp diff</b>	91.4	91.6	90.8	91.6	91.4	91.2	90.2	84.0	83.6	83.2
<b>[P-RC] no. diff</b>	1,582	1,853	1,674	1,298	1,555	1,553	1,024	706	649	585
<b>Male</b>	73.8%	76.0%	76.3%	73.6%	74.7%	76.3%	69.9%	59.6%	59.3%	58.8%
<b>Female</b>	26.2%	24.0%	23.7%	26.4%	25.3%	23.7%	30.1%	40.4%	40.7%	41.2%
<b>(F-M) pp diff</b>	-47.6	-52.0	-52.6	-47.2	-49.4	-52.6	-39.8	-19.2	-18.6	-17.6
<b>(F-M) no. diff</b>	-840	-1,074	-987	-681	-856	-909	-459	-164	-147	-126

During the period 2001 - 2010, the overall decrease in the number of male part-time security-related employees (67.8%, n=884) was far greater than that for female employees (36.7%, n=170). Thus, female part-time employees' share of the security-related workforce increased by (15.0 pp) from 26.2% in 2001. In this period the difference between the proportions of male and female part-time employees remained substantial (Mean diff=624; 39.7 pp), but did decrease overall, as the mean difference was smaller than the 2001 difference (47.6 pp; n=840) (Table 9.9).

### 9.4.3. Community Background and Sex

In 2010, male Protestant employees comprised the majority of the part-time security-related workforce [54.3%, n=382], while female Protestant employees comprised [37.3%] (n=262) (Table 9.8). Male Roman Catholic [4.4%, n=31] and female Roman Catholic [4.0%, n=28] employees accounted for similarly small proportions of the workforce. Between 2009 and 2010, male Protestant employees showed the greatest decrease in employment (10.5%, n=45), while male Roman Catholic employees showed the smallest (6.1%, n=2). Proportionally, female Roman Catholic part-time employees decreased (9.7%, n=3) by more than female Protestant employees (8.4%, n=24). Consequently, male Roman Catholic employees' share of the part-time security-related workforce increased by [0.2 pp] from [4.2%] in 2009, while female Protestant employees' share increased by [0.5%] from [36.8%].

<sup>116</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

During the period 2001-2010, the decrease in the numbers of male Protestant (69.1%, n=856) and female Protestant (37.3%, n=156) security-related employees were greater than those for male Roman Catholic (18.4%, n=7) and female Roman Catholic employees (22.2%, n=8). As a result of the larger decrease in the number of male Protestant employees, they were the only group to see their share of the part-time workforce decrease, by [17.3 pp] from [71.6%] in 2001. In this period, the difference between the proportions of male Protestant and Roman Catholic part-time security-related employees decreased, as the mean difference between them [63.8 pp; n=924] was smaller than the 2001 difference [69.4 pp, n=1,200] (Table 9.10). Conversely, the difference between the proportions of female Protestant and Roman Catholic part-time employees increased, as the mean difference between them [25.1 pp; n=324] was larger than the 2001 difference [22.1 pp; n=382].

Table 9.10: Trends in Security-related Part-time Employment by Community Background and Sex, 2001-2010<sup>117</sup>

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
<b>[Male Protestant]</b>	71.6%	73.5%	73.5%	71.3%	72.5%	73.8%	67.3%	55.2%	55.0%	54.3%
<b>[Male R. Catholic]</b>	2.2%	2.5%	2.7%	2.2%	2.4%	2.5%	2.6%	4.3%	4.2%	4.4%
<b>[P-RC] pp diff</b>	69.4	71.0	70.8	69.1	70.1	71.3	64.7	50.9	50.8	49.9
<b>[P-RC] no. diff</b>	1,200	1,437	1,307	978	1,193	1,213	735	428	394	351
<b>[Female Protestant]</b>	24.2%	22.3%	21.9%	24.6%	23.2%	21.9%	27.8%	36.8%	36.8%	37.3%
<b>[Female R. Catholic]</b>	2.1%	1.7%	2.0%	2.0%	1.9%	1.9%	2.4%	3.7%	4.0%	4.0%
<b>[P-RC] pp diff</b>	22.1	20.6	19.9	22.6	21.3	20.0	25.4	33.1	32.8	33.3
<b>[P-RC] no. diff</b>	382	416	367	320	362	340	289	278	255	234

#### 9.4.4. Community Background and SOC

In 2010, the majority of Protestant part-time workers (99.5%, n=641) and all Roman Catholic part-time workers (100%, n=59) were employed in Associated Professional and Technical Occupations (SOC 3) (Table 9.11). SOC 4 and 9<sup>118</sup> were the only other occupational categories in which Protestant part-time workers were employed (n<10 both). As the distribution of Protestant and Roman Catholic part-time employees was mostly concentrated into SOC 3, no further trends or distribution analyses can be undertaken.

Table 9.11: Security-related Part-time Employees by Community Background and SOC in 2010<sup>119</sup>

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1	0	0.0	-	0	0.0	-	0	0.0
SOC 2	0	0.0	-	0	0.0	-	0	0.0
SOC 3	641	99.5	91.6	59	100.0	8.4	700	99.6
SOC 4 <sup>120</sup>	*	0.3	-	0	-	-	*	-
SOC 5	0	0.0	-	0	0.0	-	0	0.0
SOC 6	0	0.0	-	0	0.0	-	0	0.0
SOC 7	0	0.0	-	0	0.0	-	0	0.0
SOC 8	0	0.0	-	0	0.0	-	0	0.0
SOC 9 <sup>120</sup>	*	0.1	-	0	-	-	*	-
<b>Total</b>	<b>644</b>	<b>100.0</b>	<b>91.6</b>	<b>59</b>	<b>100.0</b>	<b>8.4</b>	<b>703</b>	<b>100.0</b>

<sup>117</sup> See web-tables at [www.equalityni.org/research](http://www.equalityni.org/research) for full numerical breakdowns.

<sup>118</sup> SOC 4 = Administrative and Secretarial Occupations and SOC 9 = Elementary Occupations.

<sup>119</sup> \* indicates were a number is < 10, # indicates were a number has been removed to disguise a number < 10.

<sup>120</sup> This SOC category is excluded from any trend analysis, as it represents ≤2% of sectoral employment.

## 9.5. Security-related Workforce: Applicants, Appointees, Promotees & Leavers

### 9.5.1. Security-related Workforce: Applicants

There were 16,058 security-related applicants in 2010 (Table 9.12), an increase of 41.8% (n=4,737) from 2009.

#### 9.5.1.1. Community Background

In 2010, there were 9,930 [63.9%] Protestant and 5,617 [36.1%] Roman Catholic security-related applicants (Table 9.12). Between 2009 and 2010, the increase in the number of Protestant applicants (52.1%, n=3,400) was far greater than that for their Roman Catholic counterparts (30.5%, n=1,314), although both were large. Thus, the Protestant share of security-related applicants increased by [3.6pp] from [60.3%] in 2009.

Table 9.12: Security-related Applicants by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	5,482	59.9% [35.3%]	3,344	36.5% [21.5%]	333	3.6%	9,159	57.0%
Female	4,448	64.5% [28.6%]	2,273	32.9% [14.6%]	178	2.6%	6,899	43.0%
TOTAL	9,930	61.8% [63.9%]	5,617	35.0% [36.1%]	511	3.2%	16,058	100.0%

#### 9.5.1.2. Sex

In 2010, the majority of applicants to the security-related sector were male (57.0%, n=9,159), while 43.0% (n=6,899) were female (Table 9.12). Between 2009 and 2010, the numbers of male applicants increased (n=2,046) by a smaller amount than female applicants (n=2,691). Proportionally, the increase in the number of female applicants (63.9%) was more than twice that of their male counterparts (28.8%). Thus, the female share of security-related applicants increased by (5.5 pp) from 37.5% in 2009.

### 9.5.2. Security-related Workforce: Appointees

There were 533 security-related appointees in 2010 (Table 9.13), a decrease of 32.2% (n=253) from 2009.

#### 9.5.2.1. Community Background

In 2010, there were 293 [56.7%] Protestant and 224 [43.3%] Roman Catholic security-related appointees (Table 9.13). Between 2009 and 2010, the decrease in the number of Protestant appointees (35.6%, n=162) was greater than that for their Roman Catholic counterparts (23.8%, n=70), although, proportionally, both were large. Thus, the Roman Catholic share of security-related appointees increased by [4.0 pp] from [39.3%] in 2009.

Table 9.13: Security-related Appointees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	152	48.3% [29.4%]	152	48.3% [29.4%]	11	3.5%	315	59.1%
Female	141	64.7% [27.3%]	72	33.0% [13.9%]	5	2.3%	218	40.9%
TOTAL	293	55.0% [56.7%]	224	42.0% [43.3%]	16	3.0%	533	100.0%

### 9.5.2.2. Sex

In 2010, the majority of security-related appointees were male (59.1%, n=315), while 40.9% (n=218) were female (Table 9.13). Between 2009 and 2010, the decrease in the number of male appointees (34.1%, n=163) was greater than that for their female counterparts (29.2%, n=90). Thus, the female share of security-related appointees increased by (1.6 pp) from 39.3% in 2009.

### 9.5.3. Security-related Workforce: Promotees

There were 319 security-related promotees in 2010 (Table 9.14), a decrease of 38.7% (n=201) from 2009.

#### 9.5.3.1. Community Background

In 2010, there were 248 [80.5%] Protestant and 60 [19.5%] Roman Catholic promotees in the security-related workforce (Table 9.14). Between 2009 and 2010, the decrease in the numbers of Protestant promotees (n=158) was more than four times that for Roman Catholic promotees (n=34). However, proportionally, the decrease in the number of Protestant promotees (38.9%) was only slightly greater than that for their Roman Catholic counterparts (36.2%). Thus, the Roman Catholic share of security-related promotees increased slightly by [0.7 pp] from [18.8%] in 2009.

Table 9.14: Security-related Promotees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined <sup>121</sup>		Total	
Male	152	81.3% [49.4%]	29	15.5% [9.4%]	*	3.2%	187	58.6%
Female	96	72.7% [31.2%]	31	23.5% [10.1%]	*	3.8%	132	41.4%
TOTAL	248	77.7% [80.5%]	60	18.8% [19.5%]	11	3.4%	319	100.0%

<sup>121</sup> \* indicates where a number is < 10, # indicates where a number has been removed to disguise a number < 10.



### 9.5.3.2. Sex

In 2010, the majority of security-related promotees were male (58.6%, n=187), while 41.4% (n=132) were female (Table 9.14). Between 2009 and 2010, the decrease in the number of male promotees (45.3%, n=155) was far greater than that for their female counterparts (25.8%, n=46). Thus, the female share of security-related promotees increased by (6.4 pp) from 35.0% in 2009.

### 9.5.4. Security-related Workforce: Leavers

There were 879 leavers from the security-related sector in 2010 (Table 9.15), a decrease of 2.5% (n=23) from 2009.

#### 9.5.4.1. Community Background

In 2010, there were 720 [85.9%] Protestant and 118 [14.1%] Roman Catholic leavers from the security-related sector (Table 9.15). Between 2009 and 2010, the numbers of Protestant leavers decreased (n=24) by a greater amount than Roman Catholic leavers (n=7). However, proportionally, the decrease in the number of Roman Catholic leavers (5.6%) was greater than that for their Protestant counterparts (3.2%). Thus, the Protestant share of security sector leavers increased by [0.3 pp] from [85.6%] in from 2009.

Table 9.15: Security-related Leavers by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined <sup>122</sup>		Total	
Male	588	82.7% [70.2%]	84	11.8% [10.0%]	#	5.5%	711	80.9%
Female	132	78.6% [15.8%]	34	20.2% [4.1%]	*	1.2%	168	19.1%
TOTAL	720	81.9% [85.9%]	118	13.4% [14.1%]	41	4.7%	879	100.0%

#### 9.5.4.2. Sex

In 2010, four-fifths of security-related leavers were male (80.9%, n=711), while 19.1% (n=168) were female (Table 9.15). Between 2009 and 2010, the decrease in the number of male leavers (2.6%, n=19) was slightly greater than that for their female counterparts (2.3%, n=4). However, there was little change (<0.01 pp) in the male and female shares of security-related leavers from 2009.

<sup>122</sup>\* indicates were a number is < 10, # indicates were a number has bee removed to disguise a number < 10.

## 10. Public Sector - 'Other' Public Authorities

### All Employees

- In 2010, the 'other' public authorities' workforce accounted for 12.7% of all public sector employment.
- The 'other' public authorities comprised 24,063 employees, an increase of 14.8% (n=3,105) from 2009. The composition of the total workforce was 12,097 [53.1%] Protestant and 10,704 [46.9%] Roman Catholic.
- Between 2009 and 2010, total Protestant employment increased by 12.1% (n=1,307), while total Roman Catholic employment increased by 15.8% (n=1,459). Thus, overall, the Roman Catholic share of the 'other' public authorities workforce increased by [0.8 pp].
- In 2010, nearly two-thirds of employees in 'other' public authorities were male (65.1%, n=15,663).

### Full-time Workforce

- In 2010, there were 22,231 full-time employees in the 'other' public authorities' workforce, an increase of 14.1% (n=2,745) from 2009. The composition of the full-time workforce was 11,204 [53.2%] Protestant and 9,872 [46.8%] Roman Catholic.
- Between 2009 and 2010, full-time Protestant employment increased by 11.4% (n=1,144), while full-time Roman Catholic employment increased 14.9% (n=1,277). Thus, overall the Roman Catholic share of the full-time 'other' public authorities workforce increased by [0.7 pp].
- In 2010, nearly two-thirds of full-time employees in 'other' public authorities were male (64.6%, n=14,368).

### Part-time Workforce

- In 2010, there were 1,832 part-time employees in the 'other' public authorities' workforce, an increase of 24.5% (n=360) from 2009. The composition of the part-time workforce was 893 [51.8%] Protestant and 832 [48.2%] Roman Catholic.
- Between 2009 and 2010, part-time Protestant employment increased by 22.3% (n=163), while part-time Roman Catholic employment increased by 28.0% (n=182). Thus, overall the Roman Catholic share of the part-time 'other' public workforce increased by [1.1 pp].
- In 2010, more than 70 percent of part-time employees in 'other' public authorities were male (70.7%, n=1,295).

### Applicants, Appointees, Promotees and Leavers

In 2010, there were:

- 29,970 'other' public authorities' applicants. The composition was 13,460 [50.3%] Protestant and 13,325 [49.7%] Roman Catholic.
- 1,515 'other' public authorities' appointees. The composition was 625 [46.6%] Protestant and 717 [53.4%] Roman Catholic.
- 466 'other' public authorities' promotees. The composition was 209 [48.7%] Protestant and 220 [51.3%] Roman Catholic.
- 5,011 'other' public authorities' leavers. The composition was 2,927 [63.8%] Protestant and 1,661 [36.2%] Roman Catholic.

## 10.1. The 'Other' Public Authorities' Workforce: Introduction

The purpose of this section is to help inform employers and other interested parties about wider compositional trends within 'other' public authorities that, alongside information on labour availability, may better inform their own considerations of fair participation in specific employment(s).

There are 70 specified public authorities which do not fit into any of the five public authority sections (e.g. health, education etc). The list includes non-departmental bodies such as Ulsterbus, Invest NI and the General Consumer Council. For the purposes of this report they have been classified as 'other' public authorities.

In 2010, the **total 'other' public authorities' workforce** accounted for 12.7% (n=24,063) of the total public sector workforce. The full-time workforce accounted for 92.4% of all employees in 'other' public authorities. Between 2009 and 2010, both the full-time and part-time workforces increased in numbers (by n=2,745 and n=360 respectively). Thus, overall the sector increased by 3,105 employees. The overall increase in the number of Roman Catholic employees (n=1,459) was greater than that for Protestant employees (n=1,307). Consequently, the Roman Catholic share of the other public authorities' workforce increased by [0.8 pp] to [41.6%] in 2010.

Males continued to account for the majority of employees in the 'other' public authorities. In 2010, nearly two-thirds (65.1%) of all employees in the 'other' public authorities were male. Furthermore, males accounted for a greater proportion of the part-time workforce (70.7%) than the full-time workforce (64.6%).

The analysis which follows will be limited to comparisons with 2009.<sup>123</sup>

## 10.2. The 'Other' Public Authorities' Workforce: All Employees

There were 24,063 employees in the 'other' public authorities' workforce in 2010 (Table 10.1), an increase of 14.8% (n=3,105) from 2009.

### 10.2.1. Community Background

**In 2010, there were 12,097 [53.1%] Protestant and 10,704 [46.9%] Roman Catholic employees in the total 'other' public authorities' workforce** (Table 10.1). Between 2009 and 2010, the increase in the number of Roman Catholic 'other' public authorities employees (15.8%, n=1,459) was greater than that for their Protestant counterparts (12.1%, n=1,307). Thus, the Roman Catholic share of the 'other' public authorities' workforce increased slightly by [0.8 pp] from [46.1%] in 2009.

<sup>123</sup> Data analyses on 'Other' public authorities began only in 2008: hence there is no historical data to draw comparisons with.

Table 10.1: 'Other' Public Authorities' (All) Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	8,081	51.6% [35.4%]	6,856	43.8% [30.1%]	726	4.6%	15,663	65.1%
Female	4,016	47.8% [17.6%]	3,848	45.8% [16.9%]	536	6.4%	8,400	34.9%
TOTAL	12,097	50.3% [53.1%]	10,704	44.5% [46.9%]	1,262	5.2%	24,063	100.0%

### 10.2.2. Sex

In 2010, nearly two-thirds of 'other' public authorities employees were male (65.1%, n=15,663), while 34.9% (n=8,400) were female (Table 10.1). Between 2009 and 2010, the numbers of male and female employees increased by similar amounts (n=1,543 and n=1,562 respectively). However, proportionally, the increase in the number of female employees (22.8%) was twice that for their male counterparts (10.9%). Thus, female employees share of the 'other' public authorities' workforce increased by (2.3 pp) from 32.6% in 2009.

### 10.2.3. Community Background and Sex

In 2010, 'other' public authorities employment was very much divided along gender lines, with male Protestant [35.4%, n=8,081] and male Roman Catholic [30.1%, n=6,856] employees comprising the majority of the workforce (Table 10.1). Female Protestant [17.6%, n=4,016] and female Roman Catholic [16.9%, n=3,848] employees comprised similar proportions of the workforce. Between 2009 and 2010, female Roman Catholic employment increased by the greatest amount (24.1%, n=747), followed, in proportional terms, by female Protestant employment (18.7%, n=634). Proportionally, the increases in male Roman Catholic (11.6%, n=712) and male Protestant (9.1%, n=673) employees were smaller again. Thus, female Protestant employees' share of the 'other' public authorities' workforce increased by [0.7 pp] from [16.9%] in 2009, while female Roman Catholic employees' share increased by [1.4 pp] from [15.5%].

### 10.2.4. Community Background and SOC

In 2010, the greatest proportions of both Protestant (19.6%, n=2,365) and Roman Catholic (21.9%, n=2,339) workers were employed in Administrative and Secretarial Occupations (SOC 4) (Table 10.2). The smallest proportions of both groups were employed in Sales and Customer Service Occupations (SOC 7) (1.1% both, n=131 P./ 118 R.C.). In 2010, the sectoral distribution of Protestant and Roman Catholic employees was broadly similar across the SOC categories, although some differences are evident. For example, a greater proportion of Protestant workers than Roman Catholic workers were employed in Skilled Trades Occupations (SOC 5) (6.1% vs. 3.1%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 4 (21.9% vs. 19.6%) and Elementary Occupations (SOC 9) (19.6% vs. 17.6%).

Table 10.2: 'Other' Public Authorities' (All) Employees by Community Background and SOC in 2010

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1	1,383	11.4	50.5	1,357	12.7	49.5	2,740	12.0
SOC 2	1,097	9.1	56.2	854	8.0	43.8	1,951	8.6
SOC 3	2,338	19.3	54.1	1,985	18.5	45.9	4,323	19.0
SOC 4	2,365	19.6	50.3	2,339	21.9	49.7	4,704	20.6
SOC 5	732	6.1	68.8	332	3.1	31.2	1,064	4.7
SOC 6	410	3.4	59.6	278	2.6	40.4	688	3.0
SOC 7 <sup>124</sup>	131	1.1	52.6	118	1.1	47.4	249	1.1
SOC 8	1,506	12.4	52.8	1,344	12.6	47.2	2,850	12.5
SOC 9	2,135	17.6	50.4	2,097	19.6	49.6	4,232	18.6
Total	12,097	100.0	53.1	10,704	100.0	46.9	22,801	100.0

Between 2009 and 2010, the greatest proportional change in the number of Protestant employees occurred in SOC 4 (23.6% increase, n=451), while the greatest change in Roman Catholic employees occurred in Professional Occupations (SOC 2) (31.8% increase, n=206). In SOC 5, the proportional increase in the number of Roman Catholic employees (26.2%, n=69) was greater than that of their Protestant counterparts (13.3%, n=86). Thus, SOC 5 demonstrated the greatest change in community composition, with the Roman Catholic share increasing by [2.3 pp] from [28.9%] in 2009.

### 10.3. The 'Other' Public Authorities' Workforce: Full-time Employees

There were 22,231 full-time employees in the 'other' public authorities in 2010 (Table 10.3), an increase of 14.1% (n=2,745) from 2009.

#### 10.3.1. Community Background

In 2010, there were 11,204 [53.2%] Protestant and 9,872 [46.8%] Roman Catholic full-time employees in the 'other' public authorities' workforce (Table 10.3). Between 2009 and 2010, the increase in the number of Roman Catholic full-time employees (14.9%, n=1,277), was greater than that for their Protestant counterparts (11.4%, n=1,144). Thus, the Roman Catholic share of the full-time 'other' public authorities' workforce increased by [0.7 pp] from [46.1%] in 2009.

Table 10.3: 'Other' Public Authorities' Full-time Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	7,447	51.8% [35.3%]	6,254	43.5% [29.7%]	667	4.6%	14,368	64.6%
Female	3,757	47.8% [17.8%]	3,618	46.0% [17.2%]	488	6.2%	7,863	35.4%
TOTAL	11,204	50.4% [53.2%]	9,872	44.4% [46.8%]	1,155	5.2%	22,231	100.0%

<sup>124</sup> This SOC category is excluded from any trend analysis, as it represent ≤2% of sectoral employment

### 10.3.2. Sex

In 2010, nearly two-thirds of full-time employees in 'other' public authorities were male (64.6%, n=14,368), while 35.4% (n=7,863) were female (Table 10.3). Between 2009 and 2010, the increase in the number of male full-time employees (n=1,403) was greater than that for female employees (n=1,342). However, proportionally, the increase in the number of female full-time employees (20.6%) was twice that of their male counterparts (10.8%). Thus, female employees share of the 'other' public full-time workforce increased by (1.9 pp) from 33.5% in 2009.

### 10.3.3. Community Background and Sex

In 2010, full-time employment in 'other' public authorities was very much divided along gender lines, with male Protestant [35.3%, n=7,447] and Roman Catholic [29.7%, n=6,254] employees comprising the majority of the workforce (Table 10.3). Female Protestant [17.8%, n=3,757] and Roman Catholic [17.2%, n=3,618] employees comprised similar proportions of the workforce. Between 2009 and 2010, female Roman Catholic full-time employment increased by the greatest amount (21.8%, n=647). Proportionally, the increase in female Protestant employment (16.2%, n=523) was greater than those for male Roman Catholic (11.2%, n=630) and male Protestant (9.1%, n=621) employment. Thus, female Protestant employees' share of the full-time workforce increased by [0.5 pp] from [17.3 %] in 2009, while female Roman Catholic employees' share increased by [1.3 pp] from [15.9%].

### 10.3.4. Community Background and SOC

In 2010, the greatest proportions of both Protestant (20.5%, n=2,294) and Roman Catholic (22.9%, n=2,262) full-time workers were employed in Administrative and Secretarial Occupations (SOC 4) (Table 10.4). The smallest proportions of both groups were employed in Sales and Customer Service Occupations (SOC 7) (1.2% both, n=129 P / 116 R.C.). The sectoral distribution of Protestant and Roman Catholic workers was broadly similar across the SOC categories, although some differences are evident. For example, a greater proportion of Protestant workers than Roman Catholic workers were employed full-time in Skilled Trades Occupations (SOC 5) (6.5% vs. 3.3%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed full-time in SOC 4 (22.9% vs. 20.5%) and Elementary Occupations (SOC 9) (19.5% vs. 17.7%).

Between 2009 and 2010, the greatest proportional change in the numbers of both Protestant full-time employees (23.4% increase, n=195) and Roman Catholic full-time employees (31.1% increase, n=190) occurred in Professional Occupations (SOC 2). In SOC 5, the proportional increase in the number of Roman Catholic full-time employees (27.0%, n=70) was greater than that of their Protestant counterparts (13.3%, n=86). Thus, SOC 5 demonstrated the greatest change in community composition, with the Roman Catholic share increasing by [2.3 pp] from [28.7%] in 2009.

Table 10.4: 'Other' Public Authorities' Full-time Employees by Community Background and SOC in 2010

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1	1,370	12.2	50.6	1,335	13.5	49.4	2,705	12.8
SOC 2	1,029	9.2	56.3	800	8.1	43.7	1,829	8.7
SOC 3	1,838	16.4	54.6	1,526	15.5	45.4	3,364	16.0
SOC 4	2,294	20.5	50.4	2,262	22.9	49.6	4,556	21.6
SOC 5	731	6.5	69.0	329	3.3	31.0	1,060	5.0
SOC 6	323	2.9	57.5	239	2.4	42.5	562	2.7
SOC 7 <sup>125</sup>	129	1.2	52.7	116	1.2	47.3	245	1.2
SOC 8	1,504	13.4	52.8	1,342	13.6	47.2	2,846	13.5
SOC 9	1,986	17.7	50.8	1,923	19.5	49.2	3,909	18.5
<b>Total</b>	<b>11,204</b>	<b>100.0</b>	<b>53.2</b>	<b>9,872</b>	<b>100.0</b>	<b>46.8</b>	<b>21,076</b>	<b>100.0</b>

#### 10.4. The 'Other' Public Authorities' Workforce: Part-time Employees

There were 1,832 part-time employees in the 'other' public authorities' workforce in 2010 (Table 10.5), an increase of 24.5% (n=360) from 2009.

##### 10.4.1. Community Background

In 2010, there were 893 [51.8%] Protestant and 832 [48.2%] Roman Catholic part-time employees in the 'other' public authorities' workforce (Table 10.5). Between 2009 and 2010, the increase in the number of Roman Catholic part-time employees (28.0%, n=182), was greater than that for their Protestant counterparts (22.3%, n=163). Thus, the Roman Catholic share of the part-time 'other' public authorities' workforce increased by [1.1 pp] from [47.1%] in 2009.

Table 10.5: 'Other' Public Authorities' Part-time Employees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
<b>Male</b>	<b>634</b>	49.0% [36.8%]	<b>602</b>	46.5% [34.9%]	<b>59</b>	4.6%	<b>1,295</b>	70.7%
<b>Female</b>	<b>259</b>	48.2% [15.0%]	<b>230</b>	42.8% [13.3%]	<b>48</b>	8.9%	<b>537</b>	29.3%
<b>TOTAL</b>	<b>893</b>	48.7% [51.8%]	<b>832</b>	45.4% [48.2%]	<b>107</b>	5.8%	<b>1,832</b>	100.0%

##### 10.4.2. Sex

In 2010, three-quarters of part-time employees in 'other' public authorities were male (70.7%, n=1,295), while 29.3% (n=537) were female (Table 10.5). Between 2009 and 2010, the increase in the number of part-time female employees (69.4%, n=220), was, proportionally, far greater than that for their male counterparts (12.1, n=140). Thus, the female share of the part-time 'other' public authorities' workforce increased by (7.8 pp) from 21.5% in 2009.

<sup>125</sup> This SOC category is excluded from any trend analysis, as it represent ≤2% of sectoral employment.

### 10.4.3. Community Background and Sex

In 2010, part-time employment in ‘other’ public authorities was very much divided along gender lines, with male Protestant [36.8%, n=634] and male Roman Catholic [34.9%, n=602] employees comprising the majority of the workforce (Table 10.5).

Female Protestant [15.0%, n=259] and female Roman Catholic [13.3%, n=230] employees comprised similar, smaller, proportions of the workforce. Between 2009 and 2010, there were similarly large proportional increases in the number of female Protestant (75.0%, n=111) and female Roman Catholic (76.9%, n=100) part-time employees, while the increases for male Roman Catholic (15.8%, n=82) and male Protestant (8.9%, n=52) employees were smaller. Thus, female Protestant employees’ share of the ‘other’ public authorities’ part-time workforce increased by [4.3 pp] from [10.7%] in 2009, while the female Roman Catholic share increased by [3.9 pp] from [9.4%].

### 10.4.4. Community Background and SOC

In 2010, the majority of both Protestant (56.0%, n=500) and Roman Catholic (55.2%, n=459) part-time workers were employed in Associated Professional and Technical Occupations (SOC 3) (Table 10.6). Very few Protestant or Roman Catholic part-time employees were employed in Sales and Customer Service Occupations (SOC 7) or Process, Plant and Machine Operative Occupations (SOC 8) (0.2%, n≤10 both). The distribution of Protestant and Roman Catholic workers was broadly similar across the SOC categories, although notably, both were very concentrated in SOCs 3 and 9.<sup>126</sup> With regards to differences in sectoral distribution, a greater proportion of Protestant workers than Roman Catholic workers were employed in Personal Services Occupations (SOC 6) (9.7% vs. 4.7%). Conversely, a greater proportion of Roman Catholic workers than Protestant workers were employed in SOC 9 (20.9% vs. 16.7%).

Table 10.6: ‘Other’ Public Authorities’ Part-time Employees by Community Background and SOC in 2010<sup>127</sup>

SOC	Protestant			Roman Catholic			All	
	N	%	[%]	N	%	[%]	N	%
SOC 1 <sup>128</sup>	13	1.5	37.1	22	2.6	62.9	35	2.0
SOC 2	68	7.6	55.7	54	6.5	44.3	122	7.1
SOC 3	500	56.0	52.1	459	55.2	47.9	959	55.6
SOC 4	71	8.0	48.0	77	9.3	52.0	148	8.6
SOC 5 <sup>128</sup>	*	0.1	-	*	0.4	-	*	0.2
SOC 6	87	9.7	69.0	39	4.7	31.0	126	7.3
SOC 7 <sup>128</sup>	*	0.2	-	*	0.2	-	*	0.2
SOC 8 <sup>128</sup>	*	0.2	-	*	0.2	-	*	0.2
SOC 9	149	16.7	46.1	174	20.9	53.9	323	18.7
Total	893	100.0	51.8	832	100.0	48.2	1,725	100.0

<sup>126</sup> SOC 9 = Elementary Occupations.

<sup>127</sup> \* indicates were a number is < 10, # indicates were a number has been removed to disguise a number < 10.

<sup>128</sup> This SOC category is excluded from any trend analysis, as it represent ≤2% of sectoral employment.



Between 2009 and 2010, the greatest proportional change in the numbers of both Protestant employees (141.7% increase, n=51) and Roman Catholic employees (254.5% increase, n=28) occurred in SOC 6, although the numerical increases involved were small. Thus, SOC 6 demonstrated the greatest change in community composition, with the Roman Catholic share increasing by [7.6 pp] from [23.4%] in 2009.

## 10.5. 'Other' Public Authorities' Workforce: Applicants, Appointees, Promotees & Leavers

### 10.5.1. 'Other' Public Authorities' Workforce: Applicants

There were 29,970 applicants to 'other' public authorities in 2010 (Table 10.7), an increase of 16.1% (n=4,165) from 2009.

#### 10.5.1.1. Community Background

In 2010, there were 13,460 [50.3%] Protestant and 13,325 [49.7%] Roman Catholic applicants to 'other' public authorities (Table 10.7). Between 2009 and 2010, the increase in the number of Protestant applicants (14.4%, n=1,690) was slightly greater than that for their Roman Catholic counterparts (14.1%, n=1,648). Thus, the Protestant share of applicants to 'other' public authorities increased by [0.1 pp] from [50.2%] in 2009.

Table 10.7: 'Other' Public Authorities' Applicants by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	6,851	44.9% [25.6%]	6,743	44.2% [25.2%]	1,653	10.8%	15,247	50.9%
Female	6,609	44.9% [24.7%]	6,582	44.7% [24.6%]	1,532	10.4%	14,723	49.1%
TOTAL	13,460	44.9% [50.3%]	13,325	44.5% [49.7%]	3,185	10.6%	29,970	100.0%

#### 10.5.1.2. Sex

In 2010, males (50.9%, n=15,247) and females (49.1%, n=14,723) comprised similar proportions of applicants to 'other' public authorities (Table 10.7). Between 2009 and 2010, the increase in the number of female applicants (35.5%, n=3,859) was far greater than that for their male counterparts (2.0%, n=306). Thus, the female share of applicants to 'other' public authorities increased by (7.0 pp) from 42.1% in 2009.

## 10.5.2. 'Other' Public Authorities' Workforce: Appointees

There were 1,515 appointees to 'other' public authorities in 2010 (Table 10.8), a decrease of 28.6% (n=606) from 2009.

### 10.5.2.1 Community Background

In 2010, there were 625 [46.6%] Protestant and 717 [53.4%] Roman Catholic appointees to 'other' public authorities (Table 10.8). Between 2009 and 2010, the decrease in the number of Protestant appointees (36.2%, n=354) was greater than that for their Roman Catholic counterparts (22.4%, n=207). Thus, the Roman Catholic share of appointees to 'other' public authorities increased by [4.8 pp] from [48.6%] in 2009.

Table 10.8: 'Other' Public Authorities' Appointees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	336	41.4% [25.0%]	382	47.0% [28.5%]	94	11.6%	812	53.6%
Female	289	41.1% [21.5%]	335	47.7% [25.0%]	79	11.2%	703	46.4%
TOTAL	625	41.3% [46.6%]	717	47.3% [53.4%]	173	11.4%	1,515	100.0%

### 10.5.2.2. Sex

In 2010, the majority of appointees to 'other' public authorities were male (53.6%, n=812), while 46.4% (n=703) were female (Table 10.8). Between 2009 and 2010, the decrease in the number of male appointees (34.9%, n=435) was greater than that for their female counterparts (19.6%, n=171). Thus, the female share of 'appointees to 'other' public authorities increased by (5.2 pp) from 41.2% in 2009.

## 10.5.3. 'Other' Public Authorities' Workforce: Promotees

There were 466 'promotees in 'other' public authorities in 2010 (Table 10.9), a decrease of 8.1% (n=41) from 2009.

### 10.5.3.1. Community Background

In 2010, there were 209 [48.7%] Protestant and 220 [51.3%] Roman Catholic promotees in 'other' public authorities (Table 10.9). Between 2009 and 2010, the decrease in the number of Protestant promotees (19.9%, n=52) was greater than the increase in their Roman Catholic counterparts (0.9%, n=2). Thus, the Roman Catholic share of promotees in 'other' public authorities increased by [5.8 pp] from [45.5%] in 2009.

Table 10.9: 'Other' Public Authorities' Promotees by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	124	48.4% [28.9%]	116	45.3% [27.0%]	16	6.3%	256	54.9%
Female	85	40.5% [19.8%]	104	49.5% [24.2%]	21	10.0%	210	45.1%
TOTAL	209	44.8% [48.7%]	220	47.2% [51.3%]	37	7.9%	466	100.0%

### 10.5.3.2. Sex

In 2010, the majority of promotees in 'other' public authorities were male (54.9%, n=256), while 45.1% (n=210) were female (Table 10.9). Between 2009 and 2010, the decrease in the number of male promotees (10.5%, n=30), was more than twice that for their female counterparts (5.0%, n=11), although numerically, both were small. Thus, the female share of promotees in 'other' public authorities increased by (1.5 pp) from 43.6% in 2009.

### 10.5.4. 'Other' Public Authorities' Workforce: Leavers

There were 5,011 leavers from the 'other' public authorities in 2010 (Table 10.10), an increase of 116.6% (n=2,698) from 2009.

#### 10.5.4.1. Community Background

In 2010, there were 2,927 [63.8%] Protestant and 1,661 [36.2%] Roman Catholic leavers from 'other' public authorities (Table 10.10). Between 2009 and 2010, the increase in the number of Protestant leavers (164.9%, n=1,822) was far greater than that for their Roman Catholic counterparts (69.5%, n=681), although, proportionally, both were large. Thus, the Protestant share of leavers from 'other' public authorities increased by [10.8 pp] from [53.0%] in 2009.

Table 10.10: 'Other' Public Authorities' Leavers by Community Background and Sex in 2010

	Protestant		Roman Catholic		Non-Determined		Total	
Male	1,214	55.9% [26.5%]	786	36.2% [17.1%]	170	7.8%	2,170	43.3%
Female	1,713	60.3% [37.3%]	875	30.8% [19.1%]	253	8.9%	2,841	56.7%
TOTAL	2,927	58.4% [63.8%]	1,661	33.1% [36.2%]	423	8.4%	5,011	100.0%

#### 10.5.4.2. Sex

In 2010, the majority of leavers from 'other' public authorities were female (56.7%, n=2,841), while 43.3% (n=2,170) were male (Table 10.10). Between 2009 and 2010, the increase in the number of female leavers (244.4%, n=2,016) was far greater than that for their male counterparts (45.8%, n=682), although, proportionally, both were large. Thus, the female share of leavers from 'other' public authorities increased by (21.0 pp) from 35.7% in 2009.



# 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. Public authorities and large private sector concerns (251+ employees) submit applicant and appointee data one year later (1991).
- 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 Monitoring 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<sup>129</sup>.

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<sup>130</sup>.

**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<sup>131</sup>. 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:** 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.

**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<sup>132</sup>.

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

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<sup>129</sup> The interested reader may wish to refer to the Commission's website which includes links to the following publications:

Equality Commission (2003). 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.

<sup>130</sup> 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. The monitoring database may contain a small number of registered private sector concerns which have temporarily fallen below the 11 employee threshold. Their status is reviewed on a regular basis.

<sup>131</sup> 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.

<sup>132</sup> 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.

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 their 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**<sup>133</sup> 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**<sup>134</sup> is classified as a former employee who ceased to be employed in the concern during the 12 month reference period.

**Community Composition:** The legislation specifies that “composition” refers to the numbers 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.

**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’<sup>135</sup>.

**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.

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<sup>133</sup> 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.

<sup>134</sup> While all public sector leavers are monitored, only those leavers working in private sector concerns with 251 or more employees are monitored.

<sup>135</sup> 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 fluctuated year-on-year. However, overall the proportion of Non-determined employees has increased from (5.6%) in 1990 to (7.0%) in 2010. The Non-determined proportion is higher in some occupational groups, such as SOC2 ‘Professional Occupations’, and in some sectors, such as the Private Sector.

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) using square [ ] and round ( ) brackets:** In this report, percentages shown in square brackets [ ] are based on Protestants and Roman Catholics only, with the Non-Determined excluded. 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 in round brackets ( ) are derived from a total population sum, examples of their use include: between-year Protestant / Roman Catholic percentage increases and decreases; total workforce breakdowns of Protestant, Roman Catholic and Non-Determined employees and distributional analyses of Protestant / Roman Catholic employees across difference SOC categories. Please note that [ ] and ( ) 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<sup>136</sup>.

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

### **Move of base year for trend comparisons 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 all longer term comparisons has thus been moved from 1990 to 2001. Historical data remains available via the previously published reports.

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<sup>136</sup> 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 2010 and the period 1990 – 2003 problematic.

**Factors associated with the Review of Public Administration (RPA)** resulted in 2008 being an atypical year for monitoring. In brief, 12 newly-established public authorities, including five health trusts and six regional colleges, were specified by the Commission on 1st January 2008.

For first monitoring returns, employers are not required to submit data on applicants, appointees, promotees and leavers. As the health trusts and regional colleges account for a considerable proportion of monitored applicants and appointees, this resulted in a sharp drop in the reported number of applicants etc for 2008. In 2009, the 12 new authorities commenced their submission of applicant and appointee data. This has resulted in a substantial increase in the recorded count for applicants, appointees, promotees and leavers for 2009.

### **3. Wider Concepts in Fair Employment**

The Fair Employment Code of Practice (2003), as amended, 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 qualifications, experience, etc. in the catchment area. Every job category does not have to reflect the overall proportion of both communities in Northern Ireland.”

With regards to **Catchment Area**: the Code notes:

“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, 2010

### Introduction

Appendix 2, which contains four sections, includes information on those 102 Specified Authorities (public sector bodies) and 2,272 private sector concerns which had 26 or more employees in 2010. There were 20 public authorities and 1,524 private sector concerns which had 25 or less employees, and these are not detailed here.

**Section 1** deals with employees of the 102 public authorities. The community background of the total workforce in each concern, including part-time staff, is listed here. There was one authority in Section 1 which had less than 10 Protestant employees, and one authority which has had than 10 Protestant and Roman Catholic employees. For these 2 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 authorities 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 [square brackets] percentages of the authority's workforce accounted for by Protestant and Roman Catholic employees are also shown ([ ] exclude Non-Determined employees, see Appendix 1 for fi).

**Section 2** deals with employees in those 1,524 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 424 concerns which had less than 10 Roman Catholic employees (marked with a \*). There were also 314 concerns with less than 10 Protestant employees (marked with a #). A profile of these concerns by size is shown in Table A1.

**Table A1: 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	227	342	569
51 - 100	78	76	154
101 - 250	9	6	15
251 +	0	0	0
<b>Total</b>	<b>314</b>	<b>424</b>	<b>738</b>

**Section 3** lists the composition of appointees to those 102 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 and 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.

**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 195 such concerns in 2010. 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 with the concern.





## **Appendix 2: Section 1**

### **Composition of Individual Specified Authorities (26+ employees)**

## Composition of Individual Specified Authorities (26+ employees)

Specified Authority	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Agri-food & Biosciences Institute	508	227	141	876	[69.1%]	[30.9%]
Antrim Borough Council	209	71	8	288	[74.6%]	[25.4%]
Ards Borough Council	335	61	14	410	[84.6%]	[15.4%]
Armagh City & District Council	171	154	4	329	[52.6%]	[47.4%]
Arts Council of Northern Ireland	22	38	5	65	[36.7%]	[63.3%]
Ballymena Borough Council	245	68	15	328	[78.3%]	[21.7%]
Ballymoney Borough Council	100	28	11	139	[78.1%]	[21.9%]
Banbridge District Council	165	59	9	233	[73.7%]	[26.3%]
Belfast City Council	1,558	1,243	115	2,916	[55.6%]	[44.4%]
Belfast Education & Library	2,199	2,297	169	4,665	[48.9%]	[51.1%]
Belfast Harbour Commissioners	88	30	8	126	[74.6%]	[25.4%]
Belfast Health & Social Care Trust	10,289	10,860	1,247	22,396	[48.7%]	[51.3%]
Big Lottery Fund, The	28	26	4	58	[51.9%]	[48.1%]
National Museums & Galleries of Northern Ireland	255	128	65	448	[66.6%]	[33.4%]
British Broadcasting Corporation	369	305	85	759	[54.7%]	[45.3%]
Carrickfergus Borough Council	190	17	11	218	[91.8%]	[8.2%]
Castlereagh Borough Council	304	29	27	360	[91.3%]	[8.7%]
Police Service of Northern Ireland	6,111	2,102	197	8,410	[74.4%]	[25.6%]
Chief Electoral Officer for Northern Ireland, The	32	29	1	62	[52.5%]	[47.5%]
Citybus Ltd	352	387	19	758	[47.6%]	[52.4%]
Coleraine Borough Council	247	88	25	360	[73.7%]	[26.3%]
Commissioner for Children & Young People for Northern Ireland	11	13	4	28	[45.8%]	[54.2%]
Comptroller & Auditor General for Northern Ireland	86	59	5	150	[59.3%]	[40.7%]
Construction Industry Training Board	33	16	1	50	[67.3%]	[32.7%]
Cookstown District Council	178	155	8	341	[53.5%]	[46.5%]
Council for Catholic Maintained Schools	12	67	1	80	[15.2%]	[84.8%]
Craigavon Borough Council	461	381	32	874	[54.8%]	[45.2%]
Derry City Council	154	471	21	646	[24.6%]	[75.4%]
Down District Council	80	255	12	347	[23.9%]	[76.1%]
Dungannon & South Tyrone Borough Council	154	197	20	371	[43.9%]	[56.1%]
Equality Commission for Northern Ireland	50	95	4	149	[34.5%]	[65.5%]
Fermanagh District Council	126	179	15	320	[41.3%]	[58.7%]
Food Standards Agency Northern Ireland	23	14	2	39	[62.2%]	[37.8%]
Foyle Carlingford & Irish Lights Commission	22	37	0	59	[37.3%]	[62.7%]
General Consumer Council for Northern Ireland	18	27	4	49	[40.0%]	[60.0%]
Belfast Metropolitan College, The	846	717	125	1,688	[54.1%]	[45.9%]
North West Regional College, The	171	627	33	831	[21.4%]	[78.6%]
Northern Regional College, The	696	299	24	1,019	[69.9%]	[30.1%]
South Eastern Regional College, The	613	353	198	1,164	[63.5%]	[36.5%]
South West College, The	250	466	36	752	[34.9%]	[65.1%]
Southern Regional College, The	465	612	41	1,118	[43.2%]	[56.8%]
Stranmillis University College, Belfast	133	68	18	219	[66.2%]	[33.8%]
Armagh Observatory & Planetarium	*/#	-	-	28	-	-
Head of Department of Finance & Personnel	15,224	13,319	926	29,469	[53.3%]	[46.7%]
Health & Social Care Regulation & Quality Improvement Authority	78	70	18	166	[52.7%]	[47.3%]
Trade & Business Development Body, The	#	-	-	43	-	-
Invest Northern Ireland	337	290	5	632	[53.7%]	[46.3%]
Labour Relations Agency	29	36	2	67	[44.6%]	[55.4%]
Larne Borough Council	130	46	11	187	[73.9%]	[26.1%]
Limavady Borough Council	85	84	11	180	[50.3%]	[49.7%]
Lisburn City Council	377	116	23	516	[76.5%]	[23.5%]
Livestock & Meat Commission for Northern Ireland	30	12	5	47	[71.4%]	[28.6%]
Londonderry Port & Harbour Commissioners	11	31	6	48	[26.2%]	[73.8%]
Magherafelt District Council	110	105	2	217	[51.2%]	[48.8%]
Minister for the Civil Service, The	2,949	1,794	596	5,339	[62.2%]	[37.8%]
Moyle District Council	39	67	8	114	[36.8%]	[63.2%]

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

## Composition of Individual Specified Authorities (26+ employees)

Specified Authority	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Newry & Mourne District Council	79	382	15	476	[17.1%]	[82.9%]
Newtownabbey Borough Council	566	71	19	656	[88.9%]	[11.1%]
North Down Borough Council	426	58	53	537	[88.0%]	[12.0%]
North Eastern Education & Library Board	4,414	2,037	277	6,728	[68.4%]	[31.6%]
Northern Health & Social Care Trust	7,739	4,766	879	13,384	[61.9%]	[38.1%]
Northern Ireland Ambulance Service Health & Social Care Trust	639	455	45	1,139	[58.4%]	[41.6%]
Northern Ireland Assembly Commission	156	120	17	293	[56.5%]	[43.5%]
Northern Ireland Blood Transfusion Service Agency	110	103	9	222	[51.6%]	[48.4%]
Northern Ireland Community Relations Council	21	31	0	52	[40.4%]	[59.6%]
Northern Ireland Council for the Curriculum Examinations & Assessment	164	155	50	369	[51.4%]	[48.6%]
Northern Ireland Fire & Rescue Service Board	1,249	840	94	2,183	[59.8%]	[40.2%]
Northern Ireland Guardian Ad Litem Agency	23	40	7	70	[36.5%]	[63.5%]
Northern Ireland Housing Executive	1,463	1,761	56	3,280	[45.4%]	[54.6%]
Northern Ireland Legal Services Commission	66	87	9	162	[43.1%]	[56.9%]
Northern Ireland Library Authority	465	410	49	924	[53.1%]	[46.9%]
Northern Ireland Local Government Officers' Superannuation Committee	33	16	3	52	[67.3%]	[32.7%]
Northern Ireland Medical & Dental Training Agency	78	55	11	144	[58.6%]	[41.4%]
Northern Ireland Policing Board, The	2,046	466	89	2,601	[81.4%]	[18.6%]
Northern Ireland Railways Company Ltd	612	275	38	925	[69.0%]	[31.0%]
Northern Ireland Screen Commission	12	25	5	42	[32.4%]	[67.6%]
Northern Ireland Social Care Council	21	24	19	64	[46.7%]	[53.3%]
Northern Ireland Tourist Board	76	54	8	138	[58.5%]	[41.5%]
Northern Ireland Transport Holding Company	22	10	1	33	[68.8%]	[31.3%]
Northern Ireland Water Ltd	782	545	106	1,433	[58.9%]	[41.1%]
Omagh District Council	110	222	9	341	[33.1%]	[66.9%]
Police Ombudsman for Northern Ireland, The	78	52	14	144	[60.0%]	[40.0%]
Probation Board for Northern Ireland	181	197	29	407	[47.9%]	[52.1%]
Regional Agency for Public Health & Social Well-being	112	98	6	216	[53.3%]	[46.7%]
Regional Business Services Organisation	177	192	83	452	[48.0%]	[52.0%]
Regional Health & Social Care Board	351	445	154	950	[44.1%]	[55.9%]
Royal Mail Group PLC	2,091	2,091	9	4,191	[50.0%]	[50.0%]
Secretary of State for Defence	145	19	16	180	[88.4%]	[11.6%]
South Eastern Education & Library Board	3,578	2,143	512	6,233	[62.5%]	[37.5%]
South Eastern Health & Social Care Trust	5,756	2,783	835	9,374	[67.4%]	[32.6%]
Southern Education & Library Board	2,907	3,920	164	6,991	[42.6%]	[57.4%]
Southern Health & Social Care Trust	4,799	6,438	608	11,845	[42.7%]	[57.3%]
Special EU Programmes Body, The	17	32	5	54	[34.7%]	[65.3%]
Sports Council for Northern Ireland	57	48	7	112	[54.3%]	[45.7%]
Strabane District Council	63	147	3	213	[30.0%]	[70.0%]
Strategic Investment Board Ltd	14	14	6	34	[50.0%]	[50.0%]
Ulster Supported Employment Ltd	69	29	12	110	[70.4%]	[29.6%]
Ulsterbus Ltd	1,290	983	65	2,338	[56.8%]	[43.2%]
Warrenpoint Harbour Authority	12	37	2	51	[24.5%]	[75.5%]
Waterways Ireland	29	55	4	88	[34.5%]	[65.5%]
Western Education & Library Board	2,198	4,141	209	6,548	[34.7%]	[65.3%]
Western Health & Social Care Trust	3,327	7,259	577	11,163	[31.4%]	[68.6%]

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees



## **Appendix 2: Section 2**

### **Composition of Private Sector Concerns (26+ employees)**

## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
3fivetwo Healthcare	44	27	10	81	[62.0%]	[38.0%]
3M (UK) PLC	131	18	5	154	[87.9%]	[12.1%]
8over8 Ltd	#	-	-	43	-	-
A/wear Ltd	22	23	0	45	[48.9%]	[51.1%]
A24 Group	31	31	18	80	[50.0%]	[50.0%]
A4E Ltd	22	20	11	53	[52.4%]	[47.6%]
AAH Pharmaceuticals Ltd	44	11	0	55	[80.0%]	[20.0%]
Abacus Legal Recruitment	12	22	3	37	[35.3%]	[64.7%]
Abbey Bond Lovis Ltd	69	18	4	91	[79.3%]	[20.7%]
Abbey Christian Brothers Grammar School	#	-	-	44	-	-
Abbey Insurance Brokers Ltd	136	63	5	204	[68.3%]	[31.7%]
Abbey Upholsterers Ltd	16	39	0	55	[29.1%]	[70.9%]
Abbeyfield Belfast Society Ltd	51	13	1	65	[79.7%]	[20.3%]
Abbeyfield UK (Northern Ireland) Ltd	75	20	3	98	[78.9%]	[21.1%]
Abingdon Manor Care Centre Ltd	48	27	7	82	[64.0%]	[36.0%]
ABP Lurgan	13	164	5	182	[7.3%]	[92.7%]
Ace Fixings	32	13	0	45	[71.1%]	[28.9%]
Acheson & Glover Ltd	304	203	21	528	[60.0%]	[40.0%]
Action Cancer	30	38	0	68	[44.1%]	[55.9%]
Action For Children Northern Ireland	67	70	22	159	[48.9%]	[51.1%]
Action Mental Health	63	71	11	145	[47.0%]	[53.0%]
Adair Arms Hotel	16	15	5	36	[51.6%]	[48.4%]
Adamsez (Northern Ireland) Ltd	*	-	-	34	-	-
Adarra Developments Ltd T/A Ladyhill Lodge Private Nursing Home	32	10	0	42	[76.2%]	[23.8%]
Adarra Developments Ltd T/A Maine Nursing Home	18	23	1	42	[43.9%]	[56.1%]
Adecco (UK) Ltd	46	43	12	101	[51.7%]	[48.3%]
Adelaide Insurance Services Ltd	26	24	5	55	[52.0%]	[48.0%]
Adman Civil Projects Ltd	#	-	-	26	-	-
ADT Fire & Security PLC	43	19	7	69	[69.4%]	[30.6%]
Advice (Northern Ireland) Ltd	#	-	-	26	-	-
Aecom Ltd	53	35	4	92	[60.2%]	[39.8%]
Aelia (UK) Ltd	*	-	-	50	-	-
Aepona Ltd	25	31	3	59	[44.6%]	[55.4%]
Aer Lingus Ltd	38	39	15	92	[49.4%]	[50.6%]
Aes Kilroot Power Ltd	111	17	1	129	[86.7%]	[13.3%]
AFT (Liquor) Stores Ltd	12	23	0	35	[34.3%]	[65.7%]
Age NI	67	110	14	191	[37.9%]	[62.1%]
Aghadowey Creamery Ltd	*	-	-	49	-	-
Agnew Autoexchange Ltd	*	-	-	35	-	-
Agnew Isaac (Mallusk) Ltd	*	-	-	42	-	-
Agnew Isaac (Mercedes Benz)	112	32	8	152	[77.8%]	[22.2%]
Agnew Isaac (Porsche / Saab)	*	-	-	38	-	-
Agnew Isaac Audi	91	47	10	148	[65.9%]	[34.1%]
Agnew Isaac Holdings Ltd	*	-	-	32	-	-
Agnew Isaac Ltd Volkswagen	61	22	1	84	[73.5%]	[26.5%]
Agrihealth (Northern Ireland) Ltd	*	-	-	27	-	-
AI Services (Northern Ireland) Ltd	39	14	0	53	[73.6%]	[26.4%]
AIB Group (UK) PLC T/A First Trust Bank	730	780	52	1,562	[48.3%]	[51.7%]
AJ Plumbing Supplies Ltd	44	20	0	64	[68.8%]	[31.3%]

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
AJ Power Ltd	39	16	5	60	[70.9%]	[29.1%]
Alexander Bain & Murray Opticians	18	10	1	29	[64.3%]	[35.7%]
Alexander DE & Sons Ltd	*	-	-	38	-	-
Alexander William & Henry (Civil Engineering) Ltd	14	17	0	31	[45.2%]	[54.8%]
Alexanders of Markethill	*	-	-	46	-	-
Alexon International Ltd	116	66	10	192	[63.7%]	[36.3%]
Alliance & Leicester PLC	103	95	0	198	[52.0%]	[48.0%]
Allianz (Northern Ireland) PLC	51	45	9	105	[53.1%]	[46.9%]
Allied Bakeries Ireland	337	53	14	404	[86.4%]	[13.6%]
Allingham Transport	24	13	3	40	[64.9%]	[35.1%]
Allpipe Engineering Ltd	11	64	1	76	[14.7%]	[85.3%]
Allstate Northern Ireland	515	934	358	1,807	[35.5%]	[64.5%]
All-tex Recyclers Ltd	38	15	104	157	[71.7%]	[28.3%]
Almac Clinical Services Ltd	363	284	116	763	[56.1%]	[43.9%]
Almac Clinical Technologies Ltd	21	14	12	47	[60.0%]	[40.0%]
Almac Diagnostics Ltd	27	24	22	73	[52.9%]	[47.1%]
Almac Discovery Ltd	*/#	-	-	28	-	-
Almac Group Ltd	129	78	41	248	[62.3%]	[37.7%]
Almac Pharma Services Ltd	162	112	55	329	[59.1%]	[40.9%]
Almac Sciences Ltd	77	48	55	180	[61.6%]	[38.4%]
Alpha Environmental Systems Ltd	*	-	-	28	-	-
Alpha Flight Services	15	13	1	29	[53.6%]	[46.4%]
Alpha Housing Northern Ireland Ltd	*	-	-	66	-	-
Alpha Marketing PLC	*	-	-	28	-	-
Alpha Newspapers	*	-	-	31	-	-
Aluminium & Plastics Systems Ltd	*	-	-	31	-	-
Alzheimer's Society	31	46	4	81	[40.3%]	[59.7%]
AM/PM Services (Northern Ireland) Ltd	12	17	1	30	[41.4%]	[58.6%]
Amalgamated Environmental Services Ltd T/A Aes-marconi	*	-	-	48	-	-
Ambassador Private Nursing Home	#	-	-	33	-	-
Amey Services Ltd	90	55	39	184	[62.1%]	[37.9%]
AMT Sybex (Northern Ireland) Ltd	31	24	7	62	[56.4%]	[43.6%]
Anderson Haulage Ltd	*	-	-	30	-	-
Andor Technology PLC	79	92	13	184	[46.2%]	[53.8%]
Andras House Ltd	89	77	104	270	[53.6%]	[46.4%]
Andrews Holdings Ltd	*	-	-	38	-	-
Anfield Transport	16	10	0	26	[61.5%]	[38.5%]
Anglo Beef Processors Newry	13	204	28	245	[6.0%]	[94.0%]
Annadale Private Nursing Home	19	19	4	42	[50.0%]	[50.0%]
Annaghmore Agencies Ltd	23	55	8	86	[29.5%]	[70.5%]
Ann's Home Care Ltd	86	91	6	183	[48.6%]	[51.4%]
Antrim Construction Company Ltd	68	15	0	83	[81.9%]	[18.1%]
Antrim Electrical & Mechanical Engineers Ltd	45	47	2	94	[48.9%]	[51.1%]
Antrim Filling Station	*	-	-	26	-	-
Aon McMillen Ltd	*	-	-	43	-	-
Apex Housing Association	172	334	27	533	[34.0%]	[66.0%]
Apple Recruitment Services	49	61	24	134	[44.5%]	[55.5%]
Aquinas Diocesan Grammar School	#	-	-	47	-	-
Arcadia Group Ltd T/A Burton Retail	43	52	1	96	[45.3%]	[54.7%]

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees



## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Arcadia Group Ltd T/A Dorothy Perkins	88	159	5	252	[35.6%]	[64.4%]
Arcadia Group Ltd T/A Evans	58	62	1	121	[48.3%]	[51.7%]
Arcadia Group Ltd T/A Top Shop Retail	140	173	0	313	[44.7%]	[55.3%]
Arcadia Group Ltd T/A Wallis	76	79	1	156	[49.0%]	[51.0%]
Arco Ltd	*	-	-	30	-	-
Ardboe Manufacturing Company Ltd T/A Forbes Kitchens & Forbes Furniture	#	-	-	36	-	-
Ardmore Advertising	*	-	-	30	-	-
Argento Contemporary Jewellery Ltd	69	55	8	132	[55.6%]	[44.4%]
Argos Ltd	628	622	56	1,306	[50.2%]	[49.8%]
Arjohuntleigh (Ireland) Ltd	43	12	3	58	[78.2%]	[21.8%]
Ark Housing Association (Northern Ireland) Ltd	#	-	-	31	-	-
Arlington Private Nursing Home	18	10	3	31	[64.3%]	[35.7%]
Armagh Care Services	50	14	5	69	[78.1%]	[21.9%]
Armagh City Hotel	31	106	23	160	[22.6%]	[77.4%]
Armaghdown Creameries Ltd	82	61	4	147	[57.3%]	[42.7%]
Armatile Ltd	#	-	-	73	-	-
Armstrong Care Services Ltd	21	12	8	41	[63.6%]	[36.4%]
Armstrong Medical Ltd	49	25	9	83	[66.2%]	[33.8%]
Arnotts (Fruit) Ltd	*	-	-	33	-	-
Arntz Belting Company Ltd	17	94	1	112	[15.3%]	[84.7%]
Aromet Group Limited	34	22	0	56	[60.7%]	[39.3%]
Arqiva	*	-	-	30	-	-
Arup	23	11	3	37	[67.6%]	[32.4%]
Asda Stores Ltd	2,310	2,129	57	4,496	[52.0%]	[48.0%]
Ashbourne Senior Living T/A Castle Lodge	13	13	2	28	[50.0%]	[50.0%]
Ashdale Engineering Ltd	*	-	-	31	-	-
Ashdon Care Ltd T/A Beverly Lodge Private Nursing Home	34	12	0	46	[73.9%]	[26.1%]
Ashers Baking Company Ltd	46	24	0	70	[65.7%]	[34.3%]
Ashton Community Trust	10	78	4	92	[11.4%]	[88.6%]
Ashton Recruitment Ltd	10	23	20	53	[30.3%]	[69.7%]
Ashwood House Nursing Home	32	25	0	57	[56.1%]	[43.9%]
Asia Supermarket	#	-	-	62	-	-
Asidua Ltd	35	35	13	83	[50.0%]	[50.0%]
ASM (B) Ltd	24	14	3	41	[63.2%]	[36.8%]
ASM Horwath (S) Ltd	#	-	-	30	-	-
Associated Employers (Northern Ireland) Ltd	18	17	1	36	[51.4%]	[48.6%]
Assumption Grammar School	12	31	0	43	[27.9%]	[72.1%]
Astrazeneca UK Ltd	12	14	2	28	[46.2%]	[53.8%]
ATC Systems Ltd	34	20	2	56	[63.0%]	[37.0%]
ATG (Northern Ireland) Ltd	27	32	6	65	[45.8%]	[54.2%]
Atkins Ltd	36	55	3	94	[39.6%]	[60.4%]
Atlas Communications (Northern Ireland) Ltd	*	-	-	34	-	-
Audio Processing Technology Ltd	*	-	-	30	-	-
Aurora Fashions	55	73	19	147	[43.0%]	[57.0%]
Aurum Holdings Ltd	18	13	10	41	[58.1%]	[41.9%]
Austins Department Store	21	74	0	95	[22.1%]	[77.9%]
Autism Initiatives	87	150	26	263	[36.7%]	[63.3%]
Autobar Vending	16	13	0	29	[55.2%]	[44.8%]

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Autoline Insurance Group	38	71	6	115	[34.9%]	[65.1%]
Ava Leisure Ltd	35	16	2	53	[68.6%]	[31.4%]
Aviva Employment Services	71	49	6	126	[59.2%]	[40.8%]
Avoca Handweaver Northern Ireland	14	33	4	51	[29.8%]	[70.2%]
Avondale Foods (Craigavon) Ltd	105	208	44	357	[33.5%]	[66.5%]
AVX Ltd	224	71	12	307	[75.9%]	[24.1%]
AXA Insurance	107	179	6	292	[37.4%]	[62.6%]
Axis Security Group Ltd	33	30	0	63	[52.4%]	[47.6%]
Axon Power & Control Ltd	#	-	-	31	-	-
B & M Retail Ltd	145	144	52	341	[50.2%]	[49.8%]
B & Q PLC	436	337	353	1,126	[56.4%]	[43.6%]
B & T Inns Ltd	#	-	-	103	-	-
B Fast Parcels	#	-	-	27	-	-
B Mc Caffrey & Sons Ltd	#	-	-	31	-	-
B Mc Namee & Company Ltd	#	-	-	30	-	-
BA Kitchen Components Ltd	18	69	6	93	[20.7%]	[79.3%]
Babington & Croasdaile	16	10	0	26	[61.5%]	[38.5%]
Bailie Hotels Ltd T/A Coast Road Hotel	*	-	-	30	-	-
Baird W & G Ltd	62	28	4	94	[68.9%]	[31.1%]
Baker Tilly Mooney Moore	15	15	0	30	[50.0%]	[50.0%]
Balcas Timber Ltd	126	122	10	258	[50.8%]	[49.2%]
Balfour James & Sons Ltd	10	22	0	32	[31.3%]	[68.8%]
Balloo Hire Centres Ltd	38	21	0	59	[64.4%]	[35.6%]
Ballydown Kids Academy Ltd	22	11	1	34	[66.7%]	[33.3%]
Ballymacconnell Private Nursing Home	14	12	1	27	[53.8%]	[46.2%]
Ballymagroarty & Hazelbank Community Partnership	#	-	-	27	-	-
Ballymartin Homes Ltd	*	-	-	84	-	-
Ballymena Academy, The	*	-	-	52	-	-
Ballymena Meats	27	23	25	75	[54.0%]	[46.0%]
Ballyrashane Co-op Agricultural & Dairy Society (1990) Ltd	111	29	3	143	[79.3%]	[20.7%]
Ballyrobert Ltd	25	13	1	39	[65.8%]	[34.2%]
Ballyrobert Service Station Ltd	*	-	-	55	-	-
Balmoral Inns LLP	#	-	-	91	-	-
Bangor Grammar School	*	-	-	76	-	-
Bank Bar & Bistro, The	#	-	-	35	-	-
Bank of Ireland	647	752	98	1,497	[46.2%]	[53.8%]
Bank of Scotland (Ireland) Ltd	22	20	1	43	[52.4%]	[47.6%]
Bann Haulage Company Ltd T/A Eagle Overseas	16	12	0	28	[57.1%]	[42.9%]
Banner Business Services Ltd	*	-	-	31	-	-
Bannons Ltd	33	37	0	70	[47.1%]	[52.9%]
Bannville House Hotel	17	16	0	33	[51.5%]	[48.5%]
Barahaven Construction Ltd	#	-	-	30	-	-
Barbican Fresh Foods	31	19	0	50	[62.0%]	[38.0%]
Barbican Supervalu	19	51	0	70	[27.1%]	[72.9%]
Barclays Bank	51	20	1	72	[71.8%]	[28.2%]
Barkley R & Sons Ltd	*	-	-	35	-	-
Barnardos	253	230	39	522	[52.4%]	[47.6%]
Barnett W & R Ltd	23	22	2	47	[51.1%]	[48.9%]
Barratts Priceless Ltd	177	105	63	345	[62.8%]	[37.2%]

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

## Composition of Private Sector Concerns (26+ employees)

Company Name		P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Barrett Joseph & Sons Ltd	#	-	-	-	32	-	-
Bassett Philip M Ltd		52	47	0	99	[52.5%]	[47.5%]
Bavarian		118	68	14	200	[63.4%]	[36.6%]
Bay Design Ltd		17	22	0	39	[43.6%]	[56.4%]
BC Plant Ltd	*	-	-	-	34	-	-
BDG Group Ltd		36	17	2	55	[67.9%]	[32.1%]
BDO		65	52	7	124	[55.6%]	[44.4%]
BE Aerospace (UK) Ltd		262	268	21	551	[49.4%]	[50.6%]
Beam Vacuum Systems Ltd	#	-	-	-	29	-	-
Bean Machine Ltd, The T/A Clements		55	69	24	148	[44.4%]	[55.6%]
Beatty George T/A Beatty Fuels	*	-	-	-	38	-	-
Bedeck Ltd		58	27	3	88	[68.2%]	[31.8%]
Beech Hill Country House Hotel	#	-	-	-	28	-	-
Beeches Professional & Therapeutic Services Ltd, The		69	110	2	181	[38.5%]	[61.5%]
Beechlawn House Hotel		18	54	6	78	[25.0%]	[75.0%]
Beechvale Nursing Home	*	-	-	-	45	-	-
Beggs & Partners		56	19	0	75	[74.7%]	[25.3%]
Bel-air Refrigeration Ltd	*	-	-	-	67	-	-
Belfast & Lisburn Women's Aid		30	30	10	70	[50.0%]	[50.0%]
Belfast Bible College	*	-	-	-	26	-	-
Belfast Central Mission		88	25	13	126	[77.9%]	[22.1%]
Belfast Charitable Society		40	58	5	103	[40.8%]	[59.2%]
Belfast Contract Cleaners Ltd		25	12	4	41	[67.6%]	[32.4%]
Belfast Drains & Cleaning Services T/A Dyno-rod & Express Drains	*	-	-	-	45	-	-
Belfast High School	*	-	-	-	52	-	-
Belfast International Airport Ltd		122	50	11	183	[70.9%]	[29.1%]
Belfast Media Group	#	-	-	-	57	-	-
Belfast Royal Academy The Governors		39	11	1	51	[78.0%]	[22.0%]
Belfast Visionplus Ltd		18	20	2	40	[47.4%]	[52.6%]
Belfast Visitor & Convention Bureau		21	21	15	57	[50.0%]	[50.0%]
Bell Charles (1963) Ltd		22	12	0	34	[64.7%]	[35.3%]
Bell William (Tractors) Ltd	*	-	-	-	28	-	-
Belleek Pottery Ltd		35	124	4	163	[22.0%]	[78.0%]
Bells Motor Works Ltd		19	19	0	38	[50.0%]	[50.0%]
Belmont Hotel		52	50	0	102	[51.0%]	[49.0%]
Ben Madigan Nursing Home		28	31	10	69	[47.5%]	[52.5%]
Ben Sherman Group Ltd		19	34	0	53	[35.8%]	[64.2%]
Bettercare Keys Ltd		37	27	3	67	[57.8%]	[42.2%]
Beverage Plastics Ltd		48	30	7	85	[61.5%]	[38.5%]
BHS Ltd		105	92	14	211	[53.3%]	[46.7%]
BHT Group Ltd	#	-	-	-	26	-	-
Biffa Waste Services Ltd	*	-	-	-	34	-	-
Bingo Magic T/A Tophat Bingo		39	74	0	113	[34.5%]	[65.5%]
Bird's Groupage Services Ltd	*	-	-	-	28	-	-
Birthdays Retail Ltd		62	50	19	131	[55.4%]	[44.6%]
Bishops Footwear Ltd		45	11	4	60	[80.4%]	[19.6%]
Bite Group	#	-	-	-	84	-	-
Biznet IIS Ltd		10	20	2	32	[33.3%]	[66.7%]
Biznet Solutions Ltd	#	-	-	-	40	-	-

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
BI Refrigeration & Air Conditioning Ltd	*	-	-	47	-	-
Blackbourne Integrated M & E	77	35	5	117	[68.8%]	[31.3%]
Blackhill Enterprises	27	13	0	40	[67.5%]	[32.5%]
Blair International	75	28	5	108	[72.8%]	[27.2%]
Blair Neill Ltd	*	-	-	63	-	-
Bleeks James T/A J & A Construction (Northern Ireland) Ltd	#	-	-	29	-	-
Bloomfield Collegiate School	*	-	-	31	-	-
Bloomfield Visionplus Ltd T/A Specsavers Opticians	*	-	-	37	-	-
Bloomfields Private Nursing Home	*	-	-	33	-	-
BMI	52	36	8	96	[59.1%]	[40.9%]
BMI Trailers Ltd	#	-	-	35	-	-
BOC Gases Ltd	*	-	-	70	-	-
Bolan Investment Ltd T/A Vogue	59	38	2	99	[60.8%]	[39.2%]
Boland Reilly Homes Ltd	*	-	-	28	-	-
Bonar Alexander & Company Ltd	20	11	0	31	[64.5%]	[35.5%]
Bondelivery	84	55	10	149	[60.4%]	[39.6%]
Bonmarche Ltd	66	67	11	144	[49.6%]	[50.4%]
Boomer Industries Ltd	30	12	1	43	[71.4%]	[28.6%]
Boots Retail Services	37	14	1	52	[72.5%]	[27.5%]
Boots UK Ltd	1,164	838	141	2,143	[58.1%]	[41.9%]
Boran Mopack Ltd	#	-	-	58	-	-
Botanic Inns Ltd	49	187	43	279	[20.8%]	[79.2%]
Botanic Wine Company Ltd	13	23	0	36	[36.1%]	[63.9%]
Bowman (Northern Ireland) Ltd	48	20	0	68	[70.6%]	[29.4%]
Boxpak Ltd	*	-	-	71	-	-
Boyd Alexander Displays Ltd	*	-	-	40	-	-
Boyd James & Sons (Carnmoney) Ltd	*	-	-	50	-	-
BP Mc Keefry Ltd	11	24	2	37	[31.4%]	[68.6%]
Bradbury Graphics Ltd	26	13	0	39	[66.7%]	[33.3%]
Bradfor Ltd	#	-	-	79	-	-
Bradley Patrick Ltd	19	37	2	58	[33.9%]	[66.1%]
Braefield Private Nursing & Residential Care Home	35	12	10	57	[74.5%]	[25.5%]
Braham Paul & Sons Ltd	#	-	-	44	-	-
Braid Electrical Services Ltd	*	-	-	39	-	-
Braidview Trading Ltd T/A Bellevue Arms, The	10	41	0	51	[19.6%]	[80.4%]
Braidview Trading Ltd T/A The Washington Bar	#	-	-	28	-	-
Braidwater Ltd	#	-	-	26	-	-
Brennans Service Station	#	-	-	44	-	-
Brett Martin Ltd	240	53	48	341	[81.9%]	[18.1%]
Brickkiln Waste Ltd	#	-	-	38	-	-
Bridgedale Outdoor Ltd	*	-	-	42	-	-
Brights Chips & Things	#	-	-	49	-	-
Brinks (Ireland) Ltd	*	-	-	55	-	-
Britannia Electrical Services	*	-	-	26	-	-
British Council, The	22	10	9	41	[68.8%]	[31.3%]
British Red Cross Society	28	15	7	50	[65.1%]	[34.9%]
British Telecom Northern Ireland	1,149	1,064	93	2,306	[51.9%]	[48.1%]
Britvic Northern Ireland	104	23	11	138	[81.9%]	[18.1%]
Broadways Private Nursing Home	32	14	1	47	[69.6%]	[30.4%]

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Brook Design Hardware Ltd	16	13	0	29	[55.2%]	[44.8%]
Brook Street (UK) Ltd	57	69	12	138	[45.2%]	[54.8%]
Brooklands Healthcare Ltd	48	193	14	255	[19.9%]	[80.1%]
Brow, John C Ltd T/A Brow Packaging	*	-	-	52	-	-
Browne AV Advertising Ltd	28	21	4	53	[57.1%]	[42.9%]
Browns Coachworks Ltd	*	-	-	57	-	-
Brunch Box Sandwich Company Ltd, The	*	-	-	55	-	-
Brunswick Superbowl Ltd	#	-	-	97	-	-
Bryson Charitable Group	244	230	61	535	[51.5%]	[48.5%]
BSG Civil Engineering Ltd	#	-	-	42	-	-
BTCV T/A Conservation Volunteers Northern Ireland	17	13	12	42	[56.7%]	[43.3%]
BTW Cairns	*	-	-	27	-	-
BTW Shiells Ltd	42	23	8	73	[64.6%]	[35.4%]
Building Design Partnership Ltd	22	22	4	48	[50.0%]	[50.0%]
Building Protection Systems (Northern Ireland) Ltd	33	16	0	49	[67.3%]	[32.7%]
Bulrush Horticulture Ltd	14	40	14	68	[25.9%]	[74.1%]
Bunzl Rafferty Hospitality Products	#	-	-	32	-	-
Burkes of Cornascriebe Ltd	*	-	-	28	-	-
Burnview Properties Ltd T/A Bryansburn Nursing Home	19	23	2	44	[45.2%]	[54.8%]
Burrendale Day Nursery	14	14	0	28	[50.0%]	[50.0%]
Burrendale Hotel Ltd	18	109	16	143	[14.2%]	[85.8%]
Bushmills Hotels Ltd	*	-	-	67	-	-
Business & Scientific Services Ltd	15	14	0	29	[51.7%]	[48.3%]
Business in the Community Northern Ireland	20	20	6	46	[50.0%]	[50.0%]
Bytes Project, The	#	-	-	27	-	-
C & J Meats Ltd	#	-	-	43	-	-
Cable & Accessories (Northern Ireland) Ltd	13	18	0	31	[41.9%]	[58.1%]
Cable & Wireless Worldwide	19	10	3	32	[65.5%]	[34.5%]
Caffe Nero	13	18	4	35	[41.9%]	[58.1%]
Cairn Hill Home Ltd	#	-	-	57	-	-
Caldwell Consulting	*	-	-	30	-	-
Calor Gas Northern Ireland Ltd	45	18	8	71	[71.4%]	[28.6%]
Calvert Office Equipment Ltd	*	-	-	45	-	-
Camden Group Ltd	123	194	118	435	[38.8%]	[61.2%]
Cameron Landscapes Ltd	30	12	0	42	[71.4%]	[28.6%]
Camerons Retail Furnishings (Northern Ireland) Ltd	58	24	0	82	[70.7%]	[29.3%]
Campbell & Slevin Ltd	#	-	-	39	-	-
Campbell Catering (Northern Ireland) Ltd	454	130	30	614	[77.7%]	[22.3%]
Campbell College	*	-	-	83	-	-
Campbell Contracts Ltd	11	42	0	53	[20.8%]	[79.2%]
Campbell Fitzpatrick Solicitors	12	29	0	41	[29.3%]	[70.7%]
Campbell Gus Solicitors	#	-	-	26	-	-
Campbell McCleave & Company Ltd	*	-	-	43	-	-
Cancer Research (UK)	32	13	22	67	[71.1%]	[28.9%]
Canyon Europe Ltd	58	58	6	122	[50.0%]	[50.0%]
Capita Business Services Ltd	185	180	43	408	[50.7%]	[49.3%]
Capita Business Services Ltd	*	-	-	31	-	-
Capita Life & Pensions Regulated Services	64	28	11	103	[69.6%]	[30.4%]
Capper Trading Ltd	68	23	0	91	[74.7%]	[25.3%]

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# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Car Park Services Ltd	30	20	10	60	[60.0%]	[40.0%]
Carabus Trading Ltd T/A Sugar Night Club/ Downeys Bar	#	-	-	54	-	-
Caraher BJ (Distributors) Ltd	16	15	0	31	[51.6%]	[48.4%]
Cardona Ltd T/A Shelbourne, The	#	-	-	57	-	-
Care Circle Ltd T/A Fairfield's Care Centre	21	36	3	60	[36.8%]	[63.2%]
Care Circle Ltd T/A Kingsway Nursing Home	48	30	14	92	[61.5%]	[38.5%]
Care Plus	85	61	0	146	[58.2%]	[41.8%]
Carecall Ltd	13	13	1	27	[50.0%]	[50.0%]
Carella Laminate Systems Ltd	15	31	0	46	[32.6%]	[67.4%]
Cargo Forwarding Ltd	*	-	-	32	-	-
CaridianBCT Northern Ireland	110	49	26	185	[69.2%]	[30.8%]
Carillion PLC	16	16	7	39	[50.0%]	[50.0%]
Carlisle D & W Ltd T/A Carlisle's Fresh Foods	99	88	0	187	[52.9%]	[47.1%]
Carmichaels (Northern Ireland) Ltd	45	11	21	77	[80.4%]	[19.6%]
Carpetrigh PLC	30	19	2	51	[61.2%]	[38.8%]
Carphone Warehouse Ltd, The	83	81	31	195	[50.6%]	[49.4%]
Carryduff Auctions (Northern Ireland) Ltd	*	-	-	29	-	-
Carryduff Forklift Ltd	*	-	-	29	-	-
Carson McDowell Solicitors	49	36	4	89	[57.6%]	[42.4%]
Carvill Group Ltd	16	25	0	41	[39.0%]	[61.0%]
Castle Catering Belfast Ltd	16	44	0	60	[26.7%]	[73.3%]
Castles Geoff Boiler Services (Northern Ireland) Ltd	*	-	-	27	-	-
Castleview Private Nursing Home Ltd	*	-	-	38	-	-
Caterpillar Logistics Services (UK) Ltd	128	36	9	173	[78.0%]	[22.0%]
Cathcart FR Ltd	*	-	-	28	-	-
Cavanagh Kelly	12	41	1	54	[22.6%]	[77.4%]
CB Contracts	33	30	3	66	[52.4%]	[47.6%]
CB Packaging Ltd	*	-	-	44	-	-
CBC Distributors	#	-	-	38	-	-
CDE Ireland Ltd	#	-	-	46	-	-
CE Property Services Group	19	11	2	32	[63.3%]	[36.7%]
Cedar Foundation, The	117	93	10	220	[55.7%]	[44.3%]
Celerion	50	31	9	90	[61.7%]	[38.3%]
Cemex (Northern Ireland)	84	54	5	143	[60.9%]	[39.1%]
Centra Quick Stop	26	32	5	63	[44.8%]	[55.2%]
Central Bookmakers	#	-	-	42	-	-
Central Laundries Ltd	44	37	0	81	[54.3%]	[45.7%]
Central Welding Ltd	#	-	-	33	-	-
Century Newspapers Ltd	45	19	9	73	[70.3%]	[29.7%]
CES Quarry Products Ltd	*	-	-	44	-	-
CFC Interiors Ltd	27	26	0	53	[50.9%]	[49.1%]
C-fish Selling Ltd	*	-	-	51	-	-
CFM Ltd	24	39	3	66	[38.1%]	[61.9%]
Chain Reaction Cycles	229	31	14	274	[88.1%]	[11.9%]
Chambers T & Sons (Enniskillen) Ltd	17	32	2	51	[34.7%]	[65.3%]
Chambers W & J Ltd	40	10	0	50	[80.0%]	[20.0%]
Charlemont Arms Hotel Armagh Ltd	15	23	0	38	[39.5%]	[60.5%]
Charles Hurst Ltd	549	217	60	826	[71.7%]	[28.3%]
Chartered Accountants Ireland	*	-	-	27	-	-

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\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
CHC Group Ltd	40	10	0	50	[80.0%]	[20.0%]
Check Mate Guarding & Security	96	46	14	156	[67.6%]	[32.4%]
Cherry Tree House Private Nursing & Residential Home	47	13	1	61	[78.3%]	[21.7%]
Cherrymount Health Care Ltd T/A McKeagney Chemists	#	-	-	41	-	-
Chesapeake Belfast Ltd	122	41	0	163	[74.8%]	[25.2%]
Cheslock Ltd Deanfield Nursing Home	29	19	1	49	[60.4%]	[39.6%]
Chester Park Inns Ltd T/A Chester Park & Maginty's Restaurant	#	-	-	42	-	-
Chester Private Nursing Home Ltd	76	42	11	129	[64.4%]	[35.6%]
Chieftain Insulation (Northern Ireland) Ltd	*	-	-	32	-	-
Christian Brothers' Grammar School	#	-	-	67	-	-
Chubb (Northern Ireland) Ltd	*	-	-	61	-	-
Cirrus Ltd T/A Cirrus Plastics	19	16	0	35	[54.3%]	[45.7%]
Citigroup	279	356	136	771	[43.9%]	[56.1%]
Citizens Advice Belfast	#	-	-	27	-	-
City Electrical Factors Ltd Northern Ireland Division	49	19	10	78	[72.1%]	[27.9%]
City Facilities (Northern Ireland) Ltd	181	144	22	347	[55.7%]	[44.3%]
City Hotel	12	121	16	149	[9.0%]	[91.0%]
City Industrial Waste Ltd	#	-	-	78	-	-
City Link	18	21	0	39	[46.2%]	[53.8%]
City of Belfast YMCA	34	12	0	46	[73.9%]	[26.1%]
City of Derry Airport Operations Ltd	18	39	2	59	[31.6%]	[68.4%]
Claire's Accessories (UK) Ltd	47	58	25	130	[44.8%]	[55.2%]
Clandeboyne Golf Club	*	-	-	30	-	-
Clanmil Housing Association Ltd	123	63	6	192	[66.1%]	[33.9%]
Clarehill Plastics Ltd	46	21	6	73	[68.7%]	[31.3%]
Clarion Hotel Carrickfergus	56	20	7	83	[73.7%]	[26.3%]
Clark & McConn	33	31	0	64	[51.6%]	[48.4%]
Clark William & Sons Ltd	*	-	-	30	-	-
Clarke Cunningham Tree Maintenance Ltd	*	-	-	45	-	-
Clarke Engineering & Construction Company Ltd	*	-	-	27	-	-
Clarke P & Sons Ltd	14	124	0	138	[10.1%]	[89.9%]
Clarks International	89	91	35	215	[49.4%]	[50.6%]
Clear Day Nurseries	118	11	6	135	[91.5%]	[8.5%]
Clear Pharmacy	126	46	20	192	[73.3%]	[26.7%]
Clearway Disposals Ltd	24	63	0	87	[27.6%]	[72.4%]
Cleaver Fulton Rankin	33	26	5	64	[55.9%]	[44.1%]
Clinique Laboratories Ltd	32	22	6	60	[59.3%]	[40.7%]
Clinton Cards PLC	111	121	52	284	[47.8%]	[52.2%]
Clogher Care	*	-	-	31	-	-
Clogher Valley Care Ltd	39	64	0	103	[37.9%]	[62.1%]
Clonlee Private Nursing Home & Masserene Manor Private Nursing Home	66	44	16	126	[60.0%]	[40.0%]
Clontara Ltd (incorporating Louisville & Colinvale Court Nursing Homes)	#	-	-	99	-	-
Cloughorr Investments Ltd T/A Golf Links Hotel & Holiday Home Park	96	46	15	157	[67.6%]	[32.4%]
CMM Electrics Ltd	10	42	0	52	[19.2%]	[80.8%]
CMS Lift Trucks Ltd	*	-	-	31	-	-
CNC Components (UK) Ltd	41	10	2	53	[80.4%]	[19.6%]
Coastal Container Line Ltd	28	21	1	50	[57.1%]	[42.9%]

## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Cobco 834 Ltd T/A Homebuy	14	23	2	39	[37.8%]	[62.2%]
Cobra Specialist Security Services Ltd	54	26	9	89	[67.5%]	[32.5%]
Coca- Cola HBC Northern Ireland	415	250	50	715	[62.4%]	[37.6%]
Cohannon Inn Ltd	31	50	0	81	[38.3%]	[61.7%]
Coleraine Academical Institution	*	-	-	31	-	-
Coleraine Care Ltd T/A Cottage Private Nursing Home, The	36	13	2	51	[73.5%]	[26.5%]
College Freight Services (Northern Ireland) Ltd	24	54	3	81	[30.8%]	[69.2%]
Collegelands Private Nursing Home	#	-	-	42	-	-
Collen Bros (Quarries) Ltd	*	-	-	28	-	-
Colliers CRE (Belfast) Ltd	*	-	-	29	-	-
Colorite Europe Ltd	#	-	-	38	-	-
Commercial Graphics (Northern Ireland) Ltd	*	-	-	37	-	-
Communis PLC	32	13	1	46	[71.1%]	[28.9%]
Community Foundation For Northern Ireland	13	20	3	36	[39.4%]	[60.6%]
Compass Group (UK) & Ireland	369	209	77	655	[63.8%]	[36.2%]
Complete Beverage Services Ltd	24	36	1	61	[40.0%]	[60.0%]
Component Distributors Ltd	54	15	0	69	[78.3%]	[21.7%]
Conard Care Services Ltd	82	16	1	99	[83.7%]	[16.3%]
Concrete Systems Ltd	#	-	-	56	-	-
Connan Paul Ltd	63	195	47	305	[24.4%]	[75.6%]
Connolly Liam Roadfreight Ltd	22	24	0	46	[47.8%]	[52.2%]
Consarc Design Group Ltd	33	27	4	64	[55.0%]	[45.0%]
Consilium Technologies Ltd	55	19	2	76	[74.3%]	[25.7%]
Construction Employers Federation Ltd	17	19	2	38	[47.2%]	[52.8%]
Contact Youth Counselling	35	40	4	79	[46.7%]	[53.3%]
Contract Ceilings Ltd	*	-	-	31	-	-
Contract Services (Northern Ireland) Ltd	63	40	6	109	[61.2%]	[38.8%]
Controlled Electronic Management Systems Ltd	87	69	24	180	[55.8%]	[44.2%]
Conway PJ (contractors) Ltd	#	-	-	30	-	-
Cookery Nook, The	26	18	3	47	[59.1%]	[40.9%]
Cookstown & Dungannon Women's Aid	15	11	1	27	[57.7%]	[42.3%]
Cookstown Panel Centre Ltd	17	35	0	52	[32.7%]	[67.3%]
Cookstown Textile Recyclers	28	139	4	171	[16.8%]	[83.2%]
Coolmar Ltd	62	28	0	90	[68.9%]	[31.1%]
Cooneen Textiles Ltd	25	21	0	46	[54.3%]	[45.7%]
Co-operative Group Limited	*	-	-	63	-	-
Co-operative Group, The	664	272	75	1,011	[70.9%]	[29.1%]
Co-operative Retail Logistics	*	-	-	36	-	-
Cootes (Concrete Products) Ltd	*	-	-	33	-	-
Copeland Ltd	71	103	22	196	[40.8%]	[59.2%]
Cordant Group	18	14	2	34	[56.3%]	[43.8%]
Corkhill Lodge Ltd	18	31	2	51	[36.7%]	[63.3%]
Corlin Developments Ltd	#	-	-	54	-	-
Corn Dolly Foods Ltd	#	-	-	42	-	-
Cornfield Farm Care Centre Ltd T/A Cornfield Care Centre	74	53	4	131	[58.3%]	[41.7%]
Corporate Catering (Northern Ireland) Ltd	17	14	2	33	[54.8%]	[45.2%]
Corps Security	*	-	-	109	-	-
Corramore Construction Ltd	#	-	-	28	-	-
Corriewood Private Clinic	#	-	-	60	-	-



## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Corrs Corner Hotel Ltd	36	21	5	62	[63.2%]	[36.8%]
Corry, Harry Ltd	136	99	33	268	[57.9%]	[42.1%]
Corrymeela Community	14	15	2	31	[48.3%]	[51.7%]
Costcutter	17	37	0	54	[31.5%]	[68.5%]
Cotswold Outdoor Ltd	*	-	-	34	-	-
Cottage Catering Ltd	16	34	6	56	[32.0%]	[68.0%]
Country Inns (Ulster) Ltd T/A The Clandeboye Lodge Hotel	44	16	8	68	[73.3%]	[26.7%]
Countrywide Freight Group Ltd	57	34	16	107	[62.6%]	[37.4%]
Court Care Home, The	37	14	0	51	[72.5%]	[27.5%]
Courtney & Nelson Ltd	*	-	-	38	-	-
Cove Manor Private Nursing Home	#	-	-	30	-	-
Cox Foodmarkets	19	88	0	107	[17.8%]	[82.2%]
Cox, Arthur (Northern Ireland)	34	39	3	76	[46.6%]	[53.4%]
CP Hire Ltd	*	-	-	58	-	-
Craig, John Haulage	*	-	-	31	-	-
Craigtanlet Ltd T/A La Mon Hotel & Country Club	116	38	41	195	[75.3%]	[24.7%]
Crane Stockham Valve Ltd	64	14	11	89	[82.1%]	[17.9%]
Crawford & Company (UK) Ltd	35	15	14	64	[70.0%]	[30.0%]
Crawford Contracts Group Ltd	*	-	-	27	-	-
Crawford M & D T/A Spar Supermarket	#	-	-	31	-	-
Crawford RTD Ltd	*	-	-	39	-	-
Crawford, R & Company	49	26	0	75	[65.3%]	[34.7%]
Creagh Concrete Products Ltd	59	232	55	346	[20.3%]	[79.7%]
Creation Consumer Finance	64	80	15	159	[44.4%]	[55.6%]
Creations Interiors Ltd	*	-	-	26	-	-
Creative Composites Ltd	39	10	17	66	[79.6%]	[20.4%]
Creighton Group Ltd	70	26	9	105	[72.9%]	[27.1%]
Croft Community, The	76	10	3	89	[88.4%]	[11.6%]
Cromer Enterprises Ltd T/A White Horse Hotel	16	31	2	49	[34.0%]	[66.0%]
Cross Refrigeration (Northern Ireland) Ltd	*	-	-	29	-	-
Crossbows Optical Ltd	*	-	-	31	-	-
Crossgar Foodservice Ltd	46	153	43	242	[23.1%]	[76.9%]
Crossland Tankers Ltd	#	-	-	32	-	-
Crossroads Caring for Carers (Northern Ireland) Ltd	188	84	14	286	[69.1%]	[30.9%]
Crown Paints	28	10	0	38	[73.7%]	[26.3%]
Crozier, WJ & H	*	-	-	45	-	-
Crumlin Insurance Partnership	*	-	-	26	-	-
Cuddy, R.A.	*	-	-	57	-	-
Culmore Stores Ltd	#	-	-	38	-	-
Cult Retail LLP	11	12	4	27	[47.8%]	[52.2%]
Cunningham Brian T/A PC Plant & Construction	#	-	-	27	-	-
Cunningham Coates Ltd	*	-	-	52	-	-
Cunningham Covers Ltd	*	-	-	40	-	-
Cunningham Lindsey	*	-	-	32	-	-
Curleys Supermarket Dungannon Ltd	20	42	5	67	[32.3%]	[67.7%]
Curleys Wine Cellars	#	-	-	49	-	-
Curran Court Hotel Ltd	36	28	0	64	[56.3%]	[43.8%]
Curran, D & Sons Ltd	*	-	-	31	-	-

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## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Curtis Developments Ltd T/A Curtis Toyota Curtis Peugeot & Curtis Peugeot Newtownabbey	49	12	1	62	[80.3%]	[19.7%]
Customise Training Services Ltd	#	-	-	29	-	-
Cybersource Northern Ireland Ltd	12	19	8	39	[38.7%]	[61.3%]
D & M Cakes Ltd T/A Graham's Home Bakery	29	13	0	42	[69.0%]	[31.0%]
D & S Contracts Ltd	*	-	-	26	-	-
D Mc Granaghan Ltd	#	-	-	41	-	-
Dairy Produce Packers Ltd	134	58	4	196	[69.8%]	[30.2%]
Dalkia Energy & Facilities Ltd	30	12	0	42	[71.4%]	[28.6%]
Dalriada School	*	-	-	52	-	-
Dalriada Urgent Care	162	80	3	245	[66.9%]	[33.1%]
Daly Park & Company Ltd	#	-	-	30	-	-
Danske Bank A/S	25	10	0	35	[71.4%]	[28.6%]
Dask Timber Products Ltd	13	10	3	26	[56.5%]	[43.5%]
Davison AF Ltd	*	-	-	32	-	-
Davison, Mel Construction	52	20	4	76	[72.2%]	[27.8%]
Dawson-wam Ltd	56	47	4	107	[54.4%]	[45.6%]
DCC Energy Ltd	134	35	0	169	[79.3%]	[20.7%]
Deane Public Works Ltd	34	12	0	46	[73.9%]	[26.1%]
Debenhams Retail	215	435	42	692	[33.1%]	[66.9%]
Decora Blind Systems Ltd	137	79	20	236	[63.4%]	[36.6%]
Dekko	22	17	4	43	[56.4%]	[43.6%]
Delap & Waller Ltd	17	26	3	46	[39.5%]	[60.5%]
Deli Lites (Newry)	#	-	-	35	-	-
Deloitte LLP	65	57	21	143	[53.3%]	[46.7%]
Delta Print & Packaging Ltd	23	100	17	140	[18.7%]	[81.3%]
Deluxe Art & Theme FX Ltd	#	-	-	28	-	-
Delwyn Enterprises Ltd T/A Yardmaster International	19	43	0	62	[30.6%]	[69.4%]
Denman International Ltd	*	-	-	29	-	-
Dennison Commercials Ltd	97	18	3	118	[84.3%]	[15.7%]
Denny, Henry & Sons (Northern Ireland) Ltd	37	48	3	88	[43.5%]	[56.5%]
Denroy Plastics Ltd	102	14	5	121	[87.9%]	[12.1%]
Dental World Ltd	25	12	12	49	[67.6%]	[32.4%]
Depaul Ireland	16	29	0	45	[35.6%]	[64.4%]
Derichebourg Multiservices Ltd	*	-	-	43	-	-
Derry Credit Union Ltd	#	-	-	51	-	-
Derry Journal Newspapers Ltd	#	-	-	47	-	-
Derry Youth & Community Workshop Ltd	#	-	-	33	-	-
Derry's Ltd	#	-	-	43	-	-
Desmond Motors Ltd	#	-	-	59	-	-
Dessian Products Ltd	26	44	3	73	[37.1%]	[62.9%]
Devenish Nutrition Ltd	45	31	5	81	[59.2%]	[40.8%]
DFDS Logistics Ltd	107	55	5	167	[66.0%]	[34.0%]
DFDS Seaways	101	22	0	123	[82.1%]	[17.9%]
DFFP Ltd T/A Dairy Farm & People 1st	11	32	1	44	[25.6%]	[74.4%]
DFS Trading Ltd	20	21	0	41	[48.8%]	[51.2%]
DHL Exel Supply Chain	27	12	0	39	[69.2%]	[30.8%]
DHL Express	*	-	-	27	-	-
DHL Express (UK) Ltd	53	20	0	73	[72.6%]	[27.4%]

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
DHL Supply Chain M & S Division	208	144	23	375	[59.1%]	[40.9%]
Diageo (Northern Ireland) Ltd	47	55	5	107	[46.1%]	[53.9%]
Diageo Bailey's Global Supply (S & B Production Ltd)	27	11	4	42	[71.1%]	[28.9%]
Diageo Global Supply LBC Ltd	105	33	14	152	[76.1%]	[23.9%]
Diamond Corrugated Cases Ltd	#	-	-	41	-	-
Diamond Recruitment Group	217	596	181	994	[26.7%]	[73.3%]
Diamond, A & Son (timber) Ltd	34	19	1	54	[64.2%]	[35.8%]
Dickey, HK	*	-	-	69	-	-
Dickson & Company (Northern Ireland) Ltd T/A Dickson & Company Insurances	14	13	1	28	[51.9%]	[48.1%]
Direct Contract Packing (Ireland) Ltd	*	-	-	26	-	-
Direct Medics Ltd	11	11	48	70	[50.0%]	[50.0%]
Disability Action	39	58	1	98	[40.2%]	[59.8%]
Dittys (Castledawson) Ltd	32	19	0	51	[62.7%]	[37.3%]
Dixons & Company Ltd	37	16	0	53	[69.8%]	[30.2%]
Dixons Contractors	11	34	2	47	[24.4%]	[75.6%]
DK Leisure Ltd	18	21	4	43	[46.2%]	[53.8%]
DLRS (Northern Ireland) Ltd	18	11	2	31	[62.1%]	[37.9%]
Dobbies Garden Centres PLC	67	16	62	145	[80.7%]	[19.3%]
Doherty & Gray Ltd	17	15	37	69	[53.1%]	[46.9%]
Doherty, James (Meats) Ltd	#	-	-	43	-	-
Doherty, Patrick T/A Knockan Lodge	20	11	0	31	[64.5%]	[35.5%]
Doherty, Peter T/A Garage Door Systems Ltd	14	14	4	32	[50.0%]	[50.0%]
Domestic Care Ltd	*	-	-	57	-	-
Domestic Care Services Domiciliary	153	21	18	192	[87.9%]	[12.1%]
Dominican College	22	35	0	57	[38.6%]	[61.4%]
Donaghadee Garden Centre	*	-	-	102	-	-
Donaghy Bros	11	16	0	27	[40.7%]	[59.3%]
Donaghy, P & E	82	34	2	118	[70.7%]	[29.3%]
Donaldson, A & S (Northern Ireland) Ltd	*	-	-	30	-	-
Donnelly Group, The	261	243	32	536	[51.8%]	[48.2%]
Dontaur Engineering Ltd	*	-	-	36	-	-
Door Store Ltd, The	*	-	-	34	-	-
Doran Consulting	45	16	5	66	[73.8%]	[26.2%]
Doris & MacMahon Solicitors	#	-	-	29	-	-
Dougan Patrick Electrical	13	23	0	36	[36.1%]	[63.9%]
Douglas & Grahame Ltd	59	18	5	82	[76.6%]	[23.4%]
Dove House Community Trust	#	-	-	40	-	-
Dowds JF & H Ltd	20	39	1	60	[33.9%]	[66.1%]
Dowler, F Ltd	45	13	0	58	[77.6%]	[22.4%]
Dowling, William Ltd	47	18	4	69	[72.3%]	[27.7%]
Down District Accessible Transport	16	29	6	51	[35.6%]	[64.4%]
Downe Residential Project	19	100	1	120	[16.0%]	[84.0%]
Downey Bros Good Food Shop Ltd	#	-	-	102	-	-
Downey Investments T/A Friar Tucks	#	-	-	34	-	-
Downshire Arms Hotel Ltd	*	-	-	50	-	-
Downtown Radio Ltd	36	27	2	65	[57.1%]	[42.9%]
Dr McMaster & Partners Mountsandel Surgery	*	-	-	32	-	-
Drapersfield House Private Nursing Home	27	42	0	69	[39.1%]	[60.9%]

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## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Draynes Farms	18	16	4	38	[52.9%]	[47.1%]
Drenagh Sawmills Ltd	10	29	5	44	[25.6%]	[74.4%]
Dresswell (Newtownards) Ltd	137	42	10	189	[76.5%]	[23.5%]
Drinks Inc Ltd	16	39	3	58	[29.1%]	[70.9%]
Drombane Nursing Group T/A Templemoyle Care Home	#	-	-	34	-	-
Drombane Nursing Home	*	-	-	28	-	-
Dromore Community Care Ltd	12	29	0	41	[29.3%]	[70.7%]
Drumbo Park Greyhound Stadium	36	19	2	57	[65.5%]	[34.5%]
Drumkeen Holdings Ltd T/A Burger King	15	10	13	38	[60.0%]	[40.0%]
Drummaul House Ltd	41	60	5	106	[40.6%]	[59.4%]
Drummond Hotel	#	-	-	51	-	-
Drumragh Integrated College	20	36	0	56	[35.7%]	[64.3%]
DS Campbell Ltd T/A Venture	26	17	3	46	[60.5%]	[39.5%]
DSG Retail Ltd	147	71	222	440	[67.4%]	[32.6%]
DSV Road Ltd	31	17	11	59	[64.6%]	[35.4%]
DU Pont (UK) Industrial Ltd	59	110	0	169	[34.9%]	[65.1%]
Dunadry Inn Ltd	98	42	3	143	[70.0%]	[30.0%]
Dunbia (Ballymena) Ltd	89	62	19	170	[58.9%]	[41.1%]
Dunbia (Dungannon)	210	336	149	695	[38.5%]	[61.5%]
Duncan & Griffin Company Ltd T/A Silverbirch Hotel	52	42	7	101	[55.3%]	[44.7%]
Dunelm (Soft Furnishings) Ltd	68	150	24	242	[31.2%]	[68.8%]
Dungannon Window Company Ltd	13	13	0	26	[50.0%]	[50.0%]
Dunlady House Ltd	50	26	4	80	[65.8%]	[34.2%]
Dunluce Restaurants Ltd T/A Mc Donalds	63	23	9	95	[73.3%]	[26.7%]
Dunnes Stores (Bangor) Ltd	592	1,461	85	2,138	[28.8%]	[71.2%]
Durkan, Patrick T/A Allclear Environmental	#	-	-	30	-	-
DV8	102	111	10	223	[47.9%]	[52.1%]
DW Sports & Fitness	76	95	6	177	[44.4%]	[55.6%]
DX Network Services	17	30	2	49	[36.2%]	[63.8%]
E Mc Intyre & Sons Ltd	#	-	-	27	-	-
Eakin Brothers Ltd	31	13	0	44	[70.5%]	[29.5%]
Eakin TG Ltd	*	-	-	55	-	-
Early Years	51	94	14	159	[35.2%]	[64.8%]
Eason & Son (Northern Ireland) Ltd	126	132	13	271	[48.8%]	[51.2%]
East Belfast Mission	*	-	-	67	-	-
East Eden Ltd T/A Slieve Na Mon Nursing Home	14	45	0	59	[23.7%]	[76.3%]
Echo (Northern Ireland) Ltd	71	93	33	197	[43.3%]	[56.7%]
Edenkeel Ltd T/A Café Roc / Earth Night Club	#	-	-	28	-	-
Edenmore Golf & Country Club	25	16	0	41	[61.0%]	[39.0%]
Edgar Transport	10	19	20	49	[34.5%]	[65.5%]
Edgewater Contracts	10	18	0	28	[35.7%]	[64.3%]
Edgewater Private Nursing Home	24	17	1	42	[58.5%]	[41.5%]
Edina Manufacturing Ltd	*	-	-	30	-	-
EDM Spamwall Facades Ltd	29	13	2	44	[69.0%]	[31.0%]
Edmundson Electrical Ltd	*	-	-	63	-	-
Edwards & Company	23	19	0	42	[54.8%]	[45.2%]
Edwards Enterprises (Northern Ireland) Ltd T/A Copperfields Private Nursing Home	28	27	0	55	[50.9%]	[49.1%]
Eglinton (Timber Products) Ltd	23	25	0	48	[47.9%]	[52.1%]

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## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Eircom (UK) Ltd	18	14	0	32	[56.3%]	[43.8%]
Electronic & Security Services Ltd	28	15	1	44	[65.1%]	[34.9%]
Elior UK Ltd	55	44	0	99	[55.6%]	[44.4%]
Elite Electronic Systems Ltd	54	53	16	123	[50.5%]	[49.5%]
Elliott Duffy Garrett Solicitors	13	33	2	48	[28.3%]	[71.7%]
Elliott, P & Company Ltd	#	-	-	28	-	-
Elmoreton Ltd T/A Benedicts Hotel Belfast	30	54	5	89	[35.7%]	[64.3%]
EM News Northern Ireland Ltd	73	74	43	190	[49.7%]	[50.3%]
Emerson HA & Son	30	62	4	96	[32.6%]	[67.4%]
Emerson Norman Group Ltd	65	39	2	106	[62.5%]	[37.5%]
Emerson Stanley & Sons Ltd	*	-	-	27	-	-
Emtek Ltd	*	-	-	33	-	-
Enigma Leisure Group	*	-	-	49	-	-
Enterprise Rent-a-car (UK) Ltd	14	10	8	32	[58.3%]	[41.7%]
Enterprise Stationery Ltd	22	51	15	88	[30.1%]	[69.9%]
ENVA (Northern Ireland) Ltd	#	-	-	37	-	-
Environmental Treatment Systems Ltd T/A Klargester Ireland	#	-	-	58	-	-
EPS Environmental Ltd	#	-	-	42	-	-
Equiniti-ics Ltd	154	72	22	248	[68.1%]	[31.9%]
Ernst & Young	38	39	48	125	[49.4%]	[50.6%]
Esporta Health & Fitness	25	13	0	38	[65.8%]	[34.2%]
Estee Lauder Cosmetics Ltd	34	44	9	87	[43.6%]	[56.4%]
Etain Ltd	19	12	8	39	[61.3%]	[38.7%]
Europa General Underwriters (Northern Ireland) Ltd	19	23	3	45	[45.2%]	[54.8%]
Europcar National Car Rental	37	15	0	52	[71.2%]	[28.8%]
Evans VB & Company	*	-	-	27	-	-
Eventsec Ltd	286	262	0	548	[52.2%]	[47.8%]
Evron Foods Ltd	46	56	123	225	[45.1%]	[54.9%]
Excel Glass Ltd	#	-	-	31	-	-
Exchange Restaurants Ltd	#	-	-	41	-	-
Executive Council of the Inn of Court of Northern Ireland, The	16	14	3	33	[53.3%]	[46.7%]
Exhibit Ltd	72	82	0	154	[46.8%]	[53.2%]
Experiences Connect Ltd	17	22	1	40	[43.6%]	[56.4%]
Express Distribution Services Ltd	*	-	-	43	-	-
Extern Organisation Ltd, The	140	135	15	290	[50.9%]	[49.1%]
Extra Care	240	272	84	596	[46.9%]	[53.1%]
F F Hospitality Portadown Ltd T/A Seagoe Hotel	39	32	11	82	[54.9%]	[45.1%]
Fabricat Ireland Contractors Ltd	#	-	-	29	-	-
Fairlawns Care Home Ltd	#	-	-	28	-	-
Fairways Residential Homes	48	12	8	68	[80.0%]	[20.0%]
Faith House	*	-	-	85	-	-
Falls Bowling & Lawn Tennis Club Ltd	#	-	-	27	-	-
Falls Community Council	#	-	-	35	-	-
Fane Valley Co-Op Society Ltd	87	12	0	99	[87.9%]	[12.1%]
Farmlea Foods Ltd	34	17	0	51	[66.7%]	[33.3%]
Farmview Dairies Ltd	*	-	-	27	-	-
Fergus Investments Ltd T/A Supervalu (Carrickfergus)	*	-	-	41	-	-
Fermanagh Homecare Services	26	40	0	66	[39.4%]	[60.6%]
FF Food Engineering Ltd	*	-	-	34	-	-

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## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
FGS McClure Watters	46	36	2	84	[56.1%]	[43.9%]
Fin Engineering Group Ltd	45	11	0	56	[80.4%]	[19.6%]
Fine Foods Lisburn Road Ltd T/A Shu Restaurant	#	-	-	44	-	-
Finlay Communications Ltd	74	29	14	117	[71.8%]	[28.2%]
Finlay, James AS Ltd	*	-	-	54	-	-
Fir Trees Hotel (Strabane) Ltd	#	-	-	41	-	-
Fire Security Ltd T/A Gent (Northern Ireland)	*	-	-	50	-	-
Firmus Energy	30	33	5	68	[47.6%]	[52.4%]
First Choice Selection Services Ltd	478	525	66	1,069	[47.7%]	[52.3%]
First Derivatives PLC	43	182	80	305	[19.1%]	[80.9%]
First Housing Aid & Support Services	11	108	5	124	[9.2%]	[90.8%]
First4skills	14	23	10	47	[37.8%]	[62.2%]
Firstsource Solutions Ltd	259	1,196	257	1,712	[17.8%]	[82.2%]
Fishbourne House Nursing Home	15	10	1	26	[60.0%]	[40.0%]
Fisher Engineering Ltd	186	92	2	280	[66.9%]	[33.1%]
Fitness First Clubs Ltd T/A Fitness First	34	28	11	73	[54.8%]	[45.2%]
Fitzwilliam Hotel (Belfast)	21	28	15	64	[42.9%]	[57.1%]
Fivemiletown & Brookborough Co-Op Agricultural & Dairy Society Ltd	42	20	0	62	[67.7%]	[32.3%]
Fiveways Shop & Service Station Ltd	13	97	0	110	[11.8%]	[88.2%]
Flagship Media Group Ltd	34	26	8	68	[56.7%]	[43.3%]
Flanagan, KJ & Company Ltd	23	28	1	52	[45.1%]	[54.9%]
Fleck Imet Group, The	*	-	-	38	-	-
Fleming Agri-products Ltd	56	10	2	68	[84.8%]	[15.2%]
Flybe	147	47	21	215	[75.8%]	[24.2%]
Flynn, Maurice & Sons Ltd	37	52	3	92	[41.6%]	[58.4%]
FM Environmental Ltd	#	-	-	45	-	-
FM UK Ltd	21	17	0	38	[55.3%]	[44.7%]
Fois Ltd	20	21	0	41	[48.8%]	[51.2%]
Fold Housing Association	369	289	41	699	[56.1%]	[43.9%]
Fonacab (Belfast) Ltd	30	30	5	65	[50.0%]	[50.0%]
Fonezone Telecommunications Ltd T/A Barclays Communications	64	22	6	92	[74.4%]	[25.6%]
Footprints Women's Centre	#	-	-	38	-	-
Fort Lodge Hotel	#	-	-	26	-	-
Fortress Doors (Northern Ireland) Ltd	*	-	-	33	-	-
Forum for Action on Substance Abuse & Suicide Awareness	*	-	-	37	-	-
Four Dee (Northern Ireland) Ltd	#	-	-	35	-	-
Four Seasons Health Care	*	-	-	33	-	-
Four Seasons Health Care T/A Abbeylands Care Home	66	18	0	84	[78.6%]	[21.4%]
Four Seasons Health Care T/A Annahilt Care Home	34	12	0	46	[73.9%]	[26.1%]
Four Seasons Health Care T/A Antrim Care Home	24	23	1	48	[51.1%]	[48.9%]
Four Seasons Health Care T/A Arches Care Home	*	-	-	38	-	-
Four Seasons Health Care T/A Ardrough Care Home	29	26	0	55	[52.7%]	[47.3%]
Four Seasons Health Care T/A Ashgrove Care Home	#	-	-	57	-	-
Four Seasons Health Care T/A Bangor Care Home	25	37	20	82	[40.3%]	[59.7%]
Four Seasons Health Care T/A Beechill Care Home	#	-	-	28	-	-
Four Seasons Health Care T/A Belmont Nursing Home	27	20	0	47	[57.4%]	[42.6%]
Four Seasons Health Care T/A Bethany Care Home	20	23	7	50	[46.5%]	[53.5%]
Four Seasons Health Care T/A Camphill Care Home	42	20	5	67	[67.7%]	[32.3%]
Four Seasons Health Care T/A Carnalea Care Home	24	35	2	61	[40.7%]	[59.3%]

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## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Four Seasons Health Care T/A Cedarhurst Lodge Care Home	13	42	9	64	[23.6%]	[76.4%]
Four Seasons Health Care T/A Cherryvalley Care Home	*	-	-	35	-	-
Four Seasons Health Care T/A Chestnut Lodge Care Home	#	-	-	43	-	-
Four Seasons Health Care T/A Comber Care Home	53	16	1	70	[76.8%]	[23.2%]
Four Seasons Health Care T/A Coolaness Care Home	21	20	1	42	[51.2%]	[48.8%]
Four Seasons Health Care T/A County Care Home, The	21	27	21	69	[43.8%]	[56.3%]
Four Seasons Health Care T/A Craighdun Care Home	34	10	4	48	[77.3%]	[22.7%]
Four Seasons Health Care T/A Croaghpatrick Care Home	60	12	2	74	[83.3%]	[16.7%]
Four Seasons Health Care T/A Cromore House Care Home	21	15	1	37	[58.3%]	[41.7%]
Four Seasons Health Care T/A Donaghcloney Care Home	29	15	0	44	[65.9%]	[34.1%]
Four Seasons Health Care T/A Drumclay Care Home	27	42	3	72	[39.1%]	[60.9%]
Four Seasons Health Care T/A Drumragh Care Home	18	31	1	50	[36.7%]	[63.3%]
Four Seasons Health Care T/A Dungannon Care Home	19	33	4	56	[36.5%]	[63.5%]
Four Seasons Health Care T/A Edenmore Care Home	30	16	7	53	[65.2%]	[34.8%]
Four Seasons Health Care T/A Edgewater Lodge Care Home	49	24	3	76	[67.1%]	[32.9%]
Four Seasons Health Care T/A Galgorm Care Home	26	12	1	39	[68.4%]	[31.6%]
Four Seasons Health Care T/A Garvagh Care Home	31	37	1	69	[45.6%]	[54.4%]
Four Seasons Health Care T/A Greerville Manor Care Home	32	21	6	59	[60.4%]	[39.6%]
Four Seasons Health Care T/A Hamilton Court Care Home	*	-	-	41	-	-
Four Seasons Health Care T/A Hawthorn House Care Home	24	10	1	35	[70.6%]	[29.4%]
Four Seasons Health Care T/A Holywood Care Home	30	30	0	60	[50.0%]	[50.0%]
Four Seasons Health Care T/A Jordanstown Care Home	34	27	0	61	[55.7%]	[44.3%]
Four Seasons Health Care T/A Laganvale Care Home	41	41	1	83	[50.0%]	[50.0%]
Four Seasons Health Care T/A Landsdowne Care Home	28	46	1	75	[37.8%]	[62.2%]
Four Seasons Health Care T/A Lecale Lodge Care Home	#	-	-	56	-	-
Four Seasons Health Care T/A Limavady Care Home	15	30	0	45	[33.3%]	[66.7%]
Four Seasons Health Care T/A Lisburn Care Home	18	10	11	39	[64.3%]	[35.7%]
Four Seasons Health Care T/A Lisnisky Care Home	54	28	2	84	[65.9%]	[34.1%]
Four Seasons Health Care T/A Mahon Hall Care Home	52	17	3	72	[75.4%]	[24.6%]
Four Seasons Health Care T/A Manor Court Care Home	*	-	-	31	-	-
Four Seasons Health Care T/A Manor Lodge Care Home	#	-	-	39	-	-
Four Seasons Health Care T/A Meadowbank Care Home	13	24	4	41	[35.1%]	[64.9%]
Four Seasons Health Care T/A Moneymore Care Home	29	25	2	56	[53.7%]	[46.3%]
Four Seasons Health Care T/A Mount Lens Care Home	20	10	1	31	[66.7%]	[33.3%]
Four Seasons Health Care T/A Oakridge Care Home	27	33	1	61	[45.0%]	[55.0%]
Four Seasons Health Care T/A Parkview Care Home	*	-	-	62	-	-
Four Seasons Health Care T/A Rathmena Care Home	*	-	-	38	-	-
Four Seasons Health Care T/A Rosevale Lodge Care Home	28	24	7	59	[53.8%]	[46.2%]
Four Seasons Health Care T/A Saintfield Lodge Care Home	#	-	-	42	-	-
Four Seasons Health Care T/A Sandringham Care Home	44	26	3	73	[62.9%]	[37.1%]
Four Seasons Health Care T/A Seapatrick Care Home	38	34	4	76	[52.8%]	[47.2%]
Four Seasons Health Care T/A Stormont Care Home	18	20	1	39	[47.4%]	[52.6%]
Four Seasons Health Care T/A Strathearn Court Care Home	32	15	12	59	[68.1%]	[31.9%]
Four Seasons Health Care T/A Tennent Street Care Home	*	-	-	65	-	-
Four Seasons Health Care T/A Tudordale Care Home	16	26	0	42	[38.1%]	[61.9%]
Four Seasons Health Care T/A Victoria Park Care Home	*	-	-	37	-	-
Four Seasons Health Care T/A Whiteabbey Care Home	37	11	0	48	[77.1%]	[22.9%]
Four Seasons Health Care T/A Woodgrove Care Home	17	20	6	43	[45.9%]	[54.1%]
Fox Building & Engineering Ltd	#	-	-	46	-	-

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Foyle & Londonderry College	28	23	3	54	[54.9%]	[45.1%]
Foyle Day Care Ltd	25	25	0	50	[50.0%]	[50.0%]
Foyle Hospice	11	65	1	77	[14.5%]	[85.5%]
Foyle Meats	94	248	9	351	[27.5%]	[72.5%]
FP Mc Cann Ltd	73	129	7	209	[36.1%]	[63.9%]
FPM Accountants LLP	#	-	-	72	-	-
Frackelton John & Son Ltd	*	-	-	34	-	-
Franklins International Ltd	*	-	-	30	-	-
Freeza Meats Ltd	#	-	-	26	-	-
Friends School	*	-	-	62	-	-
Friendship & Caring Trust (FACT)	13	33	2	48	[28.3%]	[71.7%]
Fruithill Private Nursing Home	#	-	-	57	-	-
Frylite Ltd	#	-	-	84	-	-
Fugro-BKS Ltd	68	18	4	90	[79.1%]	[20.9%]
Fujitsu Services	324	269	86	679	[54.6%]	[45.4%]
Fujitsu Telecommunications (Ireland)	30	18	5	53	[62.5%]	[37.5%]
Fultons Fine Furnishings	*	-	-	46	-	-
Fultons Fine Furnishings Ltd	*	-	-	28	-	-
Funeral Services (Northern Ireland) Ltd	119	10	6	135	[92.2%]	[7.8%]
Fyfes Vehicles & Engineering Supplies Ltd	60	62	0	122	[49.2%]	[50.8%]
G & M Lodge Caring Ltd	11	48	1	60	[18.6%]	[81.4%]
G4S Cash Services (UK) Ltd	272	68	5	345	[80.0%]	[20.0%]
G4S Security Services UK	391	208	106	705	[65.3%]	[34.7%]
Galeton Ltd T/A Ailsa Lodge Nursing Home	*	-	-	60	-	-
Galfield Ltd T/A Kelly's Spar	#	-	-	29	-	-
Galgorm Resort & Spa	110	133	4	247	[45.3%]	[54.7%]
Gallagher & Mc Kinney Ltd	#	-	-	30	-	-
Gallaher Ltd	698	175	37	910	[80.0%]	[20.0%]
Gamble, JA & Company Ltd	11	16	0	27	[40.7%]	[59.3%]
Gamestop (UK) Ltd	10	18	5	33	[35.7%]	[64.3%]
Gardner T/ADental Laboratory	*	-	-	26	-	-
GB Poultry	#	-	-	32	-	-
Geda Construction Company Ltd	#	-	-	42	-	-
George Best Belfast City Airport	63	25	3	91	[71.6%]	[28.4%]
Gibson Bros Ltd	32	10	0	42	[76.2%]	[23.8%]
Gilbert-Ash (Northern Ireland) Ltd	48	79	8	135	[37.8%]	[62.2%]
Gilfresh Produce	40	81	31	152	[33.1%]	[66.9%]
Gillaroo Lodge Nursing Home Ltd	30	16	0	46	[65.2%]	[34.8%]
Gillbrooke Private Nursing Home	23	14	0	37	[62.2%]	[37.8%]
Girvan Thomas T/A Karina Lodge Private Nursing Home	#	-	-	28	-	-
Glanbia Cheese Ltd	75	63	5	143	[54.3%]	[45.7%]
Glasgiven Contracts Ltd	#	-	-	28	-	-
Glas-seal (Northern Ireland) Ltd	34	37	1	72	[47.9%]	[52.1%]
Glaxosmithkline UK Pharmaceuticals	*	-	-	27	-	-
Glen Dimplex (Northern Ireland) Ltd	*	-	-	31	-	-
Glen Electric Ltd	#	-	-	138	-	-
Glenavon House Hotel (1982) Ltd	#	-	-	54	-	-
Glenbay Ltd (Peter Mark)	70	70	9	149	[50.0%]	[50.0%]
Glencarron Nursing Home	#	-	-	60	-	-

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees



## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Glendale Stores Ltd	32	48	0	80	[40.0%]	[60.0%]
Glendermott Enterprises Ltd	#	-	-	29	-	-
Glendun Nursing Home	#	-	-	57	-	-
Glenhill Merchants Ltd	#	-	-	29	-	-
Glenkrag Ltd	*	-	-	78	-	-
Glenmachan Tower House Private Nursing Home	*	-	-	51	-	-
Glenmona Resource Centre	11	84	1	96	[11.6%]	[88.4%]
Glens of Antrim Potatoes Ltd	#	-	-	40	-	-
Glenview Private Nursing Home	21	23	2	46	[47.7%]	[52.3%]
Glenview Private Nursing/ Residential Home	28	27	0	55	[50.9%]	[49.1%]
Global Armour UK Ltd	*	-	-	30	-	-
Global Email Company, The	160	163	184	507	[49.5%]	[50.5%]
Glover Site Investigations Ltd	56	17	1	74	[76.7%]	[23.3%]
Goldblatt Mc Guigan	31	31	4	66	[50.0%]	[50.0%]
Golden Cow Dairies Ltd	46	24	0	70	[65.7%]	[34.3%]
Golden Crust Bakery	#	-	-	26	-	-
Golden Glen Catering	*	-	-	31	-	-
Golf Holdings Ltd	1,031	599	128	1,758	[63.3%]	[36.7%]
Goodbody A & L Solicitors (Northern Ireland)	14	12	3	29	[53.8%]	[46.2%]
Gordons Chemists	131	91	8	230	[59.0%]	[41.0%]
Gordons N & R Ltd	216	94	1	311	[69.7%]	[30.3%]
Gormley Motors Ltd	*	-	-	30	-	-
Gortacharn Private Nursing Home	18	43	2	63	[29.5%]	[70.5%]
GPS (GB) Ltd T/A The Gap	30	16	6	52	[65.2%]	[34.8%]
GPS Colour Graphics Ltd	32	11	3	46	[74.4%]	[25.6%]
Graan Abbey Private Nursing Home, The	16	67	21	104	[19.3%]	[80.7%]
Grafton Recruitment Ltd	1,491	861	208	2,560	[63.4%]	[36.6%]
Graham Engineering	*	-	-	30	-	-
Graham John (Dromore) Ltd	396	328	114	838	[54.7%]	[45.3%]
Graham SP Ltd	12	108	0	120	[10.0%]	[90.0%]
Grahams Ray Ltd	14	10	3	27	[58.3%]	[41.7%]
Grainger Building Services Ltd	43	16	1	60	[72.9%]	[27.1%]
Grand Opera House Trust	45	72	22	139	[38.5%]	[61.5%]
Grant Thornton UK LLP	81	85	16	182	[48.8%]	[51.2%]
Grant William & Company Ltd	18	40	0	58	[31.0%]	[69.0%]
Grants Electrical Services (Northern Ireland) Ltd	49	12	0	61	[80.3%]	[19.7%]
Granville Food Care Ltd	10	32	1	43	[23.8%]	[76.2%]
Gray & Adams (Ireland) Ltd	36	12	1	49	[75.0%]	[25.0%]
Gray Alison Recruitment	31	31	4	66	[50.0%]	[50.0%]
Greater Shankill Partnership	*	-	-	58	-	-
Green JT & Sons Ltd T/A Greens Food Fare	*	-	-	102	-	-
Greene Liam Mr & Mrs T/A Wheelers Fast Food	#	-	-	26	-	-
Greenpark Private Nursing Home Ltd	15	88	0	103	[14.6%]	[85.4%]
Gregg & Patterson (Engineers) Ltd	40	14	1	55	[74.1%]	[25.9%]
Greiner Packaging Ltd	148	31	7	186	[82.7%]	[17.3%]
Ground Espresso Bars	18	17	7	42	[51.4%]	[48.6%]
Groundwork (Northern Ireland)	10	11	7	28	[47.6%]	[52.4%]
Group 4 Securicor	13	24	0	37	[35.1%]	[64.9%]
GSH Ireland	34	17	2	53	[66.7%]	[33.3%]

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# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
GT Exhausts (Northern Ireland) Ltd	13	20	31	64	[39.4%]	[60.6%]
Guardforce Ltd	35	20	6	61	[63.6%]	[36.4%]
H & A Mechanical Services Ltd	#	-	-	94	-	-
H & T Mc Glone	28	106	8	142	[20.9%]	[79.1%]
Habinteg Housing Association (Ulster) Ltd	37	38	7	82	[49.3%]	[50.7%]
Hagan John P	14	13	0	27	[51.9%]	[48.1%]
Hair Traffic	24	38	0	62	[38.7%]	[61.3%]
Haldane Shiells Group	233	125	2	360	[65.1%]	[34.9%]
Halfords Ltd	118	97	23	238	[54.9%]	[45.1%]
Hamilton & Kirk Ltd	#	-	-	34	-	-
Hamilton Alex M & Company Ltd	14	15	2	31	[48.3%]	[51.7%]
Hamilton Architects	12	20	5	37	[37.5%]	[62.5%]
Hamilton James & Company (Lurgan) Ltd	*	-	-	72	-	-
Hamilton Newsagency	*	-	-	28	-	-
Hamilton Private Nursing Home	*	-	-	39	-	-
Hamilton TJ & Company Ltd	15	12	1	28	[55.6%]	[44.4%]
Hampton Conservatories Ltd	*	-	-	40	-	-
Handling & Storage Equipment Company Ltd	*	-	-	29	-	-
Happy Days (1999) Ltd T/A Happy Days Day Nursery	*	-	-	46	-	-
Harbinson Mulholland	20	19	1	40	[51.3%]	[48.7%]
Harcourt Construction (Northern Ireland) Ltd	28	32	3	63	[46.7%]	[53.3%]
Harland & Wolff Heavy Industries Ltd	139	10	4	153	[93.3%]	[6.7%]
HarpSCREEN International Ltd	#	-	-	30	-	-
Harpurs Hill Children & Family Centre Ltd	*	-	-	29	-	-
Harte & Eakin (Contractors) (Northern Ireland) Ltd	27	13	0	40	[67.5%]	[32.5%]
Harvey Group PLC	56	30	7	93	[65.1%]	[34.9%]
Harvey Norman Trading Ltd	46	17	9	72	[73.0%]	[27.0%]
Harveys Human Resource Department	22	14	4	40	[61.1%]	[38.9%]
Hasson M & Sons Ltd	#	-	-	35	-	-
Hastings Hotel Group Ltd	268	337	339	944	[44.3%]	[55.7%]
Haulage Services Ltd	*	-	-	31	-	-
Haven Private Nursing Home, The	#	-	-	30	-	-
Hawthorne Restaurant	11	14	1	26	[44.0%]	[56.0%]
Hayburn Wood Products Ltd	29	10	2	41	[74.4%]	[25.6%]
Hayes Fuels	36	31	6	73	[53.7%]	[46.3%]
Hays Construction & Property	98	77	35	210	[56.0%]	[44.0%]
Hays Specialist Recruitment Ltd	140	130	45	315	[51.9%]	[48.1%]
Hazelwood Integrated College	33	29	4	66	[53.2%]	[46.8%]
Hazelwood Integrated Primary School	20	18	3	41	[52.6%]	[47.4%]
HBOS PLC	924	750	27	1,701	[55.2%]	[44.8%]
HCL BPO Services (Northern Ireland) Ltd	422	833	112	1,367	[33.6%]	[66.4%]
HDN (Northern Ireland) Ltd	74	30	8	112	[71.2%]	[28.8%]
Healthy Buildings (Ireland) Ltd	11	20	0	31	[35.5%]	[64.5%]
Heartsine Technologies Ltd	*	-	-	44	-	-
Heat	103	99	0	202	[51.0%]	[49.0%]
Heathcotes Fine Foods Ltd	51	121	27	199	[29.7%]	[70.3%]
Heatherlea Bakery	*	-	-	58	-	-
Heatons (Northern Ireland) Ltd	183	416	65	664	[30.6%]	[69.4%]
Helm Housing	63	61	13	137	[50.8%]	[49.2%]

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## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Hemel Ltd	19	41	4	64	[31.7%]	[68.3%]
Henderson John Holdings Ltd	114	33	25	172	[77.6%]	[22.4%]
Henderson Paul T/A Quality Care Services Ltd	134	14	0	148	[90.5%]	[9.5%]
Henderson Retail Ltd	1,127	360	76	1,563	[75.8%]	[24.2%]
Henderson Wholesale Ltd	267	110	41	418	[70.8%]	[29.2%]
Hennebry JJ & Sons Ltd	12	21	0	33	[36.4%]	[63.6%]
Henry Bros (Magherafelt) Ltd	184	22	3	209	[89.3%]	[10.7%]
Herbel Restaurants Ltd	195	148	301	644	[56.9%]	[43.1%]
Heron Bros Ltd	24	110	22	156	[17.9%]	[82.1%]
Herron Trevor T/A Cookie Jar, The	*	-	-	26	-	-
Hewitt & Gilpin Solicitors Ltd	*	-	-	27	-	-
Hewitt Meats	*/#	-	-	52	-	-
Hewlett Packard Ltd	22	25	34	81	[46.8%]	[53.2%]
Heyn Group Ltd	51	22	5	78	[69.9%]	[30.1%]
Hill Engineering Ltd	12	17	3	32	[41.4%]	[58.6%]
Hill Vellacott	21	15	0	36	[58.3%]	[41.7%]
Hillcrest Centre Ltd T/A P & G The Family Food Store	*	-	-	114	-	-
Hillen Bros T/A Ava Off Sales & Bar	*	-	-	38	-	-
Hillgrove Hotel Ltd T/A Magherabuoy House Hotel	23	21	13	57	[52.3%]	[47.7%]
Hillmount Nursery Centre	*	-	-	40	-	-
Hillside Nursery Centre	*	-	-	35	-	-
Hillview Lodge Ltd	#	-	-	34	-	-
Hilton Belfast	61	92	33	186	[39.9%]	[60.1%]
Hilton Group PLC T/A Hilton Templepatrick	112	34	19	165	[76.7%]	[23.3%]
Hilton Meat Products Ltd	32	11	2	45	[74.4%]	[25.6%]
Hilton Meats (Cookstown) Ltd	10	49	1	60	[16.9%]	[83.1%]
Hire Class Ltd	70	42	12	124	[62.5%]	[37.5%]
HML	52	364	22	438	[12.5%]	[87.5%]
Hockley Private Nursing Home	97	17	0	114	[85.1%]	[14.9%]
Hogg R & Sons Ltd	14	18	0	32	[43.8%]	[56.3%]
Holiday Inn Belfast (Glandor Properties)	28	39	27	94	[41.8%]	[58.2%]
Hollygate Lodge Residential Home	22	19	2	43	[53.7%]	[46.3%]
Hollygate Nursing Home	19	13	1	33	[59.4%]	[40.6%]
Holy Trinity Centre	#	-	-	45	-	-
Homebase Ltd	226	182	16	424	[55.4%]	[44.6%]
Homecare Independent Living	176	303	147	626	[36.7%]	[63.3%]
Homecare Services (Northern Ireland) Ltd T/A Domestic Care	71	14	12	97	[83.5%]	[16.5%]
House of Fraser	103	121	16	240	[46.0%]	[54.0%]
House of Vic-Ryn Ltd	*	-	-	33	-	-
Housing Rights Service	11	21	4	36	[34.4%]	[65.6%]
Houston Bros Ltd	69	33	2	104	[67.6%]	[32.4%]
Howden (UK) Ltd	87	14	2	103	[86.1%]	[13.9%]
Howell House Ltd	22	11	2	35	[66.7%]	[33.3%]
HSBC Bank PLC	59	38	15	112	[60.8%]	[39.2%]
Huddleston John Engineering Ltd	68	15	5	88	[81.9%]	[18.1%]
Hughes & Company	168	41	2	211	[80.4%]	[19.6%]
Hughes Christensen	159	27	11	197	[85.5%]	[14.5%]
Hughes Joseph Painting Contractor	41	81	1	123	[33.6%]	[66.4%]
Hughes K & Company Ltd T/A Hughes Mushrooms	#	-	-	39	-	-

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\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Huhtamaki (Lurgan) Ltd	95	84	25	204	[53.1%]	[46.9%]
Hunter Apparel Solutions Ltd	16	25	1	42	[39.0%]	[61.0%]
Hunter Brian Ltd	27	27	2	56	[50.0%]	[50.0%]
Hunter JD & Company Ltd	120	38	15	173	[75.9%]	[24.1%]
Hunterhouse College	*	-	-	29	-	-
Hutchison 3G UK Ltd	37	28	6	71	[56.9%]	[43.1%]
Hutton (M&E) Services Ltd	*	-	-	33	-	-
Hyndman D & Son (Bakers) Ltd	26	20	0	46	[56.5%]	[43.5%]
Hynds Architectural Systems Ltd	*	-	-	28	-	-
Hynds Bryan Services Ltd	39	11	1	51	[78.0%]	[22.0%]
IBM (UK) Ltd	13	11	3	27	[54.2%]	[45.8%]
ICB Emulsions Ltd	15	20	0	35	[42.9%]	[57.1%]
Iceland Foods Ltd	502	508	52	1,062	[49.7%]	[50.3%]
Icemos Technology Ltd	10	35	8	53	[22.2%]	[77.8%]
Icon Restaurant & Wine Bar	10	16	2	28	[38.5%]	[61.5%]
ICTS (UK) Ltd	186	42	12	240	[81.6%]	[18.4%]
IJK Timber Group Ltd	*	-	-	40	-	-
Ikea Belfast	213	66	65	344	[76.3%]	[23.7%]
Impact Training (Northern Ireland) Ltd	*	-	-	30	-	-
Impression Print & Design (Northern Ireland) Ltd	*	-	-	29	-	-
Impro Printing	*	-	-	26	-	-
Include Youth	13	28	4	45	[31.7%]	[68.3%]
Independent News & Media (Northern Ireland)	249	102	15	366	[70.9%]	[29.1%]
Indicators International Ltd	16	27	0	43	[37.2%]	[62.8%]
In-doors Manufacturing Ltd	#	-	-	61	-	-
Industrial Temps Ltd	448	716	7	1,171	[38.5%]	[61.5%]
Inislyn Ltd T/A Radisson Blu Hotel	17	20	8	45	[45.9%]	[54.1%]
Initial Textile Services	32	37	0	69	[46.4%]	[53.6%]
Inki Dinki Ltd T/A Denis Smyth Office Products & Business Furniture	*	-	-	26	-	-
Inner City South Belfast Sure Start	29	13	3	45	[69.0%]	[31.0%]
Instore	179	168	80	427	[51.6%]	[48.4%]
Integrated College Dungannon	20	21	0	41	[48.8%]	[51.2%]
Intelesens Ltd	15	10	1	26	[60.0%]	[40.0%]
Interface Europe Ltd	27	67	1	95	[28.7%]	[71.3%]
Interfrigo Ltd	10	11	18	39	[47.6%]	[52.4%]
Internacionale Retail Ltd	69	69	0	138	[50.0%]	[50.0%]
Interserve (Facilities Management) Ltd	13	55	5	73	[19.1%]	[80.9%]
Intraining Group, The	16	15	3	34	[51.6%]	[48.4%]
Intune Networks Belfast Ltd	23	19	4	46	[54.8%]	[45.2%]
Invision Software Ltd	#	-	-	33	-	-
Invista Textiles (UK) Ltd	153	211	3	367	[42.0%]	[58.0%]
Ireland Freight Services (UK) Ltd	69	19	4	92	[78.4%]	[21.6%]
Irish Autotrader Ltd	40	23	1	64	[63.5%]	[36.5%]
Irish Football Association, The	70	33	0	103	[68.0%]	[32.0%]
Irish Inns Ltd	#	-	-	49	-	-
Irish News Ltd,the	31	95	2	128	[24.6%]	[75.4%]
Irish Rugby Football Union (Ulster Branch)	*	-	-	53	-	-
Irish Salt Mining & Exploration Company Ltd	36	14	2	52	[72.0%]	[28.0%]
Irish Waste Services Ltd	17	27	5	49	[38.6%]	[61.4%]

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## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Irwin AN & Sons	*	-	-	27	-	-
Irwin Electrical Services Limited	*	-	-	53	-	-
Irwin RA & Company Ltd		68	11	2	81	[86.1%] [13.9%]
Irwin WD & Sons		245	133	19	397	[64.8%] [35.2%]
Island Cleaning Services Ltd		105	86	0	191	[55.0%] [45.0%]
Islandbawn Stores Ltd	*	-	-	38	-	-
ISS Facility Services		37	15	0	52	[71.2%] [28.8%]
ISS Mediclean Ltd		69	119	23	211	[36.7%] [63.3%]
Ivanhoe Inn & Hotel		24	22	1	47	[52.2%] [47.8%]
J & K Campbell		34	17	6	57	[66.7%] [33.3%]
J & W Mc Call Supplies (Northern Ireland) Ltd		29	19	1	49	[60.4%] [39.6%]
J Caulfield & Company T/A Caulfield Insurance Brokers		11	22	0	33	[33.3%] [66.7%]
JA Mc Clelland & Sons (Auctioneers) Ltd	*	-	-	52	-	-
Jacobs Engineering (UK) Ltd		17	21	3	41	[44.7%] [55.3%]
Jacques Vert PLC		20	11	0	31	[64.5%] [35.5%]
James F Mc Cue Ltd T/A Mc Cue Interior Fit Out Solutions		71	16	2	89	[81.6%] [18.4%]
Jameson David Services Ltd	*	-	-	58	-	-
Jark Healthcare		69	99	11	179	[41.1%] [58.9%]
JB Enterprises (Derry) Ltd		30	22	2	54	[57.7%] [42.3%]
JBE Building Services Ltd		69	42	0	111	[62.2%] [37.8%]
JC Campbell (Northern Ireland) Ltd	#	-	-	36	-	-
JCP Consulting Ltd		30	10	0	40	[75.0%] [25.0%]
JD Mc Geown Ltd		19	15	0	34	[55.9%] [44.1%]
JD Sports Fashion PLC		120	124	0	244	[49.2%] [50.8%]
JE Coulter Ltd		39	11	12	62	[78.0%] [22.0%]
Jeffers Home Bakery		47	12	7	66	[79.7%] [20.3%]
Jefferson C & H		48	13	6	67	[78.7%] [21.3%]
Jenkins Shipping Company Ltd		13	20	2	35	[39.4%] [60.6%]
Jesroe (Services) Ltd	*	-	-	26	-	-
Jet2.com Ltd		33	10	14	57	[76.7%] [23.3%]
JF Mc Kenna Ltd	#	-	-	51	-	-
JH Industrial Cleaning Services Ltd	#	-	-	65	-	-
JHC Hardware Ltd		34	20	0	54	[63.0%] [37.0%]
JJB Sports PLC		261	245	6	512	[51.6%] [48.4%]
JKC Specialist Cars Ltd		40	18	0	58	[69.0%] [31.0%]
JMC Mechanical & Construction Ltd		10	22	0	32	[31.3%] [68.8%]
JMC Restaurants Ltd T/A McDonald's Sprucefield		42	32	8	82	[56.8%] [43.2%]
JMF Metal Fabrications Ltd		54	28	3	85	[65.9%] [34.1%]
JMG Systems Ltd	#	-	-	68	-	-
JMT Direct		11	32	1	44	[25.6%] [74.4%]
JNK Components Ltd	#	-	-	32	-	-
Job Directions Ltd	#	-	-	39	-	-
John Mc Loughlin & Son (Shipping) Ltd	*	-	-	34	-	-
John McErlean Ltd		35	10	0	45	[77.8%] [22.2%]
Johnson Bros (Belfast) Ltd		66	20	4	90	[76.7%] [23.3%]
Johnsons Solicitors		26	15	0	41	[63.4%] [36.6%]
Johnston Campbell Ltd	*	-	-	34	-	-
Johnston Cyril & Company Ltd	*	-	-	50	-	-
Johnston Gilpin & Company Ltd	*	-	-	35	-	-

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Johnston Kennedy DFK Ltd	*	-	-	32	-	-
Johnston Mr AF & Mrs RJ T/A Pinkertons	*	-	-	30	-	-
Johnston's Bakery Ltd		23	12	0	35	[65.7%] [34.3%]
Jolly Tots Childcare Complex	*	-	-	36	-	-
Jollye Leonard F (BP) Ltd T/A Jollye's Petfood Superstores		44	30	8	82	[59.5%] [40.5%]
Jollytots Northern Ireland Ltd	*	-	-	32	-	-
Jonathan Mc Keown Solicitors		10	37	0	47	[21.3%] [78.7%]
Jones Frederick (Belfast) Ltd	*	-	-	41	-	-
Jones Peters		19	13	0	32	[59.4%] [40.6%]
Jordan Concrete Ltd	*	-	-	39	-	-
Jordan Plastics Ltd	*	-	-	29	-	-
Joyland Amusement Centres Ltd T/A Oasis Retail Services Ltd		43	31	25	99	[58.1%] [41.9%]
JP Corry (Northern Ireland) Ltd		157	96	9	262	[62.1%] [37.9%]
JPM Trailers Ltd	*/#	-	-	27	-	-
JSD Recruitment Services Ltd	#	-	-	141	-	-
Jurys Inn	#	-	-	77	-	-
Kainos Software Ltd		97	80	12	189	[54.8%] [45.2%]
Kane Helen Nursing Services	*	-	-	55	-	-
Kane JW Precision Engineering Ltd		30	11	4	45	[73.2%] [26.8%]
Karine & Co	*	-	-	29	-	-
Karkraft (Northern Ireland) Ltd		13	18	5	36	[41.9%] [58.1%]
Karuna Home, The	*	-	-	31	-	-
Kavanagh Retailing		10	77	0	87	[11.5%] [88.5%]
KBB Doors Ltd		11	29	15	55	[27.5%] [72.5%]
KCC Door Hardware & Security Solutions Ltd	*	-	-	38	-	-
KDM Hire Ltd		43	34	1	78	[55.8%] [44.2%]
Kedington (Northern Ireland) Ltd		20	30	0	50	[40.0%] [60.0%]
Keenan Patrick	#	-	-	69	-	-
Kelda Water Service (Alpha) Ltd Western House		11	13	2	26	[45.8%] [54.2%]
Kells SD Ltd		106	61	0	167	[63.5%] [36.5%]
Kelly Bros	#	-	-	45	-	-
Kelly Flowers Wholesale		12	14	1	27	[46.2%] [53.8%]
Kelly John Fuels (Ireland) T/A Kelly Fuels		70	28	2	100	[71.4%] [28.6%]
Kelly Mc Evoy & Brown	#	-	-	30	-	-
Kelly Patricia T/A Kelly's Inn	#	-	-	30	-	-
Kelman Ltd		46	36	3	85	[56.1%] [43.9%]
Kennedy & Morrison Ltd	*	-	-	43	-	-
Kennedy Business Systems	*	-	-	27	-	-
Kennedy Fitzgerald Architects LLP		20	10	3	33	[66.7%] [33.3%]
Kennedy J & Company (Contractors) Ltd		37	10	1	48	[78.7%] [21.3%]
Kennedy R & Company (Northern Ireland) Ltd	*	-	-	36	-	-
Kennedy Recruitment Ltd		34	39	30	103	[46.6%] [53.4%]
Kernoghan T & A (Group) Ltd		30	25	5	60	[54.5%] [45.5%]
Kernohan Ian A (Northern Ireland) Ltd	*	-	-	32	-	-
Kerr Henderson (Consultants & Actuaries) Ltd		13	17	0	30	[43.3%] [56.7%]
Kerr Henderson (Financial Services) Ltd		33	14	0	47	[70.2%] [29.8%]
Kerr RJ (Ballymena) Ltd	*	-	-	31	-	-
Kerr William & Company (Insurance Consultants) Ltd		34	13	0	47	[72.3%] [27.7%]
Kestrel Foods Ltd		18	36	9	63	[33.3%] [66.7%]

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## Composition of Private Sector Concerns (26+ employees)

Company Name		P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Kettyl Irish Foods	#	-	-	-	33	-	-
Keylite Roof Windows Ltd		22	20	0	42	[52.4%]	[47.6%]
Keys Robert & Company Ltd		22	32	0	54	[40.7%]	[59.3%]
Keystone Lintels Ltd		53	58	1	112	[47.7%]	[52.3%]
Kiddiwinkles Daycare		19	24	0	43	[44.2%]	[55.8%]
Kieran Mc Ginn	#	-	-	-	28	-	-
Killeen Hardware Inc Hillocks	*	-	-	-	39	-	-
Killyhevlín Hotel Ltd		54	80	8	142	[40.3%]	[59.7%]
Kilmorey Arms Hotel (Kilkeel) Ltd		24	10	0	34	[70.6%]	[29.4%]
Kilwaughter Chemical Company Ltd		53	10	7	70	[84.1%]	[15.9%]
Kingsberry James Ltd T/A Kingsberry Fuels		39	21	0	60	[65.0%]	[35.0%]
Kingsfield Enterprises Mrs Magowan & Mrs Gilmore	*	-	-	-	34	-	-
Kingspan Environmental Ltd		109	83	14	206	[56.8%]	[43.2%]
Kingspan Renewables		64	46	12	122	[58.2%]	[41.8%]
Kirk Pat Ltd		13	29	1	43	[31.0%]	[69.0%]
Kitchen Bakes Ltd	*	-	-	-	26	-	-
Kiverco Ltd		10	29	2	41	[25.6%]	[74.4%]
KMC Engineering Ltd	#	-	-	-	67	-	-
KMC Services Ltd	*	-	-	-	36	-	-
Knockmoyle Lodge Private Nursing Home		12	23	0	35	[34.3%]	[65.7%]
Knotts of Newtownards	*	-	-	-	41	-	-
Knox James & Sons Ltd	*	-	-	-	42	-	-
Kone (Northern Ireland) Ltd		36	13	9	58	[73.5%]	[26.5%]
KPL Contracts Ltd		33	113	0	146	[22.6%]	[77.4%]
KPMG		73	86	2	161	[45.9%]	[54.1%]
Kuehne & Nagel Ltd		59	12	4	75	[83.1%]	[16.9%]
Kurkova Ltd		67	175	53	295	[27.7%]	[72.3%]
Kwik-fit (Northern Ireland) Ltd		33	23	0	56	[58.9%]	[41.1%]
LA Drinks Company Ltd	#	-	-	-	26	-	-
LA Fitness		38	25	28	91	[60.3%]	[39.7%]
Label One Ltd	*	-	-	-	33	-	-
Ladbroke (Northern Ireland) Ltd (Northwest Bookmakers)		113	316	25	454	[26.3%]	[73.7%]
Ladbury Enterprises Ltd		97	88	48	233	[52.4%]	[47.6%]
Ladyhill Holdings Ltd T/A Prospect Private Nursing Home		29	28	10	67	[50.9%]	[49.1%]
Lafarge Cement Ireland		67	11	1	79	[85.9%]	[14.1%]
Lagan College		31	10	0	41	[75.6%]	[24.4%]
Lagan Construction Ltd		90	129	9	228	[41.1%]	[58.9%]
Lagan Homes Ltd		11	23	0	34	[32.4%]	[67.6%]
Lagan Technologies Ltd		44	34	10	88	[56.4%]	[43.6%]
Lakeland		17	12	5	34	[58.6%]	[41.4%]
Lakeland Community Care Ltd		50	86	0	136	[36.8%]	[63.2%]
Lamont Samuel & Sons Ltd		18	15	2	35	[54.5%]	[45.5%]
Landscaping Centre Ltd		99	16	7	122	[86.1%]	[13.9%]
Langford Lodge Engineering Company Ltd		148	95	17	260	[60.9%]	[39.1%]
Larne Grammar School	*	-	-	-	47	-	-
Larne Harbour Ltd	*	-	-	-	33	-	-
Laser Electrical Ltd		76	53	1	130	[58.9%]	[41.1%]
Last Sure Start Ltd	#	-	-	-	31	-	-
Latens Systems Ltd		31	16	5	52	[66.0%]	[34.0%]

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## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Lavery Ltd	63	70	0	133	[47.4%]	[52.6%]
Lavery Transport Ltd	19	17	15	51	[52.8%]	[47.2%]
Law Centre (Northern Ireland)	13	29	8	50	[31.0%]	[69.0%]
Law Society of Northern Ireland, The	10	17	0	27	[37.0%]	[63.0%]
LBM	257	379	44	680	[40.4%]	[59.6%]
LCDI Ltd Initiative	31	24	0	55	[56.4%]	[43.6%]
Leabank Private Nursing Home	14	40	12	66	[25.9%]	[74.1%]
Learning Pool Ltd	#	-	-	38	-	-
Leckey James Design Ltd	32	49	3	84	[39.5%]	[60.5%]
Leckey Trevor D T/A Stoneyford Building Supplies	*	-	-	48	-	-
Leckpatrick Foods Ltd	47	45	2	94	[51.1%]	[48.9%]
Leeway Maintain	32	15	0	47	[68.1%]	[31.9%]
Leisureworld Toys & Hobbies Ltd T/A Craftworld	*	-	-	27	-	-
Leonard Cheshire Disability	51	80	4	135	[38.9%]	[61.1%]
Liam Bradley Ltd	12	64	0	76	[15.8%]	[84.2%]
Liberty Information Technology Ltd	136	117	29	282	[53.8%]	[46.2%]
Lidl (Northern Ireland) GMBH	138	194	93	425	[41.6%]	[58.4%]
Lifestyle Sports & Leisure Ltd	30	14	1	45	[68.2%]	[31.8%]
Lilley's Life Settlement T/A Lilley's Centra & Texaco Service Station	#	-	-	30	-	-
Lilliput (Dunmurry) Ltd	54	107	23	184	[33.5%]	[66.5%]
Limavady Building Suppliers Ltd	12	14	1	27	[46.2%]	[53.8%]
Limavady Printing Company Ltd	38	28	1	67	[57.6%]	[42.4%]
Limestone Youth Training Project T/A Academy Hair & Beauty Training School	14	20	3	37	[41.2%]	[58.8%]
Linden Foods Ltd	103	359	13	475	[22.3%]	[77.7%]
Lindsay Cars Ltd	310	88	6	404	[77.9%]	[22.1%]
Linton & Robinson Ltd	26	18	0	44	[59.1%]	[40.9%]
Lisadian House Private Nursing Home	43	15	5	63	[74.1%]	[25.9%]
Lisburn Glass Group Ltd	*	-	-	36	-	-
Lisnasure Interiors	*	-	-	36	-	-
Lisney LLP	13	14	1	28	[48.1%]	[51.9%]
Lissan Coal Company Ltd	27	40	0	67	[40.3%]	[59.7%]
Little Alan Ltd	*	-	-	42	-	-
Little Rays	68	11	0	79	[86.1%]	[13.9%]
Little Wing Pizzeria	*	-	-	51	-	-
Litton Group Ltd	*	-	-	28	-	-
Lloyd David Leisure Ltd	*	-	-	78	-	-
Lloyds Pharmacy	38	63	16	117	[37.6%]	[62.4%]
Lloyds TSB Asset Finance Division Ltd	*	-	-	26	-	-
LMI Foods Ltd	35	22	0	57	[61.4%]	[38.6%]
Loane Transport Ltd	14	12	0	26	[53.8%]	[46.2%]
Lockton International Ltd	31	10	2	43	[75.6%]	[24.4%]
Lodge Hotel, The	72	25	2	99	[74.2%]	[25.8%]
Logan's Executive Travel	11	19	1	31	[36.7%]	[63.3%]
Logue Julie T/A Julie's Kitchen	20	24	0	44	[45.5%]	[54.5%]
Lomac Tiles Ltd	36	48	1	85	[42.9%]	[57.1%]
Lombard & Ulster Ltd	26	10	0	36	[72.2%]	[27.8%]
Londonderry Arms Hotel, The	#	-	-	30	-	-
Long's Supermarket Ltd	130	128	1	259	[50.4%]	[49.6%]

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## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Loreto College	16	20	0	36	[44.4%]	[55.6%]
Loreto Grammar School	#	-	-	53	-	-
Louerne Construction Ltd	16	19	0	35	[45.7%]	[54.3%]
Lough Erne Golf Resort	41	105	23	169	[28.1%]	[71.9%]
Lough Neagh Private Nursing Home	#	-	-	29	-	-
Loughran Rock Industries	10	18	7	35	[35.7%]	[64.3%]
Loughview Homes Ltd	19	20	7	46	[48.7%]	[51.3%]
Lowry Bros Ltd	*	-	-	37	-	-
Lowry FK Piling Ltd	#	-	-	38	-	-
LSRS Ltd T/A Old Moat Inn, The	*	-	-	35	-	-
Lumen Christi College	#	-	-	51	-	-
Lunn John H (Jewellers) Ltd	61	28	4	93	[68.5%]	[31.5%]
Lurgan Conference of St Vincent De Paul (Sponsors)	#	-	-	37	-	-
Lynas Foodservice Ltd	156	35	6	197	[81.7%]	[18.3%]
Lynas RFA Dr & Mrs T/A Victoria Private Nursing Home	16	20	0	36	[44.4%]	[55.6%]
Lynn Maureen Recruitment Ltd	113	138	68	319	[45.0%]	[55.0%]
Lynn's Country Foods Ltd T/A Finnebrogue Venison Co	16	20	28	64	[44.4%]	[55.6%]
M & S Supermarkets Ltd T/A Centra Supermarket	13	67	1	81	[16.3%]	[83.8%]
M Care Ltd	156	35	25	216	[81.7%]	[18.3%]
M/B Truck & Van (Northern Ireland) Ltd T/A Rent-a-Merc	17	11	2	30	[60.7%]	[39.3%]
Mac Clean	81	57	0	138	[58.7%]	[41.3%]
Mac Mahon JJ (Building Contractor) Ltd	#	-	-	26	-	-
Mac Nabb Bros (Waste Disposal) Ltd	#	-	-	27	-	-
Mac Naughton Blair Ltd	229	129	32	390	[64.0%]	[36.0%]
Mackey Eyecare	33	21	0	54	[61.1%]	[38.9%]
Mackle John (Moy) Ltd	11	39	4	54	[22.0%]	[78.0%]
Macrete Ireland Ltd	42	68	7	117	[38.2%]	[61.8%]
Madden & Finucane	#	-	-	30	-	-
Maghera Joinery Works Ltd	14	38	22	74	[26.9%]	[73.1%]
Magir Ltd T/A Medicare Pharmacy Group	342	304	25	671	[52.9%]	[47.1%]
Magowan Tyres (Northern Ireland) Ltd	54	21	2	77	[72.0%]	[28.0%]
Mail Matters Direct Ltd	*	-	-	28	-	-
Maine Soft Drinks Ltd	66	27	3	96	[71.0%]	[29.0%]
Makro Self Service Wholesalers	36	150	12	198	[19.4%]	[80.6%]
Mallaghan Engineering Ltd	21	62	9	92	[25.3%]	[74.7%]
Malmaison Hotels (Belfast)	15	41	8	64	[26.8%]	[73.2%]
Malone College	17	36	3	56	[32.1%]	[67.9%]
Malone Golf Club	*	-	-	39	-	-
Malone Lodge Hotel, The	12	31	14	57	[27.9%]	[72.1%]
Mango Direct Marketing	35	12	0	47	[74.5%]	[25.5%]
Manor Healthcare Ltd	92	54	6	152	[63.0%]	[37.0%]
Manor House Resort Hotel Ltd	52	53	15	120	[49.5%]	[50.5%]
Manpower (UK) Ltd	55	116	9	180	[32.2%]	[67.8%]
Marie Curie Cancer Care	184	98	7	289	[65.2%]	[34.8%]
Marine Court Hotel, The	42	21	4	67	[66.7%]	[33.3%]
Marks & Spencer PLC	1,345	1,027	134	2,506	[56.7%]	[43.3%]
Marlborough Engineering Ltd	*	-	-	38	-	-
Marlin Retail Ltd	55	13	7	75	[80.9%]	[19.1%]
Marsh Ltd	*	-	-	36	-	-

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## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Martin & Hamilton Ltd	31	14	19	64	[68.9%]	[31.1%]
Martin H & J Ltd	131	57	3	191	[69.7%]	[30.3%]
Martin Phillips Carpets Ltd	*	-	-	37	-	-
Martin Residential Trust, The	31	13	3	47	[70.5%]	[29.5%]
Mar-train Heavy Haulage Ltd	*	-	-	31	-	-
Mascott Construction Ltd	25	60	2	87	[29.4%]	[70.6%]
Mash Direct Ltd	14	55	1	70	[20.3%]	[79.7%]
Mastercraft Construction Associates Ltd	17	52	0	69	[24.6%]	[75.4%]
Matalan Retail Ltd	130	199	1	330	[39.5%]	[60.5%]
Maxol Direct (Northern Ireland) Ltd	50	35	1	86	[58.8%]	[41.2%]
Maxwell T & Sons Ltd T/A Maxwell Freight Services	*	-	-	51	-	-
May Edwin Ltd	*	-	-	54	-	-
Maydown Precision Engineering Ltd	20	87	0	107	[18.7%]	[81.3%]
MB Freight Forwarding Ltd	57	27	3	87	[67.9%]	[32.1%]
MB Mc Grady & Co	12	17	0	29	[41.4%]	[58.6%]
Mc Adam Design Ltd	50	18	10	78	[73.5%]	[26.5%]
Mc Aleer & Rushe Ltd	13	51	0	64	[20.3%]	[79.7%]
Mc Aleer & Teague (Building Contractors)	#	-	-	35	-	-
Mc Aleer M	#	-	-	38	-	-
Mc Alister Bros Ltd	#	-	-	68	-	-
Mc Anerney Bros Ltd	#	-	-	128	-	-
Mc Atamney's Butchers	#	-	-	34	-	-
Mc Auley SJ Engineering Ltd	51	10	8	69	[83.6%]	[16.4%]
Mc Avoy Construction LLP	12	21	2	35	[36.4%]	[63.6%]
Mc Avoy Group Ltd, The	30	86	0	116	[25.9%]	[74.1%]
Mc Burney Transport	115	29	2	146	[79.9%]	[20.1%]
Mc Cabe Deirdre	14	11	1	26	[56.0%]	[44.0%]
Mc Caig Collim	*	-	-	33	-	-
Mc Call Robert W & Sons	*	-	-	27	-	-
Mc Callan Bros Ltd	#	-	-	34	-	-
Mc Cambridge Duffy LLP	#	-	-	38	-	-
Mc Cann Bros Ltd	21	27	4	52	[43.8%]	[56.3%]
Mc Cann Patsy & Sons	20	26	0	46	[43.5%]	[56.5%]
Mc Cartan Turkington Breen	25	21	2	48	[54.3%]	[45.7%]
Mc Caughan Frank A	#	-	-	29	-	-
Mc Cauleys Trailers Ltd	11	23	1	35	[32.4%]	[67.6%]
Mc Causland Airport Garage Ltd	22	12	5	39	[64.7%]	[35.3%]
Mc Closkey & O'Kane Building Company Ltd	#	-	-	29	-	-
Mc Colgans Quality Foods Ltd	23	52	71	146	[30.7%]	[69.3%]
Mc Combe Bros (Antrim) Ltd	*	-	-	40	-	-
Mc Connell Chartered Surveyors	*	-	-	29	-	-
Mc Cormick Mac Naughton (Northern Ireland) Ltd	41	13	0	54	[75.9%]	[24.1%]
Mc Croy Scaffolding (Northern Ireland) Ltd	#	-	-	64	-	-
Mc Culla (Ireland) Ltd	81	47	0	128	[63.3%]	[36.7%]
Mc Daid Mc Cullough Moore	#	-	-	30	-	-
Mc Donalds Restaurants Ltd	20	86	3	109	[18.9%]	[81.1%]
Mc Donnell James & Sons Ltd	#	-	-	35	-	-
Mc Dowell & Service Dental Laboratory Ltd	*	-	-	37	-	-
Mc Elderry John (Motors & Tractors) Ltd	*	-	-	32	-	-

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## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Mc Elwaine Group	69	28	0	97	[71.1%]	[28.9%]
Mc Erlains Bakery (Magherafelt) Ltd	37	74	10	121	[33.3%]	[66.7%]
Mc Fadden Ltd	#	-	-	34	-	-
Mc Gimpsey Brothers (Removals) Ltd	*	-	-	31	-	-
Mc Grane Nurseries Ltd	*	-	-	39	-	-
Mc Grath Engineering Ltd	65	43	18	126	[60.2%]	[39.8%]
Mc Grigors LLP	57	25	2	84	[69.5%]	[30.5%]
Mc Gurk & Moore Electrical & Plumbing Contractors	#	-	-	35	-	-
Mc Kay (Newtownards) Ltd	*	-	-	55	-	-
Mc Kee FB & Company Ltd	*	-	-	31	-	-
Mc Kee John & Son	21	19	0	40	[52.5%]	[47.5%]
Mc Kee's	33	25	0	58	[56.9%]	[43.1%]
Mc Kendry Fabrications Ltd	26	21	0	47	[55.3%]	[44.7%]
Mc Keown Cleaning Services Ltd	98	47	13	158	[67.6%]	[32.4%]
Mc Killens (Ballymena) Ltd	*	-	-	66	-	-
Mc Kinty & Wright	23	17	0	40	[57.5%]	[42.5%]
Mc Laughlin & Harvey Ltd	172	116	16	304	[59.7%]	[40.3%]
Mc Laughlin Thomas Ltd	26	81	0	107	[24.3%]	[75.7%]
Mc Lean, Alfie	167	85	1	253	[66.3%]	[33.7%]
Mc Mullen Architectural Systems Ltd	85	86	7	178	[49.7%]	[50.3%]
Mc Neill Rigby Travel Ltd	*	-	-	27	-	-
Mc Nicholas Construction	76	158	1	235	[32.5%]	[67.5%]
Mc Ninch J W & Son	*	-	-	32	-	-
Mc Ormond Ltd	*	-	-	48	-	-
Mc Parland Properties (Ireland) Ltd T/A Canal Court Hotel	35	178	24	237	[16.4%]	[83.6%]
Mc Quillan John (Contracts) Ltd	22	55	1	78	[28.6%]	[71.4%]
McGinnis Developments Ltd	#	-	-	32	-	-
MCL Insurance Services Ltd	27	15	2	44	[64.3%]	[35.7%]
MD Healthcare Ltd	32	80	7	119	[28.6%]	[71.4%]
MDF Engineering Ltd	25	34	3	62	[42.4%]	[57.6%]
Mears Care	81	164	19	264	[33.1%]	[66.9%]
Mechanical Installation & Maintenance (Northern Ireland) Ltd	#	-	-	29	-	-
Menarys Retail Ltd	282	120	41	443	[70.1%]	[29.9%]
Menzies Aviation UK & Ireland Ground Handling	92	34	0	126	[73.0%]	[27.0%]
Mercedes-Benz Truck & Van (Northern Ireland)	65	26	3	94	[71.4%]	[28.6%]
Mercer Ltd	37	26	18	81	[58.7%]	[41.3%]
Merchant Hotels Ltd, The	110	131	66	307	[45.6%]	[54.4%]
Mercury Security Management	65	61	0	126	[51.6%]	[48.4%]
Mercy Care Ltd	29	200	7	236	[12.7%]	[87.3%]
Meridio Ltd	29	19	3	51	[60.4%]	[39.6%]
Messanna Investments Ltd T/A King's Castle Private Nursing Home	#	-	-	44	-	-
Met Steel Ltd	*	-	-	39	-	-
Metal Technology Ltd	36	10	0	46	[78.3%]	[21.7%]
Metalcraft Engineering Ltd	*	-	-	28	-	-
Methodist City Mission	10	25	1	36	[28.6%]	[71.4%]
Methodist College	77	21	10	108	[78.6%]	[21.4%]
Metso Minerals Cappagh Ltd	#	-	-	36	-	-
Mformation Technologies (DMS) Ltd	15	13	11	39	[53.6%]	[46.4%]
MGT Engineering	#	-	-	28	-	-

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Michelin Tyre PLC	700	223	34	957	[75.8%]	[24.2%]
Micro Focus	#	-	-	74	-	-
Mid Ulster Granite & Stone Company Ltd	*	-	-	34	-	-
Millar Savoury Foods Ltd	10	25	1	36	[28.6%]	[71.4%]
Millbrook Lodge Hotel	15	33	0	48	[31.3%]	[68.8%]
Millcroft Private Nursing Home	26	80	4	110	[24.5%]	[75.5%]
Miller Stewart & Sons Ltd	*	-	-	63	-	-
Milligan Bros Ltd	18	13	0	31	[58.1%]	[41.9%]
Milligan George & Sons Fish Merchants Ltd	#	-	-	26	-	-
Mills Alexander	*	-	-	31	-	-
Mills Selig	16	15	0	31	[51.6%]	[48.4%]
Millverne Residential Home	#	-	-	33	-	-
Millward Brown Ulster	110	100	11	221	[52.4%]	[47.6%]
Mind Wise New Vision T/A Mindwise	51	30	17	98	[63.0%]	[37.0%]
Minprint Ltd	*	-	-	40	-	-
Minster Cleaning Services	67	110	17	194	[37.9%]	[62.1%]
Mirror Group Newspapers	37	26	1	64	[58.7%]	[41.3%]
Miskelly OF & Sons	40	14	0	54	[74.1%]	[25.9%]
Mitchell Harold (Belfast) Ltd	39	17	2	58	[69.6%]	[30.4%]
Mitchells & Butlers No2 Ltd	16	17	2	35	[48.5%]	[51.5%]
Mitie Cleaning & Environmental Services Ltd	43	30	12	85	[58.9%]	[41.1%]
Mitie Security	26	17	4	47	[60.5%]	[39.5%]
Mitten RJ & Sons	24	14	0	38	[63.2%]	[36.8%]
Mivan Ltd	138	82	16	236	[62.7%]	[37.3%]
MJM Group	10	76	0	86	[11.6%]	[88.4%]
MM Building Services Ltd	#	-	-	27	-	-
Modern Tyre Service	68	85	0	153	[44.4%]	[55.6%]
Moffett & Sons Ltd	90	22	0	112	[80.4%]	[19.6%]
Monaghan Brothers Ltd	12	21	0	33	[36.4%]	[63.6%]
Moneydarragh Flexicare Ltd	22	40	0	62	[35.5%]	[64.5%]
Moneymore Coaches Ltd	64	55	8	127	[53.8%]	[46.2%]
Monsoon Accessorize	55	66	22	143	[45.5%]	[54.5%]
Montgomery Distribution Ltd	70	13	2	85	[84.3%]	[15.7%]
Montgomery Refrigeration Ltd	84	27	4	115	[75.7%]	[24.3%]
Montgomery Transport Ltd	118	26	6	150	[81.9%]	[18.1%]
Montgomerys	19	10	0	29	[65.5%]	[34.5%]
Montracon Ltd	40	70	0	110	[36.4%]	[63.6%]
Montupet (UK) Ltd	198	243	16	457	[44.9%]	[55.1%]
Moore Concrete Products Ltd	*	-	-	59	-	-
Moore Stephens	85	62	1	148	[57.8%]	[42.2%]
Moran John T/A Breico Retail Group	26	63	1	90	[29.2%]	[70.8%]
Morgan Transport & Distribution Ltd	46	72	56	174	[39.0%]	[61.0%]
Morning Star House	#	-	-	28	-	-
Morning Star, The	#	-	-	27	-	-
Morrow Contracts Ltd	63	15	7	85	[80.8%]	[19.2%]
Morrow CR Ltd	20	10	1	31	[66.7%]	[33.3%]
Morton Alex Contracts Ltd	*	-	-	27	-	-
Morton Newspapers Ltd	159	80	20	259	[66.5%]	[33.5%]
Mothercare (UK) Ltd	114	67	1	182	[63.0%]	[37.0%]

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## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Motoglass Ltd	15	14	0	29	[51.7%]	[48.3%]
Mott MacDonald Ltd	14	14	2	30	[50.0%]	[50.0%]
Mouchel	34	41	13	88	[45.3%]	[54.7%]
Mount Charles Catering Ltd	359	444	146	949	[44.7%]	[55.3%]
Mount Lourdes Grammar School	#	-	-	50	-	-
Mourne Country Meats Ltd	#	-	-	73	-	-
Mourne Observer Ltd	19	13	2	34	[59.4%]	[40.6%]
Moutray WM & Sons	*	-	-	35	-	-
Movianto Northern Ireland	23	14	0	37	[62.2%]	[37.8%]
Movilla House Ltd	*	-	-	76	-	-
Moy Park Ltd	809	1,769	632	3,210	[31.4%]	[68.6%]
Moyfab Engineering Ltd	12	19	0	31	[38.7%]	[61.3%]
Moyola Precision Engineering Ltd	32	31	4	67	[50.8%]	[49.2%]
MPA Recruitment	169	317	0	486	[34.8%]	[65.2%]
MSCS (Northern Ireland) Ltd T/A Xperience	18	15	3	36	[54.5%]	[45.5%]
MSM Contracts Ltd	45	19	0	64	[70.3%]	[29.7%]
MSO Cleland Ltd	153	35	11	199	[81.4%]	[18.6%]
Muldoon Transport Systems Ltd	16	27	0	43	[37.2%]	[62.8%]
Mulgrew Haulage Ltd	69	68	0	137	[50.4%]	[49.6%]
Mulkerns Paul T/A Eurospar Supermarket	#	-	-	61	-	-
Mullaghboy Private Nursing Home	*	-	-	37	-	-
Mullan B & Sons Ltd	18	22	0	40	[45.0%]	[55.0%]
Mullin Neil & Sons Ltd	#	-	-	30	-	-
Munster Simms Engineering Ltd	94	19	1	114	[83.2%]	[16.8%]
Murdock Builders Merchants Ltd	44	118	4	166	[27.2%]	[72.8%]
Murdock Group Ltd	#	-	-	30	-	-
Murdock Hardwood Industries Ltd	#	-	-	45	-	-
Murphy & O'Rawe Solicitors	12	24	0	36	[33.3%]	[66.7%]
Murphy PK Construction Ltd	10	33	0	43	[23.3%]	[76.7%]
Murray Henry & Company Ltd	#	-	-	30	-	-
Musgrave Retail Partners (Northern Ireland) Ltd	343	259	55	657	[57.0%]	[43.0%]
Musgrave Wholesale Partners	169	131	25	325	[56.3%]	[43.7%]
Nacco Materials Handling Ltd	290	195	18	503	[59.8%]	[40.2%]
Nandos Chickenland	16	19	10	45	[45.7%]	[54.3%]
Nath Brothers	97	98	5	200	[49.7%]	[50.3%]
National Air Traffic Services Ltd	*	-	-	43	-	-
National Society for the Prevention of Cruelty to Children (NSPCC)	52	66	23	141	[44.1%]	[55.9%]
National Trust, The	55	30	98	183	[64.7%]	[35.3%]
Nationwide Building Society	102	59	27	188	[63.4%]	[36.6%]
Natural World Products Ltd	16	42	1	59	[27.6%]	[72.4%]
Nazareth House (Londonderry)	#	-	-	119	-	-
Nazareth House Care Village	33	72	5	110	[31.4%]	[68.6%]
NC Engineering (Hamiltonsbawn) Ltd	45	40	12	97	[52.9%]	[47.1%]
Needaco Ltd T/A Paddington Lodge	20	14	0	34	[58.8%]	[41.2%]
Neill James Flour Mill	31	15	2	48	[67.4%]	[32.6%]
Nerve Centre, The	#	-	-	30	-	-
New Life Counselling	26	53	19	98	[32.9%]	[67.1%]
New Look Retailers	44	60	581	685	[42.3%]	[57.7%]
New Quay Developments Ltd	*	-	-	35	-	-

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## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
New World Developments	44	52	0	96	[45.8%]	[54.2%]
Newell Stores Ltd T/A Newell Stores	18	138	5	161	[11.5%]	[88.5%]
Newry Credit Union Ltd	#	-	-	30	-	-
Newry Visionplus Ltd	#	-	-	32	-	-
Newsread Ltd	19	32	0	51	[37.3%]	[62.7%]
Newtownards Chronicle Ltd	*	-	-	30	-	-
Next PLC	678	541	195	1,414	[55.6%]	[44.4%]
Nexus Institute (Northern Ireland), The	19	20	6	45	[48.7%]	[51.3%]
NFU Mutual Insurance Society Ltd	80	30	1	111	[72.7%]	[27.3%]
NIACRO	44	58	0	102	[43.1%]	[56.9%]
Niche Drinks Company Ltd	37	18	0	55	[67.3%]	[32.7%]
Nicholas Mc Kenna & Co	32	40	0	72	[44.4%]	[55.6%]
Nicholl Fuel Oils Ltd	39	63	5	107	[38.2%]	[61.8%]
Nicholson & Bass Ltd	*	-	-	44	-	-
Nicholson House Nursing Home	31	10	0	41	[75.6%]	[24.4%]
Nicks Warehouse Ltd	#	-	-	31	-	-
NIE Powerteam Ltd	623	340	14	977	[64.7%]	[35.3%]
Nightingale Care Centre	12	22	7	41	[35.3%]	[64.7%]
NIIB Group Ltd	68	29	16	113	[70.1%]	[29.9%]
Nitec Solutions Ltd	18	13	0	31	[58.1%]	[41.9%]
Nitronica Ltd	40	27	7	74	[59.7%]	[40.3%]
NK Coatings Ltd	57	10	1	68	[85.1%]	[14.9%]
NK Fencing Ltd	43	20	1	64	[68.3%]	[31.7%]
Noel & Michael Mc Granaghan T/A Mountvale Private Nursing Home	37	19	3	59	[66.1%]	[33.9%]
Noonan Services Group Ltd	253	79	21	353	[76.2%]	[23.8%]
Norbev Ltd	66	20	4	90	[76.7%]	[23.3%]
Norbrook Laboratories Ltd	169	811	124	1,104	[17.2%]	[82.8%]
Norlect Engineering (UK) Ltd	#	-	-	29	-	-
Nortel	119	55	16	190	[68.4%]	[31.6%]
North City Training Ltd	18	30	2	50	[37.5%]	[62.5%]
North Coast Hotels Ltd	12	15	9	36	[44.4%]	[55.6%]
North Down Group	32	33	2	67	[49.2%]	[50.8%]
North Down Marquees Ltd	*	-	-	40	-	-
North Parade Medical Centre	13	11	4	28	[54.2%]	[45.8%]
North West of Ireland Printing & Publishing Company Ltd	15	61	0	76	[19.7%]	[80.3%]
Northern Bank Ltd	1,289	607	57	1,953	[68.0%]	[32.0%]
Northern Hydraulics Ltd	#	-	-	27	-	-
Northern Ireland Association for Mental Health	121	133	10	264	[47.6%]	[52.4%]
Northern Ireland Association of Citizens Advice Bureaux	11	12	5	28	[47.8%]	[52.2%]
Northern Ireland Cancer Fund For Children	18	14	2	34	[56.3%]	[43.8%]
Northern Ireland Chest Heart & Stroke Association	37	24	1	62	[60.7%]	[39.3%]
Northern Ireland Childminding Association	16	10	2	28	[61.5%]	[38.5%]
Northern Ireland Co-ownership Housing Association Ltd	30	17	0	47	[63.8%]	[36.2%]
Northern Ireland Council for Voluntary Action	15	20	0	35	[42.9%]	[57.1%]
Northern Ireland Electricity PLC	357	155	18	530	[69.7%]	[30.3%]
Northern Ireland Food Chain Certification	20	10	2	32	[66.7%]	[33.3%]
Northern Ireland Hospice	159	102	17	278	[60.9%]	[39.1%]
Northern Ireland Institute for The Disabled	87	13	17	117	[87.0%]	[13.0%]
Northern Ireland Plastics Ltd	23	23	2	48	[50.0%]	[50.0%]

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## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Northern Ireland Public Service Alliance (NIPSA)	32	30	2	64	[51.6%]	[48.4%]
Northern Ireland Rural Development Council	12	16	0	28	[42.9%]	[57.1%]
Northern Ireland Trucks Ltd	55	17	3	75	[76.4%]	[23.6%]
Northern Materials Handling (Ireland) Ltd T/A Northern Forklift	14	15	0	29	[48.3%]	[51.7%]
Northern Newspaper Group	69	16	3	88	[81.2%]	[18.8%]
Northern Whig Ltd	*	-	-	26	-	-
Northface Access Services Northern Ireland Ltd	#	-	-	36	-	-
Northgate Managed Services	369	174	0	543	[68.0%]	[32.0%]
Northstone (Northern Ireland) Ltd	451	329	84	864	[57.8%]	[42.2%]
Northwest Independent Hospital	63	41	13	117	[60.6%]	[39.4%]
Novosco Ltd	27	17	1	45	[61.4%]	[38.6%]
Now Project, The	15	14	0	29	[51.7%]	[48.3%]
NSL Services Group Ltd	250	95	0	345	[72.5%]	[27.5%]
Nugent & Gibney Ltd	#	-	-	27	-	-
Nugent P & Sons Ltd	#	-	-	29	-	-
Nursing & Caring Direct Ltd	67	28	0	95	[70.5%]	[29.5%]
Nu-track Ltd	*	-	-	61	-	-
Nyse Technologies	83	91	27	201	[47.7%]	[52.3%]
O & S Doors Ltd	15	165	14	194	[8.3%]	[91.7%]
Oakgrove Integrated College	25	37	1	63	[40.3%]	[59.7%]
Oaklee Care & Support Services	11	23	7	41	[32.4%]	[67.6%]
Oaklee Homes Group	109	89	17	215	[55.1%]	[44.9%]
Oakwood Door Designs Ltd T/A Uform	11	51	0	62	[17.7%]	[82.3%]
Oasis Caring in Action Ltd	*	-	-	45	-	-
Oasis Travel (Northern Ireland) Ltd	*	-	-	40	-	-
O'Boyle Hugh J Ltd	#	-	-	54	-	-
Observer Newspapers (Northern Ireland) Ltd	#	-	-	34	-	-
O'Connell T & Sons	#	-	-	59	-	-
OCS Group UK Ltd (Security Division)	53	28	1	82	[65.4%]	[34.6%]
OCS Group UK Ltd Northern Ireland Division	222	181	21	424	[55.1%]	[44.9%]
O'Doherty Garvan Group	19	179	5	203	[9.6%]	[90.4%]
Odyssey Bowl Ltd	#	-	-	27	-	-
O'Hanlon & Farrell Contracts Ltd	28	118	22	168	[19.2%]	[80.8%]
O'Hare & Mc Govern Ltd	33	108	12	153	[23.4%]	[76.6%]
O'Hare Felix & Company Ltd	#	-	-	143	-	-
O'Kane Food Service Ltd	101	47	29	177	[68.2%]	[31.8%]
O'Kane Plumbing & Electrics Ltd	#	-	-	39	-	-
O'Kane Poultry Group	519	516	409	1,444	[50.1%]	[49.9%]
O'Kane Supermarkets Ltd T/A Supervalu	96	215	4	315	[30.9%]	[69.1%]
Old Bushmills Distillery Company Ltd, The	88	18	2	108	[83.0%]	[17.0%]
Old Inn, Crawfordsburn, The	40	23	5	68	[63.5%]	[36.5%]
Oliver Transport Services Ltd	20	11	0	31	[64.5%]	[35.5%]
Oliver W (Exorna) Ltd	*	-	-	40	-	-
Olympic Lifts Ltd	*	-	-	30	-	-
Omac Engineering Company	#	-	-	36	-	-
Omagh Early Years Centre Ltd	#	-	-	34	-	-
Omagh Meats	31	204	3	238	[13.2%]	[86.8%]
Omega Mechanical Services Ltd	#	-	-	69	-	-
Omniplex Holdings (Northern Ireland) Ltd	76	122	16	214	[38.4%]	[61.6%]

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## Composition of Private Sector Concerns (26+ employees)

Company Name		P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
O'Neill Brothers Building Contractors Ltd	#	-	-	-	42	-	-
O'Neill John T/A Costcutter Supermarket		12	21	0	33	[36.4%]	[63.6%]
O'Neill P Building Services Ltd	#	-	-	-	36	-	-
O'Neills Irish International Sports Company Ltd		51	257	8	316	[16.6%]	[83.4%]
Open Door Housing Association (Northern Ireland) Ltd		10	19	0	29	[34.5%]	[65.5%]
Open University in Ireland, The		30	19	10	59	[61.2%]	[38.8%]
Openwave Systems Ltd		36	60	8	104	[37.5%]	[62.5%]
Opportunity Youth		41	49	0	90	[45.6%]	[54.4%]
Opus Homewares Ltd		95	174	18	287	[35.3%]	[64.7%]
Orana Family Support Centre	#	-	-	-	95	-	-
Orchard County Foods Ltd		14	32	23	69	[30.4%]	[69.6%]
Orchard House Private Nursing Home		36	12	11	59	[75.0%]	[25.0%]
Orchardville Society Ltd, The	*	-	-	-	36	-	-
O'Reilly Stewart Solicitors		11	18	1	30	[37.9%]	[62.1%]
O'Reilly Transport (Ireland) Ltd		14	16	0	30	[46.7%]	[53.3%]
O'Reillys "The Sweet People"	#	-	-	-	78	-	-
Orion Project Services Ltd		44	94	4	142	[31.9%]	[68.1%]
Osborne King		33	10	0	43	[76.7%]	[23.3%]
Ostick & Williams Ltd		17	16	1	34	[51.5%]	[48.5%]
Otis Ltd		21	12	2	35	[63.6%]	[36.4%]
Our Lady & St Patricks College Knock		35	14	0	49	[71.4%]	[28.6%]
Our Lady's Home	#	-	-	-	97	-	-
Oval Insurance Broking Ltd T/A Oval James		43	12	0	55	[78.2%]	[21.8%]
Over the Rainbow Day Nurseries		20	15	0	35	[57.1%]	[42.9%]
Ovolio T/A Park Inn Hotel		11	15	6	32	[42.3%]	[57.7%]
Oxfam Northern Ireland		29	22	9	60	[56.9%]	[43.1%]
P & L Electrics Ltd	#	-	-	-	34	-	-
P & O European Ferries (Irish Sea) Ltd		96	22	5	123	[81.4%]	[18.6%]
PA Mc Keevers Ltd T/A Mc Keevers Chemists		15	76	1	92	[16.5%]	[83.5%]
Pallet Centre Ltd, The	*	-	-	-	54	-	-
Pallet Recovery Services	*	-	-	-	27	-	-
Palmer & Harvey Mc Lane Ltd	*	-	-	-	49	-	-
Paragon Training (Northern Ireland) Ltd		21	22	2	45	[48.8%]	[51.2%]
Parents Advice Centre (Northern Ireland) Ltd		14	20	2	36	[41.2%]	[58.8%]
Parity Solutions Ltd		23	25	7	55	[47.9%]	[52.1%]
Park Avenue Hotel Ltd	*	-	-	-	68	-	-
Parkdean Nursing Home	#	-	-	-	30	-	-
Parkelect Ltd	*	-	-	-	30	-	-
Parkgate Foods Ltd T/A Euro Shellfish & Castle Garden		25	13	0	38	[65.8%]	[34.2%]
Parkside Private Care Ltd T/A Parkside Private Nursing Home	*	-	-	-	35	-	-
Patterson Family, The T/A Plough Inn, The	*	-	-	-	76	-	-
Patterson Tony Sportsgrounds Ltd		16	13	0	29	[55.2%]	[44.8%]
Patton David & Sons (Northern Ireland) Ltd		272	101	14	387	[72.9%]	[27.1%]
PBN Wineworld Ltd		30	10	0	40	[75.0%]	[25.0%]
Peacehaven Care Services Ltd		36	47	0	83	[43.4%]	[56.6%]
Peacocks Stores Ltd		161	168	27	356	[48.9%]	[51.1%]
Peak Environmental (UK) Ltd	#	-	-	-	39	-	-
Pencro Structural Engineering Ltd	*	-	-	-	28	-	-
Pension & Financial Consultants Ltd	*	-	-	-	36	-	-

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\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees



## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Penton Publications Ltd	11	15	1	27	[42.3%]	[57.7%]
People Power Contracts Ltd	175	219	29	423	[44.4%]	[55.6%]
Perfecseal Ltd	37	183	17	237	[16.8%]	[83.2%]
Perfume Shop Ltd, The	33	43	30	106	[43.4%]	[56.6%]
Petal Postforming Ltd	#	-	-	60	-	-
Pets at Home Ltd	48	23	4	75	[67.6%]	[32.4%]
Pfizer Ltd	19	11	4	34	[63.3%]	[36.7%]
PFS & Partners Ltd	#	-	-	32	-	-
Philips Healthcare Informatics Ltd	15	11	14	40	[57.7%]	[42.3%]
Phillips Dr & Mrs T/A Silverbirch Lodge Private Nursing Home	21	15	4	40	[58.3%]	[41.7%]
Phoenix Healthcare (Northern Ireland) Ltd	*	-	-	54	-	-
Phoenix Healthcare Distribution	*	-	-	35	-	-
Phoenix Natural Gas Ltd	125	75	13	213	[62.5%]	[37.5%]
Phoenix Nursing Agency	13	50	3	66	[20.6%]	[79.4%]
Phoenix Security Business Management Services Ltd	*	-	-	33	-	-
Phoenix, The (Ballymena) Ltd	*	-	-	32	-	-
Phones 4U Ltd	31	18	28	77	[63.3%]	[36.7%]
PHS Compliance Ltd	*	-	-	30	-	-
PHS Washrooms	17	11	3	31	[60.7%]	[39.3%]
Pier 36	*	-	-	28	-	-
Platinum Recruitment Northern Ireland Ltd	#	-	-	48	-	-
PM Engineering Ltd	#	-	-	33	-	-
PM Fireplaces Ltd	#	-	-	28	-	-
PMD (Northern Ireland) Ltd T/A McDonald's Connswater	47	11	19	77	[81.0%]	[19.0%]
PMD (Northern Ireland) Ltd T/A McDonald's Dundonald	45	25	0	70	[64.3%]	[35.7%]
Pneutrol Ireland Ltd	15	10	2	27	[60.0%]	[40.0%]
Podium 4 Sport Ltd	*	-	-	33	-	-
Police Rehabilitation & Retraining Trust Ltd	42	14	7	63	[75.0%]	[25.0%]
Pollock Lifts Ltd	*	-	-	83	-	-
Polypipe (Ulster) Ltd	90	24	4	118	[78.9%]	[21.1%]
Pooles Supervalu (Moirá)	70	18	7	95	[79.5%]	[20.5%]
Porter's Bodyshop Ltd	15	12	0	27	[55.6%]	[44.4%]
Portora Royal School	21	11	1	33	[65.6%]	[34.4%]
Portrush Sportsland Ltd	16	10	0	26	[61.5%]	[38.5%]
Portstewart Golf Club	*	-	-	32	-	-
Portview Fit-out Ltd	16	23	1	40	[41.0%]	[59.0%]
Positive Futures for People with a Learning Disability	201	139	68	408	[59.1%]	[40.9%]
Pound World Northern Ireland	#	-	-	49	-	-
Poundland	189	223	16	428	[45.9%]	[54.1%]
Poundworld Retail Ltd	43	33	0	76	[56.6%]	[43.4%]
PPG Architectural Coatings (UK) Ltd	61	14	4	79	[81.3%]	[18.7%]
Praxis Care Group	399	367	81	847	[52.1%]	[47.9%]
Precision Industrial Services Ltd	107	80	13	200	[57.2%]	[42.8%]
Premier Bakeries Ireland	255	95	22	372	[72.9%]	[27.1%]
Premier Electrics Ltd	#	-	-	46	-	-
Premier Employment Ltd T/A Premier People	748	591	4	1,343	[55.9%]	[44.1%]
Premier Power Ltd	141	24	7	172	[85.5%]	[14.5%]
Prentice David (Cars) Ltd	61	29	0	90	[67.8%]	[32.2%]
Presbyterian Church In Ireland	267	43	34	344	[86.1%]	[13.9%]

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## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Presbyterian Church In Ireland	*	-	-	83	-	-
Prestige Nursing Homes Ltd T/A Kintullagh House Private Nursing Home		42	25	4	71	[62.7%] [37.3%]
Prestige Underwriting Services Ltd		126	28	1	155	[81.8%] [18.2%]
PRG (Northern Ireland) Ltd	*	-	-	26	-	-
PriceWaterhouseCoopers		426	320	85	831	[57.1%] [42.9%]
Primark Stores Ltd		260	561	36	857	[31.7%] [68.3%]
Primepac Ltd	*	-	-	32	-	-
Prince's Trust, The	#	-	-	29	-	-
Priory Surgery	*	-	-	34	-	-
Pritchitts		149	14	7	170	[91.4%] [8.6%]
PRM Group		90	54	16	160	[62.5%] [37.5%]
Progressive Building Society		99	36	7	142	[73.3%] [26.7%]
Project Design Engineers Ltd		28	15	3	46	[65.1%] [34.9%]
Property Support Services Ltd		72	51	4	127	[58.5%] [41.5%]
Prospects for People with Learning Disabilities	*	-	-	96	-	-
Provident Personal Credit Ltd		213	122	6	341	[63.6%] [36.4%]
Provincial Care Services Agency Ltd		62	58	6	126	[51.7%] [48.3%]
PT Mc Williams Ltd		26	149	3	178	[14.9%] [85.1%]
Pumps & Fuel Installations Ltd	#	-	-	30	-	-
Punjana Ltd	*	-	-	47	-	-
PWS Ireland Ltd	#	-	-	27	-	-
Q 102/Q Network		14	18	0	32	[43.8%] [56.3%]
Q Mac Construction Ltd	#	-	-	32	-	-
QCS Contract Cleaning Ltd		115	168	19	302	[40.6%] [59.4%]
Q-Park (Ireland)		14	14	4	32	[50.0%] [50.0%]
Quaker Service	*	-	-	37	-	-
Qualitrol Instruments		49	49	10	108	[50.0%] [50.0%]
Queen's University of Belfast, The		1,607	1,667	841	4,115	[49.1%] [50.9%]
Quinn Building Products Ltd		199	670	62	931	[22.9%] [77.1%]
Quinn-Direct Insurance Ltd		122	433	21	576	[22.0%] [78.0%]
Quinns Automatic Ltd	#	-	-	26	-	-
Quinns of Cookstown (1964) Ltd	#	-	-	41	-	-
R & F Mechanical Services Ltd	*	-	-	41	-	-
R & J Foods Ltd		72	20	2	94	[78.3%] [21.7%]
R & M Greenkeeper Ltd	*	-	-	48	-	-
Radisson Blu Roe Park Resort		97	98	23	218	[49.7%] [50.3%]
Radius Plastics Ltd		64	33	20	117	[66.0%] [34.0%]
Rahon Enterprises Ltd T/A McDonalds Drive-thru		296	265	8	569	[52.8%] [47.2%]
Rainbow Telecom	*	-	-	29	-	-
Rainey Endowed School	*	-	-	35	-	-
Ramore Restaurant Ltd		100	63	8	171	[61.3%] [38.7%]
Ramsay JC & Son Ltd	*	-	-	34	-	-
Randox Laboratories Ltd		180	96	280	556	[65.2%] [34.8%]
Randstad Care Ltd		42	50	14	106	[45.7%] [54.3%]
Randstad Employment Bureau Ltd		68	48	12	128	[58.6%] [41.4%]
Rankin P & J T/A Cayenne		15	10	6	31	[60.0%] [40.0%]
Rapid International Ltd	*	-	-	37	-	-
Rascals (Northern Ireland) Ltd		132	42	10	184	[75.9%] [24.1%]
Ratheane Private Nursing Home		55	32	5	92	[63.2%] [36.8%]

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## Composition of Private Sector Concerns (26+ employees)

Company Name		P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Rathmore Grammar School	#	-	-	-	49	-	-
Rathowen Private Nursing Home	*	-	-	-	40	-	-
Ravenhill Private Nursing Home		32	11	3	46	[74.4%]	[25.6%]
Ready Egg Products Ltd		27	28	13	68	[49.1%]	[50.9%]
Recruit 4 Logistics (Northern Ireland) Ltd		30	17	0	47	[63.8%]	[36.2%]
Red Sky Group Limited		281	127	26	434	[68.9%]	[31.1%]
Reed Austin Group Ltd	*	-	-	-	38	-	-
Reed Specialist Recruitment		139	200	30	369	[41.0%]	[59.0%]
Regency Carpet Manufacturing Ltd		111	15	16	142	[88.1%]	[11.9%]
Regus Business Services		84	83	5	172	[50.3%]	[49.7%]
Reids Shoes Ltd	*	-	-	-	41	-	-
Relate Northern Ireland		34	18	0	52	[65.4%]	[34.6%]
Relay Software Ltd		22	16	0	38	[57.9%]	[42.1%]
Reliance Security Services Ltd		62	15	2	79	[80.5%]	[19.5%]
Rentokil Initial Facility Services (UK) Ltd		64	42	3	109	[60.4%]	[39.6%]
Rentokil Pest Control		17	12	0	29	[58.6%]	[41.4%]
Republic (Retail) Ltd		21	13	5	39	[61.8%]	[38.2%]
Resource		1,647	561	293	2,501	[74.6%]	[25.4%]
Resource Centre Derry Ltd, The	#	-	-	-	58	-	-
Retail Systems Technology Ltd		10	17	0	27	[37.0%]	[63.0%]
Rexel (UK) Ltd T/A Dunlop & Hamilton		36	10	0	46	[78.3%]	[21.7%]
RFD Beaufort Ltd		195	53	9	257	[78.6%]	[21.4%]
Riada Recruitment		257	138	16	411	[65.1%]	[34.9%]
RIAS		79	144	24	247	[35.4%]	[64.6%]
Rich Sauces		45	13	0	58	[77.6%]	[22.4%]
Richardson Clive Ltd		97	39	0	136	[71.3%]	[28.7%]
Richmond Private Nursing Homes Ltd		21	14	8	43	[60.0%]	[40.0%]
Richmond Reproductions Manufacturing Ltd	*	-	-	-	26	-	-
Riddel John & Son Ltd	*	-	-	-	29	-	-
Ridgeway Plant Company Ltd	*	-	-	-	28	-	-
Risk Management Solution (RMS)	*	-	-	-	43	-	-
Ritchie H & Sons (Electrical Wholesalers) Ltd		26	26	0	52	[50.0%]	[50.0%]
Rite Price	*	-	-	-	29	-	-
River Island Clothing Company Ltd		92	161	212	465	[36.4%]	[63.6%]
RK Trucks Centre Ltd		16	20	1	37	[44.4%]	[55.6%]
Road Safety Contracts Ltd		20	42	15	77	[32.3%]	[67.7%]
Road Trucks Ltd		37	15	0	52	[71.2%]	[28.8%]
Roadside Motors Ltd		32	17	0	49	[65.3%]	[34.7%]
Roberts Robt (Northern Ireland) Ltd		17	16	0	33	[51.5%]	[48.5%]
Robinson A & Son	*	-	-	-	28	-	-
Robinson Fred C Ltd	*	-	-	-	50	-	-
Robinson George T/A Robipak	*	-	-	-	27	-	-
Robinson Matthew & Son	*	-	-	-	26	-	-
Robinson Quarry Masters Limited	*	-	-	-	36	-	-
Robinson Services Ltd		406	293	236	935	[58.1%]	[41.9%]
Robinson's of Ballymena Ltd	*	-	-	-	55	-	-
Rockall Seafoods Ltd		33	27	0	60	[55.0%]	[45.0%]
Rocklyn Engineering Ltd	*	-	-	-	33	-	-
Rocwell Natural Mineral Water Ltd	#	-	-	-	26	-	-

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## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Rodgers Contracts (Ballynahinch) Ltd	25	29	0	54	[46.3%]	[53.7%]
Rogers Fencing Systems Ltd	#	-	-	30	-	-
Roll Formed Fabrications Ltd	55	13	3	71	[80.9%]	[19.1%]
Rolls-royce Goodrich Engine Control Systems Ltd	19	12	3	34	[61.3%]	[38.7%]
Romec Ltd	36	43	5	84	[45.6%]	[54.4%]
Rooney Fish	#	-	-	45	-	-
Rose Lodge Care Homes Ltd	58	27	8	93	[68.2%]	[31.8%]
Roskyle Ltd	18	12	0	30	[60.0%]	[40.0%]
Rotary Services Ltd	94	35	2	131	[72.9%]	[27.1%]
Royal Belfast Academical Institution, The	*	-	-	45	-	-
Royal College of Nursing (Northern Ireland)	10	17	2	29	[37.0%]	[63.0%]
Royal Court Hotel	31	21	3	55	[59.6%]	[40.4%]
Royal Hotel (Bangor)	15	14	0	29	[51.7%]	[48.3%]
Royal Mencap Society	60	82	22	164	[42.3%]	[57.7%]
Royal National Institute for Deaf People, The	21	28	9	58	[42.9%]	[57.1%]
Royal National Institute of the Blind	23	34	4	61	[40.4%]	[59.6%]
Royal Portrush Golf Club	*	-	-	57	-	-
Royal School Armagh, The	49	14	3	66	[77.8%]	[22.2%]
Royal School Dungannon	*	-	-	48	-	-
Royal Society for the Protection of Birds, The	22	21	7	50	[51.2%]	[48.8%]
RPP Architects Ltd	13	15	0	28	[46.4%]	[53.6%]
RPS Ireland Ltd Northern Region	89	75	9	173	[54.3%]	[45.7%]
RPS Water Ltd	20	21	2	43	[48.8%]	[51.2%]
RSA	72	27	5	104	[72.7%]	[27.3%]
RT Autoparts	*	-	-	26	-	-
Rubber & Plastic Products (Northern Ireland) Ltd	*	-	-	28	-	-
RUC Athletic Association Ltd	*	-	-	38	-	-
Rural Community Network	#	-	-	27	-	-
Rutledge Joblink Recruitment & Training Ltd	248	263	90	601	[48.5%]	[51.5%]
RW Pierce Group Ltd	*	-	-	34	-	-
Rye Valley Foods Ltd	67	108	26	201	[38.3%]	[61.7%]
Rylands Private Nursing Home	47	12	6	65	[79.7%]	[20.3%]
Ryobi Aluminium Casting (UK) Ltd	147	31	15	193	[82.6%]	[17.4%]
S & R Electric Ltd	*	-	-	43	-	-
S & S Hygiene	11	24	37	72	[31.4%]	[68.6%]
S & S Restaurants T/A McDonalds Restaurant	10	56	11	77	[15.2%]	[84.8%]
S Mc Connell & Sons Ltd	61	15	19	95	[80.3%]	[19.7%]
S Mc Connell Ltd	28	19	0	47	[59.6%]	[40.4%]
Sacred Heart Grammar School	#	-	-	54	-	-
Safecare Chrysalis Ltd T/A Castlehill Nursing Home	#	-	-	37	-	-
Saica Pack UK	38	98	0	136	[27.9%]	[72.1%]
Sainsbury's Supermarkets Ltd	1,098	1,157	70	2,325	[48.7%]	[51.3%]
Saint Columb's College	#	-	-	72	-	-
Saint-Gobain Building Distribution Ltd	222	106	8	336	[67.7%]	[32.3%]
Saint-Gobain Weber Ltd	*	-	-	37	-	-
Sales Placement Contract People Ltd	33	32	5	70	[50.8%]	[49.2%]
Sally Salon Services	27	26	28	81	[50.9%]	[49.1%]
Saltmarine	*	-	-	41	-	-
Salvation Army, The	181	78	29	288	[69.9%]	[30.1%]

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## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Sandcastles Day Nursery	*	-	-	27	-	-
Sandvik Mining & Construction Mobile Crushers & Screens Ltd		23	56	4	83	[29.1%] [70.9%]
Sandwich Co, The	#	-	-	57	-	-
Sangers (Northern Ireland) Ltd		239	34	3	276	[87.5%] [12.5%]
Sanheath Ltd T/A Park Plaza Belfast		26	16	9	51	[61.9%] [38.1%]
Santander UK PLC		423	368	23	814	[53.5%] [46.5%]
SAP Research CEC	*	-	-	30	-	-
Savage & Whitten Wholesale Ltd		20	58	6	84	[25.6%] [74.4%]
Savile Row Company Ltd, The		14	19	0	33	[42.4%] [57.6%]
Sawey's SP	#	-	-	40	-	-
Sawyers Transport Ltd		23	16	3	42	[59.0%] [41.0%]
Scan Alarms & Security Systems (UK) Ltd	*	-	-	40	-	-
Schlumberger Oilfield UK PLC		144	51	12	207	[73.8%] [26.2%]
Schneider Electric Buildings UK Ltd	*	-	-	28	-	-
School & Office Supplies (SOS Group)		16	10	2	28	[61.5%] [38.5%]
Schrader Electronics Ltd		442	223	99	764	[66.5%] [33.5%]
Schuh Ltd		19	43	6	68	[30.6%] [69.4%]
Scott Ferguson Building Co	#	-	-	55	-	-
Scotts Bakery Ltd		36	14	31	81	[72.0%] [28.0%]
Scotts Feeds Ltd		37	11	3	51	[77.1%] [22.9%]
SDC Trailers Ltd		30	153	7	190	[16.4%] [83.6%]
Seabank Private Residential Home	*	-	-	38	-	-
Seagate Technology (Ireland)		249	1,011	118	1,378	[19.8%] [80.2%]
Seagoe Technologies Ltd		152	64	0	216	[70.4%] [29.6%]
Season Harvest Ltd	#	-	-	36	-	-
Seatem (UK) Ltd T/A Prowse Keith Attraction Tickets		21	30	6	57	[41.2%] [58.8%]
Seatruck Ferries Ltd	#	-	-	44	-	-
Securitas Security Services Ltd		100	22	3	125	[82.0%] [18.0%]
Security24 Guarding Ltd		28	14	0	42	[66.7%] [33.3%]
Select Management & Security Ltd		51	68	1	120	[42.9%] [57.1%]
Select Service Partner (UK) Ltd		19	22	28	69	[46.3%] [53.7%]
Selecta (UK) Ltd		13	16	1	30	[44.8%] [55.2%]
Selkirk Investments Ltd	*	-	-	61	-	-
Semi-chem Ltd		153	163	2	318	[48.4%] [51.6%]
Sense Northern Ireland		50	12	14	76	[80.6%] [19.4%]
Serco Local Government & Commercial		69	34	10	113	[67.0%] [33.0%]
Sere Ltd		81	28	0	109	[74.3%] [25.7%]
Servisair (UK) Ltd		64	26	1	91	[71.1%] [28.9%]
Servisair UK Ltd		108	28	12	148	[79.4%] [20.6%]
Shac Housing Association		17	35	3	55	[32.7%] [67.3%]
Shalom Care Ltd		16	14	2	32	[53.3%] [46.7%]
Shankill (Lurgan) Community Projects		11	19	5	35	[36.7%] [63.3%]
Shankill Womens Centre	*	-	-	27	-	-
Shannagh Private Nursing Home	#	-	-	42	-	-
Sharcon Ltd T/A Supervalu		64	36	1	101	[64.0%] [36.0%]
Share / Discovery '80' Ltd		21	19	3	43	[52.5%] [47.5%]
Sharpe Mechanical Services	*	-	-	38	-	-
Shaw, MJ Ltd		29	31	0	60	[48.3%] [51.7%]
Shelbourne Motors Ltd		68	27	0	95	[71.6%] [28.4%]

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## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Sheridan & Hood Ltd	*	-	-	41	-	-
Shilliday A & N & Company Ltd	*	-	-	28	-	-
Shimna Integrated College		15	28	2	45	[34.9%] [65.1%]
Shine Productions Ltd		22	40	0	62	[35.5%] [64.5%]
Shoe Zone Ltd		66	46	43	155	[58.9%] [41.1%]
Shopacheck Financial Services Ltd		24	14	1	39	[63.2%] [36.8%]
Short Brothers PLC		3,966	806	212	4,984	[83.1%] [16.9%]
SHS Group Ltd	*	-	-	26	-	-
SHS Sales & Marketing Ltd		46	11	2	59	[80.7%] [19.3%]
SIG Ireland		33	17	5	55	[66.0%] [34.0%]
Signet Trading Ltd		58	63	21	142	[47.9%] [52.1%]
Silverwood Enterprise Ltd		18	30	0	48	[37.5%] [62.5%]
Simon Community Northern Ireland		81	88	15	184	[47.9%] [52.1%]
Simpson Mc Learnon & Ferguson Ltd		31	17	2	50	[64.6%] [35.4%]
Simpson Russell Construction Company Ltd		28	20	0	48	[58.3%] [41.7%]
Sinclair Robert G & Co	#	-	-	26	-	-
Singularity Ltd		28	81	9	118	[25.7%] [74.3%]
Sita (northern Ireland) Ltd		46	10	9	65	[82.1%] [17.9%]
SJC Hutchinson Engineering Ltd		32	12	2	46	[72.7%] [27.3%]
Skandia Restaurants Ltd		60	38	17	115	[61.2%] [38.8%]
Skea Egg Farms Ltd		42	26	4	72	[61.8%] [38.2%]
Skyline Superstore Ltd		67	28	1	96	[70.5%] [29.5%]
Slemish College	*	-	-	40	-	-
Slemish Private Nursing Home		22	14	11	47	[61.1%] [38.9%]
Slieve DHU Ltd		10	45	0	55	[18.2%] [81.8%]
Smarts (Northern Ireland) Ltd	*	-	-	29	-	-
SMG (northern Ireland) Ltd		49	29	20	98	[62.8%] [37.2%]
Smiley Monroe Ltd		44	16	2	62	[73.3%] [26.7%]
Smith WH Retail Holdings Ltd		55	56	0	111	[49.5%] [50.5%]
Smurfit UK Ltd T/A Smurfit Kappa Lurgan		55	133	0	188	[29.3%] [70.7%]
Smyth & Gibson Shirtmakers Ltd		20	22	0	42	[47.6%] [52.4%]
Smyth Alistair T/A Maine Bakeries	*	-	-	39	-	-
Smyth David & Margaret T/A Glebeside Spar	*	-	-	43	-	-
Smyth Patterson Ltd	*	-	-	61	-	-
Smyth RJ Engineering Ltd	*	-	-	32	-	-
Smyth Steel Ltd	*	-	-	26	-	-
Smyths Toys Ltd		69	82	2	153	[45.7%] [54.3%]
Society of St Vincent De Paul (Belfast)	#	-	-	46	-	-
Sodexo Ltd		320	95	42	457	[77.1%] [22.9%]
Somerton Homes Ltd		16	16	4	36	[50.0%] [50.0%]
Somerton Private Nursing Home		10	14	8	32	[41.7%] [58.3%]
Somme Nursing Home, The		49	11	2	62	[81.7%] [18.3%]
Soni Ltd		53	33	1	87	[61.6%] [38.4%]
Sonoco Alcore Ltd		14	18	1	33	[43.8%] [56.3%]
Sopra Group Ltd		22	12	3	37	[64.7%] [35.3%]
Southern Cross Health Care T/A Ardmaine Nursing Home	#	-	-	65	-	-
Southern Cross Healthcare T/A Bramblewood Care Centre	*	-	-	38	-	-
Southern Cross Healthcare T/A Culmore Manor Care Home		13	52	6	71	[20.0%] [80.0%]
Southern Cross Healthcare T/A Dunanney Care Home		28	12	5	45	[70.0%] [30.0%]

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Southern Cross Healthcare T/A Glebe Care Home	24	24	4	52	[50.0%]	[50.0%]
Southern Cross Healthcare T/A Greenhaw Lodge Care Home	#	-	-	55	-	-
Southern Cross Healthcare T/A Kingsland Care Centre	*	-	-	46	-	-
Southern Cross Healthcare T/A Marina Care Home	15	28	0	43	[34.9%]	[65.1%]
Southern Cross Healthcare T/A Melmount Manor Care Home	19	93	4	116	[17.0%]	[83.0%]
Southern Cross Healthcare T/A Pond Park Care Centre	27	25	12	64	[51.9%]	[48.1%]
Southern Cross Healthcare T/A Rockfield Care Centre	#	-	-	48	-	-
Southern Cross Healthcare T/A The Model Care Centre	30	17	7	54	[63.8%]	[36.2%]
Southern Cross Healthcare T/A The Montague Care Centre	40	27	6	73	[59.7%]	[40.3%]
Southern Cross Healthcare T/A The Retreat Care Home	31	11	12	54	[73.8%]	[26.2%]
Spa Nursing Homes Ltd	67	96	25	188	[41.1%]	[58.9%]
Sparky Pac Ltd	*	-	-	35	-	-
Spec-drum Engineering	#	-	-	61	-	-
Specialist Joinery Fittings Ltd	#	-	-	62	-	-
Spendlove C Jebb	46	35	4	85	[56.8%]	[43.2%]
Sperrin Caring Services Agency Ltd	29	74	1	104	[28.2%]	[71.8%]
Sperrin Integrated College	16	19	0	35	[45.7%]	[54.3%]
Sperrin Metal Products Ltd	16	71	3	90	[18.4%]	[81.6%]
Sports Crest Ltd	*	-	-	34	-	-
Sports Institute Northern Ireland	15	13	2	30	[53.6%]	[46.4%]
Sportsbowl Ltd	36	19	2	57	[65.5%]	[34.5%]
Spratt J & Company Ltd	*	-	-	32	-	-
Springfarm Architectural Mouldings Ltd	54	16	7	77	[77.1%]	[22.9%]
Springisland Supermarket Ltd	#	-	-	64	-	-
Springlawn House Private Nursing Home Ltd	#	-	-	42	-	-
Springvale EPS Ltd	*	-	-	46	-	-
Springvale Training Ltd	14	51	6	71	[21.5%]	[78.5%]
Sprott William (Portadown) Ltd	*	-	-	26	-	-
SPS Ireland Ltd	*	-	-	30	-	-
SRB Care Ltd	24	32	0	56	[42.9%]	[57.1%]
St Colman's College	#	-	-	45	-	-
St Dominic's High School	#	-	-	41	-	-
St Francis Nursing Home	13	16	1	30	[44.8%]	[55.2%]
St John of God Association	#	-	-	89	-	-
St John's House	21	85	3	109	[19.8%]	[80.2%]
St Joseph's Grammar School Donaghmore	#	-	-	28	-	-
St Louis Grammar School	14	24	2	40	[36.8%]	[63.2%]
St MacNissi's College	#	-	-	30	-	-
St Malachy's College	20	64	1	85	[23.8%]	[76.2%]
St Mary's CBGS	#	-	-	62	-	-
St Mary's Grammar School	15	51	0	66	[22.7%]	[77.3%]
St Mary's University College	11	149	9	169	[6.9%]	[93.1%]
St Michael's College	#	-	-	38	-	-
St Michael's Grammar School	#	-	-	31	-	-
St Patrick's Academy	#	-	-	68	-	-
St Patricks Grammar School	#	-	-	26	-	-
St Patrick's Grammar School	#	-	-	44	-	-
Stanley Motor Works (1932) Ltd	*	-	-	46	-	-
Starbucks Coffee Company (UK) Ltd	81	62	77	220	[56.6%]	[43.4%]

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# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Starplan Furniture Ltd	79	30	10	119	[72.5%]	[27.5%]
Stena Line Ltd	73	26	6	105	[73.7%]	[26.3%]
Stephens Catering Equipment Company Ltd	63	14	2	79	[81.8%]	[18.2%]
Stephens, WH	*	-	-	34	-	-
Stepping Stones Northern Ireland Ltd	*	-	-	30	-	-
Steria Ltd	24	14	7	45	[63.2%]	[36.8%]
Stevenson & Reid	33	10	0	43	[76.7%]	[23.3%]
Stevenson & Wilson	*	-	-	30	-	-
Stevenson Darrel T/A Causeway Hotel	*	-	-	56	-	-
Stevenson James (Quarries) Ltd	*	-	-	29	-	-
Stevenson Maurice Ltd	27	13	1	41	[67.5%]	[32.5%]
Stewart, JC Ltd	53	36	4	93	[59.6%]	[40.4%]
Stewart Mervyn Ltd	37	10	3	50	[78.7%]	[21.3%]
Stewarts Solicitors	*	-	-	44	-	-
Stothers (M & E) Ltd	38	27	0	65	[58.5%]	[41.5%]
Strabane & District Caring Services	#	-	-	38	-	-
Strangford Arms Hotel	*	-	-	49	-	-
Strathearn School	*	-	-	60	-	-
Strathroy Dairy Ltd	#	-	-	135	-	-
Stream Global Services	#	-	-	48	-	-
Streat Franchising Ltd, The	24	30	4	58	[44.4%]	[55.6%]
Strong Inns Ltd T/A Chimney Corner Hotel	16	15	1	32	[51.6%]	[48.4%]
Sullivan Upper School	*	-	-	62	-	-
Sunnymead (Armagh) Ltd	34	19	0	53	[64.2%]	[35.8%]
Sunray Home Bakeries Ltd	#	-	-	29	-	-
Superdrug Stores PLC	141	205	179	525	[40.8%]	[59.2%]
Supervalu Shantallow	#	-	-	63	-	-
Surefreight Ltd	62	92	0	154	[40.3%]	[59.7%]
Surphlis, LW & Son	31	15	0	46	[67.4%]	[32.6%]
Swinton Group Ltd T/A Open & Direct Insurance	170	88	8	266	[65.9%]	[34.1%]
Sword Security (Northern Ireland) Ltd	159	55	16	230	[74.3%]	[25.7%]
T Mc Conaghy & Sons Ltd	#	-	-	153	-	-
Take 'n' Bake Ltd	#	-	-	29	-	-
Tal Ltd	29	32	0	61	[47.5%]	[52.5%]
Tamlaght Private Nursing Home Ltd	*	-	-	59	-	-
Taranto Ltd	24	30	0	54	[44.4%]	[55.6%]
Target Recruitment Personnel Ltd	56	94	0	150	[37.3%]	[62.7%]
Tarmac Ltd	23	11	0	34	[67.6%]	[32.4%]
Task Recruitment Ltd	*	-	-	27	-	-
Tata Steel UK Ltd	63	25	1	89	[71.6%]	[28.4%]
Taylor & Boyd LLP	14	12	0	26	[53.8%]	[46.2%]
Tayto Group	302	90	43	435	[77.0%]	[23.0%]
TC Contractors	109	96	115	320	[53.2%]	[46.8%]
Tech Mahindra Ltd	11	11	8	30	[50.0%]	[50.0%]
Tech Trade Recruiting Ltd	18	63	27	108	[22.2%]	[77.8%]
Telco Trading Ltd	17	13	0	30	[56.7%]	[43.3%]
Telefónica UK Ltd	51	57	16	124	[47.2%]	[52.8%]
Teleperformance	774	638	145	1,557	[54.8%]	[45.2%]
Telestack International	#	-	-	58	-	-

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\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees



## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Teletech Holdings Inc	114	147	244	505	[43.7%]	[56.3%]
Templeton Hotel	62	21	12	95	[74.7%]	[25.3%]
Ten Square	#	-	-	54	-	-
Tenderlean Ltd	11	39	1	51	[22.0%]	[78.0%]
Tennant Charles & Company (Northern Ireland) Ltd	*	-	-	39	-	-
Tennant's Northern Ireland Ltd	16	35	1	52	[31.4%]	[68.6%]
Tennants Textile Colours Ltd	*	-	-	35	-	-
Terex Finlay	70	135	8	213	[34.1%]	[65.9%]
Terex GB Ltd	62	242	24	328	[20.4%]	[79.6%]
TES Northern Ireland Ltd	12	39	3	54	[23.5%]	[76.5%]
Tesab Engineering Ltd	22	10	0	32	[68.8%]	[31.3%]
Tesco PLC	6,260	3,368	100	9,728	[65.0%]	[35.0%]
Texthelp Systems Ltd	33	21	4	58	[61.1%]	[38.9%]
Thales Air Defence Ltd	424	78	52	554	[84.5%]	[15.5%]
Thermomax Ltd	115	33	9	157	[77.7%]	[22.3%]
Thom S Mr T/A Royal Hotel	40	13	6	59	[75.5%]	[24.5%]
Thomas Cook Airline Services Ltd	26	14	25	65	[65.0%]	[35.0%]
Thomas Cook UK Ltd	112	92	18	222	[54.9%]	[45.1%]
Thompson John & Sons Ltd	145	21	3	169	[87.3%]	[12.7%]
Thompson R & Son (Armagh) Ltd	20	11	0	31	[64.5%]	[35.5%]
Thompson TBF (Garvagh) Ltd	110	33	5	148	[76.9%]	[23.1%]
Thornhill College	#	-	-	62	-	-
Thornton Roofing Ireland Ltd	#	-	-	62	-	-
Three Spires Ltd T/A Milesian Manor	#	-	-	38	-	-
Threshold	25	25	11	61	[50.0%]	[50.0%]
Thyssenkrupp Elevator UK Ltd	*	-	-	36	-	-
Tilery Ltd, The	23	34	1	58	[40.4%]	[59.6%]
Timoney Sean & Sons Ltd	13	47	0	60	[21.7%]	[78.3%]
Tinnelly John & Sons Ltd	#	-	-	52	-	-
TJ Hughes	38	79	18	135	[32.5%]	[67.5%]
TJ Mc Gurran Ltd T/A The Errigle Inn	14	55	5	74	[20.3%]	[79.7%]
TK Maxx	228	196	30	454	[53.8%]	[46.2%]
TLR Resourcing Ltd T/A Tim Lewis Recruitment	46	12	38	96	[79.3%]	[20.7%]
TMC Dairies (Northern Ireland) Ltd	*	-	-	49	-	-
T-Met Ltd	16	14	5	35	[53.3%]	[46.7%]
TNT (UK) Ltd	75	23	4	102	[76.5%]	[23.5%]
Toals Bookmakers	43	109	4	156	[28.3%]	[71.7%]
Tobermore Concrete Products Ltd	121	17	4	142	[87.7%]	[12.3%]
Todd Architects	19	10	6	35	[65.5%]	[34.5%]
Toddsleap.com	10	17	5	32	[37.0%]	[63.0%]
Tona Enterprises Ltd T/A Scrabo Isles Nursing Home	20	13	0	33	[60.6%]	[39.4%]
Toner's Supermarkets Ltd	18	122	4	144	[12.9%]	[87.1%]
Top Glass Contracts Ltd	#	-	-	26	-	-
Topaz Energy Ltd	*	-	-	30	-	-
Topping TP Ltd	18	12	0	30	[60.0%]	[40.0%]
Total Produce Belfast Ltd	11	35	0	46	[23.9%]	[76.1%]
Towell Building Trust Ltd	47	13	2	62	[78.3%]	[21.7%]
Tower Hotel Group T/A Tower Hotel (Derry) Ltd	#	-	-	44	-	-
Townparks Car Sales Ltd	*	-	-	27	-	-

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## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Toys "R" Us Ltd	60	46	9	115	[56.6%]	[43.4%]
Tracey Brothers Ltd	#	-	-	58	-	-
Tracey Concrete Ltd	14	63	0	77	[18.2%]	[81.8%]
Trackars	28	33	22	83	[45.9%]	[54.1%]
Trade Mouldings Ltd	14	27	17	58	[34.1%]	[65.9%]
Tradeteam Ltd (DHL)	38	16	12	66	[70.4%]	[29.6%]
Transport Supplies (Northern Ireland) Ltd	*	-	-	27	-	-
Traynors Ltd	#	-	-	62	-	-
Triangle Engineering Company Ltd	*	-	-	26	-	-
Triangle Housing Association Ltd	131	76	25	232	[63.3%]	[36.7%]
Tribal Helm Tribal Consulting	13	28	4	45	[31.7%]	[68.3%]
Trinity Housing Ltd	28	13	0	41	[68.3%]	[31.7%]
Trolan Charles T/A Trolan's Supervalu	30	27	2	59	[52.6%]	[47.4%]
Trouw Nutrition	12	15	2	29	[44.4%]	[55.6%]
Trust Caring & Nursing Agency	39	147	3	189	[21.0%]	[79.0%]
TS Foods Ltd	#	-	-	53	-	-
Tughans	40	39	2	81	[50.6%]	[49.4%]
TUI UK Ltd	51	41	78	170	[55.4%]	[44.6%]
Tullyglass House Hotel	18	29	16	63	[38.3%]	[61.7%]
Tullyraine Quarries Ltd	16	17	0	33	[48.5%]	[51.5%]
Turkington JH & Sons Ltd	124	13	6	143	[90.5%]	[9.5%]
Turtles of Rathkenny	*	-	-	32	-	-
Tyrone Fabrication Ltd	#	-	-	66	-	-
Ulster Anaesthetics Ltd	*	-	-	34	-	-
Ulster Bank Ltd	1,355	991	155	2,501	[57.8%]	[42.2%]
Ulster Cancer Foundation	37	26	6	69	[58.7%]	[41.3%]
Ulster Carpets Ltd	231	47	15	293	[83.1%]	[16.9%]
Ulster Council GAA	#	-	-	82	-	-
Ulster Farm By-products Ltd	29	13	0	42	[69.0%]	[31.0%]
Ulster Farmers Union	*	-	-	78	-	-
Ulster Independent Clinic Ltd, The	197	66	9	272	[74.9%]	[25.1%]
Ulster Journals Ltd	12	18	0	30	[40.0%]	[60.0%]
Ulster Orchestra Society Ltd	22	15	40	77	[59.5%]	[40.5%]
Ulster Stores Ltd	118	43	12	173	[73.3%]	[26.7%]
Ulster Weavers Ltd	*	-	-	30	-	-
Ulster Wildlife Trust	36	19	16	71	[65.5%]	[34.5%]
Ultra Building Products Ltd	14	45	0	59	[23.7%]	[76.3%]
Unibase Cabinet Systems Ltd	19	13	4	36	[59.4%]	[40.6%]
Unicorn Containers Ltd	*	-	-	34	-	-
Unicorn Mouldings Ltd	24	19	12	55	[55.8%]	[44.2%]
Unison	10	13	3	26	[43.5%]	[56.5%]
Unite Union	21	15	1	37	[58.3%]	[41.7%]
United Biscuits (UK) Ltd	*	-	-	34	-	-
United Cleaning Services Ltd	16	40	21	77	[28.6%]	[71.4%]
United Dairy Farmers Ltd	444	105	25	574	[80.9%]	[19.1%]
United Feeds Ltd	*	-	-	50	-	-
United Optical Laboratories Ltd	18	34	1	53	[34.6%]	[65.4%]
United Wine Merchants Ltd	15	38	0	53	[28.3%]	[71.7%]
Uni-trunk Ltd	36	10	5	51	[78.3%]	[21.7%]

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## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
University of Ulster	1,753	1,285	400	3,438	[57.7%]	[42.3%]
University of Ulster Students Union	35	40	4	79	[46.7%]	[53.3%]
Upper Andersonstown Community Forum	#	-	-	38	-	-
UPU Industries Ltd	43	12	8	63	[78.2%]	[21.8%]
Urban Outfitters UK Ltd	10	12	13	35	[45.5%]	[54.5%]
URS Scott Wilson Ltd	102	74	10	186	[58.0%]	[42.0%]
UTV Media PLC	130	82	25	237	[61.3%]	[38.7%]
Valley Hotel, The	21	10	3	34	[67.7%]	[32.3%]
Valley Private Nursing Home, The	32	41	27	100	[43.8%]	[56.2%]
Valpar Industrial Ltd	*	-	-	47	-	-
Valuecabs Ltd	37	26	9	72	[58.7%]	[41.3%]
Vaughan Engineering Services Ltd	70	29	5	104	[70.7%]	[29.3%]
Vector Workplace & Facility Management Ltd	18	12	3	33	[60.0%]	[40.0%]
Veolia Water Outsourcing Ltd	31	13	14	58	[70.5%]	[29.5%]
Versatile Butchers LLP	48	40	9	97	[54.5%]	[45.5%]
Versatile Foods Ltd	13	32	1	46	[28.9%]	[71.1%]
Veterinary Surgeons Supply Company Ltd	*	-	-	40	-	-
VH Mc Devitt & Son Ltd	22	10	0	32	[68.8%]	[31.3%]
Victim Support Northern Ireland	28	30	3	61	[48.3%]	[51.7%]
Victoria College Belfast	33	12	4	49	[73.3%]	[26.7%]
Villa Italia	45	97	18	160	[31.7%]	[68.3%]
Vine Centre Ltd, The	*	-	-	29	-	-
Vion Food UK Ltd (Cookstown)	197	212	278	687	[48.2%]	[51.8%]
Virgin Media	51	27	5	83	[65.4%]	[34.6%]
VIS Security Solutions Ltd	*	-	-	41	-	-
Vodafone (Northern Ireland) Ltd	59	35	5	99	[62.8%]	[37.2%]
Voice of Young People in Care	10	21	2	33	[32.3%]	[67.7%]
Voluntary Service Lisburn Ltd	*	-	-	26	-	-
Volunteer Now	14	17	3	34	[45.2%]	[54.8%]
VSG	59	29	3	91	[67.0%]	[33.0%]
W Middleton & Son (Northern Ireland) Ltd T/A Middleton Seafoods	30	30	2	62	[50.0%]	[50.0%]
W5	55	13	2	70	[80.9%]	[19.1%]
Waddell Media Ltd	13	10	3	26	[56.5%]	[43.5%]
Wade Training Ltd	#	-	-	37	-	-
Walker RJ T/A The Country Garage	*	-	-	51	-	-
Walkers Snacks Ltd	22	11	0	33	[66.7%]	[33.3%]
Wallace Contracts (Northern Ireland) Ltd	*	-	-	28	-	-
Wallace High School, The	45	13	1	59	[77.6%]	[22.4%]
Wandsworth Pubs Ltd	*	-	-	34	-	-
Warden Bros (Newtownards) Ltd	*	-	-	66	-	-
Warehouse Fashion Ltd	17	23	1	41	[42.5%]	[57.5%]
Warmflow Engineering Company Ltd	59	20	6	85	[74.7%]	[25.3%]
Warner Chilcott (UK) Ltd	77	30	15	122	[72.0%]	[28.0%]
Warwick Cecil T/A Warwick Engineering	23	11	0	34	[67.6%]	[32.4%]
Wastebeater Recycling	#	-	-	41	-	-
Watson Walter Ltd	82	87	0	169	[48.5%]	[51.5%]
Waveney Laundry Ltd	*	-	-	38	-	-
WD Meats Ltd	101	204	1	306	[33.1%]	[66.9%]
WDL Developments Ltd	23	11	0	34	[67.6%]	[32.4%]

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## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Webtech (Northern Ireland) Ltd	31	30	8	69	[50.8%]	[49.2%]
Wee Care Day Nursery	62	37	3	102	[62.6%]	[37.4%]
Weir & Mc Quiston Ltd	*	-	-	53	-	-
Welcome Hotels Ltd	#	-	-	38	-	-
Wellington Computer Systems Ltd	11	18	3	32	[37.9%]	[62.1%]
Wellington International Ltd	16	14	1	31	[53.3%]	[46.7%]
Wellington Park Hotel	17	90	18	125	[15.9%]	[84.1%]
Wesley Housing Association Ltd	*	-	-	38	-	-
West Coast Capital (USC) Ltd	31	12	7	50	[72.1%]	[27.9%]
Western Building Systems Ltd	#	-	-	59	-	-
Western Urgent Care Ltd	63	127	20	210	[33.2%]	[66.8%]
Westland Horticulture Ltd	76	93	9	178	[45.0%]	[55.0%]
Wetherspoon JD PLC	72	97	54	223	[42.6%]	[57.4%]
Whistledown Inn Ltd, The	#	-	-	40	-	-
Whitbread PLC Whitebread Court	*	-	-	37	-	-
White Philip Tyres Ltd	16	34	7	57	[32.0%]	[68.0%]
White Young Green	91	54	31	176	[62.8%]	[37.2%]
Whitehead Private Nursing Home Ltd	*	-	-	36	-	-
Whitehouse Retail Group	#	-	-	64	-	-
Whitemountain Quarries Ltd	72	118	11	201	[37.9%]	[62.1%]
Whiterock Creche Association Ltd	#	-	-	31	-	-
Wholesale Beds & Furniture Ltd	23	42	1	66	[35.4%]	[64.6%]
Williams Industrial Services Ltd	128	45	0	173	[74.0%]	[26.0%]
Willis & Company (Insurance Brokers) Ltd	*	-	-	29	-	-
Willis Ltd	53	19	3	75	[73.6%]	[26.4%]
Willowbrook Foods	34	10	61	105	[77.3%]	[22.7%]
Willstan Ltd T/A William Hill	138	65	7	210	[68.0%]	[32.0%]
Wilson FG (Engineering) Ltd	1,410	603	137	2,150	[70.0%]	[30.0%]
Wilson Nesbitt Solicitors	40	15	2	57	[72.7%]	[27.3%]
Wilson's Auctions Ltd	44	16	0	60	[73.3%]	[26.7%]
Wilson's Country Ltd	67	29	23	119	[69.8%]	[30.2%]
Wilson's of Rathkenny Group Ltd	47	17	0	64	[73.4%]	[26.6%]
Wincanton	272	162	70	504	[62.7%]	[37.3%]
Windell Ltd	44	10	2	56	[81.5%]	[18.5%]
Windmill Restaurants Ltd	122	123	33	278	[49.8%]	[50.2%]
Windsor Home Bakery	70	37	0	107	[65.4%]	[34.6%]
Windsor Womens Centre	*	-	-	31	-	-
Wine Company, The T/A Little Rock	20	34	3	57	[37.0%]	[63.0%]
Wineflair (Belfast) Ltd	121	145	65	331	[45.5%]	[54.5%]
WJ Mc Cormick & Sons Ltd	*	-	-	47	-	-
WJM Building Services Ltd	*	-	-	71	-	-
Wolseley Centers Ltd T/A Plumb Center	49	18	3	70	[73.1%]	[26.9%]
Women's Aid in Antrim, Ballymena, Carrickfergus, Larne & Newtownabbey	16	10	2	28	[61.5%]	[38.5%]
Woodburn Engineering Ltd	10	16	0	26	[38.5%]	[61.5%]
Woods John (Lisglyn) Ltd	61	190	8	259	[24.3%]	[75.7%]
Woods L & J T/A Woodmount Nursing Home	14	29	0	43	[32.6%]	[67.4%]
Woodside Haulage Holdings Ltd	*	-	-	233	-	-
Woodside TF & Company Ltd	85	20	5	110	[81.0%]	[19.0%]

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees

## Composition of Private Sector Concerns (26+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Woodsides (Ballyclare) Ltd	*	-	-	97	-	.
Woodwin Catering Ltd T/A Hungry House Fine Sandwiches	29	13	2	44	[69.0%]	[31.0%]
Workers Educational Association (Northern Ireland)	19	27	4	50	[41.3%]	[58.7%]
Workforce Training Services Ltd	#	-	-	36	-	.
Workspace (Draperstown) Ltd	19	85	12	116	[18.3%]	[81.7%]
Worthingtons	18	13	0	31	[58.1%]	[41.9%]
WDR & RT Taggart	58	16	3	77	[78.4%]	[21.6%]
Wright Accident Repair Ltd	145	24	6	175	[85.8%]	[14.2%]
Wright Composites Ltd	76	42	4	122	[64.4%]	[35.6%]
Wright Leslie & Son	38	20	0	58	[65.5%]	[34.5%]
Wrightbus Ltd	775	73	54	902	[91.4%]	[8.6%]
Wyse Byse	*	-	-	102	-	.
Xerox (UK) Ltd	25	18	2	45	[58.1%]	[41.9%]
Xtra-vision	157	128	0	285	[55.1%]	[44.9%]
Yell	55	65	30	150	[45.8%]	[54.2%]
York Inn Leisure & Retail Ltd	24	15	8	47	[61.5%]	[38.5%]
Yorkgate Bingo Company Ltd (Galaxy)	12	15	0	27	[44.4%]	[55.6%]
Young Enterprise Northern Ireland	24	21	1	46	[53.3%]	[46.7%]
Younger Homes Ltd	#	-	-	36	-	.
Youth Action (Northern Ireland) Ltd	19	61	0	80	[23.8%]	[76.3%]
Youth Hostel Association of Northern Ireland	*	-	-	33	-	.
Zara (UK) Ltd	10	24	4	38	[29.4%]	[70.6%]
Zenith Hygiene Systems	17	17	19	53	[50.0%]	[50.0%]
Zeus Packaging (Northern Ireland) Ltd	*	-	-	26	-	.
Zion's Den Childcare Ltd	#	-	-	32	-	.
Zurich Insurance Company	24	14	0	38	[63.2%]	[36.8%]
Zwecker Noel International Transport Ltd	37	16	0	53	[69.8%]	[30.2%]

\* = Less than 10 Roman Catholic employees

# = Less than 10 Protestant employees

\*/# = Less than 10 Protestant employees and less than 10 Roman Catholic employees





## **Appendix 2: Section 3**

### **Composition of Appointees to Individual Specified Authorities (26+ employees)**



## Composition of Appointees to Individual Specified Authorities

Specified Authority	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Agri-food & Biosciences Institute	57	40	21	118	[58.8%]	[41.2%]
Antrim Borough Council	12	3	0	15	[80.0%]	[20.0%]
Ards Borough Council	27	6	2	35	[81.8%]	[18.2%]
Armagh City & District Council	17	19	1	37	[47.2%]	[52.8%]
Arts Council of Northern Ireland	7	10	1	18	[41.2%]	[58.8%]
Ballymena Borough Council	11	7	2	20	[61.1%]	[38.9%]
Ballymoney Borough Council	-	-	-	1	-	-
Banbridge District Council	18	9	5	32	[66.7%]	[33.3%]
Belfast City Council	138	146	17	301	[48.6%]	[51.4%]
Belfast Education & Library Board Equal Opportunities Unit	62	60	6	128	[50.8%]	[49.2%]
Belfast Harbour Commissioners	5	4	1	10	[55.6%]	[44.4%]
Belfast Health & Social Care Trust	860	1,012	229	2101	[45.9%]	[54.1%]
Big Lottery Fund, The	1	3	1	5	[33.3%]	[66.6%]
Board of Trustees of The National Museums & Galleries of Northern Ireland	38	35	28	101	[52.1%]	[47.9%]
British Broadcasting Corporation	24	38	15	77	[38.7%]	[61.3%]
Carrickfergus Borough Council	28	3	5	36	[90.3%]	[9.7%]
Castlereagh Borough Council	30	10	4	44	[75.0%]	[25.0%]
Chief Constable Of The Police Service Of Northern Ireland	198	190	7	395	[51.0%]	[49.0%]
Chief Electoral Officer For Northern Ireland, The	3	7	0	10	[30.0%]	[70.0%]
Citybus Ltd	5	8	2	15	[38.5%]	[61.5%]
Coleraine Borough Council	17	11	6	34	[60.7%]	[39.3%]
Commissioner for Children & Young People for Northern Ireland	3	3	2	8	[50.0%]	[50.0%]
Comptroller & Auditor General for Northern Ireland	4	3	0	7	[57.1%]	[42.9%]
Construction Industry Training Board	-	-	-	1	-	-
Cookstown District Council	13	17	0	30	[43.3%]	[56.7%]
Council for Catholic Maintained Schools	-	-	-	3	-	-
Craigavon Borough Council	81	97	8	186	[45.5%]	[54.5%]
Derry City Council	15	45	4	64	[25.0%]	[75.0%]
Down District Council	10	18	0	28	[35.7%]	[64.3%]
Dungannon & South Tyrone Borough Council	12	25	1	38	[32.4%]	[67.6%]
Equality Commission for Northern Ireland	3	6	1	10	[33.3%]	[66.7%]
Fermanagh District Council	10	19	2	31	[34.5%]	[65.5%]
Food Standards Agency Northern Ireland	-	-	-	2	-	-
Foyle Carlingford & Irish Lights Commission	-	-	-	9	-	-
General Consumer Council for Northern Ireland	6	9	0	15	[40.0%]	[60.0%]
Governing Body of Belfast Metropolitan College, The	21	24	8	53	[46.7%]	[53.3%]
Governing Body of North West Regional College, The	21	89	14	124	[19.1%]	[80.9%]
Governing Body of Northern Regional College, The	54	31	2	87	[63.5%]	[36.5%]
Governing Body of South Eastern Regional College, The	52	43	15	110	[54.7%]	[45.3%]
Governing Body of South West College, The	54	84	15	153	[39.1%]	[60.9%]
Governing Body of Southern Regional College, The	50	53	4	107	[48.5%]	[51.5%]
Governing Body of Stranmillis University College, Belfast	5	7	5	17	[41.7%]	[58.3%]
Governors of The Armagh Observatory And Planetarium	-	-	-	1	-	-
Head of Department of Finance & Personnel	805	734	107	1646	[52.3%]	[47.7%]
Health & Social Care Regulation & Quality Improvement Authority	21	18	4	43	[53.8%]	[46.2%]
Invest Northern Ireland	33	39	0	72	[45.8%]	[54.2%]
Labour Relations Agency	-	-	-	2	-	-
Larne Borough Council	9	4	1	14	[69.2%]	[30.8%]
Limavady Borough Council	8	10	3	21	[44.4%]	[55.6%]
Lisburn City Council	40	24	5	69	[62.5%]	[37.5%]
Livestock & Meat Commission for Northern Ireland	2	3	1	6	[40.0%]	[60.0%]
Londonderry Port & Harbour Commissioners	-	-	-	4	-	-
Magherafelt District Council	10	24	0	34	[29.4%]	[70.6%]
Minister for the Civil Service, The	127	76	78	281	[62.6%]	[37.4%]
Moyle District Council	5	3	1	9	[62.5%]	[37.5%]

Note: The breakdown of appointees by community background is redacted where the publication of this information would make it possible to identify the community background of an individual.

## Composition of Appointees to Individual Specified Authorities

Specified Authority	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Newry & Mourne District Council	8	23	5	36	[25.8%]	[74.2%]
Newtownabbey Borough Council	61	15	8	84	[80.3%]	[19.7%]
North Down Borough Council	39	9	6	54	[81.3%]	[18.8%]
North Eastern Education & Library Board	199	85	23	307	[70.1%]	[29.9%]
Northern Health & Social Care Trust	629	462	146	1237	[57.7%]	[42.3%]
Northern Ireland Ambulance Service Health & Social Services Trust	14	8	11	33	[63.6%]	[36.4%]
Northern Ireland Assembly Commission	95	65	9	169	[59.4%]	[40.6%]
Northern Ireland Blood Transfusion Service Agency	8	7	0	15	[53.3%]	[46.7%]
Northern Ireland Community Relations Council	7	12	0	19	[36.8%]	[63.2%]
Northern Ireland Council for the Curriculum Examinations & Assessment	15	15	13	43	[50.0%]	[50.0%]
Northern Ireland Fire and Rescue Service Board	66	76	12	154	[46.5%]	[53.5%]
Northern Ireland Guardian Ad Litem Agency	2	1	-	3	[66.6%]	[33.3%]
Northern Ireland Housing Executive	51	79	16	146	[39.2%]	[60.8%]
Northern Ireland Legal Services Commission	14	13	0	27	[51.9%]	[48.1%]
Northern Ireland Local Government Officers' Superannuation Committee	5	6	1	12	[45.5%]	[54.5%]
Northern Ireland Medical and Dental Training Agency	14	12	2	28	[53.8%]	[46.2%]
Northern Ireland Policing Board, The <sup>1</sup>	34	14	2	50	[70.8%]	[29.2%]
Northern Ireland Railways Company Ltd	3	3	1	7	[50.0%]	[50.0%]
Northern Ireland Screen Commission	6	18	2	26	[25.0%]	[75.0%]
Northern Ireland Social Care Council	7	11	3	21	[38.9%]	[61.1%]
Northern Ireland Tourist Board	12	15	5	32	[44.4%]	[55.6%]
Northern Ireland Transport Holding Company	-	-	-	5	-	-
Northern Ireland Water Ltd	27	29	23	79	[48.2%]	[51.8%]
Omagh District Council	7	22	2	31	[24.1%]	[75.9%]
Police Ombudsman for Northern Ireland, The	8	4	1	13	[66.7%]	[33.3%]
Probation Board for Northern Ireland	18	26	1	45	[40.9%]	[59.1%]
Royal Mail Group PLC	95	94	0	189	[50.3%]	[49.7%]
Secretary of State for Defence	-	-	-	6	-	-
South Eastern Education & Library Board	99	121	52	272	[45.0%]	[55.0%]
South Eastern Health & Social Care Trust	858	595	267	1720	[59.1%]	[40.9%]
Southern Education & Library Board	204	229	14	447	[47.1%]	[52.9%]
Southern Health & Social Care Trust	577	817	122	1516	[41.4%]	[58.6%]
Special EU Programmes Body, The	6	5	0	11	[54.5%]	[45.5%]
Sports Council for Northern Ireland	8	7	1	16	[53.3%]	[46.7%]
Strabane District Council	3	12	0	15	[20.0%]	[80.0%]
Strategic Investment Board Ltd	2	3	3	8	[40.0%]	[60.0%]
Trade & Business Development Body, The	2	6	1	9	[25.0%]	[75.0%]
Ulster Supported Employment Ltd	5	6	2	13	[45.5%]	[54.5%]
Ulsterbus Ltd	21	11	2	34	[65.6%]	[34.4%]
Warrenpoint Harbour Authority	0	0	0	0	-	-
Waterways Ireland	2	9	0	11	[18.2%]	[81.8%]
Western Education & Library Board	84	167	5	256	[33.5%]	[66.5%]
Western Health & Social Care Trust	296	735	64	1095	[28.7%]	[71.3%]

<sup>1</sup> 99% of NIPB employees are appointed and managed by the Chief Constable on behalf of the Board

Note: The breakdown of appointees by community background is redacted where the publication of this information would make it possible to identify the community background of an individual.



## **Appendix 2: Section 4**

### **Composition of Appointees to Private Sector Concerns (251+ employees only)**

## Composition of Appointees to Private Sector Concerns (251+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Acheson & Glover Ltd	28	34	7	69	[45.2%]	[54.8%]
AIB Group (UK) PLC T/A First Trust Bank	3	0	2	5	-	-
Allied Bakeries Ireland	26	8	3	37	[76.5%]	[23.5%]
Allstate Northern Ireland	70	174	99	343	[28.7%]	[71.3%]
Almac Clinical Services Ltd	56	62	26	144	[47.5%]	[52.5%]
Almac Pharma Services Ltd	24	24	13	61	[50.0%]	[50.0%]
Andras House Ltd	24	26	45	95	[48.0%]	[52.0%]
Apex Housing Association	24	48	8	80	[33.3%]	[66.7%]
Arcadia Group Ltd Dorothy Perkins	46	61	1	108	[43.0%]	[57.0%]
Arcadia Group Ltd T/A Top Shop Retail	32	45	0	77	[41.6%]	[58.4%]
Argos Ltd	92	101	6	199	[47.7%]	[52.3%]
Asda Stores Ltd	571	482	13	1066	[54.2%]	[45.8%]
Autism Initiatives	32	49	5	86	[39.5%]	[60.5%]
Avondale Foods (Craigavon) Ltd	5	6	12	23	[45.5%]	[54.5%]
AVX Ltd	0	0	0	0	-	-
AXA Insurance	8	15	1	24	[34.8%]	[65.2%]
B & Q PLC	47	27	19	93	[63.5%]	[36.5%]
Balcas Timber Ltd	7	24	3	34	[22.6%]	[77.4%]
Bank of Ireland	8	6	2	16	[57.1%]	[42.9%]
Barnardos	33	39	13	85	[45.8%]	[54.2%]
Barratts Priceless Ltd	13	17	4	34	[43.3%]	[56.7%]
BE Aerospace (UK) Ltd	1	4	2	7	[20.0%]	[80.0%]
Boots UK Ltd	104	102	61	267	[50.5%]	[49.5%]
Botanic Inns Ltd	4	19	6	29	[17.4%]	[82.6%]
Brett Martin Ltd	30	6	18	54	[83.3%]	[16.7%]
British Telecom Northern Ireland	5	3	1	9	[62.5%]	[37.5%]
Brooklands Healthcare Ltd	10	93	5	108	[9.7%]	[90.3%]
Bryson Charitable Group	45	59	9	113	[43.3%]	[56.7%]
Camden Group Ltd	11	20	19	50	[35.5%]	[64.5%]
Campbell Catering (Northern Ireland) Ltd	71	33	9	113	[68.3%]	[31.7%]
Capita Business Services Ltd	15	14	8	37	[51.7%]	[48.3%]
Chain Reaction Cycles	81	14	9	104	[85.3%]	[14.7%]
Charles Hurst Ltd	59	29	5	93	[67.0%]	[33.0%]
Citigroup	59	90	37	186	[39.6%]	[60.4%]
City Facilities (Northern Ireland) Ltd	123	62	14	199	[66.5%]	[33.5%]
Clinton Cards PLC	31	44	32	107	[41.3%]	[58.7%]
Coca- Cola HBC Northern Ireland	18	11	4	33	[62.1%]	[37.9%]
Compass Group (UK) & Ireland	47	32	14	93	[59.5%]	[40.5%]
Connan Paul Ltd	13	95	18	126	[12.0%]	[88.0%]
Co-operative Group, The	106	48	15	169	[68.8%]	[31.2%]
Corry Harry Ltd	7	14	2	23	[33.3%]	[66.7%]
Corry JP (Northern Ireland) Ltd	-	-	-	11	-	-
Creagh Concrete Products Ltd	15	61	31	107	[19.7%]	[80.3%]
Crossroads Caring for Carers (Northern Ireland) Ltd	28	19	8	55	[59.6%]	[40.4%]
Debenhams Retail	47	92	19	158	[33.8%]	[66.2%]
DHL Supply Chain M & S Division	0	0	0	0	-	-
Diamond Recruitment Group	87	192	65	344	[31.2%]	[68.8%]
Donnelly Group, The	60	50	18	128	[54.5%]	[45.5%]
DSG Retail Ltd	26	21	65	112	[55.3%]	[44.7%]
Dunbia (Dungannon)	30	69	36	135	[30.3%]	[69.7%]

Note: The breakdown of appointees by community background is redacted where the publication of this information would make it possible to identify the community background of an individual.

## Composition of Appointees to Private Sector Concerns (251+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Dunnes Stores (Bangor) Ltd	88	242	22	352	[26.7%]	[73.3%]
Eason & Son (Northern Ireland) Ltd	21	32	4	57	[39.6%]	[60.4%]
Eventsec Ltd	150	141	0	291	[51.5%]	[48.5%]
Extern Organisation Ltd, The	16	22	2	40	[42.1%]	[57.9%]
Extra Care for Elderly People Ltd	36	32	21	89	[52.9%]	[47.1%]
First Choice Selection Services Ltd	360	398	43	801	[47.5%]	[52.5%]
First Derivatives PLC	11	79	64	154	[12.2%]	[87.8%]
Firstsource Solutions Ltd	228	1015	173	1416	[18.3%]	[81.7%]
Fisher Engineering Ltd	5	4	2	11	[55.6%]	[44.4%]
Fold Housing Association	32	31	10	73	[50.8%]	[49.2%]
Foyle Meats	17	26	3	46	[39.5%]	[60.5%]
Fujitsu Services	8	11	6	25	[42.1%]	[57.9%]
G4s Cash Services (UK) Ltd	12	8	0	20	[60.0%]	[40.0%]
G4s Security Services UK	13	12	51	76	[52.0%]	[48.0%]
Gallaher Ltd	49	27	9	85	[64.5%]	[35.5%]
Global Email Company, The	35	48	108	191	[42.2%]	[57.8%]
Golf Holdings Ltd	296	206	48	550	[59.0%]	[41.0%]
Grafton Recruitment Ltd	1112	631	135	1878	[63.8%]	[36.2%]
Graham John (Dromore) Ltd	57	64	3	124	[47.1%]	[52.9%]
Haldane Shiells Group	11	9	0	20	[55.0%]	[45.0%]
Hastings Hotel Group Ltd	41	93	113	247	[30.6%]	[69.4%]
Hays Specialist Recruitment Ltd	101	89	24	214	[53.2%]	[46.8%]
HBOS PLC	41	42	13	96	[49.4%]	[50.6%]
HCL BPO Services (Northern Ireland) Ltd	95	204	60	359	[31.8%]	[68.2%]
Heatons (Northern Ireland) Ltd	44	138	13	195	[24.2%]	[75.8%]
Henderson Retail Ltd	161	72	16	249	[69.1%]	[30.9%]
Henderson Wholesale Ltd	11	11	1	23	[50.0%]	[50.0%]
Herbel Restaurants Ltd	83	44	140	267	[65.4%]	[34.6%]
HML	8	54	3	65	[12.9%]	[87.1%]
Homebase Ltd	26	31	3	60	[45.6%]	[54.4%]
Homecare Independent Living	71	127	52	250	[35.9%]	[64.1%]
Iceland Foods Ltd	114	121	20	255	[48.5%]	[51.5%]
Ikea Belfast	-	-	-	2	-	-
Independent News & Media (Northern Ireland)	10	2	3	15	[83.3%]	[16.7%]
Industrial Temps Ltd	305	453	3	761	[40.2%]	[59.8%]
Instore	87	64	62	213	[57.6%]	[42.4%]
Invista Textiles (UK) Ltd	2	3	0	5	[40.0%]	[60.0%]
Irwin WD & Sons	20	22	3	45	[47.6%]	[52.4%]
JJB Sports PLC	131	139	1	271	[48.5%]	[51.5%]
Ladbroke (Northern Ireland) Ltd (Northwest Bookmakers)	10	20	16	46	[33.3%]	[66.7%]
Langford Lodge Engineering Company Ltd	10	8	6	24	[55.6%]	[44.4%]
LBM	195	237	33	465	[45.1%]	[54.9%]
Liberty Information Technology Ltd	23	22	11	56	[51.1%]	[48.9%]
Lidl (Northern Ireland) GMBH	2	11	12	25	[15.4%]	[84.6%]
Linden Foods Ltd	30	217	4	251	[12.1%]	[87.9%]
Lindsay Cars Ltd	30	8	2	40	[78.9%]	[21.1%]
Long's Supermarket Ltd	16	17	0	33	[48.5%]	[51.5%]
Lynn Maureen Recruitment Ltd	69	88	48	205	[43.9%]	[56.1%]
Mac Naughton Blair Ltd	23	12	3	38	[65.7%]	[34.3%]
Magir Ltd T/A Medicare Pharmacy Group	56	61	9	126	[47.9%]	[52.1%]
Marie Curie Cancer Care	6	3	2	11	[66.7%]	[33.3%]
Marks & Spencer PLC	93	75	16	184	[55.4%]	[44.6%]

Note: The breakdown of appointees by community background is redacted where the publication of this information would make it possible to identify the community background of an individual.

## Composition of Appointees to Private Sector Concerns (251+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Matalan Retail Ltd	36	56	0	92	[39.1%]	[60.9%]
Mc Laughlin & Harvey Ltd	34	25	3	62	[57.6%]	[42.4%]
Mc Lean Alfie	26	2	0	28	[92.9%]	[7.1%]
Mears Care	9	39	10	58	[18.8%]	[81.3%]
Menarys Retail Ltd	30	15	5	50	[66.7%]	[33.3%]
Merchant Hotels Ltd, The	48	33	35	116	[59.3%]	[40.7%]
Michelin Tyre PLC	10	4	1	15	[71.4%]	[28.6%]
Montupet (UK) Ltd	16	22	3	41	[42.1%]	[57.9%]
Morton Newspapers Ltd	22	9	1	32	[71.0%]	[29.0%]
Mount Charles Catering Ltd	83	111	49	243	[42.8%]	[57.2%]
Moy Park Ltd	105	481	126	712	[17.9%]	[82.1%]
MPA Recruitment	78	159	0	237	[32.9%]	[67.1%]
Musgrave Retail Partners (Northern Ireland) Ltd	29	26	12	67	[52.7%]	[47.3%]
Musgrave Wholesale Partners	7	10	2	19	[41.2%]	[58.8%]
Nacco Materials Handling Ltd	0	0	0	0	-	-
New Look Retailers	0	0	241	241	-	-
Next PLC	247	188	103	538	[56.8%]	[43.2%]
NIE Powerteam Ltd	10	8	3	21	[55.6%]	[44.4%]
Noonan Services Group Ltd	82	19	5	106	[81.2%]	[18.8%]
Norbrook Laboratories Ltd	35	138	22	195	[20.2%]	[79.8%]
Northern Bank Ltd	53	37	3	93	[58.9%]	[41.1%]
Northern Ireland Association for Mental Health	12	15	4	31	[44.4%]	[55.6%]
Northern Ireland Electricity PLC	15	21	8	44	[41.7%]	[58.3%]
Northern Ireland Hospice	24	15	2	41	[61.5%]	[38.5%]
Northgate Managed Services	84	44	0	128	[65.6%]	[34.4%]
Northstone (Northern Ireland ) Ltd	18	23	9	50	[43.9%]	[56.1%]
NSL Services Group Ltd	35	12	0	47	[74.5%]	[25.5%]
OCS Group UK Ltd (Northern Ireland Division)	9	6	13	28	[60.0%]	[40.0%]
O'Kane Poultry Group	87	121	84	292	[41.8%]	[58.2%]
O'Kane Supermarkets Ltd T/A Supervalu	6	25	0	31	[19.4%]	[80.6%]
O'Neills Irish International Sports Company Ltd	24	15	4	43	[61.5%]	[38.5%]
Patton David & Sons (Northern Ireland ) Ltd	3	2	1	6	[60.0%]	[40.0%]
Peacocks Stores Ltd	57	54	19	130	[51.4%]	[48.6%]
People Power Contracts Ltd	105	130	21	256	[44.7%]	[55.3%]
Positive Futures for People with a Learning Disability	64	49	12	125	[56.6%]	[43.4%]
Praxis Care Group	59	77	15	151	[43.4%]	[56.6%]
Premier Bakeries Ireland	8	11	2	21	[42.1%]	[57.9%]
Premier Employment Ltd T/A Premier People	571	466	4	1041	[55.1%]	[44.9%]
Presbyterian Church In Ireland	59	13	4	76	[81.9%]	[18.1%]
PriceWaterhouseCoopers	35	22	9	66	[61.4%]	[38.6%]
Primark Stores Ltd	41	127	4	172	[24.4%]	[75.6%]
Provident Personal Credit Ltd	41	43	5	89	[48.8%]	[51.2%]
QCS Contract Cleaning Ltd	43	49	13	105	[46.7%]	[53.3%]
Queen's University of Belfast, The	217	409	221	847	[34.7%]	[65.3%]
Quinn Building Products Ltd	8	43	3	54	[15.7%]	[84.3%]
Quinn-direct Insurance Ltd	9	72	4	85	[11.1%]	[88.9%]
Rahon Enterprises Ltd T/A McDonalds Drive-thru	114	102	3	219	[52.8%]	[47.2%]
Randex Laboratories Ltd	35	23	121	179	[60.3%]	[39.7%]
Red Sky Group Limited	72	49	11	132	[59.5%]	[40.5%]
Reed Specialist Recruitment	51	60	15	126	[45.9%]	[54.1%]
Resource	289	156	36	481	[64.9%]	[35.1%]
RFD Beaufort Ltd	16	9	1	26	[64.0%]	[36.0%]

Note: The breakdown of appointees by community background is redacted where the publication of this information would make it possible to identify the community background of an individual.

## Composition of Appointees to Private Sector Concerns (251+ employees)

Company Name	P.	R.C.	N.D.	TOTAL	[%P]	[%RC]
Riada Recruitment	86	26	9	121	[76.8%]	[23.2%]
River Island Clothing Company Ltd	22	23	146	191	[48.9%]	[51.1%]
Robinson Services Ltd	207	181	159	547	[53.4%]	[46.6%]
Rutledge Joblink Recruitment & Training Ltd	144	159	70	373	[47.5%]	[52.5%]
Sainsbury's Supermarkets Ltd	114	115	8	237	[49.8%]	[50.2%]
Salvation Army, The	32	10	15	57	[76.2%]	[23.8%]
Sangers (Northern Ireland ) Ltd	21	2	0	23	[91.3%]	[8.7%]
Santander UK PLC	65	78	17	160	[45.5%]	[54.5%]
Schrader Electronics Ltd	65	22	21	108	[74.7%]	[25.3%]
Seagate Technology (Ireland)	13	62	16	91	[17.3%]	[82.7%]
Semi-chem Ltd	58	37	1	96	[61.1%]	[38.9%]
Short Brothers PLC	39	17	9	65	[69.6%]	[30.4%]
Sodexo Ltd	29	9	10	48	[76.3%]	[23.7%]
Superdrug Stores PLC	24	39	81	144	[38.1%]	[61.9%]
Swinton Group Ltd T/A Open & Direct Insurance	28	13	3	44	[68.3%]	[31.7%]
Tayto Group	8	7	5	20	[53.3%]	[46.7%]
Teleperformance	173	263	4	440	[39.7%]	[60.3%]
Teletech Holdings Inc	34	37	141	212	[47.9%]	[52.1%]
Terex GB Ltd	5	33	5	43	[13.2%]	[86.8%]
Tesco PLC	498	271	18	787	[64.8%]	[35.2%]
Thales Air Defence Ltd	28	7	20	55	[80.0%]	[20.0%]
TK Maxx	47	43	9	99	[52.2%]	[47.8%]
Ulster Bank Ltd	2	1	0	3	[66.6%]	[33.3%]
Ulster Carpets Ltd	3	3	0	6	[50.0%]	[50.0%]
Ulster Independent Clinic Ltd, The	9	3	2	14	[75.0%]	[25.0%]
United Dairy Farmers Ltd	38	10	6	54	[79.2%]	[20.8%]
University of Ulster	229	189	108	526	[54.8%]	[45.2%]
Vion Food UK Ltd (Cookstown)	34	67	59	160	[33.7%]	[66.3%]
WD Meats Ltd	12	40	1	53	[23.1%]	[76.9%]
Wilson FG (Engineering) Ltd	3	4	3	10	[42.9%]	[57.1%]
Wincanton	28	15	12	55	[65.1%]	[34.9%]
Windmill Restaurants Ltd	44	63	9	116	[41.1%]	[58.9%]
Wineflair (Belfast) Ltd	28	49	23	100	[36.4%]	[63.6%]
Woods John (Lisglyn) Ltd	3	15	1	19	[16.7%]	[83.3%]
Wrightbus Ltd	38	11	9	58	[77.6%]	[22.4%]
Xtra-vision	50	43	0	93	[53.8%]	[46.2%]

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