This factsheet presents a brief summary of findings from the thirteenth annual Fair Employment Monitoring Report. The full report contains an analysis of monitoring returns submitted by 136 public bodies and 3,850 private sector employers during 2002\(^1\).

The monitored Northern Ireland workforce totalled just over 481,000 in 2002, an increase of 1,600 from 2001\(^2\). The community composition was 59.1\(^3\) Protestant and 40.9% Roman Catholic, reflecting a 0.6 percentage point increase in the Roman Catholic share from 2001.

Comparing the same sections of the monitored Northern Ireland workforce as were monitored in 1990, the Roman Catholic share has increased by 5.1 percentage points, 5.4 for males and 4.5 for females.

A similar comparison of the gender profile of employees reveals an increase in the female composition - in 2002 females account for 49.2% of the monitored workforce compared to 44.9% in 1990.

Copies of the full report can be obtained from the Equality Commission website or via the contact details printed on the reverse of this factsheet.
The Public Sector Full-time Workforce

There were over 146,000 monitored full-time employees in the public sector, an increase of 1,265 from 2001. The public sector is comprised of five main sectors, health (comprising 34% of employees and accounting for almost half of female public sector full-time employees), followed by the civil service (26% of employees), education (13%), security-related occupations (12%) and district councils (6%).

From 2001, the numbers of both Protestant and Roman Catholic employees rose in all sectors excepting security-related. Overall, the increase in employment was larger for Catholics than for Protestants, resulting in the Public Sector now comprising 58.9% Protestants and 41.1% Roman Catholics, an increase of 1.2 percentage points in the Roman Catholic share from 2001. In 1990 Roman Catholic full-time representation was 35.3%.

The majority (56.4%) of public sector full-time employees are female, an increase of 3% from 2001, further continuing the trend towards higher proportions of women employed in the public sector (rising from 48.9% in 1990).

In 2002, the number of Protestant Health sector employees rose by 1.7% while Roman Catholic employment increased by 3.1%. The Civil Service saw an increase of 1.9% in Protestant and 7% in Catholic employees. Education experienced a rise of 3.6% in Protestant and 5.6% in Catholic employees while District Councils saw a growth of 0.8% in Protestant employees and 3.0% in Roman Catholics.

In contrast, Security related employment witnessed a decline of over 2,000 full-time employees with losses evident within both Protestant (10.8% decline) and Roman Catholic (7.3% decline) figures. In 2002, just under a third of Protestant males working in the public sector were employed in security related employment compared with less than one in twenty of their Roman Catholic counterparts.
The Private Sector Full-time Workforce

In contrast to a public sector expansion, the number of monitored private sector full-time employees showed a decrease of over 2,500 from the previous year to 257,360. The resulting community composition was 60.5% Protestant and 39.5% Roman Catholic, an increase of 0.2 percentage points in the Roman Catholic share from 2001.

Looking at the same sections of the workforce as were monitored in 1990\(^5\), the Roman Catholic share has increased from 34.6% in 1990 to 39.3% in 2002. The increase was 4.9 percentage points for males and 4.6 percentage points for females.

Both male and female employment declined during the year. The composition of male employees was 61.8% Protestant and 38.2% Roman Catholic. For females the composition was 58.7% Protestant and 41.3% Roman Catholic.

The private sector is comprised of three categories. The services sector remains the largest grouping in 2002, comprising 59% of private sector full-time employees, followed by manufacturing (35%) and construction (6%).

![Private Sector Full-time by Religion 1992-2002](image)

Between 2001 and 2002 employment in services increased by over 1,400, while manufacturing lost over 5,200 employees, and construction dropped by almost 400. The general decline in manufacturing employment noted elsewhere is also evident within monitoring data – for example in 2002 manufacturing employed only 89,480 full-time workers compared to 102,359 in 1998.
The Part-time Workforce

The monitored Northern Ireland part-time workforce, which includes both public and private sectors, is predominately female, comprising nearly 57,000 females (73%) and 21,000 males (27%) - a total of 77,273. Over three-quarters are concentrated in the lower occupational groups, namely: personal and protective services (SOC6), sales (SOC7) and other occupations (SOC9). Only one in seven are classified as managerial or professional.

![Part-time Workers: Proportion by Occupation and Gender](chart)

The composition of the Northern Ireland part-time workforce was 54.7% Protestant and 45.3% Roman Catholic.

Compared with 2001, the number of male part-time employees increased by 8%, while female employment rose by 2.5%. As a result of a faster growth in male employment, the male share of the monitored Northern Ireland part-time workforce increased by 1 percentage point during the year.

Applicants and Appointees

The Roman Catholic proportion of public sector applicants\textsuperscript{6} was 48.0% in 2002, being slightly higher for females 49.3% than for males 46.0%. In the private sector (11+ employees), the Roman Catholic share was 44.6%, again higher for females 47.0% than for males 42.4%.

Among appointees\textsuperscript{7} in the public sector, the Roman Catholic share was 49.8%, 49.4% for males and 50.0% for females. The Roman Catholic proportion of private sector appointees in 2002 was 44.5%, 42.8% for males and 46.1% for females.
Over two-thirds (69%) of public sector appointments were obtained by females, compared with just under half (49%) in the private sector.

Looking at trends since 1990, the Roman Catholic share of public sector appointments has increased from 40.5% to 48% in 2002. In the private sector (251 + employees), the Catholic proportion has risen from 41.3% in 1990 to 45.3% in 2002.

**Promotees**

In the public sector, the composition of those promotees for whom a community was determined was 55.2% Protestant and 44.8% Roman Catholic. In the private sector, the composition was 59.8% Protestant and 40.2% Roman Catholic.

**Summary**

In summary the 2002 Report shows a continuing growth (0.6 percentage points) in Roman Catholic participation with the overall composition of the monitored workforce recorded as 59.1% Protestant and 40.9% Roman Catholic.

Changes in the Public sector full-time employment accounted for a 1.2 percentage point increase in Roman Catholic representation within that sector. Private sector employment continued to decline in 2002, particularly in manufacturing industry, resulting in a 0.2 increase in the Roman Catholic share of employment.

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

1. The fair employment legislation requires certain employers to register with the Equality Commission and to complete an annual monitoring return detailing the community background, employment status, occupation and sex of their workforce. All public sector employers are deemed to be automatically registered with the Commission. In January 1990 all private sector concerns with over 25 employees were required to register. From January 1992, the requirement to register was extended to all concerns with 11 or more employees. Since January 2001 all registered employers are required to monitor the composition of those working less than 16 hours per week (part-time employees).

2. The monitored Northern Ireland workforce is comprised of full-time and part-time employees in all registered public bodies and private sector concerns in Northern Ireland. Monitoring covers an estimated 72% of employee jobs and does not include those employers with less than 11 employees, school teachers, the self-employed nor the unemployed or those on government training schemes.

3. In this summary, figures and percentages relating to community composition are quoted based on Protestants and Roman Catholics only, with the Non-Determined excluded.

4. Monitored security related employment includes: the Police Service of Northern Ireland, the Royal Irish Regiment, the Territorial Army, the Royal Naval Reserve, the Northern Ireland Prison Service and Northern Ireland Policing Board secondees from the Northern Ireland Civil Service.

5. In all comparisons with 1990, private sector concerns with 25 or less employees are excluded.

6. Applicant and appointee figures are collected for full-time and part-time employees.

7. Caution is required when making comparisons between the community composition of applicants and appointees. In brief, aggregated applicant and appointee data from individual employers may not necessarily refer to the same recruitment exercises; and temporary appointments are in certain circumstances not always recorded by employers. Thus, applicant and appointee data may be unmatched and incomplete, rendering direct comparisons problematic. These procedures are governed by the Fair Employment (Monitoring) Regulations 1999.

8. All public sector bodies submit data on promotees to the Equality Commission, but only those private sector concerns with more than 250 employees are required to do so.

Equality Commission for Northern Ireland
Equality House, 7-9 Shaftesbury Square
Belfast, BT2 7DP
Tel: 028 90 500600
Fax: 028 90 331544
Textphone: 028 90 500 589
Website: www.equalityni.org