



A Profile of Protestants and Roman Catholics in the Northern Ireland Labour Force

Source Book

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The statistics contained in this report will be regularly updated on our web site and the next edition will be released after the 2001 Census results have been made available.

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Summary

Summary

Background

This Source Book contains key labour force statistics on Protestants and Roman Catholics over the period 1971 to 1999. The report draws on data from the 1971, 1981 & 1991 Censuses, the annual Labour Force Survey (LFS) religion reports from 1990 to 1999 and the Equality Commission¹ monitoring reports from 1990 to 1999. It should be noted that a Census is a full enumeration of the population whereas the LFS is a sample survey and estimates derived from it are subject to sampling error. Examples of confidence intervals associated with the LFS are shown in Appendix 1.

Economic Activity

Over the period 1971 to 1999 economic activity rates for Roman Catholics, both males and females, have consistently been lower than that for Protestants. The Roman Catholic composition of the economically active population of working age has increased from 31.2% in 1971 to 42.4% in 1999. Roman Catholic representation among the economically active has typically been highest in the youngest age groups e.g. in 1991 Roman Catholics constituted 46.3% of those aged 16-19 and only 31.2% of those aged 60 or over. There has also been a growth in the numbers of those economically active within both communities. However, the rate of growth has been larger among the Roman Catholic community (27.0% versus 5.7% among females and 3.9% versus 0.9% among males, based on LFS estimates for 1990 and 1999).

Unemployment

Throughout the period 1971-1999, the unemployment rate of Roman Catholics has been substantially higher than that of Protestants. In the 1971 Census, 13.8% of Roman Catholics were unemployed, compared with 5.5% of Protestants. The highest level of unemployment was recorded in 1981, with 25.5% of Roman Catholics and 11.4% of Protestants being unemployed. Unemployment rates for both communities have fallen during the 1990s and in 1999 were 5.0% for Protestants and 8.8% for Roman Catholics. The higher rate of unemployment among Roman Catholics is also reflected across most District Council Areas, the 18 Parliamentary Constituencies and also across Travel To Work Areas.

The difference in the unemployment rates between Protestants and Roman Catholics is frequently expressed in terms of a ratio and is commonly referred to as the unemployment differential. Analysis of this differential since the 1970s revealed that the unemployment rate of Roman Catholics has typically been twice that of Protestants - more than twice in the case of males.

Religious Composition of the Unemployed

Over the period 1971-1999 Roman Catholics have been consistently over-represented among the unemployed, particularly the long-term unemployed. In 1999 Roman Catholics constituted 56.1% of the unemployed and 60.9% of the long-term unemployed.

Proportion of Working Age in Employment

The advantage of identifying the proportion of working age in employment within the two communities is that it gives a comparative indicator of employment levels regardless of economic inactivity. Analysis of LFS data over the period 1990-1999 has revealed that a consistently higher proportion of Protestants than Roman Catholics of working age have been in employment. In 1999, for example, 76.4% of Protestant males of working age were in employment compared with 68.5% of Roman Catholic males. The equivalent figures for females were 65.0% for Protestants and 55.0% for Roman Catholics.

The Employment Gap

The '*employment gap*' is a measure of the shortfall between the representation of a community in the economically active population and its representation among those in employment. Historically, the proportion of Roman Catholics who were economically active has been greater than the proportion in

¹ Over the period 1990-1998 monitoring reports were produced by the Fair Employment Commission (FEC). On the 1st October 1999 the FEC became part of the Equality Commission

employment, resulting in an '*employment gap*'. In 1999, the overall gap was 1 percentage point, 1.2 percentage points for males and 0.6 of a percentage point for females.

Part-time Employment

Analysis of the LFS over the period 1990-1999 revealed that similar proportions of employed Protestants and Roman Catholics were working part-time (less than 16 hours per week).

Composition of Occupational Groups

In terms of the religious composition of the main occupational groups, Roman Catholic representation in 1999 was highest in *Personal and Protective Service Occupations* (48.2%). Since 1991 the greatest increase in Roman Catholic representation has been within *Managers & Administrators* (25.8% in 1991 to 37.5% in 1999, an increase of 45.3%).

Composition of Industrial Sectors

In 1999 the *Construction Industry* had the highest representation of Roman Catholics (56.6%). The largest increase in Roman Catholic representation within the industrial sectors was in the *Other Community, Social & Personal Service* sector (34.5% in 1990 to 45.7% in 1999, an increase of 32.5%).

Highest Level of Qualification

Analysis of the 1991 Census revealed only small differences between Protestants and Roman Catholics in terms of the highest level of qualification they had obtained. GCSE was the highest level of qualification most commonly held by both Protestants (20.5%) and Roman Catholics (19.5%). However, the majority of both communities, 55.2% of Protestants and 57.0% of Roman Catholics, obtained no formal qualifications. More recent information from the LFS indicates that the proportions from both communities achieving the highest qualification category (above A-level) has increased substantially since 1990. In contrast, the proportion from both communities achieving no formal qualifications has substantially decreased over the same period.

The Monitored Workforce

Over the period 1990 to 1999, the proportion of Roman Catholics in monitored public sector concerns and private sector concerns with 26 or more employees has increased from 34.9% to 39.6%, an increase of 4.7 percentage points. This change has been most marked in the private sector (concerns with 26+ employees), where the Roman Catholic composition increased by 5.3 percentage points. This compares with a rise of 3.0 percentage points in the public sector (excluding Northern Ireland Electricity).

While Roman Catholic representation has increased across all occupational groups the greatest increase has been among *Sales Occupations* (28.2%) and *Professional Occupations* (27.2%). The smallest increase in Roman Catholic representation has been among *Craft & Related Occupations* (2.6%).

In 1999, Roman Catholic representation was highest in *Associate Professional & Technical Occupations* (43.5%) and lowest in *Personal & Protective Occupations* (33.1%).

In the private sector the representation of Roman Catholics among applicants and appointees has been broadly similar over the period 1991 to 1999. Up until 1997 the same could be said about the public sector. However, since that date the representation of Roman Catholics among appointees has been approximately 3 percentage points higher than their representation among applicants.

Section 1

Economic Activity

Economic Activity

Economic Activity Rates

An economic activity rate (or labour force participation rate) expresses the number of economically active persons as a percentage of all those economically active or inactive. The economically active includes all those aged 16 or over who are in paid employment, (both employees and the self-employed), those on Government training or work schemes, those doing unpaid family work and also all those classed as unemployed and seeking work.

Table 1: Economic Activity Rates 1971-1999 (working age)

Year/Source	Males		Females		Both Sexes	
	P (%)	RC (%)	P (%)	RC (%)	P (%)	RC (%)
1971 (Census)	92.3	89.6	47.3	43.1	70.3	66.6
1981 (Census)	89.3	85.2	55.9	50.1	73.2	68.1
1991 (Census)	84.7	80.5	61.8	53.8	73.6	67.3
1990 (LFS) ¹	85.4	80.6	66.9	54.5	76.5	67.8
1991 (LFS) ¹	87.2	78.8	65.2	56.1	76.6	67.7
1992 (LFS) ¹	84.9	77.2	67.5	54.8	76.6	66.1
1993 (LFS) ¹	83.4	79.8	62.7	53.9	73.3	67.1
1994 (LFS) ¹	83.2	74.5	63.2	53.6	73.5	64.2
1995 (LFS)	83.8	75.7	66.8	55.7	75.6	65.7
1996 (LFS)	83.5	74.8	68.4	55.6	76.2	65.4
1997 (LFS)	82.7	78.4	68.5	58.3	75.7	68.7
1998 (LFS)	82.4	76.5	67.3	61.5	75.1	69.1
1999 (LFS)	81.0	76.7	68.1	59.1	74.9	67.8

¹ Estimates may differ slightly to those previously published due to regrossing - See Appendix 1 for more details

- Over the period 1971 to 1999 the economic activity rate of Roman Catholics of working age has been consistently lower than the corresponding Protestant rate (Table 1).
- Over the same period the economic activity rates have fallen for both Protestant and Roman Catholic males and have risen for both Protestant and Roman Catholic females.

Religious Composition of the Economically Active

As shown in Table 2 below, the representation of Roman Catholics within the economically active population of working age has increased steadily from 31.2% in 1971 to 42.4% in 1999.

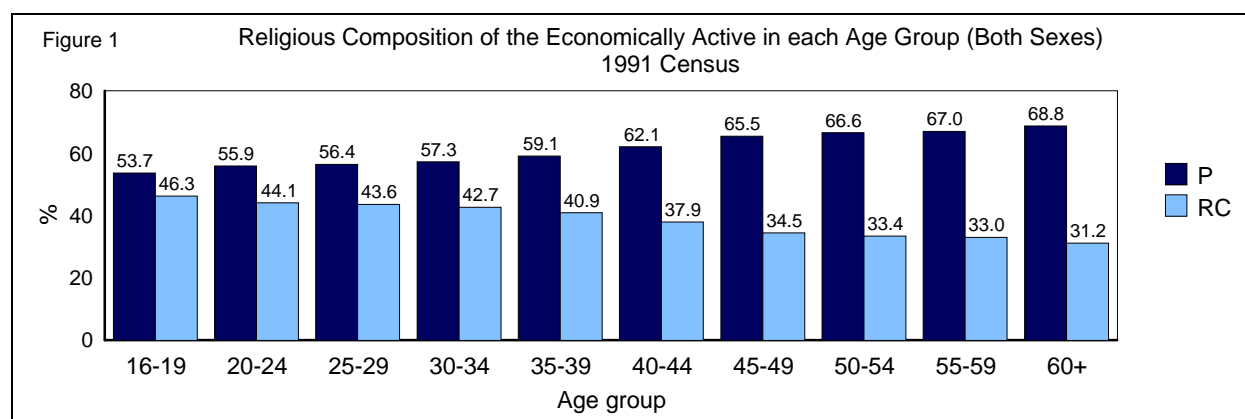
Table 2: Religious Composition of the Economically Active 1971-1999 (working age)

Year/Source	Males		Females		Both Sexes	
	P (%)	RC (%)	P (%)	RC (%)	P (%)	RC (%)
1971 (Census)	68.5	31.5	69.3	30.7	68.8	31.2
1981 (Census)	68.1	31.9	68.8	31.2	68.3	31.7
1991 (Census)	59.6	40.4	60.6	39.4	60.0	40.0
1990 (LFS) ¹	58.9	41.1	61.3	38.7	59.9	40.1
1991 (LFS) ¹	58.0	42.0	58.5	41.5	58.2	41.8
1992 (LFS) ¹	61.6	38.4	62.8	37.2	62.1	37.9
1993 (LFS) ¹	58.7	41.3	61.2	38.8	59.7	40.3
1994 (LFS) ¹	59.6	40.4	60.2	39.8	59.8	40.2
1995 (LFS)	58.1	41.9	58.5	41.5	58.2	41.8
1996 (LFS)	58.9	41.1	60.5	39.5	59.6	40.4
1997 (LFS)	56.9	43.1	60.4	39.6	58.4	41.6
1998 (LFS)	57.9	42.1	57.1	42.9	57.5	42.5
1999 (LFS)	58.1	41.9	56.9	43.1	57.6	42.4

¹ Estimates may differ slightly to those previously published due to regrossing - See Appendix 1 for more details

The Representation of Protestants and Roman Catholics in each Age Group

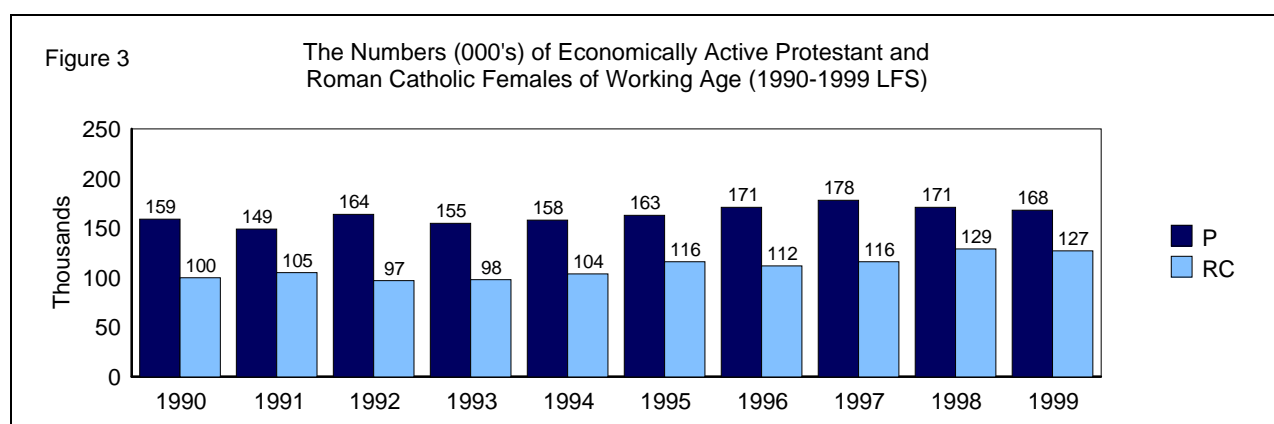
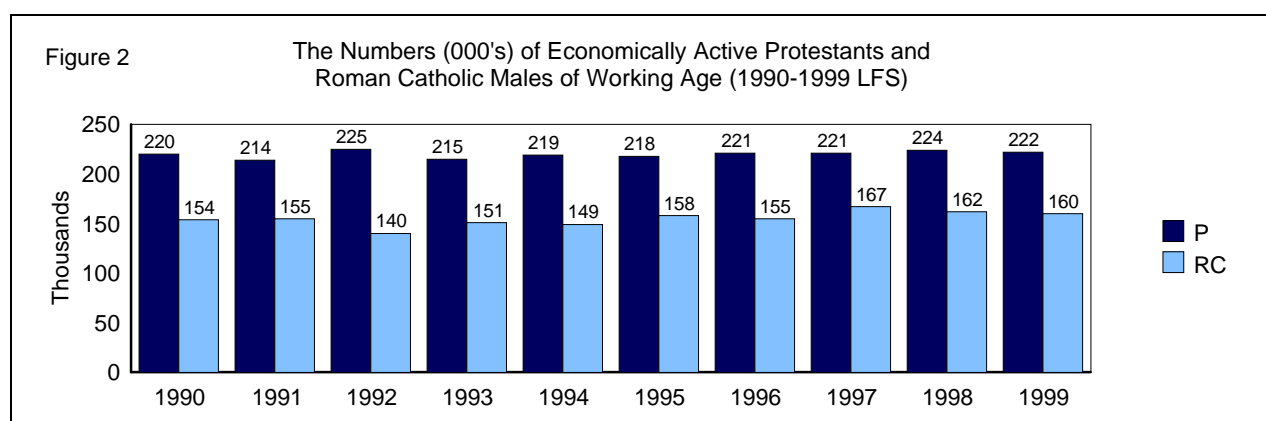
The religious composition of the economically active population in each age group is shown in Figure 1 below.



- The younger the age group the higher the representation of Roman Catholics. For example, Roman Catholics constituted 46.3% of those aged 16-19 but only 31.2% of those aged 60 or over.
(an analysis of the numbers of Protestants and Roman Catholics within each age group is presented in Appendix 2 - based on the 1991 Census)

Labour Force Survey Estimates of the number of Economically Active Protestants and Roman Catholics (1990-1999)

Figures 2 and 3 below provide LFS estimates of the numbers, rounded to the nearest thousand, of economically active Protestant and Roman Catholic males and females for the period 1990-1999.



- Over the period 1990 to 1999 there has been a growth in the number of economically active Protestants and Roman Catholics. Among females (Figure 3), the rate of growth in the Roman Catholic population (27.0%) was substantially higher than the corresponding Protestant rate (5.7%). Among males (Figure 2) this growth was less marked (3.9% for Roman Catholics and 0.9% for Protestants).

Section 2

Unemployment

Unemployment Rates

The difference in unemployment rates between the two communities lies at the heart of the fair employment debate. The Census has traditionally been the main source of this information, however since 1990 the LFS in Northern Ireland has included a question on the religion of respondents, and it is now possible to provide unemployment estimates by religion on an annual basis. Table 3 below provides information for the period 1971-1999 on overall unemployment rates for Protestants and Roman Catholics and unemployment rates for males and females within each religious group.

Table 3: Unemployment Rates 1971-1999 (economically active 16+)

Year/Source	Males		Females		Both Sexes	
	P (%)	RC (%)	P (%)	RC (%)	P (%)	RC (%)
1971 (Census) ¹	6.6	17.2	3.5	6.9	5.5	13.8
1981 (Census) ¹	12.4	30.2	9.6	17.1	11.4	25.5
1991 (Census) ¹	12.7	28.4	8.0	14.5	10.7	22.8
1990 (LFS) ²	10.4	20.5	6.3	9.2	8.6	16.0
1991 (LFS) ²	9.3	22.9	5.6	11.9	7.8	18.4
1992 (LFS) ²	10.1	24.2	7.6	10.3	9.1	18.4
1993 (LFS) ²	11.1	23.1	7.2	10.6	9.4	18.1
1994 (LFS) ²	10.9	22.1	5.6	7.8	8.6	16.1
1995 (LFS)	10.1	20.0	5.5	10.4	8.1	15.9
1996 (LFS)	9.8	15.4	5.3	9.4	7.8	12.8
1997 (LFS)	5.5	16.0	4.9	6.9	5.3	12.2
1998 (LFS)	5.4	12.6	5.5	7.6	5.4	10.4
1999 (LFS)	5.6	10.4	4.3	6.9	5.0	8.8

¹ Unemployment rates derived from the Census are not directly comparable with those from the LFS due to different definitions of unemployment

² Estimates may differ slightly to those previously published due to regrossing - See Appendix 1 for more details

- Roman Catholic unemployment rates have been consistently higher than those of Protestants, with this difference being most marked among males.
- Over the period 1990-1999, analysis of the LFS estimates suggests that the Roman Catholic unemployment rate has fallen by 45.0% (from 16.0% to 8.8%) and the Protestant unemployment rate by 41.9% (from 8.6% to 5.0%). Among males the percentage decrease was higher for Roman Catholics (49.3%) than for Protestants (46.2%). The converse was true among females with the Roman Catholic unemployment rate falling by 25.0% and the Protestant rate falling by 31.7%.

The Unemployment Differential

The difference in the unemployment rates of the two communities is frequently expressed as a ratio and commonly referred to as the unemployment differential. It is calculated by dividing the unemployment rate of Roman Catholics by that of Protestants. Table 4 provides information on unemployment differentials for male and female Protestants and Roman Catholics over the period 1971-1999.

Table 4: Roman Catholic Unemployment Differentials 1971-1999 (economically active 16+)

Year/Source	Males	Females	Both Sexes
1971 (Census) ¹	2.6	2.0	2.5
1981 (Census) ¹	2.4	1.8	2.2
1991 (Census) ¹	2.2	1.8	2.1
1990 (LFS) ²	2.0	1.5	1.8
1991 (LFS) ²	2.5	2.1	2.4
1992 (LFS) ²	2.4	1.4	2.0
1993 (LFS) ²	2.1	1.5	1.9
1994 (LFS) ²	2.0	1.4	1.9
1995 (LFS)	2.0	1.9	2.0
1996 (LFS)	1.6	1.8	1.6
1997 (LFS)	2.9	1.4	2.3
1998 (LFS)	2.3	1.4	1.9
1999 (LFS)	1.9	1.6	1.8

¹ Unemployment rates derived from the Census are not directly comparable with those from the LFS due to different definitions of unemployment

² Estimates may differ slightly to those previously published due to regrossing - See Appendix 1 for more details

- The unemployment differential has remained fairly constant over the years despite large changes in the level of unemployment. The overall unemployment rate of Roman Catholics has typically been twice that of Protestants, and more than twice in the case of males.

Unemployment by District Council Area from the 1991 Census

Table 5 below shows the unemployment rates for Protestants and Roman Catholics, disaggregated by gender, in each District Council Area (DCA) from the 1991 Census. Unfortunately more up-to-date estimates are not available as the LFS sample is not large enough to provide reliable estimates of unemployment rates at this level. It should also be noted that unemployment rates have changed considerably since 1991.

Table 5: Unemployment Rates¹ within District Council Area (1991 Census)

District Council Area	Males		Females		Both Sexes	
	P ² (%)	RC (%)	P ² (%)	RC (%)	P ² (%)	RC (%)
Antrim	10.5	20.5	7.4	10.9	9.3	16.5
Ards	9.7	16.6	6.6	8.0	8.4	13.1
Armagh	9.2	29.7	6.0	14.8	7.9	24.0
Ballymena	10.7	18.3	7.6	9.2	9.5	14.6
Ballymoney	15.9	27.1	8.0	11.1	12.8	21.3
Banbridge	9.5	19.2	6.5	9.9	8.3	15.5
Belfast	19.1	33.1	11.0	17.4	15.6	26.2
Carrickfergus	12.5	18.1	7.8	11.2	10.5	15.0
Castlereagh	10.2	6.1	6.2	3.9	8.4	5.0
Coleraine	15.9	22.7	9.3	14.0	13.1	19.1
Cookstown	11.8	34.2	8.6	19.1	10.6	28.8
Craigavon	10.4	26.2	7.4	14.4	9.1	21.3
Derry	16.7	34.1	9.1	16.6	13.7	27.1
Down	8.3	19.2	6.0	10.3	7.4	15.6
Dungannon	11.7	33.7	6.7	16.4	9.7	27.5
Fermanagh	12.3	29.3	7.2	14.1	10.4	24.0
Larne	13.3	24.3	8.3	10.5	11.3	18.7
Limavady	15.5	32.2	10.2	13.1	13.6	25.3
Lisburn	9.1	27.5	6.7	16.0	8.2	22.8
Magherafelt	13.4	24.8	8.8	12.5	11.6	20.2
Moyle	23.3	26.6	14.8	13.2	20.2	21.6
Newry & Mourne	11.7	30.1	8.2	15.9	10.5	24.8
Newtownabbey	12.3	15.4	7.9	8.1	10.4	12.0
North Down	7.9	9.6	5.9	6.8	7.0	8.3
Omagh	12.8	26.6	8.9	14.4	11.4	22.0
Strabane	22.1	35.0	11.8	17.0	18.5	28.4
Northern Ireland	12.7	28.4	8.0	14.5	10.7	22.8

¹ The actual number of economically active persons (aged 16+) enumerated by the 1991 Census for each DCA is given in Appendix 1

² Includes Protestant and 'Other' denominations - See Appendix 1 for details

- Overall, Roman Catholic unemployment rates in 1991 were higher than those of Protestants in 25 of the 26 District Council Areas (the exception being Castlereagh where 5.0% of Roman Catholics were unemployed compared with 8.4% of Protestants). The highest level of overall Roman Catholic unemployment was in Cookstown (28.8%) and the lowest level in Castlereagh (5.0%). The highest level of Protestant unemployment was in Moyle (20.2%) and the lowest level in North Down (7.0%).
- Among males, Roman Catholic unemployment rates in 1991 were again higher than those of Protestants in all but one Council Area (Castlereagh). The highest level of Roman Catholic male unemployment was in Strabane (35.0%) and the lowest level in Castlereagh (6.1%). The highest level of Protestant male unemployment was in Moyle (23.3%) and the lowest in North Down (7.9%).
- Among females, Roman Catholic unemployment levels in 1991 were higher than those of Protestants in 24 of the 26 DCAs (the exceptions being Castlereagh and Moyle). The highest level of Roman Catholic female unemployment was in Cookstown (19.1%) and the lowest level in Castlereagh (3.9%). The highest level of Protestant female unemployment was in Moyle (14.8%) and the lowest in North Down (5.9%).

Unemployment Rates For Each Parliamentary Constituency

On 23rd November 1995 the Parliamentary Constituencies (NI) Order 1995 came into effect resulting in the number of MPs from Northern Ireland increasing from 17 to 18. By identifying the electoral wards that comprise the 18 new constituencies, it has been possible to identify the unemployment rates by religion and gender for each of the new constituencies from the 1991 Census (Table 6).

Table 6: Unemployment Rates¹ within Parliamentary Constituency² from the 1991 Census (all economically active aged 16+)

18 Parliamentary Constituencies	Males		Females		Both Sexes	
	P ³ (%)	RC (%)	P ³ (%)	RC (%)	P ³ (%)	RC (%)
Belfast East	14.3	27.5	8.4	13.1	11.7	20.6
Belfast North	22.0	34.7	13.6	19.2	18.4	28.2
Belfast South	14.8	15.1	8.1	8.4	11.8	11.8
Belfast West	30.0	39.0	16.5	21.1	24.3	31.6
East Antrim	12.9	22.5	7.8	10.9	10.8	17.6
East Londonderry	15.8	28.3	9.5	13.5	13.3	22.6
Fermanagh and South Tyrone	11.8	29.2	6.8	14.3	9.9	23.9
Foyle	16.7	34.1	9.1	16.6	13.7	27.1
Lagan Valley	9.1	14.1	6.5	9.1	8.0	12.0
Mid Ulster	12.9	31.3	8.8	16.0	11.3	25.7
Newry and Armagh	10.1	32.7	6.6	16.4	8.8	26.6
North Antrim	13.1	23.3	8.3	10.8	11.2	18.5
North Down	8.4	9.6	6.1	6.8	7.4	8.2
South Antrim	10.1	17.0	6.9	9.0	8.7	13.5
South Down	8.8	21.1	6.1	11.4	7.8	17.3
Strangford	9.7	14.9	6.6	7.8	8.4	11.9
Upper Bann	10.3	24.9	7.5	13.9	9.1	20.4
West Tyrone	17.1	30.2	10.2	15.5	14.6	24.7
Northern Ireland	12.7	28.4	8.0	14.5	10.7	22.8

¹ The actual number of economically active persons (aged 16+) enumerated by the 1991 Census for each Parliamentary Constituency is given in Appendix 1

² The new 18 Parliamentary Constituencies were calculated from the 1991 Census using a combination of District Council Areas and individual electoral wards.

³ Includes Protestant and 'Other' denominations - See Appendix 1 for details

- Overall, Roman Catholic unemployment rates were higher than those of Protestants in 17 of the 18 Parliamentary constituencies (the exception being Belfast South where Protestants and Roman Catholics had the same unemployment rate of 11.8%). Roman Catholic unemployment was highest in Belfast West (31.6%) and lowest in North Down (8.2%). Similarly the highest level of Protestant unemployment was also in Belfast West (24.3%) and lowest in North Down (7.4%).
- Among males, Roman Catholic unemployment rates were higher than those of Protestants in all 18 constituencies. The highest level of Roman Catholic male unemployment was in Belfast West (39.0%), while the lowest level was in North Down (9.6%). The highest level of Protestant male unemployment was again in Belfast West (30.0%) and lowest in North Down (8.4%).
- Among females, Roman Catholics had higher unemployment rates than Protestants in all 18 constituencies. The rate of unemployment among Roman Catholic females ranged from 21.1% in Belfast West to 6.8% in North Down. The highest unemployment rate for Protestant females was in Belfast West (16.5%) and the lowest was in North Down (6.1%) and South Down (6.1%).

Unemployment Rates Within Travel To Work Areas from the 1991 Census

Travel To Work Areas (TTWA's) are approximations to self-contained labour markets (areas where people both live and work). Following a review of the TTWA's in 1998, the number of TTWA's was reduced from twelve to eleven. The unemployment rates for Protestants and Roman Catholics in each of those revised TTWA's is shown in Table 7.

Table 7: Unemployment Rates¹ for each Revised TTWA (1991 Census)

Travel to Work Area ²	Males		Females		Both Sexes	
	P ³ (%)	RC (%)	P ² (%)	RC (%)	P ² (%)	RC (%)
Ballymena TTWA	10.8	22.0	7.4	10.8	9.4	17.7
Belfast TTWA	12.4	26.2	8.0	13.9	10.5	20.9
Coleraine TTWA	16.8	24.8	9.5	12.9	13.8	20.1
Craigavon TTWA	9.7	26.4	6.9	14.0	8.6	21.4
Dungannon TTWA	11.8	33.7	6.5	16.3	9.8	27.4
Enniskillen TTWA	12.3	29.1	7.2	14.3	10.4	24.0
Londonderry TTWA	16.8	33.6	9.5	16.0	14.1	26.7
Mid Ulster TTWA	12.5	28.5	8.8	15.3	11.1	23.6
Newry TTWA	11.7	30.1	8.2	15.9	10.5	24.8
Omagh TTWA	12.7	27.4	8.9	14.6	11.3	22.6
Strabane TTWA	21.2	35.4	12.2	17.2	18.0	28.7
Northern Ireland	12.7	28.4	8.0	14.5	10.7	22.8

¹ The actual number of economically active persons (aged 16+) enumerated by the 1991 Census for each Parliamentary Constituency is given in Appendix 1

² Based on revised TTWA's following a review in May 1998

³ Includes Protestant and 'other' religions - See Appendix 1 for details

- Unemployment rates for Roman Catholics were higher than those for Protestants in each of the 11 revised TTWA's.
- Overall, Roman Catholic unemployment was highest in the Strabane TTWA (28.7%) and lowest in the Ballymena TTWA (17.7%). Protestant unemployment was highest in the Strabane TTWA (18.0%) and lowest in the Craigavon TTWA (8.6%).
- Among males, Roman Catholic unemployment was again highest in the Strabane TTWA (35.4%) and lowest in the Ballymena TTWA (22.0%). The unemployment rate for Protestant males was highest in the Strabane TTWA (21.2%) and lowest in the Craigavon TTWA (9.7%).
- The unemployment rate of Roman Catholic females ranged from 17.2% in the Strabane TTWA to 10.8% in the Ballymena TTWA. The rate of unemployment among Protestant females was highest in the Strabane TTWA (12.2%) and lowest in the Dungannon TTWA (6.5%).

Religious Composition of the Unemployed and Long-term Unemployed

The religious composition of the unemployed over the period 1971-1999 is presented in Table 8 below.

Table 8: Religious Composition of the Unemployed 1971-1999 (aged 16+)

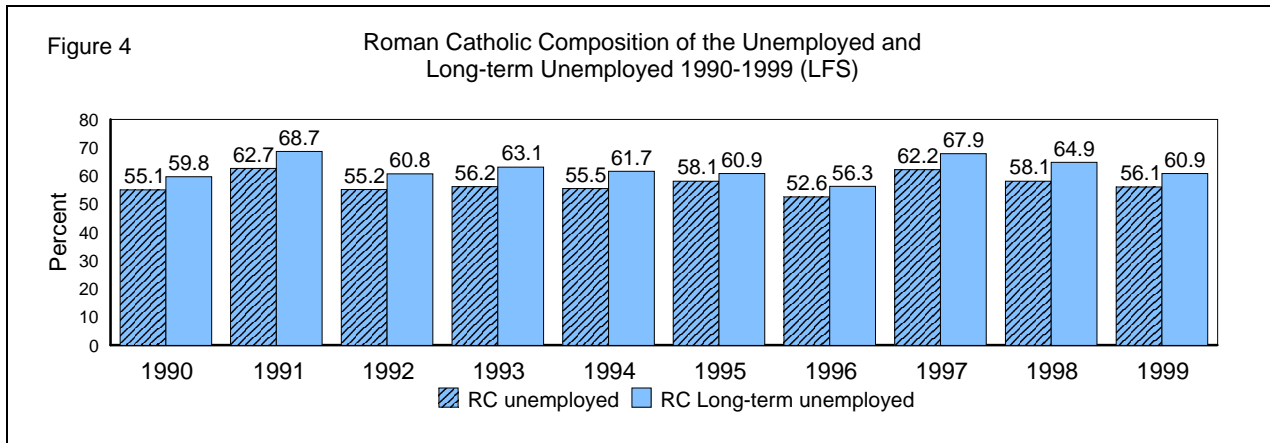
Year/Source	Males		Females		Both Sexes	
	P (%)	RC (%)	P (%)	RC (%)	P (%)	RC (%)
1971 (Census) ¹	45.8	54.2	53.9	46.1	47.3	52.7
1981 (Census) ¹	47.0	53.0	55.8	44.2	49.5	50.5
1991 (Census) ¹	39.8	60.2	46.3	53.7	41.6	58.4
1990 (LFS) ²	42.1	57.9	52.4	47.6	44.9	55.1
1991 (LFS) ²	36.2	63.8	40.4	59.6	37.3	62.7
1992 (LFS) ²	40.4	59.6	55.7	44.3	44.8	55.2
1993 (LFS) ²	40.7	59.3	52.2	47.8	43.8	56.2
1994 (LFS) ²	42.3	57.7	51.9	48.1	44.5	55.5
1995 (LFS)	41.4	58.6	43.1	56.9	41.9	58.1
1996 (LFS)	47.7	52.3	46.7	53.3	47.4	52.6
1997 (LFS)	31.6	68.4	52.3	47.7	37.8	62.2
1998 (LFS)	37.3	62.7	49.7	50.3	41.9	58.1
1999 (LFS)	42.7	57.3	45.9	54.1	43.9	56.1

¹ Unemployment rates derived from the Census are not directly comparable with those from the LFS due to different definitions of unemployment

² Estimates may differ slightly to those previously published due to regressing - See Appendix 1 for more details

- Throughout the period 1971-1999 Roman Catholics have constituted the majority of the unemployed. Their over-representation among the unemployed has been particularly marked among males.

As can be seen from Figure 4 below, the disproportionate representation of Roman Catholics among the unemployed is even greater among the long-term unemployed (those people continuously unemployed for 12 months or more). In 1999 Roman Catholics constituted 60.9% of the long-term unemployed.



Section 3

Employment

Employment

Proportion of Working Age in Employment

The proportion in employment within a community depends on both the unemployment rate of that community and also on the extent to which individuals from that community, by choice or otherwise, are economically inactive. Table 9 shows the percentage of those of working age in both communities who were actually in employment.

**Table 9: The Proportion of Working Age in Employment 1990-1999
(economically active and inactive)**

Year/Source	Males		Females		Both Sexes	
	P (%)	RC (%)	P (%)	RC (%)	P (%)	RC (%)
1990 (LFS) ¹	76.4	63.8	62.5	49.4	69.7	56.7
1991 (LFS) ¹	79.1	60.6	61.5	49.4	70.6	55.1
1992 (LFS) ¹	76.1	58.2	62.2	49.0	69.5	53.7
1993 (LFS) ¹	74.0	61.2	58.1	48.1	66.3	54.8
1994 (LFS) ¹	73.9	57.8	59.7	49.3	67.0	53.6
1995 (LFS)	75.0	60.2	63.0	49.7	69.2	55.0
1996 (LFS)	75.2	63.1	64.7	50.3	70.1	56.8
1997 (LFS)	78.0	65.7	65.0	54.2	71.6	60.2
1998 (LFS)	77.8	66.7	63.6	56.9	71.0	61.8
1999 (LFS)	76.4	68.5	65.0	55.0	71.0	61.7

¹ Estimates may differ slightly to those previously published due to regrossing - See Appendix 1 for more details

- For both males and females a substantially higher proportion of Protestants than Roman Catholics were in employment over the period 1990-1999.

The Employment Gap

The extent of Roman Catholic under-representation in employment is commonly expressed in terms of an 'employment gap' - the shortfall between the proportion of the economically active population who are Roman Catholic and the proportion of those in employment who are Roman Catholic. Tables 10, 11 & 12 present the Roman Catholic employment gap for males, females and overall for both sexes for the period 1971-1999.

Employment Gap Within the Roman Catholic Community 1971-1999 (aged 16+)

Table 10: Males

Year/Source	Roman Catholic Composition of the Economically Active Population (%)	Roman Catholic Composition of those in Employment (%)	Employment Gap (Percentage Points)
1971 (Census)	31.2	28.7	2.5
1981 (Census)	31.7	27.0	4.7
1991 (Census)	40.3	35.6	4.7
1990 (LFS) ¹	41.0	38.2	2.8
1991 (LFS) ¹	41.8	37.9	3.9
1992 (LFS) ¹	38.2	34.3	3.9
1993 (LFS) ¹	41.1	37.6	3.5
1994 (LFS) ¹	40.1	36.9	3.2
1995 (LFS)	41.7	38.9	2.8
1996 (LFS)	41.1	39.6	1.5
1997 (LFS)	42.9	40.1	2.8
1998 (LFS)	41.9	39.9	2.0
1999 (LFS)	41.8	40.6	1.2

¹ Estimates may differ slightly to those previously published due to regrossing - See Appendix 1 for more details

Table 11: Females

Year/Source	Roman Catholic Composition of the Economically Active Population %	Roman Catholic Composition of those in Employment %	Employment Gap (Percentage Points)
1971 (Census)	30.4	29.6	0.8
1981 (Census)	30.8	29.0	1.8
1991 (Census)	39.1	37.3	1.8
1990 (LFS) ¹	38.4	37.6	0.8
1991 (LFS) ¹	40.8	39.2	1.6
1992 (LFS) ¹	37.1	36.4	0.7
1993 (LFS) ¹	38.3	37.5	0.8
1994 (LFS) ¹	39.8	39.3	0.5
1995 (LFS)	41.1	39.8	1.3
1996 (LFS)	39.2	38.2	1.0
1997 (LFS)	39.4	38.9	0.5
1998 (LFS)	42.1	41.6	0.5
1999 (LFS)	42.7	42.1	0.6

¹ Estimates may differ slightly to those previously published due to regrossing - See Appendix 1 for more details

Table 12: Both Sexes

Year/Source	Roman Catholic Composition of the Economically Active Population %	Roman Catholic Composition of those in Employment %	Employment Gap (Percentage Points)
1971 (Census)	30.9	29.0	1.9
1981 (Census)	31.3	27.8	3.5
1991 (Census)	39.8	36.3	3.5
1990 (LFS) ¹	39.9	37.9	2.0
1991 (LFS) ¹	41.4	38.5	2.9
1992 (LFS) ¹	37.7	35.2	2.5
1993 (LFS) ¹	40.0	37.6	2.4
1994 (LFS) ¹	40.0	38.0	2.0
1995 (LFS)	41.4	39.3	2.1
1996 (LFS)	40.3	38.9	1.4
1997 (LFS)	41.4	39.6	1.8
1998 (LFS)	42.0	40.7	1.3
1999 (LFS)	42.2	41.2	1.0

¹ Estimates may differ slightly to those previously published due to regrossing - See Appendix 1 for more details

- The employment gap for Roman Catholic males has been consistently greater than that for Roman Catholic females. In 1999 it stood at 1.2 percentage points for males and 0.6 of a percentage point for females.

Part-time Employment Rates

The proportions of Roman Catholics and Protestants in employment who were working part-time (less than 16 hours per week) is shown in Table 13 below.

Table 13: Part-time Employment Rates 1990-1999 LFS (all in employment aged 16+)

Year/Source	Males		Females		Both Sexes	
	P (%)	RC (%)	P (%)	RC (%)	P (%)	RC (%)
1990 (LFS)	4.1	-	36.1	34.1	18.1	17.5
1991 (LFS)	3.2	-	36.8	30.9	17.4	16.7
1992 (LFS)	4.4	-	38.8	35.2	19.2	19.1
1993 (LFS)	5.1	5.9	38.2	37.1	19.5	19.5
1994 (LFS)	5.3	-	40.5	38.0	20.6	20.0
1995 (LFS)	5.2	8.8	39.9	39.1	20.7	22.7
1996 (LFS)	5.2	9.3	40.2	37.7	21.0	21.7
1997 (LFS)	7.5	8.2	39.0	35.0	21.6	20.0
1998 (LFS)	6.0	6.8	36.2	34.9	19.2	19.4
1999 (LFS)	5.4	9.2	40.0	37.6	20.5	22.1

- Percentage omitted due to small sample size involved.

- Over the period 1992 to 1999 similar proportions of Roman Catholics and Protestants in employment were working part-time.

The Religious Composition of Occupational Groups

The representation of Roman Catholics in the major occupational groups is shown in Table 14 below. The data is from the LFS and covers the period 1991-1999.

Table 14: Roman Catholic Composition of Occupations 1991¹ - 1999 LFS

Standard Occupational Classification (SOC) major group	1991 (%)	1992 (%)	1993 (%)	1994 (%)	1995 (%)	1996 (%)	1997 (%)	1998 (%)	1999 (%)
1 Managers & Administrators	25.8	30.2	37.3	36.1	35.2	35.3	37.5	38.4	37.5
2 Professional Occupations	39.9	43.5	40.8	42.6	40.3	40.6	46.2	43.9	45.2
3 Associate Professional & Technical Support	42.6	43.8	41.0	45.3	44.1	41.8	43.3	41.2	43.3
4 Clerical & Secretarial Occupations	36.4	30.0	32.6	32.5	35.7	35.5	35.9	37.1	35.6
5 Craft & Related Occupations	40.4	37.4	42.3	42.3	44.5	45.7	41.6	43.5	45.2
6 Personal & Protective Service Occupations	43.7	39.8	35.2	39.3	39.2	41.1	40.4	41.1	48.2
7 Sales Occupations	35.6	36.8	35.9	37.4	36.5	37.8	36.9	40.7	36.0
8 Plant & Machine Operatives	33.9	28.3	38.9	31.9	39.2	36.9	40.7	43.0	38.2
9 Other Occupations	42.8	32.9	36.3	37.9	39.9	35.7	38.4	39.1	40.3
Overall RC composition²	38.2	35.3	37.6	38.0	39.1	38.8	39.6	40.6	41.0

¹ No comparable data for 1990 is available

² All those in employment stating an occupation

- The overall representation of Roman Catholics among those stating an occupation has increased from 38.2% in 1991 to 41.0% in 1999. In 1999, Roman Catholic representation was lowest in *Clerical & Secretarial Occupations* (35.6%) and highest in *Personal and Protective Service Occupations* (48.2%).
- The largest increases in Roman Catholic representation were in SOC 1 *Managers & Administrators* (45.3% increase) and in SOC 2 *Professional Occupations* (13.3% increase). There were also some decreases in Roman Catholic representation, most notably among SOC 9 *Other Occupations* where the proportion of Roman Catholics decreased by 5.8%.

The Religious Composition of Industrial Sectors

The Standard Industrial Classification (SIC) was first introduced into the UK in 1948 and was most recently revised in 1992 to align it with the classification used by other countries in the European Community. Table 15 below shows the Roman Catholic representation in each of the 12 main industrial sectors over the period 1990 to 1999.

Table 15: Roman Catholic Composition of Industries 1990-1999 LFS

Standard Industrial Classification (SIC)	1990 (%)	1991 (%)	1992 (%)	1993 (%)	1994 (%)	1995 (%)	1996 (%)	1997 (%)	1998 (%)	1999 (%)
A Agriculture, Hunting & Forestry	35.7	32.8	25.3	37.6	30.4	33.1	28.1	34.8	32.6	31.8
D Manufacturing	32.4	30.8	30.0	34.1	34.6	35.5	36.9	37.2	38.8	37.2
F Construction	50.1	50.4	43.1	46.9	48.2	54.4	45.3	46.3	51.3	56.6
G Wholesale & Retail Trade	35.8	35.8	30.2	34.0	35.6	35.0	34.9	35.3	39.6	33.4
H Hotels & Restaurants	49.1	47.2	44.6	41.0	48.4	41.7	52.6	47.5	46.7	53.4
I Transport, Storage & Communication	40.6	53.4	38.9	43.5	28.1	47.0	45.9	46.6	44.0	40.3
J Financial Intermediation	-	-	-	-	-	-	41.0	-	40.1	-
K Real Estate, Renting & Business Service Activities	34.5	32.7	42.5	39.9	36.0	-	-	36.6	35.3	37.0
L Public Administration & Defence	29.5	29.3	38.1	33.1	34.7	36.9	35.3	35.7	35.8	37.4
M Education	45.8	46.3	37.4	39.9	49.6	40.9	41.7	45.1	44.2	45.2
N Health & Social Work	45.8	48.0	37.7	41.9	42.4	43.3	43.1	42.5	41.0	47.8
O Other Community, Social & Personal Service	34.5	35.7	45.7	36.7	39.4	33.1	40.4	38.4	43.4	45.7
Overall RC composition¹	37.7	38.4	35.1	37.5	38.0	39.3	38.8	39.5	40.6	41.0

- Percentage omitted due to small sample size involved.

¹ All those in employment stating an industry

- In 1999 Roman Catholic representation was highest in the *Construction Industry* (56.6%) and lowest in the *Agriculture, Hunting & Forestry Sector* (31.8%).
- The greatest increase in Roman Catholic representation was in the *Other Community, Social & Personal Service* sector (32.5%). The largest decrease was in the *Agriculture, Hunting & Forestry* sector (a decrease of 10.9%).

Section 4

Qualifications

Qualifications

Information from the 1991 Census on the highest level of qualification obtained by economically active Protestant and Roman Catholic males and females is presented in Table 16 below.

Table 16: Highest level of Qualification 1991 Census (economically active)

Highest Qualification (1991 Census)	Males		Females		Both Sexes	
	P ¹ %	RC %	P ¹ %	RC %	P ¹ %	RC %
Degree	8.5	8.3	8.5	10.6	8.5	9.2
HND	3.7	2.3	1.1	1.4	2.6	2.0
A-level	4.6	4.3	7.5	7.8	5.8	5.7
BTEC	3.1	2.0	1.5	1.6	2.4	1.8
GCSE	16.2	14.7	26.5	26.8	20.5	19.5
CSE	4.8	4.7	5.2	4.9	5.0	4.8
None	59.0	63.8	49.7	46.8	55.2	57.0

¹ Includes Protestant and 'Other' denominations - See Appendix 1 for details

- There were more similarities than differences between Protestants and Roman Catholics in terms of the highest qualification they had obtained.

More up-to-date information on the highest level of qualifications obtained by Protestants and Roman Catholics is available from the LFS and Table 17 below presents this information for both communities for the period 1990-1999.

Table 17: Highest level of Qualification¹ 1990-1999 LFS (economically active)

Year	Higher ²		A-levels		Trade Apprenticeship		GCSEs		Other qualifications		No formal qualifications		Not Stated	
	P %	RC %	P %	RC %	P %	RC %	P %	RC %	P %	RC %	P %	RC %	P %	RC %
1990	13.7	13.2	16.0	13.8	11.8	11.6	16.5	14.9	10.1	8.2	27.9	35.0	4.0	3.3
1991	13.4	14.1	16.6	13.6	12.0	12.9	16.6	15.4	8.0	7.3	30.0	34.7	3.4	-
1992	14.7	16.5	16.6	16.2	11.1	11.5	15.7	16.0	9.1	6.8	32.3	32.8	-	-
1993	16.9	16.3	13.1	13.2	13.8	16.2	15.0	13.6	9.9	7.5	30.7	32.4	-	-
1994	16.8	20.2	13.6	11.1	16.3	15.7	14.6	13.0	9.1	6.9	29.0	32.4	-	-
1995	18.2	18.5	12.9	10.9	15.6	19.9	15.9	14.8	8.2	7.8	25.7	25.3	3.4	2.8
1996	18.9	19.2	10.7	12.8	14.9	17.2	17.4	17.8	10.0	7.8	23.8	21.2	4.3	3.8
1997	20.0	22.5	12.2	14.8	13.6	15.4	17.5	14.4	12.1	9.8	21.2	20.7	3.4	2.5
1998	23.1	25.6	12.5	13.9	13.2	13.7	18.0	17.7	11.0	6.7	20.8	21.5	-	-
1999	24.8	25.8	15.2	14.8	12.5	12.9	17.3	17.6	10.1	5.6	19.0	21.9	-	-

- Figures too small to be reliable

¹ Estimates for 1990-94 may differ to those published in previous LFS religion reports due to (a) regrossing and (b) Trade Apprenticeships being identified as a separate qualification category - See Appendix 1 for more details.

² All qualifications above A-level - See Appendix 1 for more details on the categories of qualifications.

- The proportions of Protestants and Roman Catholics who obtained each of the various qualifications as their highest level of qualification was similar throughout the period 1990-1999.
- Since 1990, Protestants and Roman Catholics have experienced a steady increase in the proportions of their communities obtaining the highest level of qualification (all qualifications above A-level).

Information is also available on the highest qualification obtained by school leavers from Roman Catholic managed schools and from schools under 'Other' management. Table 18 overleaf summarises the highest qualification achieved by grammar and secondary school leavers under each school management type for the period 1993/94 to 1998/99.

Table 18: Highest Qualification of School Leavers by Management Type¹ (1993/94-1998/99)

Grammar & Secondary Schools	Schools under Roman Catholic Management						Schools under 'Other' Management					
	93/94 (%)	94/95 (%)	95/96 (%)	96/97 (%)	97/98 (%)	98/99 (%)	93/94 (%)	94/95 (%)	95/96 (%)	96/97 (%)	97/98 (%)	98/99 (%)
A-levels												
2 or more (or equivalent) ²	29.3	29.8	30.7	32.1	33.7	35.4	31.9	31.6	31.5	32.9	35.5	34.9
1 only	3.3	2.7	2.6	2.3	2.0	1.7	2.7	2.6	2.1	1.9	1.8	1.7
GCSEs												
5+ A-C (or equivalent) ³	16.8	18.2	18.4	18.8	19.6	19.8	17.3	20.6	20.5	20.6	20.5	20.7
1-4 A-C (or equivalent) ³	27.0	24.3	25.4	23.4	23.2	21.5	25.8	22.8	25.7	23.1	22.5	22.5
Other grades (1+ D-G) ⁴	16.6	18.2	18.3	16.3	15.3	16.4	17.0	17.9	17.1	16.2	15.2	16.3
No GCSEs ⁵	7.0	6.7	4.6	7.1	6.2	5.3	5.3	4.4	3.1	5.3	4.5	3.9
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Source: Dept. of Education

¹ Excludes special and independent schools² Includes GNVQ Advanced qualifications³ Includes grades A-C only and GNVQ Intermediate qualifications⁴ Includes grades D-G only and GNVQ Foundation qualifications⁵ Includes those who undertook no GCSE examinations or obtained no graded results but who obtained other qualifications such as RSA, Pitman, City & Guilds etc. Also included are those with no qualifications of any kind⁶ This was the only year to highlight 'missing' responses which have been excluded from the percentages to allow for comparisons with other years.

- Since 1993/94 the proportion of leavers from both school management types who achieved 2 or more A-levels has increased. In contrast to the previous 5 years, in 1998/99 a greater proportion of leavers from Roman Catholic managed schools achieved 2 or more A-levels (35.4%) than leavers from schools under 'Other' management (34.9%).
- During the 6 year period 1993-1999, the achievement of a highest qualification of 5 or more GCSEs was more common among leavers from schools which were not under Roman Catholic management.
- A greater proportion of school leavers from Roman Catholic managed schools than from schools under 'Other' management each year from 1993/94 to 1998/99 obtained no GCSEs.

Destination of School Leavers

Table 19 below provides information on the destinations of school leavers from Roman Catholic managed schools and from schools under 'Other' management for the period 1993/94 to 1998/99.

Table 19: Destinations of School Leavers by Management Type^{1 2} (1993/94-1998/99)

Grammar & Secondary Schools	Schools under Roman Catholic Management						Schools under 'Other' Management					
	93/94 (%)	94/95 (%)	95/96 (%)	96/97 (%)	97/98 (%)	98/99 (%)	93/94 (%)	94/95 (%)	95/96 (%)	96/97 (%)	97/98 (%)	98/99 (%)
Institutions of Higher Education ³	24.4	24.9	24.1	27.5	28.1	29.9	27.4	27.0	25.9	28.8	29.1	30.1
Institutions of Further Education	38.5	35.5	35.3	32.6	32.5	30.6	34.3	34.6	35.9	32.7	33.3	31.6
Employment	12.0	12.5	13.7	12.7	12.6	11.9	11.8	12.6	13.5	13.8	13.7	13.3
Unemployment	2.5	2.5	3.0	3.2	3.6	4.0	2.2	2.7	4.0	3.3	4.0	4.0
Training ⁴	19.5	19.0	21.0	22.7	22.2	22.5	21.0	19.3	19.3	19.8	18.5	20.0
Destinations Unknown	3.1	5.6	2.8	1.5	1.1	1.1	3.3	3.9	1.4	1.7	1.4	1.1
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Source: Dept. of Education

¹ Excludes special and independent schools² Destination is defined by Institution. Institutions may provide courses at both Further and Higher Education levels³ Includes universities and teacher training colleges⁴ Numbers entering training include those on the Jobskills programme operated by the Training and Employment Agency

- Over the period 1993 to 1999, there has been a convergence in the proportion from each school management type progressing to Institutions of Further and Higher Education.
- In 1998/99 a smaller proportion of leavers from Roman Catholic managed schools (11.9%) than 'Other' managed schools (13.3%) went into employment while the converse was true of those entering training (22.5% from Roman Catholic managed schools versus 20.0% from 'Other' managed schools). The same proportion (4.0%) from both school management types became unemployed.

Section 5

The Monitored Workforce

The Monitored Workforce 1990-1999

The religious monitoring of the Northern Ireland workforce was introduced in 1990. Initially all public sector bodies were monitored along with private sector concerns employing 26 or more people. This was expanded in 1992 to include private sector concerns with 11 or more employees.

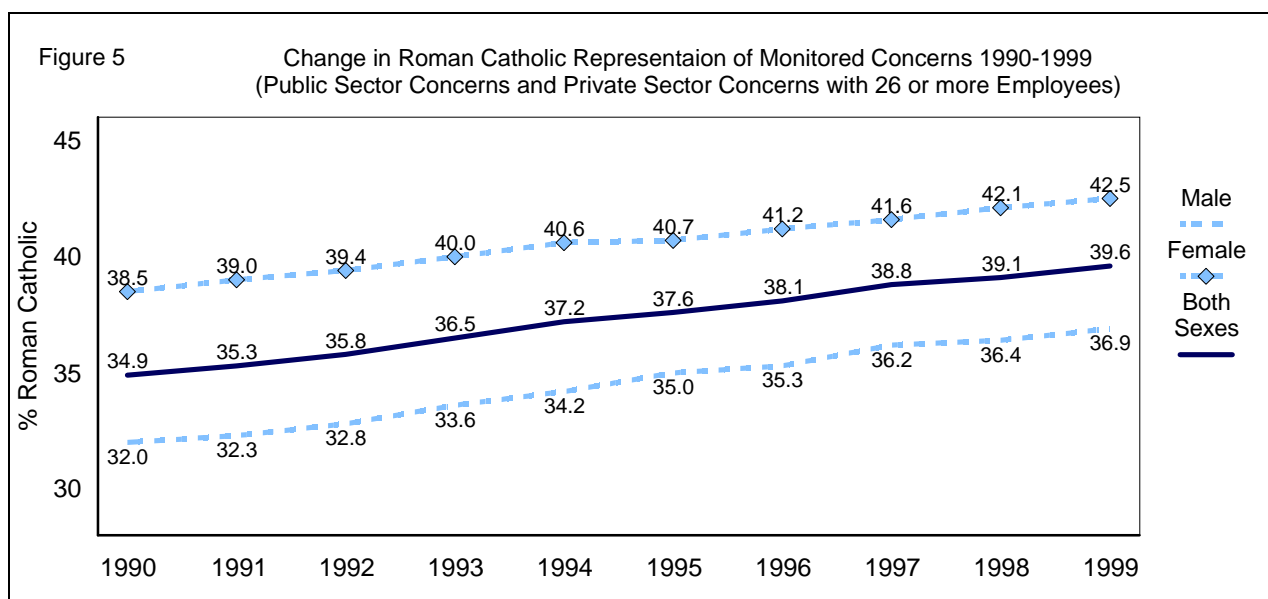
The following are not monitored:

- the self employed;
- those on Government training schemes;
- the unemployed;
- those working under 16 hours per week;
- school teachers, and;
- those working in concerns with 10 or less employees.

The monitored workforce in 1999 accounted for 66.9% of employees and 57.8% of all those in employment (including the self-employed and Government supported trainees) in Northern Ireland (based on employee estimates from the DETI Quarterly Employment Survey conducted in June 1999).

Roman Catholic Composition of the Monitored Workforce 1990-1999 (Source: FEC/Equality Commission Monitoring Reports)

Figure 5 below shows the Roman Catholic male and female composition of all public sector bodies and private sector concerns with 26 or more employees over the period 1990 to 1999.



- The overall Roman Catholic representation of monitored public sector concerns and private sector concerns with 26 or more employees has increased from 34.9% in 1990 to 39.6% in 1999, an increase of 4.7 percentage points.
- The representation of Roman Catholic males increased from 32.0% to 36.9% between 1990 and 1999, an increase of 4.9 percentage points. Over the same period Roman Catholic female representation increased from 38.5% to 42.5%, an increase of 4.0 percentage points.

Religious Composition of the Monitored Workforce within the Public & Private Sector

The religious composition of monitored public sector concerns and private sector concerns with 26 or more employees is presented in Tables 20 and 21 respectively. As NIE was privatised in 1992 it has been excluded from the public sector figures for 1990, 1991 & 1992 to allow for a more consistent comparison.

Table 20: Religious Composition of Monitored Public Sector Concerns 1990-1999

Year	Males		Females		Both Sexes	
	P %	RC %	P %	RC %	P %	RC %
1990*	68.8	31.2	59.3	40.7	64.0	36.0
1991*	68.6	31.4	58.9	41.1	63.7	36.3
1992*	68.5	31.5	58.7	41.3	63.6	36.4
1993	68.1	31.9	58.3	41.7	63.2	36.8
1994	67.9	32.1	57.9	42.1	62.8	37.2
1995	67.7	32.3	57.9	42.1	62.7	37.3
1996	67.2	32.8	57.7	42.3	62.2	37.8
1997	66.7	33.3	57.3	42.7	61.8	38.2
1998	66.5	33.5	56.7	43.3	61.3	38.7
1999	66.0	34.0	56.7	43.3	61.0	39.0

*Excludes Northern Ireland Electricity, which was part of the public sector until 1992.

Table 21: Religious Composition of Monitored Private Sector Concerns with 26 or more Employees 1990-1999

Year	Males		Females		Both Sexes	
	P %	RC %	P %	RC %	P %	RC %
1990	67.0	33.0	63.2	36.8	65.4	34.6
1991	66.6	33.4	62.7	37.3	64.9	35.1
1992	66.0	34.0	61.9	38.1	64.2	35.8
1993	65.5	34.5	61.4	38.6	63.7	36.3
1994	64.6	35.4	60.6	39.4	62.8	37.2
1995	63.5	36.5	60.3	39.7	62.1	37.9
1996	63.3	36.7	59.7	40.3	61.7	38.3
1997	62.3	37.7	59.2	40.8	60.9	39.1
1998	62.3	37.7	58.7	41.3	60.7	39.3
1999	61.7	38.3	58.1	41.9	60.1	39.9

- In 1999 the overall Roman Catholic representation of the monitored workforce was similar within both the public sector (39.0%) and the private sector (39.9%)
- Roman Catholic representation was higher among females than males in both the public and private (26+) sectors. In 1999, Roman Catholics accounted for 43.3% of females in the public sector and 41.9% of the those in the private sector (26+). Among males, Roman Catholics accounted for 34.0% of the public sector and 38.3% of the private sector (26+).
- Since 1990 the rise in the Roman Catholic share of the monitored workforce has been greatest within the private sector (26+) where it has increased by 5.3 percentage points. This compares with an increase of 3.0 percentage points in the public sector.

Roman Catholic Composition of the Monitored Workforce Across Occupational Groups

The Roman Catholic composition of each of the 9 major Standard Occupational Classifications (SOC) for the period 1990-1999 is presented in Table 22 (a more detailed explanation of SOC is included in Appendix 1).

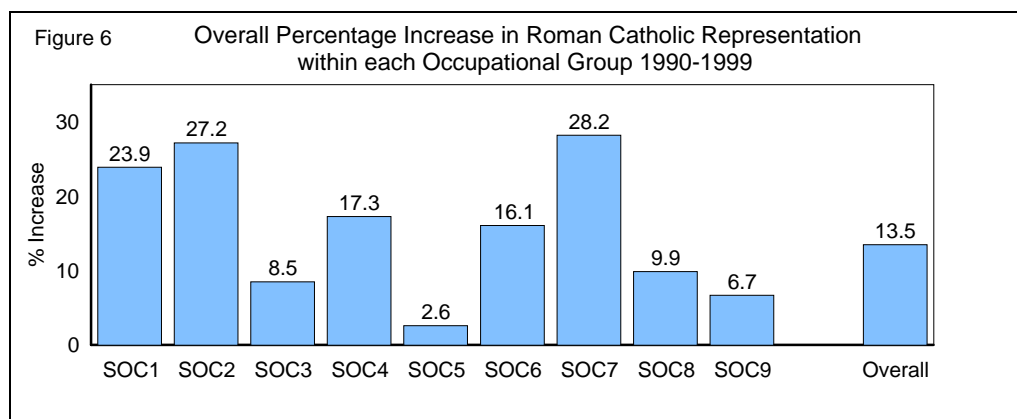
Table 22: Roman Catholic Composition of the N.I. Monitored Workforce by SOC¹ 1990-1999 (all public sector concerns and private sector concerns with 26 or more employees)

Standard Occupational Classification (SOC) major group	1990 %	1991 %	1992 %	1993 %	1994 %	1995 %	1996 %	1997 %	1998 %	1999 %
1 Managers & Administrators	30.5	31.3	32.5	33.6	34.4	34.8	35.7	36.5	37.2	37.8
2 Professional Occupations	33.4	34.4	35.9	36.8	38.8	39.2	39.8	40.6	41.8	42.5
3 Associate Professional & Technical Occupations	40.1	40.1	40.6	41.2	41.8	41.8	42.4	42.3	43.0	43.5
4 Clerical & Secretarial Occupations	34.2	34.6	35.2	36.4	37.1	37.8	38.6	39.3	39.5	40.1
5 Craft & Related Occupations	34.3	33.2	33.4	34.1	34.5	35.1	35.4	35.8	35.4	35.2
6 Personal & Protective Occupations	28.5	29.6	30.2	30.5	30.4	30.5	31.2	32.0	32.1	33.1
7 Sales Occupations	33.3	34.0	35.0	35.6	36.7	38.0	39.3	40.3	41.3	42.7
8 Plant & Machine Operatives	38.5	39.0	39.7	40.7	41.5	42.4	41.8	42.4	42.5	42.3
9 Other Occupations	38.8	39.8	39.5	39.2	40.3	40.1	39.9	41.0	41.0	41.4
Overall RC Composition	34.9	35.3	35.8	36.5	37.2	37.6	38.1	38.8	39.1	39.6

¹ Table 22 above (Roman Catholic composition of SOC group in monitored concerns) should not be confused with results in Table 14 (Roman Catholic composition of SOC group among all in employment as estimated by the LFS)

- In 1999 *Personal & Protective Occupations* retained the lowest Roman Catholic representation overall (33.1%), whereas the highest Roman Catholic representation was in *Associate Professional & Technical Occupations* (43.5%).
- Throughout the period 1990 to 1999 Roman Catholic representation has been lowest in *Personal & Protective Occupations* and highest in *Associate Professional & Technical Occupations*, and *Plant & Machine Operatives*.

The percentage increase in the Roman Catholic representation of each occupational group since 1990 is shown in Figure 6 below.

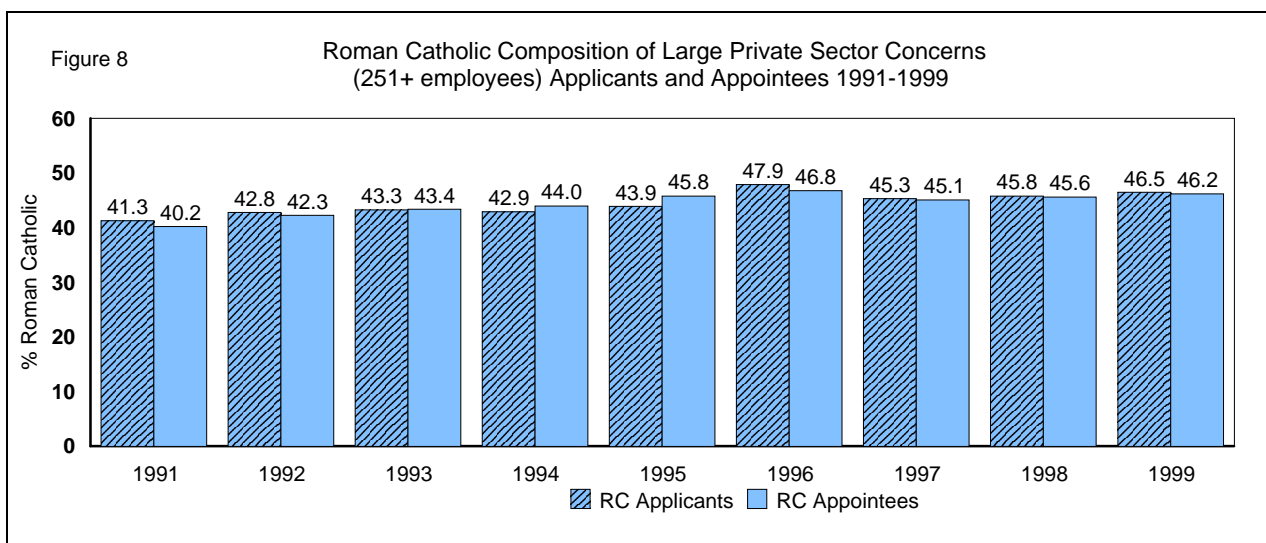
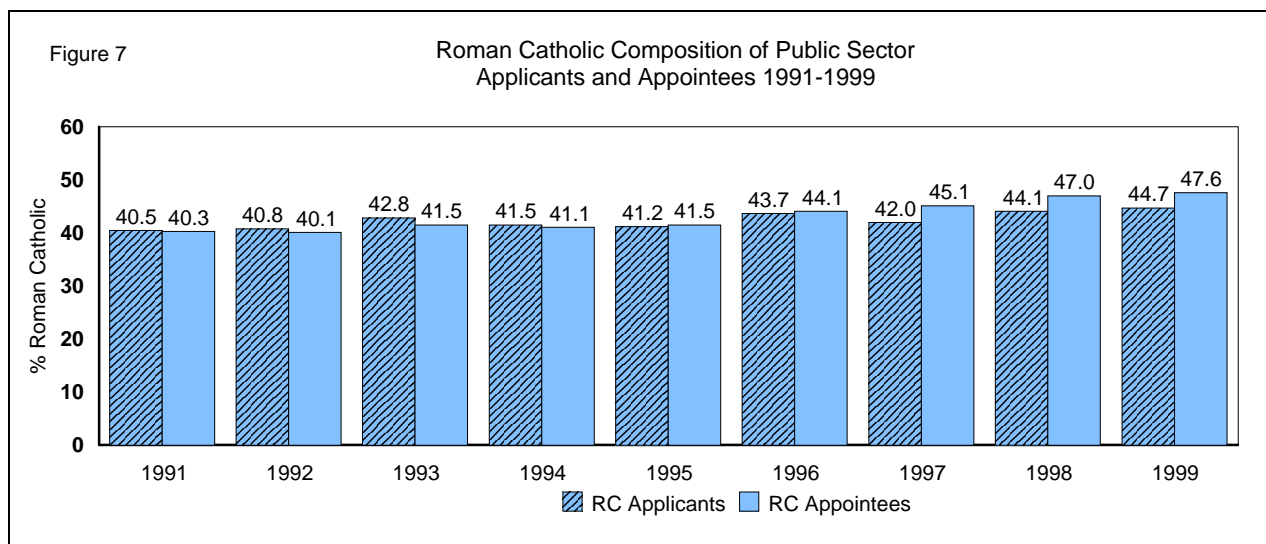


- The largest increase in Roman Catholic representation since 1990 has been in *Sales Occupations* (an increase of 28.2%), whereas the lowest increase has been in *Craft & Related Occupations* (an increase of 2.6%).

Roman Catholic Composition of Applicants and Appointees

Since 1991 all public sector concerns (regardless of employee numbers) and private sector concerns with 251+ employees have been required to submit details to the Equality Commission on the religious composition of applicants and appointees to all vacancies, including part-time posts of under 16 hours per week.

The Roman Catholic composition of applicants and appointees for the public and private sector (251+) for each year during the period 1991 to 1999 are highlighted below in Figures 7 & 8.



- In the private sector the representation of Roman Catholics among applicants and appointees has been broadly similar over the period 1991 to 1999. Up until 1997 the same could be said about the public sector. However, since that date the representation of Roman Catholics among appointees has been approximately 3 percentage points higher than their representation among applicants.

Appendix 1

Technical Information

Definition of Unemployment

Unemployment is defined differently in the LFS in comparison with the Census. The LFS adopts the International Labour Organisation (ILO) definition of unemployment which includes those aged 16 or over and who are without a job in the reference week of the survey, but who were available to start work in the following fortnight, and who had either looked for work at some time in the last four weeks or were waiting to start a job already obtained. The 1971, 1981 & 1991 Censuses defined the unemployed as those aged 16 or over who were without a job on the reference night of the Census and were seeking work.

Sampling Error

Because the LFS is a sample survey, results are subject to sampling error, i.e. the actual proportion of the population with a particular characteristic may differ from the proportion of the LFS sample with that characteristic. Accordingly, although percentages in tables are quoted to one decimal place, they should not be regarded as having this degree of accuracy. It should also be noted that when comparing two or more LFS estimates (e.g. when calculating the employment gap), sampling error will be associated with each estimate and consequently the margin of error is increased. Examples of 95% confidence intervals (CI) for a number of the estimates presented in this report are given below:

Table A1.1 : Confidence Intervals for Unemployment Rates (aged 16+)

Year/Source	Males				Females				Both Sexes			
	P (%)	CI (%)	RC (%)	CI (%)	P (%)	CI (%)	RC (%)	CI (%)	P (%)	CI (%)	RC (%)	CI (%)
1990 (LFS)	10.4	+/-1.5	20.5	+/-2.4	6.3	+/-1.4	9.2	+/-2.0	8.6	+/-1.0	16.0	+/-1.7
1991 (LFS)	9.3	+/-1.4	22.9	+/-2.4	5.6	+/-1.3	11.9	+/-2.2	7.8	+/-1.0	18.4	+/-1.7
1992 (LFS)	10.1	+/-1.5	24.2	+/-2.7	7.6	+/-1.5	10.3	+/-2.2	9.1	+/-1.1	18.4	+/-1.8
1993 (LFS)	11.1	+/-1.6	23.1	+/-2.6	7.2	+/-1.6	10.6	+/-2.3	9.4	+/-1.1	18.1	+/-1.9
1994 (LFS)	10.9	+/-1.6	22.1	+/-2.6	5.6	+/-1.4	7.8	+/-1.9	8.6	+/-1.1	16.1	+/-1.7
1995 (LFS)	10.1	+/-1.6	20.0	+/-2.6	5.5	+/-1.4	10.4	+/-2.3	8.1	+/-1.1	15.9	+/-1.8
1996 (LFS)	9.8	+/-1.6	15.4	+/-2.4	5.3	+/-1.4	9.4	+/-2.3	7.8	+/-1.1	12.8	+/-1.7
1997 (LFS)	5.5	+/-1.3	16.0	+/-2.4	4.9	+/-1.3	6.9	+/-1.9	5.3	+/-0.9	12.2	+/-1.6
1998 (LFS)	5.4	+/-1.3	12.6	+/-2.2	5.5	+/-1.5	7.6	+/-2.0	5.4	+/-1.0	10.4	+/-1.5
1999 (LFS)	5.6	+/-1.3	10.4	+/-2.1	4.3	+/-1.3	6.9	+/-1.9	5.0	+/-0.9	8.8	+/-1.4

CI - Denotes the confidence interval for the sampling variability at the 95% confidence limit.

Table A1.2 : Confidence Intervals for Economic Activity Rates (working age)

Year/Source	Males				Females				Both Sexes			
	P (%)	CI (%)	RC (%)	CI (%)	P (%)	CI (%)	RC (%)	CI (%)	P (%)	CI (%)	RC (%)	CI (%)
1990 (LFS)	85.4	+/-1.6	80.6	+/-2.1	66.9	+/-2.2	54.5	+/-2.6	76.5	+/-1.4	67.8	+/-1.8
1991 (LFS)	87.2	+/-1.5	78.8	+/-2.1	65.2	+/-2.3	56.1	+/-2.6	76.6	+/-1.4	67.7	+/-1.7
1992 (LFS)	84.9	+/-1.6	77.2	+/-2.3	67.5	+/-2.2	54.8	+/-2.7	76.6	+/-1.4	66.1	+/-1.8
1993 (LFS)	83.4	+/-1.8	79.8	+/-2.2	62.7	+/-2.4	53.9	+/-2.8	73.3	+/-1.5	67.1	+/-1.9
1994 (LFS)	83.2	+/-1.8	74.5	+/-2.4	63.2	+/-2.3	53.6	+/-2.7	73.5	+/-1.5	64.2	+/-1.8
1995 (LFS)	83.8	+/-1.9	75.7	+/-2.4	66.8	+/-2.4	55.7	+/-2.8	75.6	+/-1.6	65.7	+/-1.9
1996 (LFS)	83.5	+/-1.9	74.8	+/-2.5	68.4	+/-2.4	55.6	+/-2.9	76.2	+/-1.5	65.4	+/-2.0
1997 (LFS)	82.7	+/-1.9	78.4	+/-2.3	68.5	+/-2.4	58.3	+/-2.9	75.7	+/-1.5	68.7	+/-1.9
1998 (LFS)	82.4	+/-2.0	76.5	+/-2.5	67.3	+/-2.5	61.5	+/-2.8	75.1	+/-1.6	69.1	+/-1.9
1999 (LFS)	81.0	+/-2.0	76.7	+/-2.5	68.1	+/-2.6	59.1	+/-2.9	74.9	+/-1.6	67.8	+/-2.0

CI - Denotes the confidence interval for the sampling variability at the 95% confidence limit.

Definition of Working Age

Some of the tables in this Source Book are based on working age. This is defined as including males aged between 16 and 64 and females aged between 16 and 59.

Religious Classification

The Protestant classification derived from the Census differs to that from the LFS. Within the Census the Protestant classification includes Protestants and 'Other' denominations (i.e. anyone who stated a religion other than Roman Catholic, Presbyterian, Church of Ireland or Methodist). Within the LFS the Protestant classification includes the following denominations: Presbyterian, Church of Ireland, Methodist, Baptist, Free Presbyterian, Unitarian, Congregational, Plymouth Brethren, Church of Nazarene, Church of England, Pentecostal and Mormon.

Standard Occupational Classification

The Standard Occupational Classification (SOC) is the classification system for occupations used in UK official statistics. The SOC has an explicitly hierarchical structure with 374 unit groups at the most detailed level of classification. Each occupational unit group is allocated to a minor group, of which there are 77. Each minor group is in turn allocated to one of 9 major groups.

The major group structure is a set of broad occupational categories that are designed to be useful in bringing together unit groups that are similar in terms of the qualifications, training, skills, and experience commonly associated with the competent performance of work tasks. The divisions between major groups also reflect the important aim of aligning SOC as far as possible with the international classification ISOC 88, in which major groups are distinguished on similar criteria.

Qualifications

The qualification categories in Table 16 relating to the highest level of qualification attained by the economically active in the 1991 Census include the following equivalent qualifications:

Table A1.3 : Definition of Qualification Categories Derived from the 1991 Census

Broad Category (1991 Census)	Equivalent Qualifications
Degree	Degree level or higher
HND	BTEC (higher), BEC (Higher), TEC (Higher), HNC or HND
A-Level	GCE A-Level, Advanced Senior Certificate
BTEC	BTEC (National), TEC (National), BEC (National), ONC, OND
GCSE	GCE O-Level (including CSE grade 1), Senior Certificate, BTEC (General), BEC (General)
CSE	CSE (other than grade 1)
None	No formal qualifications as above

In Table 17, the LFS estimate of highest qualification categories include the following equivalent qualifications:

Table A1.4 : Definition of Qualification Categories Derived from the LFS

Broad Category (1990-98 LFS)	Equivalent Qualifications
Higher (all qualifications above A-Level)	GNVQ Advanced, NVQ level 3, NVQ Level 4, NVQ Level 5, RSA higher diploma, Teaching qualifications, HNC, HND, BTEC higher, Degree, Higher degree
A-Level	RSA advanced diploma, OND/ONC, BTEC, City & Guilds advanced Craft, NVQ level 2, GNVQ intermediate, RSA diploma, City & Guilds craft
Trade Apprenticeships ¹	Those who have completed a recognised trade apprenticeship
GCSE	O-Level, GCSE grade A-C, NVQ level 1, GNVQ foundation level
Other qualifications	CSE below grade 1, RSA other, City & Guilds other, YTP certificate
No formal qualifications	Those with no qualifications

¹ In LFS religion reports 1990-94 'Trade Apprenticeships' were not separately identified but fell into 'no qualifications' and to a lesser extent 'GCSE' and 'other qualification' categories. This change was due to a review of the LFS qualifications in 1995 which recommended that 'Trade Apprenticeships' be explicitly identified as broadly equivalent to 'A Levels'. For comparative purposes we have included 'Trade Apprenticeships' as a separate category to aid comparison with earlier years.

Regressing of LFS Estimates

The 1994 LFS estimates have been regressed to take on board more up-to-date population estimates and projections. The figures quoted in this Source Book for that year will therefore differ slightly to those published in the 1994 LFS religion report. Similarly the figures quoted for 1990, 1991, 1992 & 1993 differ slightly to the original reports as they have been regressed since their publication with more accurate estimates based on the results of the 1991 Census. In addition the 1990 LFS religion report did not adopt the ILO definition of employment/unemployment and has therefore been amended in this Source Book to the ILO definition. This allows for valid comparisons to be made between annual LFS estimates from 1990 onwards.

Appendix 2

Additional Tabular Results & Quarterly Unemployment Rates

Actual Number of Economically Active Persons within DCA and Parliamentary Constituency as Enumerated by the 1991 Census (All aged 16+)

Table A2.1: Number of Economically Active Persons within District Council Area (1991 Census, all aged 16+)

District Council Area	Males		Females		Both Sexes	
	P ¹	RC	P ¹	RC	P ¹	RC
Antrim	7,060	3,376	4,735	2,403	11,795	5,779
Ards	12,996	1,867	9,226	1,260	22,222	3,127
Armagh	6,531	5,497	4,346	3,459	10,877	8,956
Ballymena	11,137	2,583	7,577	1,766	18,714	4,349
Ballymoney	3,985	1,875	2,540	1,060	6,525	2,935
Banbridge	5,672	2,285	3,839	1,512	9,511	3,797
Belfast	31,860	25,028	24,675	19,358	56,535	44,386
Carrickfergus	6,810	602	4,976	499	11,786	1,101
Castlereagh	12,095	1,417	9,889	1,478	21,984	2,895
Coleraine	8,685	2,673	6,178	1,939	14,863	4,612
Cookstown	3,345	3,791	2,042	2,140	5,387	5,931
Craigavon	10,096	7,543	7,330	5,263	17,426	12,806
Derry	6,052	15,128	3,901	10,107	9,953	25,235
Down	5,320	7,918	3,435	5,407	8,755	13,325
Dungannon	4,739	5,849	2,988	3,288	7,727	9,137
Fermanagh	5,617	7,113	3,440	3,847	9,057	10,960
Larne	5,175	1,706	3,445	1,173	8,620	2,879
Limavady	3,500	3,892	1,947	2,192	5,447	6,084
Lisburn	17,210	5,923	11,925	4,125	29,135	10,048
Magherafelt	3,421	5,105	2,175	3,054	5,596	8,159
Moyle	1,539	1,777	886	1,056	2,425	2,833
Newry & Mourne	4,702	14,330	2,470	8,548	7,172	22,878
Newtownabbey	14,457	2,352	10,991	2,031	25,448	4,383
North Down	13,358	1,526	10,062	1,333	23,420	2,859
Omagh	3,858	6,846	2,199	4,147	6,057	10,993
Strabane	3,354	5,232	1,781	3,045	5,135	8,277
Northern Ireland	212,574	143,234	148,998	95,490	361,572	238,724

¹ Includes Protestant and 'Other' denominations - See Appendix 1 for details

Table A2.2 : Number of Economically Active Persons within Parliamentary Constituency (1991 Census, aged 16+)

18 Parliamentary Constituencies	Males		Females		Both Sexes	
	P ¹	RC	P ¹	RC	P ¹	RC
Belfast East	15,816	1,022	12,565	944	28,381	1,966
Belfast North	10,753	7,493	7,961	5,451	18,714	12,944
Belfast South	11,781	5,463	9,748	5,461	21,529	10,924
Belfast West	3,379	15,430	2,479	10,814	5,858	26,244
East Antrim	14,401	2,480	10,307	1,830	24,708	4,310
East Londonderry	12,185	6,565	8,125	4,131	20,310	10,696
Fermanagh and South Tyrone	9,827	10,514	6,112	5,774	15,939	16,288
Foyle	6,052	15,128	3,901	10,107	9,953	25,235
Lagan Valley	19,021	3,231	13,164	2,374	32,185	5,605
Mid Ulster	7,295	11,344	4,533	6,555	11,828	17,899
Newry and Armagh	8,250	14,119	5,088	8,476	13,338	22,595
North Antrim	16,661	6,235	11,003	3,882	27,664	10,117
North Down	15,107	1,570	11,280	1,376	26,387	2,946
South Antrim	16,580	5,133	11,915	3,940	28,495	9,073
South Down	8,143	13,731	5,005	8,921	13,148	22,652
Strangford	17,133	2,706	12,472	1,950	29,605	4,656
Upper Bann	12,978	8,992	9,360	6,312	22,338	15,304
West Tyrone	7,212	12,078	3,980	7,192	11,192	19,270
Northern Ireland	212,574	143,234	148,998	95,490	361,572	238,724

¹ Includes Protestant and 'Other' denominations - See Appendix 1 for details

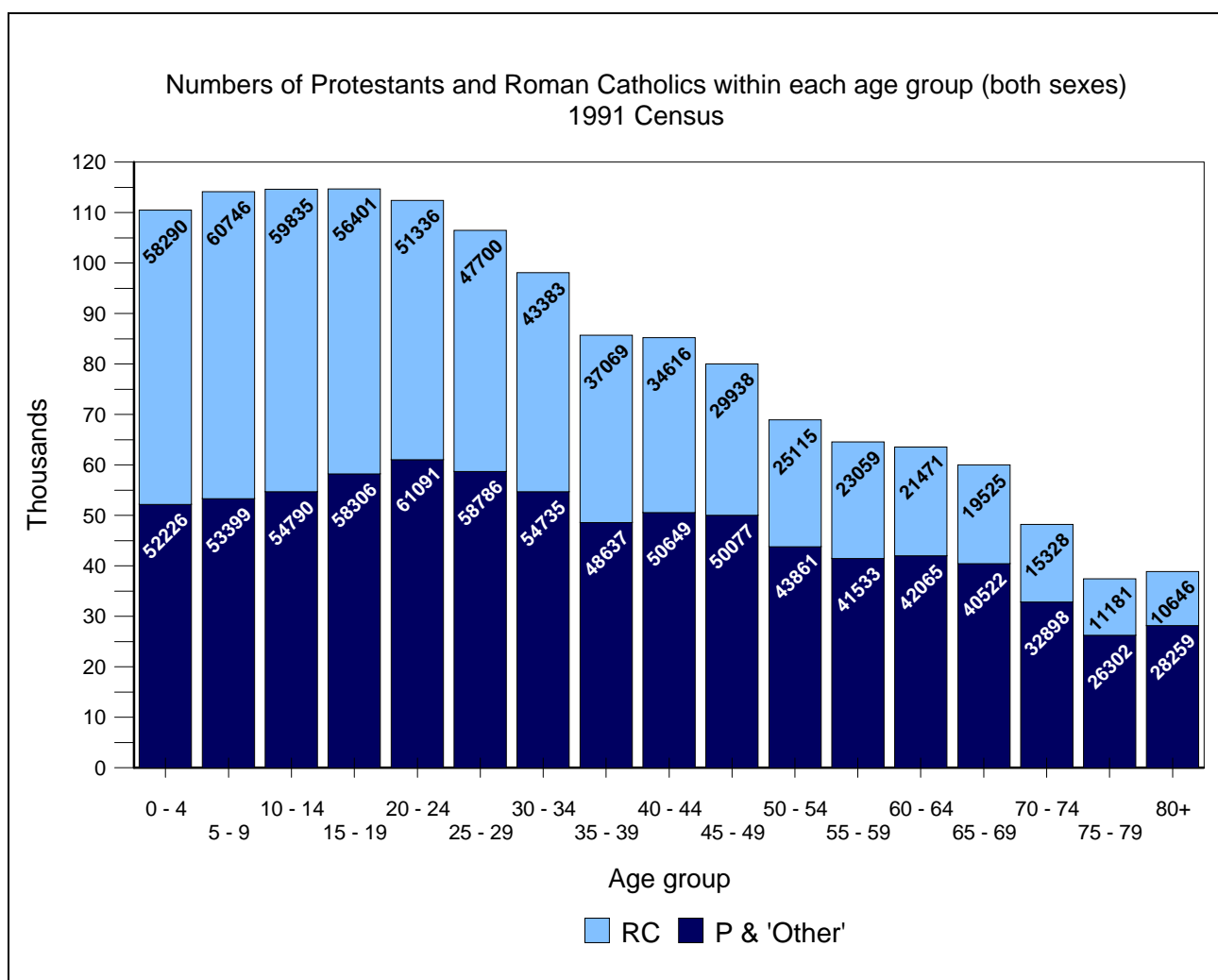
Table A2.3 : Number of Economically Active Persons within the New Travel to Work Areas (1991 Census, aged 16+)

Travel to Work Area ¹	Males		Females		Both Sexes	
	P ²	RC	P ²	RC	P ²	RC
Ballymena TTWA	13,468	5,891	9,052	3,752	22,520	9,643
Belfast TTWA	125,971	50,134	93,164	38,099	219,135	88,233
Coleraine TTWA	13,807	5,215	9,358	3,421	23,165	8,636
Craigavon TTWA	20,758	14,748	14,480	9,859	35,238	24,607
Dungannon TTWA	4,518	6,076	2,844	3,438	7,362	9,514
Enniskillen TTWA	6,171	7,554	3,778	4,053	9,949	11,607
Londonderry TTWA	10,269	19,331	6,201	12,486	16,470	31,817
Mid Ulster TTWA	6,564	8,124	4,103	4,777	10,667	12,901
Newry TTWA	4,702	14,330	2,470	8,548	7,172	22,878
Omagh TTWA	3,709	6,910	2,120	4,199	5,829	11,109
Strabane TTWA	2,637	4,921	1,428	2,858	4,065	7,779
Northern Ireland	212,574	143,234	148,998	95,490	361,572	238,724

¹ Based on revised TTWA's following a review in May 1998

² Includes Protestant and 'Other' religions - See Appendix 1 for details

Figure A2.1 : Total Number of Protestants (including 'other' religions) and Roman Catholics Enumerated by the 1991 Census within each Five Year Age-band (All aged 0+)



Quarterly LFS Unemployment Estimates

The LFS consists of quarterly surveys which can be amalgamated to give an annual data set. Different weights are applied to the two types of LFS data set. The annual LFS data set, on which the religion report is based, is weighted by midyear population estimates whereas the quarterly data set is weighted by population projections. As a result the quarterly estimates are more up-to-date and may reflect seasonal trends but are less robust than the estimates derived from the annual files.

The quarterly LFS unemployment rates are shown below for the period Winter 94/95 to Autumn 2000.

Table A2.4 : LFS Quarterly Unemployment Rates (Regressed)

	Males		Females		Both Sexes	
	P	RC	P	RC	P	RC
Winter 94/95	10.5%	19.7%	6.1%	8.5%	8.6%	15.1%
Spring 95	10.7%	19.8%	5.6%	8.3%	8.5%	14.9%
Summer 95	10.5%	19.0%	6.0%	9.9%	8.6%	15.1%
Autumn 95	10.2%	18.6%	5.1%	9.1%	8.0%	14.4%
Winter 95/96	8.0%	18.9%	-	7.4%	6.3%	13.9%
Spring 96	9.3%	17.1%	-	9.1%	6.8%	13.8%
Summer 96	9.9%	15.7%	6.1%	11.5%	8.3%	13.9%
Autumn 96	8.3%	16.1%	6.7%	9.3%	7.6%	13.3%
Winter 96/97	9.1%	15.8%	6.1%	-	7.8%	12.0%
Spring 97	5.9%	14.3%	-	-	5.1%	10.9%
Summer 97	6.3%	15.9%	5.5%	-	6.0%	11.6%
Autumn 97	6.3%	16.0%	5.3%	8.0%	5.8%	12.7%
Winter 97/98	5.9%	16.5%	-	7.3%	5.3%	12.6%
Spring 98	5.5%	14.2%	-	-	4.8%	10.3%
Summer 98	4.9%	14.4%	6.2%	7.3%	5.5%	11.4%
Autumn 98	5.8%	10.7%	6.1%	8.3%	5.9%	9.7%
Winter 98/99	5.5%	10.7%	5.0%	6.5%	5.3%	8.8%
Spring 99	5.9%	12.1%	5.1%	6.1%	5.6%	9.4%
Summer 99	7.1%	11.6%	5.6%	8.0%	6.5%	10.0%
Autumn 99	5.9%	10.6%	-	7.9%	5.1%	9.4%
Winter 99/2000	5.5%	11.2%	-	7.8%	4.8%	9.7%
Spring 2000	6.4%	10.6%	-	9.5%	4.8%	10.1%
Summer 2000	5.2%	9.1%	-	7.2%	4.3%	8.3%
Autumn 2000	4.0%	8.7%	4.6%	6.5%	4.3%	7.8%

- estimates below suppression criteria (sample too small to be reliable)

Winter = December, January & February

Spring = March, April & May

Summer = June, July & August

Autumn = September, October & November