

**Equal Opportunities
in the Northern Ireland
Civil Service**

**Eighth Report
of the
Equal Opportunities Unit**

Supplement

Equal Opportunities in the Northern Ireland Civil Service

This report was compiled and produced by
The Equal Opportunities Unit
Department of Finance and Personnel
Royston House
Upper Queen Street
Belfast
BT1 6FD

January 2008

This is a supplement to the 8th Report of the Equal Opportunities Unit which was published in May 2003 and used data at 1 January 2002.

The Equal Opportunities Unit is aware that the compositional profile of the Northern Ireland Civil Service workforce is of interest to many people from all backgrounds in Northern Ireland and further afield. The Unit is committed to producing annual reports on the composition of the Northern Ireland Civil Service and it is hoped the first of these new style reports will be produced by summer 2008, providing compositional figures at January 2008. In the meantime this brief supplement provides an overview of the composition of the Northern Ireland Civil Service at 1 January 2007.

The following tables show the profile of the NICS workforce according to community background, gender, age, declared disability and ethnic background. They include permanent staff only – those employed on casual contracts are not included.

NOTES ABOUT THIS REPORT

The statistical information shown in the tables contained in this supplement includes Northern Ireland Civil Servants who work in the 11 Northern Ireland Departments together with those who work on secondment to the Northern Ireland Office, the Police Service of Northern Ireland and the Northern Ireland Assembly.

It does not include data on

- direct recruits of the Police Service of Northern Ireland;
- direct recruits of the Northern Ireland Assembly;
- Home Civil Servants working in the Northern Ireland Office; or
- Prison Grades in the Northern Ireland Prison Service.

Community Background

As with previous EOU reports it has been decided to follow the terminology adopted in the equality legislation and use the term “community background” which is classified as follows:-

- P Persons from a Protestant community background
RC Persons from a Roman Catholic community background
ND Persons whose community background could not be determined.

Disability and Ethnic Background

Monitoring of disability and ethnic background began in 1999. Since then the monitoring form, which all applicants for NICS posts are required to complete, has included questions on disability and ethnic background. A survey of existing staff was carried out at that time and although there have been regular follow-up surveys, not all staff have responded. As a consequence, information on disability and ethnic background is held for approximately 87% of staff. The percentages given in the tables relate to the number of staff who have provided this information.

Occupations in the NICS

There are a wide variety of jobs within the NICS. The main occupational groups and examples of the various jobs within them are set out below:

<u>Occupational Group</u>	<u>Job Description</u>
1. General Service	Administrative Officer, Executive Officer 1, Deputy Principal
2. Secretarial	Typist, Personal Secretary
3. Scientific	Scientific Officer, Fisheries Officer, Microbiologist
4. Technology	Graduate Trainee Quantity Surveyor, Electrical Engineer, Architect, Tracer
5. Legal	Legal Assistant, Law Clerk
6. Computing	Programmer, Systems Analyst
7. Specialisms	Graduate Trainee Valuer, Inspector of Schools, Veterinary Officer
8. Centralised Services	Messenger, Security Guard, Telephonist
9. Industrial	Road Workers, Porters, Industrial Technicians

The Occupational Groups listed 1-8 above are collectively known by the term "Non-Industrial".

Table 1 NICS Staff by industrial status and gender

	Female		Male		Total
	No.	%	No.	%	No.
Non-industrial	15256	54.4	12775	45.6	28031
Industrial	63	2.7	2272	97.3	2335
Total	15319	50.4	15047	49.6	30366

Table 2 NICS Staff by industrial status and community background

	Protestant		Catholic		Not Determined		Total
	No.	%	No.	%	No.	%	No.
Non-industrial	14432	51.5	12966	46.3	633	2.3	28031
Industrial	1340	57.4	874	37.4	121	5.2	2335
Total	15772	51.9	13840	45.6	754	2.5	30366

Table 3 NICS Staff by industrial status and declared disability

	Declared Disabled		Total
	No.	%*	No.
Non-industrial	1286	5.1	28031
Industrial	81	5.7	2335
Total	1367	5.2	30366

*as a percentage of those staff who responded

Table 4 NICS Staff by industrial status and ethnic background

	Ethnic Minority		Total
	No.	%*	No.
Non-industrial	48	0.2	28031
Industrial	0	0.0	2335
Total	48	0.2	30366

*as a percentage of those staff who responded

Table 5 NICS Staff by industrial status and age-group

	16-19		20-29		30-39		40-49		50-59		60+		Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	Row %	No.
Non-industrial	109	0.4	5590	19.9	7147	25.5	9528	34.0	5024	17.9	633	2.3	28031
Industrial	1	0.0	119	5.1	450	19.3	799	34.2	731	31.3	235	10.1	2335
Total	110	0.4	5709	18.8	7597	25.0	10327	34.0	5755	19.0	868	2.9	30366

Table 6 Non-industrial NICS Staff by analogous grade level and gender

	Female		Male		Total
	No.	%	No.	%	No.
Grade 5+	67	25.4	197	74.6	264
Grade 6/7	512	34.8	961	65.2	1473
DP	838	36.5	1459	63.5	2297
SO	1324	40.2	1973	59.8	3297
EOI/EOII	4574	53.8	3923	46.2	8497
AO	5897	66.8	2933	33.2	8830
AA	2044	60.6	1329	39.4	3373
Total	15256	54.4	12775	45.6	28031

Table 7 Non-industrial NICS Staff by analogous grade level and community background

	Protestant		Catholic		Not Determined		Total
	No.	%	No.	%	No.	%	No.
Grade 5+	151	57.2	91	34.5	22	8.3	264
Grade 6/7	798	54.2	577	39.2	98	6.7	1473
DP	1306	56.9	919	40.0	72	3.1	2297
SO	1830	55.5	1373	41.6	94	2.9	3297
EOI/EOII	4300	50.6	4031	47.4	166	2.0	8497
AO	4220	47.8	4496	50.9	114	1.3	8830
AA	1827	54.2	1479	43.8	67	2.0	3373
Total	14432	51.5	12966	46.3	633	2.3	28031

Table 8 Non-industrial NICS Staff by analogous grade level, declared disability and by ethnic background

	Declared Disabled		Ethnic Minority		Total
	No.	%*	No.	%*	No.
Grade 5+	9	3.7	3	1.2	264
Grade 6/7	46	3.4	6	0.4	1473
DP	92	4.4	12	0.6	2297
SO	134	4.4	6	0.2	3297
EOI/EOII	387	5.2	7	0.1	8497
AO	412	5.2	8	0.1	8830
AA	206	6.9	6	0.2	3373
Total	1286	5.1	48	0.2	28031

*as a percentage of those staff who responded

Table 9 Non-industrial NICS by analogous grade level and age-group

	16-19		20-29		30-39		40-49		50-59		60+		Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.
Grade 5+	0	0.0	0	0.0	17	6.4	88	33.3	150	56.8	9	3.4	264
Grade 6/7	0	0.0	21	1.4	256	17.4	566	38.4	583	39.6	47	3.2	1473
DP	0	0.0	80	3.5	452	19.7	977	42.5	723	31.5	65	2.8	2297
SO	0	0.0	434	13.2	757	23.0	1295	39.3	736	22.3	75	2.3	3297
EOI/EOII	0	0.0	914	10.8	2580	30.4	3412	40.2	1443	17.0	148	1.7	8497
AO	44	0.5	3005	34.0	2459	27.8	2314	26.2	861	9.8	147	1.7	8830
AA	65	1.9	1136	33.7	626	18.6	876	26.0	528	15.7	142	4.2	3373
Total	109	0.4	5590	19.9	7147	25.5	9528	34.0	5024	17.9	633	2.3	28031

Table 10 Staff in the 11 NI Departments by industrial status and gender

	Female		Male		Total
	No.	%	No.	%	No.
Non-industrial	13032	52.6	11762	47.4	24794
Industrial	44	2.0	2117	98.0	2161
Total	13076	48.5	13879	51.5	26955

Table 11 Staff in the 11 NI Departments by industrial status and community background

	Protestant		Catholic		Not Determined		Total
	No.	%	No.	%	No.	%	No.
Non-industrial	12094	48.8	12150	49.0	550	2.2	24794
Industrial	1191	55.1	861	39.8	109	5.0	2161
Total	13285	49.3	13011	48.3	659	2.4	26955

Table 12 Staff in the 11 NI Departments by industrial status and declared disability

	Declared Disabled		Total
	No.	%*	No.
Non-industrial	1167	5.3	24794
Industrial	73	5.6	2161
Total	1240	5.3	26955

*as a percentage of those staff who responded

Table 13 Staff in the 11 NI Departments by industrial status and ethnic background

	Ethnic Minority		Total
	No.	%*	No.
Non-industrial	44	0.2	24794
Industrial	0	0.0	2161
Total	44	0.2	26955

*as a percentage of those staff who responded

Table 14 Staff in the 11 NI Departments by industrial status and age-group

	16-19		20-29		30-39		40-49		50-59		60+		Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	Row %	No.
Non-industrial	102	0.4	5195	21.0	6294	25.4	8285	33.4	4398	17.7	520	2.1	24794
Industrial	1	0.0	117	5.4	420	19.4	740	34.2	669	31.0	214	9.9	2161
Total	103	0.4	5312	19.7	6714	24.9	9025	33.5	5067	18.8	734	2.7	26955

Table 15 General Service Staff by grade level and gender

	Female		Male		Total
	No.	%	No.	%	No.
Grade 5+	48	24.0	152	76.0	200
Grade 6/7	237	36.1	420	63.9	657
DP	547	44.5	681	55.5	1228
SO	888	53.5	771	46.5	1659
EOI/EOII	3711	65.6	1945	34.4	5656
AO	5574	68.7	2544	31.3	8118
AA	1390	65.4	734	34.6	2124
Total	12395	63.1	7247	36.9	19642

Table 15 General Service Staff by grade level and community background

	Protestant		Catholic		Not Determined		Total
	No.	%	No.	%	No.	%	No.
Grade 5+	115	57.5	70	35.0	15	7.5	200
Grade 6/7	370	56.3	267	40.6	20	3.0	657
DP	682	55.5	515	41.9	31	2.5	1228
SO	889	53.6	733	44.2	37	2.2	1659
EOI/EOII	2712	47.9	2871	50.8	73	1.3	5656
AO	3763	46.4	4264	52.5	91	1.1	8118
AA	1010	47.6	1086	51.1	28	1.3	2124
Total	9541	48.6	9806	49.9	295	1.5	19642

Table 17 General Service Staff by grade level, declared disability and by ethnic background

	Declared Disabled		Ethnic Minority		Total
	No.	%*	No.	%*	No.
Grade 5+	6	3.3	2	1.1	200
Grade 6/7	21	3.4	2	0.3	657
DP	60	5.3	4	0.4	1228
SO	81	5.3	2	0.1	1659
EOI/EOII	283	5.6	2	0.0	5656
AO	380	5.2	6	0.1	8118
AA	149	7.5	5	0.3	2124
Total	980	5.5	23	0.1	19642

*as a percentage of those staff who responded

Table 18 General Service Staff by grade level and by age-group

	16-19		20-29		30-39		40-49		50-59		60+		Total
	No.	Row %	No.	Row %	No.	Row %	No.	Row %	No.	Row %	No.	Row %	No.
Grade 5+	0	0.0	0	0.0	11	5.5	72	36.0	109	54.5	8	4.0	200
Grade 6/7	0	0.0	0	0.0	86	13.1	280	42.6	273	41.6	18	2.7	657
DP	0	0.0	17	1.4	177	14.4	615	50.1	396	32.2	23	1.9	1228
SO	0	0.0	185	11.2	334	20.1	731	44.1	381	23.0	28	1.7	1659
EOI/EOII	0	0.0	461	8.2	1879	33.2	2433	43.0	814	14.4	69	1.2	5656
AO	44	0.5	2921	36.0	2292	28.2	2060	25.4	702	8.6	99	1.2	8118
AA	65	3.1	1054	49.6	422	19.9	367	17.3	175	8.2	41	1.9	2124
Total	109	0.6	4638	23.6	5201	26.5	6558	33.4	2850	14.5	286	1.5	19642