

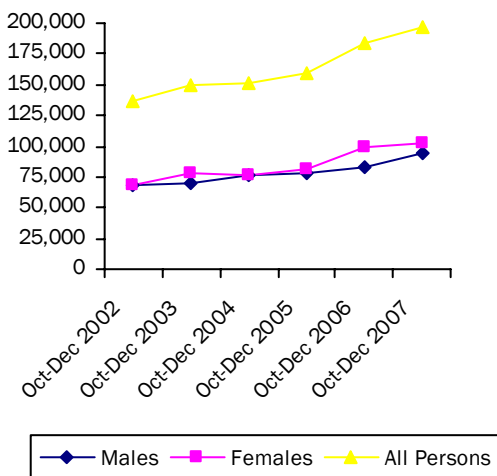
Special Feature: Graduates

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Number of NI graduates has increased by over one-third in the last five years.

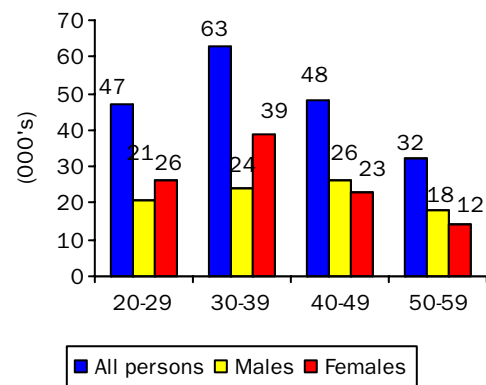
In Northern Ireland (NI) the number of graduates of working-age has increased by 60,000 (44%) from 136,000 in October-December 2002 to 196,000 in October-December 2007. In contrast, the total working-age population only increased by 5% during this time. As a result, the proportion of the working-age population who are graduates has increased from 13% in October-December 2002 to 18% in October-December 2007. Whilst females accounted for 50% of graduates in 2002, this proportion had risen to 52% by 2007.

Number of NI graduates of working age 2002 – 2007
Figure 19



In NI at October–December 2007, the estimated 196,000 graduates represented 18.1% of the working-age population. This was lower than the proportion of graduates in the UK working-age population which was 19.9% at October - December 2007. The proportion in NI was larger than that in Wales (17.4%), however it was smaller than that in Scotland (20.1%) and considerably lower than London which had the highest proportion of graduates (30.6%).

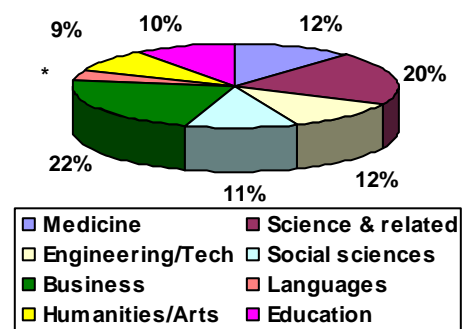
Number of graduates of by age group October - December 2007
Figure 20



The 30-39 age group in NI had the largest proportion of graduates with 63,000 (32%) in October-December 2007. It is noticeable that there were more female graduates than male in the 20-29 and 30-39 age groups, yet this relationship was reversed in the two older cohorts where there were more male graduates.

The main subject areas for degree holders were business and administration (22% or 42,000), followed by science and related degrees (20% or 38,000).

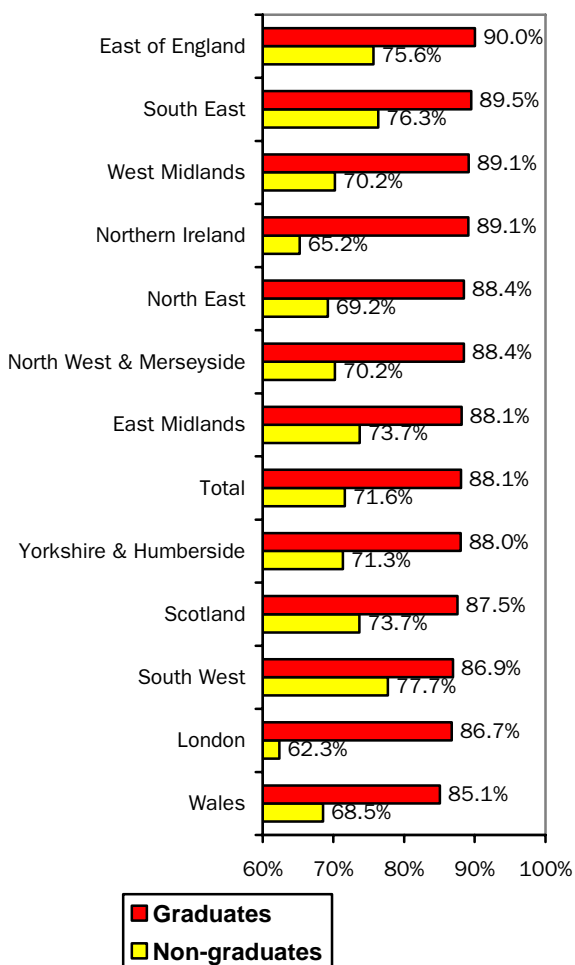
Subject Areas of Degrees (combined and single), October – December 2007
Figure 21



- The working age employment rate for graduates (89.1%) is considerably higher than that for non-graduates (65.2%).

At October – December 2007 the working age employment rate of graduates in NI (89.1%) was considerably higher than that for non-graduates (65.2%). For graduates, there was no difference between male and female working age employment rates compared to a marked difference for non-graduates (71.5% and 58.3% respectively). The employment rate for NI graduates (89.1%) is above the UK average (88.1%). However, NI had the second lowest employment rate for non-graduates across the regions at 65.2%. This is over six percentage points lower than the UK average (71.6%).

Graduate & Non-graduate working age employment rates for UK regions, October - December 2007
Figure 22

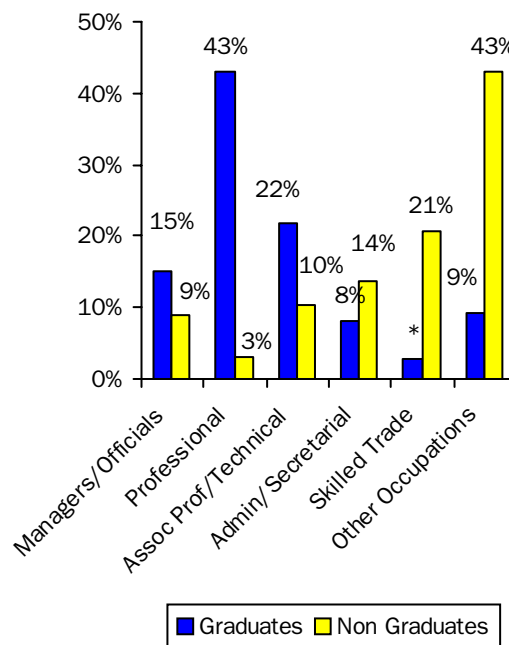


- Over four-fifths (82%) of female graduates work full-time compared to just 53% of female non-graduates.

Overall, the majority of both graduates and non-graduates were employees (89% and 83% respectively). However, non-graduates were more likely to be self-employed than graduates (15% and 11% respectively). Proportionately more graduates worked full-time than non-graduates (89% compared to 76%) and there was a notable difference for females with over four-fifths (82%) of female graduates working full-time compared to just 53% of female non-graduates.

Just over one half of graduates (52%) worked in the public sector, compared to one-quarter (25%) of non-graduates. An estimated 80% of graduates are employed in the top three occupational groups, compared to only one-quarter of non-graduates. 15% of graduates are employed as Managers and Senior Officials compared to 9% of non-graduates. The major difference occurs in Professional occupations, where 43% of graduates are employed, compared to only 3% of non-graduates.

Occupational groups for graduates and non-graduates, October – December 2007
Figure 23



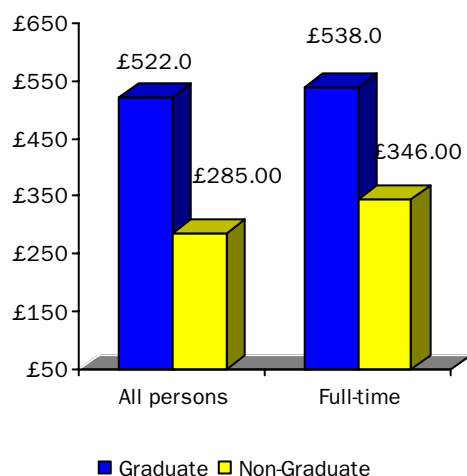
A higher proportion of graduates (87%) than non-graduates (68%) are employed in the Service Sector, with the Public Administration, Education and Health sectors accounting for approximately one half of all graduates (55%). The proportion of non-graduates employed in these sectors is much lower (29%).

- **The median average gross weekly earnings of graduate employees (£522) exceeded that of non-graduate employees (£285) by approximately 83%.**

On average graduates earn approximately £12,000 per year more than non-graduates. Average gross weekly earnings of graduates were 83% more than that for non-graduates (£522 compared to £285 per week respectively) and the hourly rate for graduates (£13.7) was 70% higher than that of non-graduates (£7.9).

When comparing gross weekly earnings, it is beneficial to separate full-time and part-time employees. When this split is looked at, full-time graduates earn £538 which is 55% higher than that of full-time non-graduates (£346).

Median gross weekly pay of graduate and non-graduate employees of working age. October – December 2007
Figure 24



Note: Weekly and Hourly Earnings are based on median figures
 Sample size was too small for part-time estimates

Special Feature: Union Representation

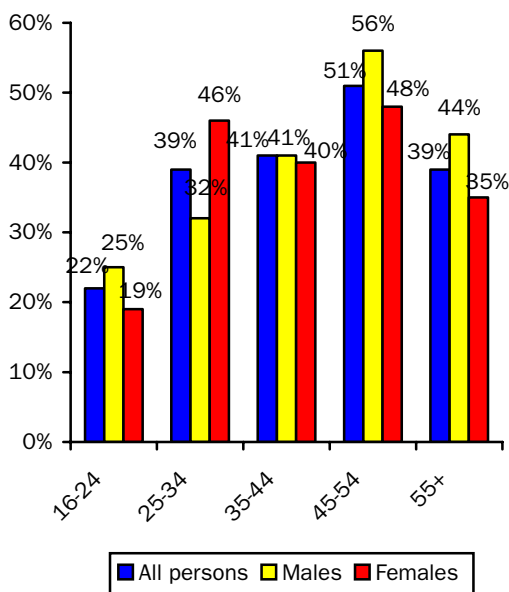
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Two-fifths of employees (40%) in Northern Ireland were trade union or staff association members.

In Northern Ireland (NI) the estimated number of employees that reported trade union or staff association membership was 233,000 (40%). The percentage did not differ between males and females. This was higher than the proportion of membership in the UK (28% overall, 30% for females and 27% for males). The overall figure is little change from five years ago, when 42% of employees owned membership.

Over half the employees aged 45-54 (51%) were trade union or staff association members, compared to 22% aged 16-24 and 39% aged 25-34.

Union Membership by age and sex, October – December 2007
Figure 25



Trade Membership by Occupation, October – December 2007
Table 18

	Male	Female	All
Managers and Senior Officials	26%	*	23%
Professional occupations	66%	77%	71%
Associate Professional and Technical	57%	65%	62%
Administrative and Secretarial	68%	34%	42%
Skilled Trades Occupations	31%	*	31%
Personal Service Occupations	*	35%	37%
Sales and Customer Service Occupations	*	*	*
Process Plant and Machine Operatives	31%	*	32%
Elementary Occupations	26%	26%	26%
Total	40%	40%	40%

Trade membership varies across the occupational groupings of the employees. Employees in professional occupations had the highest membership (71%) compared to managers and senior officials (23%).

Over 22% of employees in the private sector were members of a union compared to 69% of public sector employees.

Of those employees who responded that they were not trade union or staff association members, almost one in five (18%) responded that there was a trade union available, or that other people in their workplace were members. Only 10% of employees in the private sector replied that there was a union available, compared to 48% of those in the public sector.

Almost half of all employees (48%) responded that agreements between trade union and employer affected pay and conditions.