

Special Feature: Work Patterns

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This special feature looks at the patterns of work for employees and the self-employed in their main job at April-June 2007.

Patterns of Work in Main Job

- Two fifths of females (39%) worked part-time in April-June 2007

Table 18 and 19 show the proportions of employees and self employed, broken down by gender, work pattern and permanent/non-permanent nature of their main job. A much higher proportion of females work on a part-time basis (39% or 138,000) compares to males (7% or 28,000). Of the females working part-time, 78% did not want a full-time job. Overall, a smaller proportion of self-employed persons (14%) work part-time, than employees (23%).

Employees and Self-Employed in main job, April-June 2007

Table 18

	Males	Females	Total
Full-time	93%	61%	79%
Part-time	7%	39%	21%
Total	100% (425,000)	100% (352,000)	100% (777,000)

- 37,000 employees were in non-permanent positions in April-June 2007

Despite the significant number of persons working part-time, the vast majority of both male and female employees are in permanent jobs, with only 4% of male and 7% of female employees in non-permanent positions.

Employees in main job, April-June 2007

Table 19

	Males	Females	Total
Permanent	96%	93%	94%
Non-Permanent	4%	7%	6%
Total ¹	100% (326,000)	100% (330,000)	100% (656,000)

¹ Includes a small number where permanent/non-permanent nature of job is not known.

Shift-work

- Approximately one in seven (15%) employees work shift-work in their main job

In April-June 2007, 14% of all employees in Northern Ireland were involved in shift work. The proportion doing shift work most of the time varied between males (14%) and females (11%). The majority (85%) of employees said they never did any shift work.

Employees doing shift work in main job, April-June 2007

Table 20

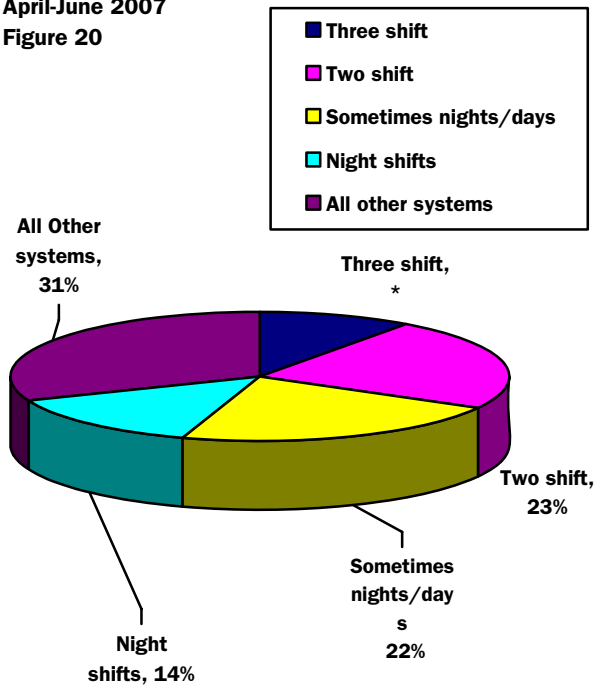
	Males	Females	Total
Most of the time	14%	11%	12%
Occasionally	3%	*	2%
Never	83%	87%	85%
Total ¹	100% (310,000)	100% (313,000)	100% (623,000)

¹ Excludes those who did not answer the question.

* Cell size too small to provide a reliable estimate

Figure 20 shows the shift patterns of the 77,000 employees who carried out shift work most of the time in April-June 2007.

Type of Shift pattern for employees, April-June 2007
Figure 20



Other systems of shift work comprise continental shifts, split shifts, morning shifts, evening or twilight shifts and weekend shifts. More details of all shift patterns are given in the Technical Notes.

- **Two shift and Sometimes nights/days patterns account for over two fifths (45%) of those employees working shift patterns.**

The most common varieties of shifts are the; two shift system with 23% (17,000 employees) working earlies and lates or double day shifts and those working sometimes night and sometimes days (22% or 17,000 employees). The most common shift pattern for males was the two shift system accounting for 29% of all male employees. The equivalent estimate for females was below the publication threshold.

Type of Agreed Work Arrangement

- **One in ten employees work flexi-time.**

In April-June 2007, 10% of all employees worked flexi-time. A smaller proportion of females (80%) than males (86%) work to an agreed 'normal arrangement'. In addition, 5% of females work only during term time, while the number of males who do so is too small to be reliably quoted.

Employees working arrangements in main job, April-June 2007
Table 21

	Males	Females	Total
Normal	86%	80%	83%
Flexitime	9%	10%	10%
Annualised Hours	*	*	2%
Term time	*	5%	3%
Other Types	*	*	2%
All employees	100% (310,000)	100% (313,000)	100% (622,000)

* Cell size too small to provide a reliable estimate

Working at Weekends

- **A higher proportion of employees and self employed worked at the weekend in April-June 2007 compared to five years ago.**

In April-June 2007, 18% of all employees and self-employed in Northern Ireland worked on Saturdays, compared to 13% in the same period five years ago. Those working on Sundays also increased from 5% to 7% during this time.

A higher proportion of self-employed persons usually work Saturdays than employees (24% compared to 17%).