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Commentary

Summary of results

This report contains the results of the National Employment Survey (NES) March 2006. This updates the results of the 2003 NES. The survey is being conducted annually from 2006 onwards. It provides detailed comparisons of the factors that influence individual employee earnings. The results have been compiled on the basis of earnings data provided by employers and individual data collected directly from a sub-sample of employees.¹ Further details are given in the Background Notes. This survey provides a more detailed analysis of earnings than the CSO's quarterly releases on individual sectors and the two sets of results are not directly comparable.²

Main results by sector and gender

Across all sectors of the economy, employees earned an average of €19.47 per hour in March 2006. Men earned €20.59 and women earned €18.22. The survey results show that the median earnings figure was €15.39 per hour – i.e. half of all employees earned less than €15.39. For men, the median earnings figure was €16.34; and, for women, it was €14.31 per hour. See *Table 1*.

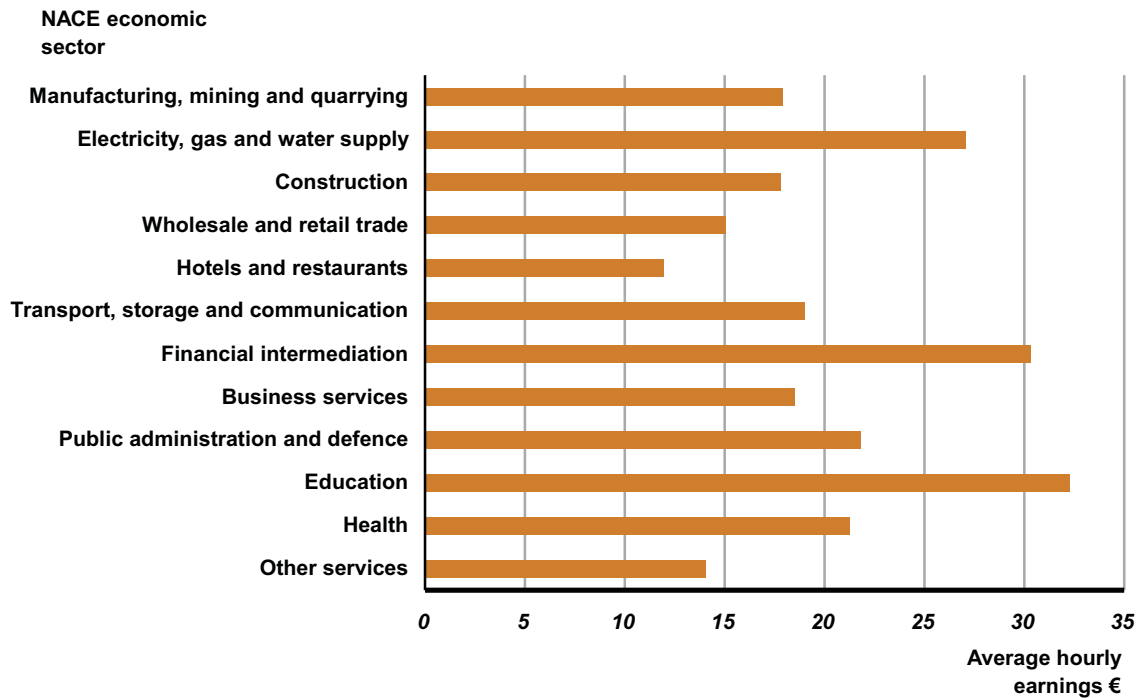
Average hourly earnings were highest in the Education sector, at €32.27 per hour. This was followed by the Financial sector, at €30.29; and Electricity, gas and water at €27.04. The lowest average hourly earnings were in Hotels and restaurants, at €11.96 per hour. In the Other services sector average hourly earnings were second lowest at €14.03, while the average in the Wholesale and retail sector was the third lowest at €15.07 per hour. See *Table 1 and Figure 1*.

In all sectors, men earned more than women. The greatest percentage difference was in Education where men earned €41.67 per hour and women received, on average, two thirds this amount. There was also a large difference in the Health sector, where women earned 70.7% of men's earnings (€28.21 for men and €19.94 for women). The smallest difference between male and female hourly earnings was in the Hotels and restaurants sector (€12.84 for men and €11.38 for women) and in the Transport, storage and communications sector (€19.64 for men and €17.27 for women). In both sectors women earned around 88% of men's average hourly earnings. See *Tables 1 and 2*.

¹ The National Employment Survey became an annual survey in 2006. The special focus in the NES 2006 is on vocational training. A special release on this topic will be published separately.

² The quarterly releases on earnings in a range of sectors are currently being replaced by a new economy-wide quarterly survey – the Earnings, Hours and Employment Costs Survey (EHECS).

Figure 1 Average hourly earnings in each NACE economic sector (€)



Two thirds of all employees earn less than €20 per hour

Table A below gives information on the distribution of earnings. It shows that two thirds of all employees earned less than €20 per hour; 18.1% earned less than €10 and 49.4% earned between €10 and €20 per hour.

The median hourly earnings figure was €15.39. About one in every five workers (18.8%) were paid between €20 and €30 per hour; while one in fourteen (7.2%) were paid between €30 and €40 per hour. In the two highest categories, 3.1% received between €40 and €50 per hour and 3.4% were paid €50 or more per hour.

In the Hotels & restaurants and Other services sectors upward of 85% of workers earned less than €20 per hour. In the Hotels and restaurants sector, 50.1% of workers earned less than €10 per hour while another 42.7% earned between €10 and €20 per hour. The median figure for this sector was €9.98 per hour. In the Other services sector 39% of employees earned less than €10 per hour, while 46.2% earned between €10 and €20 per hour.

Hourly earnings are more evenly distributed in some of the sectors. In the Education sector only 5.2% of employees earned less than €10 per hour. About 48% of employees in the Education sector earned between €10 and €30 per hour; another 15.7% earned between €30 and €40 per hour; while 14.8% earned between €40 and €50 per hour; 16.3% of employees earned €50 or more per hour. The median hourly earnings figure in the Education sector was €28.33, the highest median figure of all sectors.

In Electricity, gas and water supply 18.1% of employees earned between €10 and €20 per hour; 42.5% of employees earned between €20 and €30 per hour and 25.5% earned between €30 and €40 per hour. This sector had the second highest median earnings per hour of all sectors (€25.90 median hourly earnings).

In the Financial sector, 3.2% of employees earned less than €10 per hour and 41.3% were in the €10 to €20 per hour earnings band. The median in this sector was €21.74 per hour but mean earnings were much higher, at €30.29 per hour.

Table A Distribution of employees in March 2006 by hourly earnings in each NACE economic sector (%)

NACE economic sector	Earnings per hour						Total
	Less than	€10 - €20	€20 - €30	€30 - €40	€40 - €50	€50 or more	
	€10						
	%	%	%	%	%	%	%
C - D Manufacturing, mining and quarrying	14.6	60.6	15.8	4.9	1.9	2.3	100
E Electricity, gas and water supply	*	18.1	42.5	25.5	*	*	100
F Construction	15.0	57.7	18.6	5.8	2.0	1.0	100
G Wholesale and retail trade	30.6	52.4	9.7	4.8	1.4	1.2	100
H Hotels and restaurants	50.1	42.7	4.6	*	*	*	100
I Transport, storage and communication	8.8	58.3	24.7	5.4	1.3	1.6	100
J Financial intermediation	3.2	41.3	25.9	12.7	6.3	10.6	100
K Business services	22.1	50.4	15.6	6.1	2.4	3.4	100
L Public administration and defence	3.7	46.6	35.0	10.2	2.9	1.7	100
M Education	5.2	20.8	27.2	15.7	14.8	16.3	100
N Health	8.8	48.1	27.6	10.2	2.8	2.5	100
O Other services	39.0	46.2	9.2	*	*	*	100
Total	18.1	49.4	18.8	7.2	3.1	3.4	100

* Sample occurrence too small for estimation.

Full-time workers earn more per hour

Full-time workers earned more per hour than part-time workers did in all sectors. The average hourly earnings for full-time workers was €20.74 per hour, compared with €13.89 for part-time workers. In all sectors, full-time male workers had higher average hourly earnings than full-time female workers. However, female part-time workers had higher average hourly earnings than male part-time workers in some sectors; the largest difference (in favour of female part-time workers) was in the Transport, storage and communication sector (€17.33 to €12.60 per hour); other sectors where female part-time workers earned more than their male counterparts include the Business services and Construction sector. See *Tables 2 and 3*.

Average working week of 35 hours

The survey shows an average working week of 34.8 hours across all employees, with men working an average of 38.4 hours and women 30.9 hours. The longest hours were in the Manufacturing, mining and quarrying sector at 39.6 hours. In Construction, Transport, storage and communication, and Electricity, gas and water supply sectors, the average week was around 39 hours. The lowest average weekly hours worked were in Education (27.8 hours). See *Table 4*.

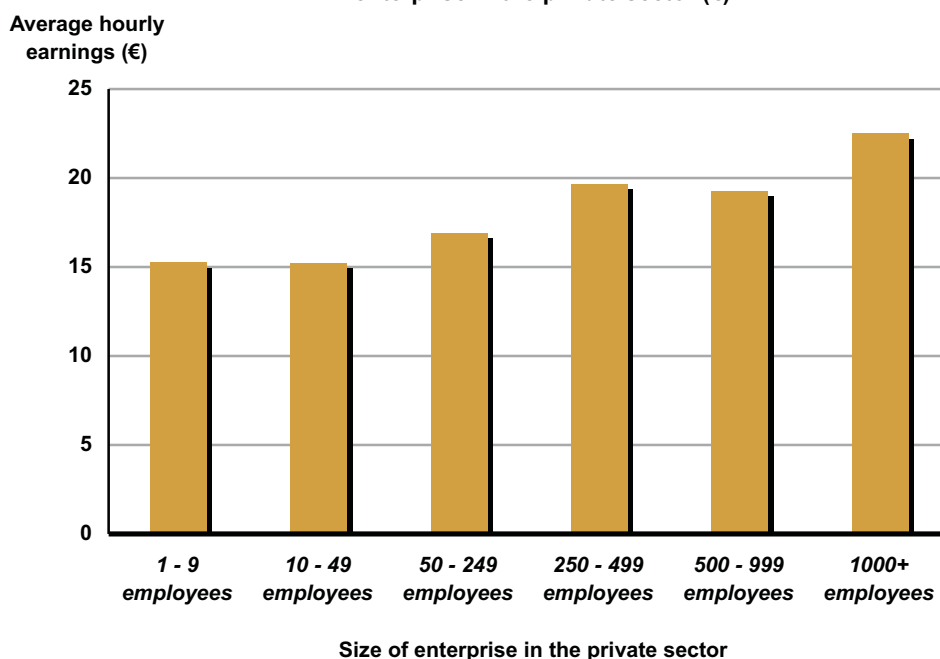
Highest weekly earnings in electricity sector

Weekly earnings averaged €677.04 for all employees, with men earning €779.22 per week and women earning €564.65 per week. The highest weekly earnings were in the Electricity, gas and water supply sector (€1,064.99 per week) and in the Financial sector (€1,055.86 per week). Lowest weekly earnings were in the Hotels and restaurants sector and the Other services sector (€359.94 and €447.97 per week, respectively).

Earnings higher in larger enterprises

Table 34 shows average hourly earnings in the private sector categorised by the number of employees in the enterprise. While average hourly earnings in the private sector were €17.48, employees in large enterprises received higher hourly earnings compared to those in smaller enterprises. Private sector companies with 250 or more employees paid average hourly earnings of €19.26 per hour or more. Enterprises with between 50 and 250 employees paid €16.89 per hour. This compares with €15.22 per hour in enterprises with less than 50 employees. See Figure 2.

Figure 2 Average hourly earnings by size of enterprise in the private sector (€)



Public sector hourly earnings 49% higher than private sector

Average hourly earnings in the public sector were 49% higher than the private sector. Hourly earnings in the public sector were €26.08, compared with €17.48 in the private sector. Women's hourly earnings in the public sector were 85.2% of men's hourly earnings. In the private sector women's hourly earnings were approximately 82.1% of men's. The average working week was 33.5 hours in the public sector and 35.2 hours in the private sector. See Table 4.

About one third of the public sector workforce was in professional occupations and another 14.7% worked in associate professional and technical occupations. Overall, these occupations represented nearly half of the public sector workforce compared with about one-seventh in the private sector. This was also reflected in the profile of educational qualifications in the two sectors. Half of all public sector

workers had third-level qualifications, compared with 27.6% in the private sector. In the private sector 12.2% of employees were managers compared with 3.7% in the public sector. See *Figures 3 and 4*.

Figure 3 Distribution of employees by occupation (%)

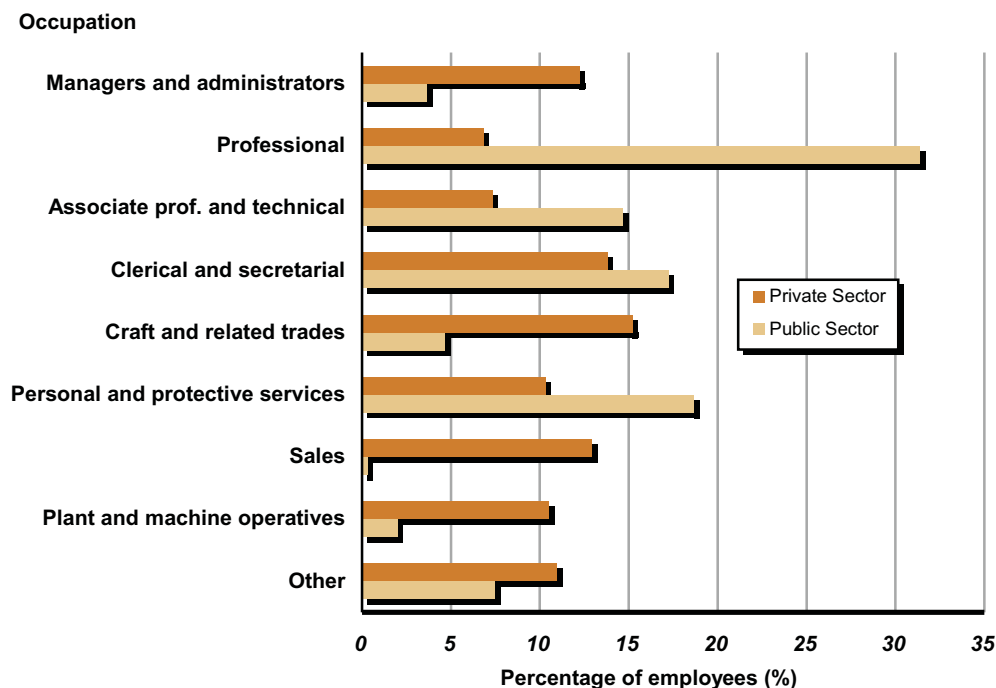
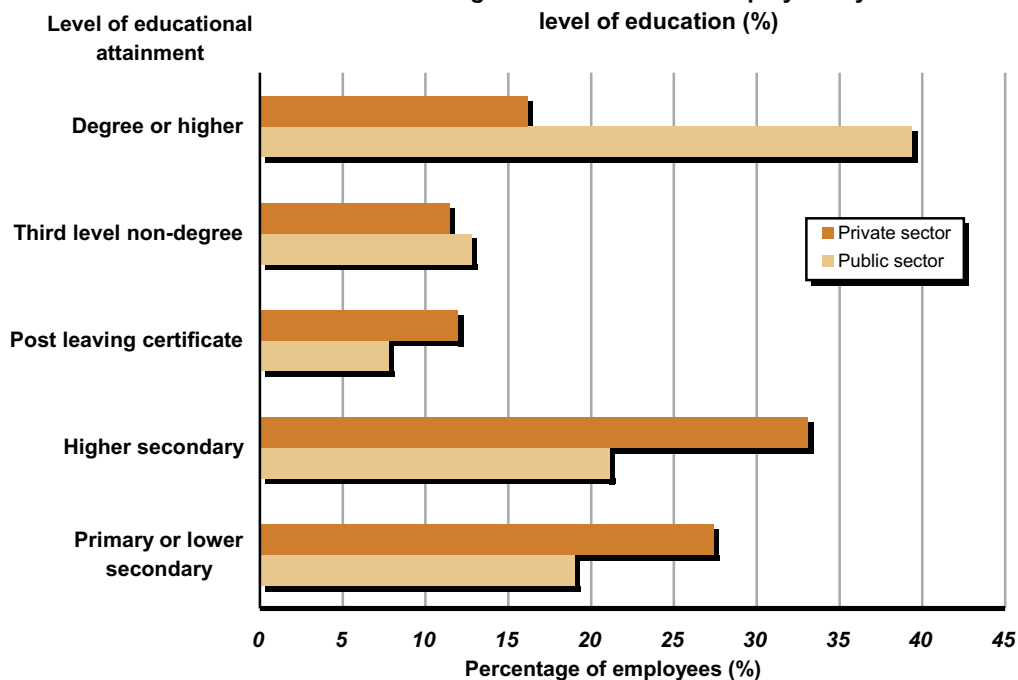


Figure 4 Distribution of employees by level of education (%)

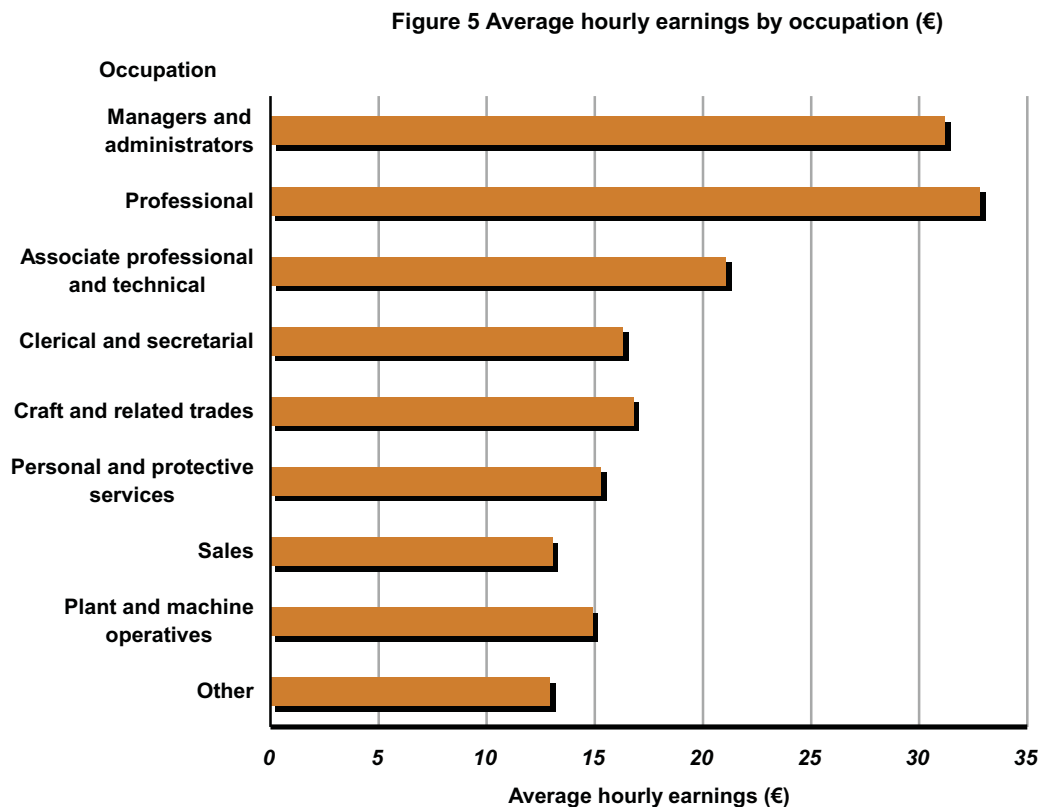


Professionals have the highest earnings

The highest earning occupational groups were Professionals, with mean hourly earnings of €32.81 per hour, and Managers and administrators on €31.18 per hour. Women in Managerial occupations earned €28.16 per hour, which was 83.7% of men's earnings at €33.66. In Professional occupations women earned €30.41 per hour on average (85.7% of men's hourly earnings). See *Tables 5 and 6*.

The Other occupation category (mainly manual labour) had the lowest hourly earnings, at €12.93. Sales workers had the second lowest hourly earnings, at €13.04. As the median hourly earnings figure shows, half of all Sales workers earned less than €11.06 per hour. Plant and machine operatives earned €14.89 per hour. Workers in Personal and protective service occupations earned €15.29 per hour.

In Sales occupations women's hourly earnings were three quarters of those for men (€11.63 per hour compared with €15.54). In Craft occupations, women were paid on average 80% of the amount paid to men (€13.58 for women and €16.93 for men). There was a similar gap for Plant and machine operatives and Personal and protective service occupations. The lowest gap was for the Clerical and secretarial occupations where hourly earnings for women were around 91% of the corresponding figure for men.



Earnings increase with age

The survey showed higher average earnings for older workers. Employees under 25 had mean hourly earnings of €11.98. This rose to €16.68 for those aged 25 to 29, and to €20.79 per hour for workers in their thirties. The figure was €22.71 for those in their forties, €23.13 for those in their fifties and €23.87 for those aged sixty or over. See *Table 11*.

The gender pay gap was narrower for younger workers. For those aged under 25, males earned €12.13 while earnings for females were around 3% lower at €11.80 per hour. For those aged 25 to 29, men's earnings of €16.64 per hour was 0.5% less than women's earnings of €16.73 per hour. The difference between male and female earnings was around 7% for employees in their thirties, and between 18% and 24% for older age groups.

Graduates' earnings twice those of early school leavers

Educational qualifications have a strong influence on earnings, as graduates earned twice as much per hour as those with primary or lower secondary education. Third level graduates earned an average of €29.89 per hour, compared with €15.04 for persons with primary or lower secondary education. Those with higher secondary (Leaving Certificate or equivalent) education earned an average of €16.20 per hour, while persons with a third level non-degree qualification earned an average of €19.56 per hour. See *Table 17*.

Earnings increase with greater experience

Workers with more experience generally had higher earnings. In terms of total years in employment, those who had been working over 30 years earned an average of €25.39 per hour. This contrasts with the figure of €12.98 for employees with less than 5 years of work experience. Those working for between five and nine years had earnings of €16.22 per hour, increasing to €20.36 for those at work for between 10 and 19 years. See *Table 23*.

For those workers working for less than 5 years, women earned 5.6% more than men. However, for those working between 5 and 9 years, women's earnings per hour were 96.1% of men's earnings of €16.55. Hourly earnings for women with more than 10 years employment experience were about 87% to 89% of those for men with similar years employment experience. See *Table 23*.

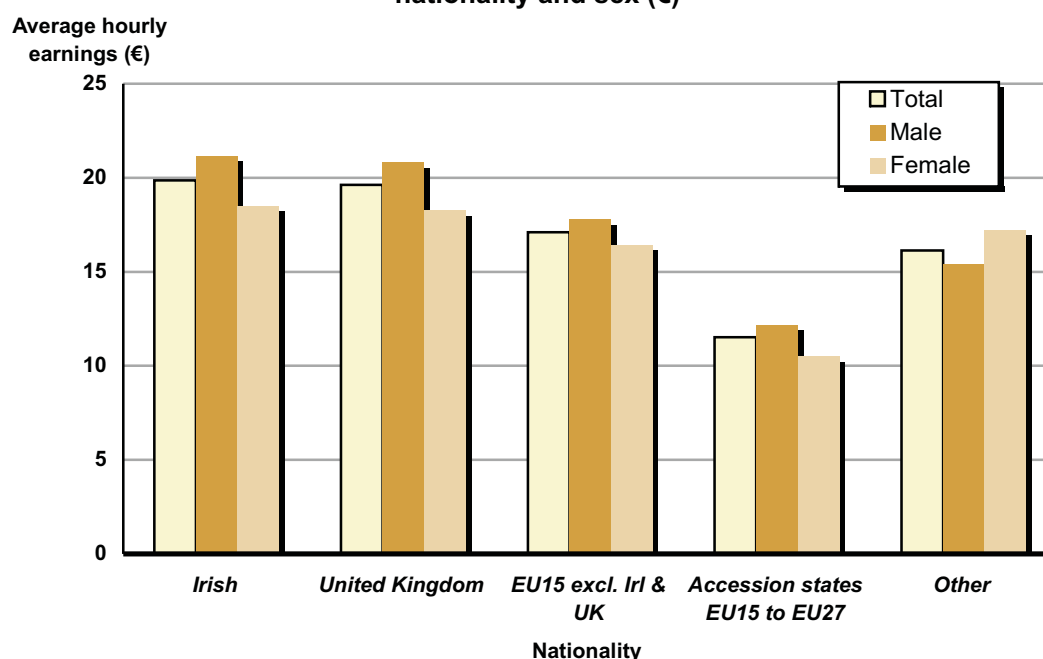
Average employee is 9½ years in current job

The average employee had been at work for slightly under 16 years and had spent an average of 9 ½ years in their current employment. On average, male employees have spent a total of 17 years at work and 10.1 years in their current job. Women spent 14.6 years in employment and 9 years in their current job. Public sector workers spent an average of 19.7 years in the workforce and 14 years in their current employment. In the private sector, employees spent an average of 14.7 years in the workforce and 8.3 years in their current employment. See *Tables 35 and 36*.

Irish employees earn more than other nationalities³

Data on nationality of employees was recorded in the 2006 survey and results, by groups of country, are shown in Tables 29 to 33. Average hourly earnings were highest for Irish employees at €19.86. Employees from the United Kingdom earned on average €19.62 per hour, which were the highest paid non-Irish employees. The lowest paid were those from the EU Accession States, who earned an average of €11.52 per hour (i.e. 59% of the average for Irish employees). The gender pay gap for Irish and EU Accession States employees was similar, with women earning around 86% to 87% of men's average hourly earnings. However, for 'Other Nationalities', (mainly non-European) women earned nearly 11.6% more than men. See Table 29 and Figure 6.

Figure 6 Average hourly earnings by nationality and sex (€)



In the Wholesale and retail sector, non-Irish employees' earnings of €15.09 per hour were similar to those of Irish employees. In most sectors, non-Irish employees earned between 77% to 86% of the amount per hour received by Irish employees. The figure was 91.1% in the Hotels and restaurants sector. Non-Irish employees earned more than Irish employees in Public administration and defence and in the Health sector. See Table 33.

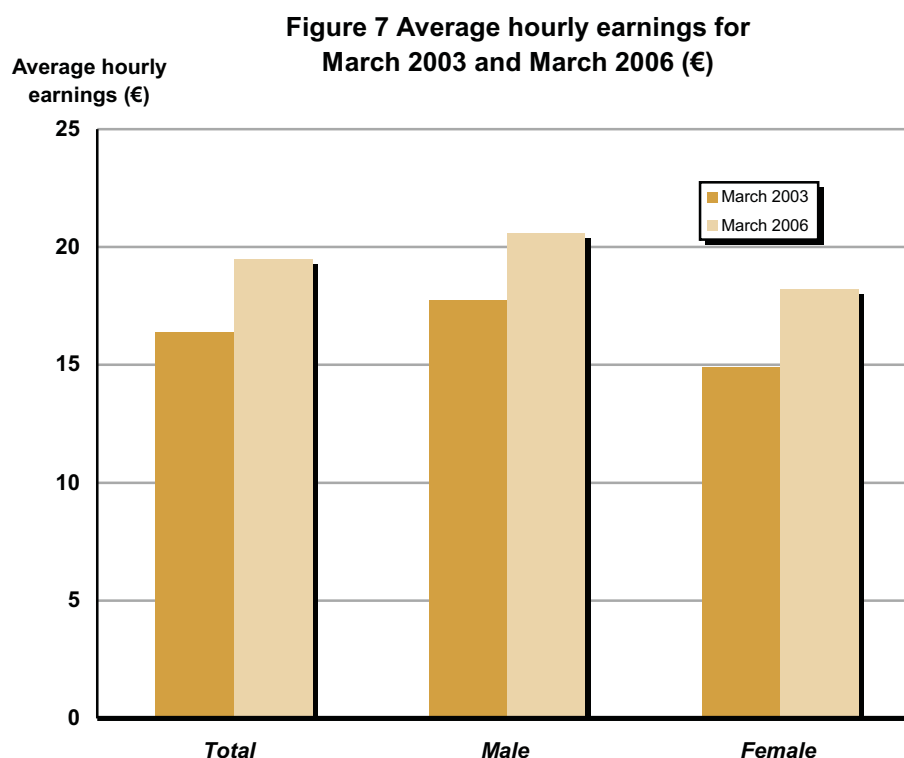
³ Nationality: Details of the nationality groupings used in the tables are set out in the background notes.

A comparison of weekly paid hours shows that employees from the EU Accession States worked 38.7 hours per week, which is 11.8% more than for Irish employees, who worked an average of 34.6 hours per week. See *Table 32*.

Comparison of March 2003 and March 2006

A comparison of March 2003 and March 2006 average earnings given in Appendix 2, shows that overall average hourly earnings increased by 18.6% over this three year period. Over the three years, the Public administration and defence sector had the highest increase in hourly earnings of 34.9%. The second highest was the Health sector with a 33.8% increase in average hourly earnings, followed by the Financial sector of 23.6%, and the Wholesale and retail sector with an increase of 22.6%. There was a decrease of 5.7% in average hourly earnings in the Other services sector. In Business services and the Construction sector, average hourly earnings increased by 8.6% and 10.1% respectively. In the other sectors increases in average hourly earnings were approximately 13% to 19%.

In the three years between the NES March 2003 Survey and the NES March 2006 Survey, the average working week decreased very slightly (down 0.1 hours). However, the Public administration and defence sector had the greatest decrease in the average weekly hours worked (-6.7%). See *Appendix 2*.



Average hourly earnings increased across all occupations. The highest increase in average hourly earnings between March 2003 and March 2006 was Personal and protective services occupations at 32.2%. Professional occupations had the second highest increase in earnings of 24.7%. Sales occupations earned 20.4% more while Managers and administrators earned 19.1% more over the three

years. The lowest increase in hourly earnings over the three years was in Other occupations (mainly manual labour) at 10.5%, followed by Associated professional and technical occupations at 14.6%.

The age group with the largest change in average hourly earnings over the 3 years between the surveys was in the over 60's, with an increase of 39.3%. The lowest change was in the 25-29 age group with a change of 12.3%. All other age groups showed changes in average hourly earnings of around 15% to 20%. Over the three year period, the biggest increase in average hourly earnings (19.3%) by level of educational attainment, was in the primary or lower secondary group. The lowest change was 16.7% for third level degree or higher qualifications. Average hourly earnings increased by 24.5% for those with over 30 years in total employment, between March 2003 and March 2006. The second highest increase of 19.5% was for employees with less than 5 years in total employment.

Over the 3-year period between the NES 2003 and NES 2006, public sector average earnings increased by 24.0% to €26.08 per hour. This compares with a 16.3% increase to €17.48 for the private sector. Between March 2003 and March 2006, men's average earnings per hour increased by 16.1% to €20.59 and female earnings by 22.0% to €18.22. The weekly hours worked for men and women were almost unchanged at 38.4 hours and 30.9 hours, respectively. Comparing the average hourly earnings for men and women overall, women earned 88.5% of men's average hourly earnings in March 2006 compared with 84.2% in March 2003.

Detailed Tables

Table 1 Mean and median¹ hourly earnings in March 2006 by NACE economic sector and sex

NACE economic sector	Male			Female			Total		
	Mean hourly earnings €	Median ¹ hourly earnings €	Employees	Mean hourly earnings €	Median ¹ hourly earnings €	Employees	Mean hourly earnings €	Median ¹ hourly earnings €	Employees
C - D Manufacturing, mining and quarrying	19.15	15.76	175,900	15.18	13.00	78,300	17.92	14.78	254,200
E Electricity, gas and water supply	28.01	26.63	8,500	23.25	21.92	2,200	27.04	25.90	10,700
F Construction	17.94	15.87	185,600	15.24	12.99	11,700	17.78	15.73	197,300
G Wholesale and retail trade	16.64	13.06	115,800	13.68	11.21	131,500	15.07	11.92	247,300
H Hotels and restaurants	12.84	10.58	40,500	11.38	9.50	60,400	11.96	9.98	100,900
I Transport, storage and communication	19.64	17.46	69,500	17.27	15.78	26,500	18.99	16.83	96,100
J Financial intermediation	36.40	26.06	32,800	26.19	19.99	49,000	30.29	21.74	81,800
K Business services	20.89	15.57	75,100	16.02	12.80	74,100	18.47	13.91	149,200
L Public administration and defence	23.43	21.23	51,200	20.21	18.78	53,300	21.79	19.94	104,400
M Education	41.67	42.91	37,100	28.51	25.60	92,900	32.27	28.33	130,000
N Health	28.21	21.34	30,200	19.94	17.80	159,600	21.25	18.36	189,800
O Other services	16.06	12.76	39,200	12.22	10.00	43,800	14.03	10.92	83,000
Total	20.59	16.34	861,500	18.22	14.31	783,200	19.47	15.39	1,644,700

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

Table 2 Mean hourly earnings in March 2006 by NACE economic sector, full/part-time status and sex

NACE economic sector	Male			Female			Total			Female hourly earnings as % of male hourly earnings		
	Full-time		Part-time	Full-time		Part-time	Full-time		Part-time	Full-time		Part-time
	€	€		€	€		€	€		€	€	%
C - D Manufacturing, mining and quarrying	19.26	11.80	19.15	15.67	12.37	15.18	18.26	12.27	17.92	81.4	104.8	79.3
E Electricity, gas and water supply	28.01	*	28.01	24.40	*	23.25	27.35	*	27.04	87.1	*	83.0
F Construction	18.13	12.31	17.94	15.22	15.26	15.24	18.01	13.40	17.78	83.9	124.0	84.9
G Wholesale and retail trade	17.86	10.05	16.64	16.39	10.67	13.68	17.25	10.53	15.07	91.8	106.2	82.2
H Hotels and restaurants	13.53	10.85	12.84	12.33	10.37	11.38	12.93	10.49	11.96	91.1	95.6	88.6
I Transport, storage and communication	19.83	12.60	19.64	17.25	17.33	17.27	19.25	16.28	18.99	87.0	137.5	87.9
J Financial intermediation	36.69	*	36.40	26.57	24.79	26.19	31.21	24.48	30.29	72.4	*	72.0
K Business services	21.46	11.36	20.89	17.65	12.56	16.02	19.88	12.38	18.47	82.2	110.6	76.7
L Public administration and defence	23.50	20.60	23.43	20.93	16.28	20.21	22.28	16.83	21.79	89.1	79.0	86.3
M Education	43.08	25.99	41.67	30.56	20.64	28.51	34.52	21.38	32.27	70.9	79.4	68.4
N Health	29.15	17.35	28.21	21.14	17.53	19.94	22.80	17.53	21.25	72.5	101.0	70.7
O Other services	17.23	11.56	16.06	12.67	11.57	12.22	15.16	11.57	14.03	73.5	100.1	76.1
Total	21.20	12.31	20.59	20.04	14.27	18.22	20.74	13.89	19.47	94.5	115.9	88.5

* Sample occurrence too small for estimation.

Table 3 Median¹ hourly earnings in March 2006 by NACE economic sector, full/part-time status and sex

NACE economic sector	Male			Female			Total		Female hourly earnings as % of male hourly earnings			
	Full-time		Part-time	Full-time		Part-time	Full-time		Full-time	Part-time	Total	%
	€	€		€	€		€	€				
C - D Manufacturing, mining and quarrying	15.89	9.74	15.76	13.32	11.79	13.00	15.05	11.33	14.78	83.8	121.0	82.5
E Electricity, gas and water supply	26.63	*	26.63	22.18	*	21.92	26.12	*	25.90	83.3	*	82.3
F Construction	16.03	11.05	15.87	13.33	11.00	12.99	15.89	11.05	15.73	83.2	99.5	81.9
G Wholesale and retail trade	14.23	9.63	13.06	12.75	9.79	11.21	13.66	9.79	11.92	89.6	101.7	85.8
H Hotels and restaurants	11.83	9.38	10.58	10.26	8.89	9.50	10.90	8.92	9.98	86.7	94.8	89.8
I Transport, storage and communication	17.77	12.00	17.46	15.73	15.82	15.78	17.08	14.91	16.83	88.5	131.8	90.4
J Financial intermediation	26.24	*	26.06	19.62	21.69	19.99	21.95	21.41	21.74	74.8	*	76.7
K Business services	16.41	9.76	15.57	13.94	10.00	12.80	14.93	9.89	13.91	84.9	102.5	82.2
L Public administration and defence	21.35	18.45	21.23	19.49	14.12	18.78	20.31	14.32	19.94	91.3	76.5	88.5
M Education	43.45	18.72	42.91	27.04	14.22	25.60	30.93	14.76	28.33	62.2	76.0	59.7
N Health	22.06	13.75	21.34	19.39	14.74	17.80	19.86	14.73	18.36	87.9	107.2	83.4
O Other services	13.75	9.15	12.76	10.20	10.00	10.00	12.01	9.76	10.92	74.2	109.3	78.4
Total	16.89	10.00	16.34	16.17	11.36	14.31	16.64	11.00	15.39	95.7	113.6	87.6

¹ Median hourly earnings: Half of the employees earn more than this amount and half earn less.

* Sample occurrence too small for estimation.

Table 4 Mean hourly earnings, weekly earnings and weekly paid hours in March 2006 by NACE economic sector and sex

NACE economic sector	Male			Female			Total		
	Earnings per hour	Earnings per week	Weekly paid hours	Earnings per hour	Earnings per week	Weekly paid hours	Earnings per hour	Earnings per week	Weekly paid hours
	€	€	hours	€	€	hours	€	€	hours
C - D Manufacturing, mining and quarrying	19.15	784.59	41.1	15.18	558.69	36.3	17.92	715.01	39.6
E Electricity, gas and water supply	28.01	1,117.52	39.7	23.25	858.07	36.2	27.04	1,064.99	39.0
F Construction	17.94	707.87	39.6	15.24	480.91	32.2	17.78	694.42	39.1
G Wholesale and retail trade	16.64	623.06	36.5	13.68	404.19	28.4	15.07	506.65	32.2
H Hotels and restaurants	12.84	434.50	33.1	11.38	309.87	26.6	11.96	359.94	29.2
I Transport, storage and communication	19.64	796.97	41.2	17.27	581.07	33.7	18.99	737.31	39.1
J Financial intermediation	36.40	1,330.24	36.9	26.19	871.88	33.5	30.29	1,055.86	34.9
K Business services	20.89	816.21	39.5	16.02	516.20	31.4	18.47	667.22	35.5
L Public administration and defence	23.43	955.46	41.0	20.21	734.15	36.4	21.79	842.57	38.7
M Education	41.67	1,106.36	27.9	28.51	764.82	27.7	32.27	862.36	27.8
N Health	28.21	997.95	36.4	19.94	611.50	30.7	21.25	673.01	31.6
O Other services	16.06	564.93	34.4	12.22	343.21	28.7	14.03	447.97	31.4
Total	20.59	779.22	38.4	18.22	564.65	30.9	19.47	677.04	34.8
Of which:									
Private Sector	18.95	733.73	38.6	15.56	490.68	30.8	17.48	628.35	35.2
Public Sector ¹	28.71	1,003.56	37.5	24.45	737.32	31.1	26.08	839.04	33.5

¹ Public Sector including semi-State companies. See background notes for further information.

Table 5 Mean and median¹ hourly earnings in March 2006 by occupation and sex

Occupation	Male			Female			Total		
	Mean hourly earnings €	Median ¹ hourly earnings €	Employees	Mean hourly earnings €	Median ¹ hourly earnings €	Employees	Mean hourly earnings €	Median ¹ hourly earnings €	Employees
1 Managers and administrators	33.66	25.56	92,500	28.16	22.22	75,900	31.18	24.16	168,400
2 Professional	35.49	29.56	97,100	30.41	27.13	108,100	32.81	27.97	205,200
3 Associate professional and technical	22.96	21.18	56,100	19.90	18.66	92,200	21.06	19.35	148,300
4 Clerical and secretarial	17.53	15.59	60,100	15.90	14.29	179,900	16.31	14.68	239,900
5 Craft and related trades	16.93	15.52	200,900	13.58	11.74	9,100	16.79	15.40	210,100
6 Personal and protective services	17.37	15.43	76,500	14.01	11.70	124,600	15.29	13.15	201,100
7 Sales	15.54	12.36	59,200	11.63	10.36	105,400	13.04	11.06	164,600
8 Plant and machine operatives	15.46	13.93	114,900	12.34	10.81	25,400	14.89	13.33	140,300
9 Other	13.57	12.22	104,200	11.86	10.63	62,600	12.93	11.60	166,700
Total	20.59	16.34	861,500	18.22	14.31	783,200	19.47	15.39	1,644,700

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

Table 6 Mean hourly earnings in March 2006 by occupation, full/part-time status and sex

Occupation	Male			Female			Total			Female hourly earnings as % of male hourly earnings		
	Full-time		Part-time	Full-time		Part-time	Full-time		Part-time	Full-time		Part-time
	€	€		€	€		€	€		€	€	
1 Managers and administrators	33.70	*	33.66	28.36	26.06	28.16	31.41	26.13	31.18	84.2	*	83.7
2 Professional	35.75	26.48	35.49	31.61	25.64	30.41	33.77	25.73	32.81	88.4	96.8	85.7
3 Associate professional and technical	22.96	23.28	22.96	20.24	18.49	19.90	21.39	18.81	21.06	88.2	79.4	86.7
4 Clerical and secretarial	18.14	11.90	17.53	16.14	15.28	15.90	16.73	14.92	16.31	89.0	128.4	90.7
5 Craft and related trades	17.06	12.27	16.93	13.39	14.14	13.58	16.93	12.85	16.79	78.5	115.2	80.2
6 Personal and protective services	17.79	14.16	17.37	15.18	12.22	14.01	16.42	12.52	15.29	85.3	86.3	80.7
7 Sales	17.01	9.66	15.54	13.01	10.37	11.63	14.92	10.24	13.04	76.5	107.3	74.8
8 Plant and machine operatives	15.56	12.06	15.46	12.61	10.94	12.34	15.09	11.44	14.89	81.0	90.7	79.8
9 Other	14.35	10.12	13.57	13.11	11.14	11.86	14.08	10.81	12.93	91.4	110.1	87.4
Total	21.20	12.31	20.59	20.04	14.27	18.22	20.74	13.89	19.47	94.5	115.9	88.5

* Sample occurrence too small for estimation.

Table 7 Median¹ hourly earnings in March 2006 by occupation, full/part-time status and sex

Occupation	Male			Female			Total			Female hourly earnings as % of male hourly earnings		
	Full-time		Part-time	Full-time		Part-time	Full-time		Part-time	Full-time		Total
	€	€		€	€		€	€		%	%	%
1 Managers and administrators	25.56	*	25.56	22.73	17.49	22.22	24.37	18.59	24.16	88.9	*	86.9
2 Professional	29.68	23.28	29.56	27.97	24.90	27.13	28.72	24.65	27.97	94.2	107.0	91.8
3 Associate professional and technical	21.21	15.52	21.18	18.95	17.22	18.66	19.66	17.14	19.35	89.3	111.0	88.1
4 Clerical and secretarial	16.01	9.77	15.59	14.58	13.47	14.29	15.09	13.16	14.68	91.1	137.9	91.7
5 Craft and related trades	15.81	11.74	15.52	11.81	11.00	11.74	15.52	11.74	15.40	74.7	93.7	75.6
6 Personal and protective services	16.03	11.00	15.43	13.33	10.00	11.70	14.05	10.00	13.15	83.2	90.9	75.8
7 Sales	13.78	9.65	12.36	11.49	9.77	10.36	12.05	9.76	11.06	83.4	101.2	83.8
8 Plant and machine operatives	13.98	10.00	13.93	11.12	10.40	10.81	13.51	10.22	13.33	79.5	104.0	77.6
9 Other	13.22	9.43	12.22	11.87	9.91	10.63	12.91	9.65	11.60	89.8	105.1	87.0
Total	16.89	10.00	16.34	16.17	11.36	14.31	16.64	11.00	15.39	95.7	113.6	87.6

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

* Sample occurrence too small for estimation.

Table 8 Mean hourly earnings, weekly earnings and weekly paid hours in March 2006 by occupation and sex

Occupation	Male			Female			Total		
	Earnings per hour	Earnings per week	Weekly paid hours	Earnings per hour	Earnings per week	Weekly paid hours	Earnings per hour	Earnings per week	Weekly paid hours
	€	€	hours	€	€	hours	€	€	hours
1 Managers and administrators	33.66	1,293.63	39.4	28.16	987.21	35.6	31.18	1,155.46	37.7
2 Professional	35.49	1,181.71	35.0	30.41	878.42	29.9	32.81	1,021.89	32.3
3 Associate professional and technical	22.96	897.36	39.3	19.90	675.78	34.5	21.06	759.65	36.3
4 Clerical and secretarial	17.53	650.51	37.1	15.90	503.52	32.3	16.31	540.33	33.5
5 Craft and related trades	16.93	674.40	39.9	13.58	442.51	33.1	16.79	664.32	39.6
6 Personal and protective services	17.37	650.49	37.2	14.01	405.13	28.8	15.29	498.51	32.0
7 Sales	15.54	565.89	34.9	11.63	333.10	27.6	13.04	416.83	30.2
8 Plant and machine operatives	15.46	654.64	42.2	12.34	446.91	36.0	14.89	617.04	41.1
9 Other	13.57	513.36	37.0	11.86	294.64	24.4	12.93	431.28	32.3
Total	20.59	779.22	38.4	18.22	564.65	30.9	19.47	677.04	34.8

Table 9 Mean hourly earnings in March 2006 by occupation, private/public sector status¹ and sex

Occupation	Private sector			Public sector ¹			Total		Female hourly earnings as % of male hourly earnings		
	Male	Female	Total	Male	Female	Total	Male	Female	Private sector	Public sector ¹	Total
	€	€	€	€	€	€	€	€	%	%	%
1 Managers and administrators	33.26	27.25	30.61	39.27	36.11	37.50	33.66	28.16	81.9	92.0	83.7
2 Professional	28.95	23.64	27.16	44.76	32.89	36.89	35.49	30.41	81.7	73.5	85.7
3 Associate professional and technical	21.74	17.89	19.54	25.87	22.62	23.58	22.96	19.90	82.3	87.4	86.7
4 Clerical and secretarial	16.57	15.10	15.47	20.08	18.05	18.56	17.53	15.90	91.1	89.9	90.7
5 Craft and related trades	16.75	12.90	16.59	19.00	17.81	18.92	16.93	13.58	77.0	93.7	80.2
6 Personal and protective services	13.39	11.26	12.00	23.01	19.97	21.32	17.37	14.01	84.1	86.8	80.7
7 Sales	15.50	11.62	13.02	*	*	*	15.54	11.63	75.0	*	74.8
8 Plant and machine operatives	15.21	12.28	14.66	19.03	*	19.09	15.46	12.34	80.7	*	79.8
9 Other	13.07	10.72	12.32	18.19	14.64	15.92	13.57	11.86	82.0	80.5	87.4
Total	18.95	15.56	17.48	28.71	24.45	26.08	20.59	18.22	82.1	85.2	88.5

¹ Public Sector including semi-State companies. See background notes for further information.

* Sample occurrence too small for estimation.

Table 10 Median¹ hourly earnings in March 2006 by occupation, private/public sector status² and sex

Occupation	Private sector			Public sector ²			Total		Female hourly earnings as % of male hourly earnings			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Private sector	Public sector ²	Total
	€	€	€	€	€	€	€	€	€	%	%	%
1 Managers and administrators	24.60	20.41	22.74	36.62	35.26	35.26	25.56	22.22	24.16	83.0	96.3	86.9
2 Professional	24.14	20.99	22.90	42.91	29.48	33.39	29.56	27.13	27.97	87.0	68.7	91.8
3 Associate professional and technical	19.16	16.12	17.66	24.84	20.93	22.00	21.18	18.66	19.35	84.1	84.3	88.1
4 Clerical and secretarial	14.61	13.47	13.72	17.11	16.28	16.68	15.59	14.29	14.68	92.2	95.1	91.7
5 Craft and related trades	15.29	11.22	15.15	18.46	15.87	18.42	15.52	11.74	15.40	73.4	86.0	75.6
6 Personal and protective services	11.91	9.89	10.24	21.69	18.79	20.28	15.43	11.70	13.15	83.0	86.6	75.8
7 Sales	12.33	10.35	11.03	*	*	*	12.36	10.36	11.06	83.9	*	83.8
8 Plant and machine operatives	13.55	10.80	13.08	18.08	*	18.33	13.93	10.81	13.33	79.7	*	77.6
9 Other	11.59	9.38	10.74	16.08	13.99	14.61	12.22	10.63	11.60	80.9	87.0	87.0
Total	15.14	12.34	13.82	23.61	21.89	22.43	16.34	14.31	15.39	81.5	92.7	87.6

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

² Public Sector including semi-State companies. See background notes for further information.

* Sample occurrence too small for estimation.

Table 11 Mean and median¹ hourly earnings in March 2006 by age group and sex

Age group	Male		Female		Total	
	Mean hourly earnings €	Median ¹ hourly earnings €	Mean hourly earnings €	Median ¹ hourly earnings €	Mean hourly earnings €	Median ¹ hourly earnings €
15-24	12.13	10.67	11.80	10.00	11.98	10.27
25-29	16.64	14.83	16.73	14.31	16.68	14.61
30-39	21.47	17.90	20.03	16.37	20.79	17.25
40-49	24.88	19.33	20.53	16.20	22.71	17.98
50-59	25.95	20.26	20.26	15.46	23.13	18.24
60 and over	26.36	17.99	20.10	14.61	23.87	16.40
Total	20.59	16.34	18.22	14.31	19.47	15.39

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

Table 12 Mean hourly earnings in March 2006 by age group, full/part-time status and sex

Age group	Male			Female			Total			Female hourly earnings as % of male hourly earnings		
	Full-time €	Part-time €	Total €	Full-time €	Part-time €	Total €	Full-time €	Part-time €	Total €	Full-time %	Part-time %	Total %
15-24	12.59	10.63	12.13	12.95	10.21	11.80	12.73	10.37	11.98	102.9	96.0	97.3
25-29	16.79	11.99	16.64	17.28	13.24	16.73	17.00	12.98	16.68	102.9	110.4	100.5
30-39	21.60	15.95	21.47	21.59	15.54	20.03	21.60	15.58	20.79	100.0	97.4	93.3
40-49	25.08	15.82	24.88	22.54	16.63	20.53	24.06	16.58	22.71	89.9	105.1	82.5
50-59	26.42	14.70	25.95	23.55	15.25	20.26	25.32	15.20	23.13	89.1	103.7	78.1
60 and over	27.42	16.31	26.36	25.88	14.18	20.10	27.00	14.66	23.87	94.4	86.9	76.3
Total	21.20	12.31	20.59	20.04	14.27	18.22	20.74	13.89	19.47	94.5	115.9	88.5

Table 13 Median¹ hourly earnings in March 2006 by age group, full/part-time status and sex

Age group	Male			Female			Total			Female hourly earnings as % of male hourly earnings		
	Full-time		Part-time	Full-time		Part-time	Full-time		Part-time	Full-time		Part-time
	€	€		€	€		€	€		€	%	%
15-24	11.35	9.15	10.67	11.19	8.92	10.00	11.28	9.00	10.27	98.6	97.5	93.7
25-29	15.01	9.88	14.83	14.90	10.81	14.31	14.96	10.62	14.61	99.3	109.4	96.5
30-39	18.00	13.62	17.90	17.82	12.58	16.37	17.94	12.62	17.25	99.0	92.4	91.5
40-49	19.47	12.95	19.33	18.63	13.28	16.20	19.16	13.25	17.98	95.7	102.5	83.8
50-59	20.52	11.66	20.26	19.56	12.40	15.46	20.22	12.39	18.24	95.3	106.3	76.3
60 and over	18.64	11.74	17.99	18.62	12.24	14.61	18.64	11.99	16.40	99.9	104.3	81.2
Total	16.89	10.00	16.34	16.17	11.36	14.31	16.64	11.00	15.39	95.7	113.6	87.6

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

Table 14 Mean hourly earnings, weekly earnings and weekly paid hours in March 2006 by age group and sex

Age group	Male			Female			Total		
	Earnings per hour		Weekly paid hours	Earnings per hour		Weekly paid hours	Earnings per hour		Weekly paid hours
	€	€		€	€		€	€	
15-24	12.13	399.66	33.0	11.80	334.06	27.8	11.98	368.97	30.6
25-29	16.64	643.66	39.2	16.73	574.09	34.8	16.68	610.86	37.1
30-39	21.47	845.86	40.2	20.03	654.21	32.7	20.79	756.25	36.7
40-49	24.88	971.64	40.2	20.53	632.72	30.8	22.71	802.51	35.5
50-59	25.95	980.34	39.4	20.26	580.84	28.6	23.13	782.13	34.0
60 and over	26.36	873.36	36.2	20.10	520.22	25.3	23.87	732.61	31.9
Total	20.59	779.22	38.4	18.22	564.65	30.9	19.47	677.04	34.8

Table 15 Mean hourly earnings in March 2006 by age group, private/public sector status¹ and sex

Age group	Private sector			Public sector ¹			Total			Female hourly earnings as % of male hourly earnings		
	Male		Female	Male		Female	Male		Female	Private sector		Public sector ¹
	€	€	€	€	€	€	€	€	€	%	%	%
15-24	11.75	10.68	11.27	18.44	19.49	19.14	12.13	11.80	11.98	90.9	105.7	97.3
25-29	15.99	14.80	15.49	21.83	21.80	21.81	16.64	16.73	16.68	92.6	99.9	100.5
30-39	20.95	18.21	19.79	24.69	24.73	24.71	21.47	20.03	20.79	86.9	100.2	93.3
40-49	23.86	18.47	21.41	28.66	24.45	26.07	24.88	20.53	22.71	77.4	85.3	82.5
50-59	23.27	15.03	19.69	32.07	26.44	28.71	25.95	20.26	23.13	64.6	82.4	78.1
60 and over	18.31	14.06	16.73	41.73	28.70	35.96	26.36	20.10	23.87	76.8	68.8	76.3
Total	18.95	15.56	17.48	28.71	24.45	26.08	20.59	18.22	19.47	82.1	85.2	88.5

¹ Public Sector including semi-State companies. See background notes for further information.

Table 16 Median¹ hourly earnings in March 2006 by age group, private/public sector status² and sex

Age group	Private sector			Public sector ²			Total			Female hourly earnings as % of male hourly earnings		
	Male		Female	Male		Female	Male		Female	Private sector		Public sector ²
	€	€	€	€	€	€	€	€	€	%	%	%
15-24	10.43	9.57	10.00	15.94	21.04	19.42	10.67	10.00	10.27	91.8	132.0	93.7
25-29	14.30	12.70	13.59	20.32	21.80	21.13	14.83	14.31	14.61	88.8	107.3	96.5
30-39	17.09	14.48	15.93	22.01	22.94	22.51	17.90	16.37	17.25	84.7	104.2	91.5
40-49	18.21	14.00	16.36	25.01	21.34	22.35	19.33	16.20	17.98	76.9	85.3	83.8
50-59	18.27	12.35	15.62	26.43	22.00	24.07	20.26	15.46	18.24	67.6	83.2	76.3
60 and over	14.92	11.51	13.36	45.51	22.32	29.25	17.99	14.61	16.40	77.1	49.0	81.2
Total	15.14	12.34	13.82	23.61	21.89	22.43	16.34	14.31	15.39	81.5	92.7	87.6

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

² Public Sector including semi-State companies. See background notes for further information.

Table 17 Mean and median¹ hourly earnings in March 2006 by educational attainment and sex

Level of educational attainment	Male		Female		Total	
	Mean hourly earnings €	Median ¹ hourly earnings €	Mean hourly earnings €	Median ¹ hourly earnings €	Mean hourly earnings €	Median ¹ hourly earnings €
Primary or lower secondary	16.15	14.70	13.31	11.59	15.04	13.36
Higher secondary	17.38	14.40	14.97	12.58	16.20	13.44
Post leaving certificate	19.65	17.42	15.46	13.22	18.19	15.77
Third level non degree	21.51	18.41	18.25	15.44	19.56	16.49
Third level degree or above	33.28	25.96	27.19	23.89	29.89	24.65
Total	20.59	16.34	18.22	14.31	19.47	15.39

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

Table 18 Mean hourly earnings in March 2006 by educational attainment, full/part-time status and sex

Level of educational attainment	Male			Female			Total			Female hourly earnings as % of male hourly earnings			
	Full-time		Part-time	Full-time		Part-time	Full-time		Part-time	Full-time		Part-time	Total
	€	€	€	€	€	€	€	€	€	%	%	%	%
Primary or lower secondary	16.59	11.66	16.15	14.69	11.95	13.31	16.09	11.89	15.04	88.5	102.5	82.4	
Higher secondary	17.99	11.35	17.38	16.15	12.90	14.97	17.25	12.58	16.20	89.8	113.7	86.1	
Post leaving certificate	19.83	12.46	19.65	16.10	14.02	15.46	18.80	13.82	18.19	81.2	112.5	78.7	
Third level non degree	22.15	11.38	21.51	18.78	16.70	18.25	20.32	15.97	19.56	84.8	146.7	84.8	
Third level degree or above	33.76	19.74	33.28	27.84	23.19	27.19	30.64	22.61	29.89	82.5	117.5	81.7	
Total	21.20	12.31	20.59	20.04	14.27	18.22	20.74	13.89	19.47	94.5	115.9	88.5	

Table 19 Median¹ hourly earnings in March 2006 by educational attainment, full/part-time status and sex

Level of educational attainment	Male			Female			Total			Female hourly earnings as % of male hourly earnings		
	Full-time		Part-time	Full-time		Part-time	Full-time		Part-time	Total	Private sector %	Public sector %
	€	€		€	€		€	€				
Primary or lower secondary	15.11	10.00	10.00	13.25	10.00	10.00	14.53	10.00	10.00	13.36	87.7	100.0
Higher secondary	15.01	9.43	9.43	13.78	11.00	11.00	14.52	10.39	10.39	13.44	91.8	116.6
Post leaving certificate	17.65	10.75	10.75	13.92	12.00	12.00	16.45	11.86	11.86	15.77	78.9	111.6
Third level non degree	19.12	9.88	9.88	15.92	13.87	13.87	17.23	13.45	13.45	16.49	83.3	140.4
Third level degree or above	26.44	12.79	12.79	24.29	20.63	20.63	24.98	19.00	19.00	24.65	91.9	161.3
Total	16.89	10.00	10.00	16.17	11.36	11.36	16.64	11.00	11.00	15.39	95.7	113.6

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

Table 20 Mean hourly earnings, weekly earnings and weekly paid hours in March 2006 by educational attainment and sex

Level of educational attainment	Male			Female			Total		
	Earnings per hour		Weekly paid hours	Earnings per hour		Weekly paid hours	Earnings per hour		Weekly paid hours
	€	€		€	€		€	€	
Primary or lower secondary	16.15	632.94	39.2	13.31	359.66	27.0	15.04	526.31	34.4
Higher secondary	17.38	665.32	37.8	14.97	463.36	30.6	16.20	566.45	34.2
Post leaving certificate	19.65	790.63	40.5	15.46	483.84	31.6	18.19	683.46	37.4
Third level non degree	21.51	837.15	39.0	18.25	601.64	33.3	19.56	695.95	35.6
Third level degree or above	33.28	1,164.63	36.4	27.19	864.26	32.7	29.89	997.47	34.3
Total	20.59	779.22	38.4	18.22	564.65	30.9	19.47	677.04	34.8

Table 21 Mean hourly earnings in March 2006 by educational attainment, private/public sector status¹ and sex

Level of educational attainment	Private sector			Public sector ¹			Total			Female hourly earnings as % of male hourly earnings		
	Male		Female	Male		Female	Male		Female	Private sector		Public sector ¹
	€	€	€	€	€	€	€	€	€	%	%	%
Primary of lower secondary	15.52	12.04	14.25	20.16	17.62	18.85	16.15	13.31	15.04	77.6	87.4	82.4
Higher secondary	16.57	14.00	15.36	22.75	19.05	20.59	17.38	14.97	16.20	84.5	83.7	86.1
Post leaving certificate	19.22	14.52	17.69	22.46	18.75	20.70	19.65	15.46	18.19	75.5	83.5	78.7
Third level non degree	20.44	16.63	18.31	26.49	22.02	23.28	21.51	18.25	19.56	81.4	83.1	84.8
Third level degree or above	29.55	23.06	26.53	41.78	31.05	34.48	33.28	27.19	29.89	78.0	74.3	81.7
Total	18.95	15.56	17.48	28.71	24.45	26.08	20.59	18.22	19.47	82.1	85.2	88.5

¹ Public Sector including semi-State companies. See background notes for further information.

Table 22 Median¹ hourly earnings in March 2006 by educational attainment, private/public sector status² and sex

Level of educational attainment	Private sector			Public sector ²			Total			Female hourly earnings as % of male hourly earnings		
	Male		Female	Male		Female	Male		Female	Private sector		Public sector ²
	€	€	€	€	€	€	€	€	€	%	%	%
Primary of lower secondary	13.88	10.44	12.50	18.34	15.14	17.01	14.70	11.59	13.36	75.2	82.6	78.8
Higher secondary	13.40	11.76	12.56	20.55	18.00	19.05	14.40	12.58	13.44	87.8	87.6	87.4
Post leaving certificate	16.71	12.21	15.04	21.37	17.38	19.46	17.42	13.22	15.77	73.1	81.3	75.9
Third level non degree	16.92	13.80	14.97	24.35	20.36	21.67	18.41	15.44	16.49	81.6	83.6	83.9
Third level degree or above	22.18	18.13	20.10	39.73	27.97	30.13	25.96	23.89	24.65	81.7	70.4	92.0
Total	15.14	12.34	13.82	23.61	21.89	22.43	16.34	14.31	15.39	81.5	92.7	87.6

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

² Public Sector including semi-State companies. See background notes for further information.

Table 23 Mean and median¹ hourly earnings in March 2006 by total number of years in employment and sex

Total number of years in employment	Male		Female		Total	
	Mean hourly earnings €	Median ¹ hourly earnings €	Mean hourly earnings €	Median ¹ hourly earnings €	Mean hourly earnings €	Median ¹ hourly earnings €
Less than 5 years	12.63	10.79	13.34	10.76	12.98	10.78
5 to 9 years	16.55	14.51	15.91	13.10	16.22	13.79
10 to 19 years	21.79	17.41	18.99	15.21	20.36	16.34
20 to 29 years	24.32	19.21	21.16	16.79	22.72	18.36
30 years or more	26.30	20.33	23.46	19.15	25.39	19.96
Total	20.59	16.34	18.22	14.31	19.47	15.39

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

Table 24 Mean hourly earnings in March 2006 by total number of years in employment, full/part-time status and sex

Total number of years in employment	Male			Female			Total			Female hourly earnings as % of male hourly earnings			
	Full-time		Part-time	Full-time		Part-time	Full-time	Part-time	Total	Full-time		Part-time	Total
	€	€		€	€		€	€		€	€	%	%
Less than 5 years	13.18	10.53	12.63	15.02	10.82	13.34	13.95	10.72	12.98	114.0	102.8	105.6	105.6
5 to 9 years	16.92	12.00	16.55	16.96	12.95	15.91	16.94	12.74	16.22	100.2	107.9	96.1	96.1
10 to 19 years	21.92	15.43	21.79	20.64	15.04	18.99	21.39	15.07	20.36	94.2	97.5	87.2	87.2
20 to 29 years	24.52	16.74	24.32	23.47	16.80	21.16	24.09	16.80	22.72	95.7	100.4	87.0	87.0
30 years or more	26.70	15.90	26.30	25.88	16.75	23.46	26.48	16.56	25.39	96.9	105.3	89.2	89.2
Total	21.20	12.31	20.59	20.04	14.27	18.22	20.74	13.89	19.47	94.5	115.9	88.5	88.5

Table 25 Median¹ hourly earnings in March 2006 by total number of years in employment, full/part-time status and sex

Total number of years in employment	Male				Female				Total				Female hourly earnings as % of male hourly earnings			
	Full-time		Part-time		Full-time		Part-time		Full-time		Part-time		Full-time		Part-time	
	€	€	€	€	€	€	€	€	€	€	€	€	%	%	%	%
Less than 5 years	11.46	9.07	10.79	12.43	9.00	10.76	11.81	9.02	10.78	11.81	9.02	10.78	108.5	99.2	99.2	99.7
5 to 9 years	14.84	10.42	14.51	14.18	10.13	13.10	14.53	10.14	13.79	14.53	10.14	13.79	95.6	97.2	97.2	90.3
10 to 19 years	17.54	11.99	17.41	16.67	12.62	15.21	17.17	12.58	16.34	17.17	12.58	16.34	95.0	105.3	105.3	87.4
20 to 29 years	19.37	12.95	19.21	19.41	13.20	16.79	19.38	13.16	18.36	19.38	13.16	18.36	100.2	101.9	101.9	87.4
30 years or more	20.54	11.99	20.33	21.29	13.72	19.15	20.80	13.30	19.96	20.80	13.30	19.96	103.7	114.4	114.4	94.2
Total	16.89	10.00	16.34	16.17	11.36	14.31	16.64	11.00	15.39	16.64	11.00	15.39	95.7	113.6	113.6	87.6

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

Table 26 Mean hourly earnings, weekly earnings and weekly paid hours in March 2006 by total number of years in employment and sex

Total number of years in employment	Male				Female				Total			
	Earnings per hour		Weekly paid hours		Earnings per hour		Weekly paid hours		Earnings per hour		Weekly paid hours	
	€	€	hours	hours	€	€	hours	hours	€	€	hours	hours
Less than 5 years	12.63	429.26	34.1	34.1	13.34	384.66	28.2	28.2	12.98	407.46	31.2	31.2
5 to 9 years	16.55	621.30	37.6	37.6	15.91	507.52	32.0	32.0	16.22	563.37	34.8	34.8
10 to 19 years	21.79	856.84	40.2	40.2	18.99	606.42	31.8	31.8	20.36	729.62	35.9	35.9
20 to 29 years	24.32	945.49	40.0	40.0	21.16	648.06	30.6	30.6	22.72	794.84	35.2	35.2
30 years or more	26.30	976.51	39.2	39.2	23.46	710.90	30.9	30.9	25.39	891.48	36.5	36.5
Total	20.59	779.22	38.4	38.4	18.22	564.65	30.9	30.9	19.47	677.04	34.8	34.8

Table 27 Mean hourly earnings in March 2006 by total number of years in employment, private/public sector status¹ and sex

Total number of years in employment	Private sector				Public sector ¹				Total		Female hourly earnings as % of male hourly earnings			
	Male		Female		Male		Female		Male		Private sector		Public sector ¹	
	€	€	€	€	€	€	€	€	€	€	%	%	%	%
Less than 5 years	12.02	11.51	11.79	11.79	21.48	21.12	21.21	21.21	12.63	13.34	12.98	95.8	98.3	105.6
5 to 9 years	15.97	13.70	14.92	14.92	21.42	22.32	22.06	22.06	16.55	15.91	16.22	85.8	104.2	96.1
10 to 19 years	21.09	17.26	19.33	19.33	26.44	23.25	24.22	24.22	21.79	18.99	20.36	81.8	87.9	87.2
20 to 29 years	23.22	18.97	21.29	21.29	28.35	24.99	26.22	26.22	24.32	21.16	22.72	81.7	88.1	87.0
30 years or more	22.77	17.01	21.25	21.25	33.76	30.33	32.34	32.34	26.30	23.46	25.39	74.7	89.8	89.2
Total	18.95	15.56	17.48	17.48	28.71	24.45	26.08	26.08	20.59	18.22	19.47	82.1	85.2	88.5

¹ Public Sector including semi-State companies. See background notes for further information.**Table 28 Median¹ hourly earnings in March 2006 by total number of years in employment, private/public sector status² and sex**

Total number of years in employment	Private sector				Public sector ²				Total		Female hourly earnings as % of male hourly earnings			
	Male		Female		Male		Female		Male		Private sector		Public sector ²	
	€	€	€	€	€	€	€	€	€	€	%	%	%	%
Less than 5 years	10.43	9.75	10.06	10.06	19.79	21.34	21.04	21.04	10.79	10.76	10.78	93.5	107.8	99.7
5 to 9 years	13.89	11.66	12.71	12.71	19.54	21.66	20.83	20.83	14.51	13.10	13.79	83.9	110.8	90.3
10 to 19 years	16.69	13.71	15.18	15.18	22.67	20.38	20.85	20.85	17.41	15.21	16.34	82.1	89.9	87.4
20 to 29 years	18.21	14.65	16.52	16.52	23.64	21.73	22.32	22.32	19.21	16.79	18.36	80.5	91.9	87.4
30 years or more	18.18	14.00	17.10	17.10	27.54	25.72	26.74	26.74	20.33	19.15	19.96	77.0	93.4	94.2
Total	15.14	12.34	13.82	13.82	23.61	21.89	22.43	22.43	16.34	14.31	15.39	81.5	92.7	87.6

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.² Public Sector including semi-State companies. See background notes for further information.

Table 29 Mean and median¹ hourly earnings in March 2006 by nationality and sex

Nationality	Male		Female		Total	
	Mean hourly earnings €	Median ¹ hourly earnings €	Mean hourly earnings €	Median ¹ hourly earnings €	Mean hourly earnings €	Median ¹ hourly earnings €
Irish	21.15	16.89	18.48	14.62	19.86	15.85
United Kingdom	20.82	15.66	18.24	13.88	19.62	14.83
EU15 excl. Irl & UK	17.76	13.18	16.41	12.60	17.10	12.82
Accession states EU15 to EU27	12.17	10.80	10.49	9.10	11.52	10.09
Other	15.41	12.00	17.20	13.44	16.14	12.29
Total	20.59	16.34	18.22	14.31	19.47	15.39

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

Table 30 Mean hourly earnings in March 2006 by nationality, full/part-time status and sex

Nationality	Male			Female			Total			Female hourly earnings as % of male hourly earnings		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
	€	€	€	€	€	€	€	€	€	%	%	%
Irish	21.79	12.33	21.15	20.39	14.36	18.48	21.22	13.98	19.86	93.6	116.5	87.4
United Kingdom	20.93	*	20.82	20.72	14.17	18.24	20.85	14.66	19.62	99.0	*	87.6
EU15 excl. Irl & UK	18.17	*	17.76	16.69	15.57	16.41	17.53	14.76	17.10	91.9	*	92.4
Accession states EU15 to EU27	12.20	11.58	12.17	10.67	9.70	10.49	11.66	10.25	11.52	87.5	83.8	86.2
Other	15.98	10.58	15.41	19.03	13.22	17.20	17.04	12.37	16.14	119.1	125.0	111.6
Total	21.20	12.31	20.59	20.04	14.27	18.22	20.74	13.89	19.47	94.5	115.9	88.5

* Sample occurrence too small for estimation.

Table 31 Median¹ hourly earnings in March 2006 by nationality, full/part-time status and sex

Nationality	Male			Female			Total			Female hourly earnings as % of male hourly earnings		
	Full-time		Part-time	Full-time		Part-time	Full-time		Part-time	Full-time		Part-time
	€	€	€	€	€	€	€	€	€	%	%	%
Irish	17.44	10.00	16.89	16.56	11.53	14.62	17.11	11.08	15.85	95.0	115.3	86.6
United Kingdom	15.66	*	15.66	16.32	11.00	13.88	15.92	11.02	14.83	104.2	*	88.6
EU15 excl. Irl & UK	13.18	*	13.18	12.82	10.10	12.60	12.98	10.10	12.82	97.3	*	95.6
Accession states EU15 to EU27	10.89	9.15	10.80	9.38	8.67	9.10	10.31	8.99	10.09	86.1	94.8	84.3
Other	12.20	8.74	12.00	15.43	10.04	13.44	13.07	9.53	12.29	126.5	114.9	112.0
Total	16.89	10.00	16.34	16.17	11.36	14.31	16.64	11.00	15.39	95.7	113.6	87.6

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

* Sample occurrence too small for estimation.

Table 32 Mean hourly earnings, weekly earnings and weekly paid hours in March 2006 by nationality and sex

Nationality	Male			Female			Total		
	Earnings per hour		Weekly paid hours	Earnings per hour		Weekly paid hours	Earnings per hour		Weekly paid hours
	€	€	€	€	€	€	€	€	€
Irish	21.15	798.21	38.3	18.48	570.18	30.7	19.86	688.44	34.6
United Kingdom	20.82	794.76	39.5	18.24	540.66	29.0	19.62	676.40	34.6
EU15 excl. Irl & UK	17.76	670.48	37.6	16.41	534.30	33.1	17.10	603.58	35.4
Accession states EU15 to EU27	12.17	496.00	40.8	10.49	370.20	35.5	11.52	447.06	38.7
Other	15.41	592.23	38.4	17.20	584.98	33.3	16.14	589.25	36.3
Total	20.59	779.22	38.4	18.22	564.65	30.9	19.47	677.04	34.8

Table 33 Mean hourly earnings, weekly earnings and weekly paid hours in March 2006 by NACE economic sector and Irish/Other nationality

NACE economic sector	Irish			Other nationalities			Total		
	Earnings	Earnings	Weekly	Earnings	Earnings	Weekly	Earnings	Earnings	Weekly
	per hour	per week	paid hours	per hour	per week	paid hours	per hour	per week	paid hours
	€	€		€	€		€	€	
C - D Manufacturing, mining and quarrying	18.41	733.48	39.5	14.26	574.13	40.3	17.92	715.01	39.6
E Electricity, gas and water supply	26.96	1,063.39	39.1	*	*	*	27.04	1,064.99	39.0
F Construction	17.99	699.96	39.0	15.34	627.57	40.8	17.78	694.42	39.1
G Wholesale and retail trade	15.07	505.23	32.0	15.09	523.52	34.5	15.07	506.65	32.2
H Hotels and restaurants	12.28	362.00	27.8	11.19	354.92	32.7	11.96	359.94	29.2
I Transport, storage and communication	19.26	746.04	39.0	15.94	638.99	40.7	18.99	737.31	39.1
J Financial intermediation	30.46	1,058.69	34.7	26.17	987.90	38.7	30.29	1,055.86	34.9
K Business services	18.99	680.32	35.0	15.47	590.77	38.1	18.47	667.22	35.5
L Public administration and defence	21.75	841.63	38.7	23.71	893.71	37.6	21.79	842.57	38.7
M Education	32.50	863.80	27.6	28.31	837.38	30.4	32.27	862.36	27.8
N Health	21.20	665.81	31.4	21.77	747.90	34.3	21.25	673.01	31.6
O Other services	14.30	454.72	31.2	11.74	389.56	33.2	14.03	447.97	31.4
Total	19.86	688.44	34.6	15.80	571.66	36.5	19.47	677.04	34.8

* Sample occurrence too small for estimation.

Table 34 Mean and median¹ hourly earnings in March 2006 in the private sector, by size of enterprise and sex

Size of enterprise (Private Sector)	Male		Female		Total		Female hourly earnings as % of male hourly earnings	
	Mean hourly earnings €	Median ¹ hourly earnings €	Mean hourly earnings €	Median ¹ hourly earnings €	Mean hourly earnings €	Median ¹ hourly earnings €	Mean hourly earnings %	Median ¹ hourly earnings %
1 - 9 employees	16.49	13.43	13.37	10.69	15.23	12.31	81.1	79.6
10 - 49 employees	16.52	13.98	13.27	10.62	15.22	12.62	80.3	76.0
50 - 249 employees	18.34	15.33	14.34	11.83	16.89	13.80	78.2	77.2
250 - 499 employees	21.53	17.74	16.75	13.78	19.64	16.28	77.8	77.7
500 - 999 employees	22.07	18.12	16.34	13.47	19.26	15.26	74.0	74.3
1000+ employees	26.30	19.96	19.93	15.73	22.49	17.03	75.8	78.8
Total	18.95	15.14	15.56	12.34	17.48	13.82	82.1	81.5

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

Table 35 Average number of years service in current employment in March 2006 by educational attainment, private/public sector status¹ and sex

Level of educational attainment	Private sector			Public sector ¹			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Years in current employment								
Primary of lower secondary	9.9	8.7	9.5	20.5	12.5	16.3	11.4	9.6	10.7
Higher secondary	7.7	8.4	8.1	16.6	13.6	14.8	8.9	9.4	9.1
Post leaving certificate	9.4	8.0	8.9	17.1	10.5	14.0	10.4	8.5	9.7
Third level non degree	8.1	6.9	7.4	14.4	11.7	12.5	9.2	8.4	8.7
Third level degree or above	7.3	5.9	6.6	16.6	11.0	12.8	10.1	8.6	9.3
Total	8.6	7.8	8.3	17.4	11.8	14.0	10.1	9.0	9.6

¹ Public Sector including semi-State companies. See background notes for further information.

Table 36 Average number of years service in all employment in March 2006 by educational attainment, private/public sector status¹ and sex

Level of educational attainment	Private sector			Public sector ¹			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Years in employment (all jobs)									
Primary of lower secondary	19.1	16.0	18.0	28.4	19.0	23.5	20.4	16.7	19.0
Higher secondary	13.3	13.3	13.3	21.4	19.6	20.3	14.3	14.5	14.4
Post leaving certificate	17.8	14.4	16.7	24.7	17.6	21.3	18.8	15.1	17.5
Third level non degree	14.3	12.3	13.2	19.8	17.3	18.0	15.3	13.8	14.4
Third level degree or above	12.8	10.6	11.7	22.1	15.8	17.8	15.6	13.3	14.3
Total	15.7	13.4	14.7	23.5	17.4	19.7	17.0	14.6	15.9

¹ Public Sector including semi-State companies. See background notes for further information.

Background Notes

The National Employment Survey (NES) is a major workplace survey conducted by the CSO. Results from the March 2006 survey are presented in this report and relate to hourly earnings across the economy. Tables are provided by sector of activity, occupation, educational attainment, age group, length of service, nationality as well as other factors that go to explain differences in rates of hourly earnings. The survey covers both the public and private sectors using the same methodology. The only excluded sectors are agriculture, forestry and fishing.

The purpose of the NES is to provide more detailed structural information than before on workplace issues, including earnings and factors influencing earnings. The NES is being carried out annually and has been designed as an integrated survey that addresses issues of national interest, while simultaneously fulfilling requirements under EU law. A novel feature of the NES is that information is collected in a linked and integrated way from a sample of employers and employees.

Survey Strategy

The information required was divided into that most suitable to collect from employers (e.g. earnings, hours worked, etc.) and information best supplied by individual employees (educational attainment, duration in employment, etc.). A sample of employers was selected initially and then, in a second stage, a sample of employees was selected from within the selected enterprises. Employers facilitated this approach by selecting a systematic sample from their payrolls, using set criteria, and forwarding the selection to the CSO. This two-stage strategy was used for practical purposes to optimise the quality of the information collected. It also had the desirable effect of spreading the burden of response between employers and employees.

Employer Questionnaire This was distributed to a sample of employers. It requested information on earnings, hours worked and occupational details, for a sample of employees. There was also a set of questions on company training as the NES was used to collect information for the EU-wide 3rd Continuing Vocational Training Survey (CVTS3).

Employee Questionnaire This was distributed to the sample of employees chosen in the second stage of the sampling process. The employees were asked to supply information such as age, gender, educational attainment, nationality, length of time in paid employment as well as other job-related characteristics.

Coverage

There were 8,067 relevant enterprises in the NES 2006 survey. Only employers with more than three employees were surveyed and the data was collected at enterprise level. Employers were required to have been trading in the reference month of March in 2006.

Sample Design

The NES sample of employers was selected from the CSO Central Business Register (CBR). The sample was selected based on the proportion of companies in each economic sector and in each size class (which was defined as a 'cell'). The employers were asked to select a systematic sample of employees from their payrolls. The table below outlines the number of employers and employees sampled for each size group of business unit:

Size of enterprise	No. of employers sampled	No. of employees sampled
3-9	1 in 20	All
10-19	1 in 10	All
20-49	1 in 7	1 in 3
50-99	1 in 4	1 in 4
100-249	1 in 2	1 in 6
250-999	All	1 in 10
1,000+	All	1 in 20

The employer sample was also checked to make sure that there were at least 5 employers in each cell (if there were less than 5 employers in a cell then all were included in the sample). In addition, economic sectors where there was a high variance for earnings and/or had known low response rates had more employers included in the survey.

The respondent employers returned the employer questionnaire that contained a list of the names of sampled employees to the CSO. The names were then pre-printed on the employee questionnaires and distributed via the employer address to the employee. A total sample size of 78,860 employees was thus generated.

Survey Planning

A main focus of the employer questionnaire was the EU-wide 3rd Continuing Vocational Training Survey (CVTS3) while the earning-related questions to the employer and the employee questionnaire were updated from the previous NES in 2003. The CSO consulted with various interests in advance of the survey and fine-tuned the questions after conducting a pilot survey in late 2005. The survey was then launched in early 2006.

Information leaflets were prepared for the selected employers and employees. The survey strategy involved a high degree of co-operation from both employers and employees.

Information about the survey was posted on the CSO website and all questionnaires and instructions were available electronically there.

Collection of Data and Non-response

The electronic version of the employer questionnaire was in a customised spreadsheet format, and some employers availed of the facility to download, complete and return an electronic copy using a secure channel to the CSO. This information was transferred by the CSO directly into a database environment. However, the majority of employer questionnaires was returned on paper and electronically scanned.

The employee questionnaire was available to download but could not be completed and returned electronically. It was designed as a two page, "tick-box" questionnaire for ease of completion and to render it suitable for data capture using scanning technology.

A vital component of the data collection from employees was the method of questionnaire return. While customised and otherwise blank questionnaires were distributed via the employer, the questionnaires were not returned via this route. Pre-paid envelopes were supplied to each employee in the sample and the questionnaires were thus returned directly to the CSO. This was to guarantee the confidentiality of information supplied by employees.

Response rates for business units and employees are given in the tables below.

Response Rate for National Employment Survey 2006	
Employers Questionnaire	
Effective sample	8,067
Respondent enterprises	4,845
Non-respondant enterprises	3,219
Response Rate	60%
Employees Questionnaire	
Effective sample	67,766
Number of returns	50,591
Non-respondent employees	17,175
Response Rate	75%

Survey Grossing

Survey responses to the NES were weighted to the population of employees recorded by the Quarterly National Household Survey (QNHS). The weights were calculated by calibrating the survey responses to the totals from QNHS by sector, occupation, full/part-time status, age group and sex. The weight is the product of a design-weight based on the stratification at the time of sample selection and a calibration-weight based on the post-stratification resulting from the survey responses. This approach takes into account as fully as possible the characteristics of the sample observations in terms of auxiliary variables and their known totals.

The employee total and calibration totals are those as measured by the QNHS in quarter 2 of 2006 as illustrated in the following table:

Persons in employment (ILO) aged 15 years and over for NACE 2 digit classified by employment status, QNHS q2 2006

NACE	Economic Activity	QNHS Total	QNHS Employees only (incl. schemes)	Employee Totals within scope of NES
		000	000	000
A - B	Agriculture, Forestry, Fishing	114.5	23.5	*
C - E	Other Production Industries	288.5	264.9	264.9
F	Construction	262.7	197.3	197.3
G	Wholesale and retail trade	284.4	247.3	247.3
H	Hotels and restaurants	116.3	100.9	100.9
I	Transport, storage and communication	120.8	96.1	96.1
J - K	Financial & Other Services	267.3	231.0	231.0
L	Public administration and defence	105.1	104.4	104.4
M	Education	135.6	130.0	130.0
N	Health	201.2	189.8	189.8
O	Other services	120.6	100.3	83.0
Total in employment		2,017.0	1,685.5	1,644.7
Total Unemployed		91.4		
Total Labour Force		2,108.3		
Not in Labour Force		1,262.0		
Population 15 years or over		3,370.3		

* Outside scope of NES.

Note: Data may be subject to sampling or other survey errors, which are greater in respect of smaller values or estimates of change.

Reference period: q2=March to May

Source: Quarterly National Household Survey, Central Statistics Office.

Definitions

Average/Mean

The arithmetic mean is the most commonly used “average” or measure of central tendency. It is calculated by summing the values of an item for all observations in a category of data and then dividing the total by the number of observations in the category. There are other measures of central tendency. The tables in this report present information using the mean and the median.

Median

The median is the “middle value” in an ordered sequence of data. Approximately 50% of the observations lie above the median and 50% below. The median is unaffected by any extreme observations. For instance, the size of an extremely large value will not affect the position of the median whereas it would affect the position of the mean. In this sense, the median is a more robust measure than the mean.

Earnings

Earnings represent the gross monthly amount (before deduction of tax, PRSI, superannuation) payable by the organisation to its employees. It includes normal wages, salaries and overtime; taxable allowances, regular bonuses and commissions; holiday or sick pay for the period in question. It excludes employer's PRSI, redundancy payments and back pay.

Average Hourly Earnings

Estimates of average hourly earnings are derived by dividing estimates of the gross monthly earnings by estimates of the total hours paid in the month at the level of the individual employee.

Public Sector Employees

Public sector employees include:

Civil Service
Defence Forces
Garda Síochána
Local Authorities
Education (excluding private institutions)
Regional Bodies
Health (excluding private institutions)
Semi-State Bodies (excluding their subsidiary companies).

Nationality Groups

Irish	Republic of Ireland
United Kingdom	Great Britain and Northern Ireland
EU15 excluding Ireland and UK	Austria, Belgium, Denmark, Finland, France, Germany, Greece, Netherlands, Italy, Luxembourg, Portugal, Spain, Sweden.
Accession States EU15 to EU27	Bulgaria, Cyprus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Romania, Slovakia, Slovenia.
Other nationalities	All other nationalities not included in the above four groupings.

Appendices

Appendix 1

Employment Totals and Sample Fraction

Appendix 1

Employment Totals and Sample Fraction for National Employment Survey 2006

NACE* economic sector	QNHS '000	NES '000	Sample Fraction %
C-D Manufacturing,mining and quarrying	254.2	8.9	3.5
E Electricity,gas and water supply	10.7	0.4	3.6
F Construction	197.3	2.7	1.4
G Wholesale and retail trade	247.3	6.8	2.7
H Hotel and restaurants	100.9	2.5	2.4
I Transport,storage and communication	96.1	3.4	3.6
J Financial intermediation	81.8	3.3	4.0
K Business services	149.2	6.2	4.1
L Public administration and defence	104.4	5.5	5.3
M Educaton	130.0	4.2	3.2
N Health	189.8	5.4	2.8
O Other services	83.0	1.5	1.8
Total	1,644.7	50.6	3.1

* NACE Rev.1.1

Occupation	QNHS '000	NES '000	Sample Fraction %
1 Managers and administrators	168.4	4.7	2.8
2 Professional	205.2	10.8	5.2
3 Associate professional and technical	148.3	4.8	3.3
4 Clerical and secretarial	239.9	10.7	4.5
5 Craft and related trades	210.1	3.5	1.6
6 Personal and protective services	201.1	3.0	1.5
7 Sales	164.6	3.2	1.9
8 Plant and machine operatives	140.3	4.8	3.4
9 Other	166.7	5.1	3.1
Total	1,644.7	50.6	3.1

Full-time/part-time status	QNHS '000	NES '000	Sample Fraction %
Full-time	1,339.4	43.9	3.3
Part-time	305.3	6.6	2.2
Total	1,644.7	50.6	3.1

Sex	QNHS '000	NES '000	Sample Fraction %
Male	861.5	26.4	3.1
Female	783.2	24.2	3.1
Total	1,644.7	50.6	3.1

Appendix Two

National Employment Survey

March 2003 and March 2006

Appendix 2

National Employment Survey March 2003 and March 2006

Economic sector

	2003	2006	2003	2006	2003	2006
NACE* economic sector	Mean hourly earnings	Mean hourly earnings	Weekly paid hours ¹	Weekly paid hours	Earnings per week	Earnings per week
	€	€	Hours	Hours	€	€
C - D Manufacturing, mining and quarrying	15.50	17.92	38.8	39.6	596.86	715.01
E Electricity, gas and water supply	22.88	27.04	41.1	39.0	931.01	1,064.99
F Construction	16.15	17.78	40.6	39.1	655.31	694.42
G Wholesale and retail trade	12.29	15.07	32.5	32.2	417.79	506.65
H Hotels and restaurants	10.30	11.96	30.7	29.2	331.37	359.94
I Transport, storage and communication	16.72	18.99	39.2	39.1	650.27	737.31
J Financial intermediation	24.50	30.29	34.1	34.9	836.84	1,055.86
K Business services	17.00	18.47	35.9	35.5	612.69	667.22
L Public administration and defence	16.15	21.79	41.5	38.7	659.82	842.57
M Education	27.24	32.27	26.2	27.8	680.46	862.36
N Health	15.88	21.25	29.5	31.6	460.41	673.01
O Other services	14.88	14.03	32.0	31.4	459.35	447.97
Total	16.41	19.47	34.9	34.8	566.51	677.04

* NACE Rev.1.1

Occupation

	2003	2006	2003	2006	2003	2006
Occupation	Mean hourly earnings	Mean hourly earnings	Weekly paid hours ¹	Weekly paid hours	Earnings per week	Earnings per week
	€	€	Hours	Hours	€	€
1 Managers and administrators	26.17	31.18	36.8	37.7	944.35	1,155.46
2 Professional	26.31	32.81	31.1	32.3	777.55	1,021.89
3 Associate professional and technical	18.37	21.06	33.6	36.3	605.85	759.65
4 Clerical and secretarial	14.02	16.31	33.6	33.5	462.92	540.33
5 Craft and related trades	14.58	16.79	40.0	39.6	586.29	664.32
6 Personal and protective services	11.57	15.29	34.3	32.0	418.82	498.51
7 Sales	10.83	13.04	29.6	30.2	339.31	416.83
8 Plant and machine operatives	12.71	14.89	40.9	41.1	520.32	617.04
9 Other	11.70	12.93	33.6	32.3	395.17	431.28
Total	16.41	19.47	34.9	34.8	566.51	677.04

Age group

	2003	2006	2003	2006	2003	2006
Age Group	Mean hourly earnings	Mean hourly earnings	Weekly paid hours ¹	Weekly paid hours	Earnings per week	Earnings per week
	€	€	Hours	Hours	€	€
15-24	10.44	11.98	32.7	30.6	346.80	368.97
25-29	14.85	16.68	36.9	37.1	537.96	610.86
30-39	17.99	20.79	36.0	36.7	638.97	756.25
40-49	19.15	22.71	34.9	35.5	654.00	802.51
50-59	19.21	23.13	34.3	34.0	640.27	782.13
60 and over	17.13	23.87	32.4	31.9	541.88	732.61
Total	16.41	19.47	34.9	34.8	566.51	677.04

Educational attainment

	2003	2006	2003	2006	2003	2006
Level of educational attainment	Mean hourly earnings	Mean hourly earnings	Weekly paid hours ¹	Weekly paid hours	Earnings per week	Earnings per week
	€	€	Hours	Hours	€	€
Primary or lower secondary	12.61	15.04	34.7	34.4	449.57	526.31
Higher secondary	13.72	16.20	35.4	34.2	489.50	566.45
Post leaving certificate	15.34	18.19	37.6	37.4	579.49	683.46
Third level non degree	16.69	19.56	35.0	35.6	576.65	695.95
Third level degree or above	25.61	29.89	32.8	34.3	811.06	997.47
Total	16.41	19.47	34.9	34.8	566.51	677.04

Total number of years in employment

	2003	2006	2003	2006	2003	2006
Total number of years in employment	Mean hourly earnings	Mean hourly earnings	Weekly paid hours ¹	Weekly paid hours	Earnings per week	Earnings per week
	€	€	Hours	Hours	€	€
Less than 5 years	10.86	12.98	31.2	31.2	343.50	407.46
5 to 9 years	14.14	16.22	35.4	34.8	496.60	563.37
10 to 19 years	17.59	20.36	35.3	35.9	611.15	729.62
20 to 29 years	19.53	22.72	35.7	35.2	675.12	794.84
30 years or more	20.40	25.39	37.1	36.5	723.99	891.48
Total	16.41	19.47	34.9	34.8	566.51	677.04

Public/private sector

	2003	2006	2003	2006	2003	2006
Public/private sector	Mean hourly earnings	Mean hourly earnings	Weekly paid hours ¹	Weekly paid hours	Earnings per week	Earnings per week
	€	€	Hours	Hours	€	€
Private Sector	15.03	17.48	35.3	35.2	538.52	628.35
Public Sector	21.04	26.08	33.6	33.5	660.82	839.04
Total	16.41	19.47	34.9	34.8	566.51	677.04

Sex

	2003	2006	2003	2006	2003	2006
Sex	Mean hourly earnings	Mean hourly earnings	Weekly paid hours ¹	Weekly paid hours	Earnings per week	Earnings per week
	€	€	Hours	Hours	€	€
Male	17.74	20.59	38.4	38.4	665.05	779.22
Female	14.93	18.22	31.0	30.9	456.49	564.65
Total	16.41	19.47	34.9	34.8	566.51	677.04

¹ Data updated since the NES 2003 publication

Appendix Three

National Employment Survey 2006

Employer and Employee Forms



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**Phone enquiries to:**

LoCall: 1890 313 414 (ROI)
0870 8760256 (UK/NI)
Cork (021) 4535585/4535623/
4535130
Fax No. (021) 4535553
E-mail: nes@cso.ie
www.cso.ie

Central Statistics Office
Skehard Road
Cork

Reply to:
THE DIRECTOR GENERAL
in the pre-paid envelope
or electronically, via
Secure Deposit Box

National Employment Survey 2006

Carried out under European Communities (Statistics) (National Employment Survey) Regulations 2006 and Statistics (National Employment Survey) Order 2006

The information you supply will be treated as **strictly confidential** under the provisions of the Statistics Act 1993 and Council Regulation (EC) No. 530/199.

This survey addresses the need to collect data on company training as well as data on the structure and distribution of earnings. The survey is being conducted in two parts.

Employer Questionnaire - Two types of information are required. Sections A to C relate to information at the level of the business. Section D relates to selected individual employee details.

Employee Questionnaire - This questionnaire will be forwarded to each employee covered in Section D of this questionnaire (see covering letter).

Both the employer and employee questionnaire are available to view at www.cso.ie under 'surveys and methodologies' and 'earnings'. The employer questionnaire can be downloaded, completed and returned electronically using the secure deposit box facility.

The completed form should be returned (either on paper or electronically) by **27 October 2006**.

Please read the accompanying instructions before filling out the questionnaire. A more detailed glossary of occupations (which may be necessary to accurately complete Section D) is available at www.cso.ie again under 'surveys and methodologies' and "earnings". This glossary can be sent to you on paper, should you require.

If you are unsure of any detail, or if you have any difficulty with the questions on this form, please contact the NES section at LoCall 1890 313 414 - Extensions 5585, 5623 or 5519, or by email to nes@cso.ie.

PLEASE NOTE THAT THIS IS A STATUTORY SURVEY WHICH YOU ARE OBLIGED TO COMPLETE.
THANK YOU FOR YOUR CO-OPERATION.

Donal Garvey
Director General

Section A: General information on the enterprise

A.1 Total persons engaged in the business on 31/12/2005

	Full-time		Part-time		Total
	Male	Female	Male	Female	
Employees (all persons paid a wage or salary)	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Other persons engaged (outside piece workers, proprietors and unpaid family members working in the business)	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Total	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>

Section B: Company training for staff (excluding training for apprentices/trainees)

This is any form of training that is organised or supported by the enterprise for its staff (which would include both employees and other persons engaged but exclude apprentices/trainees) with the specific goal of learning. It must be at least partially financed or funded by the enterprise and is generally planned in advance. Section B refers to this form of training only.

B.1 During 2005, did any staff undertake any of the following training activities:

Training courses

(a) Internal training courses (i.e. courses that were principally designed and managed by your enterprise itself) ☐ Yes ☐ No

(b) External training courses (i.e. courses that were principally designed and managed by another organisation e.g. a training company, but they may have taken place either on their premises or at your own premises) ☐ Yes ☐ No

Other forms of training

(c) Planned on-the-job training ☐ Yes ☐ No

(d) Planned training through job rotation, exchanges, secondments or study visits ☐ Yes ☐ No

(e) Planned training through participation in learning or quality circles ☐ Yes ☐ No

(f) Planned training by self-directed learning which is at least partially financed by the enterprise (i.e. open or distance learning, night courses, correspondence courses etc.) ☐ Yes ☐ No

(g) Attendance at conferences, workshops, trade fairs and lectures (where the main purpose of attending is to learn/receive training) ☐ Yes ☐ No

If the answer to (a) and (b) is "No", please go to question B6

B.2 How many staff participated in one or more training courses (as stated in B.1(a) and B.1.(b)) during **2005**? (Each person who attended a training course should be counted only **once**, irrespective of the total number of courses they attended in 2005.)

Male	Female
<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>

B.3 What was the total paid working time (in days) spent on all training courses (as stated in B.1(a) and B.1(b)) in 2005?

Internal	External
<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>

B.4 What was the percentage of paid working time (as stated in B.3 above) spent on training courses for each of the following types of courses?

(a) Languages	<input type="text"/> <input type="text"/> <input type="text"/>	%	(f) Computer science and computer use	<input type="text"/> <input type="text"/> <input type="text"/>	%
(b) Sales and marketing	<input type="text"/> <input type="text"/> <input type="text"/>	%	(g) Engineering, manufacturing and construction	<input type="text"/> <input type="text"/> <input type="text"/>	%
(c) Accounting, finance and office work	<input type="text"/> <input type="text"/> <input type="text"/>	%	(h) Environment protection and occupational health and safety	<input type="text"/> <input type="text"/> <input type="text"/>	%
(d) Management and administration	<input type="text"/> <input type="text"/> <input type="text"/>	%	(i) Personal services, transport services, protection of property and persons, military	<input type="text"/> <input type="text"/> <input type="text"/>	%
(e) Personal development and working life	<input type="text"/> <input type="text"/> <input type="text"/>	%	(j) Other training subjects	<input type="text"/> <input type="text"/> <input type="text"/>	%
				<hr/>	
Total (a to j)				1	00 %

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B.5 What was the percentage of paid working time (as stated in B.3 above) spent on training courses for each of the following purposes of training?

(a) To prepare staff for their current job (induction training) or for another position at the same level in the enterprise	<input type="text"/> <input type="text"/> <input type="text"/>	%
(b) To correct any observed under-performance of staff	<input type="text"/> <input type="text"/> <input type="text"/>	%
(c) To develop staff in their current positions or prepare them for positions at a higher level in the enterprise	<input type="text"/> <input type="text"/> <input type="text"/>	%
(d) Compliance with statutory obligations i.e. training which is required by law such as health & safety etc.	<input type="text"/> <input type="text"/> <input type="text"/>	%
(e) Other purposes	<input type="text"/> <input type="text"/> <input type="text"/>	%
		<hr/>
Total (a to e)	1	00 %

B.6 What were the following costs (excluding VAT) incurred by the enterprise in the provision of training courses in 2005?

(a) Fees and payments for courses for staff attending training courses	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	. 00
(b) Travel & subsistence payments for staff attending training courses	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	. 00
(c) Costs of premises (including annual depreciation, teaching material and equipment) used for training courses	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	. 00

B.7 (a) How much did the enterprise contribute to collective funds (e.g. levy payments to FAS etc.) for training activities in 2005?

 . **00**

(b) How much did the enterprise receive from such collective or outside funds (e.g. FAS, EU subsidies) for training activities in 2005?

 . **00**

B.8 (a) Did the enterprise provide **training courses** (internal or external) for its staff in the previous year, **2004**?

☐ Yes ☐ No

(b) Does the enterprise expect to provide **training courses** (internal or external) for its staff during the year **2006**?

☐ Yes ☐ No

B.9 (a) Did the enterprise provide any of the **other forms of training** (as in B1(c) to B1(g)) for its staff in the previous year, **2004**?

☐ Yes ☐ No

(b) Does the enterprise expect to provide any of the **other forms of training** (as in B1(c) to B1(g)) for its staff during the year **2006**?

☐ Yes ☐ No

--	--	--

--	--	--

--	--	--

☐ Own centre ☐ Shared centre

☐ Both own & shared centre ☐ No centre

☐ Yes ☐ No

(a) The existing skills and competencies of staff corresponded to the current needs of the enterprise	<input type="checkbox"/>	(f) A higher focus on training for apprentices and trainees than on staff training	<input type="checkbox"/>
(b) The preferred strategy of the enterprise was to recruit individuals with the required skills and competencies	<input type="checkbox"/>	(g) A major training effort was carried out in a previous year	<input type="checkbox"/>
(c) Difficulty in assessing the enterprise's training needs	<input type="checkbox"/>	(h) The high workload and limited available time of staff	<input type="checkbox"/>
(d) The lack of suitable training courses in the market	<input type="checkbox"/>	(i) Other reasons	<input type="checkbox"/>
(e) The high costs of training courses	<input type="checkbox"/>		

This is any form of planned training in respect of apprentices or trainees with the enterprise (they often have a special training contract). The main activity of the apprentice/trainee is to study or train (but this should be at least partially work based) and there is usually a formal qualification at the end of the process. Generally, but not always, the enterprise at least partially finances the training.

C.1 How many apprentices/trainees were employed by the enterprise during 2005?

[illegible]

C.3 (a) How much did the enterprise contribute to collective funds for apprentices/ trainees training activities in 2005?

(b) How much did the enterprise receive from such collective or outside funds for apprentices/trainees training activities in 2005?							.	0	0
---	--	--	--	--	--	--	---	---	---

I hereby declare that the information provided in this return is complete and correct to the best of my knowledge and belief.

Date

Phone.....

Signature



D1. Individual Employee Data for the Year 2005.

Please complete the following table for all employees selected in your sample. The data should refer to the year ending 31/12/2005.



DATA FOR THE YEAR 2005

		EARNINGS (round to nearest €)				WEEKS	DAYS	
		Total gross annual earnings for the year 2005 (C)	Total annual bonuses included in (C)	Annual value of benefit-in-kind included in (C)	Number of weeks to which the gross annual earnings relate (F)	Number of paid annual holidays (G)	Number of other annual days of paid absence (H)	
1.	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)
2.								
3.								
4.								
5.								
6.								
7.								
8.								
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10.								
11.								
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14.								
15.								
16.								
17.								
18.								

Your sample should be representative of ALL the employees.
Please read the note on sample selection before proceeding with questions D1 and D2.



D2. Individual Employee Data for a Reference Period (4 weeks or 1 Month) in March 2006.

Please complete the following table for all employees selected in your sample. The data should refer to either the 4 week period ending 31/03/2006 or the month ending 31/03/2006.

DATA FOR THE REFERENCE PERIOD MARCH 2006

PPS No. (From column B of previous page)				Type of Employment contract (see instructions)	Reference Period (1 = 4 Weeks 2 = Month)	Occupational Status Code of job (see note below)	EARNINGS (round to nearest €)				HOURS		
							Total gross earnings in reference period (E)	Overtime earnings included in (E)	Shift allowances included in (E)	Total commission and bonuses included in (E)	PRSI Class (I)	Total paid hours in reference period (J)	Total paid overtime hours included in (J)
				(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
1.													
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Note - OCCUPATIONAL STATUS
Managers and Senior Officials
 11 Legislators and senior officials
 12 Corporate managers
 13 Managers of small enterprises
Professionals
 21 Physical, mathematical and engineering science professionals

22 Life science and health professionals
 23 Teaching professionals
 24 Other professionals
Technicians & Associate Professionals
 31 Physical and engineering science associate professionals
 32 Life science and health associate professionals

33 Teaching associate professionals
Clerical Workers
 41 Office clerks
 42 Customer service clerks
Service and Sales Workers
 51 Personal and protective services workers

52 Models, salespersons and demonstrators
Skilled agricultural and fishery workers
 61 Skilled agricultural and fishery workers
Craft and related trades workers
 71 Extraction and building trades workers
 72 Metal, machinery and related trades workers
 73 Precision, handcraft and related trades workers

74 Other craft and related trades workers
Plant and machine operators and assemblers
 81 Stationary plant and related operators
 82 Machine operators and assemblers
 83 Drivers and mobile plant operators
Other manual occupations
 91 Sales and services elementary occupations
 92 Agricultural, fishery and related labourers

93 Labourers in mining, construction, manufacturing and transport



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National Employment Survey 2006 Employee Questionnaire

NES Section
Central Statistics Office
Skehard Road
Cork

Reply to:
THE DIRECTOR GENERAL
in the free-post envelope
enclosed

The questions on this form relate to you and to your employer named above.

Some questions require a box to be marked with an X(☒) or a number to be entered e.g.

2	4
---	---

Q.1 Gender ☐ Male ☐ Female

Q.2 Date of birth:
(DD/MM/YYYY)

		/			/	1	9		
--	--	---	--	--	---	---	---	--	--

Q.3 What is your nationality? (if you have dual nationality, please declare both of them)

☐ Irish

☐ Other nationality (write in your **nationality**)

☐ No nationality

Q.4 Where did you usually live in March 2005?

☐ At your current address

☐ Elsewhere in Ireland, including Northern Ireland (write in the **county**)

☐ Elsewhere abroad (write in the **country**)

Q.5 As of the end of March 2006 what was your highest level of *completed* education? (Please mark **one** box only)

☐ No formal education

☐ Primary education

☐ Lower secondary (Junior, Inter Cert.,
Transition year or equivalent)

☐ Upper secondary (Leaving Cert., NCVA
Level 1 Cert. or equivalent)

☐ Technical/Vocational qualification
(Completed Apprenticeship, NCVA
level 2/3 or equivalent)

☐ Both upper secondary &
technical/vocational qualification

☐ Third Level Certificate/Diploma

☐ Third Level Primary Degree

☐ Professional qualification
of Degree status at least

☐ Both a Degree and professional
qualification

☐ Postgraduate Certificate, Diploma
or Degree

☐ Doctorate (PhD)

Q.6 Unpaid absence in March 2006

How many days were you on **unpaid** absence from your job in March 2006 (Include unpaid sick leave, unpaid study leave, unpaid maternity leave, unpaid special leave etc.)?

		.	
--	--	---	--

Q.7 Employment History up to the end of March 2006

(a) Length of service with current employer:
(Please enter number of years)

--	--

(To nearest full year but exclude periods of unpaid leave)

(b) Length of time in **all** paid employment:
(Please enter number of years)

--	--

(Total of all paid periods in post full-time education employment,
including current employer, to nearest full year)

P.T.O.

Q.8 Did you work on a full-time or part-time basis in March 2006?☐ Full-time ☐ Part-timeIf **part-time**, why did you work part-time? (please mark **one** box only)

- | | | |
|---|--|--|
| <input type="checkbox"/> You were a student/pupil | <input type="checkbox"/> You had another job | <input type="checkbox"/> You wanted or needed to attend to family commitments |
| <input type="checkbox"/> You were ill | <input type="checkbox"/> You were disabled | <input type="checkbox"/> You were financially secure, but worked because you wanted to |
| <input type="checkbox"/> You could not find a full-time job | <input type="checkbox"/> You considered that you earned enough working part-time | <input type="checkbox"/> Some other reason |

Q.9 Characteristics of your job in March 2006:

- | | Yes | No |
|--|--------------------------|--------------------------|
| (a) Were you required to do shift-work? | <input type="checkbox"/> | <input type="checkbox"/> |
| (b) Did you supervise staff? (i.e. did staff report to you)? | <input type="checkbox"/> | <input type="checkbox"/> |
| (c) Were you a member of a Trade Union? | <input type="checkbox"/> | <input type="checkbox"/> |
| (d) Were you a member of a Professional Body?
(e.g. CIMA, IEI, MPSI, IAVI etc.) | <input type="checkbox"/> | <input type="checkbox"/> |

Q.10 Job Flexibility & Attendance Patterns in March 2006**Did you work:**(Mark **one** box only)
☐ Fixed standard hours
 ☐ Flexi-time
 ☐ Other flexible working arrangements
Q.11 Company Training in 2005**(a)** Did your employer:

(i) Assess your skills/training needs in 2005?

Yes	No
<input type="checkbox"/>	<input type="checkbox"/>

(ii) Have or agree a personal training plan with you in 2005?

<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------

(b) Did you participate in any company or company sponsored training courses in 2005?

Yes	No
<input type="checkbox"/>	<input type="checkbox"/>

If Yes

Please indicate the total number of paid working days spent on these training courses in 2005

--	--	--	--	--	--	--	--	--	--

(c) Did you participate in any other of the following forms of company training in 2005?

(i) Planned on-the-job training

Yes	No
<input type="checkbox"/>	<input type="checkbox"/>

(ii) Planned training through job-rotation, exchanges, secondments or study visits

<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------

(iii) Planned training through participation in learning or quality circles

<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------

(iv) Planned training by self-directed learning which is at least partially financed by the company (i.e. open or distance learning, night classes or correspondence courses etc.)

<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------

(v) Attendance at conferences, workshops, trade fairs and lectures
(where the main purpose of attending is to learn/receive training)

<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------

(d) If you did receive any training in 2005 (i.e. yes to any part of Q11(b) or Q11(c) above), after the training did your employer :(Mark **one** box only)

(i) Measure (e.g. by means of a questionnaire etc.) your satisfaction with the training

Always	Often	Occasionally	Never
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(ii) Assess you to see if you received the targeted skills from the training

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------

(iii) Assess your work or performance (e.g. by observation of your supervisor, testing, etc.) to measure the impact of training on the business performance

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------

Please return this form to the CSO in the pre-paid envelope.
Thank you, your participation in this survey is appreciated.