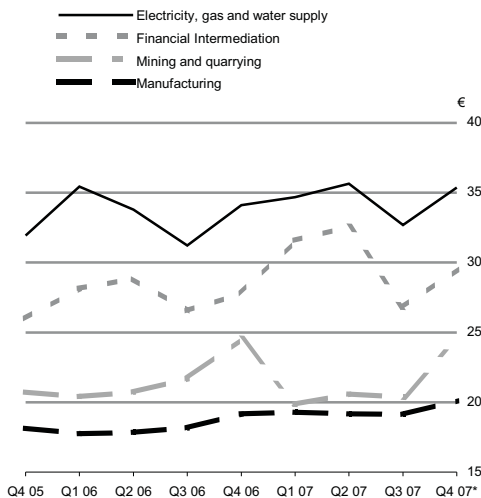




## Earnings and Labour Costs

Quarter 3 2007 (Final)  
Quarter 4 2007 (Preliminary Estimates)

### Average Hourly Earnings



### Average Hourly Earnings

Nace Principal Activity	Q4 2006	Q3 2007	Q4 2007*	Quarterly Change	Annual Change
	€	€	€	%	%
<b>Industry</b>	<b>19.93</b>	<b>19.66</b>	<b>20.80</b>	<b>5.8</b>	<b>4.4</b>
Mining and quarrying	24.55	20.36	24.44	20.0	-0.4
Manufacturing	19.18	19.12	20.10	5.1	4.8
Electricity, gas and water supply	34.12	32.70	35.38	8.2	3.7
<b>Financial intermediation</b>	<b>27.79</b>	<b>26.79</b>	<b>29.53</b>	<b>10.2</b>	<b>6.3</b>

\*Preliminary Estimates

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### Average earnings show annual increases of 4.4% in the industrial sector and 6.3% in the financial sector

Hourly earnings including irregular bonuses rose by 4.4% (€19.93 to €20.80 per hour) in the industrial sector and by 6.3% (€27.79 to €29.53 per hour) in the financial sector from Q4 2006 to Q4 2007. However, while irregular earnings fell slightly from €1.30 to €1.28 per hour in the industrial sector during the same time period, they rose from €2.29 to €3.57 per hour in the financial sector. Regular earnings excluding irregular bonuses rose from €18.63 per hour to €19.52 in the industrial sector (a rise of 4.8%) while in the financial sector they rose from €25.50 to €25.96 (a rise of 1.8%). *See tables 1, 2 and graph.*

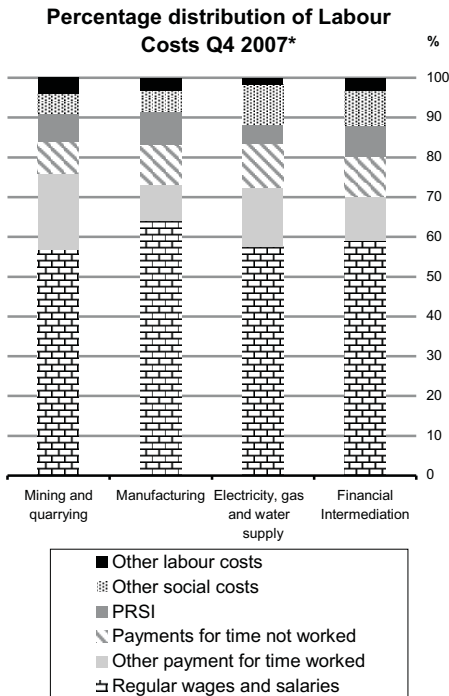
### Employment growth continues in the financial sector

The number of persons employed in enterprises with 3 or more employees in the financial sector increased from 77,900 in Q4 2006 to 85,100 in Q4 2007, a rise of 7,200. During the same period employment in the industrial sector increased by 1,800 from 239,700 to 241,500. *See table 1.*

*For more information contact Bernadette Cabry at 021-4535308 or Paul M Crowley at 021-4535090.*

## Average weekly paid hours increase in industry to 37.9 hours

In Q4 2007 the average weekly contracted hours were 37.9 hours in the industrial sector (a rise of 0.3 hours from the previous year) while in the financial sector they were 33.9 hours (a fall of 0.5 hours in the year). Weekly hours not worked (paid leave) were around 5 hours in both the industrial and the financial sectors. Weekly overtime hours were highest in the industrial sector at 1.9 hours compared with only 0.5 hours in the financial sector. *See table 1 and table 6.*



## Hourly labour costs rose by 5.5% in the financial sector

Between Q4 2006 and Q4 2007, hourly labour costs rose by 5.5% in the financial sector from €34.85 per hour to €36.76 and by 4.5% in the industrial sector from €23.88 per hour to €24.96 per hour. In the industrial sector other labour costs increased from €3.94 per hour to €4.17 while in the financial sector there was an increase from €7.06 to €7.23 per hour over the year. *See table 3.*

## Occupation comparisons of hourly labour costs

Managers and other professionals saw hourly labour costs of €48.13 per hour in the financial sector compared with €37.89 per hour in the industrial sector, a difference of approximately €10. Clerical, sales and service workers saw a difference of less than €2 between the sectors, €23.79 per hour in the financial sector compared with €25.31 per hour in the industrial sector. For production and other manual workers the difference was similar; at €21.66 per hour in the financial sector compared with €20.07 per hour in the industrial sector. *See table 4.*

## Regular wages and salaries account for 64% of total labour costs in the manufacturing sector

Regular wages and salaries make up the largest component of total labour costs. In the manufacturing sector they account for 64% of total labour costs compared with 56.7% in the mining and quarrying sector. Total wages and salaries, including payment for time not worked, make up 83.3% of total labour costs in the industrial sector and 80.3% in the financial sector. Social costs were highest in the financial sector at 8.6% compared with 4.2% in the industrial sector. *See table 5.*

## Weekly earnings, which include irregular bonuses, were highest in the financial sector at €999.61 per week

Average weekly earnings were €999.61 in the financial sector, compared with €789.03 in the industrial sector for Q4 2007. Earnings per week within the industrial sector were highest in the electricity, gas and water supply sector at €1,346.86 compared with €760.80 in the manufacturing sector. In the mining and quarrying sector the weekly earnings were €990.77. *See tables 6.*

## Tables

**Table 1 Employment, earnings and hours classified by Nace sector and occupation**

Broad Occupational Categories and NACE Principal Activity		Q4 2006			Q1 2007		
		Persons Employed	Average Hourly Earnings	Average weekly paid hours	Persons Employed	Average Hourly Earnings	Average weekly paid hours
<b>All Employees</b>		numbers	€	hours	numbers	€	hours
C,D,E	Industry	239,700	19.93	37.6	242,100	19.87	37.9
C	Mining & quarrying	7,000	24.55	39.7	7,200	19.86	42.6
D	Manufacturing	223,500	19.18	37.5	225,700	19.28	37.7
E	Electricity, gas & water supply	9,300	34.12	39.5	9,100	34.68	38.7
J	Financial Intermediation	77,900	27.79	34.4	81,400	31.59	33.9
<b>Managers, professionals &amp; associated professionals</b>							
C,D,E	Industry	52,200	29.30	37.2	56,000	29.75	37.8
C	Mining & quarrying	1,300	33.12	37.8	1,400	30.63	36.7
D	Manufacturing	48,200	28.38	37.2	52,000	28.80	38.0
E	Electricity, gas & water supply	2,700	44.66	35.9	2,600	49.76	35.4
J	Financial Intermediation	38,600	35.85	35.3	39,600	43.58	34.9
<b>Clerical, sales and service employees</b>							
C,D,E	Industry	38,300	20.21	35.7	37,500	19.96	36.1
C	Mining & quarrying	800	20.65	40.5	900	16.69	40.8
D	Manufacturing	35,100	19.71	35.6	34,200	19.61	36.1
E	Electricity, gas & water supply	2,400	27.60	35.3	2,300	26.79	34.8
J	Financial Intermediation	38,100	19.56	33.4	40,500	19.73	32.9
<b>Production, transport, craft and other manual workers</b>							
C,D,E	Industry	149,200	16.66	38.2	148,500	16.13	38.4
C	Mining & quarrying	4,900	22.99	40.1	4,900	17.84	44.6
D	Manufacturing	140,100	15.95	38.0	139,500	15.61	38.1
E	Electricity, gas & water supply	4,200	31.46	44.4	4,100	30.28	43.2
J	Financial Intermediation	1,200	16.86	34.8	1,300	15.29	33.3

\* Preliminary Estimates

for Q4 2006 - Q4 2007

Q2 2007			Q3 2007			Q4 2007*		
Persons Employed	Average Hourly Earnings	Average weekly paid hours	Persons Employed	Average Hourly Earnings	Average weekly paid hours	Persons Employed	Average Hourly Earnings	Average weekly paid hours
numbers	€	hours	numbers	€	hours	numbers	€	hours
243,100	19.82	38.2	242,100	19.66	37.7	241,500	20.80	37.9
7,800	20.60	43.2	7,600	20.36	41.6	7,400	24.44	40.5
226,200	19.16	38.0	225,700	19.12	37.6	225,100	20.10	37.8
9,100	35.60	38.2	8,900	32.70	38.0	9,000	35.38	38.1
83,400	32.57	33.8	83,100	26.79	33.9	85,100	29.53	33.9
56,000	29.37	38.1	54,300	29.24	37.7	54,700	30.67	38.1
1,400	34.42	37.5	1,400	31.02	39.1	1,400	37.26	38.8
52,000	28.11	38.3	50,700	28.44	37.8	51,000	29.82	38.2
2,600	53.87	35.0	2,200	47.14	35.1	2,300	47.00	35.4
42,000	44.33	34.7	42,300	35.32	34.7	44,500	38.93	34.8
38,400	19.21	36.4	39,300	19.64	35.9	39,200	21.31	36.0
1,000	17.28	39.1	1,000	17.55	38.3	1,000	21.02	38.2
35,100	18.80	36.5	35,400	19.11	36.1	35,200	20.69	36.1
2,300	26.86	34.1	2,900	27.13	33.6	2,900	29.49	33.5
39,900	20.30	33.0	39,500	17.89	33.2	39,300	18.79	32.9
148,600	16.35	38.6	148,500	16.17	38.2	147,600	17.00	38.4
5,400	17.93	45.6	5,200	18.19	42.9	5,000	21.68	41.5
139,100	15.85	38.2	139,600	15.71	37.9	138,900	16.35	38.1
4,100	29.78	42.8	3,700	28.76	43.8	3,800	33.06	43.6
1,400	16.37	32.3	1,300	16.51	32.2	1,300	17.41	32.2

**Table 2 Hourly earnings and irregular bonuses classified by Nace sector and occupation**

Broad Occupational Categories and NACE Principal Activity	Q4 2006			Q1 2007		
	Hourly earnings excl irregular bonuses	Irregular bonuses	Average Hourly earnings	Hourly earnings excl irregular bonuses	Irregular bonuses	Average Hourly earnings
All Employees	€	€	€	€	€	€
C,D,E Industry	18.63	1.30	19.93	18.64	1.24	19.87
C Mining & quarrying	21.05	3.50	24.55	19.43	0.42	19.86
D Manufacturing	18.09	1.09	19.18	18.13	1.15	19.28
E Electricity, gas & water supply	29.51	4.61	34.12	30.49	4.19	34.68
J Financial Intermediation	25.50	2.29	27.79	25.19	6.37	31.59
<b>Managers, professionals &amp; associated professionals</b>						
C,D,E Industry	27.31	1.99	29.30	26.80	2.95	29.75
C Mining & quarrying	28.52	4.60	33.12	29.81	0.82	30.63
D Manufacturing	26.50	1.88	28.38	25.96	2.84	28.80
E Electricity, gas & water supply	41.95	2.71	44.66	43.35	6.42	49.76
J Financial Intermediation	32.37	3.48	35.85	32.97	10.61	43.58
<b>Clerical, sales and service employees</b>						
C,D,E Industry	19.01	1.20	20.21	18.67	1.29	19.96
C Mining & quarrying	17.48	3.17	20.65	16.30	0.39	16.69
D Manufacturing	18.65	1.06	19.71	18.37	1.24	19.61
E Electricity, gas & water supply	24.99	2.60	27.60	24.41	2.38	26.79
J Financial Intermediation	18.52	1.04	19.56	17.54	2.19	19.73
<b>Production, transport, craft and other manual workers</b>						
C,D,E Industry	15.58	1.09	16.66	15.55	0.58	16.13
C Mining & quarrying	19.72	3.28	22.99	17.50	0.34	17.84
D Manufacturing	15.12	0.83	15.95	15.12	0.49	15.61
E Electricity, gas & water supply	24.86	6.61	31.46	26.43	3.85	30.28
J Financial Intermediation	15.45	1.40	16.86	14.97	0.31	15.29

\* Preliminary Estimates

for Q4 2006 - Q4 2007

Q2 2007			Q3 2007			Q4 2007*		
Hourly earnings excl irregular bonuses	Irregular bonuses	Average Hourly earnings	Hourly earnings excl irregular bonuses	Irregular bonuses	Average Hourly earnings	Hourly earnings excl irregular bonuses	Irregular bonuses	Average Hourly earnings
€	€	€	€	€	€	€	€	€
18.96	0.85	19.82	19.13	0.53	19.66	19.52	1.28	20.80
19.58	1.02	20.60	19.77	0.59	20.36	21.12	3.32	24.44
18.48	0.68	19.16	18.63	0.49	19.12	18.98	1.13	20.10
30.58	5.02	35.60	31.02	1.68	32.70	32.09	3.29	35.38
25.57	7.00	32.57	25.44	1.36	26.79	25.96	3.57	29.53
27.64	1.73	29.37	28.22	1.02	29.24	28.63	2.04	30.67
30.39	4.03	34.42	29.65	1.37	31.02	31.19	6.07	37.26
26.78	1.33	28.11	27.46	0.98	28.44	27.86	1.96	29.82
44.68	9.19	53.87	45.28	1.87	47.14	45.63	1.37	47.00
33.02	11.30	44.33	33.25	2.08	35.32	33.40	5.54	38.93
18.63	0.58	19.21	19.15	0.49	19.64	19.59	1.72	21.31
16.92	0.36	17.28	17.11	0.44	17.55	17.59	3.43	21.02
18.33	0.46	18.80	18.67	0.45	19.11	19.02	1.67	20.69
24.27	2.59	26.86	26.11	1.02	27.13	27.83	1.66	29.49
17.78	2.52	20.30	17.28	0.61	17.89	17.48	1.31	18.79
15.76	0.59	16.35	15.80	0.37	16.17	16.12	0.88	17.00
17.50	0.43	17.93	17.78	0.42	18.19	19.11	2.57	21.68
15.36	0.49	15.85	15.39	0.32	15.71	15.66	0.69	16.35
25.88	3.90	29.78	26.76	2.01	28.76	27.71	5.35	33.06
15.68	0.68	16.37	16.09	0.42	16.51	16.26	1.16	17.41

**Table 3 Hourly earnings, other labour costs and total labour costs classified by Nace sector and**

Broad Occupational Categories and NACE Principal Activity	Q4 2006			Q1 2007		
	Average Hourly Earnings	Other Labour Costs	Average Hourly Labour Costs	Average Hourly Earnings	Other Labour Costs	Average Hourly Labour Costs
<b>All Employees</b>	€	€	€	€	€	€
C,D,E Industry	19.93	3.94	23.88	19.87	3.95	23.82
C Mining & quarrying	24.55	4.79	29.34	19.86	4.16	24.02
D Manufacturing	19.18	3.80	22.99	19.28	3.84	23.12
E Electricity, gas & water supply	34.12	6.54	40.66	34.68	6.41	41.09
J Financial Intermediation	27.79	7.06	34.85	31.59	7.38	38.97
<b>Managers, professionals &amp; associated professionals</b>						
C,D,E Industry	29.30	6.60	35.90	29.75	6.41	36.16
C Mining & quarrying	33.12	7.82	40.94	30.63	7.59	38.22
D Manufacturing	28.38	6.46	34.83	28.80	6.23	35.04
E Electricity, gas & water supply	44.66	8.66	53.32	49.76	9.58	59.34
J Financial Intermediation	35.85	9.07	44.91	43.58	9.87	53.45
<b>Clerical, sales and service employees</b>						
C,D,E Industry	20.21	3.94	24.15	19.96	3.95	23.90
C Mining & quarrying	20.65	4.31	24.96	16.69	3.04	19.73
D Manufacturing	19.71	3.81	23.52	19.61	3.88	23.48
E Electricity, gas & water supply	27.60	5.67	33.27	26.79	5.32	32.11
J Financial Intermediation	19.56	4.97	24.53	19.73	4.91	24.65
<b>Production, transport, craft and other manual workers</b>						
C,D,E Industry	16.66	3.04	19.70	16.13	3.02	19.16
C Mining & quarrying	22.99	4.09	27.08	17.84	3.53	21.37
D Manufacturing	15.95	2.91	18.86	15.61	2.94	18.55
E Electricity, gas & water supply	31.46	5.79	37.25	30.28	5.20	35.48
J Financial Intermediation	16.86	5.63	22.49	15.29	3.96	19.24

\* Preliminary Estimates



occupation for Q4 2006 - Q4 2007

Q2 2007			Q3 2007			Q4 2007*		
Average Hourly Earnings	Other Labour Costs	Average Hourly Labour Costs	Average Hourly Earnings	Other Labour Costs	Average Hourly Labour Costs	Average Hourly Earnings	Other Labour Costs	Average Hourly Labour Costs
€	€	€	€	€	€	€	€	€
19.82	3.81	23.62	19.66	3.88	23.55	20.80	4.17	24.96
20.60	3.91	24.51	20.36	4.08	24.44	24.44	4.69	29.13
19.16	3.70	22.86	19.12	3.78	22.90	20.10	4.04	24.14
35.60	6.31	41.91	32.70	6.43	39.12	35.38	6.99	42.36
32.57	7.89	40.46	26.79	7.38	34.18	29.53	7.23	36.76
29.37	6.23	35.60	29.24	6.29	35.53	30.67	7.22	37.89
34.42	7.86	42.28	31.02	7.76	38.78	37.26	8.85	46.11
28.11	6.03	34.15	28.44	6.11	34.54	29.82	7.07	36.89
53.87	9.41	63.28	47.14	9.57	56.71	47.00	9.62	56.62
44.33	10.40	54.73	35.32	9.71	45.03	38.93	9.20	48.13
19.21	3.69	22.90	19.64	3.68	23.32	21.31	4.01	25.31
17.28	2.92	20.20	17.55	2.93	20.48	21.02	3.37	24.39
18.80	3.61	22.41	19.11	3.61	22.72	20.69	3.89	24.58
26.86	5.19	32.04	27.13	4.82	31.94	29.49	5.67	35.16
20.30	5.26	25.56	17.89	4.95	22.84	18.79	5.00	23.79
16.35	2.92	19.28	16.17	3.05	19.22	17.00	3.07	20.07
17.93	3.16	21.09	18.19	3.36	21.56	21.68	3.84	25.53
15.85	2.84	18.70	15.71	2.96	18.68	16.35	2.94	19.29
29.78	5.15	34.93	28.76	5.83	34.60	33.06	6.45	39.50
16.37	4.63	20.99	16.51	4.56	21.07	17.41	4.24	21.66

**Table 4 Hourly labour costs for Q4 2007 - Preliminary Estimates**

Broad Occupational Categories and NACE Principal Activity		Total Employment	Wages & Salaries					Total	Redundancy	Statutory PRSI	Other Social Costs	Benefit in Kind	Other Labour Costs	Subsidies	Hourly Labour Costs
			Payment for time worked			Payment for time not worked	Total								
			Regular	Overtime	Irregular										
		numbers	€	€	€	€	€	€	€	€	€	€	€	€	
<b>All Employees</b>															
C-E	<b>Industry</b>	241,500	15.82	1.16	1.28	2.54	20.80	0.35	2.01	1.05	0.31	0.50	-0.05	24.96	
C	Mining & quarrying	7,400	16.52	2.27	3.32	2.34	24.44	0.21	2.04	1.27	0.28	0.91	-0.01	29.13	
D	Manufacturing	225,100	15.45	1.06	1.13	2.47	20.10	0.37	2.01	0.92	0.32	0.47	-0.05	24.14	
E	Electricity, gas & water supply	9,000	24.46	2.87	3.29	4.76	35.38	0.00	1.99	4.27	0.05	0.80	-0.11	42.36	
J	Financial Intermediation	85,100	21.70	0.54	3.57	3.72	29.53	0.03	2.85	3.16	0.42	0.86	-0.08	36.76	
<b>Managers, professionals &amp; associated professionals</b>															
C-E	<b>Industry</b>	54,700	24.29	0.48	2.04	3.86	30.67	0.90	2.94	2.17	0.84	0.42	-0.05	37.89	
C	Mining & quarrying	1,400	27.42	0.23	6.07	3.54	37.26	0.45	3.50	2.99	1.17	0.76	-0.01	46.11	
D	Manufacturing	51,000	23.61	0.48	1.96	3.77	29.82	0.95	2.93	1.96	0.86	0.42	-0.05	36.89	
E	Electricity, gas & water supply	2,300	38.62	0.62	1.37	6.39	47.00	0.00	2.75	6.58	0.06	0.35	-0.12	56.62	
J	Financial Intermediation	44,500	28.16	0.55	5.54	4.69	38.93	0.04	3.63	4.08	0.69	0.84	-0.08	48.13	
<b>Clerical, sales and service employees</b>															
C-E	<b>Industry</b>	39,200	16.35	0.44	1.72	2.79	21.31	0.28	2.02	1.11	0.26	0.40	-0.06	25.31	
C	Mining & quarrying	1,000	14.04	1.63	3.43	1.92	21.02	0.19	1.73	0.63	0.05	0.77	-0.01	24.39	
D	Manufacturing	35,200	15.98	0.34	1.67	2.71	20.69	0.30	2.03	0.95	0.28	0.38	-0.05	24.58	
E	Electricity, gas & water supply	2,900	22.01	1.36	1.66	4.46	29.49	0.00	2.05	3.31	0.06	0.37	-0.12	35.16	
J	Financial Intermediation	39,300	14.39	0.45	1.31	2.63	18.79	0.01	1.97	2.11	0.11	0.88	-0.09	23.79	
<b>Production, transport, craft and other manual workers</b>															
C-E	<b>Industry</b>	147,600	12.54	1.60	0.88	1.98	17.00	0.16	1.66	0.62	0.13	0.55	-0.05	20.07	
C	Mining & quarrying	5,000	14.10	2.92	2.57	2.10	21.68	0.15	1.70	0.94	0.09	0.97	-0.01	25.53	
D	Manufacturing	138,900	12.29	1.45	0.69	1.92	16.35	0.17	1.66	0.52	0.13	0.52	-0.05	19.29	
E	Electricity, gas & water supply	3,800	18.60	5.02	5.35	4.09	33.06	0.00	1.54	3.66	0.03	1.30	-0.10	39.50	
J	Financial Intermediation	1,300	11.19	3.09	1.16	1.98	17.41	0.00	1.64	1.78	0.00	0.90	-0.09	21.66	

**Table 5 Percentage distribution of labour costs for Q4 2007 - Preliminary Estimates**

Broad Occupational Categories and NACE Principal Activity		Total Employment	Wages & Salaries				Total	Redund- ancy	Statutory PRSI	Other Social Costs	Benefit in Kind	Other Labour Costs	Subsidies	Hourly Labour Costs
			Payment for time worked			Payment for time not worked								
			Regular	Overtime	Irregular									
		numbers	%	%	%	%	%	%	%	%	%	%	%	
<b>All Employees</b>														
C-E	<b>Industry</b>	241,500	63.4	4.7	5.1	10.2	83.3	1.4	8.1	4.2	1.2	2.0	-0.2	100
C	Mining & quarrying	7,400	56.7	7.8	11.4	8.0	83.9	0.7	7.0	4.4	1.0	3.1	0.0	100
D	Manufacturing	225,100	64.0	4.4	4.7	10.2	83.3	1.5	8.3	3.8	1.3	2.0	-0.2	100
E	Electricity, gas & water supply	9,000	57.7	6.8	7.8	11.2	83.5	0.0	4.7	10.1	0.1	1.9	-0.3	100
J	Financial Intermediation	85,100	59.0	1.5	9.7	10.1	80.3	0.1	7.8	8.6	1.1	2.3	-0.2	100
<b>Managers, professionals &amp; associated professionals</b>														
C-E	<b>Industry</b>	54,700	64.1	1.3	5.4	10.2	80.9	2.4	7.8	5.7	2.2	1.1	-0.1	100
C	Mining & quarrying	1,400	59.5	0.5	13.2	7.7	80.8	1.0	7.6	6.5	2.5	1.6	0.0	100
D	Manufacturing	51,000	64.0	1.3	5.3	10.2	80.8	2.6	8.0	5.3	2.3	1.1	-0.1	100
E	Electricity, gas & water supply	2,300	68.2	1.1	2.4	11.3	83.0	0.0	4.9	11.6	0.1	0.6	-0.2	100
J	Financial Intermediation	44,500	58.5	1.1	11.5	9.7	80.9	0.1	7.5	8.5	1.4	1.7	-0.2	100
<b>Clerical, sales and service employees</b>														
C-E	<b>Industry</b>	39,200	64.6	1.8	6.8	11.0	84.2	1.1	8.0	4.4	1.0	1.6	-0.2	100
C	Mining & quarrying	1,000	57.6	6.7	14.1	7.9	86.2	0.8	7.1	2.6	0.2	3.2	-0.1	100
D	Manufacturing	35,200	65.0	1.4	6.8	11.0	84.2	1.2	8.3	3.9	1.1	1.6	-0.2	100
E	Electricity, gas & water supply	2,900	62.6	3.9	4.7	12.7	83.9	0.0	5.8	9.4	0.2	1.0	-0.4	100
J	Financial Intermediation	39,300	60.5	1.9	5.5	11.1	79.0	0.0	8.3	8.9	0.5	3.7	-0.4	100
<b>Production, transport, craft and other manual workers</b>														
C-E	<b>Industry</b>	147,600	62.5	8.0	4.4	9.9	84.7	0.8	8.3	3.1	0.6	2.8	-0.3	100
C	Mining & quarrying	5,000	55.2	11.4	10.1	8.2	84.9	0.6	6.7	3.7	0.3	3.8	0.0	100
D	Manufacturing	138,900	63.7	7.5	3.6	10.0	84.7	0.9	8.6	2.7	0.7	2.7	-0.3	100
E	Electricity, gas & water supply	3,800	47.1	12.7	13.5	10.4	83.7	0.0	3.9	9.3	0.1	3.3	-0.2	100
J	Financial Intermediation	1,300	51.7	14.3	5.3	9.1	80.4	0.0	7.6	8.2	0.0	4.2	-0.4	100

**Table 6 Employment, hours and payment for time worked for Q4 2007 - Preliminary Estimates**

Broad Occupational Categories and NACE Principal Activity		Persons Employed				Paid Hours			Earnings per week	Weekly Hours Not Worked	Weekly Hours Worked	Hourly Earnings for Time Worked	Hourly Labour Costs for Time Worked
		Full-time	Part-time	Appren- tice	Total	Weekly Contracted Hours	Weekly Overtime Hours	Total Weekly Hours					
All Employees		numbers	numbers	numbers	numbers	hours	hours	hours	€	hours	hours	€	€
C-E	<b>Industry</b>	227,600	11,200	2,700	241,500	36.1	1.9	37.9	789.03	5.0	33.0	23.94	28.73
C	Mining & quarrying	7,100	200	100	7,400	36.7	3.9	40.5	990.77	4.6	36.0	27.56	32.86
D	Manufacturing	212,300	10,500	2,300	225,100	36.1	1.8	37.8	760.80	5.0	32.9	23.13	27.78
E	Electricity, gas & water supply	8,200	500	300	9,000	35.3	2.8	38.1	1,346.86	5.9	32.2	41.85	50.11
J	Financial Intermediation	75,100	10,000	0	85,100	33.4	0.5	33.9	999.61	4.9	28.9	34.58	43.04
<b>Managers, professionals &amp; associated professionals</b>													
C-E	<b>Industry</b>	53,400	1,000	200	54,700	37.5	0.7	38.1	1,169.59	5.1	33.0	35.45	43.79
C	Mining & quarrying	1,400	0	0	1,400	38.6	0.2	38.8	1,444.38	4.4	34.4	42.05	52.03
D	Manufacturing	49,800	900	200	51,000	37.5	0.7	38.2	1,140.08	5.2	33.1	34.48	42.66
E	Electricity, gas & water supply	2,200	100	0	2,300	35.0	0.4	35.4	1,664.88	5.0	30.5	54.66	65.86
J	Financial Intermediation	42,100	2,400	0	44,500	34.4	0.4	34.8	1,354.68	4.9	29.9	45.32	56.02
<b>Clerical, sales and service employees</b>													
C-E	<b>Industry</b>	35,400	3,800	0	39,200	35.4	0.6	36.0	766.80	5.2	30.8	24.88	29.55
C	Mining & quarrying	900	100	0	1,000	35.6	2.6	38.2	802.18	4.3	33.9	23.68	27.47
D	Manufacturing	32,000	3,300	0	35,200	35.6	0.5	36.1	747.53	5.2	31.0	24.14	28.68
E	Electricity, gas & water supply	2,500	400	0	2,900	32.5	1.0	33.5	988.37	5.5	28.0	35.25	42.03
J	Financial Intermediation	32,000	7,300	0	39,300	32.3	0.5	32.9	617.23	5.0	27.9	22.16	28.06
<b>Production, transport, craft and other manual workers</b>													
C-E	<b>Industry</b>	138,700	6,500	2,400	147,600	35.7	2.6	38.4	652.51	4.9	33.5	19.47	22.98
C	Mining & quarrying	4,800	100	100	5,000	36.4	5.1	41.5	900.29	4.7	36.8	24.46	28.79
D	Manufacturing	130,500	6,300	2,000	138,900	35.7	2.5	38.1	623.52	4.8	33.3	18.71	22.08
E	Electricity, gas & water supply	3,400	0	300	3,800	37.9	5.8	43.6	1,441.59	6.8	36.8	39.19	46.83
J	Financial Intermediation	1,000	300	0	1,300	28.7	3.4	32.2	559.91	4.3	27.8	20.11	25.01

**Table 7 Employment, hours and payment for time worked by size of enterprise for Q4 2007 - Preliminary Estimates**

Broad Occupational Categories and NACE Principal Activity		Persons Employed				Paid Hours			Earnings per week	Hourly Earnings	Hourly Labour Costs	Weekly Hours Not Worked	Weekly Hours Worked	Hourly Earnings for Time Worked	Hourly Labour Costs for Time Worked
		Full-time	Part-time	Apprentice	Total	Weekly Contracted Hours	Weekly Overtime Hours	Total Weekly Hours							
<b>All Employees</b>		numbers	numbers	numbers	numbers	hours	hours	hours	€	€	€	hours	hours	€	€
C-E	Industry	227,600	11,200	2,700	241,500	36.1	1.9	37.9	789.03	20.80	24.96	5.0	33.0	23.94	28.73
J	Financial Intermediation	75,100	10,000	0	85,100	33.4	0.5	33.9	999.61	29.53	36.76	4.9	28.9	34.58	43.04
<b>Less than 50 employees</b>															
C-E	Industry	55,300	5,400	1,300	62,000	35.8	1.2	37.0	616.16	16.64	19.32	4.0	33.0	18.65	21.66
J	Financial Intermediation	8,000	2,600	0	10,600	32.2	0.2	32.4	938.37	29.00	35.29	4.0	28.4	33.06	40.24
<b>50 - 250 employees</b>															
C-E	Industry	65,900	2,100	500	68,400	36.0	2.1	38.1	737.79	19.36	22.96	4.7	33.4	22.09	26.20
J	Financial Intermediation	7,800	500	0	8,300	35.3	0.5	35.8	1,169.06	32.70	39.41	5.7	30.1	38.85	46.83
<b>Greater than 250 employees</b>															
C-E	Industry	106,400	3,800	900	111,000	36.2	2.1	38.3	915.83	23.89	29.20	5.7	32.7	28.05	34.27
J	Financial Intermediation	59,300	6,900	0	66,200	33.3	0.6	33.9	987.72	29.18	36.63	5.0	28.8	34.24	42.98

**Table 8 Total annual earnings and other labour costs classified by NACE sector and occupation for 2006**

Broad Occupational Categories and NACE Principal Activity		Wages & Salaries				Total	Redundancy	Statutory PRSI	Other Social Costs	Benefit in Kind	Other Labour Costs	Subsidies	Total Labour Costs
		Payment for time worked			Payment for time not worked								
		Regular	Overtime	Irregular									
		€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	
<b>All Employees</b>													
C-E	<b>Industry</b>	7,131,511	513,742	383,021	995,038	9,023,312	91,115	879,368	476,253	138,989	241,530	-20,785	10,829,783
C	Mining & quarrying	246,738	24,136	22,831	37,583	331,288	3,982	31,372	19,528	3,445	9,297	-440	398,472
D	Manufacturing	6,495,269	444,719	254,309	887,032	8,081,330	86,336	817,483	396,609	134,046	220,666	-19,710	9,716,761
E	Electricity, gas & water supply	382,098	44,886	105,881	77,829	610,694	797	30,513	60,116	1,498	11,567	-635	714,550
J	<b>Financial Intermediation</b>	2,881,217	74,325	447,363	427,521	3,830,427	35,871	392,906	390,131	129,079	94,472	-10,597	4,862,289
<b>Managers, professionals &amp; associated professionals</b>													
C-E	<b>Industry</b>	2,303,464	32,180	154,733	303,625	2,794,002	30,122	267,284	214,170	72,653	44,106	-4,332	3,418,006
C	Mining & quarrying	69,722	938	7,541	9,088	87,289	1,310	8,052	7,611	2,028	1,432	-80	107,642
D	Manufacturing	2,075,070	28,636	107,606	269,309	2,480,622	28,321	247,357	183,466	69,865	41,509	-4,079	3,047,060
E	Electricity, gas & water supply	156,794	2,606	39,586	27,105	226,092	492	11,875	23,093	760	866	-169	263,008
J	<b>Financial Intermediation</b>	1,860,989	31,430	375,987	263,827	2,532,233	18,036	260,017	254,881	96,003	46,622	-5,182	3,202,609
<b>Clerical, sales and service employees</b>													
C-E	<b>Industry</b>	1,186,108	29,210	55,610	164,252	1,435,180	8,927	141,447	81,298	22,906	33,184	-3,348	1,719,594
C	Mining & quarrying	24,534	1,187	3,762	3,569	33,052	443	3,049	2,065	419	942	-51	39,920
D	Manufacturing	1,087,926	25,470	36,432	145,256	1,295,084	8,306	131,244	68,324	22,133	31,078	-3,145	1,553,025
E	Electricity, gas & water supply	72,320	2,553	15,415	16,755	107,044	178	7,153	10,909	354	769	-149	126,258
J	<b>Financial Intermediation</b>	996,690	37,136	69,315	159,913	1,263,054	15,774	129,466	131,232	31,842	46,280	-5,237	1,612,412
<b>Production, transport, craft and other manual workers</b>													
C-E	<b>Industry</b>	3,641,939	452,352	172,678	527,162	4,794,130	52,066	470,637	180,784	43,430	164,240	-13,105	5,692,182
C	Mining & quarrying	152,482	22,011	11,528	24,926	210,947	2,229	20,271	9,852	997	6,923	-308	250,910
D	Manufacturing	3,332,273	390,614	110,271	472,466	4,305,624	49,709	438,881	144,819	42,049	148,079	-12,486	5,116,676
E	Electricity, gas & water supply	152,983	39,727	50,879	33,970	277,559	128	11,485	26,114	384	9,932	-318	325,283
J	<b>Financial Intermediation</b>	23,539	5,759	2,061	3,781	35,140	2,061	3,423	4,018	1,233	1,571	-178	47,268

**Table 9 Total annual average earnings and other labour costs classified by NACE sector and occupation for 2006**

Broad Occupational Categories and NACE Principal Activity	Wages & Salaries				Total	Redundancy	Statutory PRSI	Other Social Costs	Benefit in Kind	Other Labour Costs	Subsidies	Total Labour Costs
	Payment for time worked			Payment for time not worked								
	Regular	Overtime	Irregular									
	€	€	€	€	€	€	€	€	€	€	€	
<b>All Employees</b>												
C-E <b>Industry</b>	29,084	2,095	1,562	4,058	36,800	372	3,586	1,942	567	985	-85	44,167
C Mining & quarrying	32,044	3,135	2,965	4,881	43,024	517	4,074	2,536	447	1,207	-57	51,750
D Manufacturing	28,476	1,950	1,115	3,889	35,429	379	3,584	1,739	588	967	-86	42,599
E Electricity, gas & water supply	40,649	4,775	11,264	8,280	64,967	85	3,246	6,395	159	1,231	-68	76,016
J <b>Financial Intermediation</b>	37,177	959	5,772	5,516	49,425	463	5,070	5,034	1,666	1,219	-137	62,739
<b>Managers, professionals &amp; associated professionals</b>												
C-E <b>Industry</b>	45,078	630	3,028	5,942	54,677	589	5,231	4,191	1,422	863	-85	66,889
C Mining & quarrying	49,802	670	5,386	6,491	62,349	936	5,751	5,436	1,449	1,023	-57	76,887
D Manufacturing	43,963	607	2,280	5,706	52,556	600	5,241	3,887	1,480	879	-86	64,556
E Electricity, gas & water supply	62,718	1,043	15,835	10,842	90,437	197	4,750	9,237	304	346	-68	105,203
J <b>Financial Intermediation</b>	49,103	829	9,921	6,961	66,814	476	6,861	6,725	2,533	1,230	-137	84,502
<b>Clerical, sales and service employees</b>												
C-E <b>Industry</b>	30,028	740	1,408	4,158	36,334	226	3,581	2,058	580	840	-85	43,534
C Mining & quarrying	27,260	1,319	4,180	3,965	36,725	492	3,388	2,295	466	1,047	-57	44,355
D Manufacturing	29,888	700	1,001	3,991	35,579	228	3,606	1,877	608	854	-86	42,666
E Electricity, gas & water supply	32,873	1,161	7,007	7,616	48,656	81	3,251	4,959	161	350	-68	57,390
J <b>Financial Intermediation</b>	26,023	970	1,810	4,175	32,978	412	3,380	3,426	831	1,208	-137	42,100
<b>Production, transport, craft and other manual workers</b>												
C-E <b>Industry</b>	23,557	2,926	1,117	3,410	31,010	337	3,044	1,169	281	1,062	-85	36,819
C Mining & quarrying	28,237	4,076	2,135	4,616	39,064	413	3,754	1,824	185	1,282	-57	46,465
D Manufacturing	23,061	2,703	763	3,270	29,797	344	3,037	1,002	291	1,025	-86	35,410
E Electricity, gas & water supply	32,550	8,452	10,825	7,228	59,055	27	2,444	5,556	82	2,113	-68	69,209
J <b>Financial Intermediation</b>	18,107	4,430	1,585	2,909	27,031	1,585	2,633	3,091	949	1,208	-137	36,360

## Background Notes

- Introduction** This is the fourth release of the Earnings, Hours and Employment Costs Survey (EHECS). This survey has replaced the four-yearly Labour Cost Survey, and will ultimately replace all other existing CSO short-term earnings inquiries. The EHECS results are comparable across sectors and include more detail on components of earnings and labour costs than is currently available.
- This development is part of the CSO strategy to improve earnings statistics, the other element being the annual National Employment Survey (NES). Both these surveys will provide better coverage of earnings and employment costs and other workplace-related issues.
- Legislation** The survey information was collected by the Central Statistics Office (CSO) under the S.I. No 331 of 2006 Statistics (Labour Costs Surveys) Order 2006 and S.I. No 354 of 2006 European Communities (Statistics) (Labour Costs Surveys) Regulations 2006. The information collected is treated as strictly confidential in accordance with the Statistics Act 1993. The survey results meet the requirements for Labour Costs statistics set out in Council Regulation (EC) 530/1999.
- Business Register** The CSO's Business Register provided the register of relevant enterprises for the survey. An enterprise is defined as the smallest legally independent unit.
- Business Classification** The business classification used for the EHECS is based on the Statistical Classification of Economic Activities in the European Community (NACE Rev.1.1). The NACE code of each enterprise included in the survey was determined from the predominant activity of the enterprise, based on information provided in this or other CSO inquiries.
- Coverage** The survey results relate to enterprises in the Nace Rev 1.1 Sections C (Mining & quarrying), D (Manufacturing), E (Electricity, gas and water supply) and J (Financial intermediation) with 3 or more employees. The latest data covers quarter 4 2006 to quarter 4 2007 inclusive and was collected at the enterprise level. All enterprises with 20 or more employees and a sample of the 3 to 19 employees were surveyed. The sample was based on the proportion of companies in each NACE 2 digit economic sectors in the 3 to 19 size classes (3 to 9 and 10 to 19).
- Data Collection** The survey was conducted by post and questionnaires were issued in the last week of the relevant quarter. All returns were scrutinised for accuracy. Where appropriate, firms were queried by post or telephone regarding incompleteness, apparent inconsistencies, etc. Information about the survey was posted on the CSO website and all questionnaires and instructions were available electronically there.
- Differences with existing sources** The EHECS is a new survey and is not directly comparable with current short-term earnings surveys such as the Quarterly Industrial Inquiry (QII) and the Quarterly Services Inquiry (QSI). The main differences are:
- The EHECS collects data on the entire reference quarter while the QII and QSI only collect data for a reference week in the quarter.
  - Data on earnings and labour costs per hour is generally presented on the basis of hours paid and worked in the EHECS. Data on earnings per hour is presented on the basis of hours paid (including paid leave) in the QII.
  - The EHECS uses a standardised form for all NACE sectors with a standard occupational classification for all enterprises while the QII and QSI surveys had their own occupational classifications. However the EHECS category "Production, Craft and other Manual workers" corresponds broadly to the "Industrial" category in the QII; the EHECS category "Clerical, Sales and Service Workers" also corresponds broadly to the QII category "Clerical and other office staff"; the QII category "Managerial and technical staff" is largely equivalent to the EHECS category "Managers, Professional and Associated Professionals".
  - There is an occupational breakdown for full-time and part-time staff in the EHECS that did not exist at all for the QII and was only used by some of the enterprises in the QSI.
  - Apprentices are not included as employees in the calculation of per employee costs for the EHECS but they were included as employees in the QII data.
  - The EHECS collects data for enterprises while the QII collected data for local units.



- Data on hours is collected for all categories of employees in the EHECS, while such data was limited to the industrial workers in the QII and not collected at all in the QSI.
- The earnings data collected for the EHECS includes irregular earnings, irregular bonuses etc while these items were excluded from the QII and QSI which only collected data on regular earnings (including regular bonuses) and overtime.
- Non-labour costs such as employers PRSI, other social costs, benefit in kind etc., are collected for the EHECS but were not collected for the QII and QSI surveys.
- Data on employees in the QII and QSI was collected with regard to the reference week. In the EHECS employment data is collected with regard to the first and last day of the quarter.

Tables of broadly similar earnings and hours from the surveys are produced in the Annex for comparison purposes. The EHECS earnings figure consists of regular and overtime earnings along with paid leave while the data on hours is based on paid contracted hours plus paid leave. Figures are also restricted to enterprises with 10 or more employees.

### Definitions

#### Employees:

All full-time or part-time workers paid a specific wage or salary or who had a contract of employment were defined as employees. Persons not working for salary e.g. family members, directors, partners, outside pieceworker's etc., are not considered employees but other persons engaged. These workers are not used in the calculation of derived variables. All employment figures are rounded to the nearest hundred.

#### Part-time Employees:

Part-time employees were defined as those who normally worked less than around 30 hours per week. These included persons who worked for some whole days per week as well as those who worked for part of the day each day.

### Apprentices

Apprentices are defined as those whose wages/salaries are governed by the fact that they work either under an apprenticeship contract or as part of a training program. These were not included in the denominators for calculation of per employee costs but their costs were included as training costs and included as part of other labour costs. They were, however, combined with employees in determining the size group to which enterprises were classified.

### Category of employees by occupation

Information was collected separately for three occupational groups. The three groups are:

1. Managers, Administrators, Professionals and Associate Professionals.
2. Clerical, Sales and Service workers.
3. Production, Transport workers, Craft & Tradespersons and other Manual workers.

### Wages and Salaries

All wages and salaries payments are gross (i.e. before deduction of income tax and employees' PRSI contributions). In the analysis, the total wages and salaries are divided into:

- Regular earnings i.e. pay and allowances paid at each pay period, even if the amount may vary.
- Overtime, i.e. payments for working in excess of normal hours, usually paid at a premium.
- Irregular bonuses and premiums, pay and allowances not paid at each pay period, i.e. annual bonus etc.
- Redundancy payments;
- payment for time not worked including payments for annual, casual or public holidays, sick leave and maternity leave, as well as contractual or ex-gratia payments to employees who are sick. The cost of time not worked is valued as the number of hours on paid leave by the regular earnings per hour rate.

### Hours

- Weekly paid hours includes total contracted hours plus overtime hours.
- Weekly hours worked are made up of weekly paid hours excluding days not worked because of sickness, holidays or special paid leave.

### Other Costs

The following are the other categories of labour costs:

- Statutory employers' PRSI
- Other social costs; which encompass pension fund contributions, life assurance premiums, income continuance insurance as well as other employee-related payments paid by the employer

- Benefits in kind; which include private use of company cars, stock options & share purchase schemes, voluntary sickness insurance, staff housing and other free or subsidised benefits (e.g. canteen facilities, childcare provision, health costs).
- Other labour costs; which include wages & social security contributions for apprentices, training costs, as well as other expenditure such as recruitment costs and employers' liability insurance

#### **Subsidies and Refunds**

These are amounts received by firms under the various state schemes (IDA employment incentive scheme, grants etc.) as well as refunds from the Department of Social and Family Affairs (DFSA) for sick and maternity leave. These are deducted from the firms' labour costs in the analysis.

#### **Derived Variables**

##### **Persons Employed**

The sum of full-time employees and part-time employees on the last day of the quarter plus the average number of apprentices engaged during the quarter.

##### **Average Hourly Earnings**

The sum of regular earnings, irregular earnings, overtime earnings and payment for days not worked for the quarter divided by total paid hours for the quarter.

##### **Average Irregular Earnings**

Total irregular earnings in the quarter divided by total paid hours for the quarter.

##### **Average Overtime Earnings**

Total paid overtime in the quarter divided by total paid hours for the quarter.

##### **Average Weekly Paid Hours**

Total paid hours for the quarter divided by the average number of persons employed during the quarter divided by 13 (13 weeks in a quarter). Unpaid hours worked (including unpaid overtime) and unpaid leave are excluded.

##### **Other Labour Costs**

The sum of other labour costs divided by total paid hours for the quarter. Other labour costs include redundancy payments, employers' contributions to social security, other social costs, benefit in kind, training costs and other labour costs. Subsidies and refunds received were deducted.

##### **Hourly Labour Costs**

Hourly labour costs are total labour costs divided by the total number of hours paid during the quarter.

##### **Earnings Per Week**

Total earnings for the quarter divided by the average number of persons employed during the quarter divided by 13 (13 weeks in a quarter).

##### **Hourly Earnings For Time Worked**

The sum of regular earnings, irregular earnings, overtime earnings and payment for days not worked for the quarter divided by total paid and worked hours for the quarter.

##### **Hourly Labour Costs For Time Worked**

Hourly labour costs are total labour costs divided by the total number of hours paid and worked during the quarter.

##### **2006 Annual Labour Costs - Total**

These figures are the sum of the labour cost variables for the four quarters of the year.

##### **2006 Annual Labour Costs - Average**

These figures are the total labour costs for the year divided by the average number of employees during the year.

<b>Methodology for production of final results</b>	All enterprises with 20 or more employees are surveyed as well as a sample of enterprises which have between 3 and 19 employees inclusive. The classifications by size of enterprise are based on total persons engaged on the first day of the quarter.
<b>Weighting</b>	For enterprises with 3 to 19 employees inclusive, a weighting factor (the reciprocal of the sampling fraction) is used to weight the estimates to the total population for both employees and enterprises. The CSO Business Register forms the basis of the sampling frame used for weighting the sample data to the population. Decay factors are calculated for each size class and sector to adjust the non-sampled element of the Register for the respondent non-relevant enterprises.
<b>Imputation</b>	Imputation is carried out for non-respondents in the greater than 20 employees' categories. Where an enterprise responded in the previous quarter ratio-imputation is used to estimate figures for the current quarter while for enterprises that did not respond in the previous quarter a stratum average imputation method is used to estimate the missing variables. These estimates are based on respondents of a similar size and activity.
<b>Final Estimates</b>	After imputation, all enterprises with 20 or more employees are accounted for and included in the final dataset. For those cells where a sample survey of enterprises is used (enterprises employing between 3 and 19 employees), the results are expanded using the grossing factors to cover the entire population for the relevant industries in the quarter. Macro edits are carried out at this stage and any outliers are investigated and corrected. Coherence of the data is ensured by scrutinising quarter on quarter changes.

## Annex

**Table A1: Estimated Gross Weekly Earnings of Industrial Employees by Nace sector for Q4 2006 - Q4 2007 (Preliminary Estimates) for the Quarterly Industrial Inquiry (QII) and Earnings, Hours and Employment Cost Survey (EHECS).**

Broad Occupational Categories and NACE Principal Activity	Quarterly Industrial Inquiry			EHECS		
	Earnings per week	Earnings per hour	Hours worked per week	Earnings per week	Earnings per hour	Hours worked per week
	€	€	hours	€	€	hours
<b>Q4 2006</b>						
C,D,E Industry	620.73	15.41	40.3	602.63	15.73	38.3
C Mining & quarrying	750.92	16.83	44.6	815.98	20.25	40.3
D Manufacturing	593.84	14.84	40.0	580.45	15.25	38.1
E Electricity, gas & water supply	1,184.63	27.19	43.6	1,104.49	24.86	44.4
<b>Q1 2007</b>						
C,D,E Industry	614.25	15.45	39.8	606.53	15.74	38.5
C Mining & quarrying	769.53	17.25	44.6	800.67	17.77	45.1
D Manufacturing	588.92	14.92	39.5	583.78	15.30	38.1
E Electricity, gas & water supply	1,101.58	25.97	42.4	1,141.95	26.43	43.2
<b>Q2 2007</b>						
C,D,E Industry	627.24	15.66	40.0	617.12	15.91	38.8
C Mining & quarrying	783.20	17.19	45.6	808.62	17.62	45.9
D Manufacturing	600.24	15.11	39.7	594.91	15.50	38.4
E Electricity, gas & water supply	1,157.33	26.83	43.1	1,107.80	25.88	42.8
<b>Q3 2007</b>						
C,D,E Industry	n.a	n.a	n.a	611.07	15.94	38.3
C Mining & quarrying	n.a	n.a	n.a	780.25	18.02	43.3
D Manufacturing	n.a	n.a	n.a	589.41	15.51	38.0
E Electricity, gas & water supply	n.a	n.a	n.a	1,171.70	26.76	43.8
<b>Q4 2007</b>						
C,D,E Industry	n.a	n.a	n.a	627.87	16.32	38.5
C Mining & quarrying	n.a	n.a	n.a	804.18	19.28	41.7
D Manufacturing	n.a	n.a	n.a	605.40	15.85	38.2
E Electricity, gas & water supply	n.a	n.a	n.a	1,208.45	27.71	43.6

Note: Quarterly Industrial and Services Inquiry surveys discontinued from Q3 2007 onwards.

**Table A2: Estimated Gross Weekly Earnings of Managerial, Clerical and All Employees by Nace sector for Q4 2006 - Q4 2007 (Preliminary Estimates) for the Quarterly Industry Inquiry( QII), Quarterly Services Inquiry (QSI) and Earnings, Hours and Employment Costs Surveys (EHECS)**

Broad Occupational Categories and NACE Principal Activity		Q4 2006		Q1 2007		Q2 2007		Q3 2007		Q4 2007	
		Quarterly Industrial and Services Inquiry Surveys	EHECS	Quarterly Industrial and Services Inquiry Surveys	EHECS	Quarterly Industrial and Services Inquiry Surveys	EHECS	Quarterly Industrial and Services Inquiry Surveys	EHECS	Quarterly Industrial and Services Inquiry Surveys	EHECS
		€	€	€	€	€	€	€	€	€	€
<b>All Employees</b>											
C,D,E	Industry	723.30	709.52	730.12	719.03	738.07	736.43	n.a	734.29	n.a	754.98
C	Mining & quarrying	799.96	860.64	821.29	850.35	832.97	855.69	n.a	830.95	n.a	851.07
D	Manufacturing	695.84	685.98	703.66	695.48	710.41	714.16	n.a	712.37	n.a	732.39
E	Electricity, gas & water supply	1,204.28	1,158.31	1,174.33	1,180.03	1,203.09	1,168.68	n.a	1,179.15	n.a	1,221.69
J	Financial Intermediation	858.41	875.57	873.31	862.60	886.34	872.98	n.a	870.24	n.a	889.57
<b>Managers, professionals &amp; associated professionals</b>											
C,D,E	Industry	1,067.41	1,031.65	1,096.88	1,039.97	1,093.12	1,076.55	n.a	1,087.10	n.a	1,121.37
C	Mining & quarrying	1,130.98	1,119.70	1,091.32	1,128.36	1,115.81	1,154.62	n.a	1,149.27	n.a	1,156.21
D	Manufacturing	1,033.32	1,002.26	1,061.69	1,010.59	1,057.26	1,048.31	n.a	1,061.32	n.a	1,096.94
E	Electricity, gas & water supply	1,519.96	1,503.14	1,587.44	1,534.11	1,576.93	1,563.49	n.a	1,587.14	n.a	1,616.40
<b>Clerical, sales and service employees</b>											
C,D,E	Industry	746.21	692.21	767.45	692.60	772.07	695.77	n.a	704.06	n.a	720.33
C	Mining & quarrying	687.15	720.77	740.45	683.42	736.63	674.00	n.a	663.32	n.a	683.53
D	Manufacturing	731.63	679.14	755.38	681.45	759.30	686.94	n.a	689.74	n.a	702.71
E	Electricity, gas & water supply	950.88	867.31	930.23	849.85	946.82	828.30	n.a	875.78	n.a	932.81

Note: Quarterly Industrial and Services Inquiry surveys discontinued from Q3 2007 onwards.