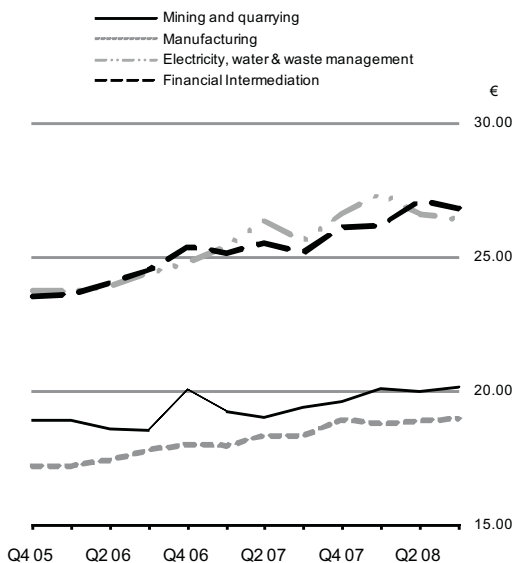




Earnings and Labour Costs

Quarter 2 2008 (Final)
Quarter 3 2008 (Preliminary Estimates)

Average Regular Hourly Earnings



Average Regular Hourly Earnings

NACE Principal Activity	Q3 2007	Q2 2008	Q3 2008*	Quarterly Change	Annual Change
	€	€	€	%	%
Industry	18.79	19.39	19.49	0.5	3.7
Mining and quarrying	19.37	19.99	20.13	0.7	3.9
Manufacturing	18.33	18.87	18.97	0.5	3.5
Electricity, gas and water supply & waste management	25.56	26.57	26.36	-0.8	3.1
Financial intermediation	25.14	27.06	26.77	-1.1	6.5

*Preliminary Estimates

Average regular earnings show annual increases of 3.7% in the industrial sector

Hourly earnings excluding irregular bonuses rose by 3.7% (€18.79 to €19.49 per hour) in the industrial sector and by 6.5% (€25.14 to €26.77 per hour) in the financial sector. Irregular earnings rose from €0.46 to €0.78 per hour in the industrial sector during the same time period, and increased slightly from €1.28 to €1.36 per hour in the financial sector. Hourly earnings including irregular bonuses rose from €19.25 per hour to €20.27 in the industrial sector (a rise of 5.3%) while in the financial sector they rose from €26.42 to €28.13 (a rise of 6.5%). See tables 1, 2 and graph.

Employment decreases in the industrial sector by 11,700 in the year

The number of persons employed in the industrial sector fell by 11,700 from 240,000 to 228,300 employees between Q3 2007 and Q3 2008. This decrease was primarily for the production, transport and other manual workers. During the same period employment in the financial sector grew by 3,500 from 81,000 to 84,500 employees. See table 1.

Average weekly paid hours increase by 0.5 hours

There was an annual increase in the number of average weekly paid hours in industry, from 37.9 hours to 38.4 hours from Q3 2007 to Q3 2008. The financial sector saw a slight decrease from 34 hours to 33.8 hours. Weekly hours not worked (paid leave) were approximately 5.1 hours in the industrial sector and 3.9 hours in the financial sector. Weekly overtime hours were 1.8 hours in the industrial sector compared with only 0.4 hours in the financial sector. See table 1 & table 6.

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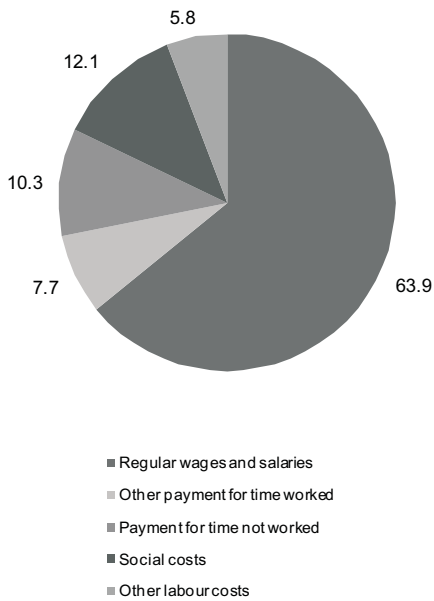
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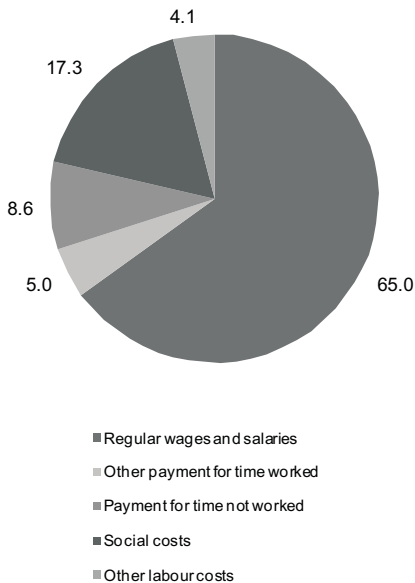
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Percentage Distribution of labour costs in industry Q3 2008



Percentage Distribution of labour costs in the financial sector Q3 2008



Hourly labour costs rose by 6.8% in the industrial sector

Between Q3 2007 and Q3 2008, hourly labour costs rose by 6.8% in the industrial sector from €23.15 per hour to €24.73 per hour and by 5.4% in the financial sector from €33.95 per hour to €35.80 per hour. In the industrial sector other labour costs increased from €3.90 per hour to €4.46 while in the financial sector there was an increase from €7.53 to €7.67 per hour over the year. *See table 3.*

Weekly earnings were €951 per week in the financial sector

Earnings per week within the industrial sector were €777.71 compared with weekly earnings of €951.02 in the financial sector in Q3 2008. Weekly earnings for managers and other professionals were highest in the financial sector at €1,270.44 while the weekly earnings were €1,163.81 in the industrial sector. Clerical, sales and service employees earned €637.07 in the financial sector and €747.29 in the industrial sector while production, transport and other manual workers saw earnings of €580.04 in the financial sector and €639.5 in the industrial sector. *See tables 6.*

Regular wages and salaries account for 63.9% of total labour costs in the industrial sector

Regular wages and salaries make up the largest component of total labour costs. In the industrial sector they account for 63.9% of total labour costs compared with 65% in the financial sector. Total wages and salaries, including payment for time not worked; make up 81.9% of total labour costs in the industrial sector and 78.6% in the financial sector. Social costs including PRSI in the financial sector were 17.3% compared with 12.1% in the industrial sector. *See graph & table 5.*

Quarterly changes show a drop in financial sector earnings

Hourly earnings in the financial sector fell slightly by 1% while the earnings in the industrial sector rose slightly by 0.5% between Q2 2008 and Q3 2008. Irregular bonuses fell across both sectors. Other labour costs also decreased in the financial sector by 5.7% while they rose in the industrial sector by 5.6%. This resulted in an increase in hourly labour costs in industry from €24.57 per hour to €24.73 per hour and a fall from €41.10 per hour to €35.80 per hour in the financial sector.

Employees on the National Minimum Wage rate (NMW) accounted for 2% of all employees in the industrial sector

The numbers of employees (excluding apprentices/trainees) on the NMW rate in the industrial sector were estimated to be 4,600 in Q3 2008. This figure represented 2% of all employees in industry and showed a slight annual decrease of 500 employees from Q3 2007.

In the financial sector the corresponding numbers on the NMW rate were estimated to be less than 50 employees in Q3 2008. This compared with 100 employees in Q3 2007. The number of employees on the NMW rate in the financial sector has remained low throughout this period. *See table 10.*

Tables

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

Broad Occupational Categories and NACE Principal Activity		Q3 2007			Q4 2007		
		Persons Employed	Average Hourly Earnings	Average weekly paid hours	Persons Employed	Average Hourly Earnings	Average weekly paid hours
All Employees		numbers	€	hours	numbers	€	hours
B-E	Industry	240,000	19.25	37.9	237,800	20.34	38.3
B	Mining & quarrying	7,500	19.90	42.5	7,100	22.02	43.3
C	Manufacturing	218,500	18.74	37.8	216,800	19.75	38.2
D,E	Electricity, water supply & waste management	14,000	26.72	37.7	13,900	28.85	37.5
K	Financial Intermediation	81,000	26.42	34.0	81,700	28.96	34.1
Managers, professionals & associated professionals							
B-E	Industry	53,400	28.18	38.2	52,200	30.38	38.4
B	Mining & quarrying	1,400	30.35	39.7	1,300	34.19	40.0
C	Manufacturing	49,000	27.34	38.2	48,000	29.56	38.5
D,E	Electricity, water supply & waste management	3,000	41.13	36.4	2,900	42.92	35.3
K	Financial Intermediation	38,700	35.67	35.0	40,000	38.95	35.3
Clerical, sales and service employees							
B-E	Industry	35,700	19.41	36.1	35,800	20.75	36.2
B	Mining & quarrying	900	17.40	39.2	1,000	19.48	39.3
C	Manufacturing	30,900	18.88	36.4	31,100	20.16	36.4
D,E	Electricity, water supply & waste management	3,900	24.50	33.2	3,700	26.59	33.0
K	Financial Intermediation	40,900	17.60	33.1	40,600	18.77	33.0
Production, transport, craft and other manual workers							
B-E	Industry	150,900	16.06	38.3	149,700	16.75	38.9
B	Mining & quarrying	5,200	17.75	43.9	4,800	19.42	44.9
C	Manufacturing	138,600	15.66	38.0	137,700	16.21	38.5
D,E	Electricity, water supply & waste management	7,100	22.13	40.9	7,200	24.64	40.9
K	Financial Intermediation	1,400	16.47	32.3	1,200	17.31	31.6

* Preliminary Estimates

for Q3 2007 - Q3 2008

Q1 2008			Q2 2008			Q3 2008*		
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
231,100	20.82	37.5	232,600	20.35	38.5	228,300	20.27	38.4
7,500	21.30	42.4	8,000	20.62	44.8	7,400	21.09	42.6
209,700	20.13	37.4	209,900	19.61	38.2	206,400	19.56	38.2
14,000	31.39	36.4	14,600	30.91	38.5	14,500	29.68	38.9
83,200	34.17	33.8	86,000	32.96	34.0	84,500	28.13	33.8
51,600	33.07	37.8	52,400	30.88	38.2	52,700	30.58	38.1
1,400	33.63	38.6	1,300	33.56	38.2	1,300	34.20	37.9
47,300	31.89	38.0	48,100	29.70	38.4	48,300	29.54	38.3
2,900	53.66	34.6	3,100	49.62	35.6	3,100	46.41	35.2
41,900	47.78	34.5	43,100	45.08	34.9	42,100	36.37	34.9
36,000	21.22	35.2	37,500	20.41	36.0	36,500	20.69	36.1
900	17.71	39.0	1,000	18.47	40.3	1,000	18.67	38.3
31,000	20.53	35.5	31,900	19.64	36.0	31,100	19.91	36.1
4,100	27.90	31.7	4,700	26.44	35.0	4,400	26.68	35.5
40,000	19.89	33.2	41,800	20.14	32.9	41,200	19.49	32.7
143,500	16.30	37.9	142,700	16.53	39.2	139,000	16.36	39.1
5,200	18.82	44.2	5,700	18.37	47.3	5,100	18.82	44.5
131,400	15.74	37.6	130,000	15.89	38.7	127,000	15.72	38.7
6,900	24.58	40.2	6,900	26.20	42.1	6,900	25.03	42.8
1,300	18.66	32.1	1,100	17.05	34.5	1,200	17.60	33.0

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

Broad Occupational Categories and NACE Principal Activity		Q3 2007			Q4 2007		
		Hourly earnings excl irregular bonuses	Irregular bonuses	Average Hourly earnings	Hourly earnings excl irregular bonuses	Irregular bonuses	Average Hourly earnings
All Employees		€	€	€	€	€	€
B-E	Industry	18.79	0.46	19.25	19.35	0.99	20.34
B	Mining & quarrying	19.37	0.53	19.90	19.61	2.41	22.02
C	Manufacturing	18.33	0.41	18.74	18.89	0.86	19.75
D,E	Electricity, water supply & waste management	25.56	1.17	26.72	26.56	2.29	28.85
K	Financial Intermediation	25.14	1.28	26.42	26.08	2.88	28.96
Managers, professionals & associated professionals							
B-E	Industry	27.20	0.98	28.18	28.52	1.86	30.38
B	Mining & quarrying	29.21	1.14	30.35	28.53	5.67	34.19
C	Manufacturing	26.40	0.94	27.34	27.79	1.77	29.56
D,E	Electricity, water supply & waste management	39.61	1.52	41.13	41.52	1.40	42.92
K	Financial Intermediation	33.66	2.01	35.67	34.43	4.52	38.95
Clerical, sales and service employees							
B-E	Industry	19.06	0.35	19.41	19.74	1.01	20.75
B	Mining & quarrying	16.97	0.43	17.40	17.01	2.47	19.48
C	Manufacturing	18.58	0.30	18.88	19.23	0.93	20.16
D,E	Electricity, water supply & waste management	23.70	0.80	24.50	25.24	1.35	26.59
K	Financial Intermediation	17.01	0.59	17.60	17.56	1.20	18.77
Production, transport, craft and other manual workers							
B-E	Industry	15.76	0.30	16.06	16.06	0.69	16.75
B	Mining & quarrying	17.34	0.40	17.75	17.84	1.58	19.42
C	Manufacturing	15.41	0.25	15.66	15.69	0.52	16.21
D,E	Electricity, water supply & waste management	20.93	1.20	22.13	21.61	3.02	24.64
K	Financial Intermediation	16.06	0.40	16.47	16.06	1.25	17.31

* Preliminary Estimates

for Q3 2007 - Q3 2008

Q1 2008			Q2 2008			Q3 2008*		
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
€	€	€	€	€	€	€	€	€
19.28	1.55	20.82	19.39	0.96	20.35	19.49	0.78	20.27
20.10	1.21	21.30	19.99	0.63	20.62	20.13	0.97	21.09
18.73	1.40	20.13	18.87	0.74	19.61	18.97	0.59	19.56
27.33	4.06	31.39	26.57	4.33	30.91	26.36	3.32	29.68
26.17	8.00	34.17	27.06	5.90	32.96	26.77	1.36	28.13
28.52	4.55	33.07	28.80	2.08	30.88	29.05	1.53	30.58
29.94	3.69	33.63	32.02	1.53	33.56	30.48	3.72	34.20
27.64	4.25	31.89	27.91	1.78	29.70	28.20	1.35	29.54
43.19	10.46	53.66	42.26	7.36	49.62	42.81	3.60	46.41
34.12	13.67	47.78	35.26	9.82	45.08	34.37	2.00	36.37
19.73	1.49	21.22	19.39	1.01	20.41	19.91	0.78	20.69
16.96	0.75	17.71	17.56	0.91	18.47	17.90	0.77	18.67
19.20	1.33	20.53	18.86	0.78	19.64	19.46	0.45	19.91
24.80	3.10	27.90	23.73	2.71	26.44	23.61	3.06	26.68
17.80	2.09	19.89	18.37	1.77	20.14	18.80	0.68	19.49
15.83	0.47	16.30	16.00	0.54	16.53	15.86	0.50	16.36
18.16	0.66	18.82	17.95	0.41	18.37	18.38	0.44	18.82
15.36	0.38	15.74	15.55	0.34	15.89	15.39	0.33	15.72
22.50	2.08	24.58	22.13	4.07	26.20	21.68	3.36	25.03
18.36	0.30	18.66	16.57	0.49	17.05	16.97	0.63	17.60

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

Broad Occupational Categories and NACE Principal Activity		Q3 2007			Q4 2007		
		Average Hourly Earnings	Other Labour Costs	Average Hourly Labour Costs	Average Hourly Earnings	Other Labour Costs	Average Hourly Labour Costs
All Employees		€	€	€	€	€	€
B-E	Industry	19.25	3.90	23.15	20.34	4.14	24.48
B	Mining & quarrying	19.90	4.17	24.07	22.02	4.70	26.72
C	Manufacturing	18.74	3.82	22.56	19.75	4.04	23.79
D,E	Electricity, water supply & waste management	26.72	5.09	31.81	28.85	5.54	34.38
K	Financial Intermediation	26.42	7.53	33.95	28.96	7.79	36.76
Managers, professionals & associated professionals							
B-E	Industry	28.18	6.22	34.40	30.38	7.28	37.66
B	Mining & quarrying	30.35	8.04	38.39	34.19	8.99	43.18
C	Manufacturing	27.34	6.04	33.38	29.56	7.14	36.70
D,E	Electricity, water supply & waste management	41.13	8.36	49.49	42.92	8.90	51.82
K	Financial Intermediation	35.67	10.13	45.80	38.95	10.46	49.41
Clerical, sales and service employees							
B-E	Industry	19.41	3.77	23.18	20.75	4.03	24.78
B	Mining & quarrying	17.40	3.26	20.65	19.48	3.50	22.98
C	Manufacturing	18.88	3.72	22.60	20.16	3.95	24.11
D,E	Electricity, water supply & waste management	24.50	4.21	28.71	26.59	4.91	31.50
K	Financial Intermediation	17.60	5.04	22.64	18.77	5.07	23.84
Production, transport, craft and other manual workers							
B-E	Industry	16.06	3.12	19.18	16.75	3.07	19.82
B	Mining & quarrying	17.75	3.37	21.12	19.42	3.83	23.25
C	Manufacturing	15.66	3.05	18.71	16.21	2.96	19.18
D,E	Electricity, water supply & waste management	22.13	4.22	26.35	24.64	4.56	29.20
K	Financial Intermediation	16.47	4.57	21.04	17.31	4.37	21.68

* Preliminary Estimates

occupation for Q3 2007 to Q3 2008

Q1 2008			Q2 2008			Q3 2008*		
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
€	€	€	€	€	€	€	€	€
20.82	4.16	24.99	20.35	4.22	24.57	20.27	4.46	24.73
21.30	4.92	26.22	20.62	3.99	24.62	21.09	4.21	25.31
20.13	4.07	24.20	19.61	4.17	23.78	19.56	4.43	23.99
31.39	5.18	36.57	30.91	5.10	36.01	29.68	5.10	34.78
34.17	8.23	42.39	32.96	8.14	41.10	28.13	7.67	35.80
33.07	7.01	40.08	30.88	7.20	38.08	30.58	7.30	37.88
33.63	9.56	43.20	33.56	9.74	43.29	34.20	9.24	43.44
31.89	6.80	38.69	29.70	7.03	36.72	29.54	7.18	36.72
53.66	9.38	63.04	49.62	8.88	58.50	46.41	8.43	54.84
47.78	11.40	59.18	45.08	11.00	56.08	36.37	9.74	46.12
21.22	4.00	25.22	20.41	3.99	24.39	20.69	4.17	24.86
17.71	3.43	21.14	18.47	3.95	22.42	18.67	3.66	22.32
20.53	3.98	24.51	19.64	3.96	23.60	19.91	4.14	24.05
27.90	4.14	32.04	26.44	4.21	30.65	26.68	4.47	31.15
19.89	4.93	24.82	20.14	5.13	25.27	19.49	5.52	25.01
16.30	3.17	19.47	16.53	3.21	19.74	16.36	3.49	19.85
18.82	4.01	22.82	18.37	2.85	21.22	18.82	3.28	22.10
15.74	3.09	18.83	15.89	3.17	19.06	15.72	3.46	19.18
24.58	4.09	28.67	26.20	4.14	30.34	25.03	4.19	29.22
18.66	3.61	22.27	17.05	4.07	21.12	17.60	4.44	22.03

Table 4 Hourly labour costs for Q3 2008 - 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	€	€	€	€	€	€	€	€	€	€	€	€	
All Employees															
B-E	Industry	228,300	15.80	1.13	0.78	2.56	20.27	0.75	1.96	1.05	0.35	0.42	-0.08	24.73	
B	Mining & quarrying	7,400	14.65	2.42	0.97	3.06	21.09	0.26	2.05	1.18	0.26	0.48	-0.01	25.31	
C	Manufacturing	206,400	15.51	1.00	0.59	2.47	19.56	0.82	1.97	0.94	0.37	0.41	-0.08	23.99	
D,E	Electricity, water supply & waste management	14,500	20.42	2.27	3.32	3.67	29.68	0.04	1.89	2.50	0.13	0.63	-0.09	34.78	
K	Financial Intermediation	84,500	23.27	0.42	1.36	3.08	28.13	0.05	2.88	3.34	0.88	0.61	-0.08	35.80	
Managers, professionals & associated professionals															
B-E	Industry	52,700	24.72	0.45	1.53	3.88	30.58	1.02	2.80	2.21	0.98	0.38	-0.08	37.88	
B	Mining & quarrying	1,300	23.41	0.25	3.72	6.82	34.20	0.56	3.44	3.52	1.32	0.42	-0.01	43.44	
C	Manufacturing	48,300	24.05	0.45	1.35	3.69	29.54	1.09	2.79	2.00	1.01	0.38	-0.08	36.72	
D,E	Electricity, water supply & waste management	3,100	36.28	0.55	3.60	5.98	46.41	0.06	2.72	5.08	0.31	0.35	-0.09	54.84	
K	Financial Intermediation	42,100	29.85	0.41	2.00	4.11	36.37	0.06	3.69	4.34	1.14	0.59	-0.08	46.12	
Clerical, sales and service employees															
B-E	Industry	36,500	16.84	0.46	0.78	2.61	20.69	0.42	2.02	1.11	0.36	0.34	-0.08	24.86	
B	Mining & quarrying	1,000	12.80	2.06	0.77	3.04	18.67	0.01	1.88	1.27	0.10	0.41	-0.01	22.32	
C	Manufacturing	31,100	16.62	0.36	0.45	2.47	19.91	0.48	2.02	0.98	0.40	0.34	-0.08	24.05	
D,E	Electricity, water supply & waste management	4,400	19.33	0.74	3.06	3.55	26.68	0.04	1.99	2.01	0.17	0.35	-0.09	31.15	
K	Financial Intermediation	41,200	16.44	0.35	0.68	2.01	19.49	0.05	2.03	2.30	0.59	0.64	-0.09	25.01	
Production, transport, craft and other manual workers															
B-E	Industry	139,000	12.26	1.55	0.50	2.06	16.36	0.74	1.64	0.61	0.12	0.46	-0.08	19.85	
B	Mining & quarrying	5,100	13.17	2.92	0.44	2.30	18.82	0.24	1.79	0.68	0.08	0.50	-0.01	22.10	
C	Manufacturing	127,000	12.04	1.35	0.33	2.00	15.72	0.80	1.64	0.53	0.12	0.44	-0.08	19.18	
D,E	Electricity, water supply & waste management	6,900	15.05	3.76	3.36	2.87	25.03	0.04	1.51	1.79	0.03	0.88	-0.08	29.22	
K	Financial Intermediation	1,200	12.11	3.18	0.63	1.67	17.60	.	1.73	1.64	0.53	0.62	-0.09	22.03	

Table 5 Percentage distribution of labour costs for Q3 2008 - 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	%	%	%	%	%	%	%	%	%	%	%	
All Employees														
B-E	Industry	228,300	63.9	4.6	3.1	10.3	81.9	3.0	7.9	4.2	1.4	1.7	-0.3	100
B	Mining & quarrying	7,400	57.9	9.6	3.8	12.1	83.3	1.0	8.1	4.6	1.0	1.9	0.0	100
C	Manufacturing	206,400	64.7	4.2	2.4	10.3	81.5	3.4	8.2	3.9	1.5	1.7	-0.3	100
D,E	Electricity, water supply & waste management	14,500	58.7	6.5	9.6	10.5	85.3	0.1	5.4	7.2	0.4	1.8	-0.2	100
K	Financial Intermediation	84,500	65.0	1.2	3.8	8.6	78.6	0.2	8.0	9.3	2.4	1.7	-0.2	100
Managers, professionals & associated professionals														
B-E	Industry	52,700	65.2	1.2	4.0	10.3	80.7	2.7	7.4	5.8	2.6	1.0	-0.2	100
B	Mining & quarrying	1,300	53.9	0.6	8.6	15.7	78.7	1.3	7.9	8.1	3.0	1.0	0.0	100
C	Manufacturing	48,300	65.5	1.2	3.7	10.1	80.4	3.0	7.6	5.5	2.7	1.0	-0.2	100
D,E	Electricity, water supply & waste management	3,100	66.2	1.0	6.6	10.9	84.6	0.1	5.0	9.3	0.6	0.6	-0.2	100
K	Financial Intermediation	42,100	64.7	0.9	4.3	8.9	78.9	0.1	8.0	9.4	2.5	1.3	-0.2	100
Clerical, sales and service employees														
B-E	Industry	36,500	67.7	1.8	3.1	10.5	83.2	1.7	8.1	4.5	1.5	1.4	-0.3	100
B	Mining & quarrying	1,000	57.4	9.2	3.4	13.6	83.6	0.0	8.4	5.7	0.5	1.9	-0.1	100
C	Manufacturing	31,100	69.1	1.5	1.9	10.3	82.8	2.0	8.4	4.1	1.7	1.4	-0.3	100
D,E	Electricity, water supply & waste management	4,400	62.1	2.4	9.8	11.4	85.6	0.1	6.4	6.5	0.6	1.1	-0.3	100
K	Financial Intermediation	41,200	65.8	1.4	2.7	8.0	77.9	0.2	8.1	9.2	2.4	2.5	-0.3	100
Production, transport, craft and other manual workers														
B-E	Industry	139,000	61.8	7.8	2.5	10.4	82.4	3.7	8.3	3.1	0.6	2.3	-0.4	100
B	Mining & quarrying	5,100	59.6	13.2	2.0	10.4	85.1	1.1	8.1	3.1	0.3	2.3	-0.1	100
C	Manufacturing	127,000	62.8	7.0	1.7	10.4	82.0	4.2	8.6	2.8	0.6	2.3	-0.4	100
D,E	Electricity, water supply & waste management	6,900	51.5	12.9	11.5	9.8	85.7	0.2	5.2	6.1	0.1	3.0	-0.3	100
K	Financial Intermediation	1,200	55.0	14.5	2.9	7.6	79.9	.	7.9	7.5	2.4	2.8	-0.4	100

Table 6 Employment, hours and payment for time worked for Q3 2008 - 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	€	€
B-E	Industry	213,400	12,700	2,100	228,300	36.6	1.8	38.4	777.71	5.1	33.2	23.40	28.55
B	Mining & quarrying	7,100	200	100	7,400	38.4	4.2	42.6	897.60	6.4	36.2	24.82	29.78
C	Manufacturing	193,100	11,500	1,800	206,400	36.6	1.6	38.2	746.87	5.1	33.1	22.55	27.65
D,E	Electricity, water supply & waste management	13,300	1,000	200	14,500	36.3	2.6	38.9	1,154.55	5.6	33.3	34.68	40.64
K	Financial Intermediation	74,200	10,200	100	84,500	33.4	0.4	33.8	951.02	3.9	30.0	31.75	40.41
Managers, professionals & associated professionals													
B-E	Industry	51,400	1,200	200	52,700	37.5	0.6	38.1	1,163.81	5.1	33.0	35.30	43.73
B	Mining & quarrying	1,200	0	.	1,300	37.7	0.2	37.9	1,297.24	8.5	29.4	44.09	56.00
C	Manufacturing	47,100	1,000	200	48,300	37.7	0.6	38.3	1,129.84	5.0	33.2	33.99	42.26
D,E	Electricity, water supply & waste management	3,100	100	0	3,100	34.8	0.5	35.2	1,634.19	4.9	30.3	53.94	63.74
K	Financial Intermediation	39,700	2,400	0	42,100	34.5	0.4	34.9	1,270.44	4.2	30.7	41.32	52.39
Clerical, sales and service employees													
B-E	Industry	32,600	3,900	0	36,500	35.6	0.6	36.1	747.29	4.8	31.3	23.85	28.65
B	Mining & quarrying	900	100	.	1,000	36.1	2.2	38.3	714.79	6.9	31.4	22.78	27.25
C	Manufacturing	28,000	3,100	0	31,100	35.6	0.5	36.1	719.36	4.6	31.5	22.83	27.58
D,E	Electricity, water supply & waste management	3,700	700	.	4,400	34.9	0.6	35.5	947.76	5.4	30.1	31.47	36.75
K	Financial Intermediation	33,700	7,500	100	41,200	32.3	0.4	32.7	637.07	3.5	29.2	21.84	28.02
Production, transport, craft and other manual workers													
B-E	Industry	129,500	7,700	1,900	139,000	36.6	2.5	39.1	639.50	5.3	33.8	18.90	22.93
B	Mining & quarrying	5,000	100	100	5,100	39.0	5.5	44.5	836.62	5.8	38.7	21.63	25.41
C	Manufacturing	118,000	7,400	1,600	127,000	36.4	2.3	38.7	607.94	5.2	33.5	18.16	22.15
D,E	Electricity, water supply & waste management	6,500	200	200	6,900	37.8	5.0	42.8	1,071.70	6.1	36.8	29.15	34.03
K	Financial Intermediation	900	300	.	1,200	29.7	3.2	33.0	580.04	3.6	29.4	19.75	24.74

Table 7 Employment, hours and payment for time worked by size of enterprise for Q3 2008 - 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	Appren- tice	Total	Weekly Contracted Hours	Weekly Overtime Hours	Total Weekly Hours							
All Employees	numbers	numbers	numbers	numbers	hours	hours	hours	€	€	€	hours	hours	€	€
B-E Industry	213,400	12,700	2,100	228,300	36.6	1.8	38.4	777.71	20.27	24.73	5.1	33.2	23.40	28.55
K Financial Intermediation	74,200	10,200	100	84,500	33.4	0.4	33.8	951.02	28.13	35.80	3.9	30.0	31.75	40.41
Less than 50 employees														
B-E Industry	52,300	5,100	900	58,300	35.7	1.1	36.8	617.55	16.78	20.50	4.2	32.6	18.92	23.11
K Financial Intermediation	8,200	2,100	0	10,400	32.7	0.1	32.8	974.31	29.73	35.88	3.6	29.2	33.36	40.26
50 - 250 employees														
B-E Industry	60,700	2,300	500	63,500	36.4	2.1	38.4	716.88	18.66	22.34	4.8	33.7	21.30	25.49
K Financial Intermediation	8,200	500	0	8,700	35.4	0.4	35.9	1,033.49	28.80	35.23	4.7	31.2	33.16	40.55
Greater than 250 employees														
B-E Industry	100,400	5,300	800	106,400	37.3	2.0	39.2	900.50	22.97	28.27	5.9	33.3	27.03	33.28
K Financial Intermediation	57,800	7,500	0	65,400	33.2	0.5	33.7	936.34	27.79	35.87	3.8	29.9	31.30	40.41

Table 8 Total annual earnings and other labour costs classified by NACE sector and occupation for 2007

Broad Occupational Categories and NACE Principal Activity		Wages & Salaries				Total	Redund- ancy	Statutory PRSI	Other Social Costs	Benefit in Kind	Other Labour Costs	Subsid- ies	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	
All Employees													
B-E	Industry	7,220,813	563,595	387,360	1,067,345	9,239,114	118,341	913,153	472,616	144,944	235,392	-21,181	11,102,379
B	Mining & quarrying	246,804	39,859	18,296	33,509	338,467	2,794	34,354	20,255	3,486	9,471	-243	408,585
C	Manufacturing	6,424,691	467,333	304,800	945,202	8,142,026	109,302	830,924	381,358	137,738	209,796	-18,710	9,792,433
D,E	Electricity, water supply & waste management	547,593	56,404	64,264	90,359	758,620	6,245	47,874	71,004	3,721	16,125	-2,228	901,361
K	Financial Intermediation	3,038,963	75,348	627,014	502,148	4,243,474	14,381	443,173	456,418	95,613	108,753	-12,846	5,348,966
Managers, professionals & associated professionals													
B-E	Industry	2,474,178	49,295	203,074	389,652	3,116,199	42,769	301,620	227,720	87,996	46,816	-4,800	3,818,319
B	Mining & quarrying	72,253	544	8,548	9,355	90,700	1,389	8,700	9,291	2,578	1,385	-46	113,996
C	Manufacturing	2,194,873	44,934	171,819	347,260	2,758,886	39,254	276,271	189,320	82,975	43,406	-4,244	3,385,869
D,E	Electricity, water supply & waste management	207,122	3,817	22,707	32,967	266,613	2,126	16,649	29,109	2,443	1,917	-544	318,313
K	Financial Intermediation	2,009,159	32,357	521,903	338,462	2,901,882	11,318	303,931	305,126	78,856	52,332	-6,187	3,647,258
Clerical, sales and service employees													
B-E	Industry	1,071,105	30,616	44,424	150,214	1,296,359	15,313	128,301	68,961	19,444	27,111	-3,130	1,552,359
B	Mining & quarrying	25,353	3,551	1,756	3,215	33,874	114	3,739	1,316	73	926	-31	40,012
C	Manufacturing	928,117	22,239	33,904	127,329	1,111,588	14,036	113,513	53,976	18,691	23,910	-2,657	1,333,057
D,E	Electricity, water supply & waste management	116,860	4,826	8,764	20,447	150,897	1,162	11,050	13,670	679	1,971	-559	178,870
K	Financial Intermediation	1,005,081	35,754	103,647	158,605	1,303,086	2,751	135,620	147,193	16,218	54,552	-6,437	1,652,984
Production, transport, craft and other manual workers													
B-E	Industry	3,675,529	483,684	139,862	527,479	4,826,555	60,260	483,231	175,935	37,505	161,465	-13,250	5,731,701
B	Mining & quarrying	149,197	35,763	7,993	20,940	213,893	1,292	21,916	9,648	834	7,161	-166	254,578
C	Manufacturing	3,301,702	400,160	99,077	470,613	4,271,551	56,011	441,140	138,062	36,072	142,479	-11,809	5,073,506
D,E	Electricity, water supply & waste management	223,611	47,761	32,793	36,945	341,110	2,957	20,176	28,225	598	12,237	-1,126	404,178
K	Financial Intermediation	24,723	7,237	1,464	5,081	38,506	311	3,621	4,099	540	1,868	-222	48,724

Table 9 Total annual average earnings and other labour costs classified by NACE sector and occupation for 2007

Broad Occupational Categories and NACE Principal Activity		Wages & Salaries				Total	Redund- ancy	Statutory PRSI	Other Social Costs	Benefit in Kind	Other Labour Costs	Subsid- ies	Total Labour Costs
		Payment for time worked			Payment for time not worked								
		Regular	Overtime	Irregular									
		€	€	€	€	€	€	€	€	€	€	€	
All Employees													
B-E	Industry	30,632	2,391	1,643	4,528	39,194	502	3,874	2,005	615	999	-90	47,099
B	Mining & quarrying	33,606	5,427	2,491	4,563	46,088	381	4,678	2,758	475	1,290	-33	55,635
C	Manufacturing	29,909	2,176	1,419	4,400	37,903	509	3,868	1,775	641	977	-87	45,586
D,E	Electricity, water supply & waste management	40,350	4,156	4,735	6,658	55,900	460	3,528	5,232	274	1,188	-164	66,418
K	Financial Intermediation	37,868	939	7,813	6,257	52,878	179	5,522	5,687	1,191	1,355	-160	66,653
Managers, professionals & associated professionals													
B-E	Industry	46,316	923	3,801	7,294	58,334	801	5,646	4,263	1,647	876	-90	71,477
B	Mining & quarrying	52,093	392	6,163	6,744	65,393	1,001	6,272	6,699	1,859	998	-33	82,189
C	Manufacturing	45,048	922	3,526	7,127	56,624	806	5,670	3,886	1,703	891	-87	69,492
D,E	Electricity, water supply & waste management	62,556	1,153	6,858	9,957	80,523	642	5,028	8,791	738	579	-164	96,138
K	Financial Intermediation	51,981	837	13,503	8,757	75,077	293	7,863	7,894	2,040	1,354	-160	94,361
Clerical, sales and service employees													
B-E	Industry	30,744	879	1,275	4,312	37,210	440	3,683	1,979	558	778	-90	44,558
B	Mining & quarrying	27,320	3,826	1,892	3,464	36,502	123	4,029	1,418	79	998	-33	43,116
C	Manufacturing	30,423	729	1,111	4,174	36,437	460	3,721	1,769	613	784	-87	43,697
D,E	Electricity, water supply & waste management	34,330	1,418	2,575	6,007	44,329	341	3,246	4,016	200	579	-164	52,547
K	Financial Intermediation	24,993	889	2,577	3,944	32,404	68	3,372	3,660	403	1,357	-160	41,105
Production, transport, craft and other manual workers													
B-E	Industry	24,925	3,280	948	3,577	32,730	409	3,277	1,193	254	1,095	-90	38,868
B	Mining & quarrying	29,667	7,111	1,589	4,164	42,532	257	4,358	1,918	166	1,424	-33	50,622
C	Manufacturing	24,352	2,951	731	3,471	31,506	413	3,254	1,018	266	1,051	-87	37,420
D,E	Electricity, water supply & waste management	32,615	6,966	4,783	5,389	49,754	431	2,943	4,117	87	1,785	-164	58,952
K	Financial Intermediation	17,851	5,226	1,057	3,669	27,802	225	2,615	2,960	390	1,349	-160	35,180

Table 10 Employees on national minimum wage (NMW) rate classified by NACE sector Q2 2006 - Q3 2008 (Preliminary estimates).

Broad Occupational Categories and Nace Principal Activity		Q2 2006		Q3 2006		Q4 2006		Q1 2007		Q2 2007	
		numbers	% of employees	numbers	% of employees	numbers	% of employees	numbers	% of employees	numbers	% of employees
All Employees											
B-E	Industry	4,000	1.7	3,700	1.6	4,000	1.7	5,900	2.5	5,300	2.2
B	Mining & quarrying	<50	0.4	100	1.1	<50	0.5	<50	0.6	100	1.7
C	Manufacturing	3,400	1.6	3,200	1.5	3,400	1.6	5,300	2.5	5,100	2.4
D-E	Electricity, water supply & waste management	600	4.2	400	3.2	600	4.3	600	4.2	*	*
K	Financial Intermediation	*	*	*	*	<50	0.1	*	*	*	*

Broad Occupational Categories and Nace Principal Activity		Q3 2007		Q4 2007		Q1 2008		Q2 2008		Q3 2008	
		numbers	% of employees	numbers	% of employees	numbers	% of employees	numbers	% of employees	numbers	% of employees
All Employees											
B-E	Industry	5,100	2.2	4,400	1.9	4,400	1.9	5,000	2.2	4,600	2.0
B	Mining & quarrying	100	1.0	100	0.7	200	2.6	100	1.5	100	0.7
C	Manufacturing	4,800	2.2	4,300	2.0	4,100	2.0	4,800	2.3	4,500	2.2
D-E	Electricity, water supply & waste management	300	2.2	*	*	100	0.8	100	0.5	<50	0.3
K	Financial Intermediation	100	0.1	<50	0.1	*	*	100	0.1	*	*

NMW rates changed from €7.65 to €8.30 on 1st January, 2007 and to €8.65 on 1st July, 2007.

< 50 - number of employees between 1 and 50

* numbers too small for estimation

Background Notes

Introduction	<p>The Earnings, Hours and Employment Costs Survey (EHECS) 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.</p> <p>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.</p>
Legislation	<p>The survey information was collected by the Central Statistics Office (CSO) under the S.I. No 314 of 2008 Statistics (Labour Costs Surveys) Order 2008. 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.</p>
Business Register	<p>The CSO's Business Register provided the register of relevant enterprises for the survey. An enterprise is defined as the smallest legally independent unit.</p>
Business Classification	<p>The business classification used for the EHECS is based on the Statistical Classification of Economic Activities in the European Community (NACE Rev.2). 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.</p>
New Nace Classification	<p>NACE Rev 2 is the new classification system for economic activities, updated from NACE Rev 1.1. A major revision of NACE was conducted between 2000 and 2007, in order to ensure that the NACE classification system remained relevant for the economy. The main changes that affected the release was the reclassification of some industrial enterprises from industry to services (principally in the software and publishing sectors) and the inclusion of steam, air conditioning supply, sewerage, water management and remediation activities in industry. The EHECS figures have been recalculated for the entire series (from Q4 2005 onwards) using NACE Rev 2, in order to avoid any discontinuities in the data.</p>
Coverage	<p>The survey results relate to enterprises in the Nace Rev 2 Sections B (Mining & quarrying), C (Manufacturing), D (Electricity, gas, steam, air conditioning supply), E (Water supply, sewerage, water management and remediation activities) and K (Financial intermediation) with 3 or more employees. The data was collected at the enterprise level.</p> <p>From Q1 2008 onwards all enterprises with 50 or more employees and a sample of the 3 to 49 employees were surveyed. The sample was based on the proportion of companies in each NACE 2 digit economic sectors in the 3 to 49 size classes (3 to 9, 10 to 19 and 20 to 49). In previous quarters, all enterprises in the size class 20 to 49 were included in the survey.</p>
Data Collection	<p>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.</p>
Differences with existing sources	<p>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:</p> <ul style="list-style-type: none"> ● 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	<ul style="list-style-type: none"> ● 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	<p>The following are the other categories of labour costs:</p> <ul style="list-style-type: none"> ● 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	<p>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 (DFSAs) for sick and maternity leave. These are deducted from the firms' labour costs in the analysis.</p>
National Minimum Wage	<p>The National Minimum Wage Act 2000 became law on the 1st April 2000. Enterprises were asked to indicate the number of employees on or below the NMW rate at the end of each quarter. A detailed guide to the Act is available from the Department of Enterprise, Trade and Employment at www.entemp.ie. Employees earning less than the minimum wage due to age or training status are also included. These rates do not apply to close relatives of the employer or apprentices other than apprentice hairdressers.</p>
Derived Variables	<p>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.</p> <p>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.</p> <p>Average Irregular Earnings Total irregular earnings in the quarter divided by total paid hours for the quarter.</p> <p>Average Overtime Earnings Total paid overtime in the quarter divided by total paid hours for the quarter.</p> <p>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.</p> <p>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.</p> <p>Hourly Labour Costs Hourly labour costs are total labour costs divided by the total number of hours paid during the quarter.</p> <p>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).</p>

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.

2007 Annual Labour Costs - Total

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

2007 Annual Labour Costs - Average

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

Methodology for production of final results

All enterprises with 50 or more employees are surveyed as well as a sample of enterprises which have between 3 and 49 employees inclusive. The classifications by size of enterprise are based on total persons engaged on the first day of the quarter.

Weighting

For enterprises with 3 to 49 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.

Imputation

Imputation is carried out for non-respondents in the greater than 50 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.

Final Estimates

After imputation, all enterprises with 50 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 49 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.

Indices

A new series of indices has been developed to link the indices of the Industrial Earnings and Hours Worked survey, which was discontinued in Q2 2007 with the data now collected by the EHECS. The hourly and weekly indices exclude bonuses and are calculated for companies with 10 or more employees. As the EHECS is a relatively new survey, these indices are experimental.

The index of earnings (or hours worked) for any quarter is calculated by:

- deriving average earnings (or hours worked) for each occupational category distinguished by each respondent organisation for the current and previous quarters
- calculating the percentage quarterly change in average earnings (or hours worked) for each category
- weighting these quarterly changes by total earnings (or hours worked) in each category in the previous quarter to derive the quarterly change for each individual organisation
- weighting these quarterly changes by total earnings (or hours worked) of each organisation in the previous quarter to obtain the estimated quarterly change for each sector
- weighting the sectoral quarterly changes by the total earnings (or hours worked) of each sector in the previous quarter to obtain the estimated overall quarterly change
- updating the indices for the preceding quarter using these estimates of the quarterly change in earnings (or hours worked).

Annex

Table A1: Estimated Gross Weekly Earnings and indices, excluding irregular bonuses for Industrial employees in enterprises with 10 or more employees for Q3 2007 - Q3 2008*

Broad Occupational Categories and NACE Principal Activity	Earnings			Indices ¹		
	Earnings per week	Earnings per hour	Hours worked per week	Earnings per week	Earnings per hour	Hours worked per week
	€	€	hours			
Q3 2007						
Industry	612.11	15.93	38.4	140.4	145.0	97.4
Mining & quarrying	780.18	17.60	44.3	125.5	129.9	95.7
Manufacturing	590.71	15.52	38.1	137.1	142.1	97.2
Electricity, gas & water supply	1,181.06	26.86	44.0	204.0	198.6	102.6
Q4 2007						
Industry	635.11	16.27	39.0	145.0	148.0	99.1
Mining & quarrying	816.01	18.03	45.3	132.6	132.2	99.5
Manufacturing	613.15	15.84	38.7	141.4	144.9	98.9
Electricity, gas & water supply	1,215.99	28.01	43.4	210.0	206.8	101.4
Q1 2008						
Industry	609.40	16.04	38.0	141.2	146.3	97.6
Mining & quarrying	806.43	18.19	44.3	134.2	136.1	97.4
Manufacturing	584.44	15.53	37.6	137.3	142.6	97.5
Electricity, gas & water supply	1,230.21	29.19	42.1	211.7	215.0	98.4
Q2 2008						
Industry	643.19	16.46	39.1	145.0	147.8	99.3
Mining & quarrying	826.98	18.18	45.5	137.7	135.8	101.1
Manufacturing	617.97	16.00	38.6	140.9	144.4	99.1
Electricity, gas & water supply	1,271.31	28.61	44.4	218.5	209.8	104.1
Q3 2008						
Industry	629.93	16.08	39.2	143.0	146.5	99.1
Mining & quarrying	841.19	18.71	45.0	124.0	133.5	91.2
Manufacturing	602.63	15.55	38.7	139.7	143.4	99.3
Electricity, gas & water supply	1,265.02	27.86	45.4	217.8	204.5	106.4

*Preliminary estimates

Note: Indices are linked to the Quarterly Industrial and Services Inquiry (QII) that was discontinued from Q3 2007 onwards.

¹ All indices to base September 2000=100

Please see methodology notes on page 20 for further information on indices

Table A2: Estimated Gross Weekly Earnings & Indices of Managerial, Clerical and All Employees by Nace sector for Q3 2007 - Q3 2008*

Broad Occupational Categories and NACE Principal Activity	Q3 2007		Q4 2007		Q1 2008		Q2 2008		Q3 2008*	
	€	Indices ¹	€	Indices ¹	€	Indices ¹	€	Indices ¹	€	Indices ¹
All Employees										
Industry	726.49	141.7	757.66	147.7	736.52	146.3	768.71	148.0	762.70	147.9
Mining & quarrying	836.82	133.0	849.83	136.2	844.63	139.5	872.67	142.4	879.95	131.7
Manufacturing	703.32	139.5	735.25	145.6	711.06	143.8	744.64	145.4	735.92	145.9
Electricity, gas & water supply	1,179.24	172.4	1,215.91	177.4	1,238.47	180.4	1,252.54	183.0	1,245.01	181.8
Financial Intermediation	862.37	255.3	895.88	265.5	892.41	267.0	914.76	270.7	904.19	269.8
Managers, professionals & associated professionals										
Industry	1,056.83	146.2	1,118.10	156.3	1,093.33	157.1	1,123.66	156.3	1,126.76	157.4
Mining & quarrying	1,165.99	154.1	1,103.56	146.0	1,118.28	154.4	1,211.63	156.0	1,196.01	155.9
Manufacturing	1,027.32	145.5	1,094.35	156.8	1,065.91	157.2	1,098.98	156.2	1,099.64	157.5
Electricity, gas & water supply	1,581.11	148.0	1,597.07	149.5	1,622.86	152.0	1,591.90	152.5	1,593.54	151.7
Clerical, sales and service employees										
Industry	710.42	143.3	732.73	147.7	719.55	146.7	728.70	146.7	739.52	150.7
Mining & quarrying	677.41	125.7	683.16	125.1	671.15	126.5	711.29	131.2	694.95	125.8
Manufacturing	695.07	140.8	716.48	145.0	699.92	143.5	708.74	142.9	719.04	147.8
Electricity, gas & water supply	868.72	170.1	912.87	177.8	933.70	181.4	947.38	184.6	942.33	184.0

*Preliminary estimates

Note: Indices are linked to the Quarterly Industrial and Services Inquiry (QII) that was discontinued from Q3 2007 onwards.

The EHECS classifications in the table above have been amended from Nace Rev2 to bring them into line with QII. However differences still remain, particularly in the manufacturing sector.

¹ All indices to base September 2000=100

Please see methodology notes on page 20 for further information on indices